

Human resources: update

Workforce data

As at 31 July 2015 (for the period 1.01.2015 to 31.07.2015)*



Document issued 15 October 2015

* Data as at 31 December 2015 will be made available in March 2016.

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

Category	Headquarters	Special programmes and collaborative arrangements ^a	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	338	11	116	51	77	68	91	752
National professional officers	29	0	287	33	27	59	54	489
General service staff	188	1	281	103	55	159	158	945
Total	555	12	684	187	159	286	303	2186

Continuing appointments

Professional and higher category staff	640	19	251	77	107	100	76	1270
National professional officers	34	0	314	18	38	24	29	457
General service staff	521	4	924	244	131	309	183	2316
Total	1195	23	1489	339	276	433	288	4043

Total number of staff holding long-term appointments	1750	35	2173	526	435	719	591	6229
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Staff holding short-term appointments

Temporary appointments under SR 420.4

Professional and higher category staff	284	16	86	37	17	85	19	544
National professional officers	2	0	37	64	12	44	7	166
General service staff	108	2	187	90	25	117	11	540
Total	394	18	310	191	54	246	37	1250

Temporary appointments of 60 days or less

Professional and higher category staff	5	0	0	0	1	0	1	7
National professional officers	0	0	0	0	0	0	1	1
General service staff	16	0	4	0	5	0	17	42
Total	21	0	4	0	6	0	19	50

Total number of temporary appointments	415	18	314	191	60	246	56	1300
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Total number of staff	2165	53	2487	717	495	965	647	7529
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^a 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 SEX^a
DATA AS OF 31-JUL-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
Headquarters	0	0	0	9	24	33	68	104	172	142	197	339	202	124	326	55	20	75	18	5	23	6	4	10	500	478	978	51.1%	48.9%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	8	8	5	4	9	4	4	8	2	0	2	1	2	3	0	0	0	12	18	30	40.0%	60.0%
Africa	0	0	0	10	9	19	32	16	48	128	48	176	64	14	78	35	9	44	1	0	1	0	1	1	270	97	367	73.6%	26.4%
South-East Asia	0	0	0	0	1	1	5	1	6	25	8	33	39	26	65	19	2	21	1	0	1	0	1	1	89	39	128	69.5%	30.5%
Europe	2	5	7	7	16	23	18	16	34	28	26	54	19	26	45	12	6	18	2	0	2	0	1	1	88	96	184	47.8%	52.2%
Eastern Mediterranean	2	1	3	4	4	8	16	12	28	34	16	50	28	16	44	22	7	29	4	1	5	1	0	1	111	57	168	66.1%	33.9%
Western Pacific	0	0	0	1	1	2	7	9	16	41	26	67	41	19	60	12	7	19	2	0	2	1	0	1	105	62	167	62.9%	37.1%
Total	4	6	10	31	55	86	146	166	312	403	325	728	397	229	626	157	51	208	29	8	37	8	7	15	1175	847	2022	58.1%	41.9%
Percentage by grade	40.0%	60.0%	100.0%	36.0%	64.0%	100.0%	46.8%	53.2%	100.0%	55.4%	44.6%	100.0%	63.4%	36.6%	100.0%	75.5%	24.5%	100.0%	78.4%	21.6%	100.0%	53.3%	46.7%	100.0%	58.1%	41.9%	100.0%		
Percentage of total			0.5%			4.3%			15.4%			36.0%			31.0%			10.3%			1.8%			0.7%			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^b	3	9	12	20	16	36	6	8	14	0	1	1	29	34	63	46.0%	54.0%
<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	7	24	133	44	177	256	135	391	7	2	9	413	188	601	68.7%	31.3%
South-East Asia	6	2	8	7	6	13	18	8	26	4	0	4	35	16	51	68.6%	31.4%
Europe	3	4	7	7	23	30	12	16	28	0	0	0	22	43	65	33.8%	66.2%
Eastern Mediterranean	3	2	5	31	18	49	16	8	24	5	0	5	55	28	83	66.3%	33.7%
Western Pacific	1	7	8	14	17	31	18	23	41	1	2	3	34	49	83	41.0%	59.0%
Total	33	31	64	212	124	336	326	198	524	17	5	22	588	358	946	62.2%	37.8%
Percentage by grade	51.6%	48.4%	100.0%	63.1%	36.9%	100.0%	62.2%	37.8%	100.0%	77.3%	22.7%	100.0%	62.2%	37.8%	100.0%		
Percentage of total			6.8%			35.5%			55.4%			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	16	6	22	24	84	108	63	292	355	48	163	211	2	8	10	156	553	709	22.0%	78.0%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	2	2	0	1	1	0	2	2	0	0	0	0	5	5	0.0%	100.0%
Africa	17	5	22	423	7	430	94	17	111	47	66	113	50	124	174	78	121	199	81	75	156	790	415	1205	65.6%	34.4%
South-East Asia	4	1	5	55	0	55	32	9	41	24	31	55	39	58	97	33	20	53	28	13	41	215	132	347	62.0%	38.0%
Europe	0	0	0	9	0	9	14	0	14	1	10	11	24	94	118	12	18	30	1	3	4	61	125	186	32.8%	67.2%
Eastern Mediterranean	35	1	36	46	2	48	49	1	50	20	63	83	40	107	147	30	40	70	13	21	34	233	235	468	49.8%	50.2%
Western Pacific	2	4	6	21	0	21	20	9	29	6	49	55	12	100	112	23	64	87	10	21	31	94	247	341	27.6%	72.4%
Total	59	11	70	556	9	565	225	42	267	122	305	427	228	776	1004	224	428	652	135	141	276	1549	1712	3261	47.5%	52.5%
Percentage by grade	84.3%	15.7%	100.0%	98.4%	1.6%	100.0%	84.3%	15.7%	100.0%	28.6%	71.4%	100.0%	22.7%	77.3%	100.0%	34.4%	65.6%	100.0%	48.9%	51.1%	100.0%	47.5%	52.5%	100.0%		
Percentage of total			2.1%			17.3%			8.2%			13.1%			30.8%			20.0%			8.5%			100.0%		

M - male, F - female, T - total

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

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

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

Major Office	Unrepresented countries	Underrepresented countries	Overrepresented countries
Africa			Burkina Faso Burundi Cameroon, Republic of Congo, Democratic Rep of the Congo, Republic of the Cote d'Ivoire Ethiopia Ghana Kenya Mali Nigeria Rwanda Senegal South Africa Tanzania, United Republic of Togo Uganda Zambia Zimbabwe
The Americas	Antigua and Barbuda Bahamas Barbados Belize 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
South-East Asia			Bangladesh India Nepal Sri Lanka
Europe	Andorra Cyprus Luxembourg Monaco Montenegro San Marino	Austria Czech Republic Greece Israel Norway Poland Russian Federation Slovak Republic Turkey	Belgium Denmark France Germany Ireland Italy Netherlands Switzerland United Kingdom
Eastern Mediterranean	Kuwait Libya Oman Qatar United Arab Emirates	Saudi Arabia	Egypt Iran Jordan Lebanon Pakistan Sudan Tunisia
Western Pacific	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,^a BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-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	2	0	0	1	0	0	0	0	0	0	3	3	6
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	1	2	0	5	2	2	0	3	0	0	0	0	0	12	3	15
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	1	0	0	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	7	1	4	0	1	0	1	0	0	0	14	1	15
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	10	4	5	1	3	1	0	0	0	0	19	7	26
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	2	3	5	4	0	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	1	1	2	0	1	0	0	0	0	0	0	2	4	6
Malawi	1-8	0	0	0	0	1	0	3	0	4	0	0	0	0	0	0	0	8	0	8
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	3	1	1	0	0	0	1	0	0	0	0	0	5	1	6
Mozambique	1-8	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	2	2
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	2	0	0	0	0	0	7	1	8
Nigeria	1-8	0	0	0	0	1	0	8	1	8	1	0	0	0	0	0	0	17	2	19
Rwanda	1-8	0	0	0	0	2	2	3	0	7	0	0	0	0	0	0	0	12	2	14
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	5	1	1	1	0	0	0	0	10	7	17
Seychelles	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
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	0	3	6	1	0	1	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	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Tanzania, United Republic of	1-8	0	0	0	0	2	2	3	1	0	2	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	2	5	1	3	1	4	1	1	0	0	0	0	0	14	5	19
Total - African Region		0	0	10	8	38	20	119	51	88	19	30	10	1	0	1	2	287	110	397

^a 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, ^a BY COUNTRY OF ORIGIN
DATA AS OF 31-JUL-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	1	0	0	0	0	0	0	0	0	0	1	0	1	
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	7	5	5	2	1	0	1	0	27	22	49	
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	1	0	0	0	0	0	0	0	0	0	1	0	1	
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	0	1	0	0	0	0	0	1	0	0	0	0	0	2	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	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	6	5	9	21	35	29	16	8	7	2	0	1	0	68	73	141	
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	10	8	22	42	55	48	30	18	10	3	1	2	0	125	129	254	

^a 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, ^a BY COUNTRY OF ORIGIN
DATA AS OF 31-JUL-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	4	2	2	0	1	0	0	0	12	2	14
Bhutan	1-8	0	0	0	0	0	0	2	1	1	1	1	0	0	0	0	0	4	2	6
India	7-14	0	0	2	3	9	6	35	6	18	17	8	0	1	0	0	1	73	33	106
Indonesia	3-11	0	0	0	0	0	1	0	0	2	0	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	3	0	3
Maldives	1-8	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Myanmar	1-8	0	0	0	0	0	0	1	0	0	1	2	0	0	0	0	0	3	1	4
Nepal	1-8	0	0	0	0	1	0	3	0	4	1	3	0	0	0	0	0	11	1	12
Sri Lanka	1-8	0	0	1	0	1	1	1	2	4	2	2	0	0	0	0	0	9	5	14
Thailand	2-10	0	0	0	0	0	1	1	1	0	3	2	1	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	1	0	1
Total - South-East Asia Region		0	0	3	3	11	9	49	10	35	28	21	1	2	0	0	1	121	52	173

^a 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,^a BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-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	1	0	3	10	9	1	7	1	1	1	0	0	21	13	34	
Bosnia and Herzegovina	1-8	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	1	2	3	
Bulgaria	1-8	0	0	0	1	1	1	1	0	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	
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	0	1	0	0	0	0	0	12	7	19	
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	7	11	16	11	21	13	5	5	1	1	0	1	52	46	98	
Georgia	1-8	0	0	0	0	0	0	2	1	0	1	0	0	0	1	0	0	2	3	5	
Germany	63-86	1	0	0	2	4	8	15	15	18	14	7	2	1	0	0	0	46	41	87	
Greece	6-14	0	0	0	0	0	1	1	2	0	0	1	0	0	0	0	0	2	3	5	
Hungary	3-10	0	0	0	0	0	2	2	0	1	2	2	0	0	0	0	1	5	5	10	
Iceland	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Ireland	4-12	0	0	0	1	0	4	0	4	4	2	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	4	5	7	10	13	7	7	1	4	0	0	1	36	24	60	
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	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	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	2	1	0	2	1	0	0	0	0	0	4	4	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	3	3	4	4	10	3	4	2	2	0	0	0	23	13	36	
Norway	8-16	0	0	0	0	0	1	0	2	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	0	0	0	1	2	0	1	0	0	0	0	0	0	1	3	4	
Russian Federation	23-32	0	0	0	2	2	1	2	2	3	0	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	1	2	4	1	4	5	3	6	3	0	1	1	0	0	16	16	32	
Sweden	9-17	0	0	0	0	0	5	1	2	2	1	1	0	0	0	1	0	5	8	13	
Switzerland	9-16	0	0	0	1	7	4	2	2	3	3	1	0	0	0	0	0	13	10	23	
Tajikistan	1-8	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	2	
Turkey	13-23	0	0	0	0	0	0	2	2	3	3	1	1	0	0	0	0	6	6	12	
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	1	2	0	0	0	0	0	0	0	0	4	2	6	
United Kingdom	39-54	1	1	4	3	3	11	10	9	26	24	7	3	1	0	1	0	53	51	104	
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	9	22	52	68	92	104	134	106	53	20	13	4	3	3	358	331	689	

^aCounted 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,^a BY COUNTRY OF ORIGIN**DATA AS OF 31-JUL-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	1	0	0	1	0	0	1	0	0	0	0	0	2	1	3
Bahrain	1-8	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
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	4	7	2	3	3	4	3	0	0	0	0	0	0	17	13	30
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	3	1	1	1	1	1	1	0	0	0	8	3	11
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	1	0	1	3	0	1	0	0	1	0	0	0	3	4	7
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	0	0	0	0	19	1	20
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	2	0	1	0	0	0	0	0	10	4	14
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	3	1	0	2	1	0	0	0	0	0	7	3	10
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
Total - Eastern Mediterranean Region		0	1	4	5	17	5	33	21	24	13	12	5	3	0	1	0	94	50	144

^aCounted 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,^a BY COUNTRY OF ORIGIN**DATA AS OF 31-JUL-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	11	7	6	5	7	2	2	0	0	0	28	19	47
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	4	1	0	0	0	1	18	18	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	2	4	4	5	11	4	1	0	2	0	0	0	20	14	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	2	4	3	2	2	0	0	0	1	0	8	7	15
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	0	0	0	2	2	1	1	2	0	0	1	0	0	0	4	5	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	1	1	5	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	2	3	1	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	1	7	5	5	9	4	3	2	1	0	0	0	0	19	19	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
Total - Western Pacific Region		0	0	1	3	14	24	36	44	35	22	18	5	5	0	1	1	110	99	209

^aCounted 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**^a COUNTED FOR GEOGRAPHICAL REPRESENTATION, BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-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	1	1	2	1	0	0	0	0	0	0	0	2	3	5	
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	0	0	0	1	0	1	0	0	0	0	0	2	1	3	
Colombia	0	0	0	0	0	0	0	0	0	0	1	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	
Denmark	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	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	0	2	5	3	0	0	0	0	0	0	0	7	6	13	
Germany	0	0	0	0	0	1	4	0	0	0	0	0	0	0	0	0	4	1	5	
India	0	0	0	0	0	1	0	0	1	1	0	0	0	0	0	0	1	2	3	
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	0	5	2	0	0	0	0	0	0	0	3	5	8	
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	0	1	3	0	0	0	0	0	0	0	3	1	4	
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	0	1	0	0	0	1	1	
Netherlands	0	0	0	0	0	0	0	1	1	2	0	0	1	0	0	0	2	3	5	
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	1	0	0	0	4	0	4	
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	1	1	0	0	1	0	0	0	0	0	0	1	3	4	
Senegal	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	2	
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	0	1	0	3	2	2	0	0	0	1	0	0	2	8	10	
United States of America	0	0	0	0	0	3	10	15	10	2	2	0	0	0	0	0	22	20	42	
Zambia	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1	
Total	1	0	1	4	6	18	32	40	33	11	5	0	2	3	0	0	80	76	156	

^aPositions **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, SEX AND MAJOR OFFICE
DATA AS OF 31-JUL-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	1	0	1	39	81	120	167	189	356	238	187	425	54	16	70	1	5	6	500	478	978
<i>Special programmes and collaborative arrangements</i>	0	0	0	1	2	3	4	8	12	7	8	15	0	0	0	0	0	0	12	18	30
Africa	1	0	1	10	15	25	71	22	93	153	53	206	35	7	42	0	0	0	270	97	367
South-East Asia	0	0	0	2	2	4	25	15	40	47	18	65	15	3	18	0	1	1	89	39	128
Europe	0	0	0	14	22	36	37	32	69	31	39	70	6	2	8	0	1	1	88	96	184
Eastern Mediterranean	0	0	0	9	4	13	30	19	49	60	26	86	11	8	19	1	0	1	111	57	168
Western Pacific	0	1	1	16	13	29	35	23	58	42	24	66	11	1	12	1	0	1	105	62	167
Total	2	1	3	91	139	230	369	308	677	578	355	933	132	37	169	3	7	10	1175	847	2022
Percentage by bracket	66.7%	33.3%	100.0%	39.6%	60.4%	100.0%	54.5%	45.5%	100.0%	62.0%	38.0%	100.0%	78.1%	21.9%	100.0%	30.0%	70.0%	100.0%	58.1%	41.9%	100.0%
Percentage of total			0.1%			11.4%			33.5%			46.1%			8.4%			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	1	1	2	23	22	45	4	10	14	1	0	1	0	1	1	0	0	0	29	34	63
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Africa	0	0	0	49	27	76	167	62	229	171	87	258	26	12	38	0	0	0	413	188	601
South-East Asia	0	0	0	4	4	8	9	6	15	20	5	25	2	1	3	0	0	0	35	16	51
Europe	2	0	2	2	7	9	12	23	35	5	13	18	1	0	1	0	0	0	22	43	65
Eastern Mediterranean	0	0	0	8	6	14	16	10	26	25	12	37	6	0	6	0	0	0	55	28	83
Western Pacific	1	1	2	7	11	18	13	21	34	13	14	27	0	2	2	0	0	0	34	49	83
Total	4	2	6	93	77	170	221	132	353	235	131	366	35	16	51	0	0	0	588	358	946
Percentage by bracket	66.7%	33.3%	100.0%	54.7%	45.3%	100.0%	62.6%	37.4%	100.0%	64.2%	35.8%	100.0%	68.6%	31.4%	100.0%	0.0%	0.0%	0.0%	62.2%	37.8%	100.0%
Percentage of total			0.6%			18.0%			37.3%			38.7%			5.4%			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	5	10	15	32	154	186	69	180	249	42	173	215	8	36	44	0	0	0	156	553	709
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	2	2	0	0	0	0	3	3	0	0	0	0	0	0	0	5	5
Africa	5	2	7	100	90	190	317	177	494	336	137	473	32	9	41	0	0	0	790	415	1205
South-East Asia	0	5	5	40	52	92	86	46	132	79	27	106	10	2	12	0	0	0	215	132	347
Europe	1	0	1	10	37	47	37	51	88	12	35	47	1	2	3	0	0	0	61	125	186
Eastern Mediterranean	14	20	34	63	79	142	75	80	155	75	53	128	6	3	9	0	0	0	233	235	468
Western Pacific	3	23	26	21	81	102	39	81	120	29	60	89	2	2	4	0	0	0	94	247	341
Total	28	60	88	266	495	761	623	615	1238	573	488	1061	59	54	113	0	0	0	1549	1712	3261
Percentage by bracket	31.8%	68.2%	100.0%	35.0%	65.0%	100.0%	50.3%	49.7%	100.0%	54.0%	46.0%	100.0%	52.2%	47.8%	100.0%	0.0%	0.0%	0.0%	47.5%	52.5%	100.0%
Percentage of total			2.7%			23.3%			38.0%			32.5%			3.5%			0.0%			100.0%

M - male, F - female, T - total

TABLE 7. STAFF BY GRADE AND AGE, ALL LOCATIONS
DATA AS OF 31-JUL-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	5	1	6	1	3	4	2	3	5	8	7	15
D2	0	0	0	0	0	0	1	0	1	20	6	26	8	1	9	0	1	1	29	8	37
D1/P6	0	0	0	0	0	0	31	8	39	93	39	132	33	4	37	0	0	0	157	51	208
P5	0	0	0	6	4	10	100	75	175	235	131	366	55	16	71	1	3	4	397	229	626
P4	0	0	0	40	57	97	155	134	289	178	127	305	30	7	37	0	0	0	403	325	728
P3	0	1	1	30	55	85	69	67	136	42	37	79	5	6	11	0	0	0	146	166	312
P2	2	0	2	13	19	32	11	22	33	5	14	19	0	0	0	0	0	0	31	55	86
P1	0	0	0	2	4	6	2	2	4	0	0	0	0	0	0	0	0	0	4	6	10
Total	2	1	3	91	139	230	369	308	677	578	355	933	132	37	169	3	7	10	1175	847	2022
Percentage by bracket	66.7%	33.3%	100.0%	39.6%	60.4%	100.0%	54.5%	45.5%	100.0%	62.0%	38.0%	100.0%	78.1%	21.9%	100.0%	30.0%	70.0%	100.0%	58.1%	41.9%	100.0%
Percentage of total			0.1%			11.4%			33.5%			46.1%			8.4%			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	2	11	2	0	2	0	0	0	17	5	22
C	0	0	0	30	24	54	114	75	189	154	89	243	28	10	38	0	0	0	326	198	524
B	2	0	2	53	38	91	91	47	138	61	34	95	5	5	10	0	0	0	212	124	336
A	2	2	4	8	13	21	12	9	21	11	6	17	0	1	1	0	0	0	33	31	64
Total	4	2	6	93	77	170	221	132	353	235	131	366	35	16	51	0	0	0	588	358	946
Percentage by bracket	66.7%	33.3%	100.0%	54.7%	45.3%	100.0%	62.6%	37.4%	100.0%	64.2%	35.8%	100.0%	68.6%	31.4%	100.0%	0.0%	0.0%	0.0%	62.2%	37.8%	100.0%
Percentage of total			0.6%			18.0%			37.3%			38.7%			5.4%			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	3	0	3	22	15	37	54	56	110	52	64	116	4	6	10	0	0	0	135	141	276
G6	5	1	6	64	97	161	94	172	266	56	145	201	5	13	18	0	0	0	224	428	652
G5	7	31	38	54	254	308	92	278	370	71	191	262	4	22	26	0	0	0	228	776	1004
G4	3	26	29	36	107	143	46	95	141	27	66	93	10	11	21	0	0	0	122	305	427
G3	3	2	5	27	17	44	95	10	105	93	11	104	7	2	9	0	0	0	225	42	267
G2	4	0	4	46	3	49	220	1	221	257	5	262	29	0	29	0	0	0	556	9	565
G1	3	0	3	17	2	19	22	3	25	17	6	23	0	0	0	0	0	0	59	11	70
Total	28	60	88	266	495	761	623	615	1238	573	488	1061	59	54	113	0	0	0	1549	1712	3261
Percentage by bracket	31.8%	68.2%	100.0%	35.0%	65.0%	100.0%	50.3%	49.7%	100.0%	54.0%	46.0%	100.0%	52.2%	47.8%	100.0%	0.0%	0.0%	0.0%	47.5%	52.5%	100.0%
Percentage of total			2.7%			23.3%			38.0%			32.5%			3.5%			0.0%			100.0%

M - male, F - female, T - total

TABLE 8. STAFF BY LENGTH OF SERVICE
DATA AS OF 31-JUL-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	215	20	116	351	414	43	328	785	209	0	137	346	75	0	36	111	43	0	34	77	17	0	38	55	5	0	20	25	978	63	709	1750
Special programmes and collaborative arrangements	4	0	1	5	21	0	2	23	2	0	0	2	2	0	0	2	1	0	1	2	0	0	1	1	0	0	0	0	30	0	5	35
Africa	75	146	139	360	164	373	870	1407	78	49	91	218	34	26	34	94	12	3	38	53	4	3	15	22	0	1	18	19	367	601	1205	2173
South-East Asia	35	24	58	117	53	13	107	173	25	7	74	106	6	1	34	41	5	3	47	55	0	2	15	17	4	1	12	17	128	51	347	526
Europe	50	20	25	95	76	30	91	197	42	15	59	116	11	0	4	15	3	0	2	5	2	0	5	7	0	0	0	0	184	65	186	435
Eastern Mediterranean	43	48	107	198	68	20	184	272	32	8	104	144	19	1	16	36	2	2	32	36	2	4	17	23	2	0	8	10	168	83	468	719
Western Pacific	69	45	114	228	62	31	106	199	25	2	59	86	7	1	31	39	3	2	18	23	1	2	9	12	0	0	4	4	167	83	341	591
Total	491	303	560	1354	858	510	1688	3056	413	81	524	1018	154	29	155	338	69	10	172	251	26	11	100	137	11	2	62	75	2022	946	3261	6229
Percentage by bracket	36.3%	22.4%	41.4%	100.0%	28.1%	16.7%	55.2%	100.0%	40.6%	8.0%	51.5%	100.0%	45.6%	8.6%	45.9%	100.0%	27.5%	4.0%	68.5%	100.0%	19.0%	8.0%	73.0%	100.0%	14.7%	2.7%	82.7%	100.0%	32.5%	15.2%	52.4%	100.0%
Percentage of total				21.7%				49.1%				16.3%				5.4%				4.0%				2.2%				1.2%				100.0%

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

TABLE 9. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 JULY 2015

Major Office	Category	Total staff as at 31 July 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	978	16	50.0%	6	37.5%	11	34.4%	3	27.3%	5	15.6%	2	40.0%	32	11	34.4%
	NPO	63	2	100.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	2	100.0%
	GS	709	16	59.3%	11	68.8%	10	37.0%	9	90.0%	1	3.7%	0	0.0%	27	20	74.1%
<i>Special programmes and collaborative arrangements</i>	P	30	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	367	4	40.0%	2	50.0%	5	50.0%	1	20.0%	1	10.0%	1	100.0%	10	4	40.0%
	NPO	601	26	89.7%	7	26.9%	2	6.9%	0	0.0%	1	3.4%	0	0.0%	29	7	24.1%
	GS	1205	16	88.9%	5	31.3%	2	11.1%	1	50.0%	0	0.0%	0	0.0%	18	6	33.3%
South-East Asia	P	128	6	66.7%	3	50.0%	2	22.2%	1	50.0%	1	11.1%	0	0.0%	9	4	44.4%
	NPO	51	3	37.5%	0	0.0%	5	62.5%	1	20.0%	0	0.0%	0	0.0%	8	1	12.5%
	GS	347	5	62.5%	4	80.0%	3	37.5%	2	66.7%	0	0.0%	0	0.0%	8	6	75.0%
Europe	P	184	3	60.0%	1	33.3%	1	20.0%	0	0.0%	1	20.0%	1	100.0%	5	2	40.0%
	NPO	65	1	50.0%	1	100.0%	1	50.0%	1	100.0%	0	0.0%	0	0.0%	2	2	100.0%
	GS	186	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	168	2	33.3%	1	50.0%	3	50.0%	1	33.3%	1	16.7%	0	0.0%	6	2	33.3%
	NPO	83	4	66.7%	1	25.0%	2	33.3%	1	50.0%	0	0.0%	0	0.0%	6	2	33.3%
	GS	468	10	50.0%	4	40.0%	10	50.0%	5	50.0%	0	0.0%	0	0.0%	20	9	45.0%
Western Pacific	P	167	8	57.1%	3	37.5%	6	42.9%	3	50.0%	0	0.0%	0	0.0%	14	6	42.9%
	NPO	83	7	63.6%	4	57.1%	3	27.3%	2	66.7%	1	9.1%	0	0.0%	11	6	54.5%
	GS	341	7	58.3%	4	57.1%	5	41.7%	4	80.0%	0	0.0%	0	0.0%	12	8	66.7%
Total	P	2022	39	51.3%	16	41.0%	28	36.8%	9	32.1%	9	11.8%	4	44.4%	76	29	38.2%
	NPO	946	43	74.1%	15	34.9%	13	22.4%	5	38.5%	2	3.4%	0	0.0%	58	20	34.5%
	GS	3261	58	63.7%	30	51.7%	32	35.2%	23	71.9%	1	1.1%	0	0.0%	91	53	58.2%
	All	6229	140	62.2%	61	43.6%	73	32.4%	37	50.7%	12	5.3%	4	33.3%	225	102	45.3%

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

TABLE 10. STAFF RETIREMENT PROJECTIONS^a
DATA AS OF 31-JUL-2015

Region	Category	Total staff as at 31 July 2015	Staff due to retire							
			By 31 July 2016 (1 year)	% of total staff	By 31 July 2018 (3 years)	% of total staff	By 31 July 2020 (5 years)	% of total staff	By 31 July 2025 (10 years)	% of total staff
Headquarters	P	978	26	2.7%	95	9.7%	178	18.2%	394	40.3%
	NPO	63	0	0.0%	0	0.0%	0	0.0%	1	1.6%
	GS	709	26	3.7%	70	9.9%	104	14.7%	215	30.3%
<i>Special programmes and collaborative arrangements</i>	P	30	0	0.0%	2	6.7%	6	20.0%	13	43.3%
	NPO	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	GS	5	0	0.0%	1	20.0%	1	20.0%	3	60.0%
Africa	P	367	20	5.4%	65	17.7%	114	31.1%	204	55.6%
	NPO	601	18	3.0%	50	8.3%	94	15.6%	231	38.4%
	GS	1205	27	2.2%	83	6.9%	161	13.4%	399	33.1%
South-East Asia	P	128	9	7.0%	25	19.5%	40	31.3%	71	55.5%
	NPO	51	1	2.0%	6	11.8%	13	25.5%	23	45.1%
	GS	347	11	3.2%	28	8.1%	46	13.3%	100	28.8%
Europe	P	184	2	1.1%	16	8.7%	25	13.6%	62	33.7%
	NPO	65	1	1.5%	2	3.1%	5	7.7%	16	24.6%
	GS	186	4	2.2%	8	4.3%	12	6.5%	39	21.0%
Eastern Mediterranean	P	168	11	6.5%	28	16.7%	46	27.4%	86	51.2%
	NPO	83	2	2.4%	6	7.2%	12	14.5%	29	34.9%
	GS	468	7	1.5%	25	5.3%	46	9.8%	120	25.6%
Western Pacific	P	167	4	2.4%	21	12.6%	30	18.0%	63	37.7%
	NPO	83	2	2.4%	3	3.6%	4	4.8%	23	27.7%
	GS	341	4	1.2%	13	3.8%	30	8.8%	80	23.5%
Total	P	2022	72	3.6%	252	12.5%	439	21.7%	893	44.2%
	NPO	946	24	2.5%	67	7.1%	128	13.5%	323	34.1%
	GS	3261	79	2.4%	228	7.0%	400	12.3%	956	29.3%
	ALL	6229	175	2.8%	547	8.8%	967	15.5%	2172	34.9%

^a Figures are cumulative. For example, the total number of staff in the professional and higher categories due to retire by 31 July 2018 includes those due to retire by 31 July 2016

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

TABLE 11. TOTAL STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES, BY LOCATION OF ASSIGNMENT AND REGION OF NATIONALITY
DATA AS OF 31-JUL-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	89	8.8%	70	6.9%	461	45.7%	51	5.1%	201	19.9%	136	13.5%	1008	100.0%
Africa	302	82.3%	7	1.9%	25	6.8%	9	2.5%	22	6.0%	2	0.5%	367	100.0%
South-East Asia	3	2.3%	71	55.5%	25	19.5%	3	2.3%	14	10.9%	12	9.4%	128	100.0%
Europe	0	0.0%	2	1.1%	155	84.2%	2	1.1%	20	10.9%	5	2.7%	184	100.0%
Eastern Mediterranean	11	6.5%	7	4.2%	45	26.8%	88	52.4%	13	7.7%	4	2.4%	168	100.0%
Western Pacific	3	1.8%	19	11.4%	40	24.0%	2	1.2%	28	16.8%	75	44.9%	167	100.0%
Total	408	20.2%	176	8.7%	751	37.1%	155	7.7%	298	14.7%	234	11.6%	2022	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	89	21.8%	70	39.8%	461	61.4%	51	32.9%	201	67.4%	136	58.1%	1008	49.9%
Africa	302	74.0%	7	4.0%	25	3.3%	9	5.8%	22	7.4%	2	0.9%	367	18.2%
South-East Asia	3	0.7%	71	40.3%	25	3.3%	3	1.9%	14	4.7%	12	5.1%	128	6.3%
Europe	0	0.0%	2	1.1%	155	20.6%	2	1.3%	20	6.7%	5	2.1%	184	9.1%
Eastern Mediterranean	11	2.7%	7	4.0%	45	6.0%	88	56.8%	13	4.4%	4	1.7%	168	8.3%
Western Pacific	3	0.7%	19	10.8%	40	5.3%	2	1.3%	28	9.4%	75	32.1%	167	8.3%
Total	408	100.0%	176	100.0%	751	100.0%	155	100.0%	298	100.0%	234	100.0%	2022	100.0%

Table 12 - STAFF MOBILITY: CHANGE IN DUTY STATION
DATA AS OF 31-JUL-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	%				
Headquarters	3	1	4	44.4%	1	0	1	11.1%	1	1	2	22.2%	0	0	0	0.0%	2	0	2	22.2%	0	0	0	0.0%	7	2	9	100.0%
Africa	2	0	2	6.7%	13	6	19	63.3%	0	0	0	0.0%	0	0	0	0.0%	8	0	8	26.7%	1	0	1	3.3%	24	6	30	100.0%
South-East Asia	1	0	1	6.3%	0	0	0	0.0%	6	4	10	62.5%	0	1	1	6.3%	1	1	2	12.5%	1	1	2	12.5%	9	7	16	100.0%
Europe	1	1	2	20.0%	1	0	1	10.0%	0	0	0	0.0%	5	1	6	60.0%	0	0	0	0.0%	1	0	1	10.0%	8	2	10	100.0%
Eastern Mediterranean	0	1	1	11.1%	1	1	2	22.2%	0	0	0	0.0%	0	0	0	0.0%	5	1	6	66.7%	0	0	0	0.0%	6	3	9	100.0%
Western Pacific	1	2	3	18.8%	0	1	1	6.3%	3	2	5	31.3%	0	0	0	0.0%	2	0	2	12.5%	4	1	5	31.3%	10	6	16	100.0%
Total	8	5	13	14.4%	16	8	24	26.7%	10	7	17	18.9%	5	2	7	7.8%	18	2	20	22.2%	7	2	9	10.0%	64	26	90	100.0%

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

M - male, F - female, T - total

Table 13 - MOBILITY RATIO BY MAJOR OFFICE
DATA AS OF 31-JUL-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
Headquarters	978	49.1%	9	0.9%	5	0.5%
Africa	367	18.4%	30	8.2%	11	3.0%
South-East Asia	128	6.4%	16	12.5%	6	4.7%
Europe	184	9.2%	10	5.4%	4	2.2%
Eastern Mediterranean	168	8.4%	9	5.4%	3	1.8%
Western Pacific	167	8.4%	16	9.6%	11	6.6%
Total	1992	100.0%	90	4.5%	40	2.0%

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

M - male, F - female, T - total

TABLE 14. NUMBER OF INDIVIDUALS HOLDING NON-STAFF CONTRACTS, BY MAJOR OFFICE^a
DATA AS OF 31-JUL-2015

Major Office	Agreement for Performance of Work		Consultants		Special Services Agreements ^c
	Number of individuals holding non-staff contracts	Estimate of full-time equivalents ^b	Number of individuals holding non-staff contracts	Estimate of full-time equivalents ^b	Number of individuals holding non-staff contracts
Headquarters	989	75	874	188	0
Africa	261	11	428	40	2609
South-East Asia	255	15	21	2	1441
Europe	462	30	101	14	50
Eastern Mediterranean	937	33	60	5	808
Western Pacific	613	21	151	21	86
Total	3517	185	1635	270	4994

^aData for the region of The Americas are not available

^bEstimated 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

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

TABLE 15. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES
DATA AS OF 31-JUL-2015

Donor countries	Major office							Total
	Headquarters	Africa	South-East Asia	Europe	Eastern Mediterranean	The Americas	Western Pacific	
Denmark	0	1	0	0	0	0	0	1
Finland	1	0	0	0	2	0	0	3
France	2	0	0	0	0	0	0	2
Germany	4	0	0	2	0	0	0	6
Italy	1	0	0	0	0	0	0	1
Japan	5	0	0	1	0	0	1	7
Luxembourg	0	1	0	0	0	0	0	1
Netherlands	1	0	0	0	0	0	1	2
Norway	0	0	1	0	0	1	0	2
Sweden	1	1	0	0	0	0	0	2
Switzerland	1	0	0	0	0	0	1	2
Total	16	3	1	3	2	1	3	29

TABLE 16. APPLICATIONS FOR POSTS BY SEX OF APPLICANTS AND BY MAJOR OFFICE
DATA AS OF 31-JUL-2015

	2013				2014				2015 (up to 31 July)			
Major Office*	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters	21457	14791	36248	40.8%	22229	16995	39224	43.3%	8402	5864	14266	41.1%
Africa	15415	4773	20188	23.6%	11097	3605	14702	24.5%	2513	931	3444	27.0%
Eastern Mediterranean	9868	3984	13852	28.8%	8035	3395	11430	29.7%	2406	1185	3591	33.0%
Europe	3847	2425	6272	38.7%	3047	2089	5136	40.7%	2523	1797	4320	41.6%
South-East Asia	7614	3214	10828	29.7%	5071	2896	7967	36.3%	2173	887	3060	29.0%
Western Pacific	6236	2877	9113	31.6%	3949	2074	6023	34.4%	3354	1712	5066	33.8%
Total	64437	32064	96501	33.2%	53428	31054	84482	36.8%	21371	12376	33747	36.7%

* Positions advertised in that Major Office

TABLE 17. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR P/D/UG STAFF
DATA AS OF 31-JUL-2015

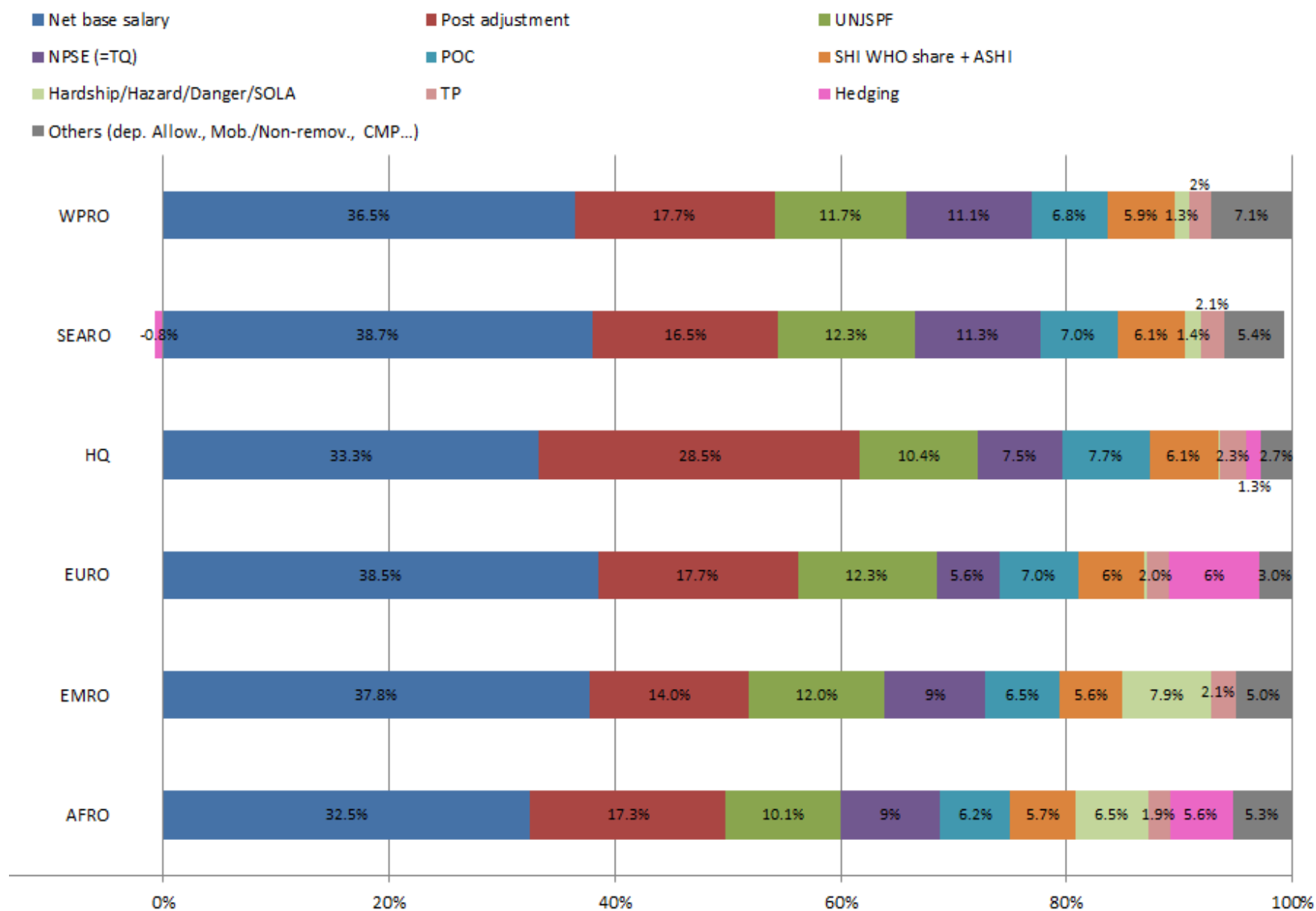


TABLE 18. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF
DATA AS OF 31-JUL-2015

