

Human resources: update

Workforce data

As at 31 July 2016



Document issued 21 October 2016

Index of tables

The information is as of 31 July 2016 (unless otherwise stated) and does not include data from the PAHO region:

Table 1	Number of staff holding long-term and temporary appointments
Table 2	Distribution of staff holding long-term appointments by major office, grade and gender
Table 3	Summary of countries not within range by region
Table 4	Distribution of staff in positions counted for geographical representation, by country of origin
Table 5	Distribution of staff in positions not counted for geographical representation, by country of origin
Table 6	Staff by age, gender and major office
Table 7	Staff by age, gender and grade, all locations
Table 8	Staff retirement projections
Table 9	Staff retirement projections by gender, all locations
Table 10	Staff by length of service
Table 11	Applications for posts in the professional and higher categories by gender and major office (data from 1 January to 31 July 2016)
Table 12	Appointments processed from 1 January to 31 July 2016
Table 13	Total staff in the professional and higher categories, by location of assignment and region of nationality
Table 14	Staff mobility: change in duty station (data from 1 January to 31 July 2016)
Table 15	Mobility ratio by major office (data from 1 January to 31 July 2016)
Table 16	Number of interns by major office, type of country and gender (data from 1 January to 31 July 2016)
Table 17	Number of interns by nationality and gender (data from 1 January to 31 July 2016)
Table 18	Number of junior professional officers by major office and by donor countries (data from 1 January to 31 July 2016)
Table 19	Number of individuals holding non-staff contracts, by major office (data from 1 January to 31 July 2016)
Table 20	Payroll costs by main payroll elements for P/D/UG staff (data from 1 January to 31 July 2016)
Table 21	Payroll costs by main payroll elements for G/NPO staff (data from 1 January to 31 July 2016)

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

Category	Headquarters	<i>Special programmes and collaborative arrangements^a</i>	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	295	4	95	43	56	63	89	645
National professional officers	22	0	248	31	22	52	47	422
General service staff	172	0	269	80	26	163	148	858
Total	489	4	612	154	104	278	284	1925

Continuing appointments

Professional and higher category staff	731	7	251	79	136	101	82	1387
National professional officers	41	0	360	33	38	28	33	533
General service staff	531	5	934	253	151	320	198	2392
Total	1303	12	1545	365	325	449	313	4312

Total number of staff holding long-term appointments	1792	16	2157	519	429	727	597	6237
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Staff holding short-term appointments

Temporary appointments under SR 420.4

Professional and higher category staff	307	13	189	45	35	100	19	708
National professional officers	3	0	36	56	10	51	2	158
General service staff	114	1	233	82	27	157	14	628
Total	424	14	458	183	72	308	35	1494

Temporary appointments of 60 days or less

Professional and higher category staff	1	0	0	0	2	0	1	4
National professional officers	0	0	0	0	0	0	1	1
General service staff	9	0	14	0	7	3	6	39
Total	10	0	14	0	9	3	8	44

Total number of temporary appointments	434	14	472	183	81	311	43	1538
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Total number of staff	2226	30	2629	702	510	1038	640	7775
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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 GENDER^a
DATA AS OF 31-JUL-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	10	25	35	75	107	182	149	208	357	207	137	344	46	21	67	23	6	29	9	3	12	519	507	1026	50.6%	49.4%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	3	3	3	1	4	1	1	2	1	0	1	0	1	1	0	0	0	5	6	11	45.5%	54.5%
Africa	1	0	1	9	13	22	30	14	44	113	41	154	64	18	82	33	9	42	0	0	0	0	1	1	250	96	346	72.3%	27.7%
South-East Asia	0	0	0	2	1	3	8	2	10	18	5	23	37	24	61	19	3	22	2	0	2	0	1	1	86	36	122	70.5%	29.5%
Europe	2	5	7	4	16	20	19	15	34	26	31	57	25	29	54	11	7	18	1	0	1	0	1	1	88	104	192	45.8%	54.2%
Eastern Mediterranean	2	1	3	3	3	6	17	12	29	40	11	51	25	17	42	21	8	29	2	1	3	1	0	1	111	53	164	67.7%	32.3%
Western Pacific	0	0	0	2	5	7	9	12	21	37	28	65	40	15	55	13	7	20	2	0	2	1	0	1	104	67	171	60.8%	39.2%
Total	5	6	11	30	63	93	158	165	323	386	325	711	399	241	640	144	55	199	30	8	38	11	6	17	1163	869	2032	57.2%	42.8%
Percentage by grade	45.5%	54.5%	100.0%	32.3%	67.7%	100.0%	48.9%	51.1%	100.0%	54.3%	45.7%	100.0%	62.3%	37.7%	100.0%	72.4%	27.6%	100.0%	78.9%	21.1%	100.0%	64.7%	35.3%	100.0%	57.2%	42.8%	100.0%		
Percentage of total			0.5%			4.6%			15.9%			35.0%			31.5%			9.8%			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^b	5	11	16	17	17	34	5	7	12	0	1	1	27	36	63	42.9%	57.1%
<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	135	42	177	263	137	400	6	3	9	421	187	608	69.2%	30.8%
South-East Asia	15	4	19	5	5	10	19	12	31	4	0	4	43	21	64	67.2%	32.8%
Europe	2	5	7	12	19	31	6	16	22	0	0	0	20	40	60	33.3%	66.7%
Eastern Mediterranean	3	2	5	29	19	48	14	8	22	4	1	5	50	30	80	62.5%	37.5%
Western Pacific	1	5	6	12	21	33	19	19	38	1	2	3	33	47	80	41.3%	58.8%
Total	43	32	75	210	123	333	326	199	525	15	7	22	594	361	955	62.2%	37.8%
Percentage by grade	57.3%	42.7%	100.0%	63.1%	36.9%	100.0%	62.1%	37.9%	100.0%	68.2%	31.8%	100.0%	62.2%	37.8%	100.0%		
Percentage of total			7.9%			34.9%			55.0%			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	85	109	60	295	355	41	167	208	2	9	11	143	560	703	20.3%	79.7%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	3	3	0	0	0	0	5	5	0.0%	100.0%
Africa	13	5	18	413	7	420	85	15	100	55	63	118	54	125	179	90	124	214	77	77	154	787	416	1203	65.4%	34.6%
South-East Asia	4	1	5	50	0	50	31	9	40	23	32	55	42	60	102	28	21	49	18	14	32	196	137	333	58.9%	41.1%
Europe	0	0	0	7	0	7	13	0	13	3	5	8	24	93	117	11	18	29	1	2	3	59	118	177	33.3%	66.7%
Eastern Mediterranean	35	1	36	50	1	51	50	1	51	20	54	74	45	108	153	31	52	83	15	20	35	246	237	483	50.9%	49.1%
Western Pacific	2	4	6	22	0	22	19	10	29	8	50	58	13	101	114	24	64	88	9	20	29	97	249	346	28.0%	72.0%
Total	55	11	66	544	8	552	211	39	250	133	289	422	238	784	1022	225	449	674	122	142	264	1528	1722	3250	47.0%	53.0%
Percentage by grade	83.3%	16.7%	100.0%	98.6%	1.4%	100.0%	84.4%	15.6%	100.0%	31.5%	68.5%	100.0%	23.3%	76.7%	100.0%	33.4%	66.6%	100.0%	46.2%	53.8%	100.0%	47.0%	53.0%	100.0%		
Percentage of total			2.0%			17.0%			7.7%			13.0%			31.4%			20.7%			8.1%			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-2016

Major Office	Unrepresented countries	Underrepresented countries	Overrepresented countries
Africa	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
The Americas	Antigua and Barbuda Bahamas Barbados Belize Bolivia (Plurinational State of) Cuba Dominica Dominican Republic Ecuador El Salvador 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 (Bolivarian Republic of)	Canada
South-East Asia			Bangladesh India Nepal Sri Lanka
Europe	Andorra Cyprus Luxembourg Monaco Montenegro San Marino	Austria Czechia Greece Israel Norway Poland Russian Federation Slovakia Turkey	Belgium Denmark France Germany Ireland Italy Netherlands Switzerland United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Bahrain Kuwait Libya Oman Qatar United Arab Emirates	Saudi Arabia	Egypt Iran (Islamic Republic of) Jordan Lebanon Morocco Pakistan Sudan
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 Republic of Korea 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-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	1	0	0	1	0	0	0	0	0	0	2	3	5	
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	5	2	4	0	3	0	0	0	0	0	14	4	18	
Burundi	1-8	0	0	0	1	0	0	2	1	2	3	1	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	6	1	0	0	2	1	0	0	0	0	10	2	12	
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	1	0	1	0	2	0	0	0	0	0	5	0	5	
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	2	0	2	0	0	0	0	0	13	1	14	
Côte d'Ivoire	1-8	0	0	0	0	0	0	2	2	2	1	0	2	0	0	0	0	4	5	9	
Democratic Republic of the Congo	1-8	0	0	0	0	1	0	4	1	6	0	0	0	1	0	0	0	12	1	13	
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	2	6	1	3	1	0	0	0	0	20	5	25	
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	7	0	1	0	0	0	0	0	0	0	8	0	8	
Ghana	1-8	0	0	0	0	0	1	2	5	5	1	2	0	0	0	1	0	10	7	17	
Guinea	1-8	0	0	2	0	0	0	3	0	1	1	0	0	0	0	0	0	6	1	7	
Guinea-Bissau	1-8	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	2	2	
Kenya	1-8	0	0	1	0	1	1	7	6	6	1	1	0	0	0	0	0	16	8	24	
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	2	0	0	0	0	0	0	0	0	0	3	0	3	
Mauritius	1-8	0	0	0	0	2	1	1	0	0	0	1	0	0	0	0	0	4	1	5	
Mozambique	1-8	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	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	2	0	2	0	1	0	0	0	0	0	5	1	6	
Nigeria	1-8	0	0	0	0	2	0	7	1	7	0	2	0	0	0	0	0	18	1	19	
Rwanda	1-8	0	0	0	1	2	2	3	0	8	0	0	0	0	0	0	0	13	3	16	
Sao Tome and Principe	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1	
Senegal	1-8	0	0	0	1	0	0	4	4	4	1	1	1	0	0	0	0	9	7	16	
Seychelles	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Sierra Leone	1-8	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0	0	1	2	3	
South Africa	4-11	0	0	0	0	1	1	1	3	5	0	1	2	0	0	0	0	8	6	14	
South Sudan	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Swaziland	1-8	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	1	2	
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	7	2	7	5	2	0	0	0	0	0	18	7	25	
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	3	4	1	0	1	0	0	0	0	0	5	5	10	
Zimbabwe	1-8	1	0	1	3	5	1	3	1	4	0	1	1	0	0	0	0	15	6	21	
Total - African Region		1	0	9	13	35	17	111	46	88	19	31	10	1	0	1	1	277	106	383	

^aCounted 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-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	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 (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	3	1	0	0	1	0	0	4	8	12
Canada	28-39	0	1	0	2	2	3	13	11	8	4	6	1	1	0	1	0	31	22	53
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	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	0	0	0	0	0	0	0	0	0	0	0
Guatemala	1-8	0	0	0	1	0	0	0	0	1	0	1	0	0	0	0	0	2	1	3
Guyana	1-8	0	0	0	0	1	1	0	0	0	0	0	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	1	0	1	7	6	13	21	38	27	18	7	8	2	0	1	0	66	84	150
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	0	0	0	0	1	1	0	0	0	0	0	0	2	1	3
Total - Region of the Americas		1	1	3	11	11	26	40	59	46	31	18	9	3	1	2	0	124	138	262

^aCounted 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-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	6	0	3	2	3	0	0	0	0	0	0	12	2	14
Bhutan	1-8	0	0	0	0	0	0	2	2	0	1	1	0	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	0	3	0	3
India	7-14	0	0	2	3	13	6	32	8	21	18	7	1	1	0	0	1	76	37	113	
Indonesia	3-11	0	0	0	0	1	1	0	0	1	0	1	0	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	0	1	1	2
Myanmar	1-8	0	0	0	0	0	0	1	0	0	0	2	0	0	0	0	0	0	3	0	3
Nepal	1-8	0	0	1	0	1	0	3	0	5	1	2	0	1	0	0	0	0	13	1	14
Sri Lanka	1-8	0	0	1	0	1	1	2	2	4	3	2	0	0	0	0	0	0	10	6	16
Thailand	2-10	0	0	0	0	0	0	1	2	0	3	1	1	0	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	0	1	0	1
Total - South-East Asia Region		0	0	4	3	16	8	48	14	37	29	20	2	2	0	0	1	127	57	184	

^aCounted 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-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	0	1	0	0	0	3	2	5	
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	3	9	6	2	5	2	2	0	0	0	18	15	33	
Bosnia and Herzegovina	1-8	0	0	0	0	0	1	2	1	1	0	0	0	0	0	0	0	3	2	5	
Bulgaria	1-8	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	2	1	3	
Croatia	1-9	0	0	0	0	1	1	0	2	0	1	1	0	0	0	0	0	2	4	6	
Cyprus	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Czechia	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	1	2	4	2	1	6	1	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	1	3	0	0	0	0	0	0	3	5	8	
France	50-68	0	0	3	3	8	10	19	10	23	14	3	5	2	2	0	1	58	45	103	
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	1	0	0	3	3	11	18	15	16	15	8	2	1	0	0	0	47	46	93	
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	2	2	0	0	0	0	1	3	5	8	
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	0	4	5	3	1	0	0	0	0	0	6	12	18	
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	6	6	5	11	14	7	5	1	2	0	0	1	32	26	58	
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	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
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	
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	2	5	5	11	3	3	2	3	0	0	0	25	13	38	
Norway	8-16	0	0	1	0	0	0	0	3	1	1	0	1	0	0	0	0	2	5	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	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	0	4	2	0	2	0	2	4	0	0	0	0	1	0	7	8	15	
San Marino	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Serbia	1-8	0	0	0	0	1	0	0	0	0	4	0	1	0	0	0	0	1	5	6	
Slovakia	2-9	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Slovenia	1-8	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	2	2	
Spain	28-39	0	1	2	2	4	1	2	5	5	7	2	0	1	1	0	0	16	17	33	
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	1	5	4	3	3	2	4	1	0	0	0	0	0	11	12	23	
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	0	0	0	0	0	0	0	1	1	2	
Turkey	13-23	0	0	0	1	0	0	1	2	4	2	0	2	0	0	0	0	5	7	12	
Turkmenistan	1-8	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	1	1	2	
Ukraine	1-8	0	0	0	0	3	0	0	2	1	0	0	0	0	0	0	0	4	2	6	
United Kingdom of Great Britain and Northern Ireland	39-54	1	1	2	3	6	12	12	10	27	22	7	3	4	0	1	0	60	51	111	
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		2	4	8	23	55	69	91	105	143	110	43	23	17	4	3	3	362	341	703	

^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-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	2	2	0	1	0	0	0	0	18	11	29
Iran (Islamic Republic of)	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	1	3	1	1	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	3	0	0	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	8	0	3	0	1	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	1	1	0	1	0	0	0	0	0	2	1	3
Sudan	1-8	0	0	0	0	1	1	5	3	1	0	1	0	0	0	0	0	8	4	12
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	6	34	16	21	15	10	4	2	0	1	0	89	46	135

^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-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	1	2	5	12	10	6	6	6	1	2	1	1	0	29	24	53
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	3	6	10	6	3	5	1	0	0	1	1	20	18	38
Cook Islands	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fiji	1-8	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	2
Japan	94-128	0	0	0	2	3	4	3	6	10	4	2	0	2	0	1	0	21	16	37
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	1	2	5	7	2	11	8	3	2	1	0	0	0	0	18	24	42
Republic of Korea	19-27	0	0	0	0	1	2	1	4	3	1	2	0	0	0	1	0	8	7	15
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	2	5	14	26	32	51	38	23	19	4	5	1	4	1	114	111	225

^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-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	1	3	1	0	0	0	0	0	0	0	2	3	5
Bahrain	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1
Belarus	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Belgium	0	0	0	0	0	0	1	1	0	0	0	1	0	0	0	0	1	2	3
Bulgaria	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Cameroon	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	0	2
Canada	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	1	1	2
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
Czechia	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Egypt	0	0	0	0	0	2	0	0	0	0	0	1	0	0	0	0	0	3	3
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	6	3	1	0	0	0	0	0	0	7	9	16
Germany	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	3	0	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	1	0	0	2	4	2	0	0	0	0	0	0	0	4	5	9
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	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Netherlands	0	0	0	0	0	0	0	0	0	3	1	0	0	0	0	0	1	3	4
New Zealand	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Nigeria	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Norway	0	0	0	0	0	0	0	0	0	0	0	1	0	0	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
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	1	0	1	0	3	0	0	0	0	0	0	0	5	0	5
Russian Federation	0	0	0	0	1	1	0	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	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2	2	4
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	0	0	1	2	0	0	5	3	2	0	0	0	1	0	0	5	9	14
United States of America	0	0	0	0	0	2	9	10	8	5	1	0	0	0	0	0	18	17	35
Total	1	0	0	4	10	13	30	34	26	14	3	3	0	2	0	0	70	70	140

^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, GENDER AND MAJOR OFFICE
DATA AS OF 31-JUL-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
Headquarters	0	2	2	45	82	127	177	196	373	250	207	457	44	15	59	3	5	8	519	507	1026
<i>Special programmes and collaborative arrangements</i>	0	0	0	1	1	2	3	3	6	1	2	3	0	0	0	0	0	0	5	6	11
Africa	1	0	1	4	13	17	58	21	79	153	53	206	34	9	43	0	0	0	250	96	346
South-East Asia	0	0	0	3	1	4	25	10	35	47	23	70	11	1	12	0	1	1	86	36	122
Europe	0	1	1	12	19	31	40	37	77	29	40	69	7	6	13	0	1	1	88	104	192
Eastern Mediterranean	0	0	0	9	3	12	29	17	46	60	29	89	12	4	16	1	0	1	111	53	164
Western Pacific	0	2	2	14	20	34	34	25	59	43	18	61	11	2	13	2	0	2	104	67	171
Total	1	5	6	88	139	227	366	309	675	583	372	955	119	37	156	6	7	13	1163	869	2032
Percentage by bracket	16.7%	83.3%	100.0%	38.8%	61.2%	100.0%	54.2%	45.8%	100.0%	61.0%	39.0%	100.0%	76.3%	23.7%	100.0%	46.2%	53.8%	100.0%	57.2%	42.8%	100.0%
Percentage of total			0.3%			11.2%			33.2%			47.0%			7.7%			0.6%			100.0%

National professional officers

Major Office	20-29 years			30-39 years			40-49 years			50-59 years			60-62 years			Over 62 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	0	0	0	19	24	43	7	11	18	1	1	2	0	0	0	0	0	0	27	36	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	1	1	2	51	27	78	154	57	211	189	90	279	25	12	37	1	0	1	421	187	608
South-East Asia	0	0	0	6	6	12	13	8	21	21	6	27	3	1	4	0	0	0	43	21	64
Europe	1	1	2	3	6	9	11	20	31	5	12	17	0	1	1	0	0	0	20	40	60
Eastern Mediterranean	0	0	0	8	3	11	16	12	28	23	15	38	3	0	3	0	0	0	50	30	80
Western Pacific	0	2	2	7	10	17	14	20	34	12	13	25	0	2	2	0	0	0	33	47	80
Total	2	4	6	94	76	170	215	128	343	251	137	388	31	16	47	1	0	1	594	361	955
Percentage by bracket	33.3%	66.7%	100.0%	55.3%	44.7%	100.0%	62.7%	37.3%	100.0%	64.7%	35.3%	100.0%	66.0%	34.0%	100.0%	100.0%	0.0%	100.0%	62.2%	37.8%	100.0%
Percentage of total			0.6%			17.8%			35.9%			40.6%			4.9%			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
Headquarters	5	13	18	28	149	177	58	200	258	47	171	218	5	26	31	0	1	1	143	560	703
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	1	1	0	0	0	0	2	2	0	2	2	0	0	0	0	5	5
Africa	4	2	6	97	88	185	309	173	482	347	142	489	30	11	41	0	0	0	787	416	1203
South-East Asia	0	4	4	32	55	87	85	53	138	69	22	91	10	3	13	0	0	0	196	137	333
Europe	1	1	2	9	29	38	34	50	84	15	34	49	0	4	4	0	0	0	59	118	177
Eastern Mediterranean	14	19	33	66	84	150	79	81	160	77	49	126	10	4	14	0	0	0	246	237	483
Western Pacific	2	21	23	24	81	105	38	77	115	31	64	95	2	6	8	0	0	0	97	249	346
Total	26	60	86	256	487	743	603	634	1237	586	484	1070	57	56	113	0	1	1	1528	1722	3250
Percentage by bracket	30.2%	69.8%	100.0%	34.5%	65.5%	100.0%	48.7%	51.3%	100.0%	54.8%	45.2%	100.0%	50.4%	49.6%	100.0%	0.0%	100.0%	100.0%	47.0%	53.0%	100.0%
Percentage of total			2.6%			22.9%			38.1%			32.9%			3.5%			0.0%			100.0%

M - male, F - female, T - total

TABLE 7. STAFF BY AGE, GENDER AND GRADE, ALL LOCATIONS
DATA AS OF 31-JUL-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	6	1	7	2	2	4	2	3	5	11	6	17
D2	0	0	0	0	0	0	0	0	0	21	7	28	8	0	8	1	1	2	30	8	38
D1/P6	0	0	0	0	0	0	24	5	29	84	46	130	35	3	38	1	1	2	144	55	199
P5	0	0	0	7	7	14	102	75	177	238	141	379	50	16	66	2	2	4	399	241	640
P4	0	0	0	29	55	84	155	137	292	180	122	302	22	11	33	0	0	0	386	325	711
P3	0	4	4	37	55	92	71	64	135	48	37	85	2	5	7	0	0	0	158	165	323
P2	1	1	2	13	18	31	10	26	36	6	18	24	0	0	0	0	0	0	30	63	93
P1	0	0	0	2	4	6	3	2	5	0	0	0	0	0	0	0	0	0	5	6	11
Total	1	5	6	88	139	227	366	309	675	583	372	955	119	37	156	6	7	13	1163	869	2032
Percentage by bracket	16.7%	83.3%	100.0%	38.8%	61.2%	100.0%	54.2%	45.8%	100.0%	61.0%	39.0%	100.0%	76.3%	23.7%	100.0%	46.2%	53.8%	100.0%	57.2%	42.8%	100.0%
Percentage of total			0.3%			11.2%			33.2%			47.0%			7.7%			0.6%			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	2	5	9	4	13	2	0	2	0	0	0	15	7	22
C	0	0	0	27	22	49	108	70	178	165	95	260	25	12	37	1	0	1	326	199	525
B	2	3	5	52	39	91	89	45	134	64	32	96	3	4	7	0	0	0	210	123	333
A	0	1	1	14	14	28	15	11	26	13	6	19	1	0	1	0	0	0	43	32	75
Total	2	4	6	94	76	170	215	128	343	251	137	388	31	16	47	1	0	1	594	361	955
Percentage by bracket	33.3%	66.7%	100.0%	55.3%	44.7%	100.0%	62.7%	37.3%	100.0%	64.7%	35.3%	100.0%	66.0%	34.0%	100.0%	100.0%	0.0%	100.0%	62.2%	37.8%	100.0%
Percentage of total			0.6%			17.8%			35.9%			40.6%			4.9%			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	2	0	2	20	17	37	52	58	110	45	59	104	3	8	11	0	0	0	122	142	264
G6	3	2	5	61	103	164	93	184	277	63	143	206	5	17	22	0	0	0	225	449	674
G5	11	35	46	60	253	313	83	276	359	76	199	275	8	20	28	0	1	1	238	784	1022
G4	5	20	25	33	99	132	58	100	158	32	63	95	5	7	12	0	0	0	133	289	422
G3	2	3	5	22	11	33	87	12	99	94	10	104	6	3	9	0	0	0	211	39	250
G2	0	0	0	44	2	46	209	1	210	261	4	265	30	1	31	0	0	0	544	8	552
G1	3	0	3	16	2	18	21	3	24	15	6	21	0	0	0	0	0	0	55	11	66
Total	26	60	86	256	487	743	603	634	1237	586	484	1070	57	56	113	0	1	1	1528	1722	3250
Percentage by bracket	30.2%	69.8%	100.0%	34.5%	65.5%	100.0%	48.7%	51.3%	100.0%	54.8%	45.2%	100.0%	50.4%	49.6%	100.0%	0.0%	100.0%	100.0%	47.0%	53.0%	100.0%
Percentage of total			2.6%			22.9%			38.1%			32.9%			3.5%			0.0%			100.0%

M - male, F - female, T - total

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

Region	Category	Total staff as at 31 July 2016	Staff due to retire																	
			By 31 Dec 2016	% of total staff	By 31 Dec 2017	% of total staff	Total Biennium 2016-2017	% 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
Headquarters	P	1026	13	1.3%	32	3.1%	45	4.4%	35	3.4%	36	3.5%	71	6.9%	47	4.6%	38	3.7%	85	8.3%
	NPO	63	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	1.6%	1	1.6%
	GS	703	14	2.0%	20	2.8%	34	4.8%	20	2.8%	17	2.4%	37	5.3%	17	2.4%	17	2.4%	34	4.8%
Special programmes and collaborative arrangements	P	11	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	9.1%	1	9.1%	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	0.0%	0	0.0%
	GS	5	0	0.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%
Africa	P	346	13	3.8%	12	3.5%	25	7.2%	28	8.1%	26	7.5%	54	15.6%	20	5.8%	13	3.8%	33	9.5%
	NPO	608	10	1.6%	15	2.5%	25	4.1%	17	2.8%	20	3.3%	37	6.1%	24	3.9%	27	4.4%	51	8.4%
	GS	1203	14	1.2%	23	1.9%	37	3.1%	29	2.4%	38	3.2%	67	5.6%	39	3.2%	40	3.3%	79	6.6%
South-East Asia	P	122	2	1.6%	5	4.1%	7	5.7%	9	7.4%	4	3.3%	13	10.7%	13	10.7%	8	6.6%	21	17.2%
	NPO	64	1	1.6%	4	6.3%	5	7.8%	1	1.6%	2	3.1%	3	4.7%	4	6.3%	0	0.0%	4	6.3%
	GS	333	5	1.5%	9	2.7%	14	4.2%	8	2.4%	7	2.1%	15	4.5%	9	2.7%	9	2.7%	18	5.4%
Europe	P	192	1	0.5%	8	4.2%	9	4.7%	5	2.6%	3	1.6%	8	4.2%	9	4.7%	6	3.1%	15	7.8%
	NPO	60	0	0.0%	1	1.7%	1	1.7%	0	0.0%	0	0.0%	0	0.0%	2	3.3%	3	5.0%	5	8.3%
	GS	177	2	1.1%	2	1.1%	4	2.3%	2	1.1%	3	1.7%	5	2.8%	0	0.0%	5	2.8%	5	2.8%
Eastern Mediterranean	P	164	5	3.0%	5	3.0%	10	6.1%	9	5.5%	6	3.7%	15	9.1%	8	4.9%	8	4.9%	16	9.8%
	NPO	80	0	0.0%	3	3.8%	3	3.8%	0	0.0%	4	5.0%	4	5.0%	2	2.5%	3	3.8%	5	6.3%
	GS	483	2	0.4%	9	1.9%	11	2.3%	8	1.7%	10	2.1%	18	3.7%	10	2.1%	10	2.1%	20	4.1%
Western Pacific	P	171	2	1.2%	7	4.1%	9	5.3%	6	3.5%	2	1.2%	8	4.7%	5	2.9%	5	2.9%	10	5.8%
	NPO	80	1	1.3%	1	1.3%	2	2.5%	0	0.0%	0	0.0%	0	0.0%	1	1.3%	1	1.3%	2	2.5%
	GS	346	2	0.6%	4	1.2%	6	1.7%	4	1.2%	8	2.3%	12	3.5%	7	2.0%	8	2.3%	15	4.3%
Total	P	2032	36	1.8%	69	3.4%	105	5.2%	92	4.5%	78	3.8%	170	8.4%	102	5.0%	78	3.8%	180	8.9%
	NPO	955	12	1.3%	24	2.5%	36	3.8%	18	1.9%	26	2.7%	44	4.6%	33	3.5%	35	3.7%	68	7.1%
	GS	3250	39	1.2%	67	2.1%	106	3.3%	72	2.2%	83	2.6%	155	4.8%	82	2.5%	89	2.7%	171	5.3%
	ALL	6237	87	1.4%	160	2.6%	247	4.0%	182	2.9%	187	3.0%	369	5.9%	217	3.5%	202	3.2%	419	6.7%

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-JUL-2016

Category	Staff due to retire											
	Biennium 2016-2017				Biennium 2018-2019				Biennium 2020-2021			
	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
P	77	28	105	26.7%	111	59	170	34.7%	114	66	180	36.7%
NPO	24	12	36	33.3%	31	13	44	29.5%	39	29	68	42.6%
GS	54	52	106	49.1%	82	73	155	47.1%	91	80	171	46.8%
ALL	155	92	247	37.2%	224	145	369	39.3%	244	175	419	41.8%

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-JUL-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	271	20	161	452	388	43	249	680	213	0	164	377	95	0	52	147	36	0	19	55	15	0	40	55	8	0	18	26	1026	63	703	1792
Special programmes and collaborative arrangements	2	0	0	2	6	0	1	7	2	0	1	3	0	0	0	0	1	0	0	1	0	0	2	2	0	0	1	1	11	0	5	16
Africa	65	158	172	395	140	353	715	1208	81	60	216	357	43	32	30	105	11	1	37	49	6	4	19	29	0	0	14	14	346	608	1203	2157
South-East Asia	35	28	64	127	43	13	93	149	21	12	82	115	12	3	37	52	8	5	33	46	0	2	17	19	3	1	7	11	122	64	333	519
Europe	52	22	21	95	74	27	75	176	51	11	67	129	13	0	7	20	1	0	3	4	1	0	4	5	0	0	0	0	192	60	177	429
Eastern Mediterranean	53	40	129	222	57	19	166	242	29	8	119	156	12	7	20	39	10	2	24	36	2	2	17	21	1	2	8	11	164	80	483	727
Western Pacific	79	43	117	239	53	30	108	191	20	4	59	83	13	1	34	48	4	2	16	22	2	0	10	12	0	0	2	2	171	80	346	597
Total	557	311	664	1532	761	485	1407	2653	417	95	708	1220	188	43	180	411	71	10	132	213	26	8	109	143	12	3	50	65	2032	955	3250	6237
Percentage by bracket	36.4%	20.3%	43.3%	100.0%	28.7%	18.3%	53.0%	100.0%	34.2%	7.8%	58.0%	100.0%	45.7%	10.5%	43.8%	100.0%	33.3%	4.7%	62.0%	100.0%	18.2%	5.6%	76.2%	100.0%	18.5%	4.6%	76.9%	100.0%	32.6%	15.3%	52.1%	100.0%
Percentage of total	24.6%				42.5%				19.6%				6.6%				3.4%				2.3%				1.0%				100.0%			

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

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

Major Office*	2014				2015				2016 (up to 31 July)			
	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters	22229	16995	39224	43.3%	13518	9509	23027	41.3%	10343	7441	17784	41.8%
Africa	11097	3605	14702	24.5%	3812	2169	5981	36.3%	8231	2183	10414	21.0%
Eastern Mediterranean	8035	3395	11430	29.7%	4377	2142	6519	32.9%	4198	1851	6049	30.6%
Europe	3047	2089	5136	40.7%	4061	2670	6731	39.7%	2709	2003	4712	42.5%
South-East Asia	5071	2896	7967	36.3%	4721	2011	6732	29.9%	3836	1759	5595	31.4%
Western Pacific	3949	2074	6023	34.4%	4949	2641	7590	34.8%	2619	1517	4136	36.7%
Total	53428	31054	84482	36.8%	35438	21142	56580	37.4%	31936	16754	48690	34.4%

* Positions advertised in that Major Office

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

Major Office	Category	Total staff as at 31 July 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	1026	15	38.5%	6	40.0%	20	51.3%	10	50.0%	4	10.3%	2	50.0%	39	18	46.2%
	NPO	63	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0.0%
	GS	703	18	64.3%	14	77.8%	10	35.7%	10	100.0%	0	0.0%	0	0.0%	28	24	85.7%
<i>Special programmes and collaborative arrangements</i>	P	11	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	346	4	50.0%	2	50.0%	2	25.0%	0	0.0%	2	25.0%	1	50.0%	8	3	37.5%
	NPO	608	23	100.0%	5	21.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	23	5	21.7%
	GS	1203	32	78.0%	12	37.5%	9	22.0%	1	11.1%	0	0.0%	0	0.0%	41	13	31.7%
South-East Asia	P	122	5	62.5%	2	40.0%	1	12.5%	0	0.0%	2	25.0%	1	50.0%	8	3	37.5%
	NPO	64	5	83.3%	4	80.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	6	4	66.7%
	GS	333	1	8.3%	1	100.0%	11	91.7%	7	63.6%	0	0.0%	0	0.0%	12	8	66.7%
Europe	P	192	5	71.4%	2	40.0%	0	0.0%	0	0.0%	2	28.6%	0	0.0%	7	2	28.6%
	NPO	60	5	100.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	1	20.0%
	GS	177	0	0.0%	0	0.0%	3	100.0%	1	33.3%	0	0.0%	0	0.0%	3	1	33.3%
Eastern Mediterranean	P	164	6	46.2%	2	33.3%	5	38.5%	1	20.0%	2	15.4%	1	50.0%	13	4	30.8%
	NPO	80	4	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	0	0.0%
	GS	483	21	63.6%	8	38.1%	12	36.4%	8	66.7%	0	0.0%	0	0.0%	33	16	48.5%
Western Pacific	P	171	8	53.3%	3	37.5%	7	46.7%	6	85.7%	0	0.0%	0	0.0%	15	9	60.0%
	NPO	80	4	50.0%	2	50.0%	4	50.0%	2	50.0%	0	0.0%	0	0.0%	8	4	50.0%
	GS	346	10	66.7%	5	50.0%	4	26.7%	4	100.0%	1	6.7%	0	0.0%	15	9	60.0%
Total	P	2032	43	47.8%	17	39.5%	35	38.9%	17	48.6%	12	13.3%	5	41.7%	90	39	43.3%
	NPO	955	41	89.1%	12	29.3%	5	10.9%	2	40.0%	0	0.0%	0	0.0%	46	14	30.4%
	GS	3250	82	62.1%	40	48.8%	49	37.1%	31	63.3%	1	0.8%	0	0.0%	132	71	53.8%
	All	6237	166	61.9%	69	41.6%	89	33.2%	50	56.2%	13	4.9%	5	38.5%	268	124	46.3%

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-JUL-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	7.8%	72	6.9%	478	46.1%	51	4.9%	212	20.4%	143	13.8%	1037	100.0%
Africa	295	85.3%	8	2.3%	20	5.8%	7	2.0%	13	3.8%	3	0.9%	346	100.0%
South-East Asia	4	3.3%	71	58.2%	25	20.5%	4	3.3%	10	8.2%	8	6.6%	122	100.0%
Europe	1	0.5%	3	1.6%	159	82.8%	2	1.0%	21	10.9%	6	3.1%	192	100.0%
Eastern Mediterranean	9	5.5%	8	4.9%	49	29.9%	78	47.6%	17	10.4%	3	1.8%	164	100.0%
Western Pacific	1	0.6%	22	12.9%	33	19.3%	3	1.8%	26	15.2%	86	50.3%	171	100.0%
Total	391	19.2%	184	9.1%	764	37.6%	145	7.1%	299	14.7%	249	12.3%	2032	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	20.7%	72	39.1%	478	62.6%	51	35.2%	212	70.9%	143	57.4%	1037	51.0%
Africa	295	75.4%	8	4.3%	20	2.6%	7	4.8%	13	4.3%	3	1.2%	346	17.0%
South-East Asia	4	1.0%	71	38.6%	25	3.3%	4	2.8%	10	3.3%	8	3.2%	122	6.0%
Europe	1	0.3%	3	1.6%	159	20.8%	2	1.4%	21	7.0%	6	2.4%	192	9.4%
Eastern Mediterranean	9	2.3%	8	4.3%	49	6.4%	78	53.8%	17	5.7%	3	1.2%	164	8.1%
Western Pacific	1	0.3%	22	12.0%	33	4.3%	3	2.1%	26	8.7%	86	34.5%	171	8.4%
Total	391	100.0%	184	100.0%	764	100.0%	145	100.0%	299	100.0%	249	100.0%	2032	100.0%

TABLE 14. STAFF MOBILITY: CHANGE IN DUTY STATION
DATA FROM 1 JANUARY TO 31 JULY 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	4	4	8	33.3%	1	1	2	8.3%	2	0	2	8.3%	4	4	8	33.3%	2	0	2	8.3%	1	1	2	8.3%	14	10	24	100.0%
Africa	3	0	3	11.1%	12	7	19	70.4%	3	0	3	11.1%	0	0	0	0.0%	1	0	1	3.7%	1	0	1	3.7%	20	7	27	100.0%
South-East Asia	2	1	3	14.3%	1	0	1	4.8%	11	3	14	66.7%	0	1	1	4.8%	0	1	1	4.8%	0	1	1	4.8%	14	7	21	100.0%
Europe	3	2	5	25.0%	0	0	0	0.0%	0	0	0	0.0%	9	6	15	75.0%	0	0	0	0.0%	0	0	0	0.0%	12	8	20	100.0%
Eastern Mediterranean	2	4	6	46.2%	0	0	0	0.0%	0	1	1	7.7%	0	0	0	0.0%	6	0	6	46.2%	0	0	0	0.0%	8	5	13	100.0%
Western Pacific	2	0	2	8.3%	2	1	3	12.5%	0	2	2	8.3%	0	2	2	8.3%	0	0	0	0.0%	7	8	15	62.5%	11	13	24	100.0%
Total	16	11	27	20.9%	16	9	25	19.4%	16	6	22	17.1%	13	13	26	20.2%	9	1	10	7.8%	9	10	19	14.7%	79	50	129	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 JULY 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	1026	50.8%	24	2.3%	16	1.6%
Africa	346	17.1%	27	7.8%	8	2.3%
South-East Asia	122	6.0%	21	17.2%	7	5.7%
Europe	192	9.5%	20	10.4%	5	2.6%
Eastern Mediterranean	164	8.1%	13	7.9%	7	4.3%
Western Pacific	171	8.5%	24	14.0%	9	5.3%
Total	2021	100.0%	129	6.4%	52	2.6%

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 JULY 2016

		Developed countries				Developing countries				Total			
Major Office	Office Type	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters		86	275	361	76.2%	23	47	70	67.1%	109	322	431	74.7%
Africa	Country Office	1	1	2	50.0%	1	4	5	80.0%	2	5	7	71.4%
	Regional Office	0	0	0	0.0%	1	1	2	50.0%	1	1	2	50.0%
	Total	1	1	2	50.0%	2	5	7	71.4%	3	6	9	66.7%
Eastern Mediterranean	Country Office	2	1	3	33.3%	1	3	4	75.0%	3	4	7	57.1%
	Regional Office	3	3	6	50.0%	7	15	22	68.2%	10	18	28	64.3%
	Total	5	4	9	44.4%	8	18	26	69.2%	13	22	35	62.9%
Europe	Country Office	6	11	17	64.7%	0	0	0	0.0%	6	11	17	64.7%
	Regional Office	13	42	55	76.4%	2	5	7	71.4%	15	47	62	75.8%
	Total	19	53	72	73.6%	2	5	7	71.4%	21	58	79	73.4%
South-East Asia	Country Office	0	2	2	100.0%	0	0	0	0.0%	0	2	2	100.0%
	Regional Office	0	3	3	100.0%	5	5	10	50.0%	5	8	13	61.5%
	Total	0	5	5	100.0%	5	5	10	50.0%	5	10	15	66.7%
Western Pacific	Country Office	6	16	22	72.7%	1	10	11	90.9%	7	26	33	78.8%
	Regional Office	10	34	44	77.3%	5	8	13	61.5%	15	42	57	73.7%
	Total	16	50	66	75.8%	6	18	24	75.0%	22	68	90	75.6%
Total	Country Office	15	31	46	67.4%	3	17	20	85.0%	18	48	66	72.7%
	Regional Office	26	82	108	75.9%	20	34	54	63.0%	46	116	162	71.6%
	Total	127	388	515	75.3%	46	98	144	68.1%	173	486	659	73.7%

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

Nationality	Male	Female	Total	% of total
United States of America	34	103	137	20.8%
United Kingdom of Great Britain and Northern Ireland	17	35	52	7.9%
Canada	14	37	51	7.7%
Australia	10	34	44	6.7%
Republic of Korea	5	25	30	4.6%
China	5	22	27	4.1%
Germany	8	16	24	3.6%
Egypt	5	16	21	3.2%
India	8	12	20	3.0%
Japan	8	12	20	3.0%
France	3	15	18	2.7%
Italy	1	11	12	1.8%
Netherlands	3	9	12	1.8%
Philippines	5	6	11	1.7%
Nigeria	4	5	9	1.4%
Switzerland	2	7	9	1.4%
Denmark	1	6	7	1.1%
Ireland	2	5	7	1.1%
New Zealand	2	5	7	1.1%
Romania	0	6	6	0.9%
Singapore	2	4	6	0.9%
Brazil	1	4	5	0.8%
Malaysia	0	5	5	0.8%
Norway	1	4	5	0.8%
Uganda	2	3	5	0.8%
Austria	0	4	4	0.6%
Finland	1	3	4	0.6%
Indonesia	2	2	4	0.6%
Lebanon	1	3	4	0.6%
Mexico	0	4	4	0.6%
Poland	0	4	4	0.6%
Russian Federation	1	3	4	0.6%
Spain	0	4	4	0.6%
Cameroon	0	3	3	0.5%
Czechia	0	3	3	0.5%
Greece	1	2	3	0.5%
Nepal	0	3	3	0.5%
Portugal	0	3	3	0.5%
Rwanda	0	3	3	0.5%
Sweden	2	1	3	0.5%
Syrian Arab Republic	1	2	3	0.5%
Turkey	2	1	3	0.5%
Algeria	2	0	2	0.3%
Burkina Faso	1	1	2	0.3%
Chile	0	2	2	0.3%
Colombia	2	0	2	0.3%
Kenya	0	2	2	0.3%
Mongolia	0	2	2	0.3%
Others	1	1	2	0.3%
Serbia	0	2	2	0.3%
South Africa	1	1	2	0.3%
Ukraine	0	2	2	0.3%
Afghanistan	0	1	1	0.2%
Belgium	0	1	1	0.2%
Cabo Verde	1	0	1	0.2%
Congo	1	0	1	0.2%
Côte d'Ivoire	1	0	1	0.2%
El Salvador	1	0	1	0.2%
Estonia	0	1	1	0.2%
Gabon	1	0	1	0.2%
Gambia	1	0	1	0.2%
Georgia	1	0	1	0.2%
Ghana	0	1	1	0.2%
Haiti	0	1	1	0.2%
Hungary	1	0	1	0.2%
Iceland	0	1	1	0.2%
Iran (Islamic Republic of)	0	1	1	0.2%
Jordan	0	1	1	0.2%
Kuwait	0	1	1	0.2%
Malawi	0	1	1	0.2%
Myanmar	0	1	1	0.2%
Pakistan	0	1	1	0.2%
Saudi Arabia	1	0	1	0.2%
Slovakia	0	1	1	0.2%
Slovenia	1	0	1	0.2%
Sudan	0	1	1	0.2%
Togo	1	0	1	0.2%
Tunisia	1	0	1	0.2%
Uzbekistan	0	1	1	0.2%
Viet Nam	0	1	1	0.2%
Zambia	0	1	1	0.2%
Zimbabwe	0	1	1	0.2%
Total	173	486	659	100.0%

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

Donor countries	Major office						
	Headquarters	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Belgium	0	1	0	0	0	0	1
Finland	1	0	1	0	0	1	3
France	1	0	0	0	0	0	1
Germany	6	0	0	2	0	0	8
Italy	1	0	0	0	0	0	1
Japan	5	0	1	2	0	0	8
Luxembourg	0	0	0	1	0	0	1
Netherlands	3	1	1	0	0	1	6
Norway	3	0	0	0	0	0	3
Sweden	1	1	0	0	0	1	3
Switzerland	0	0	0	0	0	1	1
United Kingdom of Great Britain and Northern Ireland	2	0	0	0	0	0	2
Total	23	3	3	5	0	4	38

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

Major Office	Agreement for Performance of Work		Consultants		Special Services Agreements ^a
	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	1032	176	1205	362	0
Africa	416	48	475	179	1688
South-East Asia	387	58	18	5	1488
Europe	855	62	123	40	26
Eastern Mediterranean	411	51	220	42	170
Western Pacific	300	36	146	45	60
Total	3401	431	2187	673	3432

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

^bEstimated by dividing the total cost by the WHO Consultant Band B maximum daily rate of US\$ 540 and then dividing by 140 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 JULY 2016

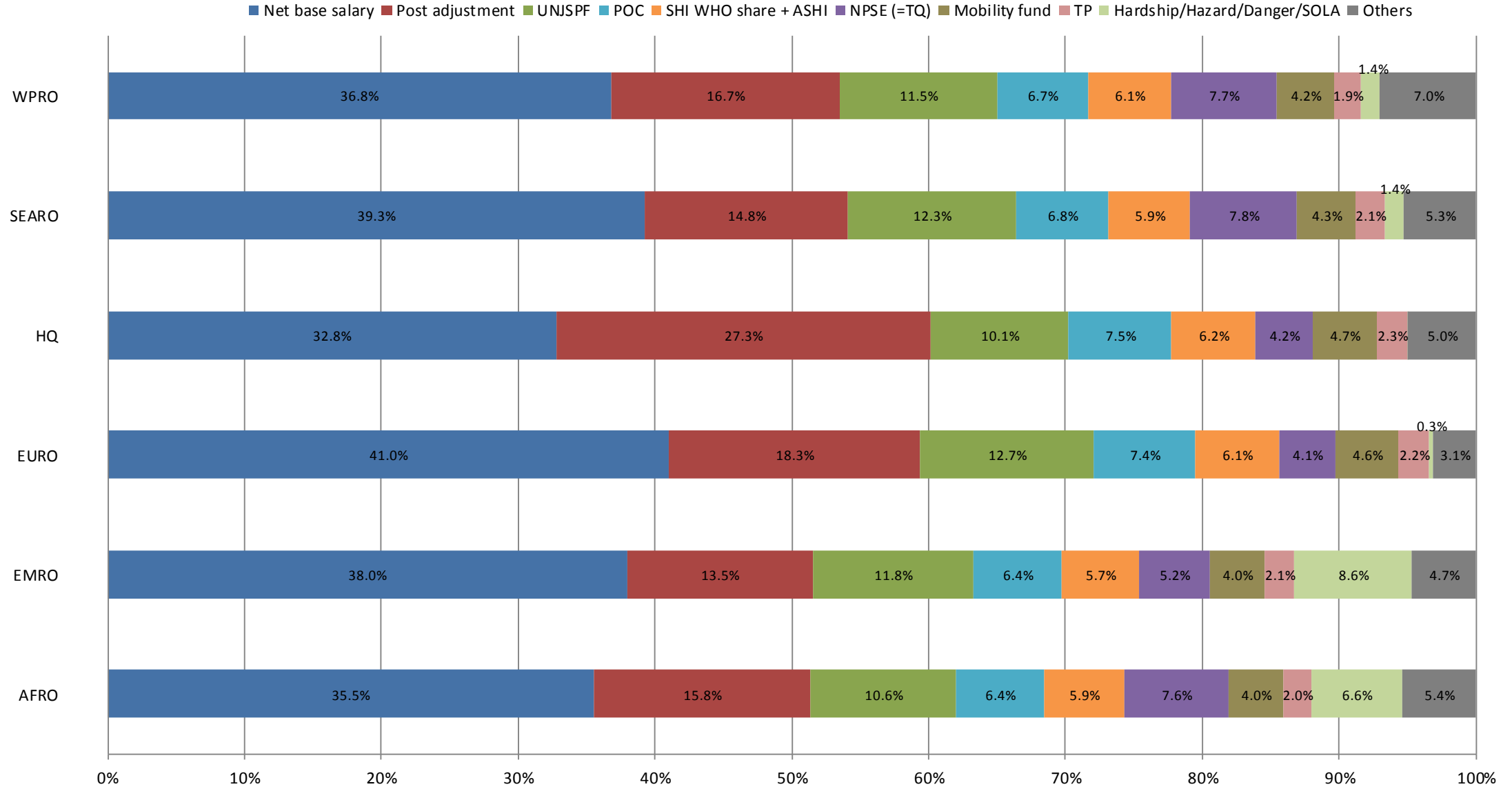


TABLE 21. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF
DATA FROM 1 JANUARY TO 31 JULY 2016

