

Human resources: update

Workforce data

As at 31 December 2017



Document issued 05 March 2018

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TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
DATA AS OF 31-DEC-2017

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	361	6	135	55	66	69	93	785
National professional officers	21	0	268	38	21	60	50	458
General service staff	205	2	257	84	38	164	149	899
Total	587	8	660	177	125	293	292	2142

Continuing appointments

Professional and higher category staff	727	20	240	82	138	101	74	1382
National professional officers	46	0	335	31	35	35	34	516
General service staff	482	7	870	244	141	325	194	2263
Total	1255	27	1445	357	314	461	302	4161

Total number of staff holding long-term appointments	1842	35	2105	534	439	754	594	6303
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Staff holding short-term appointments

Temporary appointments under SR 420.4

Professional and higher category staff	358	14	209	32	35	125	9	782
National professional officers	3	0	64	69	28	81	2	247
General service staff	125	3	222	63	43	192	16	664
Total	486	17	495	164	106	398	27	1693

Temporary appointments of 60 days or less

Professional and higher category staff	1	0	1	0	2	1	0	5
National professional officers	0	0	0	0	0	0	0	0
General service staff	22	0	0	1	0	0	3	26
Total	23	0	1	1	2	1	3	31

Total number of temporary appointments	509	17	496	165	108	399	30	1724
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Total number of staff	2351	52	2601	699	547	1153	624	8027
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^a This column includes: the Alliance for Health Policy and Systems Research, the European Observatory on Health Systems and Policies and the Partnership for Maternal, Newborn and Child Health

TABLE 2. DISTRIBUTION OF STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE, GRADE AND GENDER^a
DATA AS OF 31-DEC-2017

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	24	35	76	119	195	169	211	380	198	149	347	53	30	83	20	9	29	9	10	19	536	552	1088	49.3%	50.7%
<i>Special programmes and collaborative arrangements</i>	1	5	6	1	1	2	4	2	6	3	3	6	0	2	2	2	1	3	0	1	1	0	0	0	11	15	26	42.3%	57.7%
Africa	1	0	1	10	15	25	39	12	51	117	52	169	64	25	89	28	10	38	1	0	1	0	1	1	260	115	375	69.3%	30.7%
South-East Asia	0	0	0	2	1	3	7	1	8	25	10	35	36	30	66	17	4	21	3	0	3	0	1	1	90	47	137	65.7%	34.3%
Europe	0	0	0	5	10	15	22	23	45	28	29	57	29	30	59	13	13	26	1	0	1	0	1	1	98	106	204	48.0%	52.0%
Eastern Mediterranean	2	1	3	4	4	8	18	8	26	42	17	59	27	12	39	21	10	31	3	1	4	0	0	0	117	53	170	68.8%	31.2%
Western Pacific	0	0	0	0	4	4	12	19	31	35	28	63	35	18	53	8	6	14	1	0	1	1	0	1	92	75	167	55.1%	44.9%
Total	4	6	10	33	59	92	178	184	362	419	350	769	389	266	655	142	74	216	29	11	40	10	13	23	1204	963	2167	55.6%	44.4%
Percentage by grade	40.0%	60.0%	100.0%	35.9%	64.1%	100.0%	49.2%	50.8%	100.0%	54.5%	45.5%	100.0%	59.4%	40.6%	100.0%	65.7%	34.3%	100.0%	72.5%	27.5%	100.0%	43.5%	56.5%	100.0%	55.6%	44.4%	100.0%		
Percentage of total			0.5%			4.2%			16.7%			35.5%			30.2%			10.0%			1.8%			1.1%			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	4	17	21	13	16	29	8	8	16	0	1	1	25	42	67	37.3%	62.7%
<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	16	5	21	129	42	171	277	126	403	5	3	8	427	176	603	70.8%	29.2%
South-East Asia	15	5	20	8	5	13	18	15	33	3	0	3	44	25	69	63.8%	36.2%
Europe	2	4	6	12	22	34	4	12	16	0	0	0	18	38	56	32.1%	67.9%
Eastern Mediterranean	3	2	5	26	15	41	23	15	38	8	3	11	60	35	95	63.2%	36.8%
Western Pacific	0	6	6	13	22	35	20	20	40	1	2	3	34	50	84	40.5%	59.5%
Total	40	39	79	201	122	323	350	196	546	17	9	26	608	366	974	62.4%	37.6%
Percentage by grade	50.6%	49.4%	100.0%	62.2%	37.8%	100.0%	64.1%	35.9%	100.0%	65.4%	34.6%	100.0%	62.4%	37.6%	100.0%		
Percentage of total			8.1%			33.2%			56.1%			2.7%			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	2	15	23	66	89	59	300	359	35	177	212	2	7	9	135	552	687	19.7%	80.3%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	1	1	1	7	8	0	0	0	0	0	0	1	8	9	11.1%	88.9%
Africa	10	5	15	366	8	374	86	14	100	48	49	97	48	127	175	97	125	222	75	69	144	730	397	1127	64.8%	35.2%
South-East Asia	3	1	4	47	0	47	27	6	33	21	37	58	40	60	100	26	24	50	22	14	36	186	142	328	56.7%	43.3%
Europe	0	0	0	5	0	5	14	0	14	3	6	9	23	94	117	11	20	31	2	1	3	58	121	179	32.4%	67.6%
Eastern Mediterranean	39	1	40	51	1	52	49	0	49	20	52	72	48	114	162	31	50	81	14	19	33	252	237	489	51.5%	48.5%
Western Pacific	2	4	6	24	1	25	17	11	28	6	50	56	13	99	112	24	62	86	10	20	30	96	247	343	28.0%	72.0%
Total	55	11	66	495	10	505	206	33	239	121	261	382	232	801	1033	224	458	682	125	130	255	1458	1704	3162	46.1%	53.9%
Percentage by grade	83.3%	16.7%	100.0%	98.0%	2.0%	100.0%	86.2%	13.8%	100.0%	31.7%	68.3%	100.0%	22.5%	77.5%	100.0%	32.8%	67.2%	100.0%	49.0%	51.0%	100.0%	46.1%	53.9%	100.0%		
Percentage of total			2.1%			16.0%			7.6%			12.1%			32.7%			21.6%			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-DEC-2017

Major Office	Unrepresented countries	Underrepresented countries	Overrepresented countries
Africa	Seychelles South Sudan		Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Kenya Nigeria Rwanda Senegal South Africa Togo Uganda United Republic of Tanzania Zambia Zimbabwe
The Americas	Antigua and Barbuda Bahamas 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
South-East Asia			Bangladesh India Nepal Sri Lanka
Europe	Andorra Cyprus Lithuania Luxembourg Monaco Montenegro San Marino	Austria Czechia Greece Israel Norway Poland Russian Federation	Belgium Denmark France Germany Ireland Italy Netherlands Serbia Switzerland United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Kuwait Libya Oman Qatar United Arab Emirates	Saudi Arabia	Egypt Iran (Islamic Republic of) Jordan Lebanon 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 Malaysia 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-DEC-2017

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	2	3	0	0	0	0	0	0	0	0	2	4	6	
Angola	1-8	0	0	0	1	1	0	0	0	0	1	0	0	0	0	0	0	1	2	3	
Benin	1-8	0	0	1	0	0	0	2	1	2	0	0	0	0	0	0	0	5	1	6	
Botswana	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	2	2	
Burkina Faso	1-8	0	0	0	2	2	0	7	2	4	0	2	0	1	0	0	0	16	4	20	
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	0	0	0	0	0	0	1	1	
Cameroon	1-8	0	0	1	1	4	0	9	2	1	0	2	1	0	0	0	0	17	4	21	
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	0	0	1	0	0	0	0	0	10	1	11	
Côte d'Ivoire	1-8	0	0	0	0	1	0	2	2	2	1	1	2	0	0	0	0	6	5	11	
Democratic Republic of the Congo	1-8	0	0	0	0	2	0	7	1	7	0	0	0	0	0	0	0	16	1	17	
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	1	0	1	2	0	1	0	0	0	0	0	0	0	3	2	5	
Ethiopia	1-8	0	0	0	0	2	1	8	3	8	1	2	1	0	0	1	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	5	0	2	0	0	0	0	0	0	0	7	0	7	
Ghana	1-8	0	0	0	0	0	1	4	6	4	1	1	0	0	0	0	0	9	8	17	
Guinea	1-8	0	0	2	0	0	0	4	0	1	1	0	0	0	0	0	0	7	1	8	
Guinea-Bissau	1-8	0	0	0	0	0	0	0	2	0	0	0	2	0	0	0	0	0	4	4	
Kenya	1-8	0	0	1	0	3	3	7	3	5	4	1	0	0	0	0	0	17	10	27	
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	1	1	3	0	1	0	0	0	0	0	0	1	5	6	
Malawi	1-8	0	0	0	0	1	0	3	0	2	0	2	0	0	0	0	0	8	0	8	
Mali	1-8	0	0	0	0	1	0	4	0	1	0	0	0	0	0	0	0	6	0	6	
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	1	0	0	0	0	0	0	0	0	1	1	2	
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	0	2	0	2	0	1	0	0	0	0	0	5	0	5	
Nigeria	1-8	0	0	0	0	2	0	9	4	7	0	2	0	0	0	0	0	20	4	24	
Rwanda	1-8	0	0	0	1	2	1	2	1	7	0	0	0	0	0	0	0	11	3	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	5	4	4	1	1	1	0	0	0	0	10	7	17	
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	1	0	1	0	0	0	0	0	0	1	3	4	
South Africa	4-11	0	0	0	0	0	0	1	4	3	1	2	1	0	0	0	1	6	7	13	
South Sudan	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
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	3	0	4	2	2	0	0	0	0	0	0	0	9	2	11	
Uganda	1-8	0	0	0	0	2	0	10	5	9	5	3	0	0	0	0	0	24	10	34	
United Republic of Tanzania	1-8	0	0	0	1	1	1	3	1	0	1	0	1	0	0	0	0	4	5	9	
Zambia	1-8	0	0	0	0	0	1	4	2	1	2	1	0	0	0	0	0	6	5	11	
Zimbabwe	1-8	1	0	1	4	6	2	3	1	0	0	1	1	0	0	0	0	12	8	20	
Total - African Region		1	0	10	15	42	16	121	56	82	25	30	10	1	1	1	2	288	125	413	

^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-DEC-2017

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	0	0	1	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	1	0	1	1
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	0	0	4	3	3	0	0	0	1	0	1	3	9	12
Canada	28-39	0	0	0	0	3	5	14	8	10	6	4	1	2	1	0	0	33	21	54
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	0	0	0	0	0	0	1	1	2
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	2	0	0	0	0	0	1	3	0	0	0	0	0	0	3	3	6
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	0	2	1	0	0	0	1	0	0	0	0	0	2	3	5
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	2	0	0	1	0	0	1	0	0	0	0	0	3	1	4
United States of America	188-255	0	0	0	6	11	14	22	43	25	23	8	7	2	0	1	0	69	93	162
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	1	1	1	0	0	0	0	0	0	3	2	5
Total - Region of the Americas		0	0	3	8	19	27	40	62	48	39	16	8	4	2	1	2	131	148	279

^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-DEC-2017

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	8	0	3	2	2	0	0	0	0	0	0	13	2	15
Bhutan	1-8	0	0	0	0	0	0	2	2	0	1	0	0	1	0	0	0	0	3	3	6
Democratic People's Republic of Korea	1-8	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	2	0	2
India	7-14	0	0	2	2	12	7	31	7	25	16	6	3	1	0	0	2	77	37	114	
Indonesia	3-11	0	0	0	0	1	2	0	0	1	0	1	0	0	0	0	0	0	3	2	5
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	0	1	0	1	1	0	0	0	0	0	0	1	2	3
Nepal	1-8	0	0	0	0	1	0	4	1	6	1	1	0	1	0	0	0	0	13	2	15
Sri Lanka	1-8	0	0	0	0	3	1	3	2	2	3	3	0	0	0	0	0	0	11	6	17
Thailand	2-10	0	0	0	0	0	1	1	2	0	3	1	1	0	0	0	0	0	2	7	9
Timor-Leste	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1
Total - South-East Asia Region		0	0	2	2	17	11	50	15	39	28	16	4	3	0	0	2	127	62	189	

^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-DEC-2017

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	0	0	2	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	0	0	1	1	0	1	1	1	1	0	0	0	3	3	6
Azerbaijan	1-8	0	0	0	0	1	0	2	2	1	0	1	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	8	6	3	5	4	1	0	0	0	16	17	33
Bosnia and Herzegovina	1-8	0	0	0	1	0	1	1	1	1	0	0	0	0	0	0	0	2	3	5
Bulgaria	1-8	0	0	0	0	1	1	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	2	0	0	0	0	0	0	0	2	1	3
Denmark	7-14	0	0	1	0	2	5	2	3	3	2	0	0	0	0	0	0	8	10	18
Estonia	1-8	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	2
Finland	5-13	0	0	0	0	0	3	2	0	2	3	0	0	0	0	0	0	4	6	10
France	50-68	0	0	4	2	8	13	24	14	25	15	4	5	2	2	0	1	67	52	119
Georgia	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	1	1	2
Germany	63-86	0	0	0	2	5	12	16	15	14	13	10	3	0	0	1	0	46	45	91
Greece	6-14	0	0	0	1	0	0	1	1	0	1	0	0	0	0	0	0	1	3	4
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	1	4	1	4	5	3	1	1	0	0	1	0	9	12	21
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	4	9	15	10	5	1	1	0	1	1	31	28	59
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	0	0	0	0	0	0	0	0	1	1
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	4	3	9	4	3	3	2	0	0	0	20	13	33
Norway	8-16	0	0	0	0	0	0	0	2	1	1	0	2	0	0	0	0	1	5	6
Poland	9-16	0	0	0	0	0	0	1	0	0	3	0	0	0	0	0	0	1	3	4
Portugal	5-12	0	0	0	0	0	0	1	1	1	1	2	0	0	0	0	0	4	2	6
Republic of Moldova	1-8	0	0	0	0	0	1	3	1	1	1	1	0	0	0	0	0	5	3	8
Romania	2-10	0	0	0	2	0	0	1	0	1	2	0	0	0	0	0	0	2	4	6
Russian Federation	23-32	0	0	1	2	3	0	4	0	2	3	1	0	0	1	0	1	11	7	18
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	2	0	1	3	0	2	0	0	0	0	4	5	9
Slovakia	2-9	0	0	0	0	1	0	1	0	0	1	0	0	0	0	0	0	2	1	3
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	3	4	4	7	6	7	1	1	1	1	0	0	16	22	38
Sweden	9-17	0	0	0	0	0	4	1	2	1	1	0	1	0	0	0	0	2	8	10
Switzerland	9-16	0	0	0	0	4	3	6	3	2	4	1	0	0	0	0	0	13	10	23
Tajikistan	1-8	0	0	0	0	0	2	0	0	0	2	0	0	0	0	0	0	0	4	4
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	1	0	2	3	4	2	0	2	0	0	0	0	8	8	16
Turkmenistan	1-8	0	0	0	0	0	1	0	0	1	1	0	1	0	0	0	0	1	3	4
Ukraine	1-8	0	0	0	0	3	0	2	2	1	0	0	0	0	0	0	0	6	2	8
United Kingdom of Great Britain and Northern Ireland	39-54	1	0	2	3	6	10	13	17	28	24	10	7	4	0	1	1	65	62	127
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	10	18	53	78	109	112	141	120	50	37	13	5	4	5	381	375	756

^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-DEC-2017****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	1	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	2	2	8	4	5	3	4	2	0	2	0	0	0	0	19	14	33
Iran (Islamic Republic of)	3-11	0	0	0	0	0	2	3	1	2	1	4	1	0	0	0	0	9	5	14
Iraq	1-8	0	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	3	1	4
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	1	1	2	0	0	0	0	5	6	11
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	1	1	0	7	1	8	0	3	0	1	0	0	0	20	2	22
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	0	0	1	0	0	0	1	0	3	3
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	0	0	0	0	0	0	9	4	13
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	1	1	2	1	0	2	0	0	0	0	0	0	4	4	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	1	1	0	2	1	0	0	0	0	0	0	3	2	5
Total - Eastern Mediterranean Region		0	1	3	3	17	9	33	19	24	11	11	7	2	1	0	1	90	52	142

^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-DEC-2017****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	3	6	13	13	4	8	5	2	3	1	1	0	29	32	61
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	0	3	6	11	3	3	4	1	0	0	1	0	14	18	32
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	1	7	8	6	10	5	2	0	2	0	1	1	24	20	44
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	1	0	3	2	1	1	2	0	0	1	0	0	0	5	7	12
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	1	1	0	3	2	1	2	2	1	0	0	0	0	7	6	13
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	3	10	8	4	2	1	0	0	0	0	22	24	46
Republic of Korea	19-27	0	0	0	0	2	2	2	6	2	1	1	1	0	0	1	0	8	10	18
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	7	14	31	40	56	32	26	16	6	6	1	4	1	115	128	243

^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-DEC-2017

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	0	1	0	0	0	0	0	0	0	1	0	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	0	0	0	0	0	2	1	3
Cameroon	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	3	0	3
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	1	0	0	0	0	0	0	2	3	5
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	3	2	2	2	4	1	1	0	0	0	0	0	0	5	10	15
Germany	1	0	0	0	0	0	2	1	0	0	0	0	0	0	0	0	3	1	4
India	0	0	0	0	1	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	1	0	1
Japan	0	0	1	0	0	1	0	3	2	0	0	0	0	0	0	0	3	4	7
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	0	1	0	0	0	0	0	0	0	0	0	1	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	1	0	0	3	0	0	0	0	0	1	0	0	1	4	5
Others	1	0	0	0	2	0	1	0	1	1	0	0	0	0	0	0	5	1	6
Pakistan	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
Poland	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Republic of Korea	0	0	0	0	1	0	2	0	2	1	0	0	0	0	0	0	5	1	6
Russian Federation	0	0	0	0	1	1	1	0	0	1	0	0	0	0	0	0	2	2	4
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	1	0	0	0	0	3	4	7
Switzerland	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	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	1	2	3	1	0	0	0	0	0	0	6	6	12
United States of America	0	0	0	0	2	1	6	10	10	7	0	1	0	0	0	0	18	19	37
Total	2	5	2	6	16	12	26	30	23	17	3	2	0	1	0	0	72	73	145

^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-DEC-2017

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	48	70	118	184	217	401	256	229	485	43	33	76	5	1	6	536	552	1088
<i>Special programmes and collaborative arrangements</i>	0	0	0	3	6	9	4	4	8	3	5	8	1	0	1	0	0	0	11	15	26
Africa	1	0	1	17	16	33	62	31	93	141	56	197	38	11	49	1	1	2	260	115	375
South-East Asia	0	0	0	4	3	7	22	13	35	57	25	82	5	5	10	2	1	3	90	47	137
Europe	0	0	0	12	14	26	46	41	87	34	43	77	6	7	13	0	1	1	98	106	204
Eastern Mediterranean	0	0	0	8	3	11	36	17	53	61	28	89	11	5	16	1	0	1	117	53	170
Western Pacific	0	0	0	17	25	42	27	28	55	42	17	59	4	5	9	2	0	2	92	75	167
Total	1	2	3	109	137	246	381	351	732	594	403	997	108	66	174	11	4	15	1204	963	2167
Percentage by bracket	33.3%	66.7%	100.0%	44.3%	55.7%	100.0%	52.0%	48.0%	100.0%	59.6%	40.4%	100.0%	62.1%	37.9%	100.0%	73.3%	26.7%	100.0%	55.6%	44.4%	100.0%
Percentage of total			0.1%			11.4%			33.8%			46.0%			8.0%			0.7%			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	2	2	16	24	40	8	15	23	1	1	2	0	0	0	0	0	0	25	42	67
<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	1	1	48	18	66	150	58	208	202	87	289	26	12	38	1	0	1	427	176	603
South-East Asia	0	0	0	4	6	10	17	11	28	21	7	28	2	1	3	0	0	0	44	25	69
Europe	0	1	1	3	5	8	11	22	33	4	10	14	0	0	0	0	0	0	18	38	56
Eastern Mediterranean	0	0	0	11	2	13	17	14	31	26	19	45	5	0	5	1	0	1	60	35	95
Western Pacific	0	2	2	7	14	21	13	21	34	14	13	27	0	0	0	0	0	0	34	50	84
Total	0	6	6	89	69	158	216	141	357	268	137	405	33	13	46	2	0	2	608	366	974
Percentage by bracket	0.0%	100.0%	100.0%	56.3%	43.7%	100.0%	60.5%	39.5%	100.0%	66.2%	33.8%	100.0%	71.7%	28.3%	100.0%	100.0%	0.0%	100.0%	62.4%	37.6%	100.0%
Percentage of total			0.6%			16.2%			36.7%			41.6%			4.7%			0.2%			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	2	13	15	24	141	165	54	200	254	52	177	229	3	20	23	0	1	1	135	552	687
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	2	2	1	4	5	0	1	1	0	1	1	0	0	0	1	8	9
Africa	3	2	5	81	69	150	279	166	445	331	147	478	35	13	48	1	0	1	730	397	1127
South-East Asia	0	3	3	27	50	77	83	58	141	63	29	92	13	2	15	0	0	0	186	142	328
Europe	1	2	3	6	25	31	33	54	87	18	35	53	0	5	5	0	0	0	58	121	179
Eastern Mediterranean	7	11	18	72	86	158	89	87	176	71	51	122	13	2	15	0	0	0	252	237	489
Western Pacific	2	17	19	22	83	105	36	79	115	31	61	92	5	7	12	0	0	0	96	247	343
Total	15	48	63	232	456	688	575	648	1223	566	501	1067	69	50	119	1	1	2	1458	1704	3162
Percentage by bracket	23.8%	76.2%	100.0%	33.7%	66.3%	100.0%	47.0%	53.0%	100.0%	53.0%	47.0%	100.0%	58.0%	42.0%	100.0%	50.0%	50.0%	100.0%	46.1%	53.9%	100.0%
Percentage of total			2.0%			21.8%			38.7%			33.7%			3.8%			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-2017

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	1	2	6	7	13	1	2	3	2	3	5	10	13	23
D2	0	0	0	0	0	0	1	3	4	17	7	24	9	0	9	2	1	3	29	11	40
D1/P6	0	0	0	0	0	0	24	12	36	87	52	139	28	10	38	3	0	3	142	74	216
P5	0	0	0	6	8	14	95	82	177	239	153	392	45	23	68	4	0	4	389	266	655
P4	0	0	0	41	46	87	168	155	323	188	125	313	22	24	46	0	0	0	419	350	769
P3	1	1	2	46	62	108	77	71	148	51	46	97	3	4	7	0	0	0	178	184	362
P2	0	1	1	15	17	32	13	25	38	5	13	18	0	3	3	0	0	0	33	59	92
P1	0	0	0	1	4	5	2	2	4	1	0	1	0	0	0	0	0	0	4	6	10
Total	1	2	3	109	137	246	381	351	732	594	403	997	108	66	174	11	4	15	1204	963	2167
Percentage by bracket	33.3%	66.7%	100.0%	44.3%	55.7%	100.0%	52.0%	48.0%	100.0%	59.6%	40.4%	100.0%	62.1%	37.9%	100.0%	73.3%	26.7%	100.0%	55.6%	44.4%	100.0%
Percentage of total			0.1%			11.4%			33.8%			46.0%			8.0%			0.7%			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	5	4	9	10	4	14	1	0	1	0	0	0	17	9	26
C	0	0	0	33	16	49	109	69	178	181	100	281	25	11	36	2	0	2	350	196	546
B	0	2	2	48	36	84	86	54	140	61	28	89	6	2	8	0	0	0	201	122	323
A	0	4	4	7	16	23	16	14	30	16	5	21	1	0	1	0	0	0	40	39	79
Total	0	6	6	89	69	158	216	141	357	268	137	405	33	13	46	2	0	2	608	366	974
Percentage by bracket	0.0%	100.0%	100.0%	56.3%	43.7%	100.0%	60.5%	39.5%	100.0%	66.2%	33.8%	100.0%	71.7%	28.3%	100.0%	100.0%	0.0%	100.0%	62.4%	37.6%	100.0%
Percentage of total			0.6%			16.2%			36.7%			41.6%			4.7%			0.2%			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	18	18	36	58	50	108	45	58	103	4	4	8	0	0	0	125	130	255
G6	1	2	3	57	102	159	90	181	271	72	157	229	3	16	19	1	0	1	224	458	682
G5	8	29	37	59	235	294	88	298	386	69	216	285	8	22	30	0	1	1	232	801	1033
G4	3	14	17	28	87	115	56	103	159	31	52	83	3	5	8	0	0	0	121	261	382
G3	0	2	2	16	10	26	80	11	91	99	9	108	11	1	12	0	0	0	206	33	239
G2	1	1	2	35	3	38	186	1	187	234	4	238	39	1	40	0	0	0	495	10	505
G1	2	0	2	19	1	20	17	4	21	16	5	21	1	1	2	0	0	0	55	11	66
Total	15	48	63	232	456	688	575	648	1223	566	501	1067	69	50	119	1	1	2	1458	1704	3162
Percentage by bracket	23.8%	76.2%	100.0%	33.7%	66.3%	100.0%	47.0%	53.0%	100.0%	53.0%	47.0%	100.0%	58.0%	42.0%	100.0%	50.0%	50.0%	100.0%	46.1%	53.9%	100.0%
Percentage of total			2.0%			21.8%			38.7%			33.7%			3.8%			0.1%			100.0%

M - male, F - female, T - total

TABLE 8. STAFF RETIREMENT IN 2018 AND POTENTIAL RETIREMENT PROJECTIONS
DATA AS OF 31-DEC-2017

Note: As of 01 January 2019, staff recruited prior to January 2014 who are recorded in the table as having their retirement age at 60 or 62 may decide to continue working until they reach the age of 65

Region	Category	Total staff as at 31 December 2017	Staff due to retire															
			By 31 December 2018				By 31 December 2019				By 31 December 2020				By 31 December 2021			
			Age 60/62	Age 65	Total	% of total staff	Age 60/62	Age 65	Total	% of total staff	Age 60/62	Age 65	Total	% of total staff	Age 60/62	Age 65	Total	% of total staff
Headquarters	P	1088	37	3	40	3.7%	34	1	35	3.2%	45	1	46	4.2%	44	1	45	4.1%
	NPO	67	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	1	0	1	1.5%
	GS	687	18	1	19	2.8%	17	0	17	2.5%	16	0	16	2.3%	17	0	17	2.5%
<i>Special programmes and collaborative arrangements</i>	P	26	0	0	0	0.0%	1	0	1	3.8%	0	0	0	0.0%	1	0	1	3.8%
	NPO	0	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	9	0	0	0	0.0%	1	0	1	11.1%	0	0	0	0.0%	0	0	0	0.0%
Africa	P	375	29	0	29	7.7%	22	1	23	6.1%	17	0	17	4.5%	13	0	13	3.5%
	NPO	603	17	1	18	3.0%	18	0	18	3.0%	23	1	24	4.0%	25	1	26	4.3%
	GS	1127	29	0	29	2.6%	34	1	35	3.1%	36	0	36	3.2%	35	0	35	3.1%
South-East Asia	P	137	8	1	9	6.6%	5	0	5	3.6%	13	1	14	10.2%	7	0	7	5.1%
	NPO	69	1	0	1	1.4%	2	0	2	2.9%	3	0	3	4.3%	0	0	0	0.0%
	GS	328	9	0	9	2.7%	7	0	7	2.1%	8	0	8	2.4%	9	0	9	2.7%
Europe	P	204	10	0	10	4.9%	3	0	3	1.5%	7	0	7	3.4%	5	0	5	2.5%
	NPO	56	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	3	0	3	5.4%
	GS	179	2	0	2	1.1%	2	0	2	1.1%	0	0	0	0.0%	5	0	5	2.8%
Eastern Mediterranean	P	170	10	0	10	5.9%	6	1	7	4.1%	7	0	7	4.1%	6	0	6	3.5%
	NPO	95	0	0	0	0.0%	3	1	4	4.2%	2	1	3	3.2%	3	1	4	4.2%
	GS	489	7	0	7	1.4%	10	0	10	2.0%	8	2	10	2.0%	8	1	9	1.8%
Western Pacific	P	167	6	0	6	3.6%	2	0	2	1.2%	4	0	4	2.4%	3	0	3	1.8%
	NPO	84	0	0	0	0.0%	0	0	0	0.0%	1	0	1	1.2%	1	0	1	1.2%
	GS	343	6	0	6	1.7%	8	0	8	2.3%	6	0	6	1.7%	6	0	6	1.7%
Total	P	2167	100	4	104	4.8%	73	3	76	3.5%	93	2	95	4.4%	79	1	80	3.7%
	NPO	974	18	1	19	2.0%	23	1	24	2.5%	29	2	31	3.2%	33	2	35	3.6%
	GS	3162	71	1	72	2.3%	79	1	80	2.5%	74	2	76	2.4%	80	1	81	2.6%
	ALL	6303	189	6	195	3.1%	175	5	180	2.9%	196	6	202	3.2%	192	4	196	3.1%

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

TABLE 9. STAFF BY LENGTH OF SERVICE
DATA AS OF 31-DEC-2017

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	337	17	183	537	198	49	131	378	376	1	233	610	109	0	75	184	39	0	14	53	19	0	32	51	10	0	19	29	1088	67	687	1842
<i>Special programmes and collaborative arrangements</i>	5	0	2	7	8	0	3	11	10	0	4	14	2	0	0	2	1	0	0	1	0	0	0	0	0	0	0	0	26	0	9	35
Africa	107	181	170	458	61	260	226	547	137	120	626	883	54	38	41	133	8	1	25	34	6	3	24	33	2	0	15	17	375	603	1127	2105
South-East Asia	49	37	61	147	29	10	65	104	34	10	109	153	15	6	45	66	3	1	22	26	4	4	21	29	3	1	5	9	137	69	328	534
Europe	59	19	35	113	45	16	42	103	76	17	84	177	22	4	13	39	1	0	3	4	1	0	1	2	0	0	1	1	204	56	179	439
Eastern Mediterranean	63	47	137	247	34	27	110	171	44	8	179	231	17	7	24	48	10	2	14	26	1	3	19	23	1	1	6	8	170	95	489	754
Western Pacific	81	40	98	219	38	26	90	154	33	13	90	136	12	1	37	50	1	2	14	17	2	2	13	17	0	0	1	1	167	84	343	594
Total	701	341	686	1728	413	388	667	1468	710	169	1325	2204	231	56	235	522	63	6	92	161	33	12	110	155	16	2	47	65	2167	974	3162	6303
Percentage by bracket	40.6%	19.7%	39.7%	100.0%	28.1%	26.4%	45.4%	100.0%	32.2%	7.7%	60.1%	100.0%	44.3%	10.7%	45.0%	100.0%	39.1%	3.7%	57.1%	100.0%	21.3%	7.7%	71.0%	100.0%	24.6%	3.1%	72.3%	100.0%	34.4%	15.5%	50.2%	100.0%
Percentage of total	27.4%				23.3%				35.0%				8.3%				2.6%				2.5%				1.0%				100.0%			

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

TABLE 10. APPLICATIONS FOR POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES BY GENDER AND MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 DECEMBER 2017

Major Office*	2015				2016				2017			
	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters	13518	9509	23027	41.3%	22394	14559	36953	39.4%	18419	11032	29451	37.5%
Africa	3812	2169	5981	36.3%	14211	3894	18105	21.5%	15274	5236	20510	25.5%
Eastern Mediterranean	4377	2142	6519	32.9%	7169	2946	10115	29.1%	6459	2876	9335	30.8%
Europe	4061	2670	6731	39.7%	3922	2880	6802	42.3%	5705	3643	9348	39.0%
South-East Asia	4721	2011	6732	29.9%	5993	2795	8788	31.8%	3866	2200	6066	36.3%
Western Pacific	4949	2641	7590	34.8%	4045	2234	6279	35.6%	3601	1609	5210	30.9%
Total	35438	21142	56580	37.4%	57734	29308	87042	33.7%	53324	26596	79920	33.3%

* Positions advertised in that Major Office

TABLE 11. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 DECEMBER 2017

Major Office	Category	Total staff as at 31 December 2017	External appointments			Conversion of temporary			Interagency transfers			Total		
			No. of staff	No. of women	% of women	No. of staff	No. of women	% of women	No. of staff	No. of women	% of women	No. of staff	No. of women	% of women
Headquarters	P	1088	45	28	62.2%	25	15	60.0%	9	7	77.8%	79	50	63.3%
	NPO	67	3	3	100.0%	0	0	0.0%	0	0	0.0%	3	3	100.0%
	GS	687	24	22	91.7%	8	6	75.0%	0	0	0.0%	32	28	87.5%
<i>Special programmes and collaborative arrangements</i>	P	26	1	1	100.0%	1	0	0.0%	0	0	0.0%	2	1	50.0%
	NPO	0	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
	GS	9	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
Africa	P	375	31	12	38.7%	13	4	30.8%	6	2	33.3%	50	18	36.0%
	NPO	603	23	4	17.4%	4	0	0.0%	0	0	0.0%	27	4	14.8%
	GS	1127	32	13	40.6%	2	0	0.0%	0	0	0.0%	34	13	38.2%
South-East Asia	P	137	2	2	100.0%	6	2	33.3%	1	1	100.0%	9	5	55.6%
	NPO	69	7	2	28.6%	2	0	0.0%	0	0	0.0%	9	2	22.2%
	GS	328	4	3	75.0%	7	4	57.1%	0	0	0.0%	11	7	63.6%
Europe	P	204	11	6	54.5%	9	4	44.4%	1	0	0.0%	21	10	47.6%
	NPO	56	2	2	100.0%	0	0	0.0%	1	1	100.0%	3	3	100.0%
	GS	179	6	3	50.0%	8	6	75.0%	0	0	0.0%	14	9	64.3%
Eastern Mediterranean	P	170	8	1	12.5%	8	3	37.5%	6	4	66.7%	22	8	36.4%
	NPO	95	15	5	33.3%	4	2	50.0%	1	0	0.0%	20	7	35.0%
	GS	489	19	6	31.6%	7	4	57.1%	1	1	100.0%	27	11	40.7%
Western Pacific	P	167	9	5	55.6%	4	2	50.0%	1	1	100.0%	14	8	57.1%
	NPO	84	4	2	50.0%	0	0	0.0%	1	0	0.0%	5	2	40.0%
	GS	343	14	13	92.9%	8	7	87.5%	0	0	0.0%	22	20	90.9%
Total	P	2167	107	55	51.4%	66	30	45.5%	24	15	62.5%	197	100	50.8%
	NPO	974	54	18	33.3%	10	2	20.0%	3	1	33.3%	67	21	31.3%
	GS	3162	99	60	60.6%	40	27	67.5%	1	1	100.0%	140	88	62.9%
	All	6303	260	133	51.2%	116	59	50.9%	28	17	60.7%	404	209	51.7%

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

TABLE 12. TOTAL STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES, BY LOCATION OF ASSIGNMENT AND REGION OF NATIONALITY
DATA AS OF 31-DEC-2017

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	84	7.7%	73	6.6%	524	47.7%	53	4.8%	224	20.4%	140	12.8%	1098	100.0%
Africa	318	84.8%	6	1.6%	21	5.6%	8	2.1%	18	4.8%	4	1.1%	375	100.0%
South-East Asia	6	4.4%	78	56.9%	27	19.7%	4	2.9%	11	8.0%	11	8.0%	137	100.0%
Europe	0	0.0%	6	2.7%	176	80.0%	6	2.7%	23	10.5%	9	4.1%	220	100.0%
Eastern Mediterranean	13	7.6%	7	4.1%	46	27.1%	81	47.6%	20	11.8%	3	1.8%	170	100.0%
Western Pacific	1	0.6%	20	12.0%	25	15.0%	2	1.2%	23	13.8%	96	57.5%	167	100.0%
Total	422	19.5%	190	8.8%	819	37.8%	154	7.1%	319	14.7%	263	12.1%	2167	100.0%

TABLE 13. STAFF MOBILITY: CHANGE IN DUTY STATION
DATA FROM 1 JANUARY TO 31 DECEMBER 2017

Major Office leaving	Major Office joining																											
	Headquarters				Africa				South-East Asia				Europe				Eastern Mediterranean				Western Pacific				Total			
	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%
Headquarters	3	3	6	23.1%	1	2	3	11.5%	0	2	2	7.7%	4	4	8	30.8%	1	1	2	7.7%	2	3	5	19.2%	11	15	26	100.0%
Africa	5	4	9	10.1%	54	19	73	82.0%	0	2	2	2.2%	0	1	1	1.1%	3	0	3	3.4%	1	0	1	1.1%	63	26	89	100.0%
South-East Asia	1	1	2	13.3%	1	2	3	20.0%	6	2	8	53.3%	0	1	1	6.7%	0	0	0	0.0%	1	0	1	6.7%	9	6	15	100.0%
Europe	4	3	7	26.9%	2	0	2	7.7%	0	0	0	0.0%	10	4	14	53.8%	2	1	3	11.5%	0	0	0	0.0%	18	8	26	100.0%
Eastern Mediterranean	5	2	7	35.0%	0	0	0	0.0%	0	0	0	0.0%	1	0	1	5.0%	8	4	12	60.0%	0	0	0	0.0%	14	6	20	100.0%
Western Pacific	4	3	7	29.2%	0	0	0	0.0%	1	0	1	4.2%	0	0	0	0.0%	1	0	1	4.2%	10	5	15	62.5%	16	8	24	100.0%
Total	22	16	38	19.0%	58	23	81	40.5%	7	6	13	6.5%	15	10	25	12.5%	15	6	21	10.5%	14	8	22	11.0%	131	69	200	100.0%

This table excludes The Americas region (2 staff from WPRO and 1 staff from EURO moved to PAHO, 1 staff from PAHO moved to EMRO)

M - male, F - female, T - total

TABLE 14. MOBILITY RATIO BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 DECEMBER 2017

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	1088	50.8%	26	2.4%	20	1.8%
Africa	375	17.5%	89	23.7%	16	4.3%
South-East Asia	137	6.4%	15	10.9%	7	5.1%
Europe	204	9.5%	26	12.7%	12	5.9%
Eastern Mediterranean	170	7.9%	20	11.8%	8	4.7%
Western Pacific	167	7.8%	24	14.4%	9	5.4%
Total	2141	100.0%	200	9.3%	72	3.4%

This table excludes The Americas region (2 staff from WPRO and 1 staff from EURO moved to PAHO, 1 staff from PAHO moved to EMRO)

M - male, F - female, T - total

TABLE 15. NUMBER OF INTERNS BY MAJOR OFFICE, TYPE OF COUNTRY AND GENDER
DATA FROM 1 JANUARY TO 31 DECEMBER 2017

		Developed countries				Developing countries				Total			
Major Office	Office Type	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters		101	310	411	75.4%	33	71	104	68.3%	134	381	515	74.0%
Africa	Country Office	0	5	5	100.0%	3	8	11	72.7%	3	13	16	81.3%
	Regional Office	1	7	8	87.5%	2	11	13	84.6%	3	18	21	85.7%
	Total	1	12	13	92.3%	5	19	24	79.2%	6	31	37	83.8%
Eastern Mediterranean	Country Office	4	2	6	33.3%	1	9	10	90.0%	5	11	16	68.8%
	Regional Office	5	8	13	61.5%	4	12	16	75.0%	9	20	29	69.0%
	Total	9	10	19	52.6%	5	21	26	80.8%	14	31	45	68.9%
Europe	Country Office	8	18	26	69.2%	2	4	6	66.7%	10	22	32	68.8%
	Regional Office	9	52	61	85.2%	4	5	9	55.6%	13	57	70	81.4%
	Total	17	70	87	80.5%	6	9	15	60.0%	23	79	102	77.5%
South-East Asia	Country Office	0	4	4	100.0%	3	5	8	62.5%	3	9	12	75.0%
	Regional Office	0	1	1	100.0%	1	2	3	66.7%	1	3	4	75.0%
	Total	0	5	5	100.0%	4	7	11	63.6%	4	12	16	75.0%
Western Pacific	Country Office	11	16	27	59.3%	2	11	13	84.6%	13	27	40	67.5%
	Regional Office	12	34	46	73.9%	2	4	6	66.7%	14	38	52	73.1%
	Total	23	50	73	68.5%	4	15	19	78.9%	27	65	92	70.7%
Total	Country Office	23	45	68	66.2%	11	37	48	77.1%	34	82	116	70.7%
	Regional Office	27	102	129	79.1%	13	34	47	72.3%	40	136	176	77.3%
	Total	151	457	608	75.2%	57	142	199	71.4%	208	599	807	74.2%

TABLE 16. NUMBER OF INTERNS BY NATIONALITY AND GENDER
DATA FROM 1 JANUARY TO 31 DECEMBER 2017

Nationality	Male	Female	Total	% of total
United States of America	36	104	140	17.3%
United Kingdom of Great Britain and Northern Ireland	17	40	57	7.1%
Australia	20	34	54	6.7%
Canada	5	49	54	6.7%
China	11	34	45	5.6%
France	10	28	38	4.7%
Republic of Korea	9	23	32	4.0%
Germany	11	17	28	3.5%
Japan	6	20	26	3.2%
Italy	5	16	21	2.6%
India	4	16	20	2.5%
Egypt	6	12	18	2.2%
Netherlands	5	12	17	2.1%
Switzerland	7	10	17	2.1%
Nigeria	5	6	11	1.4%
New Zealand	1	9	10	1.2%
Finland	2	7	9	1.1%
Ireland	2	7	9	1.1%
Spain	2	7	9	1.1%
Congo	1	7	8	1.0%
Singapore	1	6	7	0.9%
Sudan	2	5	7	0.9%
Sweden	1	6	7	0.9%
Belgium	0	6	6	0.7%
Russian Federation	1	5	6	0.7%
Denmark	0	5	5	0.6%
Pakistan	0	5	5	0.6%
Philippines	3	2	5	0.6%
Romania	0	5	5	0.6%
Uganda	1	4	5	0.6%
Zimbabwe	1	4	5	0.6%
Austria	2	2	4	0.5%
Ghana	1	3	4	0.5%
Portugal	1	3	4	0.5%
Rwanda	2	2	4	0.5%
Sri Lanka	3	1	4	0.5%
Brazil	0	3	3	0.4%
Chile	1	2	3	0.4%
Colombia	1	2	3	0.4%
Greece	1	2	3	0.4%
Hungary	0	3	3	0.4%
Indonesia	0	3	3	0.4%
Kenya	2	1	3	0.4%
Malaysia	2	1	3	0.4%
Mexico	0	3	3	0.4%
Nepal	0	3	3	0.4%
Senegal	0	3	3	0.4%
South Africa	0	3	3	0.4%
Turkey	2	1	3	0.4%
United Republic of Tanzania	1	2	3	0.4%
Albania	0	2	2	0.2%
Argentina	0	2	2	0.2%
Bosnia and Herzegovina	1	1	2	0.2%
Cameroon	1	1	2	0.2%
Georgia	0	2	2	0.2%
Israel	1	1	2	0.2%
Lao People's Democratic Republic	1	1	2	0.2%
Lithuania	0	2	2	0.2%
Malawi	0	2	2	0.2%
Norway	0	2	2	0.2%
Poland	0	2	2	0.2%
Ukraine	1	1	2	0.2%
Viet Nam	0	2	2	0.2%
Zambia	0	2	2	0.2%
Algeria	0	1	1	0.1%
Benin	1	0	1	0.1%
Bolivia (Plurinational State of)	0	1	1	0.1%
Burundi	1	0	1	0.1%
Côte d'Ivoire	0	1	1	0.1%
Cyprus	0	1	1	0.1%
Czechia	0	1	1	0.1%
Democratic Republic of the Congo	1	0	1	0.1%
Djibouti	0	1	1	0.1%
Ecuador	0	1	1	0.1%
Estonia	0	1	1	0.1%
Ethiopia	1	0	1	0.1%
Fiji	1	0	1	0.1%
Gambia	0	1	1	0.1%
Guinea	1	0	1	0.1%
Iceland	0	1	1	0.1%
Iraq	1	0	1	0.1%
Jamaica	0	1	1	0.1%
Jordan	0	1	1	0.1%
Kazakhstan	0	1	1	0.1%
Lebanon	0	1	1	0.1%
Lesotho	0	1	1	0.1%
Madagascar	0	1	1	0.1%
Malta	0	1	1	0.1%
Morocco	0	1	1	0.1%
Mozambique	0	1	1	0.1%
Myanmar	0	1	1	0.1%
Peru	1	0	1	0.1%
Saudi Arabia	0	1	1	0.1%
Thailand	1	0	1	0.1%
United Arab Emirates	0	1	1	0.1%
Total	208	599	807	100.0%

TABLE 17. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES
DATA FROM 1 JANUARY TO 31 DECEMBER 2017

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	8	0	0	2	0	0	10
Italy	3	0	0	1	0	0	4
Japan	5	0	1	1	1	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	1	1	4
Switzerland	1	0	0	0	0	1	2
United Kingdom of Great Britain and Northern Ireland	2	1	0	0	1	0	4
Total	28	4	3	5	3	4	47

TABLE 18. NUMBER OF INDIVIDUALS HOLDING NON-STAFF CONTRACTS, BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 DECEMBER 2017

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	1598	181	1161	280	0
Africa	630	38	552	87	1356
South-East Asia	540	49	67	9	1545
Europe	1507	66	331	58	35
Eastern Mediterranean	537	41	458	52	178
Western Pacific	392	36	221	41	118
Total	5204	410	2790	526	3232

^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 240 working days, which is assumed to be the amount of days worked by one full-time equivalent

TABLE 19. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR P/D/UG STAFF
DATA FROM 1 JANUARY TO 31 DECEMBER 2017

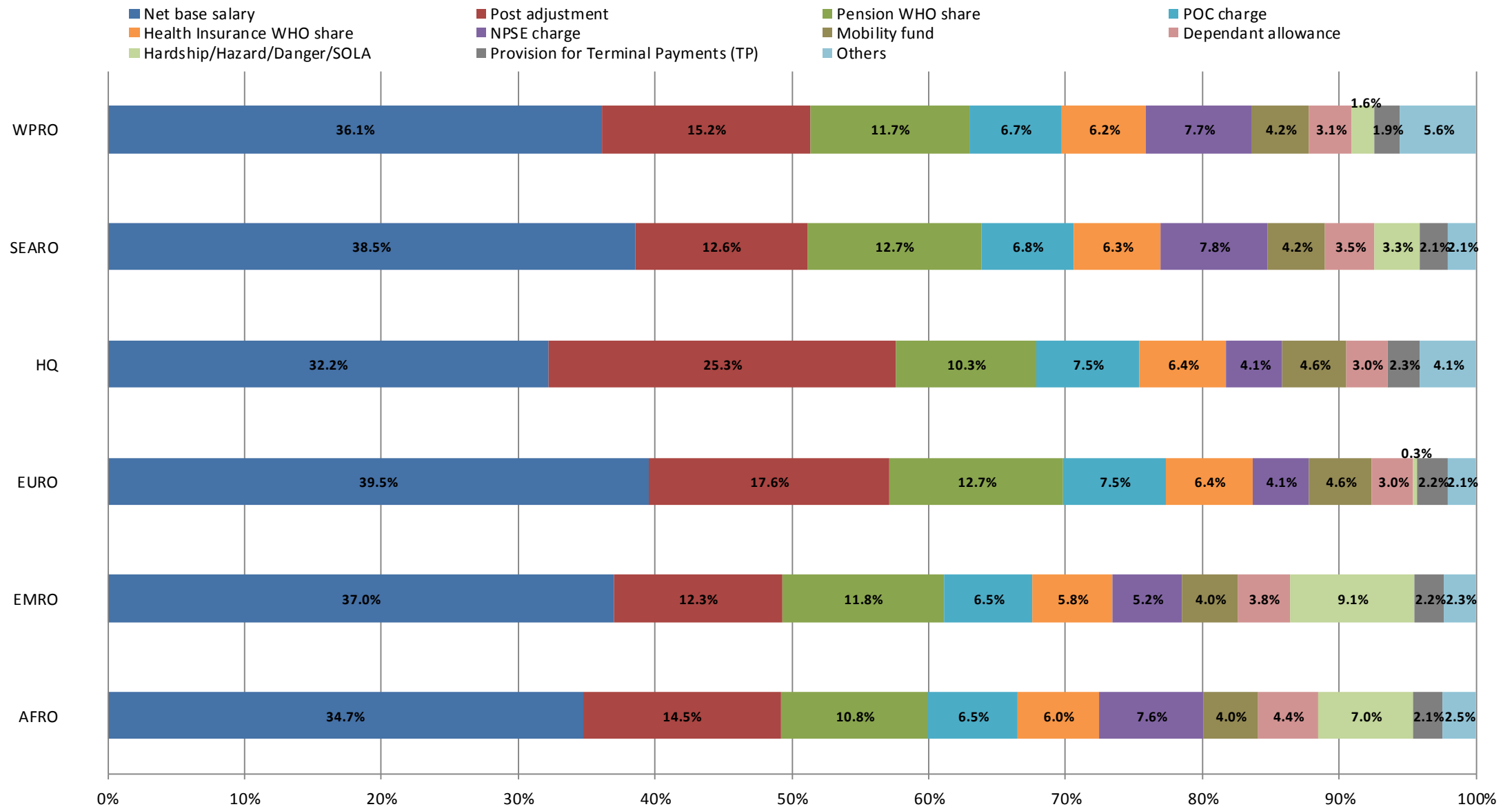


TABLE 20. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF
DATA FROM 1 JANUARY TO 31 DECEMBER 2017

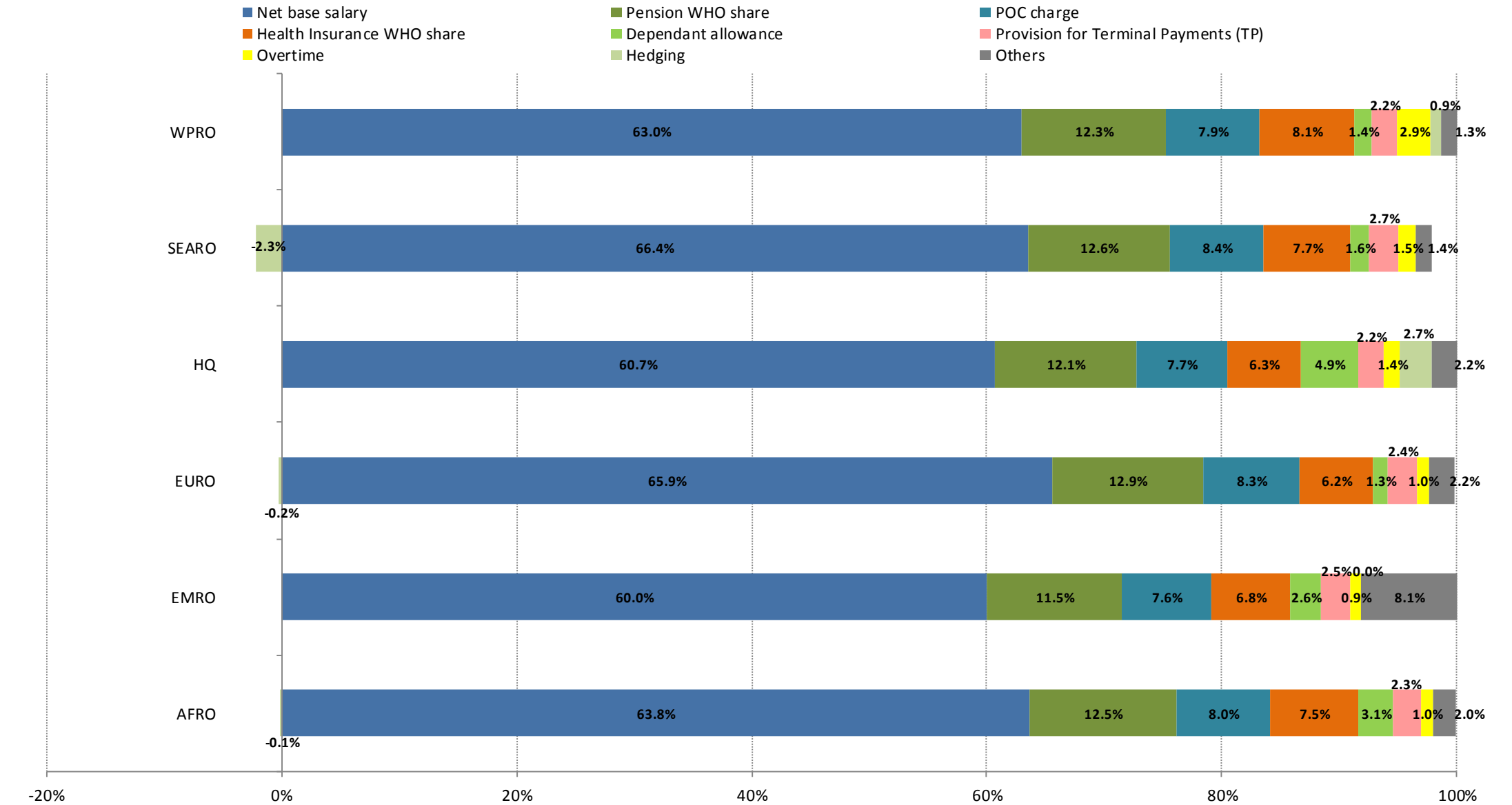


TABLE 21. DATA PROVIDED BY PAHO ON ITS DISTRIBUTION OF FIXED-TERM PROFESSIONAL STAFF BY NATIONALITY
DATA AS OF 31-DEC-2017

1. Those staff are not WHO staff
2. WHO provides for 30% of the PAHO budget, through AMRO
3. PAHO positions are not counted for WHO Geographical Representation purposes

Nationality	Total
Argentina	25
Australia	1
Austria	1
Bahamas	1
Barbados	3
Belgium	2
Belize	8
Bolivia (Plurinational State of)	5
Brazil	62
Canada	13
Chile	12
Colombia	43
Costa Rica	8
Cuba	9
Democratic Republic of the Congo	1
Denmark	2
Dominica	2
Dominican Republic	6
Ecuador	15
El Salvador	11
Equatorial Guinea	1
France	8
Germany	1
Ghana	1
Grenada	1
Guatemala	15
Guyana	5
Haiti	2
Honduras	9
Ireland	1
Italy	10
Jamaica	8
Japan	1
Malta	1
Mexico	15
Netherlands	7
Nicaragua	12
Panama	5
Paraguay	5
Peru	21
Philippines	3
Portugal	1
Rwanda	1
Saint Vincent and the Grenadines	4
Spain	34
Suriname	3
Switzerland	1
Trinidad and Tobago	6
United Kingdom of Great Britain and Northern Ireland	7
United States of America	56
Uruguay	7
Uzbekistan	1
Venezuela (Bolivarian Republic of)	8
Total	491