

Human resources: update

Workforce data

As at 31 December 2018



Document issued 13 March 2019

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**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
DATA AS OF 31-DEC-2018**

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	367	6	150	55	78	83	100	839
National professional officers	14	0	231	49	33	56	49	432
General service staff	237	1	238	85	57	166	125	909
Total	618	7	619	189	168	305	274	2180
Percentage of fixed-term appointments out of the total staff	26.4%	12.7%	25.3%	27.3%	28.7%	25.4%	43.3%	27.4%

Continuing appointments

Professional and higher category staff	715	20	227	76	144	92	72	1346
National professional officers	50	0	341	30	32	43	39	535
General service staff	446	7	859	243	134	315	211	2215
Total	1211	27	1427	349	310	450	322	4096
Percentage of continuing appointments out of the total staff	51.6%	49.1%	58.4%	50.4%	52.9%	37.4%	50.9%	51.5%

Total number of staff holding long-term appointments	1829	34	2046	538	478	755	596	6276
Percentage of long-term appointments out of the total staff	78.0%	61.8%	83.7%	77.6%	81.6%	62.8%	94.2%	78.9%

Staff holding short-term appointments

Temporary appointments under SR 420.4

Professional and higher category staff	369	16	158	35	30	142	8	758
National professional officers	2	0	81	66	31	89	3	272
General service staff	114	3	157	54	41	212	22	603
Total	485	19	396	155	102	443	33	1633

Temporary appointments of 60 days or less

Professional and higher category staff	6	0	1	0	2	4	0	13
National professional officers	0	0	0	0	0	0	0	0
General service staff	25	2	0	0	4	1	4	36
Total	31	2	1	0	6	5	4	49

Total number of temporary appointments	516	21	397	155	108	448	37	1682
Percentage of temporary appointments out of the total staff	22.0%	38.2%	16.3%	22.4%	18.4%	37.2%	5.8%	21.1%

Total number of staff	2345	55	2443	693	586	1203	633	7958
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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. STAFF BY APPOINTMENT TYPE AND JOB CATEGORY, ALL LOCATIONS
DATA AS OF 31-DEC-2018

Appointment Type	Professional and higher category staff		National professional officers		General service staff		Total	
	Number of staff	%	Number of staff	%	Number of staff	%	Number of staff	%
Continuing	1346	45.5%	535	43.2%	2215	58.9%	4096	51.5%
Fixed-Term	839	28.4%	432	34.9%	909	24.2%	2180	27.4%
Temporary	771	26.1%	272	22.0%	639	17.0%	1682	21.1%
Total	2956	100.0%	1239	100.0%	3763	100.0%	7958	100.0%

TABLE 3. DISTRIBUTION OF STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE, GRADE AND GENDER^a
DATA AS OF 31-DEC-2018

Professional and higher category staff

Region	P1			P2			P3			P4			P5			P6/D1			D2			UG			Total			Percentage current year		Comparison with previous year	
	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	M	F
Headquarters	0	0	0	10	22	32	78	110	188	169	218	387	190	154	344	51	31	82	19	12	31	8	10	18	525	557	1082	48.5%	51.5%	49.3%	50.7%
<i>Special programmes and collaborative arrangements</i>	1	5	6	1	1	2	5	1	6	3	2	5	1	1	2	2	2	4	0	1	1	0	0	0	13	13	26	50.0%	50.0%	42.3%	57.7%
Africa	1	0	1	12	19	31	43	16	59	117	53	170	59	23	82	24	8	32	1	0	1	0	1	1	257	120	377	68.2%	31.8%	69.3%	30.7%
South-East Asia	0	0	0	1	0	1	7	2	9	24	8	32	34	30	64	18	4	22	2	0	2	0	1	1	86	45	131	65.6%	34.4%	65.7%	34.3%
Europe	0	0	0	4	10	14	28	26	54	34	28	62	27	39	66	12	13	25	0	0	0	0	1	1	105	117	222	47.3%	52.7%	48.0%	52.0%
Eastern Mediterranean	2	1	3	4	4	8	15	10	25	39	19	58	36	14	50	17	10	27	2	1	3	1	0	1	116	59	175	66.3%	33.7%	68.8%	31.2%
Western Pacific	0	0	0	0	3	3	11	21	32	38	32	70	29	21	50	9	5	14	2	0	2	1	0	1	90	82	172	52.3%	47.7%	55.1%	44.9%
Total	4	6	10	32	59	91	187	186	373	424	360	784	376	282	658	133	73	206	26	14	40	10	13	23	1192	993	2185	54.6%	45.4%	55.6%	44.4%
Percentage by grade	40.0%	60.0%	100.0%	35.2%	64.8%	100.0%	50.1%	49.9%	100.0%	54.1%	45.9%	100.0%	57.1%	42.9%	100.0%	64.6%	35.4%	100.0%	65.0%	35.0%	100.0%	43.5%	56.5%	100.0%	54.6%	45.4%	100.0%				
Percentage of total			0.5%			4.2%			17.1%			35.9%			30.1%			9.4%			1.8%			1.1%			100.0%				

National professional officers

Region	A			B			C			D			Total			Percentage current year		Comparison with previous year	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	M	F
Headquarters^b	4	18	22	9	15	24	10	7	17	0	1	1	23	41	64	35.9%	64.1%	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%	0.0%	0.0%
Africa	16	5	21	117	40	157	264	124	388	4	2	6	401	171	572	70.1%	29.9%	70.8%	29.2%
South-East Asia	16	5	21	13	8	21	17	17	34	3	0	3	49	30	79	62.0%	38.0%	63.8%	36.2%
Europe	0	4	4	17	30	47	4	10	14	0	0	0	21	44	65	32.3%	67.7%	32.1%	67.9%
Eastern Mediterranean	3	1	4	28	15	43	20	20	40	9	3	12	60	39	99	60.6%	39.4%	63.2%	36.8%
Western Pacific	1	7	8	14	21	35	20	21	41	1	3	4	36	52	88	40.9%	59.1%	40.5%	59.5%
Total	40	40	80	198	129	327	335	199	534	17	9	26	590	377	967	61.0%	39.0%	62.4%	37.6%
Percentage by grade	50.0%	50.0%	100.0%	60.6%	39.4%	100.0%	62.7%	37.3%	100.0%	65.4%	34.6%	100.0%	61.0%	39.0%	100.0%				
Percentage of total			8.3%			33.8%			55.2%			2.7%			100.0%				

General service staff

Region	G1			G2			G3			G4			G5			G6			G7			Total			Percentage current year		Comparison with previous year	
	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	M	F
Headquarters	1	0	1	2	0	2	14	2	16	22	68	90	60	293	353	37	174	211	1	9	10	137	546	683	20.1%	79.9%	19.7%	80.3%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	1	1	1	6	7	0	0	0	0	0	0	1	7	8	12.5%	87.5%	11.1%	88.9%
Africa	9	5	14	345	6	351	87	13	100	48	46	94	48	124	172	101	129	230	70	66	136	708	389	1097	64.5%	35.5%	64.8%	35.2%
South-East Asia	4	1	5	42	0	42	28	4	32	16	36	52	46	67	113	25	25	50	20	14	34	181	147	328	55.2%	44.8%	56.7%	43.3%
Europe	0	0	0	5	0	5	14	0	14	4	10	14	23	98	121	9	25	34	2	1	3	57	134	191	29.8%	70.2%	32.4%	67.6%
Eastern Mediterranean	13	1	14	69	1	70	54	0	54	21	40	61	43	110	153	34	66	100	13	16	29	247	234	481	51.4%	48.6%	51.5%	48.5%
Western Pacific	2	3	5	22	1	23	16	11	27	6	47	53	15	95	110	25	66	91	9	18	27	95	241	336	28.3%	71.7%	28.0%	72.0%
Total	29	10	39	485	8	493	213	30	243	117	248	365	236	793	1029	231	485	716	115	124	239	1426	1698	3124	45.6%	54.4%	46.1%	53.9%
Percentage by grade	74.4%	25.6%	100.0%	98.4%	1.6%	100.0%	87.7%	12.3%	100.0%	32.1%	67.9%	100.0%	22.9%	77.1%	100.0%	32.3%	67.7%	100.0%	48.1%	51.9%	100.0%	45.6%	54.4%	100.0%				
Percentage of total			1.2%			15.8%			7.8%			11.7%			32.9%			22.9%			7.7%			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 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION
DATA AS OF 31-DEC-2018

Major Office	Unrepresented countries	Underrepresented countries	Overrepresented countries
Africa	Cabo Verde Seychelles		Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Kenya Nigeria Rwanda Senegal South Africa Uganda United Republic of Tanzania Zambia Zimbabwe
The Americas	Antigua and Barbuda Bahamas Cuba Dominica Dominican Republic Ecuador El Salvador Grenada 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 Republic of Moldova Serbia Switzerland United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Kuwait Libya Qatar Somalia 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 Solomon Islands Tokelau* Tonga Tuvalu Vanuatu	China Japan Republic of Korea Singapore	Australia Malaysia Mongolia New Zealand Philippines

*Associate Member

TABLE 5a. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION^a, BY COUNTRY OF ORIGIN

DATA AS OF 31-DEC-2018

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	2	1	3	1	0	0	0	0	0	0	0	2	5	7	
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	1	8	2	4	0	2	0	1	0	0	0	17	5	22	
Burundi	1-8	0	0	0	2	0	0	2	1	1	3	1	0	0	0	0	0	4	6	10	
Cabo Verde	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Cameroon	1-8	0	0	1	1	3	0	10	2	1	0	1	1	0	0	0	0	16	4	20	
Central African Republic	1-8	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	0	2	
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	4	2	7	0	1	0	0	0	1	0	0	0	0	0	13	2	15	
Côte d'Ivoire	1-8	0	0	0	0	1	0	3	1	1	1	2	2	0	0	0	0	7	4	11	
Democratic Republic of the Congo	1-8	0	0	0	0	2	0	7	1	8	0	0	0	0	0	0	0	17	1	18	
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	9	3	7	0	2	1	0	0	1	0	21	5	26	
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	4	0	2	0	0	0	0	0	0	0	6	0	6	
Ghana	1-8	0	0	0	0	0	1	4	6	3	1	0	0	0	0	0	0	7	8	15	
Guinea	1-8	0	0	2	0	0	0	4	0	0	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	3	3	9	2	7	6	2	0	0	0	0	0	22	11	33	
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	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	
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	1	0	0	0	2	1	3	
Namibia	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1	
Niger	1-8	0	0	0	0	0	0	2	1	2	0	0	0	1	0	0	0	5	1	6	
Nigeria	1-8	0	0	0	0	2	0	9	4	5	0	3	0	0	0	0	0	19	4	23	
Rwanda	1-8	0	0	0	1	1	2	3	1	7	0	0	0	0	0	0	0	11	4	15	
Sao Tome and Principe	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	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	2	0	1	0	0	0	0	0	0	1	4	5	
South Africa	4-11	0	0	0	0	0	0	2	4	2	3	2	1	0	0	0	1	6	9	15	
South Sudan	1-8	0	0	0	0	0	0	0	0	1	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	3	0	3	2	0	0	0	0	0	0	0	0	6	2	8	
Uganda	1-8	0	0	0	0	2	0	12	5	10	5	2	0	0	0	0	0	26	10	36	
United Republic of Tanzania	1-8	0	0	0	2	1	1	1	2	1	1	0	0	0	1	0	0	3	7	10	
Zambia	1-8	0	0	0	0	0	1	3	2	1	1	1	0	0	0	0	0	5	4	9	
Zimbabwe	1-8	1	0	1	4	6	2	3	1	0	0	0	1	0	0	0	0	11	8	19	
Total - African Region		1	0	12	18	41	19	125	56	79	26	26	8	3	2	1	2	288	131	419	

^aCounted positions exclude language positions, seconded staff and staff working in partnerships

M - male, F - female

TABLE 5b. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION, ^a BY COUNTRY OF ORIGIN
DATA AS OF 31-DEC-2018

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	1	1	0	0	0	0	5	7	12
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	1	0	0	0	0	0	1	0	1
Bolivia (Plurinational State of)	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
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	1	6	6	12	7	12	7	4	1	1	1	1	0	36	23	59
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	0	1	0	0	0	0	0	0	0	0	0	1	0	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	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Guyana	1-8	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Haiti	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
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	0	0	0	0	3	0	0	0	0	0	0	1	3	4
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	1	1	0	0	0	0	0	0	0	0	0	1	2	3
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	0	0	0	1	0	0	0	0	0	3	0	3
United States of America	188-255	0	0	0	4	11	15	26	41	27	26	9	7	2	1	1	0	76	94	170
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	2	6	21	26	43	60	51	43	17	9	3	3	2	2	139	149	288

^aCounted positions exclude language positions, seconded staff and staff working in partnerships

M - male, F - female

*Associate Member

TABLE 5c. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION, ^a BY COUNTRY OF ORIGIN
DATA AS OF 31-DEC-2018

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	13	2	15
Bhutan	1-8	0	0	0	0	0	0	2	1	0	1	0	1	1	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	2	0	2
India	7-14	0	0	2	1	14	9	28	7	25	15	5	3	0	0	0	2	74	37	111
Indonesia	3-11	0	0	0	0	1	2	0	1	1	1	1	1	0	0	0	0	3	5	8
Maldives	1-8	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	2
Myanmar	1-8	0	0	0	0	0	0	0	1	0	1	1	0	0	0	0	0	1	2	3
Nepal	1-8	0	0	0	0	1	0	4	1	5	1	2	0	0	0	0	0	12	2	14
Sri Lanka	1-8	0	0	0	0	2	1	5	2	2	3	3	0	0	0	0	0	12	6	18
Thailand	2-10	0	0	0	0	0	1	0	2	0	3	1	0	0	0	0	0	1	6	7
Timor-Leste	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
Total - South-East Asia Region		0	0	2	1	18	13	48	15	38	28	16	5	1	0	0	2	123	64	187

^aCounted positions exclude language positions, seconded staff and staff working in partnerships

M - male, F - female

TABLE 5d. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,^a BY COUNTRY OF ORIGIN

DATA AS OF 31-DEC-2018

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	3	0	0	0	0	0	0	0	3	3	
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	0	0	0	0	5	0	5	
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	0	0	3	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	3	1	2	10	5	3	5	3	1	0	0	0	16	17	33	
Bosnia and Herzegovina	1-8	0	0	0	1	1	1	1	1	1	0	0	0	0	0	0	0	3	3	6	
Bulgaria	1-8	0	0	0	0	2	1	1	1	0	0	0	0	0	0	0	0	3	2	5	
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	0	2	0	0	0	0	0	0	0	2	0	2	
Denmark	7-14	0	0	1	0	3	5	2	3	2	4	0	0	0	0	0	0	8	12	20	
Estonia	1-8	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	1	1	2	
Finland	5-13	0	0	0	0	0	3	2	1	1	2	0	0	0	0	0	0	3	6	9	
France	50-68	0	0	3	2	10	14	25	15	22	14	4	5	1	2	0	1	65	53	118	
Georgia	1-8	0	0	0	0	0	0	1	0	0	1	0	0	0	1	0	0	1	2	3	
Germany	63-86	0	0	0	2	4	9	18	16	14	15	10	2	0	0	1	0	47	44	91	
Greece	6-14	0	0	0	1	0	0	1	1	1	1	0	0	0	0	0	0	2	3	5	
Hungary	3-10	0	0	0	0	0	1	1	0	0	3	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	1	5	1	4	5	4	1	1	0	0	1	0	9	14	23	
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	5	3	10	16	12	3	1	1	0	1	1	30	29	59	
Kazakhstan	1-9	0	0	0	0	1	0	0	3	2	0	0	0	0	0	0	0	3	3	6	
Kyrgyzstan	1-8	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	2	
Latvia	1-8	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	1	1	2	
Lithuania	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Luxembourg	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Malta	1-8	0	0	0	0	0	0	1	0	1	0	0	1	1	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	1	3	4	3	7	5	2	2	3	0	0	0	17	14	31	
Norway	8-16	0	0	0	0	0	0	1	2	1	1	0	2	0	0	0	0	2	5	7	
Poland	9-16	0	0	0	0	0	0	2	0	0	4	0	0	0	0	0	0	2	4	6	
Portugal	5-12	0	0	0	0	0	1	1	1	1	1	2	0	0	0	0	0	4	3	7	
Republic of Moldova	1-8	0	0	0	0	2	2	2	1	2	1	1	0	0	0	0	0	7	4	11	
Romania	2-10	0	0	0	2	1	1	1	0	1	2	0	0	0	0	0	0	3	5	8	
Russian Federation	23-32	0	0	1	2	3	0	7	0	2	3	2	0	0	1	0	1	15	7	22	
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	1	2	0	1	4	0	1	0	0	0	0	4	6	10	
Slovakia	2-9	0	0	0	0	2	0	0	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	0	2	3	4	4	5	6	8	1	1	1	1	0	0	15	21	36	
Sweden	9-17	0	0	0	0	0	2	1	4	1	1	0	2	0	0	0	0	2	9	11	
Switzerland	9-16	0	0	0	1	4	3	5	4	3	3	1	0	0	0	0	0	13	11	24	
Tajikistan	1-8	0	0	0	0	0	2	0	0	0	1	0	0	0	0	0	0	0	3	3	
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	2	2	0	2	0	0	0	0	6	8	14	
Turkmenistan	1-8	0	0	0	0	0	1	0	1	1	1	0	1	0	0	0	0	1	4	5	
Ukraine	1-8	0	0	0	0	3	0	2	1	1	0	0	0	0	0	0	0	6	1	7	
United Kingdom of Great Britain and Northern Ireland	39-54	1	0	2	3	7	8	11	20	24	21	10	8	2	0	0	1	57	61	118	
Uzbekistan	1-8	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	1	1	2	
Total - European Region		1	0	8	18	63	75	111	122	132	126	48	35	11	5	3	5	377	386	763	

^aCounted positions exclude language positions, seconded staff and staff working in partnerships

M - male, F - female

TABLE 5e. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,^a BY COUNTRY OF ORIGIN**DATA AS OF 31-DEC-2018****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	7	4	7	3	3	3	0	2	0	0	0	0	19	15	34	
Iran (Islamic Republic of)	3-11	0	0	0	0	0	2	3	1	2	2	3	1	0	0	0	0	8	6	14	
Iraq	1-8	0	0	0	1	0	0	1	1	2	0	0	0	0	0	0	0	3	2	5	
Jordan	1-8	0	0	0	0	3	1	2	2	2	2	0	0	0	0	0	0	7	5	12	
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	2	1	2	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	1	0	1	0	1	
Pakistan	1-8	0	0	0	1	2	0	6	2	8	0	2	0	1	0	0	0	19	3	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	0	0	0	0	0	0	0	0	0	0	0	0	
Sudan	1-8	0	0	0	0	1	0	4	5	3	0	0	0	0	0	0	0	8	5	13	
Syrian Arab Republic	1-8	0	0	0	0	0	2	0	1	1	0	1	0	0	0	0	0	2	3	5	
Tunisia	1-8	0	0	1	0	0	1	1	1	1	2	0	0	0	0	0	0	3	4	7	
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	1	2	1	0	0	0	0	0	0	3	3	6	
Total - Eastern Mediterranean Region		0	1	3	4	17	11	30	21	25	14	8	7	2	1	1	1	86	60	146	

^aCounted positions exclude language positions, seconded staff and staff working in partnerships

M - male, F - female

TABLE 5f. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,^a BY COUNTRY OF ORIGIN**DATA AS OF 31-DEC-2018****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	3	3	5	10	15	7	7	4	1	3	1	1	0	28	32	60
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	1	0	0	0	0	0	0	0	2	0	2
China	46-63	0	0	0	0	1	3	5	9	4	5	4	1	0	0	1	0	15	18	33
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	0	1	7	5	2	6	6	2	0	2	0	0	1	16	16	32
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	2	2	2	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	5	1	0	0	0	0	0	0	0	2	7	9
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	1	2	3	2	0	0	1	0	0	8	6	14
Niue	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Palau	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Papua New Guinea	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Philippines	1-9	0	0	2	2	7	10	3	9	8	5	2	1	0	0	0	0	22	27	49
Republic of Korea	19-27	0	0	0	0	1	2	2	3	3	2	1	2	0	0	1	0	8	9	17
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	0	0	0	0	0	0	0	0	0	0	0
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	0	0	0	0	0	0	0	0	0	0	0	0
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	32	33	48	34	31	15	5	6	2	3	1	108	126	234

^aCounted positions exclude language positions, seconded staff and staff working in partnerships

M - male, F - female

*Associate Member

TABLE 6. DISTRIBUTION OF STAFF IN POSITIONS **NOT**^a COUNTED FOR GEOGRAPHICAL REPRESENTATION, BY COUNTRY OF ORIGIN

DATA AS OF 31-DEC-2018

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
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	1	0	0	0	0	0	0	0	0	3	1	4
Canada	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	2	2
China	0	0	0	1	0	1	1	5	0	0	0	0	0	0	0	0	1	7	8
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	2	1	2	2	3	0	1	0	0	0	0	0	0	3	8	11
Germany	1	0	0	0	0	0	2	1	1	0	0	0	0	0	0	0	4	1	5
India	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	2	0	2
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	2	2	3	0	0	0	0	0	0	0	0	3	5	8
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	0	0	0	0	0	0	0	0	0	0	1	1
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	1	0	0	0	1	0	0	0	0	0	0	0	2	0	2
Norway	0	0	0	0	1	0	0	2	0	0	0	0	0	1	0	0	1	3	4
Others	1	0	0	0	2	0	2	0	1	1	0	0	0	0	0	0	6	1	7
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	3	2	1	0	0	0	0	0	0	0	5	2	7
Russian Federation	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	2	1	3
Senegal	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
South Africa	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Spain	0	1	0	0	0	0	2	2	0	0	1	1	0	0	0	0	3	4	7
Sweden	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Switzerland	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Thailand	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Ukraine	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
United Kingdom of Great Britain and Northern Ireland	0	1	1	0	1	0	1	4	3	2	0	0	0	0	0	0	6	7	13
United States of America	0	0	0	0	2	0	9	11	8	7	0	1	0	0	0	0	19	19	38
Total	2	5	2	5	13	10	34	38	17	14	3	4	0	1	0	0	71	77	148

^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 7. STAFF BY AGE, GENDER AND MAJOR OFFICE
DATA AS OF 31-DEC-2018

Professional and higher category staff

Major Office	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 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	41	56	97	176	228	404	249	234	483	59	36	95	0	1	1	525	557	1082
<i>Special programmes and collaborative arrangements</i>	0	0	0	3	6	9	6	3	9	3	4	7	1	0	1	0	0	0	13	13	26
Africa	1	0	1	20	19	39	68	32	100	133	60	193	35	9	44	0	0	0	257	120	377
South-East Asia	0	0	0	4	1	5	25	11	36	43	27	70	14	5	19	0	1	1	86	45	131
Europe	0	0	0	16	14	30	45	45	90	38	48	86	6	9	15	0	1	1	105	117	222
Eastern Mediterranean	0	0	0	6	4	10	39	17	56	63	32	95	8	6	14	0	0	0	116	59	175
Western Pacific	0	1	1	12	23	35	35	30	65	38	26	64	4	2	6	1	0	1	90	82	172
Total	1	3	4	102	123	225	394	366	760	567	431	998	127	67	194	1	3	4	1192	993	2185
Percentage by bracket	25.0%	75.0%	100.0%	45.3%	54.7%	100.0%	51.8%	48.2%	100.0%	56.8%	43.2%	100.0%	65.5%	34.5%	100.0%	25.0%	75.0%	100.0%	54.6%	45.4%	100.0%
Percentage of total			0.2%			10.3%			34.8%			45.7%			8.9%			0.2%			100.0%

National professional officers

Major Office	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Headquarters	0	1	1	13	20	33	9	18	27	1	2	3	0	0	0	0	0	0	23	41	64
<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	34	18	52	131	53	184	207	84	291	29	15	44	0	0	0	401	171	572
South-East Asia	0	0	0	6	5	11	17	15	32	23	9	32	3	1	4	0	0	0	49	30	79
Europe	0	0	0	5	8	13	10	27	37	6	9	15	0	0	0	0	0	0	21	44	65
Eastern Mediterranean	0	0	0	8	3	11	18	17	35	26	19	45	8	0	8	0	0	0	60	39	99
Western Pacific	1	2	3	7	17	24	12	18	30	16	13	29	0	2	2	0	0	0	36	52	88
Total	1	4	5	73	71	144	197	148	345	279	136	415	40	18	58	0	0	0	590	377	967
Percentage by bracket	20.0%	80.0%	100.0%	50.7%	49.3%	100.0%	57.1%	42.9%	100.0%	67.2%	32.8%	100.0%	69.0%	31.0%	100.0%	0.0%	0.0%	0.0%	61.0%	39.0%	100.0%
Percentage of total			0.5%			14.9%			35.7%			42.9%			6.0%			0.0%			100.0%

General service staff

Major Office	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 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	5	10	23	138	161	53	207	260	54	178	232	2	18	20	0	0	0	137	546	683
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	1	1	1	3	4	0	2	2	0	1	1	0	0	0	1	7	8
Africa	3	2	5	71	62	133	260	162	422	328	146	474	46	17	63	0	0	0	708	389	1097
South-East Asia	1	3	4	27	43	70	78	65	143	67	34	101	8	2	10	0	0	0	181	147	328
Europe	0	2	2	7	32	39	27	58	85	22	38	60	1	4	5	0	0	0	57	134	191
Eastern Mediterranean	5	5	10	63	81	144	92	95	187	71	53	124	16	0	16	0	0	0	247	234	481
Western Pacific	3	13	16	18	82	100	39	83	122	30	58	88	5	5	10	0	0	0	95	241	336
Total	17	30	47	209	439	648	550	673	1223	572	509	1081	78	47	125	0	0	0	1426	1698	3124
Percentage by bracket	36.2%	63.8%	100.0%	32.3%	67.7%	100.0%	45.0%	55.0%	100.0%	52.9%	47.1%	100.0%	62.4%	37.6%	100.0%	0.0%	0.0%	0.0%	45.6%	54.4%	100.0%
Percentage of total			1.5%			20.7%			39.1%			34.6%			4.0%			0.0%			100.0%

M - male, F - female, T - total

TABLE 8. STAFF BY AGE, GENDER AND GRADE, ALL LOCATIONS
DATA AS OF 31-DEC-2018

Professional and higher category staff

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Ungraded	0	0	0	0	0	0	0	1	1	8	7	15	1	3	4	1	2	3	10	13	23
D2	0	0	0	0	0	0	1	2	3	17	10	27	8	1	9	0	1	1	26	14	40
D1/P6	0	0	0	0	0	0	19	9	28	87	56	143	27	8	35	0	0	0	133	73	206
P5	0	0	0	5	6	11	96	86	182	220	155	375	55	35	90	0	0	0	376	282	658
P4	0	0	0	40	42	82	177	160	337	181	142	323	26	16	42	0	0	0	424	360	784
P3	1	1	2	43	57	100	86	81	167	49	44	93	8	3	11	0	0	0	187	186	373
P2	0	2	2	13	14	27	13	25	38	4	17	21	2	1	3	0	0	0	32	59	91
P1	0	0	0	1	4	5	2	2	4	1	0	1	0	0	0	0	0	0	4	6	10
Total	1	3	4	102	123	225	394	366	760	567	431	998	127	67	194	1	3	4	1192	993	2185
Percentage by bracket	25.0%	75.0%	100.0%	45.3%	54.7%	100.0%	51.8%	48.2%	100.0%	56.8%	43.2%	100.0%	65.5%	34.5%	100.0%	25.0%	75.0%	100.0%	54.6%	45.4%	100.0%
Percentage of total			0.2%			10.3%			34.8%			45.7%			8.9%			0.2%			100.0%

National professional officers

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 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	0	1	4	6	10	9	3	12	3	0	3	0	0	0	17	9	26
C	0	0	0	25	17	42	100	65	165	182	100	282	28	17	45	0	0	0	335	199	534
B	0	3	3	41	36	77	80	63	143	68	26	94	9	1	10	0	0	0	198	129	327
A	1	1	2	6	18	24	13	14	27	20	7	27	0	0	0	0	0	0	40	40	80
Total	1	4	5	73	71	144	197	148	345	279	136	415	40	18	58	0	0	0	590	377	967
Percentage by bracket	20.0%	80.0%	100.0%	50.7%	49.3%	100.0%	57.1%	42.9%	100.0%	67.2%	32.8%	100.0%	69.0%	31.0%	100.0%	0.0%	0.0%	0.0%	61.0%	39.0%	100.0%
Percentage of total			0.5%			14.9%			35.7%			42.9%			6.0%			0.0%			100.0%

General service staff

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 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	13	11	24	55	50	105	44	57	101	3	6	9	0	0	0	115	124	239
G6	2	2	4	58	103	161	90	197	287	74	168	242	7	15	22	0	0	0	231	485	716
G5	9	17	26	56	233	289	89	317	406	78	206	284	4	20	24	0	0	0	236	793	1029
G4	3	9	12	24	78	102	51	96	147	38	61	99	1	4	5	0	0	0	117	248	365
G3	1	1	2	12	11	23	80	7	87	108	10	118	12	1	13	0	0	0	213	30	243
G2	2	1	3	40	3	43	175	1	176	218	3	221	50	0	50	0	0	0	485	8	493
G1	0	0	0	6	0	6	10	5	15	12	4	16	1	1	2	0	0	0	29	10	39
Total	17	30	47	209	439	648	550	673	1223	572	509	1081	78	47	125	0	0	0	1426	1698	3124
Percentage by bracket	36.2%	63.8%	100.0%	32.3%	67.7%	100.0%	45.0%	55.0%	100.0%	52.9%	47.1%	100.0%	62.4%	37.6%	100.0%	0.0%	0.0%	0.0%	45.6%	54.4%	100.0%
Percentage of total			1.5%			20.7%			39.1%			34.6%			4.0%			0.0%			100.0%

M - male, F - female, T - total

**TABLE 9. RETIREMENT PROJECTIONS OF STAFF REACHING THE MANDATORY AGE OF SEPARATION OF 65
DATA AS OF 31-DEC-2018**

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 2018	Staff due to retire															
			By 31 December 2019				By 31 December 2020				By 31 December 2021				By 31 December 2022			
			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	1082	3	3	6	0.6%	4	3	7	0.6%	5	1	6	0.6%	4	33	37	3.4%
	NPO	64	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	683	1	0	1	0.1%	2	0	2	0.3%	0	0	0	0.0%	1	9	10	1.5%
<i>Special programmes and collaborative arrangements</i>	P	26	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	1	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	8	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	1	1	12.5%
Africa	P	377	2	1	3	0.8%	3	0	3	0.8%	0	0	0	0.0%	2	15	17	4.5%
	NPO	572	3	0	3	0.5%	1	1	2	0.3%	0	1	1	0.2%	1	13	14	2.4%
	GS	1097	2	1	3	0.3%	1	1	2	0.2%	0	0	0	0.0%	1	24	25	2.3%
South-East Asia	P	131	0	0	0	0.0%	0	1	1	0.8%	0	0	0	0.0%	1	3	4	3.1%
	NPO	79	0	0	0	0.0%	1	0	1	1.3%	0	0	0	0.0%	1	1	2	2.5%
	GS	328	1	0	1	0.3%	0	0	0	0.0%	1	0	1	0.3%	0	5	5	1.5%
Europe	P	222	2	0	2	0.9%	2	0	2	0.9%	1	0	1	0.5%	0	4	4	1.8%
	NPO	65	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	191	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	3	3	1.6%
Eastern Mediterranean	P	175	1	0	1	0.6%	0	0	0	0.0%	2	0	2	1.1%	0	4	4	2.3%
	NPO	99	0	1	1	1.0%	0	1	1	1.0%	0	1	1	1.0%	1	3	4	4.0%
	GS	481	0	0	0	0.0%	1	3	4	0.8%	0	2	2	0.4%	1	3	4	0.8%
Western Pacific	P	172	1	0	1	0.6%	0	0	0	0.0%	0	0	0	0.0%	0	3	3	1.7%
	NPO	88	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	1	1	1.1%
	GS	336	1	0	1	0.3%	1	0	1	0.3%	1	0	1	0.3%	0	4	4	1.2%
Total	P	2185	9	4	13	0.6%	9	4	13	0.6%	8	1	9	0.4%	7	63	70	3.2%
	NPO	967	3	1	4	0.4%	2	2	4	0.4%	0	2	2	0.2%	3	18	21	2.2%
	GS	3124	5	1	6	0.2%	5	4	9	0.3%	2	2	4	0.1%	3	49	52	1.7%
	ALL	6276	17	6	23	0.4%	16	10	26	0.4%	10	5	15	0.2%	13	130	143	2.3%

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

TABLE 10. IMPLEMENTATION OF THE EXTENSION OF THE MANDATORY AGE OF SEPARATION TO 65 FOR STAFF DUE TO RETIRE IN 2019
DATA AS OF 31-DEC-2018

Note: a questionnaire was sent to 170 staff members reaching their age of retirement under the UNJSPF rules in 2019 to ask them when they plan to retire (34.7% responded to the questionnaire)

By job category

Job Category		Retirement from WHO						
		at age 65 (responded to the survey)	at age 65 (not responded to the survey)	Total at age 65	at a specified date between 60 and 65	on the current end date of the appointment, at age 60	on the current end date of the appointment, at age 62	Total at age 60 or at age 62 (in 2019)
Professional and higher category staff	%	35.6%	58.9%	94.5%	2.7%	1.4%	1.4%	2.7%
	Value	26	43	69	2	1	1	2
National professional officers	%	22.7%	63.6%	86.4%	0.0%	0.0%	13.6%	13.6%
	Value	5	14	19	0	0	3	3
General service staff	%	17.3%	72.0%	89.3%	5.3%	2.7%	2.7%	5.3%
	Value	13	54	67	4	2	2	4
Total	%	25.9%	65.3%	91.2%	3.5%	1.8%	3.5%	5.3%
	Value	44	111	155	6	3	6	9

By major office

Major Office		Retirement from WHO						
		at age 65 (responded to the survey)	at age 65 (not responded to the survey)	Total at age 65	at a specified date between 60 and 65	on the current end date of the appointment, at age 60	on the current end date of the appointment, at age 62	Total at age 60 or at age 62 (in 2019)
Africa	%	14.3%	77.1%	91.4%	2.9%	1.4%	4.3%	5.7%
	Value	10	54	64	2	1	3	4
Eastern Mediterranean	%	11.1%	77.8%	88.9%	5.6%	5.6%	0.0%	5.6%
	Value	2	14	16	1	1	0	1
Europe	%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%
	Value	0	8	8	0	0	0	0
Headquarters	%	41.2%	54.9%	96.1%	0.0%	2.0%	2.0%	3.9%
	Value	21	28	49	0	1	1	2
South-East Asia	%	61.5%	15.4%	76.9%	15.4%	0.0%	7.7%	7.7%
	Value	8	2	10	2	0	1	1
Western Pacific	%	30.0%	50.0%	80.0%	10.0%	0.0%	10.0%	10.0%
	Value	3	5	8	1	0	1	1
Total	%	25.9%	65.3%	91.2%	3.5%	1.8%	3.5%	5.3%
	Value	44	111	155	6	3	6	9

By gender

Gender		Retirement from WHO						
		at age 65 (responded to the survey)	at age 65 (not responded to the survey)	Total at age 65	at a specified date between 60 and 65	on the current end date of the appointment, at age 60	on the current end date of the appointment, at age 62	Total at age 60 or at age 62 (in 2019)
Male	%	22.5%	67.6%	90.2%	3.9%	1.0%	4.9%	5.9%
	Value	23	69	92	4	1	5	6
Female	%	30.9%	61.8%	92.6%	2.9%	2.9%	1.5%	4.4%
	Value	21	42	63	2	2	1	3
Total	%	25.9%	65.3%	91.2%	3.5%	1.8%	3.5%	5.3%
	Value	44	111	155	6	3	6	9

TABLE 11. STAFF BY LENGTH OF SERVICE
DATA AS OF 31-DEC-2018

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	330	5	186	521	174	27	105	306	376	31	241	648	135	1	94	230	38	0	16	54	18	0	28	46	11	0	13	24	1082	64	683	1829
Special programmes and collaborative arrangements	6	0	1	7	5	0	2	7	12	0	4	16	1	0	1	2	1	0	0	1	1	0	0	1	0	0	0	0	26	0	8	34
Africa	125	158	178	461	46	120	119	285	138	254	699	1091	50	35	39	124	10	2	32	44	7	2	19	28	1	1	11	13	377	572	1097	2046
South-East Asia	50	44	66	160	25	11	56	92	32	10	102	144	15	5	56	76	4	3	17	24	4	5	25	34	1	1	6	8	131	79	328	538
Europe	66	30	51	147	47	11	27	85	77	20	86	183	23	4	20	47	7	0	3	10	2	0	3	5	0	0	1	1	222	65	191	478
Eastern Mediterranean	79	46	138	263	28	32	92	152	44	8	170	222	12	7	47	66	10	2	12	24	1	3	16	20	1	1	6	8	175	99	481	755
Western Pacific	85	35	85	205	36	28	91	155	34	20	92	146	12	2	39	53	3	1	13	17	2	2	12	16	0	0	4	4	172	88	336	596
Total	741	318	705	1764	361	229	492	1082	713	343	1394	2450	248	54	296	598	73	8	93	174	35	12	103	150	14	3	41	58	2185	967	3124	6276
Percentage by bracket	42.0%	18.0%	40.0%	100.0%	33.4%	21.2%	45.5%	100.0%	29.1%	14.0%	56.9%	100.0%	41.5%	9.0%	49.5%	100.0%	42.0%	4.6%	53.4%	100.0%	23.3%	8.0%	68.7%	100.0%	24.1%	5.2%	70.7%	100.0%	34.8%	15.4%	49.8%	100.0%
Percentage of total				28.1%				17.2%				39.0%				9.5%				2.8%				2.4%				0.9%				100.0%
Percentage of total (last year)				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 12. APPLICATIONS FOR POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES BY GENDER AND MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 DECEMBER 2018

Major Office*	2016				2017				2018			
	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters	22394	14559	36953	39.4%	18419	11032	29451	37.5%	15541	10218	25759	39.7%
Africa	14211	3894	18105	21.5%	15274	5236	20510	25.5%	20166	6085	26251	23.2%
Eastern Mediterranean	7169	2946	10115	29.1%	6459	2876	9335	30.8%	6141	2897	9038	32.1%
Europe	3922	2880	6802	42.3%	5705	3643	9348	39.0%	3896	2743	6639	41.3%
South-East Asia	5993	2795	8788	31.8%	3866	2200	6066	36.3%	2949	1234	4183	29.5%
Western Pacific	4045	2234	6279	35.6%	3601	1609	5210	30.9%	6727	3007	9734	30.9%
Total	57734	29308	87042	33.7%	53324	26596	79920	33.3%	55420	26184	81604	32.1%

* Positions advertised in that Major Office

TABLE 13. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 DECEMBER 2018

Major Office	Category	External appointments			Interagency transfers			Internal appointments			Conversion of temporary contracts			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	No. of staff	No. of women	% of women
Headquarters	P	17	11	64.7%	5	2	40.0%	25	16	64.0%	22	11	50.0%	69	40	58.0%
	NPO	0	0	0.0%	0	0	0.0%	6	5	83.3%	0	0	0.0%	6	5	83.3%
	GS	28	25	89.3%	0	0	0.0%	21	20	95.2%	16	10	62.5%	65	55	84.6%
<i>Special programmes and collaborative arrangements</i>	P	0	0	0.0%	0	0	0.0%	0	0	0.0%	1	0	0.0%	1	0	0.0%
	NPO	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
	GS	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
Africa	P	24	12	50.0%	0	0	0.0%	0	0	0.0%	12	4	33.3%	36	16	44.4%
	NPO	24	7	29.2%	0	0	0.0%	1	1	100.0%	0	0	0.0%	25	8	32.0%
	GS	27	12	44.4%	1	0	0.0%	2	0	0.0%	13	5	38.5%	43	17	39.5%
South-East Asia	P	1	0	0.0%	1	0	0.0%	5	0	0.0%	2	0	0.0%	9	0	0.0%
	NPO	12	5	41.7%	0	0	0.0%	4	1	25.0%	3	1	33.3%	19	7	36.8%
	GS	7	2	28.6%	0	0	0.0%	9	5	55.6%	7	5	71.4%	23	12	52.2%
Europe	P	11	8	72.7%	2	1	50.0%	1	0	0.0%	7	2	28.6%	21	11	52.4%
	NPO	9	7	77.8%	0	0	0.0%	0	0	0.0%	5	2	40.0%	14	9	64.3%
	GS	11	10	90.9%	1	1	100.0%	1	1	100.0%	13	11	84.6%	26	23	88.5%
Eastern Mediterranean	P	7	3	42.9%	5	3	60.0%	3	3	100.0%	5	3	60.0%	20	12	60.0%
	NPO	5	3	60.0%	0	0	0.0%	0	0	0.0%	4	2	50.0%	9	5	55.6%
	GS	5	3	60.0%	0	0	0.0%	2	1	50.0%	11	5	45.5%	18	9	50.0%
Western Pacific	P	15	11	73.3%	6	4	66.7%	12	9	75.0%	6	2	33.3%	39	26	66.7%
	NPO	9	6	66.7%	0	0	0.0%	1	0	0.0%	0	0	0.0%	10	6	60.0%
	GS	14	9	64.3%	0	0	0.0%	0	0	0.0%	5	4	80.0%	19	13	68.4%
Total	P	75	45	60.0%	19	10	52.6%	46	28	60.9%	55	22	40.0%	195	105	53.8%
	NPO	59	28	47.5%	0	0	0.0%	12	7	58.3%	12	5	41.7%	83	40	48.2%
	GS	92	61	66.3%	2	1	50.0%	35	27	77.1%	65	40	61.5%	194	129	66.5%
	All	226	134	59.3%	21	11	52.4%	93	62	66.7%	132	67	50.8%	472	274	58.1%
Percentage of total		47.9%			4.4%			19.7%			28.0%			100.0%		

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

TABLE 14. TOTAL STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES, BY LOCATION OF ASSIGNMENT AND REGION OF NATIONALITY
DATA AS OF 31-DEC-2018

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	92	8.4%	78	7.1%	501	45.9%	55	5.0%	224	20.5%	142	13.0%	1092	100.0%
Africa	314	83.3%	4	1.1%	26	6.9%	7	1.9%	22	5.8%	4	1.1%	377	100.0%
South-East Asia	4	3.1%	76	58.0%	26	19.8%	4	3.1%	11	8.4%	10	7.6%	131	100.0%
Europe	2	0.8%	6	2.5%	188	79.0%	6	2.5%	24	10.1%	12	5.0%	238	100.0%
Eastern Mediterranean	14	8.0%	6	3.4%	41	23.4%	84	48.0%	25	14.3%	5	2.9%	175	100.0%
Western Pacific	3	1.7%	20	11.6%	40	23.3%	2	1.2%	22	12.8%	85	49.4%	172	100.0%
Total	429	19.6%	190	8.7%	822	37.6%	158	7.2%	328	15.0%	258	11.8%	2185	100.0%
Percentage of total (last year)		19.5%		8.8%		37.8%		7.1%		14.7%		12.1%		

TABLE 15. STAFF MOBILITY: CHANGE IN DUTY STATION
DATA FROM 1 JANUARY TO 31 DECEMBER 2018

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	0	2	2	9.1%	0	0	0	0.0%	1	0	1	4.5%	4	5	9	40.9%	2	2	4	18.2%	2	4	6	27.3%	9	13	22	100.0%
Africa	3	5	8	13.8%	31	11	42	72.4%	1	0	1	1.7%	2	0	2	3.4%	0	1	1	1.7%	0	4	4	6.9%	37	21	58	100.0%
South-East Asia	1	2	3	18.8%	2	0	2	12.5%	6	2	8	50.0%	0	0	0	0.0%	2	1	3	18.8%	0	0	0	0.0%	11	5	16	100.0%
Europe	3	2	5	18.5%	0	0	0	0.0%	1	0	1	3.7%	7	6	13	48.1%	4	0	4	14.8%	2	2	4	14.8%	17	10	27	100.0%
Eastern Mediterranean	4	2	6	22.2%	1	0	1	3.7%	1	0	1	3.7%	1	2	3	11.1%	9	6	15	55.6%	1	0	1	3.7%	17	10	27	100.0%
Western Pacific	3	2	5	25.0%	0	0	0	0.0%	0	2	2	10.0%	2	1	3	15.0%	0	1	1	5.0%	4	5	9	45.0%	9	11	20	100.0%
Total	14	15	29	17.1%	34	11	45	26.5%	10	4	14	8.2%	16	14	30	17.6%	17	11	28	16.5%	9	15	24	14.1%	100	70	170	100.0%
Totals from last year	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 moved to PAHO: 1 from AFRO and 1 from HQ; 5 staff moved from PAHO: 2 to EURO, 1 to HQ, 1 to SEARO and 1 to WPRO)

M - male, F - female, T - total

TABLE 16. MOBILITY RATIO BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 DECEMBER 2018

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	1108	50.7%	22	2.0%	20	1.8%
Africa	377	17.3%	58	15.4%	16	4.2%
South-East Asia	131	6.0%	16	12.2%	8	6.1%
Europe	222	10.2%	27	12.2%	14	6.3%
Eastern Mediterranean	175	8.0%	27	15.4%	12	6.9%
Western Pacific	172	7.9%	20	11.6%	11	6.4%
Total	2185	100.0%	170	7.8%	81	3.7%
Totals from last year	2167	100.0%	200	9.2%	72	3.3%

This table excludes The Americas region (2 staff moved to PAHO: 1 from AFRO and 1 from HQ; 5 staff moved from PAHO: 2 to EURO, 1 to HQ, 1 to SEARO and 1 to WPRO)

M - male, F - female, T - total

**TABLE 17. NUMBER OF INTERNS BY MAJOR OFFICE, TYPE OF COUNTRY AND GENDER
DATA FROM 1 JANUARY TO 31 DECEMBER 2018**

		Developed countries				Developing countries				Total			
Major Office	Office Type	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters		84	252	336	75.0%	31	45	76	59.2%	115	297	412	72.1%
Africa	Country Office	1	6	7	85.7%	2	8	10	80.0%	3	14	17	82.4%
	Regional Office	1	3	4	75.0%	9	7	16	43.8%	10	10	20	50.0%
	Total	2	9	11	81.8%	11	15	26	57.7%	13	24	37	64.9%
Eastern Mediterranean	Country Office	0	3	3	100.0%	2	8	10	80.0%	2	11	13	84.6%
	Regional Office	5	9	14	64.3%	4	18	22	81.8%	9	27	36	75.0%
	Total	5	12	17	70.6%	6	26	32	81.3%	11	38	49	77.6%
Europe	Country Office	6	22	28	78.6%	2	3	5	60.0%	8	25	33	75.8%
	Regional Office	8	44	52	84.6%	2	3	5	60.0%	10	47	57	82.5%
	Total	14	66	80	82.5%	4	6	10	60.0%	18	72	90	80.0%
South-East Asia	Country Office	2	2	4	50.0%	0	4	4	100.0%	2	6	8	75.0%
	Regional Office	0	0	0	0.0%	0	2	2	100.0%	0	2	2	100.0%
	Total	2	2	4	50.0%	0	6	6	100.0%	2	8	10	80.0%
Western Pacific	Country Office	4	17	21	81.0%	6	9	15	60.0%	10	26	36	72.2%
	Regional Office	17	18	35	51.4%	2	7	9	77.8%	19	25	44	56.8%
	Total	21	35	56	62.5%	8	16	24	66.7%	29	51	80	63.8%
Total	Country Office	13	50	63	79.4%	12	32	44	72.7%	25	82	107	76.6%
	Regional Office	31	74	105	70.5%	17	37	54	68.5%	48	111	159	69.8%
	Total	128	376	504	74.6%	60	114	174	65.5%	188	490	678	72.3%
Totals from last year		151	457	608	75.2%	57	142	199	71.4%	208	599	807	74.2%

TABLE 18. NUMBER OF INTERNS BY NATIONALITY AND GENDER
DATA FROM 1 JANUARY TO 31 DECEMBER 2018

Nationality	Male	Female	Total	% of total
United States of America	20	89	109	16.1%
United Kingdom of Great Britain and Northern Ireland	15	44	59	8.7%
Australia	14	31	45	6.6%
Canada	4	37	41	6.0%
Germany	10	27	37	5.5%
China	10	25	35	5.2%
France	7	20	27	4.0%
Italy	8	18	26	3.8%
Egypt	3	17	20	2.9%
Republic of Korea	9	9	18	2.7%
Japan	7	10	17	2.5%
India	6	9	15	2.2%
Netherlands	3	9	12	1.8%
Nigeria	7	5	12	1.8%
Congo	6	4	10	1.5%
Switzerland	2	8	10	1.5%
Nepal	3	6	9	1.3%
Sweden	4	5	9	1.3%
Ghana	4	4	8	1.2%
Spain	3	5	8	1.2%
Austria	1	6	7	1.0%
Brazil	4	3	7	1.0%
Portugal	3	4	7	1.0%
Ireland	0	6	6	0.9%
Kenya	0	6	6	0.9%
Philippines	3	3	6	0.9%
Singapore	3	3	6	0.9%
Sudan	1	5	6	0.9%
Malaysia	4	1	5	0.7%
Turkey	1	4	5	0.7%
Colombia	1	3	4	0.6%
Greece	1	3	4	0.6%
Iran (Islamic Republic of)	2	2	4	0.6%
Mexico	1	3	4	0.6%
Pakistan	3	1	4	0.6%
South Africa	0	4	4	0.6%
Bangladesh	2	1	3	0.4%
Denmark	0	3	3	0.4%
Finland	0	3	3	0.4%
Gambia	1	2	3	0.4%
Norway	1	2	3	0.4%
Uganda	1	2	3	0.4%
Zimbabwe	0	3	3	0.4%
Cameroon	2	0	2	0.3%
Costa Rica	1	1	2	0.3%
Czechia	0	2	2	0.3%
Eritrea	0	2	2	0.3%
Ethiopia	1	1	2	0.3%
Latvia	0	2	2	0.3%
Myanmar	0	2	2	0.3%
New Zealand	0	2	2	0.3%
Russian Federation	0	2	2	0.3%
Syrian Arab Republic	1	1	2	0.3%
Ukraine	1	1	2	0.3%
Argentina	0	1	1	0.1%
Bahrain	0	1	1	0.1%
Benin	1	0	1	0.1%
Bolivia (Plurinational State of)	0	1	1	0.1%
Bulgaria	0	1	1	0.1%
Burkina Faso	0	1	1	0.1%
Chile	0	1	1	0.1%
Côte d'Ivoire	0	1	1	0.1%
Cyprus	0	1	1	0.1%
Djibouti	0	1	1	0.1%
Estonia	1	0	1	0.1%
Fiji	0	1	1	0.1%
Hungary	0	1	1	0.1%
Kazakhstan	0	1	1	0.1%
Lebanon	0	1	1	0.1%
Malawi	1	0	1	0.1%
Mauritania	0	1	1	0.1%
Papua New Guinea	0	1	1	0.1%
Poland	0	1	1	0.1%
Rwanda	0	1	1	0.1%
Saint Lucia	1	0	1	0.1%
Thailand	0	1	1	0.1%
United Arab Emirates	0	1	1	0.1%
Total	188	490	678	100.0%

TABLE 19. NUMBER OF APPLICANTS (INTERNS) BY NATIONALITY AND GENDER
DATA FROM 15 MARCH TO 31 DECEMBER 2018^a

^aData available only as of 15 March 2018, date when all applications were centralized through WHO on-line application system

Nationality	Male	Female	Total	% of total
Nigeria	882	498	1380	18.9%
United States of America	170	550	720	9.9%
India	242	399	641	8.8%
China	80	234	314	4.3%
United Kingdom of Great Britain and Northern Ireland	67	218	285	3.9%
Canada	51	197	248	3.4%
Kenya	103	104	207	2.8%
Pakistan	106	76	182	2.5%
Australia	52	128	180	2.5%
Germany	38	135	173	2.4%
Italy	62	91	153	2.1%
France	39	106	145	2.0%
Egypt	63	79	142	1.9%
Ghana	67	48	115	1.6%
Spain	35	77	112	1.5%
Cameroon	54	40	94	1.3%
Sudan	41	37	78	1.1%
Zimbabwe	28	48	76	1.0%
Uganda	34	33	67	0.9%
Bangladesh	35	31	66	0.9%
Republic of Korea	16	43	59	0.8%
Japan	20	34	54	0.7%
Turkey	16	38	54	0.7%
Ethiopia	32	18	50	0.7%
South Africa	14	33	47	0.6%
Brazil	8	36	44	0.6%
Switzerland	11	33	44	0.6%
Democratic Republic of the Congo	28	15	43	0.6%
Nepal	17	25	42	0.6%
Netherlands	10	32	42	0.6%
Saudi Arabia	17	23	40	0.5%
Belgium	13	26	39	0.5%
Côte d'Ivoire	30	7	37	0.5%
Iran (Islamic Republic of)	10	27	37	0.5%
Philippines	14	21	35	0.5%
Mexico	12	21	33	0.5%
Congo	22	10	32	0.4%
United Republic of Tanzania	18	14	32	0.4%
Malaysia	8	23	31	0.4%
Indonesia	9	21	30	0.4%
Sweden	8	21	29	0.4%
Greece	6	22	28	0.4%
Syrian Arab Republic	18	10	28	0.4%
Zambia	11	17	28	0.4%
Ireland	7	20	27	0.4%
Portugal	8	18	26	0.4%
Rwanda	21	5	26	0.4%
Tunisia	10	16	26	0.4%
Colombia	9	16	25	0.3%
Jordan	9	16	25	0.3%
Russian Federation	6	19	25	0.3%
Denmark	2	21	23	0.3%
Austria	7	15	22	0.3%
Yemen	15	7	22	0.3%
Lebanon	8	12	20	0.3%
Singapore	6	13	19	0.3%
Iraq	11	6	17	0.2%
Norway	3	14	17	0.2%
Poland	1	16	17	0.2%
Senegal	9	8	17	0.2%
Myanmar	5	11	16	0.2%
Benin	13	2	15	0.2%
Chad	14	1	15	0.2%
Malawi	9	6	15	0.2%
Morocco	7	8	15	0.2%
Sri Lanka	4	11	15	0.2%
Burkina Faso	9	5	14	0.2%
New Zealand	3	11	14	0.2%
Others	4	10	14	0.2%
Ukraine	1	13	14	0.2%
Viet Nam	3	11	14	0.2%
Finland	0	13	13	0.2%
Gambia	5	8	13	0.2%
Botswana	4	8	12	0.2%
Bulgaria	1	11	12	0.2%
Chile	6	6	12	0.2%
Haiti	7	5	12	0.2%
Somalia	6	6	12	0.2%
Algeria	6	5	11	0.2%
Peru	3	8	11	0.2%
Romania	3	8	11	0.2%

Nationality	Male	Female	Total	% of total
Kazakhstan	2	8	10	0.1%
Latvia	4	6	10	0.1%
Sierra Leone	1	9	10	0.1%
Togo	8	2	10	0.1%
Argentina	3	6	9	0.1%
Czechia	0	9	9	0.1%
Guinea	8	1	9	0.1%
Afghanistan	5	3	8	0.1%
Burundi	5	3	8	0.1%
Israel	4	4	8	0.1%
Liberia	6	2	8	0.1%
Trinidad and Tobago	0	8	8	0.1%
Costa Rica	1	6	7	0.1%
Mauritius	1	6	7	0.1%
Azerbaijan	2	4	6	0.1%
Jamaica	1	5	6	0.1%
Lithuania	0	6	6	0.1%
Mozambique	2	4	6	0.1%
Namibia	0	6	6	0.1%
South Sudan	4	2	6	0.1%
Albania	1	4	5	0.1%
Bhutan	4	1	5	0.1%
Ecuador	1	4	5	0.1%
Guyana	1	4	5	0.1%
Kuwait	3	2	5	0.1%
Libya	1	4	5	0.1%
Madagascar	3	2	5	0.1%
Mauritania	5	0	5	0.1%
Venezuela (Bolivarian Republic of)	4	1	5	0.1%
Armenia	1	3	4	0.1%
Bahrain	1	3	4	0.1%
Belarus	0	4	4	0.1%
Croatia	1	3	4	0.1%
Cyprus	2	2	4	0.1%
Fiji	3	1	4	0.1%
Gabon	1	3	4	0.1%
Guatemala	1	3	4	0.1%
Hungary	1	3	4	0.1%
Lesotho	0	4	4	0.1%
Mali	3	1	4	0.1%
Mongolia	0	4	4	0.1%
Swaziland	2	2	4	0.1%
Thailand	0	4	4	0.1%
Uzbekistan	3	1	4	0.1%
Bosnia and Herzegovina	0	3	3	0.0%
El Salvador	0	3	3	0.0%
Eritrea	1	2	3	0.0%
Estonia	1	2	3	0.0%
Georgia	0	3	3	0.0%
Honduras	1	2	3	0.0%
Puerto Rico	1	2	3	0.0%
Slovakia	0	3	3	0.0%
Tajikistan	1	2	3	0.0%
The former Yugoslav Republic of Macedonia	2	1	3	0.0%
Uruguay	0	3	3	0.0%
Bahamas	1	1	2	0.0%
Barbados	0	2	2	0.0%
Dominica	0	2	2	0.0%
Grenada	0	2	2	0.0%
Kyrgyzstan	0	2	2	0.0%
Nicaragua	0	2	2	0.0%
Niger	2	0	2	0.0%
Oman	0	2	2	0.0%
Papua New Guinea	0	2	2	0.0%
Republic of Moldova	1	1	2	0.0%
Serbia	1	1	2	0.0%
Slovenia	0	2	2	0.0%
Angola	1	0	1	0.0%
Antigua and Barbuda	0	1	1	0.0%
Bolivia (Plurinational State of)	0	1	1	0.0%
Cabo Verde	1	0	1	0.0%
Central African Republic	1	0	1	0.0%
Comoros	1	0	1	0.0%
Cuba	0	1	1	0.0%
Djibouti	1	0	1	0.0%
Dominican Republic	0	1	1	0.0%
Equatorial Guinea	1	0	1	0.0%
Maldives	0	1	1	0.0%
Malta	0	1	1	0.0%
Paraguay	0	1	1	0.0%
Qatar	0	1	1	0.0%
Saint Kitts and Nevis	0	1	1	0.0%
Saint Lucia	1	0	1	0.0%
Sao Tome and Principe	1	0	1	0.0%
Tonga	1	0	1	0.0%
United Arab Emirates	1	0	1	0.0%
Vanuatu	0	1	1	0.0%
Total	2983	4306	7289	100.0%

TABLE 20. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES
DATA FROM 1 JANUARY TO 31 DECEMBER 2018

Donor countries	Major office						
	Headquarters	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Belgium	0	1	0	0	0	0	1
Canada (new)	1	1	0	0	0	0	2
Finland	1	0	0	1	0	0	2
Germany	9	0	0	1	0	0	10
Italy	2	0	0	2	0	0	4
Japan	3	1	3	1	1	2	11
Luxembourg	1	0	0	0	0	0	1
Netherlands	5	1	0	0	0	1	7
Norway	1	0	0	0	0	0	1
Republic of Korea (new)	1	0	0	0	0	0	1
Sweden	0	1	0	0	1	1	3
Switzerland	1	0	0	0	0	0	1
United Kingdom of Great Britain and Northern Ireland	1	0	0	0	1	0	2
Total	26	5	3	5	3	4	46

TABLE 21. NUMBER OF INDIVIDUALS HOLDING NON-STAFF CONTRACTS, BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 DECEMBER 2018

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	1493	178	1169	303	0
Africa	481	33	586	95	1839
South-East Asia	545	50	92	16	1482
Europe	1288	61	405	72	30
Eastern Mediterranean	528	48	472	68	188
Western Pacific	246	18	280	54	123
Total	4581	389	3004	608	3662
Totals from last year	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 22. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR P/D/UG STAFF
DATA FROM 1 JANUARY TO 31 DECEMBER 2018

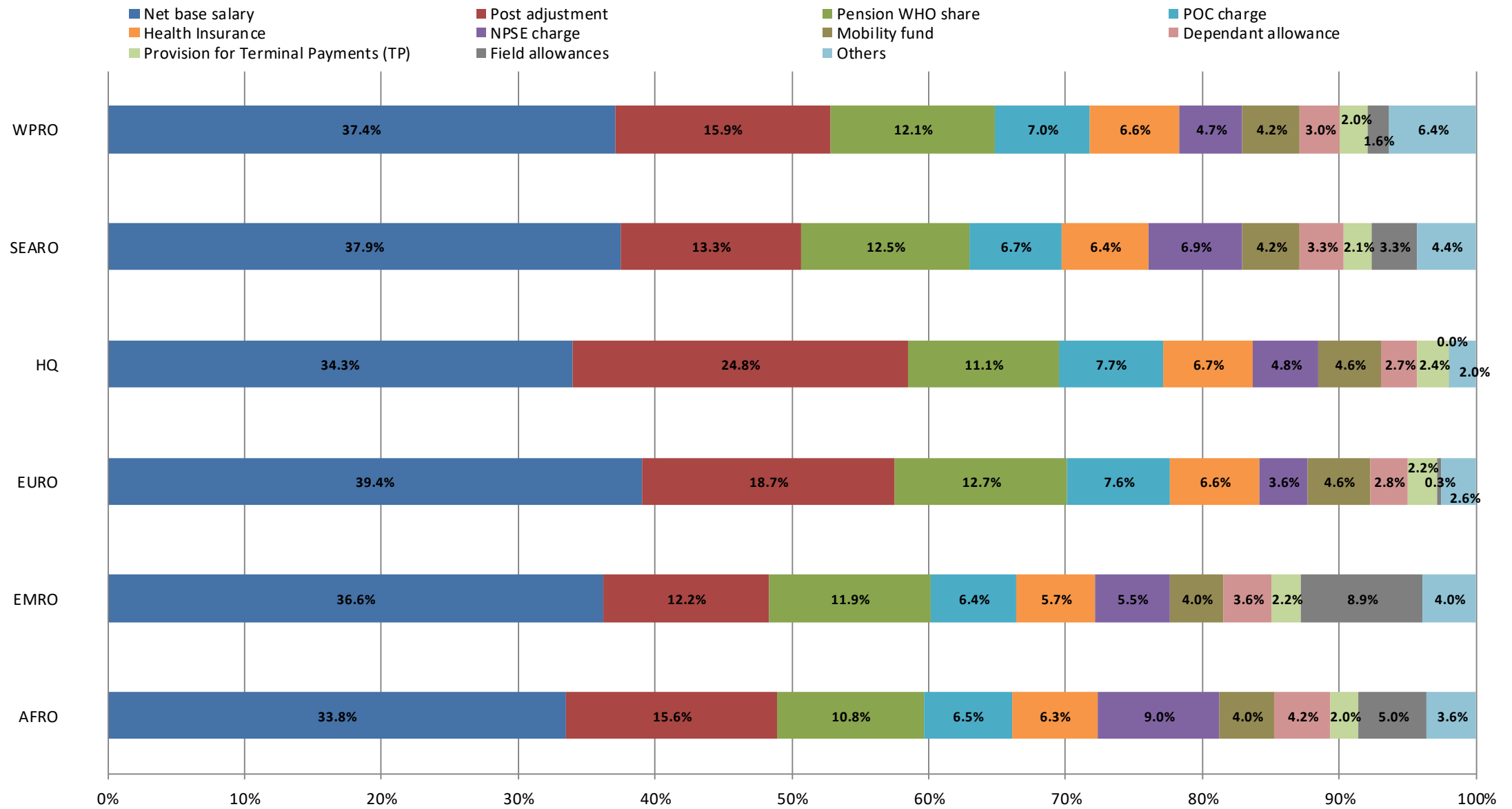
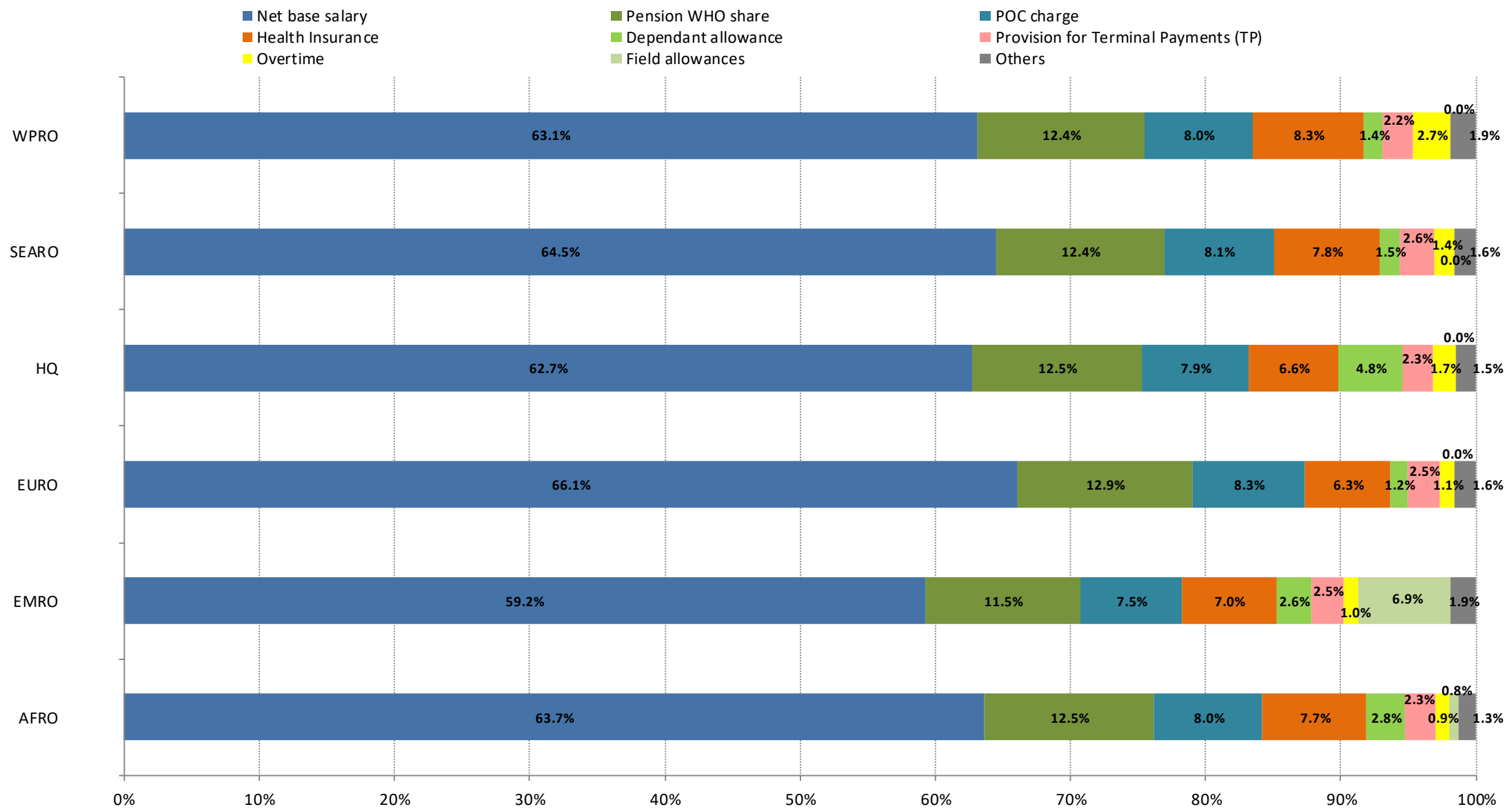


TABLE 23. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF
DATA FROM 1 JANUARY TO 31 DECEMBER 2018



**TABLE 24. DATA PROVIDED BY PAHO ON ITS DISTRIBUTION OF FIXED-TERM PROFESSIONAL STAFF BY NATIONALITY
DATA AS OF 31-DEC-2018**

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
4. Further information available at:

https://www.paho.org/hq/index.php?option=com_docman&view=download&alias=47765-spba13-e-hr-management&category_slug=spba13-en&Itemid=270&lang=en

Nationality	Total
Argentina	23
Australia	1
Austria	1
Barbados	2
Belgium	2
Belize	5
Bolivia (Plurinational State of)	3
Brazil	44
Canada	13
Chile	11
Colombia	41
Costa Rica	8
Cuba	9
Democratic Republic of the Congo	1
Denmark	1
Dominica	1
Dominican Republic	4
Ecuador	12
El Salvador	9
Equatorial Guinea	1
France	10
Germany	1
Ghana	1
Grenada	1
Guatemala	12
Guyana	1
Haiti	3
Honduras	6
India	1
Ireland	1
Italy	9
Jamaica	7
Japan	1
Malta	1
Mexico	13
Netherlands	7
Nicaragua	13
Panama	4
Paraguay	5
Peru	20
Philippines	3
Portugal	1
Rwanda	1
Saint Vincent and the Grenadines	4
Spain	35
Suriname	3
Switzerland	1
Trinidad and Tobago	5
United Kingdom of Great Britain and Northern Ireland	9
United States of America	66
Uruguay	6
Uzbekistan	1
Venezuela (Bolivarian Republic of)	7
Total	451