

Human resources: update

Workforce data

As at 31 December 2019



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TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
DATA AS OF 31-DEC-2019

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	387	5	172	66	89	97	104	920
National professional officers	12	0	244	64	43	82	46	491
General service staff	252	2	275	108	75	199	134	1045
Total	651	7	691	238	207	378	284	2456
Percentage of fixed-term appointments out of the total staff	26.9%	13.2%	27.7%	32.6%	33.5%	29.6%	44.3%	29.8%

Continuing appointments

Professional and higher category staff	702	20	227	69	152	94	80	1344
National professional officers	53	0	321	29	23	43	38	507
General service staff	429	7	833	235	124	299	206	2133
Total	1184	27	1381	333	299	436	324	3984
Percentage of continuing appointments out of the total staff	48.9%	50.9%	55.3%	45.7%	48.4%	34.2%	50.5%	48.4%

Total number of staff holding long-term appointments	1835	34	2072	571	506	814	608	6440
Percentage of long-term appointments out of the total staff	75.8%	64.2%	83.0%	78.3%	81.9%	63.8%	94.9%	78.2%

Staff holding short-term appointments

Temporary appointments under SR 420.4

Professional and higher category staff	399	18	171	47	38	135	10	818
National professional officers	1	0	95	73	25	116	4	314
General service staff	128	1	156	38	44	207	12	586
Total	528	19	422	158	107	458	26	1718

Temporary appointments of 60 days or less

Professional and higher category staff	9	0	0	0	1	1	0	11
National professional officers	0	0	0	0	0	1	1	2
General service staff	48	0	2	0	4	2	6	62
Total	57	0	2	0	5	4	7	75

Total number of temporary appointments	585	19	424	158	112	462	33	1793
Percentage of temporary appointments out of the total staff	24.2%	35.8%	17.0%	21.7%	18.1%	36.2%	5.1%	21.8%

Total number of staff	2420	53	2496	729	618	1276	641	8233
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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-2019

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	1344	43.5%	507	38.6%	2133	55.8%	3984	48.4%
Fixed-Term	920	29.7%	491	37.4%	1045	27.3%	2456	29.8%
Temporary	829	26.8%	316	24.0%	648	16.9%	1793	21.8%
Total	3093	100.0%	1314	100.0%	3826	100.0%	8233	100.0%

TABLE 3. DISTRIBUTION OF STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE, GRADE AND GENDER^a
DATA AS OF 31-DEC-2019

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	9	17	26	86	121	207	171	209	380	188	158	346	49	30	79	17	13	30	11	10	21	531	558	1089	48.8%	51.2%	48.5%	51.5%
<i>Special programmes and collaborative arrangements</i>	1	5	6	1	2	3	2	1	3	3	2	5	3	1	4	1	1	2	1	1	2	0	0	0	12	13	25	48.0%	52.0%	50.0%	50.0%
Africa	1	0	1	11	19	30	45	20	65	127	58	185	58	27	85	23	7	30	2	0	2	0	1	1	267	132	399	66.9%	33.1%	68.2%	31.8%
South-East Asia	0	0	0	1	0	1	5	3	8	23	12	35	36	30	66	19	3	22	2	0	2	0	1	1	86	49	135	63.7%	36.3%	65.6%	34.4%
Europe	0	0	0	6	11	17	26	30	56	37	34	71	32	39	71	12	14	26	0	0	0	0	0	0	113	128	241	46.9%	53.1%	47.3%	52.7%
Eastern Mediterranean	1	0	1	5	4	9	18	12	30	42	22	64	39	17	56	17	9	26	2	2	4	1	0	1	125	66	191	65.4%	34.6%	66.3%	33.7%
Western Pacific	0	0	0	0	3	3	13	24	37	36	35	71	30	23	53	10	7	17	2	0	2	1	0	1	92	92	184	50.0%	50.0%	52.3%	47.7%
Total	3	5	8	33	56	89	195	211	406	439	372	811	386	295	681	131	71	202	26	16	42	13	12	25	1226	1038	2264	54.2%	45.8%	54.6%	45.4%
Percentage by grade	37.5%	62.5%	100.0%	37.1%	62.9%	100.0%	48.0%	52.0%	100.0%	54.1%	45.9%	100.0%	56.7%	43.3%	100.0%	64.9%	35.1%	100.0%	61.9%	38.1%	100.0%	52.0%	48.0%	100.0%	54.2%	45.8%	100.0%				
Percentage of total			0.4%			3.9%			17.9%			35.8%			30.1%			8.9%			1.9%			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	3	20	23	9	15	24	9	8	17	0	1	1	21	44	65	32.3%	67.7%	35.9%	64.1%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%
Africa	16	6	22	116	47	163	255	120	375	3	2	5	390	175	565	69.0%	31.0%	70.1%	29.9%
South-East Asia	18	5	23	17	16	33	19	15	34	3	0	3	57	36	93	61.3%	38.7%	62.0%	38.0%
Europe	1	3	4	20	34	54	1	7	8	0	0	0	22	44	66	33.3%	66.7%	32.3%	67.7%
Eastern Mediterranean	7	1	8	34	16	50	28	27	55	8	4	12	77	48	125	61.6%	38.4%	60.6%	39.4%
Western Pacific	1	8	9	13	21	34	19	19	38	0	3	3	33	51	84	39.3%	60.7%	40.9%	59.1%
Total	46	43	89	209	149	358	331	196	527	14	10	24	600	398	998	60.1%	39.9%	61.0%	39.0%
Percentage by grade	51.7%	48.3%	100.0%	58.4%	41.6%	100.0%	62.8%	37.2%	100.0%	58.3%	41.7%	100.0%	60.1%	39.9%	100.0%				
Percentage of total			8.9%			35.9%			52.8%			2.4%			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	1	0	1	15	2	17	24	71	95	61	288	349	37	173	210	1	7	8	140	541	681	20.6%	79.4%	20.1%	79.9%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	1	1	1	6	7	0	1	1	0	0	0	1	8	9	11.1%	88.9%	12.5%	87.5%
Africa	9	3	12	337	6	343	93	12	105	48	43	91	51	124	175	107	138	245	73	64	137	718	390	1108	64.8%	35.2%	64.5%	35.5%
South-East Asia	4	1	5	44	0	44	26	3	29	16	33	49	49	78	127	27	25	52	22	15	37	188	155	343	54.8%	45.2%	55.2%	44.8%
Europe	0	0	0	4	0	4	14	1	15	4	11	15	26	104	130	9	23	32	2	1	3	59	140	199	29.6%	70.4%	29.8%	70.2%
Eastern Mediterranean	11	1	12	71	1	72	52	1	53	23	37	60	45	123	168	35	69	104	14	15	29	251	247	498	50.4%	49.6%	51.4%	48.6%
Western Pacific	2	3	5	23	0	23	16	13	29	6	49	55	14	95	109	25	65	90	10	19	29	96	244	340	28.2%	71.8%	28.3%	71.7%
Total	27	8	35	480	7	487	216	32	248	121	245	366	247	818	1065	240	494	734	122	121	243	1453	1725	3178	45.7%	54.3%	45.6%	54.4%
Percentage by grade	77.1%	22.9%	100.0%	98.6%	1.4%	100.0%	87.1%	12.9%	100.0%	33.1%	66.9%	100.0%	23.2%	76.8%	100.0%	32.7%	67.3%	100.0%	50.2%	49.8%	100.0%	45.7%	54.3%	100.0%				
Percentage of total			1.1%			15.3%			7.8%			11.5%			33.5%			23.1%			7.6%			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-2019

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 Malawi Nigeria Rwanda Senegal South Africa Uganda United Republic of Tanzania Zambia Zimbabwe
The Americas	Antigua and Barbuda Bahamas Barbados 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 Monaco Montenegro San Marino	Austria Czechia Greece Israel Poland Russian Federation Turkey	Azerbaijan Belgium Denmark France Ireland Italy Netherlands Republic of Moldova Serbia Spain Switzerland Ukraine 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 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-2019

Nationals of Member States in the African Region

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Algeria	1-9	0	0	0	0	0	1	1	4	1	0	0	0	0	0	0	0	2	5	7
Angola	1-8	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	1	2
Benin	1-8	0	0	1	0	1	0	2	2	2	0	0	0	0	0	0	0	6	2	8
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	2	1	3	1	0	0	0	0	0	4	7	11
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	4	0	10	2	1	0	1	1	0	0	0	0	17	4	21
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	1	0	2	0	1	0	0	0	0	0	0	0	4	0	4
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	2	8	1	1	0	0	0	1	0	0	0	0	0	13	3	16
Côte d'Ivoire	1-8	0	0	0	0	0	0	5	2	1	1	2	2	0	0	0	0	8	5	13
Democratic Republic of the Congo	1-8	0	0	0	0	3	0	9	1	9	0	0	0	0	0	0	0	21	1	22
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	1	1	0	1	2	0	1	0	0	0	0	0	0	0	4	2	6
Ethiopia	1-8	0	0	0	0	5	1	10	2	7	0	2	1	0	0	1	0	25	4	29
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	2	5	6	2	1	0	0	0	0	0	0	7	9	16
Guinea	1-8	0	0	1	0	0	2	3	0	1	1	0	0	0	0	0	0	5	3	8
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	4	11	3	8	6	2	0	0	0	0	0	25	13	38
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	1	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	2	1	3	0	2	0	0	0	0	0	8	1	9
Mali	1-8	0	0	0	0	1	0	5	0	0	0	1	0	0	0	0	0	7	0	7
Mauritania	1-8	0	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0	3	0	3
Mauritius	1-8	0	0	0	0	2	1	1	0	0	0	1	0	0	0	0	0	4	1	5
Mozambique	1-8	0	0	0	0	0	0	1	1	0	0	0	0	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	1	0	2	0	10	4	6	0	3	0	0	0	0	0	22	4	26
Rwanda	1-8	0	0	0	0	1	3	3	2	6	0	1	0	0	0	0	0	11	5	16
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	0	1	0	0	1	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	1	3	2	4	2	1	0	0	0	1	5	9	14
South Sudan	1-8	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	2	0	2
Swaziland	1-8	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	1	2
Togo	1-8	0	0	0	0	2	0	3	2	0	0	0	0	0	0	0	0	5	2	7
Uganda	1-8	0	0	0	0	3	0	14	5	11	7	2	0	0	0	0	0	30	12	42
United Republic of Tanzania	1-8	0	0	0	2	1	1	2	3	1	1	0	0	0	1	0	0	4	8	12
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	3	6	3	3	1	0	0	0	1	0	0	0	0	11	8	19
Total - African Region		1	0	11	16	51	25	136	62	81	28	26	8	3	2	2	2	311	143	454

^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-2019

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	0	0	0	0
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	1	0	4	4	3	0	0	0	1	0	1	4	10	14
Canada	28-39	0	0	0	2	6	6	13	6	13	9	3	1	1	0	1	0	37	24	61
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	1	0	0	0	0	0	0	0	0	0	0	0	1	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	1	0	0	0	0	0	3	0	0	0	0	0	0	1	4	5
Nicaragua	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
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	0	0	0	0	1	0	3	0	3
United States of America	188-255	0	0	0	3	10	18	27	43	28	27	10	6	3	3	1	1	79	101	180
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	7	20	31	45	61	52	46	16	8	4	4	3	2	142	159	301

^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-2019

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	1	0	8	0	3	3	2	0	0	0	0	0	14	3	17
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	16	8	26	8	28	16	6	3	0	0	0	2	78	38	116
Indonesia	3-11	0	0	0	0	0	2	1	1	1	1	1	1	0	0	0	0	3	5	8
Maldives	1-8	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	2	1	3
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	5	3	4	2	3	0	0	0	0	0	13	5	18
Sri Lanka	1-8	0	0	0	0	2	1	4	2	3	4	3	0	0	0	0	0	12	7	19
Thailand	2-10	0	0	0	0	0	1	0	2	0	2	1	0	0	0	0	0	1	5	6
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	20	12	47	18	42	31	18	5	1	0	0	2	130	69	199

^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-2019

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	3	0	3	0	0	0	0	0	0	0	6	0	6	
Austria	8-15	0	0	0	0	0	0	0	1	1	1	1	1	0	0	0	0	2	3	5	
Azerbaijan	1-8	0	0	0	0	0	0	3	1	2	1	1	1	0	0	0	0	6	3	9	
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	8	4	5	5	3	1	0	0	0	15	17	32	
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	1	0	2	0	0	0	0	0	0	0	3	0	3	
Denmark	7-14	0	0	1	1	3	3	2	4	2	3	0	0	0	0	0	0	8	11	19	
Estonia	1-8	0	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	1	2	3	
Finland	5-13	0	0	0	1	0	3	1	1	2	2	0	0	0	0	0	0	3	7	10	
France	50-68	0	0	2	1	8	18	23	16	21	13	4	5	1	2	0	1	59	56	115	
Georgia	1-8	0	0	0	0	1	0	1	1	0	1	0	0	0	1	0	0	2	3	5	
Germany	63-86	0	0	0	0	2	9	17	16	12	12	10	2	0	0	1	0	42	39	81	
Greece	6-14	0	0	0	0	0	1	0	1	1	1	0	0	0	0	0	0	1	3	4	
Hungary	3-10	0	0	0	0	0	1	0	0	1	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	6	3	1	1	0	0	1	0	10	13	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	6	4	10	15	11	4	2	1	0	1	1	31	30	61	
Kazakhstan	1-9	0	0	0	0	1	0	0	4	2	0	0	0	0	0	0	0	3	4	7	
Kyrgyzstan	1-8	0	0	0	1	0	1	1	2	0	0	0	0	0	0	0	0	1	4	5	
Latvia	1-8	0	0	0	0	1	0	0	1	0	1	0	0	0	0	0	0	1	2	3	
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	1	0	0	0	0	0	0	0	1	0	1	
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	1	1	2	1	4	4	7	5	2	2	3	0	0	0	19	13	32	
Norway	8-16	0	0	1	0	0	0	1	2	1	1	0	2	0	0	0	0	3	5	8	
Poland	9-16	0	0	0	0	0	0	2	1	0	4	0	0	0	0	0	0	2	5	7	
Portugal	5-12	0	0	0	0	0	1	1	1	0	1	1	0	0	0	0	0	2	3	5	
Republic of Moldova	1-8	0	0	0	0	2	3	2	1	2	1	1	0	0	0	0	0	7	5	12	
Romania	2-10	0	0	0	1	1	2	1	0	1	2	0	0	0	0	0	0	3	5	8	
Russian Federation	23-32	0	0	1	1	2	1	8	0	3	1	2	0	0	2	0	0	16	5	21	
San Marino	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Serbia	1-8	0	0	0	0	1	0	1	1	1	4	0	1	0	0	0	0	3	6	9	
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	7	7	9	1	1	1	1	0	0	16	24	40	
Sweden	9-17	0	0	0	0	0	2	1	5	1	1	0	2	0	0	0	0	2	10	12	
Switzerland	9-16	0	0	0	1	4	5	6	4	3	3	1	0	0	0	0	0	14	13	27	
Tajikistan	1-8	0	0	0	0	0	2	0	1	0	1	0	0	0	0	0	0	0	4	4	
The former Yugoslav Republic of Macedonia	1-8	0	0	0	0	0	0	1	2	0	1	0	0	0	0	0	0	1	3	4	
Turkey	13-23	0	0	0	1	0	0	2	3	1	2	0	2	0	0	0	0	3	8	11	
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	1	2	4	0	2	1	1	0	0	0	0	0	0	0	8	3	11	
United Kingdom of Great Britain and Northern Ireland	39-54	1	0	2	2	8	9	12	19	25	21	11	7	2	0	0	1	61	59	120	
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	9	16	60	82	110	132	134	123	49	35	10	6	3	4	376	398	774	

^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-2019****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	1	0	0	0	1	0	0	0	2	2
Djibouti	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Egypt	1-9	0	0	3	2	4	5	11	4	4	4	0	2	0	0	0	0	22	17	39
Iran (Islamic Republic of)	3-11	0	0	0	0	0	2	3	1	3	2	3	1	0	0	0	0	9	6	15
Iraq	1-8	0	0	0	1	1	0	1	1	2	0	0	0	0	0	0	0	4	2	6
Jordan	1-8	0	0	0	0	2	1	2	2	3	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	1	2	2	1	2	1	2	0	0	0	0	5	7	12
Libya	1-9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Morocco	1-8	0	0	0	0	2	0	3	2	0	2	0	0	0	0	1	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	1	0	1	0	0	0	18	3	21
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	0	1	0	1	0	0	0	0	0	2	2	4
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	0	1	2	2	1	0	0	0	0	0	0	3	3	6
Total - Eastern Mediterranean Region		0	0	4	4	13	12	35	23	28	16	7	6	1	1	2	1	90	63	153

^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-2019****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	8	9	14	6	7	3	2	3	1	1	0	25	34	59
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	6	4	10	4	6	3	1	1	0	1	0	14	23	37
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	8	5	3	6	6	2	0	1	0	1	1	16	18	34
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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Malaysia	3-10	0	0	0	1	1	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	1	1	1	6	1	0	0	0	0	0	0	0	3	7	10
Nauru	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
New Zealand	2-10	0	0	0	0	1	1	3	1	3	3	2	0	0	1	0	0	9	6	15
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	3	2	6	12	3	7	7	7	2	1	0	0	0	0	21	29	50
Republic of Korea	19-27	0	0	0	0	2	1	2	4	3	2	1	2	0	0	0	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	1	0	0	3	0	0	0	1	0	0	0	0	1	4	5
Total - Western Pacific Region		0	0	3	5	18	39	31	50	33	34	13	7	6	2	3	1	107	138	245

^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-2019

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	
Australia	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	
Belarus	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Belgium	0	0	0	0	0	0	1	1	1	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	0	1	0	0	0	0	0	0	0	2	2	4	
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	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Ethiopia	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
France	0	0	0	1	1	2	2	3	0	1	0	0	0	0	0	0	3	7	10	
Germany	1	0	0	0	1	0	1	1	2	0	0	0	0	0	0	0	5	1	6	
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	
Japan	0	0	0	1	1	2	3	1	0	0	0	0	0	0	0	0	4	4	8	
Kenya	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	2	
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	0	0	1	0	0	1	1	0	0	0	0	0	2	1	3	
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	0	0	0	1	0	0	0	0	0	1	0	0	0	2	2	
Others	0	0	1	0	2	0	2	0	2	1	0	0	0	0	0	0	7	1	8	
Pakistan	0	0	0	0	0	0	0	0	0	0	0	0	1	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	
Portugal	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Republic of Korea	0	0	0	0	1	0	1	1	1	2	0	0	0	0	0	0	3	3	6	
Russian Federation	0	0	0	1	1	2	1	0	0	1	0	0	0	0	0	0	2	4	6	
Senegal	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	
Singapore	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Spain	0	1	0	0	0	0	2	2	0	0	1	0	0	0	0	0	3	3	6	
Sweden	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	2	2	
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	3	0	1	3	2	1	0	0	0	0	0	0	7	6	13	
United States of America	0	0	0	0	1	0	9	9	4	8	0	1	0	0	0	0	14	18	32	
Total	1	5	2	7	13	10	35	26	16	17	2	2	1	1	0	0	70	68	138	

^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-2019

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	1	1	38	52	90	170	218	388	257	230	487	65	55	120	1	2	3	531	558	1089
<i>Special programmes and collaborative arrangements</i>	0	0	0	2	4	6	4	5	9	4	4	8	2	0	2	0	0	0	12	13	25
Africa	0	1	1	19	18	37	74	34	108	136	65	201	38	14	52	0	0	0	267	132	399
South-East Asia	0	0	0	3	4	7	24	9	33	39	27	66	20	8	28	0	1	1	86	49	135
Europe	1	0	1	20	16	36	43	51	94	41	48	89	8	13	21	0	0	0	113	128	241
Eastern Mediterranean	0	0	0	7	6	13	37	21	58	62	34	96	19	5	24	0	0	0	125	66	191
Western Pacific	0	1	1	11	22	33	34	32	66	42	32	74	5	5	10	0	0	0	92	92	184
Total	1	3	4	100	122	222	386	370	756	581	440	1021	157	100	257	1	3	4	1226	1038	2264
Percentage by bracket	25.0%	75.0%	100.0%	45.0%	55.0%	100.0%	51.1%	48.9%	100.0%	56.9%	43.1%	100.0%	61.1%	38.9%	100.0%	25.0%	75.0%	100.0%	54.2%	45.8%	100.0%
Percentage of total			0.2%			9.8%			33.4%			45.1%			11.4%			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	0	0	9	21	30	11	17	28	1	6	7	0	0	0	0	0	0	21	44	65
<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	28	23	51	124	53	177	202	73	275	36	25	61	0	0	0	390	175	565
South-East Asia	1	0	1	7	9	16	21	16	37	25	8	33	3	3	6	0	0	0	57	36	93
Europe	1	0	1	6	9	15	11	23	34	4	10	14	0	2	2	0	0	0	22	44	66
Eastern Mediterranean	0	0	0	10	5	15	30	19	49	26	23	49	11	1	12	0	0	0	77	48	125
Western Pacific	1	2	3	7	17	24	9	19	28	15	12	27	1	1	2	0	0	0	33	51	84
Total	3	3	6	67	84	151	206	147	353	273	132	405	51	32	83	0	0	0	600	398	998
Percentage by bracket	50.0%	50.0%	100.0%	44.4%	55.6%	100.0%	58.4%	41.6%	100.0%	67.4%	32.6%	100.0%	61.4%	38.6%	100.0%	0.0%	0.0%	0.0%	60.1%	39.9%	100.0%
Percentage of total			0.6%			15.1%			35.4%			40.6%			8.3%			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	3	6	9	27	116	143	49	206	255	57	184	241	4	29	33	0	0	0	140	541	681
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	2	2	1	3	4	0	2	2	0	1	1	0	0	0	1	8	9
Africa	3	1	4	72	54	126	245	162	407	341	149	490	57	24	81	0	0	0	718	390	1108
South-East Asia	2	4	6	22	45	67	80	67	147	73	34	107	11	5	16	0	0	0	188	155	343
Europe	1	5	6	7	33	40	26	55	81	23	42	65	2	5	7	0	0	0	59	140	199
Eastern Mediterranean	6	6	12	67	86	153	95	97	192	62	54	116	21	4	25	0	0	0	251	247	498
Western Pacific	2	10	12	17	82	99	38	82	120	33	60	93	6	10	16	0	0	0	96	244	340
Total	17	32	49	212	418	630	534	672	1206	589	525	1114	101	78	179	0	0	0	1453	1725	3178
Percentage by bracket	34.7%	65.3%	100.0%	33.7%	66.3%	100.0%	44.3%	55.7%	100.0%	52.9%	47.1%	100.0%	56.4%	43.6%	100.0%	0.0%	0.0%	0.0%	45.7%	54.3%	100.0%
Percentage of total			1.5%			19.8%			37.9%			35.1%			5.6%			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-2019

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	0	0	10	5	15	2	5	7	1	2	3	13	12	25
D2	0	0	0	0	0	0	1	1	2	14	12	26	11	2	13	0	1	1	26	16	42
D1/P6	0	0	0	0	0	0	14	7	21	87	45	132	30	19	49	0	0	0	131	71	202
P5	0	0	0	4	5	9	94	83	177	216	159	375	72	48	120	0	0	0	386	295	681
P4	0	0	0	43	36	79	175	163	338	191	151	342	30	22	52	0	0	0	439	372	811
P3	0	0	0	41	66	107	88	90	178	55	51	106	11	4	15	0	0	0	195	211	406
P2	1	3	4	12	12	24	12	24	36	7	17	24	1	0	1	0	0	0	33	56	89
P1	0	0	0	0	3	3	2	2	4	1	0	1	0	0	0	0	0	0	3	5	8
Total	1	3	4	100	122	222	386	370	756	581	440	1021	157	100	257	1	3	4	1226	1038	2264
Percentage by bracket	25.0%	75.0%	100.0%	45.0%	55.0%	100.0%	51.1%	48.9%	100.0%	56.9%	43.1%	100.0%	61.1%	38.9%	100.0%	25.0%	75.0%	100.0%	54.2%	45.8%	100.0%
Percentage of total			0.2%			9.8%			33.4%			45.1%			11.4%			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	3	6	9	7	3	10	3	1	4	0	0	0	14	10	24
C	0	0	0	18	20	38	102	62	164	176	89	265	35	25	60	0	0	0	331	196	527
B	2	1	3	40	49	89	86	63	149	69	31	100	12	5	17	0	0	0	209	149	358
A	1	2	3	8	15	23	15	16	31	21	9	30	1	1	2	0	0	0	46	43	89
Total	3	3	6	67	84	151	206	147	353	273	132	405	51	32	83	0	0	0	600	398	998
Percentage by bracket	50.0%	50.0%	100.0%	44.4%	55.6%	100.0%	58.4%	41.6%	100.0%	67.4%	32.6%	100.0%	61.4%	38.6%	100.0%	0.0%	0.0%	0.0%	60.1%	39.9%	100.0%
Percentage of total			0.6%			15.1%			35.4%			40.6%			8.3%			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	15	5	20	54	55	109	49	53	102	4	8	12	0	0	0	122	121	243
G6	2	3	5	62	97	159	93	193	286	74	177	251	9	24	33	0	0	0	240	494	734
G5	8	16	24	55	230	285	97	323	420	77	212	289	10	37	47	0	0	0	247	818	1065
G4	4	11	15	25	72	97	49	91	140	40	64	104	3	7	10	0	0	0	121	245	366
G3	1	2	3	13	12	25	76	4	80	112	13	125	14	1	15	0	0	0	216	32	248
G2	2	0	2	36	2	38	156	2	158	226	2	228	60	1	61	0	0	0	480	7	487
G1	0	0	0	6	0	6	9	4	13	11	4	15	1	0	1	0	0	0	27	8	35
Total	17	32	49	212	418	630	534	672	1206	589	525	1114	101	78	179	0	0	0	1453	1725	3178
Percentage by bracket	34.7%	65.3%	100.0%	33.7%	66.3%	100.0%	44.3%	55.7%	100.0%	52.9%	47.1%	100.0%	56.4%	43.6%	100.0%	0.0%	0.0%	0.0%	45.7%	54.3%	100.0%
Percentage of total			1.5%			19.8%			37.9%			35.1%			5.6%			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-2019**

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 2019	Staff due to retire															
			By 31 December 2020				By 31 December 2021				By 31 December 2022				By 31 December 2023			
			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	1089	3	3	6	0.6%	2	1	3	0.3%	0	30	30	2.8%	1	40	41	3.8%
	NPO	65	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	681	0	0	0	0.0%	1	0	1	0.1%	0	9	9	1.3%	0	9	9	1.3%
<i>Special programmes and collaborative arrangements</i>	P	25	0	0	0	0.0%	0	0	0	0.0%	0	1	1	4.0%	0	0	0	0.0%
	NPO	0	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	9	0	0	0	0.0%	0	0	0	0.0%	0	1	1	11.1%	0	0	0	0.0%
Africa	P	399	1	0	1	0.3%	0	0	0	0.0%	0	19	19	4.8%	0	17	17	4.3%
	NPO	565	0	1	1	0.2%	0	1	1	0.2%	0	15	15	2.7%	0	19	19	3.4%
	GS	1108	1	0	1	0.1%	0	0	0	0.0%	1	19	20	1.8%	0	29	29	2.6%
South-East Asia	P	135	0	1	1	0.7%	0	1	1	0.7%	0	5	5	3.7%	0	14	14	10.4%
	NPO	93	0	0	0	0.0%	0	1	1	1.1%	0	1	1	1.1%	0	3	3	3.2%
	GS	343	0	0	0	0.0%	0	0	0	0.0%	0	5	5	1.5%	0	4	4	1.2%
Europe	P	241	1	0	1	0.4%	0	0	0	0.0%	0	4	4	1.7%	0	9	9	3.7%
	NPO	66	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	199	0	0	0	0.0%	0	0	0	0.0%	0	1	1	0.5%	0	1	1	0.5%
Eastern Mediterranean	P	191	0	0	0	0.0%	1	0	1	0.5%	0	3	3	1.6%	0	9	9	4.7%
	NPO	125	0	1	1	0.8%	0	1	1	0.8%	0	3	3	2.4%	0	2	2	1.6%
	GS	498	0	2	2	0.4%	0	2	2	0.4%	0	2	2	0.4%	0	8	8	1.6%
Western Pacific	P	184	0	0	0	0.0%	0	0	0	0.0%	0	3	3	1.6%	0	3	3	1.6%
	NPO	84	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	1	1	1.2%
	GS	340	1	0	1	0.3%	0	0	0	0.0%	0	4	4	1.2%	0	4	4	1.2%
Total	P	2264	5	4	9	0.4%	3	2	5	0.2%	0	65	65	2.9%	1	92	93	4.1%
	NPO	998	0	2	2	0.2%	0	3	3	0.3%	0	19	19	1.9%	0	25	25	2.5%
	GS	3178	2	2	4	0.1%	1	2	3	0.1%	1	41	42	1.3%	0	55	55	1.7%
	ALL	6440	7	8	15	0.2%	4	7	11	0.2%	1	125	126	2.0%	1	172	173	2.7%

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

TABLE 10. STAFF BY LENGTH OF SERVICE
DATA AS OF 31-DEC-2019

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	293	4	174	471	186	20	96	302	373	40	256	669	156	1	94	251	49	0	22	71	19	0	26	45	13	0	13	26	1089	65	681	1835
<i>Special programmes and collaborative arrangements</i>	5	0	2	7	4	0	1	5	13	0	4	17	1	0	1	2	1	0	1	2	1	0	0	1	0	0	0	0	25	0	9	34
Africa	135	146	192	473	52	114	123	289	129	260	678	1067	62	35	52	149	13	7	26	46	6	2	25	33	2	1	12	15	399	565	1108	2072
South-East Asia	54	54	74	182	28	11	62	101	30	14	94	138	13	4	56	73	5	4	25	34	4	5	26	35	1	1	6	8	135	93	343	571
Europe	73	37	64	174	49	9	17	75	71	18	68	157	35	2	45	82	11	0	0	11	2	0	3	5	0	0	2	2	241	66	199	506
Eastern Mediterranean	84	64	149	297	29	34	91	154	50	13	149	212	15	8	79	102	8	2	11	21	3	1	13	17	2	3	6	11	191	125	498	814
Western Pacific	86	34	83	203	36	24	90	150	42	21	84	147	14	3	50	67	3	1	16	20	2	1	13	16	1	0	4	5	184	84	340	608
Total	730	339	738	1807	384	212	480	1076	708	366	1333	2407	296	53	377	726	90	14	101	205	37	9	106	152	19	5	43	67	2264	998	3178	6440
Percentage by bracket	40.4%	18.8%	40.8%	100.0%	35.7%	19.7%	44.6%	100.0%	29.4%	15.2%	55.4%	100.0%	40.8%	7.3%	51.9%	100.0%	43.9%	6.8%	49.3%	100.0%	24.3%	5.9%	69.7%	100.0%	28.4%	7.5%	64.2%	100.0%	35.2%	15.5%	49.3%	100.0%
Percentage of total				28.1%				16.7%				37.4%				11.3%				3.2%				2.4%				1.0%				100.0%
Percentage of total (last year)				28.1%				17.2%				39.0%				9.5%				2.8%				2.4%				0.9%				100.0%

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

TABLE 11. APPLICATIONS FOR POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES BY GENDER AND MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 DECEMBER 2019

Major Office*	2017				2018				2019			
	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters	18419	11032	29451	37.5%	15541	10218	25759	39.7%	12946	9045	21991	41.1%
Africa	15274	5236	20510	25.5%	20166	6085	26251	23.2%	20952	7042	27994	25.2%
Eastern Mediterranean	6459	2876	9335	30.8%	6141	2897	9038	32.1%	7768	2970	10738	27.7%
Europe	5705	3643	9348	39.0%	3896	2743	6639	41.3%	5295	3658	8953	40.9%
South-East Asia	3866	2200	6066	36.3%	2949	1234	4183	29.5%	4800	2256	7056	32.0%
Western Pacific	3601	1609	5210	30.9%	6727	3007	9734	30.9%	4327	2260	6587	34.3%
Total	53324	26596	79920	33.3%	55420	26184	81604	32.1%	56088	27231	83319	32.7%

* Positions advertised in that Major Office

TABLE 12. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 DECEMBER 2019

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	12	5	41.7%	9	5	55.6%	18	13	72.2%	15	7	46.7%	54	30	55.6%
	NPO	1	1	100.0%	0	0	0.0%	6	5	83.3%	0	0	0.0%	7	6	85.7%
	GS	18	13	72.2%	0	0	0.0%	7	6	85.7%	8	6	75.0%	33	25	75.8%
<i>Special programmes and collaborative arrangements</i>	P	0	0	0.0%	0	0	0.0%	1	1	100.0%	0	0	0.0%	1	1	100.0%
	NPO	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
	GS	1	1	100.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	1	1	100.0%
Africa	P	18	8	44.4%	2	0	0.0%	2	0	0.0%	9	3	33.3%	31	11	35.5%
	NPO	26	13	50.0%	0	0	0.0%	1	0	0.0%	2	2	100.0%	29	15	51.7%
	GS	44	13	29.5%	1	1	100.0%	1	1	100.0%	10	2	20.0%	56	17	30.4%
South-East Asia	P	11	7	63.6%	1	1	100.0%	0	0	0.0%	1	0	0.0%	13	8	61.5%
	NPO	16	8	50.0%	0	0	0.0%	0	0	0.0%	5	4	80.0%	21	12	57.1%
	GS	10	4	40.0%	0	0	0.0%	0	0	0.0%	15	7	46.7%	25	11	44.0%
Europe	P	11	7	63.6%	1	0	0.0%	11	6	54.5%	6	2	33.3%	29	15	51.7%
	NPO	10	6	60.0%	0	0	0.0%	0	0	0.0%	6	4	66.7%	16	10	62.5%
	GS	16	15	93.8%	0	0	0.0%	0	0	0.0%	6	4	66.7%	22	19	86.4%
Eastern Mediterranean	P	9	3	33.3%	1	0	0.0%	2	2	100.0%	12	3	25.0%	24	8	33.3%
	NPO	15	5	33.3%	0	0	0.0%	0	0	0.0%	9	2	22.2%	24	7	29.2%
	GS	25	14	56.0%	1	0	0.0%	1	1	100.0%	16	12	75.0%	43	27	62.8%
Western Pacific	P	12	9	75.0%	3	2	66.7%	7	5	71.4%	4	2	50.0%	26	18	69.2%
	NPO	7	5	71.4%	0	0	0.0%	0	0	0.0%	1	1	100.0%	8	6	75.0%
	GS	15	11	73.3%	0	0	0.0%	0	0	0.0%	4	3	75.0%	19	14	73.7%
Total	P	73	39	53.4%	17	8	47.1%	41	27	65.9%	47	17	36.2%	178	91	51.1%
	NPO	75	38	50.7%	0	0	0.0%	7	5	71.4%	23	13	56.5%	105	56	53.3%
	GS	129	71	55.0%	2	1	50.0%	9	8	88.9%	59	34	57.6%	199	114	57.3%
	All	277	148	53.4%	19	9	47.4%	57	40	70.2%	129	64	49.6%	482	261	54.1%
Percentage of total		57.5%			3.9%			11.8%			26.8%			100.0%		

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

TABLE 13. TOTAL STAFF IN THE PROFESSIONAL AND HIGHER CATEGORIES, BY LOCATION OF ASSIGNMENT AND REGION OF NATIONALITY
DATA AS OF 31-DEC-2019

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	101	9.1%	82	7.4%	511	45.9%	56	5.0%	225	20.2%	139	12.5%	1114	100.0%
Africa	334	83.7%	5	1.3%	26	6.5%	6	1.5%	21	5.3%	7	1.8%	399	100.0%
South-East Asia	3	2.2%	79	58.5%	26	19.3%	4	3.0%	10	7.4%	13	9.6%	135	100.0%
Europe	2	0.8%	7	2.9%	183	75.9%	8	3.3%	26	10.8%	15	6.2%	241	100.0%
Eastern Mediterranean	18	9.4%	8	4.2%	44	23.0%	91	47.6%	28	14.7%	2	1.0%	191	100.0%
Western Pacific	6	3.3%	20	10.9%	43	23.4%	0	0.0%	25	13.6%	90	48.9%	184	100.0%
Total	464	20.5%	201	8.9%	833	36.8%	165	7.3%	335	14.8%	266	11.7%	2264	100.0%
Percentage of total (last year)		19.6%		8.7%		37.6%		7.2%		15.0%		11.8%		

TABLE 14. STAFF MOBILITY: CHANGE IN DUTY STATION
DATA FROM 1 JANUARY TO 31 DECEMBER 2019

Major Office leaving	Major Office joining																											
	Headquarters				Africa				South-East Asia				Europe				Eastern Mediterranean				Western Pacific				Total			
	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%
Headquarters	2	1	3	15.8%	2	1	3	15.8%	1	1	2	10.5%	0	2	2	10.5%	2	0	2	10.5%	4	3	7	36.8%	11	8	19	100.0%
Africa	5	0	5	7.9%	35	13	48	76.2%	0	1	1	1.6%	2	1	3	4.8%	3	2	5	7.9%	1	0	1	1.6%	46	17	63	100.0%
South-East Asia	2	1	3	16.7%	1	1	2	11.1%	6	3	9	50.0%	0	1	1	5.6%	1	1	2	11.1%	0	1	1	5.6%	10	8	18	100.0%
Europe	1	4	5	16.7%	0	0	0	0.0%	0	1	1	3.3%	12	9	21	70.0%	0	1	1	3.3%	1	1	2	6.7%	14	16	30	100.0%
Eastern Mediterranean	5	1	6	17.6%	0	0	0	0.0%	1	1	2	5.9%	2	0	2	5.9%	17	5	22	64.7%	0	2	2	5.9%	25	9	34	100.0%
Western Pacific	3	1	4	14.3%	0	2	2	7.1%	0	1	1	3.6%	1	1	2	7.1%	0	0	0	0.0%	9	10	19	67.9%	13	15	28	100.0%
Total	18	8	26	13.5%	38	17	55	28.6%	8	8	16	8.3%	17	14	31	16.1%	23	9	32	16.7%	15	17	32	16.7%	119	73	192	100.0%
Totals from last year	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%

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

M - male, F - female, T - total

TABLE 15. MOBILITY RATIO BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 DECEMBER 2019

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 major offices	% of Professional and higher category staff who has moved between major offices
Headquarters	1114	49.2%	19	1.7%	16	1.4%
Africa	399	17.6%	63	15.8%	15	3.8%
South-East Asia	135	6.0%	18	13.3%	9	6.7%
Europe	241	10.6%	30	12.4%	9	3.7%
Eastern Mediterranean	191	8.4%	34	17.8%	12	6.3%
Western Pacific	184	8.1%	28	15.2%	9	4.9%
Total	2264	100.0%	192	8.5%	70	3.1%
Totals from last year	2185	100.0%	170	7.8%	81	3.7%

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

M - male, F - female, T - total

TABLE 16. NUMBER OF INTERNS BY MAJOR OFFICE, TYPE OF COUNTRY AND GENDER
DATA FROM 1 JANUARY TO 31 DECEMBER 2019

		Developed countries				Developing countries				Total			
Major Office	Office Type	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters		45	150	195	76.9%	27	55	82	67.1%	72	205	277	74.0%
Africa	Country Office	0	0	0	0.0%	1	6	7	85.7%	1	6	7	85.7%
	Regional Office	0	2	2	100.0%	2	2	4	50.0%	2	4	6	66.7%
	Total	0	2	2	100.0%	3	8	11	72.7%	3	10	13	76.9%
Eastern Mediterranean	Country Office	0	3	3	100.0%	3	6	9	66.7%	3	9	12	75.0%
	Regional Office	3	9	12	75.0%	2	7	9	77.8%	5	16	21	76.2%
	Total	3	12	15	80.0%	5	13	18	72.2%	8	25	33	75.8%
Europe	Country Office	8	24	32	75.0%	0	7	7	100.0%	8	31	39	79.5%
	Regional Office	17	56	73	76.7%	2	4	6	66.7%	19	60	79	75.9%
	Total	25	80	105	76.2%	2	11	13	84.6%	27	91	118	77.1%
South-East Asia	Country Office	0	1	1	100.0%	0	3	3	100.0%	0	4	4	100.0%
	Regional Office	0	3	3	100.0%	1	3	4	75.0%	1	6	7	85.7%
	Total	0	4	4	100.0%	1	6	7	85.7%	1	10	11	90.9%
Western Pacific	Country Office	2	10	12	83.3%	2	8	10	80.0%	4	18	22	81.8%
	Regional Office	8	19	27	70.4%	4	6	10	60.0%	12	25	37	67.6%
	Total	10	29	39	74.4%	6	14	20	70.0%	16	43	59	72.9%
Total	Country Office	10	38	48	79.2%	6	30	36	83.3%	16	68	84	81.0%
	Regional Office	28	89	117	76.1%	11	22	33	66.7%	39	111	150	74.0%
	Total	83	277	360	76.9%	44	107	151	70.9%	127	384	511	75.1%
Totals from last year		128	376	504	74.6%	60	114	174	65.5%	188	490	678	72.3%

TABLE 17. NUMBER OF INTERNS BY NATIONALITY AND GENDER
DATA FROM 1 JANUARY TO 31 DECEMBER 2019

Nationality	Male	Female	Total	% of total
United States of America	18	60	78	15.3%
Canada	7	35	42	8.2%
United Kingdom of Great Britain and Northern Ireland	8	28	36	7.0%
China	7	28	35	6.8%
Australia	7	20	27	5.3%
Germany	4	21	25	4.9%
India	5	10	15	2.9%
Japan	6	9	15	2.9%
Republic of Korea	3	12	15	2.9%
Italy	6	8	14	2.7%
France	1	12	13	2.5%
Switzerland	2	8	10	2.0%
Egypt	2	6	8	1.6%
Nigeria	4	4	8	1.6%
Spain	2	6	8	1.6%
Lebanon	1	5	6	1.2%
Pakistan	2	4	6	1.2%
Denmark	1	4	5	1.0%
Ghana	3	2	5	1.0%
Iran (Islamic Republic of)	1	4	5	1.0%
Nepal	1	4	5	1.0%
Netherlands	1	4	5	1.0%
Ireland	3	1	4	0.8%
Kenya	0	4	4	0.8%
Mexico	0	4	4	0.8%
Namibia	0	4	4	0.8%
New Zealand	0	4	4	0.8%
Poland	1	3	4	0.8%
Sudan	2	2	4	0.8%
Sweden	1	3	4	0.8%
Austria	3	0	3	0.6%
Bangladesh	2	1	3	0.6%
Brazil	2	1	3	0.6%
Cameroon	2	1	3	0.6%
Congo	1	2	3	0.6%
Ethiopia	1	2	3	0.6%
Greece	2	1	3	0.6%
Philippines	2	1	3	0.6%
Portugal	0	3	3	0.6%
Russian Federation	0	3	3	0.6%
Singapore	1	2	3	0.6%
Sri Lanka	0	3	3	0.6%
Syrian Arab Republic	0	3	3	0.6%
Turkey	0	3	3	0.6%
Belgium	1	1	2	0.4%
Burkina Faso	2	0	2	0.4%
Colombia	0	2	2	0.4%
Estonia	0	2	2	0.4%
Hungary	0	2	2	0.4%
Indonesia	1	1	2	0.4%
Myanmar	1	1	2	0.4%
Slovakia	0	2	2	0.4%
South Africa	0	2	2	0.4%
Thailand	0	2	2	0.4%
United Republic of Tanzania	0	2	2	0.4%
Zambia	1	1	2	0.4%
Zimbabwe	0	2	2	0.4%
Afghanistan	1	0	1	0.2%
Albania	0	1	1	0.2%
Algeria	0	1	1	0.2%
Argentina	1	0	1	0.2%
Botswana	0	1	1	0.2%
Bulgaria	0	1	1	0.2%
Côte d'Ivoire	1	0	1	0.2%
Democratic Republic of the Congo	0	1	1	0.2%
Ecuador	0	1	1	0.2%
Guinea	1	0	1	0.2%
Jamaica	0	1	1	0.2%
Latvia	0	1	1	0.2%
Lithuania	0	1	1	0.2%
Malaysia	0	1	1	0.2%
Malta	0	1	1	0.2%
Mauritius	0	1	1	0.2%
Morocco	0	1	1	0.2%
Norway	0	1	1	0.2%
Papua New Guinea	0	1	1	0.2%
Saint Lucia	1	0	1	0.2%
Senegal	0	1	1	0.2%
Tajikistan	0	1	1	0.2%
Ukraine	0	1	1	0.2%
Viet Nam	0	1	1	0.2%
Yemen	1	0	1	0.2%
Total	127	384	511	100.0%

TABLE 18. NUMBER OF APPLICANTS (INTERNS) BY NATIONALITY AND GENDER
DATA FROM 1 JANUARY TO 31 DECEMBER 2019

Nationality	Male	Female	Total	% of total
United States of America	310	1027	1337	11.0%
Nigeria	819	489	1308	10.8%
India	455	677	1132	9.3%
United Kingdom of Great Britain and Northern Ireland	159	401	560	4.6%
Canada	101	412	513	4.2%
China	115	389	504	4.2%
Kenya	187	208	395	3.3%
Germany	74	252	326	2.7%
France	62	259	321	2.7%
Australia	77	219	296	2.4%
Italy	99	192	291	2.4%
Pakistan	164	108	272	2.2%
Egypt	94	139	233	1.9%
Ghana	127	73	200	1.7%
Spain	50	147	197	1.6%
Uganda	76	72	148	1.2%
Zimbabwe	55	81	136	1.1%
Cameroon	82	53	135	1.1%
Sudan	61	51	112	0.9%
Ethiopia	63	47	110	0.9%
Republic of Korea	22	85	107	0.9%
Bangladesh	52	54	106	0.9%
Brazil	25	77	102	0.8%
Nepal	41	61	102	0.8%
Switzerland	31	65	96	0.8%
United Republic of Tanzania	53	40	93	0.8%
Democratic Republic of the Congo	66	24	90	0.7%
Netherlands	21	69	90	0.7%
South Africa	26	56	82	0.7%
Turkey	15	66	81	0.7%
Iran (Islamic Republic of)	19	61	80	0.7%
Japan	23	50	73	0.6%
Belgium	21	49	70	0.6%
Indonesia	23	46	69	0.6%
Saudi Arabia	23	45	68	0.6%
Philippines	26	40	66	0.5%
Mexico	24	38	62	0.5%
Sweden	19	43	62	0.5%
Colombia	18	41	59	0.5%
Malaysia	16	42	58	0.5%
Russian Federation	11	46	57	0.5%
Ireland	19	36	55	0.5%
Congo	32	20	52	0.4%
Portugal	12	40	52	0.4%
Greece	12	39	51	0.4%
Côte d'Ivoire	32	17	49	0.4%
Rwanda	27	21	48	0.4%
Syrian Arab Republic	30	17	47	0.4%
Lebanon	14	32	46	0.4%
Zambia	22	23	45	0.4%
Namibia	16	26	42	0.3%
Singapore	12	29	41	0.3%
Austria	9	30	39	0.3%
Malawi	21	18	39	0.3%
Denmark	4	34	38	0.3%
Jordan	13	21	34	0.3%
Morocco	9	23	32	0.3%
Ukraine	8	24	32	0.3%
Viet Nam	3	27	30	0.2%
Yemen	17	12	29	0.2%
Burkina Faso	20	8	28	0.2%
New Zealand	3	25	28	0.2%
Azerbaijan	12	15	27	0.2%
Poland	5	22	27	0.2%
Sri Lanka	6	21	27	0.2%
Argentina	6	19	25	0.2%
Norway	6	19	25	0.2%
Somalia	16	9	25	0.2%
Tunisia	11	14	25	0.2%
Benin	17	7	24	0.2%
Botswana	5	18	23	0.2%
Finland	2	21	23	0.2%
Algeria	11	11	22	0.2%
Iraq	12	10	22	0.2%
Myanmar	7	15	22	0.2%
Chile	7	14	21	0.2%
Haiti	14	7	21	0.2%
Romania	5	16	21	0.2%
Gambia	15	5	20	0.2%
Guinea	17	3	20	0.2%
Others	8	12	20	0.2%
Peru	6	14	20	0.2%
Sierra Leone	13	7	20	0.2%
South Sudan	18	2	20	0.2%
Togo	16	4	20	0.2%

Nationality	Male	Female	Total	% of total
Chad	12	6	18	0.1%
Kazakhstan	3	15	18	0.1%
Senegal	9	9	18	0.1%
Ecuador	4	13	17	0.1%
Trinidad and Tobago	2	15	17	0.1%
Afghanistan	12	4	16	0.1%
Hungary	3	13	16	0.1%
Swaziland	4	10	14	0.1%
Bulgaria	4	9	13	0.1%
Israel	4	9	13	0.1%
Liberia	9	4	13	0.1%
Burundi	6	6	12	0.1%
Costa Rica	3	9	12	0.1%
Mauritius	3	9	12	0.1%
Thailand	2	10	12	0.1%
Albania	2	9	11	0.1%
Czechia	0	11	11	0.1%
Jamaica	2	9	11	0.1%
Lithuania	2	9	11	0.1%
Slovenia	2	8	10	0.1%
Latvia	3	6	9	0.1%
Mongolia	1	8	9	0.1%
Eritrea	3	5	8	0.1%
Kyrgyzstan	2	6	8	0.1%
Mali	7	1	8	0.1%
Serbia	1	7	8	0.1%
Slovakia	1	7	8	0.1%
Venezuela (Bolivarian Republic of)	3	5	8	0.1%
Barbados	0	7	7	0.1%
Croatia	0	7	7	0.1%
Cyprus	3	4	7	0.1%
Estonia	1	6	7	0.1%
Georgia	1	6	7	0.1%
Honduras	2	5	7	0.1%
The former Yugoslav Republic of Macedonia	3	4	7	0.1%
Bhutan	3	3	6	0.0%
Lesotho	2	4	6	0.0%
Mauritania	4	2	6	0.0%
Mozambique	4	2	6	0.0%
Belarus	0	5	5	0.0%
Gabon	2	3	5	0.0%
Guatemala	1	4	5	0.0%
Guyana	1	4	5	0.0%
Libya	3	2	5	0.0%
Niger	4	1	5	0.0%
Oman	0	5	5	0.0%
Dominican Republic	2	2	4	0.0%
Fiji	2	2	4	0.0%
Kuwait	1	3	4	0.0%
Angola	2	1	3	0.0%
Armenia	2	1	3	0.0%
Bahamas	0	3	3	0.0%
Bosnia and Herzegovina	0	3	3	0.0%
Central African Republic	2	1	3	0.0%
Madagascar	1	2	3	0.0%
Malta	0	3	3	0.0%
Nicaragua	0	3	3	0.0%
Paraguay	0	3	3	0.0%
Puerto Rico	1	2	3	0.0%
Uruguay	0	3	3	0.0%
Bahrain	1	1	2	0.0%
Cambodia	1	1	2	0.0%
Comoros	2	0	2	0.0%
El Salvador	0	2	2	0.0%
Equatorial Guinea	0	2	2	0.0%
Papua New Guinea	0	2	2	0.0%
Qatar	1	1	2	0.0%
Republic of Moldova	1	1	2	0.0%
Uzbekistan	1	1	2	0.0%
Antigua and Barbuda	0	1	1	0.0%
Belize	0	1	1	0.0%
Brunei Darussalam	0	1	1	0.0%
Dominica	0	1	1	0.0%
Grenada	0	1	1	0.0%
Guinea-Bissau	0	1	1	0.0%
Iceland	0	1	1	0.0%
Lao People's Democratic Republic	1	0	1	0.0%
Luxembourg	0	1	1	0.0%
Maldives	0	1	1	0.0%
Monaco	1	0	1	0.0%
Saint Kitts and Nevis	0	1	1	0.0%
Saint Lucia	1	0	1	0.0%
Samoa	1	0	1	0.0%
Sao Tome and Principe	1	0	1	0.0%
Suriname	0	1	1	0.0%
Tajikistan	0	1	1	0.0%
Timor-Leste	1	0	1	0.0%
United Arab Emirates	0	1	1	0.0%
Vanuatu	0	1	1	0.0%
Total	4544	7564	12108	100.0%

TABLE 19. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES
DATA FROM 1 JANUARY TO 31 DECEMBER 2019

Donor countries	Major office						Total
	Headquarters	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	
Belgium	0	1	0	0	0	0	1
Canada	1	1	0	0	0	0	2
Finland	1	0	0	1	0	0	2
France	1	0	0	0	0	0	1
Germany	7	0	0	0	0	0	7
Italy	3	1	0	2	0	0	6
Japan	2	1	2	0	1	5	11
Kuwait	0	0	0	1	0	0	1
Luxembourg	1	0	0	0	0	0	1
Netherlands	4	1	0	0	1	0	6
Norway	1	0	0	0	0	0	1
Republic of Korea	2	0	0	0	0	0	2
Sweden	0	1	0	1	1	0	3
Switzerland	1	0	0	0	0	0	1
Total	24	6	2	5	3	5	45

**TABLE 20. NUMBER OF INDIVIDUALS HOLDING OTHER CONTRACTUAL ARRANGEMENTS, BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 DECEMBER 2019**

Major Office	Agreement for Performance of Work		Consultants		Special Services Agreements ^a
	Number of individuals holding other contractual arrangements	Estimate of full-time equivalents ^b	Number of individuals holding other contractual arrangements	Estimate of full-time equivalents ^b	Number of individuals holding other contractual arrangements
Headquarters	1715	202	1459	383	0
Africa	656	43	1091	418	2042
South-East Asia	537	48	212	44	1676
Europe	1445	72	514	95	28
Eastern Mediterranean	555	57	609	84	208
Western Pacific	245	20	506	109	174
Total	5153	442	4391	1133	4128
Totals from last year	4581	389	3004	608	3662

^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 21. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR P/D/UG STAFF
DATA FROM 1 JANUARY TO 31 DECEMBER 2019

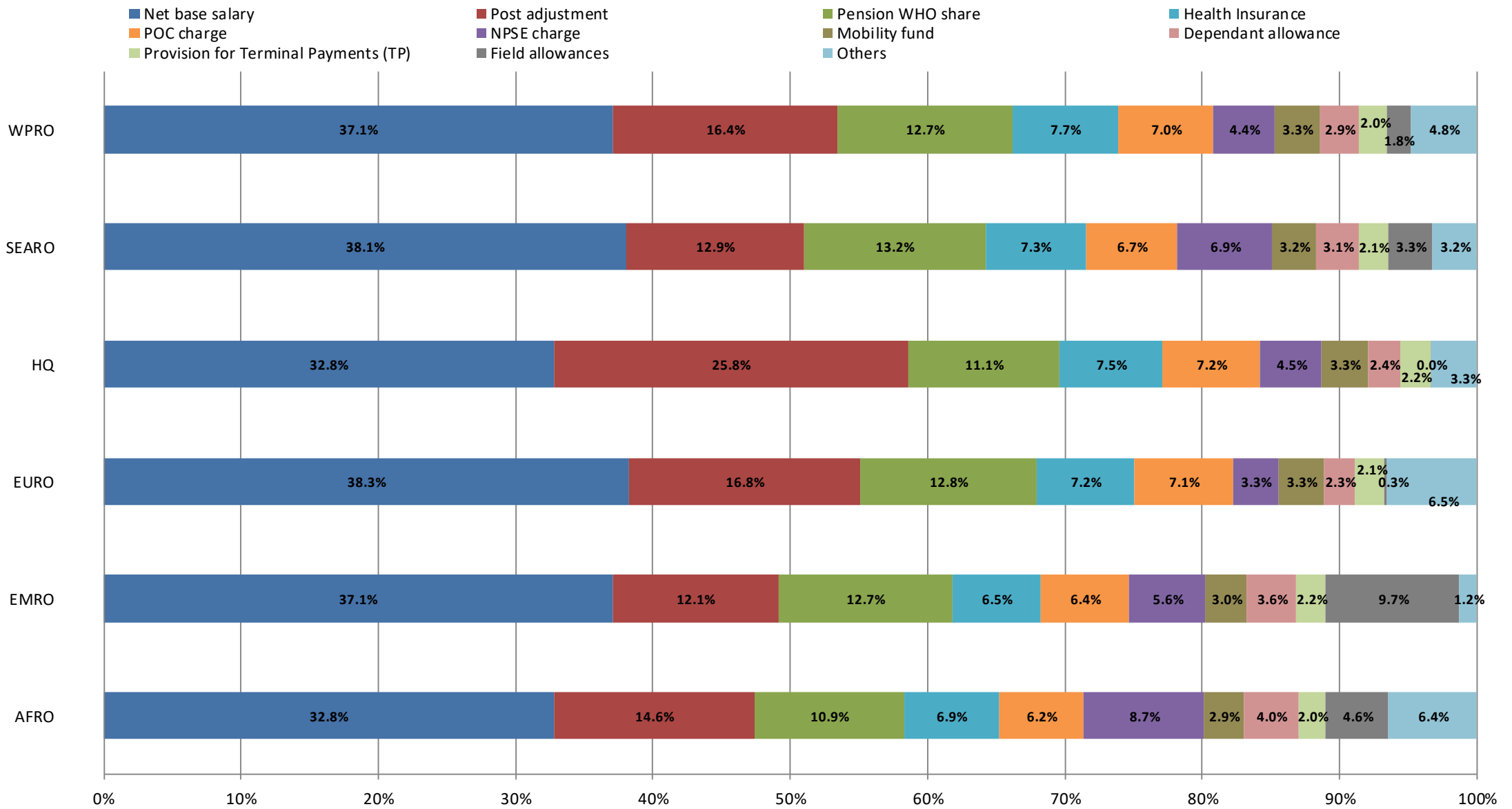


TABLE 22. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF
DATA FROM 1 JANUARY TO 31 DECEMBER 2019

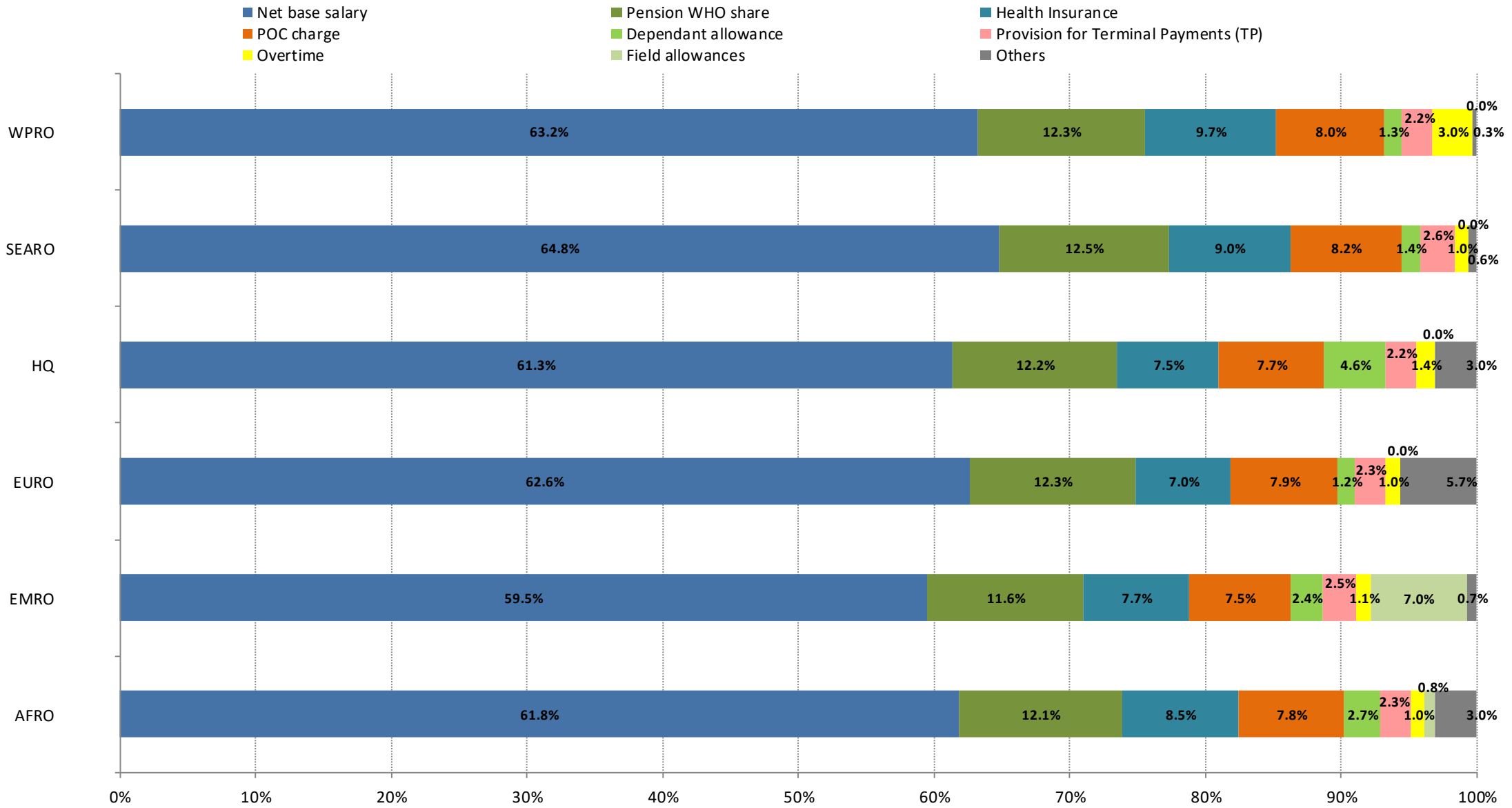


TABLE 23. DATA PROVIDED BY PAHO ON ITS DISTRIBUTION OF FIXED-TERM PROFESSIONAL STAFF BY NATIONALITY
DATA AS OF 31-DEC-2019

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=51818-spba14-12-e-human-resources-management&category_slug=spba14-en&Itemid=270&lang=en

Nationality	Total
Argentina	22
Australia	1
Austria	1
Barbados	2
Belgium	2
Belize	5
Bhutan	1
Bolivia (Plurinational State of)	3
Brazil	46
Burkina Faso	1
Canada	12
Chile	11
Colombia	42
Costa Rica	8
Cuba	9
Democratic Republic of the Congo	1
Dominica	1
Dominican Republic	4
Ecuador	13
El Salvador	9
Equatorial Guinea	1
France	10
Germany	1
Ghana	1
Guatemala	11
Guyana	1
Haiti	3
Honduras	6
India	1
Ireland	1
Italy	10
Jamaica	8
Japan	1
Malta	1
Mexico	13
Netherlands	7
Nicaragua	11
Panama	4
Paraguay	5
Peru	21
Philippines	3
Portugal	1
Rwanda	1
Saint Vincent and the Grenadines	4
Singapore	2
Spain	33
Suriname	3
Switzerland	1
Trinidad and Tobago	6
Turkey	1
United Kingdom of Great Britain and Northern Ireland	12
United States of America	65
Uruguay	6
Uzbekistan	1
Venezuela (Bolivarian Republic of)	8
Total	458