

# **Human resources: update**

## **Workforce data**

**As at 31 December 2020**



**Document issued 16 March 2021**

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**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS**  
**DATA AS OF 31-DEC-2020**

Category	Headquarters	Special programmes and collaborative arrangements <sup>a</sup>	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	436	4	216	69	111	118	115	<b>1069</b>
National professional officers	15	0	245	81	53	86	46	<b>526</b>
General service staff	284	1	277	134	90	207	139	<b>1132</b>
<b>Total</b>	<b>735</b>	<b>5</b>	<b>738</b>	<b>284</b>	<b>254</b>	<b>411</b>	<b>300</b>	<b>2727</b>
Percentage of fixed-term appointments out of the total staff	28.2%	20.8%	30.1%	37.3%	37.0%	31.6%	48.9%	32.3%

**Continuing appointments**

Professional and higher category staff	700	11	231	64	149	97	70	<b>1322</b>
National professional officers	50	0	304	27	22	44	37	<b>484</b>
General service staff	417	4	802	229	119	291	190	<b>2052</b>
<b>Total</b>	<b>1167</b>	<b>15</b>	<b>1337</b>	<b>320</b>	<b>290</b>	<b>432</b>	<b>297</b>	<b>3858</b>
Percentage of continuing appointments out of the total staff	44.7%	62.5%	54.6%	42.0%	42.2%	33.2%	48.4%	45.7%
<b>Total number of staff holding long-term appointments</b>	<b>1902</b>	<b>20</b>	<b>2075</b>	<b>604</b>	<b>544</b>	<b>843</b>	<b>597</b>	<b>6585</b>
Percentage of long-term appointments out of the total staff	72.9%	83.3%	84.8%	79.3%	79.2%	64.7%	97.2%	78.0%

**Staff holding short-term appointments**

**Temporary appointments under SR 420.4**

Professional and higher category staff	504	2	133	51	51	128	5	<b>874</b>
National professional officers	1	0	100	70	34	129	1	<b>335</b>
General service staff	140	1	139	37	51	199	3	<b>570</b>
<b>Total</b>	<b>645</b>	<b>3</b>	<b>372</b>	<b>158</b>	<b>136</b>	<b>456</b>	<b>9</b>	<b>1779</b>

**Temporary appointments of 60 days or less**

Professional and higher category staff	28	0	0	0	4	1	1	<b>34</b>
National professional officers	0	0	0	0	0	1	0	<b>1</b>
General service staff	35	1	1	0	3	1	7	<b>48</b>
<b>Total</b>	<b>63</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>7</b>	<b>3</b>	<b>8</b>	<b>83</b>
<b>Total number of temporary appointments</b>	<b>708</b>	<b>4</b>	<b>373</b>	<b>158</b>	<b>143</b>	<b>459</b>	<b>17</b>	<b>1862</b>
Percentage of temporary appointments out of the total staff	27.1%	16.7%	15.2%	20.7%	20.8%	35.3%	2.8%	22.0%

<b>Total number of staff</b>	<b>2610</b>	<b>24</b>	<b>2448</b>	<b>762</b>	<b>687</b>	<b>1302</b>	<b>614</b>	<b>8447</b>
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<sup>a</sup> 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-2020**

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	1322	40.1%	484	36.0%	2052	54.0%	3858	45.7%
Fixed-Term	1069	32.4%	526	39.1%	1132	29.8%	2727	32.3%
Temporary	908	27.5%	336	25.0%	618	16.3%	1862	22.0%
Total	3299	100.0%	1346	100.0%	3802	100.0%	8447	100.0%

TABLE 3. DISTRIBUTION OF STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE, GRADE AND GENDER<sup>a</sup>  
DATA AS OF 31-DEC-2020

## Professional and higher category staff

Region	P1			P2			P3			P4			P5			P6/D1			D2			UG			Total			Percentage current year		Comparison with July 2020		Comparison with Dec 2019	
	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	M	F
Headquarters	0	0	0	11	22	33	84	124	208	183	219	402	185	169	354	47	31	78	25	17	42	10	9	19	545	591	1136	48.0%	52.0%	47.6%	52.4%	48.8%	51.2%
<i>Special programmes and collaborative arrangements</i>	1	5	6	1	0	1	1	1	2	2	0	2	1	2	3	1	0	1	0	0	0	0	0	0	7	8	15	46.7%	53.3%	50.0%	50.0%	48.0%	52.0%
Africa	1	1	2	16	25	41	44	20	64	159	61	220	59	27	86	24	7	31	2	0	2	0	1	1	305	142	447	68.2%	31.8%	68.4%	31.6%	66.9%	33.1%
South-East Asia	0	0	0	1	0	1	6	3	9	26	11	37	32	31	63	17	3	20	2	0	2	0	1	1	84	49	133	63.2%	36.8%	63.3%	36.7%	63.7%	36.3%
Europe	0	0	0	8	11	19	25	33	58	40	41	81	37	38	75	11	15	26	0	0	0	1	0	1	122	138	260	46.9%	53.1%	46.0%	54.0%	46.9%	53.1%
Eastern Mediterranean	1	0	1	6	5	11	24	12	36	46	20	66	42	21	63	18	8	26	7	4	11	1	0	1	145	70	215	67.4%	32.6%	67.8%	32.2%	65.4%	34.6%
Western Pacific	0	0	0	0	4	4	17	28	45	31	36	67	23	25	48	11	7	18	2	0	2	1	0	1	85	100	185	45.9%	54.1%	46.8%	53.2%	50.0%	50.0%
<b>Total</b>	<b>3</b>	<b>6</b>	<b>9</b>	<b>43</b>	<b>67</b>	<b>110</b>	<b>201</b>	<b>221</b>	<b>422</b>	<b>487</b>	<b>388</b>	<b>875</b>	<b>379</b>	<b>313</b>	<b>692</b>	<b>129</b>	<b>71</b>	<b>200</b>	<b>38</b>	<b>21</b>	<b>59</b>	<b>13</b>	<b>11</b>	<b>24</b>	<b>1293</b>	<b>1098</b>	<b>2391</b>	<b>54.1%</b>	<b>45.9%</b>	<b>53.8%</b>	<b>46.2%</b>	<b>54.2%</b>	<b>45.8%</b>
Percentage by grade	33.3%	66.7%	100.0%	39.1%	60.9%	100.0%	47.6%	52.4%	100.0%	55.7%	44.3%	100.0%	54.8%	45.2%	100.0%	64.5%	35.5%	100.0%	64.4%	35.6%	100.0%	54.2%	45.8%	100.0%	54.1%	45.9%	100.0%						
Percentage of total			0.4%			4.6%			17.6%			36.6%			28.9%			8.4%			2.5%			1.0%			8.4%						100.0%

## National professional officers

Region	A			B			C			D			Total			Percentage current year		Comparison with July 2020		Comparison with Dec 2019	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	M	F	M	F
Headquarters <sup>b</sup>	3	20	23	8	16	24	9	8	17	0	1	1	20	45	65	30.8%	69.2%	30.8%	69.2%	32.3%	67.7%
<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%	0.0%	0.0%
Africa	16	6	22	113	44	157	241	125	366	2	2	4	372	177	549	67.8%	32.2%	68.2%	31.8%	69.0%	31.0%
South-East Asia	18	8	26	18	21	39	23	18	41	2	0	2	61	47	108	56.5%	43.5%	57.3%	42.7%	61.3%	38.7%
Europe	1	3	4	21	40	61	2	8	10	0	0	0	24	51	75	32.0%	68.0%	31.9%	68.1%	33.3%	66.7%
Eastern Mediterranean	7	3	10	33	14	47	31	29	60	8	5	13	79	51	130	60.8%	39.2%	61.6%	38.4%	61.6%	38.4%
Western Pacific	1	7	8	12	20	32	20	20	40	0	3	3	33	50	83	39.8%	60.2%	40.0%	60.0%	39.3%	60.7%
<b>Total</b>	<b>46</b>	<b>47</b>	<b>93</b>	<b>205</b>	<b>155</b>	<b>360</b>	<b>326</b>	<b>208</b>	<b>534</b>	<b>12</b>	<b>11</b>	<b>23</b>	<b>589</b>	<b>421</b>	<b>1010</b>	<b>58.3%</b>	<b>41.7%</b>	<b>58.9%</b>	<b>41.1%</b>	<b>60.1%</b>	<b>39.9%</b>
Percentage by grade	49.5%	50.5%	100.0%	56.9%	43.1%	100.0%	61.0%	39.0%	100.0%	52.2%	47.8%	100.0%	58.3%	41.7%	100.0%						
Percentage of total			9.2%			35.6%			52.9%			2.3%			100.0%						

## General service staff

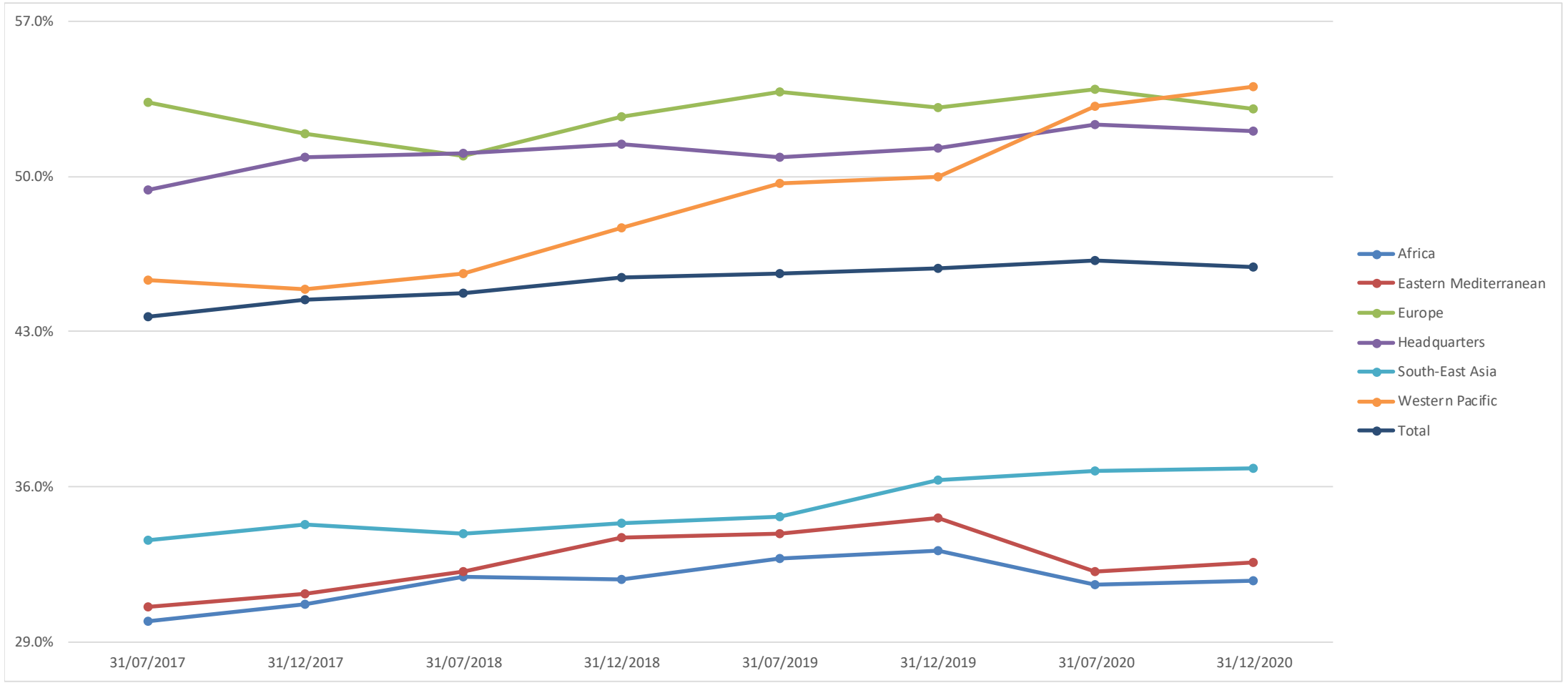
Region	G1			G2			G3			G4			G5			G6			G7			Total			Percentage current year		Comparison with July 2020		Comparison with Dec 2019	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	M	F	M	F
Headquarters	1	0	1	1	0	1	13	1	14	25	73	98	65	302	367	39	173	212	1	7	8	145	556	701	20.7%	79.3%	20.6%	79.4%	20.6%	79.4%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	0	0	1	4	5	0	0	0	0	0	0	1	4	5	20.0%	80.0%	16.7%	83.3%	11.1%	88.9%
Africa	8	3	11	320	6	326	93	12	105	45	41	86	51	125	176	103	138	241	72	62	134	692	387	1079	64.1%	35.9%	64.2%	35.8%	64.8%	35.2%
South-East Asia	4	1	5	46	0	46	24	3	27	20	39	59	51	86	137	30	23	53	21	15	36	196	167	363	54.0%	46.0%	55.1%	44.9%	54.8%	45.2%
Europe	0	0	0	6	0	6	14	1	15	5	9	14	28	109	137	11	23	34	2	1	3	66	143	209	31.6%	68.4%	31.9%	68.1%	29.6%	70.4%
Eastern Mediterranean	11	1	12	72	1	73	50	1	51	23	40	63	48	116	164	32	74	106	12	17	29	248	250	498	49.8%	50.2%	50.0%	50.0%	50.4%	49.6%
Western Pacific	2	3	5	21	1	22	16	14	30	6	51	57	14	90	104	24	61	85	8	18	26	91	238	329	27.7%	72.3%	27.6%	72.4%	28.2%	71.8%
<b>Total</b>	<b>26</b>	<b>8</b>	<b>34</b>	<b>466</b>	<b>8</b>	<b>474</b>	<b>210</b>	<b>32</b>	<b>242</b>	<b>124</b>	<b>253</b>	<b>377</b>	<b>258</b>	<b>832</b>	<b>1090</b>	<b>239</b>	<b>492</b>	<b>731</b>	<b>116</b>	<b>120</b>	<b>236</b>	<b>1439</b>	<b>1745</b>	<b>3184</b>	<b>45.2%</b>	<b>54.8%</b>	<b>45.5%</b>	<b>54.5%</b>	<b>45.7%</b>	<b>54.3%</b>
Percentage by grade	76.5%	23.5%	100.0%	98.3%	1.7%	100.0%	86.8%	13.2%	100.0%	32.9%	67.1%	100.0%	23.7%	76.3%	100.0%	32.7%	67.3%	100.0%	49.2%	50.8%	100.0%	45.2%	54.8%	100.0%						
Percentage of total			1.1%			14.9%			7.6%			11.8%			34.2%			23.0%			7.4%			100.0%						

M - male, F - female, T - total

<sup>a</sup> Includes all staff in all positions (including those not counted for geographical distribution purposes)<sup>b</sup> National professional officers appearing under Headquarters are located in offices outside Geneva (such as Addis Ababa, Kobe and Kuala Lumpur)

TABLE 3b. PERCENTAGE OF FEMALE STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE  
DATA FROM JULY 2017 TO DECEMBER 2020

Professional and higher category staff



**TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION**  
**DATA AS OF 31-DEC-2020**

Major Office	Unrepresented countries	Underrepresented countries	Overrepresented countries
<b>Africa</b>	Seychelles		Benin Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Guinea Kenya Malawi Nigeria Rwanda Senegal South Africa Uganda United Republic of Tanzania Zambia Zimbabwe
<b>The Americas</b>	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
<b>South-East Asia</b>			Bangladesh India Nepal Sri Lanka
<b>Europe</b>	Andorra Cyprus Lithuania Monaco Montenegro San Marino	Austria Czechia Greece Israel Poland Turkey	Azerbaijan Belgium Denmark France Ireland Italy Netherlands Republic of Moldova Serbia Spain Switzerland Ukraine United Kingdom of Great Britain and Northern Ireland
<b>Eastern Mediterranean</b>	Kuwait Libya Qatar United Arab Emirates	Saudi Arabia	Egypt Iran (Islamic Republic of) Iraq Jordan Lebanon Morocco Pakistan Sudan
<b>Western Pacific</b>	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<sup>a</sup>, BY COUNTRY OF ORIGIN

DATA AS OF 31-DEC-2020

## 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	1	1	1	4	1	0	0	0	0	0	0	0	3	5	8	
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	2	0	2	0	3	2	2	0	0	0	0	0	0	0	9	2	11	
Botswana	1-8	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1	2	2	4	
Burkina Faso	1-8	0	0	0	3	3	1	9	3	5	0	2	0	1	0	0	0	20	7	27	
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	1	0	0	0	0	0	0	0	0	0	1	0	1	
Cameroon	1-8	0	0	1	1	3	1	12	1	2	1	1	1	0	0	0	0	19	5	24	
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	3	0	1	0	0	0	0	0	0	0	5	0	5	
Comoros	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1	
Congo	1-8	0	0	3	2	8	1	2	0	0	0	1	0	0	0	0	0	14	3	17	
Côte d'Ivoire	1-8	0	0	1	0	1	0	7	3	1	1	2	2	0	0	0	0	12	6	18	
Democratic Republic of the Congo	1-8	0	0	1	0	4	0	14	1	8	0	1	0	0	0	0	0	28	1	29	
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	
Eswatini	1-8	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	1	2	
Ethiopia	1-8	0	0	0	0	4	1	14	2	7	0	2	1	1	0	1	0	29	4	33	
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	1	0	2	5	7	3	1	0	0	0	0	0	0	8	11	19	
Guinea	1-8	0	0	1	0	0	3	3	0	1	1	0	0	0	0	0	0	5	4	9	
Guinea-Bissau	1-8	0	0	0	0	0	0	1	1	0	0	0	1	0	0	0	0	1	2	3	
Kenya	1-8	0	0	0	2	2	4	12	3	8	6	1	0	1	0	0	0	24	15	39	
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	3	1	3	0	2	0	0	0	0	0	9	1	10	
Mali	1-8	0	0	0	0	1	0	5	0	1	0	1	0	0	0	0	0	8	0	8	
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	1	2	0	3	0	11	3	5	1	3	0	0	0	0	0	24	5	29	
Rwanda	1-8	0	0	0	0	1	3	4	2	6	0	1	0	0	0	0	0	12	5	17	
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	5	4	1	0	1	0	0	1	0	9	8	17	
Seychelles	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Sierra Leone	1-8	0	0	0	0	0	1	1	2	0	1	0	0	0	0	0	0	1	4	5	
South Africa	4-11	0	0	0	0	0	0	1	3	3	4	2	0	0	0	0	1	6	8	14	
South Sudan	1-8	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	2	0	2	
Togo	1-8	0	0	0	0	1	0	5	2	0	0	0	0	0	0	0	0	6	2	8	
Uganda	1-8	0	0	1	1	3	0	15	6	10	8	2	0	0	0	0	0	31	15	46	
United Republic of Tanzania	1-8	0	0	0	1	0	1	2	3	1	1	0	0	0	1	0	0	3	7	10	
Zambia	1-8	0	0	0	0	0	1	3	2	2	1	1	0	0	0	0	0	6	4	10	
Zimbabwe	1-8	1	0	2	3	7	2	4	2	1	0	0	1	0	0	0	0	15	8	23	
Total - African Region		1	1	17	20	53	26	164	66	85	31	26	7	5	2	2	2	353	155	508	

<sup>a</sup>Counted 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, <sup>a</sup> BY COUNTRY OF ORIGIN**  
**DATA AS OF 31-DEC-2020**

**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	2	3	3	2	0	0	1	0	0	0	0	5	6	11
Bahamas	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Barbados	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	1	0	0	0	1	0	0	0	0	0	0	0	0	0	2	2
Brazil	27-38	0	0	0	1	0	1	2	5	4	2	0	0	0	0	0	1	6	10	16
Canada	28-39	0	0	0	4	7	6	15	9	11	10	4	2	1	0	1	0	39	31	70
Chile	3-11	0	0	0	0	0	0	0	0	3	2	0	0	0	0	0	0	3	2	5
Colombia	3-10	0	0	0	0	0	0	0	2	3	1	1	0	0	0	0	0	4	3	7
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	4	0	0	0	0	0	0	1	5	6
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	11	20	24	41	28	28	10	4	4	5	1	1	78	102	180
Uruguay	1-8	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	2	2
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	11	22	32	46	64	52	48	16	7	5	6	3	2	146	170	316

<sup>a</sup>Counted 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, <sup>a</sup> BY COUNTRY OF ORIGIN**  
**DATA AS OF 31-DEC-2020**

**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	2	0	7	0	3	3	2	0	0	0	0	0	14	3	17
Bhutan	1-8	0	0	0	0	0	0	3	1	0	2	0	1	1	0	0	0	4	4	8
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	31	7	29	16	8	3	0	0	0	2	84	38	122
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	1	0	0	0	1	0	1	1	0	0	0	0	0	1	3	4
Nepal	1-8	0	0	0	0	2	0	4	3	4	2	2	0	1	0	0	0	13	5	18
Sri Lanka	1-8	0	0	0	0	2	1	4	2	2	4	3	0	1	0	0	0	12	7	19
Thailand	2-10	0	0	0	0	0	1	0	1	0	1	0	0	0	0	0	0	0	3	3
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	2	20	13	51	16	42	31	18	5	3	0	0	2	136	69	205

<sup>a</sup>Counted 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,<sup>a</sup> BY COUNTRY OF ORIGIN

DATA AS OF 31-DEC-2020

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	1	1	1	1	1	1	0	0	0	0	3	3	6	
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	6	6	5	4	4	1	0	1	0	17	16	33	
Bosnia and Herzegovina	1-8	0	0	0	1	1	1	1	2	1	0	0	0	0	0	0	0	3	4	7	
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	1	1	1	0	2	0	1	1	0	0	0	0	0	2	5	7	
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	2	3	2	3	2	4	0	0	0	0	0	0	7	11	18	
Estonia	1-8	0	0	0	0	0	0	0	2	0	2	1	0	0	0	0	0	1	4	5	
Finland	5-13	0	0	0	1	0	3	1	0	2	2	0	1	0	0	0	0	3	7	10	
France	50-68	0	0	2	1	6	17	25	17	19	14	4	3	1	2	0	1	57	55	112	
Georgia	1-8	0	0	0	0	1	2	1	1	0	0	0	1	0	1	0	0	2	5	7	
Germany	63-86	0	0	0	0	2	8	17	16	14	12	11	3	0	0	1	0	45	39	84	
Greece	6-14	0	0	0	0	0	0	0	1	2	1	0	0	0	0	0	0	2	2	4	
Hungary	3-10	0	0	0	0	0	2	0	0	1	3	1	1	1	0	0	1	3	7	10	
Iceland	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Ireland	4-12	0	0	0	0	0	6	1	6	6	3	1	0	0	0	1	0	9	15	24	
Israel	4-11	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	2	2	
Italy	40-55	0	0	1	1	6	7	7	7	14	15	3	2	2	0	1	0	34	32	66	
Kazakhstan	1-9	0	0	0	0	1	0	0	5	2	0	0	0	0	0	0	0	3	5	8	
Kyrgyzstan	1-8	0	0	0	1	0	0	1	3	0	1	0	0	0	0	0	0	1	5	6	
Latvia	1-8	0	0	0	1	1	0	0	1	0	1	0	0	0	0	0	0	1	3	4	
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	2	1	0	0	0	3	2	5	
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	2	2	1	4	3	6	6	1	3	3	0	0	0	17	15	32	
North Macedonia	1-8	0	0	0	0	0	0	1	2	0	1	0	0	0	0	0	0	1	3	4	
Norway	8-16	0	0	0	0	1	0	1	2	1	1	0	0	0	3	0	0	3	6	9	
Poland	9-16	0	0	0	0	0	0	2	1	0	2	0	0	0	0	0	0	2	3	5	
Portugal	5-12	0	0	0	0	0	0	0	3	1	1	1	0	0	0	0	0	2	4	6	
Republic of Moldova	1-8	0	0	0	0	2	3	2	1	2	1	0	1	1	0	0	0	7	6	13	
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	3	2	8	1	3	1	1	0	0	2	0	0	16	7	23	
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	1	1	1	3	0	2	0	0	0	0	3	7	10	
Slovakia	2-9	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	2	
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	1	3	5	6	8	5	8	1	1	1	1	0	0	16	24	40	
Sweden	9-17	0	0	0	0	0	4	1	5	1	1	0	2	1	0	0	0	3	12	15	
Switzerland	9-16	0	0	0	1	4	5	6	6	3	4	1	0	0	0	0	0	14	16	30	
Tajikistan	1-8	0	0	0	0	0	2	0	1	0	1	0	0	0	0	0	0	0	4	4	
Turkey	13-23	0	0	0	1	0	0	2	2	1	2	0	2	0	0	0	0	3	7	10	
Turkmenistan	1-8	0	0	0	0	0	1	0	1	0	1	1	0	0	1	0	0	1	4	5	
Ukraine	1-8	0	0	1	2	3	0	3	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	3	9	9	14	17	22	25	13	7	2	0	0	1	63	62	125	
Uzbekistan	1-8	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	2	
Total - European Region		1	0	9	20	57	87	121	135	130	131	47	38	14	10	4	3	383	424	807	

<sup>a</sup>Counted 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,<sup>a</sup> BY COUNTRY OF ORIGIN

DATA AS OF 31-DEC-2020

## Nationals of Member States in the Eastern Mediterranean Region

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Afghanistan	1-8	0	0	0	0	1	0	0	0	0	0	1	0	0	1	0	0	2	1	3	
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	1	0	0	0	0	0	2	0	2	
Egypt	1-9	0	0	4	2	5	4	10	6	4	4	0	2	0	0	0	0	23	18	41	
Iran (Islamic Republic of)	3-11	0	0	0	0	0	2	2	2	4	2	3	1	0	0	0	0	9	7	16	
Iraq	1-8	0	0	1	2	2	0	1	1	1	0	0	0	1	0	0	0	6	3	9	
Jordan	1-8	0	0	0	0	1	2	3	2	3	2	0	0	0	0	0	0	7	6	13	
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	2	1	1	2	3	1	2	0	0	0	0	5	8	13	
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	1	0	0	0	1	0	7	4	11	
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	3	0	6	2	11	0	1	0	2	0	0	0	23	3	26	
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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Sudan	1-8	0	0	0	0	1	0	5	5	3	0	0	0	0	0	0	0	9	5	14	
Syrian Arab Republic	1-8	0	0	0	0	0	1	1	1	1	0	0	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	6	5	17	12	35	26	32	17	8	6	3	2	2	1	103	69	172	

<sup>a</sup>Counted 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,<sup>a</sup> BY COUNTRY OF ORIGIN

DATA AS OF 31-DEC-2020

## 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	4	7	8	15	7	8	2	2	3	0	0	0	24	34	58
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	0	0	1	0	0	0	0	0	0	0	1	0	1
China	46-63	0	0	0	0	1	7	5	10	4	7	3	1	1	0	1	0	15	25	40
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	2	1	0	0	1	1	0	0	0	0	0	0	3	2	5
Japan	94-128	0	0	0	0	2	7	5	8	6	7	1	0	1	0	1	1	16	23	39
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	2	1	2	2	1	2	0	0	1	0	0	0	6	6	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	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	4	2	5	11	3	7	5	7	2	1	1	0	0	0	20	28	48
Republic of Korea	19-27	0	0	0	0	3	1	2	3	1	4	2	2	0	0	0	0	8	10	18
Samoa	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Singapore	4-11	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Solomon Islands	1-8	0	0	0	0	0	0	0	0	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	1	3	0	0	0	1	0	0	0	0	2	4	6
Total - Western Pacific Region		0	0	4	5	23	37	31	55	29	39	12	7	7	1	2	1	108	145	253

<sup>a</sup>Counted 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<sup>a</sup> COUNTED FOR GEOGRAPHICAL REPRESENTATION, BY COUNTRY OF ORIGIN

DATA AS OF 31-DEC-2020

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	1	0	1	0	1	0	0	0	0	0	0	0	3	3
Belarus	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Belgium	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	2
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	0	0	0	0	0	0	1	1
China	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0	1	2	3
Ethiopia	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
France	0	0	0	1	1	2	4	3	0	0	0	0	0	0	0	0	5	6	11
Germany	1	0	0	0	1	0	1	1	1	1	0	0	0	0	0	0	4	2	6
India	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Iraq	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Japan	0	0	1	0	1	2	3	1	0	0	0	0	0	0	0	0	5	3	8
Kenya	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	2	1	3
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	1	1	0	0	1	0	0	0	0	0	0	1	2	3
New Zealand	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Others	0	0	1	0	2	0	2	0	1	1	1	1	0	0	0	0	7	1	8
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	0	0	2	3	2	2	0	0	0	0	0	0	4	5	9
Russian Federation	0	0	0	1	1	4	1	0	0	1	0	0	0	0	0	0	2	6	8
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	1	0	0	1	0	0	0	0	0	0	1	2	3
Switzerland	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Togo	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	0	2	1	0	4	2	1	0	0	1	0	0	0	6	7	13
United States of America	0	0	0	0	0	0	8	7	2	7	0	1	0	0	0	0	10	15	25
<b>Total</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>9</b>	<b>14</b>	<b>39</b>	<b>26</b>	<b>9</b>	<b>16</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>64</b>	<b>66</b>	<b>130</b>

<sup>a</sup>Positions 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-2020**

**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
<b>Headquarters</b>	0	3	3	39	57	96	171	225	396	245	234	479	89	71	160	1	1	2	545	591	1136
<i>Special programmes and collaborative arrangements</i>	0	0	0	1	3	4	2	3	5	3	2	5	1	0	1	0	0	0	7	8	15
<b>Africa</b>	1	2	3	21	21	42	85	33	118	146	66	212	52	19	71	0	1	1	305	142	447
<b>South-East Asia</b>	0	0	0	4	3	7	19	12	31	39	22	61	22	11	33	0	1	1	84	49	133
<b>Europe</b>	1	0	1	17	20	37	52	51	103	42	57	99	10	10	20	0	0	0	122	138	260
<b>Eastern Mediterranean</b>	0	0	0	6	7	13	46	22	68	67	34	101	26	7	33	0	0	0	145	70	215
<b>Western Pacific</b>	0	2	2	16	26	42	30	34	64	32	32	64	7	6	13	0	0	0	85	100	185
<b>Total</b>	<b>2</b>	<b>7</b>	<b>9</b>	<b>104</b>	<b>137</b>	<b>241</b>	<b>405</b>	<b>380</b>	<b>785</b>	<b>574</b>	<b>447</b>	<b>1021</b>	<b>207</b>	<b>124</b>	<b>331</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>1293</b>	<b>1098</b>	<b>2391</b>
<b>Percentage by bracket</b>	22.2%	77.8%	100.0%	43.2%	56.8%	100.0%	51.6%	48.4%	100.0%	56.2%	43.8%	100.0%	62.5%	37.5%	100.0%	25.0%	75.0%	100.0%	54.1%	45.9%	100.0%
<b>Percentage of total</b>			0.4%			10.1%			32.8%			42.7%			13.8%			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
<b>Headquarters</b>	0	0	0	7	21	28	12	18	30	1	6	7	0	0	0	0	0	0	20	45	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
<b>Africa</b>	0	1	1	22	14	36	116	56	172	188	78	266	46	28	74	0	0	0	372	177	549
<b>South-East Asia</b>	1	0	1	8	11	19	24	23	47	23	10	33	5	3	8	0	0	0	61	47	108
<b>Europe</b>	1	2	3	5	11	16	12	23	35	6	13	19	0	2	2	0	0	0	24	51	75
<b>Eastern Mediterranean</b>	0	0	0	11	5	16	31	23	54	24	21	45	13	2	15	0	0	0	79	51	130
<b>Western Pacific</b>	1	1	2	6	17	23	11	18	29	13	12	25	2	2	4	0	0	0	33	50	83
<b>Total</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>59</b>	<b>79</b>	<b>138</b>	<b>206</b>	<b>161</b>	<b>367</b>	<b>255</b>	<b>140</b>	<b>395</b>	<b>66</b>	<b>37</b>	<b>103</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>589</b>	<b>421</b>	<b>1010</b>
<b>Percentage by bracket</b>	42.9%	57.1%	100.0%	42.8%	57.2%	100.0%	56.1%	43.9%	100.0%	64.6%	35.4%	100.0%	64.1%	35.9%	100.0%	0.0%	0.0%	0.0%	58.3%	41.7%	100.0%
<b>Percentage of total</b>			0.7%			13.7%			36.3%			39.1%			10.2%			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
<b>Headquarters</b>	2	4	6	32	105	137	45	221	266	57	190	247	9	36	45	0	0	0	145	556	701
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	1	1	1	3	4	0	0	0	0	0	0	0	0	0	1	4	5
<b>Africa</b>	1	1	2	61	48	109	217	159	376	327	146	473	86	33	119	0	0	0	692	387	1079
<b>South-East Asia</b>	1	4	5	20	48	68	82	73	155	75	35	110	18	7	25	0	0	0	196	167	363
<b>Europe</b>	1	3	4	12	33	45	22	54	76	29	43	72	2	10	12	0	0	0	66	143	209
<b>Eastern Mediterranean</b>	4	3	7	58	79	137	98	103	201	62	58	120	26	7	33	0	0	0	248	250	498
<b>Western Pacific</b>	0	7	7	18	75	93	35	83	118	32	64	96	6	9	15	0	0	0	91	238	329
<b>Total</b>	<b>9</b>	<b>22</b>	<b>31</b>	<b>201</b>	<b>389</b>	<b>590</b>	<b>500</b>	<b>696</b>	<b>1196</b>	<b>582</b>	<b>536</b>	<b>1118</b>	<b>147</b>	<b>102</b>	<b>249</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1439</b>	<b>1745</b>	<b>3184</b>
<b>Percentage by bracket</b>	29.0%	71.0%	100.0%	34.1%	65.9%	100.0%	41.8%	58.2%	100.0%	52.1%	47.9%	100.0%	59.0%	41.0%	100.0%	0.0%	0.0%	0.0%	45.2%	54.8%	100.0%
<b>Percentage of total</b>			1.0%			18.5%			37.6%			35.1%			7.8%			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-2020**

**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	9	3	12	3	5	8	1	3	4	13	11	24
D2	0	0	0	0	0	0	4	2	6	13	12	25	21	7	28	0	0	0	38	21	59
D1/P6	0	0	0	0	0	0	14	11	25	84	40	124	31	20	51	0	0	0	129	71	200
P5	0	0	0	2	6	8	100	84	184	185	167	352	92	56	148	0	0	0	379	313	692
P4	0	0	0	51	37	88	175	172	347	218	150	368	43	29	72	0	0	0	487	388	875
P3	0	0	0	35	74	109	94	84	178	56	58	114	16	5	21	0	0	0	201	221	422
P2	2	6	8	16	18	34	17	24	41	7	17	24	1	2	3	0	0	0	43	67	110
P1	0	1	1	0	2	2	1	3	4	2	0	2	0	0	0	0	0	0	3	6	9
<b>Total</b>	<b>2</b>	<b>7</b>	<b>9</b>	<b>104</b>	<b>137</b>	<b>241</b>	<b>405</b>	<b>380</b>	<b>785</b>	<b>574</b>	<b>447</b>	<b>1021</b>	<b>207</b>	<b>124</b>	<b>331</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>1293</b>	<b>1098</b>	<b>2391</b>
Percentage by bracket	22.2%	77.8%	100.0%	43.2%	56.8%	100.0%	51.6%	48.4%	100.0%	56.2%	43.8%	100.0%	62.5%	37.5%	100.0%	25.0%	75.0%	100.0%	54.1%	45.9%	100.0%
Percentage of total			0.4%			10.1%			32.8%			42.7%			13.8%			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	0	1	1	3	6	9	6	3	9	3	1	4	0	0	0	12	11	23
C	0	0	0	16	18	34	102	65	167	159	96	255	49	29	78	0	0	0	326	208	534
B	2	3	5	38	43	81	83	72	155	71	31	102	11	6	17	0	0	0	205	155	360
A	1	1	2	5	17	22	18	18	36	19	10	29	3	1	4	0	0	0	46	47	93
<b>Total</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>59</b>	<b>79</b>	<b>138</b>	<b>206</b>	<b>161</b>	<b>367</b>	<b>255</b>	<b>140</b>	<b>395</b>	<b>66</b>	<b>37</b>	<b>103</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>589</b>	<b>421</b>	<b>1010</b>
Percentage by bracket	42.9%	57.1%	100.0%	42.8%	57.2%	100.0%	56.1%	43.9%	100.0%	64.6%	35.4%	100.0%	64.1%	35.9%	100.0%	0.0%	0.0%	0.0%	58.3%	41.7%	100.0%
Percentage of total			0.7%			13.7%			36.3%			39.1%			10.2%			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	11	3	14	48	56	104	47	52	99	10	9	19	0	0	0	116	120	236
G6	1	1	2	54	76	130	96	198	294	76	187	263	12	30	42	0	0	0	239	492	731
G5	3	8	11	66	219	285	94	342	436	76	214	290	19	49	68	0	0	0	258	832	1090
G4	2	11	13	26	76	102	47	91	138	42	64	106	7	11	18	0	0	0	124	253	377
G3	1	1	2	10	13	23	66	3	69	112	14	126	21	1	22	0	0	0	210	32	242
G2	2	1	3	28	2	30	141	2	143	220	1	221	75	2	77	0	0	0	466	8	474
G1	0	0	0	6	0	6	8	4	12	9	4	13	3	0	3	0	0	0	26	8	34
<b>Total</b>	<b>9</b>	<b>22</b>	<b>31</b>	<b>201</b>	<b>389</b>	<b>590</b>	<b>500</b>	<b>696</b>	<b>1196</b>	<b>582</b>	<b>536</b>	<b>1118</b>	<b>147</b>	<b>102</b>	<b>249</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1439</b>	<b>1745</b>	<b>3184</b>
Percentage by bracket	29.0%	71.0%	100.0%	34.1%	65.9%	100.0%	41.8%	58.2%	100.0%	52.1%	47.9%	100.0%	59.0%	41.0%	100.0%	0.0%	0.0%	0.0%	45.2%	54.8%	100.0%
Percentage of total			1.0%			18.5%			37.6%			35.1%			7.8%			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-2020**

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 fixed-term staff as at 31 December 2020	Staff due to retire															
			By 31 December 2021				By 31 December 2022				By 31 December 2023				By 31 December 2024			
			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
<b>Headquarters</b>	P	1136	2	3	5	0.4%	0	27	27	2.4%	0	34	34	3.0%	0	45	45	4.0%
	NPO	65	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	701	1	0	1	0.1%	0	8	8	1.1%	0	8	8	1.1%	0	12	12	1.7%
<i>Special programmes and collaborative arrangements</i>	P	15	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	1	1	6.7%
	NPO	0	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	5	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
<b>Africa</b>	P	447	0	0	0	0.0%	0	20	20	4.5%	0	17	17	3.8%	0	15	15	3.4%
	NPO	549	0	1	1	0.2%	0	14	14	2.6%	0	15	15	2.7%	1	24	25	4.6%
	GS	1079	0	0	0	0.0%	0	16	16	1.5%	0	23	23	2.1%	0	33	33	3.1%
<b>South-East Asia</b>	P	133	0	2	2	1.5%	0	5	5	3.8%	0	9	9	6.8%	1	6	7	5.3%
	NPO	108	0	1	1	0.9%	0	1	1	0.9%	0	2	2	1.9%	0	1	1	0.9%
	GS	363	0	0	0	0.0%	0	5	5	1.4%	0	4	4	1.1%	0	7	7	1.9%
<b>Europe</b>	P	260	0	0	0	0.0%	0	5	5	1.9%	0	7	7	2.7%	0	4	4	1.5%
	NPO	75	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	2	2	2.7%
	GS	209	1	0	1	0.5%	0	1	1	0.5%	0	1	1	0.5%	0	4	4	1.9%
<b>Eastern Mediterranean</b>	P	215	0	0	0	0.0%	0	4	4	1.9%	0	9	9	4.2%	0	12	12	5.6%
	NPO	130	0	1	1	0.8%	0	3	3	2.3%	0	2	2	1.5%	0	5	5	3.8%
	GS	498	0	2	2	0.4%	0	2	2	0.4%	0	6	6	1.2%	0	10	10	2.0%
<b>Western Pacific</b>	P	185	0	0	0	0.0%	0	3	3	1.6%	0	2	2	1.1%	0	4	4	2.2%
	NPO	83	0	0	0	0.0%	0	0	0	0.0%	0	1	1	1.2%	0	1	1	1.2%
	GS	329	0	0	0	0.0%	0	2	2	0.6%	0	3	3	0.9%	0	5	5	1.5%
<b>Total</b>	P	2391	2	5	7	0.3%	0	64	64	2.7%	0	78	78	3.3%	1	87	88	3.7%
	NPO	1010	0	3	3	0.3%	0	18	18	1.8%	0	20	20	2.0%	1	33	34	3.4%
	GS	3184	2	2	4	0.1%	0	34	34	1.1%	0	45	45	1.4%	0	71	71	2.2%
	<b>ALL</b>	<b>6585</b>	<b>4</b>	<b>10</b>	<b>14</b>	<b>0.2%</b>	<b>0</b>	<b>116</b>	<b>116</b>	<b>1.8%</b>	<b>0</b>	<b>143</b>	<b>143</b>	<b>2.2%</b>	<b>2</b>	<b>191</b>	<b>193</b>	<b>2.9%</b>

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-2020

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	306	7	156	469	181	11	133	325	377	46	230	653	183	1	112	296	58	0	32	90	17	0	16	33	14	0	22	36	1136	65	701	1902
Special programmes and collaborative arrangements	4	0	0	4	0	0	2	2	9	0	3	12	0	0	0	0	2	0	0	2	0	0	0	0	0	0	0	0	15	0	5	20
Africa	172	130	170	472	51	106	119	276	129	264	643	1036	59	29	80	168	26	17	30	73	7	1	20	28	3	2	17	22	447	549	1079	2075
South-East Asia	51	67	79	197	27	14	70	111	35	10	85	130	10	8	67	85	6	2	29	37	4	5	22	31	0	2	11	13	133	108	363	604
Europe	86	45	76	207	48	10	17	75	70	18	60	148	42	2	48	92	10	0	3	13	3	0	3	6	1	0	2	3	260	75	209	544
Eastern Mediterranean	93	64	122	279	37	34	106	177	53	16	146	215	20	10	84	114	5	2	16	23	6	2	17	25	1	2	7	10	215	130	498	843
Western Pacific	87	27	75	189	40	26	86	152	39	24	82	145	10	4	48	62	7	1	23	31	1	0	11	12	1	1	4	6	185	83	329	597
Total	799	340	678	1817	384	201	533	1118	712	378	1249	2339	324	54	439	817	114	22	133	269	38	8	89	135	20	7	63	90	2391	1010	3184	6585
Percentage by bracket	44.0%	18.7%	37.3%	100.0%	34.3%	18.0%	47.7%	100.0%	30.4%	16.2%	53.4%	100.0%	39.7%	6.6%	53.7%	100.0%	42.4%	8.2%	49.4%	100.0%	28.1%	5.9%	65.9%	100.0%	22.2%	7.8%	70.0%	100.0%	36.3%	15.3%	48.4%	100.0%
Percentage of total				27.6%				17.0%				35.5%				12.4%				4.1%				2.1%				1.4%				100.0%
Percentage of total (July 2020)				27.9%				16.6%				36.7%				11.8%				3.6%				2.2%				1.2%				100.0%
Percentage of total (Dec 2019)				28.1%				16.7%				37.4%				11.3%				3.2%				2.4%				1.0%				100.0%

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



**TABLE 11. APPLICATIONS FOR POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES BY GENDER AND MAJOR OFFICE**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2020**

Major Office*	2017				2018				2019				2020			
	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
<b>Headquarters</b>	18419	11032	29451	37.5%	15541	10218	25759	39.7%	12946	9045	21991	41.1%	34057	23124	57181	40.4%
<b>Africa</b>	15274	5236	20510	25.5%	20166	6085	26251	23.2%	20952	7042	27994	25.2%	18458	6519	24977	26.1%
<b>Eastern Mediterranean</b>	6459	2876	9335	30.8%	6141	2897	9038	32.1%	7768	2970	10738	27.7%	10470	4675	15145	30.9%
<b>Europe</b>	5705	3643	9348	39.0%	3896	2743	6639	41.3%	5295	3658	8953	40.9%	4176	3036	7212	42.1%
<b>South-East Asia</b>	3866	2200	6066	36.3%	2949	1234	4183	29.5%	4800	2256	7056	32.0%	6839	2696	9535	28.3%
<b>Western Pacific</b>	3601	1609	5210	30.9%	6727	3007	9734	30.9%	4327	2260	6587	34.3%	2336	1534	3870	39.6%
<b>Total</b>	<b>53324</b>	<b>26596</b>	<b>79920</b>	<b>33.3%</b>	<b>55420</b>	<b>26184</b>	<b>81604</b>	<b>32.1%</b>	<b>56088</b>	<b>27231</b>	<b>83319</b>	<b>32.7%</b>	<b>76336</b>	<b>41584</b>	<b>117920</b>	<b>35.3%</b>

\* Positions advertised in that Major Office

**TABLE 11b. APPLICATIONS FOR POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES BY GEOGRAPHIC REPRESENTATION**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2020**

Geographic Representation	2017		2018		2019		2020	
	Total	%	Total	%	Total	%	Total	%
<b>Unrepresented countries</b>	809	1.0%	823	1.0%	849	1.0%	1157	1.0%
<b>Underrepresented countries</b>	7020	8.8%	8596	10.5%	8166	9.8%	11718	9.9%
<b>Countries within the range</b>	12643	15.8%	12419	15.2%	13326	16.0%	17106	14.5%
<b>Overrepresented countries</b>	59448	74.4%	59766	73.2%	60978	73.2%	87939	74.6%
<b>Total</b>	<b>79920</b>	<b>100.0%</b>	<b>81604</b>	<b>100.0%</b>	<b>83319</b>	<b>100.0%</b>	<b>117920</b>	<b>100.0%</b>

TABLE 12. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 DECEMBER 2020

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	29	19	65.5%	4	3	75.0%	48	23	47.9%	27	18	66.7%	108	63	58.3%
	NPO	3	2	66.7%	0	0	0.0%	0	0	0.0%	0	0	0.0%	3	2	66.7%
	GS	12	9	75.0%	0	0	0.0%	5	3	60.0%	21	20	95.2%	38	32	84.2%
<i>Special programmes and collaborative arrangements</i>	P	0	0	0.0%	1	1	100.0%	0	0	0.0%	1	1	100.0%	2	2	100.0%
	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	31	13	41.9%	1	1	100.0%	3	0	0.0%	20	3	15.0%	55	17	30.9%
	NPO	14	7	50.0%	0	0	0.0%	0	0	0.0%	2	2	100.0%	16	9	56.3%
	GS	10	6	60.0%	0	0	0.0%	0	0	0.0%	5	3	60.0%	15	9	60.0%
South-East Asia	P	7	2	28.6%	2	1	50.0%	0	0	0.0%	2	1	50.0%	11	4	36.4%
	NPO	14	10	71.4%	0	0	0.0%	0	0	0.0%	6	4	66.7%	20	14	70.0%
	GS	19	12	63.2%	0	0	0.0%	0	0	0.0%	7	5	71.4%	26	17	65.4%
Europe	P	9	6	66.7%	2	1	50.0%	4	2	50.0%	9	5	55.6%	24	14	58.3%
	NPO	10	7	70.0%	0	0	0.0%	0	0	0.0%	1	1	100.0%	11	8	72.7%
	GS	8	6	75.0%	0	0	0.0%	1	0	0.0%	12	6	50.0%	21	12	57.1%
Eastern Mediterranean	P	5	3	60.0%	3	1	33.3%	4	0	0.0%	13	3	23.1%	25	7	28.0%
	NPO	5	1	20.0%	0	0	0.0%	0	0	0.0%	4	0	0.0%	9	1	11.1%
	GS	9	4	44.4%	0	0	0.0%	3	3	100.0%	10	6	60.0%	22	13	59.1%
Western Pacific	P	14	9	64.3%	2	1	50.0%	5	3	60.0%	4	2	50.0%	25	15	60.0%
	NPO	5	3	60.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	5	3	60.0%
	GS	9	7	77.8%	0	0	0.0%	0	0	0.0%	2	2	100.0%	11	9	81.8%
Total	P	95	52	54.7%	15	9	60.0%	64	28	43.8%	76	33	43.4%	250	122	48.8%
	NPO	51	30	58.8%	0	0	0.0%	0	0	0.0%	13	7	53.8%	64	37	57.8%
	GS	67	44	65.7%	0	0	0.0%	9	6	66.7%	57	42	73.7%	133	92	69.2%
	All	213	126	59.2%	15	9	60.0%	73	34	46.6%	146	82	56.2%	447	251	56.2%
Percentage of total		47.7%			3.4%			16.3%			32.7%			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-2020**

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	108	9.4%	85	7.4%	525	45.6%	62	5.4%	231	20.1%	140	12.2%	1151	100.0%
Africa	380	85.0%	5	1.1%	25	5.6%	7	1.6%	23	5.1%	7	1.6%	447	100.0%
South-East Asia	3	2.3%	81	60.9%	21	15.8%	3	2.3%	12	9.0%	13	9.8%	133	100.0%
Europe	2	0.8%	8	3.1%	201	77.3%	7	2.7%	27	10.4%	15	5.8%	260	100.0%
Eastern Mediterranean	19	8.8%	11	5.1%	50	23.3%	103	47.9%	27	12.6%	5	2.3%	215	100.0%
Western Pacific	6	3.2%	16	8.6%	43	23.2%	0	0.0%	22	11.9%	98	53.0%	185	100.0%
<b>Total</b>	<b>518</b>	<b>21.7%</b>	<b>206</b>	<b>8.6%</b>	<b>865</b>	<b>36.2%</b>	<b>182</b>	<b>7.6%</b>	<b>342</b>	<b>14.3%</b>	<b>278</b>	<b>11.6%</b>	<b>2391</b>	<b>100.0%</b>
Percentage of total (July 2020)		20.8%		9.0%		36.5%		7.4%		14.7%		11.6%		
Percentage of total (Dec 2019)		20.5%		8.9%		36.8%		7.3%		14.8%		11.7%		

**TABLE 14. STAFF MOBILITY: CHANGE IN DUTY STATION**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2020**

Major Office leaving	Major Office joining																											
	Headquarters				Africa				South-East Asia				Europe				Eastern Mediterranean				Western Pacific				Total			
	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%	M	F	T	%				
Headquarters	1	2	3	20.0%	1	0	1	6.7%	0	0	0	0.0%	4	1	5	33.3%	4	0	4	26.7%	2	0	2	13.3%	12	3	15	100.0%
Africa	7	4	11	19.3%	25	12	37	64.9%	0	2	2	3.5%	1	0	1	1.8%	3	0	3	5.3%	1	2	3	5.3%	37	20	57	100.0%
South-East Asia	1	3	4	16.0%	1	0	1	4.0%	11	4	15	60.0%	2	2	4	16.0%	1	0	1	4.0%	0	0	0	0.0%	16	9	25	100.0%
Europe	8	6	14	58.3%	0	0	0	0.0%	0	0	0	0.0%	4	5	9	37.5%	1	0	1	4.2%	0	0	0	0.0%	13	11	24	100.0%
Eastern Mediterranean	0	1	1	3.8%	3	0	3	11.5%	1	0	1	3.8%	0	1	1	3.8%	15	5	20	76.9%	0	0	0	0.0%	19	7	26	100.0%
Western Pacific	3	0	3	20.0%	1	0	1	6.7%	1	1	2	13.3%	4	3	7	46.7%	0	0	0	0.0%	1	1	2	13.3%	10	5	15	100.0%
Total	20	16	36	22.2%	31	12	43	26.5%	13	7	20	12.3%	15	12	27	16.7%	24	5	29	17.9%	4	3	7	4.3%	107	55	162	100.0%
Totals from December 2019	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%

This table excludes The Americas region (2 staff moved to PAHO: 1 from HQ and 1 from SEARO; 4 staff moved from PAHO: 3 to HQ and 1 to WPRO)

M - male, F - female, T - total

**TABLE 15. MOBILITY RATIO BY MAJOR OFFICE**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2020**

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
<b>Headquarters</b>	1151	48.1%	15	1.3%	12	1.0%
<b>Africa</b>	447	18.7%	57	12.8%	20	4.5%
<b>South-East Asia</b>	133	5.6%	25	18.8%	10	7.5%
<b>Europe</b>	260	10.9%	24	9.2%	15	5.8%
<b>Eastern Mediterranean</b>	215	9.0%	26	12.1%	6	2.8%
<b>Western Pacific</b>	185	7.7%	15	8.1%	13	7.0%
<b>Total</b>	2391	100.0%	162	6.8%	76	3.2%
<b>Totals from December 2019</b>	2264	100.0%	192	8.5%	70	3.1%

This table excludes The Americas region (2 staff moved to PAHO: 1 from HQ and 1 from SEARO; 4 staff moved from PAHO: 3 to HQ and 1 to WPRO)

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 2020**

		Developed countries				Developing countries				Total			
Major Office	Office Type	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters		3	22	25	88.0%	5	18	23	78.3%	8	40	48	83.3%
Africa	Country Office	0	1	1	100.0%	1	0	1	0.0%	1	1	2	50.0%
	Regional Office	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	Total	0	1	1	100.0%	1	0	1	0.0%	1	1	2	50.0%
Eastern Mediterranean	Country Office	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	Regional Office	0	2	2	100.0%	1	2	3	66.7%	1	4	5	80.0%
	Total	0	2	2	100.0%	1	2	3	66.7%	1	4	5	80.0%
Europe	Country Office	4	6	10	60.0%	0	3	3	100.0%	4	9	13	69.2%
	Regional Office	2	16	18	88.9%	0	2	2	100.0%	2	18	20	90.0%
	Total	6	22	28	78.6%	0	5	5	100.0%	6	27	33	81.8%
South-East Asia	Country Office	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	Regional Office	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	Total	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
Western Pacific	Country Office	0	4	4	100.0%	0	0	0	0.0%	0	4	4	100.0%
	Regional Office	2	0	2	0.0%	0	0	0	0.0%	2	0	2	0.0%
	Total	2	4	6	66.7%	0	0	0	0.0%	2	4	6	66.7%
Total	Country Office	4	11	15	73.3%	1	3	4	75.0%	5	14	19	73.7%
	Regional Office	4	18	22	81.8%	1	4	5	80.0%	5	22	27	81.5%
	Total	11	51	62	82.3%	7	25	32	78.1%	18	76	94	80.9%
Totals from 2019		83	277	360	76.9%	44	107	151	70.9%	127	384	511	75.1%

**TABLE 17. NUMBER OF INTERNS BY NATIONALITY AND GENDER**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2020**

Nationality	Male	Female	Total	% of total
Germany	0	13	13	13.8%
Canada	1	6	7	7.4%
Republic of Korea	1	5	6	6.4%
China	0	5	5	5.3%
United Kingdom of Great Britain and Northern Ireland	0	4	4	4.3%
United States of America	0	4	4	4.3%
Australia	2	1	3	3.2%
Egypt	1	2	3	3.2%
Lebanon	0	3	3	3.2%
Nigeria	1	2	3	3.2%
Denmark	0	2	2	2.1%
Ghana	0	2	2	2.1%
Italy	1	1	2	2.1%
Netherlands	0	2	2	2.1%
Pakistan	1	1	2	2.1%
Switzerland	0	2	2	2.1%
Zimbabwe	0	2	2	2.1%
Bangladesh	0	1	1	1.1%
Belgium	0	1	1	1.1%
Brazil	0	1	1	1.1%
Cameroon	1	0	1	1.1%
Chad	0	1	1	1.1%
Colombia	0	1	1	1.1%
Ethiopia	1	0	1	1.1%
France	0	1	1	1.1%
Hungary	1	0	1	1.1%
India	0	1	1	1.1%
Iran (Islamic Republic of)	0	1	1	1.1%
Japan	1	0	1	1.1%
Kenya	1	0	1	1.1%
Malaysia	0	1	1	1.1%
Malta	0	1	1	1.1%
Mexico	0	1	1	1.1%
Myanmar	0	1	1	1.1%
Nepal	1	0	1	1.1%
New Zealand	1	0	1	1.1%
Philippines	0	1	1	1.1%
Portugal	1	0	1	1.1%
Romania	1	0	1	1.1%
Saudi Arabia	0	1	1	1.1%
Singapore	1	0	1	1.1%
Spain	0	1	1	1.1%
Tajikistan	0	1	1	1.1%
Thailand	0	1	1	1.1%
United Republic of Tanzania	0	1	1	1.1%
Viet Nam	0	1	1	1.1%
<b>Total</b>	<b>18</b>	<b>76</b>	<b>94</b>	<b>100.0%</b>

**TABLE 18. NUMBER OF APPLICANTS (INTERNS) BY NATIONALITY AND GENDER**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2020**

Nationality	Male	Female	Total	% of total
India	740	857	1597	16.4%
Nigeria	686	464	1150	11.8%
United States of America	138	574	712	7.3%
Pakistan	301	162	463	4.7%
Kenya	213	194	407	4.2%
Canada	68	259	327	3.4%
China	74	243	317	3.2%
United Kingdom of Great Britain and Northern Ireland	86	231	317	3.2%
Cameroon	158	67	225	2.3%
Italy	67	140	207	2.1%
Ghana	126	64	190	1.9%
Egypt	58	120	178	1.8%
Germany	43	133	176	1.8%
France	38	113	151	1.5%
Iran (Islamic Republic of)	43	106	149	1.5%
Spain	33	106	139	1.4%
Zimbabwe	44	89	133	1.4%
South Africa	38	82	120	1.2%
Bangladesh	69	47	116	1.2%
Australia	25	88	113	1.2%
Uganda	57	44	101	1.0%
Ethiopia	56	37	93	1.0%
United Republic of Tanzania	58	30	88	0.9%
Nepal	41	44	85	0.9%
Brazil	22	61	83	0.9%
Turkey	21	45	66	0.7%
Namibia	18	45	63	0.6%
Indonesia	11	49	60	0.6%
Switzerland	15	42	57	0.6%
Malawi	35	20	55	0.6%
Rwanda	35	20	55	0.6%
Angola	38	15	53	0.5%
Democratic Republic of the Congo	40	13	53	0.5%
Portugal	16	36	52	0.5%
Zambia	26	24	50	0.5%
Greece	15	34	49	0.5%
Lebanon	12	33	45	0.5%
Malaysia	13	31	44	0.5%
Sudan	18	24	42	0.4%
Belgium	9	32	41	0.4%
Mexico	13	25	38	0.4%
Republic of Korea	8	30	38	0.4%
Sweden	13	24	37	0.4%
Syrian Arab Republic	27	7	34	0.3%
Congo	26	7	33	0.3%
Ireland	9	24	33	0.3%
Kazakhstan	8	25	33	0.3%
Netherlands	4	28	32	0.3%
Russian Federation	7	24	31	0.3%
Afghanistan	19	10	29	0.3%
Colombia	8	21	29	0.3%
Thailand	8	21	29	0.3%
Yemen	22	7	29	0.3%
Ukraine	11	17	28	0.3%
Sri Lanka	10	17	27	0.3%
Others	16	10	26	0.3%
Philippines	10	16	26	0.3%
Austria	9	16	25	0.3%
Jordan	12	13	25	0.3%
Saudi Arabia	11	13	24	0.2%
Viet Nam	6	18	24	0.2%
Singapore	6	17	23	0.2%
Côte d'Ivoire	16	6	22	0.2%
Japan	8	14	22	0.2%
Tunisia	4	16	20	0.2%
Morocco	10	9	19	0.2%
Romania	6	12	18	0.2%
Botswana	5	11	16	0.2%
Somalia	12	4	16	0.2%
Hungary	3	12	15	0.2%
Burkina Faso	10	4	14	0.1%
Finland	2	12	14	0.1%
Peru	6	8	14	0.1%
Senegal	10	4	14	0.1%
Sierra Leone	9	5	14	0.1%
Burundi	8	5	13	0.1%
Guinea	11	2	13	0.1%
Myanmar	5	8	13	0.1%
Algeria	7	5	12	0.1%
Azerbaijan	5	7	12	0.1%
Norway	2	10	12	0.1%

Nationality	Male	Female	Total	% of total
Argentina	2	9	11	0.1%
Chad	8	3	11	0.1%
Iraq	8	3	11	0.1%
New Zealand	3	8	11	0.1%
Poland	2	9	11	0.1%
Togo	7	4	11	0.1%
Albania	3	7	10	0.1%
Bulgaria	5	5	10	0.1%
Czechia	2	8	10	0.1%
Denmark	2	8	10	0.1%
Gambia	9	1	10	0.1%
South Sudan	8	2	10	0.1%
Benin	7	2	9	0.1%
Liberia	5	4	9	0.1%
Mozambique	6	3	9	0.1%
Ecuador	1	7	8	0.1%
Georgia	1	7	8	0.1%
Kyrgyzstan	2	6	8	0.1%
Lithuania	2	6	8	0.1%
Mali	7	1	8	0.1%
Serbia	0	8	8	0.1%
Armenia	1	6	7	0.1%
Belarus	0	7	7	0.1%
Israel	2	5	7	0.1%
Venezuela (Bolivarian Republic of)	4	3	7	0.1%
Chile	2	4	6	0.1%
Croatia	2	4	6	0.1%
Honduras	2	4	6	0.1%
Slovakia	0	6	6	0.1%
Bosnia and Herzegovina	2	3	5	0.1%
Cyprus	2	3	5	0.1%
Eswatini	3	2	5	0.1%
Haiti	5	0	5	0.1%
Mauritius	1	4	5	0.1%
Mongolia	0	5	5	0.1%
North Macedonia	4	1	5	0.1%
Oman	1	4	5	0.1%
Trinidad and Tobago	3	2	5	0.1%
Eritrea	1	3	4	0.0%
Guyana	1	3	4	0.0%
Lesotho	2	2	4	0.0%
Luxembourg	1	3	4	0.0%
Mauritania	3	1	4	0.0%
Nicaragua	0	4	4	0.0%
Uzbekistan	4	0	4	0.0%
Bolivia (Plurinational State of)	1	2	3	0.0%
Costa Rica	1	2	3	0.0%
Gabon	2	1	3	0.0%
Jamaica	0	3	3	0.0%
Madagascar	0	3	3	0.0%
Tajikistan	3	0	3	0.0%
Bhutan	0	2	2	0.0%
Cambodia	2	0	2	0.0%
Estonia	1	1	2	0.0%
Fiji	0	2	2	0.0%
Lao People's Democratic Republic	0	2	2	0.0%
Latvia	1	1	2	0.0%
Maldives	0	2	2	0.0%
Malta	0	2	2	0.0%
Montenegro	1	1	2	0.0%
Puerto Rico	1	1	2	0.0%
Republic of Moldova	1	1	2	0.0%
Seychelles	0	2	2	0.0%
Antigua and Barbuda	0	1	1	0.0%
Bahamas	0	1	1	0.0%
Bahrain	0	1	1	0.0%
Belize	1	0	1	0.0%
Central African Republic	1	0	1	0.0%
Comoros	0	1	1	0.0%
Cuba	1	0	1	0.0%
Democratic People's Republic of Korea	0	1	1	0.0%
Djibouti	0	1	1	0.0%
Dominica	0	1	1	0.0%
Dominican Republic	0	1	1	0.0%
Equatorial Guinea	1	0	1	0.0%
Grenada	0	1	1	0.0%
Guatemala	1	0	1	0.0%
Kiribati	0	1	1	0.0%
Kuwait	0	1	1	0.0%
Libya	1	0	1	0.0%
Niger	1	0	1	0.0%
Panama	1	0	1	0.0%
Saint Lucia	0	1	1	0.0%
Saint Vincent and the Grenadines	0	1	1	0.0%
Sao Tome and Principe	0	1	1	0.0%
Slovenia	0	1	1	0.0%
United Arab Emirates	0	1	1	0.0%
<b>Total</b>	<b>4164</b>	<b>5596</b>	<b>9760</b>	<b>100.0%</b>



**TABLE 19. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2020**

Donor countries	Major office						Total
	Headquarters	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	
<b>Belgium</b>	1	0	0	0	0	0	<b>1</b>
<b>Canada</b>	1	0	0	0	0	0	<b>1</b>
<b>China</b>	3	0	0	0	0	0	<b>3</b>
<b>Finland</b>	1	1	0	0	0	0	<b>2</b>
<b>France</b>	2	0	0	0	0	0	<b>2</b>
<b>Germany</b>	8	0	0	0	0	0	<b>8</b>
<b>Italy</b>	4	0	0	1	0	0	<b>5</b>
<b>Japan</b>	3	0	2	0	0	5	<b>10</b>
<b>Kuwait</b>	0	0	0	1	0	0	<b>1</b>
<b>Luxembourg</b>	1	0	0	0	0	0	<b>1</b>
<b>Netherlands</b>	3	1	0	0	1	0	<b>5</b>
<b>Norway</b>	1	0	0	0	0	0	<b>1</b>
<b>Republic of Korea</b>	3	0	0	0	0	0	<b>3</b>
<b>Sweden</b>	1	0	0	0	1	0	<b>2</b>
<b>Switzerland</b>	3	0	0	0	0	0	<b>3</b>
<b>Total</b>	<b>35</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>48</b>

**TABLE 20. NUMBER OF INDIVIDUALS HOLDING OTHER CONTRACTUAL ARRANGEMENTS, BY MAJOR OFFICE  
DATA FROM 1 JANUARY TO 31 DECEMBER 2020**

Major Office	Agreement for Performance of Work		Consultants		Special Services Agreements <sup>a</sup>
	Number of individuals holding other contractual arrangements	Estimate of full-time equivalents <sup>b</sup>	Number of individuals holding other contractual arrangements	Estimate of full-time equivalents <sup>b</sup>	Number of individuals holding other contractual arrangements
<b>Headquarters</b>	1834	268	1513	485	0
<b>Africa</b>	498	31	840	316	2195
<b>South-East Asia</b>	312	22	220	43	1782
<b>Europe</b>	1052	57	746	134	29
<b>Eastern Mediterranean</b>	758	61	480	82	242
<b>Western Pacific</b>	240	22	530	153	160
<b>Total</b>	<b>4694</b>	<b>461</b>	<b>4329</b>	<b>1213</b>	<b>4408</b>
<b>Totals from December 2019</b>	5153	442	4391	1133	4128

<sup>a</sup>Shows the number of SSA holders, not the number of SSA contracts issued

<sup>b</sup>Estimated 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 2020

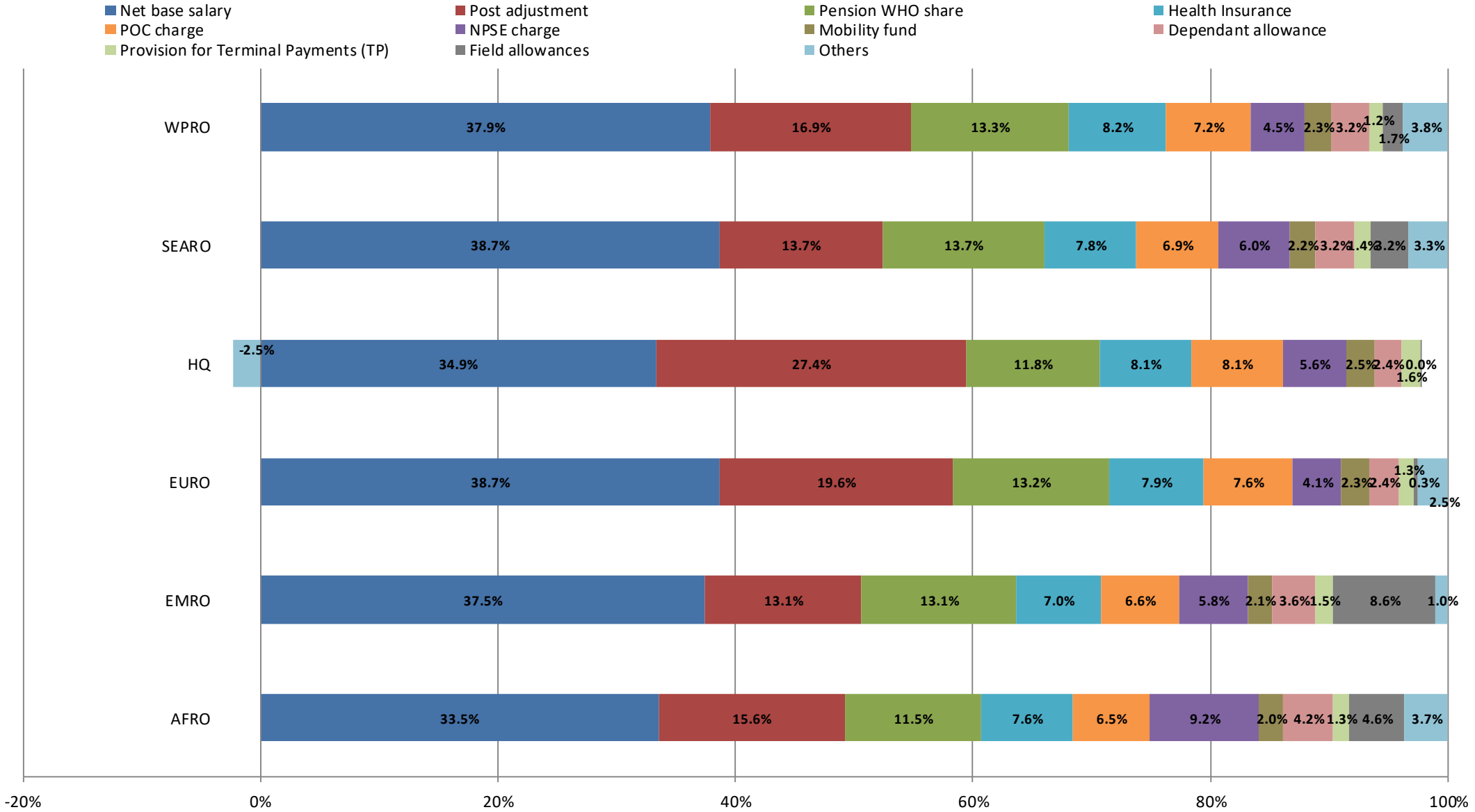
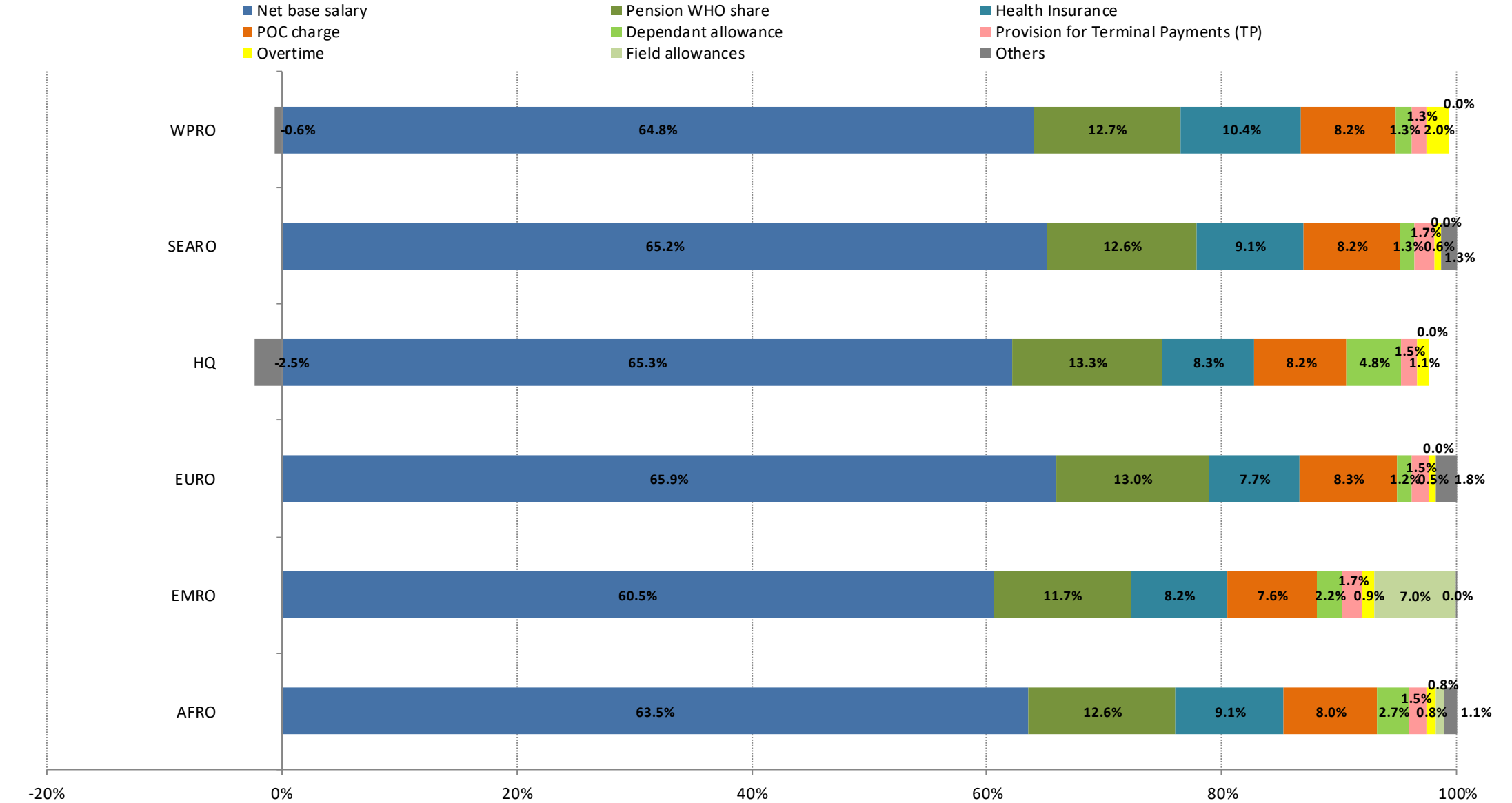


TABLE 22. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF  
DATA FROM 1 JANUARY TO 31 DECEMBER 2020



**TABLE 23. DATA PROVIDED BY PAHO ON ITS DISTRIBUTION OF FIXED-TERM PROFESSIONAL STAFF BY NATIONALITY**  
**DATA AS OF 31-DEC-2020**

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/en/documents/ce1679-pasb-human-resources-management>

Nationality	Total
Argentina	22
Austria	1
Barbados	2
Belgium	3
Belize	6
Bhutan	1
Bolivia (Plurinational State of)	3
Brazil	45
Burkina Faso	1
Canada	8
Chile	12
Colombia	43
Costa Rica	9
Cuba	9
Democratic Republic of the Congo	1
Dominica	1
Dominican Republic	4
Ecuador	13
El Salvador	9
France	10
Germany	1
Guatemala	10
Guyana	1
Haiti	3
Honduras	6
India	1
Ireland	1
Italy	8
Jamaica	9
Japan	1
Malta	1
Mexico	12
Netherlands	4
Nicaragua	8
Panama	3
Paraguay	4
Peru	21
Philippines	3
Portugal	1
Rwanda	2
Saint Vincent and the Grenadines	4
Singapore	2
Spain	33
Suriname	2
Switzerland	1
Trinidad and Tobago	6
Turkey	1
United Kingdom of Great Britain and Northern Ireland	12
United States of America	61
Uruguay	4
Uzbekistan	1
Venezuela (Bolivarian Republic of)	7
<b>Total</b>	<b>437</b>