

Human resources: update

Workforce data

As at 31 December 2021



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**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
DATA AS OF 31-DEC-2021**

Category	Headquarters	Special programmes and collaborative arrangements ^a	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	544	9	262	74	120	137	107	1253
National professional officers	17	0	243	91	59	110	47	567
General service staff	338	3	274	144	103	233	144	1239
Total	899	12	779	309	282	480	298	3059
Percentage of fixed-term appointments out of the total staff	32.3%	20.7%	32.5%	40.2%	38.8%	35.3%	49.3%	35.2%

Continuing appointments

Professional and higher category staff	690	17	235	60	140	85	59	1286
National professional officers	52	0	289	27	22	47	35	472
General service staff	396	5	735	212	112	285	183	1928
Total	1138	22	1259	299	274	417	277	3686
Percentage of continuing appointments out of the total staff	40.9%	37.9%	52.6%	38.9%	37.7%	30.7%	45.8%	42.4%

Total number of staff holding long-term appointments	2037	34	2038	608	556	897	575	6745
Percentage of long-term appointments out of the total staff	73.3%	58.6%	85.1%	79.2%	76.6%	66.1%	95.0%	77.6%

Staff holding short-term appointments

Temporary appointments under SR 420.4

Professional and higher category staff	547	23	126	45	63	107	14	925
National professional officers	1	0	100	77	44	146	1	369
General service staff	112	1	130	38	55	208	9	553
Total	660	24	356	160	162	461	24	1847

Temporary appointments of 60 days or less

Professional and higher category staff	41	0	0	0	4	0	1	46
National professional officers	0	0	0	0	1	0	0	1
General service staff	41	0	0	0	3	0	5	49
Total	82	0	0	0	8	0	6	96

Total number of temporary appointments	742	24	356	160	170	461	30	1943
Percentage of temporary appointments out of the total staff	26.7%	41.4%	14.9%	20.8%	23.4%	33.9%	5.0%	22.4%

Total number of staff	2779	58	2394	768	726	1358	605	8688
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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-2021

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	1286	36.6%	472	33.5%	1928	51.2%	3686	42.4%
Fixed-Term	1253	35.7%	567	40.2%	1239	32.9%	3059	35.2%
Temporary	971	27.7%	370	26.3%	602	16.0%	1943	22.4%
Total	3510	100.0%	1409	100.0%	3769	100.0%	8688	100.0%

TABLE 3. DISTRIBUTION OF STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE, GRADE AND GENDER^a
DATA AS OF 31-DEC-2021

Professional and higher category staff

Region	P1			P2			P3			P4			P5			P6/D1			D2			UG			Total			Percentage current year		Comparison with July 2021		Comparison with Dec 2020	
	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	1	1	14	26	40	88	137	225	199	237	436	201	193	394	49	29	78	25	16	41	9	10	19	585	649	1234	47.4%	52.6%	47.7%	52.3%	48.0%	52.0%
Special programmes and collaborative arrangements	0	4	4	2	4	6	1	2	3	4	1	5	2	2	4	1	1	2	1	1	2	0	0	0	11	15	26	42.3%	57.7%	42.3%	57.7%	46.7%	53.3%
Africa	1	1	2	18	28	46	63	38	101	156	65	221	64	24	88	24	10	34	3	1	4	0	1	1	329	168	497	66.2%	33.8%	67.3%	32.7%	68.2%	31.8%
South-East Asia	0	0	0	2	0	2	5	5	10	23	11	34	35	30	65	15	4	19	3	0	3	0	1	1	83	51	134	61.9%	38.1%	61.5%	38.5%	63.2%	36.8%
Europe	0	0	0	8	11	19	27	34	61	44	38	82	34	37	71	13	13	26	0	0	0	1	0	1	127	133	260	48.8%	51.2%	48.0%	52.0%	46.9%	53.1%
Eastern Mediterranean	1	0	1	4	4	8	25	16	41	46	21	67	41	23	64	17	11	28	8	4	12	1	0	1	143	79	222	64.4%	35.6%	66.8%	33.2%	67.4%	32.6%
Western Pacific	0	1	1	0	2	2	18	24	42	26	33	59	18	28	46	8	5	13	1	1	2	1	0	1	72	94	166	43.4%	56.6%	43.8%	56.2%	45.9%	54.1%
Total	2	7	9	48	75	123	227	256	483	498	406	904	395	337	732	127	73	200	41	23	64	12	12	24	1350	1189	2539	53.2%	46.8%	53.6%	46.4%	54.1%	45.9%
Percentage by grade	22.2%	77.8%	100.0%	39.0%	61.0%	100.0%	47.0%	53.0%	100.0%	55.1%	44.9%	100.0%	54.0%	46.0%	100.0%	63.5%	36.5%	100.0%	64.1%	35.9%	100.0%	50.0%	50.0%	100.0%	53.2%	46.8%	100.0%						
Percentage of total			0.4%			4.8%			19.0%			35.6%			28.8%			7.9%			2.5%			0.9%			100.0%						

National professional officers

Region	A			B			C			D			Total			Percentage current year		Comparison with July 2021		Comparison with Dec 2020	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	M	F	M	F
Headquarters ^b	1	19	20	6	20	26	11	11	22	0	1	1	18	51	69	26.1%	73.9%	28.6%	71.4%	30.8%	69.2%
Special programmes and collaborative arrangements	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	108	41	149	239	119	358	2	1	3	365	167	532	68.6%	31.4%	68.3%	31.7%	67.8%	32.2%
South-East Asia	18	11	29	20	24	44	23	21	44	1	0	1	62	56	118	52.5%	47.5%	54.5%	45.5%	56.5%	43.5%
Europe	1	3	4	27	39	66	2	9	11	0	0	0	30	51	81	37.0%	63.0%	36.3%	63.8%	32.0%	68.0%
Eastern Mediterranean	8	4	12	40	25	65	37	30	67	8	5	13	93	64	157	59.2%	40.8%	60.3%	39.7%	60.8%	39.2%
Western Pacific	1	5	6	12	23	35	19	20	39	0	2	2	32	50	82	39.0%	61.0%	38.3%	61.7%	39.8%	60.2%
Total	45	48	93	213	172	385	331	210	541	11	9	20	600	439	1039	57.7%	42.3%	58.1%	41.9%	58.3%	41.7%
Percentage by grade	48.4%	51.6%	100.0%	55.3%	44.7%	100.0%	61.2%	38.8%	100.0%	55.0%	45.0%	100.0%	57.7%	42.3%	100.0%						
Percentage of total			9.0%			37.1%			52.1%			1.9%			100.0%						

General service staff

Region	G1			G2			G3			G4			G5			G6			G7			Total			Percentage current year		Comparison with July 2021		Comparison with Dec 2020	
	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	0	0	0	13	4	17	27	84	111	59	311	370	43	184	227	1	7	8	144	590	734	19.6%	80.4%	20.2%	79.8%	20.7%	79.3%
Special programmes and collaborative arrangements	0	0	0	0	0	0	0	0	0	0	0	0	0	6	6	1	1	2	0	0	0	1	7	8	12.5%	87.5%	14.3%	85.7%	20.0%	80.0%
Africa	7	3	10	301	3	304	91	12	103	42	41	83	50	122	172	80	130	210	70	57	127	641	368	1009	63.5%	36.5%	63.1%	36.9%	64.1%	35.9%
South-East Asia	4	1	5	47	0	47	25	3	28	19	35	54	48	87	135	28	20	48	23	16	39	194	162	356	54.5%	45.5%	54.6%	45.4%	54.0%	46.0%
Europe	0	0	0	6	0	6	16	1	17	6	8	14	30	105	135	12	29	41	1	1	2	71	144	215	33.0%	67.0%	32.4%	67.6%	31.6%	68.4%
Eastern Mediterranean	11	1	12	69	1	70	54	1	55	22	33	55	57	123	180	30	77	107	15	24	39	258	260	518	49.8%	50.2%	49.8%	50.2%	49.8%	50.2%
Western Pacific	2	3	5	21	1	22	17	11	28	6	52	58	14	90	104	25	59	84	7	19	26	92	235	327	28.1%	71.9%	27.9%	72.1%	27.7%	72.3%
Total	25	8	33	444	5	449	216	32	248	122	253	375	258	844	1102	219	500	719	117	124	241	1401	1766	3167	44.2%	55.8%	44.4%	55.6%	45.2%	54.8%
Percentage by grade	75.8%	24.2%	100.0%	98.9%	1.1%	100.0%	87.1%	12.9%	100.0%	32.5%	67.5%	100.0%	23.4%	76.6%	100.0%	30.5%	69.5%	100.0%	48.5%	51.5%	100.0%	44.2%	55.8%	100.0%						
Percentage of total			1.0%			14.2%			7.8%			11.8%			34.8%			22.7%			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 3b. PERCENTAGE OF FEMALE STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE
DATA FROM JULY 2017 TO DECEMBER 2021

Professional and higher category staff

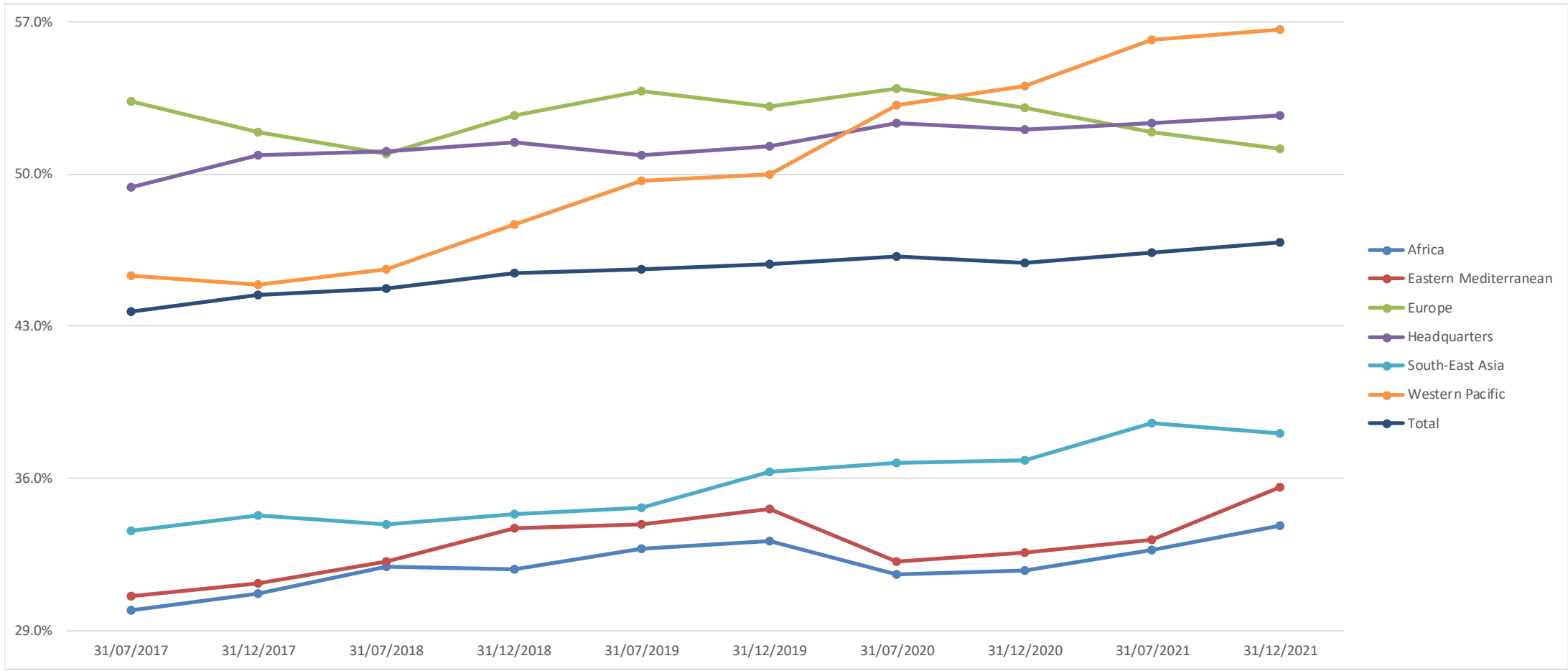


TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION
DATA AS OF 31-DEC-2021

Major Office	Unrepresented countries	Underrepresented countries	Overrepresented countries
Africa	Seychelles		Benin Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Guinea Kenya Malawi Mali Nigeria Rwanda Senegal South Africa Togo Uganda United Republic of Tanzania Zambia Zimbabwe
The Americas	Antigua and Barbuda Bahamas Barbados Belize Cuba Dominica 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	Canada
South-East Asia			Bangladesh India Nepal Sri Lanka
Europe	Andorra Faroe Islands* Cyprus Lithuania Monaco Montenegro San Marino	Austria Czechia Greece Israel Poland Turkey	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	Saudi Arabia	Egypt Iran (Islamic Republic of) Iraq Jordan Lebanon Morocco Pakistan Sudan Tunisia
Western Pacific	Brunei Darussalam Cambodia 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-2021

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	2	1	2	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	1	3	0	4	2	2	0	0	0	0	0	0	0	11	3	14	
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	4	1	8	4	6	0	2	0	1	0	0	0	21	8	29	
Burundi	1-8	0	0	0	1	0	2	2	2	1	3	1	0	0	0	0	0	4	8	12	
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	13	0	2	2	1	1	0	0	0	0	20	5	25	
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	2	0	4	0	1	0	0	0	0	0	0	0	7	0	7	
Comoros	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1	
Congo	1-8	0	0	4	2	9	2	2	0	0	0	1	0	0	0	0	0	16	4	20	
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	1	3	1	15	1	7	0	1	0	1	0	0	0	28	3	31	
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	7	0	16	3	7	1	2	1	1	0	1	0	34	5	39	
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	1	0	3	0	0	0	0	0	0	0	4	0	4	
Ghana	1-8	0	0	0	1	0	2	4	7	3	1	0	0	0	0	0	0	7	11	18	
Guinea	1-8	0	0	0	0	1	3	4	0	1	1	0	0	0	0	0	0	6	4	10	
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	3	0	4	13	4	8	5	1	1	1	0	0	0	23	17	40	
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	2	0	3	2	3	0	2	0	0	0	0	0	10	2	12	
Mali	1-8	0	0	0	0	1	0	6	0	1	0	1	0	0	0	0	0	9	0	9	
Mauritania	1-8	0	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0	3	0	3	
Mauritius	1-8	0	0	0	0	1	1	2	0	0	0	1	0	0	0	0	0	4	1	5	
Mozambique	1-8	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	2	
Namibia	1-8	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1	
Niger	1-8	0	0	0	0	1	0	2	1	3	0	0	0	1	0	0	0	7	1	8	
Nigeria	1-8	0	1	3	0	1	1	13	3	6	1	3	0	0	0	1	0	27	6	33	
Rwanda	1-8	0	0	0	0	2	3	5	3	5	0	1	0	0	0	0	0	13	6	19	
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	2	0	0	4	5	3	1	1	1	0	0	1	0	9	9	18	
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	2	3	5	2	1	0	1	0	1	6	10	16	
South Sudan	1-8	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Togo	1-8	0	0	0	0	2	0	4	2	1	0	0	0	0	0	0	0	7	2	9	
Uganda	1-8	0	0	2	1	3	0	16	5	10	8	2	0	0	0	0	0	33	14	47	
United Republic of Tanzania	1-8	0	0	0	1	0	1	3	3	1	1	1	0	0	1	0	0	5	7	12	
Zambia	1-8	0	0	0	0	0	1	3	3	2	0	1	1	0	0	0	0	6	5	11	
Zimbabwe	1-8	1	0	3	2	8	3	4	5	3	0	1	1	0	0	0	0	20	11	31	
Total - African Region		1	1	20	22	59	31	174	70	88	34	29	10	5	3	3	2	379	173	552	

^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-2021

Nationals of Member States in the Region of the Americas

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Antigua and Barbuda	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Argentina	4-12	0	0	0	0	0	3	3	3	1	0	0	1	0	0	0	0	4	7	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	0	0	0	0	0	0	0	0	0
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	1	3	1	5	4	3	0	0	0	0	0	1	6	13	19
Canada	28-39	0	0	0	3	6	9	12	7	13	12	4	1	2	0	1	0	38	32	70
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	1	0	2	3	1	0	0	0	0	0	0	3	4	7
Costa Rica	1-8	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	2
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	1	0	0	0	0	0	0	0	0	0	0	0	1	1
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	1	0	0	0	0	0	0	0	0	0	1	1	2
Guyana	1-8	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	2
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	0	1	0	0	0	0	0	4	0	0	0	0	0	0	0	5	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	1	0	0	0	0	0	0	1	0	3	1	4
United States of America	188-255	0	0	0	4	14	20	22	37	26	33	8	5	4	5	1	1	75	105	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	2	0	0	0	0	0	0	3	3	6
Total - Region of the Americas		0	0	2	11	25	40	41	60	50	57	12	7	6	6	3	2	139	183	322

^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-2021

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	3	0	7	0	3	2	3	0	0	0	0	0	16	2	18
Bhutan	1-8	0	0	0	0	0	0	2	1	1	2	0	1	1	0	0	0	4	4	8
Democratic People's Republic of Korea	1-8	0	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0	3	0	3
India	7-14	0	0	3	1	16	12	30	10	27	17	10	4	0	1	0	2	86	47	133
Indonesia	3-11	0	0	0	0	0	3	1	2	1	1	1	1	0	0	0	0	3	7	10
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	1	0	0	1	0	2	0	0	0	0	0	0	1	4	5
Nepal	1-8	0	0	0	0	3	0	4	3	5	2	3	0	1	0	0	0	16	5	21
Sri Lanka	1-8	0	0	0	0	1	1	4	2	3	4	2	0	2	0	0	0	12	7	19
Thailand	2-10	0	0	0	0	0	1	0	1	0	2	0	0	0	0	0	0	0	4	4
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	3	2	24	17	50	20	43	33	20	6	4	1	0	2	144	81	225

^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-2021

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	1	0	0	0	0	0	3	0	0	0	0	0	0	0	4	4	
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	1	3	0	3	0	0	0	0	0	0	0	6	1	7	
Austria	8-15	0	0	0	0	0	0	0	1	2	1	1	1	0	0	0	0	3	3	6	
Azerbaijan	1-8	0	0	0	0	0	0	3	1	1	1	1	1	0	0	0	0	5	3	8	
Belarus	1-8	0	0	0	0	0	0	0	3	2	0	0	0	0	0	0	0	2	3	5	
Belgium	10-17	0	0	0	0	2	1	3	6	7	5	3	4	1	0	1	0	17	16	33	
Bosnia and Herzegovina	1-8	0	0	0	1	1	0	1	3	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	1	0	0	0	0	0	0	0	2	0	2	
Denmark	7-14	0	0	1	1	2	2	3	2	1	5	1	0	0	0	0	0	8	10	18	
Estonia	1-8	0	0	0	0	0	0	0	2	0	2	1	0	0	0	0	0	1	4	5	
Faroe Islands*	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Finland	5-13	0	0	0	1	0	2	1	1	2	3	0	0	0	0	0	0	3	7	10	
France	50-68	0	0	2	1	9	18	25	22	21	12	4	2	0	2	0	1	61	58	119	
Georgia	1-8	0	0	0	0	1	2	1	0	0	0	0	1	0	1	0	0	2	4	6	
Germany	63-86	0	0	0	1	2	8	16	15	15	12	10	1	0	0	0	1	43	38	81	
Greece	6-14	0	0	0	0	0	0	0	1	3	1	0	0	0	0	0	0	3	2	5	
Hungary	3-10	0	0	0	0	1	1	0	0	1	2	1	1	1	0	0	1	4	5	9	
Iceland	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Ireland	4-12	0	0	0	0	1	4	1	6	6	3	1	1	2	0	1	0	12	14	26	
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	0	1	10	4	9	11	14	3	2	2	0	0	0	0	35	32	67	
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	2	1	2	0	1	0	0	0	0	0	0	1	6	7	
Latvia	1-8	0	0	0	1	1	0	0	2	0	1	0	0	0	0	0	0	1	4	5	
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	0	2	2	1	5	3	6	7	1	3	3	0	0	0	17	16	33	
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	2	0	0	3	5	8	
Poland	9-16	0	0	0	0	0	1	1	1	0	2	0	0	0	0	0	0	1	4	5	
Portugal	5-12	0	0	0	0	0	0	0	3	1	1	1	0	1	0	0	0	3	4	7	
Republic of Moldova	1-8	0	0	0	0	3	3	2	1	2	1	0	1	1	0	0	0	8	6	14	
Romania	2-10	0	0	0	2	1	2	0	1	1	1	1	0	0	0	0	0	3	6	9	
Russian Federation	23-32	0	0	1	1	3	3	8	2	3	0	1	1	0	2	0	0	16	9	25	
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	1	0	0	0	0	0	0	0	0	2	1	3	
Slovenia	1-8	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	2	
Spain	28-39	0	0	1	3	2	7	5	9	9	8	1	1	1	1	0	0	19	29	48	
Sweden	9-17	0	0	0	0	0	4	1	3	1	3	0	2	0	0	0	0	2	12	14	
Switzerland	9-16	0	0	0	3	5	6	7	10	3	4	0	0	1	0	0	0	16	23	39	
Tajikistan	1-8	0	0	0	0	1	2	0	1	0	1	0	0	0	0	0	0	1	4	5	
Turkey	13-23	0	0	1	0	0	1	2	1	1	3	0	2	0	0	0	0	4	7	11	
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	1	2	1	3	1	1	0	0	0	0	0	0	0	7	3	10	
United Kingdom of Great Britain and Northern Ireland	39-54	1	0	3	3	9	12	19	20	24	26	11	7	2	0	0	1	69	69	138	
Uzbekistan	1-8	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	1	2	3	
Total - European Region		1	0	10	25	66	93	127	151	136	132	44	35	16	9	2	4	402	449	851	

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

M - male, F - female

*Associate Member

TABLE 5e. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,^a BY COUNTRY OF ORIGIN
DATA AS OF 31-DEC-2021

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	0	0	1	0	0	1	1	2	
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	3	1	6	4	11	6	3	4	0	2	0	0	0	0	23	17	40
Iran (Islamic Republic of)	3-11	0	0	0	0	0	2	2	2	5	3	2	1	0	0	0	0	9	8	17
Iraq	1-8	0	0	1	2	2	1	1	0	1	1	0	0	1	0	0	0	6	4	10
Jordan	1-8	0	0	0	0	1	2	3	1	3	1	0	1	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	2	1	1	1	3	2	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	2	2	1	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	7	1	5	2	12	0	3	0	1	0	0	0	28	4	32
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	0	0	1	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	7	4	3	1	0	0	0	0	0	0	11	5	16
Syrian Arab Republic	1-8	0	0	0	0	0	2	1	1	1	0	0	0	0	0	0	0	2	3	5
Tunisia	1-8	0	0	1	0	0	1	1	2	2	2	0	0	0	0	0	0	4	5	9
United Arab Emirates	1-8	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Yemen	1-8	0	0	0	0	0	1	2	2	1	0	0	1	0	0	0	0	3	4	7
Total - Eastern Mediterranean Region		0	0	5	5	22	16	37	23	33	19	9	8	2	2	2	1	110	74	184

^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-2021

Nationals of Member States in the Western Pacific Region

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	
Australia	20-28	0	0	0	1	5	7	4	12	9	16	2	2	3	0	0	0	23	38	61	
Brunei Darussalam	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Cambodia	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
China	46-63	0	1	0	0	1	10	4	8	4	8	2	1	1	0	1	0	13	28	41	
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	8	5	7	7	7	1	0	1	0	1	1	17	23	40	
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	1	0	0	0	0	0	0	0	0	1	1	2	
Malaysia	3-10	0	0	0	2	2	1	3	5	1	1	0	0	0	0	0	0	6	9	15	
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	2	3	1	2	3	2	0	0	1	0	0	8	7	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	4	1	3	11	6	9	7	8	2	1	1	0	0	0	23	30	53	
Republic of Korea	19-27	0	0	0	0	3	3	1	1	1	5	2	1	0	0	0	0	7	10	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	2	1	3	0	0	0	1	0	0	0	0	2	6	8	
Total - Western Pacific Region		0	1	4	4	22	46	29	53	33	49	11	6	6	1	2	1	107	161	268	

^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-2021

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	0	0	0	0	0	0	0	0	2	2
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	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	2	2
China	0	0	0	1	0	1	0	1	1	1	0	0	0	0	0	0	1	4	5
Denmark	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	2
France	0	0	0	1	0	2	5	3	0	0	0	0	0	0	0	0	5	6	11
Germany	0	1	1	0	1	0	1	1	1	1	0	0	0	0	0	0	4	3	7
India	0	0	0	0	0	0	3	0	1	0	0	0	0	0	0	0	4	0	4
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	1	0	0	0	0	0	0	0	0	0	1	1	2
Japan	0	0	1	0	0	2	3	1	0	0	0	0	0	0	0	0	4	3	7
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	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Morocco	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Netherlands	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
New Zealand	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Norway	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1
Others	0	0	1	0	2	0	2	0	1	1	1	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	0	0	1	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	1	0	0	1	0	3	3	4	1	0	0	0	0	0	0	8	5	13
Russian Federation	0	0	0	0	1	2	1	0	0	1	0	0	0	0	0	0	2	3	5
Senegal	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Spain	0	1	0	0	0	0	2	1	0	0	1	0	0	0	0	0	3	2	5
Sweden	0	0	0	0	0	0	1	1	0	2	0	0	0	0	0	0	1	3	4
Switzerland	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	2
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	2	1	1	1	1	0	4	1	1	0	0	1	0	0	0	4	9	13
United States of America	0	0	0	0	1	0	6	8	2	5	0	0	0	0	0	0	9	13	22
Total	0	5	4	6	9	13	40	29	12	13	2	1	2	1	0	0	69	68	137

^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 HOLDING LONG-TERM APPOINTMENTS BY AGE, GENDER AND MAJOR OFFICE
DATA AS OF 31-DEC-2021

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	1	0	1	42	68	110	188	246	434	249	248	497	105	86	191	0	1	1	585	649	1234
<i>Special programmes and collaborative arrangements</i>	0	1	1	2	5	7	3	4	7	4	5	9	2	0	2	0	0	0	11	15	26
Africa	1	2	3	24	25	49	93	47	140	149	63	212	62	30	92	0	1	1	329	168	497
South-East Asia	0	0	0	4	2	6	20	17	37	34	21	55	25	10	35	0	1	1	83	51	134
Europe	1	1	2	17	17	34	51	45	96	45	54	99	13	16	29	0	0	0	127	133	260
Eastern Mediterranean	0	1	1	9	14	23	43	16	59	62	40	102	29	8	37	0	0	0	143	79	222
Western Pacific	0	1	1	16	23	39	20	35	55	29	30	59	7	5	12	0	0	0	72	94	166
Total	3	6	9	114	154	268	418	410	828	572	461	1033	243	155	398	0	3	3	1350	1189	2539
Percentage by bracket	33.3%	66.7%	100.0%	42.5%	57.5%	100.0%	50.5%	49.5%	100.0%	55.4%	44.6%	100.0%	61.1%	38.9%	100.0%	0.0%	100.0%	100.0%	53.2%	46.8%	100.0%
Percentage of total			0.4%			10.6%			32.6%			40.7%			15.7%			0.1%			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	2	19	21	15	23	38	1	9	10	0	0	0	0	0	0	18	51	69
<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	0	0	17	10	27	102	52	154	189	75	264	57	30	87	0	0	0	365	167	532
South-East Asia	1	1	2	8	14	22	28	25	53	21	14	35	4	2	6	0	0	0	62	56	118
Europe	1	2	3	5	12	17	14	20	34	9	15	24	1	2	3	0	0	0	30	51	81
Eastern Mediterranean	0	1	1	11	6	17	42	30	72	25	21	46	15	6	21	0	0	0	93	64	157
Western Pacific	1	0	1	7	17	24	8	18	26	12	12	24	4	3	7	0	0	0	32	50	82
Total	3	4	7	50	78	128	209	168	377	257	146	403	81	43	124	0	0	0	600	439	1039
Percentage by bracket	42.9%	57.1%	100.0%	39.1%	60.9%	100.0%	55.4%	44.6%	100.0%	63.8%	36.2%	100.0%	65.3%	34.7%	100.0%	0.0%	0.0%	0.0%	57.7%	42.3%	100.0%
Percentage of total			0.7%			12.3%			36.3%			38.8%			11.9%			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	2	12	14	32	118	150	43	221	264	56	182	238	11	57	68	0	0	0	144	590	734
<i>Special programmes and collaborative arrangements</i>	0	1	1	0	1	1	0	4	4	1	1	2	0	0	0	0	0	0	1	7	8
Africa	0	1	1	54	37	91	196	151	347	303	134	437	88	45	133	0	0	0	641	368	1009
South-East Asia	2	4	6	18	39	57	77	77	154	73	35	108	24	7	31	0	0	0	194	162	356
Europe	2	2	4	13	30	43	25	54	79	29	45	74	2	13	15	0	0	0	71	144	215
Eastern Mediterranean	0	5	5	60	73	133	99	108	207	71	65	136	28	9	37	0	0	0	258	260	518
Western Pacific	1	8	9	17	65	82	36	86	122	30	61	91	8	15	23	0	0	0	92	235	327
Total	7	33	40	194	363	557	476	701	1177	563	523	1086	161	146	307	0	0	0	1401	1766	3167
Percentage by bracket	17.5%	82.5%	100.0%	34.8%	65.2%	100.0%	40.4%	59.6%	100.0%	51.8%	48.2%	100.0%	52.4%	47.6%	100.0%	0.0%	0.0%	0.0%	44.2%	55.8%	100.0%
Percentage of total			1.3%			17.6%			37.2%			34.3%			9.7%			0.0%			100.0%

M - male, F - female, T - total

TABLE 8. STAFF HOLDING LONG-TERM APPOINTMENTS BY AGE, GENDER AND GRADE, ALL LOCATIONS
DATA AS OF 31-DEC-2021

Professional and higher category staff

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 years			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Ungraded	0	0	0	0	0	0	0	1	1	10	4	14	2	4	6	0	3	3	12	12	24
D2	0	0	0	0	0	0	5	1	6	14	13	27	22	9	31	0	0	0	41	23	64
D1/P6	0	0	0	0	0	0	8	10	18	80	40	120	39	23	62	0	0	0	127	73	200
P5	0	0	0	4	6	10	107	91	198	174	176	350	110	64	174	0	0	0	395	337	732
P4	0	0	0	45	44	89	177	174	351	225	146	371	51	42	93	0	0	0	498	406	904
P3	1	0	1	48	81	129	105	104	209	55	61	116	18	10	28	0	0	0	227	256	483
P2	2	4	6	17	20	37	15	27	42	13	21	34	1	3	4	0	0	0	48	75	123
P1	0	2	2	0	3	3	1	2	3	1	0	1	0	0	0	0	0	0	2	7	9
Total	3	6	9	114	154	268	418	410	828	572	461	1033	243	155	398	0	3	3	1350	1189	2539
Percentage by bracket	33.3%	66.7%	100.0%	42.5%	57.5%	100.0%	50.5%	49.5%	100.0%	55.4%	44.6%	100.0%	61.1%	38.9%	100.0%	0.0%	100.0%	100.0%	53.2%	46.8%	100.0%
Percentage of total			0.4%			10.6%			32.6%			40.7%			15.7%			0.1%			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	4	7	6	3	9	2	1	3	0	0	0	11	9	20
C	0	0	0	10	16	26	102	65	167	156	96	252	63	33	96	0	0	0	331	210	541
B	2	4	6	36	49	85	87	78	165	77	33	110	11	8	19	0	0	0	213	172	385
A	1	0	1	4	12	16	17	21	38	18	14	32	5	1	6	0	0	0	45	48	93
Total	3	4	7	50	78	128	209	168	377	257	146	403	81	43	124	0	0	0	600	439	1039
Percentage by bracket	42.9%	57.1%	100.0%	39.1%	60.9%	100.0%	55.4%	44.6%	100.0%	63.8%	36.2%	100.0%	65.3%	34.7%	100.0%	0.0%	0.0%	0.0%	57.7%	42.3%	100.0%
Percentage of total			0.7%			12.3%			36.3%			38.8%			11.9%			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	10	6	16	51	52	103	46	52	98	10	14	24	0	0	0	117	124	241
G6	0	2	2	50	74	124	90	205	295	65	168	233	14	51	65	0	0	0	219	500	719
G5	3	11	14	69	205	274	88	343	431	73	221	294	25	64	89	0	0	0	258	844	1102
G4	2	17	19	21	68	89	47	90	137	42	66	108	10	12	22	0	0	0	122	253	375
G3	2	2	4	14	10	24	66	6	72	110	11	121	24	3	27	0	0	0	216	32	248
G2	0	1	1	25	0	25	126	1	127	221	1	222	72	2	74	0	0	0	444	5	449
G1	0	0	0	5	0	5	8	4	12	6	4	10	6	0	6	0	0	0	25	8	33
Total	7	33	40	194	363	557	476	701	1177	563	523	1086	161	146	307	0	0	0	1401	1766	3167
Percentage by bracket	17.5%	82.5%	100.0%	34.8%	65.2%	100.0%	40.4%	59.6%	100.0%	51.8%	48.2%	100.0%	52.4%	47.6%	100.0%	0.0%	0.0%	0.0%	44.2%	55.8%	100.0%
Percentage of total			1.3%			17.6%			37.2%			34.3%			9.7%			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-2021**

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 2021	Staff due to retire															
			By 31 December 2022				By 31 December 2023				By 31 December 2024				By 31 December 2025			
			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	1234	3	24	27	2.2%	0	31	31	2.5%	0	37	37	3.0%	0	48	48	3.9%
	NPO	69	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	734	0	7	7	1.0%	0	8	8	1.1%	1	12	13	1.8%	0	15	15	2.0%
<i>Special programmes and collaborative arrangements</i>	P	26	0	1	1	3.8%	0	0	0	0.0%	0	1	1	3.8%	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	8	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
Africa	P	497	0	18	18	3.6%	0	17	17	3.4%	0	15	15	3.0%	1	20	21	4.2%
	NPO	532	0	11	11	2.1%	0	13	13	2.4%	1	21	22	4.1%	0	19	19	3.6%
	GS	1009	0	13	13	1.3%	0	17	17	1.7%	0	29	29	2.9%	0	44	44	4.4%
South-East Asia	P	134	0	4	4	3.0%	0	9	9	6.7%	1	6	7	5.2%	0	9	9	6.7%
	NPO	118	0	1	1	0.8%	0	0	0	0.0%	0	1	1	0.8%	0	3	3	2.5%
	GS	356	0	4	4	1.1%	0	4	4	1.1%	0	6	6	1.7%	0	7	7	2.0%
Europe	P	260	0	5	5	1.9%	0	8	8	3.1%	0	4	4	1.5%	0	3	3	1.2%
	NPO	81	0	0	0	0.0%	0	0	0	0.0%	0	1	1	1.2%	0	0	0	0.0%
	GS	215	0	1	1	0.5%	0	1	1	0.5%	1	2	3	1.4%	0	5	5	2.3%
Eastern Mediterranean	P	222	0	3	3	1.4%	0	6	6	2.7%	0	10	10	4.5%	0	9	9	4.1%
	NPO	157	0	3	3	1.9%	0	2	2	1.3%	0	5	5	3.2%	0	4	4	2.5%
	GS	518	0	2	2	0.4%	0	6	6	1.2%	0	10	10	1.9%	0	13	13	2.5%
Western Pacific	P	166	0	1	1	0.6%	0	2	2	1.2%	0	4	4	2.4%	0	3	3	1.8%
	NPO	82	0	0	0	0.0%	0	1	1	1.2%	0	0	0	0.0%	0	2	2	2.4%
	GS	327	0	2	2	0.6%	0	2	2	0.6%	0	5	5	1.5%	0	4	4	1.2%
Total	P	2539	3	56	59	2.3%	0	73	73	2.9%	1	77	78	3.1%	1	92	93	3.7%
	NPO	1039	0	15	15	1.4%	0	16	16	1.5%	1	28	29	2.8%	0	28	28	2.7%
	GS	3167	0	29	29	0.9%	0	38	38	1.2%	2	64	66	2.1%	0	88	88	2.8%
	ALL	6745	3	100	103	1.5%	0	127	127	1.9%	4	169	173	2.6%	1	208	209	3.1%

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

TABLE 10. STAFF HOLDING LONG-TERM APPOINTMENTS BY LENGTH OF SERVICE
DATA AS OF 31-DEC-2021

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	342	6	173	521	235	11	162	408	305	51	160	516	252	1	161	414	65	0	41	106	26	0	10	36	9	0	27	36	1234	69	734	2037
Special programmes and collaborative arrangements	5	0	2	7	5	0	1	6	8	0	4	12	6	0	1	7	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Africa	195	87	135	417	71	144	138	353	97	234	407	738	89	44	260	393	33	19	21	73	7	2	27	36	5	2	21	28	497	532	1009	2038
South-East Asia	39	69	79	187	39	22	66	127	30	7	74	111	16	11	76	103	5	3	30	38	5	3	15	23	0	3	16	19	134	118	356	608
Europe	84	47	80	211	49	14	25	88	56	17	44	117	55	3	57	115	12	0	5	17	3	0	3	6	1	0	1	2	260	81	215	556
Eastern Mediterranean	97	82	120	299	48	34	120	202	44	18	118	180	22	10	118	150	5	7	18	30	6	4	15	25	0	2	9	11	222	157	518	897
Western Pacific	73	24	64	161	37	30	89	156	33	18	81	132	13	8	53	74	7	0	24	31	1	1	11	13	2	1	5	8	166	82	327	575
Total	835	315	653	1803	484	255	601	1340	573	345	888	1806	453	77	726	1256	129	29	139	297	48	10	81	139	17	8	79	104	2539	1039	3167	6745
Percentage by bracket	46.3%	17.5%	36.2%	100.0%	36.1%	19.0%	44.9%	100.0%	31.7%	19.1%	49.2%	100.0%	36.1%	6.1%	57.8%	100.0%	43.4%	9.8%	46.8%	100.0%	34.5%	7.2%	58.3%	100.0%	16.3%	7.7%	76.0%	100.0%	37.6%	15.4%	47.0%	100.0%
Percentage of total				26.7%				19.9%				26.8%				18.6%				4.4%				2.1%				1.5%				100.0%
Percentage of total (July 2021)				27.3%				18.7%				31.7%				14.6%				4.1%				2.1%				1.5%				100.0%
Percentage of total (Dec 2020)				27.6%				17.0%				35.5%				12.4%				4.1%				2.1%				1.4%				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 2021

Major Office*	2018				2019				2020				2021			
	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters	15541	10218	25759	39.7%	12946	9045	21991	41.1%	34057	23124	57181	40.4%	27039	18535	45574	40.7%
Africa	20166	6085	26251	23.2%	20952	7042	27994	25.2%	18458	6519	24977	26.1%	12795	4968	17763	28.0%
Eastern Mediterranean	6141	2897	9038	32.1%	7768	2970	10738	27.7%	10470	4675	15145	30.9%	11057	4020	15077	26.7%
Europe	3896	2743	6639	41.3%	5295	3658	8953	40.9%	4176	3036	7212	42.1%	3671	2513	6184	40.6%
South-East Asia	2949	1234	4183	29.5%	4800	2256	7056	32.0%	6839	2696	9535	28.3%	6432	3541	9973	35.5%
Western Pacific	6727	3007	9734	30.9%	4327	2260	6587	34.3%	2336	1534	3870	39.6%	6486	2654	9140	29.0%
Total	55420	26184	81604	32.1%	56088	27231	83319	32.7%	76336	41584	117920	35.3%	67480	36231	103711	34.9%

* 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 2021

Geographic Representation	2018		2019		2020		2021	
	Total	%	Total	%	Total	%	Total	%
Unrepresented countries	823	1.0%	849	1.0%	1157	1.0%	834	0.8%
Underrepresented countries	8596	10.5%	8166	9.8%	11718	9.9%	9072	8.7%
Countries within the range	12419	15.2%	13326	16.0%	17106	14.5%	14826	14.3%
Overrepresented countries	59766	73.2%	60978	73.2%	87939	74.6%	78979	76.2%
Total	81604	100.0%	83319	100.0%	117920	100.0%	103711	100.0%

TABLE 12. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 DECEMBER 2021

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	38	19	50.0%	16	9	56.3%	94	46	48.9%	54	38	70.4%	202	112	55.4%
	NPO	0	0	0.0%	0	0	0.0%	16	13	81.3%	0	0	0.0%	16	13	81.3%
	GS	22	21	95.5%	1	1	100.0%	12	7	58.3%	36	31	86.1%	71	60	84.5%
<i>Special programmes and collaborative arrangements</i>	P	0	0	0.0%	0	0	0.0%	0	0	0.0%	2	2	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%	2	2	100.0%	2	2	100.0%
Africa	P	31	12	38.7%	5	3	60.0%	2	1	50.0%	18	8	44.4%	56	24	42.9%
	NPO	9	5	55.6%	0	0	0.0%	0	0	0.0%	0	0	0.0%	9	5	55.6%
	GS	11	4	36.4%	1	1	100.0%	0	0	0.0%	0	0	0.0%	12	5	41.7%
South-East Asia	P	4	2	50.0%	0	0	0.0%	0	0	0.0%	8	5	62.5%	12	7	58.3%
	NPO	12	8	66.7%	0	0	0.0%	2	2	100.0%	3	1	33.3%	17	11	64.7%
	GS	11	6	54.5%	0	0	0.0%	7	3	42.9%	3	0	0.0%	21	9	42.9%
Europe	P	4	2	50.0%	2	1	50.0%	1	0	0.0%	6	3	50.0%	13	6	46.2%
	NPO	8	4	50.0%	0	0	0.0%	1	1	100.0%	1	0	0.0%	10	5	50.0%
	GS	10	6	60.0%	0	0	0.0%	0	0	0.0%	12	6	50.0%	22	12	54.5%
Eastern Mediterranean	P	14	5	35.7%	2	1	50.0%	5	2	40.0%	7	3	42.9%	28	11	39.3%
	NPO	14	7	50.0%	1	0	0.0%	5	5	100.0%	12	2	16.7%	32	14	43.8%
	GS	21	13	61.9%	1	1	100.0%	11	6	54.5%	12	7	58.3%	45	27	60.0%
Western Pacific	P	7	6	85.7%	4	1	25.0%	1	1	100.0%	0	0	0.0%	12	8	66.7%
	NPO	5	2	40.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	5	2	40.0%
	GS	7	5	71.4%	0	0	0.0%	0	0	0.0%	2	0	0.0%	9	5	55.6%
Total	P	98	46	46.9%	29	15	51.7%	103	50	48.5%	95	59	62.1%	325	170	52.3%
	NPO	48	26	54.2%	1	0	0.0%	24	21	87.5%	16	3	18.8%	89	50	56.2%
	GS	82	55	67.1%	3	3	100.0%	30	16	53.3%	67	46	68.7%	182	120	65.9%
	All	228	127	55.7%	33	18	54.5%	157	87	55.4%	178	108	60.7%	596	340	57.0%
Percentage of total		38.3%			5.5%			26.3%			29.9%			100.0%		

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

**TABLE 13. TOTAL STAFF HOLDING LONG-TERM APPOINTMENTS IN THE PROFESSIONAL AND HIGHER CATEGORIES
BY LOCATION OF ASSIGNMENT AND REGION OF NATIONALITY
DATA AS OF 31-DEC-2021**

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	119	9.4%	99	7.9%	581	46.1%	66	5.2%	234	18.6%	161	12.8%	1260	100.0%
Africa	407	81.9%	9	1.8%	34	6.8%	8	1.6%	32	6.4%	7	1.4%	497	100.0%
South-East Asia	4	3.0%	86	64.2%	17	12.7%	3	2.2%	10	7.5%	14	10.4%	134	100.0%
Europe	4	1.5%	7	2.7%	199	76.5%	8	3.1%	26	10.0%	16	6.2%	260	100.0%
Eastern Mediterranean	21	9.5%	13	5.9%	44	19.8%	111	50.0%	25	11.3%	8	3.6%	222	100.0%
Western Pacific	6	3.6%	15	9.0%	36	21.7%	0	0.0%	19	11.4%	90	54.2%	166	100.0%
Total	561	22.1%	229	9.0%	911	35.9%	196	7.7%	346	13.6%	296	11.7%	2539	100.0%
Percentage of total (July 2021)		22.1%		8.6%		35.8%		7.7%		14.1%		11.8%		
Percentage of total (Dec 2020)		21.7%		8.6%		36.2%		7.6%		14.3%		11.6%		

TABLE 14. STAFF MOBILITY: CHANGE IN DUTY STATION
DATA FROM 1 JANUARY TO 31 DECEMBER 2021

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	4	6	33.3%	2	0	2	11.1%	2	0	2	11.1%	1	1	2	11.1%	1	4	5	27.8%	1	0	1	5.6%	9	9	18	100.0%
Africa	4	2	6	7.7%	38	21	59	75.6%	0	2	2	2.6%	4	1	5	6.4%	5	1	6	7.7%	0	0	0	0.0%	51	27	78	100.0%
South-East Asia	3	0	3	10.7%	2	0	2	7.1%	12	5	17	60.7%	1	2	3	10.7%	0	0	0	0.0%	1	2	3	10.7%	19	9	28	100.0%
Europe	4	5	9	27.3%	0	0	0	0.0%	0	0	0	0.0%	9	10	19	57.6%	3	1	4	12.1%	1	0	1	3.0%	17	16	33	100.0%
Eastern Mediterranean	5	1	6	20.7%	4	0	4	13.8%	0	0	0	0.0%	5	0	5	17.2%	11	3	14	48.3%	0	0	0	0.0%	25	4	29	100.0%
Western Pacific	5	0	5	12.8%	1	0	1	2.6%	1	2	3	7.7%	3	1	4	10.3%	1	1	2	5.1%	7	17	24	61.5%	18	21	39	100.0%
Total	23	12	35	15.6%	47	21	68	30.2%	15	9	24	10.7%	23	15	38	16.9%	21	10	31	13.8%	10	19	29	12.9%	139	86	225	100.0%
Totals from December 2020	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%

This table excludes The Americas region (2 staff moved to PAHO: 1 from EMRO and 1 from HQ; 5 staff moved from PAHO: 1 to AFRO, 1 to EURO and 3 to HQ)

M - male, F - female, T - total

TABLE 15. MOBILITY RATIO BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 DECEMBER 2021

Major Office leaving	Total Professional and higher category staff	% of Professional and higher category staff	Total number of moves	% of Professional and higher category staff who have moved	Total number of moves between major offices	% of total moves between major offices	% of Professional and higher category staff who have moved between major offices
Headquarters	1260	49.6%	18	1.4%	12	66.7%	1.0%
Africa	497	19.6%	78	15.7%	19	24.4%	3.8%
South-East Asia	134	5.3%	28	20.9%	11	39.3%	8.2%
Europe	260	10.2%	33	12.7%	14	42.4%	5.4%
Eastern Mediterranean	222	8.7%	29	13.1%	15	51.7%	6.8%
Western Pacific	166	6.5%	39	23.5%	15	38.5%	9.0%
Total	2539	100.0%	225	8.9%	86	38.2%	3.4%
Totals from December 2020	2391	100.0%	162	6.8%	76	46.9%	3.2%

This table excludes The Americas region (2 staff moved to PAHO: 1 from EMRO and 1 from HQ; 5 staff moved from PAHO: 1 to AFRO, 1 to EURO and 3 to HQ)

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 2021

Intentionally left blank due to the suspension of the Global Internship Programme in 2021

		Developed countries				Developing countries				Total			
Major Office	Office Type	Male	Female	Total	% Female	Male	Female	Total	% Female	Male	Female	Total	% Female
Headquarters		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
Africa	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%
Eastern Mediterranean	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%
Europe	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%
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	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%
Total	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%
Totals from 2020		11	48	59	81.4%	7	25	32	78.1%	18	73	91	80.2%

**TABLE 17. NUMBER OF INTERNS BY NATIONALITY AND GENDER
DATA FROM 1 JANUARY TO 31 DECEMBER 2021**

Intentionally left blank due to the suspension of the Global Internship Programme in 2021

**TABLE 18. NUMBER OF APPLICANTS (INTERNS) BY NATIONALITY AND GENDER
DATA FROM 1 JANUARY TO 31 DECEMBER 2021**

Intentionally left blank due to the suspension of the Global Internship Programme in 2021

TABLE 19. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES
DATA FROM 1 JANUARY TO 31 DECEMBER 2021

Donor countries	Major office						Total
	Headquarters	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	
Belgium	2	0	0	0	0	0	2
China	3	0	0	0	0	0	3
Finland	1	1	0	0	0	0	2
France	4	0	0	0	0	0	4
Germany	8	0	0	2	0	0	10
Italy	4	0	0	1	0	0	5
Japan	5	1	1	0	0	4	11
Kuwait	0	0	0	1	0	0	1
Luxembourg	1	0	0	0	0	0	1
Netherlands	2	1	0	0	2	0	5
Republic of Korea	3	0	0	0	0	0	3
Sweden	1	1	0	0	0	0	2
Switzerland	2	0	0	0	0	0	2
Total	36	4	1	4	2	4	51

**TABLE 20. NUMBER OF INDIVIDUALS HOLDING OTHER CONTRACTUAL ARRANGEMENTS, BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 DECEMBER 2021**

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	2331	430	1766	540	0
Africa	526	36	1051	338	2861
South-East Asia	337	24	234	54	1905
Europe	1395	84	1028	177	20
Eastern Mediterranean	1109	91	676	122	274
Western Pacific	289	34	623	176	179
Total	5987	700	5378	1407	5239
Totals from December 2020	4694	461	4329	1213	4408

^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 2021

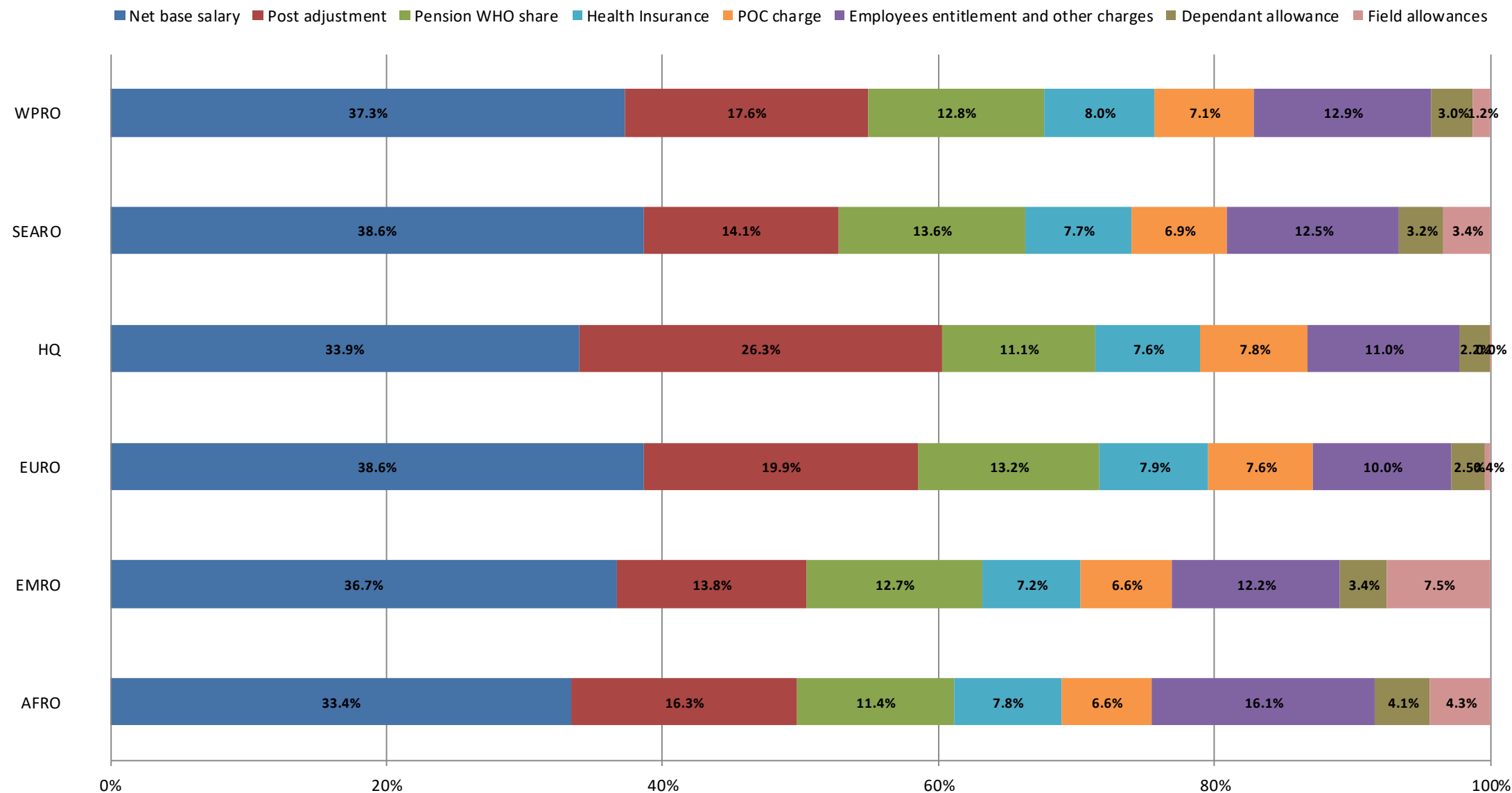


TABLE 22. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF
DATA FROM 1 JANUARY TO 31 DECEMBER 2021

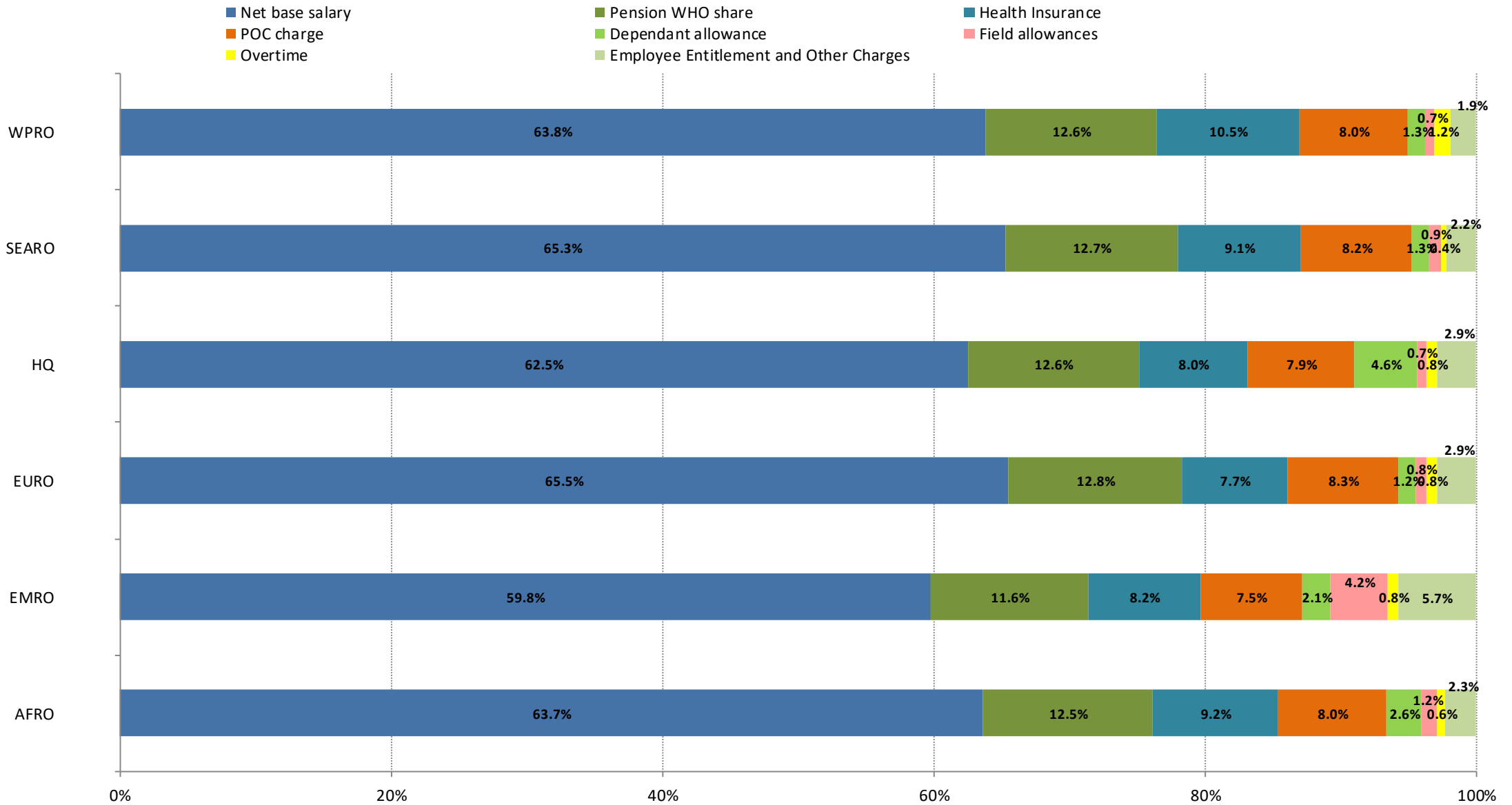


TABLE 23. DATA PROVIDED BY PAHO ON ITS DISTRIBUTION OF FIXED-TERM PROFESSIONAL STAFF BY NATIONALITY
DATA AS OF 31-DEC-2021

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/spba1510-pasb-human-resources-management>

Nationality	Total
Argentina	25
Austria	1
Barbados	2
Belgium	4
Belize	6
Bhutan	1
Bolivia (Plurinational State of)	3
Brazil	46
Canada	9
Chile	11
Colombia	42
Costa Rica	9
Cuba	8
Democratic Republic of the Congo	1
Dominica	1
Dominican Republic	3
Ecuador	13
El Salvador	10
France	11
Germany	1
Guatemala	11
Guyana	1
Haiti	3
Honduras	5
India	1
Ireland	1
Italy	5
Jamaica	9
Japan	1
Malta	1
Mexico	12
Netherlands	4
Nicaragua	9
Panama	2
Paraguay	4
Peru	21
Philippines	3
Portugal	1
Rwanda	2
Saint Vincent and the Grenadines	3
Singapore	2
Spain	33
Suriname	2
Switzerland	1
Trinidad and Tobago	4
Turkey	1
Uganda	1
United Kingdom of Great Britain and Northern Ireland	10
United States of America	59
Uruguay	5
Uzbekistan	1
Venezuela (Bolivarian Republic of)	6
Total	431