

# **Human resources: update**

## **Workforce data**

**As at 31 December 2022**



**Document issued 04 April 2023**

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**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS**  
**DATA AS OF 31-DEC-2022**

Category	Headquarters	<i>Special programmes and collaborative arrangements<sup>a</sup></i>	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
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**Staff holding long-term appointments**

**Fixed-term appointments**

Professional and higher category staff	643	10	287	88	134	182	113	<b>1457</b>
National professional officers	26	0	353	105	63	120	48	<b>715</b>
General service staff	372	4	376	153	101	250	155	<b>1411</b>
<b>Total</b>	<b>1041</b>	<b>14</b>	<b>1016</b>	<b>346</b>	<b>298</b>	<b>552</b>	<b>316</b>	<b>3583</b>
Percentage of fixed-term appointments out of the total staff	35.7%	22.6%	42.3%	44.5%	36.0%	39.4%	53.0%	39.9%

**Continuing appointments**

Professional and higher category staff	657	17	213	58	129	82	55	<b>1211</b>
National professional officers	50	0	240	23	21	50	34	<b>418</b>
General service staff	379	4	628	201	109	269	168	<b>1758</b>
<b>Total</b>	<b>1086</b>	<b>21</b>	<b>1081</b>	<b>282</b>	<b>259</b>	<b>401</b>	<b>257</b>	<b>3387</b>
Percentage of continuing appointments out of the total staff	37.2%	33.9%	45.0%	36.2%	31.3%	28.6%	43.1%	37.7%

<b>Total number of staff holding long-term appointments</b>	<b>2127</b>	<b>35</b>	<b>2097</b>	<b>628</b>	<b>557</b>	<b>953</b>	<b>573</b>	<b>6970</b>
<b>Percentage of long-term appointments out of the total staff</b>	<b>72.9%</b>	<b>56.5%</b>	<b>87.3%</b>	<b>80.7%</b>	<b>67.4%</b>	<b>68.0%</b>	<b>96.1%</b>	<b>77.6%</b>

**Staff holding short-term appointments**

**Temporary appointments under SR 420.4**

Professional and higher category staff	540	26	139	43	94	106	8	<b>956</b>
National professional officers	1	0	62	67	67	151	0	<b>348</b>
General service staff	115	1	105	39	100	189	11	<b>560</b>
<b>Total</b>	<b>656</b>	<b>27</b>	<b>306</b>	<b>149</b>	<b>261</b>	<b>446</b>	<b>19</b>	<b>1864</b>

**Temporary appointments of 60 days or less**

Professional and higher category staff	76	0	0	1	6	1	1	<b>85</b>
National professional officers	0	0	0	0	0	1	0	<b>1</b>
General service staff	57	0	0	0	3	0	3	<b>63</b>
<b>Total</b>	<b>133</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>9</b>	<b>2</b>	<b>4</b>	<b>149</b>

<b>Total number of temporary appointments</b>	<b>789</b>	<b>27</b>	<b>306</b>	<b>150</b>	<b>270</b>	<b>448</b>	<b>23</b>	<b>2013</b>
<b>Percentage of temporary appointments out of the total staff</b>	<b>27.1%</b>	<b>43.5%</b>	<b>12.7%</b>	<b>19.3%</b>	<b>32.6%</b>	<b>32.0%</b>	<b>3.9%</b>	<b>22.4%</b>

<b>Total number of staff</b>	<b>2916</b>	<b>62</b>	<b>2403</b>	<b>778</b>	<b>827</b>	<b>1401</b>	<b>596</b>	<b>8983</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-2022**

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	1211	32.7%	418	28.2%	1758	46.4%	3387	37.7%
Fixed-Term	1457	39.3%	715	48.2%	1411	37.2%	3583	39.9%
Temporary	1041	28.1%	349	23.5%	623	16.4%	2013	22.4%
Total	3709	100.0%	1482	100.0%	3792	100.0%	8983	100.0%

**TABLE 3a - DISTRIBUTION OF STAFF BY JOB CATEGORY, APPOINTMENT TYPE AND GENDER, ALL LOCATIONS**  
**DATA AS OF 31-DEC-2022**

<b>Job Category</b>	<b>Appointment Type</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>% Female</b>	<b>% Male</b>
<b>Professional and higher graded staff</b>	<b>Continuing</b>	551	660	1211	45.5%	54.5%
	<b>Fixed-Term</b>	698	759	1457	47.9%	52.1%
	<b>Temporary</b>	551	490	1041	52.9%	47.1%
	<b>Total P</b>	<b>1800</b>	<b>1909</b>	<b>3709</b>	<b>48.5%</b>	<b>51.5%</b>
<b>National Professional Officer</b>	<b>Continuing</b>	180	238	418	43.1%	56.9%
	<b>Fixed-Term</b>	300	415	715	42.0%	58.0%
	<b>Temporary</b>	119	230	349	34.1%	65.9%
	<b>Total NPO</b>	<b>599</b>	<b>883</b>	<b>1482</b>	<b>40.4%</b>	<b>59.6%</b>
<b>General Service Staff</b>	<b>Continuing</b>	940	818	1758	53.5%	46.5%
	<b>Fixed-Term</b>	822	589	1411	58.3%	41.7%
	<b>Temporary</b>	292	331	623	46.9%	53.1%
	<b>Total GS</b>	<b>2054</b>	<b>1738</b>	<b>3792</b>	<b>54.2%</b>	<b>45.8%</b>
	<b>Total</b>	<b>4453</b>	<b>4530</b>	<b>8983</b>	<b>49.6%</b>	<b>50.4%</b>

**TABLE 3b - DISTRIBUTION OF STAFF BY JOB CATEGORY, GRADE, MAJOR OFFICE AND GENDER, ALL LOCATIONS**  
**DATA AS OF 31-DEC-2022**

Job Category	Grade	Headquarters					Africa					South-East Asia					Europe					Eastern Mediterranean					Western Pacific					Total				
		F	M	T	% F	% M	F	M	T	% F	% M	F	M	T	% F	% M	F	M	T	% F	% M	F	M	T	% F	% M	F	M	T	% F	% M	F	M	T	% F	% M
P	UG3	0	1	1	0.0%	100.0%	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%	0.0%	0	0	0	0.0%	0.0%	0	1	1	0.0%	100.0%
	UG2	1	1	2	50.0%	50.0%	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%	0.0%	0	0	0	0.0%	0.0%	1	1	2	50.0%	50.0%
	UG1	3	4	7	42.9%	57.1%	1	0	1	100.0%	0.0%	1	0	1	100.0%	0.0%	0	1	1	0.0%	100.0%	0	1	1	0.0%	100.0%	0	1	1	0.0%	100.0%	5	7	12	41.7%	58.3%
	D2	17	26	43	39.5%	60.5%	1	4	5	20.0%	80.0%	0	3	3	0.0%	100.0%	0	1	1	0.0%	100.0%	4	8	12	33.3%	66.7%	1	1	2	50.0%	50.0%	23	43	66	34.8%	65.2%
	D1	13	19	32	40.6%	59.4%	5	20	25	20.0%	80.0%	3	11	14	21.4%	78.6%	7	11	18	38.9%	61.1%	9	11	20	45.0%	55.0%	6	8	14	42.9%	57.1%	43	80	123	35.0%	65.0%
	P6	18	30	48	37.5%	62.5%	3	7	10	30.0%	70.0%	1	6	7	14.3%	85.7%	6	5	11	54.5%	45.5%	2	5	7	28.6%	71.4%	1	2	3	33.3%	66.7%	31	55	86	36.0%	64.0%
	P5	227	233	460	49.3%	50.7%	27	64	91	29.7%	70.3%	34	39	73	46.6%	53.4%	37	40	77	48.1%	51.9%	36	52	88	40.9%	59.1%	25	21	46	54.3%	45.7%	386	449	835	46.2%	53.8%
	P4	383	303	686	55.8%	44.2%	84	214	298	28.2%	71.8%	17	40	57	29.8%	70.2%	52	66	118	44.1%	55.9%	32	94	126	25.4%	74.6%	40	26	66	60.6%	39.4%	608	743	1351	45.0%	55.0%
	P3	332	188	520	63.8%	36.2%	52	99	151	34.4%	65.6%	11	18	29	37.9%	62.1%	57	44	101	56.4%	43.6%	39	57	96	40.6%	59.4%	31	12	43	72.1%	27.9%	522	418	940	55.5%	44.5%
	P2	87	48	135	64.4%	35.6%	32	23	55	58.2%	41.8%	0	6	6	0.0%	100.0%	31	18	49	63.3%	36.7%	6	14	20	30.0%	70.0%	2	0	2	100.0%	0.0%	158	109	267	59.2%	40.8%
	P1	12	1	13	92.3%	7.7%	2	1	3	66.7%	33.3%	0	0	0	0.0%	0.0%	9	0	9	100.0%	0.0%	0	1	1	0.0%	100.0%	0	0	0	0.0%	0.0%	23	3	26	88.5%	11.5%
Total P		1093	854	1947	56.1%	43.9%	207	432	639	32.4%	67.6%	67	123	190	35.3%	64.7%	199	186	385	51.7%	48.3%	128	243	371	34.5%	65.5%	106	71	177	59.9%	40.1%	1800	1909	3709	48.5%	51.5%
NPO	NO-D	0	0	0	0.0%	0.0%	3	6	9	33.3%	66.7%	0	2	2	0.0%	100.0%	0	0	0	0.0%	0.0%	6	14	20	30.0%	70.0%	3	0	3	100.0%	0.0%	12	22	34	35.3%	64.7%
	NO-C	16	10	26	61.5%	38.5%	138	257	395	34.9%	65.1%	21	31	52	40.4%	59.6%	9	4	13	69.2%	30.8%	36	73	109	33.0%	67.0%	19	19	38	50.0%	50.0%	239	394	633	37.8%	62.2%
	NO-B	19	5	24	79.2%	20.8%	62	167	229	27.1%	72.9%	38	44	82	46.3%	53.7%	69	59	128	53.9%	46.1%	54	91	145	37.2%	62.8%	22	13	35	62.9%	37.1%	264	379	643	41.1%	58.9%
	NO-A	21	6	27	77.8%	22.2%	8	14	22	36.4%	63.6%	26	33	59	44.1%	55.9%	5	5	10	50.0%	50.0%	19	29	48	39.6%	60.4%	5	1	6	83.3%	16.7%	84	88	172	48.8%	51.2%
Total NPO		56	21	77	72.7%	27.3%	211	444	655	32.2%	67.8%	85	110	195	43.6%	56.4%	83	68	151	55.0%	45.0%	115	207	322	35.7%	64.3%	49	33	82	59.8%	40.2%	599	883	1482	40.4%	59.6%
GS	G7	7	1	8	87.5%	12.5%	67	80	147	45.6%	54.4%	16	24	40	40.0%	60.0%	0	1	1	0.0%	100.0%	22	16	38	57.9%	42.1%	19	6	25	76.0%	24.0%	131	128	259	50.6%	49.4%
	G6	193	42	235	82.1%	17.9%	135	92	227	59.5%	40.5%	30	32	62	48.4%	51.6%	55	19	74	74.3%	25.7%	86	55	141	61.0%	39.0%	62	23	85	72.9%	27.1%	561	263	824	68.1%	31.9%
	G5	391	82	473	82.7%	17.3%	132	87	219	60.3%	39.7%	88	63	151	58.3%	41.7%	128	38	166	77.1%	22.9%	162	115	277	58.5%	41.5%	102	15	117	87.2%	12.8%	1003	400	1403	71.5%	28.5%
	G4	132	42	174	75.9%	24.1%	34	45	79	43.0%	57.0%	35	26	61	57.4%	42.6%	24	8	32	75.0%	25.0%	34	38	72	47.2%	52.8%	47	8	55	85.5%	14.5%	306	167	473	64.7%	35.3%
	G3	13	17	30	43.3%	56.7%	9	90	99	9.1%	90.9%	2	26	28	7.1%	92.9%	0	20	20	0.0%	100.0%	1	60	61	1.6%	98.4%	11	17	28	39.3%	60.7%	36	230	266	13.5%	86.5%
	G2	1	0	1	100.0%	0.0%	4	324	328	1.2%	98.8%	0	47	47	0.0%	100.0%	2	25	27	7.4%	92.6%	1	104	105	1.0%	99.0%	2	20	22	9.1%	90.9%	10	520	530	1.9%	98.1%
	G1	0	4	4	0.0%	100.0%	2	8	10	20.0%	80.0%	1	3	4	25.0%	75.0%	0	0	0	0.0%	0.0%	1	13	14	7.1%	92.9%	3	2	5	60.0%	40.0%	7	30	37	18.9%	81.1%
Total GS		737	188	925	79.7%	20.3%	383	726	1109	34.5%	65.5%	172	221	393	43.8%	56.2%	209	111	320	65.3%	34.7%	307	401	708	43.4%	56.6%	246	91	337	73.0%	27.0%	2054	1738	3792	54.2%	45.8%
Total		1886	1063	2949	64.0%	36.0%	801	1602	2403	33.3%	66.7%	324	454	778	41.6%	58.4%	491	365	856	57.4%	42.6%	550	851	1401	39.3%	60.7%	401	195	596	67.3%	32.7%	4453	4530	8983	49.6%	50.4%

F - female, M - male, T - total

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

TABLE 3c. DISTRIBUTION OF STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE, GRADE AND GENDER<sup>a</sup>  
DATA AS OF 31-DEC-2022

## Professional and higher category staff

Region	P1			P2			P3			P4			P5			P6/D1			D2			UG			Total			Percentage current year		Comparison with July 2022		Comparison with Dec 2021	
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	F	M	F	M
Headquarters	1	0	1	24	14	38	153	102	255	241	214	455	208	215	423	30	47	77	16	25	41	4	6	10	677	623	1300	52.1%	47.9%	52.5%	47.5%	52.6%	47.4%
Special programmes and collaborative arrangements	5	0	5	4	2	6	2	1	3	2	3	5	2	2	4	1	2	3	1	0	1	0	0	0	17	10	27	63.0%	37.0%	60.7%	39.3%	57.7%	42.3%
Africa	1	1	2	27	18	45	44	65	109	66	153	219	25	59	84	8	27	35	1	4	5	1	0	1	173	327	500	34.6%	65.4%	33.7%	66.3%	33.8%	66.2%
South-East Asia	0	0	0	0	2	2	3	6	9	12	27	39	33	38	71	4	17	21	0	3	3	1	0	1	53	93	146	36.3%	63.7%	37.4%	62.6%	38.1%	61.9%
Europe	0	0	0	12	9	21	35	28	63	39	40	79	33	38	71	13	15	28	0	0	0	0	1	1	132	131	263	50.2%	49.8%	50.9%	49.1%	51.2%	48.8%
Eastern Mediterranean	0	1	1	3	6	9	21	30	51	25	54	79	34	50	84	11	16	27	4	8	12	0	1	1	98	166	264	37.1%	62.9%	37.2%	62.8%	35.6%	64.4%
Western Pacific	0	0	0	2	0	2	25	11	36	40	26	66	24	20	44	7	10	17	1	1	2	0	1	1	99	69	168	58.9%	41.1%	58.1%	41.9%	56.6%	43.4%
Total	7	2	9	72	51	123	283	243	526	425	517	942	359	422	781	74	134	208	23	41	64	6	9	15	1249	1419	2668	46.8%	53.2%	47.0%	53.0%	46.8%	53.2%
Percentage by grade	77.8%	22.2%	100.0%	58.5%	41.5%	100.0%	53.8%	46.2%	100.0%	45.1%	54.9%	100.0%	46.0%	54.0%	100.0%	35.6%	64.4%	100.0%	35.9%	64.1%	100.0%	40.0%	60.0%	100.0%	46.8%	53.2%	100.0%						
Percentage of total			0.3%			4.6%			19.7%			35.3%			29.3%			7.8%			2.4%			0.6%			100.0%						

## National professional officers

Region	A			B			C			D			Total			Percentage current year		Comparison with July 2022		Comparison with Dec 2021	
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	F	M	F	M
Headquarters <sup>b</sup>	21	6	27	19	5	24	16	9	25	0	0	0	56	20	76	73.7%	26.3%	73.6%	26.4%	73.9%	26.1%
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	7	11	18	54	144	198	131	237	368	3	6	9	195	398	593	32.9%	67.1%	33.0%	67.0%	31.4%	68.6%
South-East Asia	10	10	20	29	31	60	19	27	46	0	2	2	58	70	128	45.3%	54.7%	48.7%	51.3%	47.5%	52.5%
Europe	3	2	5	41	29	70	8	1	9	0	0	0	52	32	84	61.9%	38.1%	62.2%	37.8%	63.0%	37.0%
Eastern Mediterranean	5	10	15	32	40	72	29	39	68	4	11	15	70	100	170	41.2%	58.8%	42.1%	57.9%	40.8%	59.2%
Western Pacific	5	1	6	22	13	35	19	19	38	3	0	3	49	33	82	59.8%	40.2%	59.0%	41.0%	61.0%	39.0%
Total	51	40	91	197	262	459	222	332	554	10	19	29	480	653	1133	42.4%	57.6%	43.5%	56.5%	42.3%	57.7%
Percentage by grade	56.0%	44.0%	100.0%	42.9%	57.1%	100.0%	40.1%	59.9%	100.0%	34.5%	65.5%	100.0%	42.4%	57.6%	100.0%						
Percentage of total			8.0%			40.5%			48.9%			2.6%			100.0%						

## General service staff

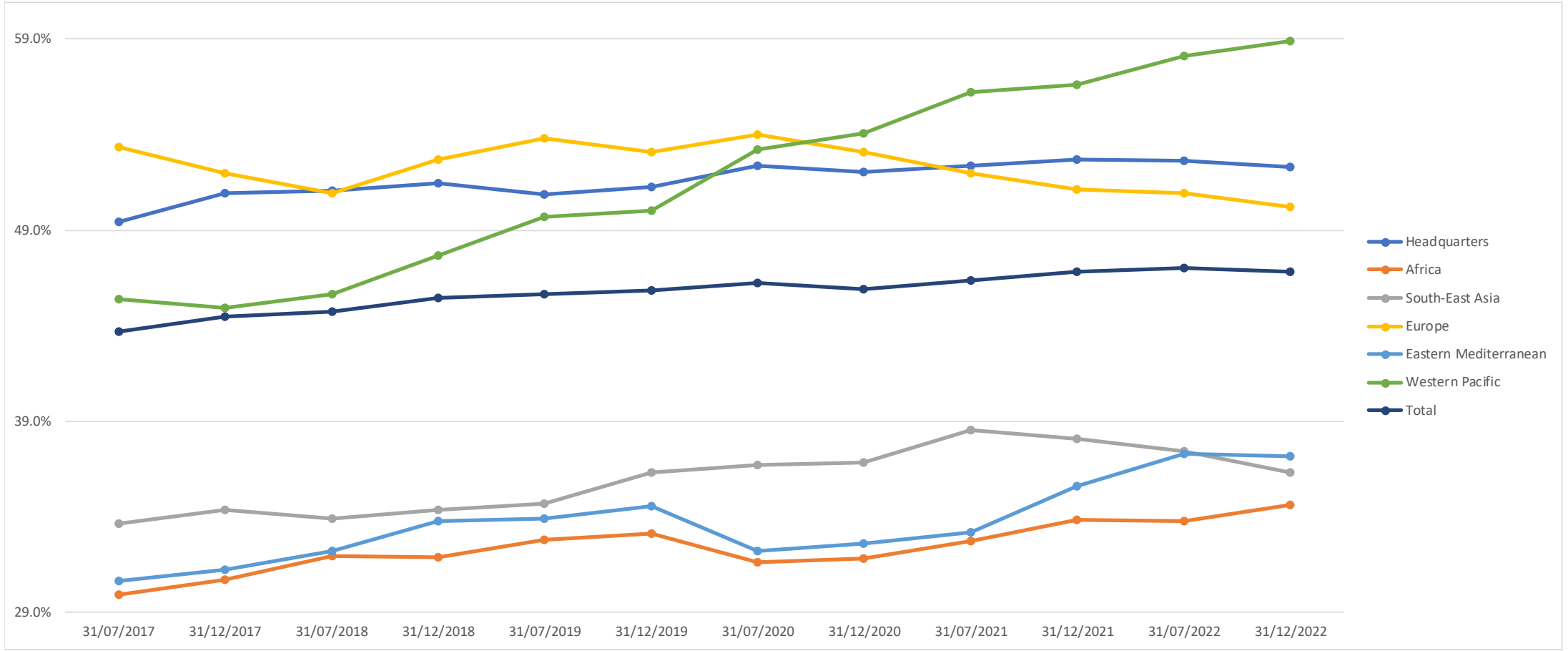
Region	G1			G2			G3			G4			G5			G6			G7			Total			Percentage current year		Comparison with July 2022		Comparison with Dec 2021	
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	F	M	F	M
Headquarters	0	1	1	0	0	0	4	12	16	81	30	111	318	65	383	191	41	232	7	1	8	601	150	751	80.0%	20.0%	80.5%	19.5%	80.4%	19.6%
Special programmes and collaborative arrangements	0	0	0	0	0	0	0	0	0	0	0	0	7	0	7	0	1	1	0	0	0	7	1	8	87.5%	12.5%	88.9%	11.1%	87.5%	12.5%
Africa	2	7	9	3	287	290	9	89	98	31	27	58	118	76	194	131	83	214	65	76	141	359	645	1004	35.8%	64.2%	36.4%	63.6%	36.5%	63.5%
South-East Asia	1	3	4	0	42	42	2	26	28	30	21	51	83	49	132	29	28	57	16	24	40	161	193	354	45.5%	54.5%	45.2%	54.8%	45.5%	54.5%
Europe	0	0	0	0	5	5	0	17	17	12	6	18	79	23	102	51	16	67	0	1	1	142	68	210	67.6%	32.4%	67.6%	32.4%	67.0%	33.0%
Eastern Mediterranean	1	10	11	1	68	69	1	57	58	25	21	46	128	59	187	78	35	113	22	13	35	256	263	519	49.3%	50.7%	49.9%	50.1%	50.2%	49.8%
Western Pacific	3	2	5	1	20	21	11	16	27	42	7	49	99	13	112	61	23	84	19	6	25	236	87	323	73.1%	26.9%	73.4%	26.6%	71.9%	28.1%
Total	7	23	30	5	422	427	27	217	244	221	112	333	832	285	1117	541	227	768	129	121	250	1762	1407	3169	55.6%	44.4%	56.0%	44.0%	55.8%	44.2%
Percentage by grade	23.3%	76.7%	100.0%	1.2%	98.8%	100.0%	11.1%	88.9%	100.0%	66.4%	33.6%	100.0%	74.5%	25.5%	100.0%	70.4%	29.6%	100.0%	51.6%	48.4%	100.0%	55.6%	44.4%	100.0%						
Percentage of total			0.9%			13.5%			7.7%			10.5%			35.2%			24.2%			7.9%			100.0%						

F - female, M - male, 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 3d. PERCENTAGE OF FEMALE STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE  
DATA FROM JULY 2017 TO DECEMBER 2022

Professional and higher category staff





**TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION**  
**DATA AS OF 31-DEC-2022**

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 Mali Nigeria Rwanda Senegal South Africa Togo Uganda United Republic of Tanzania Zambia Zimbabwe
<b>The Americas</b>	Antigua and Barbuda Bahamas Barbados Belize Cuba Dominica Ecuador El Salvador Grenada Jamaica Panama Paraguay Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines Suriname	Brazil Mexico	Canada
<b>South-East Asia</b>			Bangladesh Bhutan India Nepal Sri Lanka
<b>Europe</b>	Andorra Cyprus Faroe Islands* Iceland Monaco Montenegro San Marino	Austria Czechia Israel Poland	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) Jordan Lebanon Morocco Pakistan Sudan Tunisia Yemen
<b>Western Pacific</b>	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 Viet Nam

\*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-2022**

**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			
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total	
Algeria	1-9	0	0	0	0	1	1	2	1	2	1	0	0	0	0	0	0	5	3	8	
Angola	1-8	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1	2	
Benin	1-8	0	0	1	2	0	3	2	4	0	2	0	0	0	0	0	0	3	11	14	
Botswana	1-8	0	0	0	1	0	0	0	1	0	0	0	0	1	0	1	0	2	2	4	
Burkina Faso	1-8	0	0	3	0	1	4	3	8	1	5	0	2	0	1	0	0	8	20	28	
Burundi	1-8	0	0	1	0	2	0	2	2	3	0	0	1	0	0	0	0	8	3	11	
Cabo Verde	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Cameroon	1-8	0	0	1	1	1	3	0	13	2	2	1	1	0	0	0	0	5	20	25	
Central African Republic	1-8	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	2	
Chad	1-8	0	0	0	0	0	1	0	5	0	0	0	0	0	0	0	0	0	6	6	
Comoros	1-8	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	
Congo	1-8	0	0	2	4	2	11	0	1	0	0	0	1	0	0	0	0	4	17	21	
Côte d'Ivoire	1-8	0	0	0	0	0	2	3	7	1	2	1	1	0	0	0	0	5	12	17	
Democratic Republic of the Congo	1-8	0	0	1	2	0	4	2	16	0	6	0	2	0	1	0	0	3	31	34	
Equatorial Guinea	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Eritrea	1-8	0	0	1	1	1	0	0	2	0	1	0	0	0	0	0	0	2	4	6	
Eswatini	1-8	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	
Ethiopia	1-8	0	0	0	0	0	6	4	16	1	7	0	2	0	1	0	1	5	33	38	
Gabon	1-8	0	0	0	0	1	0	0	0	0	2	0	0	0	0	0	0	1	2	3	
Gambia	1-8	0	0	0	0	1	0	0	1	0	3	0	0	0	0	0	0	1	4	5	
Ghana	1-8	0	0	1	0	2	0	7	4	0	4	1	0	1	0	0	0	12	8	20	
Guinea	1-8	0	0	0	1	3	1	0	5	1	1	0	0	0	0	0	0	4	8	12	
Guinea-Bissau	1-8	0	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0	2	1	3	
Kenya	1-8	0	0	3	0	6	1	4	16	6	6	1	2	0	1	0	0	20	26	46	
Lesotho	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Liberia	1-8	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	2	
Madagascar	1-8	0	0	1	1	1	0	3	1	1	0	0	0	0	0	0	0	6	2	8	
Malawi	1-8	0	0	0	0	0	2	2	3	0	3	0	1	0	0	0	0	2	9	11	
Mali	1-8	0	0	0	0	0	1	0	7	0	1	0	1	0	0	0	0	0	10	10	
Mauritania	1-8	0	0	0	0	0	1	0	2	1	0	0	1	0	0	0	0	1	4	5	
Mauritius	1-8	0	0	0	0	1	1	0	2	0	0	0	1	0	0	0	0	1	4	5	
Mozambique	1-8	0	0	0	0	0	0	1	3	0	0	0	0	0	0	0	0	1	3	4	
Namibia	1-8	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	
Niger	1-8	0	0	0	0	0	2	1	2	0	2	0	0	0	1	0	0	1	7	8	
Nigeria	1-8	0	0	1	4	2	2	2	14	3	7	0	3	0	0	0	1	8	31	39	
Rwanda	1-8	0	0	0	0	2	3	4	5	0	5	0	2	0	0	0	0	6	15	21	
Sao Tome and Principe	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Senegal	1-8	0	0	2	0	0	0	4	3	2	4	1	1	0	1	0	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	1	0	2	1	1	0	0	0	0	0	0	0	4	1	5	
South Africa	4-11	1	0	0	0	2	0	2	1	6	3	1	2	1	0	0	0	13	6	19	
South Sudan	1-8	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	
Togo	1-8	0	0	0	0	0	2	2	4	0	1	0	0	0	0	0	0	2	7	9	
Uganda	1-8	0	0	2	2	0	4	5	17	6	10	1	2	0	0	0	0	14	35	49	
United Republic of Tanzania	1-8	0	0	1	0	1	0	2	3	2	1	0	1	0	0	0	0	6	5	11	
Zambia	1-8	0	0	0	0	1	0	2	2	0	2	1	1	0	0	0	0	4	5	9	
Zimbabwe	1-8	0	1	2	2	4	10	5	4	0	5	0	1	0	0	0	0	11	23	34	
Total - African Region		1	1	25	22	36	68	68	182	39	86	9	31	3	6	1	2	182	398	580	

<sup>a</sup>Counted positions exclude language positions, seconded staff and staff working in partnerships

F - female, M - male

**TABLE 5b. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION, <sup>a</sup> BY COUNTRY OF ORIGIN**  
**DATA AS OF 31-DEC-2022**

**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		
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	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	3	0	1	3	0	1	1	0	0	0	0	0	5	4	9
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	1	0	0	0	1	0	0	0	0	0	0	0	0	0	2	0	2
Brazil	27-38	0	0	1	0	5	1	4	2	4	2	0	0	0	0	0	0	14	5	19
Canada	28-39	0	0	2	0	7	7	9	12	12	13	1	5	0	3	0	0	31	40	71
Chile	3-11	0	0	0	0	1	0	0	0	2	2	0	0	0	0	0	0	3	2	5
Colombia	3-10	0	0	0	0	1	0	1	0	2	3	0	0	0	0	0	0	4	3	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	1	0	0	0	0	0	0	0	0	0	0	0	1	0	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	1	0	0	1	0	0	0	0	0	0	0	0	1	1	2
Guyana	1-8	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	2
Haiti	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Honduras	1-8	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Jamaica	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mexico	18-26	0	0	1	0	0	0	0	0	3	1	0	0	0	0	0	0	4	1	5
Nicaragua	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	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	0	2	0	0	1	0	0	0	0	0	0	0	0	2	1	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	0	2	1	0	0	0	0	0	0	0	0	1	1	3	4
United States of America	188-255	0	0	3	0	22	11	34	24	41	30	4	8	5	4	1	1	110	78	188
Uruguay	1-8	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	2	0	2
Venezuela (Bolivarian Republic of)	6-14	0	0	0	1	0	1	1	0	2	1	0	0	0	0	0	0	3	3	6
Total - Region of the Americas		0	0	8	2	44	23	55	44	67	53	6	13	6	7	1	2	187	144	331

<sup>a</sup>Counted positions exclude language positions, seconded staff and staff working in partnerships

F - female, M - male

\*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-2022**

**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			
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total	
Bangladesh	1-8	0	0	0	0	0	4	0	7	2	2	0	3	0	0	0	0	2	16	18	
Bhutan	1-8	0	0	0	0	0	0	2	2	2	2	1	0	0	1	0	0	5	5	10	
Democratic People’s Republic of Korea	1-8	0	0	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0	3	3	
India	7-14	0	0	1	3	12	19	11	35	16	32	4	8	1	0	1	0	46	97	143	
Indonesia	3-11	0	0	0	0	3	0	2	1	1	1	0	0	0	0	0	0	6	2	8	
Maldives	1-8	0	0	0	0	0	0	0	0	1	1	0	1	0	0	0	0	1	2	3	
Myanmar	1-8	0	0	1	0	0	1	1	1	2	0	0	0	0	0	0	0	4	2	6	
Nepal	1-8	0	0	0	0	1	3	3	5	3	5	0	3	0	1	0	0	7	17	24	
Sri Lanka	1-8	0	0	0	0	1	1	1	3	6	5	1	2	0	2	0	0	9	13	22	
Thailand	2-10	0	0	0	0	1	0	2	0	2	0	0	1	0	0	0	0	5	1	6	
Timor-Leste	1-8	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	
Total - South-East Asia Region		0	0	2	3	18	28	22	56	35	49	6	19	1	4	1	0	85	159	244	

<sup>a</sup>Counted positions exclude language positions, seconded staff and staff working in partnerships

F - female, M - male

TABLE 5d. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,<sup>a</sup> BY COUNTRY OF ORIGIN

DATA AS OF 31-DEC-2022

## 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			
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total	
Albania	1-8	0	0	1	0	0	0	0	0	3	0	0	0	0	0	0	0	4	0	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	2	0	0	3	0	3	0	0	0	0	0	0	2	6	8	
Austria	8-15	0	0	0	0	0	0	1	0	1	2	1	1	0	0	0	0	3	3	6	
Azerbaijan	1-8	0	0	0	0	0	0	1	2	1	2	1	1	0	0	0	0	3	5	8	
Belarus	1-8	0	0	0	0	0	0	2	0	0	2	0	0	0	0	0	0	2	2	4	
Belgium	10-17	0	0	0	0	1	2	6	6	6	6	4	3	0	2	0	1	17	20	37	
Bosnia and Herzegovina	1-8	0	0	1	0	0	1	3	1	0	1	0	0	0	0	0	0	4	3	7	
Bulgaria	1-8	0	0	1	0	0	2	1	1	0	0	0	0	0	0	0	0	2	3	5	
Croatia	1-9	0	0	1	0	1	1	1	0	1	0	0	1	0	0	0	0	4	2	6	
Cyprus	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Czechia	4-11	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	2	2	
Denmark	7-14	0	0	1	1	3	2	3	4	5	1	0	1	0	0	0	0	12	9	21	
Estonia	1-8	0	0	0	0	0	0	2	0	2	0	0	1	0	0	0	0	4	1	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	1	0	1	0	2	1	2	2	2	0	0	0	0	0	8	3	11	
France	50-68	0	0	2	3	18	12	24	24	11	18	2	6	3	0	0	0	60	63	123	
Georgia	1-8	0	0	0	0	2	1	1	1	0	0	1	0	0	0	0	0	4	2	6	
Germany	63-86	0	0	1	0	9	2	16	13	14	16	2	9	0	0	1	0	43	40	83	
Greece	6-14	0	0	0	0	0	1	1	0	1	4	0	0	0	0	0	0	2	5	7	
Hungary	3-10	0	0	0	0	0	1	2	0	2	1	1	1	0	1	1	0	6	4	10	
Iceland	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Ireland	4-12	0	0	0	0	3	0	7	1	2	5	1	1	0	2	0	1	13	10	23	
Israel	4-11	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1	1	2	
Italy	40-55	0	0	0	0	4	8	13	9	15	15	2	3	0	2	0	0	34	37	71	
Kazakhstan	1-9	0	0	0	0	0	0	5	0	0	1	0	0	0	0	0	0	5	1	6	
Kyrgyzstan	1-8	0	0	1	0	2	0	2	1	1	0	0	0	0	0	0	0	6	1	7	
Latvia	1-8	0	0	1	0	0	0	1	0	1	1	0	0	0	0	0	0	3	1	4	
Lithuania	1-8	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Luxembourg	1-8	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	
Malta	1-8	0	0	0	0	0	0	0	1	0	1	1	0	0	1	0	0	1	3	4	
Monaco	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Montenegro	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Netherlands	16-24	0	0	1	0	3	2	3	5	7	6	3	1	0	2	0	0	17	16	33	
North Macedonia	1-8	0	0	0	0	0	0	2	1	1	0	0	0	0	0	0	0	3	1	4	
Norway	8-16	0	0	0	0	0	1	3	1	1	1	0	0	2	0	0	0	6	3	9	
Poland	9-16	0	0	0	0	1	0	1	0	1	0	0	0	0	0	0	0	3	0	3	
Portugal	5-12	0	0	0	0	0	0	3	0	1	1	0	1	0	1	0	0	4	3	7	
Republic of Moldova	1-8	0	0	1	0	2	3	1	2	1	2	1	0	0	1	0	0	6	8	14	
Romania	2-10	0	0	2	0	2	1	1	0	1	1	0	1	0	0	0	0	6	3	9	
Russian Federation	23-32	0	0	1	1	4	3	2	7	0	3	1	1	2	0	0	0	10	15	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	3	1	2	0	0	0	0	0	7	3	10	
Slovakia	2-9	0	0	0	0	2	2	1	0	0	0	0	0	0	0	0	0	3	2	5	
Slovenia	1-8	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1	
Spain	28-39	0	0	3	1	6	3	9	5	8	9	1	0	1	0	0	0	28	18	46	
Sweden	9-17	0	0	0	0	4	0	3	2	4	2	2	0	0	0	0	0	13	4	17	
Switzerland	9-16	0	0	2	0	7	6	10	7	4	2	0	0	0	1	0	0	23	16	39	
Tajikistan	1-8	0	0	0	0	2	1	1	0	0	0	0	0	0	0	0	0	3	1	4	
Türkiye	13-23	0	0	0	2	0	0	2	2	4	1	2	0	0	0	0	0	8	5	13	
Turkmenistan	1-8	0	0	0	0	1	0	1	0	1	0	0	1	1	0	0	0	4	1	5	
Ukraine	1-8	0	0	1	0	1	2	1	4	0	1	0	0	0	0	0	0	3	7	10	
United Kingdom of Great Britain and Northern Ireland	39-54	0	1	1	4	16	9	21	20	25	27	8	13	0	2	0	0	71	76	147	
Uzbekistan	1-8	0	0	0	0	2	0	1	1	0	0	0	0	0	0	0	0	3	1	4	
Total - European Region		0	1	23	12	100	67	161	128	132	140	38	47	9	15	2	2	465	412	877	

<sup>a</sup>Counted positions exclude language positions, seconded staff and staff working in partnerships

F - female, M - male

\*Associate Member

**TABLE 5e. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,<sup>a</sup> BY COUNTRY OF ORIGIN**  
**DATA AS OF 31-DEC-2022**

**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		
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total
Afghanistan	1-8	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	1	1	2
Bahrain	1-8	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	2	0	2
Djibouti	1-8	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	2	2
Egypt	1-9	0	0	1	2	6	8	5	11	6	8	2	0	0	0	0	0	20	29	49
Iran (Islamic Republic of)	3-11	0	0	0	0	2	0	3	2	3	5	1	2	0	0	0	0	9	9	18
Iraq	1-8	0	0	1	1	1	1	0	1	1	1	0	0	0	1	0	0	3	5	8
Jordan	1-8	0	0	0	0	3	2	1	3	1	4	1	0	0	0	0	0	6	9	15
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	2	1	2	1	2	3	2	2	0	0	0	0	8	7	15
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	0	1	3	3	2	1	0	1	0	0	0	1	5	7	12
Oman	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Pakistan	1-8	0	0	1	0	2	7	2	7	1	13	0	3	0	1	0	0	6	31	37
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	1	0	1	0	0	0	1	0	3	0	3
Somalia	1-8	0	0	0	0	0	2	0	0	0	1	0	0	0	0	0	0	0	3	3
Sudan	1-8	0	0	0	0	1	1	4	4	3	6	0	0	0	0	0	0	8	11	19
Syrian Arab Republic	1-8	0	0	0	1	2	0	0	1	1	1	0	0	0	0	0	0	3	3	6
Tunisia	1-8	0	0	0	1	1	0	2	1	2	2	0	0	0	0	0	0	5	4	9
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	1	1	2	0	2	2	0	1	1	0	0	0	0	0	6	4	10
Total - Eastern Mediterranean Region		0	0	4	6	22	24	24	37	24	46	8	9	2	2	1	2	85	126	211

<sup>a</sup>Counted positions exclude language positions, seconded staff and staff working in partnerships

F - female, M - male

TABLE 5f. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,<sup>a</sup> BY COUNTRY OF ORIGIN

DATA AS OF 31-DEC-2022

## 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			
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total	
Australia	20-28	0	0	2	0	9	6	15	6	15	10	2	3	0	3	0	0	43	28	71	
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	1	0	1	0	12	1	8	4	9	3	2	1	0	1	0	0	33	10	43	
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	1	1	0	1	1	1	0	0	0	0	0	0	2	3	5	
Japan	94-128	0	0	0	0	7	0	10	6	9	6	0	2	0	2	0	1	26	17	43	
Kiribati	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Lao People's Democratic Republic	1-8	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	2	
Malaysia	3-10	0	0	2	0	4	5	6	3	1	1	0	0	0	0	0	0	13	9	22	
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	3	1	5	1	1	1	0	0	0	0	0	0	9	3	12	
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	0	1	3	4	1	0	2	1	0	0	0	7	6	13	
Niue	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Palau	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Papua New Guinea	1-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Philippines	1-9	0	0	1	4	11	4	9	6	7	8	1	2	0	1	0	0	29	25	54	
Republic of Korea	19-27	0	0	0	0	2	3	2	0	5	1	0	2	0	0	0	0	9	6	15	
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	0	1	0	0	0	0	0	0	0	0	0	1	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	3	1	3	1	0	0	1	0	0	0	0	0	7	2	9	
Total - Western Pacific Region		1	0	6	4	53	23	60	32	52	32	6	12	1	7	0	1	179	111	290	

<sup>a</sup>Counted positions exclude language positions, seconded staff and staff working in partnerships

F - female, M - male

\*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-2022**  
**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		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total
Australia	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	2
Belarus	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	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	1	3	0	0	0	0	0	0	0	0	1	3	4
Canada	0	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	3	0	3
China	0	0	0	0	1	0	3	1	0	3	0	0	0	0	0	0	4	4	8
Denmark	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
France	0	0	0	0	3	0	3	5	0	0	0	0	0	0	0	0	6	5	11
Germany	2	0	0	1	0	1	1	1	1	1	0	0	0	0	0	0	4	4	8
Guinea-Bissau	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
India	0	0	0	0	0	0	0	3	0	1	0	0	0	0	0	0	0	4	4
Iraq	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Ireland	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	1	1	2
Japan	0	0	0	0	0	0	2	3	0	0	0	0	0	0	0	0	2	3	5
Kenya	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	2
Lithuania	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Morocco	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Netherlands	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
New Zealand	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	1	1	2
Nigeria	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	2	2
Norway	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1
Others	0	0	0	0	0	2	0	2	1	1	0	1	0	0	0	0	1	6	7
Poland	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Republic of Korea	0	0	0	0	0	1	3	2	1	4	0	0	0	0	0	0	4	7	11
Russian Federation	0	0	0	0	1	1	0	1	1	0	0	0	0	0	0	0	2	2	4
Senegal	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Spain	1	0	0	0	0	0	1	3	0	0	0	1	0	0	0	0	2	4	6
Sweden	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	2
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	0	1	0	0	0	0	0	0	0	0	0	1	1
Ukraine	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
United Kingdom of Great Britain and Northern Ireland	2	0	1	1	1	1	4	0	1	0	0	0	0	0	0	0	9	2	11
United States of America	0	0	0	0	0	1	10	5	4	5	0	0	0	0	0	0	14	11	25
Total	5	0	4	2	10	10	35	38	10	16	1	3	1	0	0	0	66	69	135

<sup>a</sup>Positions **NOT** counted for geographical distribution are: language positions, seconded staff and staff working in special programmes and collaborative arrangements (partnerships)

F - female, M - male

**TABLE 7. STAFF HOLDING LONG-TERM APPOINTMENTS BY AGE, GENDER AND MAJOR OFFICE**  
**DATA AS OF 31-DEC-2022**

**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		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
<b>Headquarters</b>	0	1	1	78	45	123	242	194	436	276	274	550	79	109	188	2	0	2	<b>677</b>	<b>623</b>	<b>1300</b>
<i>Special programmes and collaborative arrangements</i>	0	0	0	3	1	4	7	3	10	7	5	12	0	1	1	0	0	0	<b>17</b>	<b>10</b>	<b>27</b>
<b>Africa</b>	0	0	0	24	24	48	54	90	144	69	148	217	25	65	90	1	0	1	<b>173</b>	<b>327</b>	<b>500</b>
<b>South-East Asia</b>	0	0	0	3	5	8	15	22	37	25	38	63	9	28	37	1	0	1	<b>53</b>	<b>93</b>	<b>146</b>
<b>Europe</b>	1	0	1	16	18	34	43	49	92	56	45	101	16	19	35	0	0	0	<b>132</b>	<b>131</b>	<b>263</b>
<b>Eastern Mediterranean</b>	0	1	1	14	14	28	34	55	89	38	66	104	12	30	42	0	0	0	<b>98</b>	<b>166</b>	<b>264</b>
<b>Western Pacific</b>	1	0	1	23	12	35	32	17	49	38	29	67	5	11	16	0	0	0	<b>99</b>	<b>69</b>	<b>168</b>
<b>Total</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>161</b>	<b>119</b>	<b>280</b>	<b>427</b>	<b>430</b>	<b>857</b>	<b>509</b>	<b>605</b>	<b>1114</b>	<b>146</b>	<b>263</b>	<b>409</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>1249</b>	<b>1419</b>	<b>2668</b>
<b>Percentage by bracket</b>	50.0%	50.0%	100.0%	57.5%	42.5%	100.0%	49.8%	50.2%	100.0%	45.7%	54.3%	100.0%	35.7%	64.3%	100.0%	100.0%	0.0%	100.0%	46.8%	53.2%	100.0%
<b>Percentage of total</b>			0.1%			10.5%			32.1%			41.8%			15.3%			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		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
<b>Headquarters</b>	0	0	0	16	3	19	29	16	45	11	1	12	0	0	0	0	0	0	<b>56</b>	<b>20</b>	<b>76</b>
<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	<b>0</b>	<b>0</b>	<b>0</b>
<b>Africa</b>	1	2	3	26	42	68	65	117	182	73	184	257	30	53	83	0	0	0	<b>195</b>	<b>398</b>	<b>593</b>
<b>South-East Asia</b>	1	1	2	15	9	24	26	31	57	15	23	38	1	6	7	0	0	0	<b>58</b>	<b>70</b>	<b>128</b>
<b>Europe</b>	1	1	2	12	5	17	18	13	31	18	12	30	3	1	4	0	0	0	<b>52</b>	<b>32</b>	<b>84</b>
<b>Eastern Mediterranean</b>	1	0	1	8	12	20	32	42	74	21	32	53	8	14	22	0	0	0	<b>70</b>	<b>100</b>	<b>170</b>
<b>Western Pacific</b>	0	0	0	14	7	21	19	9	28	10	13	23	6	4	10	0	0	0	<b>49</b>	<b>33</b>	<b>82</b>
<b>Total</b>	<b>4</b>	<b>4</b>	<b>8</b>	<b>91</b>	<b>78</b>	<b>169</b>	<b>189</b>	<b>228</b>	<b>417</b>	<b>148</b>	<b>265</b>	<b>413</b>	<b>48</b>	<b>78</b>	<b>126</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>480</b>	<b>653</b>	<b>1133</b>
<b>Percentage by bracket</b>	50.0%	50.0%	100.0%	53.8%	46.2%	100.0%	45.3%	54.7%	100.0%	35.8%	64.2%	100.0%	38.1%	61.9%	100.0%	0.0%	0.0%	0.0%	42.4%	57.6%	100.0%
<b>Percentage of total</b>			0.7%			14.9%			36.8%			36.5%			11.1%			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		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
<b>Headquarters</b>	13	3	16	113	32	145	217	39	256	187	61	248	71	15	86	0	0	0	<b>601</b>	<b>150</b>	<b>751</b>
<i>Special programmes and collaborative arrangements</i>	2	0	2	1	0	1	4	0	4	0	1	1	0	0	0	0	0	0	<b>7</b>	<b>1</b>	<b>8</b>
<b>Africa</b>	1	2	3	39	79	118	137	199	336	132	276	408	50	89	139	0	0	0	<b>359</b>	<b>645</b>	<b>1004</b>
<b>South-East Asia</b>	4	4	8	38	19	57	76	70	146	38	74	112	5	26	31	0	0	0	<b>161</b>	<b>193</b>	<b>354</b>
<b>Europe</b>	7	0	7	27	11	38	49	24	73	46	27	73	13	6	19	0	0	0	<b>142</b>	<b>68</b>	<b>210</b>
<b>Eastern Mediterranean</b>	5	1	6	70	65	135	104	90	194	67	75	142	10	32	42	0	0	0	<b>256</b>	<b>263</b>	<b>519</b>
<b>Western Pacific</b>	8	2	10	70	16	86	80	34	114	57	28	85	21	7	28	0	0	0	<b>236</b>	<b>87</b>	<b>323</b>
<b>Total</b>	<b>40</b>	<b>12</b>	<b>52</b>	<b>358</b>	<b>222</b>	<b>580</b>	<b>667</b>	<b>456</b>	<b>1123</b>	<b>527</b>	<b>542</b>	<b>1069</b>	<b>170</b>	<b>175</b>	<b>345</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1762</b>	<b>1407</b>	<b>3169</b>
<b>Percentage by bracket</b>	76.9%	23.1%	100.0%	61.7%	38.3%	100.0%	59.4%	40.6%	100.0%	49.3%	50.7%	100.0%	49.3%	50.7%	100.0%	0.0%	0.0%	0.0%	55.6%	44.4%	100.0%
<b>Percentage of total</b>			1.6%			18.3%			35.4%			33.7%			10.9%			0.0%			100.0%

F - female, M - male, T - total



**TABLE 8. STAFF HOLDING LONG-TERM APPOINTMENTS BY AGE, GENDER AND GRADE, ALL LOCATIONS**  
**DATA AS OF 31-DEC-2022**

**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		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
Ungraded	0	0	0	0	0	0	1	0	1	2	8	10	0	1	1	3	0	3	6	9	15
D2	0	0	0	0	0	0	1	2	3	14	15	29	8	24	32	0	0	0	23	41	64
D1/P6	0	0	0	0	0	0	10	15	25	43	74	117	20	45	65	1	0	1	74	134	208
P5	0	0	0	6	6	12	102	111	213	189	197	386	62	108	170	0	0	0	359	422	781
P4	0	0	0	47	42	89	175	181	356	165	229	394	38	65	103	0	0	0	425	517	942
P3	0	1	1	88	50	138	104	104	208	75	70	145	16	18	34	0	0	0	283	243	526
P2	2	1	3	16	21	37	32	16	48	20	11	31	2	2	4	0	0	0	72	51	123
P1	0	0	0	4	0	4	2	1	3	1	1	2	0	0	0	0	0	0	7	2	9
<b>Total</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>161</b>	<b>119</b>	<b>280</b>	<b>427</b>	<b>430</b>	<b>857</b>	<b>509</b>	<b>605</b>	<b>1114</b>	<b>146</b>	<b>263</b>	<b>409</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>1249</b>	<b>1419</b>	<b>2668</b>
Percentage by bracket	50.0%	50.0%	100.0%	57.5%	42.5%	100.0%	49.8%	50.2%	100.0%	45.7%	54.3%	100.0%	35.7%	64.3%	100.0%	100.0%	0.0%	100.0%	46.8%	53.2%	100.0%
Percentage of total			0.1%			10.5%			32.1%			41.8%			15.3%			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		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
D	0	0	0	0	1	1	4	5	9	4	10	14	2	3	5	0	0	0	10	19	29
C	0	0	0	25	16	41	74	108	182	89	150	239	34	58	92	0	0	0	222	332	554
B	4	4	8	55	51	106	86	98	184	43	97	140	9	12	21	0	0	0	197	262	459
A	0	0	0	11	10	21	25	17	42	12	8	20	3	5	8	0	0	0	51	40	91
<b>Total</b>	<b>4</b>	<b>4</b>	<b>8</b>	<b>91</b>	<b>78</b>	<b>169</b>	<b>189</b>	<b>228</b>	<b>417</b>	<b>148</b>	<b>265</b>	<b>413</b>	<b>48</b>	<b>78</b>	<b>126</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>480</b>	<b>653</b>	<b>1133</b>
Percentage by bracket	50.0%	50.0%	100.0%	53.8%	46.2%	100.0%	45.3%	54.7%	100.0%	35.8%	64.2%	100.0%	38.1%	61.9%	100.0%	0.0%	0.0%	0.0%	42.4%	57.6%	100.0%
Percentage of total			0.7%			14.9%			36.8%			36.5%			11.1%			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		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
G7	1	0	1	9	17	26	45	48	93	57	45	102	17	11	28	0	0	0	129	121	250
G6	1	0	1	71	47	118	229	91	320	180	73	253	60	16	76	0	0	0	541	227	768
G5	23	6	29	208	91	299	312	84	396	217	76	293	72	28	100	0	0	0	832	285	1117
G4	15	6	21	60	16	76	73	40	113	57	37	94	16	13	29	0	0	0	221	112	333
G3	0	0	0	9	15	24	5	59	64	10	108	118	3	35	38	0	0	0	27	217	244
G2	0	0	0	1	31	32	1	126	127	1	200	201	2	65	67	0	0	0	5	422	427
G1	0	0	0	0	5	5	2	8	10	5	3	8	0	7	7	0	0	0	7	23	30
<b>Total</b>	<b>40</b>	<b>12</b>	<b>52</b>	<b>358</b>	<b>222</b>	<b>580</b>	<b>667</b>	<b>456</b>	<b>1123</b>	<b>527</b>	<b>542</b>	<b>1069</b>	<b>170</b>	<b>175</b>	<b>345</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1762</b>	<b>1407</b>	<b>3169</b>
Percentage by bracket	76.9%	23.1%	100.0%	61.7%	38.3%	100.0%	59.4%	40.6%	100.0%	49.3%	50.7%	100.0%	49.3%	50.7%	100.0%	0.0%	0.0%	0.0%	55.6%	44.4%	100.0%
Percentage of total			1.6%			18.3%			35.4%			33.7%			10.9%			0.0%			100.0%

F - female, M - male, T - total

**TABLE 9. RETIREMENT PROJECTIONS OF STAFF REACHING THE MANDATORY AGE OF SEPARATION OF 65  
DATA AS OF 31-DEC-2022**

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 2022	Staff due to retire															
			By 31 December 2023				By 31 December 2024				By 31 December 2025				By 31 December 2026			
			Age 62	Age 65	Total	% of total staff	Age 62	Age 65	Total	% of total staff	Age 62	Age 65	Total	% of total staff	Age 62	Age 65	Total	% of total staff
<b>Headquarters</b>	P	1300	1	32	33	2.5%	0	30	30	2.3%	0	39	39	3.0%	0	50	50	3.8%
	NPO	76	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	751	0	8	8	1.1%	1	11	12	1.6%	0	14	14	1.9%	0	27	27	3.6%
<i>Special programmes and collaborative arrangements</i>	P	27	0	0	0	0.0%	0	1	1	3.7%	0	0	0	0.0%	0	0	0	0.0%
	NPO	0	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	8	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
<b>Africa</b>	P	500	0	16	16	3.2%	0	14	14	2.8%	1	17	18	3.6%	0	18	18	3.6%
	NPO	593	0	10	10	1.7%	1	18	19	3.2%	0	16	16	2.7%	0	17	17	2.9%
	GS	1004	0	14	14	1.4%	0	25	25	2.5%	0	34	34	3.4%	0	27	27	2.7%
<b>South-East Asia</b>	P	146	0	7	7	4.8%	1	7	8	5.5%	0	10	10	6.8%	0	7	7	4.8%
	NPO	128	0	0	0	0.0%	0	1	1	0.8%	0	3	3	2.3%	0	1	1	0.8%
	GS	354	0	4	4	1.1%	0	4	4	1.1%	0	6	6	1.7%	0	7	7	2.0%
<b>Europe</b>	P	263	0	6	6	2.3%	0	4	4	1.5%	0	5	5	1.9%	0	9	9	3.4%
	NPO	84	0	0	0	0.0%	0	1	1	1.2%	0	0	0	0.0%	0	2	2	2.4%
	GS	210	0	1	1	0.5%	1	1	2	1.0%	0	4	4	1.9%	1	5	6	2.9%
<b>Eastern Mediterranean</b>	P	264	0	9	9	3.4%	0	11	11	4.2%	0	5	5	1.9%	0	8	8	3.0%
	NPO	170	0	2	2	1.2%	0	5	5	2.9%	0	5	5	2.9%	0	6	6	3.5%
	GS	519	0	5	5	1.0%	0	10	10	1.9%	0	12	12	2.3%	0	5	5	1.0%
<b>Western Pacific</b>	P	168	0	3	3	1.8%	0	1	1	0.6%	0	3	3	1.8%	0	2	2	1.2%
	NPO	82	0	1	1	1.2%	0	0	0	0.0%	0	2	2	2.4%	0	4	4	4.9%
	GS	323	0	1	1	0.3%	0	4	4	1.2%	0	3	3	0.9%	0	8	8	2.5%
<b>Total</b>	P	2668	1	73	74	2.8%	1	68	69	2.6%	1	79	80	3.0%	0	94	94	3.5%
	NPO	1133	0	13	13	1.1%	1	25	26	2.3%	0	26	26	2.3%	0	30	30	2.6%
	GS	3169	0	33	33	1.0%	2	55	57	1.8%	0	73	73	2.3%	1	79	80	2.5%
	<b>ALL</b>	<b>6970</b>	<b>1</b>	<b>119</b>	<b>120</b>	<b>1.7%</b>	<b>4</b>	<b>148</b>	<b>152</b>	<b>2.2%</b>	<b>1</b>	<b>178</b>	<b>179</b>	<b>2.6%</b>	<b>1</b>	<b>203</b>	<b>204</b>	<b>2.9%</b>

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

TABLE 10. STAFF HOLDING LONG-TERM APPOINTMENTS BY LENGTH OF SERVICE  
DATA AS OF 31-DEC-2022

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
<b>Headquarters</b>	378	8	188	574	266	16	168	450	187	51	103	341	340	1	197	538	90	0	60	150	26	0	10	36	13	0	25	38	<b>1300</b>	<b>76</b>	<b>751</b>	<b>2127</b>
<i>Special programmes and collaborative arrangements</i>	6	0	3	9	5	0	1	6	4	0	3	7	10	0	1	11	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
<b>Africa</b>	190	200	216	606	92	132	137	361	49	120	162	331	124	121	417	662	32	18	30	80	7	1	19	27	6	1	23	30	<b>500</b>	<b>593</b>	<b>1004</b>	<b>2097</b>
<b>South-East Asia</b>	50	77	83	210	37	26	59	122	20	7	56	83	29	10	88	127	4	4	36	44	4	0	15	19	2	4	17	23	<b>146</b>	<b>128</b>	<b>354</b>	<b>628</b>
<b>Europe</b>	78	46	69	193	57	16	32	105	42	10	29	81	68	11	65	144	14	1	12	27	3	0	2	5	1	0	1	2	<b>263</b>	<b>84</b>	<b>210</b>	<b>557</b>
<b>Eastern Mediterranean</b>	118	72	114	304	63	44	127	234	33	25	91	149	37	16	147	200	7	9	16	32	5	1	11	17	1	3	13	17	<b>264</b>	<b>170</b>	<b>519</b>	<b>953</b>
<b>Western Pacific</b>	71	25	69	165	41	23	69	133	24	18	71	113	23	13	74	110	6	1	25	32	1	1	10	12	2	1	5	8	<b>168</b>	<b>82</b>	<b>323</b>	<b>573</b>
<b>Total</b>	<b>891</b>	<b>428</b>	<b>742</b>	<b>2061</b>	<b>561</b>	<b>257</b>	<b>593</b>	<b>1411</b>	<b>359</b>	<b>231</b>	<b>515</b>	<b>1105</b>	<b>631</b>	<b>172</b>	<b>989</b>	<b>1792</b>	<b>155</b>	<b>33</b>	<b>179</b>	<b>367</b>	<b>46</b>	<b>3</b>	<b>67</b>	<b>116</b>	<b>25</b>	<b>9</b>	<b>84</b>	<b>118</b>	<b>2668</b>	<b>1133</b>	<b>3169</b>	<b>6970</b>
<b>Percentage by bracket</b>	43.2%	20.8%	36.0%	100.0%	39.8%	18.2%	42.0%	100.0%	32.5%	20.9%	46.6%	100.0%	35.2%	9.6%	55.2%	100.0%	42.2%	9.0%	48.8%	100.0%	39.7%	2.6%	57.8%	100.0%	21.2%	7.6%	71.2%	100.0%	38.3%	16.3%	45.5%	100.0%
<b>Percentage of total</b>				29.6%				20.2%				15.9%				25.7%				5.3%				1.7%				1.7%				100.0%
<b>Percentage of total (July 2022)</b>				28.1%				20.3%				18.0%				25.1%				5.0%				1.7%				1.7%				100.0%
<b>Percentage of total (Dec 2021)</b>				26.7%				19.9%				26.8%				18.6%				4.4%				2.1%				1.5%				100.0%

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

**TABLE 11a. APPLICATIONS FOR POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES BY GENDER AND MAJOR OFFICE**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2022**

Major Office*	2019				2020				2021				2022			
	Female	Male	Total	% Female	Female	Male	Total	% Female	Female	Male	Total	% Female	Female	Male	Total	% Female
<b>Headquarters</b>	9045	12946	21991	41.1%	23124	34057	57181	40.4%	18535	27039	45574	40.7%	16606	26682	43288	38.4%
<b>Africa</b>	7042	20952	27994	25.2%	6519	18458	24977	26.1%	4968	12795	17763	28.0%	10155	33258	43413	23.4%
<b>Eastern Mediterranean</b>	2970	7768	10738	27.7%	4675	10470	15145	30.9%	4020	11057	15077	26.7%	6346	13674	20020	31.7%
<b>Europe</b>	3658	5295	8953	40.9%	3036	4176	7212	42.1%	2513	3671	6184	40.6%	2155	3901	6056	35.6%
<b>South-East Asia</b>	2256	4800	7056	32.0%	2696	6839	9535	28.3%	3541	6432	9973	35.5%	2575	4665	7240	35.6%
<b>Western Pacific</b>	2260	4327	6587	34.3%	1534	2336	3870	39.6%	2654	6486	9140	29.0%	2742	6369	9111	30.1%
<b>Total</b>	<b>27231</b>	<b>56088</b>	<b>83319</b>	<b>32.7%</b>	<b>41584</b>	<b>76336</b>	<b>117920</b>	<b>35.3%</b>	<b>36231</b>	<b>67480</b>	<b>103711</b>	<b>34.9%</b>	<b>40579</b>	<b>88549</b>	<b>129128</b>	<b>31.4%</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 2022**

Geographic Representation	2019		2020		2021		2022	
	Total	%	Total	%	Total	%	Total	%
<b>Unrepresented countries</b>	849	1.0%	1157	1.0%	834	0.8%	776	0.6%
<b>Underrepresented countries</b>	8166	9.8%	11718	9.9%	9072	8.7%	3133	2.4%
<b>Countries within the range</b>	13326	16.0%	17106	14.5%	14826	14.3%	21625	16.7%
<b>Overrepresented countries</b>	60978	73.2%	87939	74.6%	78979	76.2%	103594	80.2%
<b>Total</b>	<b>83319</b>	<b>100.0%</b>	<b>117920</b>	<b>100.0%</b>	<b>103711</b>	<b>100.0%</b>	<b>129128</b>	<b>100.0%</b>

TABLE 12. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 DECEMBER 2022

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	46	19	41.3%	17	13	76.5%	68	47	69.1%	51	27	52.9%	182	106	58.2%
	NPO	3	2	66.7%	0	0	0.0%	18	12	66.7%	0	0	0.0%	21	14	66.7%
	GS	32	24	75.0%	4	3	75.0%	13	10	76.9%	21	18	85.7%	70	55	78.6%
<i>Special programmes and collaborative arrangements</i>	P	1	1	100.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	1	1	100.0%
	NPO	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
	GS	0	0	0.0%	0	0	0.0%	0	0	0.0%	1	1	100.0%	1	1	100.0%
Africa	P	20	11	55.0%	8	2	25.0%	4	2	50.0%	11	4	36.4%	43	19	44.2%
	NPO	99	32	32.3%	4	2	50.0%	0	0	0.0%	30	8	26.7%	133	42	31.6%
	GS	91	21	23.1%	1	0	0.0%	2	0	0.0%	28	3	10.7%	122	24	19.7%
South-East Asia	P	11	2	18.2%	1	1	100.0%	0	0	0.0%	7	2	28.6%	19	5	26.3%
	NPO	13	6	46.2%	0	0	0.0%	0	0	0.0%	11	0	0.0%	24	6	25.0%
	GS	15	8	53.3%	0	0	0.0%	12	7	58.3%	4	3	75.0%	31	18	58.1%
Europe	P	6	4	66.7%	3	1	33.3%	0	0	0.0%	9	3	33.3%	18	8	44.4%
	NPO	5	3	60.0%	1	1	100.0%	0	0	0.0%	1	0	0.0%	7	4	57.1%
	GS	9	8	88.9%	0	0	0.0%	3	2	66.7%	3	3	100.0%	15	13	86.7%
Eastern Mediterranean	P	22	10	45.5%	4	2	50.0%	21	7	33.3%	20	6	30.0%	67	25	37.3%
	NPO	13	4	30.8%	0	0	0.0%	11	8	72.7%	4	1	25.0%	28	13	46.4%
	GS	24	11	45.8%	0	0	0.0%	7	4	57.1%	5	2	40.0%	36	17	47.2%
Western Pacific	P	15	11	73.3%	4	4	100.0%	0	0	0.0%	3	2	66.7%	22	17	77.3%
	NPO	3	2	66.7%	0	0	0.0%	0	0	0.0%	1	1	100.0%	4	3	75.0%
	GS	23	17	73.9%	1	0	0.0%	0	0	0.0%	1	1	100.0%	25	18	72.0%
Total	P	121	58	47.9%	37	23	62.2%	93	56	60.2%	101	44	43.6%	352	181	51.4%
	NPO	136	49	36.0%	5	3	60.0%	29	20	69.0%	47	10	21.3%	217	82	37.8%
	GS	194	89	45.9%	6	3	50.0%	37	23	62.2%	63	31	49.2%	300	146	48.7%
	All	451	196	43.5%	48	29	60.4%	159	99	62.3%	211	85	40.3%	869	409	47.1%
Percentage of total		51.9%			5.5%			18.3%			24.3%			100.0%		

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

**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-2022**

## By location of assignment

Location of assignment	Region of nationality													
	Africa		The Americas		South-East Asia		Europe		Eastern Mediterranean		Western Pacific		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Headquarters</b>	139	10.5%	242	18.2%	108	8.1%	601	<b>45.3%</b>	65	4.9%	172	13.0%	<b>1327</b>	<b>100.0%</b>
<b>Africa</b>	411	<b>82.2%</b>	31	6.2%	7	1.4%	37	7.4%	7	1.4%	7	1.4%	<b>500</b>	<b>100.0%</b>
<b>South-East Asia</b>	2	1.4%	12	8.2%	95	<b>65.1%</b>	14	9.6%	5	3.4%	18	12.3%	<b>146</b>	<b>100.0%</b>
<b>Europe</b>	4	1.5%	28	10.6%	7	2.7%	200	<b>76.0%</b>	8	3.0%	16	6.1%	<b>263</b>	<b>100.0%</b>
<b>Eastern Mediterranean</b>	29	11.0%	29	11.0%	16	6.1%	47	17.8%	134	<b>50.8%</b>	9	3.4%	<b>264</b>	<b>100.0%</b>
<b>Western Pacific</b>	6	3.6%	17	10.1%	15	8.9%	33	19.6%	1	0.6%	96	<b>57.1%</b>	<b>168</b>	<b>100.0%</b>
<b>Total</b>	<b>591</b>	<b>22.2%</b>	<b>359</b>	<b>13.5%</b>	<b>248</b>	<b>9.3%</b>	<b>932</b>	<b>34.9%</b>	<b>220</b>	<b>8.2%</b>	<b>318</b>	<b>11.9%</b>	<b>2668</b>	<b>100.0%</b>
<b>Percentage of total (July 2022)</b>		22.0%		13.7%		9.3%		35.0%		7.8%		12.2%		
<b>Percentage of total (Dec 2021)</b>		22.1%		13.6%		9.0%		35.9%		7.7%		11.7%		

**TABLE 14. STAFF MOBILITY: CHANGE IN DUTY STATION**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2022**

Major Office leaving	Major Office joining																											
	Headquarters				Africa				South-East Asia				Europe				Eastern Mediterranean				Western Pacific				Total			
	F	M	T	%	F	M	T	%	F	M	T	%	F	M	T	%	F	M	T	%	F	M	T	%	F	M	T	%
Headquarters	8	5	13	41.9%	0	3	3	9.7%	2	1	3	9.7%	5	1	6	19.4%	3	0	3	9.7%	3	0	3	9.7%	21	10	31	100.0%
Africa	2	4	6	7.2%	15	50	65	78.3%	1	0	1	1.2%	2	1	3	3.6%	2	4	6	7.2%	1	1	2	2.4%	23	60	83	100.0%
South-East Asia	2	5	7	28.0%	1	1	2	8.0%	4	8	12	48.0%	1	2	3	12.0%	0	0	0	0.0%	0	1	1	4.0%	8	17	25	100.0%
Europe	5	7	12	28.6%	2	3	5	11.9%	1	0	1	2.4%	10	11	21	50.0%	1	2	3	7.1%	0	0	0	0.0%	19	23	42	100.0%
Eastern Mediterranean	1	4	5	16.1%	0	1	1	3.2%	1	2	3	9.7%	1	2	3	9.7%	6	11	17	54.8%	2	0	2	6.5%	11	20	31	100.0%
Western Pacific	6	4	10	25.0%	1	0	1	2.5%	1	3	4	10.0%	2	2	4	10.0%	1	0	1	2.5%	12	8	20	50.0%	23	17	40	100.0%
Total	24	29	53	21.0%	19	58	77	30.6%	10	14	24	9.5%	21	19	40	15.9%	13	17	30	11.9%	18	10	28	11.1%	105	147	252	100.0%
Totals from December 2021	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%

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

F - female, M - male, T - total

**TABLE 15. MOBILITY RATIO BY MAJOR OFFICE**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2022**

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	1327	49.7%	31	2.3%	18	58.1%	1.4%
Africa	500	18.7%	83	16.6%	18	21.7%	3.6%
South-East Asia	146	5.5%	25	17.1%	13	52.0%	8.9%
Europe	263	9.9%	42	16.0%	21	50.0%	8.0%
Eastern Mediterranean	264	9.9%	31	11.7%	14	45.2%	5.3%
Western Pacific	168	6.3%	40	23.8%	20	50.0%	11.9%
<b>Total</b>	<b>2668</b>	<b>100.0%</b>	<b>252</b>	<b>9.4%</b>	<b>104</b>	<b>41.3%</b>	<b>3.9%</b>
<b>Totals from December 2021</b>	<b>2539</b>	<b>100.0%</b>	<b>225</b>	<b>8.9%</b>	<b>86</b>	<b>38.2%</b>	<b>3.4%</b>

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

**TABLE 16. NUMBER OF INTERNS BY MAJOR OFFICE, TYPE OF COUNTRY AND GENDER**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2022**

**Intentionally left blank due to the suspension of the Global Internship Programme until October 2022; noting new interns have been hired as from 2023**

		Developed countries				Developing countries				Total			
Major Office	Office Type	Female	Male	Total	% Female	Female	Male	Total	% Female	Female	Male	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 2021		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%



**TABLE 17. NUMBER OF INTERNS BY NATIONALITY AND GENDER  
DATA FROM 1 JANUARY TO 31 DECEMBER 2022**

Intentionally left blank due to the suspension of the Global Internship Programme until October 2022; noting new interns have been hired as from 2023

**TABLE 18. NUMBER OF APPLICANTS (INTERNS) BY NATIONALITY AND GENDER  
DATA FROM 1 JANUARY TO 31 DECEMBER 2022**

Intentionally left blank due to the suspension of the Global Internship Programme until October 2022; noting new interns have been hired as from 2023

**TABLE 19. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2022**

Donor countries	Major office						Total
	Headquarters	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	
Australia	1	0	0	0	0	0	1
Belgium	1	1	0	0	0	0	2
China	5	0	0	0	0	1	6
Finland	2	0	0	0	0	0	2
France	7	0	0	0	0	0	7
Germany	7	0	0	3	1	0	11
Italy	6	0	0	1	0	0	7
Japan	7	0	0	0	0	1	8
Korea	3	0	0	0	0	0	3
Kuwait	0	0	0	1	0	0	1
Luxembourg	1	0	0	0	0	0	1
Netherlands	2	1	0	0	2	0	5
Sweden	1	2	0	0	1	0	4
Switzerland	2	0	0	0	0	0	2
<b>Total</b>	<b>45</b>	<b>4</b>	<b>0</b>	<b>5</b>	<b>4</b>	<b>2</b>	<b>60</b>

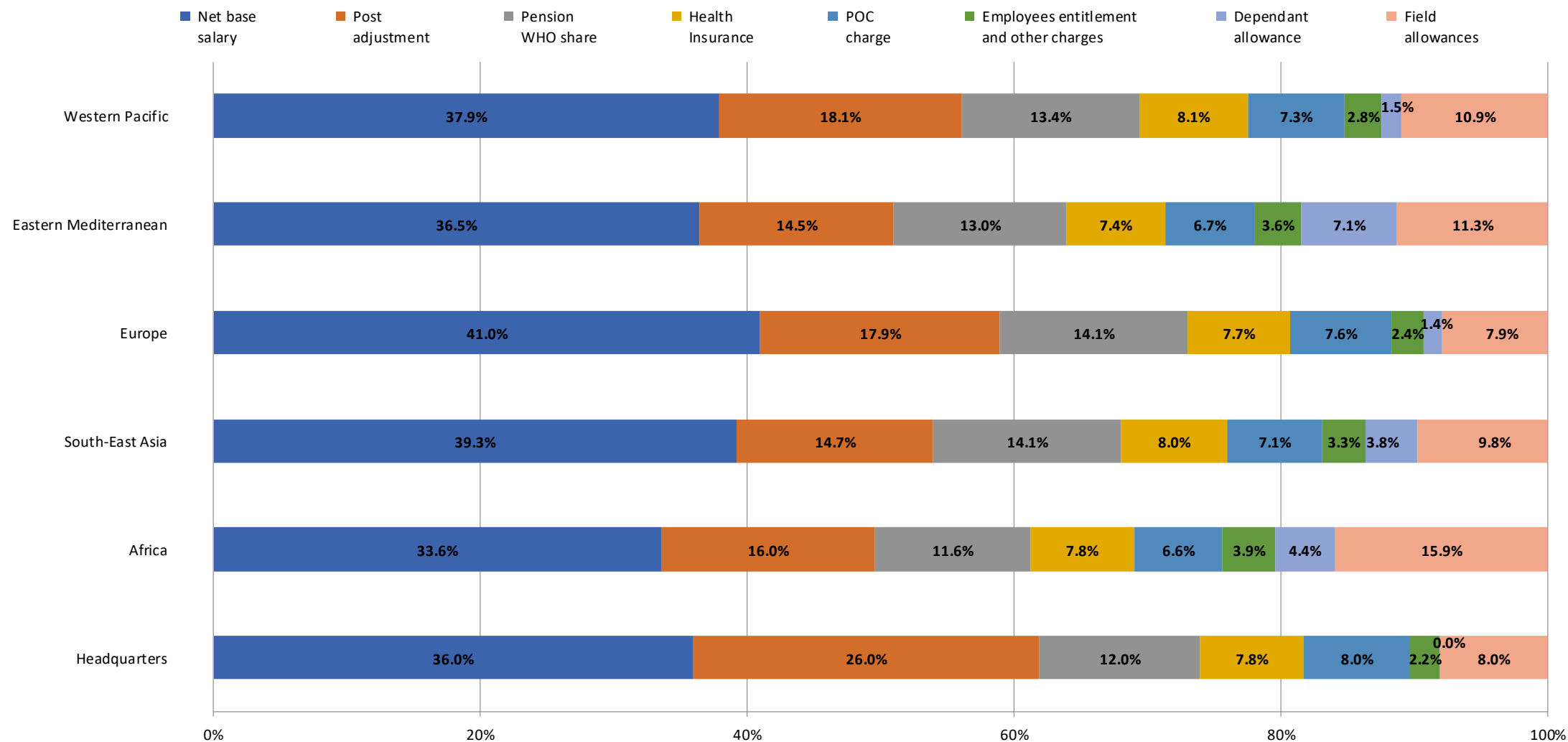
**TABLE 20. NUMBER OF INDIVIDUALS HOLDING OTHER CONTRACTUAL ARRANGEMENTS, BY MAJOR OFFICE**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2022**

Major Office	Agreement for Performance of Work			Consultants			Special Services Agreements <sup>a</sup>
	Cumulative data January-December 2022	Estimate of full-time equivalents <sup>b</sup>	Data as of 31 December 2022	Cumulative data January-December 2022	Estimate of full-time equivalents <sup>b</sup>	Data as of 31 December 2022	Cumulative data January-December 2022
<b>Headquarters</b>	1136	190	254	2324	874	936	0
<b>Africa</b>	423	80	65	1232	324	596	2694
<b>South-East Asia</b>	168	37	49	287	82	97	1930
<b>Europe</b>	1283	172	213	1060	349	381	43
<b>Eastern Mediterranean</b>	918	229	486	613	195	298	262
<b>Western Pacific</b>	205	43	49	589	209	244	184
<b>Total</b>	<b>4133</b>	<b>753</b>	<b>1116</b>	<b>6105</b>	<b>2033</b>	<b>2552</b>	<b>5113</b>
<b>Totals from December 2021</b>	5987	700	1450	5378	1407	2244	5239

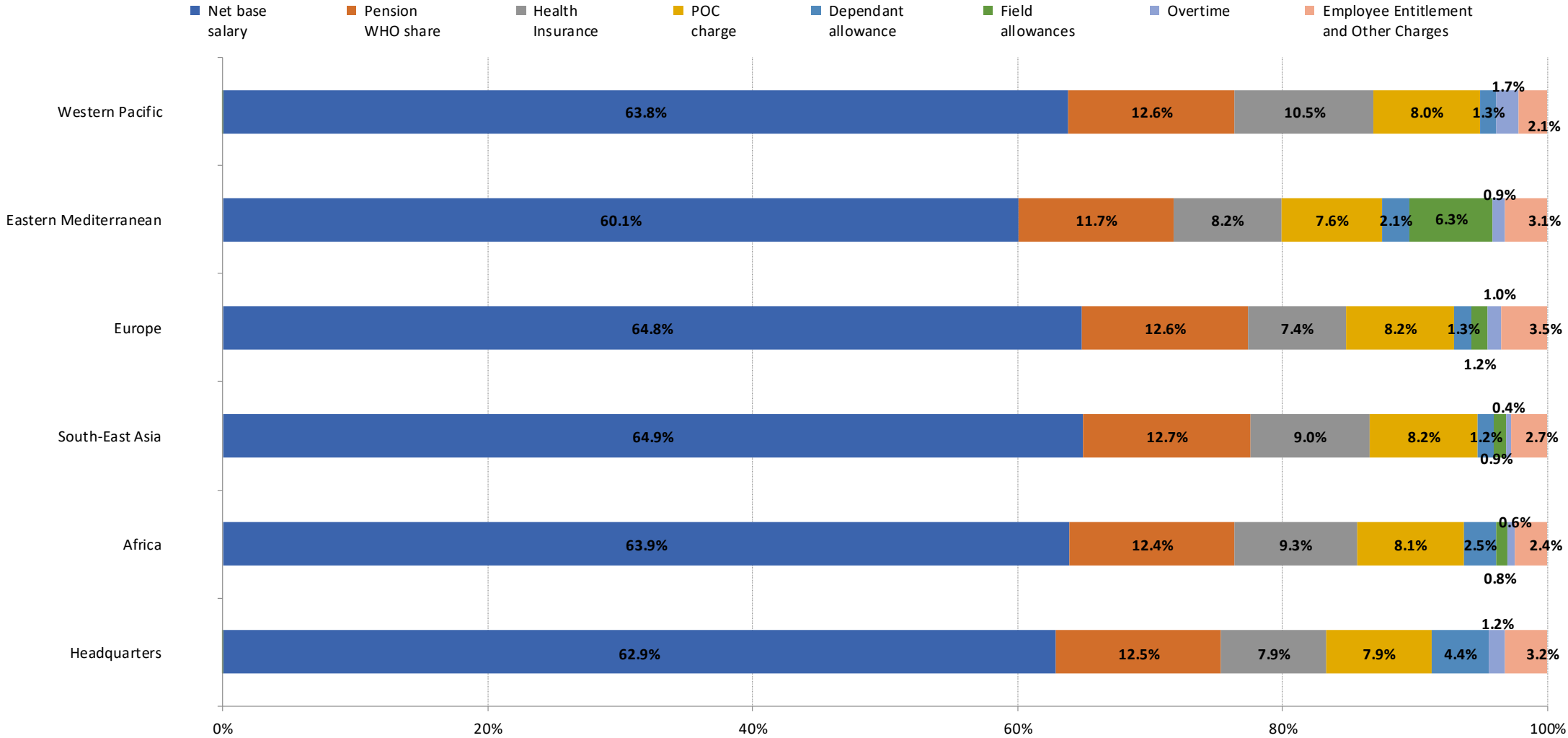
<sup>a</sup>Shows the number of SSA holders, not the number of SSA contracts issued

<sup>b</sup>Estimated by (average duration of contracts in days / total calendar days) \* cumulative number of individuals

**TABLE 21. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR P/D/UG STAFF**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2022**



**TABLE 22. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2022**



**TABLE 23. DATA PROVIDED BY PAHO ON ITS DISTRIBUTION OF FIXED-TERM PROFESSIONAL STAFF BY NATIONALITY**  
**DATA AS OF 31-DEC-2022**

1. Those staff are not WHO staff
2. WHO provides for 30% of the PAHO budget, through the Regional Office for the Americas
3. PAHO positions are not counted for WHO Geographical Representation purposes
4. Further information available at: <https://www.paho.org/en/governing-bodies/executive-committee/170th-session-executive-committee>

Nationality	Total
Argentina	23
Australia	1
Austria	1
Barbados	3
Belgium	4
Belize	5
Bolivia (Plurinational State of)	5
Brazil	50
Canada	10
Chile	15
Colombia	42
Costa Rica	10
Côte d'Ivoire	1
Cuba	8
Democratic Republic of the Congo	1
Dominica	1
Dominican Republic	3
Ecuador	13
El Salvador	10
Finland	1
France	11
Germany	1
Guatemala	13
Guyana	1
Haiti	3
Honduras	5
India	1
Ireland	1
Italy	5
Jamaica	9
Malta	1
Mexico	10
Netherlands	3
Nicaragua	9
Panama	3
Paraguay	3
Peru	21
Philippines	3
Portugal	1
Rwanda	1
Saint Lucia	1
Saint Vincent and the Grenadines	4
Singapore	2
Spain	31
Suriname	2
Switzerland	1
Trinidad and Tobago	4
Turkey	1
Uganda	1
United Kingdom of Great Britain and Northern Ireland	9
United States of America	60
Uruguay	6
Uzbekistan	1
Venezuela (Bolivarian Republic of)	6
<b>Total</b>	<b>441</b>