

# **Human resources: update**

## **Workforce data**

**As at 31 December 2024**



**Document issued 22 April 2025**

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**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS  
DATA AS OF 31-DEC-2024**

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

**Fixed-term appointments**

Professional and higher category staff	734	28	14	372	109	205	204	180	<b>1846</b>
National professional officers	2	27	0	428	133	98	156	53	<b>897</b>
General service staff	297	149	6	555	205	147	289	177	<b>1825</b>
<b>Total</b>	<b>1033</b>	<b>204</b>	<b>20</b>	<b>1355</b>	<b>447</b>	<b>450</b>	<b>649</b>	<b>410</b>	<b>4568</b>
Percentage of fixed-term appointments out of the total staff	39.6%	68.7%	33.9%	53.1%	53.1%	45.6%	45.3%	60.3%	48.3%

**Continuing appointments**

Professional and higher category staff	567	8	16	186	49	121	87	53	<b>1087</b>
National professional officers	2	49	0	177	18	19	41	29	<b>335</b>
General service staff	293	32	4	490	173	94	231	151	<b>1468</b>
<b>Total</b>	<b>862</b>	<b>89</b>	<b>20</b>	<b>853</b>	<b>240</b>	<b>234</b>	<b>359</b>	<b>233</b>	<b>2890</b>
Percentage of continuing appointments out of the total staff	33.0%	30.0%	33.9%	33.4%	28.5%	23.7%	25.0%	34.3%	30.5%

<b>Total number of staff holding long-term appointments</b>	<b>1895</b>	<b>293</b>	<b>40</b>	<b>2208</b>	<b>687</b>	<b>684</b>	<b>1008</b>	<b>643</b>	<b>7458</b>
<b>Percentage of long-term appointments out of the total staff</b>	<b>72.6%</b>	<b>98.7%</b>	<b>67.8%</b>	<b>86.5%</b>	<b>81.6%</b>	<b>69.4%</b>	<b>70.3%</b>	<b>94.6%</b>	<b>78.8%</b>

**Staff holding short-term appointments**

**Temporary appointments under SR 420.4**

Professional and higher category staff	503	3	18	149	41	86	122	19	<b>941</b>
National professional officers	0	0	0	98	76	113	127	1	<b>415</b>
General service staff	111	1	1	99	37	101	174	13	<b>537</b>
<b>Total</b>	<b>614</b>	<b>4</b>	<b>19</b>	<b>346</b>	<b>154</b>	<b>300</b>	<b>423</b>	<b>33</b>	<b>1893</b>

**Temporary appointments of 60 days or less**

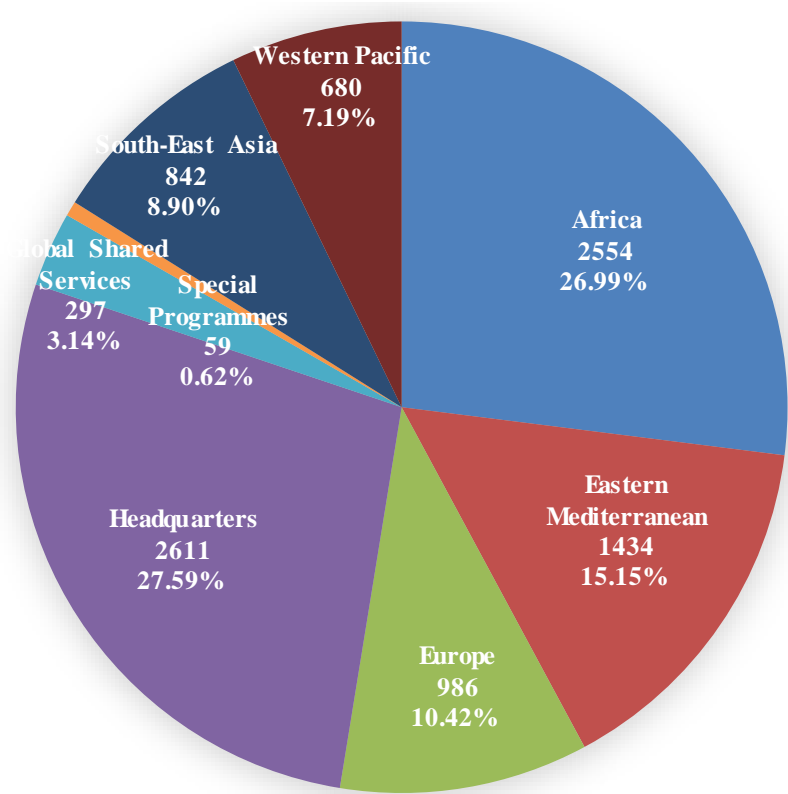
Professional and higher category staff	61	0	0	0	0	1	2	0	<b>64</b>
National professional officers	0	0	0	0	0	0	1	0	<b>1</b>
General service staff	41	0	0	0	1	1	0	4	<b>47</b>
<b>Total</b>	<b>102</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>112</b>

<b>Total number of temporary appointments</b>	<b>716</b>	<b>4</b>	<b>19</b>	<b>346</b>	<b>155</b>	<b>302</b>	<b>426</b>	<b>37</b>	<b>2005</b>
<b>Percentage of temporary appointments out of the total staff</b>	<b>27.4%</b>	<b>1.3%</b>	<b>32.2%</b>	<b>13.5%</b>	<b>18.4%</b>	<b>30.6%</b>	<b>29.7%</b>	<b>5.4%</b>	<b>21.2%</b>

<b>Total number of staff</b>	<b>2611</b>	<b>297</b>	<b>59</b>	<b>2554</b>	<b>842</b>	<b>986</b>	<b>1434</b>	<b>680</b>	<b>9463</b>
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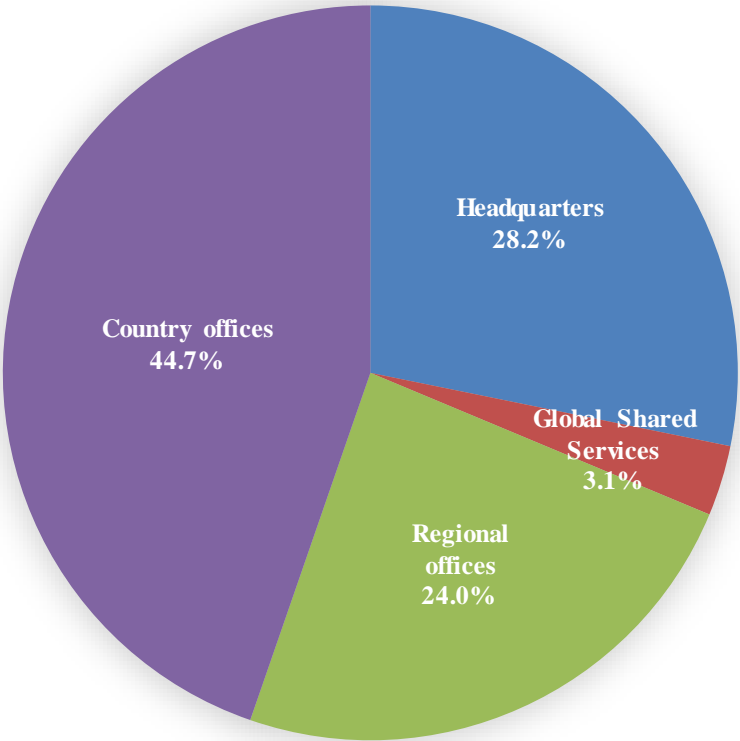
<sup>a</sup> This column includes: the Alliance for Health Policy and Systems Research, the European Observatory on Health Systems and Policies and the Partnership for Maternal, Newborn and Child Health

Figure 1. Distribution of WHO Staff as of 31 December 2024, by major office



Total number of staff: 9463

**Figure 2. Distribution of WHO Staff as of 31 December 2024, by level**



*\* Headquarters includes special programmes and collaborative arrangements*

TABLE 2. STAFF BY APPOINTMENT TYPE AND JOB CATEGORY, ALL LOCATIONS  
DATA AS OF 31-DEC-2024

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	1087	27.6%	335	20.3%	1468	37.9%	2890	30.5%
Fixed-Term	1846	46.9%	897	54.4%	1825	47.1%	4568	48.3%
Temporary	1005	25.5%	416	25.2%	584	15.1%	2005	21.2%
Total	3938	100.0%	1648	100.0%	3877	100.0%	9463	100.0%

**TABLE 3a - DISTRIBUTION OF STAFF BY JOB CATEGORY, APPOINTMENT TYPE AND GENDER, ALL LOCATIONS**  
**DATA AS OF 31-DEC-2024**

<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>	504	583	1087	46.4%	53.6%
	<b>Fixed-Term</b>	901	945	1846	48.8%	51.2%
	<b>Temporary</b>	523	482	1005	52.0%	48.0%
	<b>Total P</b>	<b>1928</b>	<b>2010</b>	<b>3938</b>	<b>49.0%</b>	<b>51.0%</b>
<b>National Professional Officer</b>	<b>Continuing</b>	146	189	335	43.6%	56.4%
	<b>Fixed-Term</b>	399	498	897	44.5%	55.5%
	<b>Temporary</b>	167	249	416	40.1%	59.9%
	<b>Total NPO</b>	<b>712</b>	<b>936</b>	<b>1648</b>	<b>43.2%</b>	<b>56.8%</b>
<b>General Service Staff</b>	<b>Continuing</b>	791	677	1468	53.9%	46.1%
	<b>Fixed-Term</b>	1054	771	1825	57.8%	42.2%
	<b>Temporary</b>	256	328	584	43.8%	56.2%
	<b>Total GS</b>	<b>2101</b>	<b>1776</b>	<b>3877</b>	<b>54.2%</b>	<b>45.8%</b>
	<b>Total</b>	<b>4741</b>	<b>4722</b>	<b>9463</b>	<b>50.1%</b>	<b>49.9%</b>



TABLE 3b - DISTRIBUTION OF STAFF BY JOB CATEGORY, GRADE, MAJOR OFFICE AND GENDER, ALL LOCATIONS  
DATA AS OF 31-DEC-2024

Job Category	Grade	Headquarters and Global Shared Services					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	0	2	2	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	2	2	0.0%	100.0%
	UG1	5	4	9	55.6%	44.4%	1	0	1	100.0%	0.0%	1	0	1	100.0%	0.0%	0	1	1	0.0%	100.0%	1	0	1	100.0%	0.0%	0	1	1	0.0%	100.0%	8	6	14	57.1%	42.9%
	D2	17	25	42	40.5%	59.5%	1	6	7	14.3%	85.7%	0	3	3	0.0%	100.0%	0	1	1	0.0%	100.0%	2	11	13	15.4%	84.6%	1	2	3	33.3%	66.7%	21	48	69	30.4%	69.6%
	D1	10	22	32	31.3%	68.8%	5	18	23	21.7%	78.3%	3	8	11	27.3%	72.7%	8	13	21	38.1%	61.9%	6	10	16	37.5%	62.5%	7	9	16	43.8%	56.3%	39	80	119	32.8%	67.2%
	P6	16	31	47	34.0%	66.0%	3	10	13	23.1%	76.9%	1	3	4	25.0%	75.0%	6	5	11	54.5%	45.5%	5	7	12	41.7%	58.3%	2	2	4	50.0%	50.0%	33	58	91	36.3%	63.7%
	P5	249	209	458	54.4%	45.6%	33	64	97	34.0%	66.0%	34	46	80	42.5%	57.5%	37	43	80	46.3%	53.8%	28	56	84	33.3%	66.7%	26	28	54	48.1%	51.9%	407	446	853	47.7%	52.3%
	P4	396	328	724	54.7%	45.3%	96	241	337	28.5%	71.5%	18	41	59	30.5%	69.5%	67	72	139	48.2%	51.8%	42	109	151	27.8%	72.2%	49	37	86	57.0%	43.0%	668	828	1496	44.7%	55.3%
	P3	316	179	495	63.8%	36.2%	78	86	164	47.6%	52.4%	17	17	34	50.0%	50.0%	70	53	123	56.9%	43.1%	48	62	110	43.6%	56.4%	46	30	76	60.5%	39.5%	575	427	1002	57.4%	42.6%
	P2	76	41	117	65.0%	35.0%	36	28	64	56.3%	43.8%	3	4	7	42.9%	57.1%	29	22	51	56.9%	43.1%	14	13	27	51.9%	48.1%	7	5	12	58.3%	41.7%	165	113	278	59.4%	40.6%
	P1	4	0	4	100.0%	0.0%	1	0	1	100.0%	0.0%	0	0	0	0.0%	0.0%	7	0	7	100.0%	0.0%	0	1	1	0.0%	100.0%	0	0	0	0.0%	0.0%	12	1	13	92.3%	7.7%
	Total P	1089	842	1931	56.4%	43.6%	254	453	707	35.9%	64.1%	77	122	199	38.7%	61.3%	224	210	434	51.6%	48.4%	146	269	415	35.2%	64.8%	138	114	252	54.8%	45.2%	1928	2010	3938	49.0%	51.0%
NPO	NO-D	0	1	1	0.0%	100.0%	4	10	14	28.6%	71.4%	0	1	1	0.0%	100.0%	0	0	0	0.0%	0.0%	4	13	17	23.5%	76.5%	6	0	6	100.0%	0.0%	14	25	39	35.9%	64.1%
	NO-C	15	9	24	62.5%	37.5%	148	274	422	35.1%	64.9%	23	32	55	41.8%	58.2%	14	7	21	66.7%	33.3%	43	70	113	38.1%	61.9%	14	19	33	42.4%	57.6%	257	411	668	38.5%	61.5%
	NO-B	22	7	29	75.9%	24.1%	67	157	224	29.9%	70.1%	49	51	100	49.0%	51.0%	122	75	197	61.9%	38.1%	51	92	143	35.7%	64.3%	24	15	39	61.5%	38.5%	335	397	732	45.8%	54.2%
	NO-A	21	5	26	80.8%	19.2%	19	24	43	44.2%	55.8%	31	40	71	43.7%	56.3%	9	3	12	75.0%	25.0%	22	30	52	42.3%	57.7%	4	1	5	80.0%	20.0%	106	103	209	50.7%	49.3%
	Total NPO	58	22	80	72.5%	27.5%	238	465	703	33.9%	66.1%	103	124	227	45.4%	54.6%	145	85	230	63.0%	37.0%	120	205	325	36.9%	63.1%	48	35	83	57.8%	42.2%	712	936	1648	43.2%	56.8%
GS	G7	7	0	7	100.0%	0.0%	58	82	140	41.4%	58.6%	20	22	42	47.6%	52.4%	0	1	1	0.0%	100.0%	25	14	39	64.1%	35.9%	24	10	34	70.6%	29.4%	134	129	263	51.0%	49.0%
	G6	214	42	256	83.6%	16.4%	136	108	244	55.7%	44.3%	48	29	77	62.3%	37.7%	67	24	91	73.6%	26.4%	97	77	174	55.7%	44.3%	67	19	86	77.9%	22.1%	629	299	928	67.8%	32.2%
	G5	397	76	473	83.9%	16.1%	159	125	284	56.0%	44.0%	89	70	159	56.0%	44.0%	140	49	189	74.1%	25.9%	156	101	257	60.7%	39.3%	111	12	123	90.2%	9.8%	1052	433	1485	70.8%	29.2%
	G4	111	46	157	70.7%	29.3%	14	34	48	29.2%	70.8%	35	24	59	59.3%	40.7%	14	7	21	66.7%	33.3%	29	40	69	42.0%	58.0%	49	7	56	87.5%	12.5%	252	158	410	61.5%	38.5%
	G3	8	14	22	36.4%	63.6%	4	84	88	4.5%	95.5%	3	25	28	10.7%	89.3%	1	25	26	3.8%	96.2%	0	51	51	0.0%	100.0%	4	17	21	19.0%	81.0%	20	216	236	8.5%	91.5%
	G2	1	0	1	100.0%	0.0%	3	335	338	0.9%	99.1%	0	47	47	0.0%	100.0%	2	22	24	8.3%	91.7%	1	89	90	1.1%	98.9%	0	21	21	0.0%	100.0%	7	514	521	1.3%	98.7%
	G1	0	1	1	0.0%	100.0%	0	2	2	0.0%	100.0%	1	3	4	25.0%	75.0%	0	0	0	0.0%	0.0%	1	13	14	7.1%	92.9%	3	1	4	75.0%	25.0%	5	20	25	20.0%	80.0%
	I2	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	0	0.0%	0.0%	0	0	0	0.0%	0.0%
	I1	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	0	0.0%	0.0%	0	0	0	0.0%	0.0%
	T4	0	3	3	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	3	3	0.0%	100.0%
	T3	1	4	5	20.0%	80.0%	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	4	5	20.0%	80.0%
	T2	1	0	1	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%	0.0%	1	0	1	100.0%	0.0%
	T1	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	0	0.0%	0.0%	0	0	0	0.0%	0.0%
	Total GS	740	186	926	79.9%	20.1%	374	770	1144	32.7%	67.3%	196	220	416	47.1%	52.9%	224	128	352	63.6%	36.4%	309	385	694	44.5%	55.5%	258	87	345	74.8%	25.2%	2101	1776	3877	54.2%	45.8%
	Total	1887	1050	2937	64.2%	35.8%	866	1688	2554	33.9%	66.1%	376	466	842	44.7%	55.3%	593	423	1016	58.4%	41.6%	575	859	1434	40.1%	59.9%	444	236	680	65.3%	34.7%	4741	4722	9463	50.1%	49.9%

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-2024

Professional and higher category staff

Region	P1			P2			P3			P4			P5			P6/D1			D2			UG			Total			Percentage current year		Comparison with July 2024		Comparison with Dec 2023	
	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 and Global Shared Services	1	0	1	23	15	38	154	92	246	262	236	498	229	199	428	23	51	74	17	23	40	5	7	12	714	623	1337	53.4%	46.6%	52.5%	47.5%	52.7%	47.3%
Special programmes and collaborative arrangements	7	0	7	4	3	7	2	1	3	2	3	5	2	1	3	1	3	4	0	1	1	0	0	0	18	12	30	60.0%	40.0%	60.7%	39.3%	60.0%	40.0%
Africa	1	0	1	29	16	45	57	60	117	82	181	263	30	60	90	8	26	34	1	6	7	1	0	1	209	349	558	37.5%	62.5%	36.1%	63.9%	36.7%	63.3%
South-East Asia	0	0	0	2	3	5	7	5	12	13	31	44	34	44	78	4	11	15	0	3	3	1	0	1	61	97	158	38.6%	61.4%	39.1%	60.9%	39.9%	60.1%
Europe	0	0	0	17	10	27	48	37	85	53	55	108	34	40	74	14	16	30	0	1	1	0	1	1	166	160	326	50.9%	49.1%	50.0%	50.0%	49.5%	50.5%
Eastern Mediterranean	0	1	1	5	7	12	31	29	60	28	68	96	28	53	81	11	17	28	2	10	12	1	0	1	106	185	291	36.4%	63.6%	37.1%	62.9%	37.5%	62.5%
Western Pacific	0	0	0	7	4	11	44	27	71	45	31	76	26	27	53	9	10	19	0	2	2	0	1	1	131	102	233	56.2%	43.8%	59.1%	40.9%	59.5%	40.5%
Total	9	1	10	87	58	145	343	251	594	485	605	1090	383	424	807	70	134	204	20	46	66	8	9	17	1405	1528	2933	47.9%	52.1%	47.6%	52.4%	47.7%	52.3%
Percentage by grade	90.0%	10.0%	100.0%	60.0%	40.0%	100.0%	57.7%	42.3%	100.0%	44.5%	55.5%	100.0%	47.5%	52.5%	100.0%	34.3%	65.7%	100.0%	30.3%	69.7%	100.0%	47.1%	52.9%	100.0%	47.9%	52.1%	100.0%						
Percentage of total			0.3%			4.9%			20.3%			37.2%			27.5%			7.0%			2.3%			0.6%			100.0%						

National professional officers

Region	A			B			C			D			Total			Percentage current year		Comparison with July 2024		Comparison with Dec 2023	
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	F	M	F	M
Headquarters and Global Shared Services <sup>b</sup>	21	5	26	22	7	29	15	9	24	0	1	1	58	22	80	72.5%	27.5%	73.2%	26.8%	74.1%	25.9%
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	18	20	38	50	116	166	136	251	387	4	10	14	208	397	605	34.4%	65.6%	33.7%	66.3%	32.8%	67.2%
South-East Asia	15	10	25	37	38	75	22	28	50	0	1	1	74	77	151	49.0%	51.0%	50.3%	49.7%	48.7%	51.3%
Europe	4	2	6	61	34	95	13	3	16	0	0	0	78	39	117	66.7%	33.3%	65.0%	35.0%	61.4%	38.6%
Eastern Mediterranean	7	13	20	33	53	86	36	40	76	4	11	15	80	117	197	40.6%	59.4%	39.7%	60.3%	40.3%	59.7%
Western Pacific	4	1	5	23	15	38	14	19	33	6	0	6	47	35	82	57.3%	42.7%	57.1%	42.9%	60.5%	39.5%
Total	69	51	120	226	263	489	236	350	586	14	23	37	545	687	1232	44.2%	55.8%	43.8%	56.2%	42.9%	57.1%
Percentage by grade	57.5%	42.5%	100.0%	46.2%	53.8%	100.0%	40.3%	59.7%	100.0%	37.8%	62.2%	100.0%	44.2%	55.8%	100.0%						
Percentage of total			9.7%			39.7%			47.6%			3.0%			100.0%						

General service staff

Region	G1			G2			G3			G4			G5			G6			G7			Total			Percentage current year		Comparison with July 2024		Comparison with Dec 2023	
	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 and Global Shared Services	0	1	1	0	0	0	1	9	10	65	33	98	345	57	402	211	42	253	7	0	7	629	142	771	81.6%	18.4%	81.1%	18.9%	81.2%	18.8%
Special programmes and collaborative arrangements	0	0	0	0	0	0	0	0	0	0	0	0	9	0	9	0	1	1	0	0	0	9	1	10	90.0%	10.0%	88.9%	11.1%	88.9%	11.1%
Africa	0	1	1	3	303	306	4	84	88	12	22	34	145	111	256	134	92	226	56	78	134	354	691	1045	33.9%	66.1%	34.4%	65.6%	34.4%	65.6%
South-East Asia	1	3	4	0	43	43	3	25	28	28	19	47	82	61	143	44	27	71	20	22	42	178	200	378	47.1%	52.9%	46.4%	53.6%	46.1%	53.9%
Europe	0	0	0	0	4	4	0	18	18	4	4	8	98	31	129	59	22	81	0	1	1	161	80	241	66.8%	33.2%	67.8%	32.2%	67.4%	32.6%
Eastern Mediterranean	1	10	11	1	58	59	0	49	49	21	21	42	131	61	192	90	40	130	25	12	37	269	251	520	51.7%	48.3%	51.2%	48.8%	50.8%	49.2%
Western Pacific	3	1	4	0	20	20	4	16	20	43	6	49	104	11	115	67	19	86	24	10	34	245	83	328	74.7%	25.3%	74.2%	25.8%	73.9%	26.1%
Total	5	16	21	4	428	432	12	201	213	173	105	278	914	332	1246	605	243	848	132	123	255	1845	1448	3293	56.0%	44.0%	55.9%	44.1%	55.9%	44.1%
Percentage by grade	23.8%	76.2%	100.0%	0.9%	99.1%	100.0%	5.6%	94.4%	100.0%	62.2%	37.8%	100.0%	73.4%	26.6%	100.0%	71.3%	28.7%	100.0%	51.8%	48.2%	100.0%	56.0%	44.0%	100.0%						
Percentage of total			0.6%			13.1%			6.5%			8.4%			37.8%			25.8%			7.7%			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 2024

Professional and higher category staff

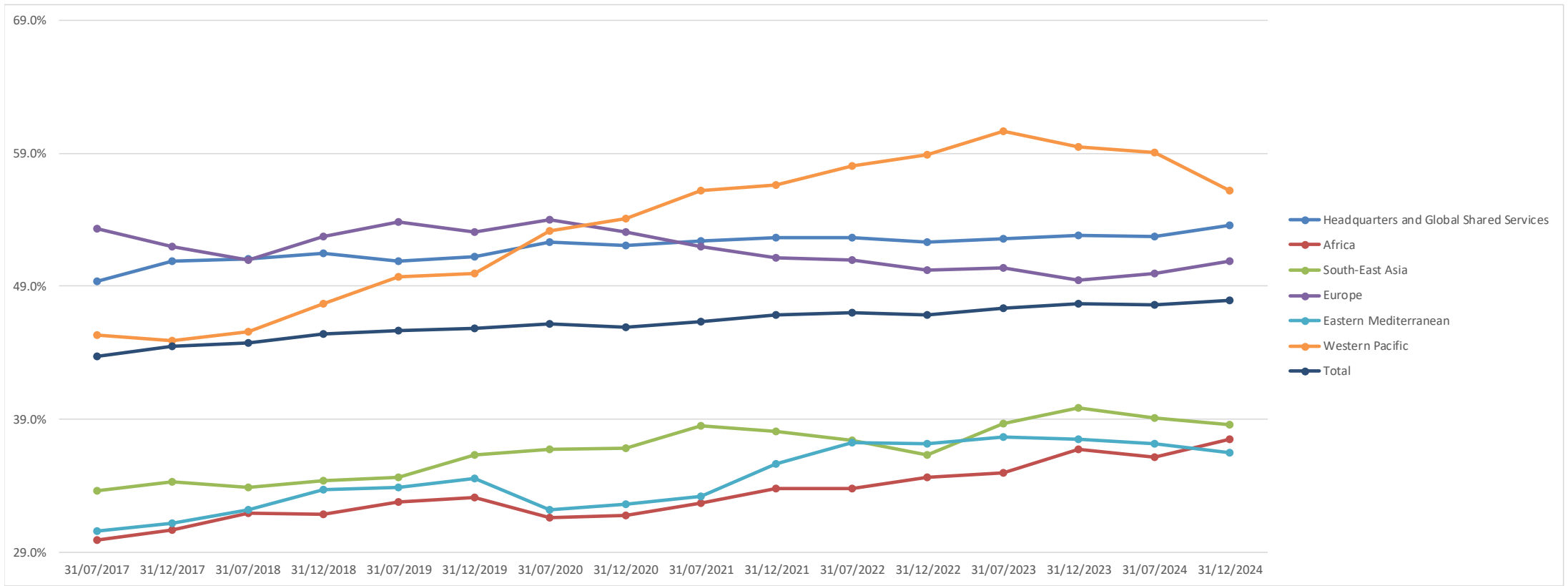


TABLE 3e. DISTRIBUTION OF IP STAFF HOLDING LONG-TERM APPOINTMENTS BY GRADE  
COMPARISON DECEMBER 2023 VS DECEMBER 2024

Grade	31/12/2023					31/12/2024					Difference (female as a percentage of total)
	Female	Male	Total	Percentage		Female	Male	Total	Percentage		
				Female	Male				Female	Male	
UG3	0	1	1	0.0%	100.0%	0	1	1	0.0%	100.0%	0.0
UG2	1	2	3	33.3%	66.7%	0	2	2	0.0%	100.0%	-33.3
UG1	8	6	14	57.1%	42.9%	8	6	14	57.1%	42.9%	0.0
Subtotal UG	9	9	18	50.0%	50.0%	8	9	17	47.1%	52.9%	-2.9
D2	21	43	64	32.8%	67.2%	20	46	66	30.3%	69.7%	-2.5
P6/D1	72	135	207	34.8%	65.2%	70	134	204	34.3%	65.7%	-0.5
Subtotal D	93	178	271	34.3%	65.7%	90	180	270	33.3%	66.7%	-1.0
P5	382	429	811	47.1%	52.9%	383	424	807	47.5%	52.5%	0.4
P4	470	563	1033	45.5%	54.5%	485	605	1090	44.5%	55.5%	-1.0
P3	315	242	557	56.6%	43.4%	343	251	594	57.7%	42.3%	1.1
P2	73	54	127	57.5%	42.5%	87	58	145	60.0%	40.0%	2.5
P1	6	2	8	75.0%	25.0%	9	1	10	90.0%	10.0%	15.0
Subtotal P	1246	1290	2536	49.1%	50.9%	1307	1339	2646	49.4%	50.6%	0.3
Total	1348	1477	2825	47.7%	52.3%	1405	1528	2933	47.9%	52.1%	0.2

Gender Parity Policy targets by grade				Difference % female actual vs target as of 31 December 2024
2024	2025	2026	2027	
50.0%	50.0%	50.0%	50.0%	-50.0
47.7%	50.0%	50.0%	50.0%	9.4
41.9%	44.9%	47.9%	50.0%	-11.6
41.6%	44.6%	47.6%	50.0%	-7.3
49.0%	50.0%	50.0%	50.0%	-1.5
48.0%	49.5%	50.0%	50.0%	-3.5

Figure 3a. Percentage of women in the professional and higher categories holding long-term appointments, split by major office

Major office	As at July 2017	As at Dec 2017	As at July 2018	As at Dec 2018	As at July 2019	As at Dec 2019	As at July 2020	As at Dec 2020	As at July 2021	As at Dec 2021	As at July 2022	As at Dec 2022	As at July 2023	As at Dec 2023	As at July 2024	As at Dec 2024	Changes between July 2017 and December 2024
Africa	29.9%	30.7%	31.9%	31.8%	32.7%	33.1%	31.6%	31.8%	32.7%	33.8%	33.7%	34.6%	35.0%	36.7%	36.1%	37.5%	Increase of 7.6 percentage points
South-East Asia	33.6%	34.3%	33.8%	34.4%	34.6%	36.3%	36.7%	36.8%	38.5%	38.1%	37.4%	36.3%	38.6%	39.9%	39.1%	38.6%	Increase of 5 percentage points
Europe	53.1%	51.8%	50.4%	52.1%	53.4%	52.7%	53.8%	53.1%	52.2%	51.6%	51.8%	51.2%	51.2%	50.2%	50.9%	51.9%	Decrease of 1.2 percentage points
Eastern Mediterranean	30.6%	31.2%	32.2%	33.7%	33.9%	34.6%	32.2%	32.6%	33.2%	35.6%	37.2%	37.1%	37.7%	37.5%	37.1%	36.4%	Increase of 5.8 percentage points
Western Pacific	45.3%	44.9%	45.6%	47.7%	49.7%	50.0%	53.2%	54.1%	56.2%	56.6%	58.1%	58.9%	60.7%	59.5%	59.1%	56.2%	Increase of 10.9 percentage points
Headquarters	49.4%	50.9%	51.1%	51.6%	50.9%	51.3%	52.4%	52.0%	52.3%	52.6%	52.5%	52.1%	52.4%	52.7%	52.5%	53.3%	Increase of 3.9 percentage points
Total	43.7%	44.4%	44.7%	45.4%	45.6%	45.8%	46.2%	45.9%	46.4%	46.8%	47.0%	46.8%	47.4%	47.7%	47.6%	47.9%	Increase of 4.2 percentage points

Figure 3b. Percentage of women at the P4 grade and above (long-term appointments), split by major office

Major office	As at July 2017	As at Dec 2017	As at July 2018	As at Dec 2018	As at July 2019	As at Dec 2019	As at July 2020	As at Dec 2020	As at July 2021	As at Dec 2021	As at July 2022	As at Dec 2022	As at July 2023	As at Dec 2023	As at July 2024	As at Dec 2024	Changes between July 2017 and December 2024
Africa	28.8%	29.5%	29.9%	29.7%	30.8%	30.7%	28.9%	28.2%	28.7%	29.0%	29.1%	29.4%	29.9%	30.9%	30.5%	30.9%	Increase of 2.1 percentage points
South-East Asia	34.4%	35.7%	35.0%	35.5%	35.3%	36.5%	37.5%	37.4%	38.9%	37.7%	38.3%	37.0%	38.5%	39.4%	37.0%	36.9%	Increase of 2.5 percentage points
Europe	51.4%	50.3%	50.3%	51.9%	51.5%	50.6%	51.7%	50.8%	48.9%	48.4%	48.7%	47.6%	48.2%	46.5%	47.9%	47.3%	Decrease of 4.1 percentage points
Eastern Mediterranean	29.9%	30.1%	31.1%	31.7%	32.6%	33.1%	30.8%	31.7%	31.6%	34.3%	36.7%	36.5%	35.7%	35.8%	34.0%	32.1%	Increase of 2.2 percentage points
Western Pacific	39.9%	39.4%	41.3%	42.3%	44.9%	45.1%	49.6%	50.0%	53.7%	55.4%	54.3%	55.4%	55.8%	55.2%	55.1%	53.0%	Increase of 13.1 percentage points
Headquarters	46.3%	47.9%	48.4%	49.4%	48.9%	49.1%	50.1%	49.7%	49.7%	50.1%	50.1%	49.6%	49.9%	50.2%	50.0%	50.8%	Increase of 4.5 percentage points
Total	41.1%	41.9%	42.5%	43.4%	43.5%	43.5%	43.8%	43.5%	43.7%	44.2%	44.5%	44.1%	44.5%	44.7%	44.3%	44.2%	Increase of 3.1 percentage points

Figure 3c. Percentage of women as heads of country offices, split by major office

Major office	As at July 2017	As at Dec 2017	As at July 2018	As at Dec 2018	As at July 2019	As at Dec 2019	As at July 2020	As at Dec 2020	As at July 2021	As at Dec 2021	As at July 2022	As at Dec 2022	As at July 2023	As at Dec 2023	As at July 2024	As at Dec 2024	Changes between July 2017 and December 2024
Africa	26.1%	23.9%	23.4%	28.9%	34.8%	31.9%	31.9%	29.8%	29.8%	27.7%	21.3%	21.3%	25.5%	25.5%	25.5%	21.3%	Decrease of 4.8 percentage points
South-East Asia	18.2%	9.1%	9.1%	9.1%	9.1%	9.1%	9.1%	16.7%	18.2%	18.2%	18.2%	18.2%	18.2%	27.3%	27.3%	20.0%	Increase of 1.8 percentage points
Europe	63.3%	58.6%	55.2%	60.0%	58.1%	54.8%	58.1%	58.1%	53.3%	50.0%	50.0%	50.0%	53.3%	53.3%	40.6%	40.6%	Decrease of 22.7 percentage points
Eastern Mediterranean	27.8%	31.6%	36.8%	36.8%	36.8%	36.8%	35.0%	35.0%	42.9%	47.6%	42.9%	42.9%	36.4%	27.3%	31.8%	36.4%	Increase of 8.6 percentage points
Western Pacific	26.7%	33.3%	33.3%	26.7%	40.0%	40.0%	40.0%	35.7%	46.7%	50.0%	60.0%	60.0%	53.3%	46.7%	46.7%	46.7%	Increase of 20 percentage points
Total	35.0%	33.3%	33.1%	35.8%	39.3%	37.4%	37.9%	37.1%	38.7%	38.2%	36.3%	36.3%	36.8%	35.2%	33.1%	31.7%	Decrease of 3.3 percentage points

Figure 3d. Percentage of women at the D1 and D2 grades (long-term appointments), split by major office

Major office	As at July 2017	As at Dec 2017	As at July 2018	As at Dec 2018	As at July 2019	As at Dec 2019	As at July 2020	As at Dec 2020	As at July 2021	As at Dec 2021	As at July 2022	As at Dec 2022	As at July 2023	As at Dec 2023	As at July 2024	As at Dec 2024	Changes between July 2017 and December 2024
Africa	31.6%	31.6%	25.0%	25.0%	27.3%	25.0%	23.1%	23.1%	30.0%	29.0%	23.3%	20.0%	13.8%	15.4%	17.2%	20.7%	Decrease of 10.9 percentage points
South-East Asia	14.3%	12.5%	11.1%	7.1%	7.7%	6.7%	7.7%	7.1%	13.3%	14.3%	14.3%	17.6%	13.3%	18.8%	20.0%	21.4%	Increase of 7.1 percentage points
Europe	50.0%	45.5%	64.3%	60.0%	60.0%	56.3%	66.7%	58.8%	50.0%	44.4%	41.2%	38.9%	38.1%	40.0%	40.0%	36.4%	Decrease of 13.6 percentage points
Eastern Mediterranean	25.0%	23.1%	26.3%	32.0%	32.0%	30.8%	25.8%	25.8%	34.4%	37.5%	41.2%	40.6%	39.4%	35.5%	30.0%	28.6%	Increase of 3.6 percentage points
Western Pacific	44.4%	36.4%	46.7%	35.7%	43.8%	41.2%	41.2%	38.9%	42.9%	42.9%	43.8%	43.8%	43.8%	37.5%	41.2%	41.2%	Decrease of 3.2 percentage points
Headquarters	26.6%	31.3%	35.4%	37.3%	38.1%	40.6%	45.6%	42.3%	38.7%	41.3%	41.7%	40.5%	41.0%	40.5%	36.4%	36.1%	Increase of 9.5 percentage points
Total	29.8%	31.0%	34.9%	34.0%	35.7%	35.2%	37.1%	35.0%	35.9%	37.0%	36.6%	35.3%	34.4%	34.0%	31.9%	31.9%	Increase of 2.1 percentage points



Figure 6. Comparison of numbers of senior management staff between July 2017 and December 2024, by major office

Major office	P6/D1			D2			Ungraded			Total		
	July 2017	December 2024	2024 vs 2017	July 2017	December 2024	2024 vs 2017	July 2017	December 2024	2024 vs 2017	July 2017	December 2024	2024 vs 2017
Africa	41	36	-12%	1	7	600%	1	1	0%	43	44	2%
South-East Asia	23	15	-35%	2	3	50%	1	1	0%	26	19	-27%
Europe	25	32	28%	1	1	0%	1	1	0%	27	34	26%
Eastern Mediterranean	28	28	0%	4	13	225%	1	1	0%	33	42	27%
Western Pacific	16	20	25%	2	3	50%	1	1	0%	19	24	26%
Headquarters	86	79	-8%	29	42	45%	12	12	0%	127	133	5%
Total	219	210	-4%	39	69	77%	17	17	0%	275	296	8%

**TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION**  
**DATA AS OF 31-DEC-2024**

Major Office	Unrepresented countries	Underrepresented countries	Overrepresented countries
<b>Africa</b>	Equatorial Guinea		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 Uganda United Republic of Tanzania Zimbabwe
<b>The Americas</b>	Antigua and Barbuda Bahamas Barbados Belize Cuba Ecuador El Salvador Grenada Jamaica Panama Paraguay Puerto Rico* Saint Kitts and Nevis Saint Vincent and the Grenadines Suriname	Brazil Chile Dominican Republic Mexico Peru United States of America	Canada
<b>South-East Asia</b>			Bangladesh India Nepal Sri Lanka
<b>Europe</b>	Andorra Cyprus Faroe Islands* Iceland Monaco Montenegro San Marino	Austria Czechia Israel Lithuania Norway Poland	Belgium Denmark France Ireland Italy Netherlands Republic of Moldova Spain Switzerland United Kingdom of Great Britain and Northern Ireland
<b>Eastern Mediterranean</b>	Kuwait Libya Oman Qatar United Arab Emirates	Saudi Arabia	Egypt Iran (Islamic Republic of) Jordan Lebanon Pakistan Sudan
<b>Western Pacific</b>	Brunei Darussalam Cambodia Cook Islands Kiribati Marshall Islands Micronesia (Federated States of) Nauru Niue Palau Samoa Solomon Islands Tokelau* Tuvalu Vanuatu	China Japan Republic of Korea Singapore	Australia Malaysia Mongolia Philippines

\*Associate Member

**Figure 4. Distribution of WHO Member States as of 31 December 2024, as per Geographical Representation**

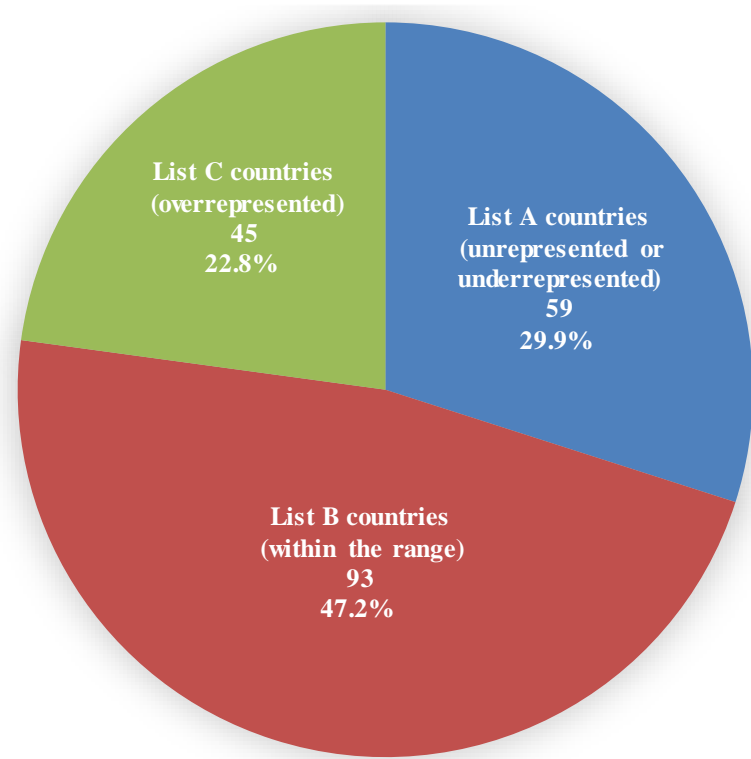


Figure 5. Geographical representation – Trends over time from July 2017 to December 2024

Indicator	Jul-17	Dec-17	Jul-18	Dec-18	Jul-19	Dec-19	Jul-20	Dec-20	Jul-21	Dec-21	Jul-22	Dec-22	Jul-23	Dec-23	Jul-24	Dec-24	Changes between July 2017 and December 2024
Percentage of Member States either unrepresented or underrepresented	32.1%	32.1%	31.6%	32.1%	31.6%	31.6%	30.6%	30.1%	29.6%	29.9%	28.9%	28.4%	30.5%	29.9%	29.9%	29.9%	Decrease of 2.2 percentage points
Percentage of staff in the professional and higher categories (including staff on temporary contracts) from low- and middle-income countries	49.7%	49.7%	50.4%	50.1%	50.4%	51.3%	51.4%	51.8%	51.4%	51.4%	51.5%	52.4%	52.9%	53.7%	53.1%	53.5%	Increase of 3.8 percentage points
Percentage of staff in the professional and higher categories holding long-term appointments from low- and middle-income countries	47.7%	47.8%	48.9%	49.1%	49.1%	50.0%	51.2%	51.7%	51.8%	52.4%	52.7%	53.1%	53.1%	53.5%	52.4%	52.9%	Increase of 5.2 percentage points
Organization-wide, percentage of staff members at the D1 and D2 levels from low- and middle-income countries	35.5%	37.3%	37.0%	39.6%	41.6%	42.6%	43.5%	45.2%	46.7%	47.3%	47.0%	47.6%	48.4%	49.5%	48.9%	50.5%	Increase of 15 percentage points
Headquarters, percentage of staff members at the D1 and D2 levels from low- and middle-income countries	15.6%	17.2%	20.0%	23.9%	23.8%	25.0%	29.4%	32.4%	29.3%	29.3%	29.2%	28.4%	32.1%	34.2%	29.9%	31.9%	Increase of 16.3 percentage points

**TABLE 5a. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION<sup>a</sup>, BY COUNTRY OF ORIGIN**  
**DATA AS OF 31-DEC-2024**  
**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	2-12	0	0	0	0	1	1	3	2	2	1	0	0	0	0	0	0	6	4	10
Angola	1-11	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1	2
Benin	1-11	0	0	1	1	0	5	1	4	0	1	0	0	0	0	0	0	2	11	13
Botswana	1-11	0	0	1	1	0	0	0	0	0	0	0	0	1	0	1	0	3	1	4
Burkina Faso	1-11	0	0	3	0	1	3	3	7	1	4	0	3	0	1	0	0	8	18	26
Burundi	1-11	0	0	2	0	3	0	2	3	3	0	0	0	0	0	0	0	10	3	13
Cabo Verde	1-11	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	2
Cameroon	1-11	0	0	2	3	1	4	2	15	2	4	2	1	0	0	0	0	9	27	36
Central African Republic	1-11	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Chad	1-11	0	0	0	0	1	1	0	5	0	0	0	0	0	0	0	0	1	6	7
Comoros	1-11	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Congo	1-11	0	0	3	4	2	8	0	1	0	1	0	1	0	0	0	0	5	15	20
Côte d'Ivoire	1-11	0	0	0	1	0	2	3	9	1	1	0	1	0	1	0	0	4	15	19
Democratic Republic of the Congo	1-11	0	0	1	1	0	5	2	19	0	6	0	2	0	1	0	0	3	34	37
Equatorial Guinea	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Eritrea	1-11	0	0	1	0	0	0	1	3	0	1	0	0	0	0	0	0	2	4	6
Eswatini	1-11	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	1	1	2
Ethiopia	1-11	0	0	1	0	2	4	5	20	1	6	0	2	0	0	0	1	9	33	42
Gabon	1-11	0	0	0	0	1	0	0	0	0	2	0	0	0	0	0	0	1	2	3
Gambia	1-11	0	0	0	0	2	0	1	1	0	3	0	0	0	0	0	0	3	4	7
Ghana	1-11	0	0	1	1	3	1	6	6	1	4	1	1	1	0	0	0	13	13	26
Guinea	1-11	0	0	0	1	3	2	0	4	0	2	0	0	0	0	0	0	3	9	12
Guinea-Bissau	1-11	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	2
Kenya	1-11	0	0	2	0	11	3	6	17	7	5	1	3	0	0	0	0	27	28	55
Lesotho	1-11	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Liberia	1-11	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Madagascar	1-11	0	0	1	1	1	0	3	0	1	1	0	0	0	0	0	0	6	2	8
Malawi	1-11	0	0	0	0	1	1	1	5	2	4	0	0	0	1	0	0	4	11	15
Mali	1-11	0	0	0	0	2	1	1	7	0	2	0	1	0	0	0	0	3	11	14
Mauritania	1-11	0	0	0	0	0	1	0	1	1	1	0	1	0	0	0	0	1	4	5
Mauritius	1-11	0	0	0	0	1	1	0	2	0	0	0	0	0	0	0	0	1	3	4
Mozambique	1-11	0	0	0	0	0	1	2	3	0	0	0	0	0	0	0	0	2	4	6
Namibia	1-11	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Niger	1-11	0	0	0	1	1	2	1	2	0	2	0	0	0	1	0	0	2	8	10
Nigeria	3-13	0	0	3	2	3	6	0	19	5	8	1	3	0	0	0	1	12	39	51
Rwanda	1-11	0	0	0	0	3	4	4	9	0	2	0	3	0	1	0	0	7	19	26
Sao Tome and Principe	1-11	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Senegal	1-11	0	0	0	0	2	0	5	4	2	4	1	1	0	1	0	0	10	10	20
Seychelles	1-11	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Sierra Leone	1-11	0	0	0	0	0	0	2	1	2	0	0	0	0	0	0	0	4	1	5
South Africa	4-14	1	0	0	0	4	0	2	2	5	2	1	2	1	0	0	0	14	6	20
South Sudan	1-11	0	0	0	0	0	1	1	1	0	1	0	0	0	0	0	0	1	3	4
Togo	1-11	0	0	0	0	0	1	2	4	0	1	0	0	0	0	0	0	2	6	8
Uganda	1-11	0	0	2	2	1	5	7	19	6	11	1	2	0	1	0	0	17	40	57
United Republic of Tanzania	1-11	0	0	0	1	2	0	2	3	2	1	0	1	0	0	0	0	6	6	12
Zambia	1-11	0	0	1	0	1	0	1	2	2	1	1	1	0	0	0	0	6	4	10
Zimbabwe	1-11	0	0	3	1	3	9	9	10	0	6	0	1	0	0	0	0	15	27	42
Total - African Region		1	0	29	21	57	73	82	216	46	88	9	32	3	8	1	2	228	440	668

<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-2024**  
**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	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Argentina	9-20	0	0	0	0	2	0	2	3	1	1	0	0	1	0	0	0	6	4	10
Bahamas	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Barbados	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Belize	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bolivia (Plurinational State of)	1-11	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	2
Brazil	25-35	0	0	1	0	4	3	4	4	3	2	1	0	0	0	0	0	13	9	22
Canada	31-43	0	0	3	0	6	5	19	12	11	14	1	4	1	1	0	1	41	37	78
Chile	6-16	0	0	0	0	1	1	0	0	2	0	0	1	0	0	0	0	3	2	5
Colombia	4-14	0	0	0	0	1	0	0	0	2	2	0	0	0	0	0	0	3	2	5
Costa Rica	2-12	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	2
Cuba	2-12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dominica	1-11	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Dominican Republic	2-12	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Ecuador	2-12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
El Salvador	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grenada	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Guatemala	1-12	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	1	1	2
Guyana	1-11	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	2
Haiti	1-11	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
Honduras	1-11	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Jamaica	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mexico	15-26	0	0	0	0	0	1	1	1	2	1	0	0	0	0	0	0	3	3	6
Nicaragua	1-11	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Panama	2-12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paraguay	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Peru	3-13	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	2
Puerto Rico*	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Saint Kitts and Nevis	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Saint Lucia	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1
Saint Vincent and the Grenadines	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Suriname	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Trinidad and Tobago	1-12	0	0	0	0	0	1	1	2	0	0	0	0	0	0	0	1	1	4	5
United States of America	225-305	0	0	2	0	28	10	38	23	46	33	3	6	4	5	1	0	122	77	199
Uruguay	2-12	0	0	0	0	1	0	0	1	0	0	0	0	1	0	0	0	2	1	3
Venezuela (Bolivarian Republic of)	3-13	0	0	0	1	0	0	1	2	1	1	0	0	0	0	0	0	2	4	6
Total - Region of the Americas		0	0	6	2	48	22	70	50	69	54	6	11	7	7	1	2	207	148	355

<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-2024**  
**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	1-11	0	0	0	0	0	1	1	8	1	2	1	3	0	0	1	0	4	14	18	
Bhutan	1-11	0	0	0	0	0	1	1	0	2	3	1	0	0	0	0	0	4	4	8	
Democratic People's Republic of Korea	1-11	0	0	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0	3	3	
India	13-23	0	0	1	5	18	21	16	44	17	31	3	11	0	0	1	0	56	112	168	
Indonesia	7-18	0	0	0	0	4	1	1	4	2	1	0	0	0	0	0	0	7	6	13	
Maldives	1-11	0	0	0	0	1	0	0	0	0	1	0	1	0	0	0	0	1	2	3	
Myanmar	1-11	0	0	1	0	0	1	0	1	2	0	0	0	0	0	0	0	3	2	5	
Nepal	1-11	0	0	0	0	1	3	3	5	4	7	0	2	0	0	0	0	8	17	25	
Sri Lanka	1-12	0	0	0	0	1	3	1	2	5	5	1	2	0	1	0	0	8	13	21	
Thailand	5-15	0	0	0	0	1	0	2	0	2	0	0	0	0	1	0	0	5	1	6	
Timor-Leste	1-11	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	5	26	31	25	66	35	51	6	20	0	2	2	0	96	175	271	

<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-2024  
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	1-11	0	0	1	0	0	0	0	0	3	0	0	0	0	0	0	0	4	0	4
Andorra	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Armenia	1-11	0	0	0	0	2	0	0	2	0	4	0	0	0	0	0	0	2	6	8
Austria	9-19	0	0	0	0	0	0	1	0	2	2	1	0	0	0	0	0	4	2	6
Azerbaijan	1-11	0	0	0	1	0	0	1	2	1	2	1	0	0	0	0	0	3	5	8
Belarus	1-12	0	0	0	0	0	0	2	1	0	1	0	0	0	0	0	0	2	2	4
Belgium	11-21	0	0	1	0	3	3	2	7	8	7	2	4	1	2	0	1	17	24	41
Bosnia and Herzegovina	1-11	0	0	1	0	0	1	1	1	1	1	0	0	0	0	0	0	3	3	6
Bulgaria	1-12	0	0	1	0	1	1	1	0	0	1	0	0	0	0	0	0	3	2	5
Croatia	2-12	0	0	0	0	2	0	1	1	1	0	0	1	0	0	0	0	4	2	6
Cyprus	1-12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Czechia	5-15	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	2	2
Denmark	7-18	0	0	2	1	4	2	4	4	5	3	0	0	0	1	0	0	15	11	26
Estonia	1-12	0	0	1	0	0	0	2	0	2	0	0	1	0	0	0	0	5	1	6
Faroe Islands*	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Finland	6-16	0	0	1	0	0	0	3	2	3	1	3	1	0	0	0	0	10	4	14
France	48-66	0	0	2	4	21	12	30	23	13	16	1	8	2	0	0	1	69	64	133
Georgia	1-11	0	0	0	1	1	1	1	1	1	0	1	0	0	0	0	0	4	3	7
Germany	66-90	0	0	2	1	9	1	20	15	12	12	2	6	0	1	1	0	46	36	82
Greece	5-15	0	0	0	0	2	1	2	2	1	5	0	0	1	0	0	0	6	8	14
Hungary	4-14	0	0	0	0	1	1	2	0	3	2	1	2	0	1	0	0	7	6	13
Iceland	1-12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ireland	6-16	0	0	0	0	4	0	5	1	1	3	1	1	0	0	0	1	11	6	17
Israel	7-18	0	0	0	0	1	0	0	0	1	0	0	1	0	0	0	0	2	1	3
Italy	37-51	0	0	1	0	6	8	12	11	15	14	4	4	0	2	0	0	38	39	77
Kazakhstan	2-13	0	0	0	0	0	0	3	0	0	2	0	0	0	0	0	0	3	2	5
Kyrgyzstan	1-11	0	0	0	0	2	2	2	1	1	0	0	0	0	0	0	0	5	3	8
Latvia	1-12	0	0	1	0	0	0	1	0	0	1	0	0	0	0	0	0	2	1	3
Lithuania	2-12	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Luxembourg	2-12	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	1	1	2
Malta	1-11	0	0	0	0	0	0	0	1	0	1	1	0	0	1	0	0	1	3	4
Monaco	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Montenegro	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Netherlands	17-27	0	0	1	0	2	1	3	5	10	6	3	0	0	2	0	0	19	14	33
North Macedonia	1-11	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	1	2	3
Norway	9-19	0	0	1	0	0	1	3	1	1	1	0	0	0	0	0	0	5	3	8
Poland	11-21	0	0	0	0	1	0	2	2	1	0	0	0	0	0	0	0	4	2	6
Portugal	5-15	0	0	0	0	0	2	5	1	2	2	0	1	0	1	0	0	7	7	14
Republic of Moldova	1-11	0	0	0	0	2	2	2	2	1	3	1	0	0	1	0	0	6	8	14
Romania	5-15	0	0	2	0	2	1	2	1	1	1	0	1	0	0	0	0	7	4	11
Russian Federation	23-33	0	0	5	0	5	3	4	6	0	2	1	1	2	0	0	0	17	12	29
San Marino	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Serbia	1-12	0	0	0	0	1	1	1	1	3	0	2	1	0	0	0	0	7	3	10
Slovakia	3-13	0	0	0	0	3	1	1	0	0	0	0	0	0	0	0	0	4	1	5
Slovenia	2-12	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	2	0	2
Spain	26-36	0	0	2	0	7	3	12	10	8	7	1	1	1	0	0	0	31	21	52
Sweden	11-21	0	0	1	0	2	0	4	2	4	3	1	0	0	0	0	0	12	5	17
Switzerland	14-24	0	0	1	0	7	5	10	5	2	2	0	0	0	1	0	0	20	13	33
Tajikistan	1-11	0	0	0	0	1	1	2	0	0	0	0	0	0	0	0	0	3	1	4
Türkiye	11-21	0	0	0	1	1	0	2	3	3	1	2	0	0	0	0	0	8	5	13
Turkmenistan	1-12	0	0	0	1	0	0	0	0	2	0	0	1	0	0	0	0	2	2	4
Ukraine	1-12	0	0	1	0	3	1	1	4	0	1	0	1	0	0	0	0	5	7	12
United Kingdom of Great Britain and Northern Ireland	48-67	0	1	3	4	16	10	21	24	24	28	6	11	0	4	0	1	70	83	153
Uzbekistan	1-11	0	0	0	0	1	0	2	1	0	0	0	0	0	0	0	0	3	1	4
Total - European Region		0	1	31	14	113	65	176	146	137	138	35	47	7	17	1	4	500	432	932

<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-2024  
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	1-11	0	0	0	1	1	2	0	2	0	0	0	0	1	0	0	0	2	5	7	
Bahrain	1-12	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1	
Djibouti	1-11	0	0	0	0	0	0	0	2	0	0	0	1	0	0	0	0	0	3	3	
Egypt	2-13	0	0	2	4	16	10	4	14	6	7	0	0	0	0	0	0	28	35	63	
Iran (Islamic Republic of)	5-16	0	0	0	0	2	1	2	2	3	5	1	2	0	0	0	0	8	10	18	
Iraq	2-13	0	0	1	0	2	1	1	2	1	1	1	1	0	0	0	0	6	5	11	
Jordan	1-11	0	0	0	1	3	2	0	3	2	4	1	0	0	0	0	0	6	10	16	
Kuwait	4-14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Lebanon	1-12	0	0	1	0	1	1	2	1	3	2	2	2	0	0	0	0	9	6	15	
Libya	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Morocco	1-12	0	0	0	0	0	1	0	1	5	3	0	0	0	2	0	0	5	7	12	
Oman	2-12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Pakistan	2-12	0	0	1	1	2	7	2	8	1	14	0	2	0	1	0	0	6	33	39	
Qatar	4-14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Saudi Arabia	15-25	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1	0	3	0	3	
Somalia	1-11	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	2	
Sudan	1-11	0	0	0	1	1	1	4	5	3	5	0	0	0	0	0	0	8	12	20	
Syrian Arab Republic	1-11	0	0	0	2	1	0	1	1	1	1	0	0	0	0	0	0	3	4	7	
Tunisia	1-11	0	0	0	0	0	0	3	1	2	1	0	0	0	0	0	0	5	2	7	
United Arab Emirates	8-19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Yemen	1-11	0	0	1	0	0	1	2	3	0	1	1	0	0	0	0	0	4	5	9	
Total - Eastern Mediterranean Region		0	0	6	10	29	29	21	45	29	44	6	8	2	3	1	0	94	139	233	

<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-2024  
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	26-36	0	0	2	1	7	4	16	8	18	9	2	2	0	3	0	0	45	27	72
Brunei Darussalam	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cambodia	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
China	157-214	1	0	1	0	11	4	14	6	8	3	2	1	0	1	1	0	38	15	53
Cook Islands	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fiji	1-11	0	0	0	0	1	1	0	2	1	1	0	0	0	0	0	0	2	4	6
Japan	85-116	0	0	0	0	6	1	15	4	9	7	0	2	0	1	1	0	31	15	46
Kiribati	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lao People's Democratic Republic	1-11	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	1	2
Malaysia	5-15	0	0	2	0	4	5	6	2	1	1	0	0	0	0	0	0	13	8	21
Marshall Islands	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Micronesia (Federated States of)	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mongolia	1-11	0	0	0	0	3	0	5	2	2	0	0	0	0	0	0	0	10	2	12
Nauru	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
New Zealand	4-15	0	0	0	0	0	0	1	3	4	2	0	2	0	0	0	0	5	7	12
Niue	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Palau	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Papua New Guinea	1-11	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Philippines	3-14	0	0	1	2	21	6	10	7	6	7	2	2	0	3	0	0	40	27	67
Republic of Korea	30-42	0	0	1	0	3	1	3	2	5	2	0	1	0	0	0	0	12	6	18
Samoa	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Singapore	7-17	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	2
Solomon Islands	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tokelau*	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tonga	1-11	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	1	2
Tuvalu	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vanuatu	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Viet Nam	2-12	0	0	0	0	2	0	3	2	0	0	1	0	0	0	0	0	6	2	8
Total - Western Pacific Region		1	0	7	3	59	23	75	39	54	32	7	10	1	8	2	1	206	116	322

<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-2024**  
**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	2	0	0	0	0	1	0	0	0	0	3	1	4
Azerbaijan	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
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
Cambodia	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Cameroon	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	3	3
Canada	0	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	3	0	3
China	0	0	1	0	1	0	1	1	2	3	0	0	0	0	0	0	5	4	9
Colombia	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
France	0	0	1	0	3	0	4	4	0	0	0	0	0	0	0	0	8	4	12
Germany	3	0	0	2	0	0	1	1	1	1	0	0	0	0	0	0	5	4	9
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	1	0	1	0	0	0	1	0	0	0	3	3
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	0	0	0	1	0	1	0	0	0	0	0	0	0	2	2
Japan	0	0	0	0	0	0	1	3	0	0	0	0	0	0	0	0	1	3	4
Kenya	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	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	2	0	1	1	0	1	0	0	0	0	3	2	5
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	0	0	0	0	0	0	0	0	1	1
Others	0	0	0	0	0	2	0	0	1	2	0	1	0	0	0	0	1	5	6
Republic of Korea	0	0	0	0	1	0	4	4	1	3	0	0	0	0	0	0	6	7	13
Russian Federation	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	2
Saudi Arabia	0	0	0	0	0	0	2	2	0	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
Singapore	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	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	0	0	0	0	0	0	0	0	0	1	0	1
Switzerland	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	2
Syrian Arab Republic	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
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	1	0	2	1	1	1	3	0	1	0	0	0	0	0	0	0	8	2	10
United States of America	2	0	0	0	1	1	12	9	4	5	0	0	0	0	0	0	19	15	34
Total	7	0	6	3	11	8	36	43	13	17	1	6	0	1	0	0	74	78	152

<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-2024**

**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
Headquarters and Global Shared Services	0	0	0	69	35	104	269	183	452	283	286	569	93	116	209	0	3	3	714	623	1337
<i>Special programmes and collaborative arrangements</i>	0	0	0	5	1	6	8	4	12	3	6	9	2	1	3	0	0	0	18	12	30
Africa	3	0	3	29	25	54	63	99	162	77	150	227	35	74	109	2	1	3	209	349	558
South-East Asia	1	0	1	5	5	10	17	27	44	27	50	77	11	15	26	0	0	0	61	97	158
Europe	1	0	1	23	25	48	50	59	109	70	57	127	22	19	41	0	0	0	166	160	326
Eastern Mediterranean	0	0	0	13	18	31	38	54	92	42	74	116	13	39	52	0	0	0	106	185	291
Western Pacific	1	0	1	37	14	51	50	34	84	35	31	66	8	23	31	0	0	0	131	102	233
<b>Total</b>	<b>6</b>	<b>0</b>	<b>6</b>	<b>181</b>	<b>123</b>	<b>304</b>	<b>495</b>	<b>460</b>	<b>955</b>	<b>537</b>	<b>654</b>	<b>1191</b>	<b>184</b>	<b>287</b>	<b>471</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>1405</b>	<b>1528</b>	<b>2933</b>
Percentage by bracket	100.0%	0.0%	100.0%	59.5%	40.5%	100.0%	51.8%	48.2%	100.0%	45.1%	54.9%	100.0%	39.1%	60.9%	100.0%	33.3%	66.7%	100.0%	47.9%	52.1%	100.0%
Percentage of total			0.2%			10.4%			32.6%			40.6%			16.1%			0.2%			100.0%

**National professional officers**

Major Office	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 years			Total		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
Headquarters and Global Shared Services	0	0	0	7	3	10	38	15	53	13	4	17	0	0	0	0	0	0	58	22	80
<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	2	0	2	42	35	77	74	132	206	64	165	229	26	65	91	0	0	0	208	397	605
South-East Asia	0	0	0	20	11	31	30	26	56	22	30	52	2	10	12	0	0	0	74	77	151
Europe	4	1	5	19	8	27	32	12	44	18	16	34	5	2	7	0	0	0	78	39	117
Eastern Mediterranean	1	0	1	18	19	37	30	51	81	19	34	53	12	13	25	0	0	0	80	117	197
Western Pacific	2	0	2	13	8	21	13	7	20	13	12	25	6	8	14	0	0	0	47	35	82
<b>Total</b>	<b>9</b>	<b>1</b>	<b>10</b>	<b>119</b>	<b>84</b>	<b>203</b>	<b>217</b>	<b>243</b>	<b>460</b>	<b>149</b>	<b>261</b>	<b>410</b>	<b>51</b>	<b>98</b>	<b>149</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>545</b>	<b>687</b>	<b>1232</b>
Percentage by bracket	90.0%	10.0%	100.0%	58.6%	41.4%	100.0%	47.2%	52.8%	100.0%	36.3%	63.7%	100.0%	34.2%	65.8%	100.0%	0.0%	0.0%	0.0%	44.2%	55.8%	100.0%
Percentage of total			0.8%			16.5%			37.3%			33.3%			12.1%			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
Headquarters and Global Shared Services	4	1	5	125	31	156	224	35	259	217	63	280	59	12	71	0	0	0	629	142	771
<i>Special programmes and collaborative arrangements</i>	1	0	1	3	0	3	4	0	4	1	1	2	0	0	0	0	0	0	9	1	10
Africa	4	1	5	55	109	164	120	215	335	133	249	382	42	117	159	0	0	0	354	691	1045
South-East Asia	6	4	10	33	20	53	94	66	160	39	77	116	6	33	39	0	0	0	178	200	378
Europe	1	1	2	47	15	62	53	28	81	46	31	77	14	5	19	0	0	0	161	80	241
Eastern Mediterranean	8	3	11	61	54	115	112	89	201	67	78	145	21	27	48	0	0	0	269	251	520
Western Pacific	3	1	4	67	12	79	83	27	110	76	33	109	16	10	26	0	0	0	245	83	328
<b>Total</b>	<b>27</b>	<b>11</b>	<b>38</b>	<b>391</b>	<b>241</b>	<b>632</b>	<b>690</b>	<b>460</b>	<b>1150</b>	<b>579</b>	<b>532</b>	<b>1111</b>	<b>158</b>	<b>204</b>	<b>362</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1845</b>	<b>1448</b>	<b>3293</b>
Percentage by bracket	71.1%	28.9%	100.0%	61.9%	38.1%	100.0%	60.0%	40.0%	100.0%	52.1%	47.9%	100.0%	43.6%	56.4%	100.0%	0.0%	0.0%	0.0%	56.0%	44.0%	100.0%
Percentage of total			1.2%			19.2%			34.9%			33.7%			11.0%			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-2024

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	6	6	12	0	3	3	1	0	1	8	9	17
D2	0	0	0	0	0	0	2	2	4	9	22	31	8	20	28	1	2	3	20	46	66
D1/P6	0	0	0	0	0	0	10	11	21	40	66	106	20	56	76	0	1	1	70	134	204
P5	0	0	0	3	8	11	104	103	207	196	213	409	80	100	180	0	0	0	383	424	807
P4	0	0	0	61	35	96	201	225	426	173	254	427	50	90	140	0	1	1	485	605	1090
P3	2	0	2	81	56	137	148	97	245	92	81	173	20	17	37	0	0	0	343	251	594
P2	4	0	4	30	24	54	27	21	48	20	12	32	6	1	7	0	0	0	87	58	145
P1	0	0	0	6	0	6	2	1	3	1	0	1	0	0	0	0	0	0	9	1	10
Total	6	0	6	181	123	304	495	460	955	537	654	1191	184	287	471	2	4	6	1405	1528	2933
Percentage by bracket	100.0%	0.0%	100.0%	59.5%	40.5%	100.0%	51.8%	48.2%	100.0%	45.1%	54.9%	100.0%	39.1%	60.9%	100.0%	33.3%	66.7%	100.0%	47.9%	52.1%	100.0%
Percentage of total			0.2%			10.4%			32.6%			40.6%			16.1%			0.2%			100.0%

National professional officers

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 years			Total		
	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	2	1	3	3	9	12	5	9	14	4	4	8	0	0	0	14	23	37
C	0	0	0	32	19	51	86	114	200	83	148	231	35	69	104	0	0	0	236	350	586
B	7	1	8	70	56	126	96	99	195	43	89	132	10	18	28	0	0	0	226	263	489
A	2	0	2	15	8	23	32	21	53	18	15	33	2	7	9	0	0	0	69	51	120
Total	9	1	10	119	84	203	217	243	460	149	261	410	51	98	149	0	0	0	545	687	1232
Percentage by bracket	90.0%	10.0%	100.0%	58.6%	41.4%	100.0%	47.2%	52.8%	100.0%	36.3%	63.7%	100.0%	34.2%	65.8%	100.0%	0.0%	0.0%	0.0%	44.2%	55.8%	100.0%
Percentage of total			0.8%			16.5%			37.3%			33.3%			12.1%			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	0	0	0	11	23	34	45	42	87	60	43	103	16	15	31	0	0	0	132	123	255
G6	1	1	2	88	46	134	251	106	357	212	70	282	53	20	73	0	0	0	605	243	848
G5	22	6	28	246	106	352	328	106	434	252	87	339	66	27	93	0	0	0	914	332	1246
G4	4	2	6	43	17	60	62	33	95	47	44	91	17	9	26	0	0	0	173	105	278
G3	0	0	0	3	17	20	2	42	44	4	100	104	3	42	45	0	0	0	12	201	213
G2	0	2	2	0	28	28	1	127	128	2	183	185	1	88	89	0	0	0	4	428	432
G1	0	0	0	0	4	4	1	4	5	2	5	7	2	3	5	0	0	0	5	16	21
Total	27	11	38	391	241	632	690	460	1150	579	532	1111	158	204	362	0	0	0	1845	1448	3293
Percentage by bracket	71.1%	28.9%	100.0%	61.9%	38.1%	100.0%	60.0%	40.0%	100.0%	52.1%	47.9%	100.0%	43.6%	56.4%	100.0%	0.0%	0.0%	0.0%	56.0%	44.0%	100.0%
Percentage of total			1.2%			19.2%			34.9%			33.7%			11.0%			0.0%			100.0%

**TABLE 9. RETIREMENT PROJECTIONS OF STAFF REACHING THE MANDATORY AGE OF SEPARATION OF 65  
DATA AS OF 31-DEC-2024**

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 2024	Staff due to retire															
			By 31 December 2025				By 31 December 2026				By 31 December 2027				By 31 December 2028			
			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 and Global Shared Services</b>	P	1337	0	31	31	2.3%	0	46	46	3.4%	0	32	32	2.4%	1	49	50	3.7%
	NPO	80	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	771	0	8	8	1.0%	0	18	18	2.3%	0	15	15	1.9%	0	13	13	1.7%
<i>Special programmes and collaborative arrangements</i>	P	30	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	1	1	3.3%
	NPO	0	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	10	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
<b>Africa</b>	P	558	1	17	18	3.2%	0	18	18	3.2%	0	21	21	3.8%	0	34	34	6.1%
	NPO	605	0	14	14	2.3%	0	13	13	2.1%	0	17	17	2.8%	0	25	25	4.1%
	GS	1045	0	28	28	2.7%	0	12	12	1.1%	0	30	30	2.9%	0	33	33	3.2%
<b>South-East Asia</b>	P	158	0	8	8	5.1%	0	4	4	2.5%	0	6	6	3.8%	0	2	2	1.3%
	NPO	151	0	1	1	0.7%	0	0	0	0.0%	0	2	2	1.3%	0	3	3	2.0%
	GS	378	0	5	5	1.3%	0	6	6	1.6%	0	9	9	2.4%	1	12	13	3.4%
<b>Europe</b>	P	326	0	6	6	1.8%	0	7	7	2.1%	0	8	8	2.5%	0	10	10	3.1%
	NPO	117	0	0	0	0.0%	0	2	2	1.7%	0	1	1	0.9%	0	0	0	0.0%
	GS	241	0	4	4	1.7%	0	4	4	1.7%	0	5	5	2.1%	0	1	1	0.4%
<b>Eastern Mediterranean</b>	P	291	0	6	6	2.1%	0	8	8	2.7%	0	10	10	3.4%	0	7	7	2.4%
	NPO	197	0	7	7	3.6%	0	5	5	2.5%	0	1	1	0.5%	0	4	4	2.0%
	GS	520	0	8	8	1.5%	0	5	5	1.0%	0	8	8	1.5%	0	15	15	2.9%
<b>Western Pacific</b>	P	233	0	3	3	1.3%	0	2	2	0.9%	0	9	9	3.9%	0	9	9	3.9%
	NPO	82	0	2	2	2.4%	0	3	3	3.7%	0	2	2	2.4%	0	4	4	4.9%
	GS	328	0	3	3	0.9%	0	6	6	1.8%	0	9	9	2.7%	0	4	4	1.2%
<b>Total</b>	P	2933	1	71	72	2.5%	0	85	85	2.9%	0	86	86	2.9%	1	112	113	3.9%
	NPO	1232	0	24	24	1.9%	0	23	23	1.9%	0	23	23	1.9%	0	36	36	2.9%
	GS	3293	0	56	56	1.7%	0	51	51	1.5%	0	76	76	2.3%	1	78	79	2.4%
	ALL	7458	1	151	152	2.0%	0	159	159	2.1%	0	185	185	2.5%	2	226	228	3.1%

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-2024

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 and Global Shared Services	406	7	202	615	281	11	176	468	171	17	83	271	317	44	208	569	120	1	71	192	32	0	14	46	10	0	17	27	1337	80	771	2188
Special programmes and collaborative arrangements	10	0	5	15	5	0	1	6	2	0	1	3	11	0	3	14	1	0	0	1	1	0	0	1	0	0	0	0	30	0	10	40
Africa	209	264	349	822	130	94	154	378	52	78	78	208	113	144	396	653	39	18	33	90	9	6	13	28	6	1	22	29	558	605	1045	2208
South-East Asia	61	85	107	253	42	39	70	151	20	10	55	85	23	8	73	104	9	4	39	52	3	2	16	21	0	3	18	21	158	151	378	687
Europe	123	64	88	275	68	30	52	150	39	5	11	55	58	18	51	127	29	0	37	66	6	0	0	6	3	0	2	5	326	117	241	684
Eastern Mediterranean	122	90	112	324	70	52	129	251	26	25	87	138	54	19	120	193	14	10	52	76	3	0	8	11	2	1	12	15	291	197	520	1008
Western Pacific	127	22	73	222	42	22	64	128	22	19	72	113	30	15	66	111	8	3	36	47	2	1	12	15	2	0	5	7	233	82	328	643
Total	1058	532	936	2526	638	248	646	1532	332	154	387	873	606	248	917	1771	220	36	268	524	56	9	63	128	23	5	76	104	2933	1232	3293	7458
Percentage by bracket	41.9%	21.1%	37.1%	100.0%	41.6%	16.2%	42.2%	100.0%	38.0%	17.6%	44.3%	100.0%	34.2%	14.0%	51.8%	100.0%	42.0%	6.9%	51.1%	100.0%	43.8%	7.0%	49.2%	100.0%	22.1%	4.8%	73.1%	100.0%	39.3%	16.5%	44.2%	100.0%
Percentage of total				33.9%				20.5%				11.7%				23.7%				7.0%				1.7%				1.4%				100.0%
Percentage of total (July 2024)				33.1%				20.6%				11.6%				24.8%				6.7%				1.7%				1.5%				100.0%
Percentage of total (Dec 2023)				33.2%				20.1%				11.9%				25.6%				6.0%				1.7%				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 2024**

Major Office*	2021				2022				2023				2024			
	Female	Male	Total	% Female	Female	Male	Total	% Female	Female	Male	Total	% Female	Female	Male	Total	% Female
<b>Headquarters and Global Shared Services</b>	18535	27039	45574	40.7%	16606	26682	43288	38.4%	12765	17871	30636	41.7%	15285	25062	40347	37.9%
<b>Africa</b>	4968	12795	17763	28.0%	10155	33258	43413	23.4%	7011	19777	26788	26.2%	16912	42223	59135	28.6%
<b>Eastern Mediterranean</b>	4020	11057	15077	26.7%	6346	13674	20020	31.7%	3931	8508	12439	31.6%	11219	26425	37644	29.8%
<b>Europe</b>	2513	3671	6184	40.6%	2155	3901	6056	35.6%	6533	9493	16026	40.8%	10967	15489	26456	41.5%
<b>South-East Asia</b>	3541	6432	9973	35.5%	2575	4665	7240	35.6%	3537	6100	9637	36.7%	6638	12839	19477	34.1%
<b>Western Pacific</b>	2654	6486	9140	29.0%	2742	6369	9111	30.1%	5248	10257	15505	33.8%	9102	19658	28760	31.6%
<b>Total</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>	<b>39025</b>	<b>72006</b>	<b>111031</b>	<b>35.1%</b>	<b>70123</b>	<b>141696</b>	<b>211819</b>	<b>33.1%</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 2024**

Geographic Representation	2021		2022		2023		2024	
	Total	%	Total	%	Total	%	Total	%
<b>Unrepresented countries</b>	834	0.8%	776	0.6%	718	0.6%	1878	0.9%
<b>Underrepresented countries</b>	9072	8.7%	3133	2.4%	2215	2.0%	12657	6.0%
<b>Countries within the range</b>	14826	14.3%	21625	16.7%	20002	18.0%	39609	18.7%
<b>Overrepresented countries</b>	78979	76.2%	103594	80.2%	88096	79.3%	157675	74.4%
<b>Total</b>	<b>103711</b>	<b>100.0%</b>	<b>129128</b>	<b>100.0%</b>	<b>111031</b>	<b>100.0%</b>	<b>211819</b>	<b>100.0%</b>

TABLE 12. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 DECEMBER 2024

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 and Global Shared Services	P	27	16	59.3%	9	6	66.7%	35	19	54.3%	17	11	64.7%	88	52	59.1%
	NPO	0	0	0.0%	0	0	0.0%	3	3	100.0%	1	0	0.0%	4	3	75.0%
	GS	16	12	75.0%	1	1	100.0%	5	5	100.0%	19	16	84.2%	41	34	82.9%
<i>Special programmes and collaborative arrangements</i>	P	0	0	0.0%	1	0	0.0%	1	0	0.0%	4	3	75.0%	6	3	50.0%
	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	31	15	48.4%	4	1	25.0%	0	0	0.0%	12	4	33.3%	47	20	42.6%
	NPO	48	21	43.8%	0	0	0.0%	0	0	0.0%	4	3	75.0%	52	24	46.2%
	GS	50	23	46.0%	1	0	0.0%	2	2	100.0%	17	2	11.8%	70	27	38.6%
South-East Asia	P	8	1	12.5%	2	0	0.0%	7	2	28.6%	8	5	62.5%	25	8	32.0%
	NPO	8	5	62.5%	1	1	100.0%	3	1	33.3%	3	2	66.7%	15	9	60.0%
	GS	17	9	52.9%	1	1	100.0%	11	7	63.6%	4	2	50.0%	33	19	57.6%
Europe	P	29	18	62.1%	2	0	0.0%	15	4	26.7%	17	11	64.7%	63	33	52.4%
	NPO	27	21	77.8%	0	0	0.0%	2	2	100.0%	10	7	70.0%	39	30	76.9%
	GS	27	21	77.8%	1	0	0.0%	9	4	44.4%	8	5	62.5%	45	30	66.7%
Eastern Mediterranean	P	9	1	11.1%	5	2	40.0%	27	12	44.4%	13	3	23.1%	54	18	33.3%
	NPO	17	7	41.2%	2	1	50.0%	11	4	36.4%	11	6	54.5%	41	18	43.9%
	GS	23	13	56.5%	0	0	0.0%	11	7	63.6%	15	7	46.7%	49	27	55.1%
Western Pacific	P	24	10	41.7%	1	0	0.0%	8	4	50.0%	9	6	66.7%	42	20	47.6%
	NPO	5	2	40.0%	0	0	0.0%	1	1	100.0%	0	0	0.0%	6	3	50.0%
	GS	16	14	87.5%	0	0	0.0%	7	7	100.0%	5	3	60.0%	28	24	85.7%
Total	P	128	61	47.7%	24	9	37.5%	93	41	44.1%	80	43	53.8%	325	154	47.4%
	NPO	105	56	53.3%	3	2	66.7%	20	11	55.0%	29	18	62.1%	157	87	55.4%
	GS	149	92	61.7%	4	2	50.0%	45	32	71.1%	69	36	52.2%	267	162	60.7%
	All	382	209	54.7%	31	13	41.9%	158	84	53.2%	178	97	54.5%	749	403	53.8%
Percentage of total		51.0%			4.1%			21.1%			23.8%			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-2024**

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.	%
Headquarters and Global Shared Services	144	10.5%	259	18.9%	113	8.3%	604	44.2%	67	4.9%	180	13.2%	1367	100.0%
Africa	461	82.6%	32	5.7%	10	1.8%	38	6.8%	11	2.0%	6	1.1%	558	100.0%
South-East Asia	7	4.4%	11	7.0%	100	63.3%	16	10.1%	6	3.8%	18	11.4%	158	100.0%
Europe	13	4.0%	36	11.0%	10	3.1%	231	70.9%	15	4.6%	21	6.4%	326	100.0%
Eastern Mediterranean	38	13.1%	26	8.9%	19	6.5%	56	19.2%	139	47.8%	13	4.5%	291	100.0%
Western Pacific	14	6.0%	29	12.4%	22	9.4%	42	18.0%	8	3.4%	118	50.6%	233	100.0%
Total	677	23.1%	393	13.4%	274	9.3%	987	33.7%	246	8.4%	356	12.1%	2933	100.0%
Percentage of total (July 2024)		22.7%		13.8%		9.2%		33.9%		8.4%		12.0%		
Percentage of total (Dec 2023)		22.9%		13.6%		8.9%		34.1%		8.5%		12.0%		

TABLE 14. STAFF MOBILITY: CHANGE IN DUTY STATION  
DATA FROM 1 JANUARY TO 31 DECEMBER 2024

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	%				
Headquarters and Global Shared Services	2	5	7	28.0%	3	1	4	16.0%	2	0	2	8.0%	3	3	6	24.0%	2	0	2	8.0%	2	2	4	16.0%	14	11	25	100.0%
Africa	2	2	4	4.3%	20	44	64	69.6%	0	3	3	3.3%	3	1	4	4.3%	3	8	11	12.0%	2	4	6	6.5%	30	62	92	100.0%
South-East Asia	1	0	1	3.3%	2	0	2	6.7%	3	10	13	43.3%	0	2	2	6.7%	3	2	5	16.7%	3	4	7	23.3%	12	18	30	100.0%
Europe	4	4	8	19.5%	2	0	2	4.9%	0	1	1	2.4%	15	11	26	63.4%	0	2	2	4.9%	2	0	2	4.9%	23	18	41	100.0%
Eastern Mediterranean	3	1	4	7.7%	1	3	4	7.7%	2	3	5	9.6%	1	4	5	9.6%	12	19	31	59.6%	1	2	3	5.8%	20	32	52	100.0%
Western Pacific	4	0	4	20.0%	1	0	1	5.0%	1	3	4	20.0%	1	1	2	10.0%	1	0	1	5.0%	4	4	8	40.0%	12	8	20	100.0%
Total	16	12	28	10.8%	29	48	77	29.6%	8	20	28	10.8%	23	22	45	17.3%	21	31	52	20.0%	14	16	30	11.5%	111	149	260	100.0%
Totals from December 2023	19	16	35	16.2%	39	50	89	41.2%	7	6	13	6.0%	11	20	31	14.4%	4	16	20	9.3%	13	15	28	13.0%	93	123	216	100.0%

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

F - female, M - male, T - total

TABLE 15. MOBILITY RATIO BY MAJOR OFFICE  
DATA FROM 1 JANUARY TO 31 DECEMBER 2024

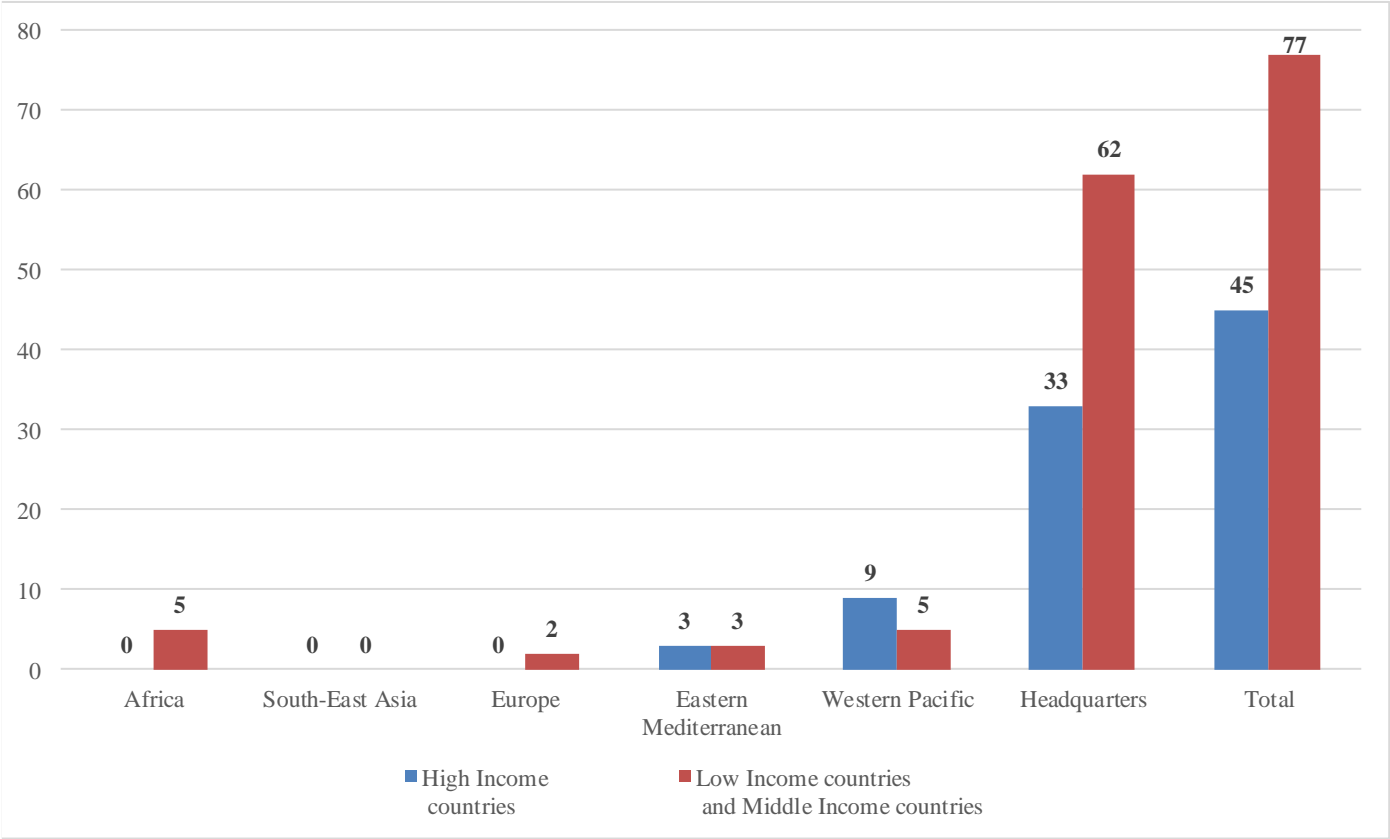
Major Office leaving	Total Professional and higher category staff	% of Professional and higher category staff	Total number of moves	% of Professional and higher category staff who have moved	Total number of moves between major offices	% of total moves between major offices	% of Professional and higher category staff who have moved between major offices
Headquarters and Global Shared Services	1367	46.6%	25	1.8%	18	72.0%	1.3%
Africa	558	19.0%	92	16.5%	28	30.4%	5.0%
South-East Asia	158	5.4%	30	19.0%	17	56.7%	10.8%
Europe	326	11.1%	41	12.6%	15	36.6%	4.6%
Eastern Mediterranean	291	9.9%	52	17.9%	21	40.4%	7.2%
Western Pacific	233	7.9%	20	8.6%	12	60.0%	5.2%
Total	2933	100.0%	260	8.9%	111	42.7%	3.8%
Totals from December 2023	2825	100.0%	216	7.6%	89	41.2%	3.2%

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

**TABLE 16. NUMBER OF INTERNS BY MAJOR OFFICE, DIVERSITY AND GENDER**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2024**

		High Income countries				Low Income countries and Middle Income countries				Total			
Major Office	Office Type	Female	Male	Total	% Female	Female	Male	Total	% Female	Female	Male	Total	% Female
Headquarters and Global Shared Services		29	4	33	87.9%	47	15	62	75.8%	76	19	95	80.0%
Africa	Country Office	0	0	0	0.0%	4	1	5	80.0%	4	1	5	80.0%
	Regional Office	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>80.0%</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>80.0%</b>
Eastern Mediterranean	Country Office	0	1	1	0.0%	3	0	3	100.0%	3	1	4	75.0%
	Regional Office	1	1	2	50.0%	0	0	0	0.0%	1	1	2	50.0%
	<b>Total</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>33.3%</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>100.0%</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>66.7%</b>
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%	1	1	2	50.0%	1	1	2	50.0%
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>50.0%</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>50.0%</b>
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%
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>
Western Pacific	Country Office	3	0	3	100.0%	2	1	3	66.7%	5	1	6	83.3%
	Regional Office	5	1	6	83.3%	1	1	2	50.0%	6	2	8	75.0%
	<b>Total</b>	<b>8</b>	<b>1</b>	<b>9</b>	<b>88.9%</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>60.0%</b>	<b>11</b>	<b>3</b>	<b>14</b>	<b>78.6%</b>
Total	Country Office	3	1	4	75.0%	9	2	11	81.8%	12	3	15	80.0%
	Regional Office	6	2	8	75.0%	2	2	4	50.0%	8	4	12	66.7%
	<b>Total</b>	<b>38</b>	<b>7</b>	<b>45</b>	<b>84.4%</b>	<b>58</b>	<b>19</b>	<b>77</b>	<b>75.3%</b>	<b>96</b>	<b>26</b>	<b>122</b>	<b>78.7%</b>
Totals from 2023		25	5	30	83.3%	35	15	50	70.0%	60	20	80	75.0%

Figure 7. Interns by major office and country classification, from 1 January to 31 December 2024



**TABLE 17. NUMBER OF INTERNS BY NATIONALITY AND GENDER**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2024**

Nationality	Female	Male	Total	% of total
United States of America	9	2	11	9.0%
India	7	0	7	5.7%
Indonesia	6	1	7	5.7%
Nigeria	4	3	7	5.7%
Nepal	3	3	6	4.9%
Spain	3	2	5	4.1%
Kazakhstan	4	0	4	3.3%
United Kingdom of Great Britain and Northern Ireland	4	0	4	3.3%
Australia	3	0	3	2.5%
Canada	3	0	3	2.5%
China	3	0	3	2.5%
Egypt	3	0	3	2.5%
Germany	1	2	3	2.5%
Peru	2	1	3	2.5%
Republic of Korea	3	0	3	2.5%
Algeria	2	0	2	1.6%
Cameroon	2	0	2	1.6%
France	2	0	2	1.6%
Kenya	2	0	2	1.6%
Malaysia	2	0	2	1.6%
Mexico	1	1	2	1.6%
Pakistan	2	0	2	1.6%
Rwanda	1	1	2	1.6%
Sudan	2	0	2	1.6%
Uganda	1	1	2	1.6%
Viet Nam	2	0	2	1.6%
Bahrain	0	1	1	0.8%
Bangladesh	0	1	1	0.8%
Brazil	1	0	1	0.8%
Colombia	0	1	1	0.8%
Czechia	1	0	1	0.8%
Eswatini	1	0	1	0.8%
Ethiopia	1	0	1	0.8%
Gambia	0	1	1	0.8%
Greece	1	0	1	0.8%
Guinea	0	1	1	0.8%
Hungary	1	0	1	0.8%
Ireland	1	0	1	0.8%
Italy	1	0	1	0.8%
Japan	1	0	1	0.8%
Lebanon	1	0	1	0.8%
Morocco	1	0	1	0.8%
Mozambique	1	0	1	0.8%
Myanmar	0	1	1	0.8%
Poland	1	0	1	0.8%
Portugal	1	0	1	0.8%
Russian Federation	1	0	1	0.8%
Senegal	0	1	1	0.8%
Serbia	1	0	1	0.8%
Switzerland	1	0	1	0.8%
Syrian Arab Republic	0	1	1	0.8%
Thailand	0	1	1	0.8%
Ukraine	1	0	1	0.8%
United Republic of Tanzania	1	0	1	0.8%
<b>Total</b>	<b>96</b>	<b>26</b>	<b>122</b>	<b>100.0%</b>

**TABLE 18. NUMBER OF APPLICANTS (INTERNS) BY NATIONALITY AND GENDER**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2024**

Nationality	Female	Male	Total	% of total
India	1341	1198	2539	13.7%
Nigeria	1028	1208	2236	12.0%
Pakistan	747	916	1663	8.9%
United States of America	743	197	940	5.1%
Kenya	329	330	659	3.5%
Italy	359	162	521	2.8%
China	359	116	475	2.6%
Egypt	239	218	457	2.5%
Ghana	166	244	410	2.2%
United Republic of Tanzania	182	201	383	2.1%
Ethiopia	127	245	372	2.0%
United Kingdom of Great Britain and Northern Ireland	253	97	350	1.9%
Canada	272	72	344	1.9%
Sudan	124	148	272	1.5%
Cameroon	134	137	271	1.5%
Uganda	124	138	262	1.4%
Malawi	96	120	216	1.2%
Germany	148	50	198	1.1%
Rwanda	60	138	198	1.1%
Nepal	93	100	193	1.0%
Bangladesh	80	111	191	1.0%
Indonesia	142	46	188	1.0%
South Africa	124	62	186	1.0%
France	143	33	176	0.9%
Spain	128	48	176	0.9%
Zambia	80	94	174	0.9%
Türkiye	116	53	169	0.9%
Jordan	98	61	159	0.9%
Zimbabwe	86	67	153	0.8%
Australia	116	28	144	0.8%
Iran (Islamic Republic of)	82	57	139	0.7%
Sri Lanka	82	50	132	0.7%
Democratic Republic of the Congo	25	94	119	0.6%
Philippines	77	33	110	0.6%
Morocco	63	46	109	0.6%
Somalia	22	85	107	0.6%
Afghanistan	26	73	99	0.5%
Brazil	69	28	97	0.5%
Algeria	35	50	85	0.5%
Republic of Korea	73	11	84	0.5%
Tunisia	51	25	76	0.4%
Portugal	60	15	75	0.4%
Mexico	49	25	74	0.4%
Netherlands	55	13	68	0.4%
Yemen	21	47	68	0.4%
Syrian Arab Republic	30	37	67	0.4%
Malaysia	49	16	65	0.3%
Iraq	22	40	62	0.3%
Switzerland	46	16	62	0.3%
Lebanon	40	20	60	0.3%
Ireland	46	12	58	0.3%
Colombia	36	21	57	0.3%
Others	31	25	56	0.3%
Benin	14	38	52	0.3%
Burkina Faso	19	30	49	0.3%
Belgium	37	11	48	0.3%
Botswana	33	14	47	0.3%
Kazakhstan	41	6	47	0.3%
Burundi	12	34	46	0.2%
Russian Federation	32	11	43	0.2%
Sierra Leone	11	31	42	0.2%
Chad	5	34	39	0.2%
Senegal	16	23	39	0.2%
Côte d'Ivoire	10	28	38	0.2%
Greece	27	11	38	0.2%
Peru	29	9	38	0.2%
Saudi Arabia	22	16	38	0.2%
Sweden	27	11	38	0.2%
Viet Nam	28	10	38	0.2%
Namibia	26	11	37	0.2%
South Sudan	11	26	37	0.2%
Myanmar	18	16	34	0.2%
Romania	30	4	34	0.2%
Japan	27	5	32	0.2%
Uzbekistan	15	17	32	0.2%
Eswatini	21	10	31	0.2%
Ukraine	24	7	31	0.2%
Austria	21	9	30	0.2%
Congo	9	21	30	0.2%
Liberia	12	18	30	0.2%
Argentina	25	4	29	0.2%
Togo	8	21	29	0.2%
Bahrain	21	6	27	0.1%
Mali	2	25	27	0.1%
Poland	23	4	27	0.1%
Azerbaijan	18	8	26	0.1%
Guinea	7	18	25	0.1%
Thailand	19	6	25	0.1%
Gambia	12	12	24	0.1%
Niger	4	19	23	0.1%

Nationality	Female	Male	Total	% of total
Angola	10	12	22	0.1%
Libya	7	15	22	0.1%
Singapore	18	4	22	0.1%
Albania	17	4	21	0.1%
Ecuador	14	7	21	0.1%
Lesotho	14	7	21	0.1%
Denmark	14	6	20	0.1%
Georgia	16	4	20	0.1%
Madagascar	14	6	20	0.1%
Finland	13	5	18	0.1%
Norway	14	4	18	0.1%
Haiti	5	12	17	0.1%
Mongolia	15	2	17	0.1%
Kyrgyzstan	13	3	16	0.1%
Bulgaria	9	5	14	0.1%
Chile	9	4	13	0.1%
Mauritania	3	10	13	0.1%
Mozambique	4	9	13	0.1%
New Zealand	11	2	13	0.1%
Fiji	9	3	12	0.1%
Costa Rica	7	4	11	0.1%
Armenia	8	2	10	0.1%
Dominican Republic	5	5	10	0.1%
Mauritius	8	2	10	0.1%
North Macedonia	8	2	10	0.1%
Trinidad and Tobago	9	1	10	0.1%
Venezuela (Bolivarian Republic of)	4	6	10	0.1%
Djibouti	2	7	9	0.0%
Israel	5	4	9	0.0%
Serbia	6	3	9	0.0%
Cambodia	4	4	8	0.0%
Comoros	6	2	8	0.0%
Czechia	6	2	8	0.0%
Honduras	5	3	8	0.0%
Hungary	7	1	8	0.0%
Jamaica	6	2	8	0.0%
Oman	5	3	8	0.0%
Slovenia	8	0	8	0.0%
Central African Republic	1	6	7	0.0%
Gabon	2	5	7	0.0%
Nicaragua	6	1	7	0.0%
Bhutan	3	3	6	0.0%
Cyprus	5	1	6	0.0%
Eritrea	4	2	6	0.0%
Lithuania	6	0	6	0.0%
Uruguay	5	1	6	0.0%
Bolivia (Plurinational State of)	3	2	5	0.0%
Latvia	4	1	5	0.0%
Panama	4	1	5	0.0%
Republic of Moldova	2	3	5	0.0%
United Arab Emirates	4	1	5	0.0%
Belarus	4	0	4	0.0%
Croatia	3	1	4	0.0%
Guatemala	3	1	4	0.0%
Kuwait	1	3	4	0.0%
Lao People's Democratic Republic	2	2	4	0.0%
Luxembourg	3	1	4	0.0%
Papua New Guinea	3	1	4	0.0%
Paraguay	4	0	4	0.0%
Slovakia	4	0	4	0.0%
Bosnia and Herzegovina	3	0	3	0.0%
Cuba	1	2	3	0.0%
El Salvador	1	2	3	0.0%
Estonia	2	1	3	0.0%
Guinea-Bissau	1	2	3	0.0%
Guyana	1	2	3	0.0%
Qatar	2	1	3	0.0%
Saint Lucia	2	1	3	0.0%
Sao Tome and Principe	3	0	3	0.0%
Tajikistan	2	1	3	0.0%
Andorra	2	0	2	0.0%
Barbados	1	1	2	0.0%
Brunei Darussalam	2	0	2	0.0%
Cabo Verde	1	1	2	0.0%
Dominica	2	0	2	0.0%
Grenada	2	0	2	0.0%
Montenegro	2	0	2	0.0%
Palau	0	2	2	0.0%
Turkmenistan	2	0	2	0.0%
Antigua and Barbuda	1	0	1	0.0%
Bahamas	1	0	1	0.0%
Belize	1	0	1	0.0%
Democratic People's Republic of Korea	1	0	1	0.0%
Equatorial Guinea	0	1	1	0.0%
Kiribati	1	0	1	0.0%
Maldives	0	1	1	0.0%
Niue	0	1	1	0.0%
Puerto Rico	1	0	1	0.0%
Seychelles	1	0	1	0.0%
Timor-Leste	1	0	1	0.0%
<b>Total</b>	<b>10297</b>	<b>8293</b>	<b>18590</b>	<b>100.0%</b>

**TABLE 19. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2024**

Donor countries	Major office						
	Headquarters and Global Shared Services	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Australia	1	0	0	0	0	0	1
Belgium	1	1	0	0	0	0	2
Canada	2	1	0	0	0	0	3
China	6	0	0	0	0	1	7
Finland	1	0	0	0	1	0	2
France	6	0	0	1	0	1	8
Germany	9	0	1	1	2	0	13
Italy	4	0	0	1	0	0	5
Japan	10	0	0	1	1	1	13
Luxembourg	1	0	0	0	0	0	1
Netherlands	1	0	1	0	2	0	4
Republic of Korea	4	0	0	0	0	0	4
Sweden	2	2	0	0	1	0	5
Switzerland	1	0	0	0	0	0	1
United Kingdom of Great Britain and Northern Ireland	2	0	0	0	0	0	2
Total	51	4	2	4	7	3	71



**TABLE 20. NUMBER OF AFFILIATES BY MAJOR OFFICE  
DATA FROM 1 JANUARY TO 31 DECEMBER 2024**

Major Office	Agreement for Performance of Work		Consultants		Special Services Agreements <sup>a</sup>
	Cumulative data January-December 2024	Estimate of full-time equivalents <sup>b</sup>	Cumulative data January-December 2024	Estimate of full-time equivalents <sup>b</sup>	Cumulative data January-December 2024
Headquarters and Global Shared Services	606	89	2175	796	0
Africa	73	16	989	234	3233
South-East Asia	72	13	302	93	1807
Europe	848	112	1065	337	36
Eastern Mediterranean	457	121	420	123	241
Western Pacific	98	21	366	135	177
Total	2154	371	5317	1717	5494
Totals from December 2023	3582	814	6311	2398	5606

<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 2024

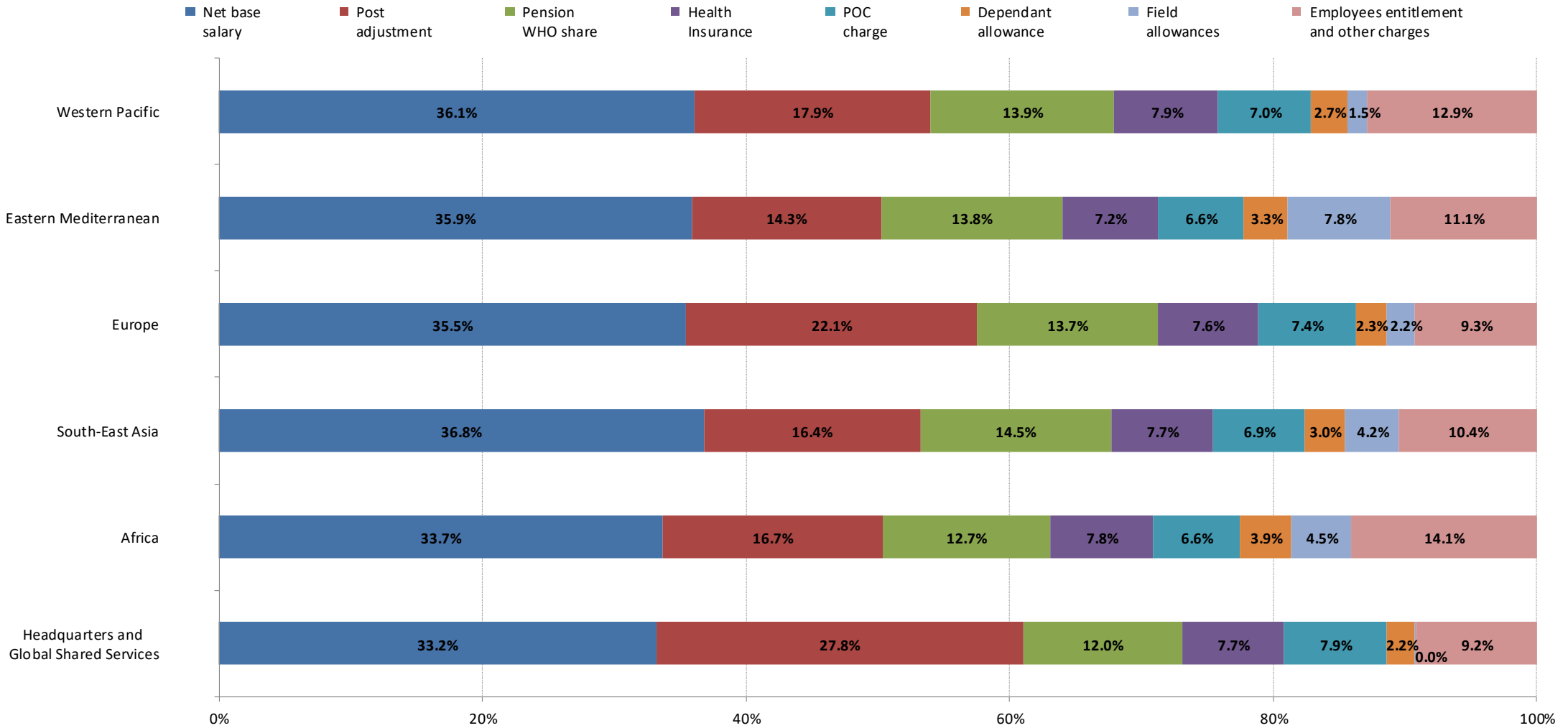
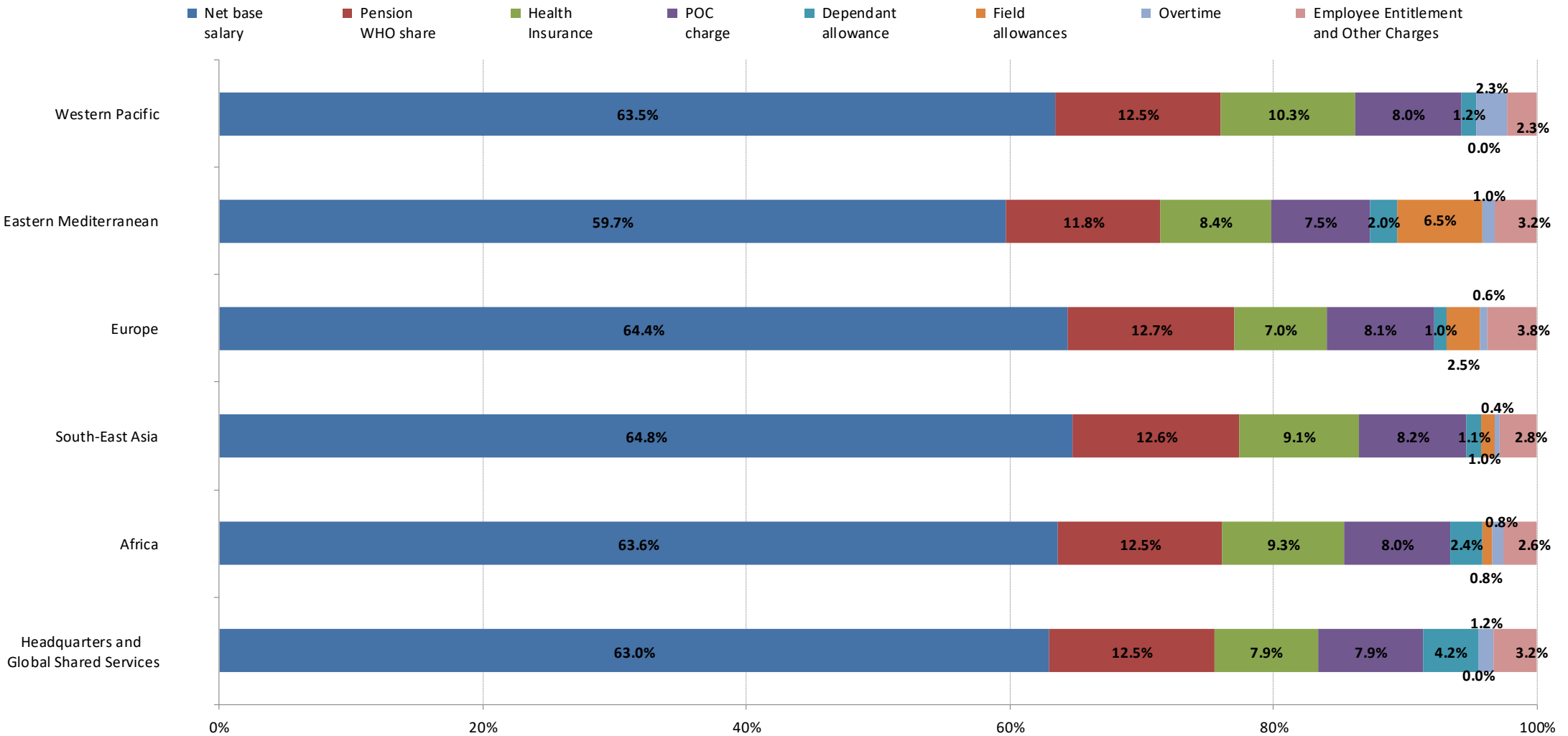


TABLE 22. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF  
DATA FROM 1 JANUARY TO 31 DECEMBER 2024



**TABLE 23. DATA PROVIDED BY PAHO ON ITS DISTRIBUTION OF FIXED-TERM PROFESSIONAL STAFF BY NATIONALITY**  
**DATA AS OF 31-DEC-2024**

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://iris.paho.org/bitstream/handle/10665.2/64912/spba19-10-e-human-resources.pdf>

Nationality	Total
Algeria	1
Antigua and Barbuda	1
Argentina	25
Australia	1
Austria	1
Barbados	5
Belgium	2
Belize	5
Bhutan	1
Bolivia (Plurinational State of)	8
Brazil	50
Burkina Faso	1
Cameroon	1
Canada	15
Chile	14
Colombia	43
Costa Rica	11
Côte d'Ivoire	2
Cuba	11
Democratic Republic of the Congo	2
Dominican Republic	3
Ecuador	16
El Salvador	10
Finland	1
France	12
Germany	1
Greece	1
Guatemala	10
Guyana	3
Haiti	5
Honduras	4
India	1
Ireland	1
Italy	5
Jamaica	9
Liberia	1
Mexico	14
Mozambique	1
Netherlands	2
Nicaragua	8
Panama	3
Paraguay	2
Peru	27
Philippines	3
Portugal	1
Rwanda	1
Saint Lucia	2
Saint Vincent and the Grenadines	3
Singapore	1
Spain	31
Sri Lanka	1
Suriname	2
Switzerland	1
Togo	1
Trinidad and Tobago	5
Turkey	1
Uganda	1
United Kingdom of Great Britain and Northern Ireland	7
United States of America	60
Uruguay	5
Uzbekistan	1
Venezuela (Bolivarian Republic of)	10
<b>Total</b>	<b>477</b>