

Human resources: update

Workforce data

As at 31 July 2023



Document issued 30 November 2023

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**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
DATA AS OF 31-JUL-2023**

Category	Headquarters	Global Shared Services	Special programmes and collaborative arrangements ^a	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Staff holding long-term appointments									
Fixed-term appointments									
Professional and higher category staff	683	29	9	303	93	146	193	129	1585
National professional officers	3	27	0	386	121	64	127	46	774
General service staff	257	136	5	480	167	106	256	160	1567
Total	943	192	14	1169	381	316	576	335	3926
Percentage of fixed-term appointments out of the total staff	35.1%	66.7%	21.9%	47.1%	47.6%	35.2%	40.5%	54.2%	42.4%
Continuing appointments									
Professional and higher category staff	623	9	15	212	52	126	83	54	1174
National professional officers	1	50	0	223	24	20	48	32	398
General service staff	326	33	4	574	188	105	256	164	1650
Total	950	92	19	1009	264	251	387	250	3222
Percentage of continuing appointments out of the total staff	35.3%	31.9%	29.7%	40.7%	33.0%	28.0%	27.2%	40.5%	34.8%
Total number of staff holding long-term appointments	1893	284	33	2178	645	567	963	585	7148
Percentage of long-term appointments out of the total staff	70.4%	98.6%	51.6%	87.8%	80.5%	63.2%	67.7%	94.7%	77.2%
Staff holding short-term appointments									
Temporary appointments under SR 420.4									
Professional and higher category staff	534	1	27	135	50	107	104	10	968
National professional officers	0	0	0	60	67	96	150	2	375
General service staff	118	3	1	101	38	121	201	18	601
Total	652	4	28	296	155	324	455	30	1944
Temporary appointments of 60 days or less									
Professional and higher category staff	67	0	2	0	0	4	2	1	76
National professional officers	0	0	0	0	0	0	3	0	3
General service staff	78	0	1	6	1	2	0	2	90
Total	145	0	3	6	1	6	5	3	169
Total number of temporary appointments	797	4	31	302	156	330	460	33	2113
Percentage of temporary appointments out of the total staff	29.6%	1.4%	48.4%	12.2%	19.5%	36.8%	32.3%	5.3%	22.8%
Total number of staff	2690	288	64	2480	801	897	1423	618	9261

^a This column includes: the Alliance for Health Policy and Systems Research, the European Observatory on Health Systems and Policies and the Partnership for Maternal, Newborn and Child Health

**TABLE 2. STAFF BY APPOINTMENT TYPE AND JOB CATEGORY, ALL LOCATIONS
DATA AS OF 31-JUL-2023**

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	1174	30.9%	398	25.7%	1650	42.2%	3222	34.8%
Fixed-Term	1585	41.7%	774	49.9%	1567	40.1%	3926	42.4%
Temporary	1044	27.5%	378	24.4%	691	17.7%	2113	22.8%
Total	3803	100.0%	1550	100.0%	3908	100.0%	9261	100.0%

**TABLE 3a - DISTRIBUTION OF STAFF BY JOB CATEGORY, APPOINTMENT TYPE AND GENDER, ALL LOCATIONS
DATA AS OF 31-JUL-2023**

Job Category	Appointment Type	Female	Male	Total	% Female	% Male
Professional and higher graded staff	Continuing	529	645	1174	45.1%	54.9%
	Fixed-Term	778	807	1585	49.1%	50.9%
	Temporary	560	484	1044	53.6%	46.4%
	Total P	1867	1936	3803	49.1%	50.9%
National Professional Officer	Continuing	171	227	398	43.0%	57.0%
	Fixed-Term	325	449	774	42.0%	58.0%
	Temporary	146	232	378	38.6%	61.4%
	Total NPO	642	908	1550	41.4%	58.6%
General Service Staff	Continuing	890	760	1650	53.9%	46.1%
	Fixed-Term	900	667	1567	57.4%	42.6%
	Temporary	330	361	691	47.8%	52.2%
	Total GS	2120	1788	3908	54.2%	45.8%
	Total	4629	4632	9261	50.0%	50.0%

TABLE 3c. DISTRIBUTION OF STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE, GRADE AND GENDER^a
DATA AS OF 31-JUL-2023

Professional and higher category staff

Region	P1			P2			P3			P4			P5			P6/D1			D2			UG			Total			Percentage current year		Comparison with Dec 2022		Comparison with July 2022			
	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	T	F	M	F	M	F
Headquarters and Global Shared Services	1	0	1	22	13	35	157	100	257	257	225	482	212	220	432	31	48	79	17	27	44	7	7	14	704	640	1344	52.4%	47.6%	52.1%	47.9%	52.5%	47.5%		
<i>Special programmes and collaborative arrangements</i>	4	0	4	4	2	6	1	1	2	2	3	5	2	1	3	1	2	3	1	0	1	0	0	0	15	9	24	62.5%	37.5%	63.0%	37.0%	60.7%	39.3%		
Africa	1	1	2	27	19	46	45	64	109	72	155	227	27	63	90	6	29	35	1	4	5	1	0	1	180	335	515	35.0%	65.0%	34.6%	65.4%	33.7%	66.3%		
South-East Asia	0	0	0	1	1	2	3	5	8	13	28	41	35	37	72	3	15	18	0	3	3	1	0	1	56	89	145	38.6%	61.4%	36.3%	63.7%	37.4%	62.6%		
Europe	0	0	0	11	9	20	36	29	65	41	42	83	35	38	73	14	15	29	0	1	1	0	1	1	137	135	272	50.4%	49.6%	50.2%	49.8%	50.9%	49.1%		
Eastern Mediterranean	0	1	1	3	5	8	27	33	60	26	54	80	33	52	85	11	17	28	4	9	13	0	1	1	104	172	276	37.7%	62.3%	37.1%	62.9%	37.2%	62.8%		
Western Pacific	0	0	0	2	0	2	32	11	43	42	26	68	27	24	51	8	10	18	0	1	1	0	0	0	111	72	183	60.7%	39.3%	58.9%	41.1%	58.1%	41.9%		
Total	6	2	8	70	49	119	301	243	544	453	533	986	371	435	806	74	136	210	23	45	68	9	9	18	1307	1452	2759	47.4%	52.6%	46.8%	53.2%	47.0%	53.0%		
Percentage by grade	75.0%	25.0%	100.0%	58.8%	41.2%	100.0%	55.3%	44.7%	100.0%	45.9%	54.1%	100.0%	46.0%	54.0%	100.0%	35.2%	64.8%	100.0%	33.8%	66.2%	100.0%	50.0%	50.0%	100.0%	47.4%	52.6%	100.0%								
Percentage of total		0.3%			4.3%			19.7%			35.7%			29.2%			7.6%			2.5%			0.7%			100.0%									

National professional officers

Region	A			B			C			D			Total			Percentage current year		Comparison with Dec 2022		Comparison with July 2022	
	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 ^b	23	6	29	21	6	27	16	9	25	0	0	0	60	21	81	74.1%	25.9%	73.7%	26.3%	73.6%	26.4%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Africa	12	17	29	52	131	183	129	253	382	5	10	15	198	411	609	32.5%	67.5%	32.9%	67.1%	33.0%	67.0%
South-East Asia	12	8	20	36	39	75	20	28	48	0	2	2	68	77	145	46.9%	53.1%	45.3%	54.7%	48.7%	51.3%
Europe	3	2	5	37	31	68	10	1	11	0	0	0	50	34	84	59.5%	40.5%	61.9%	38.1%	62.2%	37.8%
Eastern Mediterranean	5	10	15	33	43	76	31	39	70	4	10	14	73	102	175	41.7%	58.3%	41.2%	58.8%	42.1%	57.9%
Western Pacific	4	1	5	23	12	35	15	18	33	5	0	5	47	31	78	60.3%	39.7%	59.8%	40.2%	59.0%	41.0%
Total	59	44	103	202	262	464	221	348	569	14	22	36	496	676	1172	42.3%	57.7%	42.4%	57.6%	43.5%	56.5%
Percentage by grade	57.3%	42.7%	100.0%	43.5%	56.5%	100.0%	38.8%	61.2%	100.0%	38.9%	61.1%	100.0%	42.3%	57.7%	100.0%						
Percentage of total		8.8%			39.6%			48.5%			3.1%			100.0%							

General service staff

Region	G1			G2			G3			G4			G5			G6			G7			Total			Percentage current year		Comparison with Dec 2022		Comparison with July 2022	
	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
Headquarters and Global Shared Services	0	1	1	0	0	0	2	9	11	69	33	102	330	58	388	200	42	242	7	1	8	608	144	752	80.9%	19.1%	80.0%	20.0%	80.5%	19.5%
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	0	0	8	0	8	0	1	1	0	0	0	8	1	9	88.9%	11.1%	87.5%	12.5%	88.9%	11.1%
Africa	1	4	5	3	301	304	6	86	92	25	24	49	137	96	233	138	91	229	63	79	142	373	681	1054	35.4%	64.6%	35.8%	64.2%	36.4%	63.6%
South-East Asia	1	3	4	0	39	39	2	26	28	25	21	46	88	54	142	30	26	56	17	23	40	163	192	355	45.9%	54.1%	45.5%	54.5%	45.2%	54.8%
Europe	0	0	0	0	4	4	0	18	18	11	5	16	81	23	104	52	16	68	0	1	1	144	67	211	68.2%	31.8%	67.6%	32.4%	67.6%	32.4%
Eastern Mediterranean	1	10	11	1	65	66	1	56	57	20	21	41	131	58	189	82	33	115	21	12	33	257	255	512	50.2%	49.8%	49.3%	50.7%	49.9%	50.1%
Western Pacific	3	2	5	0	21	21	12	16	28	43	5	48	100	15	115	60	22	82	19	6	25	237	87	324	73.1%	26.9%	73.1%	26.9%	73.4%	26.6%
Total	6	20	26	4	430	434	23	211	234	193	109	302	875	304	1179	562	231	793	127	122	249	1790	1427	3217	55.6%	44.4%	55.6%	44.4%	56.0%	44.0%
Percentage by grade	23.1%	76.9%	100.0%	0.9%	99.1%	100.0%	9.8%	90.2%	100.0%	63.9%	36.1%	100.0%	74.2%	25.8%	100.0%	70.9%	29.1%	100.0%	51.0%	49.0%	100.0%	55.6%	44.4%	100.0%						
Percentage of total		0.8%			13.5%			7.3%			9.4%			36.6%			24.7%			7.7%			100.0%							

F - female, M - male, T - total

^a Includes all staff in all positions (including those not counted for geographical distribution purposes)

^b National professional officers appearing under Headquarters are located in offices outside Geneva (such as Addis Ababa, Kobe and Kuala Lumpur)

TABLE 3d. PERCENTAGE OF FEMALE STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE
DATA FROM JULY 2017 TO JULY 2023

Professional and higher category staff

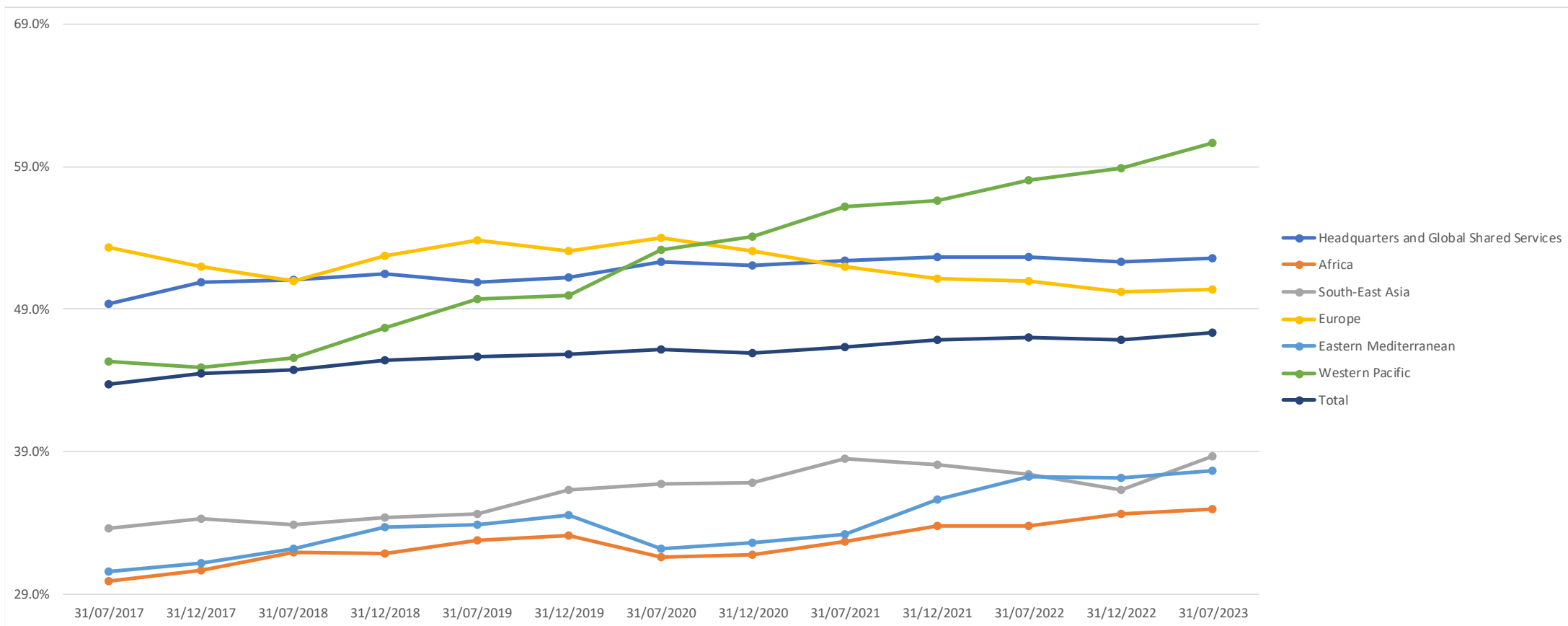


TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION
DATA AS OF 31-JUL-2023

Major Office	Unrepresented countries	Underrepresented countries	Overrepresented countries
Africa	Equatorial Guinea Seychelles		Benin Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Kenya Malawi Nigeria Rwanda Senegal South Africa Uganda Zimbabwe
The Americas	Antigua and Barbuda Bahamas 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 United States of America	Canada
South-East Asia			Bangladesh India Nepal Sri Lanka
Europe	Andorra Cyprus Faroe Islands* Iceland Monaco Montenegro San Marino	Austria Czechia Israel Lithuania Luxembourg Poland Slovenia	Belgium Denmark France Ireland Italy Netherlands Republic of Moldova Spain Switzerland United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Kuwait Libya Qatar United Arab Emirates	Oman Saudi Arabia	Egypt Iran (Islamic Republic of) Jordan Lebanon Pakistan Sudan
Western Pacific	Brunei Darussalam Cambodia Cook Islands Kiribati Marshall Islands Micronesia (Federated States of) Nauru Niue Palau Papua New Guinea Samoa Solomon Islands Tokelau* Tuvalu Vanuatu	China Japan Republic of Korea Singapore	Australia Malaysia Mongolia Philippines

*Associate Member

TABLE 5a. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION^a, BY COUNTRY OF ORIGIN
DATA AS OF 31-JUL-2023
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	Total		
Algeria	2-12	0	0	0	0	1	1	2	2	2	1	0	0	0	0	0	0	5	4	9
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	4	1	4	0	2	0	0	0	0	0	0	2	11	13
Botswana	1-11	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1	0	2	1	3
Burkina Faso	1-11	0	0	3	0	1	5	3	7	1	4	0	3	0	1	0	0	8	20	28
Burundi	1-11	0	0	1	0	2	0	2	3	3	0	0	1	0	0	0	0	8	4	12
Cabo Verde	1-11	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Cameroon	1-11	0	0	1	2	1	4	1	12	2	4	1	1	0	0	0	0	6	23	29
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	0	0	0	5	0	0	0	0	0	0	0	0	0	5	5
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	2	5	2	9	0	1	0	0	0	1	0	0	0	0	4	16	20
Côte d'Ivoire	1-11	0	0	0	1	0	2	3	8	1	1	0	1	0	0	0	0	4	13	17
Democratic Republic of the Congo	1-11	0	0	1	2	0	4	2	17	0	6	0	2	0	1	0	0	3	32	35
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	1	1	0	0	2	0	1	0	0	0	0	0	0	2	4	6
Eswatini	1-11	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Ethiopia	1-11	0	0	0	0	2	5	5	16	1	7	0	2	0	1	0	1	8	32	40
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	0	1	0	3	0	0	0	0	0	0	2	4	6
Ghana	1-11	0	0	1	0	2	1	8	4	0	2	1	1	1	0	0	0	13	8	21
Guinea	1-11	0	0	0	1	3	1	0	3	1	2	0	0	0	0	0	0	4	7	11
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	8	1	5	16	6	8	1	2	0	1	0	0	22	28	50
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	1	1	0	0	0	0	0	0	0	6	2	8
Malawi	1-11	0	0	0	0	0	1	2	4	1	4	0	1	0	0	0	0	3	10	13
Mali	1-11	0	0	0	0	1	1	0	6	0	2	0	1	0	0	0	0	1	10	11
Mauritania	1-11	0	0	0	0	0	1	0	2	1	0	0	1	0	0	0	0	1	4	5
Mauritius	1-11	0	0	0	0	1	1	0	2	0	0	0	1	0	0	0	0	1	4	5
Mozambique	1-11	0	0	0	0	0	0	1	3	0	0	0	0	0	0	0	0	1	3	4
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	1	3	2	3	2	16	4	8	0	3	0	0	0	1	9	34	43
Rwanda	1-11	0	0	0	0	3	3	4	5	0	4	0	2	0	1	0	0	7	15	22
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	2	0	0	0	4	3	3	4	1	1	0	1	0	0	10	9	19
Seychelles	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sierra Leone	1-11	0	0	0	0	0	0	2	1	1	0	0	0	0	0	0	0	3	1	4
South Africa	4-14	1	0	0	0	3	0	2	2	5	3	1	2	1	0	0	0	13	7	20
South Sudan	1-11	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Togo	1-11	0	0	0	0	0	2	2	4	0	1	0	0	0	0	0	0	2	7	9
Uganda	1-11	0	0	2	2	0	3	6	19	6	11	1	2	0	0	0	0	15	37	52
United Republic of Tanzania	1-11	0	0	1	0	1	0	2	2	2	1	0	1	0	0	0	0	6	4	10
Zambia	1-11	0	0	0	0	1	0	1	2	2	1	1	1	0	0	0	0	5	4	9
Zimbabwe	1-11	0	1	3	2	4	11	5	4	0	5	0	1	0	0	0	0	12	24	36
Total - African Region		1	1	25	23	44	67	71	184	43	89	7	33	3	7	1	2	195	406	601

^aCounted 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, ^a BY COUNTRY OF ORIGIN
DATA AS OF 31-JUL-2023**

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	3	0	1	3	0	1	1	0	0	0	0	0	5	4	9
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	1	0	0	0	0	0	0	0	0	0	1	0	1
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	1	0	0	0	1	0	0	0	0	0	0	0	0	0	2	0	2
Brazil	25-35	0	0	1	0	5	2	4	3	5	2	0	0	0	0	0	0	15	7	22
Canada	31-43	0	0	3	0	8	7	9	14	12	12	1	6	0	1	0	1	33	41	74
Chile	6-16	0	0	0	0	1	0	0	0	2	2	0	0	0	0	0	0	3	2	5
Colombia	4-14	0	0	0	0	0	0	1	0	2	3	0	0	0	0	0	0	3	3	6
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	1	0	0	0	0	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	0	1	0	3	1	0	0	0	0	0	0	4	1	5
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	1	0	0	0	0	0	0	0	0	2	1	3
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	2	0	0	0	0	0	0	0	0	1	0	0	3	3
United States of America	225-305	0	0	2	0	27	10	36	26	41	32	3	7	6	5	1	0	116	80	196
Uruguay	2-12	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	2	0	2
Venezuela (Bolivarian Republic of)	3-13	0	0	0	1	0	1	1	0	1	1	0	0	0	0	0	0	2	3	5
Total - Region of the Americas		0	0	7	2	49	23	59	49	67	54	5	13	7	7	1	2	195	150	345

^aCounted 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, ^a BY COUNTRY OF ORIGIN
DATA AS OF 31-JUL-2023**

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	4	0	7	2	2	0	3	0	0	0	0	2	16	18
Bhutan	1-11	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	1-11	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	2	13	19	12	38	17	30	3	9	1	0	2	0	49	98	147
Indonesia	7-18	0	0	0	0	3	0	2	0	1	1	0	0	0	0	0	0	6	1	7
Maldives	1-11	0	0	0	0	0	0	0	0	1	1	0	1	0	0	0	0	1	2	3
Myanmar	1-11	0	0	1	0	0	1	1	1	2	0	0	0	0	0	0	0	4	2	6
Nepal	1-11	0	0	0	0	1	3	3	5	3	6	0	3	0	1	0	0	7	18	25
Sri Lanka	1-12	0	0	0	0	1	1	1	2	6	6	1	2	0	2	0	0	9	13	22
Thailand	5-15	0	0	0	0	1	0	2	0	2	0	0	1	0	0	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	2	19	28	23	57	36	49	5	20	1	4	2	0	88	160	248

^aCounted 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,^a BY COUNTRY OF ORIGIN
DATA AS OF 31-JUL-2023
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		Total	
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
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	3	0	3	0	0	0	0	0	0	2	6	8	
Austria	9-19	0	0	0	0	0	0	1	0	2	2	1	1	0	0	0	0	4	3	7	
Azerbaijan	1-11	0	0	0	0	0	0	1	2	1	2	1	1	0	0	0	0	3	5	8	
Belarus	1-12	0	0	0	0	0	0	2	1	0	2	0	0	0	0	0	0	2	3	5	
Belgium	11-21	0	0	0	0	1	3	6	6	5	7	4	3	0	2	0	1	16	22	38	
Bosnia and Herzegovina	1-11	0	0	1	0	0	1	2	1	0	1	0	0	0	0	0	0	3	3	6	
Bulgaria	1-12	0	0	1	0	0	2	1	0	0	1	0	0	0	0	0	0	2	3	5	
Croatia	2-12	0	0	0	0	2	1	1	0	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	1	1	4	2	3	4	4	1	0	0	0	0	0	0	12	8	20	
Estonia	1-12	0	0	0	0	0	0	2	0	2	0	0	1	0	0	0	0	4	1	5	
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	1	2	1	2	0	0	0	0	0	8	2	10	
France	48-66	0	0	2	3	18	12	25	22	11	18	3	7	2	0	0	1	61	63	124	
Georgia	1-11	0	0	0	0	1	1	1	1	1	0	1	0	0	0	0	0	4	2	6	
Germany	66-90	0	0	1	0	8	2	14	15	14	15	2	9	0	0	1	0	40	41	81	
Greece	5-15	0	0	0	0	0	1	1	0	1	4	0	0	0	0	0	0	2	5	7	
Hungary	4-14	0	0	0	0	0	1	2	0	2	1	1	1	0	1	1	0	6	4	10	
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	3	0	7	1	2	5	1	1	0	2	0	1	13	10	23	
Israel	7-18	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1	1	2	
Italy	37-51	0	0	0	0	5	8	13	11	15	14	2	4	0	2	0	0	35	39	74	
Kazakhstan	2-13	0	0	0	0	0	0	5	0	0	1	0	0	0	0	0	0	5	1	6	
Kyrgyzstan	1-11	0	0	1	0	1	0	3	1	1	0	0	0	0	0	0	0	6	1	7	
Latvia	1-12	0	0	1	0	0	0	1	0	1	1	0	0	0	0	0	0	3	1	4	
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	0	0	0	1	0	0	0	0	0	0	0	1	1	
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	4	9	7	3	1	0	2	0	0	18	15	33	
North Macedonia	1-11	0	0	0	0	0	0	2	1	1	0	0	0	0	0	0	0	3	1	4	
Norway	9-19	0	0	0	0	0	1	4	1	1	1	0	0	2	0	0	0	7	3	10	
Poland	11-21	0	0	0	0	1	0	2	1	1	0	0	0	0	0	0	0	4	1	5	
Portugal	5-15	0	0	0	0	0	1	4	0	1	2	0	1	0	1	0	0	5	5	10	
Republic of Moldova	1-11	0	0	1	0	2	2	1	2	1	3	1	0	0	1	0	0	6	8	14	
Romania	5-15	0	0	2	0	2	1	2	0	2	1	0	1	0	0	0	0	8	3	11	
Russian Federation	23-33	0	0	1	0	4	4	3	7	0	3	1	1	2	0	0	0	11	15	26	
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	2	2	1	0	0	0	0	0	0	0	0	0	3	2	5	
Slovenia	2-12	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1	
Spain	26-36	0	0	3	1	6	3	10	5	8	9	1	0	1	0	0	0	29	18	47	
Sweden	11-21	0	0	0	0	3	0	2	2	4	3	2	0	0	0	0	0	11	5	16	
Switzerland	14-24	0	0	1	0	8	6	11	7	4	2	0	0	0	1	0	0	24	16	40	
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	0	0	2	3	4	1	2	0	0	0	0	0	8	5	13	
Turkmenistan	1-12	0	0	0	0	1	0	1	0	1	0	0	1	1	0	0	0	4	1	5	
Ukraine	1-12	0	0	1	0	2	2	1	3	0	2	0	0	0	0	0	0	4	7	11	
United Kingdom of Great Britain and Northern Ireland	48-67	0	1	1	4	15	9	21	23	23	29	9	12	0	3	0	1	69	82	151	
Uzbekistan	1-11	0	0	0	0	2	0	1	1	0	0	0	0	0	0	0	0	3	1	4	
Total - European Region		0	1	21	10	97	68	168	133	133	145	40	48	8	16	2	4	469	425	894	

^aCounted 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,^a BY COUNTRY OF ORIGIN
DATA AS OF 31-JUL-2023
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	0	0	2	0	1	0	0	0	0	1	0	0	0	1	3	4
Bahrain	1-12	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	2	0	2
Djibouti	1-11	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	2	2
Egypt	2-13	0	0	0	2	10	11	4	11	5	9	2	0	0	0	0	0	21	33	54
Iran (Islamic Republic of)	5-16	0	0	0	0	2	0	3	1	4	6	1	2	0	0	0	0	10	9	19
Iraq	2-13	0	0	1	1	2	0	0	3	1	1	1	0	0	1	0	0	5	6	11
Jordan	1-11	0	0	0	0	3	2	1	3	1	4	1	0	0	0	0	0	6	9	15
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	3	1	2	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	3	2	2	2	0	0	0	1	0	0	5	6	11
Oman	2-12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Pakistan	2-12	0	0	1	0	2	7	2	8	1	13	0	2	0	1	0	0	6	31	37
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	1	0	0	0	1	0	3	0	3
Somalia	1-11	0	0	0	0	0	2	0	0	0	1	0	0	0	0	0	0	0	3	3
Sudan	1-11	0	0	0	0	1	1	4	4	3	6	0	0	0	0	0	0	8	11	19
Syrian Arab Republic	1-11	0	0	0	1	2	0	1	1	1	1	0	0	0	0	0	0	4	3	7
Tunisia	1-11	0	0	0	1	1	0	2	1	2	2	0	0	0	0	0	0	5	4	9
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	1	2	0	2	2	0	1	1	0	0	0	0	0	6	4	10
Total - Eastern Mediterranean Region		0	0	4	6	26	27	25	39	24	48	9	7	2	3	1	1	91	131	222

^aCounted 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,^a BY COUNTRY OF ORIGIN

DATA AS OF 31-JUL-2023

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	0	9	4	15	6	19	11	2	3	0	3	0	0	47	27	74
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	0	0	13	1	10	5	10	3	1	1	0	1	1	0	36	11	47
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	0	0	0	0	0	0	0	2	3	5
Japan	85-116	0	0	0	0	8	1	11	5	9	7	0	2	0	2	1	0	29	17	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	3	1	1	0	0	0	0	0	0	13	9	22
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	4	2	2	1	0	0	0	0	0	0	9	3	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	1	0	1	3	5	2	0	2	0	0	0	0	7	7	14
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Philippines	3-14	0	0	1	4	13	4	11	6	5	6	3	2	0	2	0	0	33	24	57
Republic of Korea	30-42	0	0	0	0	2	1	2	1	6	3	0	2	0	0	0	0	10	7	17
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	0	1	0	1
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	3	1	3	1	0	0	1	0	0	0	0	0	7	2	9
Total - Western Pacific Region		1	0	5	4	57	19	65	35	58	34	7	12	1	8	2	0	196	112	308

^aCounted 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^a COUNTED FOR GEOGRAPHICAL REPRESENTATION, BY COUNTRY OF ORIGIN
DATA AS OF 31-JUL-2023

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	1	1	0	0	0	0	0	0	0	0	0	2	1	3
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	2	0	0	0	0	0	0	0	0	1	2	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	2	1	0	3	0	0	0	0	0	0	4	4	8
Colombia	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Denmark	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
France	0	0	1	0	3	0	4	5	0	0	0	0	0	0	0	0	8	5	13
Germany	2	0	0	1	0	0	1	1	1	1	0	0	0	0	0	0	4	3	7
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	2	0	1	0	0	0	0	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	0	0	0	0	0	0	0	0	1	1
Japan	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2	2	4
Kenya	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	1	2	3
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	1	1	0	0	0	0	0	0	0	0	1	1	2
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
Republic of Korea	0	0	0	0	0	1	4	1	0	3	0	0	0	0	0	0	4	5	9
Russian Federation	0	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	1	2	3
Saudi Arabia	0	0	0	0	0	1	2	1	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
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	4	0	1	1	0	0	0	0	0	0	9	3	12
United States of America	0	0	0	0	1	1	14	4	4	5	0	0	0	0	0	0	19	10	29
Total	4	0	6	2	9	11	42	36	10	16	1	3	1	0	0	0	73	68	141

^aPositions **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-JUL-2023

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	1	1	92	45	137	245	198	443	286	269	555	79	125	204	2	2	4	704	640	1344
<i>Special programmes and collaborative arrangements</i>	0	0	0	2	1	3	7	2	9	5	5	10	1	1	2	0	0	0	15	9	24
Africa	0	0	0	23	23	46	59	93	152	66	151	217	31	68	99	1	0	1	180	335	515
South-East Asia	0	0	0	4	4	8	15	21	36	25	41	66	11	23	34	1	0	1	56	89	145
Europe	1	0	1	14	21	35	48	50	98	54	45	99	20	19	39	0	0	0	137	135	272
Eastern Mediterranean	0	1	1	16	19	35	36	51	87	41	69	110	11	32	43	0	0	0	104	172	276
Western Pacific	1	0	1	24	8	32	44	20	64	36	27	63	6	17	23	0	0	0	111	72	183
Total	2	2	4	175	121	296	454	435	889	513	607	1120	159	285	444	4	2	6	1307	1452	2759
Percentage by bracket	50.0%	50.0%	100.0%	59.1%	40.9%	100.0%	51.1%	48.9%	100.0%	45.8%	54.2%	100.0%	35.8%	64.2%	100.0%	66.7%	33.3%	100.0%	47.4%	52.6%	100.0%
Percentage of total	0.1%			10.7%			32.2%			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	14	3	17	34	17	51	12	1	13	0	0	0	0	0	0	60	21	81
<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	3	1	4	30	44	74	63	128	191	71	175	246	31	63	94	0	0	0	198	411	609
South-East Asia	1	2	3	19	12	31	27	31	58	19	27	46	2	5	7	0	0	0	68	77	145
Europe	0	1	1	11	5	16	19	14	33	17	13	30	3	1	4	0	0	0	50	34	84
Eastern Mediterranean	1	0	1	12	13	25	30	41	71	23	36	59	7	12	19	0	0	0	73	102	175
Western Pacific	0	0	0	14	6	20	15	8	23	13	12	25	5	5	10	0	0	0	47	31	78
Total	5	4	9	100	83	183	188	239	427	155	264	419	48	86	134	0	0	0	496	676	1172
Percentage by bracket	55.6%	44.4%	100.0%	54.6%	45.4%	100.0%	44.0%	56.0%	100.0%	37.0%	63.0%	100.0%	35.8%	64.2%	100.0%	0.0%	0.0%	0.0%	42.3%	57.7%	100.0%
Percentage of total	0.8%			15.6%			36.4%			35.8%			11.4%			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	11	3	14	112	28	140	223	38	261	198	62	260	64	13	77	0	0	0	608	144	752
<i>Special programmes and collaborative arrangements</i>	2	0	2	2	0	2	4	0	4	0	1	1	0	0	0	0	0	0	8	1	9
Africa	2	3	5	43	102	145	145	211	356	137	272	409	46	93	139	0	0	0	373	681	1054
South-East Asia	6	5	11	35	17	52	82	72	154	36	68	104	4	30	34	0	0	0	163	192	355
Europe	7	1	8	30	13	43	49	22	71	46	25	71	12	6	18	0	0	0	144	67	211
Eastern Mediterranean	5	1	6	66	63	129	105	86	191	68	73	141	13	32	45	0	0	0	257	255	512
Western Pacific	4	2	6	69	14	83	78	34	112	66	27	93	20	10	30	0	0	0	237	87	324
Total	37	15	52	357	237	594	686	463	1149	551	528	1079	159	184	343	0	0	0	1790	1427	3217
Percentage by bracket	71.2%	28.8%	100.0%	60.1%	39.9%	100.0%	59.7%	40.3%	100.0%	51.1%	48.9%	100.0%	46.4%	53.6%	100.0%	0.0%	0.0%	0.0%	55.6%	44.4%	100.0%
Percentage of total	1.6%			18.5%			35.7%			33.5%			10.7%			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-JUL-2023**

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	2	0	2	4	7	11	0	2	2	3	0	3	9	9	18
D2	0	0	0	0	0	0	1	3	4	13	15	28	9	26	35	0	1	1	23	45	68
D1/P6	0	0	0	0	0	0	11	13	24	40	73	113	22	49	71	1	1	2	74	136	210
P5	0	0	0	8	6	14	99	116	215	194	201	395	70	112	182	0	0	0	371	435	806
P4	0	0	0	59	39	98	184	187	371	168	231	399	42	76	118	0	0	0	453	533	986
P3	0	1	1	86	57	143	127	98	225	75	68	143	13	19	32	0	0	0	301	243	544
P2	2	1	3	19	19	38	28	17	45	18	11	29	3	1	4	0	0	0	70	49	119
P1	0	0	0	3	0	3	2	1	3	1	1	2	0	0	0	0	0	0	6	2	8
Total	2	2	4	175	121	296	454	435	889	513	607	1120	159	285	444	4	2	6	1307	1452	2759
Percentage by bracket	50.0%	50.0%	100.0%	59.1%	40.9%	100.0%	51.1%	48.9%	100.0%	45.8%	54.2%	100.0%	35.8%	64.2%	100.0%	66.7%	33.3%	100.0%	47.4%	52.6%	100.0%
Percentage of total			0.1%			10.7%			32.2%			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	2	4	4	7	11	6	11	17	2	2	4	0	0	0	14	22	36
C	0	0	0	26	22	48	72	113	185	90	146	236	33	67	100	0	0	0	221	348	569
B	4	4	8	61	50	111	81	100	181	46	96	142	10	12	22	0	0	0	202	262	464
A	1	0	1	11	9	20	31	19	50	13	11	24	3	5	8	0	0	0	59	44	103
Total	5	4	9	100	83	183	188	239	427	155	264	419	48	86	134	0	0	0	496	676	1172
Percentage by bracket	55.6%	44.4%	100.0%	54.6%	45.4%	100.0%	44.0%	56.0%	100.0%	37.0%	63.0%	100.0%	35.8%	64.2%	100.0%	0.0%	0.0%	0.0%	42.3%	57.7%	100.0%
Percentage of total			0.8%			15.6%			36.4%			35.8%			11.4%			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	6	26	32	49	42	91	56	41	97	15	13	28	0	0	0	127	122	249
G6	1	0	1	82	48	130	233	94	327	190	71	261	56	18	74	0	0	0	562	231	793
G5	23	7	30	213	99	312	333	96	429	238	74	312	68	28	96	0	0	0	875	304	1179
G4	12	5	17	48	15	63	65	36	101	54	40	94	14	13	27	0	0	0	193	109	302
G3	0	0	0	8	12	20	3	59	62	9	103	112	3	37	40	0	0	0	23	211	234
G2	0	3	3	0	33	33	1	131	132	1	195	196	2	68	70	0	0	0	4	430	434
G1	0	0	0	0	4	4	2	5	7	3	4	7	1	7	8	0	0	0	6	20	26
Total	37	15	52	357	237	594	686	463	1149	551	528	1079	159	184	343	0	0	0	1790	1427	3217
Percentage by bracket	71.2%	28.8%	100.0%	60.1%	39.9%	100.0%	59.7%	40.3%	100.0%	51.1%	48.9%	100.0%	46.4%	53.6%	100.0%	0.0%	0.0%	0.0%	55.6%	44.4%	100.0%
Percentage of total			1.6%			18.5%			35.7%			33.5%			10.7%			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-JUL-2023**

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 July 2023	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
Headquarters and Global Shared Services	P	1344	0	18	18	1.3%	1	29	30	2.2%	0	35	35	2.6%	0	53	53	3.9%
	NPO	81	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	752	0	3	3	0.4%	1	11	12	1.6%	0	10	10	1.3%	0	25	25	3.3%
<i>Special programmes and collaborative arrangements</i>	P	24	0	0	0	0.0%	0	1	1	4.2%	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	9	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
Africa	P	515	0	7	7	1.4%	0	13	13	2.5%	1	19	20	3.9%	0	18	18	3.5%
	NPO	609	0	6	6	1.0%	1	19	20	3.3%	0	16	16	2.6%	0	17	17	2.8%
	GS	1054	0	9	9	0.9%	0	22	22	2.1%	0	31	31	2.9%	0	20	20	1.9%
South-East Asia	P	145	0	3	3	2.1%	1	6	7	4.8%	0	10	10	6.9%	0	7	7	4.8%
	NPO	145	0	0	0	0.0%	0	1	1	0.7%	0	3	3	2.1%	0	0	0	0.0%
	GS	355	0	1	1	0.3%	0	4	4	1.1%	0	6	6	1.7%	0	7	7	2.0%
Europe	P	272	0	4	4	1.5%	0	4	4	1.5%	0	6	6	2.2%	0	8	8	2.9%
	NPO	84	0	0	0	0.0%	0	1	1	1.2%	0	0	0	0.0%	0	2	2	2.4%
	GS	211	0	0	0	0.0%	1	1	2	0.9%	0	4	4	1.9%	0	4	4	1.9%
Eastern Mediterranean	P	276	0	6	6	2.2%	0	12	12	4.3%	0	5	5	1.8%	0	8	8	2.9%
	NPO	175	0	0	0	0.0%	0	5	5	2.9%	0	6	6	3.4%	0	5	5	2.9%
	GS	512	0	3	3	0.6%	0	6	6	1.2%	0	11	11	2.1%	0	5	5	1.0%
Western Pacific	P	183	0	2	2	1.1%	0	2	2	1.1%	0	3	3	1.6%	0	2	2	1.1%
	NPO	78	0	0	0	0.0%	0	0	0	0.0%	0	2	2	2.6%	0	4	4	5.1%
	GS	324	0	1	1	0.3%	0	4	4	1.2%	0	3	3	0.9%	0	8	8	2.5%
Total	P	2759	0	40	40	1.4%	2	67	69	2.5%	1	78	79	2.9%	0	96	96	3.5%
	NPO	1172	0	6	6	0.5%	1	26	27	2.3%	0	27	27	2.3%	0	28	28	2.4%
	GS	3217	0	17	17	0.5%	2	48	50	1.6%	0	65	65	2.0%	0	69	69	2.1%
	ALL	7148	0	63	63	0.9%	5	141	146	2.0%	1	170	171	2.4%	0	193	193	2.7%

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-JUL-2023**

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	427	8	193	628	270	14	166	450	162	31	89	282	341	28	198	567	105	0	72	177	27	0	11	38	12	0	23	35	1344	81	752	2177
<i>Special programmes and collaborative arrangements</i>	5	0	4	9	5	0	1	6	3	0	2	5	9	0	2	11	1	0	0	1	1	0	0	1	0	0	0	0	24	0	9	33
Africa	183	231	311	725	106	117	139	362	49	95	96	240	127	144	440	711	37	19	24	80	7	2	21	30	6	1	23	30	515	609	1054	2178
South-East Asia	53	88	86	227	37	30	66	133	20	8	51	79	24	11	81	116	6	4	41	51	3	1	16	20	2	3	14	19	145	145	355	645
Europe	81	44	68	193	59	19	37	115	40	7	19	66	68	13	72	153	17	1	12	30	6	0	1	7	1	0	2	3	272	84	211	567
Eastern Mediterranean	121	77	114	312	68	41	127	236	31	28	83	142	41	17	143	201	8	10	22	40	6	0	10	16	1	2	13	16	276	175	512	963
Western Pacific	87	23	68	178	39	19	66	124	25	17	75	117	21	15	74	110	7	2	26	35	2	1	9	12	2	1	6	9	183	78	324	585
Total	957	471	844	2272	584	240	602	1426	330	186	415	931	631	228	1010	1869	181	36	197	414	52	4	68	124	24	7	81	112	2759	1172	3217	7148
Percentage by bracket	42.1%	20.7%	37.1%	100.0%	41.0%	16.8%	42.2%	100.0%	35.4%	20.0%	44.6%	100.0%	33.8%	12.2%	54.0%	100.0%	43.7%	8.7%	47.6%	100.0%	41.9%	3.2%	54.8%	100.0%	21.4%	6.3%	72.3%	100.0%	38.6%	16.4%	45.0%	100.0%
Percentage of total				31.8%				19.9%				13.0%				26.1%				5.8%				1.7%				1.6%				100.0%
Percentage of total (Dec 2022)				29.6%				20.2%				15.9%				25.7%				5.3%				1.7%				1.7%				100.0%
Percentage of total (July 2022)				28.1%				20.3%				18.0%				25.1%				5.0%				1.7%				1.7%				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 JULY 2023**

Major Office*	2020				2021				2022				2023 (up to 31 July)			
	Female	Male	Total	% Female	Female	Male	Total	% Female	Female	Male	Total	% Female	Female	Male	Total	% Female
Headquarters and Global Shared Services	23124	34057	57181	40.4%	18535	27039	45574	40.7%	16606	26682	43288	38.4%	9684	13666	23350	41.5%
Africa	6519	18458	24977	26.1%	4968	12795	17763	28.0%	10155	33258	43413	23.4%	5425	14682	20107	27.0%
Eastern Mediterranean	4675	10470	15145	30.9%	4020	11057	15077	26.7%	6346	13674	20020	31.7%	2208	4881	7089	31.1%
Europe	3036	4176	7212	42.1%	2513	3671	6184	40.6%	2155	3901	6056	35.6%	3136	4865	8001	39.2%
South-East Asia	2696	6839	9535	28.3%	3541	6432	9973	35.5%	2575	4665	7240	35.6%	1721	3088	4809	35.8%
Western Pacific	1534	2336	3870	39.6%	2654	6486	9140	29.0%	2742	6369	9111	30.1%	3376	6442	9818	34.4%
Total	41584	76336	117920	35.3%	36231	67480	103711	34.9%	40579	88549	129128	31.4%	25550	47624	73174	34.9%

* Positions advertised in that Major Office

**TABLE 11b. APPLICATIONS FOR POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES BY GEOGRAPHIC REPRESENTATION
DATA FROM 1 JANUARY TO 31 JULY 2023**

Geographic Representation	2020		2021		2022		2023 (up to 31 July)	
	Total	%	Total	%	Total	%	Total	%
Unrepresented countries	1157	1.0%	834	0.8%	776	0.6%	1138	1.6%
Underrepresented countries	11718	9.9%	9072	8.7%	3133	2.4%	6359	8.7%
Countries within the range	17106	14.5%	14826	14.3%	21625	16.7%	27580	37.7%
Overrepresented countries	87939	74.6%	78979	76.2%	103594	80.2%	38097	52.1%
Total	117920	100.0%	103711	100.0%	129128	100.0%	73174	100.0%

TABLE 12. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 JULY 2023

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	17	63.0%	7	3	42.9%	32	20	62.5%	27	13	48.1%	93	53	57.0%
	NPO	0	0	0.0%	0	0	0.0%	5	5	100.0%	0	0	0.0%	5	5	100.0%
	GS	11	11	100.0%	4	4	100.0%	23	20	87.0%	16	15	93.8%	54	50	92.6%
<i>Special programmes and collaborative arrangements</i>	P	0	0	0.0%	0	0	0.0%	1	1	100.0%	0	0	0.0%	1	1	100.0%
	NPO	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
	GS	1	1	100.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	1	1	100.0%
Africa	P	19	6	31.6%	1	1	100.0%	4	1	25.0%	8	3	37.5%	32	11	34.4%
	NPO	40	13	32.5%	1	1	100.0%	2	0	0.0%	3	0	0.0%	46	14	30.4%
	GS	96	31	32.3%	2	0	0.0%	1	0	0.0%	21	8	38.1%	120	39	32.5%
South-East Asia	P	4	3	75.0%	0	0	0.0%	10	3	30.0%	3	2	66.7%	17	8	47.1%
	NPO	18	8	44.4%	0	0	0.0%	0	0	0.0%	2	1	50.0%	20	9	45.0%
	GS	13	6	46.2%	1	1	100.0%	7	5	71.4%	2	0	0.0%	23	12	52.2%
Europe	P	8	3	37.5%	1	0	0.0%	1	0	0.0%	5	4	80.0%	15	7	46.7%
	NPO	3	0	0.0%	0	0	0.0%	0	0	0.0%	1	0	0.0%	4	0	0.0%
	GS	8	4	50.0%	0	0	0.0%	1	0	0.0%	3	3	100.0%	12	7	58.3%
Eastern Mediterranean	P	10	4	40.0%	0	0	0.0%	7	3	42.9%	9	4	44.4%	26	11	42.3%
	NPO	8	4	50.0%	0	0	0.0%	2	1	50.0%	3	1	33.3%	13	6	46.2%
	GS	8	6	75.0%	0	0	0.0%	5	5	100.0%	1	0	0.0%	14	11	78.6%
Western Pacific	P	18	13	72.2%	3	3	100.0%	6	3	50.0%	1	1	100.0%	28	20	71.4%
	NPO	2	2	100.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	2	2	100.0%
	GS	10	8	80.0%	0	0	0.0%	0	0	0.0%	2	1	50.0%	12	9	75.0%
Total	P	86	46	53.5%	12	7	58.3%	61	31	50.8%	53	27	50.9%	212	111	52.4%
	NPO	71	27	38.0%	1	1	100.0%	9	6	66.7%	9	2	22.2%	90	36	40.0%
	GS	147	67	45.6%	7	5	71.4%	37	30	81.1%	45	27	60.0%	236	129	54.7%
	All	304	140	46.1%	20	13	65.0%	107	67	62.6%	107	56	52.3%	538	276	51.3%
Percentage of total		56.5%		3.7%			19.9%				19.9%		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-JUL-2023

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	142	10.4%	256	18.7%	110	8.0%	609	44.5%	70	5.1%	181	13.2%	1368	100.0%
Africa	428	83.1%	29	5.6%	6	1.2%	36	7.0%	9	1.7%	7	1.4%	515	100.0%
South-East Asia	3	2.1%	12	8.3%	93	64.1%	14	9.7%	5	3.4%	18	12.4%	145	100.0%
Europe	6	2.2%	31	11.4%	7	2.6%	204	75.0%	8	2.9%	16	5.9%	272	100.0%
Eastern Mediterranean	27	9.8%	25	9.1%	18	6.5%	52	18.8%	142	51.4%	12	4.3%	276	100.0%
Western Pacific	6	3.3%	25	13.7%	17	9.3%	33	18.0%	2	1.1%	100	54.6%	183	100.0%
Total	612	22.2%	378	13.7%	251	9.1%	948	34.4%	236	8.6%	334	12.1%	2759	100.0%
Percentage of total (Dec 2022)		22.2%		13.5%		9.3%		34.9%		8.2%		11.9%		
Percentage of total (July 2022)		22.0%		13.7%		9.3%		35.0%		7.8%		12.2%		

**TABLE 14. STAFF MOBILITY: CHANGE IN DUTY STATION
DATA FROM 1 JANUARY TO 31 JULY 2023**

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 and Global Shared Services	4	0	4	30.8%	1	2	3	23.1%	0	0	0	0.0%	2	1	3	23.1%	0	1	1	7.7%	1	1	2	15.4%	8	5	13	100.0%
Africa	1	3	4	10.0%	15	18	33	82.5%	1	0	1	2.5%	1	0	1	2.5%	0	0	0	0.0%	0	1	1	2.5%	18	22	40	100.0%
South-East Asia	1	2	3	21.4%	0	1	1	7.1%	2	3	5	35.7%	0	0	0	0.0%	0	3	3	21.4%	1	1	2	14.3%	4	10	14	100.0%
Europe	1	0	1	7.1%	0	0	0	0.0%	0	0	0	0.0%	1	7	8	57.1%	1	1	2	14.3%	3	0	3	21.4%	6	8	14	100.0%
Eastern Mediterranean	2	1	3	23.1%	0	1	1	7.7%	0	0	0	0.0%	0	1	1	7.7%	3	4	7	53.8%	0	1	1	7.7%	5	8	13	100.0%
Western Pacific	1	0	1	9.1%	0	0	0	0.0%	0	1	1	9.1%	1	1	2	18.2%	1	0	1	9.1%	2	4	6	54.5%	5	6	11	100.0%
Total	10	6	16	15.2%	16	22	38	36.2%	3	4	7	6.7%	5	10	15	14.3%	5	9	14	13.3%	7	8	15	14.3%	46	59	105	100.0%
Totals from December 2022	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%

This table excludes The Americas Region (3 staff from AFRO moved to PAHO; 1 staff from PAHO moved to HQ)

F - female, M - male, T - total

**TABLE 15. MOBILITY RATIO BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 JULY 2023**

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	1368	49.6%	13	1.0%	9	69.2%	0.7%
Africa	515	18.7%	40	7.8%	7	17.5%	1.4%
South-East Asia	145	5.3%	14	9.7%	9	64.3%	6.2%
Europe	272	9.9%	14	5.1%	6	42.9%	2.2%
Eastern Mediterranean	276	10.0%	13	4.7%	6	46.2%	2.2%
Western Pacific	183	6.6%	11	6.0%	5	45.5%	2.7%
Total	2759	100.0%	105	3.8%	42	40.0%	1.5%
Totals from December 2022	2668	100.0%	252	9.4%	104	41.3%	3.9%

This table excludes The Americas Region (3 staff from AFRO moved to PAHO; 1 staff from PAHO moved to HQ)

TABLE 16. NUMBER OF INTERNS BY MAJOR OFFICE, DIVERSITY AND GENDER
DATA FROM 1 JANUARY TO 31 JULY 2023

Major Office	Office Type	High Income countries				Low Income countries and Middle Income countries				Total			
		Female	Male	Total	% Female	Female	Male	Total	% Female	Female	Male	Total	% Female
Headquarters and Global Shared Services		6	5	11	54.5%	12	5	17	70.6%	18	10	28	64.3%
Africa	Country Office	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	Regional Office	1	0	1	100.0%	1	1	2	50.0%	2	1	3	66.7%
	Total	1	0	1	100.0%	1	1	2	50.0%	2	1	3	66.7%
Eastern Mediterranean	Country Office	0	0	0	0.0%	1	0	1	100.0%	1	0	1	100.0%
	Regional Office	0	0	0	0.0%	1	0	1	100.0%	1	0	1	100.0%
	Total	0	0	0	0.0%	2	0	2	100.0%	2	0	2	100.0%
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%	1	0	1	100.0%	1	0	1	100.0%
	Total	0	0	0	0.0%	1	0	1	100.0%	1	0	1	100.0%
Total	Country Office	0	0	0	0.0%	1	0	1	100.0%	1	0	1	100.0%
	Regional Office	1	0	1	100.0%	3	1	4	75.0%	4	1	5	80.0%
	Total	7	5	12	58.3%	16	6	22	72.7%	23	11	34	67.6%
Totals from 2021		51	11	62	82.3%	25	7	32	78.1%	76	18	94	80.9%

**TABLE 17. NUMBER OF INTERNS BY NATIONALITY AND GENDER
DATA FROM 1 JANUARY TO 31 JULY 2023**

Nationality	Female	Male	Total	% of total
United States of America	3	2	5	14.7%
Indonesia	3	0	3	8.8%
Congo	1	1	2	5.9%
Ghana	0	2	2	5.9%
India	2	0	2	5.9%
Italy	0	2	2	5.9%
Nigeria	2	0	2	5.9%
United Kingdom of Great Britain and Northern Ireland	1	1	2	5.9%
Canada	1	0	1	2.9%
China	1	0	1	2.9%
France	1	0	1	2.9%
Georgia	1	0	1	2.9%
Germany	1	0	1	2.9%
Malaysia	0	1	1	2.9%
Nepal	1	0	1	2.9%
Pakistan	1	0	1	2.9%
Philippines	1	0	1	2.9%
Sri Lanka	1	0	1	2.9%
Sudan	1	0	1	2.9%
Suriname	1	0	1	2.9%
United Republic of Tanzania	0	1	1	2.9%
Zimbabwe	0	1	1	2.9%
Total	23	11	34	100.0%

TABLE 18. NUMBER OF APPLICANTS (INTERNS) BY NATIONALITY AND GENDER
DATA FROM 1 JANUARY TO 31 JULY 2023

Nationality	Female	Male	Total	% of total
India	965	699	1664	17.3%
Nigeria	332	475	807	8.4%
Pakistan	272	368	640	6.7%
United States of America	474	140	614	6.4%
Egypt	201	131	332	3.5%
China	213	59	272	2.8%
Kenya	127	143	270	2.8%
Canada	178	52	230	2.4%
Ethiopia	85	145	230	2.4%
Ghana	90	138	228	2.4%
United Kingdom of Great Britain and Northern Ireland	158	64	222	2.3%
Afghanistan	45	155	200	2.1%
Italy	120	60	180	1.9%
United Republic of Tanzania	61	108	169	1.8%
Sudan	93	57	150	1.6%
Cameroon	60	73	133	1.4%
Uganda	55	69	124	1.3%
Nepal	59	49	108	1.1%
Bangladesh	44	63	107	1.1%
Zimbabwe	64	32	96	1.0%
Indonesia	62	26	88	0.9%
Germany	67	19	86	0.9%
Democratic Republic of the Congo	23	61	84	0.9%
Rwanda	25	59	84	0.9%
Spain	63	20	83	0.9%
France	63	18	81	0.8%
South Africa	58	21	79	0.8%
Congo	23	55	78	0.8%
Australia	52	23	75	0.8%
Brazil	46	21	67	0.7%
Republic of Korea	41	17	58	0.6%
Viet Nam	40	18	58	0.6%
Zambia	31	24	55	0.6%
Philippines	30	24	54	0.6%
Sri Lanka	35	18	53	0.6%
Türkiye	39	14	53	0.6%
Russian Federation	35	16	51	0.5%
Mexico	33	16	49	0.5%
Iran (Islamic Republic of)	24	23	47	0.5%
Jordan	27	20	47	0.5%
Syrian Arab Republic	22	24	46	0.5%
Malawi	27	18	45	0.5%
Malaysia	27	17	44	0.5%
Côte d'Ivoire	10	29	39	0.4%
Somalia	8	30	38	0.4%
Switzerland	29	9	38	0.4%
Lebanon	24	12	36	0.4%
Yemen	11	24	35	0.4%
Colombia	21	12	33	0.3%
Morocco	24	9	33	0.3%
Burundi	17	15	32	0.3%
Greece	21	10	31	0.3%
Guinea	4	26	30	0.3%
Others	17	13	30	0.3%
Portugal	20	10	30	0.3%
Botswana	22	7	29	0.3%
Ireland	24	5	29	0.3%
Senegal	12	17	29	0.3%
Benin	4	23	27	0.3%
Netherlands	22	5	27	0.3%
Mozambique	11	15	26	0.3%
Sweden	18	7	25	0.3%
Singapore	15	6	21	0.2%
Togo	3	18	21	0.2%
Chad	2	18	20	0.2%
Kazakhstan	17	3	20	0.2%
Namibia	16	4	20	0.2%
Saudi Arabia	15	5	20	0.2%
Sierra Leone	3	17	20	0.2%
Tunisia	11	9	20	0.2%
Austria	13	6	19	0.2%
Burkina Faso	3	16	19	0.2%
Gambia	2	17	19	0.2%
Ukraine	15	3	18	0.2%
Iraq	7	10	17	0.2%
Poland	17	0	17	0.2%
Japan	13	3	16	0.2%
Peru	14	2	16	0.2%
Algeria	11	4	15	0.2%
Myanmar	9	6	15	0.2%

Nationality	Female	Male	Total	% of total
Ecuador	10	4	14	0.1%
Romania	11	3	14	0.1%
Mali	1	12	13	0.1%
South Sudan	5	8	13	0.1%
Uzbekistan	5	8	13	0.1%
Argentina	10	2	12	0.1%
Belgium	6	6	12	0.1%
Georgia	9	3	12	0.1%
Honduras	9	3	12	0.1%
Haiti	2	9	11	0.1%
Jamaica	8	3	11	0.1%
Lesotho	7	4	11	0.1%
Eswatini	8	2	10	0.1%
Bulgaria	8	1	9	0.1%
Liberia	3	6	9	0.1%
Azerbaijan	4	4	8	0.1%
Eritrea	5	3	8	0.1%
Finland	6	2	8	0.1%
Mongolia	7	1	8	0.1%
Niger	3	5	8	0.1%
Norway	8	0	8	0.1%
Thailand	6	2	8	0.1%
Chile	2	5	7	0.1%
Kyrgyzstan	7	0	7	0.1%
Libya	3	4	7	0.1%
Lithuania	6	1	7	0.1%
Madagascar	4	3	7	0.1%
Trinidad and Tobago	5	2	7	0.1%
Croatia	6	0	6	0.1%
Denmark	6	0	6	0.1%
Hungary	4	2	6	0.1%
Israel	4	2	6	0.1%
Mauritania	4	2	6	0.1%
New Zealand	2	4	6	0.1%
Angola	1	4	5	0.1%
Central African Republic	0	5	5	0.1%
Republic of Moldova	3	2	5	0.1%
Slovakia	5	0	5	0.1%
Albania	4	0	4	0.0%
Armenia	4	0	4	0.0%
Costa Rica	2	2	4	0.0%
Guinea-Bissau	1	3	4	0.0%
Lao People's Democratic Republic	3	1	4	0.0%
Latvia	1	3	4	0.0%
Gabon	0	3	3	0.0%
Palau	1	2	3	0.0%
Papua New Guinea	1	2	3	0.0%
Puerto Rico	2	1	3	0.0%
Suriname	1	2	3	0.0%
Turkmenistan	1	2	3	0.0%
United Arab Emirates	2	1	3	0.0%
Venezuela (Bolivarian Republic of)	3	0	3	0.0%
Bahamas	1	1	2	0.0%
Bolivia (Plurinational State of)	1	1	2	0.0%
Cambodia	2	0	2	0.0%
Cuba	0	2	2	0.0%
Cyprus	1	1	2	0.0%
Czechia	2	0	2	0.0%
Dominican Republic	2	0	2	0.0%
Iceland	1	1	2	0.0%
Nicaragua	2	0	2	0.0%
Qatar	2	0	2	0.0%
Serbia	1	1	2	0.0%
Tajikistan	2	0	2	0.0%
Uruguay	2	0	2	0.0%
Bahrain	1	0	1	0.0%
Belize	0	1	1	0.0%
Bhutan	0	1	1	0.0%
Bosnia and Herzegovina	0	1	1	0.0%
Brunei Darussalam	1	0	1	0.0%
Comoros	0	1	1	0.0%
Democratic People's Republic of Korea	0	1	1	0.0%
Djibouti	0	1	1	0.0%
El Salvador	0	1	1	0.0%
Equatorial Guinea	0	1	1	0.0%
Estonia	1	0	1	0.0%
Guatemala	1	0	1	0.0%
Maldives	1	0	1	0.0%
Mauritius	1	0	1	0.0%
North Macedonia	1	0	1	0.0%
Oman	1	0	1	0.0%
Panama	0	1	1	0.0%
Saint Kitts and Nevis	0	1	1	0.0%
Saint Lucia	1	0	1	0.0%
Saint Vincent and the Grenadines	1	0	1	0.0%
Slovenia	1	0	1	0.0%
Total	5353	4243	9596	100.0%

**TABLE 19. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES
DATA FROM 1 JANUARY TO 31 JULY 2023**

Donor countries	Major office						Total
	Headquarters and Global Shared Services	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
Canada	1	1	0	0	0	0	2
China	5	0	0	0	0	1	6
Finland	2	0	0	0	0	0	2
France	6	0	0	0	0	0	6
Germany	7	0	0	3	2	0	12
Italy	5	0	0	1	0	0	6
Japan	9	0	0	1	0	1	11
Luxembourg	1	0	0	0	0	0	1
Netherlands	2	0	1	0	2	0	5
Republic of Korea	3	0	0	0	0	0	3
Sweden	0	2	0	0	1	0	3
Switzerland	1	0	0	0	0	0	1
United Kingdom of Great Britain and Northern Ireland	1	0	0	0	0	0	1
Total	45	4	1	5	5	2	62

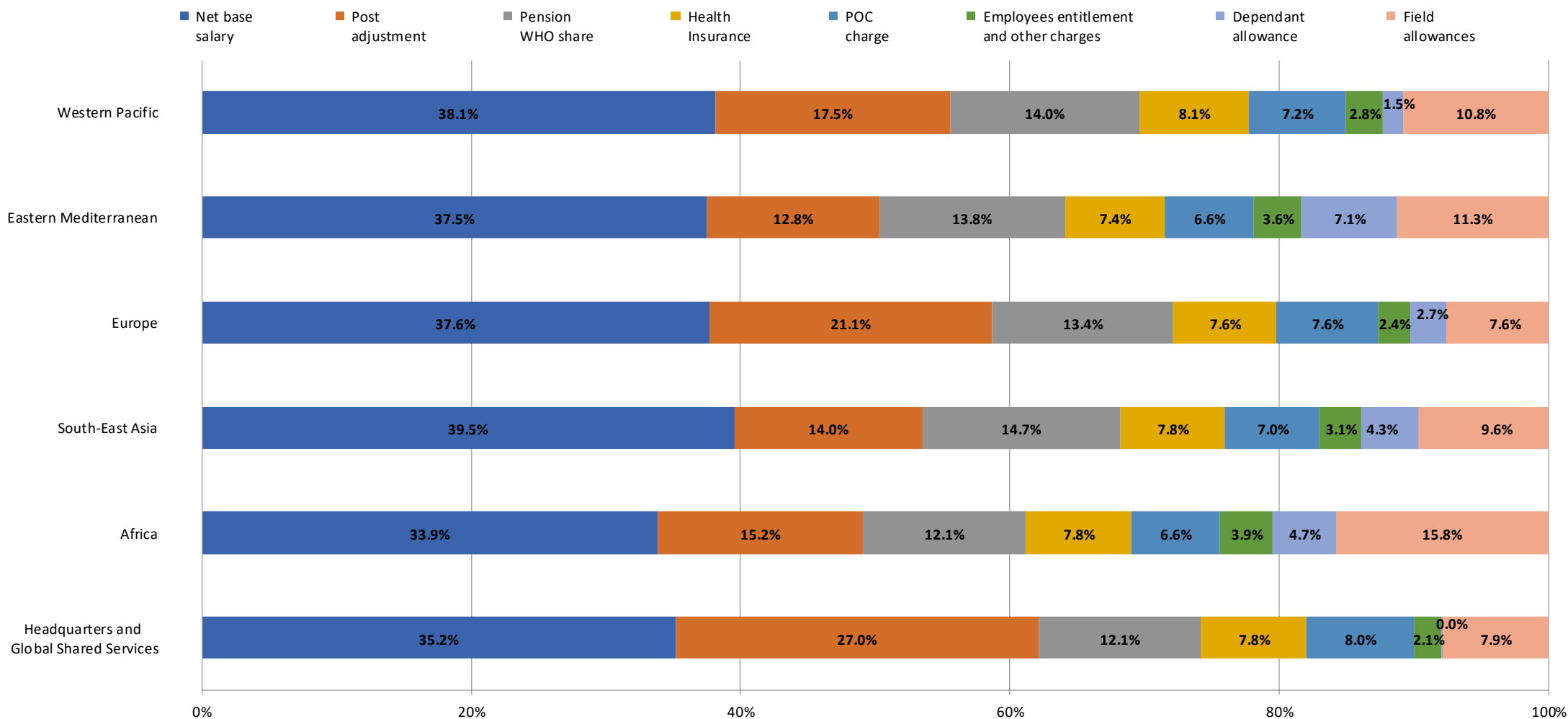
**TABLE 20. NUMBER OF INDIVIDUALS HOLDING OTHER CONTRACTUAL ARRANGEMENTS, BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 JULY 2023**

Major Office	Agreement for Performance of Work			Consultants			Special Services Agreements ^a
	Cumulative data January-July 2023	Estimate of full-time equivalents ^b	Data as of 31 July 2023	Cumulative data January-July 2023	Estimate of full-time equivalents ^b	Data as of 31 July 2023	Cumulative data January-July 2023
Headquarters and Global Shared Services	661	224	265	2086	1533	1385	0
Africa	154	80	71	927	471	454	3040
South-East Asia	85	43	30	231	136	116	1706
Europe	977	315	345	906	588	566	39
Eastern Mediterranean	734	369	313	445	287	231	239
Western Pacific	111	46	40	448	337	256	145
Total	2722	1077	1064	5043	3353	3008	5169
Totals from July 2022	2962	1052	1359	4453	2730	2967	4601

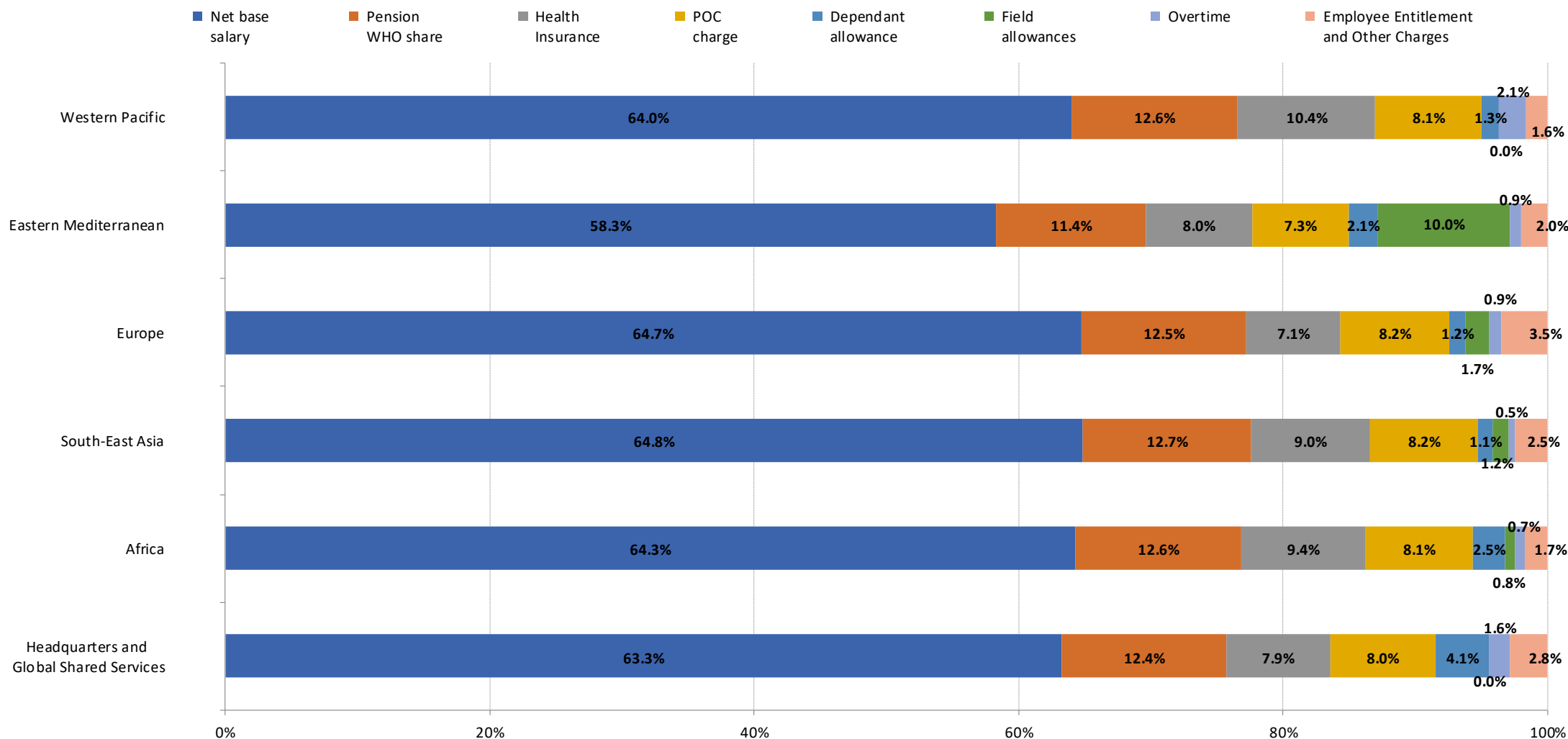
^aShows the number of SSA holders, not the number of SSA contracts issued

^bEstimated 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 JULY 2023**



**TABLE 22. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF
DATA FROM 1 JANUARY TO 31 JULY 2023**



**TABLE 23. DATA PROVIDED BY PAHO ON ITS DISTRIBUTION OF FIXED-TERM PROFESSIONAL STAFF BY NATIONALITY
DATA AS OF 31-JUL-2023**

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/documents/ce17225-human-resources-management-pan-american-sanitary-bureau>

Nationality	Total
Argentina	25
Australia	1
Austria	1
Barbados	3
Belgium	3
Belize	4
Bolivia (Plurinational State of)	5
Brazil	51
Cameroon	1
Canada	10
Chile	13
Colombia	41
Costa Rica	11
Côte d'Ivoire	1
Cuba	9
Democratic Republic of the Congo	1
Dominican Republic	3
Ecuador	14
El Salvador	10
Finland	1
France	11
Germany	1
Greece	1
Guatemala	13
Guyana	1
Haiti	4
Honduras	4
India	1
Ireland	1
Italy	5
Jamaica	9
Liberia	1
Mexico	10
Netherlands	2
Nicaragua	8
Panama	3
Paraguay	3
Peru	22
Philippines	3
Portugal	1
Rwanda	1
Saint Lucia	1
Saint Vincent and the Grenadines	4
Singapore	2
Spain	29
Suriname	2
Switzerland	1
Togo	1
Trinidad and Tobago	2
Turkey	1
Uganda	1
United Kingdom of Great Britain and Northern Ireland	8
United States of America	63
Uruguay	6
Uzbekistan	1
Venezuela (Bolivarian Republic of)	7
Total	442