

# **Human resources: update**

## **Workforce data**

**As at 31 July 2025**



**Document issued 14 January 2026**

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**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS**  
**DATA AS OF 31-JUL-2025**

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

**Fixed-term appointments**

Professional and higher category staff	713	27	15	384	115	209	215	189	<b>1867</b>
National professional officers	2	25	0	431	131	105	166	56	<b>916</b>
General service staff	300	150	6	564	212	156	307	177	<b>1872</b>
<b>Total</b>	<b>1015</b>	<b>202</b>	<b>21</b>	<b>1379</b>	<b>458</b>	<b>470</b>	<b>688</b>	<b>422</b>	<b>4655</b>
Percentage of fixed-term appointments out of the total staff	41.6%	69.2%	35.6%	55.8%	55.7%	49.7%	48.7%	62.0%	51.0%

**Continuing appointments**

Professional and higher category staff	536	7	14	171	44	117	83	53	<b>1025</b>
National professional officers	2	48	0	157	17	19	40	29	<b>312</b>
General service staff	271	30	4	449	160	86	220	141	<b>1361</b>
<b>Total</b>	<b>809</b>	<b>85</b>	<b>18</b>	<b>777</b>	<b>221</b>	<b>222</b>	<b>343</b>	<b>223</b>	<b>2698</b>
Percentage of continuing appointments out of the total staff	33.1%	29.1%	30.5%	31.5%	26.9%	23.5%	24.3%	32.7%	29.6%

<b>Total number of staff holding long-term appointments</b>	<b>1824</b>	<b>287</b>	<b>39</b>	<b>2156</b>	<b>679</b>	<b>692</b>	<b>1031</b>	<b>645</b>	<b>7353</b>
<b>Percentage of long-term appointments out of the total staff</b>	<b>74.7%</b>	<b>98.3%</b>	<b>66.1%</b>	<b>87.3%</b>	<b>82.5%</b>	<b>73.2%</b>	<b>72.9%</b>	<b>94.7%</b>	<b>80.6%</b>

**Staff holding short-term appointments**

**Temporary appointments under SR 420.4**

Professional and higher category staff	456	4	17	132	34	62	103	18	<b>826</b>
National professional officers	0	0	0	81	68	96	127	4	<b>376</b>
General service staff	93	1	3	78	42	94	152	12	<b>475</b>
<b>Total</b>	<b>549</b>	<b>5</b>	<b>20</b>	<b>291</b>	<b>144</b>	<b>252</b>	<b>382</b>	<b>34</b>	<b>1677</b>

**Temporary appointments of 60 days or less**

Professional and higher category staff	47	0	0	0	0	0	1	1	<b>49</b>
National professional officers	0	0	0	0	0	1	0	0	<b>1</b>
General service staff	21	0	0	23	0	1	0	1	<b>46</b>
<b>Total</b>	<b>68</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>96</b>

<b>Total number of temporary appointments</b>	<b>617</b>	<b>5</b>	<b>20</b>	<b>314</b>	<b>144</b>	<b>254</b>	<b>383</b>	<b>36</b>	<b>1773</b>
<b>Percentage of temporary appointments out of the total staff</b>	<b>25.3%</b>	<b>1.7%</b>	<b>33.9%</b>	<b>12.7%</b>	<b>17.5%</b>	<b>26.8%</b>	<b>27.1%</b>	<b>5.3%</b>	<b>19.4%</b>

<b>Total number of staff</b>	<b>2441</b>	<b>292</b>	<b>59</b>	<b>2470</b>	<b>823</b>	<b>946</b>	<b>1414</b>	<b>681</b>	<b>9126</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 July 2025, by major office

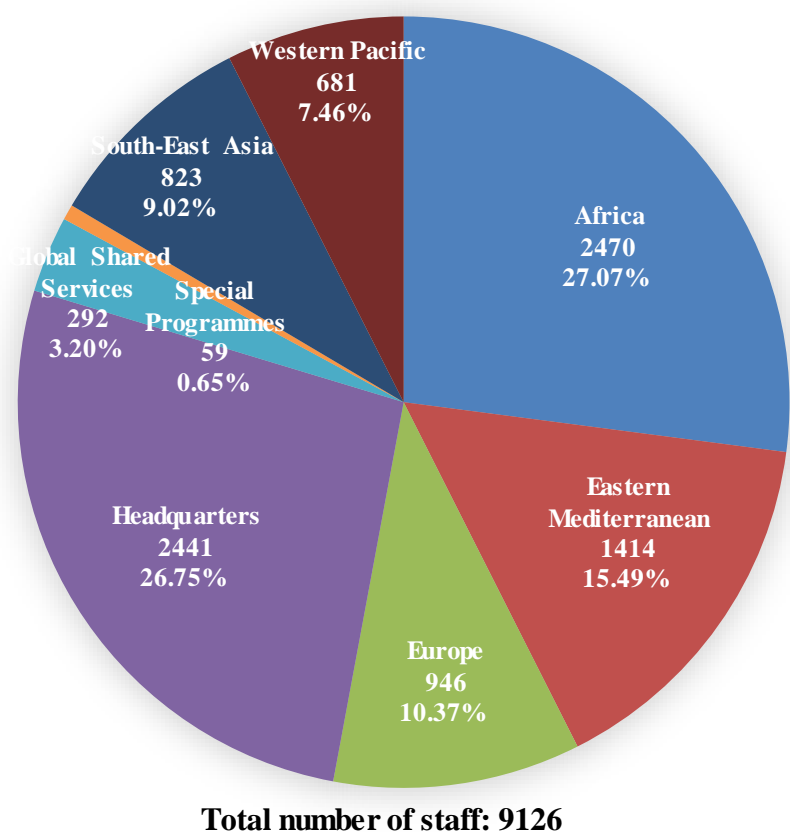
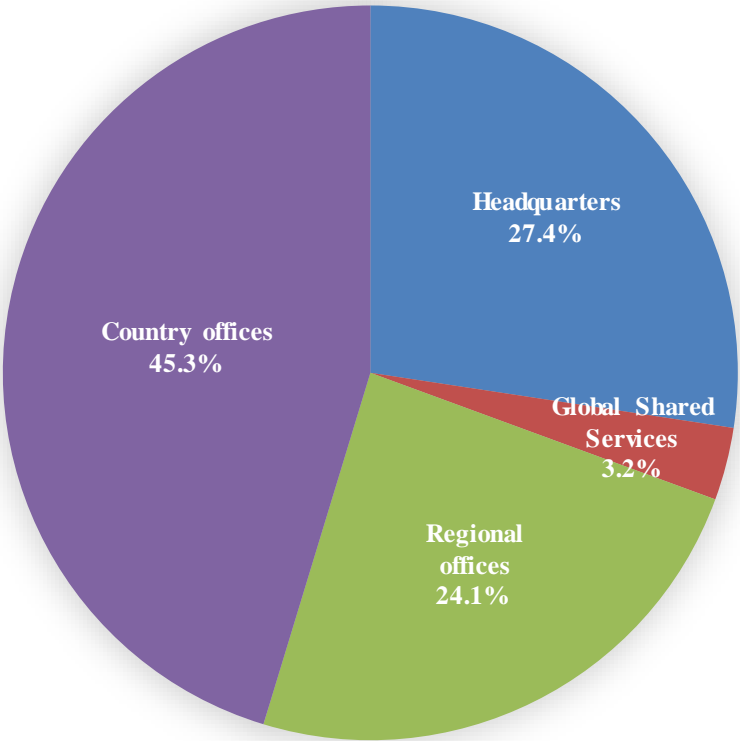


Figure 2. Distribution of WHO Staff as of 31 July 2025, by level



\* Headquarters includes special programmes and collaborative arrangements

TABLE 2. STAFF BY APPOINTMENT TYPE AND JOB CATEGORY, ALL LOCATIONS  
DATA AS OF 31-JUL-2025

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	1025	27.2%	312	19.4%	1361	36.3%	2698	29.6%
Fixed-Term	1867	49.6%	916	57.1%	1872	49.9%	4655	51.0%
Temporary	875	23.2%	377	23.5%	521	13.9%	1773	19.4%
Total	3767	100.0%	1605	100.0%	3754	100.0%	9126	100.0%

**TABLE 3a - DISTRIBUTION OF STAFF BY JOB CATEGORY, APPOINTMENT TYPE AND GENDER, ALL LOCATIONS**  
**DATA AS OF 31-JUL-2025**

<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>	484	541	1025	47.2%	52.8%
	<b>Fixed-Term</b>	912	955	1867	48.8%	51.2%
	<b>Temporary</b>	453	422	875	51.8%	48.2%
	<b>Total P</b>	<b>1849</b>	<b>1918</b>	<b>3767</b>	<b>49.1%</b>	<b>50.9%</b>
<b>National Professional Officer</b>	<b>Continuing</b>	139	173	312	44.6%	55.4%
	<b>Fixed-Term</b>	411	505	916	44.9%	55.1%
	<b>Temporary</b>	153	224	377	40.6%	59.4%
	<b>Total NPO</b>	<b>703</b>	<b>902</b>	<b>1605</b>	<b>43.8%</b>	<b>56.2%</b>
<b>General Service Staff</b>	<b>Continuing</b>	732	629	1361	53.8%	46.2%
	<b>Fixed-Term</b>	1063	809	1872	56.8%	43.2%
	<b>Temporary</b>	217	304	521	41.7%	58.3%
	<b>Total GS</b>	<b>2012</b>	<b>1742</b>	<b>3754</b>	<b>53.6%</b>	<b>46.4%</b>
	<b>Total</b>	<b>4564</b>	<b>4562</b>	<b>9126</b>	<b>50.0%</b>	<b>50.0%</b>



TABLE 3b - DISTRIBUTION OF STAFF BY JOB CATEGORY, GRADE, MAJOR OFFICE AND GENDER, ALL LOCATIONS  
DATA AS OF 31-JUL-2025

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	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%
	UG1	4	4	8	50.0%	50.0%	0	1	1	0.0%	100.0%	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%	6	7	13	46.2%	53.8%
	D2	16	21	37	43.2%	56.8%	1	5	6	16.7%	83.3%	0	3	3	0.0%	100.0%	1	0	1	100.0%	0.0%	1	8	9	11.1%	88.9%	1	2	3	33.3%	66.7%	20	39	59	33.9%	66.1%
	D1	11	16	27	40.7%	59.3%	6	17	23	26.1%	73.9%	3	9	12	25.0%	75.0%	7	12	19	36.8%	63.2%	7	10	17	41.2%	58.8%	7	10	17	41.2%	58.8%	41	74	115	35.7%	64.3%
	P6	12	32	44	27.3%	72.7%	4	8	12	33.3%	66.7%	2	3	5	40.0%	60.0%	5	5	10	50.0%	50.0%	6	6	12	50.0%	50.0%	3	1	4	75.0%	25.0%	32	55	87	36.8%	63.2%
	P5	230	194	424	54.2%	45.8%	32	64	96	33.3%	66.7%	31	45	76	40.8%	59.2%	39	42	81	48.1%	51.9%	28	61	89	31.5%	68.5%	31	31	62	50.0%	50.0%	391	437	828	47.2%	52.8%
	P4	389	321	710	54.8%	45.2%	97	226	323	30.0%	70.0%	17	40	57	29.8%	70.2%	64	65	129	49.6%	50.4%	42	107	149	28.2%	71.8%	42	40	82	51.2%	48.8%	651	799	1450	44.9%	55.1%
	P3	298	165	463	64.4%	35.6%	76	83	159	47.8%	52.2%	16	16	32	50.0%	50.0%	69	45	114	60.5%	39.5%	51	53	104	49.0%	51.0%	42	31	73	57.5%	42.5%	552	393	945	58.4%	41.6%
	P2	61	36	97	62.9%	37.1%	34	31	65	52.3%	47.7%	3	4	7	42.9%	57.1%	26	21	47	55.3%	44.7%	10	10	20	50.0%	50.0%	11	8	19	57.9%	42.1%	145	110	255	56.9%	43.1%
	P1	2	1	3	66.7%	33.3%	2	0	2	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%	11	2	13	84.6%	15.4%
	Total P	1023	792	1815	56.4%	43.6%	252	435	687	36.7%	63.3%	73	120	193	37.8%	62.2%	218	191	409	53.3%	46.7%	146	256	402	36.3%	63.7%	137	124	261	52.5%	47.5%	1849	1918	3767	49.1%	50.9%
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	14	9	23	60.9%	39.1%	145	254	399	36.3%	63.7%	22	27	49	44.9%	55.1%	14	9	23	60.9%	39.1%	43	65	108	39.8%	60.2%	16	17	33	48.5%	51.5%	254	381	635	40.0%	60.0%
	NO-B	22	7	29	75.9%	24.1%	67	150	217	30.9%	69.1%	48	52	100	48.0%	52.0%	111	71	182	61.0%	39.0%	56	101	157	35.7%	64.3%	25	18	43	58.1%	41.9%	329	399	728	45.2%	54.8%
	NO-A	20	4	24	83.3%	16.7%	18	21	39	46.2%	53.8%	30	36	66	45.5%	54.5%	11	5	16	68.8%	31.3%	22	29	51	43.1%	56.9%	5	2	7	71.4%	28.6%	106	97	203	52.2%	47.8%
	Total NPO	56	21	77	72.7%	27.3%	234	435	669	35.0%	65.0%	100	116	216	46.3%	53.7%	136	85	221	61.5%	38.5%	125	208	333	37.5%	62.5%	52	37	89	58.4%	41.6%	703	902	1605	43.8%	56.2%
GS	G7	7	0	7	100.0%	0.0%	55	79	134	41.0%	59.0%	19	19	38	50.0%	50.0%	0	1	1	0.0%	100.0%	24	14	38	63.2%	36.8%	23	8	31	74.2%	25.8%	128	121	249	51.4%	48.6%
	G6	205	40	245	83.7%	16.3%	135	100	235	57.4%	42.6%	48	32	80	60.0%	40.0%	61	26	87	70.1%	29.9%	104	78	182	57.1%	42.9%	66	18	84	78.6%	21.4%	619	294	913	67.8%	32.2%
	G5	375	77	452	83.0%	17.0%	143	117	260	55.0%	45.0%	87	69	156	55.8%	44.2%	133	52	185	71.9%	28.1%	153	98	251	61.0%	39.0%	111	13	124	89.5%	10.5%	1002	426	1428	70.2%	29.8%
	G4	93	47	140	66.4%	33.6%	10	30	40	25.0%	75.0%	34	25	59	57.6%	42.4%	15	8	23	65.2%	34.8%	24	38	62	38.7%	61.3%	43	7	50	86.0%	14.0%	219	155	374	58.6%	41.4%
	G3	9	14	23	39.1%	60.9%	4	78	82	4.9%	95.1%	3	23	26	11.5%	88.5%	1	25	26	3.8%	96.2%	0	55	55	0.0%	100.0%	4	15	19	21.1%	78.9%	21	210	231	9.1%	90.9%
	G2	1	0	1	100.0%	0.0%	3	336	339	0.9%	99.1%	0	51	51	0.0%	100.0%	2	22	24	8.3%	91.7%	1	78	79	1.3%	98.7%	0	20	20	0.0%	100.0%	7	507	514	1.4%	98.6%
	G1	0	1	1	0.0%	100.0%	0	1	1	0.0%	100.0%	1	3	4	25.0%	75.0%	0	0	0	0.0%	0.0%	1	11	12	8.3%	91.7%	2	1	3	66.7%	33.3%	4	17	21	19.0%	81.0%
	I2	0	0	0	0.0%	0.0%	3	4	7	42.9%	57.1%	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	4	7	42.9%	57.1%
	I1	0	0	0	0.0%	0.0%	8	8	16	50.0%	50.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	8	8	16	50.0%	50.0%
	T4	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%
	T3	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%
	T2	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%
	T1	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%
	Total GS	691	179	870	79.4%	20.6%	361	753	1114	32.4%	67.6%	192	222	414	46.4%	53.6%	212	134	346	61.3%	38.7%	307	372	679	45.2%	54.8%	249	82	331	75.2%	24.8%	2012	1742	3754	53.6%	46.4%
	Total	1770	992	2762	64.1%	35.9%	847	1623	2470	34.3%	65.7%	365	458	823	44.3%	55.7%	566	410	976	58.0%	42.0%	578	836	1414	40.9%	59.1%	438	243	681	64.3%	35.7%	4564	4562	9126	50.0%	50.0%

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-JUL-2025

Professional and higher category staff

Region	P1			P2			P3			P4			P5			P6/D1			D2			UG			Total			Percentage current year		Comparison with Dec 2024		Comparison with July 2024	
	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	16	39	152	90	242	260	229	489	215	184	399	22	46	68	15	20	35	4	6	10	692	591	1283	53.9%	46.1%	53.4%	46.6%	52.5%	47.5%
Special programmes and collaborative arrangements	7	0	7	5	3	8	2	1	3	2	3	5	2	1	3	0	2	2	0	1	1	0	0	0	18	11	29	62.1%	37.9%	60.0%	40.0%	60.7%	39.3%
Africa	2	0	2	30	20	50	63	58	121	82	165	247	32	62	94	10	24	34	1	5	6	0	1	1	220	335	555	39.6%	60.4%	37.5%	62.5%	36.1%	63.9%
South-East Asia	0	0	0	2	3	5	6	7	13	14	33	47	31	42	73	5	12	17	0	3	3	1	0	1	59	100	159	37.1%	62.9%	38.6%	61.4%	39.1%	60.9%
Europe	0	0	0	15	11	26	53	37	90	51	55	106	35	39	74	12	16	28	1	0	1	0	1	1	167	159	326	51.2%	48.8%	50.9%	49.1%	50.0%	50.0%
Eastern Mediterranean	0	1	1	6	7	13	31	26	57	32	71	103	28	57	85	13	16	29	1	8	9	1	0	1	112	186	298	37.6%	62.4%	36.4%	63.6%	37.1%	62.9%
Western Pacific	0	0	0	10	7	17	37	27	64	40	36	76	31	30	61	10	11	21	0	2	2	0	1	1	128	114	242	52.9%	47.1%	56.2%	43.8%	59.1%	40.9%
Total	10	1	11	91	67	158	344	246	590	481	592	1073	374	415	789	72	127	199	18	39	57	6	9	15	1396	1496	2892	48.3%	51.7%	47.9%	52.1%	47.6%	52.4%
Percentage by grade	90.9%	9.1%	100.0%	57.6%	42.4%	100.0%	58.3%	41.7%	100.0%	44.8%	55.2%	100.0%	47.4%	52.6%	100.0%	36.2%	63.8%	100.0%	31.6%	68.4%	100.0%	40.0%	60.0%	100.0%	48.3%	51.7%	100.0%						
Percentage of total			0.4%			5.5%			20.4%			37.1%			27.3%			6.9%			2.0%			0.5%			100.0%						

National professional officers

Region	A			B			C			D			Total			Percentage current year		Comparison with Dec 2024		Comparison with July 2024	
	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>	20	4	24	22	7	29	14	9	23	0	1	1	56	21	77	72.7%	27.3%	72.5%	27.5%	73.2%	26.8%
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	19	37	50	114	164	132	241	373	4	10	14	204	384	588	34.7%	65.3%	34.4%	65.6%	33.7%	66.3%
South-East Asia	16	8	24	37	41	78	22	23	45	0	1	1	75	73	148	50.7%	49.3%	49.0%	51.0%	50.3%	49.7%
Europe	6	2	8	64	32	96	14	6	20	0	0	0	84	40	124	67.7%	32.3%	66.7%	33.3%	65.0%	35.0%
Eastern Mediterranean	6	13	19	33	59	92	39	41	80	4	11	15	82	124	206	39.8%	60.2%	40.6%	59.4%	39.7%	60.3%
Western Pacific	5	2	7	24	17	41	14	17	31	6	0	6	49	36	85	57.6%	42.4%	57.3%	42.7%	57.1%	42.9%
Total	71	48	119	230	270	500	235	337	572	14	23	37	550	678	1228	44.8%	55.2%	44.2%	55.8%	43.8%	56.2%
Percentage by grade	59.7%	40.3%	100.0%	46.0%	54.0%	100.0%	41.1%	58.9%	100.0%	37.8%	62.2%	100.0%	44.8%	55.2%	100.0%						
Percentage of total			9.7%			40.7%			46.6%			3.0%			100.0%						

General service staff

Region	G1			G2			G3			G4			G5			G6			G7			Total			Percentage current year		Comparison with Dec 2024		Comparison with July 2024		
	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	8	9	60	33	93	337	60	397	204	40	244	7	0	7	609	142	751	81.1%	18.9%	81.6%	18.4%	81.1%	18.9%	
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%	90.0%	10.0%	88.9%	11.1%	
Africa	0	1	1	3	304	307	4	78	82	9	22	31	135	105	240	133	89	222	53	77	130	337	676	1013	33.3%	66.7%	33.9%	66.1%	34.4%	65.6%	
South-East Asia	1	3	4	0	47	47	3	23	26	26	20	46	80	58	138	44	29	73	19	19	38	173	199	372	46.5%	53.5%	47.1%	52.9%	46.4%	53.6%	
Europe	0	0	0	0	4	4	0	19	19	4	3	7	95	34	129	57	25	82	0	1	1	156	86	242	64.5%	35.5%	66.8%	33.2%	67.8%	32.2%	
Eastern Mediterranean	1	10	11	1	59	60	0	52	52	20	21	41	129	58	187	96	43	139	24	13	37	271	256	527	51.4%	48.6%	51.7%	48.3%	51.2%	48.8%	
Western Pacific	2	1	3	0	19	19	4	15	19	39	6	45	107	11	118	66	18	84	22	8	30	240	78	318	75.5%	24.5%	74.7%	25.3%	74.2%	25.8%	
Total	4	16	20	4	433	437	12	195	207	158	105	263	892	326	1218	600	245	845	125	118	243	1795	1438	3233	55.5%	44.5%	56.0%	44.0%	55.9%	44.1%	
Percentage by grade	20.0%	80.0%	100.0%	0.9%	99.1%	100.0%	5.8%	94.2%	100.0%	60.1%	39.9%	100.0%	73.2%	26.8%	100.0%	71.0%	29.0%	100.0%	51.4%	48.6%	100.0%	55.5%	44.5%	100.0%							
Percentage of total			0.6%			13.5%			6.4%			8.1%			37.7%			26.1%			7.5%			100.0%							

<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 JULY 2025

Professional and higher category staff

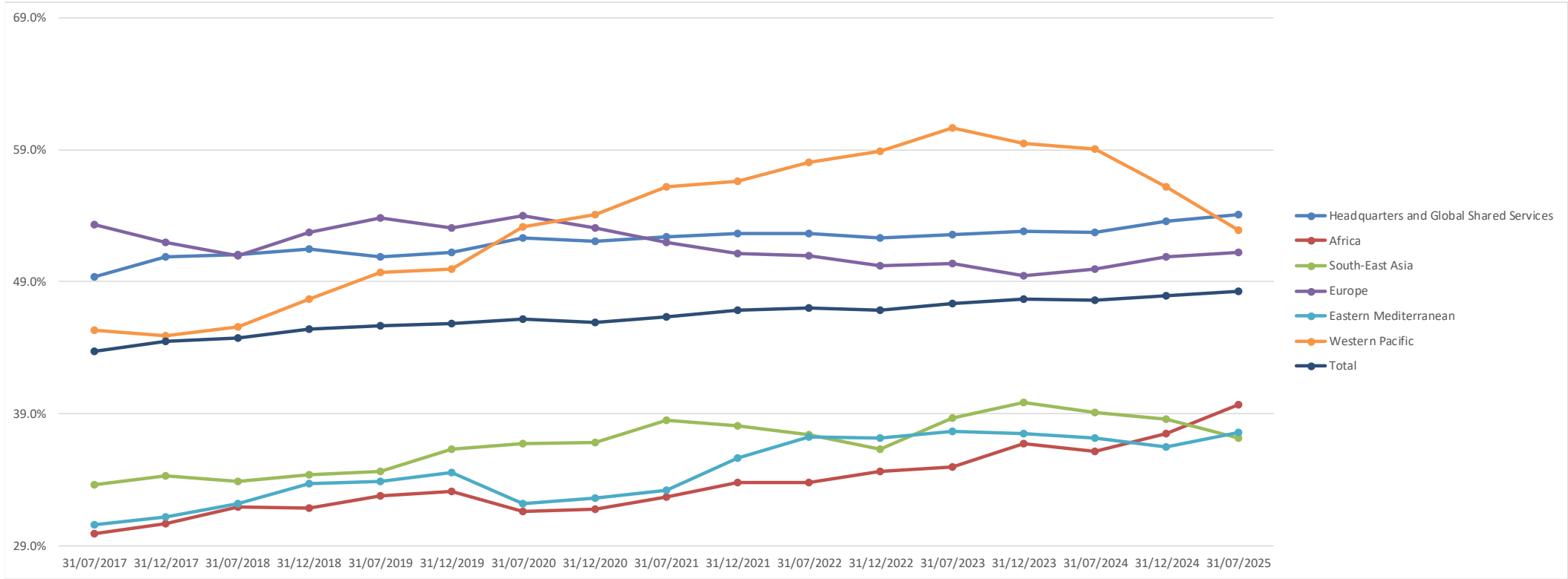


TABLE 3e. DISTRIBUTION OF IP STAFF HOLDING LONG-TERM APPOINTMENTS BY GRADE  
COMPARISON DECEMBER 2024 VS JULY 2025

Grade	31/12/2024					31/07/2025					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	0	2	2	0.0%	100.0%	0	1	1	0.0%	100.0%	0.0
UG1	8	6	14	57.1%	42.9%	6	7	13	46.2%	53.8%	-10.9
Subtotal UG	8	9	17	47.1%	52.9%	6	9	15	40.0%	60.0%	-7.1
D2	20	46	66	30.3%	69.7%	18	39	57	31.6%	68.4%	1.3
P6/D1	70	134	204	34.3%	65.7%	72	127	199	36.2%	63.8%	1.9
Subtotal D	90	180	270	33.3%	66.7%	90	166	256	35.2%	64.8%	1.9
P5	383	424	807	47.5%	52.5%	374	415	789	47.4%	52.6%	-0.1
P4	485	605	1090	44.5%	55.5%	481	592	1073	44.8%	55.2%	0.3
P3	343	251	594	57.7%	42.3%	344	246	590	58.3%	41.7%	0.6
P2	87	58	145	60.0%	40.0%	91	67	158	57.6%	42.4%	-2.4
P1	9	1	10	90.0%	10.0%	10	1	11	90.9%	9.1%	0.9
Subtotal P	1307	1339	2646	49.4%	50.6%	1300	1321	2621	49.6%	50.4%	0.2
Total	1405	1528	2933	47.9%	52.1%	1396	1496	2892	48.3%	51.7%	0.4

Gender Parity Policy targets by grade				Difference % female actual vs target as of 31 July 2025
2025	2026	2027	2028	
50.0%	50.0%	50.0%	50.0%	-50.0
50.0%	50.0%	50.0%	50.0%	-3.8
44.9%	47.9%	50.0%	50.0%	-13.3
44.6%	47.6%	50.0%	50.0%	-8.4
50.0%	50.0%	50.0%	50.0%	-2.6
49.5%	50.0%	50.0%	50.0%	-4.7

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	As at July 2025	Changes between July 2017 and July 2025
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%	39.6%	Increase of 9.7 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%	37.1%	Increase of 3.5 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%	52.4%	Decrease of 0.7 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%	37.6%	Increase of 7 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%	52.9%	Increase of 7.6 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%	53.8%	Increase of 4.4 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%	48.3%	Increase of 4.6 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	As at July 2025	Changes between July 2017 and July 2025
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%	32.7%	Increase of 3.9 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%	36.2%	Increase of 1.8 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%	47.4%	Decrease of 4 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%	33.0%	Increase of 3.1 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%	50.3%	Increase of 10.4 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%	51.3%	Increase of 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%	44.6%	Increase of 3.5 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	As at July 2025	Changes between July 2017 and July 2025
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%	25.5%	Decrease of 0.6 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%	30.0%	Increase of 11.8 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%	46.9%	Decrease of 16.4 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%	33.3%	Increase of 5.5 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%	43.8%	Increase of 17.1 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%	34.9%	Decrease of 0.1 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	As at July 2025	Changes between July 2017 and July 2025
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%	24.1%	Decrease of 7.5 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%	20.0%	Increase of 5.7 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%	40.0%	Decrease of 10 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%	30.8%	Increase of 5.8 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%	36.8%	Decrease of 7.6 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%	40.3%	Increase of 13.7 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%	33.9%	Increase of 4.1 percentage points



Figure 6. Comparison of numbers of senior management staff between July 2017 and July 2025, by major office

Major office	P6			D1			D2			Ungraded			Total		
	July 2017	July 2025	2025 vs 2017	July 2017	July 2025	2025 vs 2017	July 2017	July 2025	2025 vs 2017	July 2017	July 2025	2025 vs 2017	July 2017	July 2025	2025 vs 2017
Africa	23	12	-48%	18	23	28%	1	6	500%	1	1	0%	43	42	-2%
South-East Asia	18	5	-72%	5	12	140%	2	3	50%	1	1	0%	26	21	-19%
Europe	16	10	-38%	9	19	111%	1	1	0%	1	1	0%	27	31	15%
Eastern Mediterranean	20	12	-40%	8	17	113%	4	9	125%	1	1	0%	33	39	18%
Western Pacific	9	4	-56%	7	17	143%	2	3	50%	1	1	0%	19	25	32%
Headquarters	51	44	-14%	35	27	-23%	29	37	28%	12	10	-17%	127	118	-7%
Total	137	87	-36%	82	115	40%	39	59	51%	17	15	-12%	275	276	0%

**TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION**  
**DATA AS OF 31-JUL-2025**

Major Office	Unrepresented countries	Underrepresented countries	Overrepresented countries
<b>Africa</b>	Equatorial Guinea Seychelles		Benin Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Guinea Kenya Malawi Mali Nigeria Rwanda Senegal South Africa Uganda United Republic of Tanzania Zimbabwe
<b>The Americas</b>	Antigua and Barbuda Bahamas Barbados Belize Cuba Dominica Dominican Republic El Salvador Grenada Jamaica Panama Paraguay Puerto Rico* Saint Kitts and Nevis Saint Vincent and the Grenadines Suriname	Brazil Chile Costa Rica Ecuador 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 San Marino	Austria Czechia Israel Lithuania Norway Poland	Belgium Denmark France Ireland Italy Netherlands Republic of Moldova Spain Switzerland Ukraine 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 Morocco Pakistan Sudan
<b>Western Pacific</b>	Brunei Darussalam Cambodia Cook Islands 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 July 2025, as per Geographical Representation**

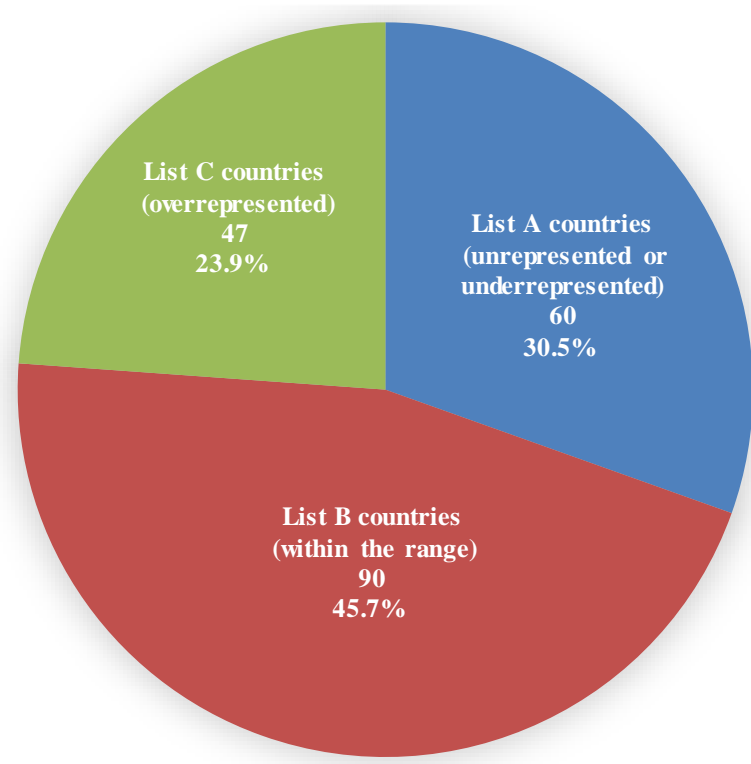


Figure 5. Geographical representation – Trends over time from July 2017 to July 2025

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	Jul-25	Changes between July 2017 and July 2025
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%	30.5%	Decrease of 1.6 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%	54.1%	Increase of 4.4 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%	54.1%	Increase of 6.4 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%	53.8%	Increase of 18.3 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%	38.7%	Increase of 23.1 percentage points

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

DATA AS OF 31-JUL-2025

## 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	3	0	2	0	0	0	0	0	0	2	11	13	
Botswana	1-11	0	0	1	1	1	0	0	0	0	0	0	0	1	0	0	0	3	1	4	
Burkina Faso	1-11	0	0	3	1	1	3	4	8	1	3	0	2	0	0	0	0	9	17	26	
Burundi	1-11	0	0	2	0	3	0	3	3	1	0	0	0	0	0	0	0	9	3	12	
Cabo Verde	1-11	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	0	2	1	3	
Cameroon	1-11	0	0	2	4	3	4	2	15	3	3	2	1	0	0	0	0	12	27	39	
Central African Republic	1-11	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	2	
Chad	1-11	0	0	0	0	1	2	0	5	0	0	0	0	0	0	0	0	1	7	8	
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	4	0	1	0	1	0	0	0	0	5	18	23	
Côte d'Ivoire	1-11	0	0	0	1	0	3	3	6	1	3	0	1	0	1	0	0	4	15	19	
Democratic Republic of the Congo	1-11	0	0	1	1	0	4	2	17	0	6	0	2	0	1	0	0	3	31	34	
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	0	0	1	0	1	2	0	1	0	0	0	0	0	0	2	3	5	
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	3	4	4	20	1	7	0	2	0	0	0	1	9	34	43	
Gabon	1-11	1	0	0	0	1	0	0	0	0	2	0	0	0	0	0	0	2	2	4	
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	3	1	3	1	6	6	1	4	0	0	1	0	0	0	14	12	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	0	1	0	0	0	0	0	0	0	0	0	1	1	
Kenya	1-11	0	0	2	0	11	3	7	15	7	5	1	2	0	1	0	0	28	26	54	
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	2	0	1	1	0	0	0	0	0	0	5	2	7	
Malawi	1-11	0	0	0	0	1	1	1	4	2	3	0	0	0	1	0	0	4	9	13	
Mali	1-11	0	0	0	0	2	2	1	6	0	2	0	1	0	0	0	0	3	11	14	
Mauritania	1-11	0	0	0	0	0	1	0	0	1	1	0	1	0	0	0	0	1	3	4	
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	1	18	5	8	1	2	0	0	0	1	13	37	50	
Rwanda	1-11	0	0	0	1	2	3	4	9	0	2	0	3	0	1	0	0	6	19	25	
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	4	3	2	4	1	1	0	0	0	0	9	8	17	
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	1	1	2	0	0	0	0	0	0	0	3	1	4	
South Africa	4-14	1	0	0	0	4	0	2	1	5	2	0	2	0	0	0	0	12	5	17	
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	5	0	1	0	0	0	0	0	0	2	7	9	
Uganda	1-11	0	0	2	2	1	6	7	18	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	2	0	1	0	0	0	1	6	8	14	
Zambia	1-11	0	0	1	0	1	0	2	1	2	2	1	1	0	0	0	0	7	4	11	
Zimbabwe	1-11	0	0	4	1	3	8	8	11	1	7	0	1	0	0	0	0	16	28	44	
Total - African Region		2	0	32	24	61	74	81	205	46	92	7	28	2	7	0	3	231	433	664	

<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-JUL-2025**

**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	3	3	5	4	2	2	1	0	0	0	0	0	12	9	21
Canada	31-43	0	0	4	0	6	5	17	10	10	13	2	4	1	2	0	0	40	34	74
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	1	1	0	0	0	2	1	0	0	0	0	0	0	3	2	5
Costa Rica	2-12	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dominican Republic	2-12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ecuador	2-12	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
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	1	0	0	0	0	0	0	1	0	0	0	0	0	1	1	2
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	1	1	0	0	1	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	1	0	28	9	39	24	47	30	3	5	4	4	0	0	122	72	194
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	0	0	0	0	0	0	0	2	3	5
Total - Region of the Americas		0	0	6	4	45	21	69	49	67	49	7	10	8	7	0	1	202	141	343

<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-JUL-2025**

**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	5	1	3	1	3	0	0	1	0	4	12	16	
Bhutan	1-11	0	0	0	0	0	2	1	0	2	3	1	0	0	0	0	0	4	5	9	
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	6	18	21	16	44	17	29	4	12	0	0	1	0	57	112	169	
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	0	0	2	0	0	0	0	1	2	3	
Myanmar	1-11	0	0	1	0	0	2	0	1	2	0	0	0	0	0	0	0	3	3	6	
Nepal	1-11	0	0	0	0	1	3	3	6	4	6	0	2	0	0	0	0	8	17	25	
Sri Lanka	1-12	0	0	0	0	1	3	2	2	4	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	6	26	33	26	64	34	48	7	22	0	2	2	0	97	175	272	

<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-JUL-2025  
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	1	0	0	0	0	0	0	4	1	5	
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	3	0	0	2	0	3	0	0	0	0	0	0	3	5	8	
Austria	9-19	0	0	1	0	0	1	1	0	2	2	1	0	0	0	0	0	5	3	8	
Azerbaijan	1-11	0	0	0	1	0	0	0	2	1	2	1	1	0	0	0	0	2	6	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	3	6	6	6	1	3	1	2	0	1	15	21	36	
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	3	4	5	3	0	0	0	1	0	0	14	11	25	
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	1	3	2	3	1	0	0	0	0	10	4	14	
France	48-66	0	0	1	4	22	12	31	23	14	15	0	5	2	0	1	1	71	60	131	
Georgia	1-11	0	0	0	1	1	1	1	0	1	1	1	0	0	0	0	0	4	3	7	
Germany	66-90	0	0	1	1	9	2	19	14	16	11	2	5	0	1	1	0	48	34	82	
Greece	5-15	0	0	0	0	2	0	2	2	1	5	0	0	1	0	0	0	6	7	13	
Hungary	4-14	0	0	0	0	1	1	2	0	2	2	1	2	0	1	0	0	6	6	12	
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	4	1	1	0	0	0	1	11	7	18	
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	7	7	13	12	14	15	5	4	0	1	0	0	39	39	78	
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	0	0	0	1	2	3	
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	1	0	0	0	0	0	0	0	0	0	1	1	
Netherlands	17-27	0	0	1	0	2	1	5	5	9	5	2	0	0	1	0	0	19	12	31	
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	0	3	2	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	1	0	1	0	1	0	0	7	6	13	
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	2	1	1	0	1	0	0	0	0	7	5	12	
Russian Federation	23-33	0	0	4	0	6	2	4	6	0	2	1	1	1	0	0	0	16	11	27	
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	0	1	2	3	0	1	1	0	0	0	0	6	3	9	
Slovakia	3-13	0	0	0	0	3	0	1	1	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	11	8	7	1	1	1	0	0	0	31	22	53	
Sweden	11-21	0	0	1	0	2	0	4	2	4	2	1	0	0	0	0	0	12	4	16	
Switzerland	14-24	0	0	1	0	7	5	9	5	3	2	0	0	0	2	0	0	20	14	34	
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	3	3	3	1	2	0	0	0	0	0	9	5	14	
Turkmenistan	1-12	0	0	0	1	0	0	0	0	1	0	1	1	0	0	0	0	2	2	4	
Ukraine	1-12	0	0	1	0	3	1	1	5	0	1	0	1	0	0	0	0	5	8	13	
United Kingdom of Great Britain and Northern Ireland	48-67	0	1	3	4	16	8	20	25	21	27	8	12	0	3	0	1	68	81	149	
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	28	14	116	59	177	151	134	135	35	44	6	14	2	4	498	422	920	

<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-JUL-2025

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	1	0	3	0	1	0	0	1	0	0	0	0	2	6	8
Bahrain	1-12	0	0	0	0	0	0	0	0	1	0	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	3
Egypt	2-13	0	0	2	4	17	10	4	14	5	7	0	0	0	0	0	0	28	35	63	
Iran (Islamic Republic of)	5-16	0	0	0	0	2	1	1	2	4	5	1	2	0	0	0	0	8	10	18	
Iraq	2-13	0	0	1	0	2	1	1	3	1	1	1	1	0	0	0	0	6	6	12	
Jordan	1-11	0	0	0	1	3	3	0	3	1	2	1	0	0	0	0	0	5	9	14	
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	0	1	5	4	0	0	0	2	0	0	5	8	13	
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	2	1	6	5	11	1	14	0	2	0	1	0	0	8	36	44	
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	1	0	0	0	0	0	0	0	0	0	3	3	
Sudan	1-11	0	0	0	1	1	1	4	5	2	5	1	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	1	0	4	1	3	1	0	0	0	0	0	0	8	2	10	
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	11	30	28	25	51	27	44	8	8	1	3	1	0	98	145	243	

<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-JUL-2025  
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	5	20	8	2	2	0	1	0	0	47	21	68	
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	7	4	15	6	8	5	3	1	0	1	0	0	35	17	52	
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	2	0	2	1	1	0	0	0	0	0	0	2	5	7	
Japan	85-116	0	0	0	0	6	1	14	4	8	8	0	2	0	1	1	0	29	16	45	
Kiribati	1-11	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	
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	5	4	7	2	2	1	0	0	0	0	0	0	16	7	23	
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	1	0	0	0	0	5	6	11	
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	3	2	20	7	10	8	5	7	2	2	0	2	0	0	40	28	68	
Republic of Korea	30-42	0	0	1	1	3	1	2	2	5	2	0	1	0	0	0	0	11	7	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	1	0	0	0	0	0	0	0	0	1	1	0	0	1	2	2	4	
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	10	4	55	24	75	37	55	35	8	10	1	5	1	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-JUL-2025**

Nationals of Member States of all regions

Country	Staff by grade and sex																		
	P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total
Australia	0	0	0	0	1	0	1	0	0	0	0	1	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
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	1	0	0	0	0	0	0	0	0	0	1	1
Canada	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
China	0	0	1	0	1	0	4	2	2	3	0	0	0	0	0	0	8	5	13
France	0	0	1	0	3	0	2	4	0	0	0	0	0	0	0	0	6	4	10
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	2	0	1	0	0	0	1	0	0	0	4	4
Iraq	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Ireland	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Japan	0	0	0	0	0	0	2	3	0	0	0	0	0	0	0	0	2	3	5
Kenya	0	0	0	0	0	1	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	1	0	1	1	0	1	0	0	0	0	2	2	4
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	1	0	2	0	0	1	2	0	1	0	0	0	0	1	6	7
Republic of Korea	0	0	0	0	1	0	5	4	1	3	0	0	0	0	0	0	7	7	14
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	1	0	0	0	1	3	0	0	0	0	0	0	0	0	3	3	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	1	0	0	0	0	0	0	0	0	0	1	1
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	1	0	2	0	0	0	0	0	0	0	7	2	9
United States of America	2	0	0	0	1	0	5	3	2	1	0	1	0	0	0	0	10	5	15
Total	7	0	7	4	11	7	28	35	11	12	0	5	0	1	0	0	64	64	128

<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-JUL-2025**

**Professional and higher category staff**

Major Office	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 years			Total		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
<b>Headquarters and Global Shared Services</b>	0	0	0	56	32	88	265	174	439	278	271	549	93	112	205	0	2	2	<b>692</b>	<b>591</b>	<b>1283</b>
<i>Special programmes and collaborative arrangements</i>	0	0	0	5	1	6	9	4	13	2	5	7	2	1	3	0	0	0	<i>18</i>	<i>11</i>	<i>29</i>
<b>Africa</b>	3	0	3	32	23	55	76	99	175	77	136	213	32	77	109	0	0	0	<b>220</b>	<b>335</b>	<b>555</b>
<b>South-East Asia</b>	1	0	1	4	6	10	17	28	45	27	50	77	10	16	26	0	0	0	<b>59</b>	<b>100</b>	<b>159</b>
<b>Europe</b>	1	0	1	25	25	50	51	54	105	69	64	133	21	16	37	0	0	0	<b>167</b>	<b>159</b>	<b>326</b>
<b>Eastern Mediterranean</b>	0	0	0	14	19	33	36	56	92	45	76	121	17	33	50	0	2	2	<b>112</b>	<b>186</b>	<b>298</b>
<b>Western Pacific</b>	1	0	1	33	15	48	50	42	92	38	39	77	6	18	24	0	0	0	<b>128</b>	<b>114</b>	<b>242</b>
<b>Total</b>	<b>6</b>	<b>0</b>	<b>6</b>	<b>169</b>	<b>121</b>	<b>290</b>	<b>504</b>	<b>457</b>	<b>961</b>	<b>536</b>	<b>641</b>	<b>1177</b>	<b>181</b>	<b>273</b>	<b>454</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>1396</b>	<b>1496</b>	<b>2892</b>
<b>Percentage by bracket</b>	100.0%	0.0%	100.0%	58.3%	41.7%	100.0%	52.4%	47.6%	100.0%	45.5%	54.5%	100.0%	39.9%	60.1%	100.0%	0.0%	100.0%	100.0%	48.3%	51.7%	100.0%
<b>Percentage of total</b>			0.2%			10.0%			33.2%			40.7%			15.7%			0.1%			100.0%

**National professional officers**

Major Office	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 years			Total		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
<b>Headquarters and Global Shared Services</b>	0	0	0	5	2	7	37	15	52	14	4	18	0	0	0	0	0	0	<b>56</b>	<b>21</b>	<b>77</b>
<i>Special programmes and collaborative arrangements</i>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<i>0</i>	<i>0</i>	<i>0</i>
<b>Africa</b>	3	0	3	41	30	71	71	126	197	65	167	232	24	61	85	0	0	0	<b>204</b>	<b>384</b>	<b>588</b>
<b>South-East Asia</b>	1	0	1	19	12	31	31	24	55	20	33	53	4	4	8	0	0	0	<b>75</b>	<b>73</b>	<b>148</b>
<b>Europe</b>	4	1	5	20	10	30	34	12	46	20	16	36	6	1	7	0	0	0	<b>84</b>	<b>40</b>	<b>124</b>
<b>Eastern Mediterranean</b>	0	0	0	19	21	40	34	53	87	19	38	57	10	12	22	0	0	0	<b>82</b>	<b>124</b>	<b>206</b>
<b>Western Pacific</b>	3	1	4	13	9	22	15	7	22	13	13	26	5	6	11	0	0	0	<b>49</b>	<b>36</b>	<b>85</b>
<b>Total</b>	<b>11</b>	<b>2</b>	<b>13</b>	<b>117</b>	<b>84</b>	<b>201</b>	<b>222</b>	<b>237</b>	<b>459</b>	<b>151</b>	<b>271</b>	<b>422</b>	<b>49</b>	<b>84</b>	<b>133</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>550</b>	<b>678</b>	<b>1228</b>
<b>Percentage by bracket</b>	84.6%	15.4%	100.0%	58.2%	41.8%	100.0%	48.4%	51.6%	100.0%	35.8%	64.2%	100.0%	36.8%	63.2%	100.0%	0.0%	0.0%	0.0%	44.8%	55.2%	100.0%
<b>Percentage of total</b>			1.1%			16.4%			37.4%			34.4%			10.8%			0.0%			100.0%

**General service staff**

Major Office	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 years			Total		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
<b>Headquarters and Global Shared Services</b>	2	1	3	116	29	145	225	35	260	214	66	280	52	11	63	0	0	0	<b>609</b>	<b>142</b>	<b>751</b>
<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	<i>9</i>	<i>1</i>	<i>10</i>
<b>Africa</b>	2	1	3	55	100	155	113	216	329	132	251	383	35	108	143	0	0	0	<b>337</b>	<b>676</b>	<b>1013</b>
<b>South-East Asia</b>	5	3	8	32	17	49	92	66	158	39	84	123	5	29	34	0	0	0	<b>173</b>	<b>199</b>	<b>372</b>
<b>Europe</b>	0	4	4	40	15	55	56	27	83	48	34	82	12	6	18	0	0	0	<b>156</b>	<b>86</b>	<b>242</b>
<b>Eastern Mediterranean</b>	7	1	8	61	53	114	115	90	205	68	87	155	20	25	45	0	0	0	<b>271</b>	<b>256</b>	<b>527</b>
<b>Western Pacific</b>	4	1	5	63	9	72	84	27	111	70	33	103	19	8	27	0	0	0	<b>240</b>	<b>78</b>	<b>318</b>
<b>Total</b>	<b>21</b>	<b>11</b>	<b>32</b>	<b>370</b>	<b>223</b>	<b>593</b>	<b>689</b>	<b>461</b>	<b>1150</b>	<b>572</b>	<b>556</b>	<b>1128</b>	<b>143</b>	<b>187</b>	<b>330</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1795</b>	<b>1438</b>	<b>3233</b>
<b>Percentage by bracket</b>	65.6%	34.4%	100.0%	62.4%	37.6%	100.0%	59.9%	40.1%	100.0%	50.7%	49.3%	100.0%	43.3%	56.7%	100.0%	0.0%	0.0%	0.0%	55.5%	44.5%	100.0%
<b>Percentage of total</b>			1.0%			18.3%			35.6%			34.9%			10.2%			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-2025**

**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	4	5	9	1	4	5	0	0	0	6	9	15
D2	0	0	0	0	0	0	2	3	5	9	20	29	7	13	20	0	3	3	18	39	57
D1/P6	0	0	0	0	0	0	9	11	20	38	63	101	25	52	77	0	1	1	72	127	199
P5	0	0	0	1	5	6	107	103	210	189	208	397	77	99	176	0	0	0	374	415	789
P4	0	0	0	56	37	93	205	218	423	174	248	422	46	89	135	0	0	0	481	592	1073
P3	2	0	2	74	54	128	149	94	243	100	83	183	19	15	34	0	0	0	344	246	590
P2	4	0	4	33	25	58	28	27	55	20	14	34	6	1	7	0	0	0	91	67	158
P1	0	0	0	5	0	5	3	1	4	2	0	2	0	0	0	0	0	0	10	1	11
<b>Total</b>	<b>6</b>	<b>0</b>	<b>6</b>	<b>169</b>	<b>121</b>	<b>290</b>	<b>504</b>	<b>457</b>	<b>961</b>	<b>536</b>	<b>641</b>	<b>1177</b>	<b>181</b>	<b>273</b>	<b>454</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>1396</b>	<b>1496</b>	<b>2892</b>
Percentage by bracket	100.0%	0.0%	100.0%	58.3%	41.7%	100.0%	52.4%	47.6%	100.0%	45.5%	54.5%	100.0%	39.9%	60.1%	100.0%	0.0%	100.0%	100.0%	48.3%	51.7%	100.0%
Percentage of total			0.2%			10.0%			33.2%			40.7%			15.7%			0.1%			100.0%

**National professional officers**

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 years			Total		
	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	4	9	13	4	9	13	4	4	8	0	0	0	14	23	37
C	1	0	1	32	23	55	86	104	190	83	147	230	33	63	96	0	0	0	235	337	572
B	6	2	8	68	53	121	100	103	203	46	101	147	10	11	21	0	0	0	230	270	500
A	4	0	4	15	7	22	32	21	53	18	14	32	2	6	8	0	0	0	71	48	119
<b>Total</b>	<b>11</b>	<b>2</b>	<b>13</b>	<b>117</b>	<b>84</b>	<b>201</b>	<b>222</b>	<b>237</b>	<b>459</b>	<b>151</b>	<b>271</b>	<b>422</b>	<b>49</b>	<b>84</b>	<b>133</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>550</b>	<b>678</b>	<b>1228</b>
Percentage by bracket	84.6%	15.4%	100.0%	58.2%	41.8%	100.0%	48.4%	51.6%	100.0%	35.8%	64.2%	100.0%	36.8%	63.2%	100.0%	0.0%	0.0%	0.0%	44.8%	55.2%	100.0%
Percentage of total			1.1%			16.4%			37.4%			34.4%			10.8%			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	8	21	29	41	45	86	63	39	102	13	13	26	0	0	0	125	118	243
G6	0	1	1	87	48	135	255	106	361	206	73	279	52	17	69	0	0	0	600	245	845
G5	17	7	24	236	94	330	330	106	436	250	95	345	59	24	83	0	0	0	892	326	1218
G4	4	2	6	36	17	53	59	30	89	46	46	92	13	10	23	0	0	0	158	105	263
G3	0	0	0	3	16	19	2	41	43	4	101	105	3	37	40	0	0	0	12	195	207
G2	0	1	1	0	25	25	1	127	128	2	197	199	1	83	84	0	0	0	4	433	437
G1	0	0	0	0	2	2	1	6	7	1	5	6	2	3	5	0	0	0	4	16	20
<b>Total</b>	<b>21</b>	<b>11</b>	<b>32</b>	<b>370</b>	<b>223</b>	<b>593</b>	<b>689</b>	<b>461</b>	<b>1150</b>	<b>572</b>	<b>556</b>	<b>1128</b>	<b>143</b>	<b>187</b>	<b>330</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1795</b>	<b>1438</b>	<b>3233</b>
Percentage by bracket	65.6%	34.4%	100.0%	62.4%	37.6%	100.0%	59.9%	40.1%	100.0%	50.7%	49.3%	100.0%	43.3%	56.7%	100.0%	0.0%	0.0%	0.0%	55.5%	44.5%	100.0%
Percentage of total			1.0%			18.3%			35.6%			34.9%			10.2%			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-2025**

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 2025	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	1283	0	21	21	1.6%	0	43	43	3.4%	0	26	26	2.0%	1	44	45	3.5%
	NPO	77	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	751	0	5	5	0.7%	0	14	14	1.9%	0	11	11	1.5%	0	12	12	1.6%
<i>Special programmes and collaborative arrangements</i>	P	29	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	1	1	3.4%
	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	555	0	9	9	1.6%	0	15	15	2.7%	0	21	21	3.8%	0	29	29	5.2%
	NPO	588	0	7	7	1.2%	0	10	10	1.7%	0	12	12	2.0%	0	21	21	3.6%
	GS	1013	0	12	12	1.2%	0	9	9	0.9%	0	27	27	2.7%	0	29	29	2.9%
<b>South-East Asia</b>	P	159	0	6	6	3.8%	0	4	4	2.5%	0	6	6	3.8%	0	0	0	0.0%
	NPO	148	0	0	0	0.0%	0	0	0	0.0%	0	1	1	0.7%	0	2	2	1.4%
	GS	372	0	1	1	0.3%	0	5	5	1.3%	0	8	8	2.2%	1	10	11	3.0%
<b>Europe</b>	P	326	0	3	3	0.9%	0	6	6	1.8%	0	6	6	1.8%	0	10	10	3.1%
	NPO	124	0	0	0	0.0%	0	2	2	1.6%	0	2	2	1.6%	0	0	0	0.0%
	GS	242	0	1	1	0.4%	0	3	3	1.2%	0	4	4	1.7%	0	1	1	0.4%
<b>Eastern Mediterranean</b>	P	298	0	4	4	1.3%	0	8	8	2.7%	0	9	9	3.0%	0	7	7	2.3%
	NPO	206	0	4	4	1.9%	0	4	4	1.9%	0	1	1	0.5%	0	4	4	1.9%
	GS	527	1	5	6	1.1%	0	5	5	0.9%	0	7	7	1.3%	0	13	13	2.5%
<b>Western Pacific</b>	P	242	0	1	1	0.4%	0	1	1	0.4%	0	8	8	3.3%	0	8	8	3.3%
	NPO	85	0	2	2	2.4%	0	2	2	2.4%	0	1	1	1.2%	0	3	3	3.5%
	GS	318	0	2	2	0.6%	0	6	6	1.9%	0	7	7	2.2%	0	5	5	1.6%
<b>Total</b>	P	2892	0	44	44	1.5%	0	77	77	2.7%	0	76	76	2.6%	1	99	100	3.5%
	NPO	1228	0	13	13	1.1%	0	18	18	1.5%	0	17	17	1.4%	0	30	30	2.4%
	GS	3233	1	26	27	0.8%	0	42	42	1.3%	0	64	64	2.0%	1	70	71	2.2%
	ALL	7353	1	83	84	1.1%	0	137	137	1.9%	0	157	157	2.1%	2	199	201	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-2025

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	365	4	195	564	279	12	161	452	163	13	101	277	306	47	193	546	134	1	76	211	29	0	14	43	7	0	11	18	1283	77	751	2111
Special programmes and collaborative arrangements	10	0	4	14	6	0	1	7	1	0	2	3	11	0	3	14	1	0	0	1	0	0	0	0	0	0	0	0	29	0	10	39
Africa	213	257	351	821	139	102	151	392	49	69	76	194	104	138	377	619	34	16	29	79	12	6	14	32	4	0	15	19	555	588	1013	2156
South-East Asia	60	83	102	245	44	38	74	156	20	11	54	85	21	7	70	98	11	5	42	58	3	2	17	22	0	2	13	15	159	148	372	679
Europe	114	68	95	277	78	33	54	165	37	5	10	52	57	18	46	121	32	0	34	66	4	0	1	5	4	0	2	6	326	124	242	692
Eastern Mediterranean	126	99	128	353	70	52	121	243	25	25	86	136	52	20	121	193	20	9	50	79	4	0	6	10	1	1	15	17	298	206	527	1031
Western Pacific	127	24	73	224	43	20	61	124	29	19	68	116	31	17	61	109	9	3	37	49	2	2	12	16	1	0	6	7	242	85	318	645
Total	1015	535	948	2498	659	257	623	1539	324	142	397	863	582	247	871	1700	241	34	268	543	54	10	64	128	17	3	62	82	2892	1228	3233	7353
Percentage by bracket	40.6%	21.4%	38.0%	100.0%	42.8%	16.7%	40.5%	100.0%	37.5%	16.5%	46.0%	100.0%	34.2%	14.5%	51.2%	100.0%	44.4%	6.3%	49.4%	100.0%	42.2%	7.8%	50.0%	100.0%	20.7%	3.7%	75.6%	100.0%	39.3%	16.7%	44.0%	100.0%
Percentage of total				34.0%				20.9%				11.7%				23.1%				7.4%				1.7%				1.1%				100.0%
Percentage of total (Dec 2024)				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%

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 2025**

Major Office*	2022				2023				2024				2025 (up to 31 July)			
	Female	Male	Total	% Female	Female	Male	Total	% Female	Female	Male	Total	% Female	Female	Male	Total	% Female
<b>Headquarters and Global Shared Services</b>	16606	26682	43288	38.4%	12765	17871	30636	41.7%	15285	25062	40347	37.9%	1204	1330	2534	47.5%
<b>Africa</b>	10155	33258	43413	23.4%	7011	19777	26788	26.2%	16912	42223	59135	28.6%	892	2827	3719	24.0%
<b>Eastern Mediterranean</b>	6346	13674	20020	31.7%	3931	8508	12439	31.6%	11219	26425	37644	29.8%	1542	3378	4920	31.3%
<b>Europe</b>	2155	3901	6056	35.6%	6533	9493	16026	40.8%	10967	15489	26456	41.5%	1043	1491	2534	41.2%
<b>South-East Asia</b>	2575	4665	7240	35.6%	3537	6100	9637	36.7%	6638	12839	19477	34.1%	757	1560	2317	32.7%
<b>Western Pacific</b>	2742	6369	9111	30.1%	5248	10257	15505	33.8%	9102	19658	28760	31.6%	1400	3083	4483	31.2%
<b>Total</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>	<b>6838</b>	<b>13669</b>	<b>20507</b>	<b>33.3%</b>

\* Positions advertised in that Major Office

**TABLE 11b. APPLICATIONS FOR POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES BY GEOGRAPHIC REPRESENTATION**  
**DATA FROM 1 JANUARY TO 31 JULY 2025**

Geographic Representation	2022		2023		2024		2025 (up to 31 July)	
	Total	%	Total	%	Total	%	Total	%
<b>Unrepresented countries</b>	776	0.6%	718	0.6%	1878	0.9%	169	0.8%
<b>Underrepresented countries</b>	3133	2.4%	2215	2.0%	12657	6.0%	1572	7.7%
<b>Countries within the range</b>	21625	16.7%	20002	18.0%	39609	18.7%	3863	18.8%
<b>Overrepresented countries</b>	103594	80.2%	88096	79.3%	157675	74.4%	14903	72.7%
<b>Total</b>	<b>129128</b>	<b>100.0%</b>	<b>111031</b>	<b>100.0%</b>	<b>211819</b>	<b>100.0%</b>	<b>20507</b>	<b>100.0%</b>

TABLE 12. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 JULY 2025

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	5	2	40.0%	3	2	66.7%	20	10	50.0%	6	3	50.0%	34	17	50.0%
	NPO	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%
	GS	7	3	42.9%	1	1	100.0%	1	0	0.0%	2	1	50.0%	11	5	45.5%
<i>Special programmes and collaborative arrangements</i>	P	1	1	100.0%	0	0	0.0%	1	0	0.0%	0	0	0.0%	2	1	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%	0	0	0.0%	0	0	0.0%
Africa	P	30	14	46.7%	4	4	100.0%	4	1	25.0%	2	2	100.0%	40	21	52.5%
	NPO	12	5	41.7%	0	0	0.0%	0	0	0.0%	1	1	100.0%	13	6	46.2%
	GS	23	5	21.7%	0	0	0.0%	2	1	50.0%	1	0	0.0%	26	6	23.1%
South-East Asia	P	3	0	0.0%	1	0	0.0%	1	0	0.0%	2	1	50.0%	7	1	14.3%
	NPO	5	3	60.0%	0	0	0.0%	1	0	0.0%	3	0	0.0%	9	3	33.3%
	GS	5	0	0.0%	1	0	0.0%	1	0	0.0%	2	0	0.0%	9	0	0.0%
Europe	P	4	3	75.0%	0	0	0.0%	4	2	50.0%	4	1	25.0%	12	6	50.0%
	NPO	6	4	66.7%	0	0	0.0%	2	0	0.0%	3	2	66.7%	11	6	54.5%
	GS	16	5	31.3%	0	0	0.0%	5	3	60.0%	6	5	83.3%	27	13	48.1%
Eastern Mediterranean	P	8	4	50.0%	4	3	75.0%	7	4	57.1%	10	4	40.0%	29	15	51.7%
	NPO	10	4	40.0%	1	1	100.0%	0	0	0.0%	1	0	0.0%	12	5	41.7%
	GS	20	10	50.0%	0	0	0.0%	6	4	66.7%	6	1	16.7%	32	15	46.9%
Western Pacific	P	14	2	14.3%	1	0	0.0%	12	5	41.7%	4	3	75.0%	31	10	32.3%
	NPO	7	3	42.9%	0	0	0.0%	1	1	100.0%	0	0	0.0%	8	4	50.0%
	GS	6	6	100.0%	0	0	0.0%	3	3	100.0%	2	1	50.0%	11	10	90.9%
Total	P	65	26	40.0%	13	9	69.2%	49	22	44.9%	28	14	50.0%	155	71	45.8%
	NPO	40	19	47.5%	1	1	100.0%	4	1	25.0%	8	3	37.5%	53	24	45.3%
	GS	77	29	37.7%	2	1	50.0%	18	11	61.1%	19	8	42.1%	116	49	42.2%
	All	182	74	40.7%	16	11	68.8%	71	34	47.9%	55	25	45.5%	324	144	44.4%
Percentage of total		56.2%			4.9%			21.9%			17.0%			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-2025**

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	147	11.2%	233	17.8%	113	8.6%	581	44.3%	65	5.0%	173	13.2%	1312	100.0%
Africa	453	81.6%	28	5.0%	9	1.6%	44	7.9%	14	2.5%	7	1.3%	555	100.0%
South-East Asia	7	4.4%	10	6.3%	103	64.8%	14	8.8%	7	4.4%	18	11.3%	159	100.0%
Europe	13	4.0%	34	10.4%	10	3.1%	229	70.2%	18	5.5%	22	6.7%	326	100.0%
Eastern Mediterranean	38	12.8%	25	8.4%	19	6.4%	58	19.5%	143	48.0%	15	5.0%	298	100.0%
Western Pacific	13	5.4%	29	12.0%	22	9.1%	42	17.4%	10	4.1%	126	52.1%	242	100.0%
Total	671	23.2%	359	12.4%	276	9.5%	968	33.5%	257	8.9%	361	12.5%	2892	100.0%
Percentage of total (Dec 2024)		23.1%		13.4%		9.3%		33.7%		8.4%		12.1%		
Percentage of total (July 2024)		22.7%		13.8%		9.2%		33.9%		8.4%		12.0%		

TABLE 14. STAFF MOBILITY: CHANGE IN DUTY STATION  
DATA FROM 1 JANUARY TO 31 JULY 2025

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	1	1	2	6.5%	4	2	6	19.4%	3	0	3	9.7%	5	5	10	32.3%	2	1	3	9.7%	6	1	7	22.6%	21	10	31	100.0%
Africa	0	4	4	9.1%	8	21	29	65.9%	0	0	0	0.0%	3	0	3	6.8%	1	4	5	11.4%	1	2	3	6.8%	13	31	44	100.0%
South-East Asia	0	1	1	9.1%	1	0	1	9.1%	2	2	4	36.4%	1	0	1	9.1%	0	2	2	18.2%	1	1	2	18.2%	5	6	11	100.0%
Europe	4	1	5	26.3%	1	0	1	5.3%	0	0	0	0.0%	4	6	10	52.6%	1	1	2	10.5%	0	1	1	5.3%	10	9	19	100.0%
Eastern Mediterranean	0	0	0	0.0%	3	0	3	10.3%	0	0	0	0.0%	4	1	5	17.2%	10	9	19	65.5%	0	2	2	6.9%	17	12	29	100.0%
Western Pacific	0	1	1	5.0%	0	0	0	0.0%	0	0	0	0.0%	1	0	1	5.0%	4	1	5	25.0%	9	4	13	65.0%	14	6	20	100.0%
Total	5	8	13	8.4%	17	23	40	26.0%	5	2	7	4.5%	18	12	30	19.5%	18	18	36	23.4%	17	11	28	18.2%	80	74	154	100.0%
Totals from December 2024	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%

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

F - female, M - male, T - total

TABLE 15. MOBILITY RATIO BY MAJOR OFFICE  
DATA FROM 1 JANUARY TO 31 JULY 2025

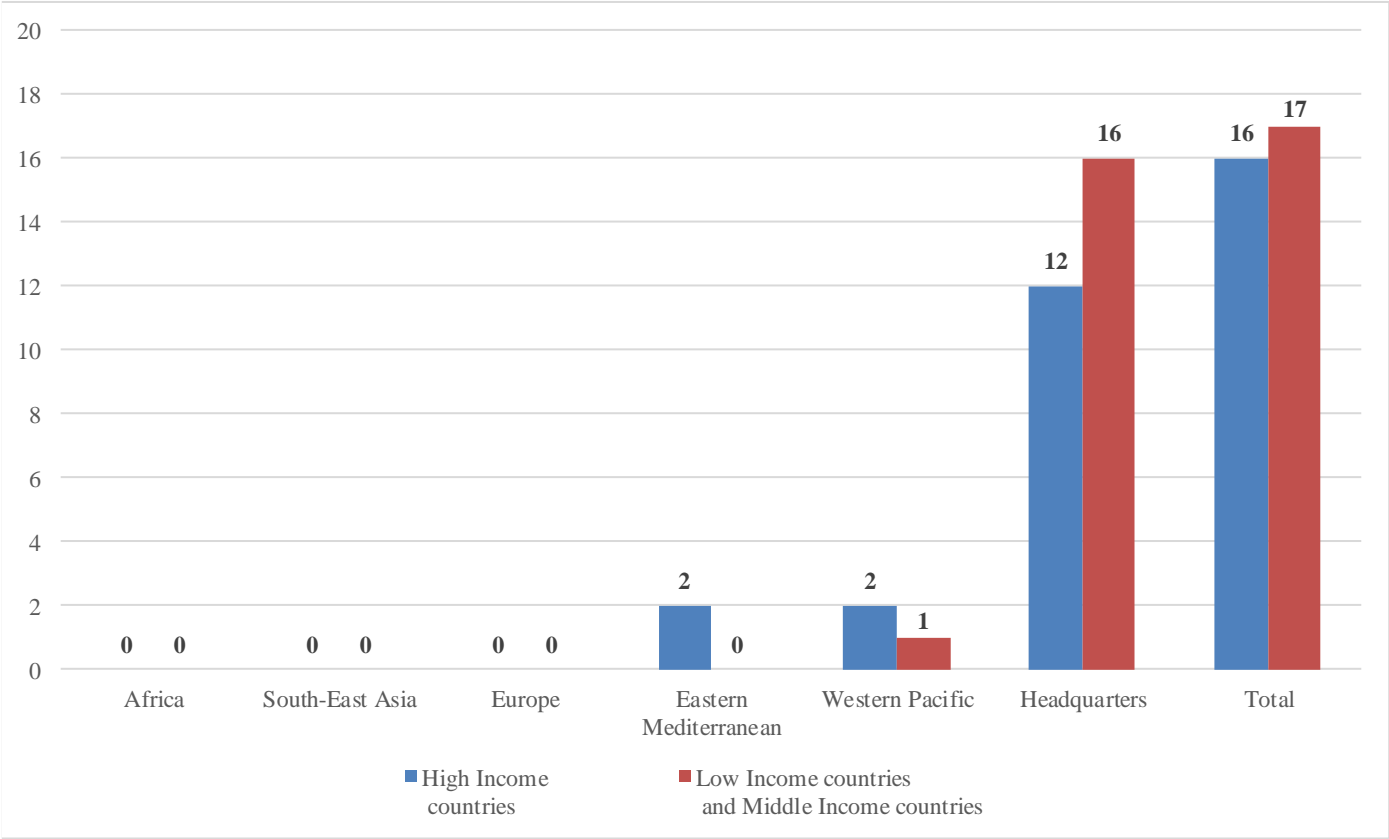
Major Office leaving	Total Professional and higher category staff	% of Professional and higher category staff	Total number of moves	% of Professional and higher category staff who have moved	Total number of moves between major offices	% of total moves between major offices	% of Professional and higher category staff who have moved between major offices
Headquarters and Global Shared Services	1312	45.4%	31	2.4%	29	93.5%	2.2%
Africa	555	19.2%	44	7.9%	15	34.1%	2.7%
South-East Asia	159	5.5%	11	6.9%	7	63.6%	4.4%
Europe	326	11.3%	19	5.8%	9	47.4%	2.8%
Eastern Mediterranean	298	10.3%	29	9.7%	10	34.5%	3.4%
Western Pacific	242	8.4%	20	8.3%	7	35.0%	2.9%
Total	2892	100.0%	154	5.3%	77	50.0%	2.7%
Totals from December 2024	2933	100.0%	260	8.9%	111	42.7%	3.8%

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

**TABLE 16. NUMBER OF INTERNS BY MAJOR OFFICE, DIVERSITY AND GENDER**  
**DATA FROM 1 JANUARY TO 31 JULY 2025**

		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		9	3	12	75.0%	9	7	16	56.3%	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	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>
Eastern Mediterranean	Country Office	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	Regional Office	1	1	2	50.0%	0	0	0	0.0%	1	1	2	50.0%
	<b>Total</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>50.0%</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>
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%
	<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>
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	0	0	0	0.0%	1	0	1	100.0%	1	0	1	100.0%
	Regional Office	1	1	2	50.0%	0	0	0	0.0%	1	1	2	50.0%
	<b>Total</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>50.0%</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>100.0%</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>66.7%</b>
Total	Country Office	0	0	0	0.0%	1	0	1	100.0%	1	0	1	100.0%
	Regional Office	2	2	4	50.0%	0	0	0	0.0%	2	2	4	50.0%
	<b>Total</b>	<b>11</b>	<b>5</b>	<b>16</b>	<b>68.8%</b>	<b>10</b>	<b>7</b>	<b>17</b>	<b>58.8%</b>	<b>21</b>	<b>12</b>	<b>33</b>	<b>63.6%</b>
Totals from 2024		17	4	21	81.0%	36	7	43	83.7%	53	11	64	82.8%

Figure 7. Interns by major office and country classification, from 1 January to 31 July 2025



**TABLE 17. NUMBER OF INTERNS BY NATIONALITY AND GENDER**  
**DATA FROM 1 JANUARY TO 31 JULY 2025**

<b>Nationality</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>% of total</b>
Spain	2	2	4	12.1%
India	3	0	3	9.1%
United States of America	3	0	3	9.1%
Germany	1	1	2	6.1%
Indonesia	1	1	2	6.1%
Nigeria	1	1	2	6.1%
Brazil	1	0	1	3.0%
Canada	1	0	1	3.0%
China	0	1	1	3.0%
Colombia	0	1	1	3.0%
Egypt	1	0	1	3.0%
Guinea	0	1	1	3.0%
Hungary	1	0	1	3.0%
Italy	1	0	1	3.0%
Japan	1	0	1	3.0%
Kazakhstan	1	0	1	3.0%
Lithuania	0	1	1	3.0%
Malaysia	1	0	1	3.0%
Peru	0	1	1	3.0%
Romania	0	1	1	3.0%
South Sudan	0	1	1	3.0%
Ukraine	1	0	1	3.0%
United Kingdom of Great Britain and Northern Ireland	1	0	1	3.0%
<b>Total</b>	<b>21</b>	<b>12</b>	<b>33</b>	<b>100.0%</b>

**TABLE 18. NUMBER OF APPLICANTS (INTERNS) BY NATIONALITY AND GENDER**  
**DATA FROM 1 JANUARY TO 31 JULY 2025**

Nationality	Female	Male	Total	% of total
India	275	245	520	12.9%
Pakistan	195	223	418	10.4%
Nigeria	146	211	357	8.9%
United States of America	193	54	247	6.1%
Kenya	97	114	211	5.2%
Italy	93	36	129	3.2%
Ghana	39	62	101	2.5%
United Kingdom of Great Britain and Northern Ireland	74	21	95	2.4%
Canada	78	14	92	2.3%
China	62	19	81	2.0%
Uganda	34	45	79	2.0%
Egypt	40	35	75	1.9%
Germany	46	14	60	1.5%
France	45	14	59	1.5%
Sudan	29	29	58	1.4%
Cameroon	30	23	53	1.3%
Spain	42	10	52	1.3%
Ethiopia	13	38	51	1.3%
Türkiye	37	14	51	1.3%
Rwanda	21	23	44	1.1%
United Republic of Tanzania	18	26	44	1.1%
Bangladesh	19	21	40	1.0%
Indonesia	30	10	40	1.0%
Brazil	28	9	37	0.9%
Zambia	18	19	37	0.9%
Mexico	21	15	36	0.9%
Democratic Republic of the Congo	8	25	33	0.8%
Zimbabwe	16	17	33	0.8%
Iran (Islamic Republic of)	16	16	32	0.8%
South Africa	18	12	30	0.7%
Malawi	11	17	28	0.7%
Nepal	17	11	28	0.7%
Australia	21	5	26	0.6%
Lebanon	16	6	22	0.5%
Somalia	6	15	21	0.5%
Switzerland	18	3	21	0.5%
Ecuador	12	8	20	0.5%
Peru	11	9	20	0.5%
Republic of Korea	16	4	20	0.5%
Colombia	15	4	19	0.5%
Netherlands	15	4	19	0.5%
Sweden	15	4	19	0.5%
Ireland	11	7	18	0.4%
Greece	13	3	16	0.4%
Jordan	7	9	16	0.4%
Portugal	14	2	16	0.4%
Syrian Arab Republic	8	7	15	0.4%
Afghanistan	6	8	14	0.3%
Congo	3	11	14	0.3%
Malaysia	10	4	14	0.3%
Yemen	3	11	14	0.3%
Philippines	8	5	13	0.3%
Sri Lanka	10	3	13	0.3%
Finland	9	3	12	0.3%
Japan	9	3	12	0.3%
Others	7	4	11	0.3%
Romania	7	4	11	0.3%
Senegal	2	9	11	0.3%
Austria	9	1	10	0.2%
Burundi	5	5	10	0.2%
Kazakhstan	8	2	10	0.2%
Liberia	2	8	10	0.2%
Mali	1	9	10	0.2%
Tunisia	8	2	10	0.2%
Algeria	4	5	9	0.2%
Benin	4	5	9	0.2%
Morocco	4	5	9	0.2%
Myanmar	3	5	8	0.2%
New Zealand	7	1	8	0.2%
Belgium	5	2	7	0.2%
Burkina Faso	2	5	7	0.2%
Georgia	5	2	7	0.2%
Norway	6	1	7	0.2%
Botswana	5	1	6	0.1%
Hungary	6	0	6	0.1%
Namibia	5	1	6	0.1%
Saudi Arabia	4	2	6	0.1%
Singapore	5	1	6	0.1%
Ukraine	6	0	6	0.1%
Uzbekistan	1	5	6	0.1%
Viet Nam	6	0	6	0.1%

Nationality	Female	Male	Total	% of total
Chad	2	3	5	0.1%
Chile	4	1	5	0.1%
Gambia	2	3	5	0.1%
Guinea	0	5	5	0.1%
Iraq	1	4	5	0.1%
Lesotho	3	2	5	0.1%
Mozambique	2	3	5	0.1%
Niger	0	5	5	0.1%
Poland	5	0	5	0.1%
Russian Federation	3	2	5	0.1%
Argentina	3	1	4	0.1%
Azerbaijan	3	1	4	0.1%
Denmark	2	2	4	0.1%
Eswatini	2	2	4	0.1%
Sierra Leone	0	4	4	0.1%
South Sudan	0	4	4	0.1%
Thailand	4	0	4	0.1%
Togo	1	3	4	0.1%
Turkmenistan	3	1	4	0.1%
Côte d'Ivoire	1	2	3	0.1%
Cyprus	2	1	3	0.1%
Haiti	2	1	3	0.1%
Honduras	1	2	3	0.1%
Bhutan	1	1	2	0.0%
Bolivia (Plurinational State of)	2	0	2	0.0%
Bulgaria	1	1	2	0.0%
Costa Rica	1	1	2	0.0%
Cuba	1	1	2	0.0%
Czechia	2	0	2	0.0%
El Salvador	0	2	2	0.0%
Estonia	1	1	2	0.0%
Fiji	2	0	2	0.0%
Israel	0	2	2	0.0%
Kyrgyzstan	2	0	2	0.0%
Latvia	1	1	2	0.0%
Lithuania	1	1	2	0.0%
Mauritania	1	1	2	0.0%
Papua New Guinea	2	0	2	0.0%
Tajikistan	1	1	2	0.0%
Trinidad and Tobago	2	0	2	0.0%
Uruguay	1	1	2	0.0%
Albania	1	0	1	0.0%
Andorra	1	0	1	0.0%
Angola	0	1	1	0.0%
Armenia	0	1	1	0.0%
Bosnia and Herzegovina	0	1	1	0.0%
Cambodia	1	0	1	0.0%
Central African Republic	0	1	1	0.0%
Comoros	1	0	1	0.0%
Croatia	1	0	1	0.0%
Djibouti	0	1	1	0.0%
Eritrea	0	1	1	0.0%
Gabon	1	0	1	0.0%
Guatemala	0	1	1	0.0%
Guinea-Bissau	1	0	1	0.0%
Guyana	0	1	1	0.0%
Jamaica	0	1	1	0.0%
Liechtenstein	1	0	1	0.0%
Luxembourg	0	1	1	0.0%
Madagascar	0	1	1	0.0%
Mauritius	1	0	1	0.0%
Nicaragua	1	0	1	0.0%
Niue	0	1	1	0.0%
Paraguay	1	0	1	0.0%
Puerto Rico	1	0	1	0.0%
Qatar	1	0	1	0.0%
Republic of Moldova	0	1	1	0.0%
Saint Kitts and Nevis	1	0	1	0.0%
Serbia	1	0	1	0.0%
Slovakia	1	0	1	0.0%
Slovenia	1	0	1	0.0%
United Arab Emirates	1	0	1	0.0%
Venezuela (Bolivarian Republic of)	1	0	1	0.0%
<b>Total</b>	<b>2279</b>	<b>1744</b>	<b>4023</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 JULY 2025**

Donor countries	Major office						
	Headquarters and Global Shared Services	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	Total
Australia	2	0	0	0	0	0	2
Belgium	1	0	0	0	0	0	1
Canada	2	1	0	0	0	0	3
China	3	0	0	0	0	1	4
France	6	0	0	1	0	1	8
Germany	6	0	1	0	1	0	8
Italy	5	0	0	0	1	0	6
Japan	8	0	1	0	1	1	11
Luxembourg	1	0	0	0	0	0	1
Netherlands	1	0	0	0	2	1	4
Republic of Korea	3	0	0	0	0	0	3
Sweden	1	2	0	0	0	0	3
Switzerland	1	0	0	0	0	0	1
United Kingdom of Great Britain and Northern Ireland	2	0	0	0	0	0	2
Total	42	3	2	1	5	4	57



**TABLE 20. NUMBER OF AFFILIATES BY MAJOR OFFICE  
DATA FROM 1 JANUARY TO 31 JULY 2025**

Major Office	Agreement for Performance of Work		Consultants		Special Services Agreements <sup>a</sup>
	Cumulative data January-July 2025	Estimate of full-time equivalents <sup>b</sup>	Cumulative data January-July 2025	Estimate of full-time equivalents <sup>b</sup>	Cumulative data January-July 2025
Headquarters and Global Shared Services	371	126	1539	1058	0
Africa	39	16	485	249	2341
South-East Asia	31	13	137	99	1452
Europe	444	166	751	519	34
Eastern Mediterranean	107	32	245	151	189
Western Pacific	129	54	292	208	170
Total	<b>1121</b>	<b>406</b>	<b>3449</b>	<b>2284</b>	<b>4186</b>
Totals from July 2024	1539	517	4128	2448	4811

<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 JULY 2025

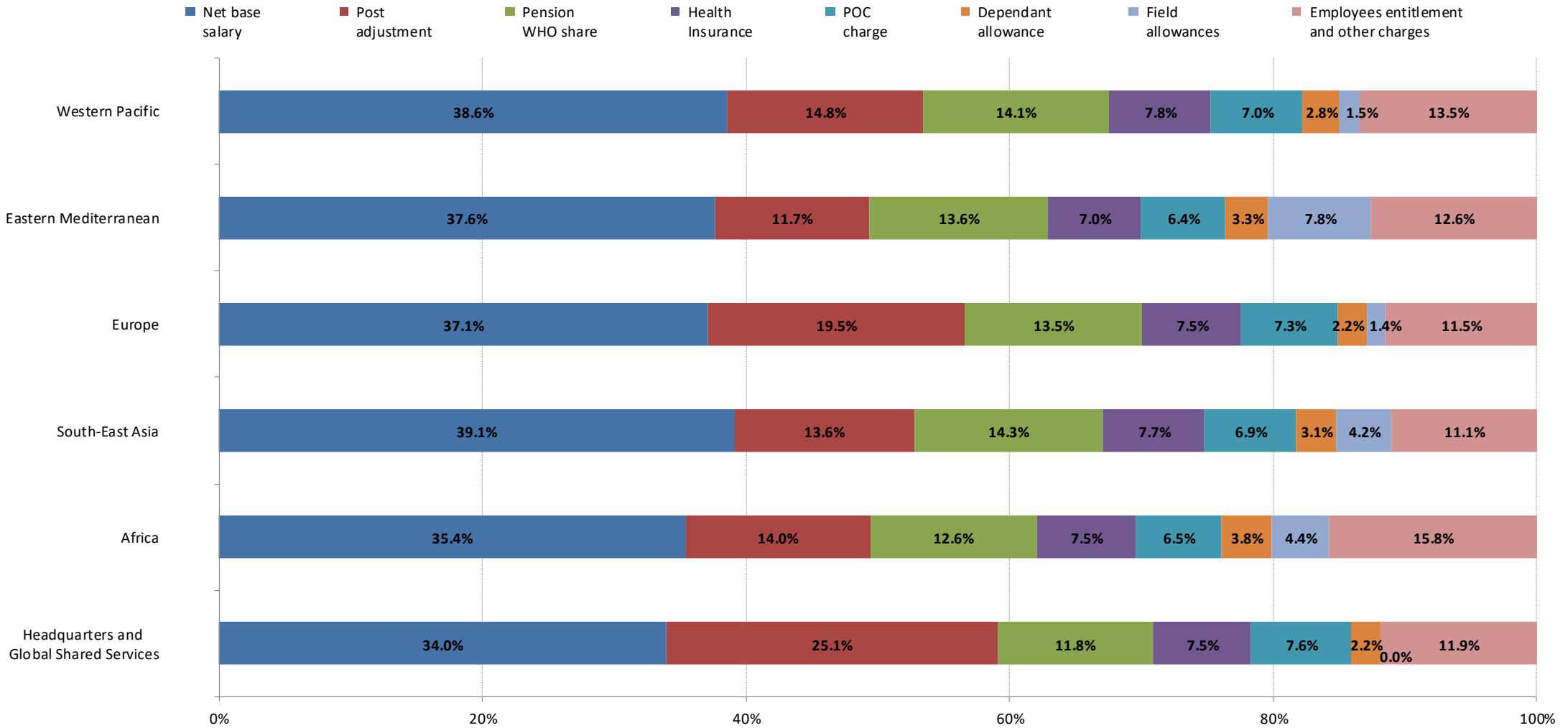
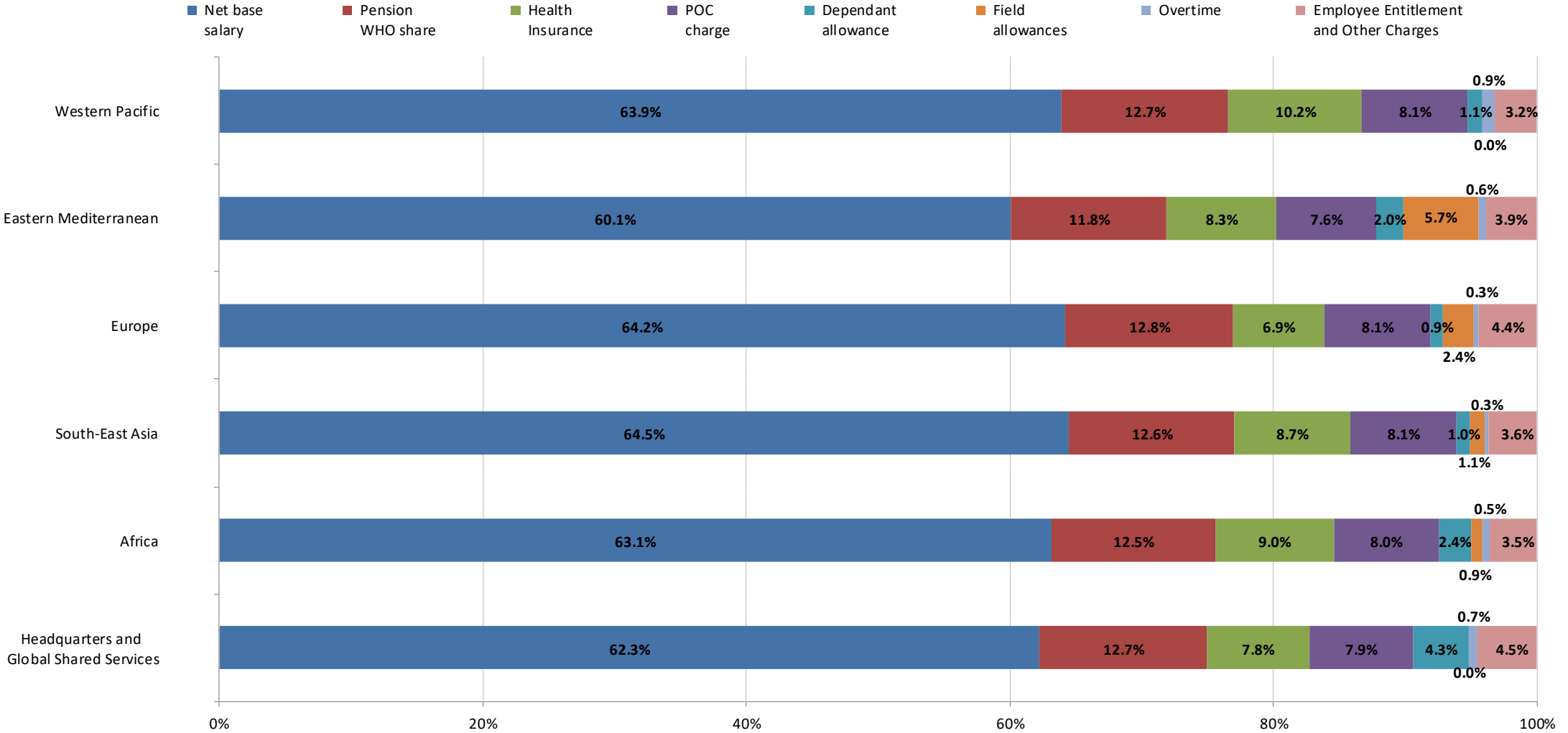


TABLE 22. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR G/NPO STAFF  
DATA FROM 1 JANUARY TO 31 JULY 2025



**TABLE 23. DATA PROVIDED BY PAHO ON ITS DISTRIBUTION OF FIXED-TERM PROFESSIONAL STAFF BY NATIONALITY**  
**DATA AS OF 31-JUL-2025**

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	4
Bhutan	1
Bolivia (Plurinational State of)	8
Brazil	50
Burkina Faso	1
Cameroon	1
Canada	14
Chile	15
Colombia	44
Costa Rica	14
Côte d'Ivoire	2
Cuba	10
Democratic Republic of the Congo	3
Dominica	1
Dominican Republic	2
Ecuador	14
El Salvador	9
Ethiopia	1
Finland	1
France	9
Germany	1
Ghana	1
Greece	2
Guatemala	9
Guyana	3
Haiti	5
Honduras	4
India	1
Ireland	1
Italy	4
Jamaica	10
Liberia	1
Malaysia	1
Mexico	16
Mozambique	1
Netherlands	2
Nicaragua	8
Panama	3
Paraguay	2
Peru	29
Philippines	3
Portugal	1
Rwanda	1
Saint Lucia	1
Saint Vincent and the Grenadines	3
Singapore	1
Spain	29
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	61
Uruguay	6
Uzbekistan	1
Venezuela (Bolivarian Republic of)	9
<b>Total</b>	<b>479</b>