

Human resources: update

Workforce data

As at 31 December 2023



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**TABLE 1. NUMBER OF STAFF HOLDING LONG-TERM AND TEMPORARY APPOINTMENTS
DATA AS OF 31-DEC-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	709	31	9	329	92	156	198	149	1673
National professional officers	3	27	0	400	134	68	133	51	816
General service staff	281	144	5	501	187	126	262	164	1670
Total	993	202	14	1230	413	350	593	364	4159
Percentage of fixed-term appointments out of the total staff	36.9%	68.0%	22.2%	49.0%	50.2%	37.0%	41.1%	56.1%	44.2%
Continuing appointments									
Professional and higher category staff	611	6	16	210	51	125	82	51	1152
National professional officers	1	50	0	203	22	20	48	30	374
General service staff	319	33	4	529	182	104	250	158	1579
Total	931	89	20	942	255	249	380	239	3105
Percentage of continuing appointments out of the total staff	34.6%	30.0%	31.7%	37.5%	31.0%	26.3%	26.3%	36.8%	33.0%
Total number of staff holding long-term appointments	1924	291	34	2172	668	599	973	603	7264
Percentage of long-term appointments out of the total staff	71.6%	98.0%	54.0%	86.6%	81.2%	63.3%	67.4%	92.9%	77.1%
Staff holding short-term appointments									
Temporary appointments under SR 420.4									
Professional and higher category staff	535	3	27	153	54	113	114	26	1025
National professional officers	0	0	0	79	68	112	156	1	416
General service staff	123	3	2	105	33	121	196	17	600
Total	658	6	29	337	155	346	466	44	2041
Temporary appointments of 60 days or less									
Professional and higher category staff	63	0	0	0	0	1	0	0	64
National professional officers	0	0	0	0	0	0	2	0	2
General service staff	44	0	0	0	0	0	2	2	48
Total	107	0	0	0	0	1	4	2	114
Total number of temporary appointments	765	6	29	337	155	347	470	46	2155
Percentage of temporary appointments out of the total staff	28.4%	2.0%	46.0%	13.4%	18.8%	36.7%	32.6%	7.1%	22.9%
Total number of staff	2689	297	63	2509	823	946	1443	649	9419

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

**TABLE 2. STAFF BY APPOINTMENT TYPE AND JOB CATEGORY, ALL LOCATIONS
DATA AS OF 31-DEC-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	1152	29.4%	374	23.3%	1579	40.5%	3105	33.0%
Fixed-Term	1673	42.7%	816	50.7%	1670	42.9%	4159	44.2%
Temporary	1089	27.8%	418	26.0%	648	16.6%	2155	22.9%
Total	3914	100.0%	1608	100.0%	3897	100.0%	9419	100.0%

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

Job Category	Appointment Type	Female	Male	Total	% Female	% Male
Professional and higher graded staff	Continuing	524	628	1152	45.5%	54.5%
	Fixed-Term	824	849	1673	49.3%	50.7%
	Temporary	582	507	1089	53.4%	46.6%
	Total P	1930	1984	3914	49.3%	50.7%
National Professional Officer	Continuing	162	212	374	43.3%	56.7%
	Fixed-Term	348	468	816	42.6%	57.4%
	Temporary	168	250	418	40.2%	59.8%
	Total NPO	678	930	1608	42.2%	57.8%
General Service Staff	Continuing	851	728	1579	53.9%	46.1%
	Fixed-Term	965	705	1670	57.8%	42.2%
	Temporary	301	347	648	46.5%	53.5%
	Total GS	2117	1780	3897	54.3%	45.7%
	Total	4725	4694	9419	50.2%	49.8%

**TABLE 3b - DISTRIBUTION OF STAFF BY JOB CATEGORY, GRADE, MAJOR OFFICE AND GENDER, ALL LOCATIONS
DATA AS OF 31-DEC-2023**

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	1	2	3	33.3%	66.7%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	1	2	3	33.3%	66.7%
	UG1	6	4	10	60.0%	40.0%	1	0	1	100.0%	0.0%	1	0	1	100.0%	0.0%	0	1	1	0.0%	100.0%	0	1	1	0.0%	100.0%	0	0	0	0.0%	0.0%	8	6	14	57.1%	42.9%
	D2	18	28	46	39.1%	60.9%	1	4	5	20.0%	80.0%	0	3	3	0.0%	100.0%	0	1	1	0.0%	100.0%	2	8	10	20.0%	80.0%	0	1	1	0.0%	100.0%	21	45	66	31.8%	68.2%
	D1	15	20	35	42.9%	57.1%	3	19	22	13.6%	86.4%	3	10	13	23.1%	76.9%	8	11	19	42.1%	57.9%	9	13	22	40.9%	59.1%	6	9	15	40.0%	60.0%	44	82	126	34.9%	65.1%
	P6	18	29	47	38.3%	61.7%	3	8	11	27.3%	72.7%	1	6	7	14.3%	85.7%	6	4	10	60.0%	40.0%	1	6	7	14.3%	85.7%	1	3	4	25.0%	75.0%	30	56	86	34.9%	65.1%
	P5	235	234	469	50.1%	49.9%	32	69	101	31.7%	68.3%	35	37	72	48.6%	51.4%	38	41	79	48.1%	51.9%	35	51	86	40.7%	59.3%	28	24	52	53.8%	46.2%	403	456	859	46.9%	53.1%
	P4	409	316	725	56.4%	43.6%	96	227	323	29.7%	70.3%	18	40	58	31.0%	69.0%	57	74	131	43.5%	56.5%	38	100	138	27.5%	72.5%	49	36	85	57.6%	42.4%	667	793	1460	45.7%	54.3%
	P3	332	187	519	64.0%	36.0%	68	95	163	41.7%	58.3%	17	20	37	45.9%	54.1%	67	51	118	56.8%	43.2%	45	58	103	43.7%	56.3%	45	19	64	70.3%	29.7%	574	430	1004	57.2%	42.8%
	P2	81	40	121	66.9%	33.1%	34	30	64	53.1%	46.9%	2	4	6	33.3%	66.7%	30	20	50	60.0%	40.0%	12	14	26	46.2%	53.8%	4	1	5	80.0%	20.0%	163	109	272	59.9%	40.1%
P1	10	2	12	83.3%	16.7%	1	1	2	50.0%	50.0%	0	0	0	0.0%	0.0%	8	0	8	100.0%	0.0%	0	1	1	0.0%	100.0%	0	0	0	0.0%	0.0%	19	4	23	82.6%	17.4%	
Total P	1125	863	1988	56.6%	43.4%	239	453	692	34.5%	65.5%	77	120	197	39.1%	60.9%	214	203	417	51.3%	48.7%	142	252	394	36.0%	64.0%	133	93	226	58.8%	41.2%	1930	1984	3914	49.3%	50.7%	
NPO	NO-D	0	0	0	0.0%	0.0%	5	10	15	33.3%	66.7%	0	1	1	0.0%	100.0%	0	0	0	0.0%	0.0%	5	15	20	25.0%	75.0%	5	0	5	100.0%	0.0%	15	26	41	36.6%	63.4%
	NO-C	16	9	25	64.0%	36.0%	137	272	409	33.5%	66.5%	25	32	57	43.9%	56.1%	11	3	14	78.6%	21.4%	40	71	111	36.0%	64.0%	16	18	34	47.1%	52.9%	245	405	650	37.7%	62.3%
	NO-B	21	7	28	75.0%	25.0%	66	155	221	29.9%	70.1%	49	53	102	48.0%	52.0%	95	77	172	55.2%	44.8%	57	95	152	37.5%	62.5%	24	13	37	64.9%	35.1%	312	400	712	43.8%	56.2%
	NO-A	23	5	28	82.1%	17.9%	15	22	37	40.5%	59.5%	31	33	64	48.4%	51.6%	9	5	14	64.3%	35.7%	23	33	56	41.1%	58.9%	5	1	6	83.3%	16.7%	106	99	205	51.7%	48.3%
Total NPO	60	21	81	74.1%	25.9%	223	459	682	32.7%	67.3%	105	119	224	46.9%	53.1%	115	85	200	57.5%	42.5%	125	214	339	36.9%	63.1%	50	32	82	61.0%	39.0%	678	930	1608	42.2%	57.8%	
GS	G7	7	1	8	87.5%	12.5%	57	80	137	41.6%	58.4%	18	22	40	45.0%	55.0%	0	1	1	0.0%	100.0%	21	13	34	61.8%	38.2%	20	6	26	76.9%	23.1%	123	123	246	50.0%	50.0%
	G6	212	46	258	82.2%	17.8%	135	101	236	57.2%	42.8%	36	33	69	52.2%	47.8%	63	22	85	74.1%	25.9%	93	55	148	62.8%	37.2%	61	22	83	73.5%	26.5%	600	279	879	68.3%	31.7%
	G5	402	77	479	83.9%	16.1%	152	115	267	56.9%	43.1%	90	62	152	59.2%	40.8%	140	47	187	74.9%	25.1%	169	115	284	59.5%	40.5%	107	14	121	88.4%	11.6%	1060	430	1490	71.1%	28.9%
	G4	129	48	177	72.9%	27.1%	22	36	58	37.9%	62.1%	33	29	62	53.2%	46.8%	21	9	30	70.0%	30.0%	30	40	70	42.9%	57.1%	52	5	57	91.2%	8.8%	287	167	454	63.2%	36.8%
	G3	12	13	25	48.0%	52.0%	4	82	86	4.7%	95.3%	3	26	29	10.3%	89.7%	1	25	26	3.8%	96.2%	1	58	59	1.7%	98.3%	13	16	29	44.8%	55.2%	34	220	254	13.4%	86.6%
	G2	1	0	1	100.0%	0.0%	3	346	349	0.9%	99.1%	0	46	46	0.0%	100.0%	3	28	31	9.7%	90.3%	1	100	101	1.0%	99.0%	0	20	20	0.0%	100.0%	8	540	548	1.5%	98.5%
	G1	0	1	1	0.0%	100.0%	0	2	2	0.0%	100.0%	1	3	4	25.0%	75.0%	0	0	0	0.0%	0.0%	1	13	14	7.1%	92.9%	3	2	5	60.0%	40.0%	5	21	26	19.2%	80.8%
	I2	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%
	I1	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%
	T4	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	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	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	
Total GS	763	186	949	80.4%	19.6%	373	762	1135	32.9%	67.1%	181	221	402	45.0%	55.0%	228	132	360	63.3%	36.7%	316	394	710	44.5%	55.5%	256	85	341	75.1%	24.9%	2117	1780	3897	54.3%	45.7%	
Total	1948	1070	3018	64.5%	35.5%	835	1674	2509	33.3%	66.7%	363	460	823	44.1%	55.9%	557	420	977	57.0%	43.0%	583	860	1443	40.4%	59.6%	439	210	649	67.6%	32.4%	4725	4694	9419	50.2%	49.8%	

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^a
DATA AS OF 31-DEC-2023

Professional and higher category staff

Region	P1			P2			P3			P4			P5			P6/D1			D2			UG			Total			Percentage current year		Comparison with July 2023		Comparison with Dec 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	156	98	254	261	232	493	220	218	438	30	47	77	18	27	45	7	7	14	715	642	1357	52.7%	47.3%	52.4%	47.6%	52.1%	47.9%		
<i>Special programmes and collaborative arrangements</i>	4	0	4	4	3	7	2	1	3	2	3	5	2	1	3	1	2	3	0	0	0	0	0	0	15	10	25	60.0%	40.0%	62.5%	37.5%	63.0%	37.0%		
Africa	1	1	2	29	20	49	53	63	116	77	164	241	30	63	93	6	26	32	1	4	5	1	0	1	198	341	539	36.7%	63.3%	35.0%	65.0%	34.6%	65.4%		
South-East Asia	0	0	0	1	1	2	4	5	9	13	26	39	34	36	70	4	15	19	0	3	3	1	0	1	57	86	143	39.9%	60.1%	38.6%	61.4%	36.3%	63.7%		
Europe	0	0	0	10	11	21	39	27	66	41	49	90	35	39	74	14	14	28	0	1	1	0	1	1	139	142	281	49.5%	50.5%	50.4%	49.6%	50.2%	49.8%		
Eastern Mediterranean	0	1	1	3	6	9	26	32	58	30	60	90	34	49	83	10	19	29	2	7	9	0	1	1	105	175	280	37.5%	62.5%	37.7%	62.3%	37.1%	62.9%		
Western Pacific	0	0	0	4	0	4	35	16	51	46	29	75	27	23	50	7	12	19	0	1	1	0	0	0	119	81	200	59.5%	40.5%	60.7%	39.3%	58.9%	41.1%		
Total	6	2	8	73	54	127	315	242	557	470	563	1033	382	429	811	72	135	207	21	43	64	9	9	18	1348	1477	2825	47.7%	52.3%	47.4%	52.6%	46.8%	53.2%		
Percentage by grade	75.0%	25.0%	100.0%	57.5%	42.5%	100.0%	56.6%	43.4%	100.0%	45.5%	54.5%	100.0%	47.1%	52.9%	100.0%	34.8%	65.2%	100.0%	32.8%	67.2%	100.0%	50.0%	50.0%	100.0%	47.7%	52.3%	100.0%								
Percentage of total			0.3%			4.5%			19.7%			36.6%			28.7%			7.3%			2.3%			0.6%			100.0%								

National professional officers

Region	A			B			C			D			Total			Percentage current year		Comparison with July 2023		Comparison with Dec 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	5	28	21	7	28	16	9	25	0	0	0	60	21	81	74.1%	25.9%	74.1%	25.9%	73.7%	26.3%
<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	14	18	32	51	125	176	128	252	380	5	10	15	198	405	603	32.8%	67.2%	32.5%	67.5%	32.9%	67.1%
South-East Asia	15	9	24	37	42	79	24	28	52	0	1	1	76	80	156	48.7%	51.3%	46.9%	53.1%	45.3%	54.7%
Europe	3	2	5	41	31	72	10	1	11	0	0	0	54	34	88	61.4%	38.6%	59.5%	40.5%	61.9%	38.1%
Eastern Mediterranean	5	12	17	34	46	80	31	38	69	3	12	15	73	108	181	40.3%	59.7%	41.7%	58.3%	41.2%	58.8%
Western Pacific	5	1	6	23	13	36	16	18	34	5	0	5	49	32	81	60.5%	39.5%	60.3%	39.7%	59.8%	40.2%
Total	65	47	112	207	264	471	225	346	571	13	23	36	510	680	1190	42.9%	57.1%	42.3%	57.7%	42.4%	57.6%
Percentage by grade	58.0%	42.0%	100.0%	43.9%	56.1%	100.0%	39.4%	60.6%	100.0%	36.1%	63.9%	100.0%	42.9%	57.1%	100.0%						
Percentage of total			9.4%			39.6%			48.0%			3.0%			100.0%						

General service staff

Region	G1			G2			G3			G4			G5			G6			G7			Total			Percentage current year		Comparison with July 2023		Comparison with Dec 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	1	9	10	80	35	115	332	56	388	211	44	255	7	1	8	631	146	777	81.2%	18.8%	80.9%	19.1%	80.0%	20.0%
<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%	88.9%	11.1%	87.5%	12.5%
Africa	0	2	2	2	300	302	4	82	86	21	24	45	140	102	242	132	90	222	55	76	131	354	676	1030	34.4%	65.6%	35.4%	64.6%	35.8%	64.2%
South-East Asia	1	3	4	0	42	42	2	26	28	29	23	52	86	54	140	34	29	63	18	22	40	170	199	369	46.1%	53.9%	45.9%	54.1%	45.5%	54.5%
Europe	0	0	0	0	4	4	0	17	17	9	6	15	88	28	116	58	19	77	0	1	1	155	75	230	67.4%	32.6%	68.2%	31.8%	67.6%	32.4%
Eastern Mediterranean	1	10	11	1	64	65	1	56	57	22	20	42	130	58	188	84	32	116	21	12	33	260	252	512	50.8%	49.2%	50.2%	49.8%	49.3%	50.7%
Western Pacific	3	2	5	0	20	20	12	16	28	45	4	49	99	14	113	59	22	81	20	6	26	238	84	322	73.9%	26.1%	73.1%	26.9%	73.1%	26.9%
Total	5	18	23	3	430	433	20	206	226	206	112	318	883	312	1195	578	237	815	121	118	239	1816	1433	3249	55.9%	44.1%	55.6%	44.4%	55.6%	44.4%
Percentage by grade	21.7%	78.3%	100.0%	0.7%	99.3%	100.0%	8.8%	91.2%	100.0%	64.8%	35.2%	100.0%	73.9%	26.1%	100.0%	70.9%	29.1%	100.0%	50.6%	49.4%	100.0%	55.9%	44.1%	100.0%						
Percentage of total			0.7%			13.3%			7.0%			9.8%			36.8%			25.1%			7.4%			100.0%						

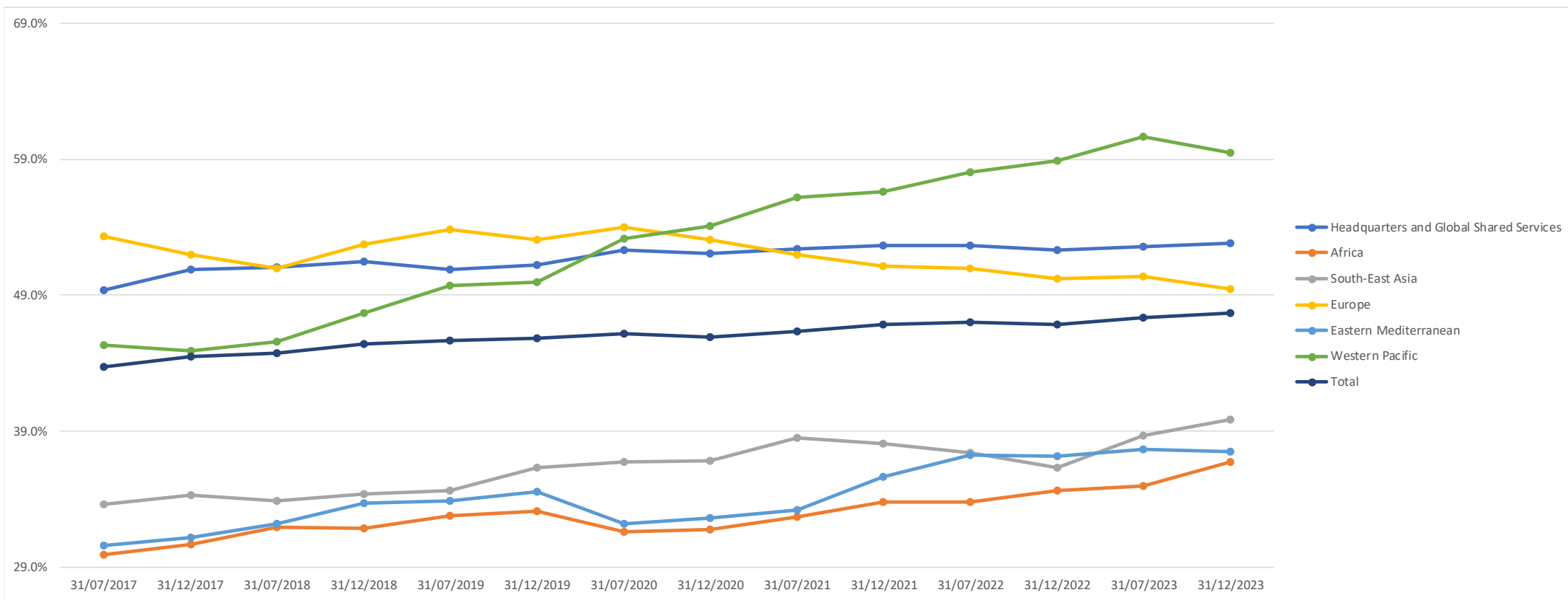
F - female, M - male, T - total

^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 DECEMBER 2023

Professional and higher category staff



**TABLE 3e. DISTRIBUTION OF IP STAFF HOLDING LONG-TERM APPOINTMENTS BY GRADE
COMPARISON DECEMBER 2022 VS DECEMBER 2023**

Grade	31/12/2022					31/12/2023					Difference (female as a percentage of total)
	Female	Male	Total	Percentage		Female	Male	Total	Percentage		
				Female	Male				Female	Male	
UG3	0	1	1	0.0%	100.0%	0	1	1	0.0%	100.0%	0.0
UG2	1	1	2	50.0%	50.0%	1	2	3	33.3%	66.7%	-16.7
UG1	5	7	12	41.7%	58.3%	8	6	14	57.1%	42.9%	15.4
Subtotal UG	6	9	15	40.0%	60.0%	9	9	18	50.0%	50.0%	10.0
D2	23	41	64	35.9%	64.1%	21	43	64	32.8%	67.2%	-3.1
P6/D1	74	134	208	35.6%	64.4%	72	135	207	34.8%	65.2%	-0.8
Subtotal D	97	175	272	35.7%	64.3%	93	178	271	34.3%	65.7%	-1.4
P5	359	422	781	46.0%	54.0%	382	429	811	47.1%	52.9%	1.1
P4	425	517	942	45.1%	54.9%	470	563	1033	45.5%	54.5%	0.4
P3	283	243	526	53.8%	46.2%	315	242	557	56.6%	43.4%	2.8
P2	72	51	123	58.5%	41.5%	73	54	127	57.5%	42.5%	-1.0
P1	7	2	9	77.8%	22.2%	6	2	8	75.0%	25.0%	-2.8
Subtotal P	1146	1235	2381	48.1%	51.9%	1246	1290	2536	49.1%	50.9%	1.0
Total	1249	1419	2668	46.8%	53.2%	1348	1477	2825	47.7%	52.3%	0.9

Gender Parity Policy targets by grade				Difference % female actual vs target as of 31 December 2023
2023	2024	2025	2026	
50.0%	50.0%	50.0%	50.0%	-16.7
44.7%	47.7%	50.0%	50.0%	12.4
38.9%	41.9%	44.9%	47.9%	-6.1
38.6%	41.6%	44.6%	47.6%	-3.8
47.5%	49.0%	50.0%	50.0%	-0.4
46.5%	48.0%	49.5%	50.0%	-1.0

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

Major Office	Unrepresented countries	Underrepresented countries	Overrepresented countries
Africa	Equatorial Guinea		Benin Burkina Faso Burundi Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana Kenya Malawi Mali Nigeria Rwanda Senegal South Africa Uganda Zimbabwe
The Americas	Antigua and Barbuda Bahamas Barbados Belize Cuba Ecuador El Salvador Grenada Jamaica Panama Paraguay Puerto Rico* Saint Kitts and Nevis Saint Vincent and the Grenadines Suriname	Brazil Dominican Republic Mexico Peru 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	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-DEC-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	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	5	0	2	0	0	0	0	0	2	12	14	
Botswana	1-11	0	0	0	1	0	0	0	0	0	0	0	1	0	1	0	2	1	3	
Burkina Faso	1-11	0	0	3	0	2	4	3	8	1	3	0	3	0	1	0	9	19	28	
Burundi	1-11	0	0	1	0	3	0	2	3	3	0	0	0	0	0	0	9	3	12	
Cabo Verde	1-11	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1	2	
Cameroon	1-11	0	0	2	2	1	5	1	13	2	4	1	1	0	0	0	7	25	32	
Central African Republic	1-11	0	0	0	0	0	0	0	1	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	5	5	
Comoros	1-11	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	
Congo	1-11	0	0	3	5	2	9	0	1	0	0	1	0	0	0	0	5	16	21	
Côte d'Ivoire	1-11	0	0	0	1	0	2	3	8	1	1	0	1	0	0	0	4	13	17	
Democratic Republic of the Congo	1-11	0	0	1	2	1	4	2	18	0	6	0	2	0	1	0	4	33	37	
Equatorial Guinea	1-11	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	2	4	6	
Eswatini	1-11	0	0	1	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	19	1	8	0	2	0	1	0	8	36	44	
Gabon	1-11	0	0	0	0	1	0	0	0	0	2	0	0	0	0	0	1	2	3	
Gambia	1-11	0	0	0	0	2	0	1	1	0	3	0	0	0	0	0	3	4	7	
Ghana	1-11	0	0	1	0	2	1	8	4	0	2	1	1	1	0	0	13	8	21	
Guinea	1-11	0	0	0	1	3	1	0	3	1	2	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	1	1	2	
Kenya	1-11	0	0	2	0	9	2	5	16	7	6	1	3	0	1	0	24	28	52	
Lesotho	1-11	0	0	0	0	0	0	0	1	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	1	1	
Madagascar	1-11	0	0	1	1	1	0	3	0	1	1	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	3	10	13	
Mali	1-11	0	0	0	0	1	1	1	6	0	2	0	1	0	0	0	2	10	12	
Mauritania	1-11	0	0	0	0	0	1	0	2	1	0	0	1	0	0	0	1	4	5	
Mauritius	1-11	0	0	0	0	1	1	0	2	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	2	4	6	
Namibia	1-11	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	2	8	10	
Nigeria	3-13	0	0	3	3	3	6	2	15	4	9	0	3	0	0	1	12	37	49	
Rwanda	1-11	0	0	0	0	3	3	4	7	0	4	0	2	0	1	0	7	17	24	
Sao Tome and Principe	1-11	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1	
Senegal	1-11	0	0	0	0	2	0	5	3	3	4	1	1	0	1	0	11	9	20	
Seychelles	1-11	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1	
Sierra Leone	1-11	0	0	0	0	0	0	2	1	2	0	0	0	0	0	0	4	1	5	
South Africa	4-14	1	0	0	0	3	0	2	2	5	2	1	2	1	0	0	13	6	19	
South Sudan	1-11	0	0	0	0	0	1	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	2	7	9	
Uganda	1-11	0	0	2	2	1	3	8	20	6	11	1	2	0	0	0	18	38	56	
United Republic of Tanzania	1-11	0	0	0	1	2	0	2	2	2	1	0	1	0	0	0	6	5	11	
Zambia	1-11	0	0	0	0	1	0	1	2	2	1	1	1	0	0	0	5	4	9	
Zimbabwe	1-11	0	1	3	2	3	10	7	8	0	6	0	1	0	0	0	13	28	41	
Total - African Region		1	1	26	24	52	71	81	196	45	89	7	32	3	7	1	2	216	422	638

^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-DEC-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	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	2	0	2	
Brazil	25-35	0	0	1	0	5	2	3	3	4	2	0	0	0	0	0	13	7	20	
Canada	31-43	0	0	4	0	7	6	15	14	12	13	1	6	0	0	0	39	40	79	
Chile	6-16	0	0	0	0	1	0	1	0	2	2	0	0	0	0	0	4	2	6	
Colombia	4-14	0	0	0	0	0	0	0	0	2	3	0	0	0	0	0	2	3	5	
Costa Rica	2-12	0	0	0	0	0	0	1	1	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	
Dominica	1-11	0	0	0	0	1	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	1	0	1	
Ecuador	2-12	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	
Grenada	1-11	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	1	1	2	
Guyana	1-11	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	2	2	
Haiti	1-11	0	0	0	0	0	0	0	0	1	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	1	0	1	
Jamaica	1-11	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	2	1	2	1	0	0	0	0	0	4	3	7	
Nicaragua	1-11	0	0	0	0	0	0	0	0	1	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	
Paraguay	1-11	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	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	
Saint Kitts and Nevis	1-11	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	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	
Suriname	1-11	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	1	0	0	0	0	0	0	0	1	1	3	4	
United States of America	225-305	0	0	2	0	28	10	36	26	43	32	3	5	6	5	1	119	78	197	
Uruguay	2-12	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	2	0	2	
Venezuela (Bolivarian Republic of)	3-13	0	0	0	1	0	0	1	1	1	1	0	0	0	0	0	2	3	5	
Total - Region of the Americas		0	0	7	2	50	22	64	50	68	55	5	11	7	6	1	2	202	148	350

^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-DEC-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	2	0	7	2	2	0	3	0	0	0	2	14	16	
Bhutan	1-11	0	0	0	0	0	0	2	2	2	2	1	0	0	1	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	3	3	
India	13-23	0	0	1	2	14	20	14	38	16	28	4	10	1	0	2	52	98	150	
Indonesia	7-18	0	0	0	0	3	0	2	1	1	1	0	0	0	0	0	6	2	8	
Maldives	1-11	0	0	0	0	0	0	0	0	1	1	0	1	0	0	0	1	2	3	
Myanmar	1-11	0	0	1	0	0	1	1	1	2	0	0	0	0	0	0	4	2	6	
Nepal	1-11	0	0	0	0	1	3	3	4	3	7	0	3	0	1	0	7	18	25	
Sri Lanka	1-12	0	0	0	0	1	1	0	2	7	6	1	2	0	1	0	9	12	21	
Thailand	5-15	0	0	0	0	1	0	2	0	2	0	0	1	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	1	1	
Total - South-East Asia Region		0	0	2	2	20	27	24	57	36	48	6	21	1	3	2	0	91	158	249

^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-DEC-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	0	0	0	0	0	4	2	6	
Azerbaijan	1-11	0	0	0	1	0	0	1	2	1	2	1	1	0	0	0	0	3	6	9	
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	2	3	5	6	6	7	4	3	0	2	0	1	17	22	39	
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	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	1	1	3	2	4	5	4	1	0	0	0	1	0	0	12	10	22	
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	2	4	1	2	0	0	0	0	0	10	3	13	
France	48-66	0	0	2	3	18	12	26	24	12	18	2	8	2	0	0	1	62	66	128	
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	9	1	16	15	15	15	2	8	0	0	1	0	44	39	83	
Greece	5-15	0	0	0	0	0	1	1	1	1	4	0	0	0	0	0	0	2	6	8	
Hungary	4-14	0	0	0	0	0	1	2	0	3	1	1	2	0	1	1	0	7	5	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	3	0	6	1	2	5	1	1	0	2	0	1	12	10	22	
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	12	11	17	13	2	4	0	2	0	0	36	38	74	
Kazakhstan	2-13	0	0	0	0	0	0	5	0	0	2	0	0	0	0	0	0	5	2	7	
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	10	7	3	0	0	2	0	0	19	14	33	
North Macedonia	1-11	0	0	0	0	0	0	2	1	0	1	0	0	0	0	0	0	2	2	4	
Norway	9-19	0	0	1	0	0	1	3	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	1	2	2	0	1	0	1	0	0	6	6	12	
Republic of Moldova	1-11	0	0	0	0	2	2	1	2	1	3	1	0	0	1	0	0	5	8	13	
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	5	4	3	6	0	3	1	1	2	0	0	0	12	14	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	3	2	1	0	0	0	0	0	0	0	0	0	4	2	6	
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	1	7	2	11	6	8	8	1	1	1	0	0	0	30	18	48	
Sweden	11-21	0	0	1	0	3	0	2	2	4	3	1	0	0	0	0	0	11	5	16	
Switzerland	14-24	0	0	1	0	8	5	10	7	4	3	0	0	0	1	0	0	23	16	39	
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	4	4	1	2	0	0	0	0	0	8	6	14	
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	5	14	9	21	23	23	26	9	12	0	3	0	1	68	80	148	
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	12	100	64	169	141	142	143	38	48	8	17	2	4	480	430	910	

^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-DEC-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		Total
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
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	0	0	0	0	1	0	1
Djibouti	1-11	0	0	0	0	0	0	0	2	0	0	0	1	0	0	0	0	0	3	3
Egypt	2-13	0	0	0	3	11	10	4	13	6	8	1	0	0	0	0	0	22	34	56
Iran (Islamic Republic of)	5-16	0	0	0	0	2	1	2	2	4	5	1	2	0	0	0	0	9	10	19
Iraq	2-13	0	0	1	1	2	0	0	4	1	1	1	1	0	0	0	0	5	7	12
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	9	1	13	0	2	0	1	0	0	6	32	38
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	0	0	0	0	0	0	0	0	2	2
Sudan	1-11	0	0	0	1	1	1	4	4	3	6	0	0	0	0	0	0	8	12	20
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	0	1	0	2	1	2	2	0	0	0	0	0	0	5	3	8
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	0	0	3	2	0	1	1	0	0	0	0	0	5	4	9
Total - Eastern Mediterranean Region		0	0	4	7	25	27	25	45	25	45	8	8	1	2	1	1	89	135	224

^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-DEC-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	8	4	17	6	18	11	2	2	0	3	0	0	47	26	73
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	13	1	11	5	9	3	1	1	0	1	1	0	37	11	48
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	13	5	9	6	0	2	0	2	1	0	31	16	47
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	4	2	0	2	0	0	0	0	6	7	13
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	14	5	10	7	5	5	3	3	0	2	0	0	33	26	59
Republic of Korea	30-42	0	0	1	0	3	1	2	2	5	3	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	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	7	4	58	20	69	37	54	32	7	11	1	8	2	0	199	112	311

^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-DEC-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
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	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	1	3	0	0	0	0	0	0	5	4	9
Colombia	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
France	0	0	1	0	3	0	4	5	0	0	0	0	0	0	0	0	8	5	13
Germany	2	0	0	2	0	0	1	1	1	1	0	0	0	0	0	0	4	4	8
Guinea-Bissau	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
India	0	0	0	0	0	0	0	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	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	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
Others	0	0	0	0	0	2	0	1	1	2	0	1	0	0	0	0	1	6	7
Republic of Korea	0	0	0	0	0	1	4	1	1	3	0	0	0	0	0	0	5	5	10
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	2	0	0	0	0	0	0	0	0	2	3	5
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	3	0	1	1	0	0	0	0	0	0	8	3	11
United States of America	0	0	0	0	1	1	13	5	4	5	0	1	0	0	0	0	18	12	30
Total	4	0	6	3	10	11	38	37	12	17	1	4	0	0	0	0	71	72	143

^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-DEC-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	0	0	87	43	130	251	198	449	288	284	572	86	115	201	3	2	5	715	642	1357
<i>Special programmes and collaborative arrangements</i>	0	0	0	2	1	3	8	3	11	4	5	9	1	1	2	0	0	0	15	10	25
Africa	1	0	1	25	23	48	64	94	158	72	150	222	35	74	109	1	0	1	198	341	539
South-East Asia	0	0	0	4	4	8	15	21	36	26	39	65	11	22	33	1	0	1	57	86	143
Europe	1	0	1	16	19	35	45	57	102	60	47	107	17	19	36	0	0	0	139	142	281
Eastern Mediterranean	0	0	0	17	18	35	38	53	91	41	72	113	9	32	41	0	0	0	105	175	280
Western Pacific	2	0	2	30	7	37	47	26	73	34	29	63	6	19	25	0	0	0	119	81	200
Total	4	0	4	181	115	296	468	452	920	525	626	1151	165	282	447	5	2	7	1348	1477	2825
Percentage by bracket	100.0%	0.0%	100.0%	61.1%	38.9%	100.0%	50.9%	49.1%	100.0%	45.6%	54.4%	100.0%	36.9%	63.1%	100.0%	71.4%	28.6%	100.0%	47.7%	52.3%	100.0%
Percentage of total	0.1%			10.5%			32.6%			40.7%			15.8%			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	10	3	13	38	17	55	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	33	42	75	66	128	194	66	170	236	30	64	94	0	0	0	198	405	603
South-East Asia	0	2	2	20	12	32	32	35	67	22	26	48	2	5	7	0	0	0	76	80	156
Europe	0	0	0	11	5	16	23	15	38	17	13	30	3	1	4	0	0	0	54	34	88
Eastern Mediterranean	2	0	2	11	16	27	30	43	73	22	35	57	8	14	22	0	0	0	73	108	181
Western Pacific	2	0	2	13	7	20	15	7	22	14	11	25	5	7	12	0	0	0	49	32	81
Total	7	3	10	98	85	183	204	245	449	153	256	409	48	91	139	0	0	0	510	680	1190
Percentage by bracket	70.0%	30.0%	100.0%	53.6%	46.4%	100.0%	45.4%	54.6%	100.0%	37.4%	62.6%	100.0%	34.5%	65.5%	100.0%	0.0%	0.0%	0.0%	42.9%	57.1%	100.0%
Percentage of total	0.8%			15.4%			37.7%			34.4%			11.7%			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	10	3	13	120	30	150	232	37	269	204	62	266	65	14	79	0	0	0	631	146	777
<i>Special programmes and collaborative arrangements</i>	2	0	2	1	0	1	4	0	4	1	1	2	0	0	0	0	0	0	8	1	9
Africa	2	2	4	48	107	155	132	212	344	134	263	397	38	92	130	0	0	0	354	676	1030
South-East Asia	7	5	12	39	18	57	87	75	162	34	66	100	3	35	38	0	0	0	170	199	369
Europe	5	1	6	35	16	51	56	27	83	46	25	71	13	6	19	0	0	0	155	75	230
Eastern Mediterranean	7	2	9	61	59	120	109	87	196	65	73	138	18	31	49	0	0	0	260	252	512
Western Pacific	4	2	6	68	14	82	78	32	110	70	27	97	18	9	27	0	0	0	238	84	322
Total	37	15	52	372	244	616	698	470	1168	554	517	1071	155	187	342	0	0	0	1816	1433	3249
Percentage by bracket	71.2%	28.8%	100.0%	60.4%	39.6%	100.0%	59.8%	40.2%	100.0%	51.7%	48.3%	100.0%	45.3%	54.7%	100.0%	0.0%	0.0%	0.0%	55.9%	44.1%	100.0%
Percentage of total	1.6%			19.0%			35.9%			33.0%			10.5%			0.0%			100.0%		

F - female, M - male, T - total

**TABLE 8. STAFF HOLDING LONG-TERM APPOINTMENTS BY AGE, GENDER AND GRADE, ALL LOCATIONS
DATA AS OF 31-DEC-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	1	0	1	5	7	12	0	2	2	3	0	3	9	9	18
D2	0	0	0	0	0	0	1	2	3	11	16	27	8	24	32	1	1	2	21	43	64
D1/P6	0	0	0	0	0	0	8	13	21	40	71	111	23	51	74	1	0	1	72	135	207
P5	0	0	0	7	6	13	108	114	222	197	210	407	70	99	169	0	0	0	382	429	811
P4	0	0	0	68	35	103	186	208	394	169	232	401	47	87	134	0	1	1	470	563	1033
P3	1	0	1	83	53	136	138	94	232	81	76	157	12	19	31	0	0	0	315	242	557
P2	3	0	3	20	21	41	24	20	44	21	13	34	5	0	5	0	0	0	73	54	127
P1	0	0	0	3	0	3	2	1	3	1	1	2	0	0	0	0	0	0	6	2	8
Total	4	0	4	181	115	296	468	452	920	525	626	1151	165	282	447	5	2	7	1348	1477	2825
Percentage by bracket	100.0%	0.0%	100.0%	61.1%	38.9%	100.0%	50.9%	49.1%	100.0%	45.6%	54.4%	100.0%	36.9%	63.1%	100.0%	71.4%	28.6%	100.0%	47.7%	52.3%	100.0%
Percentage of total			0.1%			10.5%			32.6%			40.7%			15.8%			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	3	11	14	4	3	7	0	0	0	13	23	36
C	0	0	0	27	22	49	77	113	190	89	143	232	32	68	100	0	0	0	225	346	571
B	5	3	8	58	53	111	88	104	192	47	90	137	9	14	23	0	0	0	207	264	471
A	2	0	2	11	8	19	35	21	56	14	12	26	3	6	9	0	0	0	65	47	112
Total	7	3	10	98	85	183	204	245	449	153	256	409	48	91	139	0	0	0	510	680	1190
Percentage by bracket	70.0%	30.0%	100.0%	53.6%	46.4%	100.0%	45.4%	54.6%	100.0%	37.4%	62.6%	100.0%	34.5%	65.5%	100.0%	0.0%	0.0%	0.0%	42.9%	57.1%	100.0%
Percentage of total			0.8%			15.4%			37.7%			34.4%			11.7%			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	10	25	35	40	41	81	57	37	94	14	15	29	0	0	0	121	118	239
G6	1	0	1	76	55	131	251	98	349	197	69	266	53	15	68	0	0	0	578	237	815
G5	24	6	30	220	100	320	331	106	437	238	70	308	70	30	100	0	0	0	883	312	1195
G4	12	6	18	58	17	75	71	36	107	51	40	91	14	13	27	0	0	0	206	112	318
G3	0	0	0	8	13	21	3	55	58	7	99	106	2	39	41	0	0	0	20	206	226
G2	0	3	3	0	30	30	1	129	130	1	198	199	1	70	71	0	0	0	3	430	433
G1	0	0	0	0	4	4	1	5	6	3	4	7	1	5	6	0	0	0	5	18	23
Total	37	15	52	372	244	616	698	470	1168	554	517	1071	155	187	342	0	0	0	1816	1433	3249
Percentage by bracket	71.2%	28.8%	100.0%	60.4%	39.6%	100.0%	59.8%	40.2%	100.0%	51.7%	48.3%	100.0%	45.3%	54.7%	100.0%	0.0%	0.0%	0.0%	55.9%	44.1%	100.0%
Percentage of total			1.6%			19.0%			35.9%			33.0%			10.5%			0.0%			100.0%

F - female, M - male, T - total

**TABLE 9. RETIREMENT PROJECTIONS OF STAFF REACHING THE MANDATORY AGE OF SEPARATION OF 65
DATA AS OF 31-DEC-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 December 2023	Staff due to retire															
			By 31 December 2024				By 31 December 2025				By 31 December 2026				By 31 December 2027			
			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	1357	1	31	32	2.4%	0	33	33	2.4%	0	50	50	3.7%	0	33	33	2.4%
	NPO	81	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	777	1	11	12	1.5%	0	10	10	1.3%	0	24	24	3.1%	0	19	19	2.4%
<i>Special programmes and collaborative arrangements</i>	P	25	0	1	1	4.0%	0	0	0	0.0%	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	539	0	13	13	2.4%	1	18	19	3.5%	0	18	18	3.3%	0	24	24	4.5%
	NPO	603	1	18	19	3.2%	0	15	15	2.5%	0	14	14	2.3%	0	18	18	3.0%
	GS	1030	0	20	20	1.9%	0	28	28	2.7%	0	13	13	1.3%	0	33	33	3.2%
South-East Asia	P	143	1	7	8	5.6%	0	10	10	7.0%	0	7	7	4.9%	0	7	7	4.9%
	NPO	156	0	1	1	0.6%	0	1	1	0.6%	0	0	0	0.0%	0	2	2	1.3%
	GS	369	0	4	4	1.1%	0	6	6	1.6%	0	6	6	1.6%	0	9	9	2.4%
Europe	P	281	0	3	3	1.1%	0	6	6	2.1%	0	8	8	2.8%	0	9	9	3.2%
	NPO	88	0	1	1	1.1%	0	0	0	0.0%	0	2	2	2.3%	0	1	1	1.1%
	GS	230	0	2	2	0.9%	0	4	4	1.7%	0	4	4	1.7%	0	7	7	3.0%
Eastern Mediterranean	P	280	0	10	10	3.6%	0	5	5	1.8%	0	8	8	2.9%	0	9	9	3.2%
	NPO	181	0	5	5	2.8%	0	6	6	3.3%	0	5	5	2.8%	0	2	2	1.1%
	GS	512	0	6	6	1.2%	0	11	11	2.1%	0	5	5	1.0%	0	10	10	2.0%
Western Pacific	P	200	0	2	2	1.0%	0	3	3	1.5%	0	2	2	1.0%	0	6	6	3.0%
	NPO	81	0	0	0	0.0%	0	2	2	2.5%	0	3	3	3.7%	0	3	3	3.7%
	GS	322	0	4	4	1.2%	0	3	3	0.9%	0	6	6	1.9%	0	10	10	3.1%
Total	P	2825	2	67	69	2.4%	1	75	76	2.7%	0	93	93	3.3%	0	88	88	3.1%
	NPO	1190	1	25	26	2.2%	0	24	24	2.0%	0	24	24	2.0%	0	26	26	2.2%
	GS	3249	1	47	48	1.5%	0	62	62	1.9%	0	58	58	1.8%	0	88	88	2.7%
	ALL	7264	4	139	143	2.0%	1	161	162	2.2%	0	175	175	2.4%	0	202	202	2.8%

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

**TABLE 10. STAFF HOLDING LONG-TERM APPOINTMENTS BY LENGTH OF SERVICE
DATA AS OF 31-DEC-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	431	8	212	651	275	12	167	454	163	24	87	274	332	36	203	571	115	1	72	188	30	0	14	44	11	0	22	33	1357	81	777	2215
<i>Special programmes and collaborative arrangements</i>	6	0	4	10	4	0	1	5	4	0	2	6	9	0	2	11	1	0	0	1	1	0	0	1	0	0	0	0	25	0	9	34
Africa	201	245	328	774	110	114	141	365	50	77	78	205	129	146	422	697	35	18	21	74	8	2	20	30	6	1	20	27	539	603	1030	2172
South-East Asia	56	96	102	254	34	32	70	136	15	9	47	71	26	10	80	116	8	5	40	53	3	1	13	17	1	3	17	21	143	156	369	668
Europe	89	43	78	210	60	22	44	126	39	5	18	62	65	17	70	152	20	1	17	38	6	0	1	7	2	0	2	4	281	88	230	599
Eastern Mediterranean	121	80	115	316	73	42	128	243	30	29	78	137	44	18	136	198	6	10	31	47	5	0	11	16	1	2	13	16	280	181	512	973
Western Pacific	103	24	70	197	42	22	64	128	24	16	71	111	24	16	76	116	4	2	27	33	1	1	9	11	2	0	5	7	200	81	322	603
Total	1007	496	909	2412	598	244	615	1457	325	160	381	866	629	243	989	1861	189	37	208	434	54	4	68	126	23	6	79	108	2825	1190	3249	7264
Percentage by bracket	41.7%	20.6%	37.7%	100.0%	41.0%	16.7%	42.2%	100.0%	37.5%	18.5%	44.0%	100.0%	33.8%	13.1%	53.1%	100.0%	43.5%	8.5%	47.9%	100.0%	42.9%	3.2%	54.0%	100.0%	21.3%	5.6%	73.1%	100.0%	38.9%	16.4%	44.7%	100.0%
Percentage of total				33.2%				20.1%				11.9%				25.6%				6.0%				1.7%				1.5%				100.0%
Percentage of total (July 2023)				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%

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

**TABLE 11a. APPLICATIONS FOR POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES BY GENDER AND MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 DECEMBER 2023**

Major Office*	2020				2021				2022				2023			
	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%	12765	17871	30636	41.7%
Africa	6519	18458	24977	26.1%	4968	12795	17763	28.0%	10155	33258	43413	23.4%	7011	19777	26788	26.2%
Eastern Mediterranean	4675	10470	15145	30.9%	4020	11057	15077	26.7%	6346	13674	20020	31.7%	3931	8508	12439	31.6%
Europe	3036	4176	7212	42.1%	2513	3671	6184	40.6%	2155	3901	6056	35.6%	6533	9493	16026	40.8%
South-East Asia	2696	6839	9535	28.3%	3541	6432	9973	35.5%	2575	4665	7240	35.6%	3537	6100	9637	36.7%
Western Pacific	1534	2336	3870	39.6%	2654	6486	9140	29.0%	2742	6369	9111	30.1%	5248	10257	15505	33.8%
Total	41584	76336	117920	35.3%	36231	67480	103711	34.9%	40579	88549	129128	31.4%	39025	72006	111031	35.1%

* Positions advertised in that Major Office

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

Geographic Representation	2020		2021		2022		2023	
	Total	%	Total	%	Total	%	Total	%
Unrepresented countries	1157	1.0%	834	0.8%	776	0.6%	718	0.6%
Underrepresented countries	11718	9.9%	9072	8.7%	3133	2.4%	2215	2.0%
Countries within the range	17106	14.5%	14826	14.3%	21625	16.7%	20002	18.0%
Overrepresented countries	87939	74.6%	78979	76.2%	103594	80.2%	88096	79.3%
Total	117920	100.0%	103711	100.0%	129128	100.0%	111031	100.0%

TABLE 12. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 DECEMBER 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	41	26	63.4%	11	5	45.5%	54	30	55.6%	38	20	52.6%	144	81	56.3%
	NPO	0	0	0.0%	0	0	0.0%	6	5	83.3%	0	0	0.0%	6	5	83.3%
	GS	24	22	91.7%	6	6	100.0%	30	24	80.0%	38	35	92.1%	98	87	88.8%
Special programmes and collaborative arrangements	P	0	0	0.0%	0	0	0.0%	1	1	100.0%	1	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	1	1	100.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%	1	1	100.0%
Africa	P	40	19	47.5%	2	1	50.0%	4	1	25.0%	13	4	30.8%	59	25	42.4%
	NPO	60	24	40.0%	2	2	100.0%	2	0	0.0%	6	1	16.7%	70	27	38.6%
	GS	125	45	36.0%	3	0	0.0%	1	0	0.0%	23	8	34.8%	152	53	34.9%
South-East Asia	P	6	5	83.3%	0	0	0.0%	14	5	35.7%	3	2	66.7%	23	12	52.2%
	NPO	25	14	56.0%	0	0	0.0%	0	0	0.0%	10	2	20.0%	35	16	45.7%
	GS	34	17	50.0%	1	1	100.0%	9	7	77.8%	5	1	20.0%	49	26	53.1%
Europe	P	18	8	44.4%	3	0	0.0%	7	3	42.9%	12	7	58.3%	40	18	45.0%
	NPO	4	1	25.0%	0	0	0.0%	0	0	0.0%	7	4	57.1%	11	5	45.5%
	GS	22	13	59.1%	0	0	0.0%	1	0	0.0%	12	9	75.0%	35	22	62.9%
Eastern Mediterranean	P	17	8	47.1%	1	0	0.0%	7	3	42.9%	14	5	35.7%	39	16	41.0%
	NPO	15	5	33.3%	0	0	0.0%	3	1	33.3%	5	1	20.0%	23	7	30.4%
	GS	15	12	80.0%	1	1	100.0%	6	6	100.0%	3	1	33.3%	25	20	80.0%
Western Pacific	P	24	16	66.7%	5	4	80.0%	7	3	42.9%	8	6	75.0%	44	29	65.9%
	NPO	7	6	85.7%	1	1	100.0%	1	1	100.0%	0	0	0.0%	9	8	88.9%
	GS	15	11	73.3%	0	0	0.0%	4	4	100.0%	5	4	80.0%	24	19	79.2%
Total	P	146	82	56.2%	22	10	45.5%	94	46	48.9%	89	44	49.4%	351	182	51.9%
	NPO	111	50	45.0%	3	3	100.0%	12	7	58.3%	28	8	28.6%	154	68	44.2%
	GS	236	121	51.3%	11	8	72.7%	51	41	80.4%	86	58	67.4%	384	228	59.4%
	All	493	253	51.3%	36	21	58.3%	157	94	59.9%	203	110	54.2%	889	478	53.8%
Percentage of total		55.5%		4.0%			17.7%				22.8%			100.0%		

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

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

DATA AS OF 31-DEC-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	145	10.5%	257	18.6%	111	8.0%	613	44.4%	72	5.2%	184	13.3%	1382	100.0%
Africa	448	83.1%	29	5.4%	5	0.9%	39	7.2%	10	1.9%	8	1.5%	539	100.0%
South-East Asia	4	2.8%	14	9.8%	91	63.6%	12	8.4%	4	2.8%	18	12.6%	143	100.0%
Europe	10	3.6%	31	11.0%	6	2.1%	208	74.0%	10	3.6%	16	5.7%	281	100.0%
Eastern Mediterranean	32	11.4%	25	8.9%	17	6.1%	54	19.3%	139	49.6%	13	4.6%	280	100.0%
Western Pacific	9	4.5%	28	14.0%	22	11.0%	36	18.0%	4	2.0%	101	50.5%	200	100.0%
Total	648	22.9%	384	13.6%	252	8.9%	962	34.1%	239	8.5%	340	12.0%	2825	100.0%
Percentage of total (July 2023)		22.2%		13.7%		9.1%		34.4%		8.6%		12.1%		
Percentage of total (Dec 2022)		22.2%		13.5%		9.3%		34.9%		8.2%		11.9%		

**TABLE 14. STAFF MOBILITY: CHANGE IN DUTY STATION
DATA FROM 1 JANUARY TO 31 DECEMBER 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	5	2	7	35.0%	1	2	3	15.0%	1	0	1	5.0%	1	1	2	10.0%	1	1	2	10.0%	4	1	5	25.0%	13	7	20	100.0%
Africa	3	8	11	10.5%	38	44	82	78.1%	1	1	2	1.9%	2	2	4	3.8%	0	2	2	1.9%	2	2	4	3.8%	46	59	105	100.0%
South-East Asia	2	2	4	18.2%	0	2	2	9.1%	3	4	7	31.8%	0	1	1	4.5%	0	3	3	13.6%	1	4	5	22.7%	6	16	22	100.0%
Europe	4	1	5	17.2%	0	0	0	0.0%	0	0	0	0.0%	4	11	15	51.7%	1	1	2	6.9%	4	3	7	24.1%	13	16	29	100.0%
Eastern Mediterranean	3	3	6	25.0%	0	2	2	8.3%	0	0	0	0.0%	1	4	5	20.8%	1	9	10	41.7%	0	1	1	4.2%	5	19	24	100.0%
Western Pacific	2	0	2	12.5%	0	0	0	0.0%	2	1	3	18.8%	3	1	4	25.0%	1	0	1	6.3%	2	4	6	37.5%	10	6	16	100.0%
Total	19	16	35	16.2%	39	50	89	41.2%	7	6	13	6.0%	11	20	31	14.4%	4	16	20	9.3%	13	15	28	13.0%	93	123	216	100.0%
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 (5 staff moved to PAHO: 4 from AFRO and 1 from HQ; 3 staff moved from PAHO: 1 to EURO and 2 to HQ)

F - female, M - male, T - total

**TABLE 15. MOBILITY RATIO BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 DECEMBER 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	1382	48.9%	20	1.4%	13	65.0%	0.9%
Africa	539	19.1%	105	19.5%	23	21.9%	4.3%
South-East Asia	143	5.1%	22	15.4%	15	68.2%	10.5%
Europe	281	9.9%	29	10.3%	14	48.3%	5.0%
Eastern Mediterranean	280	9.9%	24	8.6%	14	58.3%	5.0%
Western Pacific	200	7.1%	16	8.0%	10	62.5%	5.0%
Total	2825	100.0%	216	7.6%	89	41.2%	3.2%
Totals from December 2022	2668	100.0%	252	9.4%	104	41.3%	3.9%

This table excludes The Americas region (5 staff moved to PAHO: 4 from AFRO and 1 from HQ; 3 staff moved from PAHO: 1 to EURO and 2 to HQ)

**TABLE 16. NUMBER OF INTERNS BY MAJOR OFFICE, DIVERSITY AND GENDER
DATA FROM 1 JANUARY TO 31 DECEMBER 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		20	5	25	80.0%	27	12	39	69.2%	47	17	64	73.4%
Africa	Country Office	0	0	0	0.0%	1	1	2	50.0%	1	1	2	50.0%
	Regional Office	3	0	3	100.0%	1	1	2	50.0%	4	1	5	80.0%
	Total	3	0	3	100.0%	2	2	4	50.0%	5	2	7	71.4%
Eastern Mediterranean	Country Office	0	0	0	0.0%	2	1	3	66.7%	2	1	3	66.7%
	Regional Office	0	0	0	0.0%	3	0	3	100.0%	3	0	3	100.0%
	Total	0	0	0	0.0%	5	1	6	83.3%	5	1	6	83.3%
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	2	0	2	100.0%	0	0	0	0.0%	2	0	2	100.0%
	Regional Office	0	0	0	0.0%	1	0	1	100.0%	1	0	1	100.0%
	Total	2	0	2	100.0%	1	0	1	100.0%	3	0	3	100.0%
Total	Country Office	2	0	2	100.0%	3	2	5	60.0%	5	2	7	71.4%
	Regional Office	3	0	3	100.0%	5	1	6	83.3%	8	1	9	88.9%
	Total	25	5	30	83.3%	35	15	50	70.0%	60	20	80	75.0%
Totals from 2020		11	48	59	81.4%	7	25	32	78.1%	18	73	91	80.2%

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

Nationality	Female	Male	Total	% of total
United States of America	12	2	14	17.5%
Indonesia	6	0	6	7.5%
Nigeria	3	2	5	6.3%
United Kingdom of Great Britain and Northern Ireland	4	1	5	6.3%
Ghana	0	4	4	5.0%
India	4	0	4	5.0%
Nepal	3	1	4	5.0%
China	3	0	3	3.8%
Congo	1	1	2	2.5%
France	2	0	2	2.5%
Italy	0	2	2	2.5%
Mozambique	1	1	2	2.5%
Sudan	2	0	2	2.5%
Australia	1	0	1	1.3%
Bangladesh	0	1	1	1.3%
Cameroon	1	0	1	1.3%
Canada	1	0	1	1.3%
Czechia	1	0	1	1.3%
Egypt	1	0	1	1.3%
Georgia	1	0	1	1.3%
Germany	1	0	1	1.3%
Lebanon	1	0	1	1.3%
Malaysia	0	1	1	1.3%
Mexico	0	1	1	1.3%
Pakistan	1	0	1	1.3%
Philippines	1	0	1	1.3%
Russian Federation	1	0	1	1.3%
Rwanda	1	0	1	1.3%
Serbia	1	0	1	1.3%
Singapore	1	0	1	1.3%
Spain	1	0	1	1.3%
Sri Lanka	1	0	1	1.3%
Suriname	1	0	1	1.3%
Switzerland	1	0	1	1.3%
Uganda	0	1	1	1.3%
United Republic of Tanzania	0	1	1	1.3%
Viet Nam	1	0	1	1.3%
Zimbabwe	0	1	1	1.3%
Total	60	20	80	100.0%

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

Nationality	Female	Male	Total	% of total
India	1360	1075	2435	18.2%
Nigeria	496	682	1178	8.8%
Pakistan	385	527	912	6.8%
United States of America	660	190	850	6.4%
Egypt	237	158	395	3.0%
Kenya	186	208	394	2.9%
China	309	75	384	2.9%
Ghana	129	181	310	2.3%
United Kingdom of Great Britain and Northern Ireland	224	77	301	2.3%
Canada	235	62	297	2.2%
Ethiopia	106	190	296	2.2%
Italy	187	83	270	2.0%
United Republic of Tanzania	75	139	214	1.6%
Afghanistan	48	163	211	1.6%
Sudan	119	84	203	1.5%
Nepal	94	91	185	1.4%
Cameroon	83	98	181	1.4%
Uganda	71	88	159	1.2%
Bangladesh	64	92	156	1.2%
Indonesia	105	50	155	1.2%
Germany	108	35	143	1.1%
Spain	99	37	136	1.0%
Rwanda	41	90	131	1.0%
Zimbabwe	75	47	122	0.9%
France	94	24	118	0.9%
South Africa	88	30	118	0.9%
Australia	72	32	104	0.8%
Democratic Republic of the Congo	27	70	97	0.7%
Brazil	62	27	89	0.7%
Congo	24	60	84	0.6%
Republic of Korea	57	20	77	0.6%
Türkiye	53	24	77	0.6%
Iran (Islamic Republic of)	41	31	72	0.5%
Philippines	43	29	72	0.5%
Zambia	38	33	71	0.5%
Sri Lanka	46	22	68	0.5%
Malawi	35	30	65	0.5%
Jordan	38	25	63	0.5%
Mexico	46	17	63	0.5%
Russian Federation	42	21	63	0.5%
Somalia	17	45	62	0.5%
Viet Nam	43	18	61	0.5%
Malaysia	35	22	57	0.4%
Syrian Arab Republic	25	32	57	0.4%
Morocco	38	16	54	0.4%
Switzerland	40	12	52	0.4%
Yemen	13	39	52	0.4%
Colombia	33	16	49	0.4%
Lebanon	32	17	49	0.4%
Portugal	35	14	49	0.4%
Netherlands	37	10	47	0.4%
Côte d'Ivoire	12	34	46	0.3%
Greece	29	13	42	0.3%
Ireland	33	9	42	0.3%
Botswana	28	11	39	0.3%
Burundi	20	18	38	0.3%
Others	20	18	38	0.3%
Senegal	17	20	37	0.3%
Tunisia	21	14	35	0.3%
Benin	5	29	34	0.3%
Saudi Arabia	23	9	32	0.2%
Sweden	24	8	32	0.2%
Guinea	4	27	31	0.2%
Singapore	21	10	31	0.2%
Sierra Leone	5	25	30	0.2%
Iraq	13	15	28	0.2%
Kazakhstan	22	6	28	0.2%
Mozambique	12	16	28	0.2%
Namibia	22	5	27	0.2%
Poland	27	0	27	0.2%
Togo	4	23	27	0.2%
Peru	21	5	26	0.2%
Chad	2	23	25	0.2%
Gambia	4	21	25	0.2%
Austria	18	6	24	0.2%
Belgium	15	9	24	0.2%
Ukraine	20	4	24	0.2%
Myanmar	13	8	21	0.2%
Algeria	15	5	20	0.1%
Burkina Faso	3	17	20	0.1%
Japan	17	3	20	0.1%
Ecuador	13	6	19	0.1%
Argentina	15	3	18	0.1%
Romania	15	3	18	0.1%
South Sudan	5	13	18	0.1%
Georgia	12	5	17	0.1%
Thailand	11	5	16	0.1%
Haiti	5	10	15	0.1%

Nationality	Female	Male	Total	% of total
Uzbekistan	7	8	15	0.1%
Mali	1	13	14	0.1%
Bulgaria	11	2	13	0.1%
Lesotho	7	6	13	0.1%
Norway	12	1	13	0.1%
Honduras	9	3	12	0.1%
Jamaica	9	3	12	0.1%
Liberia	3	9	12	0.1%
Chile	6	5	11	0.1%
Eswatini	8	3	11	0.1%
Finland	9	2	11	0.1%
Hungary	8	3	11	0.1%
Israel	5	6	11	0.1%
New Zealand	6	5	11	0.1%
Lithuania	7	3	10	0.1%
Mongolia	9	1	10	0.1%
Armenia	8	1	9	0.1%
Eritrea	6	3	9	0.1%
Libya	3	6	9	0.1%
Niger	3	6	9	0.1%
Trinidad and Tobago	7	2	9	0.1%
Azerbaijan	4	4	8	0.1%
Denmark	7	1	8	0.1%
Kyrgyzstan	8	0	8	0.1%
Madagascar	4	4	8	0.1%
Mauritania	4	4	8	0.1%
Albania	6	1	7	0.1%
Croatia	7	0	7	0.1%
Slovakia	6	1	7	0.1%
Angola	1	5	6	0.0%
Guinea-Bissau	1	5	6	0.0%
Latvia	2	4	6	0.0%
Republic of Moldova	4	2	6	0.0%
Central African Republic	0	5	5	0.0%
Costa Rica	2	3	5	0.0%
Gabon	0	5	5	0.0%
Lao People's Democratic Republic	4	1	5	0.0%
Djibouti	2	2	4	0.0%
Dominican Republic	2	2	4	0.0%
Serbia	1	3	4	0.0%
Turkmenistan	2	2	4	0.0%
Venezuela (Bolivarian Republic of)	3	1	4	0.0%
Bahrain	3	0	3	0.0%
Bolivia (Plurinational State of)	2	1	3	0.0%
Cyprus	2	1	3	0.0%
Czechia	3	0	3	0.0%
Equatorial Guinea	1	2	3	0.0%
Guatemala	2	1	3	0.0%
Kuwait	1	2	3	0.0%
Palau	1	2	3	0.0%
Papua New Guinea	1	2	3	0.0%
Puerto Rico	2	1	3	0.0%
Qatar	3	0	3	0.0%
Suriname	1	2	3	0.0%
Tajikistan	2	1	3	0.0%
United Arab Emirates	2	1	3	0.0%
Bahamas	1	1	2	0.0%
Bhutan	0	2	2	0.0%
Cambodia	2	0	2	0.0%
Comoros	0	2	2	0.0%
Cuba	0	2	2	0.0%
Fiji	2	0	2	0.0%
Iceland	1	1	2	0.0%
Luxembourg	1	1	2	0.0%
Mauritius	2	0	2	0.0%
Nicaragua	2	0	2	0.0%
Uruguay	2	0	2	0.0%
Belize	0	1	1	0.0%
Bosnia and Herzegovina	0	1	1	0.0%
Brunei Darussalam	1	0	1	0.0%
Cabo Verde	0	1	1	0.0%
Democratic People's Republic of Korea	0	1	1	0.0%
El Salvador	0	1	1	0.0%
Estonia	1	0	1	0.0%
Maldives	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%
Seychelles	1	0	1	0.0%
Slovenia	1	0	1	0.0%
Solomon Islands	1	0	1	0.0%
Vanuatu	0	1	1	0.0%
Total	7479	5893	13372	100.0%

**TABLE 19. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES
DATA FROM 1 JANUARY TO 31 DECEMBER 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	2	1	0	0	0	0	3
China	5	0	0	0	0	1	6
Finland	1	0	0	0	1	0	2
France	6	0	0	1	0	1	8
Germany	7	0	1	3	2	0	13
Italy	6	0	0	1	0	0	7
Japan	10	0	0	1	0	1	12
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	1	1	0	0	1	0	3
Switzerland	2	0	0	0	0	0	2
United Kingdom of Great Britain and Northern Ireland	1	0	0	0	0	0	1
Total	49	3	2	6	6	3	69

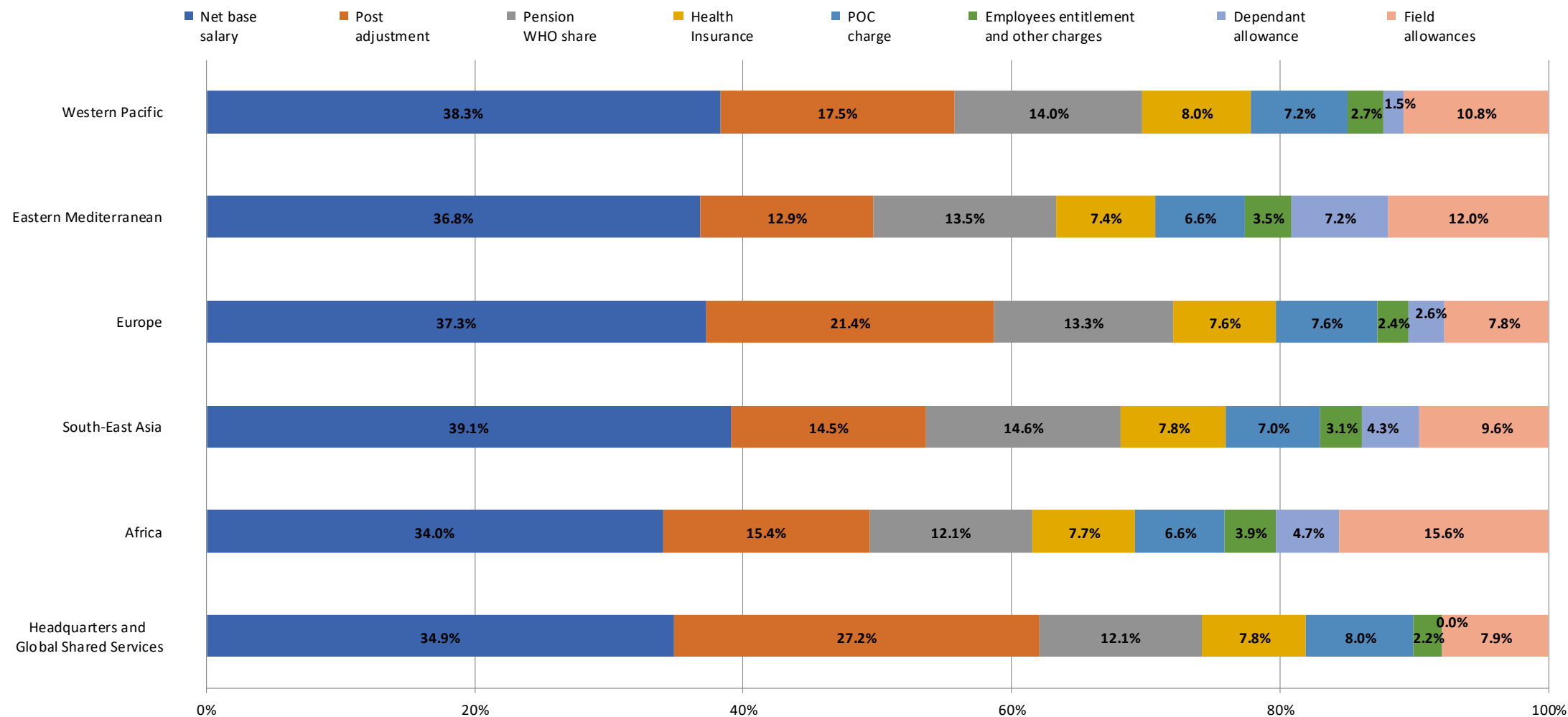
**TABLE 20. NUMBER OF AFFILIATES BY MAJOR OFFICE
DATA FROM 1 JANUARY TO 31 DECEMBER 2023**

Major Office	Agreement for Performance of Work		Consultants		Special Services Agreements ^a
	Cumulative data January-December 2023	Estimate of full-time equivalents ^b	Cumulative data January-December 2023	Estimate of full-time equivalents ^b	Cumulative data January-December 2023
Headquarters and Global Shared Services	831	163	2438	1025	0
Africa	213	63	1206	354	3225
South-East Asia	116	33	325	110	1921
Europe	1392	265	1154	433	37
Eastern Mediterranean	877	254	604	224	261
Western Pacific	153	36	584	251	162
Total	3582	814	6311	2398	5606
Totals from December 2022	4133	753	6105	2033	5113

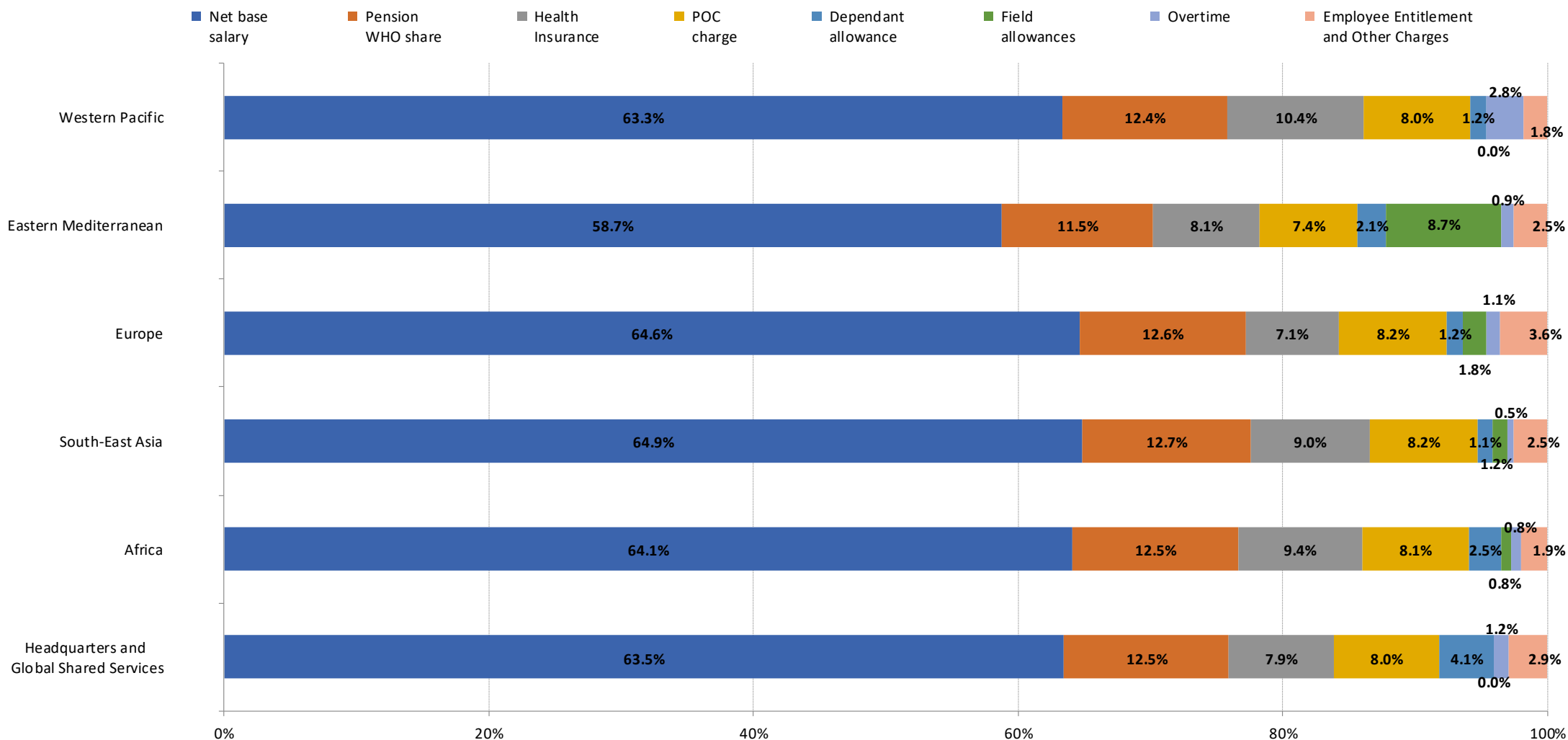
^aShows the number of SSA holders, not the number of SSA contracts issued

^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 DECEMBER 2023**



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



**TABLE 23. DATA PROVIDED BY PAHO ON ITS DISTRIBUTION OF FIXED-TERM PROFESSIONAL STAFF BY NATIONALITY
DATA AS OF 31-DEC-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/spba189-human-resources-management-pan-american-sanitary-bureau>

Nationality	Total
Antigua and Barbuda	1
Argentina	25
Australia	1
Austria	1
Barbados	3
Belgium	2
Belize	4
Bolivia (Plurinational State of)	5
Brazil	53
Cameroon	1
Canada	10
Chile	13
Colombia	43
Costa Rica	11
Côte d'Ivoire	1
Cuba	9
Democratic Republic of the Congo	1
Dominican Republic	2
Ecuador	13
El Salvador	10
Finland	1
France	11
Germany	1
Greece	1
Guatemala	12
Guyana	1
Haiti	4
Honduras	4
India	1
Ireland	1
Italy	5
Jamaica	8
Liberia	1
Mexico	10
Mozambique	1
Netherlands	2
Nicaragua	8
Panama	3
Paraguay	2
Peru	22
Philippines	3
Rwanda	1
Saint Lucia	1
Saint Vincent and the Grenadines	4
Singapore	2
Spain	31
Suriname	2
Switzerland	1
Togo	1
Trinidad and Tobago	2
Turkey	1
Uganda	1
United Kingdom of Great Britain and Northern Ireland	6
United States of America	63
Uruguay	6
Uzbekistan	1
Venezuela (Bolivarian Republic of)	8
Total	442