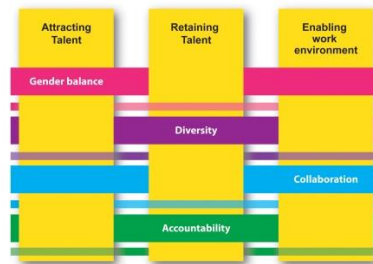


# Human resources: update

## Workforce data

As at 31 December 2025



Document issued 01 May 2026

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

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

**Fixed-term appointments**

Professional and higher category staff	651	27	16	379	108	197	210	190	1778
National professional officers	2	25	0	425	107	104	161	73	897
General service staff	236	145	6	560	196	161	303	188	1795
<b>Total</b>	<b>889</b>	<b>197</b>	<b>22</b>	<b>1364</b>	<b>411</b>	<b>462</b>	<b>674</b>	<b>451</b>	<b>4470</b>
Percentage of fixed-term appointments out of the total staff	41.8%	69.1%	40.0%	57.2%	56.1%	51.7%	49.2%	62.1%	52.2%

**Continuing appointments**

Professional and higher category staff	515	7	14	164	38	117	76	52	983
National professional officers	2	48	0	147	13	18	40	31	299
General service staff	259	30	4	433	142	84	211	145	1308
<b>Total</b>	<b>776</b>	<b>85</b>	<b>18</b>	<b>744</b>	<b>193</b>	<b>219</b>	<b>327</b>	<b>228</b>	<b>2590</b>
Percentage of continuing appointments out of the total staff	36.5%	29.8%	32.7%	31.2%	26.4%	24.5%	23.9%	31.4%	30.2%

<b>Total number of staff holding long-term appointments</b>	<b>1665</b>	<b>282</b>	<b>40</b>	<b>2108</b>	<b>604</b>	<b>681</b>	<b>1001</b>	<b>679</b>	<b>7060</b>
Percentage of long-term appointments out of the total staff	78.4%	98.9%	72.7%	88.5%	82.5%	76.3%	73.1%	93.5%	82.4%

**Staff holding short-term appointments**

**Temporary appointments under SR 420.4**

Professional and higher category staff	370	2	13	127	30	48	81	26	697
National professional officers	0	0	0	72	61	86	127	11	357
General service staff	59	1	2	76	37	75	160	10	420
<b>Total</b>	<b>429</b>	<b>3</b>	<b>15</b>	<b>275</b>	<b>128</b>	<b>209</b>	<b>368</b>	<b>47</b>	<b>1474</b>

**Temporary appointments of 60 days or less**

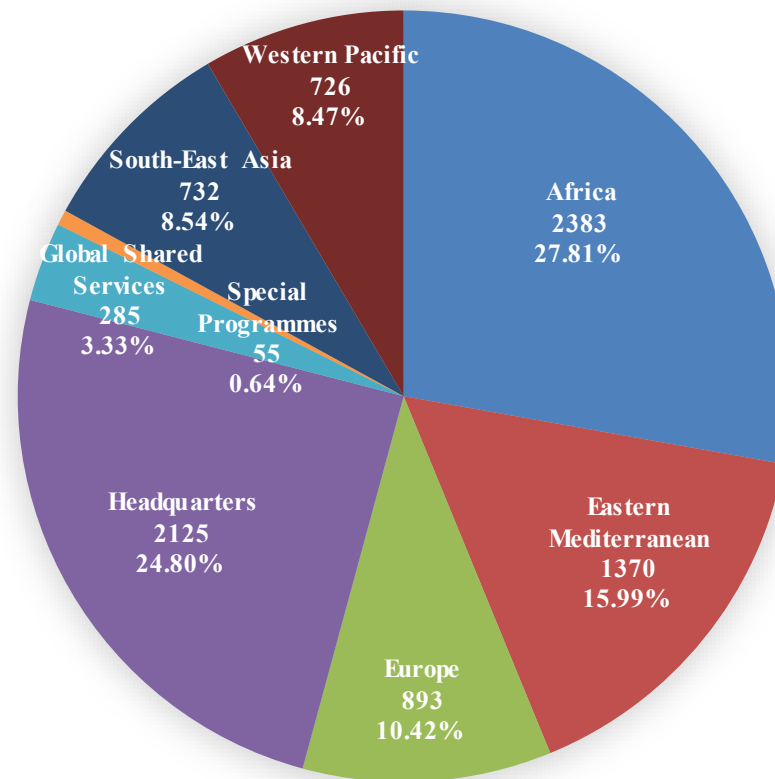
Professional and higher category staff	19	0	0	0	0	2	1	0	22
National professional officers	0	0	0	0	0	0	0	0	0
General service staff	12	0	0	0	0	1	0	0	13
<b>Total</b>	<b>31</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>35</b>

<b>Total number of temporary appointments</b>	<b>460</b>	<b>3</b>	<b>15</b>	<b>275</b>	<b>128</b>	<b>212</b>	<b>369</b>	<b>47</b>	<b>1509</b>
Percentage of temporary appointments out of the total staff	21.6%	1.1%	27.3%	11.5%	17.5%	23.7%	26.9%	6.5%	17.6%

<b>Total number of staff</b>	<b>2125</b>	<b>285</b>	<b>55</b>	<b>2383</b>	<b>732</b>	<b>893</b>	<b>1370</b>	<b>726</b>	<b>8569</b>
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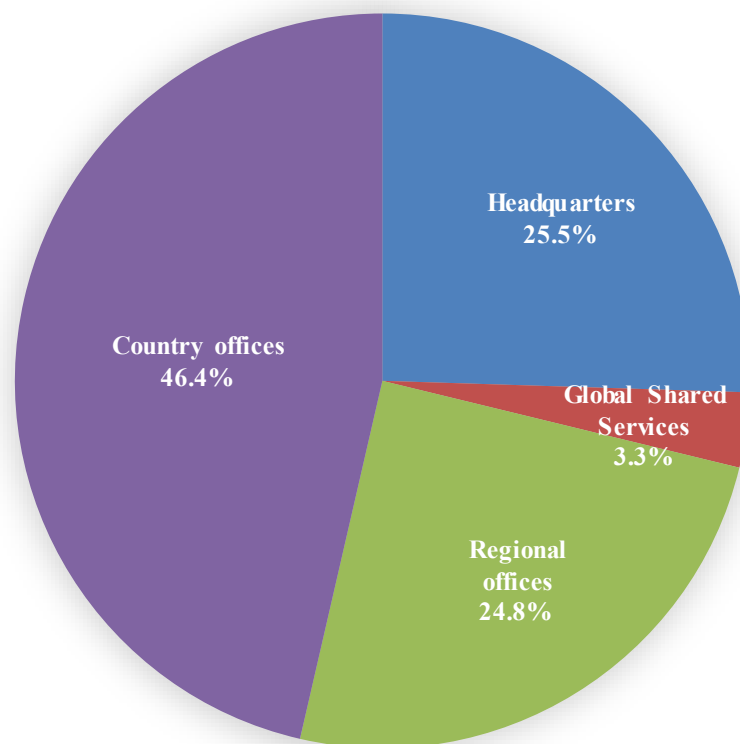
<sup>a</sup> This column includes: the Alliance for Health Policy and Systems Research, the European Observatory on Health Systems and Policies and the Partnership for Maternal, Newborn and Child Health

**Figure 1. Distribution of WHO Staff as of 31 December 2025, by major office**



**Total number of staff: 8569**

**Figure 2. Distribution of WHO Staff as of 31 December 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-DEC-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	%
<b>Continuing</b>	983	28.2%	299	19.3%	1308	37.0%	<b>2590</b>	<b>30.2%</b>
<b>Fixed-Term</b>	1778	51.1%	897	57.8%	1795	50.8%	<b>4470</b>	<b>52.2%</b>
<b>Temporary</b>	719	20.7%	357	23.0%	433	12.2%	<b>1509</b>	<b>17.6%</b>
<b>Total</b>	<b>3480</b>	<b>100.0%</b>	<b>1553</b>	<b>100.0%</b>	<b>3536</b>	<b>100.0%</b>	<b>8569</b>	<b>100.0%</b>

**TABLE 3a - DISTRIBUTION OF STAFF BY JOB CATEGORY, APPOINTMENT TYPE AND GENDER, ALL LOCATIONS  
DATA AS OF 31-DEC-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>	467	516	983	47.5%	52.5%
	<b>Fixed-Term</b>	871	907	1778	49.0%	51.0%
	<b>Temporary</b>	372	347	719	51.7%	48.3%
	<b>Total P</b>	<b>1710</b>	<b>1770</b>	<b>3480</b>	<b>49.1%</b>	<b>50.9%</b>
<b>National Professional Officer</b>	<b>Continuing</b>	137	162	299	45.8%	54.2%
	<b>Fixed-Term</b>	400	497	897	44.6%	55.4%
	<b>Temporary</b>	149	208	357	41.7%	58.3%
	<b>Total NPO</b>	<b>686</b>	<b>867</b>	<b>1553</b>	<b>44.2%</b>	<b>55.8%</b>
<b>General Service Staff</b>	<b>Continuing</b>	705	603	1308	53.9%	46.1%
	<b>Fixed-Term</b>	1004	791	1795	55.9%	44.1%
	<b>Temporary</b>	154	279	433	35.6%	64.4%
	<b>Total GS</b>	<b>1863</b>	<b>1673</b>	<b>3536</b>	<b>52.7%</b>	<b>47.3%</b>
	<b>Total</b>	<b>4259</b>	<b>4310</b>	<b>8569</b>	<b>49.7%</b>	<b>50.3%</b>

**TABLE 3b - DISTRIBUTION OF STAFF BY JOB CATEGORY, GRADE, MAJOR OFFICE AND GENDER, ALL LOCATIONS  
DATA AS OF 31-DEC-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	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%
	UG1	3	3	6	50.0%	50.0%	0	1	1	0.0%	100.0%	2	0	2	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	6	12	50.0%	50.0%
	D2	10	18	28	35.7%	64.3%	1	4	5	20.0%	80.0%	0	1	1	0.0%	100.0%	1	0	1	100.0%	0.0%	1	10	11	9.1%	90.9%	0	5	5	0.0%	100.0%	13	38	51	25.5%	74.5%
	D1	10	14	24	41.7%	58.3%	6	18	24	25.0%	75.0%	3	9	12	25.0%	75.0%	7	12	19	36.8%	63.2%	7	7	14	50.0%	50.0%	6	7	13	46.2%	53.8%	39	67	106	36.8%	63.2%
	P6	12	26	38	31.6%	68.4%	3	8	11	27.3%	72.7%	3	2	5	60.0%	40.0%	5	4	9	55.6%	44.4%	6	7	13	46.2%	53.8%	2	2	4	50.0%	50.0%	31	49	80	38.8%	61.3%
	P5	212	187	399	53.1%	46.9%	33	65	98	33.7%	66.3%	27	38	65	41.5%	58.5%	37	37	74	50.0%	50.0%	26	60	86	30.2%	69.8%	32	33	65	49.2%	50.8%	367	420	787	46.6%	53.4%
	P4	345	286	631	54.7%	45.3%	95	215	310	30.6%	69.4%	18	40	58	31.0%	69.0%	61	60	121	50.4%	49.6%	38	90	128	29.7%	70.3%	46	38	84	54.8%	45.2%	603	729	1332	45.3%	54.7%
	P3	262	150	412	63.6%	36.4%	79	78	157	50.3%	49.7%	12	15	27	44.4%	55.6%	68	42	110	61.8%	38.2%	48	48	96	50.0%	50.0%	46	30	76	60.5%	39.5%	515	363	878	58.7%	41.3%
	P2	43	28	71	60.6%	39.4%	34	29	63	54.0%	46.0%	3	3	6	50.0%	50.0%	26	17	43	60.5%	39.5%	8	10	18	44.4%	55.6%	12	8	20	60.0%	40.0%	126	95	221	57.0%	43.0%
P1	2	1	3	66.7%	33.3%	1	0	1	100.0%	0.0%	0	0	0	0.0%	0.0%	7	0	7	100.0%	0.0%	0	1	1	0.0%	100.0%	0	0	0	0.0%	0.0%	10	2	12	83.3%	16.7%	
<b>Total P</b>	<b>899</b>	<b>714</b>	<b>1613</b>	<b>55.7%</b>	<b>44.3%</b>	<b>252</b>	<b>418</b>	<b>670</b>	<b>37.6%</b>	<b>62.4%</b>	<b>68</b>	<b>108</b>	<b>176</b>	<b>38.6%</b>	<b>61.4%</b>	<b>212</b>	<b>173</b>	<b>385</b>	<b>55.1%</b>	<b>44.9%</b>	<b>135</b>	<b>233</b>	<b>368</b>	<b>36.7%</b>	<b>63.3%</b>	<b>144</b>	<b>124</b>	<b>268</b>	<b>53.7%</b>	<b>46.3%</b>	<b>1710</b>	<b>1770</b>	<b>3480</b>	<b>49.1%</b>	<b>50.9%</b>	
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	12	16	25.0%	75.0%	6	0	6	100.0%	0.0%	14	24	38	36.8%	63.2%
	NO-C	14	9	23	60.9%	39.1%	141	246	387	36.4%	63.6%	19	24	43	44.2%	55.8%	14	8	22	63.6%	36.4%	43	67	110	39.1%	60.9%	17	18	35	48.6%	51.4%	248	372	620	40.0%	60.0%
	NO-B	22	7	29	75.9%	24.1%	64	142	206	31.1%	68.9%	36	48	84	42.9%	57.1%	108	62	170	63.5%	36.5%	54	98	152	35.5%	64.5%	36	20	56	64.3%	35.7%	320	377	697	45.9%	54.1%
	NO-A	20	4	24	83.3%	16.7%	17	20	37	45.9%	54.1%	20	33	53	37.7%	62.3%	11	5	16	68.8%	31.3%	21	29	50	42.0%	58.0%	15	3	18	83.3%	16.7%	104	94	198	52.5%	47.5%
<b>Total NPO</b>	<b>56</b>	<b>21</b>	<b>77</b>	<b>72.7%</b>	<b>27.3%</b>	<b>226</b>	<b>418</b>	<b>644</b>	<b>35.1%</b>	<b>64.9%</b>	<b>75</b>	<b>106</b>	<b>181</b>	<b>41.4%</b>	<b>58.6%</b>	<b>133</b>	<b>75</b>	<b>208</b>	<b>63.9%</b>	<b>36.1%</b>	<b>122</b>	<b>206</b>	<b>328</b>	<b>37.2%</b>	<b>62.8%</b>	<b>74</b>	<b>41</b>	<b>115</b>	<b>64.3%</b>	<b>35.7%</b>	<b>686</b>	<b>867</b>	<b>1553</b>	<b>44.2%</b>	<b>55.8%</b>	
GS	G7	7	0	7	100.0%	0.0%	55	81	136	40.4%	59.6%	19	19	38	50.0%	50.0%	0	1	1	0.0%	100.0%	24	13	37	64.9%	35.1%	22	8	30	73.3%	26.7%	127	122	249	51.0%	49.0%
	G6	194	37	231	84.0%	16.0%	133	103	236	56.4%	43.6%	44	32	76	57.9%	42.1%	64	27	91	70.3%	29.7%	102	75	177	57.6%	42.4%	67	18	85	78.8%	21.2%	604	292	896	67.4%	32.6%
	G5	318	67	385	82.6%	17.4%	140	112	252	55.6%	44.4%	74	60	134	55.2%	44.8%	123	53	176	69.9%	30.1%	147	99	246	59.8%	40.2%	117	16	133	88.0%	12.0%	919	407	1326	69.3%	30.7%
	G4	65	36	101	64.4%	35.6%	10	25	35	28.6%	71.4%	28	25	53	52.8%	47.2%	13	6	19	68.4%	31.6%	27	39	66	40.9%	59.1%	43	7	50	86.0%	14.0%	186	138	324	57.4%	42.6%
	G3	8	12	20	40.0%	60.0%	4	78	82	4.9%	95.1%	3	21	24	12.5%	87.5%	0	24	24	0.0%	100.0%	0	52	52	0.0%	100.0%	4	15	19	21.1%	78.9%	19	202	221	8.6%	91.4%
	G2	0	0	0	0.0%	0.0%	2	325	327	0.6%	99.4%	0	46	46	0.0%	100.0%	1	18	19	5.3%	94.7%	1	83	84	1.2%	98.8%	0	23	23	0.0%	100.0%	4	495	499	0.8%	99.2%
	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%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	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%
<b>Total GS</b>	<b>592</b>	<b>153</b>	<b>745</b>	<b>79.5%</b>	<b>20.5%</b>	<b>344</b>	<b>725</b>	<b>1069</b>	<b>32.2%</b>	<b>67.8%</b>	<b>169</b>	<b>206</b>	<b>375</b>	<b>45.1%</b>	<b>54.9%</b>	<b>201</b>	<b>129</b>	<b>330</b>	<b>60.9%</b>	<b>39.1%</b>	<b>302</b>	<b>372</b>	<b>674</b>	<b>44.8%</b>	<b>55.2%</b>	<b>255</b>	<b>88</b>	<b>343</b>	<b>74.3%</b>	<b>25.7%</b>	<b>1863</b>	<b>1673</b>	<b>3536</b>	<b>52.7%</b>	<b>47.3%</b>	
<b>Total</b>	<b>1547</b>	<b>888</b>	<b>2435</b>	<b>63.5%</b>	<b>36.5%</b>	<b>822</b>	<b>1561</b>	<b>2383</b>	<b>34.5%</b>	<b>65.5%</b>	<b>312</b>	<b>420</b>	<b>732</b>	<b>42.6%</b>	<b>57.4%</b>	<b>546</b>	<b>377</b>	<b>923</b>	<b>59.2%</b>	<b>40.8%</b>	<b>559</b>	<b>811</b>	<b>1370</b>	<b>40.8%</b>	<b>59.2%</b>	<b>473</b>	<b>253</b>	<b>726</b>	<b>65.2%</b>	<b>34.8%</b>	<b>4259</b>	<b>4310</b>	<b>8569</b>	<b>49.7%</b>	<b>50.3%</b>	

F - female, M - male, T - total

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

TABLE 3c. DISTRIBUTION OF STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE, GRADE AND GENDER<sup>a</sup>  
DATA AS OF 31-DEC-2025

Professional and higher category staff

Region	P1			P2			P3			P4			P5			P6/D1			D2			UG			Total			Percentage current year		Comparison with July 2025		Comparison with Dec 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	T	F	M	F	M	F
Headquarters and Global Shared Services	1	0	1	21	15	36	143	86	229	246	215	461	202	178	380	21	39	60	9	17	26	3	4	7	646	554	1200	53.8%	46.2%	53.9%	46.1%	53.4%	46.6%		
<i>Special programmes and collaborative arrangements</i>	7	0	7	5	3	8	2	1	3	2	3	5	2	2	4	0	2	2	0	1	1	0	0	0	18	12	30	60.0%	40.0%	62.1%	37.9%	60.0%	40.0%		
Africa	1	0	1	30	20	50	63	57	120	80	158	238	32	61	93	9	26	35	1	4	5	0	1	1	216	327	543	39.8%	60.2%	39.6%	60.4%	37.5%	62.5%		
South-East Asia	0	0	0	2	3	5	5	7	12	14	32	46	27	36	63	6	11	17	0	1	1	2	0	2	56	90	146	38.4%	61.6%	37.1%	62.9%	38.6%	61.4%		
Europe	0	0	0	15	9	24	53	36	89	50	53	103	34	35	69	12	15	27	1	0	1	0	1	1	165	149	314	52.5%	47.5%	51.2%	48.8%	50.9%	49.1%		
Eastern Mediterranean	0	1	1	6	7	13	30	25	55	31	66	97	26	56	82	13	14	27	1	9	10	1	0	1	108	178	286	37.8%	62.2%	37.6%	62.4%	36.4%	63.6%		
Western Pacific	0	0	0	10	7	17	38	26	64	41	34	75	32	31	63	8	9	17	0	5	5	0	1	1	129	113	242	53.3%	46.7%	52.9%	47.1%	56.2%	43.8%		
<b>Total</b>	<b>9</b>	<b>1</b>	<b>10</b>	<b>89</b>	<b>64</b>	<b>153</b>	<b>334</b>	<b>238</b>	<b>572</b>	<b>464</b>	<b>561</b>	<b>1025</b>	<b>355</b>	<b>399</b>	<b>754</b>	<b>69</b>	<b>116</b>	<b>185</b>	<b>12</b>	<b>37</b>	<b>49</b>	<b>6</b>	<b>7</b>	<b>13</b>	<b>1338</b>	<b>1423</b>	<b>2761</b>	<b>48.5%</b>	<b>51.5%</b>	<b>48.3%</b>	<b>51.7%</b>	<b>47.9%</b>	<b>52.1%</b>		
Percentage by grade	90.0%	10.0%	100.0%	58.2%	41.8%	100.0%	58.4%	41.6%	100.0%	45.3%	54.7%	100.0%	47.1%	52.9%	100.0%	37.3%	62.7%	100.0%	24.5%	75.5%	100.0%	46.2%	53.8%	100.0%	48.5%	51.5%	100.0%								
Percentage of total			0.4%			5.5%			20.7%			37.1%			27.3%			6.7%			1.8%			0.5%			100.0%								

National professional officers

Region	A			B			C			D			Total			Percentage current year		Comparison with July 2025		Comparison with Dec 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%	72.7%	27.3%	72.5%	27.5%
<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	17	18	35	50	113	163	128	232	360	4	10	14	199	373	572	34.8%	65.2%	34.7%	65.3%	34.4%	65.6%
South-East Asia	10	7	17	25	37	62	19	21	40	0	1	1	54	66	120	45.0%	55.0%	50.7%	49.3%	49.0%	51.0%
Europe	6	2	8	64	31	95	14	5	19	0	0	0	84	38	122	68.9%	31.1%	67.7%	32.3%	66.7%	33.3%
Eastern Mediterranean	7	13	20	29	58	87	38	41	79	4	11	15	78	123	201	38.8%	61.2%	39.8%	60.2%	40.6%	59.4%
Western Pacific	11	2	13	34	18	52	15	18	33	6	0	6	66	38	104	63.5%	36.5%	57.6%	42.4%	57.3%	42.7%
<b>Total</b>	<b>71</b>	<b>46</b>	<b>117</b>	<b>224</b>	<b>264</b>	<b>488</b>	<b>228</b>	<b>326</b>	<b>554</b>	<b>14</b>	<b>23</b>	<b>37</b>	<b>537</b>	<b>659</b>	<b>1196</b>	<b>44.9%</b>	<b>55.1%</b>	<b>44.8%</b>	<b>55.2%</b>	<b>44.2%</b>	<b>55.8%</b>
Percentage by grade	60.7%	39.3%	100.0%	45.9%	54.1%	100.0%	41.2%	58.8%	100.0%	37.8%	62.2%	100.0%	44.9%	55.1%	100.0%						
Percentage of total			9.8%			40.8%			46.3%			3.1%			100.0%						

General service staff

Region	G1			G2			G3			G4			G5			G6			G7			Total			Percentage current year		Comparison with July 2025		Comparison with Dec 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
Headquarters and Global Shared Services	0	1	1	0	0	0	1	8	9	46	28	74	294	55	349	193	37	230	7	0	7	541	129	670	80.7%	19.3%	81.1%	18.9%	81.6%	18.4%
<i>Special programmes and collaborative arrangements</i>	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%	90.0%	10.0%
Africa	0	1	1	2	300	302	4	78	82	9	17	26	133	101	234	130	87	217	53	78	131	331	662	993	33.3%	66.7%	33.3%	66.7%	33.9%	66.1%
South-East Asia	1	3	4	0	41	41	3	21	24	20	20	40	70	50	120	42	29	71	19	19	38	155	183	338	45.9%	54.1%	46.5%	53.5%	47.1%	52.9%
Europe	0	0	0	0	4	4	0	20	20	4	3	7	93	34	127	60	26	86	0	1	1	157	88	245	64.1%	35.9%	64.5%	35.5%	66.8%	33.2%
Eastern Mediterranean	1	9	10	1	58	59	0	49	49	20	20	40	126	56	182	95	42	137	24	13	37	267	247	514	51.9%	48.1%	51.4%	48.6%	51.7%	48.3%
Western Pacific	2	1	3	0	22	22	4	15	19	42	6	48	113	14	127	67	18	85	21	8	29	249	84	333	74.8%	25.2%	75.5%	24.5%	74.7%	25.3%
<b>Total</b>	<b>4</b>	<b>15</b>	<b>19</b>	<b>3</b>	<b>425</b>	<b>428</b>	<b>12</b>	<b>191</b>	<b>203</b>	<b>141</b>	<b>94</b>	<b>235</b>	<b>838</b>	<b>310</b>	<b>1148</b>	<b>587</b>	<b>240</b>	<b>827</b>	<b>124</b>	<b>119</b>	<b>243</b>	<b>1709</b>	<b>1394</b>	<b>3103</b>	<b>55.1%</b>	<b>44.9%</b>	<b>55.5%</b>	<b>44.5%</b>	<b>56.0%</b>	<b>44.0%</b>
Percentage by grade	21.1%	78.9%	100.0%	0.7%	99.3%	100.0%	5.9%	94.1%	100.0%	60.0%	40.0%	100.0%	73.0%	27.0%	100.0%	71.0%	29.0%	100.0%	51.0%	49.0%	100.0%	55.1%	44.9%	100.0%						
Percentage of total			0.6%			13.8%			6.5%			7.6%			37.0%			26.7%			7.8%			100.0%						

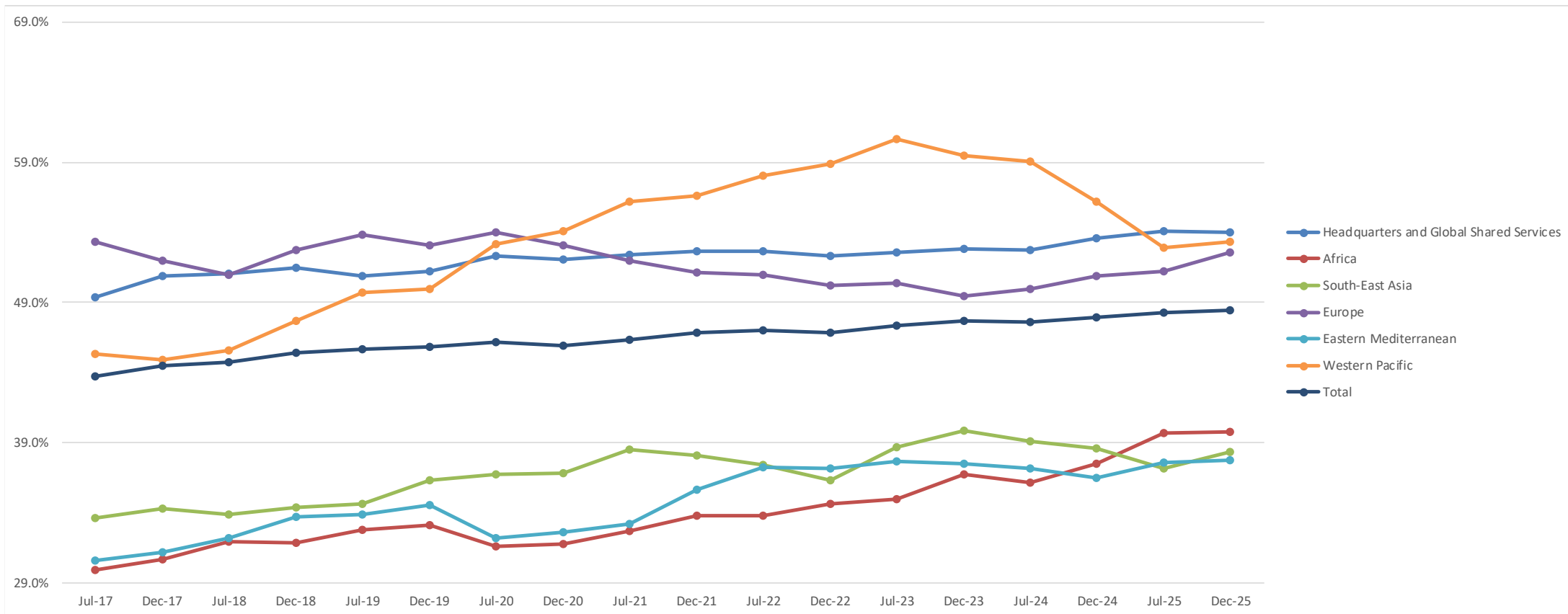
F - female, M - male, T - total

<sup>a</sup> Includes all staff in all positions (including those not counted for geographical distribution purposes)

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

**TABLE 3d. PERCENTAGE OF FEMALE STAFF HOLDING LONG-TERM APPOINTMENTS BY MAJOR OFFICE**  
**DATA FROM JULY 2017 TO DECEMBER 2025**

**Professional and higher category staff**



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

Grade	31/12/2024					31/12/2025					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	0	0	0.0%	0.0%	0.0
UG1	8	6	14	57.1%	42.9%	6	6	12	50.0%	50.0%	-7.1
<b>Subtotal UG</b>	<b>8</b>	<b>9</b>	<b>17</b>	<b>47.1%</b>	<b>52.9%</b>	<b>6</b>	<b>7</b>	<b>13</b>	<b>46.2%</b>	<b>53.8%</b>	<b>-0.9</b>
D2	20	46	66	30.3%	69.7%	12	37	49	24.5%	75.5%	-5.8
P6/D1	70	134	204	34.3%	65.7%	69	116	185	37.3%	62.7%	3.0
<b>Subtotal D</b>	<b>90</b>	<b>180</b>	<b>270</b>	<b>33.3%</b>	<b>66.7%</b>	<b>81</b>	<b>153</b>	<b>234</b>	<b>34.6%</b>	<b>65.4%</b>	<b>1.3</b>
P5	383	424	807	47.5%	52.5%	355	399	754	47.1%	52.9%	-0.4
P4	485	605	1090	44.5%	55.5%	464	561	1025	45.3%	54.7%	0.8
P3	343	251	594	57.7%	42.3%	334	238	572	58.4%	41.6%	0.7
P2	87	58	145	60.0%	40.0%	89	64	153	58.2%	41.8%	-1.8
P1	9	1	10	90.0%	10.0%	9	1	10	90.0%	10.0%	0.0
<b>Subtotal P</b>	<b>1307</b>	<b>1339</b>	<b>2646</b>	<b>49.4%</b>	<b>50.6%</b>	<b>1251</b>	<b>1263</b>	<b>2514</b>	<b>49.8%</b>	<b>50.2%</b>	<b>0.4</b>
<b>Total</b>	<b>1405</b>	<b>1528</b>	<b>2933</b>	<b>47.9%</b>	<b>52.1%</b>	<b>1338</b>	<b>1423</b>	<b>2761</b>	<b>48.5%</b>	<b>51.5%</b>	<b>0.6</b>

Gender Parity Policy targets by grade				Difference % female actual vs target as of 31 December 2025
2025	2026	2027	2028	
50.0%	50.0%	50.0%	50.0%	-50.0
50.0%	50.0%	50.0%	50.0%	0.0
44.9%	47.9%	50.0%	50.0%	-20.4
44.6%	47.6%	50.0%	50.0%	-7.3
50.0%	50.0%	50.0%	50.0%	-2.9
49.5%	50.0%	50.0%	50.0%	-4.2

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	As at Dec 2025	Changes between July 2017 and December 2025
<b>Africa</b>	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%	39.8%	Increase of 9.9 percentage points
<b>South-East Asia</b>	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%	38.4%	Increase of 4.8 percentage points
<b>Europe</b>	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%	53.7%	Increase of 0.6 percentage points
<b>Eastern Mediterranean</b>	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%	37.8%	Increase of 7.2 percentage points
<b>Western Pacific</b>	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%	53.3%	Increase of 8 percentage points
<b>Headquarters</b>	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%	53.7%	Increase of 4.3 percentage points
<b>Total</b>	<b>43.7%</b>	<b>44.4%</b>	<b>44.7%</b>	<b>45.4%</b>	<b>45.6%</b>	<b>45.8%</b>	<b>46.2%</b>	<b>45.9%</b>	<b>46.4%</b>	<b>46.8%</b>	<b>47.0%</b>	<b>46.8%</b>	<b>47.4%</b>	<b>47.7%</b>	<b>47.6%</b>	<b>47.9%</b>	<b>48.3%</b>	<b>48.5%</b>	<b>Increase of 4.8 percentage points</b>

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	As at Dec 2025	Changes between July 2017 and December 2025
<b>Africa</b>	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%	32.8%	Increase of 4 percentage points
<b>South-East Asia</b>	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%	38.0%	Increase of 3.6 percentage points
<b>Europe</b>	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%	48.5%	Decrease of 2.9 percentage points
<b>Eastern Mediterranean</b>	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%	33.2%	Increase of 3.3 percentage points
<b>Western Pacific</b>	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%	50.3%	Increase of 10.4 percentage points
<b>Headquarters</b>	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%	51.2%	Increase of 4.9 percentage points
<b>Total</b>	<b>41.1%</b>	<b>41.9%</b>	<b>42.5%</b>	<b>43.4%</b>	<b>43.5%</b>	<b>43.5%</b>	<b>43.8%</b>	<b>43.5%</b>	<b>43.7%</b>	<b>44.2%</b>	<b>44.5%</b>	<b>44.1%</b>	<b>44.5%</b>	<b>44.7%</b>	<b>44.3%</b>	<b>44.2%</b>	<b>44.6%</b>	<b>44.7%</b>	<b>Increase of 3.6 percentage points</b>

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	As at Dec 2025	Changes between July 2017 and December 2025
<b>Africa</b>	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%	25.5%	Decrease of 0.6 percentage points
<b>South-East Asia</b>	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%	50.0%	Increase of 31.8 percentage points
<b>Europe</b>	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%	45.2%	Decrease of 18.1 percentage points
<b>Eastern Mediterranean</b>	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%	26.3%	Decrease of 1.5 percentage points
<b>Western Pacific</b>	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%	37.5%	Increase of 10.8 percentage points
<b>Total</b>	<b>35.0%</b>	<b>33.3%</b>	<b>33.1%</b>	<b>35.8%</b>	<b>39.3%</b>	<b>37.4%</b>	<b>37.9%</b>	<b>37.1%</b>	<b>38.7%</b>	<b>38.2%</b>	<b>36.3%</b>	<b>36.3%</b>	<b>36.8%</b>	<b>35.2%</b>	<b>33.1%</b>	<b>31.7%</b>	<b>34.9%</b>	<b>33.9%</b>	<b>Decrease of 1.1 percentage points</b>

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	As at Dec 2025	Changes between July 2017 and December 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%	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%	23.1%	Increase of 8.8 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%	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%	33.3%	Increase of 8.3 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%	33.3%	Decrease of 11.1 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%	36.0%	Increase of 9.4 percentage points
<b>Total</b>	<b>29.8%</b>	<b>31.0%</b>	<b>34.9%</b>	<b>34.0%</b>	<b>35.7%</b>	<b>35.2%</b>	<b>37.1%</b>	<b>35.0%</b>	<b>35.9%</b>	<b>37.0%</b>	<b>36.6%</b>	<b>35.3%</b>	<b>34.4%</b>	<b>34.0%</b>	<b>31.9%</b>	<b>31.9%</b>	<b>33.9%</b>	<b>32.5%</b>	<b>Increase of 2.7 percentage points</b>

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

Major office	P6			D1			D2			Ungraded			Total		
	July 2017	Dec 2025	2025 vs 2017	July 2017	Dec 2025	2025 vs 2017	July 2017	Dec 2025	2025 vs 2017	July 2017	Dec 2025	2025 vs 2017	July 2017	Dec 2025	2025 vs 2017
Africa	23	11	-52%	18	24	33%	1	5	400%	1	1	0%	43	41	-5%
South-East Asia	18	5	-72%	5	12	140%	2	1	-50%	1	2	100%	26	20	-23%
Europe	16	9	-44%	9	19	111%	1	1	0%	1	1	0%	27	30	11%
Eastern Mediterranean	20	13	-35%	8	14	75%	4	11	175%	1	1	0%	33	39	18%
Western Pacific	9	4	-56%	7	13	86%	2	5	150%	1	1	0%	19	23	21%
Headquarters	51	38	-25%	35	24	-31%	29	28	-3%	12	7	-42%	127	97	-24%
<b>Total</b>	<b>137</b>	<b>80</b>	<b>-42%</b>	<b>82</b>	<b>106</b>	<b>29%</b>	<b>39</b>	<b>51</b>	<b>31%</b>	<b>17</b>	<b>13</b>	<b>-24%</b>	<b>275</b>	<b>250</b>	<b>-9%</b>

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

Major Office	Unrepresented countries	Underrepresented countries	Overrepresented countries
<b>Africa</b>	Equatorial Guinea Guinea-Bissau Namibia Sao Tome and Principe Seychelles		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 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 Lucia Saint Vincent and the Grenadines Suriname	Brazil Chile Costa Rica Ecuador Mexico Peru United States of America	Canada
<b>South-East Asia</b>	Timor-Leste		Bangladesh India Nepal Sri Lanka
<b>Europe</b>	Andorra Cyprus Faroe Islands* Iceland Monaco San Marino	Austria Czechia Israel Lithuania Norway Poland Slovenia	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 December 2025, as per Geographical Representation**

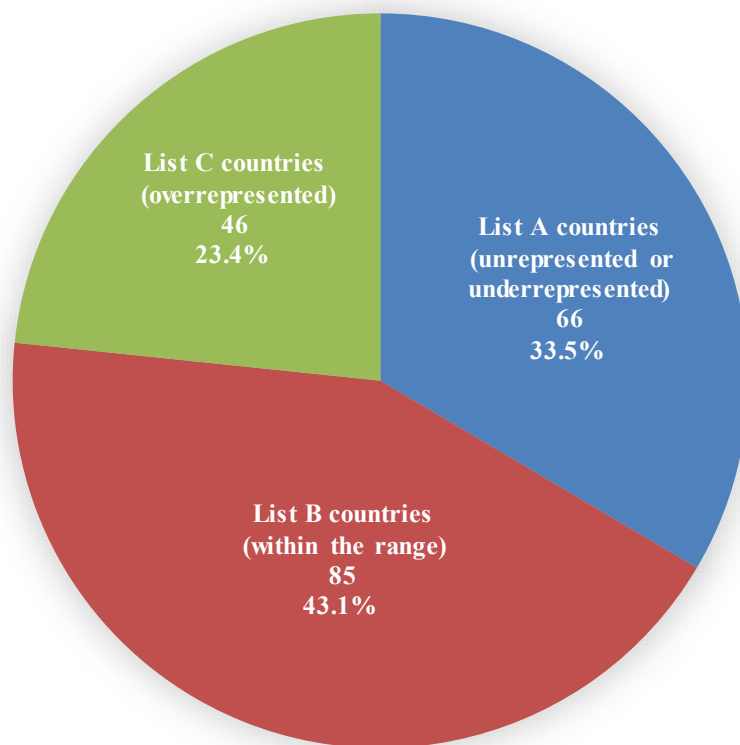


Figure 5. Geographical representation – Trends over time from July 2017 to December 2025

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	Dec-25	Changes between July 2017 and December 2025
<b>Percentage of Member States either unrepresented or underrepresented</b>	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%	33.5%	Increase of 1.4 percentage points
<b>Percentage of staff in the professional and higher categories (including staff on temporary contracts) from low- and middle-income countries</b>	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%	54.6%	Increase of 4.9 percentage points
<b>Percentage of staff in the professional and higher categories holding long-term appointments from low- and middle-income countries</b>	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%	54.7%	Increase of 7 percentage points
<b>Organization-wide, percentage of staff members at the D1 and D2 levels from low- and middle-income countries</b>	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%	53.9%	Increase of 18.4 percentage points
<b>Headquarters, percentage of staff members at the D1 and D2 levels from low- and middle-income countries</b>	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%	36.0%	Increase of 20.4 percentage points

**TABLE 5a. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION<sup>a</sup>, BY COUNTRY OF ORIGIN**  
**DATA AS OF 31-DEC-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	2	11	13	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	9	17	26	
Burundi	1-11	0	0	2	0	3	0	3	3	1	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	2	1	3	
Cameroon	1-11	0	0	2	4	3	4	2	15	3	3	2	1	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	1	1	2	
Chad	1-11	0	0	0	0	1	2	0	4	0	1	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	1	1	1
Congo	1-11	0	0	3	4	2	8	0	4	0	1	0	1	0	0	0	5	18	23	
Côte d'Ivoire	1-11	0	0	0	1	0	3	3	6	0	3	0	1	0	1	0	3	15	18	
Democratic Republic of the Congo	1-11	0	0	1	1	0	4	2	16	0	6	0	2	0	1	0	3	30	33	
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	1	0	1	0	0	0	0	0	2	2	4	
Eswatini	1-11	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	1	
Ethiopia	1-11	0	0	1	0	3	4	4	21	1	7	0	2	0	0	1	9	35	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	2	0	0	0	0	0	3	3	6	
Ghana	1-11	0	0	3	1	3	1	5	6	1	4	0	0	1	0	0	13	12	25	
Guinea	1-11	0	0	0	1	3	2	0	4	0	1	0	0	0	0	0	3	8	11	
Guinea-Bissau	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kenya	1-11	0	0	2	0	11	2	7	15	7	4	1	3	0	1	0	28	25	53	
Lesotho	1-11	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	1
Liberia	1-11	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	1
Madagascar	1-11	0	0	1	1	1	0	2	0	1	1	0	0	0	0	0	5	2	7	
Malawi	1-11	0	0	0	0	1	1	1	4	2	3	0	0	0	0	0	4	8	12	
Mali	1-11	0	0	0	0	2	2	1	6	0	2	0	1	0	0	0	3	11	14	
Mauritania	1-11	0	0	0	0	0	1	0	0	1	1	0	1	0	0	0	1	3	4	
Mauritius	1-11	0	0	0	0	1	0	0	2	0	0	0	0	0	0	0	1	2	3	
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	0	0	0	0	0	0	0	0	0
Niger	1-11	0	0	0	1	1	2	1	2	0	2	0	0	0	0	0	2	7	9	
Nigeria	3-13	0	0	3	2	3	6	1	17	5	8	1	2	0	0	0	13	36	49	
Rwanda	1-11	0	0	0	1	2	3	4	8	0	2	0	3	0	1	0	6	18	24	
Sao Tome and Principe	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senegal	1-11	0	0	0	0	2	0	4	2	1	4	1	1	0	0	0	8	7	15	
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	3	1	4	
South Africa	4-14	1	0	0	0	4	0	2	1	5	2	0	2	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	1	3	4	
Togo	1-11	0	0	0	0	0	1	1	5	0	1	0	0	0	0	0	1	7	8	
Uganda	1-11	0	0	2	2	1	4	7	18	6	11	1	2	0	1	0	17	38	55	
United Republic of Tanzania	1-11	0	0	0	1	2	0	2	3	2	2	0	1	0	0	0	6	8	14	
Zambia	1-11	0	0	1	0	1	0	2	1	2	2	1	1	0	0	0	7	4	11	
Zimbabwe	1-11	0	0	3	1	3	8	8	11	1	7	0	1	0	0	0	15	28	43	
<b>Total - African Region</b>		<b>1</b>	<b>0</b>	<b>31</b>	<b>24</b>	<b>61</b>	<b>70</b>	<b>78</b>	<b>198</b>	<b>44</b>	<b>90</b>	<b>7</b>	<b>28</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>3</b>	<b>224</b>	<b>418</b>	<b>642</b>

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

F - female, M - male

**TABLE 5b. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,<sup>a</sup> BY COUNTRY OF ORIGIN  
DATA AS OF 31-DEC-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	2	1	2	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	2	0	2	
Brazil	25-35	0	0	1	0	3	3	5	3	2	2	1	0	0	0	0	12	8	20	
Canada	31-43	0	0	4	0	5	5	15	9	10	13	2	3	1	2	0	37	32	69	
Chile	6-16	0	0	0	0	1	1	0	0	2	0	0	1	0	0	0	3	2	5	
Colombia	4-14	0	0	0	1	1	0	0	0	2	1	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	1	1	
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	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	
Ecuador	2-12	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	
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	1	0	1	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	1	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	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	1	1	0	1	0	0	1	0	0	2	3	5	
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	0	0	0	0	0	0	
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	1	1	2	0	0	0	0	0	0	1	1	4	5	
United States of America	225-305	0	0	1	0	28	8	36	23	43	29	3	4	2	4	0	113	68	181	
Uruguay	2-12	0	0	0	0	1	0	0	1	0	0	0	0	1	0	0	2	1	3	
Venezuela (Bolivarian Republic of)	3-13	0	0	0	1	0	0	1	1	1	0	0	0	0	0	0	2	2	4	
<b>Total - Region of the Americas</b>		<b>0</b>	<b>0</b>	<b>6</b>	<b>4</b>	<b>44</b>	<b>20</b>	<b>64</b>	<b>44</b>	<b>62</b>	<b>49</b>	<b>7</b>	<b>8</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>189</b>	<b>132</b>	<b>321</b>

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

F - female, M - male

\*Associate Member

**TABLE 5c. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,<sup>a</sup> BY COUNTRY OF ORIGIN  
DATA AS OF 31-DEC-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	2	1	3	1	3	0	2	0	0	1	0	3	10	13
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	15	21	16	41	16	28	4	12	0	0	1	0	53	108	161
Maldives	1-11	0	0	0	0	1	0	0	0	0	0	0	2	0	0	0	1	2	3	
Myanmar	1-11	0	0	1	0	0	2	0	1	2	0	0	0	0	0	0	3	3	6	
Nepal	1-11	0	0	0	0	2	3	3	6	4	6	0	2	0	0	0	9	17	26	
Sri Lanka	1-12	0	0	0	0	1	3	2	2	4	5	1	2	0	1	0	8	13	21	
Thailand	5-15	0	0	0	0	1	0	1	0	2	0	0	0	0	1	0	4	1	5	
Timor-Leste	1-11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Total - South-East Asia Region</b>		<b>0</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>20</b>	<b>33</b>	<b>24</b>	<b>55</b>	<b>31</b>	<b>46</b>	<b>6</b>	<b>20</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>85</b>	<b>162</b>	<b>247</b>

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

F - female, M - male

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

DATA AS OF 31-DEC-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	0	0	0	0	0	0	3	1	0	0	0	0	0	0	3	1	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	3	0	0	2	0	2	0	0	0	0	0	0	3	4	7
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	2	3	6	5	6	1	2	1	2	0	1	14	19	33
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	0	0	0	0	0	0	0	3	1	4
Croatia	2-12	0	0	0	0	1	0	1	1	1	0	0	1	0	0	0	0	3	2	5
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	3	0	2	0	0	1	0	0	0	0	6	1	7
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	2	1	3	2	3	1	0	0	0	0	9	4	13
France	48-66	0	0	1	4	21	12	31	23	12	15	0	3	1	0	1	0	67	57	124
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	17	13	15	11	2	4	0	1	1	0	45	32	77
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	1	1	2	0	1	0	0	6	5	11
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	0	11	6	17
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	6	7	13	12	13	14	4	4	0	1	0	0	36	38	74
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	7	5	2	0	0	1	0	0	17	12	29
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	0	2	1	1	1	0	1	0	0	0	0	7	3	10
Russian Federation	23-33	0	0	4	0	6	2	3	6	0	2	1	1	1	0	0	0	15	11	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	0	1	2	3	0	1	1	0	0	0	0	6	3	9
Slovakia	3-13	0	0	0	0	2	0	1	1	0	0	0	0	0	0	0	0	3	1	4
Slovenia	2-12	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Spain	26-36	0	0	2	0	7	3	11	11	8	6	1	1	0	0	0	0	29	21	50
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	8	4	3	2	0	0	0	2	0	0	19	13	32
Tajikistan	1-11	0	0	0	0	1	1	2	0	0	0	0	0	0	0	0	0	3	1	4
Türkiye	11-21	0	0	0	1	1	0	2	3	3	0	2	0	0	0	0	0	8	4	12
Turkmenistan	1-12	0	0	0	1	0	0	0	0	1	0	0	1	0	0	0	0	1	2	3
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	3	14	7	21	23	20	24	6	10	0	2	0	1	64	71	135
Uzbekistan	1-11	0	0	0	0	1	0	2	1	0	0	0	0	0	0	0	0	3	1	4
<b>Total - European Region</b>		<b>0</b>	<b>1</b>	<b>27</b>	<b>13</b>	<b>110</b>	<b>56</b>	<b>171</b>	<b>146</b>	<b>126</b>	<b>126</b>	<b>31</b>	<b>38</b>	<b>4</b>	<b>13</b>	<b>2</b>	<b>2</b>	<b>471</b>	<b>395</b>	<b>866</b>

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

F - female, M - male

\*Associate Member

**TABLE 5e. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,<sup>a</sup> BY COUNTRY OF ORIGIN  
DATA AS OF 31-DEC-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	0	1	1	0	3	0	1	0	0	0	0	0	0	0	1	5	6
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	0	3	3
Egypt	2-13	0	0	2	4	17	10	4	13	4	7	0	0	0	0	0	0	0	27	34	61
Iran (Islamic Republic of)	5-16	0	0	0	0	2	1	2	2	4	4	1	3	0	0	0	0	0	9	10	19
Iraq	2-13	0	0	1	0	2	1	1	3	1	1	1	1	0	0	0	0	0	6	6	12
Jordan	1-11	0	0	0	1	3	2	0	3	1	2	1	0	0	0	0	0	0	5	8	13
Kuwait	4-14	0	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	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	0
Morocco	1-12	0	0	0	0	0	1	0	1	5	4	0	0	0	2	0	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	0
Pakistan	2-12	0	0	1	2	1	6	5	10	1	13	0	1	0	2	0	0	0	8	34	42
Qatar	4-14	0	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	0	3	0	3
Somalia	1-11	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0	0	3	3
Sudan	1-11	0	0	0	1	1	1	4	5	2	4	1	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	0	3	4	7
Tunisia	1-11	0	0	0	0	1	0	4	1	3	1	0	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	0
Yemen	1-11	0	0	1	0	0	1	2	2	0	1	1	0	0	0	0	0	0	4	4	8
<b>Total - Eastern Mediterranean Region</b>		<b>0</b>	<b>0</b>	<b>6</b>	<b>10</b>	<b>30</b>	<b>27</b>	<b>26</b>	<b>48</b>	<b>26</b>	<b>41</b>	<b>8</b>	<b>9</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>97</b>	<b>139</b>	<b>236</b>	

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

F - female, M - male

**TABLE 5f. DISTRIBUTION OF STAFF IN POSITIONS COUNTED FOR GEOGRAPHICAL REPRESENTATION,<sup>a</sup> BY COUNTRY OF ORIGIN  
DATA AS OF 31-DEC-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	7	2	2	0	1	0	0	47	20	67
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	14	7	8	4	3	1	0	1	0	0	34	17	51
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
Indonesia	7-18	0	0	0	0	4	1	1	3	2	1	0	0	0	0	0	0	7	5	12
Japan	85-116	0	0	0	0	6	1	14	4	7	8	0	2	0	1	1	0	28	16	44
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	6	2	2	1	0	0	0	0	0	0	15	7	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	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	2	4	2	0	1	0	0	0	0	5	5	10
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	19	7	9	8	5	7	2	2	0	2	0	0	38	28	66
Republic of Korea	30-42	0	0	1	1	3	1	2	2	4	2	1	0	0	1	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	1	1	0	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
<b>Total - Western Pacific Region</b>		<b>1</b>	<b>0</b>	<b>10</b>	<b>4</b>	<b>58</b>	<b>25</b>	<b>73</b>	<b>40</b>	<b>55</b>	<b>34</b>	<b>10</b>	<b>9</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>208</b>	<b>119</b>	<b>327</b>

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

F - female, M - male

\*Associate Member

**TABLE 6. DISTRIBUTION OF STAFF IN POSITIONS NOT<sup>a</sup> COUNTED FOR GEOGRAPHICAL REPRESENTATION, BY COUNTRY OF ORIGIN**  
**DATA AS OF 31-DEC-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	2	0	0	0	0	0	0	8	4	12
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	2	1	1	0	0	0	0	0	0	5	5	10
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
Iran (Islamic Republic of)	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
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	0	2	1	0	1	0	0	0	0	3	2	5
New Zealand	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	1	1	2
Nigeria	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Others	0	0	0	0	0	2	0	0	1	2	0	1	0	0	0	0	1	5	6
Republic of Korea	0	0	0	0	1	0	5	4	1	4	0	0	0	0	0	0	7	8	15
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	0	0	0	0	0	0	0	0	0	2	0	2
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	1	0	0	0	0	0	0	0	0	0	1	0	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
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	4	2	1	1	0	0	0	0	0	0	8	3	11
<b>Total</b>	<b>7</b>	<b>0</b>	<b>7</b>	<b>3</b>	<b>11</b>	<b>7</b>	<b>28</b>	<b>30</b>	<b>11</b>	<b>13</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>64</b>	<b>58</b>	<b>122</b>

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

F - female, M - male

TABLE 7. STAFF HOLDING LONG-TERM APPOINTMENTS BY AGE, GENDER AND MAJOR OFFICE  
DATA AS OF 31-DEC-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
Headquarters and Global Shared Services	0	0	0	50	27	77	236	154	390	271	270	541	89	101	190	0	2	2	646	554	1200
<i>Special programmes and collaborative arrangements</i>	0	0	0	5	1	6	9	3	12	2	7	9	2	1	3	0	0	0	18	12	30
Africa	3	0	3	31	20	51	74	91	165	75	141	216	33	75	108	0	0	0	216	327	543
South-East Asia	1	0	1	1	5	6	22	27	49	24	43	67	8	15	23	0	0	0	56	90	146
Europe	1	0	1	23	21	44	51	51	102	68	65	133	22	12	34	0	0	0	165	149	314
Eastern Mediterranean	0	0	0	11	17	28	35	51	86	45	76	121	17	32	49	0	2	2	108	178	286
Western Pacific	0	0	0	32	14	46	51	40	91	39	42	81	7	16	23	0	1	1	129	113	242
<b>Total</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>153</b>	<b>105</b>	<b>258</b>	<b>478</b>	<b>417</b>	<b>895</b>	<b>524</b>	<b>644</b>	<b>1168</b>	<b>178</b>	<b>252</b>	<b>430</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>1338</b>	<b>1423</b>	<b>2761</b>
Percentage by bracket	100.0%	0.0%	100.0%	59.3%	40.7%	100.0%	53.4%	46.6%	100.0%	44.9%	55.1%	100.0%	41.4%	58.6%	100.0%	0.0%	100.0%	100.0%	48.5%	51.5%	100.0%
Percentage of total	0.2%			9.3%			32.4%			42.3%			15.6%			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	3	2	5	38	13	51	15	6	21	0	0	0	0	0	0	56	21	77
<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	1	0	1	39	28	67	70	120	190	65	166	231	24	59	83	0	0	0	199	373	572
South-East Asia	0	0	0	11	5	16	21	24	45	16	30	46	6	7	13	0	0	0	54	66	120
Europe	4	1	5	18	10	28	35	12	47	19	14	33	8	1	9	0	0	0	84	38	122
Eastern Mediterranean	0	0	0	18	20	38	33	53	86	18	37	55	9	13	22	0	0	0	78	123	201
Western Pacific	3	1	4	22	9	31	22	10	32	16	13	29	3	5	8	0	0	0	66	38	104
<b>Total</b>	<b>8</b>	<b>2</b>	<b>10</b>	<b>111</b>	<b>74</b>	<b>185</b>	<b>219</b>	<b>232</b>	<b>451</b>	<b>149</b>	<b>266</b>	<b>415</b>	<b>50</b>	<b>85</b>	<b>135</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>537</b>	<b>659</b>	<b>1196</b>
Percentage by bracket	80.0%	20.0%	100.0%	60.0%	40.0%	100.0%	48.6%	51.4%	100.0%	35.9%	64.1%	100.0%	37.0%	63.0%	100.0%	0.0%	0.0%	0.0%	44.9%	55.1%	100.0%
Percentage of total	0.8%			15.5%			37.7%			34.7%			11.3%			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	1	0	1	95	24	119	199	33	232	198	59	257	48	13	61	0	0	0	541	129	670
<i>Special programmes and collaborative arrangements</i>	0	0	0	4	0	4	4	0	4	1	1	2	0	0	0	0	0	0	9	1	10
Africa	2	1	3	51	93	144	109	212	321	134	251	385	35	105	140	0	0	0	331	662	993
South-East Asia	3	2	5	28	16	44	81	56	137	40	83	123	3	26	29	0	0	0	155	183	338
Europe	1	4	5	39	16	55	57	27	84	48	33	81	12	8	20	0	0	0	157	88	245
Eastern Mediterranean	4	1	5	60	45	105	116	89	205	67	90	157	20	22	42	0	0	0	267	247	514
Western Pacific	4	1	5	60	8	68	91	30	121	72	35	107	22	10	32	0	0	0	249	84	333
<b>Total</b>	<b>15</b>	<b>9</b>	<b>24</b>	<b>337</b>	<b>202</b>	<b>539</b>	<b>657</b>	<b>447</b>	<b>1104</b>	<b>560</b>	<b>552</b>	<b>1112</b>	<b>140</b>	<b>184</b>	<b>324</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1709</b>	<b>1394</b>	<b>3103</b>
Percentage by bracket	62.5%	37.5%	100.0%	62.5%	37.5%	100.0%	59.5%	40.5%	100.0%	50.4%	49.6%	100.0%	43.2%	56.8%	100.0%	0.0%	0.0%	0.0%	55.1%	44.9%	100.0%
Percentage of total	0.8%			17.4%			35.6%			35.8%			10.4%			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-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	4	8	1	3	4	0	0	0	6	7	13
D2	0	0	0	0	0	0	2	3	5	5	19	24	5	12	17	0	3	3	12	37	49
D1/P6	0	0	0	0	0	0	9	9	18	35	59	94	25	47	72	0	1	1	69	116	185
P5	0	0	0	0	5	5	94	94	188	185	208	393	76	91	167	0	1	1	355	399	754
P4	0	0	0	48	27	75	200	198	398	170	252	422	46	84	130	0	0	0	464	561	1025
P3	2	0	2	68	50	118	142	86	228	104	88	192	18	14	32	0	0	0	334	238	572
P2	3	0	3	32	23	55	27	26	53	20	14	34	7	1	8	0	0	0	89	64	153
P1	0	0	0	5	0	5	3	1	4	1	0	1	0	0	0	0	0	0	9	1	10
<b>Total</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>153</b>	<b>105</b>	<b>258</b>	<b>478</b>	<b>417</b>	<b>895</b>	<b>524</b>	<b>644</b>	<b>1168</b>	<b>178</b>	<b>252</b>	<b>430</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>1338</b>	<b>1423</b>	<b>2761</b>
Percentage by bracket	100.0%	0.0%	100.0%	59.3%	40.7%	100.0%	53.4%	46.6%	100.0%	44.9%	55.1%	100.0%	41.4%	58.6%	100.0%	0.0%	100.0%	100.0%	48.5%	51.5%	100.0%
Percentage of total			0.2%			9.3%			32.4%			42.3%			15.6%			0.2%			100.0%

**National professional officers**

Grade	20-29 years			30-39 years			40-49 years			50-59 years			60-65 years			Over 65 years			Total		
	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
D	0	0	0	2	1	3	5	9	14	4	8	12	3	5	8	0	0	0	14	23	37
C	0	0	0	29	19	48	84	101	185	79	145	224	36	61	97	0	0	0	228	326	554
B	5	2	7	65	47	112	97	104	201	48	98	146	9	13	22	0	0	0	224	264	488
A	3	0	3	15	7	22	33	18	51	18	15	33	2	6	8	0	0	0	71	46	117
<b>Total</b>	<b>8</b>	<b>2</b>	<b>10</b>	<b>111</b>	<b>74</b>	<b>185</b>	<b>219</b>	<b>232</b>	<b>451</b>	<b>149</b>	<b>266</b>	<b>415</b>	<b>50</b>	<b>85</b>	<b>135</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>537</b>	<b>659</b>	<b>1196</b>
Percentage by bracket	80.0%	20.0%	100.0%	60.0%	40.0%	100.0%	48.6%	51.4%	100.0%	35.9%	64.1%	100.0%	37.0%	63.0%	100.0%	0.0%	0.0%	0.0%	44.9%	55.1%	100.0%
Percentage of total			0.8%			15.5%			37.7%			34.7%			11.3%			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	7	20	27	39	43	82	64	39	103	14	17	31	0	0	0	124	119	243
G6	1	1	2	80	43	123	248	108	356	207	71	278	51	17	68	0	0	0	587	240	827
G5	11	4	15	217	85	302	311	103	414	241	96	337	58	22	80	0	0	0	838	310	1148
G4	3	2	5	30	15	45	55	25	80	42	42	84	11	10	21	0	0	0	141	94	235
G3	0	1	1	3	14	17	2	39	41	4	103	107	3	34	37	0	0	0	12	191	203
G2	0	1	1	0	23	23	1	123	124	1	196	197	1	82	83	0	0	0	3	425	428
G1	0	0	0	0	2	2	1	6	7	1	5	6	2	2	4	0	0	0	4	15	19
<b>Total</b>	<b>15</b>	<b>9</b>	<b>24</b>	<b>337</b>	<b>202</b>	<b>539</b>	<b>657</b>	<b>447</b>	<b>1104</b>	<b>560</b>	<b>552</b>	<b>1112</b>	<b>140</b>	<b>184</b>	<b>324</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1709</b>	<b>1394</b>	<b>3103</b>
Percentage by bracket	62.5%	37.5%	100.0%	62.5%	37.5%	100.0%	59.5%	40.5%	100.0%	50.4%	49.6%	100.0%	43.2%	56.8%	100.0%	0.0%	0.0%	0.0%	55.1%	44.9%	100.0%
Percentage of total			0.8%			17.4%			35.6%			35.8%			10.4%			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-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 December 2025	Staff due to retire															
			By 31 December 2026				By 31 December 2027				By 31 December 2028				By 31 December 2029			
			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	1200	0	41	41	3.4%	0	23	23	1.9%	1	41	42	3.5%	0	41	41	3.4%
	NPO	77	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	670	0	11	11	1.6%	0	11	11	1.6%	0	9	9	1.3%	0	13	13	1.9%
<i>Special programmes and collaborative arrangements</i>	P	30	0	0	0	0.0%	0	0	0	0.0%	0	1	1	3.3%	0	1	1	3.3%
	NPO	0	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
	GS	10	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%
<b>Africa</b>	P	543	0	15	15	2.8%	0	21	21	3.9%	0	28	28	5.2%	0	19	19	3.5%
	NPO	572	0	9	9	1.6%	0	12	12	2.1%	0	20	20	3.5%	0	21	21	3.7%
	GS	993	0	9	9	0.9%	0	27	27	2.7%	0	27	27	2.7%	0	46	46	4.6%
<b>South-East Asia</b>	P	146	0	4	4	2.7%	0	6	6	4.1%	0	0	0	0.0%	0	7	7	4.8%
	NPO	120	0	0	0	0.0%	0	1	1	0.8%	0	1	1	0.8%	0	3	3	2.5%
	GS	338	0	2	2	0.6%	0	8	8	2.4%	1	8	9	2.7%	0	6	6	1.8%
<b>Europe</b>	P	314	0	6	6	1.9%	0	6	6	1.9%	0	9	9	2.9%	0	9	9	2.9%
	NPO	122	0	2	2	1.6%	0	2	2	1.6%	0	0	0	0.0%	0	3	3	2.5%
	GS	245	0	4	4	1.6%	0	4	4	1.6%	0	1	1	0.4%	0	6	6	2.4%
<b>Eastern Mediterranean</b>	P	286	0	7	7	2.4%	0	7	7	2.4%	0	7	7	2.4%	0	17	17	5.9%
	NPO	201	0	4	4	2.0%	0	1	1	0.5%	0	4	4	2.0%	0	8	8	4.0%
	GS	514	0	4	4	0.8%	0	7	7	1.4%	0	12	12	2.3%	0	11	11	2.1%
<b>Western Pacific</b>	P	242	0	1	1	0.4%	0	8	8	3.3%	0	7	7	2.9%	0	5	5	2.1%
	NPO	104	0	2	2	1.9%	0	1	1	1.0%	0	3	3	2.9%	0	1	1	1.0%
	GS	333	0	6	6	1.8%	0	7	7	2.1%	0	5	5	1.5%	0	3	3	0.9%
<b>Total</b>	P	2761	0	74	74	2.7%	0	71	71	2.6%	1	93	94	3.4%	0	99	99	3.6%
	NPO	1196	0	17	17	1.4%	0	17	17	1.4%	0	28	28	2.3%	0	36	36	3.0%
	GS	3103	0	36	36	1.2%	0	64	64	2.1%	1	62	63	2.0%	0	85	85	2.7%
	ALL	7060	0	127	127	1.8%	0	152	152	2.2%	2	183	185	2.6%	0	220	220	3.1%

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

**TABLE 10. STAFF HOLDING LONG-TERM APPOINTMENTS BY LENGTH OF SERVICE  
DATA AS OF 31-DEC-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
<b>Headquarters and Global Shared Services</b>	299	4	146	449	271	11	136	418	161	13	105	279	300	48	177	525	131	1	79	211	30	0	20	50	8	0	7	15	<b>1200</b>	<b>77</b>	<b>670</b>	<b>1947</b>
<i>Special programmes and collaborative arrangements</i>	10	0	3	13	6	0	2	8	2	0	2	4	10	0	3	13	1	0	0	1	1	0	0	1	0	0	0	0	30	0	10	40
<b>Africa</b>	189	246	336	771	156	106	153	415	49	63	78	190	103	133	358	594	29	18	42	89	13	5	12	30	4	1	14	19	<b>543</b>	<b>572</b>	<b>993</b>	<b>2108</b>
<b>South-East Asia</b>	52	62	83	197	44	35	68	147	16	10	59	85	20	5	60	85	12	4	45	61	2	3	13	18	0	1	10	11	<b>146</b>	<b>120</b>	<b>338</b>	<b>604</b>
<b>Europe</b>	101	65	99	265	76	35	55	166	40	5	9	54	54	17	41	112	32	0	37	69	7	0	2	9	4	0	2	6	<b>314</b>	<b>122</b>	<b>245</b>	<b>681</b>
<b>Eastern Mediterranean</b>	111	88	121	320	72	57	111	240	32	24	90	146	44	21	115	180	21	9	55	85	4	1	6	11	2	1	16	19	<b>286</b>	<b>201</b>	<b>514</b>	<b>1001</b>
<b>Western Pacific</b>	122	35	82	239	45	26	56	127	32	17	68	117	30	19	67	116	10	5	37	52	2	2	17	21	1	0	6	7	<b>242</b>	<b>104</b>	<b>333</b>	<b>679</b>
<b>Total</b>	<b>884</b>	<b>500</b>	<b>870</b>	<b>2254</b>	<b>670</b>	<b>270</b>	<b>581</b>	<b>1521</b>	<b>332</b>	<b>132</b>	<b>411</b>	<b>875</b>	<b>561</b>	<b>243</b>	<b>821</b>	<b>1625</b>	<b>236</b>	<b>37</b>	<b>295</b>	<b>568</b>	<b>59</b>	<b>11</b>	<b>70</b>	<b>140</b>	<b>19</b>	<b>3</b>	<b>55</b>	<b>77</b>	<b>2761</b>	<b>1196</b>	<b>3103</b>	<b>7060</b>
<b>Percentage by bracket</b>	39.2%	22.2%	38.6%	100.0%	44.0%	17.8%	38.2%	100.0%	37.9%	15.1%	47.0%	100.0%	34.5%	15.0%	50.5%	100.0%	41.5%	6.5%	51.9%	100.0%	42.1%	7.9%	50.0%	100.0%	24.7%	3.9%	71.4%	100.0%	39.1%	16.9%	44.0%	100.0%
<b>Percentage of total</b>				31.9%				21.5%				12.4%				23.0%				8.0%				2.0%				1.1%				100.0%
<b>Percentage of total (July 2025)</b>				34.0%				20.9%				11.7%				23.1%				7.4%				1.7%				1.1%				100.0%
<b>Percentage of total (Dec 2024)</b>				33.9%				20.5%				11.7%				23.7%				7.0%				1.7%				1.4%				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 2025**

Major Office*	2022				2023				2024				2025			
	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%	1557	2131	3688	42.2%
<b>Africa</b>	10155	33258	43413	23.4%	7011	19777	26788	26.2%	16912	42223	59135	28.6%	1659	5132	6791	24.4%
<b>Eastern Mediterranean</b>	6346	13674	20020	31.7%	3931	8508	12439	31.6%	11219	26425	37644	29.8%	1584	3502	5086	31.1%
<b>Europe</b>	2155	3901	6056	35.6%	6533	9493	16026	40.8%	10967	15489	26456	41.5%	1040	1490	2530	41.1%
<b>South-East Asia</b>	2575	4665	7240	35.6%	3537	6100	9637	36.7%	6638	12839	19477	34.1%	756	1557	2313	32.7%
<b>Western Pacific</b>	2742	6369	9111	30.1%	5248	10257	15505	33.8%	9102	19658	28760	31.6%	1401	3080	4481	31.3%
<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>7997</b>	<b>16892</b>	<b>24889</b>	<b>32.1%</b>

\* Positions advertised in that Major Office

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

Geographic Representation	2022		2023		2024		2025	
	Total	%	Total	%	Total	%	Total	%
<b>Unrepresented countries</b>	776	0.6%	718	0.6%	1878	0.9%	311	1.2%
<b>Underrepresented countries</b>	3133	2.4%	2215	2.0%	12657	6.0%	1845	7.4%
<b>Countries within the range</b>	21625	16.7%	20002	18.0%	39609	18.7%	4950	19.9%
<b>Overrepresented countries</b>	103594	80.2%	88096	79.3%	157675	74.4%	17783	71.4%
<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>24889</b>	<b>100.0%</b>

TABLE 12. APPOINTMENTS PROCESSED FROM 1 JANUARY TO 31 DECEMBER 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	6	2	33.3%	3	2	66.7%	21	9	42.9%	9	6	66.7%	39	19	48.7%
	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	2	1	50.0%	0	0	0.0%	1	0	0.0%	0	0	0.0%	3	1	33.3%
	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%	2	0	0.0%	2	2	100.0%	38	20	52.6%
	NPO	12	5	41.7%	0	0	0.0%	0	0	0.0%	1	1	100.0%	13	6	46.2%
	GS	24	4	16.7%	0	0	0.0%	1	1	100.0%	1	0	0.0%	26	5	19.2%
South-East Asia	P	4	0	0.0%	2	1	50.0%	1	0	0.0%	2	1	50.0%	9	2	22.2%
	NPO	4	2	50.0%	0	0	0.0%	1	0	0.0%	3	0	0.0%	8	2	25.0%
	GS	6	1	16.7%	1	0	0.0%	1	0	0.0%	2	0	0.0%	10	1	10.0%
Europe	P	3	3	100.0%	0	0	0.0%	6	4	66.7%	4	1	25.0%	13	8	61.5%
	NPO	7	5	71.4%	0	0	0.0%	2	0	0.0%	3	2	66.7%	12	7	58.3%
	GS	17	6	35.3%	0	0	0.0%	5	3	60.0%	9	7	77.8%	31	16	51.6%
Eastern Mediterranean	P	8	4	50.0%	4	3	75.0%	9	5	55.6%	11	4	36.4%	32	16	50.0%
	NPO	10	4	40.0%	1	1	100.0%	1	1	100.0%	1	0	0.0%	13	6	46.2%
	GS	21	10	47.6%	0	0	0.0%	6	4	66.7%	6	1	16.7%	33	15	45.5%
Western Pacific	P	14	2	14.3%	1	0	0.0%	8	3	37.5%	4	3	75.0%	27	8	29.6%
	NPO	9	4	44.4%	0	0	0.0%	1	0	0.0%	0	0	0.0%	10	4	40.0%
	GS	9	8	88.9%	0	0	0.0%	1	1	100.0%	2	1	50.0%	12	10	83.3%
Total	P	67	26	38.8%	14	10	71.4%	48	21	43.8%	32	17	53.1%	161	74	46.0%
	NPO	42	20	47.6%	1	1	100.0%	5	1	20.0%	8	3	37.5%	56	25	44.6%
	GS	84	32	38.1%	2	1	50.0%	15	9	60.0%	22	10	45.5%	123	52	42.3%
	All	193	78	40.4%	17	12	70.6%	68	31	45.6%	62	30	48.4%	340	151	44.4%
Percentage of total		56.8%		5.0%			20.0%				18.2%			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-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	141	11.5%	212	17.2%	98	8.0%	542	44.1%	63	5.1%	174	14.1%	1230	100.0%
Africa	441	81.2%	28	5.2%	9	1.7%	44	8.1%	14	2.6%	7	1.3%	543	100.0%
South-East Asia	7	4.8%	6	4.1%	96	65.8%	13	8.9%	6	4.1%	18	12.3%	146	100.0%
Europe	13	4.1%	33	10.5%	9	2.9%	221	70.4%	16	5.1%	22	7.0%	314	100.0%
Eastern Mediterranean	35	12.2%	24	8.4%	18	6.3%	55	19.2%	138	48.3%	16	5.6%	286	100.0%
Western Pacific	11	4.5%	30	12.4%	21	8.7%	41	16.9%	11	4.5%	128	52.9%	242	100.0%
<b>Total</b>	<b>648</b>	<b>23.5%</b>	<b>333</b>	<b>12.1%</b>	<b>251</b>	<b>9.1%</b>	<b>916</b>	<b>33.2%</b>	<b>248</b>	<b>9.0%</b>	<b>365</b>	<b>13.2%</b>	<b>2761</b>	<b>100.0%</b>
Percentage of total (July 2025)		23.2%		12.4%		9.5%		33.5%		8.9%		12.5%		
Percentage of total (Dec 2024)		23.1%		13.4%		9.3%		33.7%		8.4%		12.1%		

**TABLE 14. STAFF MOBILITY: CHANGE IN DUTY STATION  
DATA FROM 1 JANUARY TO 31 DECEMBER 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	%	F	M	T	%
Headquarters and Global Shared Services	5	5	10	25.6%	4	4	8	20.5%	5	0	5	12.8%	3	2	5	12.8%	2	1	3	7.7%	6	2	8	20.5%	25	14	39	100.0%
Africa	1	4	5	8.3%	12	32	44	73.3%	0	0	0	0.0%	3	0	3	5.0%	1	4	5	8.3%	1	2	3	5.0%	18	42	60	100.0%
South-East Asia	0	1	1	7.7%	1	0	1	7.7%	3	3	6	46.2%	0	0	0	0.0%	0	2	2	15.4%	1	2	3	23.1%	5	8	13	100.0%
Europe	4	1	5	21.7%	1	0	1	4.3%	0	0	0	0.0%	5	7	12	52.2%	1	3	4	17.4%	0	1	1	4.3%	11	12	23	100.0%
Eastern Mediterranean	1	0	1	3.0%	3	1	4	12.1%	0	0	0	0.0%	3	1	4	12.1%	10	11	21	63.6%	0	3	3	9.1%	17	16	33	100.0%
Western Pacific	1	2	3	10.3%	0	0	0	0.0%	1	0	1	3.4%	2	0	2	6.9%	4	2	6	20.7%	13	4	17	58.6%	21	8	29	100.0%
<b>Total</b>	<b>12</b>	<b>13</b>	<b>25</b>	<b>12.7%</b>	<b>21</b>	<b>37</b>	<b>58</b>	<b>29.4%</b>	<b>9</b>	<b>3</b>	<b>12</b>	<b>6.1%</b>	<b>16</b>	<b>10</b>	<b>26</b>	<b>13.2%</b>	<b>18</b>	<b>23</b>	<b>41</b>	<b>20.8%</b>	<b>21</b>	<b>14</b>	<b>35</b>	<b>17.8%</b>	<b>97</b>	<b>100</b>	<b>197</b>	<b>100.0%</b>
<b>Totals from December 2024</b>	<b>16</b>	<b>12</b>	<b>28</b>	<b>10.8%</b>	<b>29</b>	<b>48</b>	<b>77</b>	<b>29.6%</b>	<b>8</b>	<b>20</b>	<b>28</b>	<b>10.8%</b>	<b>23</b>	<b>22</b>	<b>45</b>	<b>17.3%</b>	<b>21</b>	<b>31</b>	<b>52</b>	<b>20.0%</b>	<b>14</b>	<b>16</b>	<b>30</b>	<b>11.5%</b>	<b>111</b>	<b>149</b>	<b>260</b>	<b>100.0%</b>

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 DECEMBER 2025**

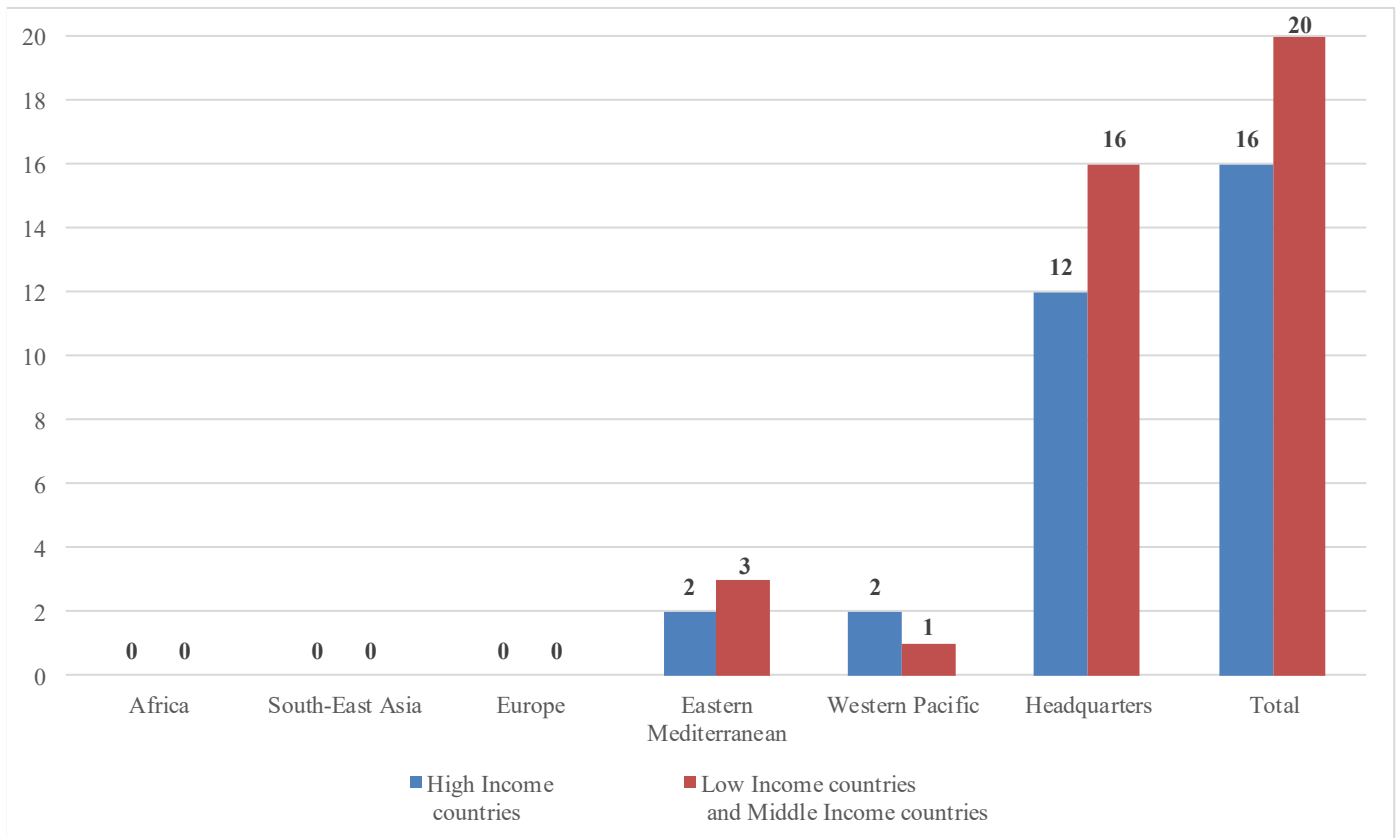
Major Office leaving	Total Professional and higher category staff	% of Professional and higher category staff	Total number of moves	% of Professional and higher category staff who have moved	Total number of moves between major offices	% of total moves between major offices	% of Professional and higher category staff who have moved between major offices
Headquarters and Global Shared Services	1230	44.5%	39	3.2%	29	74.4%	2.4%
Africa	543	19.7%	60	11.0%	16	26.7%	2.9%
South-East Asia	146	5.3%	13	8.9%	7	53.8%	4.8%
Europe	314	11.4%	23	7.3%	11	47.8%	3.5%
Eastern Mediterranean	286	10.4%	33	11.5%	12	36.4%	4.2%
Western Pacific	242	8.8%	29	12.0%	12	41.4%	5.0%
<b>Total</b>	<b>2761</b>	<b>100.0%</b>	<b>197</b>	<b>7.1%</b>	<b>87</b>	<b>44.2%</b>	<b>3.2%</b>
<b>Totals from December 2024</b>	<b>2933</b>	<b>100.0%</b>	<b>260</b>	<b>8.9%</b>	<b>111</b>	<b>42.7%</b>	<b>3.8%</b>

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 DECEMBER 2025**

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
<b>Headquarters and Global Shared Services</b>		<b>9</b>	<b>3</b>	<b>12</b>	<b>75.0%</b>	<b>9</b>	<b>7</b>	<b>16</b>	<b>56.3%</b>	<b>18</b>	<b>10</b>	<b>28</b>	<b>64.3%</b>
<b>Africa</b>	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>
<b>Eastern Mediterranean</b>	Country Office	0	0	0	0.0%	3	0	3	100.0%	3	0	3	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>3</b>	<b>0</b>	<b>3</b>	<b>100.0%</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>80.0%</b>
<b>Europe</b>	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>
<b>South-East Asia</b>	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>
<b>Western Pacific</b>	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>
<b>Total</b>	Country Office	0	0	0	0.0%	4	0	4	100.0%	4	0	4	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>13</b>	<b>7</b>	<b>20</b>	<b>65.0%</b>	<b>24</b>	<b>12</b>	<b>36</b>	<b>66.7%</b>
<b>Totals from 2024</b>		<b>38</b>	<b>7</b>	<b>45</b>	<b>84.4%</b>	<b>58</b>	<b>19</b>	<b>77</b>	<b>75.3%</b>	<b>96</b>	<b>26</b>	<b>122</b>	<b>78.7%</b>

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



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

<b>Nationality</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>% of total</b>
Spain	2	2	4	11.1%
India	3	0	3	8.3%
United States of America	3	0	3	8.3%
Egypt	2	0	2	5.6%
Germany	1	1	2	5.6%
Indonesia	1	1	2	5.6%
Nigeria	1	1	2	5.6%
Pakistan	2	0	2	5.6%
Brazil	1	0	1	2.8%
Canada	1	0	1	2.8%
China	0	1	1	2.8%
Colombia	0	1	1	2.8%
Guinea	0	1	1	2.8%
Hungary	1	0	1	2.8%
Italy	1	0	1	2.8%
Japan	1	0	1	2.8%
Kazakhstan	1	0	1	2.8%
Lithuania	0	1	1	2.8%
Malaysia	1	0	1	2.8%
Peru	0	1	1	2.8%
Romania	0	1	1	2.8%
South Sudan	0	1	1	2.8%
Ukraine	1	0	1	2.8%
United Kingdom of Great Britain and Northern Ireland	1	0	1	2.8%
<b>Total</b>	<b>24</b>	<b>12</b>	<b>36</b>	<b>100.0%</b>

TABLE 18. NUMBER OF APPLICANTS (INTERNS) BY NATIONALITY AND GENDER  
DATA FROM 1 JANUARY TO 31 DECEMBER 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	194	54	248	6.2%
Kenya	97	113	210	5.2%
Italy	93	36	129	3.2%
Ghana	39	62	101	2.5%
United Kingdom of Great Britain and Northern Ireland	73	21	94	2.3%
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	47	14	61	1.5%
France	46	14	60	1.5%
Sudan	29	29	58	1.4%
Cameroon	30	23	53	1.3%
Ethiopia	13	38	51	1.3%
Spain	41	10	51	1.3%
Türkiye	37	14	51	1.3%
Rwanda	21	23	44	1.1%
United Republic of Tanzania	18	26	44	1.1%
Indonesia	31	10	41	1.0%
Bangladesh	19	21	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	20	5	25	0.6%
Lebanon	15	6	21	0.5%
Somalia	6	15	21	0.5%
Switzerland	18	3	21	0.5%
Peru	11	9	20	0.5%
Republic of Korea	16	4	20	0.5%
Colombia	15	4	19	0.5%
Ecuador	11	8	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%
Mongolia	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>1743</b>	<b>4022</b>	<b>100.0%</b>

**TABLE 19. NUMBER OF JUNIOR PROFESSIONAL OFFICERS BY MAJOR OFFICE AND BY DONOR COUNTRIES**  
**DATA FROM 1 JANUARY TO 31 DECEMBER 2025**

Donor countries	Major office						Total
	Headquarters and Global Shared Services	Africa	South-East Asia	Europe	Eastern Mediterranean	Western Pacific	
Australia	2	0	0	0	0	1	3
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	7	0	1	0	1	0	9
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
Norway	1	0	0	1	0	0	2
Republic of Korea	3	0	0	0	0	0	3
Sweden	1	2	0	0	0	0	3
Switzerland	0	0	0	0	1	0	1
United Kingdom of Great Britain and Northern Ireland	2	0	0	0	0	0	2
<b>Total</b>	<b>43</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>6</b>	<b>5</b>	<b>61</b>

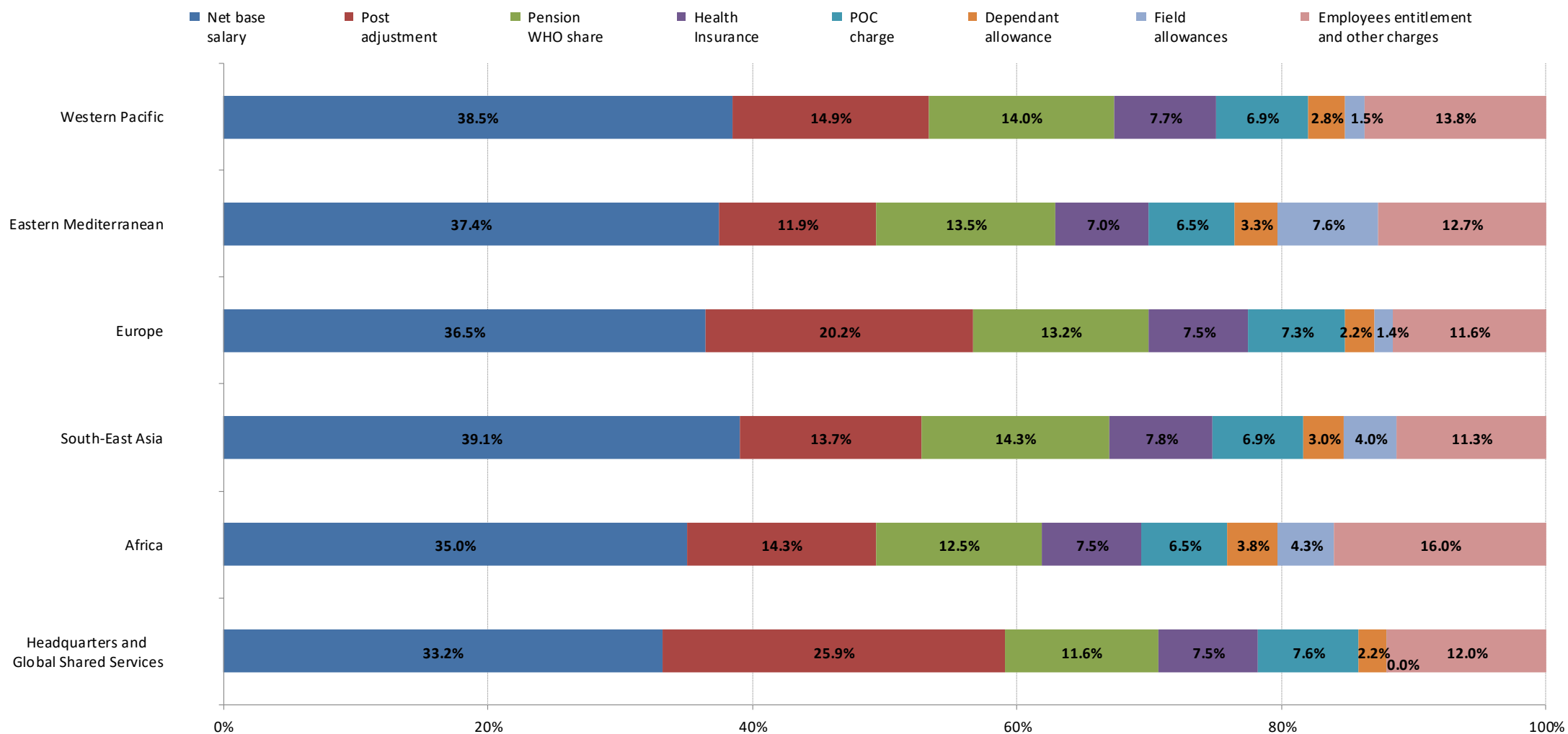
**TABLE 20. NUMBER OF AFFILIATES BY MAJOR OFFICE  
DATA FROM 1 JANUARY TO 31 DECEMBER 2025**

Major Office	Agreement for Performance of Work		Consultants		Special Services Agreements <sup>a</sup>
	Cumulative data January-December 2025	Estimate of full-time equivalents <sup>b</sup>	Cumulative data January-December 2025	Estimate of full-time equivalents <sup>b</sup>	Cumulative data January-December 2025
<b>Headquarters and Global Shared Services</b>	441	69	1644	562	0
<b>Africa</b>	61	11	634	163	2325
<b>South-East Asia</b>	40	8	184	65	1627
<b>Europe</b>	656	109	944	324	34
<b>Eastern Mediterranean</b>	123	18	348	107	201
<b>Western Pacific</b>	148	29	394	59	133
<b>Total</b>	<b>1469</b>	<b>244</b>	<b>4148</b>	<b>1280</b>	<b>4320</b>
<b>Totals from December 2024</b>	2154	371	5317	1717	5494

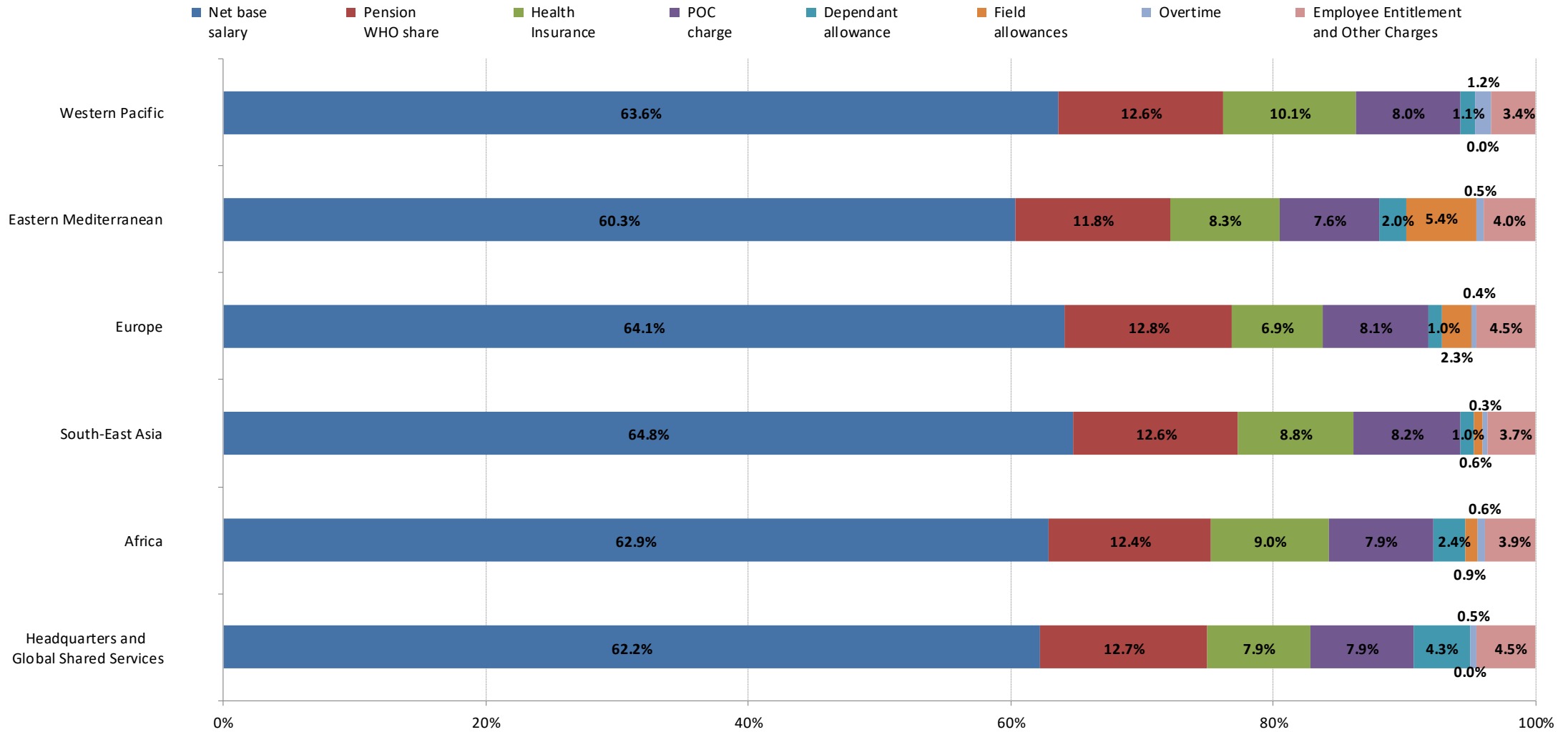
<sup>a</sup>Shows the number of SSA holders, not the number of SSA contracts issued

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

**TABLE 21. PAYROLL COSTS BY MAIN PAYROLL ELEMENTS FOR P/D/UG STAFF  
DATA FROM 1 JANUARY TO 31 DECEMBER 2025**



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



**TABLE 23. DATA PROVIDED BY PAHO ON ITS DISTRIBUTION OF FIXED-TERM PROFESSIONAL STAFF BY NATIONALITY  
DATA AS OF 31-DEC-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/server/api/core/bitstreams/16a931ed-8c1e-4e65-a1c2-f1c9b5684ae4/content>

Nationality	Total
Algeria	1
Antigua and Barbuda	1
Argentina	26
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	13
Chile	15
Colombia	43
Costa Rica	14
Côte d'Ivoire	2
Cuba	10
Democratic Republic of the Congo	3
Dominica	1
Dominican Republic	2
Ecuador	13
El Salvador	9
Ethiopia	1
Finland	1
France	8
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	64
Uruguay	5
Uzbekistan	1
Venezuela (Bolivarian Republic of)	9
<b>Total</b>	<b>478</b>