

WMO ANNUAL HR REPORT 2025

By the HUMAN RESOURCES
Section

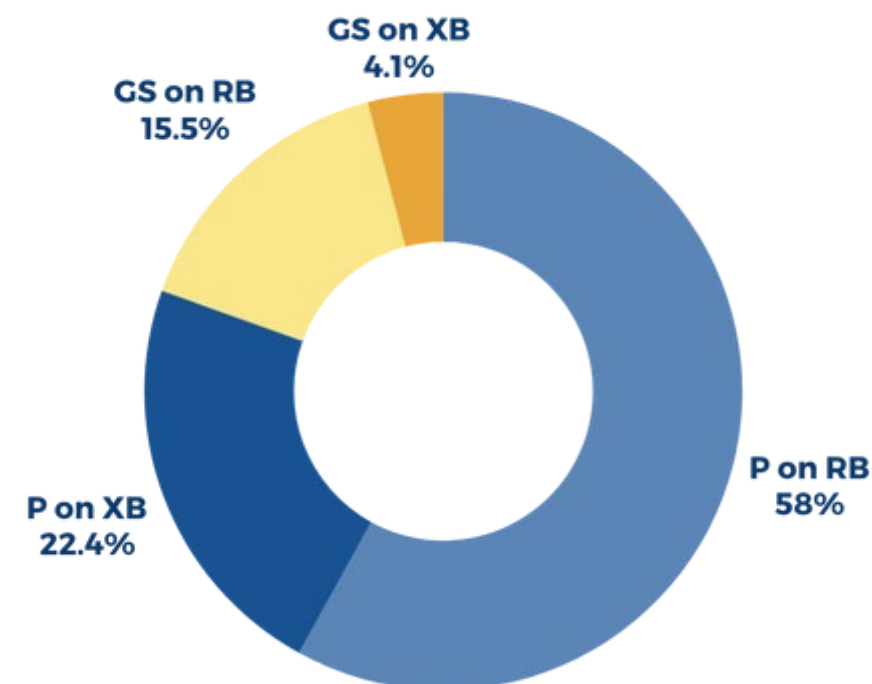
Part 1. Staff overview

Staff by Budget Source

WMO workforce worldwide (without the IPCC and GEO): **343** staff

- **Regular budget staff** is currently at **252**
- **Extrabudgetary** staff is at **91**

Included in the extrabudgetary staff are Junior Professional Officers (JPOs), seconded experts and temporary project staff.

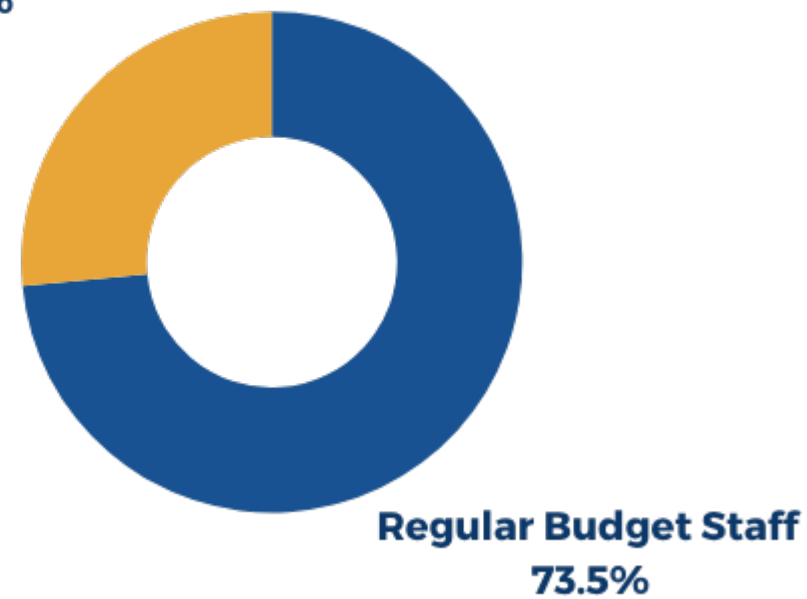


Professional Grade Level Distribution

- Total P and above staff: **276**
- Max at the P4 -level with **80** staff
- Out of the **49** P2-level staff, **13** are JPOs.

WMO hosts between 10 to 20 seconded experts at any given time

Extrabudgetary Staff



Staff Categories, Professional (P), General Services (GS), RB and XB Professional Grade Level Distribution

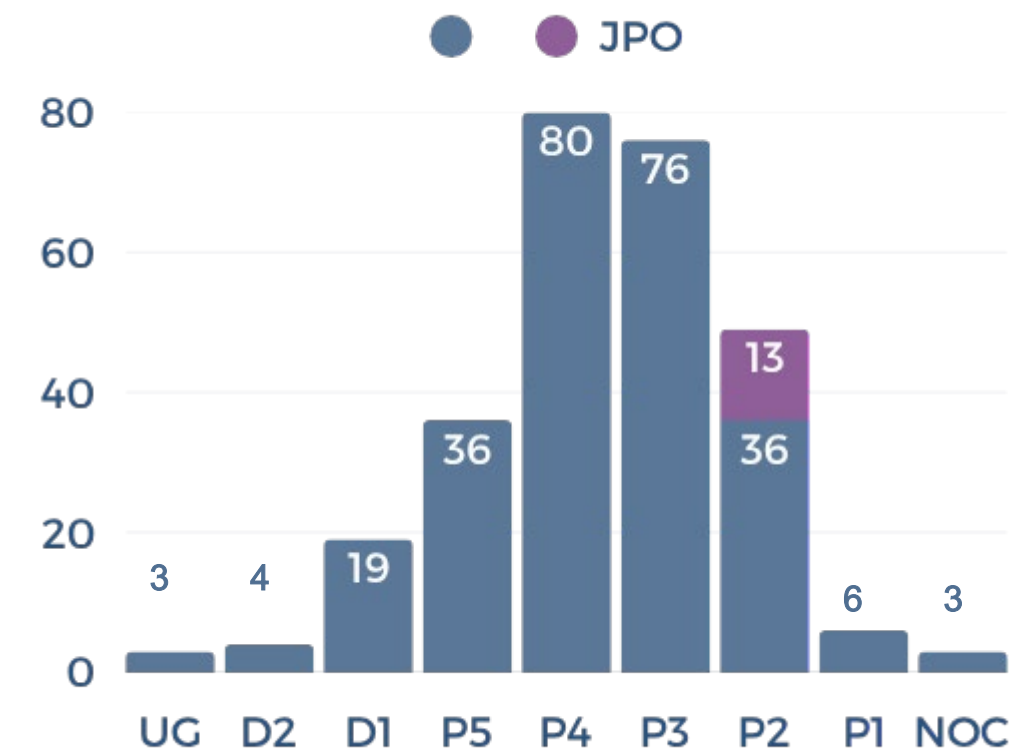
Staff at the Professional and above level: 276

- P on RB: **199**
- P on XB: **77**

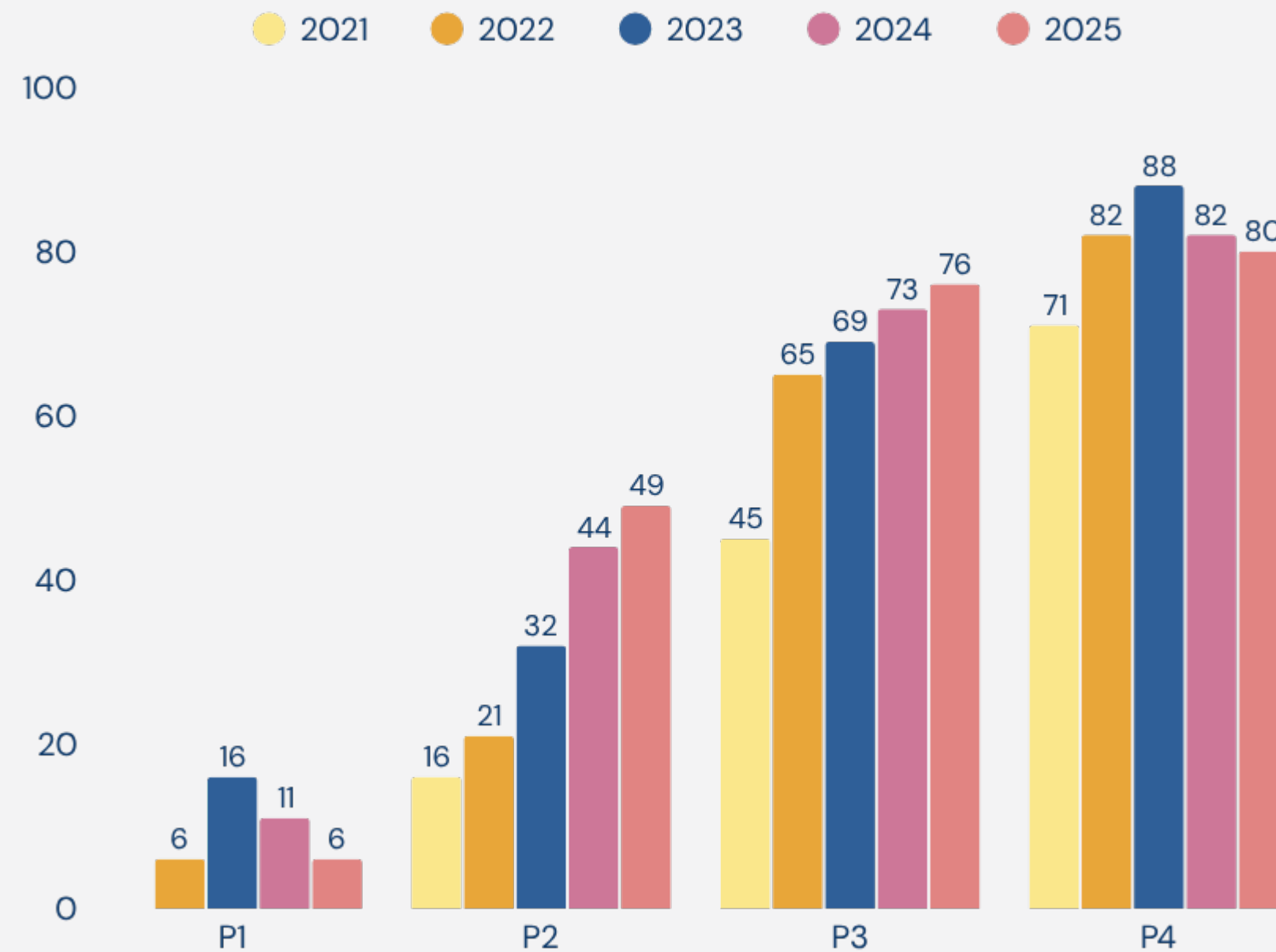
Staff at the General Service level: 67

- GS on RB: **53**
- GS on XB: **14**

GS to P ratio: 19% : 81%



Part 2. Staff profiles development over time: Younger and more scientific

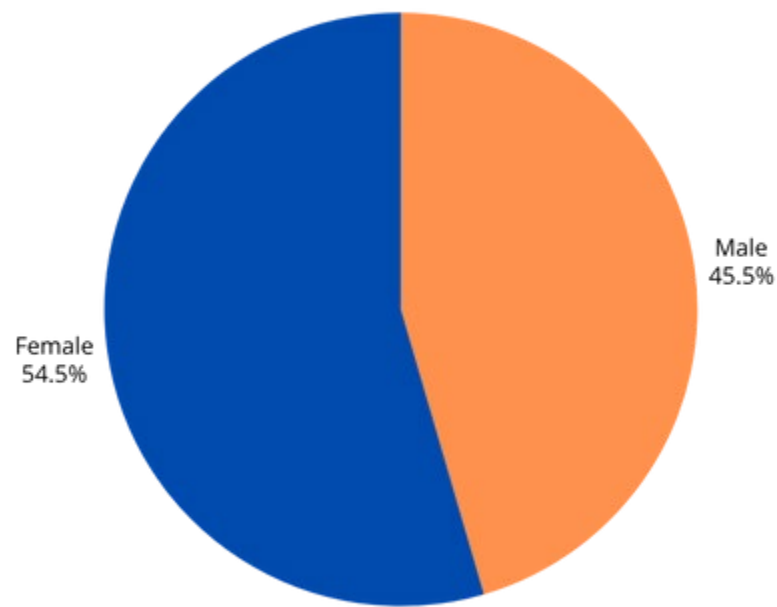


**YOUNGER
AND MORE
SCIENTIFIC**

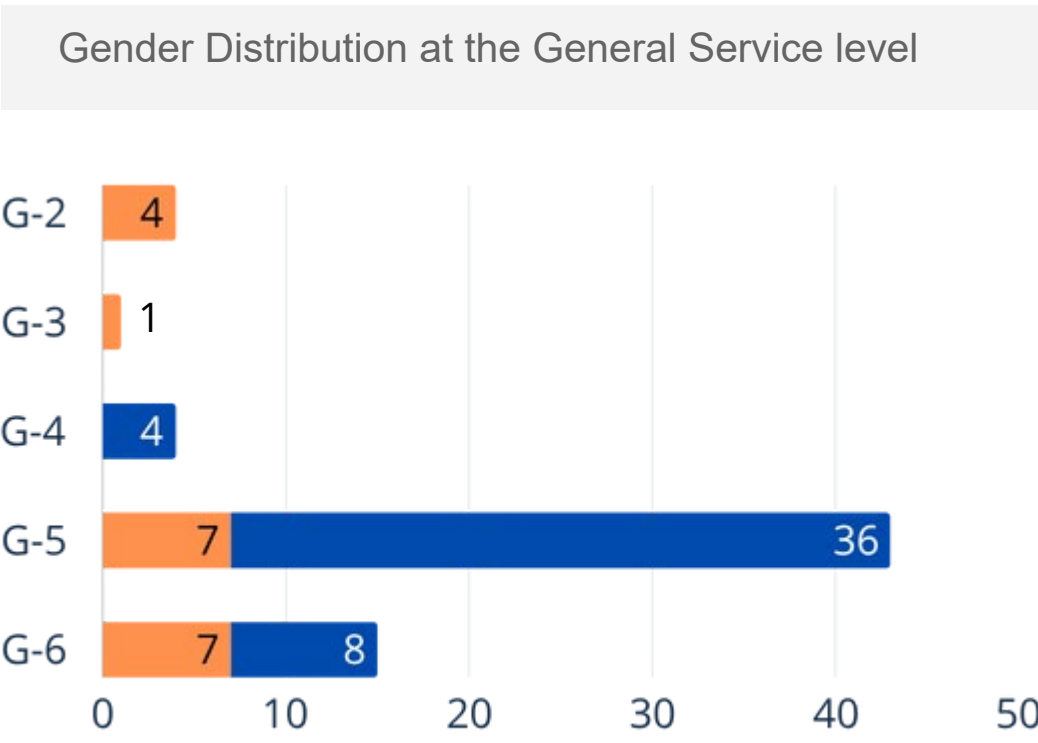
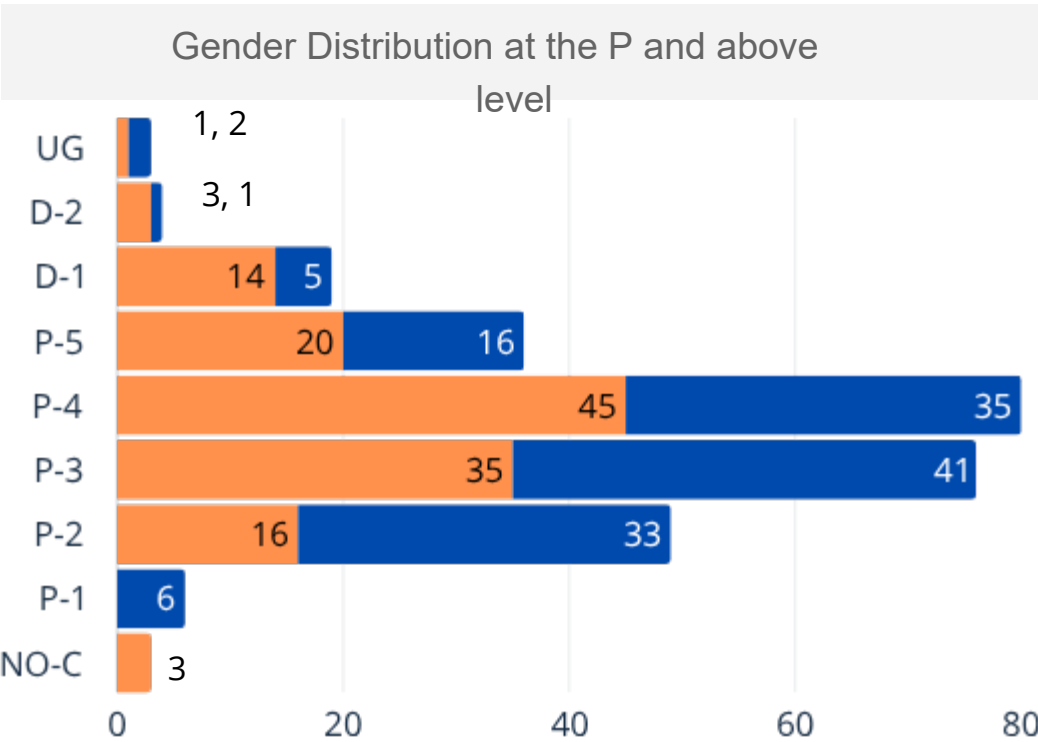
- P1 went from 0 in 2021 to 6 in 2025, a significant investment in training young talent.
- P2 went from 16 in 2021 to 49 in 2025, an increase of 300%.
- P3 went from 45 in 2021 to 76 in 2025, an increase of 69%.
- P4 went from 71 in 2021 to 80 in 2025, an increase of 13%.

Part 3. Staff gender balance

- Out of 343 staff in WMO, 187 (or 55%) are women, an increase of 3% compared to last year.
- At the Professional and above level, out of 287 staff, 139 (or 48%) are women, an increase of 1% compared with last year.
- As part of the recruitment process, WMO takes gender and geographical factors into account in cases of equally qualified candidates.

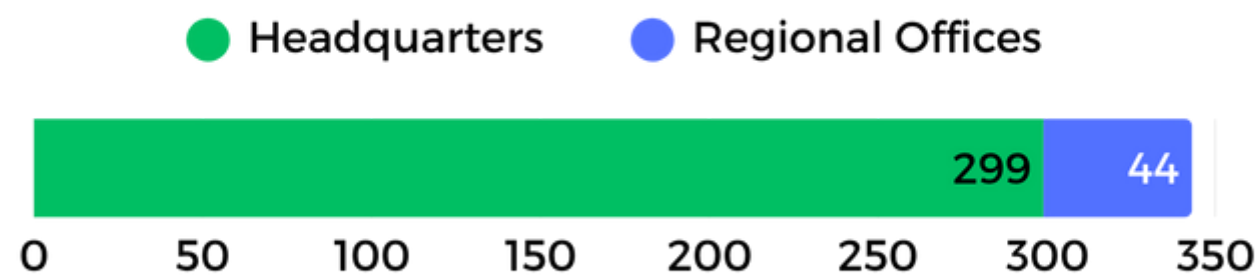


Achieving equitable gender balance in a technical specialized agency is a challenge due to some factors which are beyond our control.



Part 4. Staff geographical representation

Geographical Staff in HQ and ROs



WMO Global Staff Deployment Map

Nationalities are shown as at recruitment. Several staff members have now dual nationality as they have taken Swiss nationality after joining WMO.

Junior Professional Officers and Secondees are not regular international professional staff member and are not included.

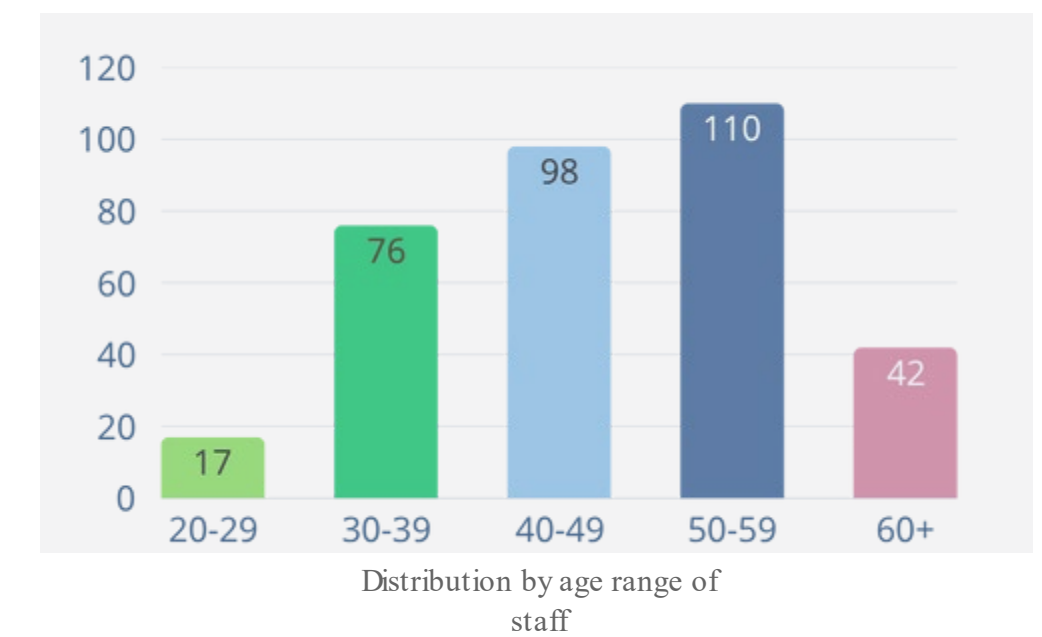
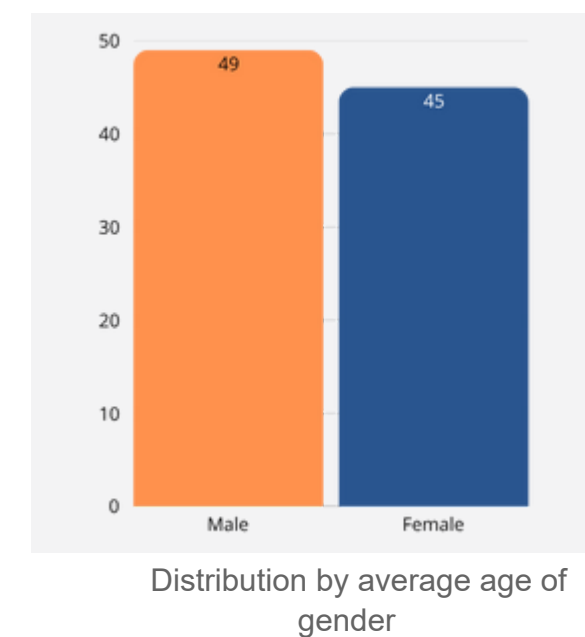
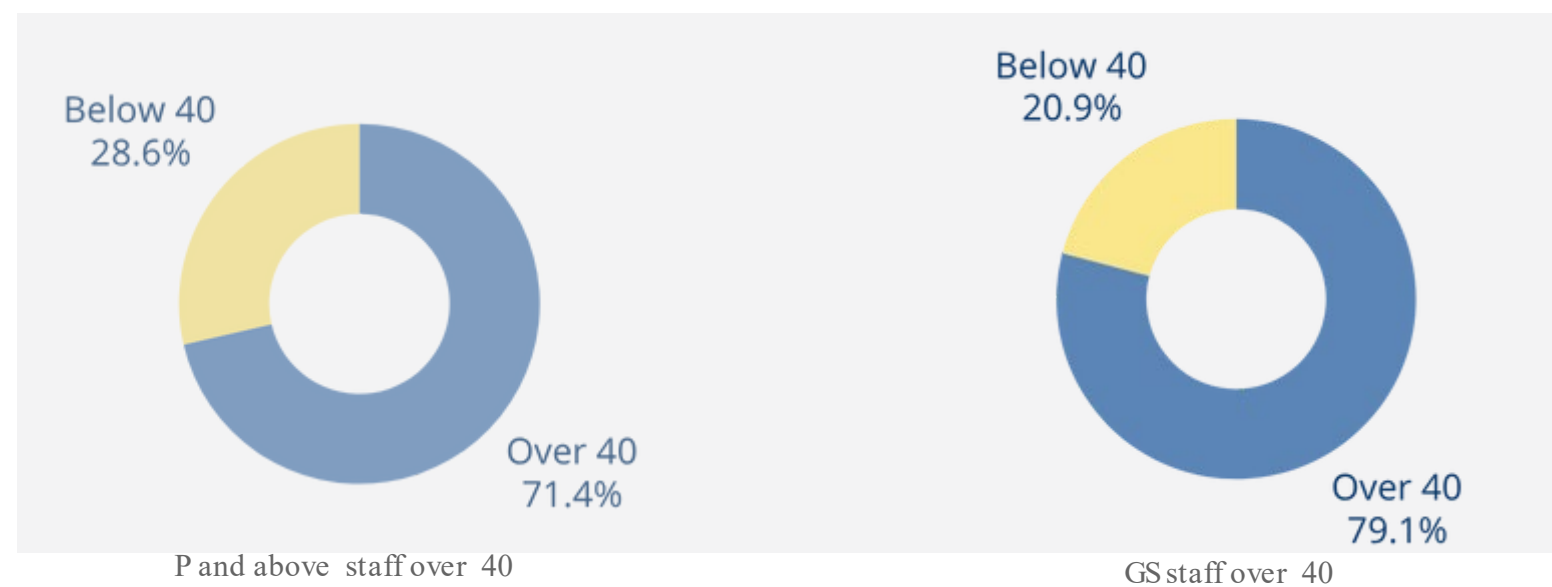
Nationality	Count	Nationality	Count	Nationality	Count	Nationality	Count
Afghanistan	1	Eswatini	1	Mexico	2	South Africa	3
Argentina	6	Finland	3	Morocco	2	Spain	9
Armenia	1	France	15	Mozambique	1	Sudan	1
Australia	3	Gambia	1	Netherlands	2	Sweden	2
Austria	2	Germany	10	New Zealand	1	Switzerland	20
Bangladesh	1	Ghana	1	Nigeria	2	Tanzania	4
Barbados	2	Hungary	2	Norway	1	Trinidad and Tobago	1
Belgium	2	India	10	Pakistan	1	Tunisia	1
Bhutan	1	Indonesia	2	Paraguay	2	Türkiye	4
Brazil	1	Iran, Islamic Republic of	1	Philippines	2	United Kingdom	17
Burkina Faso	1	Israel	1	Poland	2	United States	20
Canada	7	Italy	14	Portugal	2	Uruguay	1
Chile	1	Japan	6	Republic of Korea	4	Vanuatu	1
China	14	Kenya	7	Republic of Moldova	1	Venezuela	2
Croatia	3	Kyrgyzstan	2	Romania	4	Zimbabwe	1
Cuba	1	Lebanon	1	Russian Federation	4		
Dominica	1	Madagascar	1	Samoa	1		
Ecuador	2	Malaysia	1	Senegal	1		
Egypt	3	Mauritius	1	Slovakia	1		

*The top ten countries are highlighted in gray.

Part 5. Staff member distribution by age

Age of Staff Members

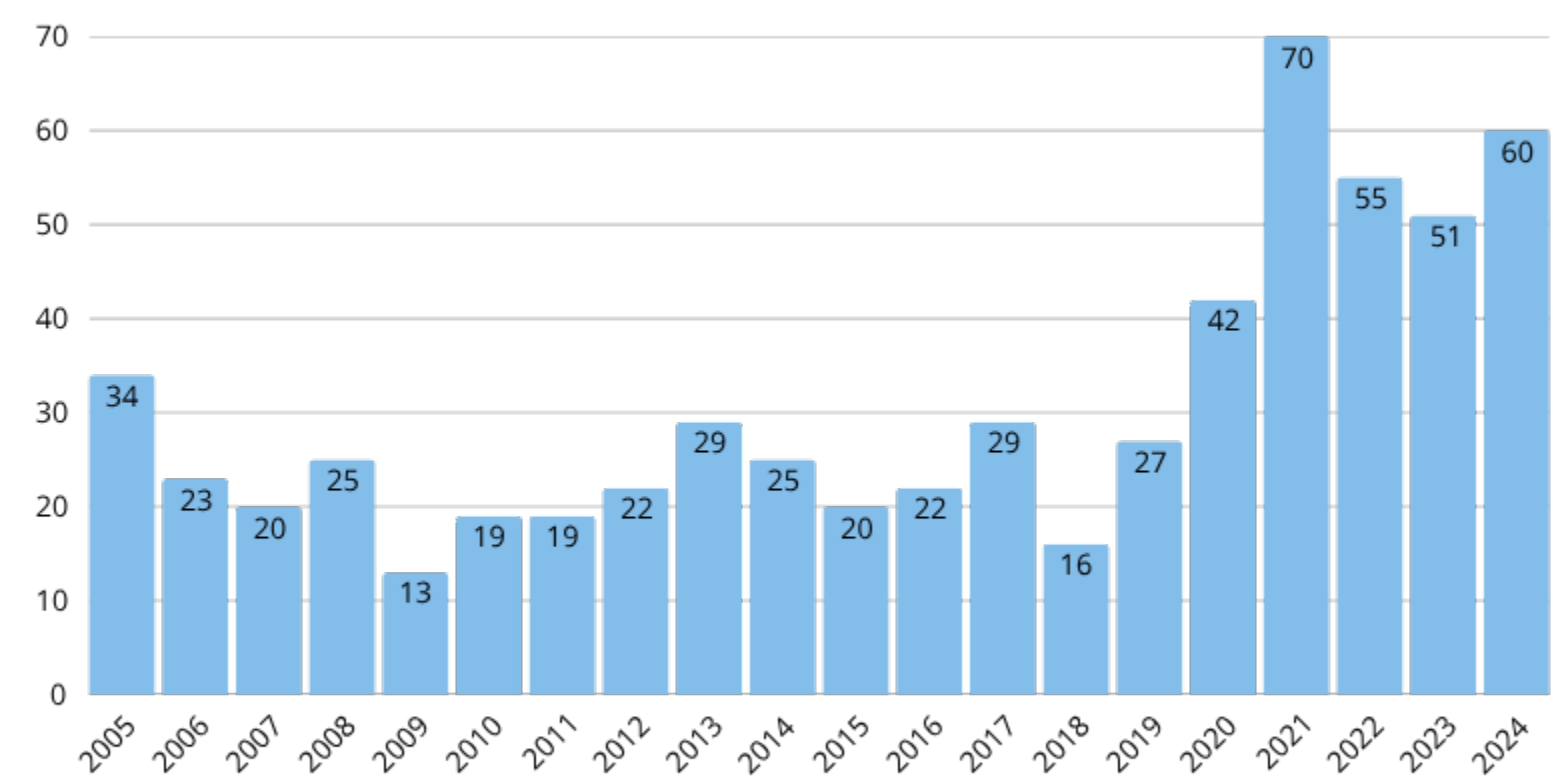
- Staff average age: 47
- Female average age: 45; Male average age: 49
- P and above average age: 46; GS average age: 49
- P and above over 40: 71.4%; GS Staff over 40: 79.1%



Part 7. Recruitment

Recruitment: Overall information, 2024

The total number of Vacancy Notices issued in 2024, irrespective of the category, was 60. This does not include 16 internship Vacancy Notices. Among the data tracked is the number of applicants by WMO region, gender, nationality, etc. The following charts show selected recruitment statistics.



2024 was another exceptional year in terms of staff recruitment. WMO continues to process an increasing number of staff recruitments on an annual basis due to the re-investment of savings from the restructuring as announced in prior HR reports, a greater number of junior level posts have been created, staff retirement or resignations and new mandates and collaboration with WMO partners. It is noteworthy that this peak workload was absorbed by the HR Section without additional resources.

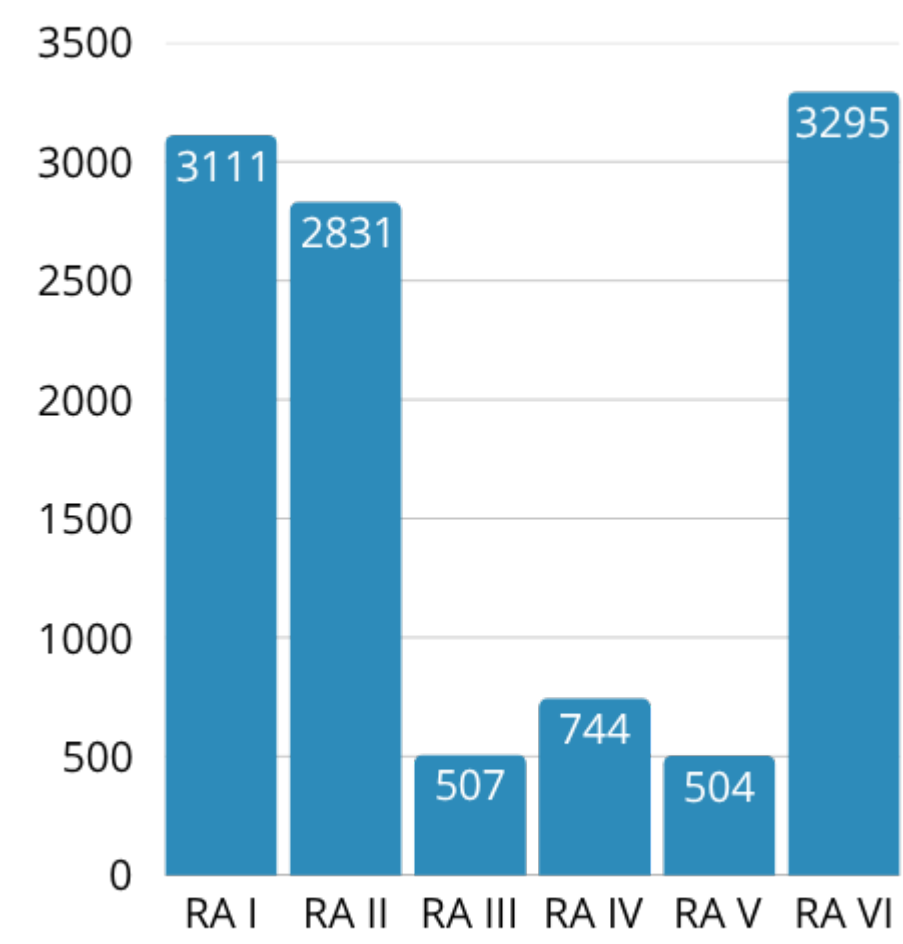
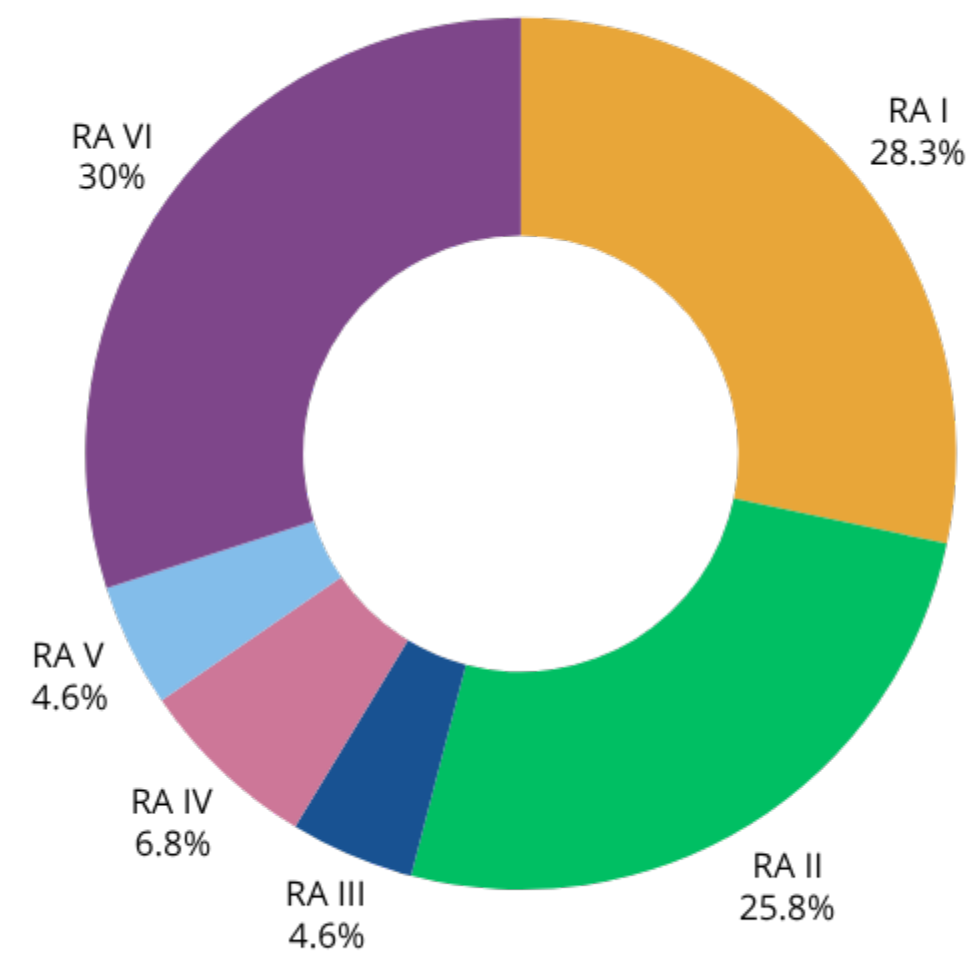
Part 7. Recruitment

Regional Distribution of Applicants

With regard to the regional distribution of applications received, total **10992** candidates applied WMO jobs in 2024.

Region I, Region II and Region VI remain the main sources of applicants for WMO.

We continue to strive in increasing our outreach to the less represented regions which includes circulation and engagement with staff, WMO partners, PRs, the UN network and other specialised sources either through formal communication and engagements, social media, recruitment platforms.

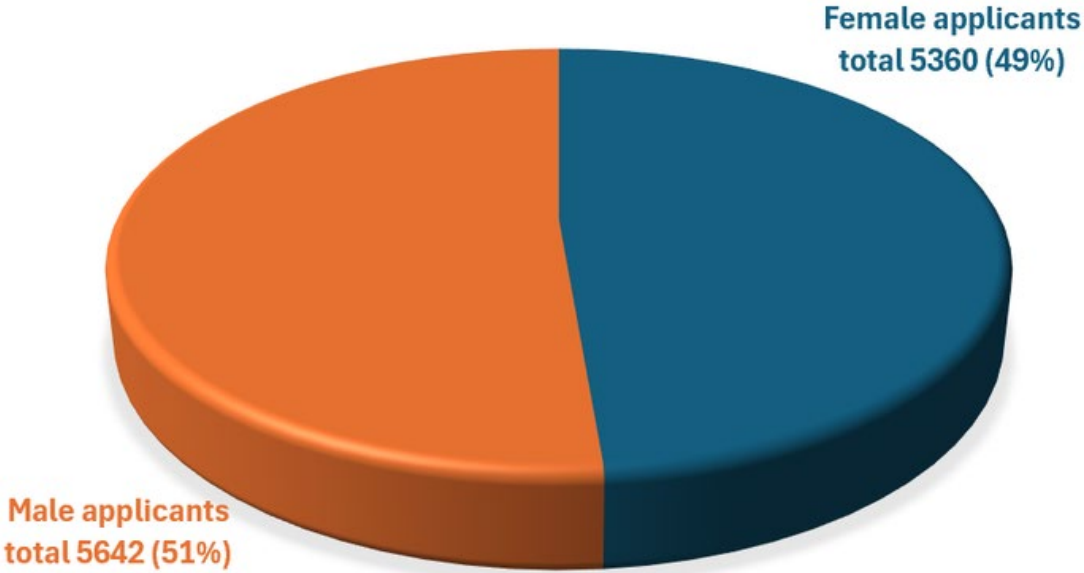


Part 7. Recruitment

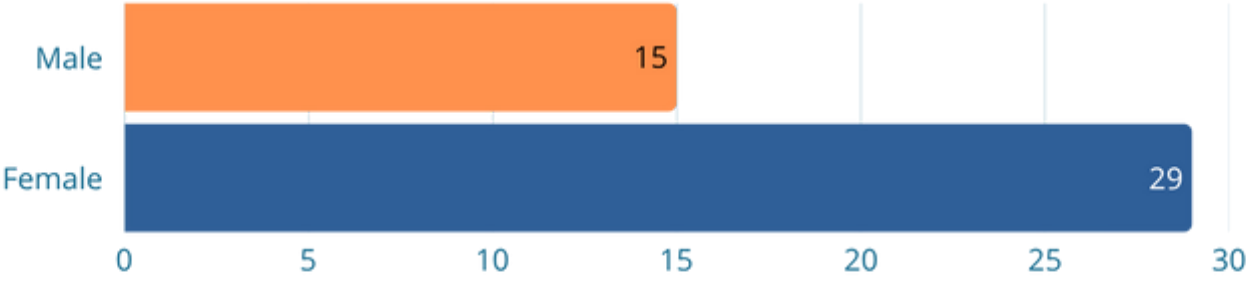
2024 was another year with high volume of staff recruitment. WMO continued to process a number of staff recruitments that was above the long-term average of prior years. It is noteworthy that this workload was absorbed by the HR Section without additional resources.

The percentage of female applicants for vacant posts in 2024 was 49% of the total which is an increase compared to the 42% in 2023. This limited pool of female applicants makes it more difficult to achieve our gender targets for certain level of posts and it points to the need to increase targeted outreach to qualified women.

Applicants by gender in 2024

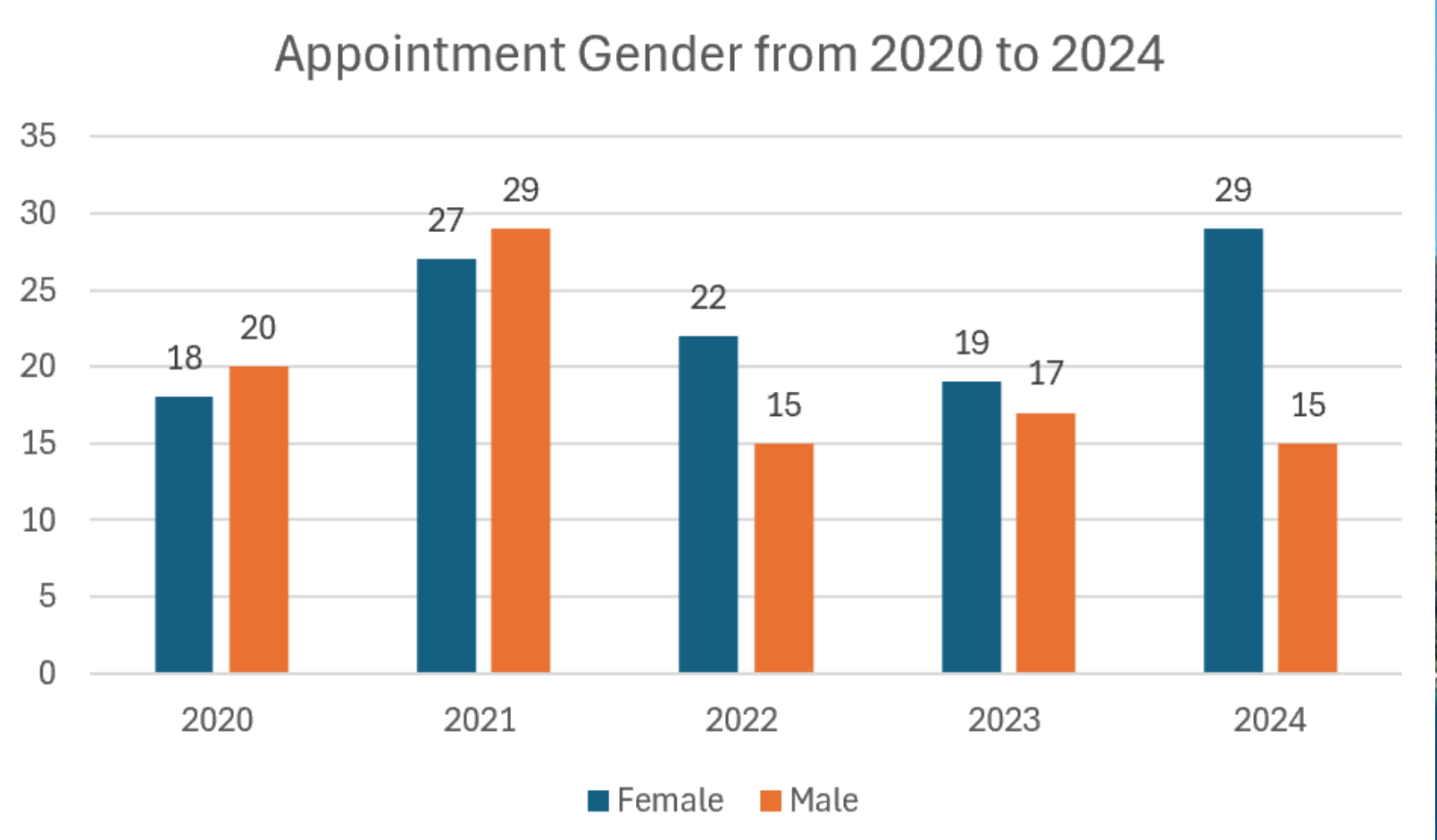


Appointments by gender in 2024



Part 7. Recruitment

Appointments Gender and Level from 2020 to 2024



Appointments: Gender and Level in the past five years														
Gender	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Level	P1	P1	P2	P2	P3	P3	P4	P4	P5	P5	D1	D1	D2	D2
2020	0	0	3	2	6	6	7	2	2	7	0	2	0	1
2021	1	0	6	3	11	9	6	13	3	2	0	1	0	1
2022	3	0	2	2	7	1	4	5	3	2	2	5	0	1
2023	1	1	5	2	7	9	5	3	1	1	0	1	0	1
2024	5	0	14	5	6	7	1	0	0	2	2	1	1	0
Total	10	1	30	14	39	37	23	23	9	14	4	10	1	4

Ongoing focus areas of the HR Section

01 Provision of reliable HR Services and refinement of the ERP system

02 Diversity of staff (geographic and gender)

03 Rollout of competency framework and HR strategy

04 Recruitment outreach

05 Service to Regional Offices

06 Assess impact of the UN 2.0 and UN 80 initiatives on HR work in WMO