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Point 142 de l'ordre du jour provisoire\*

### Gestion des ressources humaines

## Composition du Secrétariat : données démographiques relatives au personnel

### Rapport du Secrétaire général

#### Résumé

Le présent rapport fait suite aux résolutions de l'Assemblée générale concernant la gestion des ressources humaines, dont les plus récentes sont les résolutions [65/247](#), [66/234](#), [67/255](#), [68/252](#) et [71/263](#).

On y trouvera analysées les données démographiques relatives à la composition du personnel du Secrétariat pour la période du 1<sup>er</sup> juillet au 31 décembre 2016.

Le nombre de fonctionnaires du Secrétariat a légèrement diminué, passant de 40 131 au 30 juin 2016 à 39 651 au 31 décembre 2016. La comparaison des données démographiques relatives au personnel de juin 2013 avec celles de décembre 2016 montre que l'effectif total des fonctionnaires a diminué de 4 % mais que la proportion d'administrateurs et de fonctionnaires de rang supérieur dans l'effectif total a légèrement augmenté, passant de 30 % à 32 %. Le pourcentage de fonctionnaires titulaires d'un engagement permanent ou continu est passé de 18 % en juin 2013 à 25 % en décembre 2016, tandis que le pourcentage de fonctionnaires titulaires d'un engagement de durée déterminée a chuté de 78 % à 67 % durant la même période. La proportion de femmes dans l'effectif total a augmenté, passant de 33,9 % en juin 2013 à 35,1 % en décembre 2016. L'âge moyen a aussi légèrement augmenté, passant de 43,4 ans en juin 2013 à 44,8 ans en décembre 2016.

Le Secrétaire général invite l'Assemblée générale à prendre note du présent rapport.

\* [A/72/150](#).



## Table des matières

|                                                                                                                                                                           | <i>Page</i> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| Sigles et abréviations utilisés dans les tableaux et les figures .....                                                                                                    | 5           |
| I. Introduction .....                                                                                                                                                     | 10          |
| II. Ensemble du personnel du Secrétariat .....                                                                                                                            | 16          |
| A. Effectif .....                                                                                                                                                         | 16          |
| B. Ventilation par entité .....                                                                                                                                           | 18          |
| C. Ventilation par catégorie .....                                                                                                                                        | 22          |
| D. Ventilation par type d'engagement .....                                                                                                                                | 26          |
| E. Ventilation par sexe .....                                                                                                                                             | 29          |
| F. Ventilation par âge .....                                                                                                                                              | 33          |
| III. Mouvements de personnel .....                                                                                                                                        | 39          |
| A. Effectif .....                                                                                                                                                         | 39          |
| B. Ventilation par entité .....                                                                                                                                           | 41          |
| C. Ventilation par catégorie .....                                                                                                                                        | 42          |
| D. Ventilation par sexe .....                                                                                                                                             | 44          |
| E. Ventilation par âge .....                                                                                                                                              | 44          |
| IV. Fonctionnaires dont le recrutement est soumis au système des fourchettes optimales .....                                                                              | 45          |
| A. Effectif .....                                                                                                                                                         | 45          |
| B. Ventilation par entité .....                                                                                                                                           | 48          |
| C. Ventilation par catégorie .....                                                                                                                                        | 49          |
| D. Nominations .....                                                                                                                                                      | 52          |
| E. Ventilation par sexe .....                                                                                                                                             | 54          |
| F. Âge : départs à la retraite prévus pour les postes soumis au système<br>des fourchettes optimales .....                                                                | 56          |
| V. Décisions que l'Assemblée générale est appelée à prendre .....                                                                                                         | 59          |
| <b>Tableaux</b>                                                                                                                                                           |             |
| 1. Présentation générale des données démographiques concernant le personnel du Secrétariat au<br>31 décembre 2016 et du 1 <sup>er</sup> juillet au 31 décembre 2016 ..... | 10          |
| 2. Évolution démographique du personnel du Secrétariat de 2013 à 2016 (au 30 juin) et au 31<br>décembre 2016 .....                                                        | 13          |
| 3. Répartition des effectifs du Secrétariat et des entités apparentées du système des Nations<br>Unies, par type d'engagement et par catégorie, au 31 décembre 2016 ..... | 15          |
| 4. Effectif du Secrétariat de 2013 à 2016 : ventilation par groupe régional d'États Membres ...                                                                           | 17          |
| 5. Effectif du Secrétariat de 2013 à 2016 : ventilation par région géographique .....                                                                                     | 17          |
| 6. Variation de l'effectif total du Secrétariat par entité du 30 juin au 31 décembre 2016 .....                                                                           | 18          |
| 7. Ensemble du personnel du Secrétariat par lieu d'affectation, au 31 décembre 2016 .....                                                                                 | 21          |
| 8. Ensemble du personnel du Secrétariat par catégorie et classe et par entité, au 31 décembre                                                                             | 23          |

|                                                                                                                                                                                                                                                      |    |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| 2016 .....                                                                                                                                                                                                                                           |    |
| 9. Répartition des fonctionnaires du Secrétariat de la classe D-1 et des classes supérieures par groupe économique <sup>1</sup> et par sexe, au 30 juin, de 2013 à 2016 et au 31 décembre 2016 .....                                                 | 25 |
| 10. Ventilation de l'ensemble du personnel par type d'engagement et par catégorie et classe, au 31 décembre 2016 .....                                                                                                                               | 27 |
| 11. Répartition des fonctionnaires de rang supérieur engagés en vertu d'un contrat prévoyant une rémunération de 1 dollar par an, au 31 décembre 2016 .....                                                                                          | 29 |
| 12. Répartition de l'ensemble du personnel du Secrétariat par sexe, et par catégorie et classe, au 31 décembre 2016 .....                                                                                                                            | 32 |
| 13. Âge et durée de service moyens de l'ensemble du personnel du Secrétariat, ventilés par catégorie et classe, au 31 décembre 2016 .....                                                                                                            | 37 |
| 14. Âge et durée de service moyens de l'ensemble du personnel du Secrétariat, ventilés par type d'engagement et catégorie, au 31 décembre 2016 .....                                                                                                 | 38 |
| 15. Répartition par catégorie des départs à la retraite prévus au 31 décembre 2016 pour la période du 1 <sup>er</sup> janvier 2017 au 31 décembre 2021 .....                                                                                         | 39 |
| 16. Récapitulatif des mouvements de personnel par sexe, du 1 <sup>er</sup> juillet au 31 décembre 2016 ....                                                                                                                                          | 40 |
| 17. Ventilation des mouvements de personnel par type de cessation de service, du 1 <sup>er</sup> juillet au 31 décembre 2016 .....                                                                                                                   | 40 |
| 18. Nominations et cessations de service survenues entre le 1 <sup>er</sup> juillet et le 31 décembre 2016 dans les 10 entités comptant le plus de nominations parmi les bureaux centraux et les missions .....                                      | 41 |
| 19. Ventilation des nominations, cessations de service et démissions par catégorie et classe et par sexe, du 1 <sup>er</sup> juillet au 31 décembre 2016 .....                                                                                       | 42 |
| 20. Évolution de la représentation des États Membres au regard du système des fourchettes optimales, au 30 juin, de 2013 à 2016 et au 31 décembre 2016 .....                                                                                         | 46 |
| 21. Représentation des États Membres au regard du système des fourchettes optimales, au 31 décembre 2016 .....                                                                                                                                       | 46 |
| 22. Ventilation des fonctionnaires du Secrétariat soumis à la répartition géographique par groupe économique, au 31 décembre 2016 .....                                                                                                              | 48 |
| 23. Ventilation des fonctionnaires du Secrétariat soumis à la répartition géographique par entité et par classe, au 31 décembre 2016 .....                                                                                                           | 48 |
| 24. Ventilation des fonctionnaires du Secrétariat soumis à la répartition géographique par classe et par sexe, au 31 décembre 2016 .....                                                                                                             | 49 |
| 25. Ventilation des fonctionnaires soumis à la répartition géographique et occupant des postes de la classe D-1 ou des classes supérieures par groupe économique et par sexe, au 30 juin, de 2013 à 2016 et au 31 décembre 2016 .....                | 51 |
| 26. Ventilation par sexe, par catégorie de représentation et par groupe économique des nominations de fonctionnaires du Secrétariat à des postes soumis à la répartition géographique, entre le 1 <sup>er</sup> juillet et le 31 décembre 2016 ..... | 52 |
| 27. Ventilation des nominations de fonctionnaires du Secrétariat à des postes soumis à la répartition géographique par sexe et par classe, et nombre de nationalités représentées pour                                                               | 54 |

<sup>1</sup> Depuis la période comptable 2013, il n'y a pas de groupe économique appelé « pays à économie en transition » (2013 : 17 pays).

|                                                                                                                                                                                                                                                      |    |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| chaque classe, entre le 1 <sup>er</sup> juillet et le 31 décembre 2016 . . . . .                                                                                                                                                                     |    |
| 28. Ventilation par entité et par sexe des candidats recrutés à la classe P-2 à l'issue d'un concours national de recrutement ou dans le cadre du programme Jeunes administrateurs entre le 1 <sup>er</sup> juillet et le 31 décembre 2016 . . . . . | 55 |
| 29. Ventilation par sexe et par classe des fonctionnaires du Secrétariat soumis à la répartition géographique, au 30 juin 2013 et au 31 décembre 2016 . . . . .                                                                                      | 56 |
| 30. Ventilation par catégorie, au 31 décembre 2016, des départs à la retraite de fonctionnaires soumis à la répartition géographique prévus pour la période du 1 <sup>er</sup> janvier 2017 au 31 décembre 2021 . . . . .                            | 58 |
| 31. Répartition des États Membres selon le pourcentage du personnel soumis à la répartition géographique devant partir à la retraite entre le 1 <sup>er</sup> janvier 2017 et le 31 décembre 2021 . . . .                                            | 58 |
| <b>Figures</b>                                                                                                                                                                                                                                       |    |
| I. Ensemble du personnel du Secrétariat : évolution de 2013 à 2016 . . . . .                                                                                                                                                                         | 16 |
| II. Répartition de l'ensemble du personnel du Secrétariat par catégorie, au 30 juin 2016 . . . . .                                                                                                                                                   | 22 |
| III. Ventilation de l'ensemble du personnel du Secrétariat par type d'engagement, au 31 décembre 2016 . . . . .                                                                                                                                      | 26 |
| IV. Ventilation de l'ensemble du personnel du Secrétariat par type d'engagement et par entité, au 31 décembre 2016 . . . . .                                                                                                                         | 27 |
| V. Pourcentage de femmes dans les bureaux centraux du Secrétariat, par entité, au 31 décembre 2016 . . . . .                                                                                                                                         | 30 |
| VI. Pourcentage de femmes dans les missions, par entité, au 31 décembre 2016 . . . . .                                                                                                                                                               | 31 |
| VII. Âge moyen de l'ensemble du personnel du Secrétariat, au 30 juin, de 2013 à 2016, et au 31 décembre 2016 . . . . .                                                                                                                               | 33 |
| VIII. Répartition de l'ensemble du personnel du Secrétariat par tranche d'âge, au 31 décembre 2016 . . . . .                                                                                                                                         | 34 |
| IX. Ventilation de l'ensemble du personnel des bureaux centraux par âge et par sexe, au 31 décembre 2016 . . . . .                                                                                                                                   | 35 |
| X. Ventilation de l'ensemble du personnel des missions par âge et par sexe, au 31 décembre 2016 . . . . .                                                                                                                                            | 36 |
| XI. Mouvements de personnel : ventilation des nominations par tranche d'âge, pour la période allant du 1 <sup>er</sup> juillet au 31 décembre 2016 . . . . .                                                                                         | 44 |
| XII. Évolution de la ventilation par sexe des fonctionnaires du Secrétariat soumis à la répartition géographique, au 30 juin, de 2013 à 2016 et au 31 décembre 2016 . . . . .                                                                        | 56 |
| XIII. Ventilation par sexe des fonctionnaires du Secrétariat soumis à la répartition géographique et occupant des postes de la classe D-1 ou des classes supérieures, au 30 juin, de 2013 à 2016 et au 31 décembre 2016 . . . . .                    | 57 |
| <b>Annexe</b>                                                                                                                                                                                                                                        |    |
| Comprehensive statistical tables . . . . .                                                                                                                                                                                                           | 61 |
| 1.A All staff by nationality, gender, category and appointment type as at 31 December 2016 . . . .                                                                                                                                                   | 61 |
| 1.B All staff by entity, location, gender, category and appointment type as at 31 December 2016 .                                                                                                                                                    | 72 |
| 2.A Staff with geographical status by nationality, gender and grade, including appointments and separations, from 30 June to 31 December 2016 . . . . .                                                                                              | 83 |

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|     |                                                                                                                                                                                                                  |     |
|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| 2.B | Staff with geographical status at senior levels by nationality and grade as at 30 June from 2013 to 2016 and as at 31 December 2016 . . . . .                                                                    | 103 |
| 2.C | Staff in the Professional and higher categories in posts with special language requirements by nationality, gender and grade, including appointments and separations, from 30 June to 31 December 2016 . . . . . | 110 |

## Sigles et abréviations utilisés dans les tableaux et les figures

|          |                                                                                                                                                                                                                                                                                                                                                                                                 |
|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ATSMT    | Équipe d'appui analytique et de surveillance des sanctions créée par les résolutions <a href="#">1526 (2004)</a> et <a href="#">2253 (2015)</a> du Conseil de sécurité concernant l'État islamique d'Iraq et du Levant (Daech), Al-Qaida, les Taliban et les personnes et entités qui leur sont associées; et Bureau du Médiateur créé par la résolution <a href="#">1904 (2009)</a> du Conseil |
| BANUS    | Bureau d'appui des Nations Unies en Somalie                                                                                                                                                                                                                                                                                                                                                     |
| BINUGBIS | Bureau intégré des Nations Unies pour la consolidation de la paix en Guinée-Bissau                                                                                                                                                                                                                                                                                                              |
| BNUUA    | Bureau des Nations Unies auprès de l'Union africaine                                                                                                                                                                                                                                                                                                                                            |
| BRENUAC  | Bureau régional des Nations Unies pour l'Afrique centrale                                                                                                                                                                                                                                                                                                                                       |
| CEA      | Commission économique pour l'Afrique                                                                                                                                                                                                                                                                                                                                                            |
| CEE      | Commission économique pour l'Europe                                                                                                                                                                                                                                                                                                                                                             |
| CEPALC   | Commission économique pour l'Amérique latine et les Caraïbes                                                                                                                                                                                                                                                                                                                                    |
| CESAO    | Commission économique et sociale pour l'Asie occidentale                                                                                                                                                                                                                                                                                                                                        |
| CESAP    | Commission économique et sociale pour l'Asie et le Pacifique                                                                                                                                                                                                                                                                                                                                    |
| CFPI     | Commission de la fonction publique internationale                                                                                                                                                                                                                                                                                                                                               |
| CIJ      | Cour internationale de Justice                                                                                                                                                                                                                                                                                                                                                                  |
| CNMC     | Commission mixte Cameroun-Nigéria                                                                                                                                                                                                                                                                                                                                                               |
| CNUCED   | Conférence des Nations Unies sur le commerce et le développement                                                                                                                                                                                                                                                                                                                                |
| CTED     | Direction exécutive du Comité contre le terrorisme                                                                                                                                                                                                                                                                                                                                              |
| D        | Administrateur général/directeur (D-1/D-2)                                                                                                                                                                                                                                                                                                                                                      |
| D+       | Administrateurs généraux/directeurs et fonctionnaires de rang supérieur                                                                                                                                                                                                                                                                                                                         |
| DESA     | Département des affaires économiques et sociales                                                                                                                                                                                                                                                                                                                                                |
| DFS      | Département de l'appui aux missions                                                                                                                                                                                                                                                                                                                                                             |
| DGACM    | Département de l'Assemblée générale et de la gestion des conférences                                                                                                                                                                                                                                                                                                                            |
| DM       | Département de la gestion                                                                                                                                                                                                                                                                                                                                                                       |
| DPA      | Département des affaires politiques                                                                                                                                                                                                                                                                                                                                                             |
| DPI      | Département de l'information                                                                                                                                                                                                                                                                                                                                                                    |
| DPKO     | Département des opérations de maintien de la paix                                                                                                                                                                                                                                                                                                                                               |
| DSS      | Département de la sûreté et de la sécurité                                                                                                                                                                                                                                                                                                                                                      |
| EOSG     | Cabinet du Secrétaire général                                                                                                                                                                                                                                                                                                                                                                   |
| ETHICS   | Bureau de la déontologie                                                                                                                                                                                                                                                                                                                                                                        |
| F        | Femmes                                                                                                                                                                                                                                                                                                                                                                                          |

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|---------|-------------------------------------------------------------------------------------------------------------|
| FINUL   | Force intérimaire des Nations Unies au Liban                                                                |
| FISNUA  | Force intérimaire de sécurité des Nations Unies pour Abyei                                                  |
| FNUAP   | Fonds des Nations Unies pour la population                                                                  |
| FNUOD   | Force des Nations Unies chargée d'observer le désengagement                                                 |
| FS      | Service mobile                                                                                              |
| FT      | Engagement pour une durée déterminée                                                                        |
| GOE-RDC | Groupe d'experts sur la République démocratique du Congo créé par la résolution <a href="#">1533 (2004)</a> |
| GS+     | Catégorie des services généraux et catégories apparentées                                                   |
| H       | Hommes                                                                                                      |
| HCDH    | Haut-Commissariat des Nations Unies aux droits de l'homme                                                   |
| HCR     | Haut-Commissariat des Nations Unies pour les réfugiés                                                       |
| IMIS    | Système intégré de gestion                                                                                  |
| INT     | Interprète                                                                                                  |
| IRM     | Mécanisme international appelé à exercer les fonctions résiduelles des tribunaux pénaux                     |
| ITC     | Centre du commerce international                                                                            |
| LT      | Professeur de langue                                                                                        |
| MANUA   | Mission d'assistance des Nations Unies en Afghanistan                                                       |
| MANUI   | Mission d'assistance des Nations Unies pour l'Iraq                                                          |
| MANUL   | Mission d'appui des Nations Unies en Libye                                                                  |
| MANUSOM | Mission d'assistance des Nations Unies en Somalie                                                           |
| MC      | Mission des Nations Unies en Colombie                                                                       |
| MGSE    | Groupe de contrôle pour la Somalie et l'Érythrée                                                            |
| MINUAD  | Opération hybride Union africaine-Nations Unies au Darfour                                                  |
| MINUK   | Mission d'administration intérimaire des Nations Unies au Kosovo                                            |
| MINUL   | Mission des Nations Unies au Libéria                                                                        |
| MINURSO | Mission des Nations Unies pour l'organisation d'un référendum au Sahara occidental                          |
| MINUSCA | Mission multidimensionnelle intégrée des Nations Unies pour la stabilisation en République centrafricaine   |
| MINUSMA | Mission multidimensionnelle intégrée des Nations Unies pour la stabilisation au Mali                        |
| MINUSS  | Mission des Nations Unies au Soudan du Sud                                                                  |

|               |                                                                                                                                                      |
|---------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| MINUSTAH      | Mission des Nations Unies pour la stabilisation en Haïti                                                                                             |
| MONUSCO       | Mission de l'Organisation des Nations Unies pour la stabilisation en République démocratique du Congo                                                |
| N             | Nominations                                                                                                                                          |
| NPO           | Administrateur recruté sur le plan national                                                                                                          |
| OAJ           | Bureau de l'administration de la justice                                                                                                             |
| OCHA          | Bureau de la coordination des affaires humanitaires                                                                                                  |
| ODA           | Bureau des affaires de désarmement                                                                                                                   |
| OHRLLS        | Bureau du Haut-Représentant pour les pays les moins avancés, les pays en développement sans littoral et les petits États insulaires en développement |
| OHRM          | Bureau de la gestion des ressources humaines                                                                                                         |
| OIOS          | Bureau des services de contrôle interne                                                                                                              |
| OLA           | Bureau des affaires juridiques                                                                                                                       |
| ONUCI         | Opération des Nations Unies en Côte d'Ivoire                                                                                                         |
| ONUDC         | Office des Nations Unies contre la drogue et le crime                                                                                                |
| ONU-Femmes    | Entité des Nations Unies pour l'égalité des sexes et l'autonomisation de la femme                                                                    |
| ONUG          | Office des Nations Unies à Genève                                                                                                                    |
| ONU-Habitat   | Programme des Nations Unies pour les établissements humains                                                                                          |
| ONUN          | Office des Nations Unies à Nairobi                                                                                                                   |
| ONUST         | Organisme des Nations Unies chargé de la surveillance de la trêve                                                                                    |
| ONUV          | Office des Nations Unies à Vienne                                                                                                                    |
| OSAA          | Bureau du Conseiller spécial pour l'Afrique                                                                                                          |
| OSASG         | Bureau du Conseiller spécial du Secrétaire général                                                                                                   |
| OSASG-Chypre  | Bureau du Conseiller spécial pour Chypre                                                                                                             |
| OSASG-Myanmar | Bureau du Conseiller spécial pour le Myanmar                                                                                                         |
| OSASG-POG     | Bureau du Conseiller spécial pour la prévention du génocide                                                                                          |
| OSESG-GL      | Bureau de l'Envoyé spécial du Secrétaire général pour la région des Grands Lacs                                                                      |
| OSESG-Sahel   | Bureau de l'Envoyé spécial du Secrétaire général pour le Sahel                                                                                       |
| OSESG-SC1559  | Bureau de l'Envoyé spécial du Secrétaire général pour l'application de la résolution <a href="#">1559 (2004)</a> du Conseil de sécurité              |
| OSESG-SSS     | Bureau de l'Envoyé spécial du Secrétaire général pour le Soudan et le Soudan du Sud                                                                  |
| OSESG-Syrie   | Bureau de l'Envoyé spécial du Secrétaire général pour la Syrie                                                                                       |

|               |                                                                                                                                   |
|---------------|-----------------------------------------------------------------------------------------------------------------------------------|
| OSESG-Yémen   | Bureau de l'Envoyé spécial du Secrétaire général pour le Yémen                                                                    |
| OSRSG-CAAC    | Bureau du Représentant spécial du Secrétaire général pour le sort des enfants en temps de conflit armé                            |
| OSRSG-SVC     | Bureau du Représentant spécial du Secrétaire général chargé de la question des violences sexuelles commises en période de conflit |
| OSRSG-VAC     | Bureau du Représentant spécial du Secrétaire général chargé de la question de la violence à l'encontre des enfants                |
| P             | Catégorie des administrateurs                                                                                                     |
| P+            | Catégorie des administrateurs et fonctionnaires de rang supérieur                                                                 |
| PBSO          | Bureau d'appui à la consolidation de la paix                                                                                      |
| PC            | Engagement à titre permanent ou continu                                                                                           |
| PIA           | Assistant d'information                                                                                                           |
| PNUD          | Programme des Nations Unies pour le développement                                                                                 |
| PNUE          | Programme des Nations Unies pour l'environnement                                                                                  |
| POE-CAR       | Groupe d'experts sur la République centrafricaine                                                                                 |
| POE-DPRK      | Groupe d'experts sur la République populaire démocratique de Corée                                                                |
| POE-Libye     | Groupe d'experts sur la Libye                                                                                                     |
| POE-Soudan    | Groupe d'experts sur le Soudan                                                                                                    |
| POE-S. Soudan | Groupe d'experts sur le Soudan du Sud                                                                                             |
| POE-Yémen     | Groupe d'experts sur le Yémen                                                                                                     |
| R             | Réviseur                                                                                                                          |
| RSCE          | Centre de services régional d'Entebbe                                                                                             |
| SCR 2231      | Application de la résolution <a href="#">2231 (2015)</a> du Conseil de sécurité                                                   |
| SGA           | Secrétaire général adjoint                                                                                                        |
| S             | Sécurité                                                                                                                          |
| SSG           | Sous-Secrétaire général                                                                                                           |
| T             | Traducteur                                                                                                                        |
| TA            | Engagement à titre temporaire                                                                                                     |
| TC            | Catégorie des agents des corps de métier                                                                                          |
| TPIR          | Tribunal pénal international pour le Rwanda                                                                                       |
| TPIY          | Tribunal pénal international pour l'ex-Yougoslavie                                                                                |
| UNAKRT        | Assistance des Nations Unies aux procès des Khmers rouges                                                                         |
| UNCC          | Commission d'indemnisation des Nations Unies                                                                                      |
| UNFICYP       | Force des Nations Unies chargée du maintien de la paix à Chypre                                                                   |

|         |                                                                                                                                              |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------|
| UNICEF  | Fonds des Nations Unies pour l'enfance                                                                                                       |
| UNISDR  | Bureau des Nations Unies pour la prévention des catastrophes                                                                                 |
| UNITAR  | Institut des Nations Unies pour la formation et la recherche                                                                                 |
| UNJSPF  | Caisse commune des pensions du personnel des Nations Unies                                                                                   |
| UNLB    | Base de soutien logistique des Nations Unies                                                                                                 |
| UNMOGIP | Groupe d'observateurs militaires des Nations Unies dans l'Inde et le Pakistan                                                                |
| UNOMS   | Bureau des services d'ombudsman et de médiation des Nations Unies                                                                            |
| UNOP    | Bureau des Nations Unies pour les partenariats                                                                                               |
| UNOPS   | Bureau des Nations Unies pour les services d'appui aux projets                                                                               |
| UNOSDP  | Bureau des Nations Unies pour le sport au service du développement et de la paix                                                             |
| UNOWA   | Bureau des Nations Unies pour l'Afrique de l'Ouest                                                                                           |
| UNRCCA  | Centre régional des Nations Unies pour la diplomatie préventive en Asie centrale                                                             |
| UNRGID  | Représentant de l'ONU aux discussions internationales de Genève                                                                              |
| UNROD   | Registre de l'Organisation des Nations Unies concernant les dommages causés par la construction du mur dans le Territoire palestinien occupé |
| UNRWA   | Office de secours et de travaux des Nations Unies pour les réfugiés de Palestine dans le Proche-Orient                                       |
| UNSCO   | Bureau du Coordonnateur spécial des Nations Unies pour le processus de paix au Moyen-Orient                                                  |
| UNSCOL  | Bureau du Coordonnateur spécial des Nations Unies pour le Liban                                                                              |
| UNU     | Université des Nations Unies                                                                                                                 |

## I. Introduction

1. Le présent rapport annuel du Secrétaire général sur la composition démographique du Secrétariat fait suite aux résolutions de l'Assemblée générale concernant la gestion des ressources humaines, dont les plus récentes sont les résolutions [65/247](#), [66/234](#), [67/255](#), [68/252](#) et [71/263](#).
2. On y trouve une analyse démographique<sup>2</sup> de la totalité de l'effectif du Secrétariat à l'échelle mondiale, soit 39 651 personnes au 31 décembre 2016.
3. En tant que rapport transitoire, le présent document couvre la période de six mois allant du 1<sup>er</sup> juillet au 31 décembre 2016. Auparavant, le rapport portait sur une période d'un an allant du 1<sup>er</sup> juillet au 30 juin. Dans les parties du document où sont analysées les tendances démographiques, on trouve, pour les quatre premières périodes, des données du 30 juin et, pour la période en cours et cinquième période, des données du 31 décembre. Par ailleurs, le présent rapport contient deux nouveaux tableaux présentant la ventilation par groupes régionaux de l'ensemble des fonctionnaires du Secrétariat de l'Organisation des Nations Unies au 31 décembre 2016.
4. Afin de pouvoir fournir davantage d'analyses et de données sur les tendances démographiques à partir de la soixante-treizième session, le présent rapport est aligné sur une nouvelle période qui va du 1<sup>er</sup> janvier au 31 décembre. Comme il est indiqué dans le rapport précédent, cet ajustement des dates de la période comptable permet d'avoir suffisamment de temps pour analyser les données portant sur un certain nombre d'entités du Secrétariat.
5. Le tableau 1 propose une vue d'ensemble de la structure du présent rapport, indiquant sur quelles variables démographiques porte chaque section. Le tableau 2 donne un aperçu des tendances observées entre juin 2013 à décembre 2016. Le tableau 3 détaille les effectifs du Secrétariat et des entités apparentées du système des Nations Unies.

Tableau 1

**Présentation générale des données démographiques concernant le personnel du Secrétariat au 31 décembre 2016 et du 1<sup>er</sup> juillet au 31 décembre 2016**

| Sections/dates <sup>a</sup>                     | Effectifs <sup>b</sup> et variables démographiques | Aperçu                                                                                                                                                               |
|-------------------------------------------------|----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ensemble du personnel du Secrétariat (sect. II) | Effectif (39 651)                                  | Toutes catégories de fonctionnaires titulaires d'un engagement permanent, d'un engagement continu, d'un engagement de durée déterminée ou d'un engagement temporaire |
| Au 31 décembre 2016                             |                                                    | Nombre d'États Membres représentés : 187 (par. 9)                                                                                                                    |
|                                                 | Entité                                             | Répartition du personnel (tableau 6)                                                                                                                                 |
|                                                 |                                                    | Bureaux centraux <sup>c</sup> : 19 897                                                                                                                               |
|                                                 |                                                    | Missions : 19 754                                                                                                                                                    |
|                                                 |                                                    | Entité ayant connu la plus forte variation d'effectif : MINUL : -331                                                                                                 |

<sup>2</sup> Les données démographiques utilisées dans le présent rapport proviennent soit d'Umoja, soit du Système intégré de gestion (données actualisées le 31 janvier 2017 au plus tard), soit directement des entités des Nations Unies. Dans le présent rapport, la structure organisationnelle est alignée sur celle utilisée dans le cadre du budget. Les modalités de gestion et de fonctionnement au quotidien demeurent inchangées.

|                                                |                                                      |                                                                                                                                           |
|------------------------------------------------|------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
|                                                | Catégorie                                            | Répartition du personnel (tableau 8)                                                                                                      |
|                                                |                                                      | Administrateurs et fonctionnaires de rang supérieur : 12 849                                                                              |
|                                                |                                                      | Agents du Service mobile : 3 894                                                                                                          |
|                                                |                                                      | Agents des services généraux et des catégories apparentées : 22 908                                                                       |
|                                                |                                                      | Classe à l'effectif le plus important : G-4 : 5 875                                                                                       |
|                                                | Type d'engagement                                    | Répartition du personnel (tableau 10)                                                                                                     |
|                                                |                                                      | Permanent/continu : 10 072                                                                                                                |
|                                                |                                                      | De durée déterminée : 26 658                                                                                                              |
|                                                |                                                      | Temporaire : 2 921                                                                                                                        |
|                                                |                                                      | Classe à l'effectif le plus important : G-4 (engagement de durée déterminée) : 5 244                                                      |
|                                                | Sexe                                                 | Pourcentage de femmes                                                                                                                     |
|                                                |                                                      | Globalement : 35,1 % (tableau 12)                                                                                                         |
|                                                |                                                      | Catégorie ayant le plus fort pourcentage de femmes : administrateurs et fonctionnaires de rang supérieur : 43 % (tableau 12)              |
|                                                |                                                      | Entité centrale comptant le plus fort pourcentage de femmes : OSRSG-CAAC : 90 % (fig. V)                                                  |
|                                                |                                                      | Entités hors Siège comptant le plus fort pourcentage de femmes : SCR 2231, POE-Soudan et OSESG-SC1559 : 100 % (fig. VI)                   |
|                                                | Âge                                                  | Âge moyen : 44,8 ans (fig. VII)                                                                                                           |
|                                                |                                                      | Groupe d'âge le plus représenté : 40-44 ans : 8 055 (fig. VIII)                                                                           |
|                                                |                                                      | Ancienneté moyenne au Secrétariat : 8 ans (tableau 13)                                                                                    |
|                                                |                                                      | Catégorie où la moyenne d'âge est la plus élevée : personnel engagé à titre permanent ou continu : 48,5 ans (tableau 14)                  |
|                                                |                                                      | Nombre de départs à la retraite (tableau 15)                                                                                              |
|                                                |                                                      | Prévisions pour 2018-2021 : moyenne par an : 155                                                                                          |
| Mouvements du personnel (sect. III)            | Effectif (26 612 fonctionnaires au 31 décembre 2016) | Tout l'effectif, à l'exception des 13 039 fonctionnaires <sup>d</sup> non gérés au moyen d'IMIS ou d'Umoja sur toute la période comptable |
| Du 1 <sup>er</sup> juillet au 31 décembre 2016 |                                                      | Répartition du personnel (tableau 16)                                                                                                     |
|                                                |                                                      | Nominations : 2 572                                                                                                                       |
|                                                |                                                      | Cessations de service : 2 946                                                                                                             |

| <i>Sections/dates<sup>a</sup></i>                                                                                        | <i>Effectifs<sup>b</sup> et variables démographiques</i> | <i>Aperçu</i>                                                                                                                                                                                                                                                        |
|--------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Fonctionnaires dont le recrutement est soumis au système des fourchettes optimales (sect. IV)<br><br>Au 31 décembre 2016 | Entité                                                   | Nombre de nominations (tableau 18)<br><br>Entité centrale comptant le plus grand nombre de nominations : DGACM<br><br>Mission comptant le plus grand nombre de nominations : MINUSCA                                                                                 |
|                                                                                                                          | Catégorie                                                | Nombre de nominations (table 19)<br><br>Catégorie comptant le plus grand nombre de nominations : administrateurs et fonctionnaires de rang supérieur<br><br>Classe comptant le plus grand nombre de nominations : P-3                                                |
|                                                                                                                          | Répartition par sexe                                     | Nominations : 50,2 % de femmes (tableau 16)<br><br>Cessations de service : 45,5 % de femmes (tableau 16)                                                                                                                                                             |
|                                                                                                                          | Âge                                                      | Nominations (fig. XI)<br><br>Groupe d'âge le plus représenté : 35-39 ans : 425                                                                                                                                                                                       |
|                                                                                                                          | Effectif (3 005)                                         | Fonctionnaires occupant des postes soumis à la répartition géographique<br><br>Représentation des États Membres (tableau 20)<br><br>Non représentés : 18<br><br>Sous-représentés : 44<br><br>Se situant dans la fourchette optimale : 102<br><br>Surreprésentés : 29 |
|                                                                                                                          | Entité                                                   | Plus gros effectif : HCDH et DM (tableau 23)                                                                                                                                                                                                                         |
|                                                                                                                          | Catégorie                                                | Pourcentage le plus élevé : P-4 (tableau 24)                                                                                                                                                                                                                         |
|                                                                                                                          | Nominations                                              | 84 nouvelles nominations (tableau 26)                                                                                                                                                                                                                                |
|                                                                                                                          | Répartition par sexe                                     | Pourcentage de femmes : 45,9 % (tableau 29)                                                                                                                                                                                                                          |
|                                                                                                                          | Âge                                                      | Nombre de départs à la retraite prévus pour 2018-2021 : 16 par an en moyenne (tableau 30)                                                                                                                                                                            |

<sup>a</sup> Section du rapport et date ou période pour laquelle les données sont présentées.

<sup>b</sup> L'effectif est le nombre de fonctionnaires sur lequel portent les chiffres de la section.

<sup>c</sup> Départements et bureaux, commissions régionales et tribunaux. Voir le tableau 1.B de l'annexe, qui donne la liste des bureaux centraux et des missions.

<sup>d</sup> Effectifs non gérés au moyen d'IMIS ou d'Umoja, parmi lesquels le personnel recruté au niveau local pour les missions, les fonctionnaires du Secrétariat qui sont administrés par le Programme des Nations Unies pour le développement et une partie du personnel des tribunaux.

Tableau 2  
Évolution démographique du personnel du Secrétariat de 2013 à 2016 (au 30 juin) et au 31 décembre 2016

| Section/effectif/variables démographiques                                                    | 2013 <sup>a</sup> | 2014 <sup>b</sup> | 2015 <sup>c</sup> | 2016 <sup>d</sup> | 31 décembre<br>2016 | Commentaires                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|----------------------------------------------------------------------------------------------|-------------------|-------------------|-------------------|-------------------|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Introduction (sect. I)                                                                       |                   |                   |                   |                   |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Personnel du Secrétariat et des entités apparentées du système des Nations Unies (tableau 3) | 73 812            | 74 960            | 76 115            | 75 934            | 76 234              | Au cours des cinq dernières périodes, l'effectif de cette catégorie a augmenté de 3 %. La légère augmentation enregistrée entre juin et décembre 2016 (moins de 1 %, 300 fonctionnaires) résulte principalement de la réduction des effectifs du Secrétariat et d'une augmentation des effectifs des entités apparentées (voir tableau 3).                                                                                                                                                                                     |
| Ensemble du personnel du Secrétariat (sect. II)                                              |                   |                   |                   |                   |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Effectif (tableau 6)                                                                         | 41 273            | 41 426            | 41 081            | 40 131            | 39 651              | Au cours des cinq dernières périodes, l'effectif du Secrétariat a diminué de 4 %. La diminution observée de juin à décembre 2016 (1,2 %, 480 fonctionnaires) résulte d'une réduction des effectifs de la MINUL (331 personnes) et de 45 autres entités (809 personnes), tandis que les effectifs de 52 entités sont inchangés ou ont augmenté (660 personnes) (voir tableau 6).                                                                                                                                                |
| Catégorie (tableau 8)                                                                        |                   |                   |                   |                   |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Administrateurs et fonctionnaires de rang supérieur                                          | 12 220            | 12 420            | 12 590            | 12 837            | 12 849              | Au cours des cinq dernières périodes, la proportion des administrateurs et fonctionnaires de rang supérieur dans l'effectif total a légèrement augmenté, passant de 30 % à 32 %.                                                                                                                                                                                                                                                                                                                                               |
| Agents du Service mobile                                                                     | 4 103             | 4 151             | 4 142             | 3 981             | 3 894               | La proportion des agents du Service mobile dans l'effectif total est restée stable depuis 2013, à 10 %.                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Agents des services généraux et des catégories apparentées                                   | 24 950            | 24 855            | 24 349            | 23 313            | 22 908              | Au cours des cinq dernières périodes, la proportion des agents des services généraux et catégories dans l'effectif total a diminué, passant de 60 % à 58 %.                                                                                                                                                                                                                                                                                                                                                                    |
| Type d'engagement (tableau 10)                                                               |                   |                   |                   |                   |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Permanent/continu                                                                            | 7 253             | 6 993             | 9 290             | 8 931             | 10 072              | Au cours des cinq dernières périodes, la proportion des personnes titulaires d'un engagement permanent ou continu dans l'effectif total a augmenté, passant de 18 % en 2013 à 25 % en décembre 2016, tandis que celle des personnes titulaires d'un engagement de durée déterminée a diminué, passant de 78 % en 2013 à 67 % en décembre 2016, en raison principalement de la conversion ponctuelle de certains engagements en engagements permanents et de la conversion par deux fois d'engagements en engagements continus. |
| Engagement de durée déterminée                                                               | 32 165            | 32 235            | 29 242            | 28 200            | 26 658              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Temporaire                                                                                   | 1 855             | 2 198             | 2 549             | 3 000             | 2 921               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Répartition par sexe (tableau 12)                                                            |                   |                   |                   |                   |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Nombre de femmes                                                                             | 13 985            | 14 110            | 14 136            | 13 955            | 13 898              | La proportion de femmes dans l'effectif total a légèrement augmenté de 1,2 % au cours des cinq dernières périodes.                                                                                                                                                                                                                                                                                                                                                                                                             |
| Nombre d'hommes                                                                              | 27 288            | 27 316            | 26 945            | 26 176            | 25 753              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Pourcentage de femmes                                                                        | 33,9 %            | 34,1 %            | 34,4 %            | 34,8 %            | 35,1 %              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

| Section/effectif/variables démographiques                                                            | 2013 <sup>a</sup> | 2014 <sup>b</sup> | 2015 <sup>c</sup> | 2016 <sup>d</sup> | 31 décembre<br>2016 | Commentaires                                                                                                                                                                                   |
|------------------------------------------------------------------------------------------------------|-------------------|-------------------|-------------------|-------------------|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Âge (tableau 13)</b>                                                                              |                   |                   |                   |                   |                     |                                                                                                                                                                                                |
| Âge moyen (années)                                                                                   | 43,4              | 43,8              | 44,2              | 44,6              | 44,8                | L'âge moyen a légèrement augmenté au cours des cinq dernières périodes.                                                                                                                        |
| <b>Fonctionnaires dont le recrutement est soumis au système des fourchettes optimales (sect. IV)</b> |                   |                   |                   |                   |                     |                                                                                                                                                                                                |
| Effectif (tableau 23)                                                                                | 2 907             | 2 901             | 3 001             | 2 982             | 3 005               | Au cours des cinq dernières périodes, le nombre de fonctionnaires du Secrétariat titulaires d'un poste soumis au principe de la répartition géographique a augmenté (3 % : 98 fonctionnaires). |
| <b>Représentation des États Membres (tableau 20)</b>                                                 |                   |                   |                   |                   |                     |                                                                                                                                                                                                |
| Non représentés                                                                                      | 15                | 15                | 18                | 19                | 18                  | Au cours des cinq dernières périodes, le nombre d'États Membres se situant dans la fourchette optimale a diminué (18 % : 23 États Membres).                                                    |
| Sous-représentés                                                                                     | 32                | 38                | 37                | 42                | 44                  |                                                                                                                                                                                                |
| Se situant dans la fourchette optimale                                                               | 125               | 120               | 116               | 104               | 102                 |                                                                                                                                                                                                |
| Surreprésentés                                                                                       | 21                | 20                | 22                | 28                | 29                  |                                                                                                                                                                                                |

<sup>a</sup> Voir [A/68/356](#).

<sup>b</sup> Voir [A/69/292](#).

<sup>c</sup> Voir [A/70/605](#).

<sup>d</sup> Voir [A/71/360](#).

### « HR Insight »

6. Depuis la mise en service, en août 2011, de l'outil en ligne de communication de l'information dénommé « HR Insight », les missions permanentes peuvent être au fait de la composition démographique des effectifs. Cet outil exploite l'entrepôt de données relatives aux ressources humaines et permet de récupérer de l'information dans d'autres systèmes de gestion des ressources humaines, dont le Système intégré de gestion et Umoja, et auprès d'autres entités.

7. Grâce à « HR Insight », les États Membres peuvent désormais consulter régulièrement des informations semblables à celles qui sont présentées dans le rapport du Secrétaire général sur la composition du Secrétariat. La plateforme en ligne fournit essentiellement des informations à l'échelle des fonctionnaires, alors que le rapport du Secrétaire général, produit une fois par an seulement, présente les informations dans une optique globale. Les États Membres peuvent consulter sur « HR Insight » les informations suivantes concernant le personnel de l'Organisation des Nations Unies : a) rapport de l'Assemblée générale; b) liste des membres du personnel; c) représentation des États Membres au regard du système des fourchettes optimales; d) comparaisons relatives à aux fourchettes optimales; e) précisions sur l'ensemble du personnel; f) précisions sur les fonctionnaires; g) analyse des effectifs; h) prévisions relatives aux départs à la retraite; i) prévisions relatives aux départs à la retraite (hauts fonctionnaires); j) tableau d'effectifs; k) hauts fonctionnaires; l) hauts fonctionnaires (effectif).

8. Le Bureau de la gestion des ressources humaines continuera d' étoffer les informations diffusées en ligne, ce qui permettra aux États Membres d'accéder chaque mois facilement à des données démographiques relatives au personnel qui n'étaient auparavant consultables que dans le rapport annuel.

Tableau 3

**Répartition des effectifs du Secrétariat et des entités apparentées du système des Nations Unies<sup>a</sup>, par type d'engagement et par catégorie, au 31 décembre 2016**

| Entité                             | Engagements permanents ou continus |              |              |               | Engagements de durée déterminée |              |               |               | Engagements temporaires |           |              |               | Engagements de durée indéterminée |           |              |               | Total         | Pourcentage du total |
|------------------------------------|------------------------------------|--------------|--------------|---------------|---------------------------------|--------------|---------------|---------------|-------------------------|-----------|--------------|---------------|-----------------------------------|-----------|--------------|---------------|---------------|----------------------|
|                                    | P+                                 | FS           | GS+          | Total partiel | P+                              | FS           | GS+           | Total partiel | P+                      | FS        | GS+          | Total partiel | P+                                | FS        | GS+          | Total partiel |               |                      |
| Secrétariat                        | 4 803                              | 1 598        | 3 671        | 10 072        | 6 077                           | 2 201        | 18 380        | 26 658        | 1 969                   | 95        | 857          | 2 921         |                                   |           |              |               | 39 651        | 52                   |
| Entités apparentées                |                                    |              |              |               |                                 |              |               |               |                         |           |              |               |                                   |           |              |               |               |                      |
| UNICEF                             | 555                                | 1            | 1 446        | 2 002         | 2 672                           |              | 6 784         | 9 456         | 456                     |           | 1 179        | 1 635         |                                   |           |              |               | 13 093        | 17                   |
| PNUD                               | 339                                |              | 1 029        | 1 368         | 2 046                           |              | 3 780         | 5 826         | 104                     |           | 72           | 176           |                                   |           |              |               | 7 370         | 10                   |
| HCR                                |                                    |              |              |               | 1 427                           | 16           | 5 235         | 6 678         | 452                     | 1         | 1 434        | 1 887         | 998                               | 15        | 1 185        | 2 198         | 10 763        | 14                   |
| FNUAP                              | 98                                 |              | 274          | 372           | 570                             |              | 1 643         | 2 213         | 36                      |           | 17           | 53            |                                   |           |              |               | 2 638         | 3                    |
| UNOPS                              | 21                                 |              | 14           | 35            | 518                             |              | 271           | 789           | 19                      |           |              | 19            |                                   |           |              |               | 843           | 1                    |
| ITC <sup>b</sup>                   | 75                                 |              | 44           | 119           | 106                             |              | 51            | 157           | 23                      |           | 10           | 33            |                                   |           |              |               | 309           | 0                    |
| UNJSPF                             | 48                                 |              | 55           | 103           | 53                              |              | 70            | 123           | 9                       |           | 28           | 37            |                                   |           |              |               | 263           | 0                    |
| UNRWA <sup>c</sup>                 |                                    |              |              |               | 131                             |              | 7             | 138           |                         |           |              |               | 2                                 |           |              | 2             | 140           | 0                    |
| UNITAR                             |                                    |              |              |               | 34                              |              | 6             | 40            | 4                       |           |              | 4             |                                   |           |              |               | 44            | 0                    |
| CFPI                               | 13                                 |              | 12           | 25            | 8                               |              | 7             | 15            | 1                       |           |              | 1             |                                   |           |              |               | 41            | 0                    |
| UNU                                |                                    |              |              |               | 65                              |              | 43            | 108           |                         |           | 2            | 2             |                                   |           |              |               | 110           | 0                    |
| CIJ                                | 16                                 |              | 22           | 38            | 29                              |              | 36            | 65            | 4                       |           |              | 4             |                                   |           |              |               | 107           | 0                    |
| ONU-Femmes                         | 22                                 |              | 37           | 59            | 339                             |              | 423           | 762           | 32                      |           | 9            | 41            |                                   |           |              |               | 862           | 1                    |
| <b>Total (entités apparentées)</b> | <b>1 187</b>                       | <b>1</b>     | <b>2 933</b> | <b>4 121</b>  | <b>7 998</b>                    | <b>16</b>    | <b>18 356</b> | <b>26 370</b> | <b>1 140</b>            | <b>1</b>  | <b>2 751</b> | <b>3 892</b>  | <b>1 000</b>                      | <b>15</b> | <b>1 185</b> | <b>2 200</b>  | <b>36 583</b> | <b>48</b>            |
| <b>Total</b>                       | <b>5 990</b>                       | <b>1 599</b> | <b>6 604</b> | <b>14 193</b> | <b>14 075</b>                   | <b>2 217</b> | <b>36 736</b> | <b>53 028</b> | <b>3 109</b>            | <b>96</b> | <b>3 608</b> | <b>6 813</b>  | <b>1 000</b>                      | <b>15</b> | <b>1 185</b> | <b>2 200</b>  | <b>76 234</b> | <b>100</b>           |

<sup>a</sup> Renvoie aux principes généraux du Règlement du personnel de l'ONU, qui s'appliquent à tous les fonctionnaires des Nations Unies, y compris ceux des programmes subsidiaires, des fonds et des organes qui bénéficient, par décision de l'Assemblée générale, d'un statut spécial en matière de nomination.

<sup>b</sup> Certains postes du Centre du commerce international sont financés conjointement au moyen du budget ordinaire de l'ONU et par l'Organisation mondiale du commerce.

<sup>c</sup> Hors personnel sur secteur.

## II. Ensemble du personnel du Secrétariat

### A. Effectif

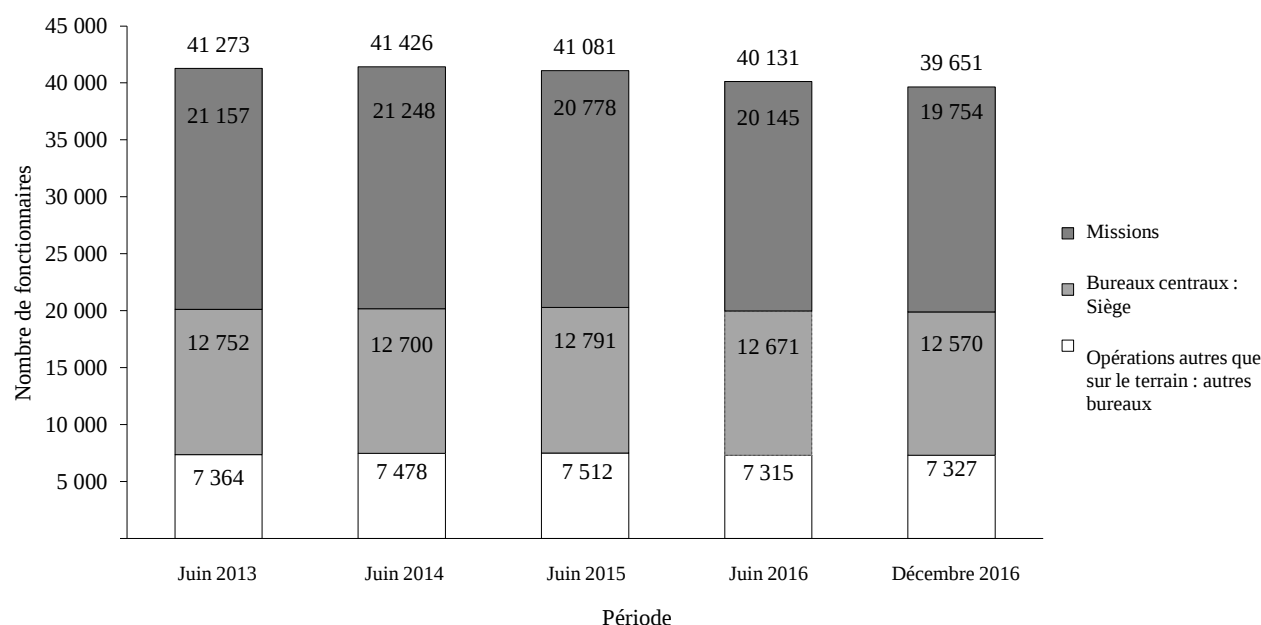
9. Au 31 décembre 2016, l'effectif total du Secrétariat <sup>3</sup> était de 39 651 fonctionnaires, toutes catégories confondues et quels que soient le type d'engagement (permanent ou continu, à durée déterminée ou temporaire) et le type de recrutement (sur le plan local ou international) <sup>4</sup>. Cet effectif comprend des fonctionnaires de 187 États Membres (voir annexe, tableau 1.A).

10. La figure I ci-dessous montre l'évolution sur cinq périodes des effectifs totaux, ventilés entre les bureaux centraux (départements et bureaux, commissions régionales, tribunaux) et les missions. On trouvera au tableau 6 le détail des fluctuations des effectifs entre le 30 juin et le 31 décembre 2016.

Figure I

#### Ensemble du personnel du Secrétariat : évolution de 2013 à 2016

(Effectif total au 31 décembre 2016 : 39 651 fonctionnaires)



<sup>3</sup> Ci-après dénommé « l'ensemble du personnel ».

<sup>4</sup> Sans compter 450 fonctionnaires en congé spécial sans traitement et 121 fonctionnaires détachés dans d'autres organisations.

Tableau 4

**Effectif du Secrétariat de 2013 à 2016 : ventilation par groupe régional d'États Membres**

(Effectif total au 31 décembre 2016 : 39 651 fonctionnaires)

| Région <sup>a</sup>                                   | 30 juin 2013             |                                        | 30 juin 2014             |                                        | 30 juin 2015             |                                        | 30 juin 2016             |                                        | 31 décembre 2016         |                                        |
|-------------------------------------------------------|--------------------------|----------------------------------------|--------------------------|----------------------------------------|--------------------------|----------------------------------------|--------------------------|----------------------------------------|--------------------------|----------------------------------------|
|                                                       | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) |
| Groupe des États d'Afrique                            | 16 923                   | 41,0                                   | 17 368                   | 41,9                                   | 17 000                   | 41,4                                   | 16 639                   | 41,5                                   | 16 137                   | 40,7                                   |
| Groupe des États d'Europe occidentale et autres États | 10 083                   | 24,4                                   | 10 085                   | 24,3                                   | 10 182                   | 24,8                                   | 10 158                   | 25,3                                   | 10 157                   | 25,6                                   |
| Groupe des États d'Asie et du Pacifique               | 8 081                    | 19,6                                   | 7 866                    | 19,0                                   | 7 862                    | 19,1                                   | 7 649                    | 19,1                                   | 7 763                    | 19,6                                   |
| Groupe des États d'Amérique latine et des Caraïbes    | 3 804                    | 9,2                                    | 3 687                    | 8,9                                    | 3 555                    | 8,7                                    | 3 185                    | 7,9                                    | 3 117                    | 7,9                                    |
| Groupe des États d'Europe orientale                   | 2 218                    | 5,4                                    | 2 257                    | 5,4                                    | 2 320                    | 5,6                                    | 2 335                    | 5,8                                    | 2 310                    | 5,8                                    |
| Autres <sup>b</sup>                                   | 164                      | 0,4                                    | 163                      | 0,4                                    | 162                      | 0,4                                    | 165                      | 0,4                                    | 167                      | 0,4                                    |
| <b>Total</b>                                          | <b>41 273</b>            | <b>100</b>                             | <b>41 426</b>            | <b>100</b>                             | <b>41 081</b>            | <b>100</b>                             | <b>40 131</b>            | <b>100</b>                             | <b>39 651</b>            | <b>100</b>                             |

<sup>a</sup> Données provenant de : [www.un.org/depts/DGACM/RegionalGroups.shtml](http://www.un.org/depts/DGACM/RegionalGroups.shtml).<sup>b</sup> Fonctionnaires originaires de l'État de Palestine et fonctionnaires apatrides.

Tableau 5

**Effectif du Secrétariat de 2013 à 2016 : ventilation par région géographique**

(Effectif total au 31 décembre 2016 : 39 651 fonctionnaires)

| Région <sup>a</sup> | 30 juin 2013             |                                        | 30 juin 2014             |                                        | 30 juin 2015             |                                        | 30 juin 2016             |                                        | 31 décembre 2016         |                                        |
|---------------------|--------------------------|----------------------------------------|--------------------------|----------------------------------------|--------------------------|----------------------------------------|--------------------------|----------------------------------------|--------------------------|----------------------------------------|
|                     | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) |
| Afrique             | 16 923                   | 41,0                                   | 17 368                   | 41,9                                   | 17 000                   | 41,4                                   | 16 639                   | 41,5                                   | 16 137                   | 40,7                                   |
| Europe              | 8 298                    | 20,1                                   | 8 417                    | 20,3                                   | 8 528                    | 20,8                                   | 8 578                    | 21,4                                   | 8 572                    | 21,6                                   |
| Asie <sup>b</sup>   | 8 315                    | 20,2                                   | 8 119                    | 19,6                                   | 8 139                    | 19,8                                   | 7 941                    | 19,8                                   | 8 059                    | 20,5                                   |
| Amériques           | 7 164                    | 17,4                                   | 6 952                    | 16,8                                   | 6 851                    | 16,7                                   | 6 429                    | 16,0                                   | 6 346                    | 16,0                                   |
| Océanie             | 545                      | 1,3                                    | 542                      | 1,3                                    | 536                      | 1,3                                    | 516                      | 1,3                                    | 509                      | 1,3                                    |
| Autres <sup>c</sup> | 28                       | 0,1                                    | 28                       | 0,1                                    | 27                       | 0,1                                    | 28                       | 0,1                                    | 28                       | 0,1                                    |
| <b>Total</b>        | <b>41 273</b>            | <b>100</b>                             | <b>41 426</b>            | <b>100</b>                             | <b>41 081</b>            | <b>100</b>                             | <b>40 131</b>            | <b>100</b>                             | <b>39 651</b>            | <b>100</b>                             |

<sup>a</sup> Données provenant de : <http://unstats.un.org/unsd/methods/m49/m49regin.htm>.<sup>b</sup> Y compris les fonctionnaires originaires de l'État de Palestine.<sup>c</sup> Fonctionnaires apatrides.

## B. Ventilation par entité

11. L'ensemble du personnel est réparti entre quatre catégories d'entités, à savoir les départements et bureaux, les commissions régionales, les tribunaux et les missions. Les bureaux extérieurs du Bureau de la coordination des affaires humanitaires, de l'Office des Nations Unies contre la drogue et le crime et d'autres départements et bureaux sont incorporés au bureau ou département auquel ils sont rattachés. Les missions englobent les missions de maintien de la paix et certaines missions politiques spéciales<sup>5</sup>. Le tableau 1.B (voir annexe) donne le détail des différentes entités des quatre catégories et de leurs effectifs, en distinguant les départements et bureaux du Siège de ceux des autres lieux d'affectation.

Tableau 6

### Variation de l'effectif total du Secrétariat par entité du 30 juin au 31 décembre 2016

(Effectif total de l'ensemble des entités au 30 juin 2016 : 39 651 fonctionnaires)

| Entité                  | Au 30 juin 2016          |                                        | Au 31 décembre 2016      |                                        | Variation du nombre de fonctionnaires |
|-------------------------|--------------------------|----------------------------------------|--------------------------|----------------------------------------|---------------------------------------|
|                         | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) |                                       |
| Bureaux centraux        |                          |                                        |                          |                                        |                                       |
| Départements et bureaux |                          |                                        |                          |                                        |                                       |
| OCHA                    | 1 972                    | 4,9                                    | 2 016                    | 5,1                                    | 44                                    |
| UNEP                    | 1 229                    | 3,1                                    | 1 257                    | 3,2                                    | 28                                    |
| ONUDC                   | 618                      | 1,5                                    | 641                      | 1,6                                    | 23                                    |
| DPA                     | 340                      | 0,8                                    | 350                      | 0,9                                    | 10                                    |
| EOSG                    | 119                      | 0,3                                    | 124                      | 0,3                                    | 5                                     |
| PBSO                    | 21                       | 0,1                                    | 24                       | 0,1                                    | 3                                     |
| OSAA                    | 25                       | 0,1                                    | 27                       | 0,1                                    | 2                                     |
| ETHICS                  | 11                       | 0,0                                    | 12                       | 0,0                                    | 1                                     |
| UNOP                    | 12                       | 0,0                                    | 13                       | 0,0                                    | 1                                     |
| OAJ                     | 41                       | 0,1                                    | 41                       | 0,1                                    | 0                                     |
| UNOSDP                  | 3                        | 0,0                                    | 3                        | 0,0                                    | 0                                     |
| OHRLLS                  | 28                       | 0,1                                    | 28                       | 0,1                                    | 0                                     |
| CTED                    | 40                       | 0,1                                    | 40                       | 0,1                                    | 0                                     |
| UNROD                   | 22                       | 0,1                                    | 22                       | 0,1                                    | 0                                     |
| OSRSG-CAAC              | 10                       | 0,0                                    | 10                       | 0,0                                    | 0                                     |
| UNOMS                   | 29                       | 0,1                                    | 28                       | 0,1                                    | (1)                                   |
| DFS                     | 438                      | 1,1                                    | 437                      | 1,1                                    | (1)                                   |
| UNCC                    | 4                        | 0,0                                    | 3                        | 0,0                                    | (1)                                   |
| OSRSG-VAC               | 11                       | 0,0                                    | 10                       | 0,0                                    | (1)                                   |
| ONUG                    | 545                      | 1,4                                    | 544                      | 1,4                                    | (1)                                   |
| OIOS                    | 293                      | 0,7                                    | 291                      | 0,7                                    | (2)                                   |

<sup>5</sup> Par missions, on entend les missions de maintien de la paix, le BANUS, le Centre de services régional, la Base de soutien logistique des Nations Unies et les missions politiques spéciales, à l'exception de la Direction exécutive du Comité contre le terrorisme, de l'Envoyé spécial du Secrétaire général pour le Sahara occidental (qui relève du Département des affaires politiques) et l'appui au Comité du Conseil de sécurité créé par la résolution 1540 (2004) (qui relève du Bureau des affaires de désarmement).

| Entité                                         | Au 30 juin 2016          |                                        | Au 31 décembre 2016      |                                        | Variation du nombre de fonctionnaires |
|------------------------------------------------|--------------------------|----------------------------------------|--------------------------|----------------------------------------|---------------------------------------|
|                                                | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) |                                       |
| OSRSG-SVC                                      | 16                       | 0,0                                    | 14                       | 0,0                                    | (2)                                   |
| BNUUA                                          | 54                       | 0,1                                    | 52                       | 0,1                                    | (2)                                   |
| UNISDR                                         | 72                       | 0,2                                    | 69                       | 0,2                                    | (3)                                   |
| UNAKRT                                         | 133                      | 0,3                                    | 130                      | 0,3                                    | (3)                                   |
| DESA                                           | 733                      | 1,8                                    | 729                      | 1,8                                    | (4)                                   |
| DPI                                            | 765                      | 1,9                                    | 761                      | 1,9                                    | (4)                                   |
| OLA                                            | 186                      | 0,5                                    | 180                      | 0,5                                    | (6)                                   |
| ONUN                                           | 340                      | 0,8                                    | 333                      | 0,8                                    | (7)                                   |
| ONU-Habitat                                    | 376                      | 0,9                                    | 369                      | 0,9                                    | (7)                                   |
| DPKO                                           | 485                      | 1,2                                    | 477                      | 1,2                                    | (8)                                   |
| ONUV                                           | 430                      | 1,1                                    | 421                      | 1,1                                    | (9)                                   |
| HCDH                                           | 1 183                    | 2,9                                    | 1 173                    | 3,0                                    | (10)                                  |
| CNUCED                                         | 477                      | 1,2                                    | 463                      | 1,2                                    | (14)                                  |
| DM                                             | 1 417                    | 3,5                                    | 1 399                    | 3,5                                    | (18)                                  |
| DSS                                            | 1 843                    | 4,6                                    | 1 820                    | 4,6                                    | (23)                                  |
| DGACM                                          | 2 567                    | 6,4                                    | 2 544                    | 6,4                                    | (23)                                  |
| ODA                                            | 108                      | 0,3                                    | 79                       | 0,2                                    | (29)                                  |
| <b>Total partiel (départements et bureaux)</b> | <b>16 996</b>            | <b>42,4</b>                            | <b>16 934</b>            | <b>42,7</b>                            | <b>(62)</b>                           |
| Commissions régionales                         |                          |                                        |                          |                                        |                                       |
| CESAP                                          | 518                      | 1,3                                    | 534                      | 1,3                                    | 16                                    |
| CEPALC                                         | 540                      | 1,3                                    | 546                      | 1,4                                    | 6                                     |
| CEE                                            | 221                      | 0,6                                    | 221                      | 0,6                                    | 0                                     |
| CESAO                                          | 268                      | 0,7                                    | 267                      | 0,7                                    | (1)                                   |
| CEA                                            | 700                      | 1,7                                    | 688                      | 1,7                                    | (12)                                  |
| <b>Total partiel (commissions régionales)</b>  | <b>2 247</b>             | <b>5,6</b>                             | <b>2 256</b>             | <b>5,7</b>                             | <b>9</b>                              |
| Tribunaux                                      |                          |                                        |                          |                                        |                                       |
| IRM                                            | 147                      | 0,4                                    | 152                      | 0,4                                    | 5                                     |
| TPIR                                           | 10                       | 0,0                                    | 0                        | 0,0                                    | (10)                                  |
| TPIY                                           | 586                      | 1,5                                    | 555                      | 1,4                                    | (31)                                  |
| <b>Total partiel (tribunaux)</b>               | <b>743</b>               | <b>1,9</b>                             | <b>707</b>               | <b>1,8</b>                             | <b>(36)</b>                           |
| <b>Total partiel (bureaux centraux)</b>        | <b>19 986</b>            | <b>49,8</b>                            | <b>19 897</b>            | <b>50,2</b>                            | <b>(89)</b>                           |
| Missions                                       |                          |                                        |                          |                                        |                                       |
| RSCE                                           | 108                      | 0,3                                    | 341                      | 0,9                                    | 233                                   |
| MANUA                                          | 1 306                    | 3,3                                    | 1 411                    | 3,6                                    | 105                                   |
| MC                                             | 5                        | 0,0                                    | 74                       | 0,2                                    | 69                                    |
| MANUI                                          | 736                      | 1,8                                    | 756                      | 1,9                                    | 20                                    |
| MANUSOM                                        | 178                      | 0,4                                    | 198                      | 0,5                                    | 20                                    |
| OSESG-Yémen                                    | 30                       | 0,1                                    | 45                       | 0,1                                    | 15                                    |
| OSASG                                          | 22                       | 0,1                                    | 28                       | 0,1                                    | 6                                     |

| Entité        | Au 30 juin 2016          |                                        | Au 31 décembre 2016      |                                        | Variation du nombre de fonctionnaires |
|---------------|--------------------------|----------------------------------------|--------------------------|----------------------------------------|---------------------------------------|
|               | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) |                                       |
| UNRCCA        | 25                       | 0,1                                    | 31                       | 0,1                                    | 6                                     |
| UNLB          | 426                      | 1,1                                    | 431                      | 1,1                                    | 5                                     |
| MANUL         | 167                      | 0,4                                    | 172                      | 0,4                                    | 5                                     |
| UNFICYP       | 149                      | 0,4                                    | 154                      | 0,4                                    | 5                                     |
| MSGE          | 1                        | 0,0                                    | 6                        | 0,0                                    | 5                                     |
| BRENUAC       | 28                       | 0,1                                    | 33                       | 0,1                                    | 5                                     |
| OSESG-Syrie   | 56                       | 0,1                                    | 61                       | 0,2                                    | 5                                     |
| OSASG-Chypre  | 17                       | 0,0                                    | 20                       | 0,1                                    | 3                                     |
| OSESG-Sahel   | 14                       | 0,0                                    | 16                       | 0,0                                    | 2                                     |
| MINURSO       | 227                      | 0,6                                    | 229                      | 0,6                                    | 2                                     |
| CNMC          | 10                       | 0,0                                    | 12                       | 0,0                                    | 2                                     |
| BINUGBIS      | 113                      | 0,3                                    | 114                      | 0,3                                    | 1                                     |
| OSASG-POG     | 8                        | 0,0                                    | 9                        | 0,0                                    | 1                                     |
| POE-Soudan    | 0                        | 0,0                                    | 1                        | 0,0                                    | 1                                     |
| UNOWA         | 42                       | 0,1                                    | 42                       | 0,1                                    | 0                                     |
| UNSCO         | 61                       | 0,2                                    | 61                       | 0,2                                    | 0                                     |
| OSESG-SSS     | 8                        | 0,0                                    | 8                        | 0,0                                    | 0                                     |
| OSESG-GL      | 18                       | 0,0                                    | 18                       | 0,0                                    | 0                                     |
| MINUK         | 308                      | 0,8                                    | 308                      | 0,8                                    | 0                                     |
| SCR 2231      | 2                        | 0,0                                    | 2                        | 0,0                                    | 0                                     |
| GOE-RDC       | 1                        | 0,0                                    | 1                        | 0,0                                    | 0                                     |
| POE-S. Soudan | 2                        | 0,0                                    | 2                        | 0,0                                    | 0                                     |
| ATSMT         | 15                       | 0,0                                    | 15                       | 0,0                                    | 0                                     |
| OSASG-Myanmar | 5                        | 0,0                                    | 5                        | 0,0                                    | 0                                     |
| POE-DPRK      | 4                        | 0,0                                    | 4                        | 0,0                                    | 0                                     |
| POE-Libye     | 1                        | 0,0                                    | 1                        | 0,0                                    | 0                                     |
| POE-CAR       | 2                        | 0,0                                    | 1                        | 0,0                                    | (1)                                   |
| UNSCOL        | 76                       | 0,2                                    | 75                       | 0,2                                    | (1)                                   |
| UNRGID        | 7                        | 0,0                                    | 6                        | 0,0                                    | (1)                                   |
| FNUOD         | 132                      | 0,3                                    | 131                      | 0,3                                    | (1)                                   |
| OSESG-SC1559  | 3                        | 0,0                                    | 2                        | 0,0                                    | (1)                                   |
| POE-Yémen     | 7                        | 0,0                                    | 6                        | 0,0                                    | (1)                                   |
| FISNUA        | 205                      | 0,5                                    | 203                      | 0,5                                    | (2)                                   |
| ONUST         | 213                      | 0,5                                    | 210                      | 0,5                                    | (3)                                   |
| UNMOGIP       | 75                       | 0,2                                    | 71                       | 0,2                                    | (4)                                   |
| MINUSCA       | 1 015                    | 2,5                                    | 1 010                    | 2,5                                    | (5)                                   |
| BANUS         | 415                      | 1,0                                    | 409                      | 1,0                                    | (6)                                   |
| FINUL         | 824                      | 2,1                                    | 815                      | 2,1                                    | (9)                                   |
| MINUSMA       | 1 352                    | 3,4                                    | 1 330                    | 3,4                                    | (22)                                  |
| MINUSS        | 2 179                    | 5,4                                    | 2 129                    | 5,4                                    | (50)                                  |
| MONUSCO       | 3 394                    | 8,5                                    | 3 326                    | 8,4                                    | (68)                                  |

| Entité                          | Au 30 juin 2016          |                                        | Au 31 décembre 2016      |                                        | Variation du nombre de fonctionnaires |
|---------------------------------|--------------------------|----------------------------------------|--------------------------|----------------------------------------|---------------------------------------|
|                                 | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) | Nombre de fonctionnaires | Part de l'effectif total (pourcentage) |                                       |
| MINUAD                          | 2 969                    | 7,4                                    | 2 897                    | 7,3                                    | (72)                                  |
| MINUSTAH                        | 1 169                    | 2,9                                    | 1 087                    | 2,7                                    | (82)                                  |
| ONUCI                           | 926                      | 2,3                                    | 679                      | 1,7                                    | (247)                                 |
| MINUL                           | 1 089                    | 2,7                                    | 758                      | 1,9                                    | (331)                                 |
| <b>Total partiel (missions)</b> | <b>20 145</b>            | <b>50,2</b>                            | <b>19 754</b>            | <b>49,8</b>                            | <b>(391)</b>                          |
| <b>Total</b>                    | <b>40 131</b>            | <b>100</b>                             | <b>39 651</b>            | <b>100</b>                             | <b>(480)</b>                          |

12. Le tableau 7 porte sur les 25 lieux d'affectation ayant les plus gros effectifs.

Tableau 7

**Ensemble du personnel du Secrétariat par lieu d'affectation, au 31 décembre 2016<sup>a</sup>**

(Effectif : 39 651)

| Lieu d'affectation <sup>b</sup> | Pays                             | Nombre de fonctionnaires |                        |           |          | Variation du nombre de fonctionnaires depuis le 30 juin 2016 |
|---------------------------------|----------------------------------|--------------------------|------------------------|-----------|----------|--------------------------------------------------------------|
|                                 |                                  | Départements et bureaux  | Commissions régionales | Tribunaux | Missions | Total                                                        |
| New York                        | États-Unis d'Amérique            | 6 368                    |                        |           | 63       | 6 431 (16)                                                   |
| Genève                          | Suisse                           | 3 181                    | 221                    |           | 27       | 3 429 (97)                                                   |
| Nairobi                         | Kenya                            | 1 649                    |                        |           | 183      | 1 832 6                                                      |
| Al-Fasher                       | Soudan                           | 34                       |                        |           | 1 454    | 1 488 (16)                                                   |
| Djouba                          | Soudan du Sud                    | 77                       |                        |           | 1 158    | 1 235 16                                                     |
| Vienne                          | Autriche                         | 1 151                    |                        |           |          | 1 151 0                                                      |
| Port-au-Prince                  | Haïti                            | 36                       |                        |           | 948      | 984 (30)                                                     |
| Goma                            | République démocratique du Congo | 50                       |                        |           | 929      | 979 (30)                                                     |
| Kaboul                          | Afghanistan                      | 93                       |                        |           | 817      | 910 53                                                       |
| Bamako                          | Mali                             | 39                       |                        |           | 846      | 885 24                                                       |
| Addis-Abeba                     | Éthiopie                         | 265                      | 597                    |           | 13       | 875 (16)                                                     |
| Naqoura                         | Liban                            | 9                        |                        |           | 819      | 828 (9)                                                      |
| Bangui                          | République centrafricaine        | 73                       |                        |           | 742      | 815 4                                                        |
| Kinshasa                        | République démocratique du Congo | 67                       |                        |           | 719      | 786 18                                                       |
| Bangkok                         | Thaïlande                        | 232                      | 460                    |           |          | 692 13                                                       |
| Monrovia                        | Libéria                          | 16                       |                        |           | 671      | 687 (234)                                                    |
| Entebbe                         | Ouganda                          | 16                       |                        |           | 566      | 582 24                                                       |
| Abidjan                         | Côte d'Ivoire                    | 24                       |                        |           | 523      | 547 (176)                                                    |
| La Haye                         | Pays-Bas                         | 6                        |                        | 536       |          | 542 (40)                                                     |
| Beyrouth                        | Liban                            | 153                      | 265                    |           | 96       | 514 (3)                                                      |
| Bagdad                          | Iraq                             | 32                       |                        |           | 469      | 501 24                                                       |
| Santiago                        | Chili                            | 66                       | 412                    |           |          | 478 7                                                        |
| Nyala                           | Soudan                           | 16                       |                        |           | 387      | 403 (15)                                                     |
| Brindisi                        | Italie                           |                          |                        |           | 400      | 400 (2)                                                      |

| Lieu d'affectation <sup>b</sup> | Pays    | Nombre de fonctionnaires |                        |            |               |               | Variation du nombre de fonctionnaires depuis le 30 juin 2016 |
|---------------------------------|---------|--------------------------|------------------------|------------|---------------|---------------|--------------------------------------------------------------|
|                                 |         | Départements et bureaux  | Commissions régionales | Tribunaux  | Missions      | Total         |                                                              |
| Mogadiscio                      | Somalie | 44                       |                        |            | 325           | 369           | 23                                                           |
| Autres                          |         | 3 237                    | 301                    | 171        | 7 599         | 11 308        | (8)                                                          |
| <b>Total</b>                    |         | <b>16 934</b>            | <b>2 256</b>           | <b>707</b> | <b>19 754</b> | <b>39 651</b> | <b>(480)</b>                                                 |

<sup>a</sup> Dans les 25 lieux d'affectation dotés des effectifs les plus importants.

<sup>b</sup> Les chiffres relatifs à certaines des missions qui ont des implantations multiples sont incorporés à ceux qui sont présentés pour leur principal lieu de domiciliation administrative.

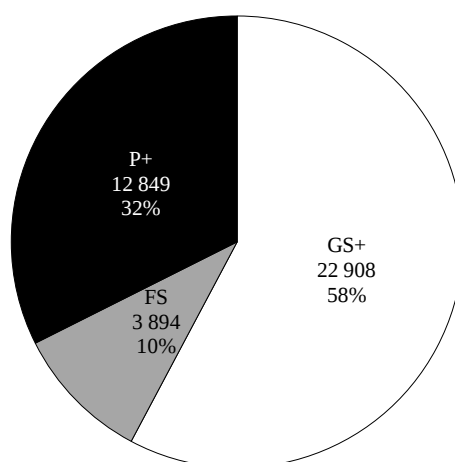
### C. Ventilation par catégorie

13. La figure II montre l'effectif de chaque catégorie de personnel et le pourcentage du total qu'il représente. Les tableaux 1.A et 1.B (voir annexe) proposent une ventilation par catégorie et nationalité, d'une part, et par catégorie et entité, de l'autre.

Figure II

#### Répartition de l'ensemble du personnel du Secrétariat par catégorie, au 30 juin 2016

(Effectif : 39 651)



#### 1. Ventilation par classe et par entité

14. Le tableau 8 donne le détail de la répartition du personnel par catégorie et par classe.

Tableau 8  
**Ensemble du personnel du Secrétariat par catégorie et classe et par entité,**  
**au 31 décembre 2016**

(Effectif : 39 651)

| <i>Catégorie/classe</i>                                           | <i>Départements<br/>et bureaux</i> | <i>Commissions<br/>régionales</i> | <i>Tribunaux</i> | <i>Missions</i> | <i>Total</i>  |
|-------------------------------------------------------------------|------------------------------------|-----------------------------------|------------------|-----------------|---------------|
| <b>Administrateurs et fonctionnaires de rang supérieur</b>        |                                    |                                   |                  |                 |               |
| SGA                                                               | 43                                 | 4                                 | 1                | 25              | 73            |
| SSG                                                               | 45                                 |                                   | 1                | 38              | 84            |
| D-2                                                               | 105                                | 9                                 |                  | 42              | 156           |
| D-1                                                               | 328                                | 60                                | 4                | 146             | 538           |
| P-5                                                               | 1 162                              | 164                               | 25               | 390             | 1 741         |
| P-4                                                               | 2 523                              | 261                               | 70               | 935             | 3 789         |
| P-3                                                               | 2 714                              | 286                               | 111              | 1 206           | 4 317         |
| P-2                                                               | 896                                | 146                               | 69               | 217             | 1 328         |
| P-1                                                               | 14                                 | 3                                 |                  |                 | 17            |
| INT                                                               | 469                                | 83                                | 10               |                 | 562           |
| R                                                                 | 35                                 |                                   |                  |                 | 35            |
| T                                                                 | 209                                |                                   |                  |                 | 209           |
| <b>Total partiel</b>                                              | <b>8 543</b>                       | <b>1 016</b>                      | <b>291</b>       | <b>2 999</b>    | <b>12 849</b> |
| <b>Agents du Service mobile</b>                                   |                                    |                                   |                  |                 |               |
| FS-7                                                              |                                    |                                   |                  | 27              | 27            |
| FS-6                                                              | 3                                  |                                   | 2                | 403             | 408           |
| FS-5                                                              | 22                                 | 1                                 | 20               | 1 544           | 1 587         |
| FS-4                                                              | 20                                 |                                   | 20               | 1 789           | 1 829         |
| FS-3                                                              | 1                                  |                                   | 3                | 39              | 43            |
| <b>Total partiel</b>                                              | <b>46</b>                          | <b>1</b>                          | <b>45</b>        | <b>3 802</b>    | <b>3 894</b>  |
| <b>Agents des services généraux et des catégories apparentées</b> |                                    |                                   |                  |                 |               |
| NPO-D                                                             | 7                                  | 12                                |                  | 14              | 33            |
| NPO-C                                                             | 98                                 | 19                                |                  | 192             | 309           |
| NPO-B                                                             | 287                                | 5                                 |                  | 833             | 1 125         |
| NPO-A                                                             | 321                                | 1                                 |                  | 336             | 658           |
| G-7                                                               | 592                                | 226                               | 8                | 28              | 854           |
| G-6                                                               | 2 202                              | 382                               | 92               | 438             | 3 114         |
| G-5                                                               | 2 024                              | 298                               | 138              | 2 442           | 4 902         |
| G-4                                                               | 1 499                              | 201                               | 75               | 4 100           | 5 875         |
| G-3                                                               | 438                                | 59                                | 55               | 3 258           | 3 810         |
| G-2                                                               | 425                                | 36                                | 3                | 1 284           | 1 748         |
| G-1                                                               | 12                                 |                                   |                  | 28              | 40            |
| TC                                                                | 87                                 |                                   |                  |                 | 87            |
| S                                                                 | 292                                |                                   |                  |                 | 292           |

| <i>Catégorie/classe</i> | <i>Départements<br/>et bureaux</i> | <i>Commissions<br/>régionales</i> | <i>Tribunaux</i> | <i>Missions</i> | <i>Total</i>  |
|-------------------------|------------------------------------|-----------------------------------|------------------|-----------------|---------------|
| LT                      | 34                                 |                                   |                  |                 | 34            |
| PIA                     | 27                                 |                                   |                  |                 | 27            |
| <b>Total partiel</b>    | <b>8 345</b>                       | <b>1 239</b>                      | <b>371</b>       | <b>12 953</b>   | <b>22 908</b> |
| <b>Total</b>            | <b>16 934</b>                      | <b>2 256</b>                      | <b>707</b>       | <b>19 754</b>   | <b>39 651</b> |

## 2. Ventilation par classe et groupe économique

15. Le tableau 9 donne le détail de la répartition des fonctionnaires de la classe D-1 et de rang supérieur selon le groupe économique<sup>6</sup> dont fait partie leur pays de nationalité (pays développés ou pays en développement) et par sexe, de 2013 à 2016.

<sup>6</sup> Au 31 décembre 2016. *Source* : Organisation des Nations Unies, Département des affaires économiques et sociales, Division de statistique : « Composition des régions macrogéographiques (continentales), composantes géographiques des régions et composition de groupements sélectionnés économiques et d'autres groupements », révisé le 31 octobre 2013 (disponible à l'adresse <http://unstats.un.org/unsd/methods/m49/m49regnf.htm>).

Tableau 9

**Répartition des fonctionnaires du Secrétariat de la classe D-1 et des classes supérieures par groupe économique<sup>7</sup> et par sexe, au 30 juin, de 2013 à 2016 et au 31 décembre 2016**

(Effectif au 31 décembre 2016 : 39 651)

| Groupe économique                        | SGA       |           |           |           |              | SSG       |           |           |           |              | D-2        |            |            |            |              | D-1        |            |            |            |              | Ensemble du personnel |               |               |               |               |
|------------------------------------------|-----------|-----------|-----------|-----------|--------------|-----------|-----------|-----------|-----------|--------------|------------|------------|------------|------------|--------------|------------|------------|------------|------------|--------------|-----------------------|---------------|---------------|---------------|---------------|
|                                          | 2013      | 2014      | 2015      | 2016      | Déc.<br>2016 | 2013      | 2014      | 2015      | 2016      | Déc.<br>2016 | 2013       | 2014       | 2015       | 2016       | Déc.<br>2016 | 2013       | 2014       | 2015       | 2016       | Déc.<br>2016 | 2013                  | 2014          | 2015          | 2016          | Déc.<br>2016  |
| <b>Pays en développement (145)</b>       |           |           |           |           |              |           |           |           |           |              |            |            |            |            |              |            |            |            |            |              |                       |               |               |               |               |
| Femmes                                   | 10        | 12        | 9         | 10        | 10           | 11        | 9         | 9         | 9         | 8            | 9          | 9          | 11         | 14         | 16           | 53         | 57         | 56         | 54         | 57           | 8 087                 | 8 250         | 8 246         | 7 999         | 7 930         |
| Hommes                                   | 20        | 24        | 27        | 27        | 25           | 29        | 32        | 33        | 31        | 31           | 44         | 46         | 49         | 53         | 52           | 159        | 163        | 157        | 152        | 149          | 20 452                | 20 675        | 20 195        | 19 494        | 19 107        |
| H + F                                    | 30        | 36        | 36        | 37        | 35           | 40        | 41        | 42        | 40        | 39           | 53         | 55         | 60         | 67         | 68           | 212        | 220        | 213        | 206        | 206          | 28 539                | 28 925        | 28 441        | 27 493        | 27 037        |
| <b>Pays développés (48)</b>              |           |           |           |           |              |           |           |           |           |              |            |            |            |            |              |            |            |            |            |              |                       |               |               |               |               |
| Femmes                                   | 7         | 7         | 9         | 7         | 5            | 5         | 7         | 10        | 8         | 10           | 33         | 32         | 33         | 33         | 34           | 103        | 106        | 111        | 107        | 109          | 5 127                 | 5 833         | 5 864         | 5 931         | 5 942         |
| Hommes                                   | 28        | 32        | 33        | 35        | 33           | 30        | 32        | 36        | 32        | 35           | 58         | 72         | 69         | 62         | 53           | 195        | 202        | 206        | 211        | 220          | 5 579                 | 6 505         | 6 614         | 6 542         | 6 505         |
| H + F                                    | 35        | 39        | 42        | 42        | 38           | 35        | 39        | 46        | 40        | 45           | 91         | 104        | 102        | 95         | 87           | 298        | 308        | 317        | 318        | 329          | 10 706                | 12 338        | 12 478        | 12 473        | 12 447        |
| <b>Pays à économie en transition (0)</b> |           |           |           |           |              |           |           |           |           |              |            |            |            |            |              |            |            |            |            |              |                       |               |               |               |               |
| Femmes                                   | –         | –         | –         | –         | –            | –         | –         | –         | –         | –            | –          | –          | –          | –          | –            | 2          | –          | –          | –          | –            | 745                   | –             | –             | –             | –             |
| Hommes                                   | 3         | –         | –         | –         | –            | 2         | –         | –         | –         | –            | 13         | –          | –          | –          | –            | 19         | –          | –          | –          | –            | 1 119                 | –             | –             | –             | –             |
| H + F                                    | 3         | –         | –         | –         | –            | 2         | –         | –         | –         | –            | 13         | –          | –          | –          | –            | 21         | –          | –          | –          | –            | 1 864                 | –             | –             | –             | –             |
| <b>Autres (2)</b>                        |           |           |           |           |              |           |           |           |           |              |            |            |            |            |              |            |            |            |            |              |                       |               |               |               |               |
| Femmes                                   | –         | –         | –         | –         | –            | –         | –         | –         | –         | –            | –          | –          | –          | –          | –            | –          | 1          | 1          | 1          | 1            | 26                    | 27            | 26            | 25            | 26            |
| Hommes                                   | –         | –         | –         | –         | –            | 1         | –         | –         | –         | –            | 1          | 1          | 1          | 1          | 1            | –          | 1          | 2          | 2          | 2            | 138                   | 136           | 136           | 140           | 141           |
| H + F                                    | –         | –         | –         | –         | –            | 1         | –         | –         | –         | –            | 1          | 1          | 1          | 1          | 1            | –          | 2          | 3          | 3          | 3            | 164                   | 163           | 162           | 165           | 167           |
| <b>Total partiel</b>                     |           |           |           |           |              |           |           |           |           |              |            |            |            |            |              |            |            |            |            |              |                       |               |               |               |               |
| <b>Femmes</b>                            | <b>17</b> | <b>19</b> | <b>18</b> | <b>17</b> | <b>15</b>    | <b>16</b> | <b>16</b> | <b>19</b> | <b>17</b> | <b>18</b>    | <b>42</b>  | <b>41</b>  | <b>44</b>  | <b>47</b>  | <b>50</b>    | <b>158</b> | <b>164</b> | <b>168</b> | <b>162</b> | <b>167</b>   | <b>13 985</b>         | <b>14 110</b> | <b>14 136</b> | <b>13 955</b> | <b>13 898</b> |
| <b>Hommes</b>                            | <b>51</b> | <b>56</b> | <b>60</b> | <b>62</b> | <b>58</b>    | <b>62</b> | <b>64</b> | <b>69</b> | <b>63</b> | <b>66</b>    | <b>116</b> | <b>119</b> | <b>119</b> | <b>116</b> | <b>106</b>   | <b>373</b> | <b>366</b> | <b>365</b> | <b>365</b> | <b>371</b>   | <b>27 288</b>         | <b>27 316</b> | <b>26 945</b> | <b>26 176</b> | <b>25 753</b> |
| <b>Total</b>                             | <b>68</b> | <b>75</b> | <b>78</b> | <b>79</b> | <b>73</b>    | <b>78</b> | <b>80</b> | <b>88</b> | <b>80</b> | <b>84</b>    | <b>158</b> | <b>160</b> | <b>163</b> | <b>163</b> | <b>156</b>   | <b>531</b> | <b>530</b> | <b>533</b> | <b>527</b> | <b>538</b>   | <b>41 273</b>         | <b>41 426</b> | <b>41 081</b> | <b>40 131</b> | <b>39 651</b> |

<sup>7</sup> Depuis la période comptable 2013, il n'y a pas de groupe économique appelé « pays à économie en transition » (2013 : 17 pays).

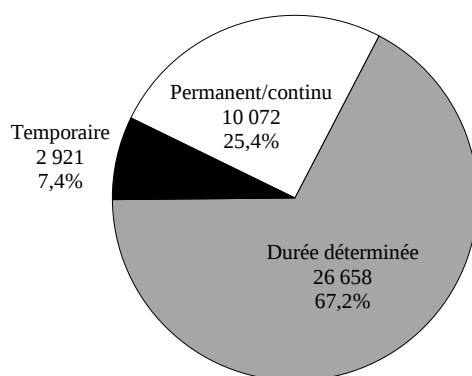
## D. Ventilation par type d'engagement

16. Depuis la réforme du régime des engagements, qui a pris effet le 1<sup>er</sup> juillet 2009, tous les fonctionnaires du Secrétariat sont nommés selon un des trois types d'engagements suivants : permanent ou continu<sup>8</sup>, de durée déterminée ou temporaire<sup>9</sup>. La figure III donne le nombre d'engagements de chaque type et le pourcentage qu'il représente. Le tableau 1.A (voir annexe) donne une ventilation des types d'engagement par nationalité et par catégorie.

Figure III

### Ventilation de l'ensemble du personnel du Secrétariat par type d'engagement, au 31 décembre 2016

(Effectif : 39 651)



### 1. Ventilation des types d'engagement par entité

17. La figure IV ventile les types d'engagement par entité. Pour un complément d'information, voir le tableau 1.B à l'annexe du présent rapport.

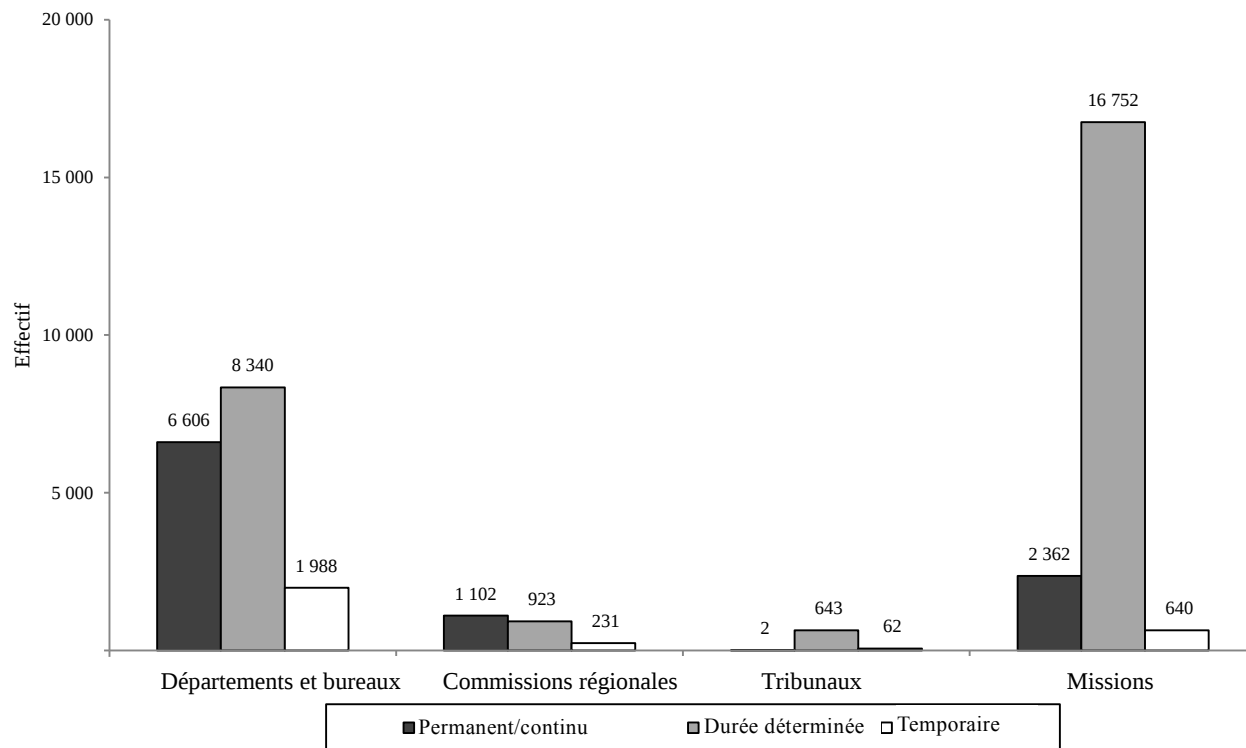
<sup>8</sup> Dans le présent rapport, les 41 fonctionnaires titulaires d'engagements de durée indéterminée sont comptés au nombre des titulaires d'engagements permanents ou continus.

<sup>9</sup> Dans le présent rapport, les 757 fonctionnaires titulaires d'engagements en vertu d'un contrat-cadre sont comptés au nombre des titulaires d'engagements temporaires.

Figure IV

**Ventilation de l'ensemble du personnel du Secrétariat par type d'engagement et par entité, au 31 décembre 2016**

(Effectif : 39 651)


**2. Ventilation des types d'engagement par catégorie et classe**

18. Le tableau 10 ventile les types d'engagement par catégorie et classe.

Tableau 10

**Ventilation de l'ensemble du personnel par type d'engagement et par catégorie et classe, au 31 décembre 2016**

(Effectif : 39 651)

| Catégorie/classe                                       | Engagements<br>permanents<br>ou<br>continus | Engagements<br>de durée<br>déterminée | Engagements<br>temporaires | Total |
|--------------------------------------------------------|---------------------------------------------|---------------------------------------|----------------------------|-------|
|                                                        |                                             |                                       |                            |       |
| Administrateurs et fonctionnaires<br>de rang supérieur |                                             |                                       |                            |       |
| SGA                                                    |                                             | 61                                    | 12                         | 73    |
| SSG                                                    | 1                                           | 71                                    | 12                         | 84    |
| D-2                                                    | 67                                          | 83                                    | 6                          | 156   |
| D-1                                                    | 301                                         | 213                                   | 24                         | 538   |

| <i>Catégorie/classe</i>                                               | <i>Engagements<br/>permanents<br/>ou<br/>continus</i> | <i>Engagements<br/>de durée<br/>déterminée</i> | <i>Engagements<br/>temporaires</i> | <i>Total</i>  |
|-----------------------------------------------------------------------|-------------------------------------------------------|------------------------------------------------|------------------------------------|---------------|
| P-5                                                                   | 996                                                   | 670                                            | 75                                 | 1 741         |
| P-4                                                                   | 1 772                                                 | 1 780                                          | 237                                | 3 789         |
| P-3                                                                   | 1 253                                                 | 2 500                                          | 564                                | 4 317         |
| P-2                                                                   | 413                                                   | 691                                            | 224                                | 1 328         |
| P-1                                                                   |                                                       | 8                                              | 9                                  | 17            |
| INT                                                                   |                                                       |                                                | 562                                | 562           |
| R                                                                     |                                                       |                                                | 35                                 | 35            |
| T                                                                     |                                                       |                                                | 209                                | 209           |
| <b>Total partiel</b>                                                  | <b>4 803</b>                                          | <b>6 077</b>                                   | <b>1 969</b>                       | <b>12 849</b> |
| <b>Agents du Service mobile</b>                                       |                                                       |                                                |                                    |               |
| FS-7                                                                  | 21                                                    | 5                                              | 1                                  | 27            |
| FS-6                                                                  | 241                                                   | 153                                            | 14                                 | 408           |
| FS-5                                                                  | 788                                                   | 766                                            | 33                                 | 1 587         |
| FS-4                                                                  | 548                                                   | 1 235                                          | 46                                 | 1 829         |
| FS-3                                                                  |                                                       | 42                                             | 1                                  | 43            |
| <b>Total partiel</b>                                                  | <b>1 598</b>                                          | <b>2 201</b>                                   | <b>95</b>                          | <b>3 894</b>  |
| <b>Agents des services généraux<br/>et des catégories apparentées</b> |                                                       |                                                |                                    |               |
| NPO-D                                                                 | 1                                                     | 32                                             |                                    | 33            |
| NPO-C                                                                 | 22                                                    | 280                                            | 7                                  | 309           |
| NPO-B                                                                 | 25                                                    | 1 055                                          | 45                                 | 1 125         |
| NPO-A                                                                 | 13                                                    | 637                                            | 8                                  | 658           |
| G-7                                                                   | 575                                                   | 269                                            | 10                                 | 854           |
| G-6                                                                   | 1 443                                                 | 1 588                                          | 83                                 | 3 114         |
| G-5                                                                   | 933                                                   | 3 816                                          | 153                                | 4 902         |
| G-4                                                                   | 313                                                   | 5 244                                          | 318                                | 5 875         |
| G-3                                                                   | 87                                                    | 3 597                                          | 126                                | 3 810         |
| G-2                                                                   | 44                                                    | 1 631                                          | 73                                 | 1 748         |
| G-1                                                                   |                                                       | 30                                             | 10                                 | 40            |
| TC                                                                    | 40                                                    | 47                                             |                                    | 87            |
| S                                                                     | 148                                                   | 137                                            | 7                                  | 292           |
| LT                                                                    | 25                                                    | 8                                              | 1                                  | 34            |
| PIA                                                                   | 2                                                     | 9                                              | 16                                 | 27            |
| <b>Total partiel</b>                                                  | <b>3 671</b>                                          | <b>18 380</b>                                  | <b>857</b>                         | <b>22 908</b> |
| <b>Total</b>                                                          | <b>10 072</b>                                         | <b>26 658</b>                                  | <b>2 921</b>                       | <b>39 651</b> |

19. Le tableau 11 indique le nombre de fonctionnaires de rang supérieur engagés en vertu d'un contrat prévoyant une rémunération de 1 dollar par an.

Tableau 11<sup>10</sup>

**Répartition des fonctionnaires de rang supérieur engagés en vertu d'un contrat prévoyant une rémunération de 1 dollar par an, au 31 décembre 2016**

(Effectif : 20)

| <i>Département/bureau</i> | <i>SGA</i> | <i>SSG</i> | <i>Total</i> |
|---------------------------|------------|------------|--------------|
| DESA                      | 6          |            | 6            |
| DM                        |            | 1          | 1            |
| DPA                       | 1          | 1          | 2            |
| DPKO                      | 1          |            | 1            |
| EOSG                      | 3          | 2          | 5            |
| OCHA                      |            | 1          | 1            |
| ONUG                      | 1          | 1          | 2            |
| UNOSDP                    | 1          |            | 1            |
| ONUS                      | 1          |            | 1            |
| <b>Total</b>              | <b>14</b>  | <b>6</b>   | <b>20</b>    |

## E. Ventilation par sexe

20. Au 31 décembre 2016, le pourcentage global de femmes par rapport à l'ensemble du personnel du Secrétariat s'établissait à 35,1 %; il était de 48,3 % dans les bureaux centraux (départements et bureaux, commissions régionales et tribunaux) et de 21,7 % dans les missions. Le tableau 1.A (voir annexe) présente une ventilation de l'ensemble du personnel du Secrétariat par nationalité, sexe, catégorie et type d'engagement

### 1. Ventilation par sexe et par entité

21. La figure V indique le pourcentage de femmes dans divers bureaux centraux et la figure VI celui pour les missions. Le tableau 1.B (voir annexe) présente une ventilation de l'ensemble du personnel par entité, lieu d'affectation, sexe, catégorie et type d'engagement.

<sup>10</sup> Comme l'Assemblée générale l'a demandé au paragraphe 64 de sa résolution 67/255, un tableau indique désormais le nombre de fonctionnaires de rang supérieur engagés en vertu d'un contrat prévoyant une rémunération de 1 dollar par an. De plus, dans une lettre datée du 21 mars 2017 adressée au Président du Comité consultatif pour les questions administratives et budgétaires, le Contrôleur a informé le Comité que des emplois de la classe D-1 et des classes supérieures imputés sur des ressources extrabudgétaires avaient été créés en vertu de contrats dont la durée n'excédait pas 12 mois, sans qu'il ait été nécessaire de les faire approuver par le Comité. Au cours de la période de janvier à décembre 2016, 10 postes à plein temps de la classe D-1 et des classes supérieures financés au moyen des ressources extrabudgétaires ont été autorisés (7 postes de sous-secrétaire général, 2 D-2 et 1 D-1) pour une période ne dépassant pas 12 mois.

Figure V  
**Pourcentage de femmes dans les bureaux centraux du Secrétariat,  
 par entité, au 31 décembre 2016**

(Effectif : 19 897 sur 39 651)

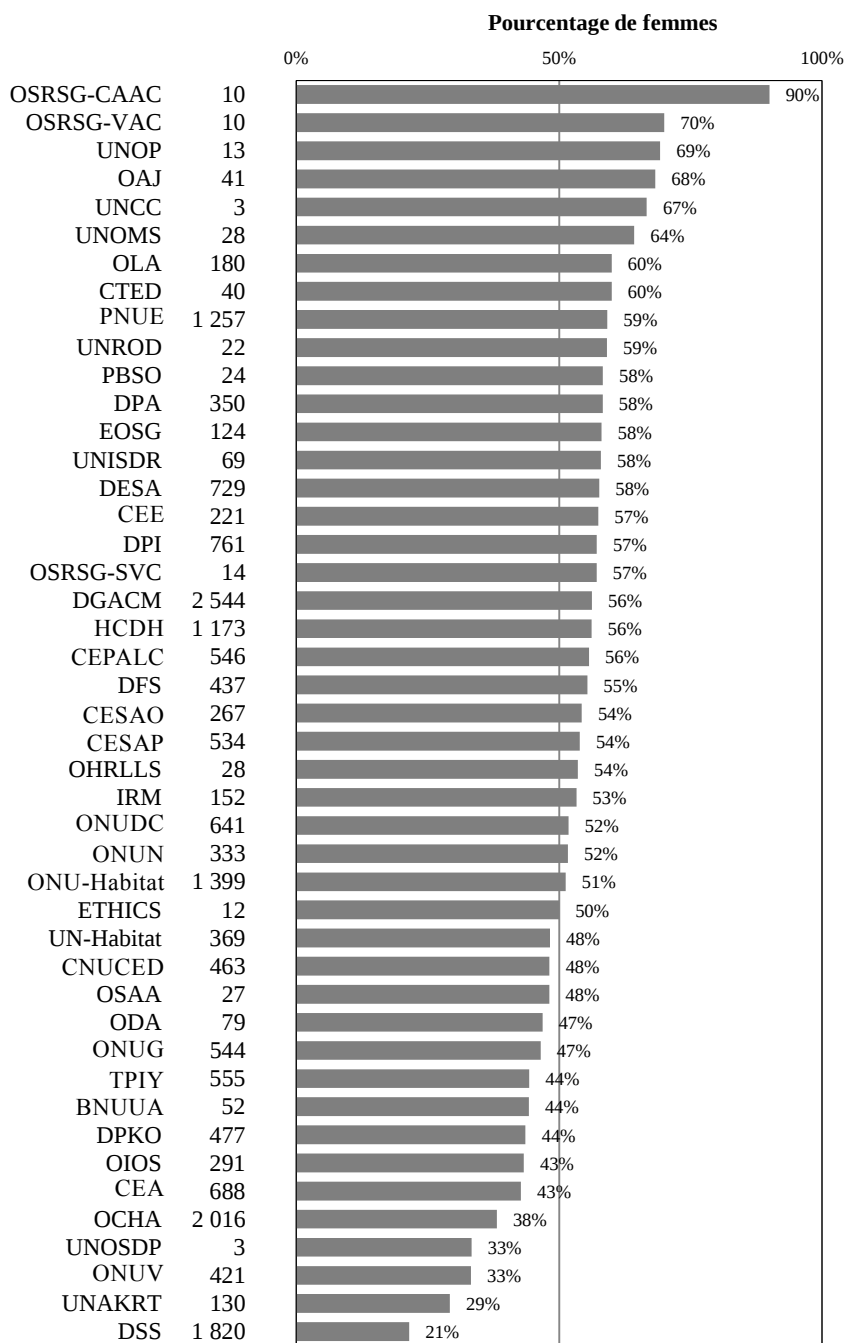
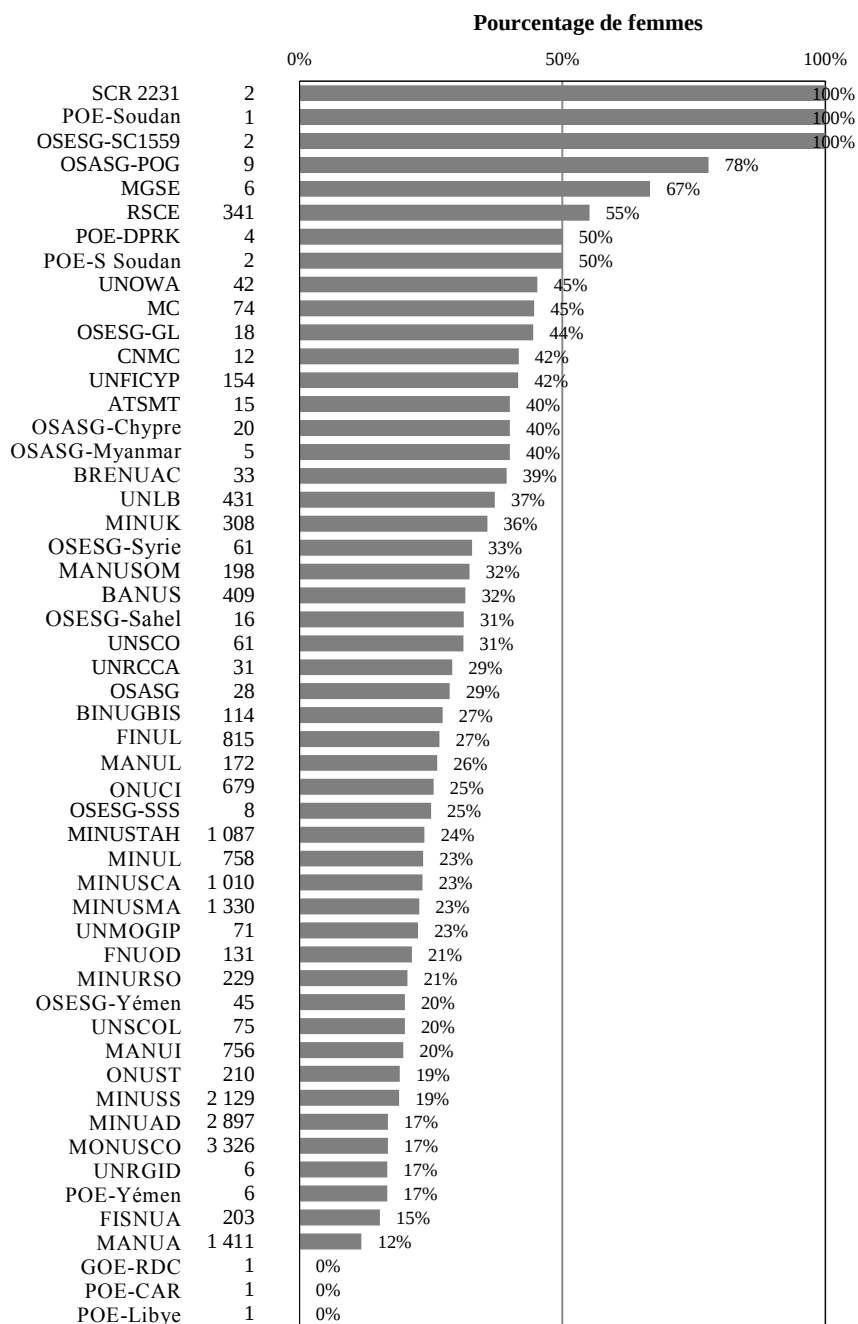


Figure VI  
**Pourcentage de femmes dans les missions, par entité, au 31 décembre 2016**

(Effectif : 19 754 sur 39 651)



## 2. Ventilation par sexe, et par catégorie et classe

22. Le tableau 12 indique, en nombre et en pourcentage, la répartition des fonctionnaires du Secrétariat, par sexe, et par catégorie et classe.

Tableau 12

### Répartition de l'ensemble du personnel du Secrétariat par sexe, et par catégorie et classe, au 31 décembre 2016

(Effectif : 39 651)

| Catégorie/classe                                           | Femmes       |                          | Hommes       |                          | Total         |
|------------------------------------------------------------|--------------|--------------------------|--------------|--------------------------|---------------|
|                                                            | Effectif     | Pourcentage de la classe | Effectif     | Pourcentage de la classe |               |
| Administrateurs et fonctionnaires de rang supérieur        |              |                          |              |                          |               |
| SGA                                                        | 15           | 20,5                     | 58           | 79,5                     | 73            |
| SSG                                                        | 18           | 21,4                     | 66           | 78,6                     | 84            |
| D-2                                                        | 50           | 32,1                     | 106          | 67,9                     | 156           |
| D-1                                                        | 167          | 31,0                     | 371          | 69,0                     | 538           |
| P-5                                                        | 598          | 34,3                     | 1 143        | 65,7                     | 1 741         |
| P-4                                                        | 1 471        | 38,8                     | 2 318        | 61,2                     | 3 789         |
| P-3                                                        | 1 975        | 45,7                     | 2 342        | 54,3                     | 4 317         |
| P-2                                                        | 739          | 55,6                     | 589          | 44,4                     | 1 328         |
| P-1                                                        | 13           | 76,5                     | 4            | 23,5                     | 17            |
| INT                                                        | 350          | 62,3                     | 212          | 37,7                     | 562           |
| R                                                          | 12           | 34,3                     | 23           | 65,7                     | 35            |
| T                                                          | 123          | 58,9                     | 86           | 41,1                     | 209           |
| <b>Total partiel</b>                                       | <b>5 531</b> | <b>43,0</b>              | <b>7 318</b> | <b>57,0</b>              | <b>12 849</b> |
| Agents du Service mobile                                   |              |                          |              |                          |               |
| FS-7                                                       |              |                          | 27           | 100,0                    | 27            |
| FS-6                                                       | 76           | 18,6                     | 332          | 81,4                     | 408           |
| FS-5                                                       | 462          | 29,1                     | 1 125        | 70,9                     | 1 587         |
| FS-4                                                       | 504          | 27,6                     | 1 325        | 72,4                     | 1 829         |
| FS-3                                                       | 13           | 30,2                     | 30           | 69,8                     | 43            |
| <b>Total partiel</b>                                       | <b>1 055</b> | <b>27,1</b>              | <b>2 839</b> | <b>72,9</b>              | <b>3 894</b>  |
| Agents des services généraux et des catégories apparentées |              |                          |              |                          |               |
| NPO-D                                                      | 7            | 21,2                     | 26           | 78,8                     | 33            |
| NPO-C                                                      | 84           | 27,2                     | 225          | 72,8                     | 309           |
| NPO-B                                                      | 314          | 27,9                     | 811          | 72,1                     | 1 125         |
| NPO-A                                                      | 194          | 29,5                     | 464          | 70,5                     | 658           |
| G-7                                                        | 482          | 56,4                     | 372          | 43,6                     | 854           |
| G-6                                                        | 1 702        | 54,7                     | 1 412        | 45,3                     | 3 114         |
| G-5                                                        | 2 254        | 46,0                     | 2 648        | 54,0                     | 4 902         |
| G-4                                                        | 1 628        | 27,7                     | 4 247        | 72,3                     | 5 875         |

| Catégorie/classe     | Femmes        |                          | Hommes        |                          | Total         |
|----------------------|---------------|--------------------------|---------------|--------------------------|---------------|
|                      | Effectif      | Pourcentage de la classe | Effectif      | Pourcentage de la classe |               |
| G-3                  | 427           | 11,2                     | 3 383         | 88,8                     | 3 810         |
| G-2                  | 115           | 6,6                      | 1 633         | 93,4                     | 1 748         |
| G-1                  | 13            | 32,5                     | 27            | 67,5                     | 40            |
| TC                   | 1             | 1,1                      | 86            | 98,9                     | 87            |
| S                    | 48            | 16,4                     | 244           | 83,6                     | 292           |
| LT                   | 24            | 70,6                     | 10            | 29,4                     | 34            |
| PIA                  | 19            | 70,4                     | 8             | 29,6                     | 27            |
| <b>Total partiel</b> | <b>7 312</b>  | <b>31,9</b>              | <b>15 596</b> | <b>68,1</b>              | <b>22 908</b> |
| <b>Total</b>         | <b>13 898</b> | <b>35,1</b>              | <b>25 753</b> | <b>64,9</b>              | <b>39 651</b> |

## F. Ventilation par âge

23. Au 31 décembre 2016, l'âge moyen de l'ensemble du personnel s'établissait à 44,8 ans (voir fig. VII). La figure VIII ventile les fonctionnaires par tranche d'âge.

Figure VII

**Âge moyen de l'ensemble du personnel du Secrétariat, au 30 juin, de 2013 à 2016, et au 31 décembre 2016**

(Effectif au 31 décembre 2016 : 39 651)

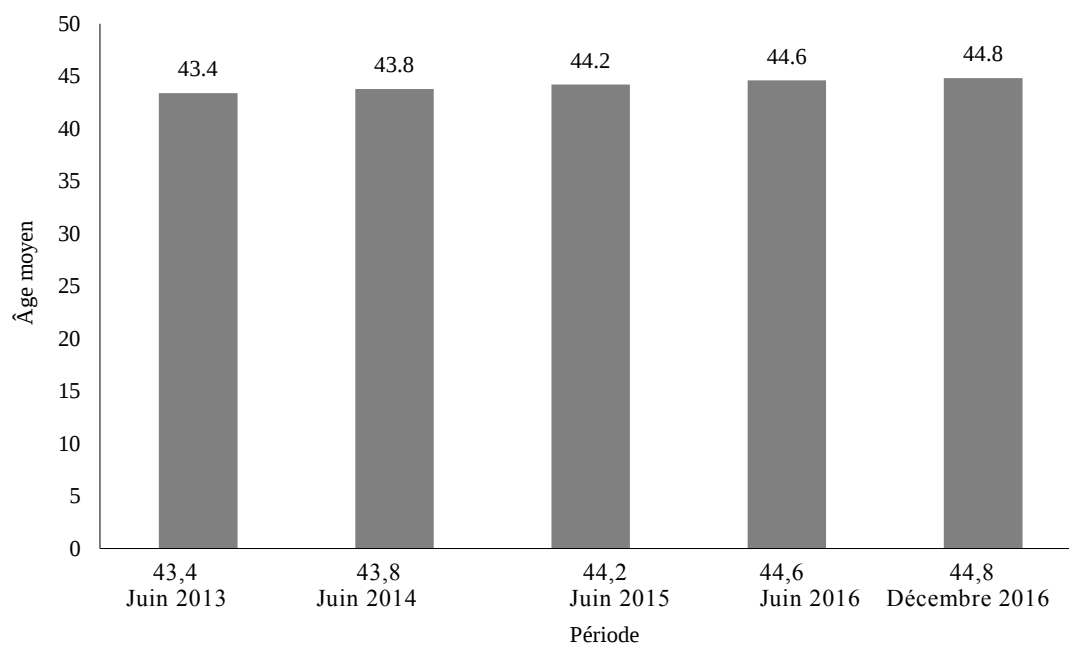
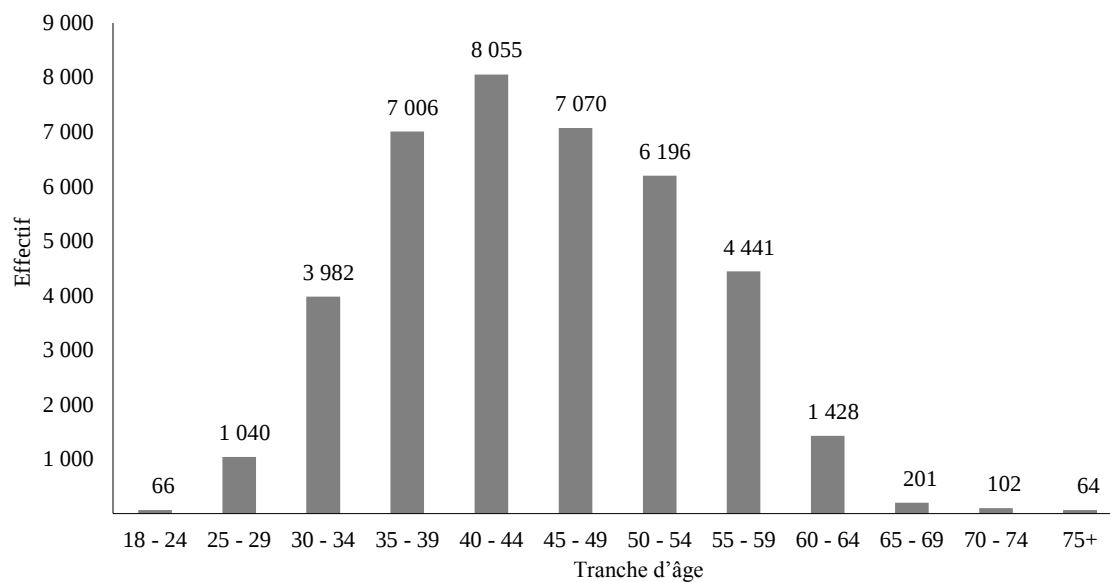


Figure VIII  
**Répartition de l'ensemble du personnel du Secrétariat par tranche d'âge,  
 au 31 décembre 2016**

(Effectif : 39 651)



# **1. Ventilation par âge, par entité et par sexe**

24. L'âge moyen des fonctionnaires du Secrétariat est de 45,3 ans dans les bureaux centraux (départements et bureaux, commissions régionales et tribunaux) et de 44,4 ans dans les missions. Les figures IX et X ventilent les fonctionnaires du Secrétariat par âge et par sexe, dans les bureaux centraux et dans les missions.

Figure IX  
**Ventilation de l'ensemble du personnel des bureaux centraux par âge  
et par sexe, au 31 décembre 2016**

(Effectif : 19 897)

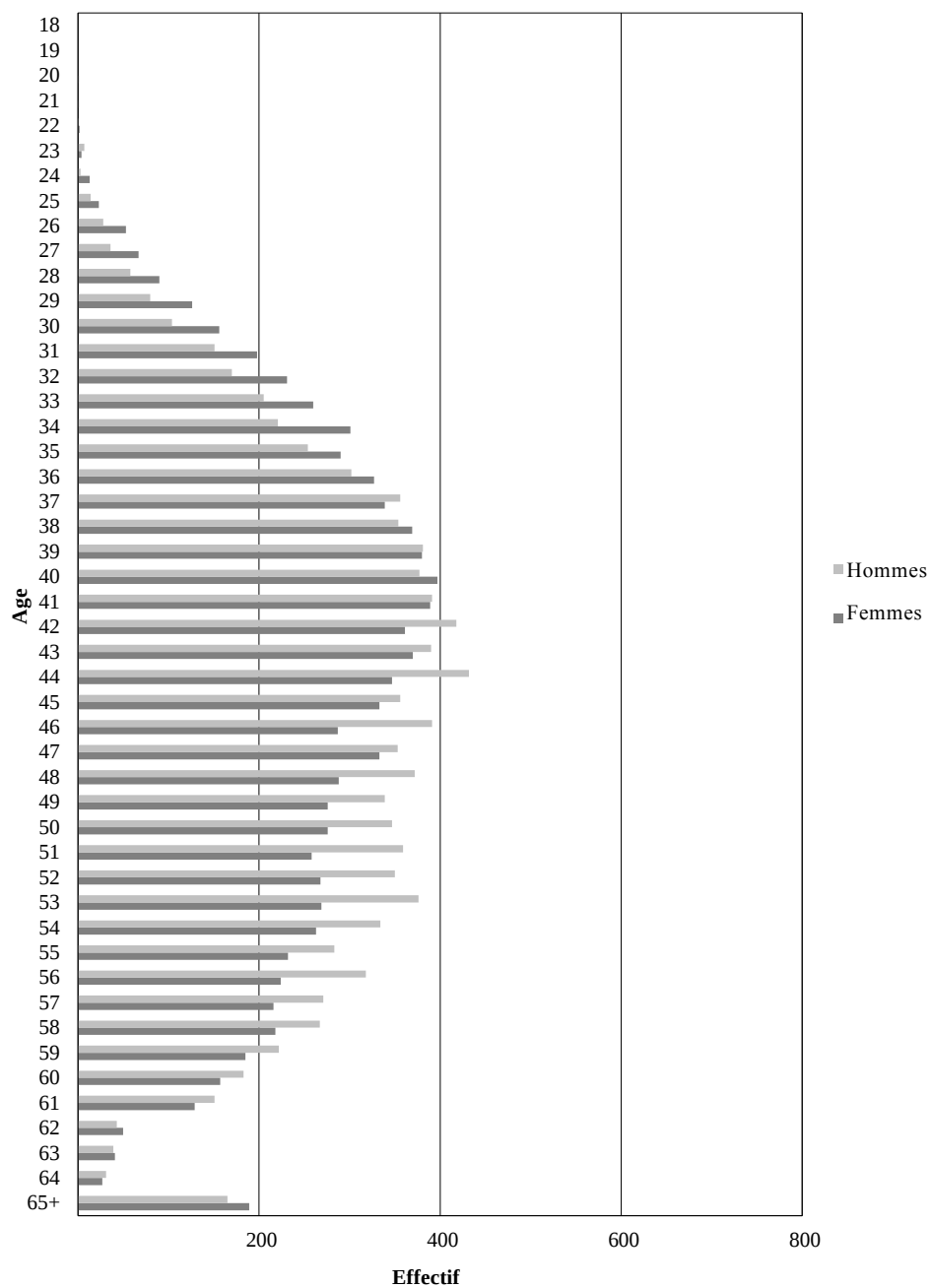
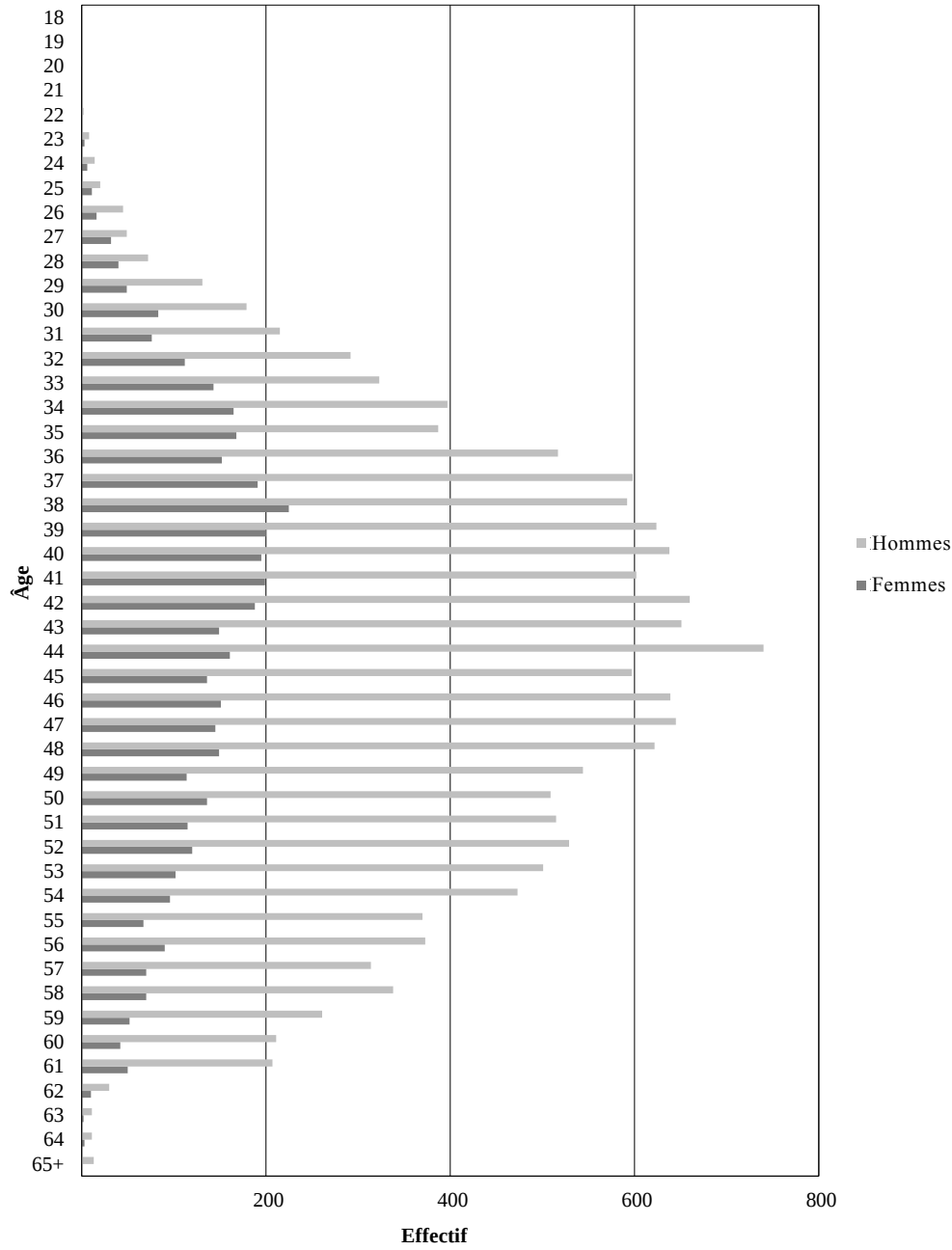


Figure X  
**Ventilation de l'ensemble du personnel des missions par âge  
et par sexe, au 31 décembre 2016**  
(Effectif : 19 754)



## 2. Ventilation par âge, durée de service, et catégorie et classe

25. Le tableau 13 indique l'âge et la durée de service moyens de l'ensemble des fonctionnaires, par catégorie et par classe, au 31 décembre 2016.

Tableau 13

### Âge et durée de service moyens de l'ensemble du personnel du Secrétariat, ventilés par catégorie et classe, au 31 décembre 2016

(Effectif : 39 651)

| <i>Catégorie/classe</i>                                           | <i>Âge moyen</i> | <i>Nombre moyen d'années de service au Secrétariat</i> | <i>Effectif</i> |
|-------------------------------------------------------------------|------------------|--------------------------------------------------------|-----------------|
| <b>Administrateurs et fonctionnaires de rang supérieur</b>        |                  |                                                        |                 |
| SGA                                                               | 62,5             | 4,8                                                    | 73              |
| SSG                                                               | 58,9             | 4,9                                                    | 84              |
| D-2                                                               | 55,9             | 10,1                                                   | 156             |
| D-1                                                               | 53,8             | 11,3                                                   | 538             |
| P-5                                                               | 51,5             | 11,3                                                   | 1 741           |
| P-4                                                               | 48,0             | 8,7                                                    | 3 789           |
| P-3                                                               | 43,5             | 5,7                                                    | 4 317           |
| P-2                                                               | 36,6             | 4,1                                                    | 1 328           |
| P-1                                                               | 28,1             | 0,4                                                    | 17              |
| INT                                                               | 55,2             | 2,1                                                    | 562             |
| R                                                                 | 72,0             | 1,3                                                    | 35              |
| T                                                                 | 53,0             | 0,8                                                    | 209             |
| <b>Moyenne et total partiel</b>                                   | <b>46,7</b>      | <b>7,2</b>                                             | <b>12 849</b>   |
| <b>Agents du Service mobile</b>                                   |                  |                                                        |                 |
| FS-7                                                              | 55,3             | 17,2                                                   | 27              |
| FS-6                                                              | 50,4             | 10,0                                                   | 408             |
| FS-5                                                              | 48,0             | 7,6                                                    | 1 587           |
| FS-4                                                              | 46,7             | 6,4                                                    | 1 829           |
| FS-3                                                              | 49,2             | 8,6                                                    | 43              |
| <b>Moyenne et total partiel</b>                                   | <b>47,7</b>      | <b>7,3</b>                                             | <b>3 894</b>    |
| <b>Agents des services généraux et des catégories apparentées</b> |                  |                                                        |                 |
| NPO-D                                                             | 49,4             | 6,9                                                    | 33              |
| NPO-C                                                             | 46,8             | 5,8                                                    | 309             |
| NPO-B                                                             | 42,9             | 5,2                                                    | 1 125           |
| NPO-A                                                             | 41,1             | 5,2                                                    | 658             |
| G-7                                                               | 48,3             | 15,7                                                   | 854             |
| G-6                                                               | 46,1             | 11,8                                                   | 3 114           |
| G-5                                                               | 43,2             | 8,6                                                    | 4 902           |
| G-4                                                               | 41,7             | 7,4                                                    | 5 875           |
| G-3                                                               | 42,6             | 7,8                                                    | 3 810           |

| <i>Catégorie/classe</i>                               | <i>Âge moyen</i> | <i>Nombre moyen d'années de service au Secrétariat</i> | <i>Effectif</i> |
|-------------------------------------------------------|------------------|--------------------------------------------------------|-----------------|
| G-2                                                   | 42,9             | 7,6                                                    | 1 748           |
| G-1                                                   | 37,8             | 5,7                                                    | 40              |
| TC                                                    | 49,1             | 13,8                                                   | 87              |
| S                                                     | 43,2             | 13,5                                                   | 292             |
| LT                                                    | 46,9             | 8,5                                                    | 34              |
| PIA                                                   | 33,9             | 2,7                                                    | 27              |
| <b>Moyenne et total partiel</b>                       | <b>43,3</b>      | <b>8,6</b>                                             | <b>22 908</b>   |
| <b>Moyenne et total, toutes catégories confondues</b> | <b>44,8</b>      | <b>8,0</b>                                             | <b>39 651</b>   |

### 3. Ventilation par âge, durée de service et type d'engagement

26. Le tableau 14 donne l'âge et la durée de service moyens de l'ensemble des fonctionnaires, ventilés par type d'engagement et par catégorie, au 31 décembre 2016.

Tableau 14

**Âge et durée de service moyens de l'ensemble du personnel du Secrétariat, ventilés par type d'engagement et catégorie, au 31 décembre 2016**

(Effectif : 39 651)

| <i>Type d'engagement/catégorie</i>     | <i>Âge moyen</i> | <i>Nombre moyen d'années de service au Secrétariat</i> | <i>Effectif</i> |
|----------------------------------------|------------------|--------------------------------------------------------|-----------------|
| <b>Engagements permanents/continus</b> |                  |                                                        |                 |
| D+                                     | 53,9             | 16,6                                                   | 369             |
| P                                      | 47,2             | 12,3                                                   | 4 434           |
| FS                                     | 48,6             | 9,9                                                    | 1 598           |
| GS+                                    | 49,5             | 18,0                                                   | 3 671           |
| <b>Moyenne et total partiel</b>        | <b>48,5</b>      | <b>14,1</b>                                            | <b>10 072</b>   |
| <b>Engagements de durée déterminée</b> |                  |                                                        |                 |
| D+                                     | 56,1             | 5,1                                                    | 428             |
| P                                      | 44,9             | 4,9                                                    | 5 649           |
| FS                                     | 47,2             | 5,8                                                    | 2 201           |
| GS+                                    | 42,2             | 7,0                                                    | 18 380          |
| <b>Moyenne et total partiel</b>        | <b>43,4</b>      | <b>6,4</b>                                             | <b>26 658</b>   |
| <b>Engagements temporaires</b>         |                  |                                                        |                 |
| D+                                     | 60,9             | 1,5                                                    | 54              |
| P                                      | 47,0             | 1,2                                                    | 1 915           |

| Type d'engagement/catégorie                           | Âge moyen   | Nombre moyen d'années de service au Secrétariat | Effectif      |
|-------------------------------------------------------|-------------|-------------------------------------------------|---------------|
| FS                                                    | 44,1        | 0,7                                             | 95            |
| GS+                                                   | 39,9        | 1,1                                             | 857           |
| <b>Moyenne et total partiel</b>                       | <b>45,1</b> | <b>1,1</b>                                      | <b>2 921</b>  |
| <b>Moyenne et total, toutes catégories confondues</b> | <b>44,8</b> | <b>8,0</b>                                      | <b>39 651</b> |

#### 4. Prévisions de départs à la retraite

27. Le tableau 15 récapitule les prévisions de départs à la retraite pour l'ensemble des fonctionnaires du Secrétariat, par catégorie, pour la période allant du 1<sup>er</sup> janvier 2017 au 31 décembre 2021. Ces prévisions tiennent compte du fait que, aux termes de la résolution 70/244 de l'Assemblée générale, l'âge réglementaire du départ à la retraite est désormais de 65 ans, compte tenu des droits acquis par les intéressés.

Tableau 15

#### Répartition par catégorie des départs à la retraite prévus au 31 décembre 2016 pour la période du 1<sup>er</sup> janvier 2017 au 31 décembre 2021

(Effectif : 36 597<sup>a</sup>)

| Catégorie    | Nombre de départs à la retraite en 2017 <sup>b</sup> | Nombre moyen de départs à la retraite par an (si tous partent à 65 ans) 2018-2021 | Effectif de la catégorie | Pourcentage des départs à la retraite par rapport à l'effectif de la catégorie 2018-2021 |
|--------------|------------------------------------------------------|-----------------------------------------------------------------------------------|--------------------------|------------------------------------------------------------------------------------------|
| D            | 47                                                   | 12                                                                                | 664                      | 1,8                                                                                      |
| P            | 208                                                  | 48                                                                                | 10 083                   | 0,5                                                                                      |
| FS           | 88                                                   | 20                                                                                | 3 799                    | 0,5                                                                                      |
| GS+          | 286                                                  | 75                                                                                | 22 051                   | 0,3                                                                                      |
| <b>Total</b> | <b>629</b>                                           | <b>155</b>                                                                        | <b>36 597</b>            | <b>0,4</b>                                                                               |

<sup>a</sup> SGA, SSG et personnel temporaire exclus.

<sup>b</sup> Le relèvement de l'âge réglementaire du départ à la retraite ne s'applique pas aux fonctionnaires qui partent à la retraite en 2017 à 60 ou 62 ans.

### III. Mouvements de personnel

#### A. Effectif

28. La présente section récapitule les mouvements externes du personnel du Secrétariat (nominations et cessations de service). Ne sont pris en compte dans ces statistiques que les fonctionnaires administrés au moyen du Système intégré de gestion ou d'Umoja durant toute la période de six mois considérée, soit 26 612

personnes au 31 décembre 2016. Cet effectif est inférieur de 13 039<sup>11</sup> personnes à celui dont il est fait état à la section II, lequel représente l'ensemble des fonctionnaires (39 651). Le tableau 16 récapitule les mouvements.

Tableau 16  
**Récapitulatif des mouvements de personnel par sexe,  
du 1<sup>er</sup> juillet au 31 décembre 2016**

(Effectif : 26 612)

| <i>Effectif au 30 juin 2016</i>     | <i>Femmes</i> | <i>Pourcentage<br/>du total</i> | <i>Hommes</i> | <i>Pourcentage<br/>du total</i> | <b>Total</b>  |
|-------------------------------------|---------------|---------------------------------|---------------|---------------------------------|---------------|
| Mouvements externes                 | 11 371        | 42,4                            | 15 465        | 57,6                            | 26 836        |
| Nominations <sup>a</sup>            | 1 292         | 50,2                            | 1 280         | 49,8                            | 2 572         |
| Cessations de service <sup>b</sup>  | 1 341         | 45,5                            | 1 605         | 54,5                            | 2 946         |
| Autres mouvements <sup>c</sup>      | 28            | 18,7                            | 122           | 81,3                            | 150           |
| <b>Effectif au 31 décembre 2016</b> | <b>11 350</b> | <b>42,6</b>                     | <b>15 262</b> | <b>57,4</b>                     | <b>26 612</b> |

<sup>a</sup> Premières nominations ou rengagements.

<sup>b</sup> Fonctionnaires ayant quitté le Secrétariat.

<sup>c</sup> Nombre net de mouvements autres que les nominations et les cessations de service (départ en congé spécial sans traitement et détachement dans une autre organisation, ainsi que retour des intéressés).

29. Le tableau 17 ventile les statistiques par types de cessation de service.

Tableau 17  
**Ventilation des mouvements de personnel par type de cessation  
de service, du 1<sup>er</sup> juillet au 31 décembre 2016**

(Effectif : 2 946)

| <i>Type de cessation<br/>de service</i> | <i>Nombre de cessations<br/>de service</i> | <i>Pourcentage<br/>du total</i> | <i>Nombre<br/>de fonctionnaires<br/>rengagés<sup>a</sup></i> |
|-----------------------------------------|--------------------------------------------|---------------------------------|--------------------------------------------------------------|
| Expiration de l'engagement              | 1 909                                      | 64,8                            | 498                                                          |
| Démission                               | 430                                        | 14,6                            | 90                                                           |
| Départ à la retraite                    | 238                                        | 8,1                             | 18                                                           |
| Licenciement amiable                    | 20                                         | 0,7                             |                                                              |

<sup>11</sup> Les 13 039 fonctionnaires qui ne figurent pas dans les statistiques des mouvements de personnel correspondent aux personnels des missions recrutés localement, au personnel du Secrétariat administré par le PNUD et à une partie des effectifs des tribunaux. Bien que les personnels des missions recrutés localement soient administrés au moyen d'Umoja depuis novembre 2016, on ne dispose pas de données concernant leurs mouvements pour l'intégralité de la période couverte par le présent rapport.

| Type de cessation de service                                      | Nombre de cessations de service | Pourcentage du total | Nombre de fonctionnaires rengagés <sup>a</sup> |
|-------------------------------------------------------------------|---------------------------------|----------------------|------------------------------------------------|
| Transfert dans une autre organisation appliquant le régime commun | 27                              | 0,9                  |                                                |
| Autres cas de cessation de service <sup>b</sup>                   | 322                             | 10,9                 | 202                                            |
| <b>Total</b>                                                      | <b>2 946</b>                    | <b>100,0</b>         | <b>808</b>                                     |

<sup>a</sup> On entend par rengagement le cas des fonctionnaires qui ont quitté leurs fonctions entre le 1<sup>er</sup> juillet et le 31 décembre 2016 et qui ont été rengagés au cours de la même période.

<sup>b</sup> Les autres cas de cessation de service sont, par exemple, le décès ou la cessation de service pour raisons de santé.

## B. Ventilation par entité

### Nominations et cessations de service

30. Le tableau 18 récapitule les nominations et cessations de service dans les 10 entités comptant le plus de nominations parmi les bureaux centraux et les missions.

Tableau 18

### Nominations et cessations de service survenues entre le 1<sup>er</sup> juillet et le 31 décembre 2016 dans les 10 entités comptant le plus de nominations parmi les bureaux centraux et les missions

(Effectif : 26 612)

| Entité                  | Nominations  |            |              |                                      | Cessations de service |            |              |                                                |
|-------------------------|--------------|------------|--------------|--------------------------------------|-----------------------|------------|--------------|------------------------------------------------|
|                         | Femmes       | Hommes     | Total        | Pourcentage du total des nominations | Femmes                | Hommes     | Total        | Pourcentage du total des cessations de service |
| <b>Bureaux centraux</b> |              |            |              |                                      |                       |            |              |                                                |
| DGACM                   | 379          | 245        | 624          | 24,3                                 | 403                   | 281        | 684          | 23,2                                           |
| HCDH                    | 82           | 40         | 122          | 4,7                                  | 72                    | 46         | 118          | 4,0                                            |
| PNUE                    | 69           | 37         | 106          | 4,1                                  | 51                    | 41         | 92           | 3,1                                            |
| OCHA                    | 60           | 44         | 104          | 4,0                                  | 43                    | 42         | 85           | 2,9                                            |
| DM                      | 61           | 40         | 101          | 3,9                                  | 74                    | 40         | 114          | 3,9                                            |
| DPI                     | 64           | 36         | 100          | 3,9                                  | 64                    | 39         | 103          | 3,5                                            |
| DPKO                    | 32           | 43         | 75           | 2,9                                  | 25                    | 47         | 72           | 2,4                                            |
| DESA                    | 46           | 26         | 72           | 2,8                                  | 45                    | 31         | 76           | 2,6                                            |
| TPIY                    | 33           | 35         | 68           | 2,6                                  | 55                    | 41         | 96           | 3,3                                            |
| DSS                     | 11           | 43         | 54           | 2,1                                  | 14                    | 49         | 63           | 2,1                                            |
| Autres                  | 222          | 222        | 444          | 17,3                                 | 234                   | 220        | 454          | 15,4                                           |
| <b>Total partiel</b>    | <b>1 059</b> | <b>811</b> | <b>1 870</b> | <b>72,7</b>                          | <b>1 080</b>          | <b>877</b> | <b>1 957</b> | <b>66,4</b>                                    |

| Entité               | Nominations  |              |              |                                      | Cessations de service |              |              |                                                |
|----------------------|--------------|--------------|--------------|--------------------------------------|-----------------------|--------------|--------------|------------------------------------------------|
|                      | Femmes       | Hommes       | Total        | Pourcentage du total des nominations | Femmes                | Hommes       | Total        | Pourcentage du total des cessations de service |
| <b>Missions</b>      |              |              |              |                                      |                       |              |              |                                                |
| MINUSCA              | 21           | 69           | 90           | 3,5                                  | 15                    | 34           | 49           | 1,7                                            |
| MONUSCO              | 21           | 56           | 77           | 3,0                                  | 18                    | 21           | 39           | 1,3                                            |
| MINUSMA              | 15           | 49           | 64           | 2,5                                  | 10                    | 27           | 37           | 1,3                                            |
| MINUSTAH             | 19           | 40           | 59           | 2,3                                  | 36                    | 101          | 137          | 4,7                                            |
| MINUSS               | 11           | 36           | 47           | 1,8                                  | 12                    | 31           | 43           | 1,5                                            |
| MANUI                | 19           | 23           | 42           | 1,6                                  | 5                     | 6            | 11           | 0,4                                            |
| MINUAD               | 11           | 28           | 39           | 1,5                                  | 11                    | 16           | 27           | 0,9                                            |
| MC                   | 24           | 14           | 38           | 1,5                                  |                       | 1            | 1            | 0,0                                            |
| RSCE                 | 15           | 16           | 31           | 1,2                                  | 3                     | 2            | 5            | 0,2                                            |
| MINUL                | 9            | 17           | 26           | 1,0                                  | 68                    | 274          | 342          | 11,6                                           |
| Autres               | 68           | 121          | 189          | 7,3                                  | 83                    | 215          | 298          | 10,1                                           |
| <b>Total partiel</b> | <b>233</b>   | <b>469</b>   | <b>702</b>   | <b>27,3</b>                          | <b>261</b>            | <b>728</b>   | <b>989</b>   | <b>33,6</b>                                    |
| <b>Total</b>         | <b>1 292</b> | <b>1 280</b> | <b>2 572</b> | <b>100,0</b>                         | <b>1 341</b>          | <b>1 605</b> | <b>2 946</b> | <b>100,0</b>                                   |

## C. Ventilation par catégorie

### Nominations et cessations de service

31. Le tableau 19 ventile les statistiques relatives aux nominations et cessations de service, y compris les démissions, par catégorie.

Tableau 19

### Ventilation des nominations, cessations de service et démissions par catégorie et classe et par sexe, du 1<sup>er</sup> juillet au 31 décembre 2016

(Effectif : 26 612)

| Catégorie/classe                                           | Nominations |        |       | Cessations de service |        |       | Démissions |        |       |
|------------------------------------------------------------|-------------|--------|-------|-----------------------|--------|-------|------------|--------|-------|
|                                                            | Femmes      | Hommes | Total | Femmes                | Hommes | Total | Femmes     | Hommes | Total |
| <b>Administrateurs et fonctionnaires de rang supérieur</b> |             |        |       |                       |        |       |            |        |       |
| SGA                                                        |             | 1      | 1     | 2                     | 2      | 4     | 1          | 1      | 2     |
| SSG                                                        | 2           | 10     | 12    |                       | 9      | 9     |            | 1      | 1     |
| D-2                                                        | 1           | 6      | 7     | 3                     | 18     | 21    |            | 2      | 2     |
| D-1                                                        | 12          | 19     | 31    | 15                    | 30     | 45    | 2          | 2      | 4     |
| P-5                                                        | 21          | 57     | 78    | 39                    | 77     | 116   | 8          | 3      | 11    |
| P-4                                                        | 91          | 145    | 236   | 100                   | 139    | 239   | 23         | 24     | 47    |
| P-3                                                        | 267         | 213    | 480   | 193                   | 219    | 412   | 41         | 31     | 72    |

| Catégorie/classe                                           | Nominations  |              |              | Cessations de service |              |              | Démissions |            |            |
|------------------------------------------------------------|--------------|--------------|--------------|-----------------------|--------------|--------------|------------|------------|------------|
|                                                            | Femmes       | Hommes       | Total        | Femmes                | Hommes       | Total        | Femmes     | Hommes     | Total      |
| P-2                                                        | 130          | 103          | 233          | 120                   | 92           | 212          | 33         | 14         | 47         |
| P-1                                                        | 9            | 5            | 14           | 5                     | 6            | 11           |            | 2          | 2          |
| INT                                                        | 70           | 43           | 113          | 87                    | 46           | 133          | 12         | 6          | 18         |
| R                                                          | 15           | 51           | 66           | 15                    | 55           | 70           | 2          |            | 2          |
| T                                                          | 179          | 115          | 294          | 176                   | 112          | 288          | 10         | 2          | 12         |
| <b>Total partiel</b>                                       | <b>797</b>   | <b>768</b>   | <b>1 565</b> | <b>755</b>            | <b>805</b>   | <b>1 560</b> | <b>132</b> | <b>88</b>  | <b>220</b> |
| Agents du Service mobile                                   |              |              |              |                       |              |              |            |            |            |
| FS-7                                                       |              |              |              |                       | 1            | 1            |            |            |            |
| FS-6                                                       | 1            | 10           | 11           | 2                     | 15           | 17           |            | 5          | 5          |
| FS-5                                                       | 8            | 30           | 38           | 26                    | 43           | 69           | 6          | 6          | 12         |
| FS-4                                                       | 19           | 45           | 64           | 29                    | 61           | 90           | 2          | 5          | 7          |
| FS-3                                                       |              | 2            | 2            | 2                     | 3            | 5            |            | 1          | 1          |
| <b>Total partiel</b>                                       | <b>28</b>    | <b>87</b>    | <b>115</b>   | <b>59</b>             | <b>123</b>   | <b>182</b>   | <b>8</b>   | <b>17</b>  | <b>25</b>  |
| Agents des services généraux et des catégories apparentées |              |              |              |                       |              |              |            |            |            |
| NPO-C                                                      | 11           | 17           | 28           | 1                     | 12           | 13           |            | 3          | 3          |
| NPO-B                                                      | 19           | 34           | 53           | 10                    | 27           | 37           | 2          | 3          | 5          |
| NPO-A                                                      | 5            | 8            | 13           |                       | 5            | 5            |            | 1          | 1          |
| G-7                                                        | 5            | 4            | 9            | 28                    | 5            | 33           | 3          | 2          | 5          |
| G-6                                                        | 52           | 33           | 85           | 96                    | 52           | 148          | 17         | 17         | 34         |
| G-5                                                        | 121          | 70           | 191          | 111                   | 98           | 209          | 27         | 22         | 49         |
| G-4                                                        | 171          | 124          | 295          | 178                   | 181          | 359          | 31         | 33         | 64         |
| G-3                                                        | 19           | 59           | 78           | 43                    | 209          | 252          | 5          | 7          | 12         |
| G-2                                                        | 37           | 50           | 87           | 39                    | 62           | 101          | 1          | 3          | 4          |
| G-1                                                        | 19           | 13           | 32           | 19                    | 13           | 32           |            |            |            |
| TC                                                         |              | 2            | 2            |                       | 3            | 3            |            | 1          | 1          |
| S                                                          | 1            | 7            | 8            |                       | 6            | 6            |            | 4          | 4          |
| LT                                                         | 1            | 2            | 3            |                       | 3            | 3            |            | 1          | 1          |
| PIA                                                        | 6            | 2            | 8            | 2                     | 1            | 3            | 1          | 1          | 2          |
| <b>Total partiel</b>                                       | <b>467</b>   | <b>425</b>   | <b>892</b>   | <b>527</b>            | <b>677</b>   | <b>1 204</b> | <b>87</b>  | <b>98</b>  | <b>185</b> |
| <b>Total</b>                                               | <b>1 292</b> | <b>1 280</b> | <b>2 572</b> | <b>1 341</b>          | <b>1 605</b> | <b>2 946</b> | <b>227</b> | <b>203</b> | <b>430</b> |

32. À la section VIII de sa résolution [57/305](#), l'Assemblée générale approuvait la proposition du Secrétaire général concernant l'affectation des fonctionnaires travaillant à son cabinet (voir [A/56/816](#)) et le priait de lui faire rapport sur l'application de la procédure fixée. Entre le 1<sup>er</sup> juillet et le 31 décembre 2016, un fonctionnaire de la catégorie des administrateurs et des fonctionnaires de rang supérieur a été muté du Cabinet du Secrétaire général à un poste de même classe dans un autre département.

## D. Ventilation par sexe

33. On trouvera au tableau 16 ci-dessus des informations sur les mouvements de personnel ventilés par sexe.

## E. Ventilation par âge

### 1. Cessations de service

34. Pour la période du 1<sup>er</sup> juillet au 31 décembre 2016, la moyenne d'âge des fonctionnaires du Secrétariat ayant démissionné s'établissait à 41,6 ans. La durée de service moyenne au moment de la démission était de 5,1 ans.

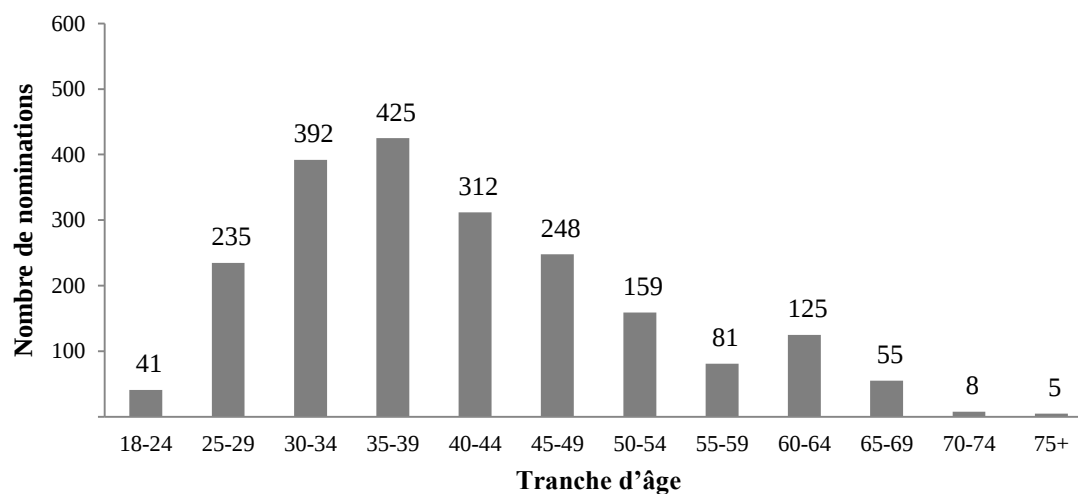
### 2. Nominations

35. La figure XI montre que la plupart des nominations concernent des personnes appartenant à la tranche d'âge 35-39 ans.

Figure XI

**Mouvements de personnel : ventilation des nominations par tranche d'âge, pour la période allant du 1<sup>er</sup> juillet au 31 décembre 2016**

(Effectif : 2 086)



*Note* : Ne sont pas comptés les SGA, SSG, interprètes, réviseurs et traducteurs.

## IV. Fonctionnaires dont le recrutement est soumis au système des fourchettes optimales<sup>12</sup>

### A. Effectif

36. Au 31 décembre 2016, 3 005 fonctionnaires du Secrétariat étaient soumis à la répartition géographique en vertu du paragraphe 66 de la résolution 65/247 de l'Assemblée générale, dans laquelle celle-ci a décidé que les fonctionnaires ne conservaient ce statut que tant qu'ils occupaient un poste soumis au principe de la répartition géographique, sauf s'ils avaient été engagés dans le cadre du programme Jeunes administrateurs. Comme l'Assemblée l'a demandé dans sa résolution 71/263, le Secrétaire général présentera une évaluation globale du système des fourchettes optimales à la soixante-treizième session.

37. La disposition énoncée au paragraphe 66 de la résolution 65/247 représente un changement dans les critères d'attribution du statut de fonctionnaire soumis à la répartition géographique. Avant 2011, une fois ce statut acquis, le fonctionnaire le conservait pendant toute période d'activité ininterrompue, quelle que soit la nature du poste ou des fonctions qui pourraient devenir les siens ultérieurement (voir A/65/305/Add.2, par. 21).

38. Les États Membres se répartissent en quatre groupes selon qu'ils sont non représentés, sous-représentés, dans la fourchette optimale ou surreprésentés. Un État Membre est considéré comme « non représenté » si pas un seul de ses nationaux n'occupe un poste soumis à répartition géographique attribué à l'issue du processus de sélection normal. Il est « sous-représenté » si le nombre de ses nationaux nommés à de tels postes est en deçà de la limite inférieure de sa fourchette optimale. Il est « dans la fourchette optimale » si le nombre de ses nationaux occupant de tels postes se situe entre les limites inférieure et supérieure de sa fourchette optimale. Enfin, il est dit « surreprésenté » si le nombre de ses nationaux occupant de tels postes dépasse la limite supérieure de la fourchette optimale.

39. Le tableau 20 donne l'évolution sur les cinq dernières périodes de la représentation des États Membres au regard du système des fourchettes optimales. Le tableau 21 donne la situation de chaque État Membre au 31 décembre 2016 ainsi que celle au 30 juin 2016 en cas de changement. Le tableau 2.A (voir annexe) donne une ventilation détaillée par nationalité, par classe et par sexe des fonctionnaires du Secrétariat soumis à la répartition géographique ainsi que des précisions sur les nominations, les cessations de service et les effectifs au 30 juin 2016 et au 31 décembre 2016. Le tableau 2.C présente la répartition des fonctionnaires occupant des postes exigeant des connaissances linguistiques spéciales, par nationalité, par classe et par sexe.

<sup>12</sup> Le nombre de postes soumis à la répartition géographique était de 3 582 (voir la résolution 65/247 de l'Assemblée générale, par. 67). La différence entre le nombre de postes (3 582) et le nombre de fonctionnaires soumis à la répartition géographique (2 974) s'explique par le fait que 249 des postes en question étaient vacants, 311 étaient provisoirement occupés par des fonctionnaires n'ayant pas ce statut et 48 étaient occupés par des fonctionnaires engagés pour une durée déterminée. En outre, le nombre total des fonctionnaires soumis à la répartition géographique (3 005) comprend 31 participants au programme Jeunes administrateurs occupant des postes non soumis à la répartition géographique.

Tableau 20  
**Évolution de la représentation des États Membres au regard du système  
des fourchettes optimales, au 30 juin, de 2013 à 2016 et au 31 décembre 2016**

(Nombre d'États Membres : 193)

| <i>Année</i>  | <i>États non<br/>représentés</i> | <i>États<br/>sous-représentés</i> | <i>États se situant<br/>dans la fourchette<br/>optimale</i> | <i>États<br/>surreprésentés</i> |
|---------------|----------------------------------|-----------------------------------|-------------------------------------------------------------|---------------------------------|
| Juin 2013     | 15                               | 32                                | 125                                                         | 21                              |
| Juin 2014     | 15                               | 38                                | 120                                                         | 20                              |
| Juin 2015     | 18                               | 37                                | 116                                                         | 22                              |
| Juin 2016     | 19                               | 42                                | 104                                                         | 28                              |
| Décembre 2016 | 18                               | 44                                | 102                                                         | 29                              |

Tableau 21

**Représentation des États Membres au regard du système des fourchettes optimales, au 31 décembre 2016**

(Nombre d'États Membres : 193)

*États Membres non représentés (18)*

|                                  |               |                      |
|----------------------------------|---------------|----------------------|
| Andorre                          | Îles Marshall | Palaos               |
| Angola                           | Kiribati      | Qatar                |
| Antigua-et-Barbuda               | Koweït        | Sao Tomé-et-Principe |
| Cambodge (juin 2016 : sous-rep.) | Liechtenstein | Timor-Leste          |
| Émirats arabes unis              | Monaco        | Tuvalu               |
| Guinée équatoriale               | Nauru         | Vanuatu              |

*États Membres sous-représentés (44)*

|                                     |                                          |                                    |
|-------------------------------------|------------------------------------------|------------------------------------|
| Afghanistan (juin 2016 : non rep.)  | Honduras (juin 2016 : fourch.)           | République centrafricaine          |
| Arabie saoudite                     | Indonésie                                | République démocratique populaire  |
| Australie (juin 2016 : fourch.)     | Iran (République islamique d') (fourch.) | lao                                |
| Bahreïn                             | Iraq                                     | République populaire démocratique  |
| Bélarus                             | Japon                                    | de Corée                           |
| Belize                              | Lesotho                                  | Sainte-Lucie                       |
| Brésil                              | Lettonie                                 | Saint-Vincent-et-les Grenadines    |
| Brunéi Darussalam                   | Libéria                                  | Soudan du Sud                      |
| Cabo Verde                          | Libye                                    | Suriname                           |
| Chine                               | Luxembourg                               | Tchad                              |
| Comores (juin 2016 : non rep.)      | Micronésie (États fédérés de)            | Thaïlande                          |
| Dominique                           | Mozambique (juin 2016 : fourch.)         | Turkménistan                       |
| États-Unis d'Amérique               | Norvège                                  | Venezuela (République bolivarienne |
| Fédération de Russie                | Oman                                     | du)                                |
| Gabon (juin 2016 : fourch.)         | Papouasie-Nouvelle-Guinée                | Viet Nam                           |
| Guinée-Bissau (juin 2016 : fourch.) | Pologne                                  |                                    |

*États Membres se situant dans la fourchette optimale (102)*

|                |             |                                 |
|----------------|-------------|---------------------------------|
| Afrique du Sud | Arménie     | Barbade                         |
| Albanie        | Azerbaïdjan | Bénin                           |
| Algérie        | Bahamas     | Bhoutan                         |
| Allemagne      | Bangladesh  | Bolivie (État plurinational de) |

|                                          |                                     |                                         |
|------------------------------------------|-------------------------------------|-----------------------------------------|
| Bosnie-Herzégovine                       |                                     | République de Moldova                   |
| Botswana                                 | Jamaïque                            | République dominicaine                  |
| Burkina Faso                             | Kazakhstan                          | République-Unie de Tanzanie             |
| Burundi                                  | Kirghizistan                        | Roumanie                                |
| Chypre                                   | Lituanie                            | Rwanda                                  |
| Colombie                                 | Madagascar                          | Saint-Kitts-et-Nevis                    |
| Congo                                    | Malaisie                            | Saint-Marin (juin 2016 : sous-<br>rep.) |
| Costa Rica                               | Malawi                              | Samoa                                   |
| Côte d'Ivoire                            | Maldives                            | Sénégal                                 |
| Croatie                                  | Mali                                | Serbie                                  |
| Cuba                                     | Malte                               | Seychelles                              |
| Djibouti                                 | Maroc                               | Sierra Leone                            |
| El Salvador                              | Maurice                             | Singapour                               |
| Équateur                                 | Mauritanie                          | Slovaquie                               |
| Érythrée                                 | Mongolie                            | Slovénie                                |
| Estonie                                  | Monténégro                          | Somalie (juin 2016 : sous-rep.)         |
| Ex-République yougoslave<br>de Macédoine | Myanmar                             | Soudan                                  |
| Fidji                                    | Namibie                             | Sri Lanka                               |
| Gambie                                   | Népal                               | Suède (juin 2016 : surrep.)             |
| Géorgie                                  | Nicaragua (juin 2016 : sous-rep.)   | Swaziland                               |
| Grèce                                    | Niger                               | Tadjikistan                             |
| Grenade                                  | Nigéria                             | Tchéquie                                |
| Guatemala                                | Nouvelle-Zélande                    | Togo                                    |
| Guinée                                   | Ouzbékistan                         | Tonga                                   |
| Guyana                                   | Pakistan                            | Tunisie                                 |
| Haïti                                    | Panama                              | Turquie (juin 2016 : sous-rep.)         |
| Hongrie                                  | Paraguay                            | Ukraine                                 |
| Îles Salomon                             | Pérou                               | Yémen                                   |
| Inde                                     | République arabe syrienne           | Zambie                                  |
| Islande                                  | République de Corée                 |                                         |
| Israël                                   | République démocratique du<br>Congo |                                         |

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*États Membres surreprésentés (29)*


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|           |                                |                                                        |
|-----------|--------------------------------|--------------------------------------------------------|
| Argentine | Finlande                       | Philippines                                            |
| Autriche  | France                         | Portugal                                               |
| Belgique  | Ghana                          | Royaume-Uni de Grande-Bretagne<br>et d'Irlande du Nord |
| Bulgarie  | Irlande                        | Suisse                                                 |
| Cameroun  | Italie                         | Trinité-et-Tobago (juin 2016 :<br>fourch.)             |
| Canada    | Jordanie                       | Uruguay                                                |
| Chili     | Kenya                          | Zimbabwe                                               |
| Danemark  | Liban                          |                                                        |
| Égypte    | Mexique                        |                                                        |
| Espagne   | Ouganda                        |                                                        |
| Éthiopie  | Pays-Bas (juin 2016 : fourch.) |                                                        |

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*Note* : Les mentions indiquées entre parenthèses correspondent à la situation des États concernés au 30 juin 2016, dans le cas où celle-ci avait changé au 31 décembre 2016 (non rep. = non représenté; sous-rep. = sous-représenté; fourch. = se situant dans la fourchette optimale; surrep. = surreprésenté).

40. Le tableau 22 donne la ventilation des fonctionnaires du Secrétariat soumis à la répartition géographique par groupe économique (pays développés et pays en développement).

Tableau 22

**Ventilation des fonctionnaires du Secrétariat soumis à la répartition géographique par groupe économique, au 31 décembre 2016**

(Effectif : 3 005)

| Catégorie de représentation                  | Pays développés          |                | Pays en développement    |                |
|----------------------------------------------|--------------------------|----------------|--------------------------|----------------|
|                                              | Nombre de fonctionnaires | Nombre de pays | Nombre de fonctionnaires | Nombre de pays |
| États non représentés                        | —                        | 3              | —                        | 15             |
| États sous-représentés                       | 567                      | 9              | 218                      | 35             |
| États se situant dans la fourchette optimale | 335                      | 22             | 658                      | 80             |
| États surreprésentés                         | 840                      | 14             | 387                      | 15             |
| <b>Total</b>                                 | <b>1 742</b>             | <b>48</b>      | <b>1 263</b>             | <b>145</b>     |

## B. Ventilation par entité

41. Le tableau 23 donne la ventilation des fonctionnaires du Secrétariat soumis au système de la répartition géographique, par entité et par classe, pour les 25 entités comptant le plus grand nombre de fonctionnaires dans ce cas.

Tableau 23

**Ventilation des fonctionnaires du Secrétariat soumis à la répartition géographique par entité<sup>a</sup> et par classe, au 31 décembre 2016**

(Effectif : 3 005)

| Entité | SGA | SSG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total |
|--------|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| HCDH   | 1   | 2   | 2   | 9   | 34  | 87  | 120 | 23  | 278   |
| DM     | 1   | 3   | 10  | 23  | 52  | 72  | 79  | 38  | 278   |
| DESA   | 1   | 2   | 8   | 27  | 51  | 78  | 60  | 35  | 262   |
| DPI    | 1   | —   | 2   | 15  | 29  | 69  | 95  | 51  | 262   |
| CNUCED | 1   | 1   | 4   | 15  | 39  | 47  | 57  | 32  | 196   |
| CEA    | —   | —   | 2   | 13  | 33  | 60  | 58  | 25  | 191   |
| CEPALC | 1   | —   | 2   | 10  | 22  | 43  | 52  | 38  | 168   |
| CESAP  | 1   | —   | 2   | 11  | 30  | 43  | 33  | 32  | 152   |
| DPA    | 1   | 2   | 6   | 10  | 28  | 37  | 19  | 17  | 120   |
| CEE    | 1   | —   | 1   | 9   | 20  | 27  | 30  | 13  | 101   |
| DGACM  | 1   | 1   | 6   | 16  | 14  | 22  | 25  | 11  | 96    |
| ONUDC  | 1   | —   | 2   | 6   | 15  | 30  | 23  | 13  | 90    |
| CESAO  | 1   | —   | 2   | 7   | 22  | 24  | 19  | 13  | 88    |
| PNUE   | 1   | 1   | 3   | 9   | 18  | 35  | 11  | 2   | 80    |
| OLA    | 1   | 1   | 4   | 7   | 16  | 20  | 15  | 10  | 74    |
| ONUG   | 1   | —   | 1   | 5   | 11  | 19  | 15  | 20  | 72    |

| Entité       | SGA       | SSG       | D-2       | D-1        | P-5        | P-4        | P-3        | P-2        | Total        |
|--------------|-----------|-----------|-----------|------------|------------|------------|------------|------------|--------------|
| OCHA         | 1         | 1         | 2         | 2          | 8          | 15         | 15         | 12         | 56           |
| DSS          | 1         | 1         | 1         | 3          | 5          | 17         | 14         | 6          | 48           |
| OIOS         | 1         | 1         | 3         | 1          | 7          | 9          | 11         | 11         | 44           |
| ONUN         | 1         | –         | 1         | 2          | 5          | 11         | 10         | 7          | 37           |
| ONUV         | –         | –         | 2         | 1          | 6          | 10         | 9          | 6          | 34           |
| ONU-Habitat  | 1         | –         | 1         | 2          | 6          | 13         | 5          | 5          | 33           |
| ODA          | 1         | –         | 1         | 3          | 12         | 7          | 6          | 1          | 31           |
| EOSG         | 2         | 1         | 2         | 4          | 8          | 4          | –          | 2          | 23           |
| DFS          | 1         | 1         | 1         | –          | 2          | 2          | 8          | 7          | 22           |
| Autres       | 6         | 5         | 8         | 15         | 38         | 37         | 41         | 19         | 169          |
| <b>Total</b> | <b>30</b> | <b>23</b> | <b>79</b> | <b>225</b> | <b>531</b> | <b>838</b> | <b>830</b> | <b>449</b> | <b>3 005</b> |

<sup>a</sup> Les 25 entités comptant le plus grand nombre de fonctionnaires dans ce cas.

## C. Ventilation par catégorie

### 1. Ventilation par classe

42. Comme on le voit dans le tableau 24, la classe P-4 est celle qui comprend le plus grand nombre de fonctionnaires soumis à la répartition géographique. Le tableau 2.A (voir annexe) donne la répartition de ces fonctionnaires par classe et par nationalité.

Tableau 24

#### **Ventilation des fonctionnaires du Secrétariat soumis à la répartition géographique par classe et par sexe, au 31 décembre 2016**

(Effectif : 3 005)

| Classe       | Femmes       | Hommes       | Total        | Pourcentage de l'effectif total de fonctionnaires de la classe soumis à la répartition géographique |
|--------------|--------------|--------------|--------------|-----------------------------------------------------------------------------------------------------|
| SGA          | 9            | 21           | 30           | 1,0                                                                                                 |
| SSG          | 7            | 16           | 23           | 0,8                                                                                                 |
| D-2          | 28           | 51           | 79           | 2,6                                                                                                 |
| D-1          | 89           | 136          | 225          | 7,5                                                                                                 |
| P-5          | 202          | 329          | 531          | 17,7                                                                                                |
| P-4          | 375          | 463          | 838          | 27,9                                                                                                |
| P-3          | 428          | 402          | 830          | 27,6                                                                                                |
| P-2          | 241          | 208          | 449          | 14,9                                                                                                |
| <b>Total</b> | <b>1 379</b> | <b>1 626</b> | <b>3 005</b> | <b>100,0</b>                                                                                        |

**2. Représentation des États Membres aux postes de direction et de décision (classe D-1 et classes supérieures)**

43. Le tableau 25 donne le nombre de fonctionnaires du Secrétariat de la classe D-1 et des classes supérieures qui sont soumis à la répartition géographique, par groupe économique (pays développés et pays en développement) et par sexe, au 30 juin, de 2013 à 2016 et au 31 décembre 2016.

44. Le tableau 2.B (voir annexe) donne une comparaison sur cinq périodes de la ventilation par nationalité des fonctionnaires du Secrétariat ayant le statut de fonctionnaire soumis à la répartition géographique et occupant des postes de la classe D-1 ou de rang supérieur.

Tableau 25

**Ventilation des fonctionnaires soumis à la répartition géographique et occupant des postes de la classe D-1 ou des classes supérieures par groupe économique et par sexe, au 30 juin, de 2013 à 2016 et au 31 décembre 2016**

| Groupe économique                 | SGA       |           |           |           |           | SSG       |           |           |           |           | D-2       |           |           |           |           | D-1        |            |            |            |            | Total des fonctionnaires soumis à la répartition géographique |              |              |              |              |
|-----------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|---------------------------------------------------------------|--------------|--------------|--------------|--------------|
|                                   | 2013      |           |           |           |           | 2014      |           |           |           |           | 2015      |           |           |           |           | 2016       |            |            |            |            | 2013                                                          |              |              |              |              |
|                                   | Déc. 2016 |           |           |           |           | Déc. 2016 |           |           |           |           | Déc. 2016 |           |           |           |           | Déc. 2016  |            |            |            |            | Déc. 2016                                                     |              |              |              |              |
| Pays en développement (145)       |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |            |            |            |            |            |                                                               |              |              |              |              |
| Femmes                            | 9         | 9         | 7         | 8         | 8         | 6         | 4         | 4         | 4         | 3         | 6         | 5         | 8         | 7         | 8         | 31         | 30         | 32         | 28         | 32         | 485                                                           | 502          | 519          | 521          | 526          |
| Hommes                            | 6         | 6         | 8         | 10        | 9         | 6         | 6         | 6         | 8         | 7         | 19        | 16        | 19        | 24        | 24        | 61         | 60         | 60         | 53         | 57         | 710                                                           | 724          | 746          | 732          | 737          |
| H + F                             | 15        | 15        | 15        | 18        | 17        | 12        | 10        | 10        | 12        | 10        | 25        | 21        | 27        | 31        | 32        | 92         | 90         | 92         | 81         | 89         | 1 195                                                         | 1 226        | 1 265        | 1 253        | 1 263        |
| Pays développés (48)              |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |            |            |            |            |            |                                                               |              |              |              |              |
| Femmes                            | 4         | 3         | 3         | 1         | 1         | 2         | 2         | 3         | 4         | 4         | 19        | 18        | 17        | 17        | 20        | 53         | 60         | 59         | 57         | 57         | 752                                                           | 802          | 841          | 845          | 853          |
| Hommes                            | 7         | 10        | 12        | 12        | 12        | 7         | 9         | 8         | 9         | 9         | 22        | 37        | 34        | 29        | 27        | 78         | 82         | 75         | 76         | 79         | 797                                                           | 873          | 895          | 884          | 889          |
| H + F                             | 11        | 13        | 15        | 13        | 13        | 9         | 11        | 11        | 13        | 13        | 41        | 55        | 51        | 46        | 47        | 131        | 142        | 134        | 133        | 136        | 1 549                                                         | 1 675        | 1 736        | 1 729        | 1 742        |
| Pays à économie en transition (0) |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |            |            |            |            |            |                                                               |              |              |              |              |
| Femmes                            | –         | –         | –         | –         | –         | –         | –         | –         | –         | –         | –         | –         | –         | –         | –         | 2          | –          | –          | –          | –          | 54                                                            | –            | –            | –            | –            |
| Hommes                            | 3         | –         | –         | –         | –         | 2         | –         | –         | –         | –         | 9         | –         | –         | –         | –         | 8          | –          | –          | –          | –          | 109                                                           | –            | –            | –            | –            |
| H + F                             | 3         | –         | –         | –         | –         | 2         | –         | –         | –         | –         | 9         | –         | –         | –         | –         | 10         | –          | –          | –          | –          | 163                                                           | –            | –            | –            | –            |
| <b>Total partiel</b>              |           |           |           |           |           |           |           |           |           |           |           |           |           |           |           |            |            |            |            |            |                                                               |              |              |              |              |
| <b>Femmes</b>                     | <b>13</b> | <b>12</b> | <b>10</b> | <b>9</b>  | <b>9</b>  | <b>8</b>  | <b>6</b>  | <b>7</b>  | <b>8</b>  | <b>7</b>  | <b>25</b> | <b>23</b> | <b>25</b> | <b>24</b> | <b>28</b> | <b>86</b>  | <b>90</b>  | <b>91</b>  | <b>85</b>  | <b>89</b>  | <b>1 291</b>                                                  | <b>1 304</b> | <b>1 360</b> | <b>1 366</b> | <b>1 379</b> |
| <b>Hommes</b>                     | <b>16</b> | <b>16</b> | <b>20</b> | <b>22</b> | <b>21</b> | <b>15</b> | <b>15</b> | <b>14</b> | <b>17</b> | <b>16</b> | <b>50</b> | <b>53</b> | <b>53</b> | <b>53</b> | <b>51</b> | <b>147</b> | <b>142</b> | <b>135</b> | <b>129</b> | <b>136</b> | <b>1 616</b>                                                  | <b>1 597</b> | <b>1 641</b> | <b>1 616</b> | <b>1 626</b> |
| <b>Total</b>                      | <b>29</b> | <b>28</b> | <b>30</b> | <b>31</b> | <b>30</b> | <b>23</b> | <b>21</b> | <b>21</b> | <b>25</b> | <b>23</b> | <b>75</b> | <b>76</b> | <b>78</b> | <b>77</b> | <b>79</b> | <b>233</b> | <b>232</b> | <b>226</b> | <b>214</b> | <b>225</b> | <b>2 907</b>                                                  | <b>2 901</b> | <b>3 001</b> | <b>2 982</b> | <b>3 005</b> |

## D. Nominations

45. Entre le 1<sup>er</sup> juillet et le 31 décembre 2016, 84 fonctionnaires du Secrétariat ont été nommés à des postes soumis à la répartition géographique à l'issue d'un processus de sélection. Comme indiqué dans le tableau 28, sur la même période, 28 ont été sélectionnés à l'issue d'un concours national ou dans le cadre du programme Jeunes administrateurs, et 26 d'entre eux ont été nommés à des postes soumis à la répartition géographique.

46. Le tableau 26 donne des informations sur les nominations par groupe économique, par catégorie de représentation géographique et par sexe. Le tableau 2.A (voir annexe) donne une ventilation détaillée par nationalité, par classe et par sexe des fonctionnaires du Secrétariat soumis à la répartition géographique ainsi que des précisions sur les nominations, les cessations de service et les effectifs au 30 juin 2016 et au 31 décembre 2016.

Tableau 26

**Ventilation par sexe, par catégorie de représentation et par groupe économique des nominations de fonctionnaires du Secrétariat à des postes soumis à la répartition géographique, entre le 1<sup>er</sup> juillet et le 31 décembre 2016**

(Effectif : 84)

| Catégorie de représentation<br>au 30 juin 2016  | Groupe économique au 31 décembre 2016 |                    |                  |                          |                    |                  | Total |
|-------------------------------------------------|---------------------------------------|--------------------|------------------|--------------------------|--------------------|------------------|-------|
|                                                 | Femmes                                |                    |                  | Hommes                   |                    |                  |       |
|                                                 | Pays en<br>développeme<br>nt          | Pays<br>développés | Total<br>partiel | Pays en<br>développement | Pays<br>développés | Total<br>partiel |       |
|                                                 |                                       |                    |                  |                          |                    |                  |       |
| États non représentés                           |                                       | 1                  | 1                |                          |                    |                  | 1     |
| États sous-représentés                          | 7                                     | 10                 | 17               | 4                        | 5                  | 9                | 26    |
| États se situant dans la<br>fourchette optimale | 11                                    | 4                  | 15               | 6                        | 5                  | 11               | 26    |
| États surreprésentés                            | 3                                     | 8                  | 11               | 6                        | 14                 | 20               | 31    |
| Total                                           | 21                                    | 23                 | 44               | 16                       | 24                 | 40               | 84    |

47. Le tableau 27 récapitule la ventilation par sexe et par classe des nominations à des postes soumis à la répartition géographique. Le tableau 2.A (voir annexe) donne des précisions supplémentaires sur la ventilation par nationalité, par classe et par sexe des fonctionnaires du Secrétariat soumis à la répartition géographique ainsi que des données sur les nominations et les cessations de service du 30 juin au 31 décembre 2016.

Tableau 27

**Ventilation des nominations de fonctionnaires du Secrétariat à des postes soumis à la répartition géographique par sexe et par classe, et nombre de nationalités représentées pour chaque classe, entre le 1<sup>er</sup> juillet et le 31 décembre 2016**

(Effectif : 84)

| Classe       | Femmes                |                      |                                     | Hommes                |                      |                                     | Total                 |                                     |
|--------------|-----------------------|----------------------|-------------------------------------|-----------------------|----------------------|-------------------------------------|-----------------------|-------------------------------------|
|              | Nombre de nominations | Pourcentage du total | Nombre de nationalités représentées | Nombre de nominations | Pourcentage du total | Nombre de nationalités représentées | Nombre de nominations | Nombre de nationalités représentées |
| SGA          | 0                     | 0,0                  | 0                                   | 0                     | 0,0                  | 0                                   | 0                     | 0                                   |
| SSG          | 0                     | 0,0                  | 0                                   | 0                     | 0,0                  | 0                                   | 0                     | 0                                   |
| D-2          | 0                     | 0,0                  | 0                                   | 1                     | 100,0                | 1                                   | 1                     | 1                                   |
| D-1          | 2                     | 50,0                 | 2                                   | 2                     | 50,0                 | 2                                   | 4                     | 4                                   |
| P-5          | 2                     | 28,6                 | 2                                   | 5                     | 71,4                 | 4                                   | 7                     | 6                                   |
| P-4          | 7                     | 50,0                 | 6                                   | 7                     | 50,0                 | 6                                   | 14                    | 12                                  |
| P-3          | 17                    | 58,6                 | 12                                  | 12                    | 41,4                 | 8                                   | 29                    | 20                                  |
| P-2          | 15                    | 51,7                 | 12                                  | 14                    | 48,3                 | 11                                  | 29                    | 23                                  |
| <b>Total</b> | <b>43</b>             | <b>51,2</b>          | <b>27</b>                           | <b>41</b>             | <b>48,8</b>          | <b>26</b>                           | <b>84</b>             | <b>53</b>                           |

48. En 2016, des ressortissants de 65 États Membres ont participé au programme Jeunes administrateurs (Afghanistan, Andorre, Angola, Antigua-et-Barbuda, Arabie saoudite, Bahreïn, Barbade, Bélarus, Belize, Brésil, Brunéi Darussalam, Cabo Verde, Cambodge, Chine, Comores, Dominique, Émirats arabes unis, États-Unis d'Amérique, Gambie, Guinée équatoriale, Grèce, Îles Marshall, Indonésie, Iran (République islamique d'), Iraq, Japon, Kiribati, Koweït, Lesotho, Lettonie, Libéria, Libye, Liechtenstein, Luxembourg, Malaisie, Micronésie (États fédérés de), Monaco, Mozambique, Nauru, Norvège, Oman, Palaos, Papouasie-Nouvelle-Guinée, Pologne, Qatar, République centrafricaine, République démocratique de Corée, République démocratique populaire lao, Sainte-Lucie, Saint-Marin, Saint-Vincent-et-les Grenadines, Sao Tomé-et-Principe, Slovaquie, Somalie, Soudan du Sud, Suriname, Tchad, Thaïlande, Timor-Leste, Togo, Turkménistan, Turquie, Tuvalu, Vanuatu, Viet Nam). Ces États sont non représentés ou sous-représentés, ou risquent de le devenir. Des examens ont été organisés pour deux groupes professionnels<sup>13</sup>. À l'issue des examens organisés en 2015, 104 personnes ont été inscrites sur le fichier de candidats présélectionnés.

49. Le tableau 28 montre que 13 hommes et 15 femmes sélectionnés à l'issue d'un concours national de recrutement ou à partir du fichier du programme Jeunes administrateurs ont été recrutés par différentes entités entre le 1<sup>er</sup> juillet et le 31 décembre 2016.

<sup>13</sup> Affaires économiques (et développement durable) et informatique et télécommunications.

Tableau 28

**Ventilation par entité et par sexe des candidats recrutés à la classe P-2 à l'issue d'un concours national de recrutement ou dans le cadre du programme Jeunes administrateurs entre le 1<sup>er</sup> juillet et le 31 décembre 2016**

(Effectif : 28)

| Entité       | Concours national de recrutement |          |          | Programme Jeunes administrateurs |           |           | Total     |           |           |
|--------------|----------------------------------|----------|----------|----------------------------------|-----------|-----------|-----------|-----------|-----------|
|              | Femmes                           | Hommes   | Total    | Femmes                           | Hommes    | Total     | Femmes    | Hommes    | Total     |
| DESA         | 0                                | 0        | 0        | 2                                | 0         | 2         | 2         | 0         | 2         |
| DGACM        | 0                                | 0        | 0        | 0                                | 1         | 1         | 0         | 1         | 1         |
| DM           | 0                                | 0        | 0        | 2                                | 0         | 2         | 2         | 0         | 2         |
| DPI          | 0                                | 1        | 1        | 2                                | 0         | 2         | 2         | 1         | 3         |
| DSS          | 0                                | 0        | 0        | 0                                | 1         | 1         | 0         | 1         | 1         |
| CEA          | 0                                | 0        | 0        | 0                                | 4         | 4         | 0         | 4         | 4         |
| CEPALC       | 0                                | 0        | 0        | 1                                | 1         | 2         | 1         | 1         | 2         |
| CESAP        | 0                                | 0        | 0        | 1                                | 2         | 3         | 1         | 2         | 3         |
| CESAO        | 0                                | 0        | 0        | 1                                | 1         | 2         | 1         | 1         | 2         |
| OCHA         | 0                                | 0        | 0        | 1                                | 0         | 1         | 1         | 0         | 1         |
| HCDH         | 0                                | 0        | 0        | 1                                | 0         | 1         | 1         | 0         | 1         |
| OLA          | 0                                | 0        | 0        | 0                                | 1         | 1         | 0         | 1         | 1         |
| ONU-Habitat  | 0                                | 0        | 0        | 2                                | 0         | 2         | 2         | 0         | 2         |
| ONUDC        | 0                                | 0        | 0        | 0                                | 1         | 1         | 0         | 1         | 1         |
| ONUN         | 0                                | 0        | 0        | 1                                | 0         | 1         | 1         | 0         | 1         |
| ONUV         | 0                                | 0        | 0        | 1                                | 0         | 1         | 1         | 0         | 1         |
| <b>Total</b> | <b>0</b>                         | <b>1</b> | <b>1</b> | <b>15</b>                        | <b>12</b> | <b>27</b> | <b>15</b> | <b>13</b> | <b>28</b> |

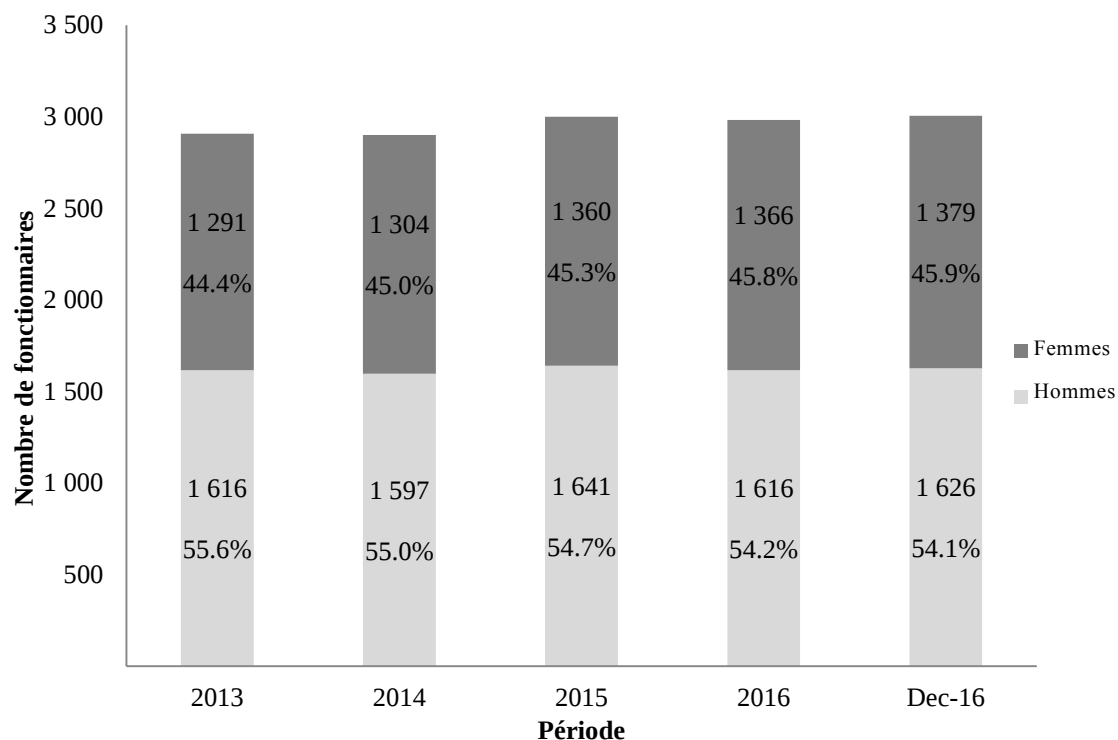
*Note* : Sur les 28 fonctionnaires du Secrétariat ainsi recrutés, 26 (tous de classe P-2) ont été nommés à des postes soumis à la répartition géographique.

## E. Ventilation par sexe

50. La figure XII montre l'évolution, de 2013 au 31 décembre 2016, de la répartition par sexe des fonctionnaires du Secrétariat soumis à la répartition géographique.

Figure XII  
**Évolution de la ventilation par sexe des fonctionnaires du Secrétariat soumis  
à la répartition géographique, au 30 juin, de 2013 à 2016 et au 31 décembre 2016**

(Effectif au 31 décembre 2016 : 3 005)



51. Le tableau 29 donne le nombre et le pourcentage d'hommes et de femmes parmi les fonctionnaires du Secrétariat soumis à la répartition géographique au 30 juin 2013 et au 31 décembre 2016.

Tableau 29

**Ventilation par sexe et par classe des fonctionnaires du Secrétariat soumis à la répartition géographique, au 30 juin 2013 et au 31 décembre 2016**

(Effectif au 31 décembre 2016 : 3 005)

| Classe | Au 30 juin 2013 |             |        |             |       | Au 31 décembre 2016 |             |        |             |       |
|--------|-----------------|-------------|--------|-------------|-------|---------------------|-------------|--------|-------------|-------|
|        | Femmes          |             | Hommes |             | Total | Femmes              |             | Hommes |             | Total |
|        | Nombre          | Pourcentage | Nombre | Pourcentage |       | Nombre              | Pourcentage | Nombre | Pourcentage |       |
| SGA    | 13              | 44,8        | 16     | 55,2        | 29    | 9                   | 30,0        | 21     | 70,0        | 30    |
| SSG    | 8               | 34,8        | 15     | 65,2        | 23    | 7                   | 30,4        | 16     | 69,6        | 23    |
| D-2    | 25              | 33,3        | 50     | 66,7        | 75    | 28                  | 35,4        | 51     | 64,6        | 79    |
| D-1    | 86              | 36,9        | 147    | 63,1        | 233   | 89                  | 39,6        | 136    | 60,4        | 225   |
| P-5    | 190             | 36,1        | 336    | 63,9        | 526   | 202                 | 38,0        | 329    | 62,0        | 531   |
| P-4    | 378             | 46,4        | 436    | 53,6        | 814   | 375                 | 44,7        | 463    | 55,3        | 838   |

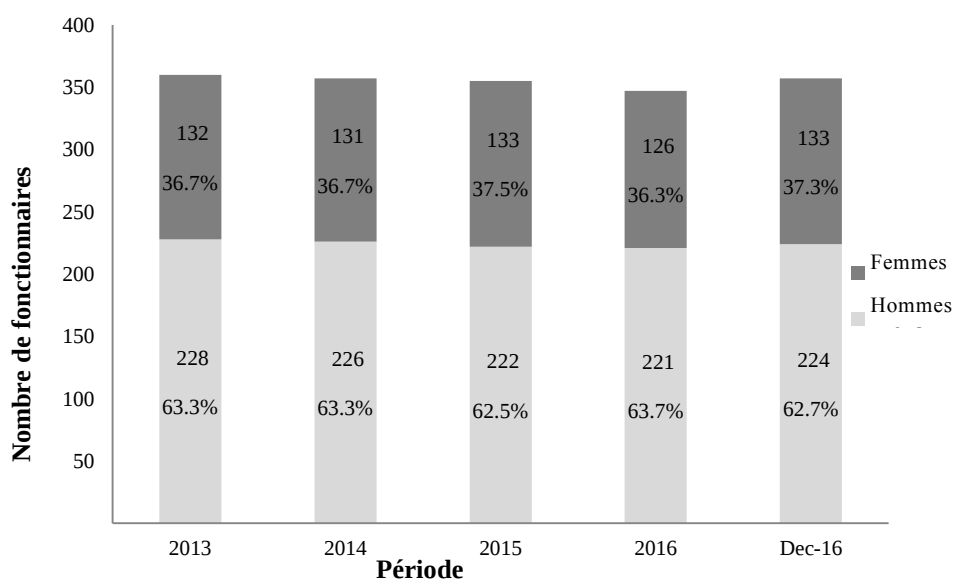
| Classe       | Au 30 juin 2013 |             |              |             |              | Au 31 décembre 2016 |             |              |             |              |
|--------------|-----------------|-------------|--------------|-------------|--------------|---------------------|-------------|--------------|-------------|--------------|
|              | Femmes          |             | Hommes       |             | Total        | Femmes              |             | Hommes       |             | Total        |
|              | Nombre          | Pourcentage | Nombre       | Pourcentage |              | Nombre              | Pourcentage | Nombre       | Pourcentage |              |
| P-3          | 371             | 48,2        | 398          | 51,8        | 769          | 428                 | 51,6        | 402          | 48,4        | 830          |
| P-2          | 219             | 50,1        | 218          | 49,9        | 437          | 241                 | 53,7        | 208          | 46,3        | 449          |
| P-1          | 1               | 100,0       | 0            | 0           | 1            |                     |             |              |             |              |
| <b>Total</b> | <b>1 291</b>    | <b>44,4</b> | <b>1 616</b> | <b>55,6</b> | <b>2 907</b> | <b>1 379</b>        | <b>45,9</b> | <b>1 626</b> | <b>54,1</b> | <b>3 005</b> |

52. La figure XIII montre la ventilation par sexe des fonctionnaires du Secrétariat soumis à la répartition géographique et occupant des postes de la classe D-1 ou des classes supérieures. Au 31 décembre 2016, 37,3 % d'entre eux étaient des femmes.

Figure XIII

**Ventilation par sexe des fonctionnaires du Secrétariat soumis à la répartition géographique et occupant des postes de la classe D-1 ou des classes supérieures, au 30 juin, de 2013 à 2016 et au 31 décembre 2016**

(Effectif : 357)



## F. Âge : départs à la retraite prévus pour les postes soumis au système des fourchettes optimales

53. Entre le 1<sup>er</sup> juillet et le 31 décembre 2016, 88 fonctionnaires occupant des postes soumis à la répartition géographique (5 directeurs et 83 administrateurs) sont partis à la retraite.

54. Le tableau 30 donne les prévisions sur cinq ans de départs à la retraite de directeurs, d'administrateurs généraux et d'administrateurs soumis à la répartition géographique. On prévoit que, de 2018 à 2021, il y aura en moyenne 16 départs à la retraite par an de ces fonctionnaires.

Tableau 30

**Ventilation par catégorie, au 31 décembre 2016, des départs à la retraite de fonctionnaires soumis à la répartition géographique prévus pour la période du 1<sup>er</sup> janvier 2017 au 31 décembre 2021**

(Effectif : 2 952<sup>a</sup>)

| <i>Catégorie</i> | <i>Nombre de départs à la retraite en 2017<sup>b</sup></i> | <i>Nombre moyen de départs à la retraite par an (tous à 65 ans) 2018-2021</i> | <i>Effectif de la catégorie</i> | <i>Pourcentage des départs à la retraite par rapport à l'effectif de la catégorie</i> |
|------------------|------------------------------------------------------------|-------------------------------------------------------------------------------|---------------------------------|---------------------------------------------------------------------------------------|
| D                | 25                                                         | 6                                                                             | 304                             | 1,8                                                                                   |
| P                | 47                                                         | 10                                                                            | 2 648                           | 0,4                                                                                   |
| <b>Total</b>     | <b>72</b>                                                  | <b>16</b>                                                                     | <b>2 952</b>                    | <b>0,5</b>                                                                            |

<sup>a</sup> SGA et SSG exclus.

<sup>b</sup> Le relèvement de l'âge réglementaire du départ à la retraite ne s'applique pas aux fonctionnaires qui partent à la retraite en 2017 (à 60 ou 62 ans).

55. Le tableau 31 donne la répartition des États Membres selon le pourcentage de fonctionnaires soumis à la répartition géographique devant normalement partir à la retraite entre le 1<sup>er</sup> janvier 2017 et le 31 décembre 2021. On y voit aussi comment la représentation des États Membres pourrait évoluer sur la même période du fait de ces départs, dans l'hypothèse où aucun autre ressortissant de ces États Membres ne serait recruté entre-temps.

Tableau 31

**Répartition des États Membres selon le pourcentage du personnel soumis à la répartition géographique devant partir à la retraite entre le 1<sup>er</sup> janvier 2017 et le 31 décembre 2021**

(Nombre d'États Membres : 193)

*Aucun départ à la retraite prévu (138 États Membres)*

|                    |                                 |                                       |
|--------------------|---------------------------------|---------------------------------------|
| Afghanistan        | Bhoutan                         | Dominique                             |
| Afrique du Sud     | Bolivie (État plurinational de) | El Salvador                           |
| Albanie            | Bosnie-Herzégovine              | Émirats arabes unis                   |
| Algérie            | Botswana                        | Équateur                              |
| Andorre            | Brunéi Darussalam               | Érythrée                              |
| Angola             | Burundi                         | Estonie                               |
| Antigua-et-Barbuda | Cabo Verde                      | Éthiopie                              |
| Arabie saoudite    | Cambodge                        | Ex-République yougoslave de Macédoine |
| Arménie            | Chine                           | Fidji                                 |
| Autriche           | Chypre                          | Finlande                              |
| Azerbaïdjan        | Colombie                        | Gabon                                 |
| Bahamas            | Comores                         | Géorgie                               |
| Bangladesh         | Congo                           | Grèce                                 |
| Barbade            | Costa Rica                      | Grenade                               |
| Bélarus            | Côte d'Ivoire                   | Guinée                                |
| Belgique           | Cuba                            | Guinée-Bissau                         |
| Belize             | Danemark                        | Guinée équatoriale                    |
| Bénin              | Djibouti                        |                                       |

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|                                |                               |                                 |
|--------------------------------|-------------------------------|---------------------------------|
| Guyana                         | Malte                         | Sainte-Lucie                    |
| Honduras                       | Maurice                       | Saint-Kitts-et-Nevis            |
| Îles Marshall                  | Mauritanie                    | Saint-Marin                     |
| Îles Salomon                   | Micronésie (États fédérés de) | Saint-Vincent-et-les Grenadines |
| Indonésie                      | Monaco                        | Sao Tomé-et-Principe            |
| Iran (République islamique d') | Monténégro                    | Sénégal                         |
| Iraq                           | Mozambique                    | Seychelles                      |
| Irlande                        | Myanmar                       | Sierra Leone                    |
| Islande                        | Namibie                       | Singapour                       |
| Jamaïque                       | Nauru                         | Slovaquie                       |
| Japon                          | Nicaragua                     | Slovénie                        |
| Jordanie                       | Norvège                       | Somalie                         |
| Kazakhstan                     | Oman                          | Soudan                          |
| Kenya                          | Ouzbékistan                   | Soudan du Sud                   |
| Kiribati                       | Palaos                        | Suriname                        |
| Koweït                         | Panama                        | Swaziland                       |
| Lesotho                        | Papouasie-Nouvelle-Guinée     | Tadjikistan                     |
| Lettonie                       | Paraguay                      | Tchad                           |
| Liban                          | Pérou                         | Tchéquie                        |
| Libéria                        | Portugal                      | Thaïlande                       |
| Libye                          | Qatar                         | Timor-Leste                     |
| Liechtenstein                  | République arabe syrienne     | Tonga                           |
| Lituanie                       | République centrafricaine     | Turkménistan                    |
| Luxembourg                     | République populaire          | Turquie                         |
| Madagascar                     | démocratique de Corée         | Tuvalu                          |
| Malaisie                       | République de Moldova         | Vanuatu                         |
| Malawi                         | République dominicaine        | Viet Nam                        |
| Maldives                       | Roumanie                      | Yémen                           |
| Mali                           | Rwanda                        |                                 |

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*Moins de 20 % de départs à la retraite prévus parmi les fonctionnaires soumis à la répartition géographique (45 États Membres)*

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|                            |                                 |                               |
|----------------------------|---------------------------------|-------------------------------|
| Allemagne (3)              | Israël (1)                      | Royaume-Uni de Grande-        |
| Argentine (2)              | Italie (7)                      | Bretagne et d'Irlande du Nord |
| Australie (2)              | Maroc (1)                       | (7)                           |
| Brésil (2)                 | Mexique (3)                     | Serbie (1)                    |
| Bulgarie (1)               | Mongolie (1)                    | Suède (1)                     |
| Cameroun (3)               | Népal (1)                       | Suisse (1)                    |
| Canada (9)                 | Nouvelle-Zélande (2)            | Trinité-et-Tobago (2)         |
| Chili (2)                  | Nigéria (2)                     | Tunisie (1)                   |
| Croatie (1)                | Ouganda (1)                     | Ukraine (1)                   |
| Égypte (1)                 | Pakistan (1)                    |                               |
| Espagne (2)                | Pays-Bas (surrep./fourch.) (3)  | Uruguay (surrep./fourch.) (2) |
| États-Unis d'Amérique (15) | Philippines (1)                 | Venezuela (République         |
| Fédération de Russie (8)   | Pologne (1)                     | bolivarienne du) (1)          |
| Finlande (1)               | République de Corée (1)         | Zambie (1)                    |
| France (3)                 | République démocratique du      | Zimbabwe (1)                  |
| Ghana (1)                  | Congo (1)                       |                               |
| Guatemala (1)              | République-Unie de Tanzanie (1) |                               |
| Hongrie (2)                |                                 |                               |
| Inde (3)                   |                                 |                               |

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*De 20 % à 40 % de départs à la retraite prévus parmi les fonctionnaires soumis à la répartition géographique (8 États Membres)*

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|                  |                  |               |
|------------------|------------------|---------------|
| Burkina Faso (1) | Kirghizistan (1) | Sri Lanka (2) |
| Gambie (1)       | Niger (1)        | Togo (1)      |
| Haïti (1)        | Samoa (1)        |               |

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*Plus de 40 % de départs à la retraite prévus parmi les fonctionnaires soumis à la répartition géographique (2 États Membres)*

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|             |                                                                      |
|-------------|----------------------------------------------------------------------|
| Bahreïn (1) | République démocratique<br>populaire lao (sous-rep./non<br>rep.) (1) |
|-------------|----------------------------------------------------------------------|

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*Note :*

- a) Les chiffres entre parenthèses correspondent au nombre de ressortissants des États Membres occupant des postes soumis à la répartition géographique dont le départ à la retraite est prévu entre le 1<sup>er</sup> janvier 2017 et le 31 décembre 2021. Ils reposent sur l'hypothèse que tous les fonctionnaires prennent leur retraite à 65 ans et ne tiennent pas compte de ceux dont le départ à la retraite est prévu en 2017.
- b) Sont aussi indiquées entre parenthèses la catégorie de représentation des États Membres au 31 décembre 2016 et celle qu'ils pourraient avoir au 31 décembre 2021 du fait de ces départs à la retraite, dans l'hypothèse où aucun autre ressortissant de ces États Membres ne serait recruté entre-temps.
- c) Les catégories de représentation reposent sur les fourchettes optimales des États Membres au 31 décembre 2016.
- d) Sont exclus de ces chiffres les secrétaires généraux adjoints et les sous-secrétaires généraux.
- e) Non rep. = non représenté; sous-rep. = sous-représenté; fourch. = se situant dans la fourchette optimale; surrep. = surreprésenté.

## **V. Dispositions que l'Assemblée générale est invitée à prendre**

56. **Le Secrétaire général invite l'Assemblée générale à :**  
**Prendre note du présent rapport.**

## Annexe

## Comprehensive statistical tables

Table 1.A

All staff by nationality, gender, category and appointment type as at 31 December 2016

(Population: 39,651)

| Country of nationality | Gender | P+ |     |    | FS |    |    | GS+ |       |    | Total |       |    | Total | Percentage of all staff |
|------------------------|--------|----|-----|----|----|----|----|-----|-------|----|-------|-------|----|-------|-------------------------|
|                        |        | PC | FT  | TA | PC | FT | TA | PC  | FT    | TA | PC    | FT    | TA |       |                         |
| Afghanistan            | Female | –  | 1   | –  | –  | –  | –  | 1   | 73    | –  | 1     | 74    | –  | 75    | 0.19                    |
|                        | Male   | 6  | 12  | 1  | 12 | 22 | 1  | 8   | 1 077 | –  | 26    | 1 111 | 2  | 1 139 | 2.87                    |
|                        | All    | 6  | 13  | 1  | 12 | 22 | 1  | 9   | 1 150 | –  | 27    | 1 185 | 2  | 1 214 | 3.06                    |
| Albania                | Female | 8  | 6   | 1  | 1  | 1  | –  | 1   | 2     | 1  | 10    | 9     | 2  | 21    | 0.05                    |
|                        | Male   | 3  | 2   | 1  | 2  | –  | –  | 1   | 3     | –  | 6     | 5     | 1  | 12    | 0.03                    |
|                        | All    | 11 | 8   | 2  | 3  | 1  | –  | 2   | 5     | 1  | 16    | 14    | 3  | 33    | 0.08                    |
| Algeria                | Female | 5  | 6   | 3  | –  | –  | –  | 6   | 7     | –  | 11    | 13    | 3  | 27    | 0.07                    |
|                        | Male   | 7  | 9   | 3  | –  | 1  | –  | 8   | 8     | 1  | 15    | 18    | 4  | 37    | 0.09                    |
|                        | All    | 12 | 15  | 6  | –  | 1  | –  | 14  | 15    | 1  | 26    | 31    | 7  | 64    | 0.16                    |
| Andorra                | Female | –  | –   | –  | –  | –  | –  | –   | –     | –  | –     | –     | –  | –     | –                       |
|                        | Male   | 2  | –   | –  | –  | –  | –  | –   | –     | –  | 2     | –     | –  | 2     | 0.01                    |
|                        | All    | 2  | –   | –  | –  | –  | –  | –   | –     | –  | 2     | –     | –  | 2     | 0.01                    |
| Angola                 | Female | –  | –   | –  | 1  | –  | –  | –   | –     | –  | 1     | –     | –  | 1     | 0.00                    |
|                        | Male   | 1  | –   | –  | 5  | 5  | –  | –   | 2     | –  | 6     | 7     | –  | 13    | 0.03                    |
|                        | All    | 1  | –   | –  | 6  | 5  | –  | –   | 2     | –  | 7     | 7     | –  | 14    | 0.04                    |
| Antigua and Barbuda    | Female | 2  | –   | 1  | 2  | –  | –  | 1   | 1     | –  | 5     | 1     | 1  | 7     | 0.02                    |
|                        | Male   | –  | –   | –  | –  | –  | –  | –   | –     | –  | –     | –     | –  | –     | –                       |
|                        | All    | 2  | –   | 1  | 2  | –  | –  | 1   | 1     | –  | 5     | 1     | 1  | 7     | 0.02                    |
| Argentina              | Female | 31 | 13  | 20 | –  | –  | –  | 17  | 10    | 2  | 48    | 23    | 22 | 93    | 0.23                    |
|                        | Male   | 23 | 30  | 7  | 5  | 5  | –  | 9   | 9     | –  | 37    | 44    | 7  | 88    | 0.22                    |
|                        | All    | 54 | 43  | 27 | 5  | 5  | –  | 26  | 19    | 2  | 85    | 67    | 29 | 181   | 0.46                    |
| Armenia                | Female | 2  | 5   | 1  | 2  | –  | –  | 2   | 1     | –  | 6     | 6     | 1  | 13    | 0.03                    |
|                        | Male   | 6  | 5   | 1  | 1  | –  | –  | –   | 2     | –  | 7     | 7     | 1  | 15    | 0.04                    |
|                        | All    | 8  | 10  | 2  | 3  | –  | –  | 2   | 3     | –  | 13    | 13    | 2  | 28    | 0.07                    |
| Australia              | Female | 30 | 44  | 22 | 4  | 3  | 1  | 5   | 8     | 5  | 39    | 55    | 28 | 122   | 0.31                    |
|                        | Male   | 38 | 77  | 9  | 10 | 10 | 2  | 1   | 7     | 1  | 49    | 94    | 12 | 155   | 0.39                    |
|                        | All    | 68 | 121 | 31 | 14 | 13 | 3  | 6   | 15    | 6  | 88    | 149   | 40 | 277   | 0.70                    |
| Austria                | Female | 20 | 20  | 19 | 2  | –  | –  | 67  | 42    | 6  | 89    | 62    | 25 | 176   | 0.44                    |
|                        | Male   | 27 | 25  | 8  | 12 | 8  | 1  | 47  | 48    | 5  | 86    | 81    | 14 | 181   | 0.46                    |
|                        | All    | 47 | 45  | 27 | 14 | 8  | 1  | 114 | 90    | 11 | 175   | 143   | 39 | 357   | 0.90                    |
| Azerbaijan             | Female | 3  | –   | –  | –  | –  | –  | 1   | 2     | –  | 4     | 2     | –  | 6     | 0.02                    |
|                        | Male   | 3  | 5   | 3  | –  | 1  | –  | 1   | 2     | –  | 4     | 8     | 3  | 15    | 0.04                    |
|                        | All    | 6  | 5   | 3  | –  | 1  | –  | 2   | 4     | –  | 8     | 10    | 3  | 21    | 0.05                    |
| Bahamas                | Female | 7  | 1   | –  | –  | –  | –  | 1   | 1     | –  | 8     | 2     | –  | 10    | 0.03                    |
|                        | Male   | 2  | –   | –  | –  | 1  | –  | –   | –     | –  | 2     | 1     | –  | 3     | 0.01                    |
|                        | All    | 9  | 1   | –  | –  | 1  | –  | 1   | 1     | –  | 10    | 3     | –  | 13    | 0.03                    |
| Bahrain                | Female | 1  | 1   | –  | –  | –  | –  | 4   | 1     | –  | 5     | 2     | –  | 7     | 0.02                    |
|                        | Male   | 1  | 2   | –  | –  | –  | –  | –   | 2     | –  | 1     | 4     | –  | 5     | 0.01                    |
|                        | All    | 2  | 3   | –  | –  | –  | –  | 4   | 3     | –  | 6     | 6     | –  | 12    | 0.03                    |
| Bangladesh             | Female | 2  | 7   | 2  | –  | 1  | –  | 3   | 1     | –  | 5     | 9     | 2  | 16    | 0.04                    |
|                        | Male   | 21 | 48  | 4  | 3  | 5  | –  | 3   | 6     | –  | 27    | 59    | 4  | 90    | 0.23                    |
|                        | All    | 23 | 55  | 6  | 3  | 6  | –  | 6   | 7     | –  | 32    | 68    | 6  | 106   | 0.27                    |
| Barbados               | Female | 7  | 2   | –  | 1  | 1  | –  | 2   | 1     | 1  | 10    | 4     | 1  | 15    | 0.04                    |
|                        | Male   | 1  | 1   | 1  | 3  | 2  | –  | 4   | 1     | 1  | 8     | 4     | 2  | 14    | 0.04                    |
|                        | All    | 8  | 3   | 1  | 4  | 3  | –  | 6   | 2     | 2  | 18    | 8     | 3  | 29    | 0.07                    |

| Country of nationality           | Gender | P+  |     |    | FS |    |    | GS+ |     |    | Total |     |    | Total | Percentage of all staff |
|----------------------------------|--------|-----|-----|----|----|----|----|-----|-----|----|-------|-----|----|-------|-------------------------|
|                                  |        | PC  | FT  | TA | PC | FT | TA | PC  | FT  | TA | PC    | FT  | TA |       |                         |
| Belarus                          | Female | 3   | 4   | 1  | –  | –  | –  | 1   | 4   | –  | 4     | 8   | 1  | 13    | 0.03                    |
|                                  | Male   | 3   | 4   | 4  | –  | –  | –  | 2   | 3   | –  | 5     | 7   | 4  | 16    | 0.04                    |
|                                  | All    | 6   | 8   | 5  | –  | –  | –  | 3   | 7   | –  | 9     | 15  | 5  | 29    | 0.07                    |
| Belgium                          | Female | 23  | 27  | 17 | 2  | –  | –  | 9   | 12  | 1  | 34    | 39  | 18 | 91    | 0.23                    |
|                                  | Male   | 37  | 54  | 27 | 6  | 3  | 1  | 2   | 6   | –  | 45    | 63  | 28 | 136   | 0.34                    |
|                                  | All    | 60  | 81  | 44 | 8  | 3  | 1  | 11  | 18  | 1  | 79    | 102 | 46 | 227   | 0.57                    |
| Belize                           | Female | 1   | –   | –  | –  | –  | –  | 2   | 1   | –  | 3     | 1   | –  | 4     | 0.01                    |
|                                  | Male   | –   | –   | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|                                  | All    | 1   | –   | –  | –  | –  | –  | 2   | 1   | –  | 3     | 1   | –  | 4     | 0.01                    |
| Benin                            | Female | –   | 10  | 4  | 2  | 4  | 1  | 1   | 3   | 2  | 3     | 17  | 7  | 27    | 0.07                    |
|                                  | Male   | 13  | 32  | 12 | 4  | 10 | –  | –   | 2   | –  | 17    | 44  | 12 | 73    | 0.18                    |
|                                  | All    | 13  | 42  | 16 | 6  | 14 | 1  | 1   | 5   | 2  | 20    | 61  | 19 | 100   | 0.25                    |
| Bhutan                           | Female | –   | 2   | –  | 5  | 5  | –  | –   | 1   | –  | 5     | 8   | –  | 13    | 0.03                    |
|                                  | Male   | 6   | 7   | 1  | 4  | 4  | –  | –   | –   | –  | 10    | 11  | 1  | 22    | 0.06                    |
|                                  | All    | 6   | 9   | 1  | 9  | 9  | –  | –   | 1   | –  | 15    | 19  | 1  | 35    | 0.09                    |
| Bolivia (Plurinational State of) | Female | 4   | 4   | –  | –  | –  | –  | 6   | 7   | –  | 10    | 11  | –  | 21    | 0.05                    |
|                                  | Male   | 6   | 10  | 5  | –  | 1  | –  | 4   | 5   | –  | 10    | 16  | 5  | 31    | 0.08                    |
|                                  | All    | 10  | 14  | 5  | –  | 1  | –  | 10  | 12  | –  | 20    | 27  | 5  | 52    | 0.13                    |
| Bosnia and Herzegovina           | Female | 4   | 9   | 5  | 18 | 9  | –  | 4   | 14  | 1  | 26    | 32  | 6  | 64    | 0.16                    |
|                                  | Male   | 9   | 12  | –  | 18 | 17 | –  | 9   | 18  | –  | 36    | 47  | –  | 83    | 0.21                    |
|                                  | All    | 13  | 21  | 5  | 36 | 26 | –  | 13  | 32  | 1  | 62    | 79  | 6  | 147   | 0.37                    |
| Botswana                         | Female | 6   | 5   | –  | –  | 1  | –  | 1   | 1   | –  | 7     | 7   | –  | 14    | 0.04                    |
|                                  | Male   | 2   | 3   | –  | –  | 1  | –  | –   | 1   | –  | 2     | 5   | –  | 7     | 0.02                    |
|                                  | All    | 8   | 8   | –  | –  | 2  | –  | 1   | 2   | –  | 9     | 12  | –  | 21    | 0.05                    |
| Brazil                           | Female | 20  | 19  | 8  | 1  | –  | –  | 10  | 24  | 2  | 31    | 43  | 10 | 84    | 0.21                    |
|                                  | Male   | 20  | 39  | 6  | 2  | 3  | –  | 6   | 12  | 1  | 28    | 54  | 7  | 89    | 0.22                    |
|                                  | All    | 40  | 58  | 14 | 3  | 3  | –  | 16  | 36  | 3  | 59    | 97  | 17 | 173   | 0.44                    |
| Brunei Darussalam                | Female | 1   | –   | –  | –  | –  | –  | –   | –   | –  | 1     | –   | –  | 1     | 0.00                    |
|                                  | Male   | 1   | –   | –  | –  | –  | –  | –   | –   | –  | 1     | –   | –  | 1     | 0.00                    |
|                                  | All    | 2   | –   | –  | –  | –  | –  | –   | –   | –  | 2     | –   | –  | 2     | 0.01                    |
| Bulgaria                         | Female | 11  | 4   | –  | 1  | 1  | 1  | 1   | 5   | –  | 13    | 10  | 1  | 24    | 0.06                    |
|                                  | Male   | 14  | 13  | 2  | 3  | 4  | –  | 1   | 2   | –  | 18    | 19  | 2  | 39    | 0.10                    |
|                                  | All    | 25  | 17  | 2  | 4  | 5  | 1  | 2   | 7   | –  | 31    | 29  | 3  | 63    | 0.16                    |
| Burkina Faso                     | Female | 4   | 2   | 2  | 1  | 4  | 1  | 1   | 3   | –  | 6     | 9   | 3  | 18    | 0.05                    |
|                                  | Male   | 7   | 30  | 4  | 5  | 7  | –  | 3   | 7   | –  | 15    | 44  | 4  | 63    | 0.16                    |
|                                  | All    | 11  | 32  | 6  | 6  | 11 | 1  | 4   | 10  | –  | 21    | 53  | 7  | 81    | 0.20                    |
| Burundi                          | Female | 5   | 10  | 1  | 8  | 13 | 1  | 5   | 6   | –  | 18    | 29  | 2  | 49    | 0.12                    |
|                                  | Male   | 7   | 20  | 6  | 3  | 23 | –  | 3   | 11  | 7  | 13    | 54  | 13 | 80    | 0.20                    |
|                                  | All    | 12  | 30  | 7  | 11 | 36 | 1  | 8   | 17  | 7  | 31    | 83  | 15 | 129   | 0.33                    |
| Cabo Verde                       | Female | 1   | –   | –  | –  | –  | –  | –   | –   | –  | 1     | –   | –  | 1     | 0.00                    |
|                                  | Male   | 4   | –   | 1  | –  | –  | –  | –   | –   | –  | 4     | –   | 1  | 5     | 0.01                    |
|                                  | All    | 5   | –   | 1  | –  | –  | –  | –   | –   | –  | 5     | –   | 1  | 6     | 0.02                    |
| Cambodia                         | Female | –   | –   | 1  | 2  | 1  | –  | 1   | 22  | 2  | 3     | 23  | 3  | 29    | 0.07                    |
|                                  | Male   | 2   | 1   | 1  | –  | 3  | –  | 7   | 57  | 1  | 9     | 61  | 2  | 72    | 0.18                    |
|                                  | All    | 2   | 1   | 2  | 2  | 4  | –  | 8   | 79  | 3  | 12    | 84  | 5  | 101   | 0.25                    |
| Cameroon                         | Female | 12  | 17  | 12 | 8  | 12 | 1  | 7   | 11  | 1  | 27    | 40  | 14 | 81    | 0.20                    |
|                                  | Male   | 33  | 71  | 13 | 8  | 12 | 1  | 9   | 15  | 2  | 50    | 98  | 16 | 164   | 0.41                    |
|                                  | All    | 45  | 88  | 25 | 16 | 24 | 2  | 16  | 26  | 3  | 77    | 138 | 30 | 245   | 0.62                    |
| Canada                           | Female | 67  | 124 | 49 | 5  | 9  | –  | 38  | 34  | 4  | 110   | 167 | 53 | 330   | 0.83                    |
|                                  | Male   | 89  | 139 | 39 | 16 | 26 | 2  | 16  | 21  | 1  | 121   | 186 | 42 | 349   | 0.88                    |
|                                  | All    | 156 | 263 | 88 | 21 | 35 | 2  | 54  | 55  | 5  | 231   | 353 | 95 | 679   | 1.71                    |
| Central African Republic         | Female | 1   | –   | –  | 5  | 2  | 1  | –   | 73  | –  | 6     | 75  | 1  | 82    | 0.21                    |
|                                  | Male   | 2   | 2   | –  | 2  | 12 | –  | 1   | 385 | 1  | 5     | 399 | 1  | 405   | 1.02                    |
|                                  | All    | 3   | 2   | –  | 7  | 14 | 1  | 1   | 458 | 1  | 11    | 474 | 2  | 487   | 1.23                    |

| Country of nationality                | Gender | P+  |    |    | FS |    |    | GS+ |       |    | Total |       |    | Total | Percentage of all staff |
|---------------------------------------|--------|-----|----|----|----|----|----|-----|-------|----|-------|-------|----|-------|-------------------------|
|                                       |        | PC  | FT | TA | PC | FT | TA | PC  | FT    | TA | PC    | FT    | TA |       |                         |
| Chad                                  | Female | 1   | 1  | 1  | –  | 2  | –  | 1   | 1     | –  | 2     | 4     | 1  | 7     | 0.02                    |
|                                       | Male   | 1   | 10 | 2  | 1  | 1  | –  | 1   | 28    | –  | 3     | 39    | 2  | 44    | 0.11                    |
|                                       | All    | 2   | 11 | 3  | 1  | 3  | –  | 2   | 29    | –  | 5     | 43    | 3  | 51    | 0.13                    |
| Chile                                 | Female | 2   | 12 | 16 | –  | –  | 1  | 74  | 53    | 22 | 76    | 65    | 39 | 180   | 0.45                    |
|                                       | Male   | 16  | 12 | 8  | 1  | 3  | –  | 38  | 75    | 10 | 55    | 90    | 18 | 163   | 0.41                    |
|                                       | All    | 18  | 24 | 24 | 1  | 3  | 1  | 112 | 128   | 32 | 131   | 155   | 57 | 343   | 0.87                    |
| China                                 | Female | 97  | 40 | 35 | –  | 1  | –  | 24  | 52    | 12 | 121   | 93    | 47 | 261   | 0.66                    |
|                                       | Male   | 108 | 37 | 29 | 2  | 1  | –  | 18  | 19    | 4  | 128   | 57    | 33 | 218   | 0.55                    |
|                                       | All    | 205 | 77 | 64 | 2  | 2  | –  | 42  | 71    | 16 | 249   | 150   | 80 | 479   | 1.21                    |
| Colombia                              | Female | 12  | 16 | 15 | –  | 1  | –  | 19  | 46    | 3  | 31    | 63    | 18 | 112   | 0.28                    |
|                                       | Male   | 9   | 13 | 2  | 4  | 1  | 1  | 20  | 41    | –  | 33    | 55    | 3  | 91    | 0.23                    |
|                                       | All    | 21  | 29 | 17 | 4  | 2  | 1  | 39  | 87    | 3  | 64    | 118   | 21 | 203   | 0.51                    |
| Comoros                               | Female | –   | –  | 2  | –  | –  | –  | –   | –     | –  | –     | –     | 2  | 2     | 0.01                    |
|                                       | Male   | 1   | 3  | –  | –  | 1  | –  | –   | 1     | –  | 1     | 5     | –  | 6     | 0.02                    |
|                                       | All    | 1   | 3  | 2  | –  | 1  | –  | –   | 1     | –  | 1     | 5     | 2  | 8     | 0.02                    |
| Congo                                 | Female | 4   | 1  | –  | 1  | –  | –  | –   | 2     | –  | 5     | 3     | –  | 8     | 0.02                    |
|                                       | Male   | 6   | 6  | 2  | 3  | 3  | –  | 2   | 5     | –  | 11    | 14    | 2  | 27    | 0.07                    |
|                                       | All    | 10  | 7  | 2  | 4  | 3  | –  | 2   | 7     | –  | 16    | 17    | 2  | 35    | 0.09                    |
| Costa Rica                            | Female | 2   | 5  | 1  | –  | –  | –  | –   | –     | 1  | 2     | 5     | 2  | 9     | 0.02                    |
|                                       | Male   | 8   | 1  | 1  | –  | –  | –  | 1   | 1     | –  | 9     | 2     | 1  | 12    | 0.03                    |
|                                       | All    | 10  | 6  | 2  | –  | –  | –  | 1   | 1     | 1  | 11    | 7     | 3  | 21    | 0.05                    |
| Côte d'Ivoire                         | Female | 2   | 7  | 1  | 7  | 32 | –  | 2   | 106   | 8  | 11    | 145   | 9  | 165   | 0.42                    |
|                                       | Male   | 12  | 48 | 6  | 17 | 41 | 6  | 3   | 337   | 20 | 32    | 426   | 32 | 490   | 1.24                    |
|                                       | All    | 14  | 55 | 7  | 24 | 73 | 6  | 5   | 443   | 28 | 43    | 571   | 41 | 655   | 1.65                    |
| Croatia                               | Female | 6   | 9  | 1  | 10 | 3  | –  | 4   | 16    | 2  | 20    | 28    | 3  | 51    | 0.13                    |
|                                       | Male   | 7   | 9  | 4  | 23 | 17 | 2  | 1   | 13    | 2  | 31    | 39    | 8  | 78    | 0.20                    |
|                                       | All    | 13  | 18 | 5  | 33 | 20 | 2  | 5   | 29    | 4  | 51    | 67    | 11 | 129   | 0.33                    |
| Cuba                                  | Female | 5   | 1  | 2  | –  | –  | –  | 1   | 5     | –  | 6     | 6     | 2  | 14    | 0.04                    |
|                                       | Male   | 7   | 3  | 1  | –  | –  | –  | 1   | 1     | –  | 8     | 4     | 1  | 13    | 0.03                    |
|                                       | All    | 12  | 4  | 3  | –  | –  | –  | 2   | 6     | –  | 14    | 10    | 3  | 27    | 0.07                    |
| Cyprus                                | Female | 1   | 2  | –  | –  | 1  | –  | –   | 39    | 1  | 1     | 42    | 1  | 44    | 0.11                    |
|                                       | Male   | 2   | –  | –  | 1  | 2  | –  | –   | 57    | 2  | 3     | 59    | 2  | 64    | 0.16                    |
|                                       | All    | 3   | 2  | –  | 1  | 3  | –  | –   | 96    | 3  | 4     | 101   | 3  | 108   | 0.27                    |
| Czechia                               | Female | 6   | 2  | 5  | –  | 1  | –  | 2   | 7     | –  | 8     | 10    | 5  | 23    | 0.06                    |
|                                       | Male   | 4   | 5  | –  | 1  | 2  | –  | 8   | 7     | –  | 13    | 14    | –  | 27    | 0.07                    |
|                                       | All    | 10  | 7  | 5  | 1  | 3  | –  | 10  | 14    | –  | 21    | 24    | 5  | 50    | 0.13                    |
| Democratic People's Republic of Korea | Female | –   | –  | –  | –  | –  | –  | –   | –     | –  | –     | –     | –  | –     | –                       |
|                                       | Male   | 1   | –  | –  | –  | –  | –  | –   | –     | –  | 1     | –     | –  | 1     | 0.00                    |
|                                       | All    | 1   | –  | –  | –  | –  | –  | –   | –     | –  | 1     | –     | –  | 1     | 0.00                    |
| Democratic Republic of the Congo      | Female | 2   | 11 | 1  | 5  | 15 | 1  | 2   | 335   | –  | 9     | 361   | 2  | 372   | 0.94                    |
|                                       | Male   | 10  | 32 | 10 | 13 | 50 | 2  | 23  | 2 138 | 3  | 46    | 2 220 | 15 | 2 281 | 5.75                    |
|                                       | All    | 12  | 43 | 11 | 18 | 65 | 3  | 25  | 2 473 | 3  | 55    | 2 581 | 17 | 2 653 | 6.69                    |
| Denmark                               | Female | 17  | 25 | 3  | –  | 1  | –  | 2   | 4     | –  | 19    | 30    | 3  | 52    | 0.13                    |
|                                       | Male   | 18  | 33 | 2  | 3  | 2  | –  | 3   | 4     | –  | 24    | 39    | 2  | 65    | 0.16                    |
|                                       | All    | 35  | 58 | 5  | 3  | 3  | –  | 5   | 8     | –  | 43    | 69    | 5  | 117   | 0.30                    |
| Djibouti                              | Female | 1   | 1  | –  | –  | 1  | –  | –   | –     | –  | 1     | 2     | –  | 3     | 0.01                    |
|                                       | Male   | 3   | 7  | –  | –  | 1  | –  | 1   | 1     | –  | 4     | 9     | –  | 13    | 0.03                    |
|                                       | All    | 4   | 8  | –  | –  | 2  | –  | 1   | 1     | –  | 5     | 11    | –  | 16    | 0.04                    |
| Dominica                              | Female | –   | –  | –  | –  | –  | –  | –   | –     | –  | –     | –     | –  | –     | –                       |
|                                       | Male   | 2   | –  | –  | –  | –  | –  | 4   | 2     | –  | 6     | 2     | –  | 8     | 0.02                    |
|                                       | All    | 2   | –  | –  | –  | –  | –  | 4   | 2     | –  | 6     | 2     | –  | 8     | 0.02                    |
| Dominican Republic                    | Female | 4   | 1  | 1  | –  | 1  | –  | 5   | 1     | –  | 9     | 3     | 1  | 13    | 0.03                    |
|                                       | Male   | 4   | 1  | –  | 1  | 1  | –  | –   | 3     | –  | 5     | 5     | –  | 10    | 0.03                    |
|                                       | All    | 8   | 2  | 1  | 1  | 2  | –  | 5   | 4     | –  | 14    | 8     | 1  | 23    | 0.06                    |

| Country of nationality | Gender | P+  |     |     | FS |    |    | GS+ |     |    | Total |     |     | Total | Percentage of all staff |
|------------------------|--------|-----|-----|-----|----|----|----|-----|-----|----|-------|-----|-----|-------|-------------------------|
|                        |        | PC  | FT  | TA  | PC | FT | TA | PC  | FT  | TA | PC    | FT  | TA  |       |                         |
| Ecuador                | Female | 8   | 3   | 3   | –  | 1  | –  | 5   | 5   | 1  | 13    | 9   | 4   | 26    | 0.07                    |
|                        | Male   | 7   | 4   | –   | 1  | –  | –  | 2   | 1   | 1  | 10    | 5   | 1   | 16    | 0.04                    |
|                        | All    | 15  | 7   | 3   | 1  | 1  | –  | 7   | 6   | 2  | 23    | 14  | 5   | 42    | 0.11                    |
| Egypt                  | Female | 17  | 13  | 41  | 1  | –  | –  | 5   | 32  | –  | 23    | 45  | 41  | 109   | 0.27                    |
|                        | Male   | 43  | 49  | 19  | 8  | 13 | 2  | 7   | 40  | 2  | 58    | 102 | 23  | 183   | 0.46                    |
|                        | All    | 60  | 62  | 60  | 9  | 13 | 2  | 12  | 72  | 2  | 81    | 147 | 64  | 292   | 0.74                    |
| El Salvador            | Female | 2   | 2   | 1   | 1  | –  | –  | 2   | 8   | –  | 5     | 10  | 1   | 16    | 0.04                    |
|                        | Male   | 4   | 6   | 1   | 2  | 1  | –  | –   | 2   | –  | 6     | 9   | 1   | 16    | 0.04                    |
|                        | All    | 6   | 8   | 2   | 3  | 1  | –  | 2   | 10  | –  | 11    | 19  | 2   | 32    | 0.08                    |
| Equatorial Guinea      | Female | –   | –   | –   | –  | –  | –  | –   | 1   | –  | –     | 1   | –   | 1     | 0.00                    |
|                        | Male   | –   | –   | –   | –  | –  | –  | –   | 1   | –  | –     | 1   | –   | 1     | 0.00                    |
|                        | All    | –   | –   | –   | –  | –  | –  | –   | 2   | –  | –     | 2   | –   | 2     | 0.01                    |
| Eritrea                | Female | 3   | 1   | –   | 17 | 18 | –  | 3   | 1   | –  | 23    | 20  | –   | 43    | 0.11                    |
|                        | Male   | 2   | 1   | 1   | 6  | 10 | –  | 1   | 6   | –  | 9     | 17  | 1   | 27    | 0.07                    |
|                        | All    | 5   | 2   | 1   | 23 | 28 | –  | 4   | 7   | –  | 32    | 37  | 1   | 70    | 0.18                    |
| Estonia                | Female | 3   | 1   | –   | –  | –  | –  | –   | 2   | –  | 3     | 3   | –   | 6     | 0.02                    |
|                        | Male   | 3   | 1   | –   | –  | 1  | –  | –   | –   | –  | 3     | 2   | –   | 5     | 0.01                    |
|                        | All    | 6   | 2   | –   | –  | 1  | –  | –   | 2   | –  | 6     | 5   | –   | 11    | 0.03                    |
| Ethiopia               | Female | 6   | 23  | 2   | 10 | 21 | –  | 113 | 133 | 7  | 129   | 177 | 9   | 315   | 0.79                    |
|                        | Male   | 31  | 38  | 9   | 28 | 31 | 1  | 150 | 197 | 2  | 209   | 266 | 12  | 487   | 1.23                    |
|                        | All    | 37  | 61  | 11  | 38 | 52 | 1  | 263 | 330 | 9  | 338   | 443 | 21  | 802   | 2.02                    |
| Fiji                   | Female | 7   | 2   | –   | 2  | –  | –  | 2   | 6   | –  | 11    | 8   | –   | 19    | 0.05                    |
|                        | Male   | 6   | 10  | 2   | 29 | 27 | –  | –   | 7   | –  | 35    | 44  | 2   | 81    | 0.20                    |
|                        | All    | 13  | 12  | 2   | 31 | 27 | –  | 2   | 13  | –  | 46    | 52  | 2   | 100   | 0.25                    |
| Finland                | Female | 18  | 42  | 6   | –  | –  | –  | 1   | 5   | –  | 19    | 47  | 6   | 72    | 0.18                    |
|                        | Male   | 7   | 21  | 2   | 11 | 6  | –  | 2   | 1   | –  | 20    | 28  | 2   | 50    | 0.13                    |
|                        | All    | 25  | 63  | 8   | 11 | 6  | –  | 3   | 6   | –  | 39    | 75  | 8   | 122   | 0.31                    |
| France                 | Female | 169 | 170 | 129 | 3  | 5  | 1  | 177 | 140 | 15 | 349   | 315 | 145 | 809   | 2.04                    |
|                        | Male   | 112 | 164 | 77  | 9  | 14 | 3  | 136 | 150 | 28 | 257   | 328 | 108 | 693   | 1.75                    |
|                        | All    | 281 | 334 | 206 | 12 | 19 | 4  | 313 | 290 | 43 | 606   | 643 | 253 | 1 502 | 3.79                    |
| Gabon                  | Female | –   | –   | –   | –  | –  | –  | –   | 4   | –  | –     | 4   | –   | 4     | 0.01                    |
|                        | Male   | 1   | 5   | 1   | –  | –  | –  | –   | 7   | –  | 1     | 12  | 1   | 14    | 0.04                    |
|                        | All    | 1   | 5   | 1   | –  | –  | –  | –   | 11  | –  | 1     | 16  | 1   | 18    | 0.05                    |
| Gambia                 | Female | 4   | 4   | 1   | –  | 4  | –  | 1   | –   | –  | 5     | 8   | 1   | 14    | 0.04                    |
|                        | Male   | 7   | 18  | 2   | 4  | 7  | –  | –   | 3   | –  | 11    | 28  | 2   | 41    | 0.10                    |
|                        | All    | 11  | 22  | 3   | 4  | 11 | –  | 1   | 3   | –  | 16    | 36  | 3   | 55    | 0.14                    |
| Georgia                | Female | –   | 1   | 1   | 4  | –  | –  | 1   | 3   | 2  | 5     | 4   | 3   | 12    | 0.03                    |
|                        | Male   | 3   | 6   | –   | 5  | 6  | –  | 1   | 2   | –  | 9     | 14  | –   | 23    | 0.06                    |
|                        | All    | 3   | 7   | 1   | 9  | 6  | –  | 2   | 5   | 2  | 14    | 18  | 3   | 35    | 0.09                    |
| Germany                | Female | 94  | 136 | 26  | 1  | 3  | –  | 14  | 23  | 6  | 109   | 162 | 32  | 303   | 0.76                    |
|                        | Male   | 87  | 117 | 17  | 4  | 5  | –  | 8   | 9   | 2  | 99    | 131 | 19  | 249   | 0.63                    |
|                        | All    | 181 | 253 | 43  | 5  | 8  | –  | 22  | 32  | 8  | 208   | 293 | 51  | 552   | 1.39                    |
| Ghana                  | Female | 7   | 7   | 4   | 6  | 12 | 1  | 13  | 9   | 1  | 26    | 28  | 6   | 60    | 0.15                    |
|                        | Male   | 29  | 89  | 6   | 45 | 36 | 1  | 6   | 14  | 1  | 80    | 139 | 8   | 227   | 0.57                    |
|                        | All    | 36  | 96  | 10  | 51 | 48 | 2  | 19  | 23  | 2  | 106   | 167 | 14  | 287   | 0.72                    |
| Greece                 | Female | 8   | 13  | 5   | –  | 2  | –  | 6   | 2   | 2  | 14    | 17  | 7   | 38    | 0.10                    |
|                        | Male   | 14  | 8   | 3   | 1  | 3  | –  | 1   | 4   | –  | 16    | 15  | 3   | 34    | 0.09                    |
|                        | All    | 22  | 21  | 8   | 1  | 5  | –  | 7   | 6   | 2  | 30    | 32  | 10  | 72    | 0.18                    |
| Grenada                | Female | –   | 1   | 1   | –  | –  | –  | 1   | –   | 1  | 1     | 1   | 2   | 4     | 0.01                    |
|                        | Male   | 4   | –   | –   | –  | –  | –  | 1   | –   | –  | 5     | –   | –   | 5     | 0.01                    |
|                        | All    | 4   | 1   | 1   | –  | –  | –  | 2   | –   | 1  | 6     | 1   | 2   | 9     | 0.02                    |
| Guatemala              | Female | 4   | 2   | 3   | 8  | 6  | –  | 3   | 14  | –  | 15    | 22  | 3   | 40    | 0.10                    |
|                        | Male   | 2   | 7   | 1   | 7  | 8  | –  | 1   | 6   | 1  | 10    | 21  | 2   | 33    | 0.08                    |
|                        | All    | 6   | 9   | 4   | 15 | 14 | –  | 4   | 20  | 1  | 25    | 43  | 5   | 73    | 0.18                    |

| Country of nationality     | Gender | P+  |     |    | FS |    |    | GS+ |     |    | Total |     |    | Total | Percentage of all staff |
|----------------------------|--------|-----|-----|----|----|----|----|-----|-----|----|-------|-----|----|-------|-------------------------|
|                            |        | PC  | FT  | TA | PC | FT | TA | PC  | FT  | TA | PC    | FT  | TA |       |                         |
| Guinea                     | Female | 1   | 3   | –  | 2  | 2  | –  | –   | 2   | –  | 3     | 7   | –  | 10    | 0.03                    |
|                            | Male   | 8   | 11  | 1  | 3  | 7  | 1  | 1   | 13  | –  | 12    | 31  | 2  | 45    | 0.11                    |
|                            | All    | 9   | 14  | 1  | 5  | 9  | 1  | 1   | 15  | –  | 15    | 38  | 2  | 55    | 0.14                    |
| Guinea-Bissau              | Female | –   | 1   | –  | 1  | 1  | –  | –   | 13  | –  | 1     | 15  | –  | 16    | 0.04                    |
|                            | Male   | 4   | –   | 1  | –  | –  | –  | 1   | 45  | –  | 5     | 45  | 1  | 51    | 0.13                    |
|                            | All    | 4   | 1   | 1  | 1  | 1  | –  | 1   | 58  | –  | 6     | 60  | 1  | 67    | 0.17                    |
| Guyana                     | Female | 5   | 3   | –  | –  | 2  | –  | 9   | 10  | –  | 14    | 15  | –  | 29    | 0.07                    |
|                            | Male   | 3   | 4   | 1  | 1  | 1  | –  | 9   | 4   | –  | 13    | 9   | 1  | 23    | 0.06                    |
|                            | All    | 8   | 7   | 1  | 1  | 3  | –  | 18  | 14  | –  | 27    | 24  | 1  | 52    | 0.13                    |
| Haiti                      | Female | 3   | 5   | 2  | 11 | 15 | –  | 13  | 185 | 9  | 27    | 205 | 11 | 243   | 0.61                    |
|                            | Male   | 8   | 8   | 3  | 9  | 19 | –  | 2   | 632 | 10 | 19    | 659 | 13 | 691   | 1.74                    |
|                            | All    | 11  | 13  | 5  | 20 | 34 | –  | 15  | 817 | 19 | 46    | 864 | 24 | 934   | 2.36                    |
| Honduras                   | Female | 3   | 2   | –  | 2  | 1  | –  | 1   | 6   | –  | 6     | 9   | –  | 15    | 0.04                    |
|                            | Male   | 4   | 6   | –  | 2  | 6  | –  | –   | 5   | –  | 6     | 17  | –  | 23    | 0.06                    |
|                            | All    | 7   | 8   | –  | 4  | 7  | –  | 1   | 11  | –  | 12    | 26  | –  | 38    | 0.10                    |
| Hungary                    | Female | 5   | 5   | 1  | –  | –  | –  | –   | 3   | 1  | 5     | 8   | 2  | 15    | 0.04                    |
|                            | Male   | 7   | 6   | 1  | –  | –  | 1  | 2   | 1   | 1  | 9     | 7   | 3  | 19    | 0.05                    |
|                            | All    | 12  | 11  | 2  | –  | –  | 1  | 2   | 4   | 2  | 14    | 15  | 5  | 34    | 0.09                    |
| Iceland                    | Female | 1   | 2   | 1  | –  | –  | –  | –   | –   | –  | 1     | 2   | 1  | 4     | 0.01                    |
|                            | Male   | 3   | 2   | –  | 3  | 1  | –  | 1   | –   | –  | 7     | 3   | –  | 10    | 0.03                    |
|                            | All    | 4   | 4   | 1  | 3  | 1  | –  | 1   | –   | –  | 8     | 5   | 1  | 14    | 0.04                    |
| India                      | Female | 26  | 36  | 3  | 8  | 6  | 1  | 21  | 40  | 5  | 55    | 82  | 9  | 146   | 0.37                    |
|                            | Male   | 66  | 121 | 12 | 58 | 67 | 4  | 41  | 57  | 2  | 165   | 245 | 18 | 428   | 1.08                    |
|                            | All    | 92  | 157 | 15 | 66 | 73 | 5  | 62  | 97  | 7  | 220   | 327 | 27 | 574   | 1.45                    |
| Indonesia                  | Female | 10  | 6   | 1  | 2  | 2  | –  | 6   | 10  | –  | 18    | 18  | 1  | 37    | 0.09                    |
|                            | Male   | 12  | 9   | 2  | 1  | 2  | –  | 4   | 11  | 1  | 17    | 22  | 3  | 42    | 0.11                    |
|                            | All    | 22  | 15  | 3  | 3  | 4  | –  | 10  | 21  | 1  | 35    | 40  | 4  | 79    | 0.20                    |
| Iran (Islamic Republic of) | Female | 11  | 1   | 2  | –  | –  | –  | 4   | 8   | –  | 15    | 9   | 2  | 26    | 0.07                    |
|                            | Male   | 10  | 10  | –  | 1  | 1  | –  | 5   | 6   | –  | 16    | 17  | –  | 33    | 0.08                    |
|                            | All    | 21  | 11  | 2  | 1  | 1  | –  | 9   | 14  | –  | 31    | 26  | 2  | 59    | 0.15                    |
| Iraq                       | Female | 2   | 6   | 2  | 11 | 7  | –  | 4   | 63  | –  | 17    | 76  | 2  | 95    | 0.24                    |
|                            | Male   | 5   | 9   | 3  | 14 | 26 | –  | –   | 349 | –  | 19    | 384 | 3  | 406   | 1.02                    |
|                            | All    | 7   | 15  | 5  | 25 | 33 | –  | 4   | 412 | –  | 36    | 460 | 5  | 501   | 1.26                    |
| Ireland                    | Female | 18  | 17  | 7  | –  | 1  | –  | 13  | 9   | 2  | 31    | 27  | 9  | 67    | 0.17                    |
|                            | Male   | 25  | 38  | 7  | 12 | 4  | –  | 3   | 11  | 1  | 40    | 53  | 8  | 101   | 0.25                    |
|                            | All    | 43  | 55  | 14 | 12 | 5  | –  | 16  | 20  | 3  | 71    | 80  | 17 | 168   | 0.42                    |
| Israel                     | Female | 5   | 7   | –  | –  | –  | –  | 5   | 16  | 2  | 10    | 23  | 2  | 35    | 0.09                    |
|                            | Male   | 14  | 8   | 3  | –  | 3  | –  | 4   | 35  | 5  | 18    | 46  | 8  | 72    | 0.18                    |
|                            | All    | 19  | 15  | 3  | –  | 3  | –  | 9   | 51  | 7  | 28    | 69  | 10 | 107   | 0.27                    |
| Italy                      | Female | 84  | 97  | 27 | –  | 2  | –  | 43  | 73  | 21 | 127   | 172 | 48 | 347   | 0.88                    |
|                            | Male   | 92  | 106 | 17 | 5  | 10 | –  | 50  | 142 | 12 | 147   | 258 | 29 | 434   | 1.09                    |
|                            | All    | 176 | 203 | 44 | 5  | 12 | –  | 93  | 215 | 33 | 274   | 430 | 77 | 781   | 1.97                    |
| Jamaica                    | Female | 5   | 10  | 2  | 2  | 5  | –  | 24  | 14  | 1  | 31    | 29  | 3  | 63    | 0.16                    |
|                            | Male   | 4   | 2   | –  | 4  | 6  | –  | 11  | 12  | –  | 19    | 20  | –  | 39    | 0.10                    |
|                            | All    | 9   | 12  | 2  | 6  | 11 | –  | 35  | 26  | 1  | 50    | 49  | 3  | 102   | 0.26                    |
| Japan                      | Female | 81  | 48  | 7  | –  | 1  | –  | 19  | 21  | 2  | 100   | 70  | 9  | 179   | 0.45                    |
|                            | Male   | 33  | 40  | –  | 1  | –  | 1  | 3   | 5   | –  | 37    | 45  | 1  | 83    | 0.21                    |
|                            | All    | 114 | 88  | 7  | 1  | 1  | –  | 22  | 26  | 2  | 137   | 115 | 10 | 262   | 0.66                    |
| Jordan                     | Female | 11  | 13  | 8  | 2  | 3  | –  | 5   | 31  | 1  | 18    | 47  | 9  | 74    | 0.19                    |
|                            | Male   | 12  | 38  | 8  | 11 | 18 | 1  | 6   | 103 | 8  | 29    | 159 | 17 | 205   | 0.52                    |
|                            | All    | 23  | 51  | 16 | 13 | 21 | 1  | 11  | 134 | 9  | 47    | 206 | 26 | 279   | 0.70                    |
| Kazakhstan                 | Female | 4   | 6   | –  | –  | –  | –  | –   | 11  | 3  | 4     | 17  | 3  | 24    | 0.06                    |
|                            | Male   | 4   | –   | 3  | –  | –  | –  | –   | 3   | –  | 4     | 3   | 3  | 10    | 0.03                    |
|                            | All    | 8   | 6   | 3  | –  | –  | –  | –   | 14  | 3  | 8     | 20  | 6  | 34    | 0.09                    |

| Country of nationality           | Gender | P+  |     |    | FS |     |    | GS+ |     |     | Total |       |     | Total | Percentage of all staff |
|----------------------------------|--------|-----|-----|----|----|-----|----|-----|-----|-----|-------|-------|-----|-------|-------------------------|
|                                  |        | PC  | FT  | TA | PC | FT  | TA | PC  | FT  | TA  | PC    | FT    | TA  |       |                         |
| Kenya                            | Female | 54  | 65  | 24 | 38 | 66  | 2  | 222 | 340 | 55  | 314   | 471   | 81  | 866   | 2.18                    |
|                                  | Male   | 49  | 92  | 15 | 50 | 69  | 3  | 127 | 370 | 68  | 226   | 531   | 86  | 843   | 2.13                    |
|                                  | All    | 103 | 157 | 39 | 88 | 135 | 5  | 349 | 710 | 123 | 540   | 1 002 | 167 | 1 709 | 4.31                    |
| Kiribati                         | Female | –   | –   | –  | –  | –   | –  | –   | –   | –   | –     | –     | –   | –     | –                       |
|                                  | Male   | –   | –   | –  | –  | –   | –  | –   | –   | –   | –     | –     | –   | –     | –                       |
|                                  | All    | –   | –   | –  | –  | –   | –  | –   | –   | –   | –     | –     | –   | –     | –                       |
| Kuwait                           | Female | –   | –   | –  | –  | –   | –  | –   | 2   | –   | –     | 2     | –   | 2     | 0.01                    |
|                                  | Male   | –   | –   | –  | –  | –   | –  | –   | 1   | –   | –     | 1     | –   | 1     | 0.00                    |
|                                  | All    | –   | –   | –  | –  | –   | –  | –   | 3   | –   | –     | 3     | –   | 3     | 0.01                    |
| Kyrgyzstan                       | Female | 1   | 3   | –  | –  | –   | –  | –   | 4   | 1   | 1     | 7     | 1   | 9     | 0.02                    |
|                                  | Male   | 4   | 5   | 2  | 1  | 1   | –  | –   | 8   | –   | 5     | 14    | 2   | 21    | 0.05                    |
|                                  | All    | 5   | 8   | 2  | 1  | 1   | –  | –   | 12  | 1   | 6     | 21    | 3   | 30    | 0.08                    |
| Lao People's Democratic Republic | Female | –   | –   | –  | –  | –   | –  | –   | 1   | –   | –     | 1     | –   | 1     | 0.00                    |
|                                  | Male   | 1   | –   | –  | –  | –   | –  | 2   | 2   | –   | 3     | 2     | –   | 5     | 0.01                    |
|                                  | All    | 1   | –   | –  | –  | –   | –  | 2   | 3   | –   | 3     | 3     | –   | 6     | 0.02                    |
| Latvia                           | Female | 3   | –   | 1  | –  | –   | –  | –   | 3   | –   | 3     | 3     | 1   | 7     | 0.02                    |
|                                  | Male   | 1   | 4   | –  | –  | 2   | –  | –   | 1   | –   | 1     | 7     | –   | 8     | 0.02                    |
|                                  | All    | 4   | 4   | 1  | –  | 2   | –  | –   | 4   | –   | 4     | 10    | 1   | 15    | 0.04                    |
| Lebanon                          | Female | 31  | 21  | 20 | 5  | 10  | –  | 62  | 210 | 9   | 98    | 241   | 29  | 368   | 0.93                    |
|                                  | Male   | 17  | 17  | 7  | 33 | 61  | 1  | 65  | 583 | 1   | 115   | 661   | 9   | 785   | 1.98                    |
|                                  | All    | 48  | 38  | 27 | 38 | 71  | 1  | 127 | 793 | 10  | 213   | 902   | 38  | 1 153 | 2.91                    |
| Lesotho                          | Female | 1   | 1   | 1  | –  | –   | –  | –   | –   | –   | 1     | 1     | 1   | 3     | 0.01                    |
|                                  | Male   | –   | –   | –  | –  | –   | –  | –   | 1   | –   | –     | 1     | –   | 1     | 0.00                    |
|                                  | All    | 1   | 1   | 1  | –  | –   | –  | –   | 1   | –   | 1     | 2     | 1   | 4     | 0.01                    |
| Liberia                          | Female | 3   | 1   | –  | 8  | 18  | –  | 2   | 97  | 4   | 13    | 116   | 4   | 133   | 0.34                    |
|                                  | Male   | 1   | 10  | 3  | 14 | 43  | 3  | 1   | 408 | 2   | 16    | 461   | 8   | 485   | 1.22                    |
|                                  | All    | 4   | 11  | 3  | 22 | 61  | 3  | 3   | 505 | 6   | 29    | 577   | 12  | 618   | 1.56                    |
| Libya                            | Female | –   | 1   | –  | –  | –   | –  | –   | 4   | –   | –     | 5     | –   | 5     | 0.01                    |
|                                  | Male   | 1   | 1   | 1  | –  | –   | –  | –   | 23  | –   | 1     | 24    | 1   | 26    | 0.07                    |
|                                  | All    | 1   | 2   | 1  | –  | –   | –  | –   | 27  | –   | 1     | 29    | 1   | 31    | 0.08                    |
| Liechtenstein                    | Female | –   | 1   | –  | –  | –   | –  | –   | 1   | –   | –     | 2     | –   | 2     | 0.01                    |
|                                  | Male   | –   | –   | –  | –  | –   | –  | –   | –   | –   | –     | –     | –   | –     | –                       |
|                                  | All    | –   | 1   | –  | –  | –   | –  | –   | 1   | –   | –     | 2     | –   | 2     | 0.01                    |
| Lithuania                        | Female | 5   | 2   | 1  | –  | –   | –  | –   | 4   | 2   | 5     | 6     | 3   | 14    | 0.04                    |
|                                  | Male   | 3   | 2   | 2  | 1  | –   | –  | –   | –   | –   | 4     | 2     | 2   | 8     | 0.02                    |
|                                  | All    | 8   | 4   | 3  | 1  | –   | –  | –   | 4   | 2   | 9     | 8     | 5   | 22    | 0.06                    |
| Luxembourg                       | Female | 1   | 2   | 1  | –  | –   | –  | –   | –   | –   | 1     | 2     | 1   | 4     | 0.01                    |
|                                  | Male   | 4   | 2   | 1  | –  | –   | –  | –   | –   | –   | 4     | 2     | 1   | 7     | 0.02                    |
|                                  | All    | 5   | 4   | 2  | –  | –   | –  | –   | –   | –   | 5     | 4     | 2   | 11    | 0.03                    |
| Madagascar                       | Female | 4   | 2   | –  | –  | 1   | –  | 6   | 4   | –   | 10    | 7     | –   | 17    | 0.04                    |
|                                  | Male   | 6   | 2   | –  | 1  | 1   | –  | –   | 7   | 2   | 7     | 10    | 2   | 19    | 0.05                    |
|                                  | All    | 10  | 4   | –  | 1  | 2   | –  | 6   | 11  | 2   | 17    | 17    | 2   | 36    | 0.09                    |
| Malawi                           | Female | 4   | –   | –  | –  | –   | –  | 1   | 2   | –   | 5     | 2     | –   | 7     | 0.02                    |
|                                  | Male   | 15  | 12  | –  | 1  | –   | –  | –   | 1   | –   | 16    | 13    | –   | 29    | 0.07                    |
|                                  | All    | 19  | 12  | –  | 1  | –   | –  | 1   | 3   | –   | 21    | 15    | –   | 36    | 0.09                    |
| Malaysia                         | Female | 7   | 15  | –  | 1  | 1   | –  | 3   | –   | –   | 11    | 16    | –   | 27    | 0.07                    |
|                                  | Male   | 5   | 7   | 1  | 1  | 5   | –  | 3   | 5   | –   | 9     | 17    | 1   | 27    | 0.07                    |
|                                  | All    | 12  | 22  | 1  | 2  | 6   | –  | 6   | 5   | –   | 20    | 33    | 1   | 54    | 0.14                    |
| Maldives                         | Female | 2   | –   | 1  | –  | –   | –  | –   | –   | –   | 2     | –     | 1   | 3     | 0.01                    |
|                                  | Male   | 2   | –   | –  | –  | –   | –  | –   | –   | –   | 2     | –     | –   | 2     | 0.01                    |
|                                  | All    | 4   | –   | 1  | –  | –   | –  | –   | –   | –   | 4     | –     | 1   | 5     | 0.01                    |

| Country of nationality           | Gender | P+ |     |    | FS |    |    | GS+ |     |    | Total |     |    | Total | Percentage of all staff |
|----------------------------------|--------|----|-----|----|----|----|----|-----|-----|----|-------|-----|----|-------|-------------------------|
|                                  |        | PC | FT  | TA | PC | FT | TA | PC  | FT  | TA | PC    | FT  | TA |       |                         |
| Mali                             | Female | 5  | 1   | 1  | 2  | 4  | –  | 1   | 132 | 9  | 8     | 137 | 10 | 155   | 0.39                    |
|                                  | Male   | 5  | 9   | 3  | 1  | 2  | –  | –   | 564 | 17 | 6     | 575 | 20 | 601   | 1.52                    |
|                                  | All    | 10 | 10  | 4  | 3  | 6  | –  | 1   | 696 | 26 | 14    | 712 | 30 | 756   | 1.91                    |
| Malta                            | Female | 1  | –   | 1  | –  | –  | –  | –   | 2   | –  | 1     | 2   | 1  | 4     | 0.01                    |
|                                  | Male   | 4  | –   | –  | –  | –  | –  | –   | –   | –  | 4     | –   | –  | 4     | 0.01                    |
|                                  | All    | 5  | –   | 1  | –  | –  | –  | –   | 2   | –  | 5     | 2   | 1  | 8     | 0.02                    |
| Marshall Islands                 | Female | –  | –   | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|                                  | Male   | –  | –   | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|                                  | All    | –  | –   | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
| Mauritania                       | Female | –  | 1   | 1  | –  | –  | –  | –   | 2   | –  | –     | 3   | 1  | 4     | 0.01                    |
|                                  | Male   | 7  | 14  | 2  | 1  | –  | –  | –   | 5   | –  | 8     | 19  | 2  | 29    | 0.07                    |
|                                  | All    | 7  | 15  | 3  | 1  | –  | –  | –   | 7   | –  | 8     | 22  | 3  | 33    | 0.08                    |
| Mauritius                        | Female | 6  | 2   | 2  | –  | 1  | –  | 1   | 4   | 1  | 7     | 7   | 3  | 17    | 0.04                    |
|                                  | Male   | 4  | 5   | –  | 1  | 1  | –  | –   | 1   | –  | 5     | 7   | –  | 12    | 0.03                    |
|                                  | All    | 10 | 7   | 2  | 1  | 2  | –  | 1   | 5   | 1  | 12    | 14  | 3  | 29    | 0.07                    |
| Mexico                           | Female | 27 | 12  | 5  | –  | 1  | –  | 17  | 39  | 1  | 44    | 52  | 6  | 102   | 0.26                    |
|                                  | Male   | 31 | 16  | 7  | –  | 1  | –  | 10  | 26  | 2  | 41    | 43  | 9  | 93    | 0.23                    |
|                                  | All    | 58 | 28  | 12 | –  | 2  | –  | 27  | 65  | 3  | 85    | 95  | 15 | 195   | 0.49                    |
| Micronesia (Federated States of) | Female | –  | –   | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|                                  | Male   | 1  | –   | –  | –  | –  | –  | –   | –   | –  | 1     | –   | –  | 1     | 0.00                    |
|                                  | All    | 1  | –   | –  | –  | –  | –  | –   | –   | –  | 1     | –   | –  | 1     | 0.00                    |
| Monaco                           | Female | –  | –   | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|                                  | Male   | 1  | –   | –  | –  | –  | –  | –   | –   | –  | 1     | –   | –  | 1     | 0.00                    |
|                                  | All    | 1  | –   | –  | –  | –  | –  | –   | –   | –  | 1     | –   | –  | 1     | 0.00                    |
| Mongolia                         | Female | 4  | 6   | 2  | 1  | 1  | –  | 2   | 5   | –  | 7     | 12  | 2  | 21    | 0.05                    |
|                                  | Male   | 5  | –   | –  | –  | –  | –  | –   | 1   | –  | 5     | 1   | –  | 6     | 0.02                    |
|                                  | All    | 9  | 6   | 2  | 1  | 1  | –  | 2   | 6   | –  | 12    | 13  | 2  | 27    | 0.07                    |
| Montenegro                       | Female | 3  | –   | –  | –  | –  | –  | –   | –   | –  | 3     | –   | –  | 3     | 0.01                    |
|                                  | Male   | 1  | –   | –  | –  | –  | –  | –   | 1   | –  | 1     | 1   | –  | 2     | 0.01                    |
|                                  | All    | 4  | –   | –  | –  | –  | –  | –   | 1   | –  | 4     | 1   | –  | 5     | 0.01                    |
| Morocco                          | Female | 16 | 7   | 1  | 7  | 6  | –  | 8   | 39  | 3  | 31    | 52  | 4  | 87    | 0.22                    |
|                                  | Male   | 34 | 7   | 7  | 20 | 27 | –  | 3   | 129 | 1  | 57    | 163 | 8  | 228   | 0.58                    |
|                                  | All    | 50 | 14  | 8  | 27 | 33 | –  | 11  | 168 | 4  | 88    | 215 | 12 | 315   | 0.79                    |
| Mozambique                       | Female | –  | 1   | –  | 3  | 2  | –  | 1   | 1   | –  | 4     | 4   | –  | 8     | 0.02                    |
|                                  | Male   | 2  | 2   | 1  | –  | 1  | –  | –   | 5   | –  | 2     | 8   | 1  | 11    | 0.03                    |
|                                  | All    | 2  | 3   | 1  | 3  | 3  | –  | 1   | 6   | –  | 6     | 12  | 1  | 19    | 0.05                    |
| Myanmar                          | Female | 3  | –   | –  | –  | 2  | –  | 19  | 30  | 4  | 22    | 32  | 4  | 58    | 0.15                    |
|                                  | Male   | 6  | 2   | 2  | 6  | 1  | –  | 11  | 34  | –  | 23    | 37  | 2  | 62    | 0.16                    |
|                                  | All    | 9  | 2   | 2  | 6  | 3  | –  | 30  | 64  | 4  | 45    | 69  | 6  | 120   | 0.30                    |
| Namibia                          | Female | 2  | 1   | –  | 1  | –  | –  | 2   | 1   | –  | 5     | 2   | –  | 7     | 0.02                    |
|                                  | Male   | 1  | –   | –  | –  | 1  | –  | –   | 1   | –  | 1     | 2   | –  | 3     | 0.01                    |
|                                  | All    | 3  | 1   | –  | 1  | 1  | –  | 2   | 2   | –  | 6     | 4   | –  | 10    | 0.03                    |
| Nauru                            | Female | –  | –   | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|                                  | Male   | –  | –   | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|                                  | All    | –  | –   | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
| Nepal                            | Female | 2  | 7   | –  | 2  | 3  | –  | –   | 4   | –  | 4     | 14  | –  | 18    | 0.05                    |
|                                  | Male   | 24 | 55  | 2  | 15 | 33 | –  | 7   | 14  | –  | 46    | 102 | 2  | 150   | 0.38                    |
|                                  | All    | 26 | 62  | 2  | 17 | 36 | –  | 7   | 18  | –  | 50    | 116 | 2  | 168   | 0.42                    |
| Netherlands                      | Female | 16 | 48  | 8  | –  | –  | 1  | 6   | 43  | 1  | 22    | 91  | 10 | 123   | 0.31                    |
|                                  | Male   | 40 | 53  | 11 | 2  | 7  | –  | 3   | 68  | 4  | 45    | 128 | 15 | 188   | 0.47                    |
|                                  | All    | 56 | 101 | 19 | 2  | 7  | 1  | 9   | 111 | 5  | 67    | 219 | 25 | 311   | 0.78                    |
| New Zealand                      | Female | 5  | 22  | 4  | 4  | 3  | –  | –   | –   | 1  | 9     | 25  | 5  | 39    | 0.10                    |
|                                  | Male   | 20 | 21  | 3  | 17 | 4  | –  | 1   | 2   | –  | 38    | 27  | 3  | 68    | 0.17                    |
|                                  | All    | 25 | 43  | 7  | 21 | 7  | –  | 1   | 2   | 1  | 47    | 52  | 8  | 107   | 0.27                    |
| Nicaragua                        | Female | 3  | –   | –  | –  | 1  | –  | 2   | 1   | –  | 5     | 2   | –  | 7     | 0.02                    |
|                                  | Male   | 1  | 3   | –  | –  | –  | –  | –   | 3   | –  | 1     | 6   | –  | 7     | 0.02                    |

| Country of nationality | Gender | P+  |    |    | FS |     |    | GS+ |     |    | Total |     |    | Total | Percentage of all staff |
|------------------------|--------|-----|----|----|----|-----|----|-----|-----|----|-------|-----|----|-------|-------------------------|
|                        |        | PC  | FT | TA | PC | FT  | TA | PC  | FT  | TA | PC    | FT  | TA |       |                         |
| Niger                  | All    | 4   | 3  | –  | –  | 1   | –  | 2   | 4   | –  | 6     | 8   | –  | 14    | 0.04                    |
|                        | Female | 3   | 7  | 1  | 1  | 3   | –  | 2   | 6   | –  | 6     | 16  | 1  | 23    | 0.06                    |
|                        | Male   | 6   | 22 | 2  | 6  | 10  | –  | 3   | 28  | –  | 15    | 60  | 2  | 77    | 0.19                    |
|                        | All    | 9   | 29 | 3  | 7  | 13  | –  | 5   | 34  | –  | 21    | 76  | 3  | 100   | 0.25                    |
| Nigeria                | Female | 12  | 23 | 6  | 9  | 2   | –  | 6   | 15  | 2  | 27    | 40  | 8  | 75    | 0.19                    |
|                        | Male   | 32  | 69 | 13 | 25 | 26  | 2  | 7   | 24  | –  | 64    | 119 | 15 | 198   | 0.50                    |
|                        | All    | 44  | 92 | 19 | 34 | 28  | 2  | 13  | 39  | 2  | 91    | 159 | 23 | 273   | 0.69                    |
|                        | All    | 44  | 92 | 19 | 34 | 28  | 2  | 13  | 39  | 2  | 91    | 159 | 23 | 273   | 0.69                    |
| Norway                 | Female | 15  | 16 | 2  | –  | –   | –  | 1   | 1   | –  | 16    | 17  | 2  | 35    | 0.09                    |
|                        | Male   | 6   | 19 | 3  | 10 | 3   | –  | 2   | 1   | 1  | 18    | 23  | 4  | 45    | 0.11                    |
|                        | All    | 21  | 35 | 5  | 10 | 3   | –  | 3   | 2   | 1  | 34    | 40  | 6  | 80    | 0.20                    |
|                        | All    | 21  | 35 | 5  | 10 | 3   | –  | 3   | 2   | 1  | 34    | 40  | 6  | 80    | 0.20                    |
| Oman                   | Female | –   | –  | –  | –  | –   | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|                        | Male   | 1   | –  | –  | –  | –   | –  | –   | –   | –  | 1     | –   | –  | 1     | 0.00                    |
|                        | All    | 1   | –  | –  | –  | –   | –  | –   | –   | –  | 1     | –   | –  | 1     | 0.00                    |
|                        | All    | 1   | –  | –  | –  | –   | –  | –   | –   | –  | 1     | –   | –  | 1     | 0.00                    |
| Pakistan               | Female | 3   | 8  | 1  | 2  | 2   | –  | 3   | 20  | 1  | 8     | 30  | 2  | 40    | 0.10                    |
|                        | Male   | 27  | 63 | 7  | 17 | 41  | –  | 15  | 95  | 5  | 59    | 199 | 12 | 270   | 0.68                    |
|                        | All    | 30  | 71 | 8  | 19 | 43  | –  | 18  | 115 | 6  | 67    | 229 | 14 | 310   | 0.78                    |
|                        | All    | 30  | 71 | 8  | 19 | 43  | –  | 18  | 115 | 6  | 67    | 229 | 14 | 310   | 0.78                    |
| Palau                  | Female | –   | –  | –  | –  | –   | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|                        | Male   | –   | –  | –  | –  | –   | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|                        | All    | –   | –  | –  | –  | –   | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|                        | All    | –   | –  | –  | –  | –   | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
| Panama                 | Female | 4   | 2  | –  | –  | –   | –  | 8   | 15  | 1  | 12    | 17  | 1  | 30    | 0.08                    |
|                        | Male   | 2   | –  | –  | –  | –   | –  | –   | 5   | –  | 2     | 5   | –  | 7     | 0.02                    |
|                        | All    | 6   | 2  | –  | –  | –   | –  | 8   | 20  | 1  | 14    | 22  | 1  | 37    | 0.09                    |
|                        | All    | 6   | 2  | –  | –  | –   | –  | 8   | 20  | 1  | 14    | 22  | 1  | 37    | 0.09                    |
| Papua New Guinea       | Female | –   | –  | –  | –  | –   | –  | –   | 2   | –  | –     | 2   | –  | 2     | 0.01                    |
|                        | Male   | 2   | –  | –  | 1  | –   | –  | –   | 2   | –  | 3     | 2   | –  | 5     | 0.01                    |
|                        | All    | 2   | –  | –  | 1  | –   | –  | –   | 4   | –  | 3     | 4   | –  | 7     | 0.02                    |
|                        | All    | 2   | –  | –  | 1  | –   | –  | –   | 4   | –  | 3     | 4   | –  | 7     | 0.02                    |
| Paraguay               | Female | 3   | –  | 1  | –  | –   | –  | 1   | 4   | –  | 4     | 4   | 1  | 9     | 0.02                    |
|                        | Male   | 3   | 3  | –  | –  | 2   | –  | –   | 1   | –  | 3     | 6   | –  | 9     | 0.02                    |
|                        | All    | 6   | 3  | 1  | –  | 2   | –  | 1   | 5   | –  | 7     | 10  | 1  | 18    | 0.05                    |
|                        | All    | 6   | 3  | 1  | –  | 2   | –  | 1   | 5   | –  | 7     | 10  | 1  | 18    | 0.05                    |
| Peru                   | Female | 5   | 7  | 3  | 1  | 1   | –  | 34  | 14  | 4  | 40    | 22  | 7  | 69    | 0.17                    |
|                        | Male   | 8   | 16 | –  | 7  | 3   | –  | 20  | 10  | 1  | 35    | 29  | 1  | 65    | 0.16                    |
|                        | All    | 13  | 23 | 3  | 8  | 4   | –  | 54  | 24  | 5  | 75    | 51  | 8  | 134   | 0.34                    |
|                        | All    | 13  | 23 | 3  | 8  | 4   | –  | 54  | 24  | 5  | 75    | 51  | 8  | 134   | 0.34                    |
| Philippines            | Female | 27  | 36 | 3  | 21 | 35  | 1  | 139 | 116 | 13 | 187   | 187 | 17 | 391   | 0.99                    |
|                        | Male   | 19  | 47 | 8  | 53 | 63  | 2  | 54  | 74  | 7  | 126   | 184 | 17 | 327   | 0.82                    |
|                        | All    | 46  | 83 | 11 | 74 | 98  | 3  | 193 | 190 | 20 | 313   | 371 | 34 | 718   | 1.81                    |
|                        | All    | 46  | 83 | 11 | 74 | 98  | 3  | 193 | 190 | 20 | 313   | 371 | 34 | 718   | 1.81                    |
| Poland                 | Female | 7   | 11 | 4  | –  | –   | –  | 3   | 9   | 2  | 10    | 20  | 6  | 36    | 0.09                    |
|                        | Male   | 12  | 20 | 4  | 1  | 1   | –  | 1   | 4   | 1  | 14    | 25  | 5  | 44    | 0.11                    |
|                        | All    | 19  | 31 | 8  | 1  | 1   | –  | 4   | 13  | 3  | 24    | 45  | 11 | 80    | 0.20                    |
|                        | All    | 19  | 31 | 8  | 1  | 1   | –  | 4   | 13  | 3  | 24    | 45  | 11 | 80    | 0.20                    |
| Portugal               | Female | 7   | 27 | 4  | 2  | 5   | –  | 4   | 4   | 2  | 13    | 36  | 6  | 55    | 0.14                    |
|                        | Male   | 13  | 26 | 2  | 4  | 12  | –  | 7   | 3   | –  | 24    | 41  | 2  | 67    | 0.17                    |
|                        | All    | 20  | 53 | 6  | 6  | 17  | –  | 11  | 7   | 2  | 37    | 77  | 8  | 122   | 0.31                    |
|                        | All    | 20  | 53 | 6  | 6  | 17  | –  | 11  | 7   | 2  | 37    | 77  | 8  | 122   | 0.31                    |
| Qatar                  | Female | –   | –  | –  | –  | –   | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|                        | Male   | –   | –  | 1  | –  | –   | –  | –   | –   | –  | –     | –   | 1  | 1     | 0.00                    |
|                        | All    | –   | –  | 1  | –  | –   | –  | –   | –   | –  | –     | –   | 1  | 1     | 0.00                    |
|                        | All    | –   | –  | 1  | –  | –   | –  | –   | –   | –  | –     | –   | 1  | 1     | 0.00                    |
| Republic of Korea      | Female | 24  | 26 | 9  | –  | –   | –  | 1   | 21  | 1  | 25    | 47  | 10 | 82    | 0.21                    |
|                        | Male   | 27  | 21 | 6  | –  | 1   | –  | 2   | 8   | 1  | 29    | 30  | 7  | 66    | 0.17                    |
|                        | All    | 51  | 47 | 15 | –  | 1   | –  | 3   | 29  | 2  | 54    | 77  | 17 | 148   | 0.37                    |
|                        | All    | 51  | 47 | 15 | –  | 1   | –  | 3   | 29  | 2  | 54    | 77  | 17 | 148   | 0.37                    |
| Republic of Moldova    | Female | 4   | 4  | –  | –  | –   | –  | –   | 2   | –  | 4     | 6   | –  | 10    | 0.03                    |
|                        | Male   | 1   | 3  | 2  | –  | –   | –  | –   | 4   | –  | 1     | 7   | 2  | 10    | 0.03                    |
|                        | All    | 5   | 7  | 2  | –  | –   | –  | –   | 6   | –  | 5     | 13  | 2  | 20    | 0.05                    |
|                        | All    | 5   | 7  | 2  | –  | –   | –  | –   | 6   | –  | 5     | 13  | 2  | 20    | 0.05                    |
| Romania                | Female | 10  | 16 | 5  | –  | 2   | 1  | 6   | 26  | 5  | 16    | 44  | 11 | 71    | 0.18                    |
|                        | Male   | 14  | 20 | 4  | 5  | 100 | 2  | 11  | 29  | 2  | 30    | 149 | 8  | 187   | 0.47                    |
|                        | All    | 24  | 36 | 9  | 5  | 102 | 3  | 17  | 55  | 7  | 46    | 193 | 19 | 258   | 0.65                    |
|                        | All    | 24  | 36 | 9  | 5  | 102 | 3  | 17  | 55  | 7  | 46    | 193 | 19 | 258   | 0.65                    |
| Russian Federation     | Female | 44  | 36 | 28 | 9  | 4   | 1  | 64  | 53  | 13 | 117   | 93  | 42 | 252   | 0.64                    |
|                        | Male   | 141 | 63 | 51 | 10 | 14  | –  | 7   | 13  | 1  | 158   | 90  | 52 | 300   | 0.76                    |
|                        | All    | 185 | 99 | 79 | 19 | 18  | 1  | 71  | 66  | 14 | 275   | 183 | 94 | 552   | 1.39                    |
|                        | All    | 185 | 99 | 79 | 19 | 18  | 1  | 71  | 66  | 14 | 275   | 183 | 94 | 552   | 1.39                    |

| Country of nationality           | Gender | P+ |    |    | FS |    |    | GS+ |     |    | Total |     |    | Total | Percentage of all staff |
|----------------------------------|--------|----|----|----|----|----|----|-----|-----|----|-------|-----|----|-------|-------------------------|
|                                  |        | PC | FT | TA | PC | FT | TA | PC  | FT  | TA | PC    | FT  | TA |       |                         |
| Rwanda                           | Female | 3  | 9  | 3  | 8  | 15 | 1  | 7   | 9   | –  | 18    | 33  | 4  | 55    | 0.14                    |
|                                  | Male   | 12 | 30 | 9  | 19 | 22 | –  | 3   | 20  | –  | 34    | 72  | 9  | 115   | 0.29                    |
|                                  | All    | 15 | 39 | 12 | 27 | 37 | 1  | 10  | 29  | –  | 52    | 105 | 13 | 170   | 0.43                    |
| Saint Kitts and Nevis            | Female | 4  | –  | –  | –  | –  | –  | –   | –   | –  | 4     | –   | –  | 4     | 0.01                    |
|                                  | Male   | 2  | –  | –  | –  | –  | –  | –   | –   | –  | 2     | –   | –  | 2     | 0.01                    |
|                                  | All    | 6  | –  | –  | –  | –  | –  | –   | –   | –  | 6     | –   | –  | 6     | 0.02                    |
| Saint Lucia                      | Female | –  | 2  | –  | –  | –  | –  | 1   | –   | 1  | 1     | 2   | 1  | 4     | 0.01                    |
|                                  | Male   | 2  | –  | –  | –  | –  | –  | –   | –   | –  | 2     | –   | –  | 2     | 0.01                    |
|                                  | All    | 2  | 2  | –  | –  | –  | –  | 1   | –   | 1  | 3     | 2   | 1  | 6     | 0.02                    |
| Saint Vincent and the Grenadines | Female | –  | 1  | –  | –  | –  | –  | –   | –   | –  | –     | 1   | –  | 1     | 0.00                    |
|                                  | Male   | 1  | –  | –  | –  | –  | –  | 2   | –   | –  | 3     | –   | –  | 3     | 0.01                    |
|                                  | All    | 1  | 1  | –  | –  | –  | –  | 2   | –   | –  | 3     | 1   | –  | 4     | 0.01                    |
| Samoa                            | Female | –  | –  | –  | 1  | 1  | –  | –   | –   | –  | 1     | 1   | –  | 2     | 0.01                    |
|                                  | Male   | 1  | 2  | –  | 2  | 1  | –  | –   | 2   | –  | 3     | 5   | –  | 8     | 0.02                    |
|                                  | All    | 1  | 2  | –  | 3  | 2  | –  | –   | 2   | –  | 4     | 6   | –  | 10    | 0.03                    |
| San Marino                       | Female | 3  | –  | –  | –  | –  | –  | –   | –   | –  | 3     | –   | –  | 3     | 0.01                    |
|                                  | Male   | –  | –  | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|                                  | All    | 3  | –  | –  | –  | –  | –  | –   | –   | –  | 3     | –   | –  | 3     | 0.01                    |
| Sao Tome and Principe            | Female | –  | –  | –  | 1  | –  | –  | –   | –   | –  | 1     | –   | –  | 1     | 0.00                    |
|                                  | Male   | –  | –  | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|                                  | All    | –  | –  | –  | 1  | –  | –  | –   | –   | –  | 1     | –   | –  | 1     | 0.00                    |
| Saudi Arabia                     | Female | 3  | 1  | 1  | –  | –  | –  | –   | 6   | –  | 3     | 7   | 1  | 11    | 0.03                    |
|                                  | Male   | 1  | 4  | –  | –  | –  | –  | –   | 3   | –  | 1     | 7   | –  | 8     | 0.02                    |
|                                  | All    | 4  | 5  | 1  | –  | –  | –  | –   | 9   | –  | 4     | 14  | 1  | 19    | 0.05                    |
| Senegal                          | Female | 9  | 10 | 3  | 3  | 3  | 1  | 6   | 31  | 4  | 18    | 44  | 8  | 70    | 0.18                    |
|                                  | Male   | 11 | 54 | 6  | 4  | 12 | 1  | 7   | 33  | 3  | 22    | 99  | 10 | 131   | 0.33                    |
|                                  | All    | 20 | 64 | 9  | 7  | 15 | 2  | 13  | 64  | 7  | 40    | 143 | 18 | 201   | 0.51                    |
| Serbia                           | Female | 7  | 17 | 3  | 22 | 14 | 2  | 4   | 97  | 3  | 33    | 128 | 8  | 169   | 0.43                    |
|                                  | Male   | 14 | 21 | 3  | 43 | 63 | 3  | 7   | 161 | 2  | 64    | 245 | 8  | 317   | 0.80                    |
|                                  | All    | 21 | 38 | 6  | 65 | 77 | 5  | 11  | 258 | 5  | 97    | 373 | 16 | 486   | 1.23                    |
| Seychelles                       | Female | 1  | –  | –  | 1  | –  | –  | 1   | –   | –  | 3     | –   | –  | 3     | 0.01                    |
|                                  | Male   | 3  | 1  | –  | –  | –  | –  | –   | –   | –  | 3     | 1   | –  | 4     | 0.01                    |
|                                  | All    | 4  | 1  | –  | 1  | –  | –  | 1   | –   | –  | 6     | 1   | –  | 7     | 0.02                    |
| Sierra Leone                     | Female | 1  | 14 | 3  | 27 | 23 | –  | 1   | –   | –  | 29    | 37  | 3  | 69    | 0.17                    |
|                                  | Male   | 12 | 35 | 3  | 44 | 56 | 1  | 1   | 4   | 2  | 57    | 95  | 6  | 158   | 0.40                    |
|                                  | All    | 13 | 49 | 6  | 71 | 79 | 1  | 2   | 4   | 2  | 86    | 132 | 9  | 227   | 0.57                    |
| Singapore                        | Female | 9  | 5  | –  | 1  | –  | –  | –   | 3   | –  | 10    | 8   | –  | 18    | 0.05                    |
|                                  | Male   | 6  | 4  | –  | –  | –  | –  | 2   | –   | –  | 8     | 4   | –  | 12    | 0.03                    |
|                                  | All    | 15 | 9  | –  | 1  | –  | –  | 2   | 3   | –  | 18    | 12  | –  | 30    | 0.08                    |
| Slovakia                         | Female | 2  | 3  | 2  | –  | –  | –  | 2   | 6   | 1  | 4     | 9   | 3  | 16    | 0.04                    |
|                                  | Male   | 3  | 6  | –  | –  | 1  | –  | 4   | 3   | –  | 7     | 10  | –  | 17    | 0.04                    |
|                                  | All    | 5  | 9  | 2  | –  | 1  | –  | 6   | 9   | 1  | 11    | 19  | 3  | 33    | 0.08                    |
| Slovenia                         | Female | 7  | 2  | –  | –  | –  | –  | 1   | 2   | –  | 8     | 4   | –  | 12    | 0.03                    |
|                                  | Male   | 5  | 2  | –  | –  | –  | –  | 1   | 4   | –  | 6     | 6   | –  | 12    | 0.03                    |
|                                  | All    | 12 | 4  | –  | –  | –  | –  | 2   | 6   | –  | 14    | 10  | –  | 24    | 0.06                    |
| Solomon Islands                  | Female | –  | –  | 1  | –  | –  | –  | –   | –   | –  | –     | –   | 1  | 1     | 0.00                    |
|                                  | Male   | 2  | –  | 1  | –  | –  | –  | –   | –   | –  | 2     | –   | 1  | 3     | 0.01                    |
|                                  | All    | 2  | –  | 2  | –  | –  | –  | –   | –   | –  | 2     | –   | 2  | 4     | 0.01                    |

| Country of nationality                    | Gender | P+  |     |    | FS |    |    | GS+ |       |    | Total |       |     | Total | Percentage of all staff |
|-------------------------------------------|--------|-----|-----|----|----|----|----|-----|-------|----|-------|-------|-----|-------|-------------------------|
|                                           |        | PC  | FT  | TA | PC | FT | TA | PC  | FT    | TA | PC    | FT    | TA  |       |                         |
| Somalia                                   | Female | 1   | 1   | –  | –  | 1  | –  | 1   | 16    | –  | 2     | 18    | –   | 20    | 0.05                    |
|                                           | Male   | 3   | 8   | 1  | 2  | 3  | –  | 1   | 122   | 1  | 6     | 133   | 2   | 141   | 0.36                    |
|                                           | All    | 4   | 9   | 1  | 2  | 4  | –  | 2   | 138   | 1  | 8     | 151   | 2   | 161   | 0.41                    |
| South Africa                              | Female | 17  | 18  | 7  | 1  | 3  | 1  | 5   | 11    | 1  | 23    | 32    | 9   | 64    | 0.16                    |
|                                           | Male   | 13  | 27  | 8  | 17 | 22 | 1  | 5   | 12    | –  | 35    | 61    | 9   | 105   | 0.26                    |
|                                           | All    | 30  | 45  | 15 | 18 | 25 | 2  | 10  | 23    | 1  | 58    | 93    | 18  | 169   | 0.43                    |
| South Sudan                               | Female | –   | –   | 1  | –  | –  | –  | –   | 184   | –  | –     | 184   | 1   | 185   | 0.47                    |
|                                           | Male   | 1   | 1   | 1  | 1  | –  | –  | –   | 1 083 | –  | 2     | 1 084 | 1   | 1 087 | 2.74                    |
|                                           | All    | 1   | 1   | 2  | 1  | –  | –  | –   | 1 267 | –  | 2     | 1 268 | 2   | 1 272 | 3.21                    |
| Spain                                     | Female | 90  | 56  | 55 | 1  | 1  | –  | 25  | 31    | 13 | 116   | 88    | 68  | 272   | 0.69                    |
|                                           | Male   | 88  | 71  | 32 | 2  | 9  | –  | 12  | 30    | 8  | 102   | 110   | 40  | 252   | 0.64                    |
|                                           | All    | 178 | 127 | 87 | 3  | 10 | –  | 37  | 61    | 21 | 218   | 198   | 108 | 524   | 1.32                    |
| Sri Lanka                                 | Female | 3   | 6   | –  | –  | 1  | –  | 10  | 8     | –  | 13    | 15    | –   | 28    | 0.07                    |
|                                           | Male   | 7   | 18  | 3  | 19 | 14 | 2  | 4   | 12    | 1  | 30    | 44    | 6   | 80    | 0.20                    |
|                                           | All    | 10  | 24  | 3  | 19 | 15 | 2  | 14  | 20    | 1  | 43    | 59    | 6   | 108   | 0.27                    |
| Sudan                                     | Female | 3   | 10  | 2  | –  | 3  | –  | 6   | 308   | 2  | 9     | 321   | 4   | 334   | 0.84                    |
|                                           | Male   | 10  | 18  | 7  | 2  | 12 | –  | 4   | 2 076 | 1  | 16    | 2 106 | 8   | 2 130 | 5.37                    |
|                                           | All    | 13  | 28  | 9  | 2  | 15 | –  | 10  | 2 384 | 3  | 25    | 2 427 | 12  | 2 464 | 6.21                    |
| Suriname                                  | Female | 1   | –   | –  | –  | –  | –  | 1   | –     | –  | 2     | –     | –   | 2     | 0.01                    |
|                                           | Male   | 2   | –   | 1  | –  | –  | –  | –   | –     | –  | 2     | –     | 1   | 3     | 0.01                    |
|                                           | All    | 3   | –   | 1  | –  | –  | –  | 1   | –     | –  | 4     | –     | 1   | 5     | 0.01                    |
| Swaziland                                 | Female | 2   | 1   | –  | –  | 1  | –  | –   | –     | –  | 2     | 2     | –   | 4     | 0.01                    |
|                                           | Male   | 2   | –   | –  | –  | –  | –  | 1   | –     | –  | 3     | –     | –   | 3     | 0.01                    |
|                                           | All    | 4   | 1   | –  | –  | 1  | –  | 1   | –     | –  | 5     | 2     | –   | 7     | 0.02                    |
| Sweden                                    | Female | 28  | 29  | 4  | 1  | –  | –  | 5   | 2     | 2  | 34    | 31    | 6   | 71    | 0.18                    |
|                                           | Male   | 16  | 32  | 7  | 8  | 3  | –  | 1   | 1     | –  | 25    | 36    | 7   | 68    | 0.17                    |
|                                           | All    | 44  | 61  | 11 | 9  | 3  | –  | 6   | 3     | 2  | 59    | 67    | 13  | 139   | 0.35                    |
| Switzerland                               | Female | 40  | 43  | 36 | 1  | 2  | –  | 31  | 46    | 5  | 72    | 91    | 41  | 204   | 0.51                    |
|                                           | Male   | 18  | 26  | 16 | 1  | 1  | 1  | 32  | 38    | 8  | 51    | 65    | 25  | 141   | 0.36                    |
|                                           | All    | 58  | 69  | 52 | 2  | 3  | 1  | 63  | 84    | 13 | 123   | 156   | 66  | 345   | 0.87                    |
| Syrian Arab Republic                      | Female | 8   | 2   | 2  | 5  | 3  | –  | 4   | 44    | 6  | 17    | 49    | 8   | 74    | 0.19                    |
|                                           | Male   | 5   | 7   | 10 | 3  | 8  | 1  | 10  | 105   | 12 | 18    | 120   | 23  | 161   | 0.41                    |
|                                           | All    | 13  | 9   | 12 | 8  | 11 | 1  | 14  | 149   | 18 | 35    | 169   | 31  | 235   | 0.59                    |
| Tajikistan                                | Female | 1   | 4   | 1  | 9  | 1  | 1  | 1   | 2     | –  | 11    | 7     | 2   | 20    | 0.05                    |
|                                           | Male   | 9   | 5   | 1  | 13 | 10 | –  | 1   | 5     | –  | 23    | 20    | 1   | 44    | 0.11                    |
|                                           | All    | 10  | 9   | 2  | 22 | 11 | 1  | 2   | 7     | –  | 34    | 27    | 3   | 64    | 0.16                    |
| Thailand                                  | Female | 5   | 6   | 1  | 1  | –  | –  | 97  | 98    | 15 | 103   | 104   | 16  | 223   | 0.56                    |
|                                           | Male   | 2   | 5   | 1  | 5  | 4  | –  | 57  | 85    | 3  | 64    | 94    | 4   | 162   | 0.41                    |
|                                           | All    | 7   | 11  | 2  | 6  | 4  | –  | 154 | 183   | 18 | 167   | 198   | 20  | 385   | 0.97                    |
| The former Yugoslav Republic of Macedonia | Female | 2   | 2   | –  | 2  | 1  | –  | –   | 6     | 1  | 4     | 9     | 1   | 14    | 0.04                    |
|                                           | Male   | 4   | 3   | –  | 3  | 3  | –  | 2   | 4     | –  | 9     | 10    | –   | 19    | 0.05                    |
|                                           | All    | 6   | 5   | –  | 5  | 4  | –  | 2   | 10    | 1  | 13    | 19    | 1   | 33    | 0.08                    |
| Timor-Leste                               | Female | –   | 1   | –  | –  | 1  | –  | –   | 3     | –  | –     | 5     | –   | 5     | 0.01                    |
|                                           | Male   | –   | –   | –  | 6  | 10 | 1  | –   | 3     | –  | 6     | 13    | 1   | 20    | 0.05                    |
|                                           | All    | –   | 1   | –  | 6  | 11 | 1  | –   | 6     | –  | 6     | 18    | 1   | 25    | 0.06                    |
| Togo                                      | Female | 1   | 4   | –  | –  | 2  | –  | 3   | 5     | –  | 4     | 11    | –   | 15    | 0.04                    |
|                                           | Male   | 6   | 16  | 6  | –  | 2  | –  | 1   | 6     | –  | 7     | 24    | 6   | 37    | 0.09                    |
|                                           | All    | 7   | 20  | 6  | –  | 4  | –  | 4   | 11    | –  | 11    | 35    | 6   | 52    | 0.13                    |
| Tonga                                     | Female | 1   | –   | –  | –  | –  | –  | –   | –     | –  | 1     | –     | –   | 1     | 0.00                    |
|                                           | Male   | 1   | –   | –  | –  | –  | –  | –   | –     | –  | 1     | –     | –   | 1     | 0.00                    |
|                                           | All    | 2   | –   | –  | –  | –  | –  | –   | –     | –  | 2     | –     | –   | 2     | 0.01                    |
| Trinidad and Tobago                       | Female | 10  | 5   | –  | 4  | 2  | –  | 29  | 25    | 1  | 43    | 32    | 1   | 76    | 0.19                    |
|                                           | Male   | 9   | 9   | 1  | 27 | 7  | –  | 18  | 19    | –  | 54    | 35    | 1   | 90    | 0.23                    |
|                                           | All    | 19  | 14  | 1  | 31 | 9  | –  | 47  | 44    | 1  | 97    | 67    | 2   | 166   | 0.42                    |
| Tunisia                                   | Female | 8   | 9   | 4  | 1  | 1  | –  | 4   | 11    | 3  | 13    | 21    | 7   | 41    | 0.10                    |
|                                           | Male   | 13  | 16  | 12 | 4  | 3  | –  | 5   | 10    | 2  | 22    | 29    | 14  | 65    | 0.16                    |

| Country of nationality                               | Gender | P+    |       |       | FS    |       |    | GS+   |        |     | Total |        |       | Total  | Percentage of all staff |
|------------------------------------------------------|--------|-------|-------|-------|-------|-------|----|-------|--------|-----|-------|--------|-------|--------|-------------------------|
|                                                      |        | PC    | FT    | TA    | PC    | FT    | TA | PC    | FT     | TA  | PC    | FT     | TA    |        |                         |
| Turkey                                               | All    | 21    | 25    | 16    | 5     | 4     | –  | 9     | 21     | 5   | 35    | 50     | 21    | 106    | 0.27                    |
|                                                      | Female | 10    | 10    | 2     | –     | 1     | –  | –     | 3      | 3   | 10    | 14     | 5     | 29     | 0.07                    |
|                                                      | Male   | 11    | 21    | 1     | –     | 1     | –  | 2     | 20     | 6   | 13    | 42     | 7     | 62     | 0.16                    |
|                                                      | All    | 21    | 31    | 3     | –     | 2     | –  | 2     | 23     | 9   | 23    | 56     | 12    | 91     | 0.23                    |
| Turkmenistan                                         | Female | 1     | –     | –     | –     | –     | –  | –     | 7      | –   | 1     | 7      | –     | 8      | 0.02                    |
|                                                      | Male   | 1     | 2     | –     | –     | –     | –  | –     | 16     | –   | 1     | 18     | –     | 19     | 0.05                    |
|                                                      | All    | 2     | 2     | –     | –     | –     | –  | –     | 23     | –   | 2     | 25     | –     | 27     | 0.07                    |
| Tuvalu                                               | Female | –     | –     | –     | –     | –     | –  | –     | –      | –   | –     | –      | –     | –      | –                       |
|                                                      | Male   | –     | –     | –     | –     | –     | –  | –     | –      | –   | –     | –      | –     | –      | –                       |
|                                                      | All    | –     | –     | –     | –     | –     | –  | –     | –      | –   | –     | –      | –     | –      | –                       |
| Uganda                                               | Female | 15    | 39    | 5     | 7     | 17    | 2  | 7     | 182    | 12  | 29    | 238    | 19    | 286    | 0.72                    |
|                                                      | Male   | 23    | 64    | 9     | 18    | 23    | 1  | 2     | 254    | 10  | 43    | 341    | 20    | 404    | 1.02                    |
|                                                      | All    | 38    | 103   | 14    | 25    | 40    | 3  | 9     | 436    | 22  | 72    | 579    | 39    | 690    | 1.74                    |
| Ukraine                                              | Female | 2     | 10    | 2     | –     | 2     | –  | 4     | 20     | 26  | 6     | 32     | 28    | 66     | 0.17                    |
|                                                      | Male   | 22    | 32    | 6     | 11    | 10    | 2  | –     | 19     | 34  | 33    | 61     | 42    | 136    | 0.34                    |
|                                                      | All    | 24    | 42    | 8     | 11    | 12    | 2  | 4     | 39     | 60  | 39    | 93     | 70    | 202    | 0.51                    |
| United Arab Emirates                                 | Female | –     | –     | –     | –     | –     | –  | –     | –      | –   | –     | –      | –     | –      | –                       |
|                                                      | Male   | –     | –     | –     | –     | –     | –  | –     | –      | –   | –     | –      | –     | –      | –                       |
|                                                      | All    | –     | –     | –     | –     | –     | –  | –     | –      | –   | –     | –      | –     | –      | –                       |
| United Kingdom of Great Britain and Northern Ireland | Female | 106   | 95    | 66    | 3     | 7     | 2  | 47    | 39     | 12  | 156   | 141    | 80    | 377    | 0.95                    |
|                                                      | Male   | 119   | 205   | 62    | 28    | 23    | –  | 20    | 46     | 6   | 167   | 274    | 68    | 509    | 1.28                    |
|                                                      | All    | 225   | 300   | 128   | 31    | 30    | 2  | 67    | 85     | 18  | 323   | 415    | 148   | 886    | 2.23                    |
| United Republic of Tanzania                          | Female | 4     | 13    | 2     | 16    | 8     | –  | 3     | 18     | 2   | 23    | 39     | 4     | 66     | 0.17                    |
|                                                      | Male   | 7     | 15    | 1     | 27    | 25    | –  | 1     | 78     | 4   | 35    | 118    | 5     | 158    | 0.40                    |
|                                                      | All    | 11    | 28    | 3     | 43    | 33    | –  | 4     | 96     | 6   | 58    | 157    | 9     | 224    | 0.56                    |
| United States of America                             | Female | 254   | 259   | 132   | 18    | 32    | 1  | 249   | 291    | 40  | 521   | 582    | 173   | 1 276  | 3.22                    |
|                                                      | Male   | 210   | 293   | 104   | 30    | 51    | 2  | 282   | 263    | 39  | 522   | 607    | 145   | 1 274  | 3.21                    |
|                                                      | All    | 464   | 552   | 236   | 48    | 83    | 3  | 531   | 554    | 79  | 1 043 | 1 189  | 318   | 2 550  | 6.43                    |
| Uruguay                                              | Female | 15    | 8     | 7     | –     | 2     | –  | 9     | 8      | –   | 24    | 18     | 7     | 49     | 0.12                    |
|                                                      | Male   | 13    | 27    | 4     | 3     | 6     | 1  | 7     | 3      | 2   | 23    | 36     | 7     | 66     | 0.17                    |
|                                                      | All    | 28    | 35    | 11    | 3     | 8     | 1  | 16    | 11     | 2   | 47    | 54     | 14    | 115    | 0.29                    |
| Uzbekistan                                           | Female | 6     | 3     | 3     | –     | 1     | –  | –     | 7      | 3   | 6     | 11     | 6     | 23     | 0.06                    |
|                                                      | Male   | 8     | 9     | –     | 1     | 1     | –  | –     | 9      | –   | 9     | 19     | –     | 28     | 0.07                    |
|                                                      | All    | 14    | 12    | 3     | 1     | 2     | –  | –     | 16     | 3   | 15    | 30     | 6     | 51     | 0.13                    |
| Vanuatu                                              | Female | –     | –     | –     | –     | –     | –  | –     | –      | –   | –     | –      | –     | –      | –                       |
|                                                      | Male   | –     | –     | –     | –     | –     | –  | –     | 1      | –   | –     | 1      | –     | 1      | 0.00                    |
|                                                      | All    | –     | –     | –     | –     | –     | –  | –     | 1      | –   | –     | 1      | –     | 1      | 0.00                    |
| Venezuela (Bolivarian Republic of)                   | Female | 4     | 4     | 3     | –     | –     | –  | 4     | 4      | 3   | 8     | 8      | 6     | 22     | 0.06                    |
|                                                      | Male   | 9     | 8     | 5     | –     | 2     | –  | 2     | 2      | 1   | 11    | 12     | 6     | 29     | 0.07                    |
|                                                      | All    | 13    | 12    | 8     | –     | 2     | –  | 6     | 6      | 4   | 19    | 20     | 12    | 51     | 0.13                    |
| Viet Nam                                             | Female | 5     | 1     | –     | –     | –     | –  | 2     | 4      | 1   | 7     | 5      | 1     | 13     | 0.03                    |
|                                                      | Male   | 2     | –     | –     | –     | –     | –  | –     | 2      | –   | 2     | 2      | –     | 4      | 0.01                    |
|                                                      | All    | 7     | 1     | –     | –     | –     | –  | 2     | 6      | 1   | 9     | 7      | 1     | 17     | 0.04                    |
| Yemen                                                | Female | 2     | 3     | 1     | –     | –     | –  | –     | 14     | –   | 2     | 17     | 1     | 20     | 0.05                    |
|                                                      | Male   | 5     | 4     | –     | 1     | 2     | –  | 2     | 53     | –   | 8     | 59     | –     | 67     | 0.17                    |
|                                                      | All    | 7     | 7     | 1     | 1     | 2     | –  | 2     | 67     | –   | 10    | 76     | 1     | 87     | 0.22                    |
| Zambia                                               | Female | 3     | 9     | 2     | 4     | –     | –  | 6     | 6      | –   | 13    | 15     | 2     | 30     | 0.08                    |
|                                                      | Male   | 4     | 16    | 2     | 4     | 5     | 1  | 2     | 7      | 1   | 10    | 28     | 4     | 42     | 0.11                    |
|                                                      | All    | 7     | 25    | 4     | 8     | 5     | 1  | 8     | 13     | 1   | 23    | 43     | 6     | 72     | 0.18                    |
| Zimbabwe                                             | Female | 7     | 18    | 1     | 6     | 4     | –  | 3     | 8      | –   | 16    | 30     | 1     | 47     | 0.12                    |
|                                                      | Male   | 26    | 34    | 3     | 10    | 9     | –  | 2     | 1      | –   | 38    | 44     | 3     | 85     | 0.21                    |
|                                                      | All    | 33    | 52    | 4     | 16    | 13    | –  | 5     | 9      | –   | 54    | 74     | 4     | 132    | 0.33                    |
| Subtotal                                             | Female | 2 149 | 2 340 | 1 035 | 449   | 573   | 29 | 2 054 | 4 789  | 454 | 4 652 | 7 702  | 1 518 | 13 872 | 34.99                   |
|                                                      | Male   | 2 645 | 3 719 | 928   | 1 141 | 1 611 | 65 | 1 593 | 13 509 | 401 | 5 379 | 18 839 | 1 394 | 25 612 | 64.59                   |

| Country of nationality | Gender        | P+           |              |              | FS           |              |           | GS+          |               |            | Total         |               |              | Total         | Percentage of all staff |
|------------------------|---------------|--------------|--------------|--------------|--------------|--------------|-----------|--------------|---------------|------------|---------------|---------------|--------------|---------------|-------------------------|
|                        |               | PC           | FT           | TA           | PC           | FT           | TA        | PC           | FT            | TA         | PC            | FT            | TA           |               |                         |
|                        | <b>All</b>    | <b>4 794</b> | <b>6 059</b> | <b>1 963</b> | <b>1 590</b> | <b>2 184</b> | <b>94</b> | <b>3 647</b> | <b>18 298</b> | <b>855</b> | <b>10 031</b> | <b>26 541</b> | <b>2 912</b> | <b>39 484</b> | <b>99.58</b>            |
| State of Palestine     | Female        | 2            | 2            | 1            | 2            | 2            | –         | 1            | 13            | 1          | 5             | 17            | 2            | 24            | 0.06                    |
|                        | Male          | 7            | 10           | 5            | 6            | 15           | 1         | 8            | 62            | 1          | 21            | 87            | 7            | 115           | 0.29                    |
|                        | All           | 9            | 12           | 6            | 8            | 17           | 1         | 9            | 75            | 2          | 26            | 104           | 9            | 139           | 0.35                    |
| Stateless              | Female        | –            | 2            | –            | –            | –            | –         | –            | –             | –          | –             | 2             | –            | 2             | 0.01                    |
|                        | Male          | –            | 4            | –            | –            | –            | –         | 15           | 7             | –          | 15            | 11            | –            | 26            | 0.07                    |
|                        | All           | –            | 6            | –            | –            | –            | –         | 15           | 7             | –          | 15            | 13            | –            | 28            | 0.07                    |
| <b>Total</b>           | <b>Female</b> | <b>2 151</b> | <b>2 344</b> | <b>1 036</b> | <b>451</b>   | <b>575</b>   | <b>29</b> | <b>2 055</b> | <b>4 802</b>  | <b>455</b> | <b>4 657</b>  | <b>7 721</b>  | <b>1 520</b> | <b>13 898</b> | <b>35.05</b>            |
|                        | <b>Male</b>   | <b>2 652</b> | <b>3 733</b> | <b>933</b>   | <b>1 147</b> | <b>1 626</b> | <b>66</b> | <b>1 616</b> | <b>13 578</b> | <b>402</b> | <b>5 415</b>  | <b>18 937</b> | <b>1 401</b> | <b>25 753</b> | <b>64.95</b>            |
|                        | <b>All</b>    | <b>4 803</b> | <b>6 077</b> | <b>1 969</b> | <b>1 598</b> | <b>2 201</b> | <b>95</b> | <b>3 671</b> | <b>18 380</b> | <b>857</b> | <b>10 072</b> | <b>26 658</b> | <b>2 921</b> | <b>39 651</b> | <b>100.00</b>           |

Table 1.B

All staff by entity, location, gender, category and appointment type as at 31 December 2016g

(Population: 39,651)

| Entity               | Gender        | P+     |     |     | FS  |    |    | GS+ |     |     | Total |       |     | Total | Percentage of all staff |      |
|----------------------|---------------|--------|-----|-----|-----|----|----|-----|-----|-----|-------|-------|-----|-------|-------------------------|------|
|                      |               | PC     | FT  | TA  | PC  | FT | TA | PC  | FT  | TA  | PC    | FT    | TA  |       |                         |      |
| Non-field operations |               |        |     |     |     |    |    |     |     |     |       |       |     |       |                         |      |
| Departments/offices  |               |        |     |     |     |    |    |     |     |     |       |       |     |       |                         |      |
| CTED                 | Headquarters  | Female | 8   | 7   | 2   | –  | –  | –   | 1   | 3   | 3     | 9     | 10  | 5     | 24                      | 0.06 |
|                      |               | Male   | 8   | 5   | 2   | –  | –  | –   | 1   | –   | –     | 9     | 5   | 2     | 16                      | 0.04 |
|                      |               | All    | 16  | 12  | 4   | –  | –  | –   | 2   | 3   | 3     | 18    | 15  | 7     | 40                      | 0.10 |
|                      | Other offices | Female | –   | –   | –   | –  | –  | –   | –   | –   | –     | –     | –   | –     | –                       | –    |
|                      |               | Male   | –   | –   | –   | –  | –  | –   | –   | –   | –     | –     | –   | –     | –                       | –    |
|                      |               | All    | –   | –   | –   | –  | –  | –   | –   | –   | –     | –     | –   | –     | –                       | –    |
|                      | Subtotal      | Female | 8   | 7   | 2   | –  | –  | –   | 1   | 3   | 3     | 9     | 10  | 5     | 24                      | 0.06 |
|                      |               | Male   | 8   | 5   | 2   | –  | –  | –   | 1   | –   | –     | 9     | 5   | 2     | 16                      | 0.04 |
|                      |               | All    | 16  | 12  | 4   | –  | –  | –   | 2   | 3   | 3     | 18    | 15  | 7     | 40                      | 0.10 |
| DESA                 | Headquarters  | Female | 91  | 147 | 10  | –  | –  | –   | 81  | 54  | 4     | 172   | 201 | 14    | 387                     | 0.98 |
|                      |               | Male   | 114 | 110 | 7   | –  | –  | –   | 29  | 29  | 1     | 143   | 139 | 8     | 290                     | 0.73 |
|                      |               | All    | 205 | 257 | 17  | –  | –  | –   | 110 | 83  | 5     | 315   | 340 | 22    | 677                     | 1.71 |
|                      | Other offices | Female | 1   | 25  | 1   | –  | –  | –   | –   | 6   | –     | 1     | 31  | 1     | 33                      | 0.08 |
|                      |               | Male   | 2   | 13  | 1   | –  | –  | –   | –   | 3   | –     | 2     | 16  | 1     | 19                      | 0.05 |
|                      |               | All    | 3   | 38  | 2   | –  | –  | –   | –   | 9   | –     | 3     | 47  | 2     | 52                      | 0.13 |
|                      | Subtotal      | Female | 92  | 172 | 11  | –  | –  | –   | 81  | 60  | 4     | 173   | 232 | 15    | 420                     | 1.06 |
|                      |               | Male   | 116 | 123 | 8   | –  | –  | –   | 29  | 32  | 1     | 145   | 155 | 9     | 309                     | 0.78 |
|                      |               | All    | 208 | 295 | 19  | –  | –  | –   | 110 | 92  | 5     | 318   | 387 | 24    | 729                     | 1.84 |
| DFS                  | Headquarters  | Female | 68  | 50  | 10  | –  | –  | –   | 45  | 61  | 8     | 113   | 111 | 18    | 242                     | 0.61 |
|                      |               | Male   | 84  | 54  | 16  | –  | –  | –   | 25  | 13  | 3     | 109   | 67  | 19    | 195                     | 0.49 |
|                      |               | All    | 152 | 104 | 26  | –  | –  | –   | 70  | 74  | 11    | 222   | 178 | 37    | 437                     | 1.10 |
|                      | Other offices | Female | –   | –   | –   | –  | –  | –   | –   | –   | –     | –     | –   | –     | –                       | –    |
|                      |               | Male   | –   | –   | –   | –  | –  | –   | –   | –   | –     | –     | –   | –     | –                       | –    |
|                      |               | All    | –   | –   | –   | –  | –  | –   | –   | –   | –     | –     | –   | –     | –                       | –    |
|                      | Subtotal      | Female | 68  | 50  | 10  | –  | –  | –   | 45  | 61  | 8     | 113   | 111 | 18    | 242                     | 0.61 |
|                      |               | Male   | 84  | 54  | 16  | –  | –  | –   | 25  | 13  | 3     | 109   | 67  | 19    | 195                     | 0.49 |
|                      |               | All    | 152 | 104 | 26  | –  | –  | –   | 70  | 74  | 11    | 222   | 178 | 37    | 437                     | 1.10 |
| DGACM                | Headquarters  | Female | 418 | 93  | 399 | –  | –  | –   | 229 | 226 | 66    | 647   | 319 | 465   | 1 431                   | 3.61 |
|                      |               | Male   | 408 | 58  | 248 | –  | –  | –   | 169 | 172 | 58    | 577   | 230 | 306   | 1 113                   | 2.81 |
|                      |               | All    | 826 | 151 | 647 | –  | –  | –   | 398 | 398 | 124   | 1 224 | 549 | 771   | 2 544                   | 6.42 |

| Entity | Gender          | P+            |            |            | FS         |          |          | GS+ |            |            | Total      |              |              | Percentage |              |
|--------|-----------------|---------------|------------|------------|------------|----------|----------|-----|------------|------------|------------|--------------|--------------|------------|--------------|
|        |                 | PC            | FT         | TA         | PC         | FT       | TA       | PC  | FT         | TA         | PC         | FT           | TA           | Total      | of all staff |
|        |                 |               |            |            |            |          |          |     |            |            |            |              |              |            |              |
| DM     | Other offices   | Female        | –          | –          | –          | –        | –        | –   | –          | –          | –          | –            | –            | –          | –            |
|        |                 | Male          | –          | –          | –          | –        | –        | –   | –          | –          | –          | –            | –            | –          | –            |
|        |                 | All           | –          | –          | –          | –        | –        | –   | –          | –          | –          | –            | –            | –          | –            |
|        | <b>Subtotal</b> | <b>Female</b> | <b>418</b> | <b>93</b>  | <b>399</b> | –        | –        | –   | <b>229</b> | <b>226</b> | <b>66</b>  | <b>647</b>   | <b>319</b>   | <b>465</b> | <b>1 431</b> |
|        |                 | <b>Male</b>   | <b>408</b> | <b>58</b>  | <b>248</b> | –        | –        | –   | <b>169</b> | <b>172</b> | <b>58</b>  | <b>577</b>   | <b>230</b>   | <b>306</b> | <b>1 113</b> |
|        |                 | <b>All</b>    | <b>826</b> | <b>151</b> | <b>647</b> | –        | –        | –   | <b>398</b> | <b>398</b> | <b>124</b> | <b>1 224</b> | <b>549</b>   | <b>771</b> | <b>2 544</b> |
|        | Headquarters    | Female        | 187        | 103        | 25         | –        | –        | –   | 186        | 170        | 31         | 373          | 273          | 56         | 702          |
|        |                 | Male          | 180        | 115        | 25         | –        | –        | –   | 157        | 158        | 15         | 337          | 273          | 40         | 650          |
|        |                 | All           | 367        | 218        | 50         | –        | –        | –   | 343        | 328        | 46         | 710          | 546          | 96         | 1 352        |
|        | Other offices   | Female        | 3          | 1          | 1          | 1        | –        | –   | 9          | –          | 4          | 10           | 1            | 15         | 0.04         |
|        |                 | Male          | 9          | 10         | 5          | –        | 1        | –   | 7          | –          | 9          | 18           | 5            | 32         | 0.08         |
|        |                 | All           | 12         | 11         | 6          | 1        | 1        | –   | 16         | –          | 13         | 28           | 6            | 47         | 0.12         |
|        | <b>Subtotal</b> | <b>Female</b> | <b>190</b> | <b>104</b> | <b>26</b>  | <b>1</b> | –        | –   | <b>186</b> | <b>179</b> | <b>31</b>  | <b>377</b>   | <b>283</b>   | <b>57</b>  | <b>717</b>   |
|        |                 | <b>Male</b>   | <b>189</b> | <b>125</b> | <b>30</b>  | –        | <b>1</b> | –   | <b>157</b> | <b>165</b> | <b>15</b>  | <b>346</b>   | <b>291</b>   | <b>45</b>  | <b>682</b>   |
|        |                 | <b>All</b>    | <b>379</b> | <b>229</b> | <b>56</b>  | <b>1</b> | <b>1</b> | –   | <b>343</b> | <b>344</b> | <b>46</b>  | <b>723</b>   | <b>574</b>   | <b>102</b> | <b>1 399</b> |
| DPA    | Headquarters    | Female        | 53         | 37         | 19         | –        | –        | –   | 29         | 48         | 11         | 82           | 85           | 30         | 197          |
|        |                 | Male          | 48         | 49         | 17         | –        | –        | –   | 5          | 12         | 7          | 53           | 61           | 24         | 138          |
|        |                 | All           | 101        | 86         | 36         | –        | –        | –   | 34         | 60         | 18         | 135          | 146          | 54         | 335          |
|        | Other offices   | Female        | –          | 3          | 4          | –        | –        | –   | –          | –          | –          | 3            | 4            | 7          | 0.02         |
|        |                 | Male          | –          | 3          | 5          | –        | –        | –   | –          | –          | –          | 3            | 5            | 8          | 0.02         |
|        |                 | All           | –          | 6          | 9          | –        | –        | –   | –          | –          | –          | 6            | 9            | 15         | 0.04         |
|        | <b>Subtotal</b> | <b>Female</b> | <b>53</b>  | <b>40</b>  | <b>23</b>  | –        | –        | –   | <b>29</b>  | <b>48</b>  | <b>11</b>  | <b>82</b>    | <b>88</b>    | <b>34</b>  | <b>204</b>   |
|        |                 | <b>Male</b>   | <b>48</b>  | <b>52</b>  | <b>22</b>  | –        | –        | –   | <b>5</b>   | <b>12</b>  | <b>7</b>   | <b>53</b>    | <b>64</b>    | <b>29</b>  | <b>146</b>   |
|        |                 | <b>All</b>    | <b>101</b> | <b>92</b>  | <b>45</b>  | –        | –        | –   | <b>34</b>  | <b>60</b>  | <b>18</b>  | <b>135</b>   | <b>152</b>   | <b>63</b>  | <b>350</b>   |
|        | Headquarters    | Female        | 97         | 38         | 21         | –        | –        | –   | 86         | 73         | 20         | 183          | 111          | 41         | 335          |
|        |                 | Male          | 74         | 35         | 13         | –        | –        | –   | 51         | 44         | 10         | 125          | 79           | 23         | 227          |
|        |                 | All           | 171        | 73         | 34         | –        | –        | –   | 137        | 117        | 30         | 308          | 190          | 64         | 562          |
|        | Other offices   | Female        | 2          | 8          | –          | –        | –        | –   | 41         | 49         | –          | 43           | 57           | –          | 100          |
|        |                 | Male          | 12         | 5          | –          | –        | –        | –   | 44         | 38         | –          | 56           | 43           | –          | 99           |
|        |                 | All           | 14         | 13         | –          | –        | –        | –   | 85         | 87         | –          | 99           | 100          | –          | 199          |
|        | <b>Subtotal</b> | <b>Female</b> | <b>99</b>  | <b>46</b>  | <b>21</b>  | –        | –        | –   | <b>127</b> | <b>122</b> | <b>20</b>  | <b>226</b>   | <b>168</b>   | <b>41</b>  | <b>435</b>   |
|        |                 | <b>Male</b>   | <b>86</b>  | <b>40</b>  | <b>13</b>  | –        | –        | –   | <b>95</b>  | <b>82</b>  | <b>10</b>  | <b>181</b>   | <b>122</b>   | <b>23</b>  | <b>326</b>   |
|        |                 | <b>All</b>    | <b>185</b> | <b>86</b>  | <b>34</b>  | –        | –        | –   | <b>222</b> | <b>204</b> | <b>30</b>  | <b>407</b>   | <b>290</b>   | <b>64</b>  | <b>761</b>   |
| DPKO   | Headquarters    | Female        | 42         | 71         | 18         | –        | –        | –   | 16         | 44         | 16         | 58           | 115          | 34         | 207          |
|        |                 | Male          | 44         | 167        | 22         | –        | –        | –   | 12         | 20         | 3          | 56           | 187          | 25         | 268          |
|        |                 | All           | 86         | 238        | 40         | –        | –        | –   | 28         | 64         | 19         | 114          | 302          | 59         | 475          |
|        | Other offices   | Female        | –          | –          | –          | –        | –        | –   | 1          | –          | –          | 1            | –            | 1          | 0.00         |
|        |                 | Male          | –          | 1          | –          | –        | –        | –   | –          | –          | –          | 1            | –            | 1          | 0.00         |
|        |                 | All           | –          | 1          | –          | –        | –        | –   | 1          | –          | –          | 2            | –            | 2          | 0.01         |
|        | <b>Subtotal</b> | <b>Female</b> | <b>42</b>  | <b>71</b>  | <b>18</b>  | –        | –        | –   | <b>16</b>  | <b>45</b>  | <b>16</b>  | <b>58</b>    | <b>116</b>   | <b>34</b>  | <b>208</b>   |
|        |                 | <b>Male</b>   | <b>44</b>  | <b>168</b> | <b>22</b>  | –        | –        | –   | <b>12</b>  | <b>20</b>  | <b>3</b>   | <b>56</b>    | <b>188</b>   | <b>25</b>  | <b>269</b>   |
|        |                 | <b>All</b>    | <b>86</b>  | <b>239</b> | <b>40</b>  | –        | –        | –   | <b>28</b>  | <b>65</b>  | <b>19</b>  | <b>114</b>   | <b>304</b>   | <b>59</b>  | <b>477</b>   |
|        | Headquarters    | Female        | 22         | 22         | 4          | –        | –        | –   | 55         | 107        | 13         | 77           | 129          | 17         | 223          |
|        |                 | Male          | 35         | 31         | 4          | –        | –        | –   | 207        | 290        | 45         | 242          | 321          | 49         | 612          |
|        |                 | All           | 57         | 53         | 8          | –        | –        | –   | 262        | 397        | 58         | 319          | 450          | 66         | 835          |
|        | Other offices   | Female        | –          | 24         | –          | –        | –        | –   | 37         | 100        | 7          | 37           | 124          | 7          | 168          |
|        |                 | Male          | 15         | 224        | 1          | –        | –        | –   | 120        | 455        | 2          | 135          | 679          | 3          | 817          |
|        |                 | All           | 15         | 248        | 1          | –        | –        | –   | 157        | 555        | 9          | 172          | 803          | 10         | 985          |
|        | <b>Subtotal</b> | <b>Female</b> | <b>22</b>  | <b>46</b>  | <b>4</b>   | –        | –        | –   | <b>92</b>  | <b>207</b> | <b>20</b>  | <b>114</b>   | <b>253</b>   | <b>24</b>  | <b>391</b>   |
|        |                 | <b>Male</b>   | <b>50</b>  | <b>255</b> | <b>5</b>   | –        | –        | –   | <b>327</b> | <b>745</b> | <b>47</b>  | <b>377</b>   | <b>1 000</b> | <b>52</b>  | <b>1 429</b> |
|        |                 | <b>All</b>    | <b>72</b>  | <b>301</b> | <b>9</b>   | –        | –        | –   | <b>419</b> | <b>952</b> | <b>67</b>  | <b>491</b>   | <b>1 253</b> | <b>76</b>  | <b>1 820</b> |
| EOSG   | Headquarters    | Female        | 12         | 16         | 4          | –        | –        | –   | 22         | 16         | 2          | 34           | 32           | 6          | 72           |
|        |                 | Male          | 14         | 14         | 11         | –        | –        | –   | 4          | 5          | 2          | 18           | 19           | 13         | 50           |
|        |                 | All           | 26         | 30         | 15         | –        | –        | –   | 26         | 21         | 4          | 52           | 51           | 19         | 122          |
|        | Other offices   | Female        | –          | –          | –          | –        | –        | –   | –          | –          | –          | –            | –            | –          | –            |
|        |                 | Male          | –          | –          | –          | –        | –        | –   | –          | –          | –          | –            | –            | –          | –            |

| Entity | Gender        | P+     |     |     | FS  |    |    | GS+ |       |    | Total |       |     | Percentage |              |
|--------|---------------|--------|-----|-----|-----|----|----|-----|-------|----|-------|-------|-----|------------|--------------|
|        |               | PC     | FT  | TA  | PC  | FT | TA | PC  | FT    | TA | PC    | FT    | TA  | Total      | of all staff |
| ETHICS | Subtotal      | Male   | 1   | –   | 1   | –  | –  | –   | –     | –  | 1     | –     | 1   | 2          | 0.01         |
|        |               | All    | 1   | –   | 1   | –  | –  | –   | –     | –  | 1     | –     | 1   | 2          | 0.01         |
|        |               | Female | 12  | 16  | 4   | –  | –  | 22  | 16    | 2  | 34    | 32    | 6   | 72         | 0.18         |
|        |               | Male   | 15  | 14  | 12  | –  | –  | 4   | 5     | 2  | 19    | 19    | 14  | 52         | 0.13         |
|        |               | All    | 27  | 30  | 16  | –  | –  | 26  | 21    | 4  | 53    | 51    | 20  | 124        | 0.31         |
|        | Headquarters  | Female | 3   | –   | 2   | –  | –  | 1   | –     | –  | 4     | –     | 2   | 6          | 0.02         |
|        |               | Male   | 2   | 1   | –   | –  | –  | 2   | 1     | –  | 4     | 2     | –   | 6          | 0.02         |
|        |               | All    | 5   | 1   | 2   | –  | –  | 3   | 1     | –  | 8     | 2     | 2   | 12         | 0.03         |
|        | Other offices | Female | –   | –   | –   | –  | –  | –   | –     | –  | –     | –     | –   | –          | –            |
|        |               | Male   | –   | –   | –   | –  | –  | –   | –     | –  | –     | –     | –   | –          | –            |
|        |               | All    | –   | –   | –   | –  | –  | –   | –     | –  | –     | –     | –   | –          | –            |
|        | Subtotal      | Female | 3   | –   | 2   | –  | –  | 1   | –     | –  | 4     | –     | 2   | 6          | 0.02         |
|        |               | Male   | 2   | 1   | –   | –  | –  | 2   | 1     | –  | 4     | 2     | –   | 6          | 0.02         |
|        |               | All    | 5   | 1   | 2   | –  | –  | 3   | 1     | –  | 8     | 2     | 2   | 12         | 0.03         |
| OAJ    | Headquarters  | Female | 3   | 11  | –   | –  | –  | 3   | 9     | 1  | 6     | 20    | 1   | 27         | 0.07         |
|        |               | Male   | 4   | 5   | –   | –  | –  | 1   | 2     | –  | 5     | 7     | –   | 12         | 0.03         |
|        |               | All    | 7   | 16  | –   | –  | –  | 4   | 11    | 1  | 11    | 27    | 1   | 39         | 0.10         |
|        | Other offices | Female | –   | 1   | –   | –  | –  | –   | –     | –  | –     | 1     | –   | 1          | 0.00         |
|        |               | Male   | –   | 1   | –   | –  | –  | –   | –     | –  | –     | 1     | –   | 1          | 0.00         |
|        |               | All    | –   | 2   | –   | –  | –  | –   | –     | –  | –     | 2     | –   | 2          | 0.01         |
|        | Subtotal      | Female | 3   | 12  | –   | –  | –  | 3   | 9     | 1  | 6     | 21    | 1   | 28         | 0.07         |
|        |               | Male   | 4   | 6   | –   | –  | –  | 1   | 2     | –  | 5     | 8     | –   | 13         | 0.03         |
|        |               | All    | 7   | 18  | –   | –  | –  | 4   | 11    | 1  | 11    | 29    | 1   | 41         | 0.10         |
| OCHA   | Headquarters  | Female | 75  | 104 | 33  | –  | –  | 53  | 69    | 9  | 128   | 173   | 42  | 343        | 0.87         |
|        |               | Male   | 77  | 91  | 17  | –  | –  | 18  | 44    | 4  | 95    | 135   | 21  | 251        | 0.63         |
|        |               | All    | 152 | 195 | 50  | –  | –  | 71  | 113   | 13 | 223   | 308   | 63  | 594        | 1.50         |
|        | Other offices | Female | 36  | 62  | 63  | –  | –  | 13  | 236   | 16 | 49    | 298   | 79  | 426        | 1.07         |
|        |               | Male   | 62  | 125 | 71  | –  | –  | 31  | 682   | 25 | 93    | 807   | 96  | 996        | 2.51         |
|        |               | All    | 98  | 187 | 134 | –  | –  | 44  | 918   | 41 | 142   | 1 105 | 175 | 1 422      | 3.59         |
|        | Subtotal      | Female | 111 | 166 | 96  | –  | –  | 66  | 305   | 25 | 177   | 471   | 121 | 769        | 1.94         |
|        |               | Male   | 139 | 216 | 88  | –  | –  | 49  | 726   | 29 | 188   | 942   | 117 | 1 247      | 3.14         |
|        |               | All    | 250 | 382 | 184 | –  | –  | 115 | 1 031 | 54 | 365   | 1 413 | 238 | 2 016      | 5.08         |
| ODA    | Headquarters  | Female | 8   | 5   | –   | –  | –  | 14  | 5     | –  | 22    | 10    | –   | 32         | 0.08         |
|        |               | Male   | 18  | 8   | 1   | –  | –  | 5   | 1     | 1  | 23    | 9     | 2   | 34         | 0.09         |
|        |               | All    | 26  | 13  | 1   | –  | –  | 19  | 6     | 1  | 45    | 19    | 2   | 66         | 0.17         |
|        | Other offices | Female | 2   | 1   | –   | –  | –  | –   | 2     | –  | 2     | 3     | –   | 5          | 0.01         |
|        |               | Male   | 1   | 3   | –   | –  | –  | –   | 4     | –  | 1     | 7     | –   | 8          | 0.02         |
|        |               | All    | 3   | 4   | –   | –  | –  | –   | 6     | –  | 3     | 10    | –   | 13         | 0.03         |
|        | Subtotal      | Female | 10  | 6   | –   | –  | –  | 14  | 7     | –  | 24    | 13    | –   | 37         | 0.09         |
|        |               | Male   | 19  | 11  | 1   | –  | –  | 5   | 5     | 1  | 24    | 16    | 2   | 42         | 0.11         |
|        |               | All    | 29  | 17  | 1   | –  | –  | 19  | 12    | 1  | 48    | 29    | 2   | 79         | 0.20         |
| OHCHR  | Headquarters  | Female | 148 | 96  | 56  | –  | –  | 60  | 53    | 10 | 208   | 149   | 66  | 423        | 1.07         |
|        |               | Male   | 115 | 47  | 24  | –  | –  | 22  | 29    | 5  | 137   | 76    | 29  | 242        | 0.61         |
|        |               | All    | 263 | 143 | 80  | –  | –  | 82  | 82    | 15 | 345   | 225   | 95  | 665        | 1.68         |
|        | Other offices | Female | 30  | 33  | 20  | –  | –  | 17  | 122   | 14 | 47    | 155   | 34  | 236        | 0.60         |
|        |               | Male   | 30  | 48  | 21  | –  | –  | 21  | 129   | 23 | 51    | 177   | 44  | 272        | 0.69         |
|        |               | All    | 60  | 81  | 41  | –  | –  | 38  | 251   | 37 | 98    | 332   | 78  | 508        | 1.28         |
|        | Subtotal      | Female | 178 | 129 | 76  | –  | –  | 77  | 175   | 24 | 255   | 304   | 100 | 659        | 1.66         |
|        |               | Male   | 145 | 95  | 45  | –  | –  | 43  | 158   | 28 | 188   | 253   | 73  | 514        | 1.30         |
|        |               | All    | 323 | 224 | 121 | –  | –  | 120 | 333   | 52 | 443   | 557   | 173 | 1 173      | 2.96         |
| OHRLLS | Headquarters  | Female | 3   | 7   | –   | –  | –  | 3   | 2     | –  | 6     | 9     | –   | 15         | 0.04         |
|        |               | Male   | 6   | 5   | –   | –  | –  | –   | 2     | –  | 6     | 7     | –   | 13         | 0.03         |
|        |               | All    | 9   | 12  | –   | –  | –  | 3   | 4     | –  | 12    | 16    | –   | 28         | 0.07         |
|        | Other offices | Female | –   | –   | –   | –  | –  | –   | –     | –  | –     | –     | –   | –          | –            |
|        |               | Male   | –   | –   | –   | –  | –  | –   | –     | –  | –     | –     | –   | –          | –            |

| Entity     | Gender        | P+     |    |     | FS |    |    | GS+ |    |    | Total |     |     | Percentage of all staff |     |      |
|------------|---------------|--------|----|-----|----|----|----|-----|----|----|-------|-----|-----|-------------------------|-----|------|
|            |               | PC     | FT | TA  | PC | FT | TA | PC  | FT | TA | PC    | FT  | TA  | Total                   |     |      |
| OIOS       | Subtotal      | All    | –  | –   | –  | –  | –  | –   | –  | –  | –     | –   | –   | –                       | –   | –    |
|            |               | Female | 3  | 7   | –  | –  | –  | –   | 3  | 2  | –     | 6   | 9   | –                       | 15  | 0.04 |
|            |               | Male   | 6  | 5   | –  | –  | –  | –   | –  | 2  | –     | 6   | 7   | –                       | 13  | 0.03 |
|            |               | All    | 9  | 12  | –  | –  | –  | –   | 3  | 4  | –     | 12  | 16  | –                       | 28  | 0.07 |
|            | Headquarters  | Female | 34 | 23  | 4  | –  | –  | –   | 23 | 10 | 2     | 57  | 33  | 6                       | 96  | 0.24 |
|            |               | Male   | 43 | 34  | 2  | –  | –  | –   | 7  | 9  | –     | 50  | 43  | 2                       | 95  | 0.24 |
|            |               | All    | 77 | 57  | 6  | –  | –  | –   | 30 | 19 | 2     | 107 | 76  | 8                       | 191 | 0.48 |
|            | Other offices | Female | 3  | 13  | –  | 1  | 7  | –   | –  | 6  | –     | 4   | 26  | –                       | 30  | 0.08 |
|            |               | Male   | 11 | 50  | –  | 3  | 2  | 1   | –  | 3  | –     | 14  | 55  | 1                       | 70  | 0.18 |
|            |               | All    | 14 | 63  | –  | 4  | 9  | 1   | –  | 9  | –     | 18  | 81  | 1                       | 100 | 0.25 |
|            | Subtotal      | Female | 37 | 36  | 4  | 1  | 7  | –   | 23 | 16 | 2     | 61  | 59  | 6                       | 126 | 0.32 |
|            |               | Male   | 54 | 84  | 2  | 3  | 2  | 1   | 7  | 12 | –     | 64  | 98  | 3                       | 165 | 0.42 |
|            |               | All    | 91 | 120 | 6  | 4  | 9  | 1   | 30 | 28 | 2     | 125 | 157 | 9                       | 291 | 0.73 |
| OLA        | Headquarters  | Female | 36 | 22  | 3  | –  | –  | –   | 23 | 20 | 1     | 59  | 42  | 4                       | 105 | 0.26 |
|            |               | Male   | 38 | 14  | 1  | –  | –  | –   | 8  | 8  | –     | 46  | 22  | 1                       | 69  | 0.17 |
|            |               | All    | 74 | 36  | 4  | –  | –  | –   | 31 | 28 | 1     | 105 | 64  | 5                       | 174 | 0.44 |
|            | Other offices | Female | –  | 1   | –  | –  | –  | –   | –  | 2  | –     | –   | 3   | –                       | 3   | 0.01 |
|            |               | Male   | –  | 3   | –  | –  | –  | –   | –  | –  | –     | –   | 3   | –                       | 3   | 0.01 |
|            |               | All    | –  | 4   | –  | –  | –  | –   | –  | 2  | –     | –   | 6   | –                       | 6   | 0.02 |
|            | Subtotal      | Female | 36 | 23  | 3  | –  | –  | –   | 23 | 22 | 1     | 59  | 45  | 4                       | 108 | 0.27 |
|            |               | Male   | 38 | 17  | 1  | –  | –  | –   | 8  | 8  | –     | 46  | 25  | 1                       | 72  | 0.18 |
|            |               | All    | 74 | 40  | 4  | –  | –  | –   | 31 | 30 | 1     | 105 | 70  | 5                       | 180 | 0.45 |
| OSAA       | Headquarters  | Female | 3  | 5   | –  | –  | –  | –   | 4  | 1  | –     | 7   | 6   | –                       | 13  | 0.03 |
|            |               | Male   | 7  | 6   | –  | –  | –  | –   | 1  | –  | –     | 8   | 6   | –                       | 14  | 0.04 |
|            |               | All    | 10 | 11  | –  | –  | –  | –   | 5  | 1  | –     | 15  | 12  | –                       | 27  | 0.07 |
|            | Other offices | Female | –  | –   | –  | –  | –  | –   | –  | –  | –     | –   | –   | –                       | –   | –    |
|            |               | Male   | –  | –   | –  | –  | –  | –   | –  | –  | –     | –   | –   | –                       | –   | –    |
|            |               | All    | –  | –   | –  | –  | –  | –   | –  | –  | –     | –   | –   | –                       | –   | –    |
|            | Subtotal      | Female | 3  | 5   | –  | –  | –  | –   | 4  | 1  | –     | 7   | 6   | –                       | 13  | 0.03 |
|            |               | Male   | 7  | 6   | –  | –  | –  | –   | 1  | –  | –     | 8   | 6   | –                       | 14  | 0.04 |
|            |               | All    | 10 | 11  | –  | –  | –  | –   | 5  | 1  | –     | 15  | 12  | –                       | 27  | 0.07 |
| OSRSG-CAAC | Headquarters  | Female | 1  | 5   | 1  | –  | –  | –   | 2  | –  | –     | 3   | 5   | 1                       | 9   | 0.02 |
|            |               | Male   | –  | 1   | –  | –  | –  | –   | –  | –  | –     | –   | 1   | –                       | 1   | 0.00 |
|            |               | All    | 1  | 6   | 1  | –  | –  | –   | 2  | –  | –     | 3   | 6   | 1                       | 10  | 0.03 |
|            | Other offices | Female | –  | –   | –  | –  | –  | –   | –  | –  | –     | –   | –   | –                       | –   | –    |
|            |               | Male   | –  | –   | –  | –  | –  | –   | –  | –  | –     | –   | –   | –                       | –   | –    |
|            |               | All    | –  | –   | –  | –  | –  | –   | –  | –  | –     | –   | –   | –                       | –   | –    |
|            | Subtotal      | Female | 1  | 5   | 1  | –  | –  | –   | 2  | –  | –     | 3   | 5   | 1                       | 9   | 0.02 |
|            |               | Male   | –  | 1   | –  | –  | –  | –   | –  | –  | –     | –   | 1   | –                       | 1   | 0.00 |
|            |               | All    | 1  | 6   | 1  | –  | –  | –   | 2  | –  | –     | 3   | 6   | 1                       | 10  | 0.03 |
| OSRSG-SVC  | Headquarters  | Female | 1  | 4   | 1  | –  | –  | –   | 1  | –  | –     | 2   | 4   | 1                       | 7   | 0.02 |
|            |               | Male   | 2  | 1   | 1  | –  | –  | –   | –  | 2  | –     | 2   | 3   | 1                       | 6   | 0.02 |
|            |               | All    | 3  | 5   | 2  | –  | –  | –   | 1  | 2  | –     | 4   | 7   | 2                       | 13  | 0.03 |
|            | Other offices | Female | 1  | –   | –  | –  | –  | –   | –  | –  | –     | 1   | –   | –                       | 1   | 0.00 |
|            |               | Male   | –  | –   | –  | –  | –  | –   | –  | –  | –     | –   | –   | –                       | –   | –    |
|            |               | All    | 1  | –   | –  | –  | –  | –   | –  | –  | –     | 1   | –   | –                       | 1   | 0.00 |
|            | Subtotal      | Female | 2  | 4   | 1  | –  | –  | –   | 1  | –  | –     | 3   | 4   | 1                       | 8   | 0.02 |
|            |               | Male   | 2  | 1   | 1  | –  | –  | –   | –  | 2  | –     | 2   | 3   | 1                       | 6   | 0.02 |
|            |               | All    | 4  | 5   | 2  | –  | –  | –   | 1  | 2  | –     | 5   | 7   | 2                       | 14  | 0.04 |
| OSRSG-VAC  | Headquarters  | Female | –  | 4   | –  | –  | –  | –   | 2  | –  | 1     | 2   | 4   | 1                       | 7   | 0.02 |
|            |               | Male   | –  | 3   | –  | –  | –  | –   | –  | –  | –     | –   | 3   | –                       | 3   | 0.01 |
|            |               | All    | –  | 7   | –  | –  | –  | –   | 2  | –  | 1     | 2   | 7   | 1                       | 10  | 0.03 |
|            | Other offices | Female | –  | –   | –  | –  | –  | –   | –  | –  | –     | –   | –   | –                       | –   | –    |
|            |               | Male   | –  | –   | –  | –  | –  | –   | –  | –  | –     | –   | –   | –                       | –   | –    |
|            |               | All    | –  | –   | –  | –  | –  | –   | –  | –  | –     | –   | –   | –                       | –   | –    |

| Entity     |               | Gender | P+  |     |    | FS |    |    | GS+ |     |    | Total |     |    | Total | Percentage of all staff |
|------------|---------------|--------|-----|-----|----|----|----|----|-----|-----|----|-------|-----|----|-------|-------------------------|
|            |               |        | PC  | FT  | TA | PC | FT | TA | PC  | FT  | TA | PC    | FT  | TA |       |                         |
| PBSO       | Subtotal      | Female | –   | 4   | –  | –  | –  | –  | 2   | –   | 1  | 2     | 4   | 1  | 7     | 0.02                    |
|            |               | Male   | –   | 3   | –  | –  | –  | –  | –   | –   | –  | –     | 3   | –  | 3     | 0.01                    |
|            |               | All    | –   | 7   | –  | –  | –  | –  | 2   | –   | 1  | 2     | 7   | 1  | 10    | 0.03                    |
|            | Headquarters  | Female | 5   | 3   | –  | –  | –  | –  | 2   | 2   | 2  | 7     | 5   | 2  | 14    | 0.04                    |
|            |               | Male   | 4   | 5   | 1  | –  | –  | –  | –   | –   | –  | 4     | 5   | 1  | 10    | 0.03                    |
|            |               | All    | 9   | 8   | 1  | –  | –  | –  | 2   | 2   | 2  | 11    | 10  | 3  | 24    | 0.06                    |
|            | Other offices | Female | –   | –   | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|            |               | Male   | –   | –   | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|            |               | All    | –   | –   | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
| Subtotal   | Female        | 5      | 3   | –   | –  | –  | –  | 2  | 2   | 2   | 7  | 5     | 2   | 14 | 0.04  |                         |
|            | Male          | 4      | 5   | 1   | –  | –  | –  | –  | –   | –   | 4  | 5     | 1   | 10 | 0.03  |                         |
|            | All           | 9      | 8   | 1   | –  | –  | –  | 2  | 2   | 2   | 11 | 10    | 3   | 24 | 0.06  |                         |
| UN-Habitat | Headquarters  | Female | 27  | 23  | 2  | –  | –  | –  | 49  | 20  | 3  | 76    | 43  | 5  | 124   | 0.31                    |
|            |               | Male   | 29  | 41  | 4  | –  | –  | –  | 10  | 22  | 2  | 39    | 63  | 6  | 108   | 0.27                    |
|            |               | All    | 56  | 64  | 6  | –  | –  | –  | 59  | 42  | 5  | 115   | 106 | 11 | 232   | 0.59                    |
|            | Other offices | Female | 3   | 11  | 2  | –  | –  | –  | 3   | 34  | 1  | 6     | 45  | 3  | 54    | 0.14                    |
|            |               | Male   | 6   | 32  | 2  | –  | –  | –  | –   | 43  | –  | 6     | 75  | 2  | 83    | 0.21                    |
|            |               | All    | 9   | 43  | 4  | –  | –  | –  | 3   | 77  | 1  | 12    | 120 | 5  | 137   | 0.35                    |
|            | Subtotal      | Female | 30  | 34  | 4  | –  | –  | –  | 52  | 54  | 4  | 82    | 88  | 8  | 178   | 0.45                    |
|            |               | Male   | 35  | 73  | 6  | –  | –  | –  | 10  | 65  | 2  | 45    | 138 | 8  | 191   | 0.48                    |
|            |               | All    | 65  | 107 | 10 | –  | –  | –  | 62  | 119 | 6  | 127   | 226 | 16 | 369   | 0.93                    |
| UNAKRT     | Headquarters  | Female | –   | –   | –  | –  | –  | –  | –   | –   | 1  | –     | –   | 1  | 1     | 0.00                    |
|            |               | Male   | –   | –   | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|            |               | All    | –   | –   | –  | –  | –  | –  | –   | –   | 1  | –     | –   | 1  | 1     | 0.00                    |
|            | Other offices | Female | 1   | 18  | –  | –  | 3  | –  | –   | 13  | 2  | 1     | 34  | 2  | 37    | 0.09                    |
|            |               | Male   | 1   | 35  | 2  | –  | 14 | –  | –   | 39  | 1  | 1     | 88  | 3  | 92    | 0.23                    |
|            |               | All    | 2   | 53  | 2  | –  | 17 | –  | –   | 52  | 3  | 2     | 122 | 5  | 129   | 0.33                    |
|            | Subtotal      | Female | 1   | 18  | –  | –  | 3  | –  | –   | 13  | 3  | 1     | 34  | 3  | 38    | 0.10                    |
|            |               | Male   | 1   | 35  | 2  | –  | 14 | –  | –   | 39  | 1  | 1     | 88  | 3  | 92    | 0.23                    |
|            |               | All    | 2   | 53  | 2  | –  | 17 | –  | –   | 52  | 4  | 2     | 122 | 6  | 130   | 0.33                    |
| UNCC       | Headquarters  | Female | 1   | –   | –  | –  | –  | –  | 1   | –   | –  | 2     | –   | –  | 2     | 0.01                    |
|            |               | Male   | –   | 1   | –  | –  | –  | –  | –   | –   | –  | –     | 1   | –  | 1     | 0.00                    |
|            |               | All    | 1   | 1   | –  | –  | –  | –  | 1   | –   | –  | 2     | 1   | –  | 3     | 0.01                    |
|            | Other offices | Female | –   | –   | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|            |               | Male   | –   | –   | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|            |               | All    | –   | –   | –  | –  | –  | –  | –   | –   | –  | –     | –   | –  | –     | –                       |
|            | Subtotal      | Female | 1   | –   | –  | –  | –  | –  | 1   | –   | –  | 2     | –   | –  | 2     | 0.01                    |
|            |               | Male   | –   | 1   | –  | –  | –  | –  | –   | –   | –  | –     | 1   | –  | 1     | 0.00                    |
|            |               | All    | 1   | 1   | –  | –  | –  | –  | 1   | –   | –  | 2     | 1   | –  | 3     | 0.01                    |
| UNCTAD     | Headquarters  | Female | 62  | 26  | 13 | –  | –  | –  | 76  | 32  | 7  | 138   | 58  | 20 | 216   | 0.54                    |
|            |               | Male   | 96  | 59  | 17 | –  | –  | –  | 18  | 13  | 2  | 114   | 72  | 19 | 205   | 0.52                    |
|            |               | All    | 158 | 85  | 30 | –  | –  | –  | 94  | 45  | 9  | 252   | 130 | 39 | 421   | 1.06                    |
|            | Other offices | Female | –   | 3   | 2  | –  | –  | –  | –   | 2   | –  | –     | 5   | 2  | 7     | 0.02                    |
|            |               | Male   | 1   | 14  | 20 | –  | –  | –  | –   | –   | –  | 1     | 14  | 20 | 35    | 0.09                    |
|            |               | All    | 1   | 17  | 22 | –  | –  | –  | –   | 2   | –  | 1     | 19  | 22 | 42    | 0.11                    |
|            | Subtotal      | Female | 62  | 29  | 15 | –  | –  | –  | 76  | 34  | 7  | 138   | 63  | 22 | 223   | 0.56                    |
|            |               | Male   | 97  | 73  | 37 | –  | –  | –  | 18  | 13  | 2  | 115   | 86  | 39 | 240   | 0.61                    |
|            |               | All    | 159 | 102 | 52 | –  | –  | –  | 94  | 47  | 9  | 253   | 149 | 61 | 463   | 1.17                    |
| UNEP       | Headquarters  | Female | 70  | 105 | 24 | –  | –  | –  | 106 | 85  | 2  | 176   | 190 | 26 | 392   | 0.99                    |
|            |               | Male   | 71  | 113 | 14 | –  | –  | –  | 28  | 48  | 6  | 99    | 161 | 20 | 280   | 0.71                    |
|            |               | All    | 141 | 218 | 38 | –  | –  | –  | 134 | 133 | 8  | 275   | 351 | 46 | 672   | 1.69                    |
|            | Other offices | Female | 52  | 87  | 36 | –  | –  | –  | 78  | 94  | 5  | 130   | 181 | 41 | 352   | 0.89                    |
|            |               | Male   | 63  | 96  | 32 | –  | –  | –  | 10  | 31  | 1  | 73    | 127 | 33 | 233   | 0.59                    |
|            |               | All    | 115 | 183 | 68 | –  | –  | –  | 88  | 125 | 6  | 203   | 308 | 74 | 585   | 1.48                    |
|            | Subtotal      | Female | 122 | 192 | 60 | –  | –  | –  | 184 | 179 | 7  | 306   | 371 | 67 | 744   | 1.88                    |

| Entity        |               | Gender       | P+     |     |     | FS |    |    | GS+ |     |    | Total |     |     | Percentage |              |
|---------------|---------------|--------------|--------|-----|-----|----|----|----|-----|-----|----|-------|-----|-----|------------|--------------|
|               |               |              | PC     | FT  | TA  | PC | FT | TA | PC  | FT  | TA | PC    | FT  | TA  | Total      | of all staff |
|               |               |              |        |     |     |    |    |    |     |     |    |       |     |     |            |              |
|               |               | Male         | 134    | 209 | 46  | –  | –  | –  | 38  | 79  | 7  | 172   | 288 | 53  | 513        | 1.29         |
|               |               | All          | 256    | 401 | 106 | –  | –  | –  | 222 | 258 | 14 | 478   | 659 | 120 | 1 257      | 3.17         |
| UNISDR        | Headquarters  | Female       | 4      | 14  | 1   | –  | –  | –  | 3   | 5   | –  | 7     | 19  | 1   | 27         | 0.07         |
|               |               | Male         | 3      | 13  | –   | –  | –  | –  | 2   | 2   | –  | 5     | 15  | –   | 20         | 0.05         |
|               |               | All          | 7      | 27  | 1   | –  | –  | –  | 5   | 7   | –  | 12    | 34  | 1   | 47         | 0.12         |
|               | Other offices | Female       | –      | 10  | –   | –  | –  | –  | –   | 3   | –  | –     | 13  | –   | 13         | 0.03         |
|               |               | Male         | 1      | 6   | –   | –  | –  | –  | 1   | 1   | –  | 2     | 7   | –   | 9          | 0.02         |
|               |               | All          | 1      | 16  | –   | –  | –  | –  | 1   | 4   | –  | 2     | 20  | –   | 22         | 0.06         |
|               | Subtotal      | Female       | 4      | 24  | 1   | –  | –  | –  | 3   | 8   | –  | 7     | 32  | 1   | 40         | 0.10         |
|               |               | Male         | 4      | 19  | –   | –  | –  | –  | 3   | 3   | –  | 7     | 22  | –   | 29         | 0.07         |
|               |               | All          | 8      | 43  | 1   | –  | –  | –  | 6   | 11  | –  | 14    | 54  | 1   | 69         | 0.17         |
|               | UNOAU         | Headquarters | Female | –   | –   | –  | –  | –  | –   | –   | –  | –     | –   | –   | –          | –            |
| Male          |               |              | –      | –   | –   | –  | –  | –  | –   | –   | –  | –     | –   | –   | –          | –            |
| All           |               |              | –      | –   | –   | –  | –  | –  | –   | –   | –  | –     | –   | –   | –          | –            |
| Other offices |               | Female       | 2      | 5   | –   | 2  | 2  | 1  | –   | 10  | 1  | 4     | 17  | 2   | 23         | 0.06         |
|               |               | Male         | 2      | 11  | –   | 4  | 2  | –  | 1   | 9   | –  | 7     | 22  | –   | 29         | 0.07         |
|               |               | All          | 4      | 16  | –   | 6  | 4  | 1  | 1   | 19  | 1  | 11    | 39  | 2   | 52         | 0.13         |
| Subtotal      |               | Female       | 2      | 5   | –   | 2  | 2  | 1  | –   | 10  | 1  | 4     | 17  | 2   | 23         | 0.06         |
|               |               | Male         | 2      | 11  | –   | 4  | 2  | –  | 1   | 9   | –  | 7     | 22  | –   | 29         | 0.07         |
|               |               | All          | 4      | 16  | –   | 6  | 4  | 1  | 1   | 19  | 1  | 11    | 39  | 2   | 52         | 0.13         |
| UNODC         |               | Headquarters | Female | 53  | 68  | 5  | –  | –  | –   | 46  | 55 | 6     | 99  | 123 | 11         | 233          |
|               | Male          |              | 49     | 63  | 7   | –  | –  | –  | 10  | 20  | 6  | 59    | 83  | 13  | 155        | 0.39         |
|               | All           |              | 102    | 131 | 12  | –  | –  | –  | 56  | 75  | 12 | 158   | 206 | 24  | 388        | 0.98         |
|               | Other offices | Female       | 7      | 27  | 4   | –  | –  | –  | 13  | 48  | –  | 20    | 75  | 4   | 99         | 0.25         |
|               |               | Male         | 16     | 69  | 3   | –  | –  | –  | 18  | 48  | –  | 34    | 117 | 3   | 154        | 0.39         |
|               |               | All          | 23     | 96  | 7   | –  | –  | –  | 31  | 96  | –  | 54    | 192 | 7   | 253        | 0.64         |
|               | Subtotal      | Female       | 60     | 95  | 9   | –  | –  | –  | 59  | 103 | 6  | 119   | 198 | 15  | 332        | 0.84         |
|               |               | Male         | 65     | 132 | 10  | –  | –  | –  | 28  | 68  | 6  | 93    | 200 | 16  | 309        | 0.78         |
|               |               | All          | 125    | 227 | 19  | –  | –  | –  | 87  | 171 | 12 | 212   | 398 | 31  | 641        | 1.62         |
|               | UNOG          | Headquarters | Female | 45  | 15  | 13 | –  | –  | –   | 88  | 78 | 14    | 133 | 93  | 27         | 253          |
| Male          |               |              | 45     | 26  | 9   | –  | –  | –  | 114 | 87  | 9  | 159   | 113 | 18  | 290        | 0.73         |
| All           |               |              | 90     | 41  | 22  | –  | –  | –  | 202 | 165 | 23 | 292   | 206 | 45  | 543        | 1.37         |
| Other offices |               | Female       | –      | –   | –   | –  | –  | –  | –   | –   | –  | –     | –   | –   | –          | –            |
|               |               | Male         | –      | –   | 1   | –  | –  | –  | –   | –   | –  | –     | –   | 1   | 1          | 0.00         |
|               |               | All          | –      | –   | 1   | –  | –  | –  | –   | –   | –  | –     | –   | 1   | 1          | 0.00         |
| Subtotal      |               | Female       | 45     | 15  | 13  | –  | –  | –  | 88  | 78  | 14 | 133   | 93  | 27  | 253        | 0.64         |
|               |               | Male         | 45     | 26  | 10  | –  | –  | –  | 114 | 87  | 9  | 159   | 113 | 19  | 291        | 0.73         |
|               |               | All          | 90     | 41  | 23  | –  | –  | –  | 202 | 165 | 23 | 292   | 206 | 46  | 544        | 1.37         |
| UNOMS         |               | Headquarters | Female | 2   | 3   | 1  | –  | –  | –   | 3   | 3  | –     | 5   | 6   | 1          | 12           |
|               | Male          |              | 1      | 4   | 2   | –  | –  | –  | –   | –   | –  | 1     | 4   | 2   | 7          | 0.02         |
|               | All           |              | 3      | 7   | 3   | –  | –  | –  | 3   | 3   | –  | 6     | 10  | 3   | 19         | 0.05         |
|               | Other offices | Female       | 1      | 1   | 1   | 1  | –  | –  | 1   | 1   | –  | 3     | 2   | 1   | 6          | 0.02         |
|               |               | Male         | 1      | 1   | –   | –  | 1  | –  | –   | –   | –  | 1     | 2   | –   | 3          | 0.01         |
|               |               | All          | 2      | 2   | 1   | 1  | 1  | –  | 1   | 1   | –  | 4     | 4   | 1   | 9          | 0.02         |
|               | Subtotal      | Female       | 3      | 4   | 2   | 1  | –  | –  | 4   | 4   | –  | 8     | 8   | 2   | 18         | 0.05         |
|               |               | Male         | 2      | 5   | 2   | –  | 1  | –  | –   | –   | –  | 2     | 6   | 2   | 10         | 0.03         |
|               |               | All          | 5      | 9   | 4   | 1  | 1  | –  | 4   | 4   | –  | 10    | 14  | 4   | 28         | 0.07         |
|               | UNON          | Headquarters | Female | 14  | 9   | 4  | –  | –  | –   | 54  | 80 | 11    | 68  | 89  | 15         | 172          |
| Male          |               |              | 15     | 7   | 1   | –  | –  | –  | 46  | 83  | 9  | 61    | 90  | 10  | 161        | 0.41         |
| All           |               |              | 29     | 16  | 5   | –  | –  | –  | 100 | 163 | 20 | 129   | 179 | 25  | 333        | 0.84         |
| Other offices |               | Female       | –      | –   | –   | –  | –  | –  | –   | –   | –  | –     | –   | –   | –          | –            |
|               |               | Male         | –      | –   | –   | –  | –  | –  | –   | –   | –  | –     | –   | –   | –          | –            |
|               |               | All          | –      | –   | –   | –  | –  | –  | –   | –   | –  | –     | –   | –   | –          | –            |
| Subtotal      |               | Female       | 14     | 9   | 4   | –  | –  | –  | 54  | 80  | 11 | 68    | 89  | 15  | 172        | 0.43         |
|               |               | Male         | 15     | 7   | 1   | –  | –  | –  | 46  | 83  | 9  | 61    | 90  | 10  | 161        | 0.41         |

| Entity                        |               | Gender | P+    |       |       | FS |    |     | GS+   |       |     | Total |       |       | Percentage of all staff |       |
|-------------------------------|---------------|--------|-------|-------|-------|----|----|-----|-------|-------|-----|-------|-------|-------|-------------------------|-------|
|                               |               |        | PC    | FT    | TA    | PC | FT | TA  | PC    | FT    | TA  | PC    | FT    | TA    | Total                   |       |
|                               |               | All    | 29    | 16    | 5     | –  | –  | –   | 100   | 163   | 20  | 129   | 179   | 25    | 333                     | 0.84  |
| UNOP                          | Headquarters  | Female | 5     | –     | 1     | –  | –  | –   | 2     | 1     | –   | 7     | 1     | 1     | 9                       | 0.02  |
|                               |               | Male   | 1     | –     | 1     | –  | –  | –   | –     | 1     | 1   | 1     | 1     | 2     | 4                       | 0.01  |
|                               |               | All    | 6     | –     | 2     | –  | –  | –   | 2     | 2     | 1   | 8     | 2     | 3     | 13                      | 0.03  |
|                               | Other offices | Female | –     | –     | –     | –  | –  | –   | –     | –     | –   | –     | –     | –     | –                       | –     |
|                               |               | Male   | –     | –     | –     | –  | –  | –   | –     | –     | –   | –     | –     | –     | –                       | –     |
|                               |               | All    | –     | –     | –     | –  | –  | –   | –     | –     | –   | –     | –     | –     | –                       | –     |
|                               | Subtotal      | Female | 5     | –     | 1     | –  | –  | –   | 2     | 1     | –   | 7     | 1     | 1     | 9                       | 0.02  |
|                               |               | Male   | 1     | –     | 1     | –  | –  | –   | –     | 1     | 1   | 1     | 1     | 2     | 4                       | 0.01  |
|                               |               | All    | 6     | –     | 2     | –  | –  | –   | 2     | 2     | 1   | 8     | 2     | 3     | 13                      | 0.03  |
| UNOSDP                        | Headquarters  | Female | –     | –     | –     | –  | –  | –   | 1     | –     | –   | 1     | –     | –     | 1                       | 0.00  |
|                               |               | Male   | –     | 2     | –     | –  | –  | –   | –     | –     | –   | 2     | –     | 2     | 0.01                    |       |
|                               |               | All    | –     | 2     | –     | –  | –  | –   | 1     | –     | –   | 1     | 2     | –     | 3                       | 0.01  |
|                               | Other offices | Female | –     | –     | –     | –  | –  | –   | –     | –     | –   | –     | –     | –     | –                       | –     |
|                               |               | Male   | –     | –     | –     | –  | –  | –   | –     | –     | –   | –     | –     | –     | –                       | –     |
|                               |               | All    | –     | –     | –     | –  | –  | –   | –     | –     | –   | –     | –     | –     | –                       | –     |
|                               | Subtotal      | Female | –     | –     | –     | –  | –  | –   | 1     | –     | –   | 1     | –     | –     | 1                       | 0.00  |
|                               |               | Male   | –     | 2     | –     | –  | –  | –   | –     | –     | –   | –     | 2     | –     | 2                       | 0.01  |
|                               |               | All    | –     | 2     | –     | –  | –  | –   | 1     | –     | –   | 1     | 2     | –     | 3                       | 0.01  |
| UNOV                          | Headquarters  | Female | 17    | 10    | 1     | –  | –  | –   | 50    | 60    | 2   | 67    | 70    | 3     | 140                     | 0.35  |
|                               |               | Male   | 25    | 10    | 2     | –  | –  | –   | 106   | 133   | 4   | 131   | 143   | 6     | 280                     | 0.71  |
|                               |               | All    | 42    | 20    | 3     | –  | –  | –   | 156   | 193   | 6   | 198   | 213   | 9     | 420                     | 1.06  |
|                               | Other offices | Female | –     | –     | –     | –  | –  | –   | –     | –     | –   | –     | –     | –     | –                       | –     |
|                               |               | Male   | –     | 1     | –     | –  | –  | –   | –     | –     | –   | –     | 1     | –     | 1                       | 0.00  |
|                               |               | All    | –     | 1     | –     | –  | –  | –   | –     | –     | –   | –     | 1     | –     | 1                       | 0.00  |
|                               | Subtotal      | Female | 17    | 10    | 1     | –  | –  | –   | 50    | 60    | 2   | 67    | 70    | 3     | 140                     | 0.35  |
|                               |               | Male   | 25    | 11    | 2     | –  | –  | –   | 106   | 133   | 4   | 131   | 144   | 6     | 281                     | 0.71  |
|                               |               | All    | 42    | 21    | 3     | –  | –  | –   | 156   | 193   | 6   | 198   | 214   | 9     | 421                     | 1.06  |
| UNROD                         | Headquarters  | Female | 4     | 1     | 1     | –  | –  | –   | 3     | 4     | –   | 7     | 5     | 1     | 13                      | 0.03  |
|                               |               | Male   | 4     | –     | 3     | –  | –  | –   | –     | 2     | –   | 4     | 2     | 3     | 9                       | 0.02  |
|                               |               | All    | 8     | 1     | 4     | –  | –  | –   | 3     | 6     | –   | 11    | 7     | 4     | 22                      | 0.06  |
|                               | Other offices | Female | –     | –     | –     | –  | –  | –   | –     | –     | –   | –     | –     | –     | –                       | –     |
|                               |               | Male   | –     | –     | –     | –  | –  | –   | –     | –     | –   | –     | –     | –     | –                       | –     |
|                               |               | All    | –     | –     | –     | –  | –  | –   | –     | –     | –   | –     | –     | –     | –                       | –     |
|                               | Subtotal      | Female | 4     | 1     | 1     | –  | –  | –   | 3     | 4     | –   | 7     | 5     | 1     | 13                      | 0.03  |
|                               |               | Male   | 4     | –     | 3     | –  | –  | –   | –     | 2     | –   | 4     | 2     | 3     | 9                       | 0.02  |
|                               |               | All    | 8     | 1     | 4     | –  | –  | –   | 3     | 6     | –   | 11    | 7     | 4     | 22                      | 0.06  |
| Subtotal, departments/offices |               | Female | 1 766 | 1 481 | 812   | 5  | 12 | 1   | 1 626 | 2 134 | 292 | 3 397 | 3 627 | 1 105 | 8 129                   | 20.50 |
|                               |               | Male   | 1 898 | 1 949 | 637   | 7  | 20 | 1   | 1 304 | 2 744 | 245 | 3 209 | 4 713 | 883   | 8 805                   | 22.21 |
|                               |               | All    | 3 664 | 3 430 | 1 449 | 12 | 32 | 2   | 2 930 | 4 878 | 537 | 6 606 | 8 340 | 1 988 | 16 934                  | 42.71 |
| Regional commissions          |               |        |       |       |       |    |    |     |       |       |     |       |       |       |                         |       |
| ECA                           | Female        | 36     | 41    | 25    | –     | –  | –  | 107 | 81    | 4     | 143 | 122   | 29    | 294   | 0.74                    |       |
|                               | Male          | 66     | 105   | 34    | –     | –  | –  | 110 | 76    | 3     | 176 | 181   | 37    | 394   | 0.99                    |       |
|                               | All           | 102    | 146   | 59    | –     | –  | –  | 217 | 157   | 7     | 319 | 303   | 66    | 688   | 1.74                    |       |
| ECE                           | Female        | 37     | 15    | 12    | –     | –  | –  | 33  | 24    | 6     | 70  | 39    | 18    | 127   | 0.32                    |       |
|                               | Male          | 48     | 25    | 8     | –     | –  | –  | 10  | 3     | –     | 58  | 28    | 8     | 94    | 0.24                    |       |
|                               | All           | 85     | 40    | 20    | –     | –  | –  | 43  | 27    | 6     | 128 | 67    | 26    | 221   | 0.56                    |       |
| ECLAC                         | Female        | 44     | 28    | 27    | –     | –  | –  | 99  | 78    | 28    | 143 | 106   | 55    | 304   | 0.77                    |       |
|                               | Male          | 67     | 49    | 11    | –     | –  | –  | 47  | 54    | 14    | 114 | 103   | 25    | 242   | 0.61                    |       |
|                               | All           | 111    | 77    | 38    | –     | –  | –  | 146 | 132   | 42    | 257 | 209   | 80    | 546   | 1.38                    |       |
| ESCAP                         | Female        | 46     | 34    | 4     | –     | –  | –  | 92  | 96    | 16    | 138 | 130   | 20    | 288   | 0.73                    |       |
|                               | Male          | 75     | 50    | 15    | –     | –  | –  | 36  | 64    | 6     | 111 | 114   | 21    | 246   | 0.62                    |       |
|                               | All           | 121    | 84    | 19    | –     | –  | –  | 128 | 160   | 22    | 249 | 244   | 41    | 534   | 1.35                    |       |

| Entity                         | Gender | P+    |       |       | FS  |     |    | GS+   |       |     | Total |       |       | Percentage<br>of all staff |       |
|--------------------------------|--------|-------|-------|-------|-----|-----|----|-------|-------|-----|-------|-------|-------|----------------------------|-------|
|                                |        | PC    | FT    | TA    | PC  | FT  | TA | PC    | FT    | TA  | PC    | FT    | TA    |                            |       |
| ESCWA                          | Female | 30    | 16    | 4     | –   | –   | –  | 60    | 31    | 4   | 90    | 47    | 8     | 145                        | 0.37  |
|                                | Male   | 27    | 29    | 8     | –   | 1   | –  | 32    | 23    | 2   | 59    | 53    | 10    | 122                        | 0.31  |
|                                | All    | 57    | 45    | 12    | –   | 1   | –  | 92    | 54    | 6   | 149   | 100   | 18    | 267                        | 0.67  |
| Subtotal, regional commissions | Female | 193   | 134   | 72    | –   | –   | –  | 391   | 310   | 58  | 584   | 444   | 130   | 1 158                      | 2.92  |
|                                | Male   | 283   | 258   | 76    | –   | 1   | –  | 235   | 220   | 25  | 518   | 479   | 101   | 1 098                      | 2.77  |
|                                | All    | 476   | 392   | 148   | –   | 1   | –  | 626   | 530   | 83  | 1 102 | 923   | 231   | 2 256                      | 5.69  |
| Tribunals                      |        |       |       |       |     |     |    |       |       |     |       |       |       |                            |       |
| ICTY                           | Female | –     | 93    | 21    | –   | 4   | –  | –     | 111   | 17  | –     | 208   | 38    | 246                        | 0.62  |
|                                | Male   | 1     | 75    | 5     | –   | 22  | 2  | –     | 191   | 13  | 1     | 288   | 20    | 309                        | 0.78  |
|                                | All    | 1     | 168   | 26    | –   | 26  | 2  | –     | 302   | 30  | 1     | 496   | 58    | 555                        | 1.40  |
| IRM                            | Female | –     | 50    | 4     | –   | 9   | –  | –     | 18    | –   | –     | 77    | 4     | 81                         | 0.20  |
|                                | Male   | 1     | 41    | –     | –   | 8   | –  | –     | 21    | –   | 1     | 70    | –     | 71                         | 0.18  |
|                                | All    | 1     | 91    | 4     | –   | 17  | –  | –     | 39    | –   | 1     | 147   | 4     | 152                        | 0.38  |
| Subtotal, tribunals            | Female | –     | 143   | 25    | –   | 13  | –  | –     | 129   | 17  | –     | 285   | 42    | 327                        | 0.82  |
|                                | Male   | 2     | 116   | 5     | –   | 30  | 2  | –     | 212   | 13  | 2     | 358   | 20    | 380                        | 0.96  |
|                                | All    | 2     | 259   | 30    | –   | 43  | 2  | –     | 341   | 30  | 2     | 643   | 62    | 707                        | 1.78  |
| Subtotal, non-field operations | Female | 1 959 | 1 758 | 909   | 5   | 25  | 1  | 2 017 | 2 573 | 367 | 3 981 | 4 356 | 1 277 | 9 614                      | 24.25 |
|                                | Male   | 2 183 | 2 323 | 718   | 7   | 51  | 3  | 1 539 | 3 176 | 283 | 3 729 | 5 550 | 1 004 | 10 283                     | 25.93 |
|                                | All    | 4 142 | 4 081 | 1 627 | 12  | 76  | 4  | 3 556 | 5 749 | 650 | 7 710 | 9 906 | 2 281 | 19 897                     | 50.18 |
| Field operations               |        |       |       |       |     |     |    |       |       |     |       |       |       |                            |       |
| ATSMT                          | Female | 2     | 1     | 1     | –   | –   | –  | 1     | 1     | –   | 3     | 2     | 1     | 6                          | 0.02  |
|                                | Male   | 4     | 2     | –     | –   | –   | –  | 1     | 1     | 1   | 5     | 3     | 1     | 9                          | 0.02  |
|                                | All    | 6     | 3     | 1     | –   | –   | –  | 2     | 2     | 1   | 8     | 5     | 2     | 15                         | 0.04  |
| CNMC                           | Female | –     | 2     | –     | –   | 1   | –  | –     | 2     | –   | –     | 5     | –     | 5                          | 0.01  |
|                                | Male   | 1     | 6     | –     | –   | –   | –  | –     | –     | –   | 1     | 6     | –     | 7                          | 0.02  |
|                                | All    | 1     | 8     | –     | –   | 1   | –  | –     | 2     | –   | 1     | 11    | –     | 12                         | 0.03  |
| GOE-DRC                        | Female | –     | –     | –     | –   | –   | –  | –     | –     | –   | –     | –     | –     | –                          | –     |
|                                | Male   | –     | –     | 1     | –   | –   | –  | –     | –     | –   | –     | –     | 1     | 1                          | 0.00  |
|                                | All    | –     | –     | 1     | –   | –   | –  | –     | –     | –   | –     | –     | 1     | 1                          | 0.00  |
| MC                             | Female | 3     | 6     | 6     | 3   | 2   | –  | –     | 13    | –   | 6     | 21    | 6     | 33                         | 0.08  |
|                                | Male   | 4     | 13    | 5     | 4   | 5   | –  | –     | 10    | –   | 8     | 28    | 5     | 41                         | 0.10  |
|                                | All    | 7     | 19    | 11    | 7   | 7   | –  | –     | 23    | –   | 14    | 49    | 11    | 74                         | 0.19  |
| MGSE                           | Female | –     | 1     | –     | –   | –   | –  | –     | 3     | –   | –     | 4     | –     | 4                          | 0.01  |
|                                | Male   | –     | –     | –     | –   | –   | –  | –     | 2     | –   | –     | 2     | –     | 2                          | 0.01  |
|                                | All    | –     | 1     | –     | –   | –   | –  | –     | 5     | –   | –     | 6     | –     | 6                          | 0.02  |
| MINURSO                        | Female | –     | 5     | 1     | 6   | 4   | –  | –     | 29    | 2   | 6     | 38    | 3     | 47                         | 0.12  |
|                                | Male   | 4     | 9     | –     | 24  | 16  | 1  | –     | 127   | 1   | 28    | 152   | 2     | 182                        | 0.46  |
|                                | All    | 4     | 14    | 1     | 30  | 20  | 1  | –     | 156   | 3   | 34    | 190   | 5     | 229                        | 0.58  |
| MINUSCA                        | Female | 15    | 40    | 15    | 36  | 59  | 7  | –     | 63    | 1   | 51    | 162   | 23    | 236                        | 0.60  |
|                                | Male   | 43    | 129   | 34    | 73  | 146 | 3  | –     | 345   | 1   | 116   | 620   | 38    | 774                        | 1.95  |
|                                | All    | 58    | 169   | 49    | 109 | 205 | 10 | –     | 408   | 2   | 167   | 782   | 61    | 1 010                      | 2.55  |
| MINUSMA                        | Female | 11    | 59    | 11    | 35  | 48  | 4  | –     | 126   | 9   | 46    | 233   | 24    | 303                        | 0.76  |
|                                | Male   | 30    | 131   | 29    | 88  | 177 | 11 | –     | 544   | 17  | 118   | 852   | 57    | 1 027                      | 2.59  |
|                                | All    | 41    | 190   | 40    | 123 | 225 | 15 | –     | 670   | 26  | 164   | 1 085 | 81    | 1 330                      | 3.35  |
| MINUSTAH                       | Female | 6     | 28    | 6     | 20  | 17  | 2  | –     | 171   | 8   | 26    | 216   | 16    | 258                        | 0.65  |
|                                | Male   | 17    | 64    | 9     | 50  | 54  | 8  | –     | 617   | 10  | 67    | 735   | 27    | 829                        | 2.09  |
|                                | All    | 23    | 92    | 15    | 70  | 71  | 10 | –     | 788   | 18  | 93    | 951   | 43    | 1 087                      | 2.74  |
| MONUSCO                        | Female | 14    | 66    | 14    | 51  | 63  | 2  | –     | 349   | –   | 65    | 478   | 16    | 559                        | 1.41  |
|                                | Male   | 64    | 167   | 27    | 117 | 188 | 18 | –     | 2 183 | 3   | 181   | 2 538 | 48    | 2 767                      | 6.98  |
|                                | All    | 78    | 233   | 41    | 168 | 251 | 20 | –     | 2 532 | 3   | 246   | 3 016 | 64    | 3 326                      | 8.39  |
| OSASG                          | Female | 2     | 1     | 2     | –   | 2   | –  | –     | 1     | –   | 2     | 4     | 2     | 8                          | 0.02  |
|                                | Male   | 3     | 1     | 5     | 1   | 1   | 2  | –     | –     | 7   | 4     | 2     | 14    | 20                         | 0.05  |
|                                | All    | 5     | 2     | 7     | 1   | 3   | 2  | –     | 1     | 7   | 6     | 6     | 16    | 28                         | 0.07  |

| Entity        | Gender | P+ |     |    | FS |    |    | GS+ |       |    | Total |       |    | Total | Percentage<br>of all staff |
|---------------|--------|----|-----|----|----|----|----|-----|-------|----|-------|-------|----|-------|----------------------------|
|               |        | PC | FT  | TA | PC | FT | TA | PC  | FT    | TA | PC    | FT    | TA |       |                            |
| OSASG-Cyprus  | Female | 2  | 2   | –  | 1  | 2  | –  | –   | –     | 1  | 3     | 4     | 1  | 8     | 0.02                       |
|               | Male   | 1  | 4   | 1  | –  | 1  | –  | –   | 5     | –  | 1     | 10    | 1  | 12    | 0.03                       |
|               | All    | 3  | 6   | 1  | 1  | 3  | –  | –   | 5     | 1  | 4     | 14    | 2  | 20    | 0.05                       |
| OSASG-Myanmar | Female | 1  | –   | –  | –  | –  | –  | –   | –     | 1  | 1     | –     | 1  | 2     | 0.01                       |
|               | Male   | 1  | 2   | –  | –  | –  | –  | –   | –     | –  | 1     | 2     | –  | 3     | 0.01                       |
|               | All    | 2  | 2   | –  | –  | –  | –  | –   | –     | 1  | 2     | 2     | 1  | 5     | 0.01                       |
| OSASG-POG     | Female | 2  | 3   | –  | –  | –  | –  | 1   | 1     | –  | 3     | 4     | –  | 7     | 0.02                       |
|               | Male   | 1  | 1   | –  | –  | –  | –  | –   | –     | –  | 1     | 1     | –  | 2     | 0.01                       |
|               | All    | 3  | 4   | –  | –  | –  | –  | 1   | 1     | –  | 4     | 5     | –  | 9     | 0.02                       |
| OESG-GL       | Female | 2  | 2   | –  | 1  | –  | –  | –   | 3     | –  | 3     | 5     | –  | 8     | 0.02                       |
|               | Male   | 1  | 5   | –  | –  | –  | –  | –   | 4     | –  | 1     | 9     | –  | 10    | 0.03                       |
|               | All    | 3  | 7   | –  | 1  | –  | –  | –   | 7     | –  | 4     | 14    | –  | 18    | 0.05                       |
| OESG-Sahel    | Female | 2  | 2   | –  | –  | 1  | –  | –   | –     | –  | 2     | 3     | –  | 5     | 0.01                       |
|               | Male   | 3  | 4   | –  | –  | –  | –  | –   | 3     | 1  | 3     | 7     | 1  | 11    | 0.03                       |
|               | All    | 5  | 6   | –  | –  | 1  | –  | –   | 3     | 1  | 5     | 10    | 1  | 16    | 0.04                       |
| OESG-SC1559   | Female | –  | –   | 1  | –  | –  | –  | –   | 1     | –  | –     | 1     | 1  | 2     | 0.01                       |
|               | Male   | –  | –   | –  | –  | –  | –  | –   | –     | –  | –     | –     | –  | –     | –                          |
|               | All    | –  | –   | 1  | –  | –  | –  | –   | 1     | –  | –     | 1     | 1  | 2     | 0.01                       |
| OESG-SSS      | Female | 1  | –   | –  | –  | –  | –  | –   | 1     | –  | 1     | 1     | –  | 2     | 0.01                       |
|               | Male   | 1  | 3   | –  | –  | –  | –  | –   | 2     | –  | 1     | 5     | –  | 6     | 0.02                       |
|               | All    | 2  | 3   | –  | –  | –  | –  | –   | 3     | –  | 2     | 6     | –  | 8     | 0.02                       |
| OESG-Syria    | Female | 3  | 3   | 2  | –  | 1  | –  | –   | 6     | 5  | 3     | 10    | 7  | 20    | 0.05                       |
|               | Male   | 3  | 5   | 3  | 5  | 3  | –  | –   | 18    | 4  | 8     | 26    | 7  | 41    | 0.10                       |
|               | All    | 6  | 8   | 5  | 5  | 4  | –  | –   | 24    | 9  | 11    | 36    | 14 | 61    | 0.15                       |
| OESG-Yemen    | Female | 1  | 3   | 1  | –  | –  | –  | –   | 4     | –  | 1     | 7     | 1  | 9     | 0.02                       |
|               | Male   | 2  | 8   | 5  | 2  | 12 | –  | –   | 7     | –  | 4     | 27    | 5  | 36    | 0.09                       |
|               | All    | 3  | 11  | 6  | 2  | 12 | –  | –   | 11    | –  | 5     | 34    | 6  | 45    | 0.11                       |
| POE-CAR       | Female | –  | –   | –  | –  | –  | –  | –   | –     | –  | –     | –     | –  | –     | –                          |
|               | Male   | –  | 1   | –  | –  | –  | –  | –   | –     | –  | –     | 1     | –  | 1     | 0.00                       |
|               | All    | –  | 1   | –  | –  | –  | –  | –   | –     | –  | –     | 1     | –  | 1     | 0.00                       |
| POE-DPRK      | Female | –  | 1   | –  | –  | –  | –  | –   | 1     | –  | –     | 2     | –  | 2     | 0.01                       |
|               | Male   | 1  | –   | –  | –  | –  | –  | –   | 1     | –  | 1     | 1     | –  | 2     | 0.01                       |
|               | All    | 1  | 1   | –  | –  | –  | –  | –   | 2     | –  | 1     | 3     | –  | 4     | 0.01                       |
| POE-Libya     | Female | –  | –   | –  | –  | –  | –  | –   | –     | –  | –     | –     | –  | –     | –                          |
|               | Male   | –  | 1   | –  | –  | –  | –  | –   | –     | –  | –     | 1     | –  | 1     | 0.00                       |
|               | All    | –  | 1   | –  | –  | –  | –  | –   | –     | –  | –     | 1     | –  | 1     | 0.00                       |
| POE-S. Sudan  | Female | 1  | –   | –  | –  | –  | –  | –   | –     | –  | 1     | –     | –  | 1     | 0.00                       |
|               | Male   | –  | –   | –  | –  | –  | –  | 1   | –     | –  | 1     | –     | –  | 1     | 0.00                       |
|               | All    | 1  | –   | –  | –  | –  | –  | 1   | –     | –  | 2     | –     | –  | 2     | 0.01                       |
| POE-Sudan     | Female | 1  | –   | –  | –  | –  | –  | –   | –     | –  | 1     | –     | –  | 1     | 0.00                       |
|               | Male   | –  | –   | –  | –  | –  | –  | –   | –     | –  | –     | –     | –  | –     | –                          |
|               | All    | 1  | –   | –  | –  | –  | –  | –   | –     | –  | 1     | –     | –  | 1     | 0.00                       |
| POE-Yemen     | Female | –  | 1   | –  | –  | –  | –  | –   | –     | –  | –     | 1     | –  | 1     | 0.00                       |
|               | Male   | –  | –   | –  | –  | 1  | 2  | –   | 2     | –  | –     | 3     | 2  | 5     | 0.01                       |
|               | All    | –  | 1   | –  | –  | 1  | 2  | –   | 2     | –  | –     | 4     | 2  | 6     | 0.02                       |
| RSCE          | Female | 3  | 6   | 4  | 14 | 18 | –  | –   | 133   | 10 | 17    | 157   | 14 | 188   | 0.47                       |
|               | Male   | 3  | 19  | –  | 21 | 20 | –  | –   | 81    | 9  | 24    | 120   | 9  | 153   | 0.39                       |
|               | All    | 6  | 25  | 4  | 35 | 38 | –  | –   | 214   | 19 | 41    | 277   | 23 | 341   | 0.86                       |
| SCR 2231      | Female | –  | 1   | –  | –  | –  | –  | –   | 1     | –  | –     | 2     | –  | 2     | 0.01                       |
|               | Male   | –  | –   | –  | –  | –  | –  | –   | –     | –  | –     | –     | –  | –     | –                          |
|               | All    | –  | 1   | –  | –  | –  | –  | –   | 1     | –  | –     | 2     | –  | 2     | 0.01                       |
| UNAMA         | Female | 13 | 36  | 9  | 22 | 7  | –  | –   | 79    | –  | 35    | 122   | 9  | 166   | 0.42                       |
|               | Male   | 21 | 75  | 10 | 50 | 71 | –  | –   | 1 018 | –  | 71    | 1 164 | 10 | 1 245 | 3.14                       |
|               | All    | 34 | 111 | 19 | 72 | 78 | –  | –   | 1 097 | –  | 106   | 1 286 | 19 | 1 411 | 3.56                       |
| UNAMI         | Female | 9  | 16  | 3  | 16 | 19 | 1  | –   | 85    | –  | 25    | 120   | 4  | 149   | 0.38                       |

| Entity   | Gender | P+ |     |    | FS  |     |    | GS+ |       |    | Total |       |    | Percentage |              |
|----------|--------|----|-----|----|-----|-----|----|-----|-------|----|-------|-------|----|------------|--------------|
|          |        | PC | FT  | TA | PC  | FT  | TA | PC  | FT    | TA | PC    | FT    | TA | Total      | of all staff |
| UNAMID   | Male   | 33 | 54  | 3  | 72  | 87  | –  | –   | 358   | –  | 105   | 499   | 3  | 607        | 1.53         |
|          | All    | 42 | 70  | 6  | 88  | 106 | 1  | –   | 443   | –  | 130   | 619   | 7  | 756        | 1.91         |
|          | Female | 7  | 62  | 5  | 38  | 99  | 2  | –   | 274   | –  | 45    | 435   | 7  | 487        | 1.23         |
|          | Male   | 27 | 171 | 14 | 101 | 223 | 3  | –   | 1 871 | –  | 128   | 2 265 | 17 | 2 410      | 6.08         |
|          | All    | 34 | 233 | 19 | 139 | 322 | 5  | –   | 2 145 | –  | 173   | 2 700 | 24 | 2 897      | 7.31         |
| UNDOF    | Female | 2  | –   | –  | 4   | 3   | –  | 1   | 12    | 6  | 7     | 15    | 6  | 28         | 0.07         |
|          | Male   | 6  | 8   | –  | 15  | 7   | –  | 8   | 50    | 9  | 29    | 65    | 9  | 103        | 0.26         |
|          | All    | 8  | 8   | –  | 19  | 10  | –  | 9   | 62    | 15 | 36    | 80    | 15 | 131        | 0.33         |
| UNFICYP  | Female | 3  | 5   | 1  | 6   | 2   | –  | –   | 45    | 2  | 9     | 52    | 3  | 64         | 0.16         |
|          | Male   | 6  | 5   | –  | 5   | 2   | –  | –   | 70    | 2  | 11    | 77    | 2  | 90         | 0.23         |
|          | All    | 9  | 10  | 1  | 11  | 4   | –  | –   | 115   | 4  | 20    | 129   | 5  | 154        | 0.39         |
| UNIFIL   | Female | 10 | 19  | –  | 29  | 14  | 1  | –   | 144   | –  | 39    | 177   | 1  | 217        | 0.55         |
|          | Male   | 21 | 31  | 2  | 69  | 40  | –  | 20  | 415   | –  | 110   | 486   | 2  | 598        | 1.51         |
|          | All    | 31 | 50  | 2  | 98  | 54  | 1  | 20  | 559   | –  | 149   | 663   | 3  | 815        | 2.06         |
| UNIOGBIS | Female | 4  | 8   | –  | 3   | 2   | 1  | –   | 13    | –  | 7     | 23    | 1  | 31         | 0.08         |
|          | Male   | 5  | 11  | 1  | 6   | 9   | 2  | –   | 49    | –  | 11    | 69    | 3  | 83         | 0.21         |
|          | All    | 9  | 19  | 1  | 9   | 11  | 3  | –   | 62    | –  | 18    | 92    | 4  | 114        | 0.29         |
| UNISFA   | Female | 2  | 4   | –  | 11  | 8   | –  | –   | 6     | –  | 13    | 18    | –  | 31         | 0.08         |
|          | Male   | 6  | 21  | –  | 23  | 48  | 2  | –   | 72    | –  | 29    | 141   | 2  | 172        | 0.43         |
|          | All    | 8  | 25  | –  | 34  | 56  | 2  | –   | 78    | –  | 42    | 159   | 2  | 203        | 0.51         |
| UNLB     | Female | 10 | 17  | 1  | 7   | 2   | –  | 33  | 68    | 22 | 50    | 87    | 23 | 160        | 0.40         |
|          | Male   | 17 | 35  | 4  | 18  | 5   | –  | 36  | 139   | 17 | 71    | 179   | 21 | 271        | 0.68         |
|          | All    | 27 | 52  | 5  | 25  | 7   | –  | 69  | 207   | 39 | 121   | 266   | 44 | 431        | 1.09         |
| UNMIK    | Female | 9  | 13  | 1  | 6   | 3   | –  | –   | 77    | 1  | 15    | 93    | 2  | 110        | 0.28         |
|          | Male   | 11 | 27  | 6  | 12  | 5   | –  | –   | 136   | 1  | 23    | 168   | 7  | 198        | 0.50         |
|          | All    | 20 | 40  | 7  | 18  | 8   | –  | –   | 213   | 2  | 38    | 261   | 9  | 308        | 0.78         |
| UNMIL    | Female | 6  | 28  | 6  | 19  | 19  | 4  | –   | 94    | 2  | 25    | 141   | 12 | 178        | 0.45         |
|          | Male   | 15 | 53  | 13 | 45  | 51  | 1  | –   | 400   | 2  | 60    | 504   | 16 | 580        | 1.46         |
|          | All    | 21 | 81  | 19 | 64  | 70  | 5  | –   | 494   | 4  | 85    | 645   | 28 | 758        | 1.91         |
| UNMISS   | Female | 15 | 67  | 11 | 46  | 69  | 1  | –   | 194   | –  | 61    | 330   | 12 | 403        | 1.02         |
|          | Male   | 45 | 177 | 16 | 164 | 202 | 2  | –   | 1 120 | –  | 209   | 1 499 | 18 | 1 726      | 4.35         |
|          | All    | 60 | 244 | 27 | 210 | 271 | 3  | –   | 1 314 | –  | 270   | 1 829 | 30 | 2 129      | 5.37         |
| UNMOGIP  | Female | –  | 1   | –  | 4   | 2   | –  | –   | 9     | –  | 4     | 12    | –  | 16         | 0.04         |
|          | Male   | –  | 4   | –  | 5   | 7   | –  | 7   | 32    | –  | 12    | 43    | –  | 55         | 0.14         |
|          | All    | –  | 5   | –  | 9   | 9   | –  | 7   | 41    | –  | 16    | 55    | –  | 71         | 0.18         |
| UNOCA    | Female | 1  | 4   | 1  | –   | 3   | –  | –   | 4     | –  | 1     | 11    | 1  | 13         | 0.03         |
|          | Male   | 2  | 7   | 2  | –   | 4   | –  | –   | 5     | –  | 2     | 16    | 2  | 20         | 0.05         |
|          | All    | 3  | 11  | 3  | –   | 7   | –  | –   | 9     | –  | 3     | 27    | 3  | 33         | 0.08         |
| UNOCI    | Female | 8  | 9   | 9  | 20  | 16  | 1  | 1   | 101   | 8  | 29    | 126   | 18 | 173        | 0.44         |
|          | Male   | 12 | 35  | 10 | 44  | 47  | 7  | –   | 330   | 21 | 56    | 412   | 38 | 506        | 1.28         |
|          | All    | 20 | 44  | 19 | 64  | 63  | 8  | 1   | 431   | 29 | 85    | 538   | 56 | 679        | 1.71         |
| UNOWA    | Female | 2  | 2   | 3  | 1   | 2   | –  | –   | 7     | 2  | 3     | 11    | 5  | 19         | 0.05         |
|          | Male   | 6  | 2   | 1  | 2   | 1   | –  | –   | 11    | –  | 8     | 14    | 1  | 23         | 0.06         |
|          | All    | 8  | 4   | 4  | 3   | 3   | –  | –   | 18    | 2  | 11    | 25    | 6  | 42         | 0.11         |
| UNRCCA   | Female | –  | –   | –  | –   | 1   | –  | –   | 8     | –  | –     | 9     | –  | 9          | 0.02         |
|          | Male   | 2  | 4   | –  | 1   | –   | –  | –   | 15    | –  | 3     | 19    | –  | 22         | 0.06         |
|          | All    | 2  | 4   | –  | 1   | 1   | –  | –   | 23    | –  | 3     | 28    | –  | 31         | 0.08         |
| UNRGID   | Female | –  | 1   | –  | –   | –   | –  | –   | –     | –  | –     | 1     | –  | 1          | 0.00         |
|          | Male   | 1  | 3   | –  | –   | –   | –  | –   | 1     | –  | 1     | 4     | –  | 5          | 0.01         |
|          | All    | 1  | 4   | –  | –   | –   | –  | –   | 1     | –  | 1     | 5     | –  | 6          | 0.02         |
| UNSCO    | Female | 3  | 4   | 1  | 1   | 1   | 1  | –   | 8     | –  | 4     | 13    | 2  | 19         | 0.05         |
|          | Male   | 3  | 5   | –  | 3   | 5   | –  | –   | 26    | –  | 6     | 36    | –  | 42         | 0.11         |
|          | All    | 6  | 9   | 1  | 4   | 6   | 1  | –   | 34    | –  | 10    | 49    | 2  | 61         | 0.15         |
| UNSCOL   | Female | –  | 5   | 1  | –   | 2   | –  | –   | 7     | –  | –     | 14    | 1  | 15         | 0.04         |
|          | Male   | 2  | 1   | –  | 1   | 4   | –  | –   | 52    | –  | 3     | 57    | –  | 60         | 0.15         |

| Entity                     | Gender | P+    |       |       | FS    |       |    | GS+   |        |     | Total  |        |       | Percentage of all staff |        |
|----------------------------|--------|-------|-------|-------|-------|-------|----|-------|--------|-----|--------|--------|-------|-------------------------|--------|
|                            |        | PC    | FT    | TA    | PC    | FT    | TA | PC    | FT     | TA  | PC     | FT     | TA    | Total                   |        |
| UNSMIL                     | All    | 2     | 6     | 1     | 1     | 6     | –  | –     | 59     | –   | 3      | 71     | 1     | 75                      | 0.19   |
|                            | Female | 3     | 14    | 6     | 5     | 9     | –  | –     | 5      | 3   | 8      | 28     | 9     | 45                      | 0.11   |
|                            | Male   | 7     | 27    | 8     | 16    | 42    | 1  | –     | 25     | 1   | 23     | 94     | 10    | 127                     | 0.32   |
| UNSOM                      | All    | 10    | 41    | 14    | 21    | 51    | 1  | –     | 30     | 4   | 31     | 122    | 19    | 172                     | 0.43   |
|                            | Female | 6     | 27    | 4     | 8     | 10    | –  | –     | 9      | –   | 14     | 46     | 4     | 64                      | 0.16   |
|                            | Male   | 12    | 41    | 4     | 4     | 17    | –  | –     | 55     | 1   | 16     | 113    | 5     | 134                     | 0.34   |
| UNSOS                      | All    | 18    | 68    | 8     | 12    | 27    | –  | –     | 64     | 1   | 30     | 159    | 9     | 198                     | 0.50   |
|                            | Female | 5     | 11    | 1     | 22    | 31    | 1  | –     | 55     | 3   | 27     | 97     | 5     | 129                     | 0.33   |
|                            | Male   | 20    | 30    | 2     | 67    | 61    | –  | –     | 98     | 2   | 87     | 189    | 4     | 280                     | 0.71   |
| UNTSO                      | All    | 25    | 41    | 3     | 89    | 92    | 1  | –     | 153    | 5   | 114    | 286    | 9     | 409                     | 1.03   |
|                            | Female | 2     | –     | –     | 11    | 8     | –  | 1     | 16     | 2   | 14     | 24     | 2     | 40                      | 0.10   |
|                            | Male   | 2     | 8     | –     | 32    | 13    | –  | 4     | 102    | 9   | 38     | 123    | 9     | 170                     | 0.43   |
| Subtotal, field operations | All    | 4     | 8     | –     | 43    | 21    | –  | 5     | 118    | 11  | 52     | 147    | 11    | 210                     | 0.53   |
|                            | Female | 192   | 586   | 127   | 446   | 550   | 28 | 38    | 2 229  | 88  | 676    | 3 365  | 243   | 4 284                   | 10.80  |
|                            | Male   | 469   | 1 410 | 215   | 1 140 | 1 575 | 63 | 77    | 10 402 | 119 | 1 686  | 13 387 | 397   | 15 470                  | 39.02  |
| Total                      | All    | 661   | 1 996 | 342   | 1 586 | 2 125 | 91 | 115   | 12 631 | 207 | 2 362  | 16 752 | 640   | 19 754                  | 49.82  |
|                            | Female | 2 151 | 2 344 | 1 036 | 451   | 575   | 29 | 2 055 | 4 802  | 455 | 4 657  | 7 721  | 1 520 | 13 898                  | 35.05  |
|                            | Male   | 2 652 | 3 733 | 933   | 1 147 | 1 626 | 66 | 1 616 | 13 578 | 402 | 5 415  | 18 937 | 1 401 | 25 753                  | 64.95  |
|                            | All    | 4 803 | 6 077 | 1 969 | 1 598 | 2 201 | 95 | 3 671 | 18 380 | 857 | 10 072 | 26 658 | 2 921 | 39 651                  | 100.00 |

Table 2.A

**Staff with geographical status by nationality, gender and grade, including appointments and separations, from 30 June to 31 December 2016**

(Population: 3,005)

| Country of nationality | Gender | As at 30 June 2016 |      | USG |      | ASG |      | D-2 |      | D-1 |      | P-5 |      | P-4 |      | P-3 |      | P-2 |      | Movement summary |       |     |     | As at 31 December 2016 |     |     |     |     |     |       |   |   |   | Desirable range |       |       |
|------------------------|--------|--------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|------------------|-------|-----|-----|------------------------|-----|-----|-----|-----|-----|-------|---|---|---|-----------------|-------|-------|
|                        |        | Total              | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep              | Other | USG | ASG | D-2                    | D-1 | P-5 | P-4 | P-3 | P-2 | Total |   |   |   |                 |       |       |
| Afghanistan            | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –   | –                      | –   | –   | –   | –   | –   | –     | – | – | – | –               | –     |       |
|                        | Male   | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | 1   | –   | –                      | –   | –   | –   | –   | 1   | –     | – | – | – | 1               | –     |       |
|                        | All    | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | 1   | –   | –                      | –   | –   | –   | –   | 1   | –     | – | – | – | 1               | 3-14  |       |
| Albania                | Female | 8                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –   | –                      | –   | 1   | 4   | 2   | 1   | –     | – | – | – | 8               | –     |       |
|                        | Male   | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | (1) | –   | –                      | –   | –   | 1   | –   | –   | –     | – | – | – | –               | 1     | –     |
|                        | All    | 10                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | (1) | –   | –                      | –   | –   | 2   | 4   | 2   | 1     | – | – | – | –               | 9     | 3-14  |
| Algeria                | Female | 4                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | 1   | –                      | –   | –   | 1   | 1   | 1   | –     | – | – | – | –               | 4     | –     |
|                        | Male   | 5                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –   | –                      | –   | 3   | 1   | –   | 1   | –     | – | – | – | –               | 5     | –     |
|                        | All    | 9                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | 1   | –                      | –   | –   | 4   | 2   | 1   | 1     | – | – | – | –               | 9     | 7-16  |
| Andorra                | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –   | –                      | –   | –   | –   | –   | –   | –     | – | – | – | –               | –     | –     |
|                        | Male   | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –   | –                      | –   | –   | –   | –   | –   | –     | – | – | – | –               | –     | –     |
|                        | All    | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –   | –                      | –   | –   | –   | –   | –   | –     | – | – | – | –               | –     | 3-14  |
| Angola                 | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –   | –                      | –   | –   | –   | –   | –   | –     | – | – | – | –               | –     | –     |
|                        | Male   | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –   | –                      | –   | –   | –   | –   | –   | –     | – | – | – | –               | –     | –     |
|                        | All    | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –   | –                      | –   | –   | –   | –   | –   | –     | – | – | – | –               | –     | 3-14  |
| Antigua and Barbuda    | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –   | –                      | –   | –   | –   | –   | –   | –     | – | – | – | –               | –     | –     |
|                        | Male   | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –   | –                      | –   | –   | –   | –   | –   | –     | – | – | – | –               | –     | –     |
|                        | All    | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –   | –                      | –   | –   | –   | –   | –   | –     | – | – | – | –               | –     | 2-14  |
| Argentina              | Female | 16                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –   | –                      | 2   | –   | 4   | 8   | 2   | –     | – | – | – | –               | 16    | –     |
|                        | Male   | 16                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | 1   | –   | 1                      | –   | 2   | 4   | 7   | 3   | –     | – | – | – | –               | 17    | –     |
|                        | All    | 32                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | 1   | –   | 1                      | –   | 4   | 4   | 11  | 11  | 2     | – | – | – | –               | 33    | 21-30 |
| Armenia                | Female | 4                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | 1    | –   | –    | –   | 1    | –                | –     | –   | –   | –                      | –   | –   | 3   | 2   | –   | –     | – | – | – | –               | 5     | –     |
|                        | Male   | 6                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –   | 1                      | –   | –   | 1   | 1   | 3   | –     | – | – | – | –               | 6     | –     |
|                        | All    | 10                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | 1    | –   | –    | –   | 1    | –                | –     | –   | –   | 1                      | –   | –   | 1   | 4   | 5   | –     | – | – | – | 11              | 3-14  |       |
| Australia              | Female | 23                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | 1    | (2) | –    | –   | –    | –   | 1    | (2)              | (1)   | –   | 1   | 2                      | 1   | 1   | 4   | 7   | 5   | –     | – | – | – | –               | 21    | –     |
|                        | Male   | 25                 | –    | –   | –    | –   | (1)  | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | (1)              | (1)   | 1   | –   | –                      | 2   | 9   | 6   | 4   | 1   | –     | – | – | – | –               | 23    | –     |
|                        | All    | 48                 | –    | –   | –    | –   | (1)  | –   | –    | –   | –    | –   | 1    | (2) | –    | –   | –    | –   | 1    | (3)              | (2)   | 1   | 1   | 2                      | 3   | 10  | 10  | 11  | 6   | –     | – | – | – | 44              | 45-61 |       |

| Country of nationality | As at 30 June 2016 |       | USG  |     | ASG  |     | D-2  |     | D-1  |     | P-5  |     | P-4  |     | P-3  |     | P-2  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |     |     |     |       |       | Desirable range |
|------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-----|-----|-----|-------|-------|-----------------|
|                        | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | USG                    | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total |       |                 |
| Austria                | Female             | 12    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | 1     | -                      | -   | -   | -   | 4   | 4   | 3   | 2   | 13    | 17-26 |                 |
|                        | Male               | 18    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | 1   | 2   | 9   | 3   | 3   | 18  |       |       |                 |
|                        | All                | 30    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | 1     | -                      | -   | -   | 1   | 6   | 13  | 6   | 5   | 31    |       |                 |
| Azerbaijan             | Female             | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | 2   | -   | -   | 2   | 4-14  |       |                 |
|                        | Male               | 4     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | 1   | 3   | -   | 4   |       |       |                 |
|                        | All                | 6     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | 3   | 3   | -   | 6   |       |       |                 |
| Bahamas                | Female             | 4     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | 1   | 2   | 1   | 4   | 3-14  |       |                 |
|                        | Male               | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | 1   | -   | 1   |       |       |                 |
|                        | All                | 5     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | 1   | 3   | 1   | 5   |       |       |                 |
| Bahrain                | Female             | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | 1   | -   | -   | -   | -   | 1   | 3-14  |       |                 |
|                        | Male               | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | 1   | -   | 1   |       |       |                 |
|                        | All                | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | 1   | -   | -   | 1   | -   | 2   |       |       |                 |
| Bangladesh             | Female             | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | 1   | -   | 1   | 2   | 6-16  |       |                 |
|                        | Male               | 10    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | 1   | 1   | 2   | 1   | 5   | 10  |       |       |                 |
|                        | All                | 12    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | 1   | 1   | 3   | 1   | 6   | 12  |       |       |                 |
| Barbados               | Female             | 3     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | 1    | -   | 1                | (1) | 1     | -                      | -   | -   | -   | -   | 1   | 1   | 2   | 4     | 3-14  |                 |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -   | -   | -   |       |       |                 |
|                        | All                | 3     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | 1    | -   | 1                | (1) | 1     | -                      | -   | -   | -   | -   | 1   | 1   | 2   | 4     |       |                 |
| Belarus                | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -   | 1                | -   | -     | -                      | -   | -   | -   | -   | -   | -   | 1   | 1     | 4-14  |                 |
|                        | Male               | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | 1   | -   | -   | -   | 1   |       |       |                 |
|                        | All                | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -   | 1                | -   | -     | -                      | -   | 1   | -   | -   | -   | 1   | 2   |       |       |                 |
| Belgium                | Female             | 14    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | (1)  | -   | (1)              | -   | -     | -                      | -   | 2   | 1   | 3   | 4   | 3   | 13  | 20-29 |       |                 |
|                        | Male               | 21    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -   | 1                | -   | -     | -                      | 3   | -   | 2   | 7   | 5   | 5   | 22  |       |       |                 |
|                        | All                | 35    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | (1) | 1                | (1) | -     | -                      | 3   | 2   | 3   | 10  | 9   | 8   | 35  |       |       |                 |
| Belize                 | Female             | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | 1   | -   | -   | 1   | 2-14  |       |                 |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -   | -   | -   |       |       |                 |
|                        | All                | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | 1   | -   | -   | 1   |       |       |                 |
| Benin                  | Female             | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | 1   | -   | -   | -   | -   | 1   | 3-14  |       |                 |
|                        | Male               | 7     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | 1   | 3   | 3   | -   | 7   |       |       |                 |
|                        | All                | 8     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | 1   | 1   | 3   | 3   | -   | 8   |       |       |                 |

| Country of nationality           | Gender | As at 30 June 2016 |      | USG |      | ASG |      | D-2 |      | D-1 |      | P-5 |      | P-4 |      | P-3 |      | P-2 |      | Movement summary |       |     | As at 31 December 2016 |     |     |     |     |     |     |       |   |   |    |       | Desirable range |
|----------------------------------|--------|--------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|------------------|-------|-----|------------------------|-----|-----|-----|-----|-----|-----|-------|---|---|----|-------|-----------------|
|                                  |        | Total              | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep              | Other | USG | ASG                    | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total |   |   |    |       |                 |
| Bhutan                           | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | – | –  | –     |                 |
|                                  | Male   | 3                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | 1   | –   | 2   | –   | –   | –     | – | – | 3  |       |                 |
|                                  | All    | 3                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | 1   | –   | 2   | –   | –   | –     | – | – | 3  | 2-14  |                 |
| Bolivia (Plurinational State of) | Female | 3                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | 2   | –   | –   | –     | – | – | 3  |       |                 |
|                                  | Male   | 4                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | 3   | –   | –   | –     | – | – | 4  |       |                 |
|                                  | All    | 7                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 2   | 5   | –   | –   | –     | – | – | 7  | 3-14  |                 |
| Bosnia and Herzegovina           | Female | 4                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | (1) | –    | –   | –    | –   | –    | –   | –    | –                | (1)   | –   | –                      | –   | –   | –   | 1   | 2   | –   | –     | – | – | 3  |       |                 |
|                                  | Male   | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 2   | –   | –   | –   | –     | – | – | 2  |       |                 |
|                                  | All    | 6                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | (1) | –    | –   | –    | –   | –    | –   | –    | –                | (1)   | –   | –                      | –   | –   | –   | 3   | 2   | –   | –     | – | – | 5  | 3-14  |                 |
| Botswana                         | Female | 7                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | 1    | –   | –    | –   | –    | –   | –    | 1                | –     | –   | –                      | –   | –   | 1   | 2   | 5   | –   | –     | – | – | 8  |       |                 |
|                                  | Male   | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | 1   | –                      | –   | 1   | –   | –   | –   | 2   | –     | – | – | 3  |       |                 |
|                                  | All    | 9                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | 1    | –   | –    | –   | –    | –   | –    | 1                | –     | 1   | –                      | –   | 1   | –   | 1   | 2   | 7   | –     | – | – | 11 | 3-14  |                 |
| Brazil                           | Female | 19                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | 1    | –   | 1    | –                | (1)   | –   | –                      | –   | 1   | 1   | 5   | 7   | 5   | –     | – | – | 19 |       |                 |
|                                  | Male   | 25                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | (1) | 1    | –   | –    | –   | –    | –   | 1    | (1)              | 2     | –   | –                      | 2   | 3   | 5   | 9   | 4   | 4   | –     | – | – | 27 |       |                 |
|                                  | All    | 44                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | (1) | 1    | –   | –    | –   | 1    | –   | 2    | (1)              | 1     | –   | –                      | 2   | 4   | 6   | 14  | 11  | 9   | –     | – | – | 46 | 73-99 |                 |
| Brunei Darussalam                | Female | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | 1   | –     | – | – | 1  |       |                 |
|                                  | Male   | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | – | –  |       |                 |
|                                  | All    | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | 1   | –     | – | – | 1  | 3-14  |                 |
| Bulgaria                         | Female | 11                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | 1   | 2   | 4   | 4   | –   | –   | –     | – | – | 11 |       |                 |
|                                  | Male   | 7                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | 3   | 4   | –   | –   | –   | –     | – | – | 7  |       |                 |
|                                  | All    | 18                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | 1   | 5   | 8   | 4   | –   | –   | –     | – | – | 18 | 3-14  |                 |
| Burkina Faso                     | Female | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | –   | –   | –   | –     | – | – | –  | 1     |                 |
|                                  | Male   | 4                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | 1   | 2   | 1   | –   | –   | –     | – | – | –  | 4     |                 |
|                                  | All    | 5                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | 1   | 3   | 1   | –   | –   | –     | – | – | –  | 5     | 3-14            |
| Burundi                          | Female | 3                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | 1     | –   | –                      | 1   | –   | 1   | –   | 2   | –   | –     | – | – | –  | 4     |                 |
|                                  | Male   | 5                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | 1   | 2   | 2   | –   | –   | –     | – | – | –  | 5     |                 |
|                                  | All    | 8                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | 1     | –   | –                      | 1   | –   | 2   | 2   | 4   | –   | –     | – | – | –  | 9     | 3-14            |
| Cabo Verde                       | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | – | –  | –     |                 |
|                                  | Male   | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | 1   | –   | –   | –   | –   | –     | – | – | –  | 1     |                 |
|                                  | All    | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | 1   | –   | –   | –   | –   | –     | – | – | –  | 1     | 2-14            |

| Country of nationality   | Gender | As at 30 June 2016 |      | USG |      | ASG |      | D-2 |      | D-1 |      | P-5 |      | P-4 |      | P-3 |      | P-2 |      | Movement summary |       |     | As at 31 December 2016 |     |     |     |     |     |     |       |         |   |   |   | Desirable range |   |   |   |   |   |   |   |   |   |   |   |   |       |       |   |
|--------------------------|--------|--------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|------------------|-------|-----|------------------------|-----|-----|-----|-----|-----|-----|-------|---------|---|---|---|-----------------|---|---|---|---|---|---|---|---|---|---|---|---|-------|-------|---|
|                          |        | Total              | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep              | Other | USG | ASG                    | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total |         |   |   |   |                 |   |   |   |   |   |   |   |   |   |   |   |   |       |       |   |
| Cambodia                 | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     |       |   |
|                          | Male   | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | (1) | –                      | –   | –   | –   | –   | –   | –   | –     | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – |       |       |   |
|                          | All    | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | (1) | –                      | –   | –   | –   | –   | –   | –   | –     | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | 3-14  |       |   |
| Cameroon                 | Female | 8                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | 1    | –   | –    | –   | –    | 1                | –     | –   | –                      | –   | –   | 2   | 3   | 4   | –   | 9     | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     |   |
|                          | Male   | 20                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | (1) | –    | –   | –    | –   | –    | (1)              | 1     | –   | –                      | 1   | –   | 7   | 5   | 7   | –   | 20    | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     |   |
|                          | All    | 28                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | (1) | 1    | –   | –    | –   | –    | 1                | (1)   | 1   | –                      | –   | 1   | –   | 9   | 8   | 11  | –     | 29      | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | 3-14  |       |   |
| Canada                   | Female | 45                 | –    | –   | –    | –   | –    | –   | –    | (1) | –    | –   | 1    | –   | 1    | –   | –    | –   | –    | 2                | (1)   | 2   | –                      | –   | 4   | 2   | 14  | 11  | 15  | 2     | 48      | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     | – |
|                          | Male   | 48                 | –    | –   | –    | –   | –    | –   | –    | (1) | –    | –   | 1    | (2) | 3    | –   | –    | –   | –    | 4                | (3)   | (1) | –                      | –   | 2   | 3   | 14  | 16  | 13  | –     | 48      | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     | – |
|                          | All    | 93                 | –    | –   | –    | –   | –    | –   | –    | (2) | –    | –   | 2    | (2) | 4    | –   | –    | –   | –    | 6                | (4)   | 1   | –                      | –   | 6   | 5   | 28  | 27  | 28  | 2     | 96      | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | 55-74 |   |
| Central African Republic | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     |   |
|                          | Male   | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | 1     | 1       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     |   |
|                          | All    | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | 1     | 1       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | 3-14  |       |   |
| Chad                     | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     |   |
|                          | Male   | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | 1     | 1       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     |   |
|                          | All    | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | 1     | 1       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | 3-14  |   |
| Chile                    | Female | 7                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | 2   | 2   | 2   | 7     | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     |   |
|                          | Male   | 21                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | (1)  | –   | –    | –   | –    | –   | –    | (1)              | –     | –   | –                      | –   | 2   | 3   | 5   | 7   | 3   | 20    | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     |   |
|                          | All    | 28                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | (1)  | –   | –    | –   | –    | –   | –    | (1)              | –     | –   | –                      | –   | 2   | 4   | 7   | 9   | 5   | 27    | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | 11-20 |       |   |
| China                    | Female | 42                 | –    | –   | –    | –   | –    | –   | –    | –   | 1    | (1) | –    | –   | –    | (1) | 3    | –   | 4    | (2)              | (1)   | –   | –                      | –   | 1   | 12  | 11  | 10  | 9   | 43    | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     |   |
|                          | Male   | 39                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | (1)   | 1   | –                      | 4   | 3   | 8   | 6   | 9   | 7   | 38    | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     |   |
|                          | All    | 81                 | –    | –   | –    | –   | –    | –   | –    | –   | 1    | (1) | –    | –   | –    | (1) | 3    | –   | 4    | (2)              | (2)   | 1   | –                      | 4   | 4   | 20  | 17  | 19  | 16  | 81    | 164-222 | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     | – |
| Colombia                 | Female | 8                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 2   | 2   | 3   | 1   | 8     | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     |   |
|                          | Male   | 4                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | 3   | 1   | –   | 4     | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     |   |
|                          | All    | 12                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 2   | 5   | 4   | 1   | 12    | 10-19   | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     | – |
| Comoros                  | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     |   |
|                          | Male   | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | 1    | –   | 1    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | 1     | 1       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     |   |
|                          | All    | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | 1    | –   | 1    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | 1     | 1       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | 2-14  |   |
| Congo                    | Female | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | 1   | –   | –   | 1     | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | –     |   |
|                          | Male   | 3                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     |       |   |
|                          | All    | 4                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | –       | – | – | – | –               | – | – | – | – | – | – | – | – | – | – | – | – | –     | 3-14  |   |

| Country of nationality                | Gender | As at 30 June 2016 |      | USG |      | ASG |      | D-2 |      | D-1 |      | P-5 |      | P-4 |      | P-3 |      | P-2 |      | Movement summary |       |     |     | As at 31 December 2016 |     |     |     |     |      |       |       |  |  |  |  | Desirable range |
|---------------------------------------|--------|--------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|------------------|-------|-----|-----|------------------------|-----|-----|-----|-----|------|-------|-------|--|--|--|--|-----------------|
|                                       |        | Total              | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep              | Other | USG | ASG | D-2                    | D-1 | P-5 | P-4 | P-3 | P-2  | Total |       |  |  |  |  |                 |
| Costa Rica                            | Female | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | 1   | -   | -   | 1   | 2    | 3-14  |       |  |  |  |  |                 |
|                                       | Male   | 8                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | 3   | 3   | -   | 2   | 8    |       |       |  |  |  |  |                 |
|                                       | All    | 10                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | 4   | 3   | -   | 3   | 10   |       |       |  |  |  |  |                 |
| Côte d'Ivoire                         | Female | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | -   | -   | 3-14 |       |       |  |  |  |  |                 |
|                                       | Male   | 5                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | 2   | 1   | 2   | -   |      | 5     |       |  |  |  |  |                 |
|                                       | All    | 5                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | 2   | 1   | 2   | -   |      | 5     |       |  |  |  |  |                 |
| Croatia                               | Female | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | 1                      | -   | 1   | 1   | -   | 3    | 4-14  |       |  |  |  |  |                 |
|                                       | Male   | 7                  | -    | -   | -    | (1) | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1)              | -     | -   | -   | 1                      | 1   | 2   | 2   | -   | 6    |       |       |  |  |  |  |                 |
|                                       | All    | 10                 | -    | -   | -    | (1) | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1)              | -     | -   | -   | 2                      | 1   | 3   | 3   | -   | 9    |       |       |  |  |  |  |                 |
| Cuba                                  | Female | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | 1   | -   | 1    | 4-14  |       |  |  |  |  |                 |
|                                       | Male   | 4                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | 1   | -                      | -   | 2   | -   | 1   | 4    |       |       |  |  |  |  |                 |
|                                       | All    | 5                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | 1   | -                      | -   | 2   | 1   | 1   | 5    |       |       |  |  |  |  |                 |
| Cyprus                                | Female | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | 2   | -   | -   | 2    | 3-14  |       |  |  |  |  |                 |
|                                       | Male   | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | 1   | -   | -   | 1    |       |       |  |  |  |  |                 |
|                                       | All    | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | 3   | -   | -   | 3    |       |       |  |  |  |  |                 |
| Czechia                               | Female | 6                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | 1    | -   | -    | -   | 1    | (1)              | (1)   | -   | -   | -                      | -   | 1   | 4   | -   | 5    | 9-19  |       |  |  |  |  |                 |
|                                       | Male   | 6                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | (1) | 1    | (1)              | -     | -   | -   | 2                      | -   | 1   | 1   | 2   | 6    |       |       |  |  |  |  |                 |
|                                       | All    | 12                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | 1    | -   | 1    | (1) | 2    | (2)              | (1)   | -   | -   | -                      | 2   | -   | 2   | 5   | 2    |       | 11    |  |  |  |  |                 |
| Democratic People's Republic of Korea | Female | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | -   | -   | -    | 3-14  |       |  |  |  |  |                 |
|                                       | Male   | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | -   | 1   | 1    |       |       |  |  |  |  |                 |
|                                       | All    | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | -   | 1   | 1    |       |       |  |  |  |  |                 |
| Democratic Republic of the Congo      | Female | 4                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | 3   | 1   | 4    | 4-14  |       |  |  |  |  |                 |
|                                       | Male   | 6                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | 1   | 1   | 4   | -   | 6    |       |       |  |  |  |  |                 |
|                                       | All    | 10                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | 1   | 1   | 7   | 1   | 10   |       |       |  |  |  |  |                 |
| Denmark                               | Female | 13                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | 2     | -   | -   | 1                      | 1   | 6   | 2   | 2   | 3    | 15    | 14-23 |  |  |  |  |                 |
|                                       | Male   | 12                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | (1)   | 2   | -   | 1                      | -   | 2   | 3   | 2   | 1    | 11    |       |  |  |  |  |                 |
|                                       | All    | 25                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | 1     | 2   | -   | 2                      | 1   | 8   | 5   | 4   | 4    | 26    |       |  |  |  |  |                 |
| Djibouti                              | Female | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | 1   | -   | -   | 1    | 2-14  |       |  |  |  |  |                 |
|                                       | Male   | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | 1                      | -   | 2   | -   | -   | 3    |       |       |  |  |  |  |                 |
|                                       | All    | 4                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | 1                      | -   | 3   | -   | -   | 4    |       |       |  |  |  |  |                 |

| Country of nationality | Gender | As at 30 June 2016 |      | USG |      | ASG |      | D-2 |      | D-1 |      | P-5 |      | P-4 |      | P-3 |      | P-2 |      | Movement summary |       |     | As at 31 December 2016 |     |     |     |     |     |     |       |   |   |   |   | Desirable range |      |      |
|------------------------|--------|--------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|------------------|-------|-----|------------------------|-----|-----|-----|-----|-----|-----|-------|---|---|---|---|-----------------|------|------|
|                        |        | Total              | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep              | Other | USG | ASG                    | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total |   |   |   |   |                 |      |      |
| Dominica               | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | – | – | – | –               |      |      |
|                        | Male   | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | 1   | –   | 1     | – | – | – | – |                 |      |      |
|                        | All    | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | 1   | –   | 1     | – | – | – | – | 2-14            |      |      |
| Dominican Republic     | Female | 4                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | 1   | 2   | 1   | 4     | – | – | – | – | –               |      |      |
|                        | Male   | 3                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | 1   | –   | –   | 1   | 1   | 3     | – | – | – | – | –               |      |      |
|                        | All    | 7                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | 1   | –   | 1   | 3   | 2   | 7     | – | – | – | – | –               | 4-14 |      |
| Ecuador                | Female | 8                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | 2   | 3   | 2   | 8     | – | – | – | – | –               |      |      |
|                        | Male   | 5                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | 2   | 2   | –   | 5     | – | – | – | – | –               |      |      |
|                        | All    | 13                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 2   | 4   | 5   | 2   | 13    | – | – | – | – | –               | 4-14 |      |
| Egypt                  | Female | 8                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | 2   | –   | 2   | 4   | –   | 8     | – | – | – | – | –               |      |      |
|                        | Male   | 15                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | 1    | –   | –    | –   | 1    | –                | (1)   | 1   | –                      | –   | 3   | 3   | 4   | 4   | –   | 15    | – | – | – | – | –               |      |      |
|                        | All    | 23                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | 1    | –   | –    | –   | 1    | –                | (1)   | 1   | –                      | –   | 5   | 3   | 6   | 8   | –   | 23    | – | – | – | – | –               | 8-17 |      |
| El Salvador            | Female | 3                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | (1) | –    | –   | –    | –   | –    | (1)              | –     | –   | –                      | –   | 1   | 1   | –   | –   | –   | 2     | – | – | – | – | –               |      |      |
|                        | Male   | 4                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | 1   | –                      | –   | –   | –   | 1   | 3   | 1   | –     | 5 | – | – | – | –               | –    |      |
|                        | All    | 7                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | (1)  | –   | –    | –   | –    | (1)              | 1     | –   | –                      | –   | 1   | 2   | 3   | 1   | –   | 7     | – | – | – | – | –               | 3-14 |      |
| Equatorial Guinea      | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | – | – | – | –               | –    |      |
|                        | Male   | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | – | – | – | –               | –    |      |
|                        | All    | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | – | – | – | –               | –    | 3-14 |
| Eritrea                | Female | 3                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | 2   | 1   | –   | 3     | – | – | – | – | –               | –    |      |
|                        | Male   | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | 2   | –   | 2     | – | – | – | – | –               | –    |      |
|                        | All    | 5                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | 2   | 3   | –   | 5     | – | – | – | – | –               | –    | 3-14 |
| Estonia                | Female | 4                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | 1   | 1   | 1   | 4     | – | – | – | – | –               | –    |      |
|                        | Male   | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | –   | 1   | –   | 2     | – | – | – | – | –               | –    |      |
|                        | All    | 6                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 2   | 1   | 2   | 1   | 6     | – | – | – | – | –               | –    | 3-14 |
| Ethiopia               | Female | 11                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | (1) | –    | –   | –    | (1) | –    | (2)              | –     | 1   | –                      | –   | –   | 1   | 2   | 5   | –   | 9     | – | – | – | – | –               | –    |      |
|                        | Male   | 16                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | (1)  | –   | –    | –   | (1)  | 1   | –    | 1                | (2)   | (1) | –                      | 1   | –   | 1   | 3   | 8   | 1   | 14    | – | – | – | – | –               | –    |      |
|                        | All    | 27                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | (1)  | –   | (1)  | –   | (1)  | 1   | (1)  | 1                | (4)   | (1) | 1                      | 1   | –   | 2   | 5   | 13  | 1   | 23    | – | – | – | – | –               | –    | 5-15 |
| Fiji                   | Female | 6                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | (1)   | –   | –                      | –   | –   | 1   | 4   | –   | –   | 5     | – | – | – | – | –               | –    | –    |
|                        | Male   | 6                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | 1   | 3   | 2   | –   | 6   | –     | – | – | – | – | –               | –    | –    |
|                        | All    | 12                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | (1)   | –   | –                      | –   | 1   | 4   | 6   | –   | 11  | –     | – | – | – | – | –               | –    | 3-14 |

| Country of nationality | Gender | As at 30 June 2016 |      | USG |      | ASG |      | D-2 |      | D-1 |      | P-5 |      | P-4 |      | P-3 |      | P-2 |      | Movement summary |       |     | As at 31 December 2016 |     |     |     |     |     |     |       |         |     |  |  | Desirable range |
|------------------------|--------|--------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|------------------|-------|-----|------------------------|-----|-----|-----|-----|-----|-----|-------|---------|-----|--|--|-----------------|
|                        |        | Total              | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep              | Other | USG | ASG                    | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total |         |     |  |  |                 |
| Finland                | Female | 18                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | 1   | -   | 2   | 6   | 4   | 5   | 18    | 11-21   |     |  |  |                 |
|                        | Male   | 5                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | 2   | 1   | 1   | 1   | 5   |       |         |     |  |  |                 |
|                        | All    | 23                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | 1   | -   | 4   | 7   | 5   | 6   | 23    |         |     |  |  |                 |
| France                 | Female | 70                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | (2)   | -   | -                      | 1   | 4   | 12  | 21  | 20  | 10  | 68    | 87-118  |     |  |  |                 |
|                        | Male   | 76                 | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -    | (1) | -    | -   | -    | -   | -    | (2)              | (1)   | 1   | -                      | 3   | 5   | 15  | 20  | 21  | 8   | 73    |         |     |  |  |                 |
|                        | All    | 146                | -    | -   | -    | -   | -    | -   | -    | -   | (1)  | -   | -    | -   | (1)  | -   | -    | -   | -    | -                | (2)   | (3) | 1                      | -   | 4   | 9   | 27  | 41  | 41  | 18    |         | 141 |  |  |                 |
| Gabon                  | Female | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | -       |     |  |  |                 |
|                        | Male   | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | (1)   | -   | -                      | -   | -   | -   | -   | 1   | 1   | 2     |         |     |  |  |                 |
|                        | All    | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | (1)   | -   | -                      | -   | -   | -   | -   | 1   | 1   | 2     |         |     |  |  |                 |
| Gambia                 | Female | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -   | -    | -   | 1    | -                | -     | -   | -                      | -   | 1   | -   | 1   | -   | 2   | 3-14  |         |     |  |  |                 |
|                        | Male   | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | 1     | -   | -                      | -   | -   | -   | 2   | 1   | -   |       | 3       |     |  |  |                 |
|                        | All    | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -   | -    | -   | 1    | -                | 1     | -   | -                      | -   | -   | 1   | 2   | 2   | -   |       | 5       |     |  |  |                 |
| Georgia                | Female | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | -       |     |  |  |                 |
|                        | Male   | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | 1   | 2   | -   | -   | -   | 3   | 3-14  |         |     |  |  |                 |
|                        | All    | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | 1   | 2   | -   | -   | -   | 3   |       |         |     |  |  |                 |
| Germany                | Female | 71                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -   | 1    | -   | 2    | -                | 1     | -   | -                      | 1   | 3   | 15  | 23  | 21  | 11  | 74    | 112-152 |     |  |  |                 |
|                        | Male   | 67                 | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1)              | 3     | -   | -                      | 2   | 7   | 21  | 15  | 16  | 8   | 69    |         |     |  |  |                 |
|                        | All    | 138                | -    | -   | -    | -   | -    | -   | -    | -   | (1)  | -   | -    | -   | -    | 1   | -    | 1   | -    | 2                | (1)   | 4   | -                      | -   | 3   | 10  | 36  | 38  | 37  | 19    |         | 143 |  |  |                 |
| Ghana                  | Female | 5                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | 2   | 1   | -   | -   | 2   | 5   | 3-14  |         |     |  |  |                 |
|                        | Male   | 10                 | -    | -   | -    | -   | 1    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -                | -     | -   | 3                      | 2   | 4   | -   | 2   | -   | 11  |       |         |     |  |  |                 |
|                        | All    | 15                 | -    | -   | -    | -   | 1    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -                | -     | -   | 3                      | 4   | 5   | -   | 2   | 2   | 16  |       |         |     |  |  |                 |
| Greece                 | Female | 4                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | 1     | -   | -                      | 1   | -   | -   | 1   | 2   | 1   | 5     | 12-21   |     |  |  |                 |
|                        | Male   | 10                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | 2   | 1   | 6   | 1   | -   | 10  |       |         |     |  |  |                 |
|                        | All    | 14                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | 1   | -                      | 1   | 2   | 1   | 7   | 3   | 1   | 15    |         |     |  |  |                 |
| Grenada                | Female | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | -       |     |  |  |                 |
|                        | Male   | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | 1   | 1   | 2     |         |     |  |  |                 |
|                        | All    | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | 1   | 1   | 2     |         |     |  |  |                 |
| Guatemala              | Female | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | 2   | -   | 1   | 3     | 3-14    |     |  |  |                 |
|                        | Male   | 5                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | 1   | -                      | -   | 1   | -   | 2   | 1   | -   | 5     |         |     |  |  |                 |
|                        | All    | 8                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | 1   | -                      | -   | 1   | -   | 4   | 1   | 1   | 8     |         |     |  |  |                 |

| Country of nationality     | As at 30 June 2016 |       | USG  |     | ASG  |     | D-2  |     | D-1  |     | P-5  |     | P-4  |     | P-3  |     | P-2  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |     |     |     |       |       | Desirable range |
|----------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-----|-----|-----|-------|-------|-----------------|
|                            | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | USG                    | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total |       |                 |
| Guinea                     | Female             | 1     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | 1   | —   | —   | 1     | 3-14  |                 |
|                            | Male               | 3     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | 1   | 2   | —   | —   | 3     |       |                 |
|                            | All                | 4     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | 1   | 3   | —   | —   | 4     |       |                 |
| Guinea-Bissau              | Female             | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —   | —   | —   | —     | 3-14  |                 |
|                            | Male               | 4     | —    | (1) | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | (1) | (1)   | —                      | —   | —   | 1   | 1   | —   | —   | —   | 2     |       |                 |
|                            | All                | 4     | —    | (1) | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | (1) | (1)   | —                      | —   | —   | 1   | 1   | —   | —   | —   | 2     |       |                 |
| Guyana                     | Female             | 4     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | 1     | 1                      | —   | —   | 1   | —   | 2   | —   | 1   | 5     | 3-14  |                 |
|                            | Male               | 2     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | 1   | —   | 1   | —   | 2   |       |       |                 |
|                            | All                | 6     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | 1     | 1                      | —   | —   | 1   | 1   | 2   | 1   | 1   | 7     |       |                 |
| Haiti                      | Female             | 1     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | 1   | —   | —   | —   | 1   | 3-14  |       |                 |
|                            | Male               | 5     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | (1)  | —   | (1)              | —   | —     | —                      | —   | —   | 1   | —   | 1   | 2   | 4   |       |       |                 |
|                            | All                | 6     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | (1)  | —   | (1)              | —   | —     | —                      | —   | —   | 2   | —   | 1   | 2   | 5   |       |       |                 |
| Honduras                   | Female             | 2     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | (1)   | —                      | —   | —   | —   | —   | 1   | —   | —   | 1     | 3-14  |                 |
|                            | Male               | 1     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | 1   | —   | —   | —   | 1   |       |       |                 |
|                            | All                | 3     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | (1)   | —                      | —   | —   | —   | 1   | 1   | —   | 2   |       |       |                 |
| Hungary                    | Female             | 6     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | 1   | —   | 1   | 1   | 3   | 6   | 6-15  |       |                 |
|                            | Male               | 6     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | 1   | 1   | 2   | 2   | —   | —   |       | 6     |                 |
|                            | All                | 12    | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | 1   | 2   | 2   | 3   | 1   | 3   |       | 12    |                 |
| Iceland                    | Female             | 1     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | 1   | —   | —   | —   | 1   | 3-14  |       |                 |
|                            | Male               | 4     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | 1   | 2   | 1   | —   | 4   |       |       |                 |
|                            | All                | 5     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | 2   | 2   | 1   | —   | 5   |       |       |                 |
| India                      | Female             | 18    | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | 1    | —   | 1    | —   | 2                | —   | —     | —                      | —   | —   | 5   | 4   | 5   | 4   | 2   | 20    | 45-61 |                 |
|                            | Male               | 37    | —    | —   | —    | —   | —    | —   | 1    | —   | 1    | —   | —    | —   | —    | —   | —    | —   | 2                | —   | (3)   | 1                      | —   | 1   | 3   | 10  | 14  | 5   | 2   | 36    |       |                 |
|                            | All                | 55    | —    | —   | —    | —   | —    | —   | 1    | —   | 1    | —   | —    | —   | 1    | —   | 1    | —   | 4                | —   | (3)   | 1                      | —   | 1   | 8   | 14  | 19  | 9   | 4   | 56    |       |                 |
| Indonesia                  | Female             | 4     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | 1    | —   | 1                | —   | —     | —                      | —   | —   | 1   | 2   | —   | 2   | 5   | 18-28 |       |                 |
|                            | Male               | 8     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | (1)   | —                      | —   | —   | —   | 2   | 1   | 1   | 3   |       | 7     |                 |
|                            | All                | 12    | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | 1   | —                | 1   | —     | (1)                    | —   | —   | —   | 3   | 3   | 1   | 5   |       | 12    |                 |
| Iran (Islamic Republic of) | Female             | 4     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | 1   | —   | 2   | 1   | —   | 4     | 13-23 |                 |
|                            | Male               | 7     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | 1     | —                      | —   | 1   | —   | 3   | 2   | 1   | 1   | 8     |       |                 |
|                            | All                | 11    | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | 1                      | —   | —   | 1   | 1   | 3   | 4   | 2   | 1     |       | 12              |

| Country of nationality | As at 30 June 2016 |       | USG  |     | ASG  |     | D-2  |     | D-1  |     | P-5  |     | P-4  |     | P-3  |     | P-2  |     | Movement summary |     |       |     | As at 31 December 2016 |     |     |     |     |     |     |         |       |   |  |  | Desirable range |
|------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|-----|------------------------|-----|-----|-----|-----|-----|-----|---------|-------|---|--|--|-----------------|
|                        | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | USG | ASG                    | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total   |       |   |  |  |                 |
|                        |                    |       |      |     |      |     |      |     |      |     |      |     |      |     |      |     |      |     |                  |     |       |     |                        |     |     |     |     |     |     |         |       |   |  |  |                 |
| Iraq                   | Female             | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | -   | -   | 1   | 1   | 2       | 6-15  |   |  |  |                 |
|                        | Male               | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | 1   | -                      | -   | -   | -   | -   | 1   | 1   | -       |       | 2 |  |  |                 |
|                        | All                | 3     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | 1   | -                      | -   | -   | -   | -   | 1   | 2   | 1       |       | 4 |  |  |                 |
| Ireland                | Female             | 7     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | 2   | -   | 2   | 3   | -   | 7       | 9-19  |   |  |  |                 |
|                        | Male               | 14    | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -    | -   | -    | -   | -                | (1) | -     | -   | 1                      | 1   | 2   | 4   | 2   | 2   | 1   | 13      |       |   |  |  |                 |
|                        | All                | 21    | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -    | -   | -    | -   | -                | (1) | -     | -   | 1                      | 1   | 4   | 4   | 4   | 5   | 1   | 20      |       |   |  |  |                 |
| Israel                 | Female             | 3     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | 1     | -   | -                      | 1   | -   | 2   | -   | 1   | -   | 4       | 11-21 |   |  |  |                 |
|                        | Male               | 8     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | 1   | 3   | 3   | 1   | 8       |       |   |  |  |                 |
|                        | All                | 11    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | 1     | -   | -                      | 1   | -   | 3   | 3   | 4   | 1   | 12      |       |   |  |  |                 |
| Italy                  | Female             | 57    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | 1     | -   | -                      | 3   | 3   | 14  | 24  | 10  | 4   | 58      | 69-93 |   |  |  |                 |
|                        | Male               | 69    | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -   | (1)  | -   | -    | -   | -    | 1   | (1)              | -   | -     | -   | -                      | 7   | 22  | 27  | 10  | 3   | 69  |         |       |   |  |  |                 |
|                        | All                | 126   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -   | (1)  | -   | -    | -   | -    | 1   | (1)              | 1   | -     | -   | 3                      | 10  | 36  | 51  | 20  | 7   | 127 |         |       |   |  |  |                 |
| Jamaica                | Female             | 4     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | (1) | -     | -   | -                      | 1   | 1   | 1   | -   | -   | 3   | 3-14    |       |   |  |  |                 |
|                        | Male               | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | -   | 1   | -   | 1   |         |       |   |  |  |                 |
|                        | All                | 5     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | (1) | -     | -   | -                      | 1   | 1   | 2   | -   | -   | 4   |         |       |   |  |  |                 |
| Japan                  | Female             | 50    | -    | -   | -    | -   | -    | -   | -    | -   | (2)  | -   | -    | -   | -    | 1   | -    | 1   | (2)              | -   | -     | -   | -                      | 5   | 7   | 19  | 12  | 6   | 49  | 167-226 |       |   |  |  |                 |
|                        | Male               | 28    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | 1   | -    | 1   | -                | 1   | 1     | -   | -                      | 2   | 5   | 12  | 7   | 3   | 30  |         |       |   |  |  |                 |
|                        | All                | 78    | -    | -   | -    | -   | -    | -   | -    | -   | (2)  | -   | -    | -   | -    | 2   | -    | 2   | (2)              | 1   | 1     | -   | -                      | 7   | 12  | 31  | 19  | 9   | 79  |         |       |   |  |  |                 |
| Jordan                 | Female             | 9     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | (1)  | -   | -    | -   | (1)              | 1   | 1     | -   | -                      | 1   | 2   | 3   | 2   | -   | 9   | 3-14    |       |   |  |  |                 |
|                        | Male               | 9     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | 1     | -   | -                      | 3   | -   | 5   | -   | -   | 9   |         |       |   |  |  |                 |
|                        | All                | 18    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | (1)  | -   | -    | -   | (1)              | 1   | 2     | -   | -                      | 4   | 2   | 8   | 2   | -   | 18  |         |       |   |  |  |                 |
| Kazakhstan             | Female             | 5     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | 1   | 2   | 2   | -   | 5   | 7-16    |       |   |  |  |                 |
|                        | Male               | 3     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | 1   | 1   | 1   | 3   |         |       |   |  |  |                 |
|                        | All                | 8     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | 1   | 3   | 3   | 1   | 8   |         |       |   |  |  |                 |
| Kenya                  | Female             | 22    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | (1) | -     | -   | -                      | 1   | 1   | 9   | 6   | 4   | 21  | 4-14    |       |   |  |  |                 |
|                        | Male               | 18    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -   | -    | -   | 1                | -   | -     | 1   | 1                      | -   | 1   | 3   | 5   | 4   | 4   |         | 19    |   |  |  |                 |
|                        | All                | 40    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -   | -    | -   | 1                | -   | (1)   | 1   | 1                      | -   | 2   | 4   | 14  | 10  | 8   |         | 40    |   |  |  |                 |
| Kiribati               | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -       | 2-14  |   |  |  |                 |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -       |       |   |  |  |                 |
|                        | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -       |       |   |  |  |                 |

| Country of nationality           | Gender | As at 30 June 2016 |      | USG |      | ASG |      | D-2 |      | D-1 |      | P-5 |      | P-4 |      | P-3 |      | P-2 |      | Movement summary |       |     | As at 31 December 2016 |     |     |     |     |     |     |       |   |      |      |  | Desirable range |
|----------------------------------|--------|--------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|------------------|-------|-----|------------------------|-----|-----|-----|-----|-----|-----|-------|---|------|------|--|-----------------|
|                                  |        | Total              | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep              | Other | USG | ASG                    | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total |   |      |      |  |                 |
| Kuwait                           | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | –    | 8-18 |  |                 |
|                                  | Male   | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | –    |      |  |                 |
|                                  | All    | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | –    |      |  |                 |
| Kyrgyzstan                       | Female | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | 1   | –   | –   | 1   | –   | 2     | – | 3-14 |      |  |                 |
|                                  | Male   | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | 1   | 1   | 2   | –     | – |      |      |  |                 |
|                                  | All    | 4                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | 1   | –   | –   | 2   | 1   | 4   | –     | – |      |      |  |                 |
| Lao People’s Democratic Republic | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | 3-14 |      |  |                 |
|                                  | Male   | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | –   | –   | 1   | –     | – |      |      |  |                 |
|                                  | All    | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | –   | –   | 1   | –     | – |      |      |  |                 |
| Latvia                           | Female | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | 1   | –   | 1     | – | 3-14 |      |  |                 |
|                                  | Male   | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | 1   | –   | 1     | – |      | –    |  |                 |
|                                  | All    | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | 2   | –   | 2     | – |      | –    |  |                 |
| Lebanon                          | Female | 12                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | 1   | 2   | 4   | 2   | 3   | 12  | –     | – | 3-14 |      |  |                 |
|                                  | Male   | 9                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | 1    | –   | 1    | –                | –     | –   | –                      | –   | 2   | 4   | 3   | 1   | 10  | –     | – |      |      |  |                 |
|                                  | All    | 21                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | 1    | –   | 1    | –                | –     | –   | –                      | 1   | 4   | 8   | 5   | 4   | 22  | –     | – |      |      |  |                 |
| Lesotho                          | Female | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | 1   | –   | 2   | –     | – | 3-14 |      |  |                 |
|                                  | Male   | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – |      | –    |  |                 |
|                                  | All    | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | 1   | –   | 2   | –     | – |      |      |  |                 |
| Liberia                          | Female | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | 1   | –   | 1   | –   | –   | 2   | –     | – | 3-14 |      |  |                 |
|                                  | Male   | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – |      | –    |  |                 |
|                                  | All    | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | 1   | –   | 1   | –   | –   | 2   | –     | – |      |      |  |                 |
| Libya                            | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | –    | 5-15 |  |                 |
|                                  | Male   | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | (1)   | –   | –                      | –   | –   | –   | –   | 1   | –   | 1     | – | –    |      |  |                 |
|                                  | All    | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | (1) | –                      | –   | –   | –   | –   | 1   | –   | 1     | – | –    |      |  |                 |
| Liechtenstein                    | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | –    | 3-14 |  |                 |
|                                  | Male   | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | –    |      |  |                 |
|                                  | All    | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | –    |      |  |                 |
| Lithuania                        | Female | 3                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | 1   | –   | –   | 2   | 3   | –     | – | 4-14 |      |  |                 |
|                                  | Male   | 3                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | (1) | –                      | –   | –   | –   | 1   | 1   | –   | 2     | – |      | –    |  |                 |
|                                  | All    | 6                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | (1) | –                      | –   | –   | 1   | 1   | 1   | 2   | 5     | – |      | –    |  |                 |

| Country of nationality | Gender | As at 30 June 2016 |      | USG |      | ASG |      | D-2 |      | D-1 |      | P-5 |      | P-4 |      | P-3 |      | P-2 |      | Movement summary |       |     | As at 31 December 2016 |     |     |     |     |     |     |       |   |   |    |      | Desirable range |
|------------------------|--------|--------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|------------------|-------|-----|------------------------|-----|-----|-----|-----|-----|-----|-------|---|---|----|------|-----------------|
|                        |        | Total              | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep              | Other | USG | ASG                    | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total |   |   |    |      |                 |
| Luxembourg             | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | – | –  | –    |                 |
|                        | Male   | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | 1   | –   | –   | –     | – | – | 2  |      |                 |
|                        | All    | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | 1   | –   | –   | –     | – | – | 2  | 4-14 |                 |
| Madagascar             | Female | 3                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | 1   | –                      | –   | –   | –   | 1   | 3   | –   | –     | – | – | 4  |      |                 |
|                        | Male   | 5                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | 3   | 2   | –   | –     | – | – | 5  |      |                 |
|                        | All    | 8                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | 1   | –                      | –   | –   | –   | 4   | 5   | –   | –     | – | – | 9  | 3-14 |                 |
| Malawi                 | Female | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | 1   | –   | –   | –     | – | – | 2  |      |                 |
|                        | Male   | 12                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | 2   | 6   | 3   | –     | – | – | 12 |      |                 |
|                        | All    | 14                 | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | 3   | 7   | 3   | –     | – | – | 14 | 3-14 |                 |
| Malaysia               | Female | 7                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | 1   | –    | 1                | –     | –   | –                      | –   | –   | –   | –   | 3   | 5   | –     | – | – | 8  |      |                 |
|                        | Male   | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | 1   | 1   | –   | –     | – | – | 2  |      |                 |
|                        | All    | 9                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | 1   | –    | 1                | –     | –   | –                      | –   | –   | –   | 1   | 4   | 5   | –     | – | – | 10 | 9-19 |                 |
| Maldives               | Female | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | 2   | –   | –     | – | – | 2  |      |                 |
|                        | Male   | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | 1   | 1   | –   | –     | – | – | 2  |      |                 |
|                        | All    | 4                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | 1   | 3   | –   | –     | – | – | 4  | 3-14 |                 |
| Mali                   | Female | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | (1) | –                      | –   | –   | –   | 1   | –   | –   | –     | – | – | 1  |      |                 |
|                        | Male   | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | 1   | 1   | –   | –   | –     | – | – | 2  |      |                 |
|                        | All    | 4                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | (1) | –                      | –   | –   | 1   | 2   | –   | –   | –     | – | – | 3  | 3-14 |                 |
| Malta                  | Female | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | 1   | –   | –     | – | – | 1  |      |                 |
|                        | Male   | 3                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | 1   | 2   | –   | –     | – | – | 3  |      |                 |
|                        | All    | 4                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | 1   | 3   | –   | –     | – | – | 4  | 3-14 |                 |
| Marshall Islands       | Female | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | – | –  |      |                 |
|                        | Male   | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | – | –  |      |                 |
|                        | All    | –                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | –   | –   | –   | –     | – | – | –  | 2-14 |                 |
| Mauritania             | Female | 1                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | 1   | –   | –   | –     | – | – | 1  |      |                 |
|                        | Male   | 6                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | (1)  | –   | –    | –                | (1)   | –   | –                      | 1   | –   | 1   | 1   | –   | 2   | –     | – | – | 5  |      |                 |
|                        | All    | 7                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | (1)  | –   | –    | –                | (1)   | –   | –                      | 1   | –   | 1   | 1   | –   | 3   | –     | – | – | 6  | 3-14 |                 |
| Mauritius              | Female | 3                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | 1   | –                      | –   | –   | –   | 1   | 3   | –   | –     | – | – | 4  |      |                 |
|                        | Male   | 2                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | –   | –                      | –   | –   | –   | 2   | –   | –   | –     | – | – | 2  |      |                 |
|                        | All    | 5                  | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –    | –                | –     | 1   | –                      | –   | –   | –   | 3   | 3   | –   | –     | – | – | 6  | 3-14 |                 |

| Country of nationality           | As at 30 June 2016 |       | USG  |     | ASG  |     | D-2  |     | D-1  |     | P-5  |     | P-4  |     | P-3  |     | P-2  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |     |     |     |       |       |  |  | Desirable range |
|----------------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-----|-----|-----|-------|-------|--|--|-----------------|
|                                  | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | USG                    | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total |       |  |  |                 |
| Mexico                           | Female             | 27    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 2    | (1) | -    | -   | 2                | (1) | (1)   | 1                      | -   | -   | 1   | -   | 3   | 16  | 6   | 27    |       |  |  |                 |
|                                  | Male               | 32    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -                | (1) | 1     | -                      | -   | -   | 2   | 1   | 8   | 12  | 9   | 32    |       |  |  |                 |
|                                  | All                | 59    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 2    | (2) | -    | -   | 2                | (2) | -     | 1                      | -   | -   | 3   | 1   | 11  | 28  | 15  | 59    | 32-44 |  |  |                 |
| Micronesia (Federated States of) | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -   | -   | -   | -     |       |  |  |                 |
|                                  | Male               | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | 1   | -   | -   | -   | 1     |       |  |  |                 |
|                                  | All                | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | 1   | -   | -   | -   | 1     | 2-14  |  |  |                 |
| Monaco                           | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -   | -   | -   | -     |       |  |  |                 |
|                                  | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -   | -   | -   | -     |       |  |  |                 |
|                                  | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -   | -   | -   | -     | 3-14  |  |  |                 |
| Mongolia                         | Female             | 3     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | 1   | 2   | -   | 3   |       |       |  |  |                 |
|                                  | Male               | 4     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | 1   | 1   | -   | 2   | -   | 4   |       |       |  |  |                 |
|                                  | All                | 7     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | 1   | 1   | 1   | 4   | -   | 7   | 3-14  |       |  |  |                 |
| Montenegro                       | Female             | 3     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | 1   | 2   | 3   |       |       |  |  |                 |
|                                  | Male               | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | 1   | -   | 1   |       |       |  |  |                 |
|                                  | All                | 4     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | 2   | 2   | 4   | 3-14  |       |  |  |                 |
| Morocco                          | Female             | 3     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | (1)   | -                      | -   | -   | -   | 2   | -   | -   | -   | 2     |       |  |  |                 |
|                                  | Male               | 6     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | (1)   | -                      | -   | -   | 1   | -   | -   | 1   | 3   | 5     |       |  |  |                 |
|                                  | All                | 9     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | (2)   | -                      | -   | -   | 1   | 2   | -   | 1   | 3   | 7     | 4-14  |  |  |                 |
| Mozambique                       | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -   | -   | -   | -     |       |  |  |                 |
|                                  | Male               | 3     | -    | -   | -    | -   | (1)  | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | (1) | -     | -                      | -   | -   | 1   | -   | -   | 1   | -   | 2     |       |  |  |                 |
|                                  | All                | 3     | -    | -   | -    | -   | (1)  | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | (1) | -     | -                      | -   | -   | 1   | -   | -   | 1   | -   | 2     | 3-14  |  |  |                 |
| Myanmar                          | Female             | 3     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | 1   | 1   | 1   | -   | 3   |       |       |  |  |                 |
|                                  | Male               | 5     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | 1   | 2   | 2   | 5   |       |       |  |  |                 |
|                                  | All                | 8     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | 1   | 2   | 3   | 2   | 8   | 4-14  |       |  |  |                 |
| Namibia                          | Female             | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | 1   | -   | -   | -   | 1   | 2   |       |       |  |  |                 |
|                                  | Male               | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | 1   | -   | -   | -   | 1   |       |       |  |  |                 |
|                                  | All                | 3     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | 1   | 1   | -   | -   | 1   | 3   | 3-14  |       |  |  |                 |
| Nauru                            | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -   | -   | -   | -     |       |  |  |                 |
|                                  | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -   | -   | -   | -     |       |  |  |                 |
|                                  | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -   | -   | -   | -     | 2-14  |  |  |                 |

| Country of nationality | Gender | As at 30 June 2016 |      | USG |      | ASG |      | D-2 |      | D-1 |      | P-5 |      | P-4 |      | P-3 |      | P-2 |      | Movement summary |       |     | As at 31 December 2016 |     |     |     |     |     |     |       |       |   | Desirable range |
|------------------------|--------|--------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|------------------|-------|-----|------------------------|-----|-----|-----|-----|-----|-----|-------|-------|---|-----------------|
|                        |        | Total              | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep              | Other | USG | ASG                    | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total |       |   |                 |
| Nepal                  | Female | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | -     | - |                 |
|                        | Male   | 10                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | 1    | -   | -    | -   | 1    | (1)              | (1)   | 1   | -                      | -   | -   | -   | 4   | 2   | 2   | 9     | -     |   |                 |
|                        | All    | 10                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | 1    | -   | -    | -   | 1    | (1)              | (1)   | 1   | -                      | -   | -   | -   | 4   | 2   | 2   | 9     | 3-14  |   |                 |
| Netherlands            | Female | 15                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | 1   | 1   | 1   | 6   | 2   | 4   | 15    | -     |   |                 |
|                        | Male   | 27                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 2    | -   | 2    | -                | -     | -   | -                      | 1   | 5   | 10  | 4   | 5   | 4   | 29    | -     |   |                 |
|                        | All    | 42                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 2    | -   | 2    | -                | -     | -   | -                      | 2   | 6   | 11  | 10  | 7   | 8   | 44    | 31-42 |   |                 |
| New Zealand            | Female | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | 1     | -   | -                      | -   | -   | 1   | -   | 1   | 2   | 4     | -     |   |                 |
|                        | Male   | 8                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -    | -   | 1    | -   | 1    | (1)              | -     | -   | -                      | -   | 1   | -   | 2   | 1   | 4   | 8     | -     |   |                 |
|                        | All    | 11                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -    | -   | 1    | -   | 1    | (1)              | 1     | -   | -                      | -   | 1   | 1   | 2   | 2   | 6   | 12    | 8-17  |   |                 |
| Nicaragua              | Female | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | 1     | -   | -                      | -   | -   | -   | 2   | -   | -   | 2     | -     |   |                 |
|                        | Male   | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | 1   | -   | -   | -   | 1     | -     |   |                 |
|                        | All    | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | 1     | -   | -                      | -   | -   | 1   | 2   | -   | -   | 3     | 3-14  |   |                 |
| Niger                  | Female | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | -     |   |                 |
|                        | Male   | 4                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | 2   | 2   | -   | 4     | -     |   |                 |
|                        | All    | 4                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | 2   | 2   | -   | 4     | 3-14  |   |                 |
| Nigeria                | Female | 5                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | 1   | 2   | 2   | -   | 5     | -     |   |                 |
|                        | Male   | 9                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | 2   | 4   | 1   | 2   | -   | 9     | -     |   |                 |
|                        | All    | 14                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | 2   | 5   | 3   | 4   | -   | 14    | 11-20 |   |                 |
| Norway                 | Female | 12                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -    | -   | -    | (1)              | -     | -   | -                      | -   | 1   | 1   | 1   | 4   | 4   | 11    | -     |   |                 |
|                        | Male   | 4                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | 1   | -                      | -   | -   | -   | 1   | -   | 2   | 4     | -     |   |                 |
|                        | All    | 16                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -    | -   | -    | (1)              | -     | 1   | -                      | -   | 1   | 1   | 2   | 4   | 6   | 15    | 19-29 |   |                 |
| Oman                   | Female | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | -     |   |                 |
|                        | Male   | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | 1   | -   | 1     | -     |   |                 |
|                        | All    | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | 1   | -   | 1     | 5-14  |   |                 |
| Pakistan               | Female | 4                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | 1   | -                      | -   | -   | 2   | -   | 1   | -   | 4     | -     |   |                 |
|                        | Male   | 12                 | -    | -   | -    | (1) | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1)              | 1     | -   | -                      | 2   | 1   | 2   | 5   | 1   | 1   | 12    | -     |   |                 |
|                        | All    | 16                 | -    | -   | -    | (1) | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1)              | 1     | 1   | -                      | 2   | 1   | 4   | 5   | 2   | 1   | 16    | 9-18  |   |                 |
| Palau                  | Female | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | -     |   |                 |
|                        | Male   | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | -     |   |                 |
|                        | All    | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | 2-14  |   |                 |

| Country of nationality | Gender | As at 30 June 2016 |      | USG |      | ASG |      | D-2 |      | D-1 |      | P-5 |      | P-4 |      | P-3 |      | P-2 |      | Movement summary |       |     | As at 31 December 2016 |     |     |     |     |     |     |       |       |  | Desirable range |
|------------------------|--------|--------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|------------------|-------|-----|------------------------|-----|-----|-----|-----|-----|-----|-------|-------|--|-----------------|
|                        |        | Total              | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep              | Other | USG | ASG                    | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total |       |  |                 |
| Panama                 | Female | 4                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | 1   | 2   | -   | -   | 1   | 4     |       |  |                 |
|                        | Male   | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | 2   | -   | 2   |       |       |  |                 |
|                        | All    | 6                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | 1   | 2   | -   | 2   | 1   | 6   | 3-14  |       |  |                 |
| Papua New Guinea       | Female | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   |       |       |  |                 |
|                        | Male   | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | 1   | -   | -   | 1   | -   | 2   |       |       |  |                 |
|                        | All    | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | 1   | -   | -   | 1   | -   | 2   | 3-14  |       |  |                 |
| Paraguay               | Female | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | 2   | 1   | -   | 3   |       |       |  |                 |
|                        | Male   | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   |       |       |  |                 |
|                        | All    | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | 2   | 1   | -   | 3   | 3-14  |       |  |                 |
| Peru                   | Female | 4                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | 1   | 1   | 1   | 1   | 4   |       |       |  |                 |
|                        | Male   | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | (1)  | -   | -    | -   | -    | -   | (1)  | -                | -     | -   | -                      | -   | -   | -   | 2   | -   | 2   |       |       |  |                 |
|                        | All    | 7                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | (1)  | -   | -    | -   | -    | -   | (1)  | -                | -     | -   | -                      | -   | 1   | 1   | 3   | 1   | 6   | 6-15  |       |  |                 |
| Philippines            | Female | 15                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | (1)  | -   | (1)  | -                | (1)   | -   | 1                      | -   | -   | 3   | 6   | 3   | 14  |       |       |  |                 |
|                        | Male   | 6                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | 1     | -   | -                      | 1   | 1   | 3   | 2   | -   | 7   |       |       |  |                 |
|                        | All    | 21                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | (1)  | -   | (1)  | -                | (1)   | 1   | 1                      | -   | 2   | 1   | 6   | 8   | 3   | 21    | 8-18  |  |                 |
| Poland                 | Female | 9                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -   | -    | -   | 1    | -                | (1)   | -   | -                      | -   | 1   | -   | 1   | 1   | 6   | 9     |       |  |                 |
|                        | Male   | 8                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -   | -    | -   | 1    | -                | -     | -   | -                      | -   | 1   | 3   | 2   | 3   | 9   |       |       |  |                 |
|                        | All    | 17                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 2    | -   | -    | -   | 2    | -                | (1)   | -   | -                      | -   | 1   | 1   | 4   | 3   | 9   | 18    | 20-29 |  |                 |
| Portugal               | Female | 9                  | -    | -   | -    | -   | -    | -   | 1    | -   | -    | -   | -    | -   | -    | -   | -    | 1   | -    | 1                | -     | 1   | -                      | 1   | 1   | 1   | 5   | 2   | 11  |       |       |  |                 |
|                        | Male   | 12                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | 1   | -                      | -   | 1   | -   | 6   | 1   | 3   | 12    |       |  |                 |
|                        | All    | 21                 | -    | -   | -    | -   | -    | -   | 1    | -   | -    | -   | -    | -   | -    | -   | -    | 1   | -    | 1                | 1     | 1   | -                      | 2   | 1   | 7   | 6   | 5   | 23  | 10-20 |       |  |                 |
| Qatar                  | Female | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   |       |       |  |                 |
|                        | Male   | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   |       |       |  |                 |
|                        | All    | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | 8-17  |       |  |                 |
| Republic of Korea      | Female | 21                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | 1                      | 1   | -   | 2   | 3   | 8   | 6   | 21    |       |  |                 |
|                        | Male   | 25                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -   | 1    | -   | -    | 2   | -    | -                | 1     | -   | 1                      | 1   | 6   | 4   | 11  | 3   | 27  |       |       |  |                 |
|                        | All    | 46                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -   | 1    | -   | -    | 2   | -    | -                | 1     | 1   | 2                      | 1   | 8   | 7   | 19  | 9   | 48  | 41-55 |       |  |                 |
| Republic of Moldova    | Female | 5                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | 1   | 2   | 2   | 5   |       |       |  |                 |
|                        | Male   | 2                  | -    | -   | -    | -   | (1)  | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | (1)  | -                | -     | -   | -                      | -   | -   | -   | -   | 1   | 1   |       |       |  |                 |
|                        | All    | 7                  | -    | -   | -    | -   | (1)  | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | (1)  | -                | -     | -   | -                      | -   | -   | 1   | 2   | 3   | 6   | 3-14  |       |  |                 |

| Country of nationality           | As at 30 June 2016 |       | USG  |     | ASG  |     | D-2  |     | D-1  |     | P-5  |     | P-4  |     | P-3  |     | P-2  |     | Movement summary |     |       |     | As at 31 December 2016 |     |     |     |     |     |     |       |       |      | Desirable range |
|----------------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|-----|------------------------|-----|-----|-----|-----|-----|-----|-------|-------|------|-----------------|
|                                  | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | USG | ASG                    | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total |       |      |                 |
| Romania                          | Female             | 5     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | (1) | -                      | -   | -   | -   | 2   | 1   | 1   | -     | 4     | 6-16 |                 |
|                                  | Male               | 8     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | 1   | 1   | 2   | 4   | -   | 8   |       |       |      |                 |
|                                  | All                | 13    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | (1) | -                      | -   | -   | 1   | 3   | 3   | 5   | -     | 12    |      |                 |
| Russian Federation               | Female             | 12    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -   | 1                | -   | -     | -   | -                      | -   | 1   | 1   | 2   | 7   | 2   | 13    | 60-81 |      |                 |
|                                  | Male               | 36    | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -    | -   | -    | -   | -                | (1) | -     | 1   | 1                      | 3   | 4   | 10  | 11  | 4   | 1   | 35    |       |      |                 |
|                                  | All                | 48    | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -    | -   | 1    | -   | 1                | (1) | -     | 1   | 1                      | 3   | 5   | 11  | 13  | 11  | 3   | 48    |       |      |                 |
| Rwanda                           | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | 3-14  |      |                 |
|                                  | Male               | 10    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | 4   | 2   | 3   | 1   | 10  |       |       |      |                 |
|                                  | All                | 10    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | 4   | 2   | 3   | 1   | 10  |       |       |      |                 |
| Saint Kitts and Nevis            | Female             | 3     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | 2   | -   | 1   | -   | -   | 3     | 2-14  |      |                 |
|                                  | Male               | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | 1   | -   | -   | 1   | -   | 2   |       |       |      |                 |
|                                  | All                | 5     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | 3   | -   | 1   | 1   | -   | 5   |       |       |      |                 |
| Saint Lucia                      | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | 2-14  |      |                 |
|                                  | Male               | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | -   | 1   | -   | 1   |       |       |      |                 |
|                                  | All                | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | -   | 1   | -   | 1   |       |       |      |                 |
| Saint Vincent and the Grenadines | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | 2-14  |      |                 |
|                                  | Male               | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | -   | 1   | -   | 1   |       |       |      |                 |
|                                  | All                | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | -   | 1   | -   | 1   |       |       |      |                 |
| Samoa                            | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | 2-14  |      |                 |
|                                  | Male               | 3     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | 1   | -   | 1   | -   | 1   | 3   |       |       |      |                 |
|                                  | All                | 3     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | 1   | -   | 1   | -   | 1   | 3   |       |       |      |                 |
| San Marino                       | Female             | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | 1     | -   | -                      | -   | -   | 1   | 1   | 1   | 3   | 3-14  |       |      |                 |
|                                  | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | -   | -   | -   | -   |       |       |      |                 |
|                                  | All                | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | 1     | -   | -                      | -   | -   | 1   | 1   | 1   | 3   |       |       |      |                 |
| Sao Tome and Principe            | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | 2-14  |      |                 |
|                                  | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | -   | -   | -   | -   |       |       |      |                 |
|                                  | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | -   | -   | -   | -   |       |       |      |                 |
| Saudi Arabia                     | Female             | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | 2   | -   | -   | 2   | 25-35 |       |      |                 |
|                                  | Male               | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | 1   | -   | -   | 1   |       |       |      |                 |
|                                  | All                | 3     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -   | -                      | -   | -   | 3   | -   | -   | 3   |       |       |      |                 |

| Country of nationality | Gender | As at 30 June 2016 |      | USG |      | ASG |      | D-2 |      | D-1 |      | P-5 |      | P-4 |      | P-3 |      | P-2 |      | Movement summary |       |     |     | As at 31 December 2016 |     |     |     |     |       |       |  |  |  |  |  | Desirable range |
|------------------------|--------|--------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|------------------|-------|-----|-----|------------------------|-----|-----|-----|-----|-------|-------|--|--|--|--|--|-----------------|
|                        |        | Total              | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep              | Other | USG | ASG | D-2                    | D-1 | P-5 | P-4 | P-3 | P-2   | Total |  |  |  |  |  |                 |
| Senegal                | Female | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | 1   | -   | -   | -   | 1     | 3-14  |  |  |  |  |  |                 |
|                        | Male   | 7                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | 2                      | 3   | 2   | -   | 7   |       |       |  |  |  |  |  |                 |
|                        | All    | 8                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | 3   | 3   | 2   | -   | 8     |       |  |  |  |  |  |                 |
| Serbia                 | Female | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -    | -   | -    | -   | -    | (1)              | 1     | -   | -   | -                      | -   | 1   | 2   | -   | 3     | 3-14  |  |  |  |  |  |                 |
|                        | Male   | 6                  | -    | -   | -    | -   | -    | -   | 1    | -   | -    | -   | -    | -   | -    | -   | -    | 1   | -    | -                | -     | -   | -   | 1                      | 2   | 2   | 1   | 1   | 7     |       |  |  |  |  |  |                 |
|                        | All    | 9                  | -    | -   | -    | -   | -    | -   | 1    | -   | -    | (1) | -    | -   | -    | -   | -    | 1   | (1)  | 1                | -     | -   | -   | 1                      | 2   | 3   | 3   | 1   | 10    |       |  |  |  |  |  |                 |
| Seychelles             | Female | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | 1   | -   | -   | -   | 1     | 2-14  |  |  |  |  |  |                 |
|                        | Male   | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | 1   | -   | -   | 1   |       |       |  |  |  |  |  |                 |
|                        | All    | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | 1   | 1   | -   | -   | 2     |       |  |  |  |  |  |                 |
| Sierra Leone           | Female | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | 1   | -   | -                      | 1   | -   | -   | -   | 2     | 3-14  |  |  |  |  |  |                 |
|                        | Male   | 4                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | 1     | -   | -   | -                      | 1   | -   | 4   | -   | 5     |       |  |  |  |  |  |                 |
|                        | All    | 6                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | 1     | 1   | -   | -                      | 2   | -   | 4   | -   | 7     |       |  |  |  |  |  |                 |
| Singapore              | Female | 8                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | 1   | -                      | 1   | 2   | 2   | 2   | 8     | 11-21 |  |  |  |  |  |                 |
|                        | Male   | 6                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | 1   | 1                      | -   | 3   | 1   | -   | 6     |       |  |  |  |  |  |                 |
|                        | All    | 14                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | 2   | 1                      | 1   | 5   | 3   | 2   | 14    |       |  |  |  |  |  |                 |
| Slovakia               | Female | 4                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1)              | -     | -   | -   | -                      | -   | 2   | 1   | 3   | 6-15  |       |  |  |  |  |  |                 |
|                        | Male   | 5                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | 1   | -   | 1                      | 1   | -   | 1   | 1   |       | 5     |  |  |  |  |  |                 |
|                        | All    | 9                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1)              | -     | 1   | -   | 1                      | 1   | -   | 3   | 2   |       | 8     |  |  |  |  |  |                 |
| Slovenia               | Female | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | 2   | 1   | 3   | 4-14  |       |  |  |  |  |  |                 |
|                        | Male   | 5                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | 5   | 5   |       |       |  |  |  |  |  |                 |
|                        | All    | 8                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | 2   | 6   | 8   |       |       |  |  |  |  |  |                 |
| Solomon Islands        | Female | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | -   | -   | 2-14  |       |  |  |  |  |  |                 |
|                        | Male   | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | 1   | -   | 1   | 2   |       |       |  |  |  |  |  |                 |
|                        | All    | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | 1   | -   | 1   | 2   |       |       |  |  |  |  |  |                 |
| Somalia                | Female | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | 1   | -   | -   | 1   | 3-14  |       |  |  |  |  |  |                 |
|                        | Male   | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | 1   | -    | -   | -    | -   | -    | 1   | -    | -                | -     | -   | -   | 1                      | 1   | -   | -   | 2   |       |       |  |  |  |  |  |                 |
|                        | All    | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | 1   | -    | -   | -    | -   | -    | 1   | -    | -                | -     | -   | -   | 1                      | 2   | -   | -   | 3   |       |       |  |  |  |  |  |                 |
| South Africa           | Female | 8                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | 1   | -    | -   | -    | -   | -    | 1   | -    | -                | -     | -   | -   | -                      | 6   | 1   | 2   | 9   | 11-20 |       |  |  |  |  |  |                 |
|                        | Male   | 11                 | -    | -   | -    | -   | -    | -   | (1)  | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | 1                | -     | 2   | 1   | 1                      | 5   | -   | -   | 10  |       |       |  |  |  |  |  |                 |
|                        | All    | 19                 | -    | -   | -    | -   | -    | -   | (1)  | -   | -    | 1   | -    | -   | -    | -   | -    | 1   | (1)  | -                | 1     | -   | 2   | 1                      | 1   | 11  | 1   | 2   |       | 19    |  |  |  |  |  |                 |

| Country of nationality | Gender | As at 30 June 2016 |      | USG |      | ASG |      | D-2 |      | D-1 |      | P-5 |      | P-4 |      | P-3 |      | P-2 |      | Movement summary |       |     | As at 31 December 2016 |     |     |     |     |     |     |       |       |       |  | Desirable range |
|------------------------|--------|--------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|------------------|-------|-----|------------------------|-----|-----|-----|-----|-----|-----|-------|-------|-------|--|-----------------|
|                        |        | Total              | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep              | Other | USG | ASG                    | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total |       |       |  |                 |
| South Sudan            | Female |                    |      | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     |       |       |  |                 |
|                        | Male   | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | 1   | -   | -   | -   | -   | -   | 1     |       |       |  |                 |
|                        | All    | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | 1                      | -   | -   | -   | -   | -   | 1   |       | 3-14  |       |  |                 |
| Spain                  | Female | 30                 | -    | -   | -    | -   | -    | -   | 1    | -   | 1    | -   | -    | -   | 2    | -   | -    | -   | 4    | -                | 1     | 1   | -                      | -   | 2   | 3   | 7   | 13  | 9   | 35    |       |       |  |                 |
|                        | Male   | 43                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 2    | -   | 2    | -   | 4    | -                | -     | 1   | -                      | 1   | 2   | 10  | 12  | 12  | 9   | 47    |       |       |  |                 |
|                        | All    | 73                 | -    | -   | -    | -   | -    | -   | 1    | -   | 1    | -   | -    | -   | 4    | -   | 2    | -   | 8    | -                | 1     | 2   | -                      | 1   | 4   | 13  | 19  | 25  | 18  | 82    |       | 47-64 |  |                 |
| Sri Lanka              | Female | 5                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | (1)   | -   | -                      | -   | -   | 1   | 2   | -   | 1   | 4     |       |       |  |                 |
|                        | Male   | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | 1   | 1   | 1   | -   | 3   |       |       |       |  |                 |
|                        | All    | 8                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | (1)   | -   | -                      | -   | 2   | 3   | 1   | 1   | 7   |       | 4-14  |       |  |                 |
| Sudan                  | Female | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | 2   | -   | -   | 2   |       |       |       |  |                 |
|                        | Male   | 5                  | -    | -   | -    | -   | -    | -   | -    | -   | (1)  | -   | -    | -   | -    | -   | -    | -   | (1)  | -                | -     | -   | 1                      | 1   | -   | 1   | 1   | -   | 4   |       |       |       |  |                 |
|                        | All    | 7                  | -    | -   | -    | -   | -    | -   | -    | -   | (1)  | -   | -    | -   | -    | -   | -    | -   | (1)  | -                | -     | -   | 1                      | 1   | -   | 3   | 1   | -   | 6   |       | 4-14  |       |  |                 |
| Suriname               | Female | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | 1     | -   | -                      | 1   | -   | -   | -   | -   | 1   |       |       |       |  |                 |
|                        | Male   | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | 1   | -   | -   | -   | 1   |       |       |       |  |                 |
|                        | All    | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | 1     | -   | -                      | 1   | -   | 1   | -   | -   | 2   |       | 3-14  |       |  |                 |
| Swaziland              | Female | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | 1   | 1   | 1   | 3   |       |       |       |  |                 |
|                        | Male   | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   |       |       |       |  |                 |
|                        | All    | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | 1   | 1   | 1   | 3   |       | 3-14  |       |  |                 |
| Sweden                 | Female | 19                 | -    | -   | -    | -   | -    | -   | (1)  | -   | -    | -   | -    | -   | (1)  | -   | -    | -   | (2)  | (1)              | -     | -   | -                      | -   | 3   | 4   | 7   | 2   | 16  |       |       |       |  |                 |
|                        | Male   | 15                 | -    | -   | -    | -   | (1)  | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | (1)  | -                | 1     | 1   | -                      | -   | 6   | 3   | 3   | -   | 14  |       |       |       |  |                 |
|                        | All    | 34                 | -    | -   | -    | -   | (1)  | -   | (1)  | -   | -    | -   | -    | -   | (1)  | -   | -    | -   | (3)  | (1)              | 1     | 1   | -                      | -   | 9   | 7   | 10  | 2   | 30  |       | 21-31 |       |  |                 |
| Switzerland            | Female | 26                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1)              | -     | -   | -                      | 1   | 1   | 4   | 15  | 4   | 25  |       |       |       |  |                 |
|                        | Male   | 9                  | -    | -   | -    | -   | -    | -   | -    | 1   | -    | -   | -    | -   | -    | -   | -    | 1   | -    | 1                | -     | 1   | -                      | -   | 1   | 1   | 5   | 3   | 11  |       |       |       |  |                 |
|                        | All    | 35                 | -    | -   | -    | -   | -    | -   | -    | 1   | -    | -   | -    | -   | -    | -   | -    | 1   | -    | -                | -     | 1   | -                      | 1   | 2   | 5   | 20  | 7   | 36  |       | 25-34 |       |  |                 |
| Syrian Arab Republic   | Female | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | (1)  | -   | -    | -   | (1)  | -                | -     | -   | -                      | -   | 1   | -   | -   | -   | 1   |       |       |       |  |                 |
|                        | Male   | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | 1                      | -   | -   | -   | 1   | -   | 2   |       |       |       |  |                 |
|                        | All    | 4                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | (1)  | -   | -    | -   | (1)  | -                | -     | -   | 1                      | -   | 1   | -   | 1   | -   | 3   |       | 3-14  |       |  |                 |
| Tajikistan             | Female | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1)              | -     | -   | -                      | -   | -   | -   | 1   | -   | 1   |       |       |       |  |                 |
|                        | Male   | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | 2   | 1   | 3   |       |       |       |  |                 |
|                        | All    | 5                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1)              | -     | -   | -                      | -   | -   | -   | 3   | 1   | 4   |       | 3-14  |       |  |                 |

| Country of nationality                    | Gender | As at 30 June 2016 |      | USG |      | ASG |      | D-2 |      | D-1 |      | P-5 |      | P-4 |      | P-3 |      | P-2 |      | Movement summary |       |     |     | As at 31 December 2016 |     |     |     |     |     |       |    |  |  |  |  | Desirable range |
|-------------------------------------------|--------|--------------------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|------------------|-------|-----|-----|------------------------|-----|-----|-----|-----|-----|-------|----|--|--|--|--|-----------------|
|                                           |        | Total              | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep              | Other | USG | ASG | D-2                    | D-1 | P-5 | P-4 | P-3 | P-2 | Total |    |  |  |  |  |                 |
| Thailand                                  | Female | 4                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | 3   | 1   | -   | 4   | 10-19 |    |  |  |  |  |                 |
|                                           | Male   | 4                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | 1                      | -   | 1   | -   | 2   | -   |       | 4  |  |  |  |  |                 |
|                                           | All    | 8                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | 1                      | -   | 1   | 3   | 3   | -   |       | 8  |  |  |  |  |                 |
| The former Yugoslav Republic of Macedonia | Female | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | 1   | -   | 1   | 2   | 3-14  |    |  |  |  |  |                 |
|                                           | Male   | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | 1   | 2   | -   | -   | 3   |       |    |  |  |  |  |                 |
|                                           | All    | 5                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | 1   | 3   | -   | 1   | 5   |       |    |  |  |  |  |                 |
| Timor-Leste                               | Female | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | -   | -   | -   | 3-14  |    |  |  |  |  |                 |
|                                           | Male   | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | -   | -   | -   |       |    |  |  |  |  |                 |
|                                           | All    | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | -   | -   | -   |       |    |  |  |  |  |                 |
| Togo                                      | Female | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | -   | -   | -   | 3-14  |    |  |  |  |  |                 |
|                                           | Male   | 4                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -   | 1    | -                | -     | -   | -   | 1                      | -   | 1   | 1   | 2   | 5   |       |    |  |  |  |  |                 |
|                                           | All    | 4                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | -   | 1    | -                | -     | -   | -   | 1                      | -   | 1   | 1   | 2   | 5   |       |    |  |  |  |  |                 |
| Tonga                                     | Female | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | -   | 1   | 1   | 2-14  |    |  |  |  |  |                 |
|                                           | Male   | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | -   | 1   | 1   |       |    |  |  |  |  |                 |
|                                           | All    | 2                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | -   | 2   | 2   |       |    |  |  |  |  |                 |
| Trinidad and Tobago                       | Female | 6                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 2    | -   | -    | -   | -    | -   | 2    | -                | -     | -   | -   | 2                      | 1   | 3   | 1   | 1   | 8   | 3-14  |    |  |  |  |  |                 |
|                                           | Male   | 8                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | 1     | -   | 1   | -                      | 1   | 2   | 2   | 2   | 1   |       | 9  |  |  |  |  |                 |
|                                           | All    | 14                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 2    | -   | -    | -   | -    | -   | 2    | -                | 1     | -   | 1   | -                      | 3   | 3   | 5   | 3   | 2   |       | 17 |  |  |  |  |                 |
| Tunisia                                   | Female | 3                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | 1    | -   | -    | -   | 1    | (1)              | -     | -   | -   | -                      | -   | 2   | 1   | -   | 3   | 3-14  |    |  |  |  |  |                 |
|                                           | Male   | 8                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -    | -   | -    | (1)              | -     | -   | -   | -                      | 3   | 3   | -   | 1   | 7   |       |    |  |  |  |  |                 |
|                                           | All    | 11                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (2) | 1    | -   | -    | -   | 1    | (2)              | -     | -   | -   | -                      | 3   | 5   | 1   | 1   | 10  |       |    |  |  |  |  |                 |
| Turkey                                    | Female | 10                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | 1    | -   | 1    | (1)              | (1)   | -   | -   | -                      | 1   | 3   | 2   | 3   | 9   | 24-34 |    |  |  |  |  |                 |
|                                           | Male   | 12                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | 2   | -    | 2   | -    | 1                | -     | -   | 1   | -                      | 2   | 2   | 3   | 7   | 15  |       |    |  |  |  |  |                 |
|                                           | All    | 22                 | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | 3    | -   | 3    | (1)              | -     | -   | -   | 1                      | -   | 3   | 5   | 5   | 10  |       | 24 |  |  |  |  |                 |
| Turkmenistan                              | Female | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | -   | -   | -   | 3-14  |    |  |  |  |  |                 |
|                                           | Male   | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | 1   | -   | 1   |       |    |  |  |  |  |                 |
|                                           | All    | 1                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | 1   | -   | 1   |       |    |  |  |  |  |                 |
| Tuvalu                                    | Female | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | -   | -   | -   | 2-14  |    |  |  |  |  |                 |
|                                           | Male   | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | -   | -   | -   |       |    |  |  |  |  |                 |
|                                           | All    | -                  | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -                | -     | -   | -   | -                      | -   | -   | -   | -   | -   |       |    |  |  |  |  |                 |

| Country of nationality                               | As at 30 June 2016 |       | USG  |     | ASG  |     | D-2  |     | D-1  |     | P-5  |     | P-4  |     | P-3  |     | P-2  |     | Movement summary |       |     | As at 31 December 2016 |     |     |     |     |     |     |       |      |         |  |  | Desirable range |
|------------------------------------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-------|-----|------------------------|-----|-----|-----|-----|-----|-----|-------|------|---------|--|--|-----------------|
|                                                      | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Other | USG | ASG                    | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total |      |         |  |  |                 |
|                                                      |                    |       |      |     |      |     |      |     |      |     |      |     |      |     |      |     |      |     |                  |       |     |                        |     |     |     |     |     |     |       |      |         |  |  |                 |
| Uganda                                               | Female             | 9     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -     | (1) | -                      | -   | -   | 1   | 2   | 1   | 4   | -     | 8    | 4-14    |  |  |                 |
|                                                      | Male               | 14    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 2    | -   | -    | -   | -    | -   | 2                | -     | 1   | -                      | -   | -   | 1   | 2   | 10  | 3   | 1     | 17   |         |  |  |                 |
|                                                      | All                | 23    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 2    | -   | -    | -   | -    | -   | 2                | -     | -   | -                      | -   | 2   | 4   | 11  | 7   | 1   | 25    |      |         |  |  |                 |
| Ukraine                                              | Female             | 6     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -     | -   | -                      | -   | 1   | -   | 2   | 3   | -   | 6     | 6-15 |         |  |  |                 |
|                                                      | Male               | 8     | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -    | -   | -    | -   | -    | -   | -                | (1)   | -   | -                      | -   | 1   | 1   | 1   | 1   | 3   | -     |      | 7       |  |  |                 |
|                                                      | All                | 14    | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -    | -   | -    | -   | -    | -   | -                | (1)   | -   | -                      | -   | 1   | 2   | 1   | 3   | 6   | -     |      | 13      |  |  |                 |
| United Arab Emirates                                 | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | -    | 14-24   |  |  |                 |
|                                                      | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | -    |         |  |  |                 |
|                                                      | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | -    |         |  |  |                 |
| United Kingdom of Great Britain and Northern Ireland | Female             | 51    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | (3) | -    | (1) | -    | -   | 1                | (4)   | 5   | -                      | -   | 2   | 4   | 10  | 14  | 14  | 9     | 53   | 81-109  |  |  |                 |
|                                                      | Male               | 82    | -    | -   | -    | -   | -    | -   | -    | -   | 2    | -   | -    | (1) | 1    | -   | -    | (1) | 3                | (2)   | 2   | 1                      | 2   | 4   | 11  | 16  | 21  | 20  | 10    | 85   |         |  |  |                 |
|                                                      | All                | 133   | -    | -   | -    | -   | -    | -   | -    | -   | 2    | -   | 1    | (4) | 1    | (1) | -    | (1) | 4                | (6)   | 7   | 1                      | 2   | 6   | 15  | 26  | 35  | 34  | 19    | 138  |         |  |  |                 |
| United Republic of Tanzania                          | Female             | 4     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -     | -   | -                      | 1   | -   | -   | 1   | 2   | -   | 4     | 4-14 |         |  |  |                 |
|                                                      | Male               | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -     | -   | -                      | -   | -   | 1   | 1   | -   | -   | 2     |      |         |  |  |                 |
|                                                      | All                | 6     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -     | -   | -                      | 1   | -   | 1   | 2   | 2   | -   | 6     |      |         |  |  |                 |
| United States of America                             | Female             | 194   | -    | -   | -    | -   | -    | -   | -    | (3) | -    | (2) | -    | (2) | 4    | (1) | 2    | (1) | 6                | (9)   | 2   | -                      | 2   | 3   | 18  | 28  | 42  | 59  | 41    | 193  | 373-504 |  |  |                 |
|                                                      | Male               | 163   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | 1    | (1) | 2    | -   | -    | -   | 3                | (1)   | (1) | 1                      | 2   | 4   | 15  | 30  | 41  | 41  | 30    | 164  |         |  |  |                 |
|                                                      | All                | 357   | -    | -   | -    | -   | -    | -   | -    | (3) | -    | (2) | 1    | (3) | 6    | (1) | 2    | (1) | 9                | (10)  | 1   | 1                      | 4   | 7   | 33  | 58  | 83  | 100 | 71    | 357  |         |  |  |                 |
| Uruguay                                              | Female             | 10    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -    | -   | -                | (1)   | -   | -                      | 1   | 1   | -   | 1   | 1   | 5   | -     | 9    | 4-14    |  |  |                 |
|                                                      | Male               | 8     | -    | -   | -    | -   | -    | (1) | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | (1)   | -   | -                      | -   | 1   | 2   | -   | 4   | -   | -     | 7    |         |  |  |                 |
|                                                      | All                | 18    | -    | -   | -    | -   | -    | (1) | -    | -   | -    | -   | -    | (1) | -    | -   | -    | -   | -                | (2)   | -   | -                      | 1   | 2   | 2   | 1   | 5   | 5   | -     | 16   |         |  |  |                 |
| Uzbekistan                                           | Female             | 5     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -     | 1   | -                      | -   | -   | -   | 1   | 3   | 2   | -     | 6    | 4-14    |  |  |                 |
|                                                      | Male               | 6     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -     | -   | -                      | -   | -   | -   | 1   | 3   | 2   | 6     |      |         |  |  |                 |
|                                                      | All                | 11    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -     | 1   | -                      | -   | -   | -   | 1   | 4   | 5   | 2     | 12   |         |  |  |                 |
| Vanuatu                                              | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | -    | 2-14    |  |  |                 |
|                                                      | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | -    |         |  |  |                 |
|                                                      | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     | -    |         |  |  |                 |
| Venezuela (Bolivarian Republic of)                   | Female             | 5     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -     | (1) | -                      | -   | -   | -   | 1   | 2   | 1   | -     | 4    | 14-24   |  |  |                 |
|                                                      | Male               | 8     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -     | 1   | -                      | 1   | -   | 1   | 1   | 4   | 2   | -     | 9    |         |  |  |                 |
|                                                      | All                | 13    | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -     | -   | -                      | 1   | -   | 1   | 2   | 6   | 3   | -     | 13   |         |  |  |                 |

| Country of nationality | Gender | As at 30 June 2016 |      | USG |      | ASG |      | D-2 |      | D-1  |      | P-5  |      | P-4  |      | P-3  |      | P-2 |      | Movement summary |       |     | As at 31 December 2016 |     |     |     |     |     |     |       |      |      |  |  |  | Desirable range |
|------------------------|--------|--------------------|------|-----|------|-----|------|-----|------|------|------|------|------|------|------|------|------|-----|------|------------------|-------|-----|------------------------|-----|-----|-----|-----|-----|-----|-------|------|------|--|--|--|-----------------|
|                        |        | Total              | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep  | Appt | Sep  | Appt | Sep  | Appt | Sep  | Appt | Sep | Appt | Sep              | Other | USG | ASG                    | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total |      |      |  |  |  |                 |
| Viet Nam               | Female | 3                  | -    | -   | -    | -   | -    | -   | -    | -    | -    | -    | -    | -    | -    | -    | -    | -   | -    | -                | -     | 1   | -                      | -   | -   | -   | 1   | -   | -   | 3     | 4    | 6-15 |  |  |  |                 |
|                        | Male   | -                  | -    | -   | -    | -   | -    | -   | -    | -    | -    | -    | -    | -    | -    | -    | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | -   | -   | -   | -     |      |      |  |  |  |                 |
|                        | All    | 3                  | -    | -   | -    | -   | -    | -   | -    | -    | -    | -    | -    | -    | -    | -    | -    | -   | -    | -                | -     | 1   | -                      | -   | -   | -   | 1   | -   | -   | 3     | 4    |      |  |  |  |                 |
| Yemen                  | Female | 2                  | -    | -   | -    | -   | -    | -   | -    | -    | -    | -    | -    | -    | -    | -    | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | 1   | 1   | -   | 2     | 3-14 |      |  |  |  |                 |
|                        | Male   | 5                  | -    | -   | -    | -   | -    | -   | -    | -    | -    | -    | -    | -    | -    | -    | -    | -   | -    | -                | -     | -   | -                      | -   | -   | 2   | 3   | -   | 5   |       |      |      |  |  |  |                 |
|                        | All    | 7                  | -    | -   | -    | -   | -    | -   | -    | -    | -    | -    | -    | -    | -    | -    | -    | -   | -    | -                | -     | -   | -                      | -   | -   | 3   | 4   | -   | 7   |       |      |      |  |  |  |                 |
| Zambia                 | Female | 2                  | -    | -   | -    | -   | -    | -   | -    | -    | -    | -    | -    | -    | -    | -    | -    | -   | -    | -                | -     | -   | -                      | -   | -   | -   | 2   | -   | 2   | 3-14  |      |      |  |  |  |                 |
|                        | Male   | 4                  | -    | -   | -    | -   | -    | -   | -    | -    | -    | -    | -    | -    | -    | -    | -    | -   | -    | -                | -     | -   | -                      | 1   | -   | 1   | 2   | -   | 4   |       |      |      |  |  |  |                 |
|                        | All    | 6                  | -    | -   | -    | -   | -    | -   | -    | -    | -    | -    | -    | -    | -    | -    | -    | -   | -    | -                | -     | -   | -                      | 1   | -   | 1   | 4   | -   | 6   |       |      |      |  |  |  |                 |
| Zimbabwe               | Female | 5                  | -    | -   | -    | -   | -    | -   | -    | -    | -    | -    | -    | -    | -    | -    | -    | -   | -    | -                | -     | -   | 1                      | -   | -   | 1   | 1   | 2   | -   | 5     | 3-14 |      |  |  |  |                 |
|                        | Male   | 14                 | -    | -   | -    | -   | -    | -   | (1)  | -    | -    | -    | -    | -    | -    | -    | -    | -   | -    | (1)              | -     | -   | -                      | 1   | 4   | 3   | 4   | 1   | 13  |       |      |      |  |  |  |                 |
|                        | All    | 19                 | -    | -   | -    | -   | -    | -   | (1)  | -    | -    | -    | -    | -    | -    | -    | -    | -   | -    | (1)              | -     | -   | 1                      | -   | 1   | 5   | 4   | 6   | 1   | 18    |      |      |  |  |  |                 |
| Total                  | Female | 1 366              | -    | -   | -    | -   | -    | -   | 2    | (5)  | 2    | (8)  | 7    | (14) | 17   | (7)  | 15   | (4) | 43   | (38)             | 8     | 9   | 7                      | 28  | 89  | 202 | 375 | 428 | 241 | 1 379 |      |      |  |  |  |                 |
|                        | Male   | 1 616              | -    | (1) | -    | (2) | 1    | (5) | 2    | (6)  | 5    | (6)  | 7    | (11) | 13   | (3)  | 14   | (3) | 42   | (37)             | 5     | 21  | 16                     | 51  | 136 | 329 | 463 | 402 | 208 | 1 626 |      |      |  |  |  |                 |
|                        | All    | 2 982              | -    | (1) | -    | (2) | 1    | (5) | 4    | (11) | 7    | (14) | 14   | (25) | 30   | (10) | 29   | (7) | 85   | (75)             | 13    | 30  | 23                     | 79  | 225 | 531 | 838 | 830 | 449 | 3 005 |      |      |  |  |  |                 |

Note: Appt: appointments, including new appointments and reappointments; Sep: separations (movement of staff out of the Secretariat); Other: net movements of staff other than appointments and separations, including movements to/returns from special leave without pay and secondment to other organizations.

Table 2.B

**Staff with geographical status at senior levels by nationality and grade as at 30 June from 2013 to 2016 and as at 31 December 2016**

(Population: 357 as at 31 December 2016)

| Country of nationality           | USG  |      |      |      |              | ASG  |      |      |      |              | D-2  |      |      |      |              | D-1  |      |      |      |              | Total |      |      |      |              |
|----------------------------------|------|------|------|------|--------------|------|------|------|------|--------------|------|------|------|------|--------------|------|------|------|------|--------------|-------|------|------|------|--------------|
|                                  |      |      |      |      |              |      |      |      |      |              |      |      |      |      |              |      |      |      |      |              |       |      |      |      |              |
|                                  | 2013 | 2014 | 2015 | 2016 | Dec.<br>2016 | 2013 | 2014 | 2015 | 2016 | Dec.<br>2016 | 2013 | 2014 | 2015 | 2016 | Dec.<br>2016 | 2013 | 2014 | 2015 | 2016 | Dec.<br>2016 | 2013  | 2014 | 2015 | 2016 | Dec.<br>2016 |
| Afghanistan                      | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -     | -    | -    | -    | -            |
| Albania                          | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -     | -    | -    | -    | -            |
| Algeria                          | 1    | 1    | 1    | 1    | 1            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | 1     | 1    | 1    | 1    | 1            |
| Andorra                          | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -     | -    | -    | -    | -            |
| Angola                           | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -     | -    | -    | -    | -            |
| Antigua and Barbuda              | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -     | -    | -    | -    | -            |
| Argentina                        | 1    | 1    | 1    | -    | -            | 1    | 1    | 1    | 1    | 1            | 3    | 2    | 2    | -    | -            | 4    | 3    | 4    | 4    | 4            | 9     | 7    | 8    | 5    | 5            |
| Armenia                          | -    | -    | -    | -    | -            | -    | -    | -    | 1    | 1            | 1    | 1    | 1    | -    | -            | -    | -    | -    | -    | -            | 1     | 1    | 1    | 1    | 1            |
| Australia                        | -    | 1    | 1    | 1    | 1            | -    | -    | -    | 1    | 1            | 4    | 3    | 3    | 3    | 2            | 4    | 5    | 4    | 3    | 3            | 8     | 9    | 8    | 8    | 7            |
| Austria                          | 1    | 1    | -    | -    | -            | 1    | -    | -    | -    | -            | -    | -    | -    | -    | -            | 1    | 1    | 1    | 1    | 1            | 3     | 2    | 1    | 1    | 1            |
| Azerbaijan                       | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -     | -    | -    | -    | -            |
| Bahamas                          | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -     | -    | -    | -    | -            |
| Bahrain                          | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | 1    | 1    | 1            | 1    | 1    | -    | -    | -            | 1     | 1    | 1    | 1    | 1            |
| Bangladesh                       | 1    | 1    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | 2    | 1    | 2    | 1    | 1            | 3     | 2    | 2    | 1    | 1            |
| Barbados                         | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -     | -    | -    | -    | -            |
| Belarus                          | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | 1    | 1            | -     | -    | -    | 1    | 1            |
| Belgium                          | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | 1    | 2    | 2    | 3            | 1    | 2    | 2    | 3    | 2            | 1     | 3    | 4    | 5    | 5            |
| Belize                           | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -     | -    | -    | -    | -            |
| Benin                            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | 1    | 1    | 1    | 1    | 1            | 1     | 1    | 1    | 1    | 1            |
| Bhutan                           | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | 1    | 1    | 1    | 1    | 1            | 1     | 1    | 1    | 1    | 1            |
| Bolivia (Plurinational State of) | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | 1    | 1    | -    | -    | -            | 1     | 1    | -    | -    | -            |
| Bosnia and Herzegovina           | 1    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | 1     | -    | -    | -    | -            |
| Botswana                         | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | 1    | 1    | 1            | -     | -    | 1    | 1    | 1            |
| Brazil                           | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | 1    | 1    | 2    | 2    | 2            | 2    | 2    | 3    | 2    | 4            | 3     | 3    | 5    | 4    | 6            |
| Brunei Darussalam                | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -     | -    | -    | -    | -            |
| Bulgaria                         | -    | -    | -    | -    | -            | 1    | 1    | -    | -    | -            | -    | -    | -    | -    | -            | 2    | 2    | 1    | 1    | 1            | 3     | 3    | 1    | 1    | 1            |
| Burkina Faso                     | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -    | -    | -    | -    | -            | -     | -    | -    | -    | -            |

| Country of nationality                | USG       |      |      |      |      | ASG       |      |      |      |      | D-2       |      |      |      |      | D-1       |      |      |      |      | Total     |      |      |      |      |
|---------------------------------------|-----------|------|------|------|------|-----------|------|------|------|------|-----------|------|------|------|------|-----------|------|------|------|------|-----------|------|------|------|------|
|                                       | Dec. 2016 |      |      |      |      | Dec. 2016 |      |      |      |      | Dec. 2016 |      |      |      |      | Dec. 2016 |      |      |      |      | Dec. 2016 |      |      |      |      |
|                                       | 2013      | 2014 | 2015 | 2016 | 2016 | 2013      | 2014 | 2015 | 2016 | 2016 | 2013      | 2014 | 2015 | 2016 | 2016 | 2013      | 2014 | 2015 | 2016 | 2016 | 2013      | 2014 | 2015 | 2016 | 2016 |
| Burundi                               | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | 1    | 1    | 1    | -         | -    | -    | -    | -    | -         | -    | 1    | 1    | 1    |
| Cabo Verde                            | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    |
| Cambodia                              | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    |
| Cameroon                              | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | 1    | 1    | 1         | 1    | 1    | -    | -    | 1         | 1    | 1    | 1    | 1    |
| Canada                                | 1         | 1    | 1    | -    | -    | -         | -    | -    | -    | -    | 6         | 5    | 4    | 4    | 6    | 6         | 5    | 5    | 8    | 5    | 13        | 11   | 10   | 12   | 11   |
| Central African Republic              | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    |
| Chad                                  | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    |
| Chile                                 | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | 2         | 2    | 2    | 2    | 2    | 2         | 2    | 2    | 2    | 2    |
| China                                 | 1         | 1    | 1    | 1    | 1    | -         | -    | -    | -    | -    | 1         | 1    | 3    | 4    | 4    | 9         | 9    | 7    | 4    | 4    | 11        | 11   | 11   | 9    | 9    |
| Colombia                              | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | 1         | 1    | 1    | -    | -    | -         | -    | -    | -    | -    | 1         | 1    | 1    | -    | -    |
| Comoros                               | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    |
| Congo                                 | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    |
| Costa Rica                            | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    |
| Côte d'Ivoire                         | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    |
| Croatia                               | -         | -    | -    | -    | -    | 1         | 1    | 1    | 1    | -    | -         | -    | -    | -    | -    | 1         | 1    | 1    | 2    | 2    | 2         | 2    | 2    | 3    | 2    |
| Cuba                                  | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | 1    | 1    | 1         | 1    | 1    | -    | -    | 1         | 1    | 1    | 1    | 1    |
| Cyprus                                | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    |
| Czechia                               | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | 1         | 1    | 2    | 2    | 2    | 1         | 1    | 2    | 2    | 2    |
| Democratic People's Republic of Korea | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    |
| Democratic Republic of the Congo      | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    |
| Denmark                               | -         | -    | 2    | 2    | 2    | -         | -    | -    | -    | -    | -         | 1    | 1    | 1    | 2    | 2         | 1    | 2    | 1    | 1    | 2         | 2    | 5    | 4    | 5    |
| Djibouti                              | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | 1         | 1    | 1    | 1    | 1    | 1         | 1    | 1    | 1    | 1    |
| Dominica                              | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    |
| Dominican Republic                    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | 1         | 1    | 1    | 1    | 1    | 1         | 1    | 1    | 1    | 1    |
| Ecuador                               | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    |
| Egypt                                 | 1         | 1    | 1    | 1    | 1    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | 5         | 5    | 4    | 4    | 5    | 6         | 6    | 5    | 5    | 6    |
| El Salvador                           | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | 1    | -    | -         | -    | -    | -    | 1    |
| Equatorial Guinea                     | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    |
| Eritrea                               | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    |
| Estonia                               | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    | -         | -    | -    | -    | -    |

| Country of nationality     | USG       |      |      |      |      | ASG       |      |      |      |      | D-2       |      |      |      |      | D-1       |      |      |      |      | Total     |      |      |      |      |
|----------------------------|-----------|------|------|------|------|-----------|------|------|------|------|-----------|------|------|------|------|-----------|------|------|------|------|-----------|------|------|------|------|
|                            | Dec. 2016 |      |      |      |      | Dec. 2016 |      |      |      |      | Dec. 2016 |      |      |      |      | Dec. 2016 |      |      |      |      | Dec. 2016 |      |      |      |      |
|                            | 2013      | 2014 | 2015 | 2016 | 2016 | 2013      | 2014 | 2015 | 2016 | 2016 | 2013      | 2014 | 2015 | 2016 | 2016 | 2013      | 2014 | 2015 | 2016 | 2016 | 2013      | 2014 | 2015 | 2016 | 2016 |
| Ethiopia                   | 2         | 2    | 2    | 1    | 1    | 1         | 1    | 1    | 1    | 1    | 1         | 1    | 1    | –    | –    | –         | –    | –    | –    | –    | 4         | 4    | 4    | 2    | 2    |
| Fiji                       | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | 1    | 1    | –         | –    | –    | 1    | 1    |
| Finland                    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | 2         | 2    | 1    | 1    | 1    | –         | –    | 1    | –    | –    | 2         | 2    | 2    | 1    | 1    |
| France                     | 1         | 1    | 1    | 1    | 1    | –         | –    | –    | –    | –    | 4         | 4    | 6    | 4    | 4    | 13        | 11   | 10   | 9    | 9    | 18        | 16   | 17   | 14   | 14   |
| Gabon                      | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    |
| Gambia                     | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | 1         | 1    | 1    | –    | –    | 1         | 1    | 1    | –    | –    |
| Georgia                    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | 1         | 1    | 1    | 1    | 1    | 1         | 1    | 1    | 1    | 1    |
| Germany                    | 2         | 2    | 2    | –    | –    | 1         | 1    | –    | –    | –    | 2         | 4    | 3    | 3    | 3    | 12        | 11   | 11   | 10   | 10   | 17        | 18   | 16   | 13   | 13   |
| Ghana                      | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | 1    | 1    | 2    | 3    | 4         | 4    | 3    | 4    | 4    | 4         | 5    | 4    | 6    | 7    |
| Greece                     | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | 2         | 2    | 1    | 1    | 1    | 1         | 1    | 1    | 2    | 2    | 3         | 3    | 2    | 3    | 3    |
| Grenada                    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    |
| Guatemala                  | –         | –    | –    | 1    | 1    | 1         | 1    | 1    | –    | –    | –         | –    | –    | –    | –    | 2         | 1    | 1    | 1    | 1    | 3         | 2    | 2    | 2    | 2    |
| Guinea                     | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    |
| Guinea-Bissau              | 1         | 1    | 1    | 1    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | 1    | 1    | 1    | 1    | 1         | 2    | 2    | 2    | 1    |
| Guyana                     | –         | –    | –    | 1    | 1    | 1         | 1    | 1    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | 1    | 1         | 1    | 1    | 1    | 2    |
| Haiti                      | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | 1    | –    | –    | –         | –    | 1    | –    | –    |
| Honduras                   | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    |
| Hungary                    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | 1    | 1    | 3         | 2    | 2    | 2    | 2    | 3         | 2    | 2    | 3    | 3    |
| Iceland                    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | 1         | 1    | 1    | –    | –    | –         | –    | –    | –    | –    | 1         | 1    | 1    | –    | –    |
| India                      | –         | –    | 1    | 1    | 1    | –         | –    | –    | –    | –    | 3         | 2    | 2    | 1    | 1    | 6         | 6    | 8    | 7    | 8    | 9         | 8    | 11   | 9    | 10   |
| Indonesia                  | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    |
| Iran (Islamic Republic of) | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | 1    | 1    | 2         | 2    | 2    | 1    | 1    | 2         | 2    | 2    | 2    | 2    |
| Iraq                       | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | 1         | –    | –    | –    | –    | 1         | –    | –    | –    | –    |
| Ireland                    | 1         | –    | –    | –    | –    | –         | –    | –    | 1    | 1    | 1         | 2    | 3    | 1    | 1    | 1         | 1    | 2    | 4    | 4    | 3         | 3    | 5    | 6    | 6    |
| Israel                     | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | 1         | 1    | 1    | 1    | 1    | –         | –    | –    | –    | –    | 1         | 1    | 1    | 1    | 1    |
| Italy                      | –         | –    | –    | –    | –    | 1         | 1    | 1    | –    | –    | 2         | 3    | 3    | 3    | 3    | 8         | 6    | 7    | 9    | 10   | 11        | 10   | 11   | 12   | 13   |
| Jamaica                    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | 1         | 1    | 1    | 1    | 1    | 1         | 1    | 1    | 1    | 1    |
| Japan                      | 1         | 1    | 1    | 1    | 1    | –         | –    | –    | –    | –    | 2         | 2    | 1    | –    | –    | 11        | 10   | 9    | 7    | 7    | 14        | 13   | 11   | 8    | 8    |
| Jordan                     | 1         | 1    | 2    | 2    | 2    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | 3         | 3    | 4    | 4    | 4    | 4         | 4    | 6    | 6    | 6    |
| Kazakhstan                 | 1         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | –    | –    | –    | –    | –         | 1    | –    | –    | –    | 1         | 1    | –    | –    | –    |
| Kenya                      | –         | 1    | 1    | 1    | 1    | 1         | 1    | 2    | 2    | 1    | –         | –    | –    | –    | –    | 1         | 1    | 1    | 2    | 2    | 2         | 3    | 4    | 5    | 4    |

| Country of nationality           | USG  |      |      |      |      | ASG  |      |      |      |      | D-2  |      |      |      |      | D-1  |      |      |      |      | Total |      |      |      |      |
|----------------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|------|------|------|------|
|                                  | Dec. |      |      |      |      | Dec. |      |      |      |      | Dec. |      |      |      |      | Dec. |      |      |      |      | Dec.  |      |      |      |      |
|                                  | 2013 | 2014 | 2015 | 2016 | 2016 | 2013 | 2014 | 2015 | 2016 | 2016 | 2013 | 2014 | 2015 | 2016 | 2016 | 2013 | 2014 | 2015 | 2016 | 2016 | 2013  | 2014 | 2015 | 2016 | 2016 |
| Kiribati                         | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Kuwait                           | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Kyrgyzstan                       | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1    |
| Lao People's Democratic Republic | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Latvia                           | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Lebanon                          | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | -    | -    | -    | 1    | 1    | 1    | 1    | 1    | 2     | 2    | 1    | 1    | 1    |
| Lesotho                          | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Liberia                          | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1    |
| Libya                            | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Liechtenstein                    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Lithuania                        | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Luxembourg                       | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Madagascar                       | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Malawi                           | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Malaysia                         | -    | -    | -    | -    | -    | 1    | 1    | -    | -    | -    | 1    | -    | -    | -    | -    | 1    | 1    | 1    | -    | -    | 3     | 2    | 1    | -    | -    |
| Maldives                         | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Mali                             | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Malta                            | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Marshall Islands                 | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Mauritania                       | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | -     | -    | 1    | 2    | 2    |
| Mauritius                        | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Mexico                           | 1    | 1    | 1    | 1    | 1    | 1    | -    | -    | -    | -    | 1    | -    | -    | -    | -    | 3    | 3    | 2    | 3    | 3    | 6     | 4    | 3    | 4    | 4    |
| Micronesia (Federated States of) | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Monaco                           | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Mongolia                         | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1    |
| Montenegro                       | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Morocco                          | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1    |
| Mozambique                       | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | -    | 1    | 1    | 1    | 1    | 1    | 2     | 2    | 2    | 2    | 1    |
| Myanmar                          | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Namibia                          | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | -     | -    | 1    | 1    | 1    |

| Country of nationality           | USG  |      |      |      |      | ASG  |      |      |      |      | D-2  |      |      |      |      | D-1  |      |      |      |      | Total |      |      |      |      |
|----------------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|------|------|------|------|
|                                  | Dec. |      |      |      |      | Dec. |      |      |      |      | Dec. |      |      |      |      | Dec. |      |      |      |      | Dec.  |      |      |      |      |
|                                  | 2013 | 2014 | 2015 | 2016 | 2016 | 2013 | 2014 | 2015 | 2016 | 2016 | 2013 | 2014 | 2015 | 2016 | 2016 | 2013 | 2014 | 2015 | 2016 | 2016 | 2013  | 2014 | 2015 | 2016 | 2016 |
| Nauru                            | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Nepal                            | 1    | 1    | 1    | 1    | 1    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1     | 1    | 1    | 1    | 1    |
| Netherlands                      | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 2    | 2    | 9    | 9    | 6    | 5    | 6    | 10    | 10   | 7    | 7    | 8    |
| New Zealand                      | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 2    | 3    | 1    | 1    | 1    | 2     | 3    | 1    | 1    | 1    |
| Nicaragua                        | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Niger                            | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | -    | -    | -     | -    | 1    | -    | -    |
| Nigeria                          | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 2    | 1    | 1    | -    | -    | 2    | 3    | 3    | 2    | 2    | 4     | 4    | 4    | 2    | 2    |
| Norway                           | -    | -    | -    | 1    | 1    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | 1    | 1     | 1    | 1    | 2    | 2    |
| Oman                             | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Pakistan                         | -    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | -    | 1    | 2    | 2    | 2    | 2    | 1    | -    | 1    | 1    | 1    | 3     | 4    | 5    | 5    | 4    |
| Palau                            | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Panama                           | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | -     | -    | -    | -    | 1    |
| Papua New Guinea                 | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | -     | -    | -    | -    | 1    |
| Paraguay                         | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Peru                             | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | -    | -    | -    | -    | 1     | -    | -    | -    | -    |
| Philippines                      | -    | -    | -    | 1    | 1    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | 2    | 1     | 1    | 1    | 2    | 3    |
| Poland                           | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | -     | -    | -    | 1    | 1    |
| Portugal                         | -    | 1    | 1    | 1    | 1    | -    | -    | 1    | 1    | 1    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 2    | -     | 1    | 3    | 3    | 4    |
| Qatar                            | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Republic of Korea                | -    | -    | -    | 1    | 1    | 2    | 2    | 1    | 1    | 1    | 2    | 1    | 1    | 2    | 2    | 3    | 3    | 1    | 1    | 1    | 7     | 6    | 3    | 5    | 5    |
| Republic of Moldova              | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | -    | -    | -    | -    | -    | -    | 1     | 1    | 1    | 1    | -    |
| Romania                          | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | -     | -    | -    | -    | 1    |
| Russian Federation               | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | 6    | 6    | 5    | 3    | 3    | 5    | 7    | 4    | 5    | 5    | 13    | 15   | 11   | 10   | 10   |
| Rwanda                           | -    | -    | -    | -    | -    | 1    | 1    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1     | 1    | -    | -    | -    |
| Saint Kitts and Nevis            | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 3    | 3    | 3    | 3    | 3    | 3     | 3    | 3    | 3    | 3    |
| Saint Lucia                      | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Saint Vincent and the Grenadines | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Samoa                            | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1    |
| San Marino                       | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Sao Tome and Principe            | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |

| Country of nationality                    | USG  |      |      |      |      | ASG  |      |      |      |      | D-2  |      |      |      |      | D-1  |      |      |      |      | Total |      |      |      |      |
|-------------------------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|------|------|------|------|
|                                           | Dec. |      |      |      |      | Dec. |      |      |      |      | Dec. |      |      |      |      | Dec. |      |      |      |      | Dec.  |      |      |      |      |
|                                           | 2013 | 2014 | 2015 | 2016 | 2016 | 2013 | 2014 | 2015 | 2016 | 2016 | 2013 | 2014 | 2015 | 2016 | 2016 | 2013 | 2014 | 2015 | 2016 | 2016 | 2013  | 2014 | 2015 | 2016 | 2016 |
| Saudi Arabia                              | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Senegal                                   | -    | -    | -    | -    | -    | 1    | -    | -    | -    | -    | 2    | 1    | -    | -    | -    | 1    | -    | -    | -    | -    | 4     | 1    | -    | -    | -    |
| Serbia                                    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | -     | -    | -    | -    | 1    |
| Seychelles                                | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Sierra Leone                              | 1    | 1    | 1    | 1    | 1    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1     | 1    | 1    | 1    | 1    |
| Singapore                                 | 1    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 2    | 2    | -    | 1    | 1    | 1    | 1    | 1     | 1    | 2    | 3    | 3    |
| Slovakia                                  | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | 1    | 1     | 1    | 1    | 2    | 2    |
| Slovenia                                  | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Solomon Islands                           | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Somalia                                   | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| South Africa                              | 1    | 1    | -    | 1    | 1    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 2    | 1    | 1    | 1    | 2    | 1    | 2     | 2    | 1    | 4    | 4    |
| South Sudan                               | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1    |
| Spain                                     | 1    | 1    | 2    | 2    | 2    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | 3    | 2    | 1    | 2    | 4    | 4     | 4    | 4    | 5    | 7    |
| Sri Lanka                                 | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Sudan                                     | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | -    | 1    | 1    | 1    | 1    | -     | 1    | 1    | 2    | 2    |
| Suriname                                  | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | -    | -    | 1     | 1    | 1    | -    | 1    |
| Swaziland                                 | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Sweden                                    | 1    | 1    | 1    | 1    | 1    | -    | -    | 1    | 1    | 1    | 1    | 1    | 1    | 1    | -    | 2    | 1    | 1    | 1    | -    | 4     | 3    | 4    | 4    | 2    |
| Switzerland                               | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | -     | 1    | 1    | 1    | 2    |
| Syrian Arab Republic                      | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | 1    | -    | -    | -    | 1     | 1    | 1    | 1    | 1    |
| Tajikistan                                | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Thailand                                  | 1    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | 1    | 2    | 2    | 2    | -    | -    | 4     | 3    | 3    | 1    | 1    |
| The former Yugoslav Republic of Macedonia | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Timor-Leste                               | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Togo                                      | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | 1    | 1     | 1    | 1    | 1    | 1    |
| Tonga                                     | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |
| Trinidad and Tobago                       | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | -    | -    | -    | -    | -    | 2    | 2    | 2    | 3    | 3    | 2     | 2    | 2    | 4    | 4    |
| Tunisia                                   | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 2    | 1    | 1    | -    | -    | 2     | 1    | 1    | -    | -    |
| Turkey                                    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | 1    | 1    | 1    | 1    | 1    | -    | -    | -    | -    | -    | 1     | 1    | 1    | 1    | 1    |
| Turkmenistan                              | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -    | -     | -    | -    | -    | -    |

| Country of nationality                               | USG       |           |           |           |           | ASG       |           |           |           |           | D-2       |           |           |           |           | D-1        |            |            |            |            | Total      |            |            |            |            |
|------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
|                                                      | Dec.      |           |           |           |           | Dec.      |           |           |           |           | Dec.      |           |           |           |           | Dec.       |            |            |            |            | Dec.       |            |            |            |            |
|                                                      | 2013      | 2014      | 2015      | 2016      | 2016      | 2013      | 2014      | 2015      | 2016      | 2016      | 2013      | 2014      | 2015      | 2016      | 2016      | 2013       | 2014       | 2015       | 2016       | 2016       | 2013       | 2014       | 2015       | 2016       | 2016       |
| Tuvalu                                               | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -          | -          | -          | -          | -          | -          | -          | -          | -          | -          |
| Uganda                                               | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | 2          | 2          | 2          | 2          | 2          | 2          | 2          | 2          | 2          | 2          |
| Ukraine                                              | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | 1         | 1         | 1         | 1         | 1         | 3          | 2          | 2          | 3          | 2          | 4          | 3          | 3          | 4          | 3          |
| United Arab Emirates                                 | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -          | -          | -          | -          | -          | -          | -          | -          | -          | -          |
| United Kingdom of Great Britain and Northern Ireland | 1         | 1         | 1         | 1         | 1         | 1         | -         | 1         | 1         | 2         | 4         | 5         | 6         | 6         | 6         | 13         | 16         | 16         | 15         | 15         | 19         | 22         | 24         | 23         | 24         |
| United Republic of Tanzania                          | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | 1         | 1         | 1         | -          | -          | -          | -          | -          | -          | -          | 1          | 1          | 1          |
| United States of America                             | 1         | 1         | 1         | 1         | 1         | 4         | 5         | 4         | 4         | 4         | 9         | 9         | 6         | 7         | 7         | 34         | 40         | 39         | 32         | 33         | 48         | 55         | 50         | 44         | 45         |
| Uruguay                                              | -         | -         | -         | -         | -         | -         | -         | 1         | 1         | 1         | 1         | 1         | 1         | 3         | 2         | 1          | 1          | 2          | 2          | 2          | 2          | 2          | 4          | 6          | 5          |
| Uzbekistan                                           | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -          | -          | -          | -          | -          | -          | -          | -          | -          | -          |
| Vanuatu                                              | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -          | -          | -          | -          | -          | -          | -          | -          | -          | -          |
| Venezuela (Bolivarian Republic of)                   | -         | -         | -         | -         | -         | -         | -         | 1         | 1         | 1         | -         | -         | -         | -         | -         | 1          | 1          | -          | -          | 1          | 1          | 1          | 1          | 1          | 2          |
| Viet Nam                                             | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -          | -          | -          | -          | -          | -          | -          | -          | -          | -          |
| Yemen                                                | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -          | -          | -          | -          | -          | -          | -          | -          | -          | -          |
| Zambia                                               | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -         | -          | -          | -          | 1          | 1          | -          | -          | -          | 1          | 1          |
| Zimbabwe                                             | -         | -         | -         | -         | -         | -         | -         | -         | 1         | 1         | -         | -         | -         | -         | -         | 1          | 1          | 2          | 2          | 1          | 1          | 1          | 2          | 3          | 2          |
| <b>Total</b>                                         | <b>29</b> | <b>28</b> | <b>30</b> | <b>31</b> | <b>30</b> | <b>23</b> | <b>21</b> | <b>21</b> | <b>25</b> | <b>23</b> | <b>75</b> | <b>76</b> | <b>78</b> | <b>77</b> | <b>79</b> | <b>233</b> | <b>232</b> | <b>226</b> | <b>214</b> | <b>225</b> | <b>360</b> | <b>357</b> | <b>355</b> | <b>347</b> | <b>357</b> |

Table 2.C

**Staff in the Professional and higher categories in posts with special language requirements by nationality, gender and grade, including appointments and separations, from 30 June to 31 December 2016**

(Population: 870)

| Country of nationality | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     | Total |
|------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                        | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 |       |
| Afghanistan            | Female             | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
|                        | Male               | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
|                        | All                | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
| Albania                | Female             | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
|                        | Male               | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
|                        | All                | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
| Algeria                | Female             | 1     | —    | —   | —    | —   | —    | —   | 1    | —   | —    | —   | 1                | —   | —     | —                      | 1   | —   | 1   | —   | 2     |
|                        | Male               | 2     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | 2   | —   | —   | —   | 2     |
|                        | All                | 3     | —    | —   | —    | —   | —    | —   | 1    | —   | —    | —   | 1                | —   | —     | —                      | 3   | —   | 1   | —   | 4     |
| Andorra                | Female             | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
|                        | Male               | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
|                        | All                | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
| Angola                 | Female             | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
|                        | Male               | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
|                        | All                | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
| Antigua and Barbuda    | Female             | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
|                        | Male               | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
|                        | All                | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
| Argentina              | Female             | 8     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | 2                      | 3   | 3   | —   | —   | 8     |
|                        | Male               | 3     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | 2                      | —   | 1   | —   | —   | 3     |
|                        | All                | 11    | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | 4                      | 3   | 4   | —   | —   | 11    |
| Armenia                | Female             | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
|                        | Male               | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
|                        | All                | —     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | —   | —   | —   | —   | —     |
| Australia              | Female             | 1     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | 1   | —   | —   | —   | 1     |
|                        | Male               | 2     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | 1   | 1   | —   | —   | 2     |
|                        | All                | 3     | —    | —   | —    | —   | —    | —   | —    | —   | —    | —   | —                | —   | —     | —                      | 2   | 1   | —   | —   | 3     |

| Country of nationality | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |       |
|------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                        | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 | Total |
| Austria                | Female             | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | 1   | 1   | -   | 2     |
|                        | Male               | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | 2   | -   | -   | -   | 2     |
|                        | All                | 4     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | 2   | 1   | 1   | -   | 4     |
| Azerbaijan             | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Bahamas                | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Bahrain                | Female             | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | 1   | -   | -   | -   | 1     |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | All                | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | 1   | -   | -   | -   | 1     |
| Bangladesh             | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Barbados               | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Belarus                | Female             | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | 1                      | -   | 1   | -   | -   | 2     |
|                        | Male               | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | 1                      | 1   | -   | -   | -   | 2     |
|                        | All                | 4     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | 2                      | 1   | 1   | -   | -   | 4     |
| Belgium                | Female             | 10    | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -                | (1) | -     | 3                      | 3   | 3   | -   | -   | 9     |
|                        | Male               | 5     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | 2                      | 1   | 2   | -   | -   | 5     |
|                        | All                | 15    | -    | -   | -    | -   | -    | -   | -    | (1) | -    | -   | -                | (1) | -     | 5                      | 4   | 5   | -   | -   | 14    |
| Belize                 | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Benin                  | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | Male               | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | 1                      | -   | 1   | -   | -   | 2     |
|                        | All                | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | 1                      | -   | 1   | -   | -   | 2     |

| Country of nationality           | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |       |
|----------------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                                  | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 | Total |
| Bhutan                           | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Bolivia (Plurinational State of) | Female             | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 1   | –   | –   | –   | 1     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 1   | –   | –   | –   | 1     |
| Bosnia and Herzegovina           | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Botswana                         | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Brazil                           | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Brunei Darussalam                | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Bulgaria                         | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Burkina Faso                     | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | –   | –   | –   | –   | 1     |
|                                  | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | –   | –   | –   | –   | 1     |
| Burundi                          | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Cabo Verde                       | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |

| Country of nationality   | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     | Total |
|--------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                          | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 |       |
| Cambodia                 | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                          | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                          | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Cameroon                 | Female             | 2     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | –   | 1   | –   | –   | 2     |
|                          | Male               | 2     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 2                      | –   | –   | –   | –   | 2     |
|                          | All                | 4     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 3                      | –   | 1   | –   | –   | 4     |
| Canada                   | Female             | 14    | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | 7   | 6   | –   | –   | 14    |
|                          | Male               | 8     | –    | –   | 1    | –   | –    | –   | –    | –   | –    | –   | 1                | –   | –     | 1                      | 4   | 4   | –   | –   | 9     |
|                          | All                | 22    | –    | –   | 1    | –   | –    | –   | –    | –   | –    | –   | 1                | –   | –     | 2                      | 11  | 10  | –   | –   | 23    |
| Central African Republic | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                          | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                          | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Chad                     | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                          | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                          | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Chile                    | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                          | Male               | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |
|                          | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |
| China                    | Female             | 59    | –    | (1) | –    | –   | 4    | –   | 1    | –   | –    | –   | 5                | (1) | –     | 10                     | 22  | 30  | 1   | –   | 63    |
|                          | Male               | 73    | –    | (3) | –    | (2) | 1    | (1) | 1    | –   | –    | –   | 2                | (6) | (1)   | 17                     | 33  | 16  | 2   | –   | 68    |
|                          | All                | 132   | –    | (4) | –    | (2) | 5    | (1) | 2    | –   | –    | –   | 7                | (7) | (1)   | 27                     | 55  | 46  | 3   | –   | 131   |
| Colombia                 | Female             | 3     | –    | –   | –    | –   | –    | (1) | –    | –   | –    | –   | –                | (1) | –     | 1                      | 1   | –   | –   | –   | 2     |
|                          | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                          | All                | 3     | –    | –   | –    | –   | –    | (1) | –    | –   | –    | –   | –                | (1) | –     | 1                      | 1   | –   | –   | –   | 2     |
| Comoros                  | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                          | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                          | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Congo                    | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                          | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                          | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |

| Country of nationality                | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |       |
|---------------------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                                       | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 | Total |
| Costa Rica                            | Female             | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | –   | –   | –   | –   | 1     |
|                                       | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                       | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | –   | –   | –   | –   | 1     |
| Côte d'Ivoire                         | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                       | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                       | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Croatia                               | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                       | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                       | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Cuba                                  | Female             | 5     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 4   | 1   | –   | –   | 5     |
|                                       | Male               | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | –   | –   | –   | –   | 1     |
|                                       | All                | 6     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | 4   | 1   | –   | –   | 6     |
| Cyprus                                | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                       | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                       | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Czechia                               | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                       | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                       | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Democratic People's Republic of Korea | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                       | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                       | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Democratic Republic of the Congo      | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                       | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                       | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Denmark                               | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                       | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                       | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Djibouti                              | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                       | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                       | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |

| Country of nationality | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |       |
|------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                        | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 | Total |
| Dominica               | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Dominican Republic     | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Ecuador                | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | –   | –   | –   | –   | 1     |
|                        | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | –   | –   | –   | –   | 1     |
| Egypt                  | Female             | 10    | –    | –   | –    | –   | 4    | –   | –    | –   | –    | –   | 4                | –   | –     | 3                      | 3   | 7   | 1   | –   | 14    |
|                        | Male               | 21    | –    | (1) | –    | –   | 1    | –   | –    | –   | –    | –   | 1                | (1) | (1)   | 3                      | 5   | 12  | –   | –   | 20    |
|                        | All                | 31    | –    | (1) | –    | –   | 5    | –   | –    | –   | –    | –   | 5                | (1) | (1)   | 6                      | 8   | 19  | 1   | –   | 34    |
| El Salvador            | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Equatorial Guinea      | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Eritrea                | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Estonia                | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Ethiopia               | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Fiji                   | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |

| Country of nationality | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |       |
|------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                        | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 | Total |
| Finland                | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| France                 | Female             | 84    | –    | (2) | –    | (1) | 2    | (1) | 2    | (1) | –    | –   | 4                | (5) | 1     | 17                     | 29  | 32  | 6   | –   | 84    |
|                        | Male               | 31    | –    | (1) | –    | –   | –    | –   | 1    | –   | –    | –   | 1                | (1) | 1     | 4                      | 18  | 9   | 1   | –   | 32    |
|                        | All                | 115   | –    | (3) | –    | (1) | 2    | (1) | 3    | (1) | –    | –   | 5                | (6) | 2     | 21                     | 47  | 41  | 7   | –   | 116   |
| Gabon                  | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Gambia                 | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Georgia                | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Germany                | Female             | 3     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | (1)   | –                      | 1   | 1   | –   | –   | 2     |
|                        | Male               | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |
|                        | All                | 4     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | (1)   | –                      | 1   | 2   | –   | –   | 3     |
| Ghana                  | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Greece                 | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Grenada                | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Guatemala              | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |

| Country of nationality     | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |       |
|----------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                            | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 | Total |
| Guinea                     | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Guinea-Bissau              | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Guyana                     | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Haiti                      | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Honduras                   | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Hungary                    | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Iceland                    | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| India                      | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Indonesia                  | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Iran (Islamic Republic of) | Female             | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | 1                      | -   | -   | -   | -   | 1     |
|                            | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | All                | 1     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | 1                      | -   | -   | -   | -   | 1     |
| Iraq                       | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                            | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |

| Country of nationality | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |       |
|------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                        | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 | Total |
| Ireland                | Female             | 4     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 2   | 2   | –   | –   | 4     |
|                        | Male               | 2     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 2   | –   | –   | –   | 2     |
|                        | All                | 6     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 4   | 2   | –   | –   | 6     |
| Israel                 | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Italy                  | Female             | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | –   | –   | –   | –   | 1     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | –   | –   | –   | –   | 1     |
| Jamaica                | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 1   | –   | –   | –   | 1     |
|                        | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 1   | –   | –   | –   | 1     |
| Japan                  | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Jordan                 | Female             | 2     | –    | –   | –    | –   | 1    | –   | –    | –   | –    | –   | 1                | –   | –     | 1                      | 1   | 1   | –   | –   | 3     |
|                        | Male               | 3     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | –   | 2   | –   | –   | 3     |
|                        | All                | 5     | –    | –   | –    | –   | 1    | –   | –    | –   | –    | –   | 1                | –   | –     | 2                      | 1   | 3   | –   | –   | 6     |
| Kazakhstan             | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Kenya                  | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |
|                        | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |
| Kiribati               | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Kuwait                 | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |

| Country of nationality           | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |       |
|----------------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                                  | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 | Total |
| Kyrgyzstan                       | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Lao People's Democratic Republic | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Latvia                           | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Lebanon                          | Female             | 21    | -    | -   | -    | -   | 2    | (1) | 1    | -   | -    | -   | 3                | (1) | -     | 2                      | 11  | 9   | 1   | -   | 23    |
|                                  | Male               | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | 1   | 1   | -   | -   | 2     |
|                                  | All                | 23    | -    | -   | -    | -   | 2    | (1) | 1    | -   | -    | -   | 3                | (1) | -     | 2                      | 12  | 10  | 1   | -   | 25    |
| Lesotho                          | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Liberia                          | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Libya                            | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Liechtenstein                    | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Lithuania                        | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Luxembourg                       | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                                  | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |

| Country of nationality | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |       |
|------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                        | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 | Total |
| Madagascar             | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 1   | –   | –   | –   | 1     |
|                        | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 1   | –   | –   | –   | 1     |
| Malawi                 | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Malaysia               | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Maldives               | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Mali                   | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Malta                  | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Marshall Islands       | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Mauritania             | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 1   | –   | –   | –   | 1     |
|                        | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 1   | –   | –   | –   | 1     |
| Mauritius              | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Mexico                 | Female             | 3     | –    | (1) | –    | –   | –    | –   | –    | –   | –    | –   | –                | (1) | –     | 1                      | 1   | –   | –   | –   | 2     |
|                        | Male               | 2     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | –   | 1   | –   | –   | 2     |
|                        | All                | 5     | –    | (1) | –    | –   | –    | –   | –    | –   | –    | –   | –                | (1) | –     | 2                      | 1   | 1   | –   | –   | 4     |

| Country of nationality           | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |       |
|----------------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                                  | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 | Total |
| Micronesia (Federated States of) | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Monaco                           | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Mongolia                         | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Montenegro                       | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Morocco                          | Female             | 8     | –    | –   | –    | –   | 1    | –   | –    | –   | –    | –   | 1                | –   | 1     | 4                      | 2   | 4   | –   | –   | 10    |
|                                  | Male               | 25    | –    | –   | –    | –   | 1    | –   | –    | –   | –    | –   | 1                | –   | –     | 6                      | 11  | 9   | –   | –   | 26    |
|                                  | All                | 33    | –    | –   | –    | –   | 2    | –   | –    | –   | –    | –   | 2                | –   | 1     | 10                     | 13  | 13  | –   | –   | 36    |
| Mozambique                       | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Myanmar                          | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Namibia                          | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Nauru                            | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Nepal                            | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |

| Country of nationality | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |       |
|------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                        | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 | Total |
| Netherlands            | Female             | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 1   | –   | –   | –   | 1     |
|                        | Male               | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |
|                        | All                | 2     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 1   | 1   | –   | –   | 2     |
| New Zealand            | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |
|                        | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |
| Nicaragua              | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Niger                  | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |
|                        | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |
| Nigeria                | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Norway                 | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Oman                   | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Pakistan               | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Palau                  | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Panama                 | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |

| Country of nationality | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |       |
|------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                        | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 | Total |
| Papua New Guinea       | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Paraguay               | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Peru                   | Female             | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |
| Philippines            | Female             | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 1   | –   | –   | –   | 1     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 1   | –   | –   | –   | 1     |
| Poland                 | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Portugal               | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |
|                        | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |
| Qatar                  | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Republic of Korea      | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Republic of Moldova    | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Romania                | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |

| Country of nationality           | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |       |
|----------------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                                  | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 | Total |
| Russian Federation               | Female             | 39    | –    | –   | –    | –   | 1    | (1) | 1    | (1) | –    | –   | 2                | (2) | 2     | 1                      | 6   | 29  | 5   | –   | 41    |
|                                  | Male               | 92    | –    | (2) | –    | –   | 1    | –   | –    | –   | –    | –   | 1                | (2) | (1)   | 28                     | 47  | 14  | 1   | –   | 90    |
|                                  | All                | 131   | –    | (2) | –    | –   | 2    | (1) | 1    | (1) | –    | –   | 3                | (4) | 1     | 29                     | 53  | 43  | 6   | –   | 131   |
| Rwanda                           | Female             | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |
| Saint Kitts and Nevis            | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Saint Lucia                      | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | 1     | –                      | –   | 1   | –   | –   | 1     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | 1     | –                      | –   | 1   | –   | –   | 1     |
| Saint Vincent and the Grenadines | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Samoa                            | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| San Marino                       | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Sao Tome and Principe            | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Saudi Arabia                     | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Senegal                          | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                  | Male               | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |
|                                  | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | 1   | –   | –   | 1     |

| Country of nationality | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |       |
|------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                        | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 | Total |
| Serbia                 | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Seychelles             | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Sierra Leone           | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Singapore              | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Slovakia               | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Slovenia               | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Solomon Islands        | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| Somalia                | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
| South Africa           | Female             | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | 2   | -   | -   | -   | 2     |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | All                | 2     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | 2   | -   | -   | -   | 2     |
| South Sudan            | Female             | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | Male               | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |
|                        | All                | -     | -    | -   | -    | -   | -    | -   | -    | -   | -    | -   | -                | -   | -     | -                      | -   | -   | -   | -   | -     |

| Country of nationality | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     | Total |
|------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                        | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 |       |
| Spain                  | Female             | 61    | –    | –   | –    | –   | 1    | –   | –    | –   | –    | –   | 1                | –   | (2)   | 12                     | 21  | 26  | 1   | –   | 60    |
|                        | Male               | 37    | –    | –   | –    | –   | 1    | –   | –    | –   | –    | –   | 1                | –   | (1)   | 5                      | 17  | 15  | –   | –   | 37    |
|                        | All                | 98    | –    | –   | –    | –   | 2    | –   | –    | –   | –    | –   | 2                | –   | (3)   | 17                     | 38  | 41  | 1   | –   | 97    |
| Sri Lanka              | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Sudan                  | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | 5     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 2                      | 1   | 2   | –   | –   | 5     |
|                        | All                | 5     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 2                      | 1   | 2   | –   | –   | 5     |
| Suriname               | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Swaziland              | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Sweden                 | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Switzerland            | Female             | 9     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | 1     | –                      | 8   | 2   | –   | –   | 10    |
|                        | Male               | 3     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | 1     | –                      | 2   | 2   | –   | –   | 4     |
|                        | All                | 12    | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | 2     | –                      | 10  | 4   | –   | –   | 14    |
| Syrian Arab Republic   | Female             | 6     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | (1)   | 2                      | 2   | 1   | –   | –   | 5     |
|                        | Male               | 4     | –    | –   | –    | –   | 1    | –   | –    | –   | –    | –   | 1                | –   | –     | 1                      | 1   | 3   | –   | –   | 5     |
|                        | All                | 10    | –    | –   | –    | –   | 1    | –   | –    | –   | –    | –   | 1                | –   | (1)   | 3                      | 3   | 4   | –   | –   | 10    |
| Tajikistan             | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Thailand               | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |

| Country of nationality                    | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |       |
|-------------------------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                                           | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 | Total |
| The former Yugoslav Republic of Macedonia | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                           | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                           | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Timor-Leste                               | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                           | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                           | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Togo                                      | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                           | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                           | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Tonga                                     | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                           | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                           | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Trinidad and Tobago                       | Female             | 2     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | –   | 1   | –   | –   | 2     |
|                                           | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                           | All                | 2     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | –   | 1   | –   | –   | 2     |
| Tunisia                                   | Female             | 4     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | 1   | 2   | –   | –   | 4     |
|                                           | Male               | 7     | –    | –   | –    | (1) | –    | –   | –    | –   | –    | –   | –                | (1) | –     | 1                      | 4   | 1   | –   | –   | 6     |
|                                           | All                | 11    | –    | –   | –    | (1) | –    | –   | –    | –   | –    | –   | –                | (1) | –     | 2                      | 5   | 3   | –   | –   | 10    |
| Turkey                                    | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                           | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                           | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Turkmenistan                              | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                           | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                           | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Tuvalu                                    | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                           | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                           | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Uganda                                    | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                           | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                           | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |

| Country of nationality                               | As at 30 June 2016 |       | P-5  |     | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |     |       | As at 31 December 2016 |     |     |     |     |       |
|------------------------------------------------------|--------------------|-------|------|-----|------|-----|------|-----|------|-----|------|-----|------------------|-----|-------|------------------------|-----|-----|-----|-----|-------|
|                                                      | Gender             | Total | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep | Other | P-5                    | P-4 | P-3 | P-2 | P-1 | Total |
| Ukraine                                              | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                                      | Male               | 2     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 2   | –   | –   | –   | 2     |
|                                                      | All                | 2     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 2   | –   | –   | –   | 2     |
| United Arab Emirates                                 | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                                      | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                                      | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| United Kingdom of Great Britain and Northern Ireland | Female             | 36    | –    | (1) | –    | –   | 1    | –   | 2    | –   | –    | –   | 3                | (1) | –     | 8                      | 18  | 10  | 2   | –   | 38    |
|                                                      | Male               | 31    | –    | (1) | –    | –   | 1    | –   | –    | –   | –    | –   | 1                | (1) | (1)   | 4                      | 12  | 13  | 1   | –   | 30    |
|                                                      | All                | 67    | –    | (2) | –    | –   | 2    | –   | 2    | –   | –    | –   | 4                | (2) | (1)   | 12                     | 30  | 23  | 3   | –   | 68    |
| United Republic of Tanzania                          | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                                      | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                                      | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| United States of America                             | Female             | 33    | –    | –   | –    | –   | 2    | (1) | –    | –   | –    | –   | 2                | (1) | 1     | 6                      | 12  | 15  | 2   | –   | 35    |
|                                                      | Male               | 28    | –    | (1) | –    | (1) | –    | (1) | –    | –   | –    | –   | –                | (3) | 1     | 8                      | 12  | 6   | –   | –   | 26    |
|                                                      | All                | 61    | –    | (1) | –    | (1) | 2    | (2) | –    | –   | –    | –   | 2                | (4) | 2     | 14                     | 24  | 21  | 2   | –   | 61    |
| Uruguay                                              | Female             | 6     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | 5   | –   | –   | –   | 6     |
|                                                      | Male               | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | 1   | –   | –   | –   | 1     |
|                                                      | All                | 7     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | 6   | –   | –   | –   | 7     |
| Uzbekistan                                           | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                                      | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                                      | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Vanuatu                                              | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                                      | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                                      | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
| Venezuela (Bolivarian Republic of)                   | Female             | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | –   | –   | –   | –   | 1     |
|                                                      | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                                      | All                | 1     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | 1                      | –   | –   | –   | –   | 1     |
| Viet Nam                                             | Female             | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                                      | Male               | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |
|                                                      | All                | –     | –    | –   | –    | –   | –    | –   | –    | –   | –    | –   | –                | –   | –     | –                      | –   | –   | –   | –   | –     |

| Country of nationality | As at 30 June 2016 |       | P-5  |      | P-4  |     | P-3  |     | P-2  |     | P-1  |     | Movement summary |      |       | As at 31 December 2016 |     |     |     |     |       |
|------------------------|--------------------|-------|------|------|------|-----|------|-----|------|-----|------|-----|------------------|------|-------|------------------------|-----|-----|-----|-----|-------|
|                        | Gender             | Total | Appt | Sep  | Appt | Sep | Appt | Sep | Appt | Sep | Appt | Sep | Appt             | Sep  | Other | P-5                    | P-4 | P-3 | P-2 | P-1 | Total |
| Yemen                  | Female             | –     | –    | –    | –    | –   | –    | –   | –    | –   | –    | –   | –                | –    | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –    | –    | –   | –    | –   | –    | –   | –    | –   | –                | –    | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –    | –    | –   | –    | –   | –    | –   | –    | –   | –                | –    | –     | –                      | –   | –   | –   | –   | –     |
| Zambia                 | Female             | –     | –    | –    | –    | –   | –    | –   | –    | –   | –    | –   | –                | –    | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –    | –    | –   | –    | –   | –    | –   | –    | –   | –                | –    | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –    | –    | –   | –    | –   | –    | –   | –    | –   | –                | –    | –     | –                      | –   | –   | –   | –   | –     |
| Zimbabwe               | Female             | –     | –    | –    | –    | –   | –    | –   | –    | –   | –    | –   | –                | –    | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –    | –    | –   | –    | –   | –    | –   | –    | –   | –                | –    | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –    | –    | –   | –    | –   | –    | –   | –    | –   | –                | –    | –     | –                      | –   | –   | –   | –   | –     |
| Subtotal               | Female             | 450   | –    | (5)  | –    | (1) | 19   | (5) | 8    | (3) | –    | –   | 27               | (14) | 3     | 83                     | 171 | 191 | 21  | –   | 466   |
|                        | Male               | 411   | –    | (9)  | 1    | (4) | 7    | (2) | 2    | –   | –    | –   | 10               | (15) | (2)   | 93                     | 183 | 123 | 5   | –   | 404   |
|                        | All                | 861   | –    | (14) | 1    | (5) | 26   | (7) | 10   | (3) | –    | –   | 37               | (29) | 1     | 176                    | 354 | 314 | 26  | –   | 870   |
| State of Palestine     | Female             | –     | –    | –    | –    | –   | –    | –   | –    | –   | –    | –   | –                | –    | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –    | –    | –   | –    | –   | –    | –   | –    | –   | –                | –    | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –    | –    | –   | –    | –   | –    | –   | –    | –   | –                | –    | –     | –                      | –   | –   | –   | –   | –     |
| Stateless              | Female             | –     | –    | –    | –    | –   | –    | –   | –    | –   | –    | –   | –                | –    | –     | –                      | –   | –   | –   | –   | –     |
|                        | Male               | –     | –    | –    | –    | –   | –    | –   | –    | –   | –    | –   | –                | –    | –     | –                      | –   | –   | –   | –   | –     |
|                        | All                | –     | –    | –    | –    | –   | –    | –   | –    | –   | –    | –   | –                | –    | –     | –                      | –   | –   | –   | –   | –     |
| Total                  | Female             | 450   | –    | (5)  | –    | (1) | 19   | (5) | 8    | (3) | –    | –   | 27               | (14) | 3     | 83                     | 171 | 191 | 21  | –   | 466   |
|                        | Male               | 411   | –    | (9)  | 1    | (4) | 7    | (2) | 2    | –   | –    | –   | 10               | (15) | (2)   | 93                     | 183 | 123 | 5   | –   | 404   |
|                        | All                | 861   | –    | (14) | 1    | (5) | 26   | (7) | 10   | (3) | –    | –   | 37               | (29) | 1     | 176                    | 354 | 314 | 26  | –   | 870   |