



General Assembly

Distr.: General
9 November 2020

Original: English

Seventy-fifth session

Agenda item 146

Human resources management

Composition of the Secretariat: staff demographics

Report of the Secretary-General

Summary

The present report provides statistics and summarizes trends in staff composition and demographics of the United Nations Secretariat, including with regard to staff appointments and separations and staff subject to the system of desirable ranges, covering the period from 1 January to 31 December 2019. It presents the results of analyses of trends for the past four yearly periods (from 2016 to 2019) and a forecast of retirements. The report is presented to the General Assembly pursuant to its resolutions on human resources management, the most recent of which was resolution [72/254](#).

Several staff demographic trends that were apparent in previous years continued in 2019: the number of staff in the Secretariat has continued to decrease, with an 8.9 per cent reduction over the past five periods to 36,574 staff in all categories as at 31 December 2019. The ratio of staff in the Professional and higher categories to total staff has increased from 32.0 per cent to 36.7 per cent, while the percentage of staff in the General Service and related categories has decreased from 58.1 per cent to 53.9 per cent over the past five periods. Notably, the ratio of female staff to total staff in the Professional and higher categories and in the Field Service category with a permanent, continuing or fixed-term appointment stood at 40.2 per cent as at 31 December 2019 as compared with 37.4 per cent in 2016, with faster progress experienced after the adoption of the Secretary-General's system-wide strategy on gender parity. There was also an increase in the average age of staff, from 44.6 years in 2016 to 46.2 years in 2019, while the largest number of staff appointments during 2019 were of those between the ages of 30 and 34. The most populous staff grades in 2019 were, in descending order, G-5, P-3, G-4 and P-4. As regards the representation of Member States under the system of desirable ranges, the number of Member States within range increased from 104 to 108 and the combined number of unrepresented and underrepresented Member States decreased from 61 to 56. Further improvements were expected following the implementation of the Secretariat's Geographical Diversity Strategy in early 2020.



To assist Member States and legislative bodies to better make decisions regarding human resources management issues, the report further features, for the first time, an additional in-depth analysis of factors having an impact on progress towards improving diversity in the Secretariat – one of the three expected outcomes of the implementation of human resources management reforms. This in-depth analysis focuses on key challenges and opportunities to achieve gender parity and geographical diversity – in terms of both geographical representation and regional group diversity – as per the targets established in the system-wide gender parity strategy and the Secretariat's Geographical Diversity Strategy.

The Secretary-General invites the General Assembly to take note of the present report.

Contents

	<i>Page</i>
Abbreviations used in tables and figures	8
I. Introduction	14
II. Workforce analytics	22
A. Introduction	22
B. Main findings	23
C. Gender parity trend analysis	25
D. Geographical diversity trend analysis	34
III. All staff of the Secretariat	43
A. Entity	48
B. Category	55
C. Appointment type	58
D. Gender	60
E. Age	64
IV. Staff appointments and separations	69
A. Entity	70
B. Category	72
C. Gender	73
D. Age	73
V. Staff subject to the system of desirable ranges	74
A. Entity	77
B. Category	78
C. Appointments	80
D. Gender	82
E. Age: forecast of retirements of staff under the system of desirable ranges	84
VI. Action to be taken by the General Assembly	86
Tables	
1. Overview of staff demographics of the Secretariat as at 31 December 2019 and from 1 January to 31 December 2019	16
2. Overview of staff demographic trends in the Secretariat as at 30 June for 2016 and as at 31 December for 2016 to 2019	18
3. Staff of the Secretariat and related entities of the United Nations system by appointment type and category as at 31 December 2019	20
4. Forecasted retirement of Secretariat staff in the Director, Professional and Field Service category, by category and gender (2020–2028)	26
5. Changes in representation status of Member States as a result of expected retirements during the period from 1 January 2020 to 31 December 2030	35

6.	Secretariat staff for 2016 to 2019 by hardship classification of duty station	44
7.	All staff of the Secretariat by duty station as at 31 December 2019	45
8.	Secretariat staff for 2016 to 2019 by regional group of Member States	47
9.	Secretariat staff for 2016 to 2019 by geographical region	47
10.	Change in the all-staff population of the Secretariat by entity from 31 December 2018 to 31 December 2019	49
11.	All staff of the Secretariat by category, grade and entity as at 31 December 2019	55
12.	Distribution of Secretariat staff at the D-1 level and above by economic grouping and gender as at 30 June for 2016 and as at 31 December for 2016 to 2019	57
13.	All staff of the Secretariat by appointment type, category and grade as at 31 December 2019	59
14.	High-level appointments with one-dollar-per-year contracts as at 31 December 2019	60
15.	All staff of the Secretariat by gender, category and grade as at 31 December 2019	63
16.	All staff of the Secretariat by category, grade, average age, average length of service and gender as at 31 December 2019	67
17.	All staff of the Secretariat by appointment type, category, average age and average length of service as at 31 December 2019	68
18.	Forecast of retirements from 1 January 2020 to 31 December 2024 by category for all staff of the Secretariat as at 31 December 2019	69
19.	Summary of staff appointments and separations by gender from 1 January to 31 December 2019	69
20.	Separations by type from 1 January to 31 December 2019	70
21.	Retirements by category, gender and average age from 1 July 2015 to 31 December 2019	70
22.	Appointments and separations from 1 January to 31 December 2019 in the 10 entities with the largest number of appointments in departments/offices, regional commissions and tribunals, and in peacekeeping operations and special political missions and other political presences	71
23.	Appointments, separations and resignations by category, grade and gender from 1 January to 31 December 2019	72
24.	Representation of Member States under the system of desirable ranges as at 30 June for 2016 and as at 31 December for 2016 to 2019	75
25.	Representation status of Member States under the system of desirable ranges as at 31 December 2019	75
26.	Distribution of Secretariat staff with geographical status by economic grouping as at 31 December 2019	77
27.	Distribution of Secretariat staff with geographical status by entity and grade as at 31 December 2019	77
28.	Distribution of Secretariat staff with geographical status by grade and gender as at 31 December 2019	78
29.	Distribution of Secretariat staff with geographical status at the D-1 level and above by economic grouping and gender as at 30 June for 2016 and as at 31 December for 2016 to 2019	79
30.	Appointment of Secretariat staff to posts subject to geographical distribution by gender, representation status and economic grouping from 1 January to 31 December 2019	80

31. Appointment of Secretariat staff to posts subject to geographical distribution by gender, grade and number of nationalities represented from 1 January to 31 December 2019	80
32. Young professionals programme placements at the P-2 level by entity and gender from 1 January to 31 December 2019	81
33. Gender distribution of Secretariat staff with geographical status by grade as at 30 June 2016 and 31 December 2019	83
34. Forecast of retirements from 1 January 2020 to 31 December 2024 by category for all Secretariat staff with geographical status as at 31 December 2019	84
35. Percentage of staff with geographical status forecast to retire during the period from 1 January 2020 to 31 December 2024 by Member State	84

Figures

1. Yearly forecasted retirements of Secretariat staff in the Director, Professional and Field Service categories, by gender (2020–2028)	25
2. Yearly forecasted retirements of Secretariat staff serving in peacekeeping operations, special political missions and other political presences in the Director, Professional and Field Service categories, by gender (2020–2028)	27
3. Yearly forecasted retirements of Secretariat staff serving in departments/offices, regional commissions and tribunals in the Professional and higher categories and Field Service category (2020–2028)	27
4. Applications for job openings posted in 2013–2019, by gender, in percentage terms	28
5. Applications for job openings posted in 2013–2019, by gender	29
6. Applications for job openings posted in 2013–2019, by gender and category, in percentage terms	30
7. Applications for job openings posted in 2013–2019, by gender and entity group, in percentage terms	30
8. Applications for job openings posted in 2013, by stage of the recruitment process and gender, in percentage terms	31
9. Applications for job openings posted in 2019, by stage of the recruitment process and gender, in percentage terms	31
10. Applications at each stage of the recruitment process as a percentage of applications at the previous stage, by gender, 2013–2019	32
11. Selections for job openings posted in 2013–2019, by gender, in percentage terms	33
12. Selections for job openings posted in 2013–2019, by gender and category, in percentage terms	33
13. Selections for job openings posted in 2013–2019 by gender and entity group, in percentage terms	34
14. Yearly forecasted retirements of Secretariat staff with geographical status by representation status of Member States as at 31 December 2019 (2020–2030)	35
15. Applications for job openings posted in 2013–2019 for departments/offices, regional commissions and tribunals, by representation status of country of nationality and gender	37
16. Applications at each stage from nationals of unrepresented Member States for job openings posted in 2013–2019, as a percentage of applications at the previous stage, by gender	37
17. Applications at each stage from nationals of underrepresented Member States for job openings posted in 2013–2019, as a percentage of applications at the previous stage, by gender	38

18. Yearly forecasted retirements of Secretariat staff in the Director, Professional and Field Service categories, by regional group (2020–2030)	39
19. Applications for job openings posted in 2013–2019, by region of nationality, in percentage terms	40
20. Applications for job openings posted in 2013–2019, by region of nationality	40
21. Applications for job openings posted in 2013–2019, by region of nationality and gender, in percentage terms	41
22. Applications for job openings posted in 2013 and 2019, by gender and region of nationality, in percentage terms	41
23. Applications for job openings posted in 2013, by stage of recruitment process and region of nationality, in percentage terms	42
24. Applications for job openings posted in 2019, by stage of recruitment process and region of nationality, in percentage terms	42
25. All staff of the Secretariat from 2016 to 2019	43
26. Percentage of all staff of the Secretariat by category as at 31 December 2019	55
27. All staff of the Secretariat by appointment type as at 31 December 2019	58
28. All staff of the Secretariat by appointment type and entity as at 31 December 2019	58
29. Staff of the Secretariat in departments/offices, regional commissions and tribunals by gender and entity as at 31 December 2019	61
30. Staff of the Secretariat in peacekeeping operations and special political missions and other political presences by gender and entity as at 31 December 2019	62
31. Average age of all staff of the Secretariat as at 30 June for 2016 and as at 31 December for 2016 to 2019	64
32. Distribution of all staff of the Secretariat by age as at 31 December 2019	64
33. Distribution of all staff of the Secretariat in departments/offices, regional commissions and tribunals by age and gender as at 31 December 2019	65
34. Distribution of all staff of the Secretariat in peacekeeping operations and special political missions and other political presences by age and gender as at 31 December 2019	66
35. Distribution of appointments by age from 1 January to 31 December 2019	73
36. Distribution of separations by age from 1 January to 31 December 2019	74
37. Gender distribution of Secretariat staff with geographical status as at 30 June for 2016 and as at 31 December for 2016 to 2019	82
38. Gender distribution of Secretariat staff with geographical status at the D-1 level and above as at 30 June for 2016 and as at 31 December for 2016 to 2019	83

Annexes

Comprehensive statistical tables	87
1.A All staff by nationality, gender, category and appointment type as at 31 December 2019	87
1.B All staff by entity, location, gender, category and appointment type as at 31 December 2019	107
2.A Staff with geographical status by nationality, gender and grade, including appointments and separations, as at 31 December 2018 and 31 December 2019	131

2.B	Staff with geographical status at senior levels by nationality and grade as at 30 June for 2016 and as at 31 December for 2016 to 2019	151
2.C	Staff in the Professional category in posts with special language requirements by nationality, gender and grade, including appointments and separations, as at 31 December 2018 and 31 December 2019	159
3.	Secretariat staff by category, grade and funding source as at 31 December 2019	179
4.	Summary of changes to previous report, including to tables and figures	180

Abbreviations used in tables and figures

ACABQ-SEC	Secretariat of the Advisory Committee on Administrative and Budgetary Questions
ASG	Assistant Secretary-General
ATSMT	Analytical Support and Sanctions Monitoring Team pursuant to resolutions 1526 (2004) and 2253 (2015) concerning Islamic State in Iraq and the Levant (Da'esh), Al-Qaida and the Taliban and associated individuals and entities; and the Office of the Ombudsperson established pursuant to resolution 1904 (2009)
BINUH	United Nations Integrated Office in Haiti
BOA-SEC	Secretariat of the United Nations Board of Auditors and Panel of External Auditors of the United Nations Secretariat
CNMC	Cameroon-Nigeria Mixed Commission
CTED	Counter-Terrorism Committee Executive Directorate
D	Director levels 1 and 2
D+	Director level and above
DESA	Department of Economic and Social Affairs
DFS	Department of Field Support
DGACM	Department for General Assembly and Conference Management
DGC	Department of Global Communications
DM	Department of Management
DMSPC	Department of Management Strategy, Policy and Compliance
DOCO	Development Operations Coordination Office
DOS	Department of Operational Support
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DPO	Department of Peace Operations
DPPA	Department of Political and Peacebuilding Affairs
DSS	Department of Safety and Security
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific

ESCWA	Economic and Social Commission for Western Asia
ETHICS	Ethics Office
FS	Field Service
FT	Fixed-term
GCO	Global Compact Office
GS+	General Service and related categories
HSU	Human Security Unit
IAAC-SEC	Secretariat of the Independent Audit Advisory Committee
ICJ	International Court of Justice
ICSC	International Civil Service Commission
IIIM-Syria	International, Impartial and Independent Mechanism to Assist in the Investigation and Prosecution of Persons Responsible for the Most Serious Crimes under International Law Committed in the Syrian Arab Republic since March 2011
INT	Interpreters
IRMCT	International Residual Mechanism for Criminal Tribunals
ITC	International Trade Centre
LT	Language teachers
MGSE	Monitoring Group on Somalia and Eritrea
MINUJUSTH	United Nations Mission for Justice Support in Haiti
MINURSO	United Nations Mission for the Referendum in Western Sahara
MINUSCA	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic
MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
NPO	National Professional Officers
OAJ	Office of Administration of Justice
OCHA	Office for the Coordination of Humanitarian Affairs
OCT	Office of Counter-Terrorism
ODA	Office for Disarmament Affairs
OEERC	Office of the United Nations Emergency Ebola Response Coordinator
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHRLLS	Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States

OICT	Office of Information and Communications Technology
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
OMBUD	Office of the Ombudsperson established pursuant to Security Council resolution 1904 (2009)
OOSA	Office for Outer Space Affairs
OPEG-WS	Personal Envoy of the Secretary-General for Western Sahara
OSAA	Office of the Special Adviser on Africa
OSASG	Office of the Special Adviser to the Secretary-General
OSASG-Cyprus	Office of the Special Adviser to the Secretary-General on Cyprus
OSASG-POG	Office of the Special Adviser to the Secretary-General on the Prevention of Genocide
OSC SEA	Office of the Special Coordinator on Improving the United Nations Response to Sexual Exploitation and Abuse
OSEH	Office of the Special Envoy for Haiti
OSESG	Office of the Special Envoy of the Secretary-General (Burundi)
OSESG-GL	Office of the Special Envoy of the Secretary-General for the Great Lakes Region
OSESG-MYR	Office of the Special Envoy of the Secretary-General on Myanmar
OSESG-SC1559	Office of the Special Envoy of the Secretary-General for the implementation of Security Council resolution 1559 (2004)
OSESG-SSS	Office of the Special Envoy of the Secretary-General for the Sudan and South Sudan
OSESG-Syria	Office of the Special Envoy of the Secretary-General for Syria
OSESG-Yemen	Office of the Special Envoy of the Secretary-General for Yemen
OSRSG-CAAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
OSRSG-SVC	Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict
OSRSG-VAC	Office of the Special Representative of the Secretary-General on Violence against Children
OVRA	Office of the Victims' Rights Advocate
P	Professional category
P+	Professional and higher categories
PBSO	Peacebuilding Support Office
PC	Permanent or continuing

PIA	Public information assistants
POESOM	Panel of Experts on Somalia
POE-CAR	Panel of Experts on the Central African Republic
POE-DPRK	Panel of Experts on the Democratic People's Republic of Korea
POE-Libya	Panel of Experts on Libya
POE-Mali	Panel of Experts on Mali
POE-S. Sudan	Panel of Experts on South Sudan
POE-Sudan	Panel of Experts on the Sudan
POE-Yemen	Panel of Experts on Yemen
R	Revisers
RCS	Resident Coordinator System
RSCE	Regional Service Centre in Entebbe, Uganda
SS	Security Service
SCR 2231	Implementation of Security Council resolution 2231 (2015)
T	Translators
TA	Temporary
TBLDC	Technology Bank for the Least Developed Countries
TC	Trades and Crafts category
UN75	Office of the Special Adviser to the Secretary-General on the Preparations for the Commemoration of the United Nations' 75th Anniversary
UNAKRT	United Nations Assistance to the Khmer Rouge Trials
UNAMA	United Nations Assistance Mission in Afghanistan
UNAMI	United Nations Assistance Mission for Iraq
UNAMID	African Union-United Nations Hybrid Operation in Darfur
UNCC	United Nations Compensation Commission
UNCTAD	United Nations Conference on Trade and Development
UNDOF	United Nations Disengagement Observer Force
UNDP	United Nations Development Programme
UNDRR	United Nations Office for Disaster Risk Reduction
UNEP	United Nations Environment Programme
UNFICYP	United Nations Peacekeeping Force in Cyprus
UNFPA	United Nations Population Fund
UN-Habitat	United Nations Human Settlements Programme

UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIFIL	United Nations Interim Force in Lebanon
UNIOGBIS	United Nations Integrated Peacebuilding Office in Guinea-Bissau
UNISDR	United Nations Office for Disaster Risk Reduction
UNISFA	United Nations Interim Security Force for Abyei
UNITAD	United Nations Investigative Team to Promote Accountability for Crimes Committed by Da'esh/Islamic State in Iraq and the Levant
UNITAR	United Nations Institute for Training and Research
UNJSPF	United Nations Joint Staff Pension Fund
UNLB	United Nations Logistics Base at Brindisi, Italy
UNMHA	United Nations Mission to Support the Hdaydah Agreement
UNMIK	United Nations Interim Administration Mission in Kosovo
UNMIL	United Nations Mission in Liberia
UNMISS	United Nations Mission in South Sudan
UNMOGIP	United Nations Military Observer Group in India and Pakistan
UNOAU	United Nations Office to the African Union
UNOCA	United Nations Regional Office for Central Africa
UNODC	United Nations Office on Drugs and Crime
UNOG	United Nations Office at Geneva
UNOMS	Office of the United Nations Ombudsman and Mediation Services
UNON	United Nations Office at Nairobi
UNOP	United Nations Office for Partnerships
UNOPS	United Nations Office for Project Services
UNOV	United Nations Office at Vienna
UNOWAS	United Nations Office for West Africa and the Sahel
UNRCCA	United Nations Regional Centre for Preventive Diplomacy for Central Asia
UNRGID	United Nations Representative to the Geneva International Discussions
UNROD	United Nations Register of Damage Caused by the Construction of the Wall in the Occupied Palestinian Territory
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNSCO	Office of the United Nations Special Coordinator for the Middle East Peace Process

UNSCOL	Office of the United Nations Special Coordinator for Lebanon
UNSMIL	United Nations Support Mission in Libya
UNSOM	United Nations Assistance Mission in Somalia
UNSOS	United Nations Support Office in Somalia
UNTSO	United Nations Truce Supervision Organization
UNU	United Nations University
UNVMC	United Nations Verification Mission in Colombia
UN-Women	United Nations Entity for Gender Equality and the Empowerment of Women
USG	Under-Secretary-General

I. Introduction

1. The present annual report of the Secretary-General on the composition of the Secretariat is submitted pursuant to General Assembly resolutions concerning human resources management, the most recent of which is resolution [72/254](#).
2. The report follows the structure and includes all tables and graphs contained in prior reports. A summary of changes to the previous report, including to tables and figures, is contained in table 4 of the annex.
3. In response to requests from the General Assembly, the report further features, for the first time, an additional in-depth analysis of factors having an impact on progress towards improving diversity in the Secretariat – one of the three expected outcomes of the implementation of human resources management reforms. This in-depth analysis focuses on key challenges and opportunities to achieve the gender parity and the geographical diversity objectives, the latter with its two components on geographical representation and regional group diversity, as per the targets established in the system-wide gender parity strategy and the Secretariat's Geographical Diversity Strategy.

Overview

4. The present report contains data about the core characteristics of the global staff of the United Nations Secretariat as of 31 December 2019.¹ It provides an overview of demographic variables, such as age and gender, as well as structural elements of the workforce, such as entity, location, category and appointment type. The report also covers appointments and separations, as well as staff subject to the system of desirable ranges.
5. For the current reporting year (2019) and over the period from 2016 to 2019, the following key figures are notable:
 - The total population of staff in all categories holding permanent, continuing, fixed-term or temporary appointments in the Secretariat is 36,574. The number of staff of the Secretariat and related entities in the United Nations system is 77,620.
 - Overall, the number of staff of the Secretariat decreased by 8.9 per cent, with the share of staff in peacekeeping operations and special political missions and other political presences decreasing from 50.2 per cent to 43.2 per cent of all staff.
 - The largest entities of the Secretariat are the Department for General Assembly and Conference Management, with 2,542 staff members, and the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO), with 2,338 staff members. The largest duty station is New York, with a total of 6,554 staff members.
 - With regard to structure, staff in the General Service and related categories account for 53.9 per cent of all staff. The G-5 level, with 4,946 staff members, is the largest grade in the workforce, with 4,946 staff members. Staff at the Director level and above comprise 2.6 per cent of the current workforce. The

¹ Demographic data for the present report have been gathered from Umoja, with a cut-off date of 15 January 2020, or were provided directly by United Nations entities. The organizational structures in the report have been aligned with the budgets, while the day-to-day operational and management arrangements remain the same.

ratio of staff in the Professional and higher categories to total staff increased from 32.0 per cent to 36.7 per cent from 2016 to 2019.

- Staff demographics show that 38.4 per cent of all staff are women and that the ratio of female staff to total staff increased by 3.6 percentage points. Progress on gender parity, which focuses on a smaller population of 14,772 staff members,² has been notable, with women comprising 40.2 per cent of staff in this group in 2019 as compared with 37.4 per cent in 2016.
- The average age increased from 44.6 to 46.2 years during the period from 2016 to 2019, with the largest group of staff in the age group 40 to 44 years. The average length of service in the Secretariat is 9.1 years.
- The Secretariat has made progress towards the goal of equitable geographical distribution: there was an increase in the number of Member States within range from 104 to 108 and a decrease in the number of unrepresented and underrepresented Member States from 61 to 56 between 2016 and the end of 2019.

6. The present report is complemented by the HR Insight reporting tool, through which Member States have regular online access to information that is updated on a monthly basis. The United Nations staff information available to Member States on HR Insight includes information on the system of desirable ranges, staff demographics, forecasts of retirements and senior staff, and also provides access to reports to the General Assembly on human resources.

7. The present report covers the one-year period from 1 January to 31 December 2019. For those parts of the report showing trends, the data are as at 30 June for the first period (2016), while for the second, third, fourth and current periods, the data are as at 31 December.

8. Table 1 provides an overview of the structure of the report by section, including demographic variables. Table 2 gives an overview of trends by demographic variable from June 2016 to December 2019. Table 3 shows the number of staff in the Secretariat and related entities in the United Nations system.

² In line with the Secretary General's system-wide gender parity strategy, the base population of staff members included in the calculation of gender parity includes staff in the Professional and higher categories and in the Field Service category with a permanent, continuing or fixed-term appointment. As at 31 December 2019, this group included 14,772 staff members: 5,939 women (40.2 per cent) and 8,833 men (59.8 per cent).

Table 1

Overview of staff demographics of the Secretariat as at 31 December 2019 and from 1 January to 31 December 2019

<i>Section</i>	<i>Topic</i>	<i>Population/demographic^a variable</i>	<i>Overview</i>
III	All staff of the Secretariat As at 31 December 2019 ^b	Population: 36,574 (-2.5 per cent)	All categories of staff holding permanent, continuing, fixed-term or temporary appointments Member States represented: 188 (para. 70)
		Entity	Number of staff (table 10) Departments/offices, regional commissions and tribunals: ^c 20,786 (+3.4 per cent) Peacekeeping operations and special political missions and other political presences: 15,788 (-9.3 per cent) Largest change in number of staff by entity: UNAMID (1,009 decrease)
		Category	Number of staff (table 11) Professional and higher: 13,412 (+2.6 per cent) Field Service: 3,461 (-3.2 per cent) General Service and related: 19,701 (-5.6 per cent) Largest by grade: G-5: 4,946 (-2.4 per cent)
		Appointment type	Number of staff (table 13) Permanent or continuing: 10,659 (-2.3 per cent) Fixed-term: 22,789 (-3.4 per cent) Temporary: 3,126 (+3.7 per cent) Largest by grade: fixed-term G-4: 3,865 (-12 per cent)
		Gender	Percentage of female staff members Overall: 38.4 per cent (+1.6 percentage points) (table 15) Departments/offices, regional commissions and tribunals: 49.2 per cent (+0.5 percentage points) Peacekeeping operations and special political missions and other political presences: 24.2 per cent (+1.1 percentage points) Category with the highest percentage: Professional and higher: 45.4 per cent (+1.2 percentage points) (table 15) Department/office, regional commission or tribunal with the highest percentage: OSEH: 100 per cent (figure 29)

Section	Topic	Population/demographic ^a variable	Overview
			<p>Peacekeeping operations and special political missions and other political presences entities with the highest percentage: POE-Libya, POE-Mali, OMBUD and OSESG-SC 1559 (100 per cent) (figure 30)</p>
		Age	<p>Average age: 46.2 years (+0.5 years) (figure 31)</p> <p>Largest age group: 40–44 years, comprising 7,053 staff members (-5.7 per cent) (figure 32)</p> <p>Average length of service in the Secretariat: 9.1 years (+4.6 per cent) (table 16)</p> <p>Highest average age by appointment type: permanent or continuing: 50.4 years (table 17), compared with 49.7 years in the previous report</p> <p>Number of staff retirements (table 18)</p> <p>Forecast for 2020–2024: 427 average yearly retirements (+27.5 per cent)</p>
IV	Staff appointments and separations 1 January to 31 December 2019	<p>Population: 34,471 (-3.0 per cent)</p> <p>As at 31 December 2019</p>	<p>All staff excluding 2,103 (+6.3 per cent) staff members^d not administered in Umoja for the full reporting period</p> <p>Number of staff (table 19)</p> <p>Appointments: 5,064 (+6.5 per cent)</p> <p>Separations: 5,945 (+16.3 per cent)</p>
		Entity	<p>Number of staff appointments (table 22)</p> <p>Largest number for departments/offices, regional commissions and tribunals: DGACM (936)</p> <p>Largest number for peacekeeping operations and special political missions and other political presences: MINUSMA (160)</p>
		Category	<p>Number of staff appointments (table 23)</p> <p>Largest number by category: Professional and higher</p> <p>Largest number by grade: P-3</p>
		Gender	<p>Appointments: 52.3 per cent female (+3.6 percentage points) (table 19)</p> <p>Separations: 40.4 per cent female (-1.6 percentage points) (table 19)</p>
		Age	<p>Appointments (figure 35)</p> <p>Largest number by age group: 30–34 years: 886 (+17.0 per cent)</p>

Section	Topic	Population/demographic ^a variable	Overview
V	Staff subject to the system of desirable ranges As at 31 December 2019 ^b	Population (3,158) (+1.6 per cent)	Staff members with geographical status Member State representation (table 24) Unrepresented: 22 Underrepresented: 34 Within range: 108 Overrepresented: 29
		Entity	Largest number of staff with geographical status by entity: OHCHR and DESA (table 27)
		Category	Largest percentage of staff with geographical status by grade: P-4 (table 28)
		Appointment	141 new appointments (-0.7 per cent) (table 30)
		Gender	Percentage of female staff members: 48.4 per cent (+0.7 percentage points) (table 33)
		Age	Forecast of retirements for 2020–2024: an average of 52 retirements yearly (table 34)

^a Population figures represent the total data set on which the information in the respective section is based.

^b Percentage change from the prior report (A/74/82) is provided wherever it is applicable.

^c See annex, table 1.B, for a list of departments/offices, regional commissions and tribunals and of peacekeeping operations and special political missions and other political presences.

^d Staff who are not administered in Umoja for the full reporting period, including UNDP-administered Secretariat staff.

Table 2

Overview of staff demographic trends in the Secretariat as at 30 June for 2016 and as at 31 December for 2016 to 2019

Section	Population/demographic variable	30 June 2016 ^a	31 December 2016 ^b	31 December 2017 ^c	31 December 2018 ^d	31 December 2019	Comments
I	Introduction						
	Staff of the Secretariat and related entities in the United Nations system (table 3)	75 934	76 234	75 903	76 590	77 620	Over the past five periods, the number of staff in this category has increased by 2.2 per cent, which is attributable to increases in staff numbers in UNICEF and UNHCR. The increase from December 2018 to December 2019 (1.3 per cent: 1,030 staff) resulted from a decrease in the number of staff of the Secretariat (931 staff) and an increase in the number of staff of the related entities (1,961 staff).
II	All staff of the Secretariat						
	Population (table 6)	40 131	39 651	38 105	37 505	36 574	Over the past five periods, the number of staff of the Secretariat has decreased by 8.9 per cent. The decrease from December 2018 to December 2019 (2.5 per cent: 931 staff) was the result of a decrease in staff for UNAMID (1,009 staff), MONUSCO (645 staff) and MINUJUSTH (299 staff) (see table 6).

Section	Population/demographic variable	30 June 2016 ^a	31 December 2016 ^b	31 December 2017 ^c	31 December 2018 ^d	31 December 2019	Comments
	Category (table 8)						
	Professional and higher	12 837	12 849	12 719	13 069	13 412	Over the past five periods, the ratio of staff in the Professional and higher categories to total staff has increased from 32.0 per cent to 36.7 per cent. The change in ratio is attributable to a decrease in the number of General Service and related staff, as well as an increase in the number of staff in the Professional and higher category (575) as a result of various mandates, such as the transfer of the resident coordinator system to the Secretariat.
	Field Service	3 981	3 894	3 695	3 577	3 461	The ratio of Field Service staff to total staff has decreased from 9.9 per cent to 9.5 per cent since 2016.
	General Service and related	23 313	22 908	21 691	20 859	19 701	Over the past five periods, the ratio of staff in the General Service and related categories to total staff has decreased from 58.1 per cent to 53.9 per cent.
	Appointment type (table 10)						The ratio of staff on permanent or continuing appointments to total staff increased from 22.3 per cent in 2016 to 29.1 per cent in 2019, while the ratio of staff on fixed-term appointments to total staff decreased from 70.3 per cent in 2016 to 62.3 per cent in 2019. This was the result mainly of the two continuing appointment exercises.
	Permanent or continuing	8 931	10 072	9 733	10 905	10 659	
	Fixed-term	28 200	26 658	25 502	23 586	22 789	
	Temporary	3 000	2 921	2 870	3 014	3 126	
	Gender (table 12)						
	Female staff	13 955	13 898	13 675	13 806	14 042	The ratio of female staff to total staff has increased by 3.6 percentage points over the past five periods.
	Male staff	26 176	25 753	24 430	23 699	22 532	
	Percentage of female staff	34.8	35.1	35.9	36.8	38.4	
	Age (table 13)						
	Average age (years)	44.6	44.8	45.1	45.7	46.2	The average age of Secretariat staff has increased over the past five periods.
IV	Staff subject to the system of desirable ranges						
	Population (table 24)	2 982	3 005	3 074	3 107	3 158	Over the past five periods, the number of Secretariat staff with geographical status has increased by 176 (6 per cent).
	Member State representation (table 21)						
	Unrepresented	19	18	19	21	22	
	Underrepresented	42	44	44	40	34	
	Within range	104	102	103	105	108	Over the past five periods, the number of Member States within range has increased from 104 to 108 and that of unrepresented and underrepresented Member States decreased from 61 to 56.
	Overrepresented	28	29	27	27	29	

^a See A/71/360.^b See A/72/123.^c See A/73/79.^d See A/74/82.

Table 3
Staff of the Secretariat and related entities of the United Nations system^a by appointment type and category as at 31 December 2019

Entity	Permanent or continuing				Fixed-term				Temporary				Indefinite				Total	Percentage of all staff
	P+	FS	GS+	Subtotal	P+	FS	GS+	Subtotal	P+	FS	GS+	Subtotal	P+	FS	GS+	Subtotal		
Secretariat	5 258	1 825	3 576	10 659	6 156	1 533	15 100	22 789	1 998	103	1 025	3 126	–	–	–	–	36 574	47
Related entities																		
UNICEF	1 210	1	2 559	3 770	2 687	–	6 957	9 644	590	–	1 274	1 864	–	–	–	–	15 278	20
UNDP	278	–	750	1 028	2 002	–	3 875	5 877	140	–	115	255	–	–	–	–	7 160	9
UNHCR	–	–	–	–	2 075	9	6 710	8 794	560	1	1 362	1 923	905	9	942	1 856	12 573	16
UNFPA	80	–	223	303	627	–	1 870	2 497	56	–	79	135	–	–	–	–	2 935	4
UNOPS	14	–	12	26	498	–	231	729	59	–	5	64	–	–	–	–	819	1
ITC	70	–	40	110	135	–	67	202	29	–	12	41	–	–	–	–	353	–
UNJSPF	53	–	54	107	72	–	90	162	18	–	28	46	–	–	–	–	315	–
UNRWA ^b	–	–	–	–	160	–	11	171	7	–	1	8	1	–	–	1	180	–
UNITAR	–	–	–	–	33	–	8	41	10	–	1	11	–	–	–	–	52	–
ICSC	13	–	12	25	9	–	8	17	–	–	–	–	–	–	–	–	42	–
UNU	–	–	–	–	68	–	56	124	–	–	–	–	–	–	–	–	124	–
ICJ	24	–	23	47	34	–	29	63	1	–	4	5	–	–	–	–	115	–
UN-Women	21	–	34	55	448	–	524	972	63	–	10	73	–	–	–	–	1 100	1
Subtotal, related entities	1 763	1	3 707	5 471	8 848	9	20 436	29 293	1 533	1	2 891	4 425	906	9	942	1 857	41 046	53
Total	7 021	1 826	7 283	16 130	15 004	1 542	35 536	52 082	3 531	104	3 916	7 551	906	9	942	1 857	77 620	100

^a Refers to the general principles of the United Nations Staff Regulations that apply to all staff of the United Nations, including the staff of the subsidiary programmes, funds and organs that have special status in matters of appointment, as granted by the General Assembly.

^b Excluding area personnel.

Enhanced workforce analytics

9. The report on the composition of the Secretariat has been provided to Member States in a similar format and with comparable contents since 2010. With continual enhancements to the visual presentation of data and the inclusion of additional variables, as well as more time series data, in the present report, sections III to V now provide a solid base of aggregate-level information about staff of the Secretariat.

10. As outlined in the report of the Secretary-General on an overview of human resources management reform for the period 2019–2020 and an outlook beyond (A/75/540), a robust business intelligence and analytics capability is a key enabler of an agile organization, one of the three expected outcomes of human resources management reforms. Therefore, the current report introduces a new section II to cover workforce analytics focusing on core diversity elements of the human resources strategy: gender parity and geographical diversity. The section offers a detailed analysis of factors having an impact on these human resources priorities and provides a better understanding of progress towards their clearly defined goals.

11. The workforce analytics in section II focus on opportunities to make further progress on gender parity and geographical diversity through retirements and trends observed throughout the application process. The following key insights have emerged:

- 71.9 per cent of all retiring international staff³ during the period 2020–2028 will be men. To reach gender parity by 2028, 4 out of 9 positions vacated by a retiring male staff member would need to be filled by a female applicant from outside of the organization.
- The number of female candidates selected as a percentage of all selections started to increase in 2017 and rose to almost 50 per cent during 2018 and 2019, bringing it to within gender parity range. The data indicate that female candidates are more likely to be selected.
- Overall, retirements of geographical staff during the period 2020–2030 present an opportunity for the Secretariat to recruit applicants from unrepresented and underrepresented Member States, with the objective of improving the representation status of those States to within range, particularly applicants from the nine Member States projected to become unrepresented as a result of retirements (see table 5).
- The number of selections as a percentage of applicants at the recommended stage is similar for applicants from all States, regardless of their representation status, with applicants from underrepresented Member States accounting for the largest percentage (35 per cent) of applicants selected from the list of recommended candidates.
- The African Group and the Latin American and Caribbean Group are forecasted to have the largest number of retirements by regional group. In fact, one third of staff from these regional groups is expected to retire during the period 2020–2030.
- The most significant increase in applications has been from nationals of African Group countries, with this group making up 38.4 per cent of all applications received for job openings posted in 2019. At the same time, applications from nationals of Western European and Others Group countries decreased the most

³ Excluding staff in the Under-Secretary-General and Assistant Secretary-General categories and staff with temporary appointments.

in relative terms, from 40.5 per cent in 2013 to 25.9 per cent of all applications for job openings posted in 2019.

- The regional group with the largest percentage of female applicants was the Latin American and Caribbean Group: 41 per cent of all applications from nationals of these countries for job openings posted during the period 2013–2019 were from women. At the same time, the lowest percentages of female applicants by regional group were for those from nationals of Asia-Pacific Group and the African Group countries, with 21.8 per cent and 22.8 per cent, respectively.

Vision for future workforce analytics and accessibility of workforce data by Member States

12. Providing in-depth workforce analytics, which would enable Member States and legislative bodies to discover, understand and interpret patterns and trends in workforce data, with a view towards evidence-based legislative decision-making, is important to the Secretary-General. For this reason, he intends to focus part of future reports on the composition of the Secretariat on in-depth workforce analytics, such as the one contained in section II of the present report. The focus may vary from report to report to align the analysis with strategic priorities and variables of the human resources reform outcomes. As demonstrated in section II, the desire is to move from reactive to proactive reporting and, in looking at data over time, segmenting it, comparing it and eventually analysing information from various sources to identify new patterns and trends that may not have been as visible previously. Since such reporting also requires a deep-dive analysis, strategic consultations across the Organization and additional time for iteration between data sources, biennial reporting instead of the current annual reporting cycle is envisioned.

13. Simultaneously, efforts are under way to make most of the standard demographic information contained in the present report available to all Member States through expanded online reporting. This will ensure that key demographic data would be accessible digitally, on a more timely and continuous basis, and would also permit tailored analysis by Member States as needed. The Secretary-General will make efforts to gradually transition the contents of the report on the composition of the Secretariat to an online platform starting in 2021, thereby giving Member States convenient access to information updated on a monthly basis, and, once the core of the present report is available online, to provide more analytical, holistic and strategic reporting on the state of the United Nations workforce biennially.

II. Workforce analytics

A. Introduction

14. As outlined in the overview report of the Secretary-General, diversity is one of the three main expected outcomes of the reform efforts. This outcome encompasses results that will lead to reaching gender parity by 2028 in concord with the Secretary-General's system-wide gender parity strategy. The outcome further aligns human resources efforts that lead to the goal of having every unrepresented and underrepresented Member State reach within range status by 2030 and improving regional group representation during the same period, in accordance with the Secretariat's Geographical Diversity Strategy. Addressing diversity imbalances is helped by understanding their root causes, as well as bottlenecks in attracting a diverse workforce. To aid this understanding, a detailed analysis of trends and factors that have an impact on gender parity and the geographical diversity of the Secretariat's staff is presented below.

15. The intent of this analytical effort is to provide the General Assembly with in-depth information about possible opportunities and challenges with regard to achieving strategic workforce goals related to the diversity outcome of the organizational human resources strategy. While it is intended that such type of analysis will be submitted on a regular basis, its focus may vary from one report to another to align it with strategic priorities and variables which drive outcomes and results of the human resources management reforms.

16. The present analysis focuses on the impact of trends in applications and recruitment for job openings in the United Nations Secretariat during the period from 1 January 2013 to 31 December 2019. It also looks forward at projected retirements of staff during the period from 1 January 2020 to 31 December 2028 for the gender trend analyses, and the period from 1 January 2020 to 31 December 2030 for the analyses of geographical diversity, in alignment with the time horizons of the gender parity strategy and the Geographical Diversity Strategy, respectively. The main findings are presented in section II.B, while subsequent sections provide additional details.

B. Main findings

Gender parity

17. The analyses identified opportunities for the Secretariat to make further progress towards the gender parity objective through using retirement forecasts to attract external female applicants to functions that will have future job openings. Specific efforts to build pipelines or talent pools of qualified women for future job openings are under way.

18. Where opportunities do present themselves to make further progress towards gender parity, changes in the application rate overall demonstrate improvements, although the analysis highlights some challenges. Applications from women for job openings in entity group 1 (peacekeeping operations and special political missions and other political presences) have remained constant, although the data show a noticeable increase in the number of applications from women in the past three years, a favourable development that carries expectations for the coming years. This, coupled with the temporary special measures introduced in August 2020 to facilitate gender-balanced recruitment in entities lagging in gender parity (see [ST/AI/2020/5](#)), is expected to result in further progress towards the gender parity objectives for entities in entity group 1. Further, the data suggest that women tend to progress through the recruitment process at a higher rate than men. Where women are recommended for job openings, they are being selected at higher rates than men. These trends coincide with the launch and implementation of the gender parity strategy in late 2017.

Geographical diversity

19. The analyses undertaken with regard to geographical representation during the period 2020–2030 show that forecasted retirements of staff with geographical status will change the demographics of staff subject to the system of desirable ranges. In fact, a quarter of geographical staff are forecasted to retire during the period. This presents an opportunity for applicants from unrepresented and underrepresented Member States to apply for job openings with a geographical indicator, as well as for the Secretariat to continue to focus its outreach strategy on attracting applicants from unrepresented and underrepresented Member States, including those countries which are forecasted to fall into this category. As indicated in the Geographical Diversity Strategy and operationalized in the diversity toolkits, the review and analysis of

retirement forecasts are now built into a strategic approach designed to have a positive impact on geographical representation. The Office of Human Resources aims to provide entity-specific reviews of retirement projections for geographical staff so that entities can direct their targeted outreach efforts on the basis of these opportunities.

20. Similarly, in line with the Geographical Diversity Strategy's approach to analysing application and selection trends in the Organization, the analysis considered applications in the context of geographical representation and the system of desirable ranges. Applications made by nationals of within range Member States were the largest application pool by representation status. Women made fewer applications than men regardless of representation status category; however, it is notable that close to half of all applications from underrepresented Member States (44 per cent) were from women, the highest such percentage from all groups of Member States by representation status.

21. Although applications made by nationals of unrepresented Member States constituted the smallest pool of applications overall, they were successfully screened into the recruitment process at a rate of 51 per cent (i.e. one in every two applicants was screened in). When considering selections, the data indicate that the selection rate for applicants from unrepresented countries is comparable to that for applicants from other countries, although candidates from underrepresented countries appear to be selected at a slightly higher rate. While this topic requires further and more detailed analysis, it is pertinent to mention that a notable effort is forthcoming to examine the Organization's recruitment methods for general fitness for purpose, incorporating a diversity (geographical and gender) lens to potentially eliminate unconscious, unintended bias.

22. In line with the Geographical Diversity Strategy, the present section includes a review of forecasted retirements of staff during the period 2020–2030, and applications and selections for job openings with the Secretariat by regional group. The African Group and the Latin American and Caribbean Group are forecasted to have the largest number of retirements. In fact, one third of staff from these regional groups is expected to retire during the period.

23. When considering applications in the context of regional group diversity, the analyses indicated an overall increase in applications across all regional groups, particularly from nationals of African Group countries. Also, the analyses highlighted that nationals of Western European and Others Group countries represented the largest number of female applicants; however, when considering the applications made region by region, there were some differences. For example, applications from women represented a larger proportion of the pool of applications from nationals of Latin American and Caribbean Group countries than was the case for applications from nationals of Western European and Others Group countries (41 per cent and 37.7 per cent, respectively).

24. The above insights offer an opportunity for the Secretariat to extract lessons learned from the notable application rate of women who are nationals of Latin American and Caribbean Group countries and deploy effective outreach methods – both online and face-to-face – to be conducted by the Office of Human Resources solely or through leveraging partnerships with the regional coordinators, United Nations Information Centres and the networks of regional organizations, to encourage diversity-sound applications. These will be fully reflected in the upcoming full calibration of all outreach activities to achieve the greatest diversity impact first.

C. Gender parity trend analysis

Retirement trends

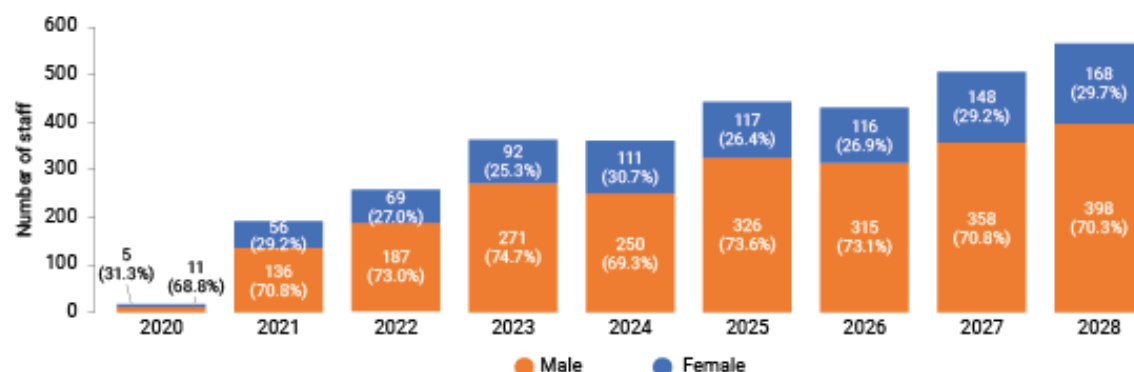
25. In line with the Secretary General's system-wide gender parity strategy, the base population of staff members for the calculation of gender parity includes staff in the Professional and higher categories and in the Field Service category with a permanent, continuing or fixed-term appointment. As at 31 December 2019, this group included 14,772 staff members: 5,939 women (40.2 per cent) and 8,833 men (59.8 per cent).

26. Figure 1 highlights the projected number and percentage of retirements⁴ for this population, by gender, from 1 January 2020 to 31 December 2028, based on the mandatory age of separation of 65 years. The data suggest a total of 3,134 retirements during the period: 882 (28.1 per cent) women and 2,252 (71.9 per cent) men. Given that almost three quarters of all forecasted retirements during the coming eight years are of men, the forecasted retirements represent an opportunity for the organization to attract and recruit women from outside the existing workforce to make progress in reaching gender parity.

Figure 1

Yearly forecasted retirements of Secretariat staff in the Director, Professional and Field Service categories, by gender (2020–2028)

(Population: 3,134)



Note: Staff with permanent, continuing or fixed-term appointments only.

27. Using the base population (14,772), the Secretariat will reach overall gender parity when between 6,942 (47 per cent) and 7,829 (53 per cent) staff members are women. The difference between the number of female staff required to attain the lower limit of the gender parity band (6,942) and the number of female staff (5,939) as at 31 December 2019 is 1,003. This represents the number of women needed to be recruited from outside the Secretariat in order to reach the lower limit of the gender parity band.

28. In this regard, the Secretariat would need to recruit 882 women to replace retiring women in order to maintain the female-to-male ratio in the workforce as at 31 December 2019 and 1,003 women against the pool of 2,252 positions vacated by retiring men in order to reach gender parity. In other words, four out of nine positions vacated by a male staff member would need to be filled by a female staff member

⁴ Excludes staff in the Under-Secretary-General and Assistant Secretary-General categories and staff on temporary appointment. Forecasted retirements assume that staff retire at the mandatory age of separation (65 years of age).

recruited from outside of the organization, resulting in a female appointment rate of approximately 60 per cent for positions vacated as a result of retiring staff (1,885 out of 3,134).

29. Table 4 provides an overall breakdown of retirements during the period from 1 January 2020 to 31 December 2028 by gender and staff category. In the Professional category, the representation of women as at 31 December 2019 was 44 per cent (4,658 women out of 10,497 staff holding a permanent, continuing or fixed-term appointment). Of this population in the Professional category, a total of 1,943 staff are forecasted to retire during the period 2020–2028, of which 543 (28 per cent) are women. The difference between the percentage of female staff in this population (44 per cent) and the percentage of female Professional staff retiring (28 per cent) reflects the fact that women working in the United Nations Secretariat are, on average, younger than men, as depicted in figure 31 in section III.

30. Of the 301 women at the Director level as at 31 December 2019, 139 are projected to retire during the period 2020–2028, representing 46.2 per cent of female staff in the Director category. Furthermore, women represent 34.2 per cent of all retirements of staff in this category (139 women out 407 retiring staff in the Director category).

31. As described above, a higher number of men than women will retire during the period 2020–2028 across all categories of staff: two thirds of retiring Directors (65.8 per cent) and almost three quarters of staff retiring in the Professional and Field Service category are male (72 per cent in the Professional category and 74.5 per cent in the Field Service category). Overall, this demographic trend represents an opportunity to recruit women to make progress on gender parity. Nevertheless, challenges remain to attracting female applicants for some positions that have been traditionally male in their representation levels, such as those in the Field Service category.

Table 4

Forecasted retirement of Secretariat staff in the Director, Professional and Field Service category, by category and gender (2020–2028)

(Population: 3,134)

<i>Category</i>	<i>Gender</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>2024</i>	<i>2025</i>	<i>2026</i>	<i>2027</i>	<i>2028</i>	<i>Total</i>
Director	Male	2	20	27	37	35	43	42	19	43	268
	Female	–	6	16	21	20	15	19	20	22	139
Subtotal		2	26	43	58	55	58	61	39	65	407
Professional	Male	6	88	122	167	154	204	179	230	250	1 400
	Female	4	34	38	49	63	74	69	94	118	543
Subtotal		10	122	160	216	217	278	248	324	368	1 943
Field service	Male	3	28	38	67	61	79	94	109	105	584
	Female	1	16	15	22	28	28	28	34	28	200
Subtotal		4	44	53	89	89	107	122	143	133	784
Total		16	192	256	363	361	443	431	506	566	3 134

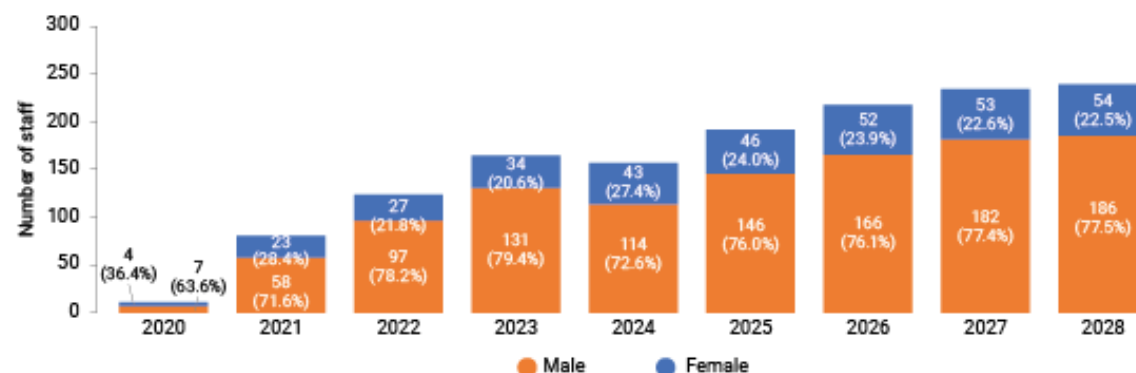
32. Similarly, the data illustrate a significant difference in female representation in peacekeeping operations, special political missions and other political presences (entity group 1), where women represent 29.1 per cent of staff (1,709 out of 5,875) compared with departments/offices, regional commissions and tribunals (entity group 2), where they

represent 47.5 per cent of staff (4,230 out of 8,897). Figures 2 and 3 provide information on retirements by gender for 2020–2028 for entity groups 1 and 2, respectively. Overall, there are 20 per cent more forecasted retirements in departments/offices, regional commissions and tribunals (1,711, see figure 3) than in peacekeeping operations, special political missions and other political presences (1,423, see figure 2).

Figure 2

Yearly forecasted retirements of Secretariat staff serving in peacekeeping operations, special political missions and other political presences in the Director, Professional and Field Service categories, by gender (2020–2028)

(Population: 1,423)



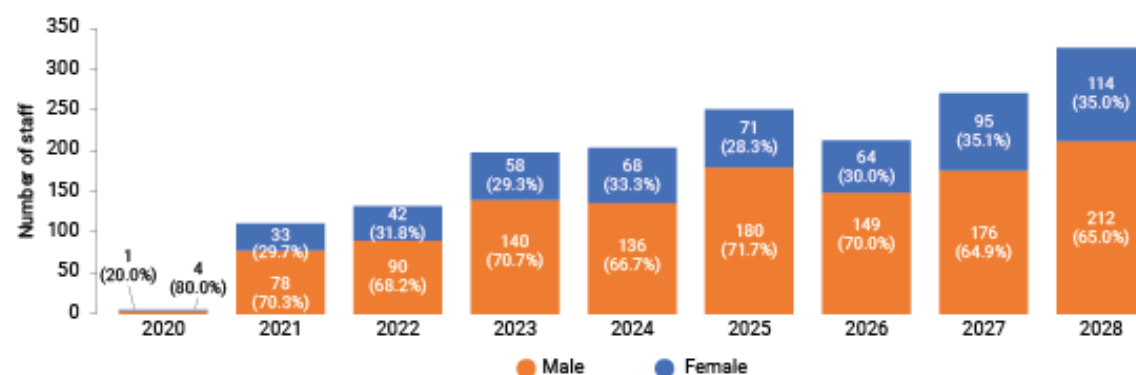
Note: Staff with permanent, continuing or fixed-term appointments only.

33. Retirements of female staff as a percentage of all retirements in peacekeeping operations, special political missions and other political presences is 23.6 per cent (336 out of 1,423), compared with 31.9 per cent of all retirements (546 out of 1,711) in departments/offices, regional commissions and tribunals. The greatest opportunity to have an impact on gender parity through filling positions that become vacant as a result of retirements is to focus on retiring male staff members in peacekeeping operations, special political missions and other political presences.

Figure 3

Yearly forecasted retirements of Secretariat staff serving in departments/offices, regional commissions and tribunals in the Professional and higher categories and Field Service category (2020–2028)

(Population: 1,711)



Note: Staff with permanent, continuing or fixed-term appointments only.

Application trends

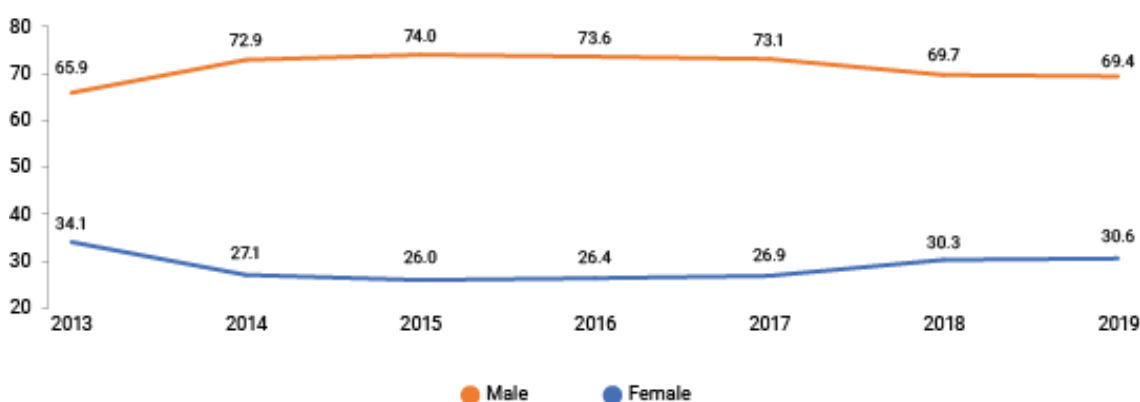
34. The Secretariat conducted an analysis of application and selection data for job openings⁵ posted during the period 2013–2019 in the Director, Professional and Field Service categories for all entities (i.e. peacekeeping operations, special political missions and other political presences, departments/offices, regional commissions and tribunals).

35. Figure 4 shows the percentage of applications from women during the period 2013–2019. The overall percentage of applications from women decreased from 34.1 per cent in 2013 to 27.1 per cent in 2014. It then remained stagnant at around 26 to 27 per cent until 2017, reaching 30.6 per cent in 2019. However, there are significant differences in the percentage of applications from women by category (e.g. Field Service category vs. Director and Professional categories) and by entity group. This may partly be a consequence of many functions in peacekeeping operations and special political missions being in the areas of security, transportation, logistics and supply chains, information management systems and telecommunications technology, all traditionally male-dominated job networks. These variances are discussed in the paragraphs below.

Figure 4

Applications for job openings posted in 2013–2019, by gender, in percentage terms

(Population: 3,701,417)



36. The proportional decrease of female applicants in 2014 could be explained by two factors: the sizeable increase of specific vacancies vis-à-vis the previous year and the proportionally higher increase in the number of male applicants to these job openings. In 2014, a larger number of vacancies in peacekeeping operations, special political missions and other political presences (entity group 1) were posted, which tend to have job openings in functions with a historically large number of male applicants. It is important to note that the absolute number of applications from females increased by 66.3 per cent from 2013 to 2014, while the number of male applicants grew by more than 130 per cent during the same period (see figure 5). As a result, the percentage of applications that were from women dropped from 34.1 per cent to 27.1 per cent.

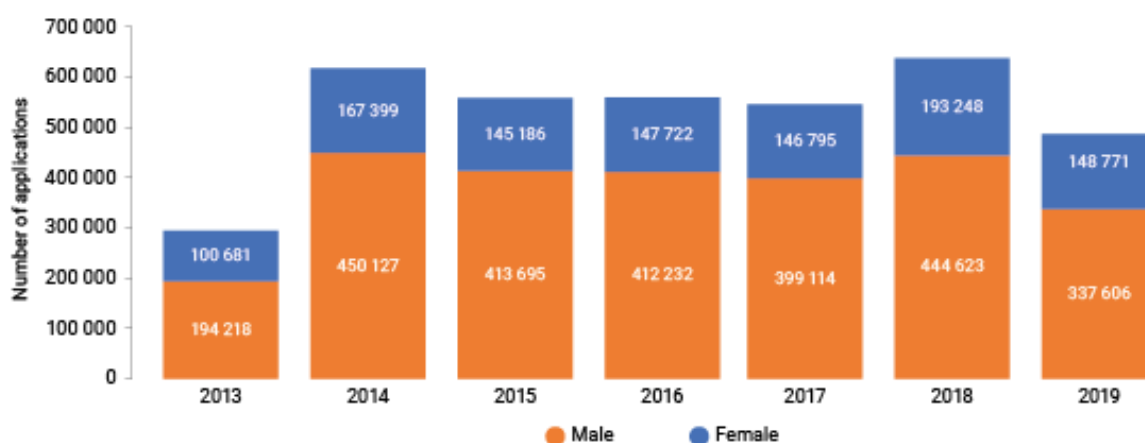
⁵ Including job openings at the FS-3 to FS-7 and P-1 to D-2 levels subject to the staff selection system outlined in [ST/AI/2010/3](#), as amended, excluding generic job openings used to create rosters for the field, advertised under the staff selection and managed mobility system outlined in [ST/AI/2016/1](#), as amended. Temporary job openings advertised in accordance with [ST/AI/2010/4/Rev.1](#) are not included.

37. The growth in the number of applications from 2013 to 2014 reflects an increase in the number of job openings posted in 2014; there were 1,555 selections in 2013 compared with 2,338 in 2014. This increase was driven largely by the surge in selections made for job openings in the Field Service category posted in 2014 in entity group 1 (537 selections out of 1,170, or 45.9 per cent). Also, the establishment of two large peacekeeping missions (MINUSMA in 2013 and MINUSCA in April 2014) contributed to the significantly higher number of job openings posted in 2014. Selections of staff in the Director and Professional categories for these two peacekeeping missions represented 30.2 per cent of all selections in these categories for entity group 1 (191 out of 633 selections in 2014).

Figure 5

Applications for job openings posted in 2013–2019, by gender

(Population: 3,701,417)

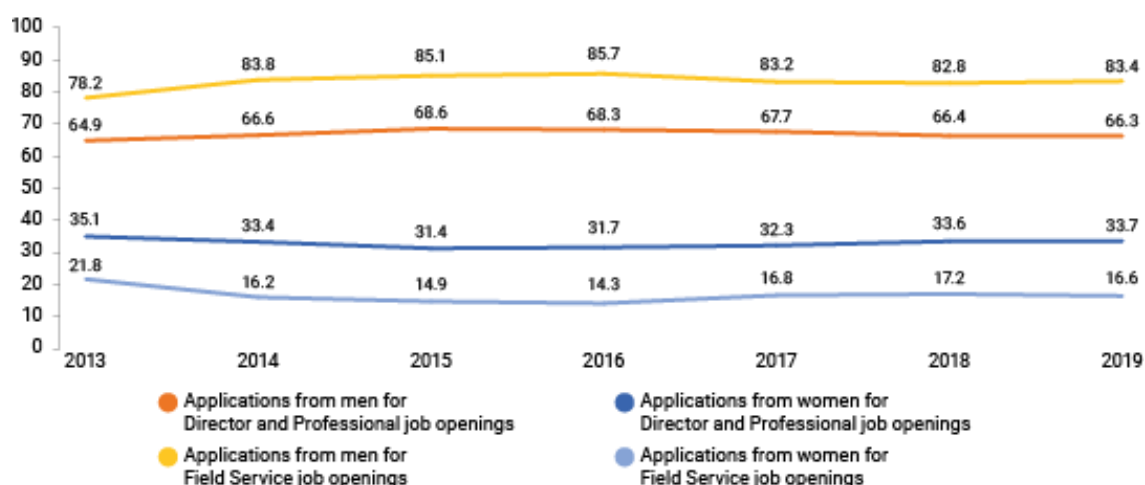


Note: The number of applications excludes 35 applications without gender details.

38. As shown in figure 6, job openings in the Field Service category have historically attracted a low percentage of applications from women. The percentage of female applicants for such openings decreased from 21.8 per cent in 2013 to 16.2 per cent in 2014 and has since fluctuated in the 14 to 17 per cent range, with applications from women accounting for only 16.6 per cent of all applications for job openings posted in 2019. The percentage of applications from women for job openings in the Director and Professional categories has remained relatively stable, at about one third of all applications throughout the period 2013 to 2019.

Figure 6
Applications for job openings posted in 2013–2019, by gender and category, in percentage terms

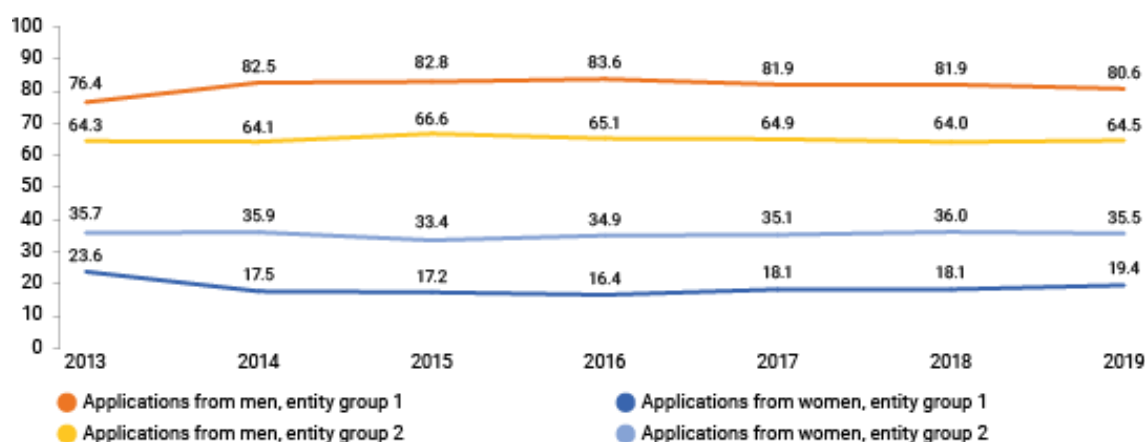
(Population: 3,701,417)



39. As previously mentioned, the data show notable differences in the percentage of applications from women for job openings in entity group 1 (peacekeeping operations, special political missions and other political presences) and entity group 2 (departments/offices, regional commissions and tribunals). In entity group 1, the percentage of applications from women for job openings has remained consistently below 20 per cent since 2014, while in entity group 2 the percentage has been between 33 and 36 per cent since 2013 (see figure 7).

Figure 7
Applications for job openings posted in 2013–2019, by gender and entity group, in percentage terms

(Population: 3,701,417)



40. As part of the analysis of application trends by gender, the Secretariat also examined the number of applications recorded at each stage of the recruitment process, i.e. application, screening, longlisting, shortlisting, recommendation and selection.

41. The number of applications and selections increased between 2013 and 2019. For job openings posted in 2013, there were 294,899 applications and 1,155

selections. For job openings posted during 2019, there were 486,377 applications and 1,627 selections. This represents an increase of 64.9 per cent for applications and 40.9 per cent for selections. The number of female candidates selected increased at a higher rate than the number of male candidates selected: 53.2 per cent (from 515 to 789) compared with 30.9 per cent (from 640 to 838), respectively. However, the total number of applications from women increased at a lower rate than the number of applications from men: 47.8 per cent and 73.8 per cent, respectively (see figure 5).

42. Of notable interest is the increase in the percentage of female applicants who reach the selection stage of the recruitment process compared with the percentage of applicants that are women. For job openings posted in 2013, 34.1 per cent of applications were from female applicants and 44.6 per cent of selections were of female applicants (see figure 8). This trend saw notable improvement by 2019, as the percentage of female applicants during that year was 30.6 per cent whereas selections of female candidates increased to 48.5 per cent – almost half of all selections for job openings (see figure 9).

Figure 8

Applications for job openings posted in 2013, by stage of the recruitment process and gender, in percentage terms

(Population: 294,899)

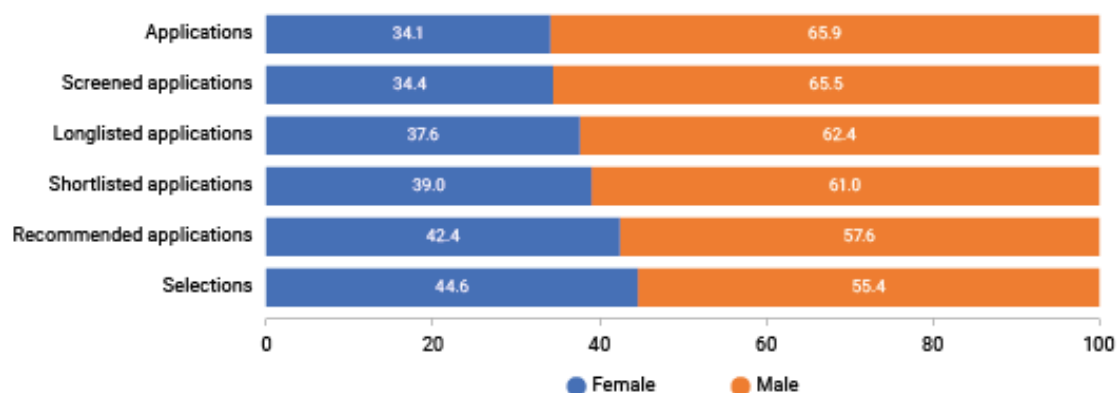
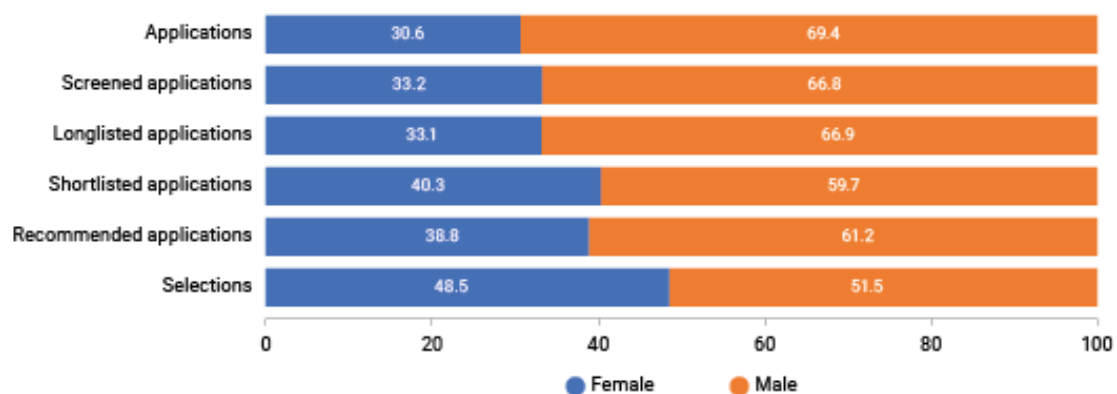


Figure 9

Applications for job openings posted in 2019, by stage of the recruitment process and gender, in percentage terms

(Population: 486,377)



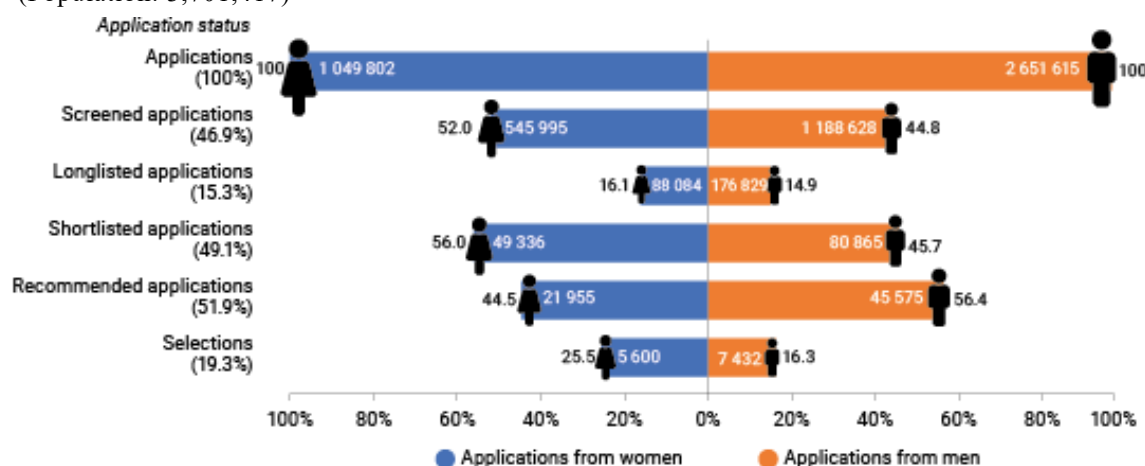
43. In addition, the Secretariat considered the number of applications at each stage of the recruitment process, as a percentage of the number of applications in the previous stage, for job openings posted from 2013 to 2019 (see figure 10). The percentage of female applicants advancing to the next stage is higher than the percentage of male applicants at all stages, except for recommended applications. For example, 52 per cent of all female applicants progressed through to the screening stage, while this was the case for only 44.8 per cent of all male applicants. In other words, male applicants were screened out at a higher rate than female applicants. This suggests that applications from women are more targeted to job openings for which women consider themselves as meeting the minimum requirements as stated in the job description.

44. Similarly, the trend continues for selections, with female applicants more likely to be selected than male applicants once they reach the recommended stage. The data show that around one out of four female applicants (25.5 per cent) that are recommended move on to being selected, while around one out of six male applicants (16.3 per cent) do. This suggests that policies to promote the recruitment of women among equally qualified applicants (because all are recommended) are being followed, as female applicants are being appointed at a higher rate once they have reached the recommended stage.

Figure 10

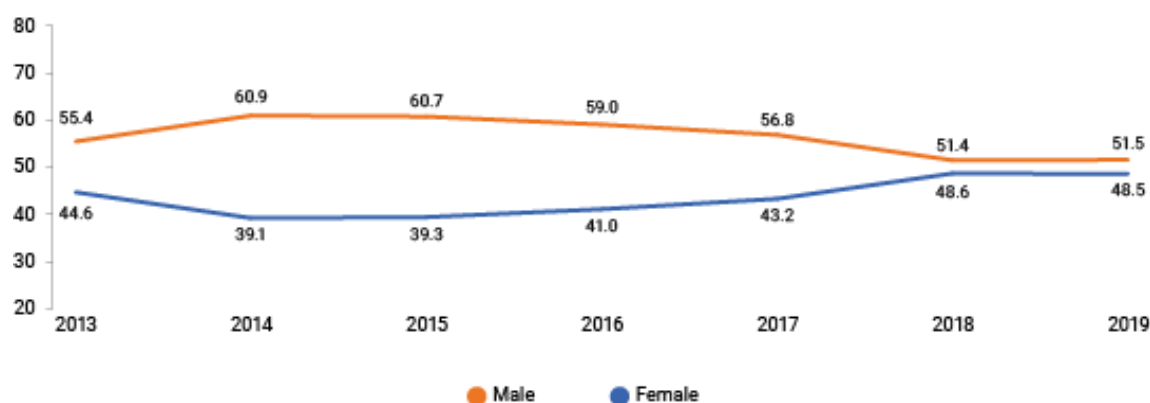
Applications at each stage of the recruitment process as a percentage of applications at the previous stage, by gender, 2013–2019

(Population: 3,701,417)



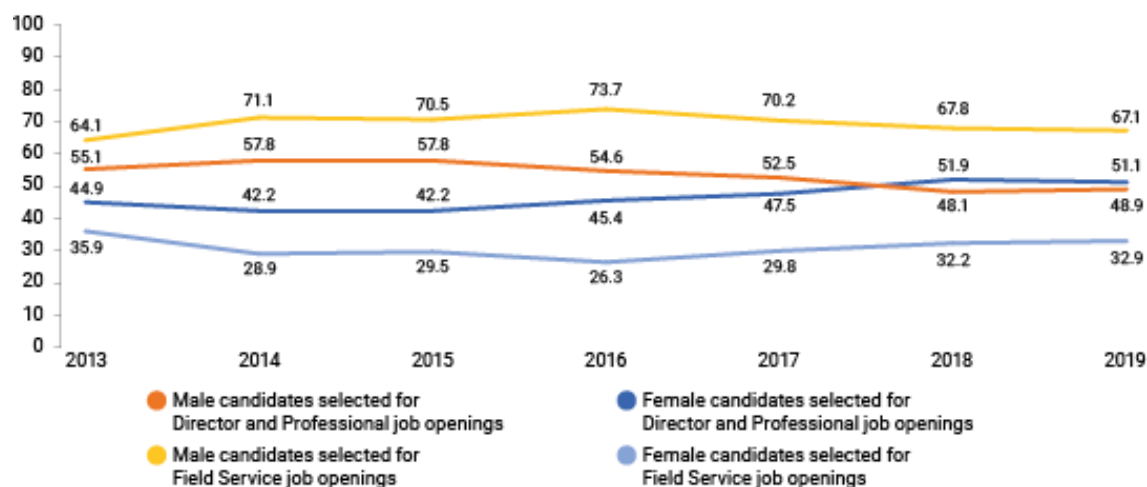
45. The percentage of all selections that were of female candidates remained below the 2013 level of 44.6 per cent until 2017, when the selection rate started to increase. By 2019, the overall rate had not only recovered but also surpassed the 2013 high, reaching almost 50 per cent during 2018 and 2019 (see figure 11), bringing it within the gender parity range.

Figure 11
Selections for job openings posted in 2013–2019, by gender, in percentage terms
 (Population: 13,032)



46. The data show that, since 2017, the Organization has been at, or exceeding, gender parity for selections for job openings in the Director and Professional categories. Moving forward, this presents an opportunity for the Organization to continue to maintain these encouraging selection rates in relation to maintaining gender parity (see figure 12). At the same time, the percentage of selections for job openings in the Field Service category posted in 2019 that were of female candidates remained lower than in 2013, at 32.9 per cent compared with 35.9 per cent (see figure 12).

Figure 12
Selections for job openings posted in 2013–2019, by gender and category, in percentage terms
 (Population: 13,032)

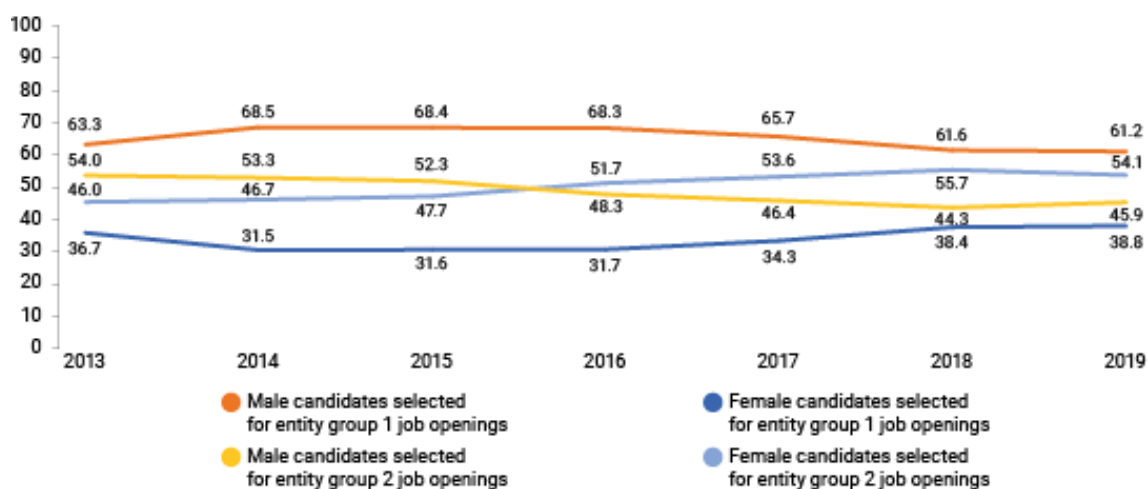


47. While the percentage of selections for job openings in entity group 2 (departments/offices, regional commissions and tribunals) that were of female candidates has been consistently above 50 per cent since 2016, there has been slow progress towards gender parity in selections for job openings in entity group 1 (peacekeeping operations, special political missions and other political presences) (see figure 13).

Figure 13

Selections for job openings posted in 2013–2019 by gender and entity group, in percentage terms

(Population: 13,032)



48. Finally, it is worth noting that, despite variances shown among the different groups of job openings (e.g. by category or entity group), as well as fluctuations throughout the reporting period, one positive trend can be highlighted that has remained consistent to date: the percentage of female applicants selected for any given year is higher than the percentage of female applicants overall. The data indicate that when a female candidate does apply for a job opening in the Secretariat, and successfully moves through the assessment process, she is more likely to be selected. From this perspective, the key efforts that are needed to accelerate the pace of achieving the gender parity targets appear to be in the area of outreach, particularly in conducting entity-specific broad-based outreach campaigns, as well as more targeted campaigns to attract qualified female applicants.

D. Geographical diversity trend analysis

Geographical representation: retirement trends

49. As part of the analysis of staff demographics, the Secretariat examined expected retirements of staff subject to geographical distribution⁶ (“geographical staff”) during the period from 1 January 2020 to 31 December 2030. As at 31 December 2019, the population of geographical staff was 3,158, with 892 staff among this population (28.2 per cent) expected to retire at their mandatory age of separation by 2030 or approximately 81 staff retiring per year over the period. The analysis of retirements in the present section pertains to a different time horizon than that used in the tables and graphs included in section V in order to assess opportunities for having no unrepresented or underrepresented Member States by 2030. Figures and graphs in section V provide an update of historical data provided in previous reports.

50. The largest group among the 892 geographical staff members due to retire during the period are from overrepresented Member States (see figure 14). A total of 405 staff members (45.4 per cent of all retirements of geographical staff) from overrepresented Member States will retire, along with 261 staff from within range Member States (29.3 per cent). The number of retirements of geographical staff from

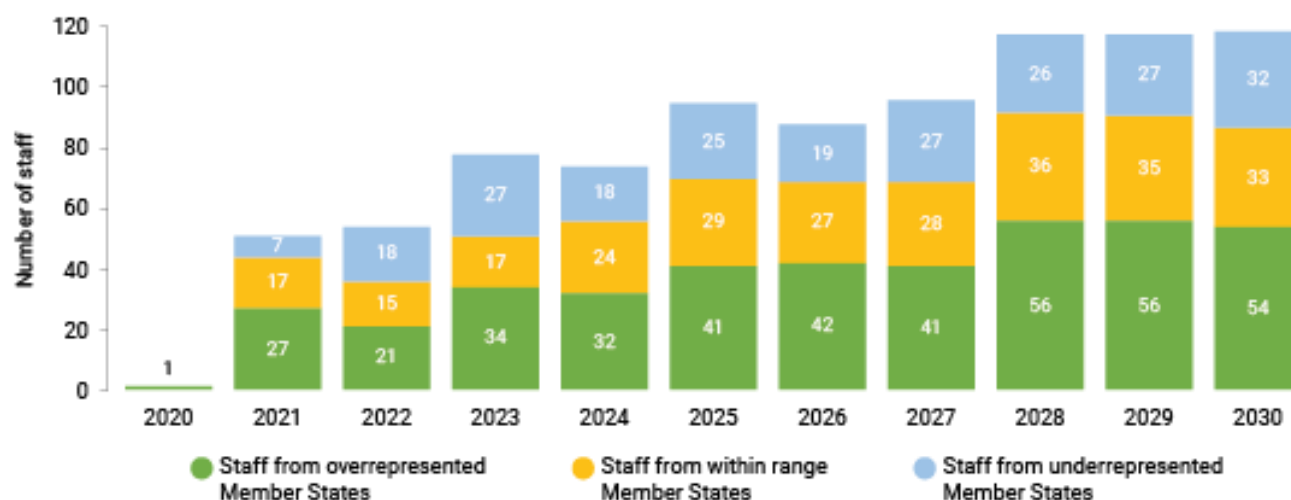
⁶ Staff subject to geographical distribution (3,158) are a subset of the base population included in the calculation of gender parity.

underrepresented Member States is forecasted to be 226, or about a quarter of expected retirements (25.3 per cent).

Figure 14

Yearly forecasted retirements of Secretariat staff with geographical status by representation status of Member States as at 31 December 2019 (2020–2030)

(Population: 892)



51. As a result of expected retirements of geographical staff during the period 2020–2030, 58 Member States would see a change in their representation status if no additional nationals of these Member States attain geographical status.⁷ Table 5 details expected changes in representation status for these Member States.

Table 5

Changes in representation status of Member States as a result of expected retirements during the period from 1 January 2020 to 31 December 2030

(Population: 193 Member States)

From within range to underrepresented (30 Member States)

Belarus	Hungary	Nicaragua
Burundi	Iceland	Nigeria
Colombia	India	Paraguay
Congo	Iraq	Samoa
Croatia	Israel	Seychelles
Cyprus	Jamaica	Sri Lanka
Estonia	Latvia	Sudan
Gambia	Mali	Switzerland
Guatemala	Mongolia	Thailand
Haiti	Namibia	Turkey

From within range to unrepresented (1 Member State)

Georgia

From underrepresented to unrepresented (8 Member States)

Antigua and Barbuda	Guinea-Bissau	Papua New Guinea
Cuba	Liberia	South Sudan
Dominica	Micronesia (Federated States of)	

⁷ Assuming no changes in the lower and upper limits of the 2019 desirable ranges.

From overrepresented to within range (17 Member States)

Argentina	Ecuador	South Africa
Australia	Egypt	Trinidad and Tobago
Belgium	Ethiopia	Uganda
Bulgaria	France	Uruguay
Canada	Germany	Zimbabwe
Chile	Malawi	

From overrepresented to underrepresented (2 Member States)

Netherlands	United Kingdom of Great Britain and Northern Ireland
-------------	--

52. By the end of 2030, the Secretariat would need to recruit 717 staff with geographical status from unrepresented and underrepresented Member States, as well as those Member States that will become unrepresented and underrepresented as a result of expected retirements of geographical staff, for those States to reach within range status, based on the number of geographical staff as at 31 December 2019 and anticipated retirements. This number is lower than the total number of anticipated retirements of geographical staff during the period 2020–2030; hence, the retirement forecast represents opportunities conducive to the achievement of the objectives of the Secretariat's Geographical Diversity Strategy.

Geographical representation: application trends

53. To gain insight into recruitment trends based on the representation status of applicants' country of nationality at the time of application, the Secretariat conducted an analysis of applications and selections for job openings posted during the period 2013–2019 in the Professional and Director categories in departments/offices, regional commissions, and tribunals.⁸

54. The largest group of applications⁹ by representation status of the country of nationality was from within range Member States, which accounted for 45.2 per cent of all applications for job openings posted in 2013–2019, followed by applications from overrepresented Member States, with 36 per cent of all applications. Applications from underrepresented Member States represented 18.4 per cent of the total, while applications from unrepresented Member States represented 0.4 per cent of all applications. As shown in figure 15, the largest number of applications from women came from within range Member States; they represented 31 per cent of all applications from this group of Member States. At the same time, applications from underrepresented Member States had the largest percentage of female applicants, with 44 per cent of all applications in this group.

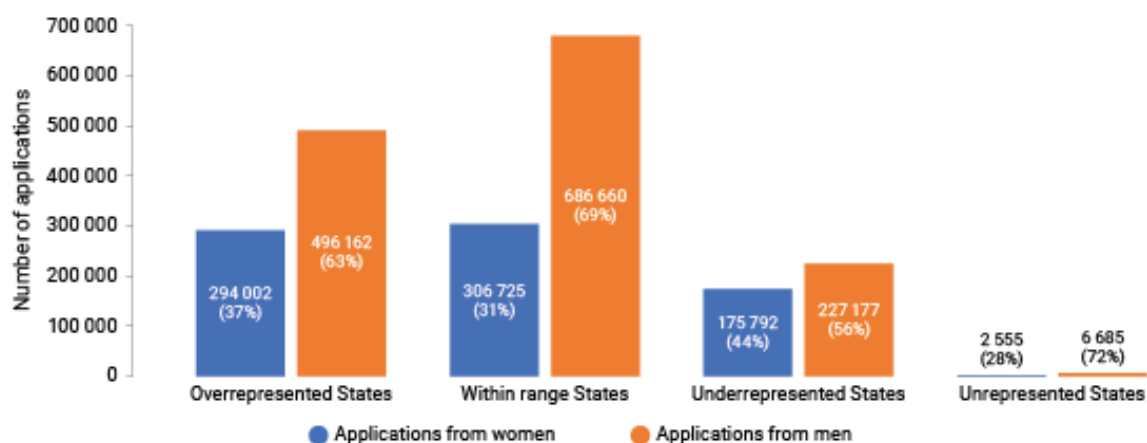
⁸ This group includes job openings for positions funded through the regular budget, support account and extrabudgetary resources, as it is not possible to identify job openings for geographical posts. It is assumed that trends observed for this group correlate with those for job openings for geographical posts.

⁹ Applications from nationals of non-Member States are excluded from the analysis.

Figure 15

Applications for job openings posted in 2013–2019 for departments/offices, regional commissions and tribunals, by representation status of country of nationality and gender

(Population: 2,195,758)



55. The Secretariat also considered the number of applications reaching each stage of the recruitment process as a percentage of applications in the previous stage for job openings posted in 2013–2019 (see figure 16). Among the applications received between 2013 and 2019 for job openings included in this analysis, half of the applications from unrepresented Member States were screened in (51 per cent), with the rest deemed to not meet the minimum requirements as stated in the job description. While the percentage of screened-in applications for countries with other representation status is also around half of the applications (51–58 per cent), the percentage of screened-in applications for unrepresented Member States is the lowest for all groups.

Figure 16

Applications at each stage from nationals of unrepresented Member States for job openings posted in 2013–2019, as a percentage of applications at the previous stage, by gender

(Population: 9,240)

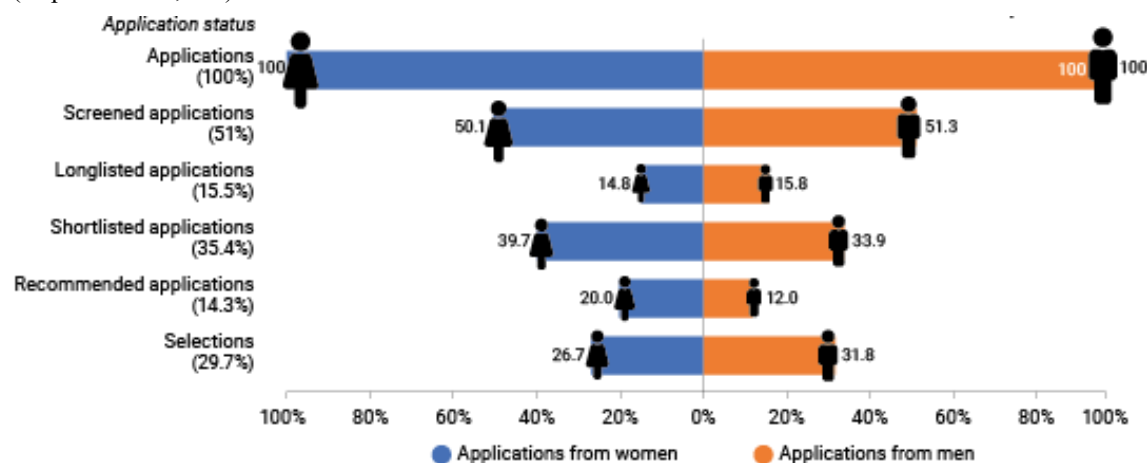
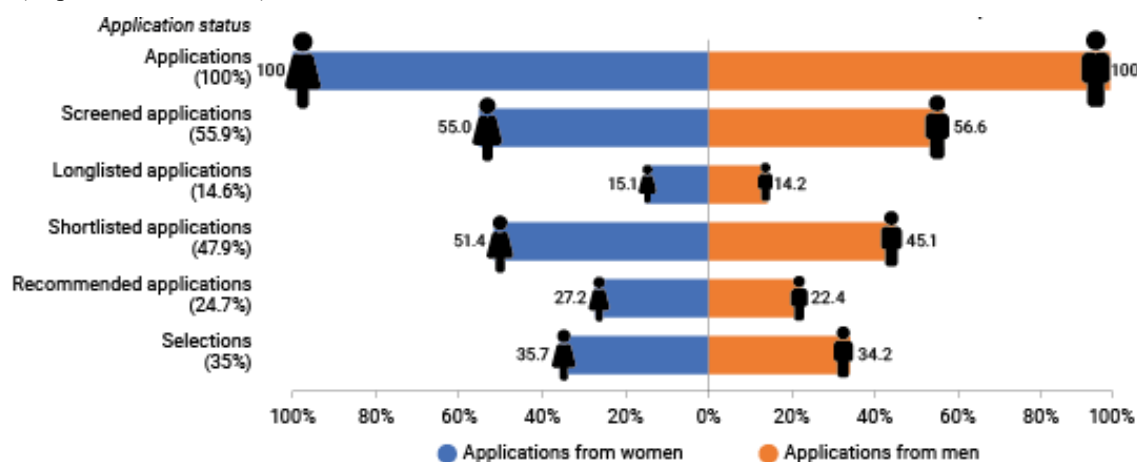


Figure 17

Applications at each stage from nationals of underrepresented Member States for job openings posted in 2013–2019, as a percentage of applications at the previous stage, by gender

(Population: 402,969)



56. Selections as a percentage of applications at the recommended stage is similar for all applications, regardless of their representation status, i.e. around one third of recommended candidates (30–35 per cent), with applications from underrepresented Member States showing the largest percentage (35 per cent, see figure 17). This indicates that applicants from underrepresented Member States are slightly more likely to be selected. In addition, female applicants are more likely to be selected than male applicants once they reach the recommended stage for each group of Member States by representation status, except for unrepresented Member States (see figure 16).

Regional group diversity: retirement trends

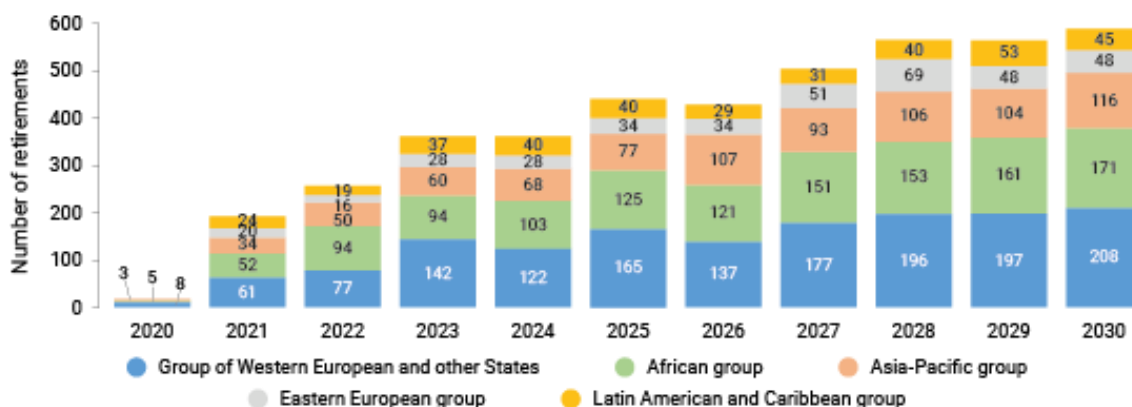
57. The base population of staff members for the analysis of regional group diversity in the Secretariat includes staff in the Professional and higher categories and in the Field Service category with a permanent, continuing or fixed-term appointment.¹⁰ As at 31 December 2019, this population group included 14,720¹¹ staff members, as follows: 3,810 nationals of African Group countries (25.9 per cent), 2,842 nationals of Asia-Pacific Group countries (19.3 per cent), 1,300 nationals of Eastern European Group countries (8.8 per cent), 1,043 nationals of Latin American and Caribbean Group countries (7.1 per cent) and 5,725 nationals of Western European and Others Group countries (38.9 per cent).

¹⁰ As described in [A/73/372](#), footnote 2, figures on regional group diversity include all international staff (Field Service, Professional and above) with permanent, continuing or fixed-term appointments, excluding staff with temporary appointments or staff from non-Member States; all funding sources are also included.

¹¹ The difference between this number and the population reviewed for gender parity (14,772) relates to 52 staff members from the State of Palestine not included in a regional group and thus excluded from the present analysis.

Figure 18
Yearly forecasted retirements of Secretariat staff in the Director, Professional and Field Service categories, by regional group (2020–2030)

(Population: 4,272)



Note: Staff with permanent, continuing or fixed-term appointments only.

58. As depicted in figure 18, the largest number of retirements will be of staff members who are nationals of Western European and Others Group countries, with almost a third of all retirements (1,490 out of 4,272, or 34.9 per cent), followed by nationals of African Group countries (1,230 out of 4,272, or 28.8 per cent). Nationals of Asia-Pacific Group countries represent almost one out of five retiring staff (818 out of 4,272, or 19.1 per cent). The number of nationals of Eastern European Group countries and of Latin American and Caribbean Group countries who are retiring between 2020 and 2030 is similar: 376 (8.8 per cent) and 358 staff (8.4 per cent), respectively.

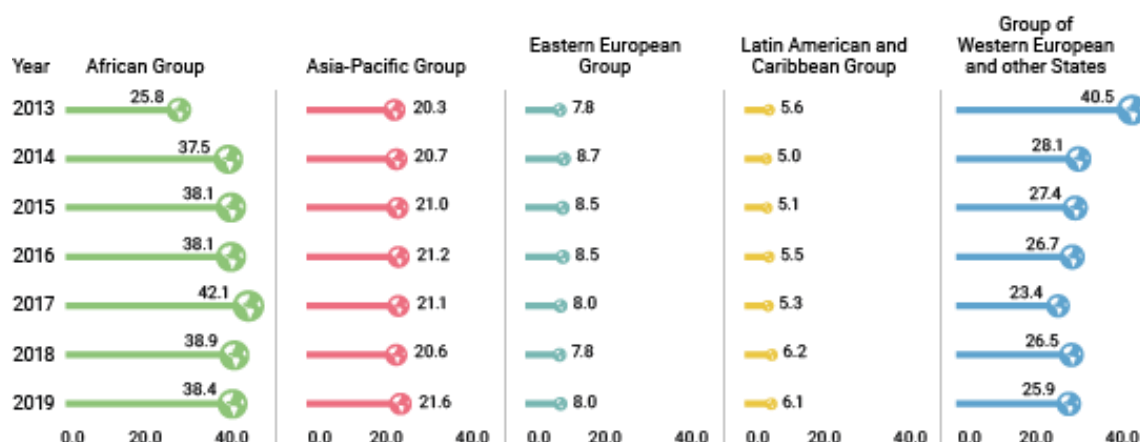
59. In relative terms, the African Group and the Latin American and Caribbean Group are forecasted to have the largest percentage of retirements by regional group. In fact, one third of staff from these two regional groups is expected to retire during the period 2020–2030 (32.3 per cent and 34.3 per cent, respectively). Further analysis of these figures will allow the Secretariat to conduct targeted workforce planning activities in advance and undertake focused outreach to talent markets in different regions, taking into account the different operating contexts where positions are located.

Regional group diversity: application trends

60. As part of its review of application trends by regional group, the Secretariat conducted an analysis of application and selection data for job openings posted during the period 2013–2019 in the Director, Professional and Field Service categories, similar to the analysis undertaken for gender balance described above.

61. In absolute and relative terms, applications from nationals of African Group countries have increased most significantly. Such applications for job openings posted in 2019 accounted for 38.4 per cent of all applications received (see figure 19). At the same time, applications from nationals of Western European and Others Group countries decreased the most in relative terms, from 40.5 per cent in 2013 to 25.9 per cent of all applications for job openings posted in 2019. These trends reflect the large number of applications from nationals of African Group countries for job openings in peacekeeping operations, special political missions and other political presences.

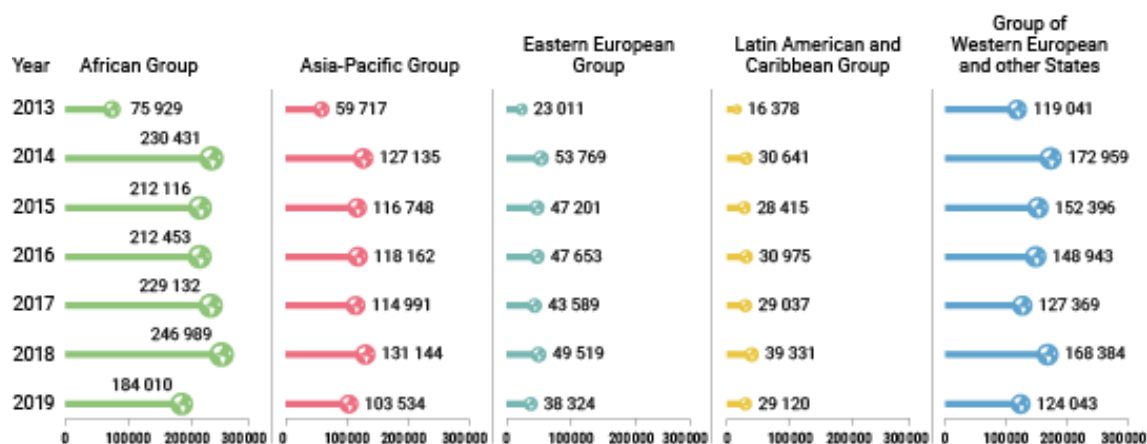
Figure 19
Applications for job openings posted in 2013–2019, by region of nationality, in percentage terms
 (Population: 3,682,589)



Note: The number of applications excludes 18,863 applications from nationals of non-United Nations Member States.

62. For the three regional groups with the lowest number of applications, the changes in the absolute number of applications for job openings posted between 2014 and 2019 are as follows: applications from nationals of Latin American and Caribbean Group countries have averaged around 30,000 per year since 2014 (see figure 20). Applications from nationals of Eastern European Group countries decreased from 53,769 (8.7 per cent of all applications) in 2014 to 38,324 in 2019 (8.0 per cent). Finally, applications from nationals of Asia-Pacific Group countries also decreased between 2014 and 2019, from 127,135 to 103,534; however, in relative terms, they increased from 20.7 per cent of all applications in 2014 to 21.6 per cent in 2019 (see figure 19).

Figure 20
Applications for job openings posted in 2013–2019, by region of nationality
 (Population: 3,682,589)



Note: The number of applications excludes 18,863 applications from nationals of non-United Nations Member States.

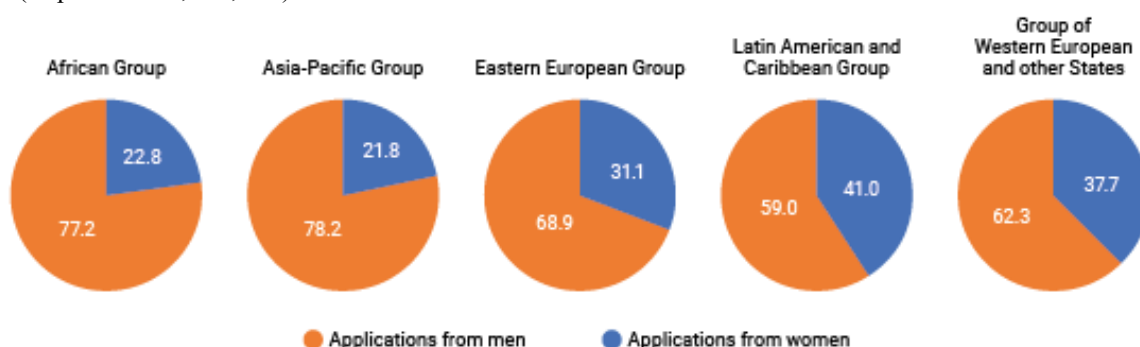
63. In relation to the percentage of applications from women s by regional group for job openings posted during the period from 2013–2019, the largest percentage was

for the Latin American and Caribbean Group: 41 per cent (see figure 21). The lowest percentages were for the Asia-Pacific Group and the African Group, with 21.8 per cent and 22.8 per cent, respectively. In other words, around one out of five applicants from these groups was a woman.

Figure 21

Applications for job openings posted in 2013–2019, by region of nationality and gender, in percentage terms

(Population: 3,682,554)



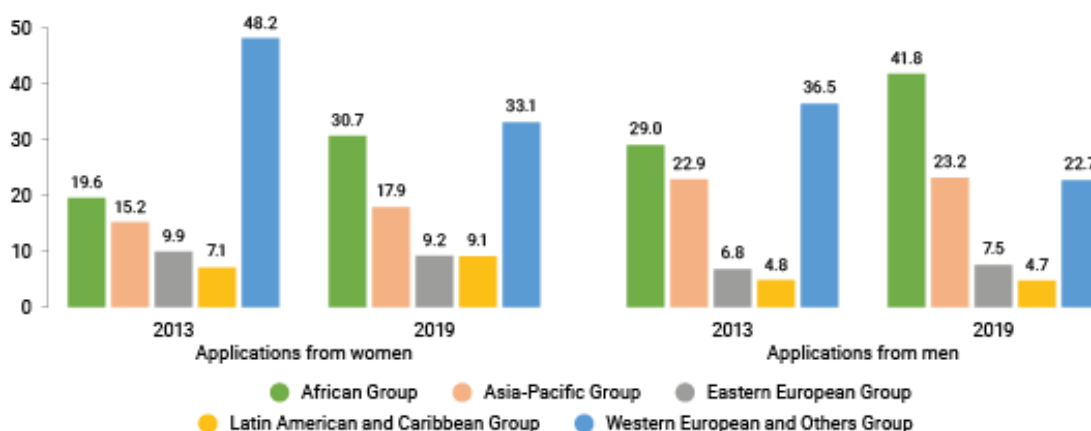
Note: The number of applications excludes 18,863 applications from nationals of non-United Nations Member States and 35 applications without gender details.

64. On a yearly basis, the breakdown of applications from women by regional group changed during the period 2013–2019. Applications from nationals of Western European and Others Group countries represented almost half of all applications from women for job openings posted in 2013 (48.2 per cent), while that percentage declined to 33.1 per cent for job openings posted in 2019. The relative decrease can be attributed to the rise in the number of applications from women who are nationals of African Group countries, from 19,734 applications for job openings posted in 2013 to 44,887 applications for job openings posted in 2019. As a result, the percentage of applications from women who are nationals of African Group countries increased from 19.6 per cent in 2013 to 30.7 per cent in 2019, remaining the second largest group of female applicants by regional group (see figure 22).

Figure 22

Applications and job openings posted in 2013 and 2019, by gender and region of nationality, in percentage terms

(Population: 294,076 for 2013 and 479,029 for 2019)



65. As part of the analysis of application trends by regional group, the Secretariat also examined the number of applications recorded at each stage of the recruitment process (i.e. application, screening, longlisting, shortlisting, recommendation and selection). Figures 23 and 24 provide a breakdown by percentage of those figures for job openings posted in 2013 and in 2019.

66. While there was an increase in the percentage of applications and selections for nationals of African Group and Asia-Pacific Group countries between 2013 and 2019, for both regional groups the percentage of selections were lower than the percentage of applications for job openings posted both in 2013 and in 2019.

Figure 23

Applications for job openings posted in 2013, by stage of recruitment process and region of nationality, in percentage terms

(Population: 294,076)

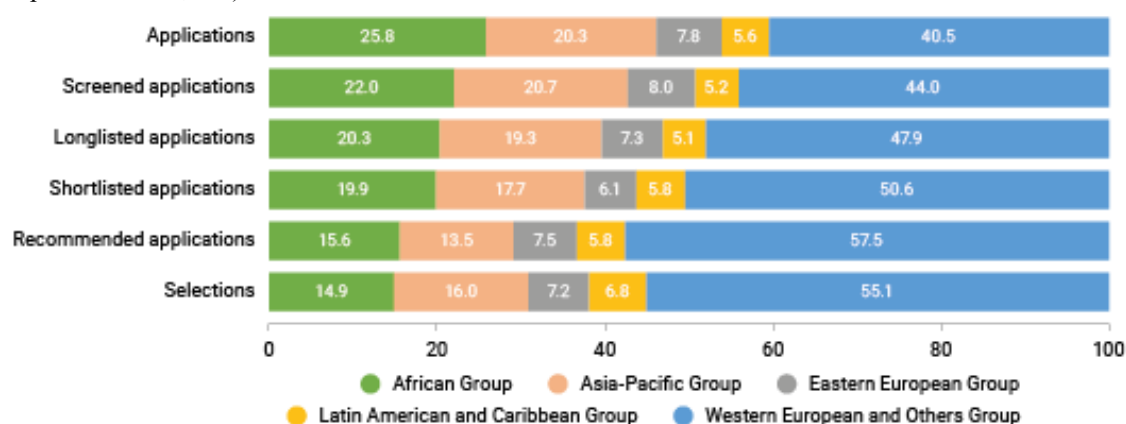
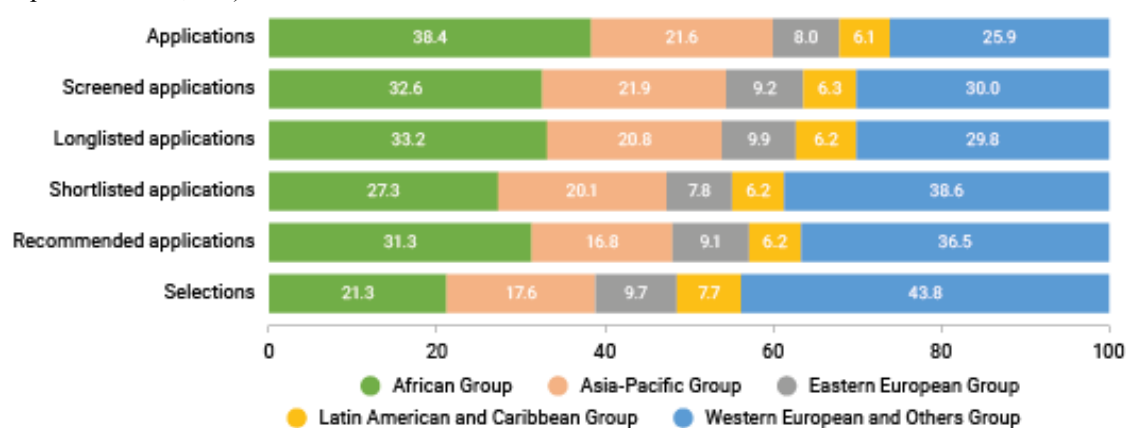


Figure 24

Applications for job openings posted in 2019, by stage of recruitment process and region of nationality, in percentage terms

(Population: 479,029)



67. In the case of applications from nationals of Western European and Others Group countries, such applicants made up a decreasing percentage of all applicants between 2013 and 2019, declining from 40.5 per cent of all applicants to 25.9 per cent. Similarly, the percentage of selections went down from 55.1 per cent to 43.8 per cent. Nevertheless, for this regional group, the percentage of selections were larger than the percentage of applicants for job openings posted in both 2013 and 2019.

68. For the Latin American and Caribbean Group and the Eastern European Group, the percentages of both applications and selections slightly increased between 2013 and 2019. Also, for both groups the percentages of selections were very close to or slightly higher than the percentages of applications for job openings posted in 2013 and 2019. A more detailed analysis of factors having an impact on the progression through recruitment steps will be necessary to draw actionable conclusions from the data.

69. The geographical diversity analysis, in its two dimensions of geographical and regional group representation, reaffirms the usefulness of providing forecasted retirements and tools that monitor applicant pipeline trends that enable entities to take prompt actions that permit diversity-sound recruitment decision-making. Efforts that have been under way to that end are described in the overview report. Additionally, the analysis reaffirms the need to conduct an examination of the Secretariat's recruitment methods, including from a diversity perspective, another effort that is under way. Finally, the analysis revealed opportunities to further fine-tune the outreach efforts that incorporate the entire diversity spectrum (gender, geographical and regional group), which will be fully explored in the forthcoming calibration of outreach activities in conformity with the Secretariat's Geographical Diversity Strategy.

III. All staff of the Secretariat

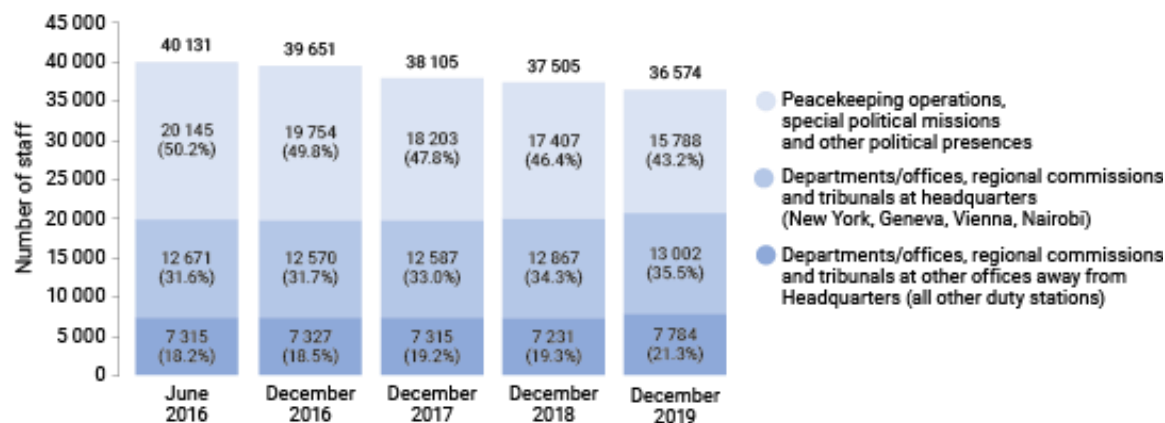
70. The total population of the staff of the Secretariat¹² as at 31 December 2019 was 36,574, comprising all categories of staff holding permanent or continuing, fixed-term and temporary contracts, recruited both internationally and locally.¹³ The "all staff" population includes staff members from 188 Member States (see annex, table 1.A).

71. Figure 25 shows the five-period trend for all staff in total and by departments/offices, regional commissions and tribunals, and peacekeeping operations and special political missions and other political presences (see para. 75 for explanation of entities).¹⁴ Table 10 details changes in the number of staff by entity, from 31 December 2018 to 31 December 2019.

Figure 25

All staff of the Secretariat from 2016 to 2019

(Population: 36,574 as at 31 December 2019)



¹² This population is referred to throughout the present report as "all staff".

¹³ Excluded are 358 staff on special leave without pay and 131 staff on secondment to other organizations.

¹⁴ In previous reports, the groupings were referred to as "non-field operations" and "field operations".

Distribution of all staff by geography

72. As at 31 December 2019, staff serve at 461 duty stations, classified as follows: H (37), A (84), B (54), C (55), D (52), E (141).¹⁵ Table 6 provides an overview of all staff by hardship classification of duty station.

Table 6

Secretariat staff for 2016 to 2019 by hardship classification of duty station

(Population: 36,574 as at 31 December 2019)

<i>Hardship classification</i>	<i>30 June 2016</i>	<i>31 December 2016</i>	<i>31 December 2017</i>	<i>31 December 2018</i>	<i>31 December 2019</i>
H	12 816	12 710	12 673	12 816	12 909
A	3 129	3 362	3 355	3 354	3 147
B	5 589	5 289	4 916	4 945	5 283
C	4 379	4 321	3 653	2 502	2 370
D	2 955	2 673	2 435	2 877	3 478
E	11 263	11 283	10 998	10 917	9 287
Undefined	—	13	75	94	100
Total	40 131	39 651	38 105	37 505	36 574

73. Table 7 shows the 25 duty stations with the largest number of Secretariat staff.

¹⁵ International Civil Service Commission hardship classification, effective 1 July 2019. Available at <https://icsc.un.org/Home/DataMobility>.

Table 7
All staff of the Secretariat by duty station as at 31 December 2019^a

(Population: 36,574)

Duty station ^b	Hardship classification ^c	Country	Number of staff													Total	Change in number of staff since 31 December 2018	
			Departments/offices			Regional commissions			Tribunals			Peacekeeping operations and special political missions and other political presences						
			Number of female staff	Number of male staff	Subtotal	Number of female staff	Number of male staff	Subtotal	Number of female staff	Number of male staff	Subtotal	Number of female staff	Number of male staff	Subtotal	Number of female staff			Number of male staff
New York	H	United States of America	3 517	2 974	6 491	1	1	2	–	–	–	34	27	61	3 552	3 002	6 554	–
Geneva	H	Switzerland	1 782	1 515	3 297	127	103	230	–	–	–	15	19	34	1 924	1 637	3 561	71
Nairobi	B	Kenya	905	793	1 698	–	–	–	–	–	–	91	93	184	996	886	1 882	56
Juba	E	South Sudan	27	67	94	–	–	–	–	–	–	305	922	1 227	332	989	1 321	7
Vienna	H	Austria	665	619	1 284	–	–	–	–	–	–	–	–	–	665	619	1 284	37
Bamako	D	Mali	17	40	57	–	–	–	–	–	–	258	641	899	275	681	956	13
Bangui	D	Central African Republic	24	62	86	–	–	–	–	–	–	239	605	844	263	667	930	39
Addis Ababa	B	Ethiopia	106	209	315	235	287	522	–	–	–	4	5	9	345	501	846	29
El Fasher	E	Sudan	3	18	21	–	–	–	–	–	–	146	664	810	149	682	831	(339)
Naqoura	C	Lebanon	2	6	8	–	–	–	–	–	–	239	579	818	241	585	826	4
Kabul	E	Afghanistan	15	91	106	–	–	–	–	–	–	114	587	701	129	678	807	(24)
Kinshasa	C	Democratic Republic of the Congo	28	70	98	–	–	–	–	–	–	202	489	691	230	559	789	(63)
Bangkok	A	Thailand	129	160	289	268	189	457	–	–	–	–	–	–	397	349	746	21
Goma	D	Democratic Republic of the Congo	17	49	66	–	–	–	–	–	–	124	482	606	141	531	672	(50)
Baghdad	E	Iraq	8	28	36	–	–	–	–	–	–	128	428	556	136	456	592	71
Entebbe	B	Uganda	17	26	43	–	–	–	–	–	–	217	304	521	234	330	564	(22)
Beirut	B	Lebanon	48	112	160	158	116	274	–	–	–	28	78	106	234	306	540	16

Duty station ^b	Hardship classification ^c	Country	Number of staff														Total	Change in number of staff since 31 December 2018
			Departments/offices			Regional commissions			Tribunals			Peacekeeping operations and special political missions and other political presences						
			Number of female staff	Number of male staff	Subtotal	Number of female staff	Number of male staff	Subtotal	Number of female staff	Number of male staff	Subtotal	Number of female staff	Number of male staff	Subtotal				
Santiago	A	Chile	20	47	67	250	174	424	–	–	–	–	–	–	270	221	491	(12)
Mogadishu	E	Somalia	12	47	59	–	–	–	–	–	–	118	313	431	130	360	490	13
Brindisi	H	Italy	5	3	8	–	–	–	–	–	–	135	246	381	140	249	389	5
The Hague	H	Netherlands	4	4	8	–	–	–	168	162	330	–	–	–	172	166	338	(1)
Zalingei	E	Sudan	2	4	6	–	–	–	–	–	–	61	259	320	63	263	326	58
Arusha	B	United Republic of Tanzania	–	–	–	–	–	–	103	153	256	–	–	–	103	153	256	97
Pristina	B	Serbia	3	3	6	–	–	–	–	–	–	101	134	235	104	137	241	5
Gao	E	Mali	–	7	7	–	–	–	–	–	–	32	182	214	32	189	221	12
Other	H–E	Other	1 407	2 241	3 648	138	168	306	7	20	27	1 233	4 907	6 140	2 785	7 336	10 121	(974)
Total			8 763	9 195	17 958	1 177	1 038	2 215	278	335	613	3 824	11 964	15 788	14 042	22 532	36 574	(931)

^a At the 25 duty stations with the largest number of Secretariat staff.

^b Some United Nations Secretariat staff administered by UNDP are reported under their main administrative duty stations.

^c International Civil Service Commission hardship classification, effective 1 July 2019.

74. Tables 8 and 9 provide an overview of all staff based on regional grouping of Member States and geographical region. Please note that table 1.A in the annex shows all staff by nationality.

Table 8
Secretariat staff for 2016 to 2019 by regional group of Member States

(Population: 36,574 as at 31 December 2019)

Region ^a	30 June 2016		31 December 2016		31 December 2017		31 December 2018		31 December 2019	
	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
African Group	16 639	41.5	16 137	40.7	15 288	40.1	14 727	39.3	13 674	37.4
Asia-Pacific Group	7 649	19.1	7 763	19.6	7 819	20.5	7 654	20.4	7 791	21.3
Eastern European Group	2 335	5.8	2 310	5.8	2 316	6.1	2 287	6.1	2 333	6.4
Latin American and Caribbean Group	3 185	7.9	3 117	7.9	2 553	6.7	2 620	7.0	2 511	6.9
Western European and Others Group	10 158	25.3	10 157	25.6	9 964	26.1	10 044	26.8	10 091	27.6
Other ^b	165	0.4	167	0.4	165	0.4	173	0.5	174	0.5
Total	40 131	100.0	39 651	100.0	38 105	100.0	37 505	100.0	36 574	100.0

^a For the members of each regional group, see www.un.org/dgacm/content/regional-groups.

^b Includes staff from the State of Palestine and staff who are stateless.

Table 9
Secretariat staff for 2016 to 2019 by geographical region

(Population: 36,574 as at 31 December 2019)

Region ^a	30 June 2016		31 December 2016		31 December 2017		31 December 2018		31 December 2019	
	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Africa	16 639	41.5	16 137	40.7	15 288	40.1	14 727	39.3	13 674	37.4
Americas	6 429	16.0	6 346	16.0	5 716	15.0	5 804	15.5	5 663	15.5
Asia	7 941	19.8	8 059	20.3	8 125	21.3	7 979	21.3	8 126	22.2
Europe	8 578	21.4	8 572	21.6	8 465	22.2	8 497	22.7	8 597	23.5
Oceania	516	1.3	509	1.3	492	1.3	480	1.3	499	1.4
Other ^b	28	0.1	28	0.1	19	—	18	—	15	—
Total	40 131	100.0	39 651	100.0	38 105	100.0	37 505	100.0	36 574	100.0

^a For the definitions of geographical regions, see United Nations, Department of Economic and Social Affairs, Statistics Division, “Standard country or area codes for statistical use”. Available at <http://unstats.un.org/unsd/methodology/m49>.

^b Includes staff who are stateless.

A. Entity

75. All staff of the Secretariat are employed in four entity groups: departments/offices, regional commissions, tribunals and peacekeeping operations and special political missions and other political presences. Field offices of the Office for the Coordination of Humanitarian Affairs, the United Nations Office on Drugs and Crime and other departments/offices are included in their respective departments/offices. Peacekeeping operations and special political missions and other political presences¹⁶ refer to peacekeeping missions and certain special political missions. Table 1.B (see annex) details the respective entities in the four groups and their staff, showing departments/offices by headquarters and other locations.

76. Table 10 displays the changes in the all-staff population of the Secretariat by entity from 31 December 2018 to 31 December 2019. The changes include those entities created following the implementation of reforms in the areas of development, peace and security and management.

¹⁶ Peacekeeping operations and special political missions and other political presences include peacekeeping missions plus the United Nations Support Office in Somalia, the Regional Service Centre in Entebbe, Uganda, the United Nations Logistics Base at Brindisi, Italy, and special political missions, excluding support for the Security Council Committee established pursuant to resolution [1540 \(2004\)](#) (included in the Office for Disarmament Affairs).

Table 10

Change in the all-staff population of the Secretariat by entity from 31 December 2018 to 31 December 2019

(Population: 36,574 as at 31 December 2019)

Entity	31 December 2018						31 December 2019						Change in the number of female staff	Change in the number of male staff	Change in the number of staff
	Number of female staff	Number of male staff	Percentage of all female staff	Percentage of all male staff	Number of staff	Percentage of all staff	Number of female staff	Number of male staff	Percentage of all female staff	Percentage of all male staff	Number of staff	Percentage of all staff			
Departments/offices, regional commissions and tribunals															
Departments/offices															
DOS ^a	—	—	—	—	—	—	440	437	3.1	1.9	877	2.4	440	437	877
DGC	—	—	—	—	—	—	447	320	3.2	1.4	767	2.1	447	320	767
DMSPC ^a	—	—	—	—	—	—	380	245	2.7	1.1	625	1.7	380	245	625
DPO ^a	—	—	—	—	—	—	217	251	1.5	1.1	468	1.3	217	251	468
DPPA	—	—	—	—	—	—	235	152	1.7	0.7	387	1.1	235	152	387
OICT	—	—	—	—	—	—	74	159	0.5	0.7	233	0.6	74	159	233
RCS	—	—	—	—	—	—	106	77	0.8	0.3	183	0.5	106	77	183
OCHA	688	1 187	5.0	5.0	1 875	—	740	1 258	5.3	5.6	1 998	5.5	52	71	123
UNDRR ^b	—	—	—	—	—	—	64	46	0.5	0.2	110	0.3	64	46	110
OHCHR	751	610	5.4	2.6	1 361	—	789	639	5.6	2.8	1 428	3.9	38	29	67
UNODC	367	337	2.7	1.4	704	—	397	358	2.8	1.6	755	2.1	30	21	51
DESA	443	347	3.2	1.5	790	—	488	351	3.5	1.6	839	2.3	45	4	49
OCT	32	23	0.2	0.1	55	—	53	45	0.4	0.2	98	0.3	21	22	43
OEERC	—	—	—	—	—	—	9	32	0.1	0.1	41	0.1	9	32	41
UNEP	781	511	5.7	2.2	1 292	—	801	529	5.7	2.3	1 330	3.6	20	18	38
IIIM-Syria	—	—	—	—	—	—	23	13	0.2	0.1	36	0.1	23	13	36
DSS	403	1 485	2.9	6.3	1 888	0.1	419	1 497	3.0	6.6	1 916	5.2	16	12	28
OOSA	—	—	—	—	—	—	12	16	0.1	0.1	28	0.1	12	16	28
GCO	—	—	—	—	—	—	15	6	0.1	—	21	0.1	15	6	21
OLA	105	74	0.8	0.3	179	—	115	78	0.8	0.3	193	0.5	10	4	14
ACABQ-SEC	—	—	—	—	—	—	8	1	0.1	—	9	—	8	1	9
OIOS	130	158	0.9	0.7	288	—	135	162	1.0	0.7	297	0.8	5	4	9
UNOAU	18	32	0.1	0.1	50	—	24	35	0.2	0.2	59	0.2	6	3	9

Entity	31 December 2018						31 December 2019						Change in the number of female staff	Change in the number of male staff	Change in the number of staff
	Number of female staff	Number of male staff	Percentage of all female staff	Percentage of all male staff	Number of staff	Percentage of all staff	Number of female staff	Number of male staff	Percentage of all female staff	Percentage of all male staff	Number of staff	Percentage of all staff			
UN-Habitat	169	181	1.2	0.8	350	—	176	182	1.3	0.8	358	1.0	7	1	8
UNON	164	170	1.2	0.7	334	—	172	170	1.2	0.8	342	0.9	8	—	8
HSU	—	—	—	—	—	—	3	4	—	—	7	—	3	4	7
BOA-SEC	—	—	—	—	—	—	4	2	—	—	6	—	4	2	6
UN75	—	—	—	—	—	—	4	2	—	—	6	—	4	2	6
OVRA	—	—	—	—	—	—	4	1	—	—	5	—	4	1	5
EOSG	96	56	0.7	0.2	152	—	101	55	0.7	0.2	156	0.4	5	(1)	4
OSC SEA	—	—	—	—	—	—	3	1	—	—	4	—	3	1	4
CTED	30	16	0.2	0.1	46	—	31	18	0.2	0.1	49	0.1	1	2	3
UNOP	6	9	—	—	15	—	9	9	0.1	—	18	—	3	—	3
ETHICS	6	5	—	—	11	—	8	5	0.1	—	13	—	2	—	2
IAAC-SEC	—	—	—	—	—	—	1	1	—	—	2	—	1	1	2
OSEH	—	—	—	—	—	—	2	—	—	—	2	—	2	—	2
OSAA	12	15	0.1	0.1	27	—	13	15	0.1	0.1	28	0.1	1	—	1
OSRSG-SVC	11	2	0.1	—	13	—	12	2	0.1	—	14	—	1	—	1
UNOMS	22	8	0.2	—	30	—	22	9	0.2	—	31	0.1	—	1	1
UNROD	12	9	0.1	—	21	—	13	9	0.1	—	22	0.1	1	—	1
TBLDC	1	1	—	—	2	—	2	1	—	—	3	—	1	—	1
UNCC	2	1	—	—	3	—	2	1	—	—	3	—	—	—	—
OAJ	31	14	0.2	0.1	45	—	30	14	0.2	0.1	44	0.1	(1)	—	(1)
ODA	44	38	0.3	0.2	82	—	46	35	0.3	0.2	81	0.2	2	(3)	(1)
OSRSG-VAC	6	5	—	—	11	—	6	4	—	—	10	—	—	(1)	(1)
OHRLLS	17	12	0.1	0.1	29	—	15	12	0.1	0.1	27	0.1	(2)	—	(2)
OSRSG-CAAC	13	2	0.1	—	15	—	11	2	0.1	—	13	—	(2)	—	(2)
UNOG	268	273	1.9	1.2	541	—	263	276	1.9	1.2	539	1.5	(5)	3	(2)
UNCTAD	233	259	1.7	1.1	492	—	229	259	1.6	1.1	488	1.3	(4)	—	(4)
UNAKRT	24	57	0.2	0.2	81	—	21	48	0.1	0.2	69	0.2	(3)	(9)	(12)
DOCO	9	10	0.1	—	19	—	—	—	—	—	—	—	(9)	(10)	(19)
PBSO	14	8	0.1	—	22	—	—	—	—	—	—	—	(14)	(8)	(22)
DGACM	1 441	1 130	10.4	4.8	2 571	0.1	1 425	1 117	10.1	5.0	2 542	7.0	(16)	(13)	(29)

Entity	31 December 2018						31 December 2019						Change in the number of female staff	Change in the number of male staff	Change in the number of staff
	Number of female staff	Number of male staff	Percentage of all female staff	Percentage of all male staff	Number of staff	Percentage of all staff	Number of female staff	Number of male staff	Percentage of all female staff	Percentage of all male staff	Number of staff	Percentage of all staff			
UNOV	159	254	1.2	1.1	413	—	144	234	1.0	1.0	378	1.0	(15)	(20)	(35)
UNISDR	58	47	0.4	0.2	105	—	—	—	—	—	—	—	(58)	(47)	(105)
DPA	209	131	1.5	0.6	340	—	—	—	—	—	—	—	(209)	(131)	(340)
DFS	242	187	1.8	0.8	429	—	—	—	—	—	—	—	(242)	(187)	(429)
DPKO	238	277	1.7	1.2	515	—	—	—	—	—	—	—	(238)	(277)	(515)
DPI	460	328	3.3	1.4	788	—	—	—	—	—	—	—	(460)	(328)	(788)
DM	687	692	5.0	2.9	1 379	—	—	—	—	—	—	—	(687)	(692)	(1 379)
Subtotal, departments/offices	8 402	8 961	60.9	37.8	17 363	0.5	8 763	9 195	62.4	40.8	17 958	49.1	361	234	595
Regional commissions															
ESCWA	147	114	1.1	0.5	261	—	158	117	1.1	0.5	275	0.8	11	3	14
ECA	264	357	1.9	1.5	621	—	273	351	1.9	1.6	624	1.7	9	(6)	3
ECE	129	99	0.9	0.4	228	—	126	103	0.9	0.5	229	0.6	(3)	4	1
ESCAP	295	238	2.1	1.0	533	—	301	228	2.1	1.0	529	1.4	6	(10)	(4)
ECLAC	336	245	2.4	1.0	581	—	319	239	2.3	1.1	558	1.5	(17)	(6)	(23)
Subtotal, regional commissions	1 171	1 053	8.5	4.4	2 224	0.1	1 177	1 038	8.4	4.6	2 215	6.1	6	(15)	(9)
Tribunals															
IRMCT	217	294	1.6	1.2	511	—	278	335	2.0	1.5	613	1.7	61	41	102
Subtotal, tribunals	217	294	1.6	1.2	511	—	278	335	2.0	1.5	613	1.7	61	41	102
Subtotal, departments/offices, regional commissions and tribunals	9 790	10 308	70.9	43.5	20 098	0.5	10 218	10 568	72.8	46.9	20 786	56.8	428	260	688

Entity	31 December 2018						31 December 2019						Change in the number of female staff	Change in the number of male staff	Change in the number of staff
	Number of female staff	Number of male staff	Percentage of all female staff	Percentage of all male staff	Number of staff	Percentage of all staff	Number of female staff	Number of male staff	Percentage of all female staff	Percentage of all male staff	Number of staff	Percentage of all staff			
Peacekeeping operations and special political missions and other political presences															
UNITAD	2	4	—	—	6	—	36	68	0.3	0.3	104	0.3	34	64	98
BINUH	—	—	—	—	—	—	37	54	0.3	0.2	91	0.2	37	54	91
UNMHA	—	—	—	—	—	—	17	59	0.1	0.3	76	0.2	17	59	76
MINUSCA	276	876	2.0	3.7	1 152	—	290	917	2.1	4.1	1 207	3.3	14	41	55
MINUSMA	349	1 144	2.5	4.8	1 493	—	358	1 187	2.5	5.3	1 545	4.2	9	43	52
UNSOM	67	167	0.5	0.7	234	—	81	180	0.6	0.8	261	0.7	14	13	27
UNISFA	33	178	0.2	0.8	211	—	38	198	0.3	0.9	236	0.6	5	20	25
RSCE	180	153	1.3	0.6	333	—	179	164	1.3	0.7	343	0.9	(1)	11	10
POESOM	—	—	—	—	—	—	2	3	—	—	5	—	2	3	5
UNTSO	48	173	0.3	0.7	221	—	58	168	0.4	0.7	226	0.6	10	(5)	5
OSESG-MYR	—	—	—	—	—	—	3	1	—	—	4	—	3	1	4
OSESG-Syria	19	47	0.1	0.2	66	—	24	46	0.2	0.2	70	0.2	5	(1)	4
OSASG-POG	6	3	—	—	9	—	9	3	0.1	—	12	—	3	—	3
OMBUD	—	—	—	—	—	—	2	—	—	—	2	—	2	—	2
SCR 2231	2	5	—	—	7	—	4	5	—	—	9	—	2	—	2
UNOCA	14	21	0.1	0.1	35	—	15	22	0.1	0.1	37	0.1	1	1	2
OSESG-GL	12	11	0.1	—	23	—	12	12	0.1	0.1	24	0.1	—	1	1
OSESG-SSS	3	6	—	—	9	—	5	5	—	—	10	—	2	(1)	1
OSESG-Yemen	24	53	0.2	0.2	77	—	18	60	0.1	0.3	78	0.2	(6)	7	1
UNMIK	127	182	0.9	0.8	309	—	127	183	0.9	0.8	310	0.8	—	1	1
UNMISS	440	1 824	3.2	7.7	2 264	0.1	439	1 826	3.1	8.1	2 265	6.2	(1)	2	1
UNOWAS	27	30	0.2	0.1	57	—	26	32	0.2	0.1	58	0.2	(1)	2	1
OSESG	5	21	—	0.1	26	—	6	20	—	0.1	26	0.1	1	(1)	—
OSESG-SC1559	2	—	—	—	2	—	2	—	—	—	2	—	—	—	—
POE-CAR	1	1	—	—	2	—	1	1	—	—	2	—	—	—	—
POE-DPRK	5	1	—	—	6	—	5	1	—	—	6	—	—	—	—

Entity	31 December 2018						31 December 2019						Change in the number of female staff	Change in the number of male staff	Change in the number of staff
	Number of female staff	Number of male staff	Percentage of all female staff	Percentage of all male staff	Number of staff	Percentage of all staff	Number of female staff	Number of male staff	Percentage of all female staff	Percentage of all male staff	Number of staff	Percentage of all staff			
POE-Libya	1	1	–	–	2	–	2	–	–	–	2	–	1	(1)	–
POE-Mali	1	–	–	–	1	–	1	–	–	–	1	–	–	–	–
POE-S. Sudan	2	–	–	–	2	–	1	1	–	–	2	–	(1)	1	–
POE-Sudan	–	1	–	–	1	–	–	1	–	–	1	–	–	–	–
UNMOGIP	14	57	0.1	0.2	71	–	12	59	0.1	0.3	71	0.2	(2)	2	–
UNRGID	2	5	–	–	7	–	2	5	–	–	7	–	–	–	–
CNMC	6	6	–	–	12	–	4	7	–	–	11	–	(2)	1	(1)
OSASG-CYPRUS	9	8	0.1	–	17	–	9	7	0.1	–	16	–	–	(1)	(1)
UNDOF	24	104	0.2	0.4	128	–	26	101	0.2	0.4	127	0.3	2	(3)	(1)
UNFICYP	66	93	0.5	0.4	159	–	62	96	0.4	0.4	158	0.4	(4)	3	(1)
UNIFIL	236	587	1.7	2.5	823	–	246	576	1.8	2.6	822	2.2	10	(11)	(1)
UNLB	154	259	1.1	1.1	413	–	146	266	1.0	1.2	412	1.1	(8)	7	(1)
UNRCCA	10	21	0.1	0.1	31	–	9	21	0.1	0.1	30	0.1	(1)	–	(1)
UNMIL	–	2	–	–	2	–	–	–	–	–	–	–	–	(2)	(2)
UNSMIL	57	173	0.4	0.7	230	–	47	181	0.3	0.8	228	0.6	(10)	8	(2)
ATSMT	9	9	0.1	–	18	–	5	10	–	–	15	–	(4)	1	(3)
UNSCOL	19	62	0.1	0.3	81	–	17	61	0.1	0.3	78	0.2	(2)	(1)	(3)
UNVMC	119	141	0.9	0.6	260	–	114	143	0.8	0.6	257	0.7	(5)	2	(3)
POE-Yemen	1	7	–	–	8	–	1	3	–	–	4	–	–	(4)	(4)
OSESG-MYR	2	2	–	–	4	–	–	–	–	–	–	–	(2)	(2)	(4)
UNSCO	18	46	0.1	0.2	64	–	14	46	0.1	0.2	60	0.2	(4)	–	(4)
MINURSO	46	188	0.3	0.8	234	–	46	182	0.3	0.8	228	0.6	–	(6)	(6)
MGSE	3	4	–	–	7	–	–	–	–	–	–	–	(3)	(4)	(7)
UNSOS	143	348	1.0	1.5	491	–	147	336	1.0	1.5	483	1.3	4	(12)	(8)
UNIOGBIS	31	94	0.2	0.4	125	–	34	82	0.2	0.4	116	0.3	3	(12)	(9)
UNAMA	160	956	1.2	4.0	1 116	–	170	922	1.2	4.1	1 092	3.0	10	(34)	(24)
UNAMI	162	628	1.2	2.6	790	–	160	583	1.1	2.6	743	2.0	(2)	(45)	(47)
MINUJUSTH	113	223	0.8	0.9	336	–	12	25	0.1	0.1	37	0.1	(101)	(198)	(299)
MONUSCO	554	2 429	4.0	10.2	2 983	0.1	477	1 861	3.4	8.3	2 338	6.4	(77)	(568)	(645)

Entity	31 December 2018						31 December 2019						Change in the number of female staff	Change in the number of male staff	Change in the number of staff
	Number of female staff	Number of male staff	Percentage of all female staff	Percentage of all male staff	Number of staff	Percentage of all staff	Number of female staff	Number of male staff	Percentage of all female staff	Percentage of all male staff	Number of staff	Percentage of all staff			
UNAMID	412	2 037	3.0	8.6	2 449	0.1	266	1 174	1.9	5.2	1 440	3.9	(146)	(863)	(1 009)
Subtotal, peacekeeping operations and special political missions and other political presences	4 016	13 391	29.1	56.5	17 407	0.5	3 824	11 964	27.2	53.1	15 788	43.2	(192)	(1 427)	(1 619)
Total	13 806	23 699	100.0	100.0	37 505	1.0	14 042	22 532	100.0	100.0	36 574	100.0	236	(1 167)	(931)

^a Seconded military and police officers are included in the DPO, DOS and DMSPC staff numbers.

^b Name of entity changed from UNISDR in May 2019.

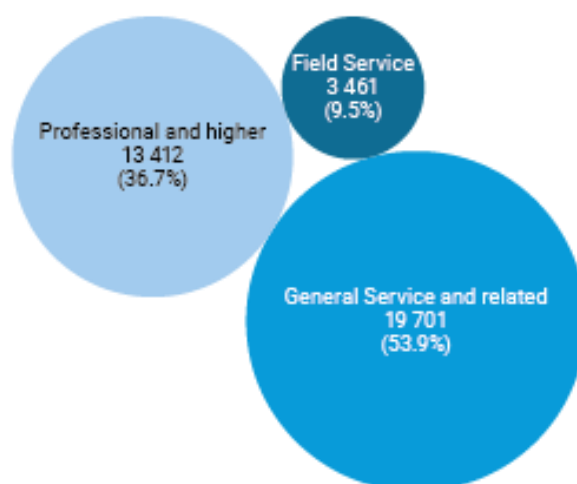
B. Category

77. Figure 26 shows the overall number and percentages of all staff categories. Table 1.A (see annex) provides details by category and nationality; table 1.B (see annex) shows the same details by category and entity.

Figure 26

Percentage of all staff of the Secretariat by category as at 31 December 2019

(Population: 36,574)



1. Grade and entity

78. Table 11 provides the distribution of staff by category and grade.

Table 11

All staff of the Secretariat by category, grade and entity as at 31 December 2019

(Population: 36,574)

Category/grade	Departments/ offices	Regional commissions	Tribunals	Peacekeeping operations and special political missions and other political presences	Total
Professional and higher					
USG	44	6	1	20	71
ASG	44	—	1	37	82
D-2	151	5	—	36	192
D-1	428	55	1	139	623
P-5	1 229	167	14	391	1 801
P-4	2 845	259	54	906	4 064
P-3	2 929	290	81	1 216	4 516
P-2	952	130	56	166	1 304
P-1	22	—	2	—	24

<i>Category/grade</i>	<i>Departments/ offices</i>	<i>Regional commissions</i>	<i>Tribunals</i>	<i>Peacekeeping operations and special political missions and other political presences</i>	<i>Total</i>
INT	456	68	—	—	524
R	22	—	—	—	22
T	188	1	—	—	189
Subtotal	9 310	981	210	2 911	13 412
Field Service					
FS-7	—	—	—	31	31
FS-6	3	—	1	443	447
FS-5	20	1	18	1 551	1 590
FS-4	18	—	45	1 317	1 380
FS-3	—	—	2	11	13
Subtotal	41	1	66	3 353	3 461
General Service and related					
NPO-D	10	12	—	15	37
NPO-C	130	23	—	196	349
NPO-B	353	12	—	846	1 211
NPO-A	384	1	—	222	607
G-7	628	239	7	32	906
G-6	2 426	382	75	476	3 359
G-5	2 058	306	94	2 488	4 946
G-4	1 275	168	96	2 870	4 409
G-3	418	66	59	1 760	2 303
G-2	434	24	5	610	1 073
G-1	34	—	1	9	44
TC	88	—	—	—	88
SS	308	—	—	—	308
LT	33	—	—	—	33
PIA	28	—	—	—	28
Subtotal	8 607	1 233	337	9 524	19 701
Total	17 958	2 215	613	15 788	36 574

2. Grade, economic grouping and gender

79. Table 12 shows Secretariat staff at the D-1 level and above by economic grouping¹⁷ of the staff member's country of nationality (developed and developing countries) and gender from 2016 to 2019.

¹⁷ Economic groupings as at 31 December 2019. Source: United Nations, Department of Economic and Social Affairs, Statistics Division, "Standard country or area codes for statistical use". Available at <https://unstats.un.org/unsd/methodology/m49/>.

Table 12

Distribution of Secretariat staff at the D-1 level and above by economic grouping^a and gender as at 30 June for 2016 and as at 31 December for 2016 to 2019

(Population: 36,574 as at 31 December 2019)

<i>Economic grouping</i>	<i>USG</i>					<i>ASG</i>					<i>D-2</i>					<i>D-1</i>					<i>All staff</i>				
	<i>Jun 2016</i>	<i>Dec 2016</i>	<i>Dec 2017</i>	<i>Dec 2018</i>	<i>Dec 2019</i>	<i>Jun 2016</i>	<i>Dec 2016</i>	<i>Dec 2017</i>	<i>Dec 2018</i>	<i>Dec 2019</i>	<i>Jun 2016</i>	<i>Dec 2016</i>	<i>Dec 2017</i>	<i>Dec 2018</i>	<i>Dec 2019</i>	<i>Jun 2016</i>	<i>Dec 2016</i>	<i>Dec 2017</i>	<i>Dec 2018</i>	<i>Dec 2019</i>	<i>Jun 2016</i>	<i>Dec 2016</i>	<i>Dec 2017</i>	<i>Dec 2018</i>	<i>Dec 2019</i>
<i>Developing countries (143)</i>																									
Female	10	10	12	16	17	9	8	8	8	12	14	16	17	19	20	54	57	60	67	79	7 999	7 930	7 789	7 707	7 809
Male	27	25	23	18	20	31	31	24	24	22	53	52	50	48	56	152	149	139	139	156	19 494	19 107	17 892	17 113	15 979
All	37	35	35	34	37	40	39	32	32	34	67	68	67	67	76	206	206	199	206	235	27 493	27 037	25 681	24 820	23 788
<i>Developed countries (50)</i>																									
Female	7	5	10	13	12	8	10	19	26	27	33	34	35	45	55	107	109	104	114	155	5 931	5 942	5 856	6 066	6 198
Male	35	33	27	24	22	32	35	27	21	21	62	53	55	51	60	211	220	217	220	229	6 542	6 505	6 403	6 446	6 414
All	42	38	37	37	34	40	45	46	47	48	95	87	90	96	115	318	329	321	334	384	12 473	12 447	12 259	12 512	12 612
<i>Other^a</i>																									
Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–	1	25	26	30	33	35
Male	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	2	2	2	2	3	140	141	135	140	139
All	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	3	3	3	2	4	165	167	165	173	174
Subtotal																									
Female	17	15	22	29	29	17	18	27	34	39	47	50	52	64	75	162	167	165	181	235	13 955	13 898	13 675	13 806	14 042
Male	62	58	50	42	42	63	66	51	45	43	116	106	106	100	117	365	371	358	361	388	26 176	25 753	24 430	23 699	22 532
Total	79	73	72	71	71	80	84	78	79	82	163	156	158	164	192	527	538	523	542	623	40 131	39 651	38 105	37 505	36 574

^a Includes staff from the State of Palestine and staff who are stateless.

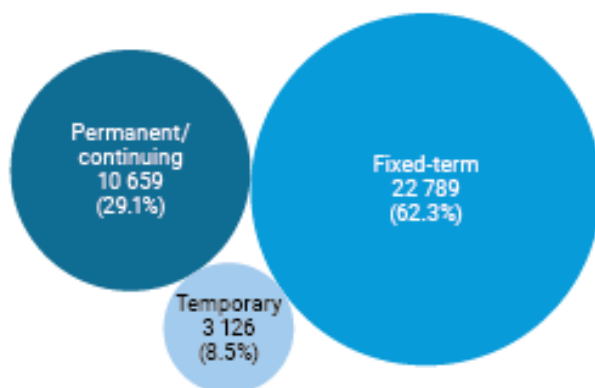
C. Appointment type

80. Figure 27 shows the number and percentage of staff appointed under one of the three appointment types: permanent or continuing,¹⁸ fixed-term or temporary.¹⁹ Table 1.A (see annex) provides details on appointment types by nationality and category.

Figure 27

All staff of the Secretariat by appointment type as at 31 December 2019

(Population: 36,574)



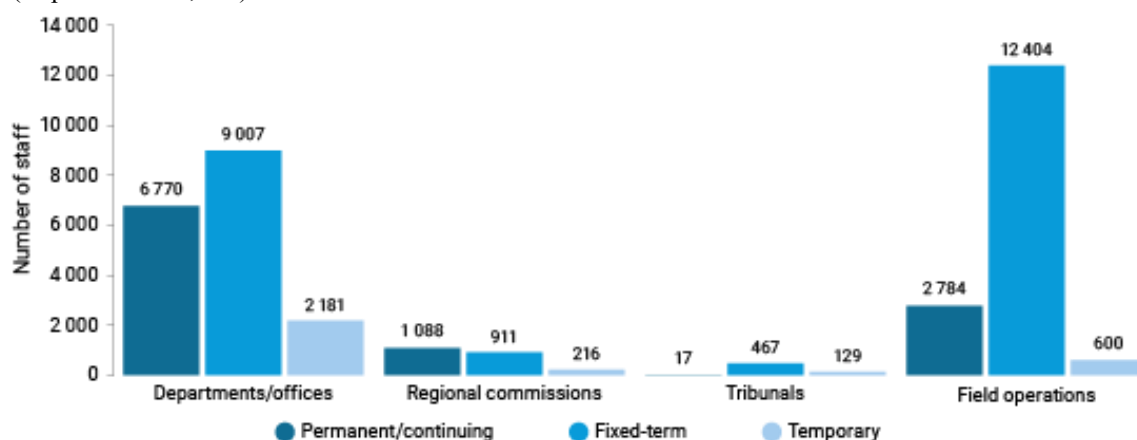
1. Appointment type and entity

81. Figure 28 shows appointment type by entity. Table 1.B (see annex) provides further details on appointment type by entity.

Figure 28

All staff of the Secretariat by appointment type and entity as at 31 December 2019

(Population: 36,574)



¹⁸ Throughout the present report, the 28 staff with indefinite contracts have been reported under the permanent or continuing appointment type.

¹⁹ Throughout the present report, the 890 staff with when-actually-employed contracts have been reported under the temporary appointment type.

2. Appointment type, category and grade

82. Table 13 shows appointment type by category and grade.

Table 13

All staff of the Secretariat by appointment type, category and grade as at 31 December 2019

(Population: 36,574)

<i>Category/grade</i>	<i>Permanent/continuing</i>	<i>Fixed-term</i>	<i>Temporary</i>	<i>Total</i>
Professional and higher				
USG	—	55	16	71
ASG	1	72	9	82
D-2	72	112	8	192
D-1	349	256	18	623
P-5	1 109	634	58	1 801
P-4	1 974	1 845	245	4 064
P-3	1 378	2 461	677	4 516
P-2	375	709	220	1 304
P-1	—	12	12	24
INT	—	—	524	524
R	—	—	22	22
T	—	—	189	189
Subtotal	5 258	6 156	1 998	13 412
Field Service				
FS-7	23	6	2	31
FS-6	319	117	11	447
FS-5	940	621	29	1 590
FS-4	543	776	61	1 380
FS-3	—	13	—	13
Subtotal	1 825	1 533	103	3 461
General Service and related				
NPO-D	1	36	—	37
NPO-C	24	314	11	349
NPO-B	22	1 150	39	1 211
NPO-A	11	551	45	607
G-7	606	291	9	906
G-6	1 464	1 803	92	3 359
G-5	884	3 816	246	4 946
G-4	273	3 865	271	4 409
G-3	62	2 086	155	2 303
G-2	31	934	108	1 073
G-1	—	12	32	44
TC	34	54	—	88
SS	138	170	—	308

<i>Category/grade</i>	<i>Permanent/continuing</i>	<i>Fixed-term</i>	<i>Temporary</i>	<i>Total</i>
LT	24	8	1	33
PIA	2	10	16	28
Subtotal	3 576	15 100	1 025	19 701
Total	10 659	22 789	3 126	36 574

83. Table 14 shows the number of high-level appointments with one-dollar-per-year contracts.²⁰

Table 14

**High-level appointments with one-dollar-per-year contracts as at
31 December 2019**

(Population: 12)

<i>Department/office</i>	<i>USG</i>	<i>ASG</i>	<i>Total</i>
DESA	2	–	2
DOS	1	1	2
ECE	1	–	1
EOSG	2	1	3
HSU	1	–	1
OCHA	–	1	1
OSASG-POG	–	1	1
OSEH	1	–	1
Total	8	4	12

D. Gender

84. At 31 December 2019, the overall percentage of female staff in the all-staff population was 38.4 per cent, with the percentages in departments/offices, regional commissions and tribunals being 49.2 per cent and in peacekeeping operations and special political missions and other political presences 24.2 per cent. Table 1.A (see annex) provides details regarding staff in the Secretariat, disaggregated by gender, nationality, category and appointment type.

1. Gender and entity

85. Figure 29 shows the percentages of female staff in various departments/offices, regional commissions and tribunals, while figure 30 shows the same information for

²⁰ As requested by the General Assembly in paragraph 64 of resolution [67/255](#), the present report incorporates a table showing high-level appointments with one-dollar-per-year contracts. In addition, in a letter dated 25 March 2020 addressed to the Chair of the Advisory Committee on Administrative and Budgetary Questions, the Controller informed the Advisory Committee of the establishment of extrabudgetary positions at the D-1 level and above that were on the basis of contracts the duration of which did not exceed 12 months, for which the approval of the Committee was not required. During the period from January to December 2019, a total of 9 positions at the D-1 level and above funded by extrabudgetary resources were authorized (2 Under-Secretary-General, 2 D-2 and 5 D-1); all were positions authorized for a period not exceeding 12 months.

peacekeeping operations and special political missions and other political presences. Table 1.B (see annex) provides details regarding all staff, disaggregated by gender, entity, location, category and appointment type.

Figure 29

Staff of the Secretariat in departments/offices, regional commissions and tribunals by gender and entity as at 31 December 2019

(Percentage)

(Population: 20,786 of 36,574)

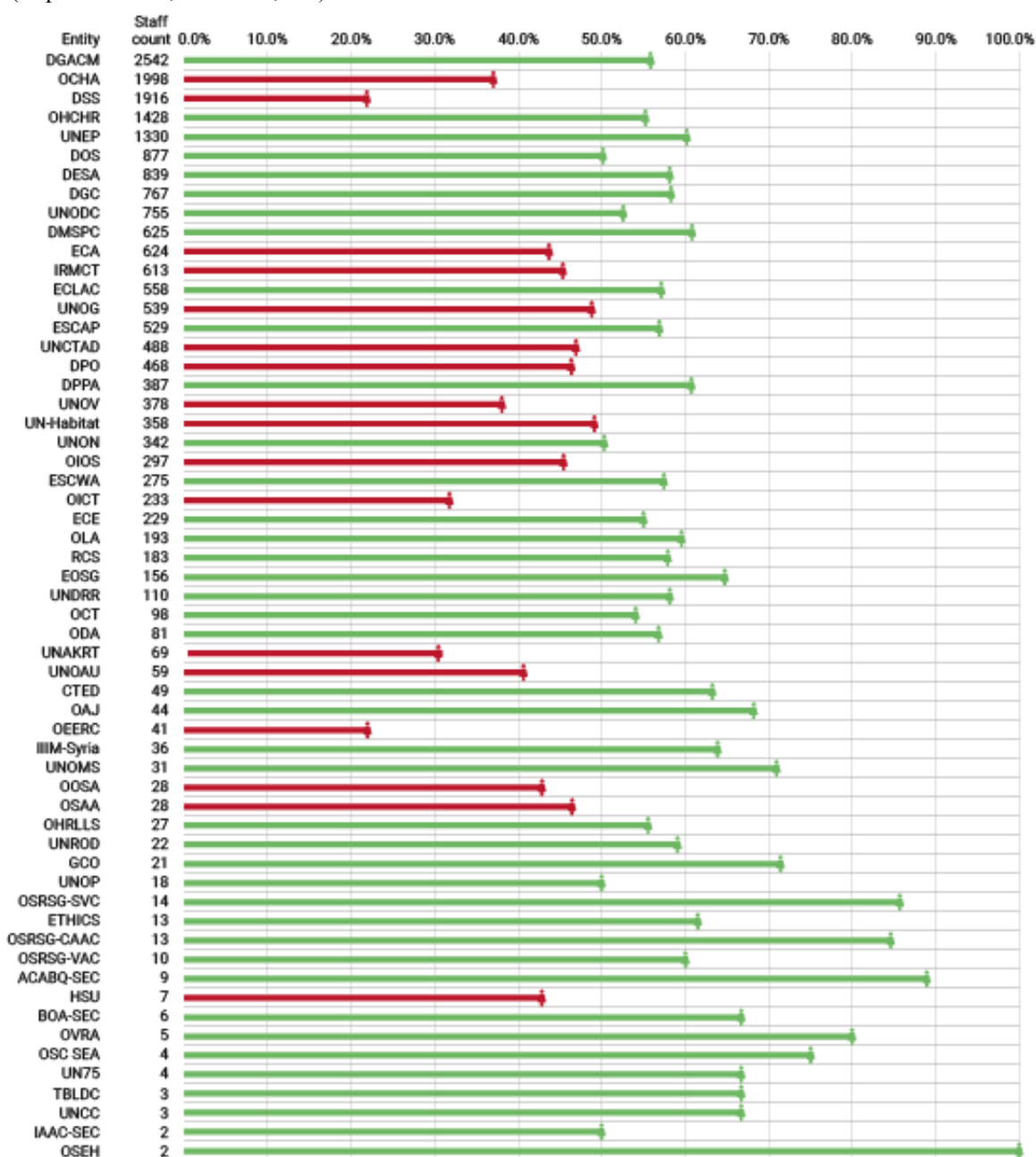
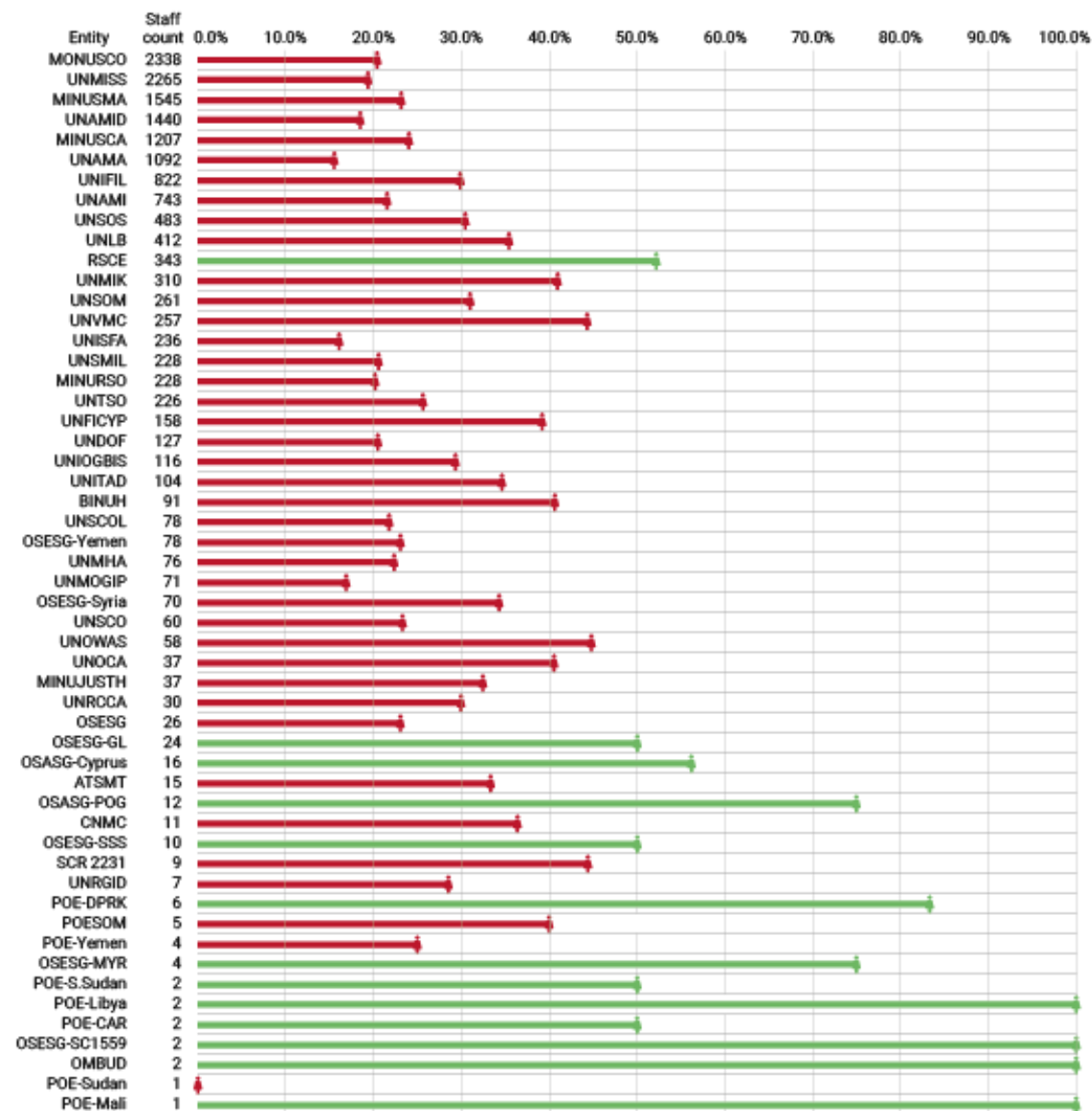


Figure 30

Staff of the Secretariat in peacekeeping operations and special political missions and other political presences by gender and entity as at 31 December 2019

(Percentage)

(Population: 15,788 of 36,574)



2. Gender, category and grade

86. Table 15 provides a breakdown of the number and percentage of female and male staff in the all-staff population by category and grade.

Table 15
All staff of the Secretariat by gender, category and grade as at 31 December 2019
(Population: 36,574)

Category/grade	Female		Male		Total
	Number of staff	Percentage of grade	Number of staff	Percentage of grade	
Professional and higher					
USG	29	40.8	42	59.2	71
ASG	39	47.6	43	52.4	82
D-2	75	39.1	117	60.9	192
D-1	235	37.7	388	62.3	623
P-5	686	38.1	1 115	61.9	1 801
P-4	1 707	42.0	2 357	58.0	4 064
P-3	2 109	46.7	2 407	53.3	4 516
P-2	747	57.3	557	42.7	1 304
P-1	21	87.5	3	12.5	24
INT	326	62.2	198	37.8	524
R	6	27.3	16	72.7	22
T	104	55.0	85	45.0	189
Subtotal	6 084	45.4	7 328	54.6	13 412
Field Service					
FS-7	3	9.7	28	90.3	31
FS-6	92	20.6	355	79.4	447
FS-5	483	30.4	1 107	69.6	1 590
FS-4	380	27.5	1 000	72.5	1 380
FS-3	3	23.1	10	76.9	13
Subtotal	961	27.8	2 500	72.2	3 461
General Service and related					
NPO-D	10	27.0	27	73.0	37
NPO-C	119	34.1	230	65.9	349
NPO-B	359	29.6	852	70.4	1 211
NPO-A	200	32.9	407	67.1	607
G-7	534	58.9	372	41.1	906
G-6	1 844	54.9	1 515	45.1	3 359
G-5	2 276	46.0	2 670	54.0	4 946
G-4	1 130	25.6	3 279	74.4	4 409
G-3	297	12.9	2 006	87.1	2 303
G-2	90	8.4	983	91.6	1 073
G-1	23	52.3	21	47.7	44
TC	1	1.1	87	98.9	88
SS	69	22.4	239	77.6	308
LT	25	75.8	8	24.2	33
PIA	20	71.4	8	28.6	28
Subtotal	6 997	35.5	12 704	64.5	19 701
Total	14 042	38.4	22 532	61.6	36 574

E. Age

87. The average age for all staff as at 31 December 2019 was 46.2 years (see figure 31). Figure 32 shows the age distribution of all staff by gender. Consistent with the analysis of staff demographic trends provided in document [A/73/372/Add.1](#), the upward movement of the average age is reflecting a reduction in the number of staff in the lower age ranges, in particular, 30–34 and 35–39. This is due to the decrease in staff in the G-2 to G-4 grades, which comprise staff members who are younger than the overall average age.

Figure 31

Average age of all staff of the Secretariat by gender as at 30 June for 2016 and as at 31 December for 2016 to 2019

(Population: 36,574 as at 31 December 2019)

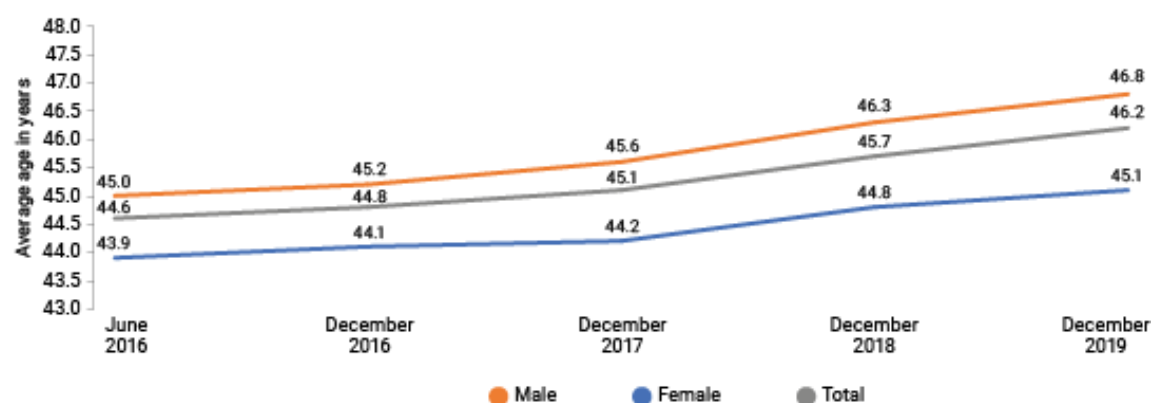
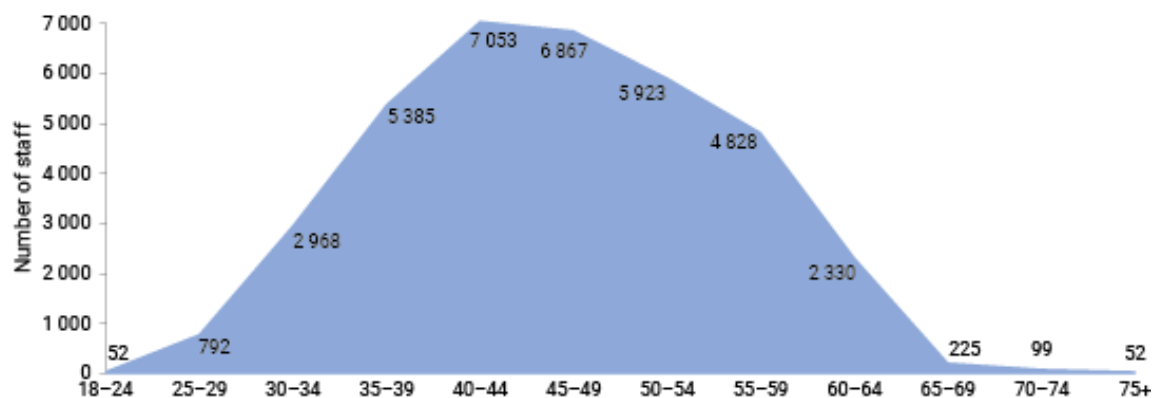


Figure 32

Distribution of all staff of the Secretariat by age as at 31 December 2019

(Population: 36,574)



1. Age by entity group and gender

88. The average age of staff of the Secretariat in departments/offices, regional commissions and tribunals is 46.2 years, and in peacekeeping operations and special political missions and other political presences it is 46.1 years. Figures 33 and 34 show the distribution of staff of the Secretariat by age and gender in departments/offices, regional commissions and tribunals, and in peacekeeping operations and special political missions and other political presences, respectively.

Figure 33

Distribution of all staff of the Secretariat in departments/offices, regional commissions and tribunals by age and gender as at 31 December 2019

(Population: 20,786)

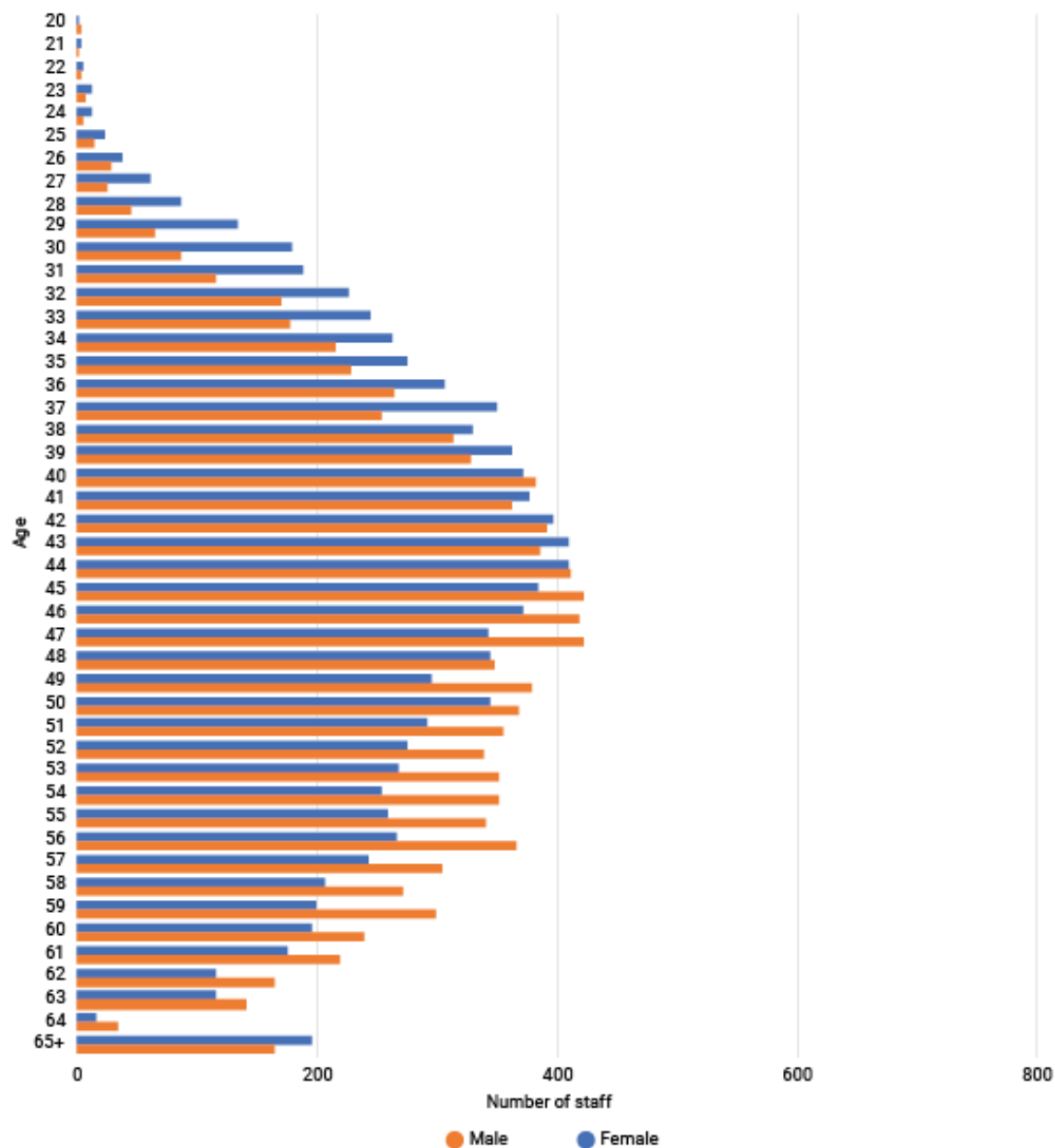
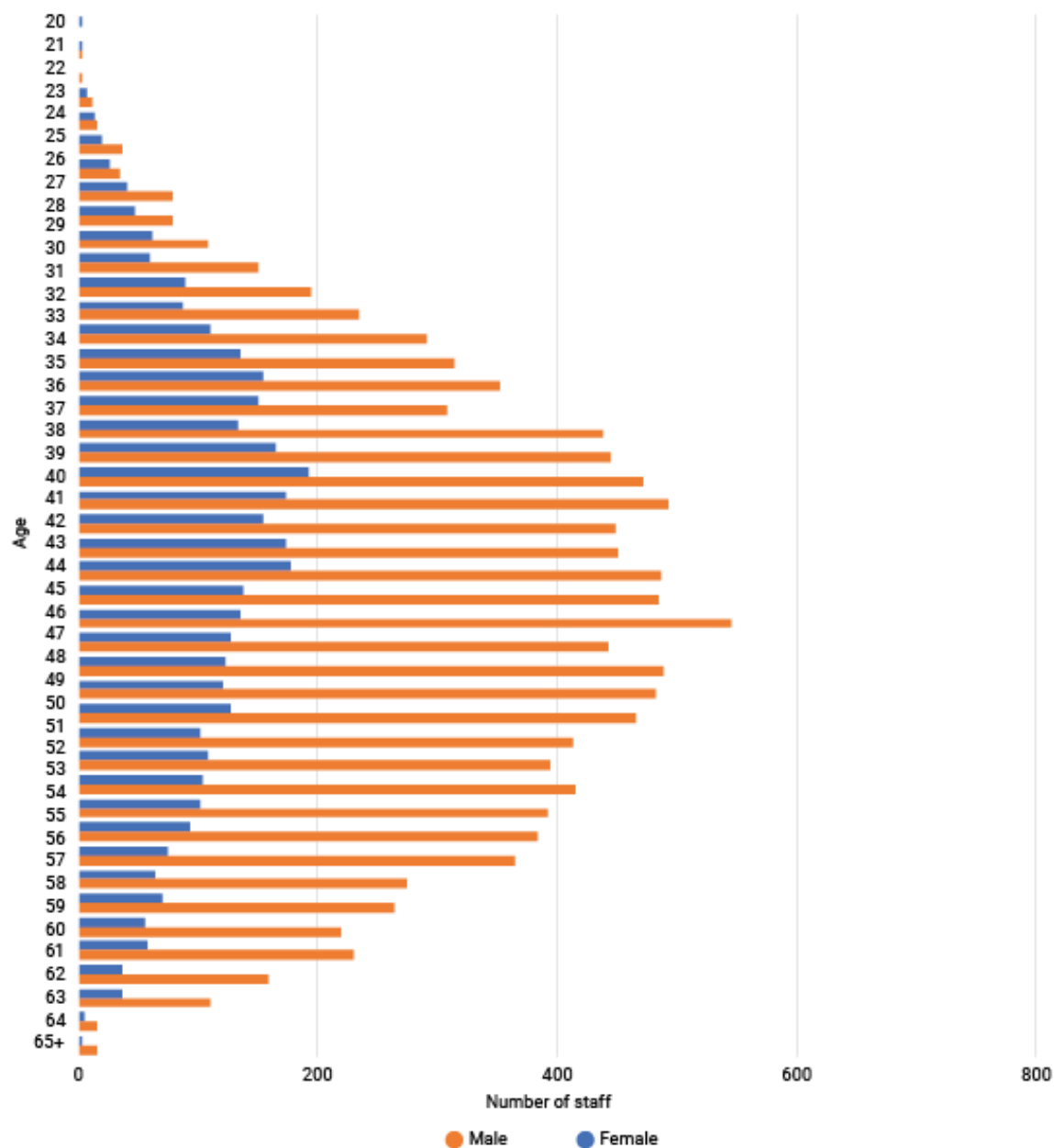


Figure 34
Distribution of all staff of the Secretariat in peacekeeping operations and special political missions and other political presences by age and gender as at 31 December 2019

(Population: 15,788)



2. Age, length of service, category and grade

89. Table 16 provides the average age and length of service for all staff by category and grade as at 31 December 2019.

Table 16

All staff of the Secretariat by category, grade, average age, average length of service and gender as at 31 December 2019

(Population: 36,574)

Category/grade	Average age (years)			Average length of service (years)			Number of staff		
	Female	Male	All staff	Female	Male	All staff	Female	Male	Total
Professional and higher									
USG	60.2	62.3	61.4	3.7	4.2	4.0	29	42	71
ASG	59.1	59.1	59.1	4.4	6.5	5.5	39	43	82
D-2	55.9	58.0	57.2	8.4	10.4	9.6	75	117	192
D-1	54.3	55.2	54.9	11.1	12.0	11.7	235	388	623
P-5	51.3	53.5	52.7	13.3	12.3	12.7	686	1 115	1 801
P-4	47.2	50.2	48.9	9.7	9.3	9.5	1 707	2 357	4 064
P-3	42.2	46.1	44.3	5.9	6.6	6.2	2 109	2 407	4 516
P-2	35.7	38.6	37.0	3.9	4.4	4.1	747	557	1 304
P-1	28.7	39.3	30.0	0.7	1.1	0.8	21	3	24
INT	53.9	55.2	54.4	2.2	2.1	2.2	326	198	524
R	73.3	71.0	71.6	1.6	1.8	1.8	6	16	22
T	48.5	57.6	52.6	1.4	1.6	1.5	104	85	189
Average/subtotal	45.4	49.3	47.5	7.5	8.3	7.9	6 084	7 328	13 412
Field Service									
FS-7	47.3	54.1	53.5	7.4	16.4	15.5	3	28	31
FS-6	49.7	51.9	51.4	10.6	12.0	11.7	92	355	447
FS-5	49.4	50.1	49.9	9.7	9.7	9.7	483	1 107	1 590
FS-4	48.4	49.0	48.8	8.1	8.1	8.1	380	1 000	1 380
FS-3	51.7	53.0	52.7	14.1	10.9	11.6	3	10	13
Average/subtotal	49.0	50.0	49.7	9.2	9.5	9.4	961	2 500	3 461
General Service and related									
NPO-D	51.8	50.9	51.1	6.2	8.1	7.6	10	27	37
NPO-C	44.7	47.1	46.3	6.4	7.0	6.8	119	230	349
NPO-B	41.5	44.4	43.6	5.7	6.2	6.0	359	852	1 211
NPO-A	40.0	42.3	41.6	5.0	5.7	5.4	200	407	607
G-7	50.0	48.8	49.5	17.7	14.8	16.5	534	372	906
G-6	47.7	46.3	47.1	13.4	11.6	12.6	1 844	1 515	3 359
G-5	44.2	44.3	44.3	9.4	9.3	9.3	2 276	2 670	4 946
G-4	40.4	44.0	43.1	6.8	9.7	9.0	1 130	3 279	4 409
G-3	39.1	45.0	44.3	6.6	9.5	9.2	297	2 006	2 303
G-2	39.2	45.4	44.9	5.8	9.5	9.2	90	983	1 073
G-1	26.4	35.1	30.6	1.0	5.3	3.0	23	21	44
TC	42.0	49.4	49.4	6.7	13.3	13.2	1	87	88
SS	40.0	45.5	44.3	8.9	15.7	14.2	69	239	308
LT	48.1	44.1	47.1	9.5	6.7	8.8	25	8	33

Category/grade	Average age (years)			Average length of service (years)			Number of staff		
	Female	Male	All staff	Female	Male	All staff	Female	Male	Total
PIA	33.3	33.0	33.2	2.9	2.3	2.8	20	8	28
Average/subtotal	44.3	44.8	44.7	10.1	9.7	9.8	6 997	12 704	19 701
Average/total, all categories	45.1	46.8	46.2	8.9	9.2	9.1	14 042	22 532	36 574

3. Age, length of service and appointment type

90. Table 17 shows the average age and length of service for all staff by appointment type and category as at 31 December 2019.

Table 17

All staff of the Secretariat by appointment type, category, average age and average length of service as at 31 December 2019

(Population: 36,574)

Appointment type/category	Average age (years)	Average length of service (years)	Number of staff
Permanent/continuing			
D+	55.7	17.7	422
P	49.1	13.7	4 836
FS	51.1	12.1	1 825
GS+	51.2	19.4	3 576
Average/subtotal	50.4	15.5	10 659
Fixed-term			
D+	55.8	4.5	495
P	45.2	4.8	5 661
FS	48.4	6.7	1 533
GS+	43.5	8.1	15 100
Average/subtotal	44.5	7.1	22 789
Temporary			
D+	62.7	2.3	51
P	46.0	1.2	1 947
FS	44.6	0.6	103
GS+	39.1	1.0	1 025
Average/subtotal	44.0	1.1	3 126
Average/total, all categories	46.2	9.1	36 574

4. Forecast of retirements

91. Table 18 shows the forecast of retirements by category from 1 January 2020 to 31 December 2024 for all staff in the Secretariat. This forecast is based on the increase in the mandatory age of separation of staff to 65 years, which came into effect on 1 January 2018.

Table 18

Forecast of retirements from 1 January 2020 to 31 December 2024 by category for all staff of the Secretariat as at 31 December 2019(Population: 33,320^a)

<i>Category</i>	<i>Average yearly number of staff retirements 2020–2024 (if all retire at 65)</i>	<i>Number of staff in category</i>	<i>Retirements as a percentage of category</i>
D	37	789	4.7
P	145	10 497	1.4
FS	56	3 358	1.7
GS+	189	18 676	1.0
Total	427	33 320	1.3

^a Excluding Under-Secretaries-General, Assistant Secretaries-General and staff with temporary appointments.

IV. Staff appointments and separations

92. Section IV provides a description of Secretariat appointments and separations. The population used in reporting on staff appointments and separations, which was 34,471 as at 31 December 2019, includes only staff members administered in Umoja and is 2,103²¹ staff members smaller than that reported in section II on the all-staff population (36,574). Table 19 provides a summary of staff appointments and separations.

Table 19

Summary of staff appointments and separations by gender from 1 January to 31 December 2019

(Population: 34,471)

	<i>Female</i>	<i>Percentage of total</i>	<i>Male</i>	<i>Percentage of total</i>	<i>Total</i>
Balance as at 31 December 2018	13 223	37.2	22 303	62.8	35 526
Movements (in/out)					
Appointments ^a	2 651	52.3	2 413	47.7	5 064
Separations ^b	(2 399)	40.4	(3 546)	59.6	(5 945)
Others ^c	(69)	(10.3)	(105)	10.3	(174)
Balance as at 31 December 2019	13 406	38.9	21 065	61.1	34 471

^a Including initial appointments and reappointments.

^b The movement of staff out of the Secretariat.

^c Net movements of staff other than appointments and separations, including movement to and return from special leave without pay and secondment to other organizations.

93. Table 20 shows the various types of separation.

²¹ The 2,103 staff of the Secretariat not included in the appointments and separations population are UNDP administered staff of the Secretariat and some senior staff who are not yet administered in Umoja.

Table 20
Separations by type from 1 January to 31 December 2019
(Population: 5,945)

Type of separation	Number of staff separations			Percentage of staff separations		Number of staff reappointments ^a		
	Female	Male	Total	Female	Male	Female	Male	Total
Appointment expiration	1 733	2 703	4 436	39.1	60.9	871	738	1 609
Resignation	464	502	966	48.0	52.0	109	117	226
Retirement	33	45	78	42.3	57.7	1	1	2
Agreed termination	35	52	87	40.2	59.8	–	–	–
Transfer to other organizations in the United Nations common system	39	35	74	52.7	47.3	1	–	1
Other ^b	95	209	304	31.3	68.8	4	3	7
Total	2 399	3 546	5 945	40.4	59.6	986	859	1 845

^a Defined as staff who separated between 1 January and 31 December 2019 and were reappointed within the same period.

^b Including death and separation for health reasons.

94. Table 21 shows the historical trend of retirements by category, gender and average age for all staff of the Secretariat from 1 July 2015 to 31 December 2019.

Table 21
Retirements by category, gender and average age from 1 July 2015 to 31 December 2019

Category	July 2015 to 30 June 2016 ^a				1 July 2016 to 31 December 2016 ^b				1 January 2017 to 31 December 2017 ^c				1 January 2018 to 31 December 2018 ^d				1 January 2019 to 31 December 2019			
	Female	Male	Total	Average Age	Female	Male	Total	Average Age	Female	Male	Total	Average Age	Female	Male	Total	Average Age	Female	Male	Total	Average Age
D	16	47	63	61.9	6	18	24	61.5	13	29	42	62.0	5	11	16	63.4	4	7	11	63.4
P	61	141	202	61.6	31	51	82	61.4	53	120	173	61.7	9	27	36	61.5	7	16	23	62.3
FS	21	44	65	61.9	18	26	44	61.8	21	49	70	61.9	5	17	22	61.9	5	6	11	62.4
GS+	99	89	188	61.0	49	39	88	61.0	105	126	231	61.5	29	37	66	61.0	17	16	33	62.6
Total	197	321	518	61.4	104	134	238	61.4	192	324	516	61.7	48	92	140	61.6	33	45	78	62.6

^a See A/71/360.

^b See A/72/123.

^c See A/73/79.

^d See A/74/82.

A. Entity

Appointments and separations

95. Table 22 shows the appointments and separations in the 10 entities with the largest number of appointments in departments/offices, regional commissions and tribunals, and in peacekeeping operations and special political missions and other political presences.

Table 22

Appointments and separations from 1 January to 31 December 2019 in the 10 entities with the largest number of appointments in departments/offices, regional commissions and tribunals, and in peacekeeping operations and special political missions and other political presences

(Population: 34,471)

Entity	Appointments				Separations ^a			
	Female	Male	Total	Percentage of total appointments	Female	Male	Total	Percentage of total separations
Departments/offices, regional commissions and tribunals								
DGACM	573	363	936	18.5	511	340	851	14.3
OHCHR	182	120	302	6.0	173	112	285	4.8
OCHA	128	113	241	4.8	103	101	204	3.4
IRMCT	117	114	231	4.6	61	68	129	2.2
DESA	118	52	170	3.4	66	44	110	1.9
UNEP	101	63	164	3.2	75	37	112	1.9
DGC	91	58	149	2.9	93	55	148	2.5
RCS	70	63	133	2.6	12	11	23	0.4
ECLAC	81	32	113	2.2	96	40	136	2.3
DSS	40	68	108	2.1	31	66	97	1.6
Other	718	584	1 302	25.7	608	522	1 130	19.0
Subtotal	2 219	1 630	3 849	76.0	1 829	1 396	3 225	54.2
Peacekeeping operations and special political missions and other political presences								
MINUSMA	48	112	160	3.2	39	66	105	1.8
MINUSCA	43	100	143	2.8	23	60	83	1.4
MONUSCO	39	72	111	2.2	108	615	723	12.2
UNAMA	30	41	71	1.4	27	71	98	1.6
UNMISS	22	46	68	1.3	19	47	66	1.1
UNAMID	16	40	56	1.1	139	861	1 000	16.8
UNITAD	24	30	54	1.1	4	10	14	0.2
UNSOM	13	40	53	1.0	7	24	31	0.5
UNSMIL	6	45	51	1.0	7	34	41	0.7
UNMHA	8	42	50	1.0	1	2	3	0.1
Other	183	215	398	7.9	196	360	556	9.4
Subtotal	432	783	1 215	24.0	570	2 150	2 720	45.8
Total	2 651	2 413	5 064	100.0	2 399	3 546	5 945	100.0

^a The figures for separations include all types of separations, including retirements.

B. Category

Appointments and separations

96. Table 23 shows information on appointments and separations, including resignations, by category.

Table 23

Appointments, separations and resignations by category, grade and gender from 1 January to 31 December 2019

(Population: 34,471)

Category/grade	Appointments			Separations ^a			Resignations		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Professional and higher									
USG	5	13	18	5	13	18	–	2	2
ASG	8	8	16	5	11	16	1	–	1
D-2	24	37	61	12	21	33	1	1	2
D-1	48	56	104	16	46	62	1	8	9
P-5	55	74	129	73	109	182	20	22	42
P-4	189	250	439	179	274	453	43	55	98
P-3	528	469	997	391	417	808	89	69	158
P-2	287	193	480	196	148	344	40	36	76
P-1	23	4	27	8	6	14	1	–	1
INT	331	192	523	243	125	368	5	4	9
R	5	32	37	7	32	39	2	5	7
T	200	137	337	206	154	360	23	24	47
Subtotal	1 703	1 465	3 168	1 341	1 356	2 697	226	226	452
Field Service									
FS-7	–	1	1	–	3	3	–	–	–
FS-6	7	13	20	8	25	33	2	5	7
FS-5	20	39	59	25	78	103	7	17	24
FS-4	32	67	99	41	100	141	6	13	19
FS-3	–	–	–	–	3	3	–	–	–
Subtotal	59	120	179	74	209	283	15	35	50
General Service and related									
NPO-D	2	3	5	1	1	2	1	1	2
NPO-C	10	18	28	10	32	42	4	8	12
NPO-B	45	74	119	27	89	116	9	13	22
NPO-A	15	21	36	7	20	27	2	6	8
G-7	10	5	15	34	20	54	10	6	16
G-6	95	56	151	134	91	225	51	32	83
G-5	283	195	478	309	334	643	80	74	154
G-4	253	209	462	283	606	889	50	63	113
G-3	81	135	216	78	483	561	12	27	39
G-2	42	79	121	61	271	332	2	3	5
G-1	25	13	38	29	13	42	–	–	–

Category/grade	Appointments			Separations ^a			Resignations		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
TC	–	6	6	–	6	6	–	1	1
SS	15	8	23	–	11	11	–	6	6
LT	2	2	4	4	2	6	1	–	1
PIA	11	4	15	7	2	9	1	1	2
Subtotal	889	828	1 717	984	1 981	2 965	223	241	464
Total	2 651	2 413	5 064	2 399	3 546	5 945	464	502	966

^a The figures for separations include all types of separations, including resignations and retirements.

97. In section VIII of its resolution [57/305](#), the General Assembly approved the proposal of the Secretary-General on the placement of staff members serving in the Executive Office of the Secretary-General (see [A/56/816](#)) and requested him to report on the implementation of the procedure. During the period from 1 January to 31 December 2019, one staff member was transferred from the Executive Office of the Secretary-General to a post in another department at the same level in the Professional and higher categories.

C. Gender

98. For all information on staff appointments and separations by gender, see table 19. The percentage of women in the staff appointments and separations population increased from 37.2 per cent on 31 December 2018 to 38.9 on 31 December 2019.

D. Age

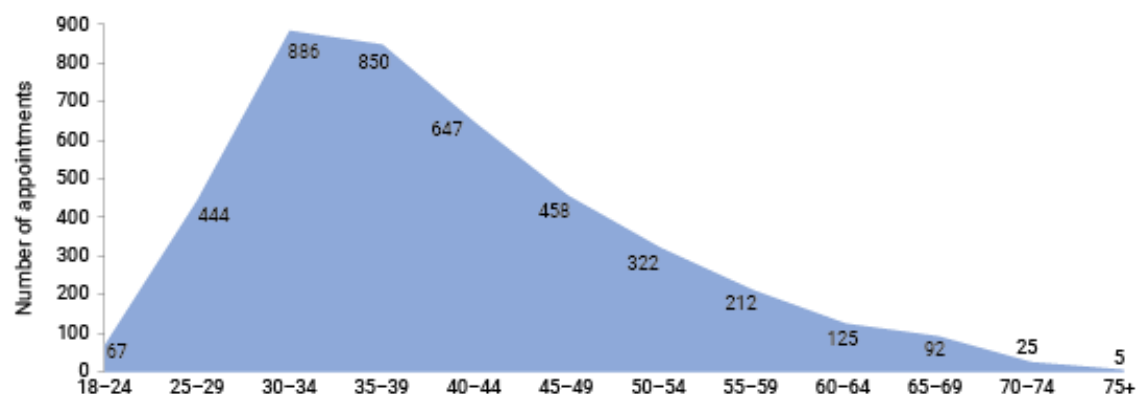
1. Appointments

99. Figure 35 shows that most appointed staff are in the 30–34 age group.

Figure 35

Distribution of appointments by age from 1 January to 31 December 2019

(Population: 4,133)^a



^a Excluding Under-Secretaries-General, Assistant Secretaries-General, interpreters, revisers and translators.

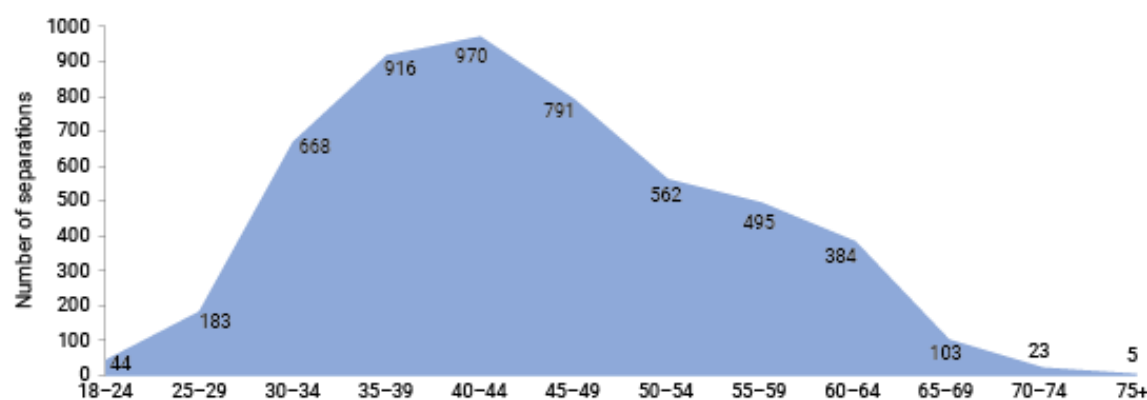
2. Separations

100. For the period from 1 January to 31 December 2019, the average age of staff of the Secretariat at the time of resignation was 43.3 years. At the time of resignation, the average length of service in the Secretariat was 7.4 years. Figure 36 shows that the largest number of separations is in the 40–44 age group.

Figure 36

Distribution of separations by age from 1 January to 31 December 2019

(Population: 5,144)^a



^a Excluding Under-Secretaries-General, Assistant Secretaries-General, interpreters, revisers and translators.

V. Staff subject to the system of desirable ranges

101. As at 31 December 2019, there were 3,158 Secretariat staff with geographical status pursuant to paragraph 66 of General Assembly resolution [65/247](#), in which the Assembly decided that staff members should retain geographical status only when serving against a post subject to geographical distribution, except those recruited under the young professionals programme.²²

102. Paragraph 66 of resolution [65/247](#) reflected a change in the criteria for geographical status. Prior to 2011, once geographical status had been given, it was retained throughout the period of uninterrupted service of the staff member, regardless of the nature of the position or the functions to which the staff member might subsequently be assigned (see [A/65/305/Add.2](#), para. 21).

103. The representation of Member States falls into four groups: unrepresented; underrepresented; within range; and overrepresented. A Member State is considered “unrepresented” when not a single one of its nationals, after having gone through the established selection process, is serving in a post subject to geographical distribution. It is “underrepresented” when the number of its nationals appointed to such posts is greater than zero but below the lower limit of the desirable range; it is “within range” when the number of its nationals appointed to such posts is between the lower and

²² The number of posts subject to geographical distribution was 3,611 (see General Assembly resolution [65/247](#), para. 67). The difference between the number of posts subject to geographical distribution (3,611) and the number of staff with geographical status serving against a geographical post (3,110) is accounted for by 276 posts that are vacant, 174 posts that are temporarily encumbered by staff without geographical status and 51 personnel with limited appointments. In addition, the total number of staff with geographical status (3,158) includes 48 staff in the young professionals programme serving against non-geographical posts.

upper limits of the desirable range; and it is “overrepresented” when the number of its nationals appointed to such posts exceeds the upper limit of the desirable range.

104. The representation of Member States under the system of desirable ranges over the past five periods is shown in table 24. Table 25 shows the representation status of individual Member States as at 31 December 2019, as well as the representation status as at 31 December 2018 if it is different from that as at 31 December 2019. Table 2.A (see annex) provides a detailed breakdown of Secretariat staff with geographical status by nationality, grade and gender, including information on appointments, separations and balances, as at 31 December 2018 and 31 December 2019. Table 2.C (see annex) provides a breakdown of staff in posts with special language requirements by nationality, grade and gender, including appointments and separations.

Table 24

Representation of Member States under the system of desirable ranges as at 30 June for 2016 and as at 31 December for 2016 to 2019

(Population: 193 Member States)

<i>Year</i>	<i>Unrepresented</i>	<i>Underrepresented</i>	<i>Within range</i>	<i>Overrepresented</i>
June 2016	19	42	104	28
December 2016	18	44	102	29
December 2017	19	44	103	27
December 2018	21	40	105	27
December 2019	22	34	108	29

Table 25

Representation status of Member States under the system of desirable ranges as at 31 December 2019

(Population: 193 Member States)

Unrepresented (22 Member States)

Andorra	Lao People's Democratic Republic	Saint Lucia
Angola	Libya (December 2018: under)	Sao Tome and Principe
Belize	Liechtenstein	Timor-Leste
Brunei Darussalam (December 2018: under)	Marshall Islands	Tuvalu
Cabo Verde (December 2018: under)	Monaco	United Arab Emirates
Democratic People's Republic of Korea (December 2018: under)	Nauru	Vanuatu
Equatorial Guinea	Palau	
Kiribati	Qatar	

Underrepresented (34 Member States)

Afghanistan (December 2018: un)	Dominica	Luxembourg
Antigua and Barbuda	Gabon	Micronesia (Federated States of)
Bahrain	Grenada	Mozambique
Brazil	Guinea-Bissau	Norway
Cambodia	Iran (Islamic Republic of)	Oman
Central African Republic	Japan	Papua New Guinea
China	Kuwait (December 2018: un)	Republic of Korea
Comoros	Lesotho	Russian Federation
Cuba (December 2018: within)	Liberia	Saint Vincent and the Grenadines (December 2018: un)
Saudi Arabia	Suriname	Venezuela (Bolivarian Republic of)
Solomon Islands	Turkmenistan	

South Sudan	United States of America	
<i>Within range (108 Member States)</i>		
Albania	Guatemala	Panama
Algeria	Guinea	Paraguay
Armenia	Guyana	Peru
Azerbaijan	Haiti	Philippines (December 2018: over)
Bahamas	Honduras	Poland
Bangladesh	Hungary	Republic of Moldova
Barbados	Iceland	Romania
Belarus (December 2018: under)	India	Rwanda
Benin	Indonesia (December 2018: under)	Saint Kitts and Nevis
Bhutan	Iraq (December 2018: under)	Samoa
Bolivia (Plurinational State of)	Israel	San Marino
Bosnia and Herzegovina	Jamaica	Senegal
Botswana	Jordan (December 2018: over)	Serbia
Burkina Faso	Kazakhstan	Seychelles
Burundi	Kyrgyzstan	Sierra Leone
Chad	Latvia	Singapore
Colombia	Lithuania	Slovakia
Congo	Madagascar	Slovenia
Costa Rica	Malaysia	Somalia
Côte d'Ivoire	Maldives	Sri Lanka
Croatia	Mali	Sudan
Cyprus (December 2018: under)	Malta	Sweden
Czechia	Mauritania	Switzerland
Democratic Republic of the Congo	Mauritius	Syrian Arab Republic (December 2018: under)
Denmark	Mongolia	Tajikistan
Djibouti	Montenegro	Thailand (December 2018: under)
Dominican Republic	Morocco	Togo
El Salvador	Myanmar	Tonga
Eritrea	Namibia	Tunisia
Estonia	Nepal	Turkey
Eswatini	New Zealand	Ukraine
Fiji	Nicaragua	United Republic of Tanzania
Gambia	Niger	Uzbekistan
Georgia	Nigeria	Viet Nam
Ghana	North Macedonia	Yemen
Greece	Pakistan	Zambia
<i>Overrepresented (29 Member States)</i>		
Argentina (December 2018: within)	Ethiopia	Netherlands (December 2018: within)
Australia (December 2018: within)	Finland	Portugal
Austria	France	South Africa (December 2018: within)
Belgium	Germany	Spain
Bulgaria	Ireland	Trinidad and Tobago
Cameroon	Italy	Uganda
Canada	Kenya	United Kingdom of Great Britain and Northern Ireland
Chile	Lebanon	Uruguay
Ecuador	Malawi	Zimbabwe
Egypt	Mexico	

Note: Status in parentheses indicates Member State representation status as at 31 December 2018 if different from that of 31 December 2019 (un = unrepresented; under = underrepresented; within = within range; over = overrepresented).

105. Table 26 shows Secretariat staff with geographical status by economic grouping (developed countries and developing countries).

Table 26

Distribution of Secretariat staff with geographical status by economic grouping as at 31 December 2019

(Population: 3,158)

<i>Representation status</i>	<i>Developed</i>		<i>Developing</i>	
	<i>Number of staff</i>	<i>Number of countries</i>	<i>Number of staff</i>	<i>Number of countries</i>
Unrepresented	–	3	–	19
Underrepresented	500	5	250	29
Within range	300	28	686	80
Overrepresented	1 012	14	410	15
Total	1 812	50	1 346	143

A. Entity

106. Table 27 shows the distribution of Secretariat staff with geographical status by entity and grade for the 25 entities with the largest number of such staff.

Table 27

Distribution of Secretariat staff with geographical status by entity^a and grade as at 31 December 2019

(Population: 3,158)

<i>Entity</i>	<i>USG</i>	<i>ASG</i>	<i>D-2</i>	<i>D-1</i>	<i>P-5</i>	<i>P-4</i>	<i>P-3</i>	<i>P-2</i>	<i>Total</i>
OHCHR	1	2	2	10	42	87	120	17	281
DESA	1	2	7	26	65	81	56	40	278
DGC	1	–	2	15	30	73	96	44	261
UNCTAD	1	1	5	14	45	51	61	23	201
ECA	1	–	–	8	39	54	55	21	178
ECLAC	1	–	2	10	29	45	51	38	176
ESCAP	1	–	2	14	28	50	37	26	158
DMSPC	1	2	5	14	30	43	32	22	149
DPPA	1	3	9	13	33	42	31	14	146
ECE	1	–	–	6	23	32	32	16	110
DGACM	1	–	6	17	18	26	28	10	106
UNEP	1	1	4	11	25	37	12	2	93
UNODC	1	–	3	7	14	33	23	12	93
ESCWA	1	–	1	7	22	24	19	16	90
OICT	–	1	1	4	15	22	33	7	83
OLA	1	1	4	7	16	18	21	10	78
UNOG	1	–	1	5	10	17	19	20	73
DOS	1	1	5	6	11	15	13	15	67
OIOS	1	1	3	1	8	16	17	11	58
OCHA	1	1	3	3	8	15	13	9	53

<i>Entity</i>	<i>USG</i>	<i>ASG</i>	<i>D-2</i>	<i>D-1</i>	<i>P-5</i>	<i>P-4</i>	<i>P-3</i>	<i>P-2</i>	<i>Total</i>
UN-Habitat	1	—	1	4	8	14	12	5	45
DSS	1	1	1	3	6	13	14	5	44
UNON	—	—	1	5	6	9	10	7	38
ODA	1	—	2	3	12	8	5	3	34
EOSG	2	1	3	5	6	7	7	2	33
Other	7	7	14	17	44	57	68	18	232
Total	31	25	87	235	593	889	885	413	3 158

^a In the 25 entities with the largest number of such staff.

B. Category

1. Grades

107. As shown in table 28, P-4s are the largest group of staff with geographical status. Table 2.A (see annex) provides details on Secretariat staff with geographical status by grade and nationality.

Table 28

Distribution of Secretariat staff with geographical status by grade and gender as at 31 December 2019

(Population: 3,158)

<i>Grade</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Percentage of total staff with geographical status by grade</i>
USG	21	10	31	1.0
ASG	12	13	25	0.8
D-2	41	46	87	2.8
D-1	93	142	235	7.4
P-5	252	341	593	18.8
P-4	419	470	889	28.2
P-3	455	430	885	28.0
P-2	234	179	413	13.1
Total	1 527	1 631	3 158	100.0

2. Representation of Member States at the senior and policymaking levels (D-1 level and above)

108. Table 29 shows Secretariat staff with geographical status at the D-1 level and above by economic grouping (developed countries and developing countries) and gender as at 30 June for 2016 and as at 31 December for 2016 to 2019.

109. Table 2.B (see annex) provides a five-period comparison of Secretariat staff with geographical status at the D-1 level and above by country of nationality.

Table 29

Distribution of Secretariat staff with geographical status at the D-1 level and above by economic grouping and gender as at 30 June for 2016 and as at 31 December for 2016 to 2019

	USG					ASG					D-2					D-1					All geographical staff				
Economic grouping	June 2016	December 2016	December 2017	December 2018	December 2019	June 2016	December 2016	December 2017	December 2018	December 2019	June 2016	December 2016	December 2017	December 2018	December 2019	June 2016	December 2016	December 2017	December 2018	December 2019	June 2016	December 2016	December 2017	December 2018	December 2019
Developing countries (143)																									
Female	8	8	11	14	15	4	3	4	2	3	7	8	12	11	12	28	32	35	35	36	521	526	559	575	609
Male	10	9	6	3	4	8	7	7	8	7	24	24	22	21	20	53	57	55	55	61	732	737	741	739	737
All	18	17	17	17	19	12	10	11	10	10	31	32	34	32	32	81	89	90	90	97	1 253	1 263	1 300	1 314	1 346
Developed countries (50)																									
Female	1	1	4	5	6	4	4	6	9	9	17	20	22	28	29	57	57	58	54	57	845	853	879	908	918
Male	12	12	10	6	6	9	9	5	5	6	29	27	27	27	26	76	79	84	75	81	884	889	895	885	894
All	13	13	14	11	12	13	13	11	14	15	46	47	49	55	55	133	136	142	129	138	1 729	1 742	1 774	1 793	1 812
Subtotal																									
Female	9	9	15	19	21	8	7	10	11	12	24	28	34	39	41	85	89	93	89	93	1 366	1 379	1 438	1 483	1 527
Male	22	21	16	9	10	17	16	12	13	13	53	51	49	48	46	129	136	139	130	142	1 616	1 626	1 636	1 624	1 631
Total	31	30	31	28	31	25	23	22	24	25	77	79	83	87	87	214	225	232	219	235	2 982	3 005	3 074	3 107	3 158

C. Appointments

110. From 1 January to 31 December 2019, 141 Secretariat staff, having gone through the selection process, were appointed to posts subject to geographical distribution. During the same period, 48 Secretariat staff were appointed through the young professionals programme, as shown in table 32, all of whom were placed against posts subject to geographical distribution.

111. Table 30 shows information on appointments by economic grouping, representation status and gender. Table 2.A (see annex) provides a detailed breakdown of Secretariat staff with geographical status by nationality, grade and gender, including information on appointments, separations and balances, as at 31 December 2018 and 31 December 2019.

Table 30

Appointment of Secretariat staff to posts subject to geographical distribution by gender, representation status and economic grouping from 1 January to 31 December 2019

(Population: 141)

Representation status as at 31 December 2018	Economic grouping as at December 2019						Total
	Number of female staff appointed			Number of male staff appointed			
	Developing countries	Developed countries	Subtotal	Developing countries	Developed countries	Subtotal	
Unrepresented	2	–	2	1	–	1	3
Underrepresented	12	15	27	11	8	19	46
Within range	17	11	28	12	7	19	47
Overrepresented	11	15	26	3	16	19	45
Total	42	41	83	27	31	58	141

112. A summary of the gender distribution of the appointments to posts subject to geographical distribution by grade is shown in table 31. For more details, table 2.A (see annex) provides a breakdown of Secretariat staff with geographical status by nationality, grade and gender, including information on appointments and separations, as at 31 December 2018 and 31 December 2019.

Table 31

Appointment of Secretariat staff to posts subject to geographical distribution by gender, grade and number of nationalities represented from 1 January to 31 December 2019

(Population: 141)

<i>Grade</i>	<i>Female staff appointed</i>			<i>Male staff appointed</i>			<i>Total</i>	
	<i>Number appointed</i>	<i>Percentage of grade total</i>	<i>Number of nationalities represented</i>	<i>Number appointed</i>	<i>Percentage of grade total</i>	<i>Number of nationalities represented</i>	<i>Number appointed</i>	<i>Number of nationalities represented</i>
USG	5	83.3	5	1	16.7	1	6	6
ASG	2	50.0	2	2	50.0	2	4	4
D-2	3	60.0	3	2	40.0	2	5	5
D-1	3	50.0	3	3	50.0	3	6	6
P-5	4	66.7	4	2	33.3	2	6	6
P-4	8	66.7	8	4	33.3	4	12	11

Grade	Female staff appointed			Male staff appointed			Total	
	Number appointed	Percentage of grade total	Number of nationalities represented	Number appointed	Percentage of grade total	Number of nationalities represented	Number appointed	Number of nationalities represented
P-3	31	58.5	23	22	41.5	17	53	34
P-2	27	55.1	16	22	44.9	16	49	24
Total	83	58.9	46	58	41.1	36	141	60.0

113. In 2019, 60 Member States participated in the young professionals programme: Afghanistan, Andorra, Angola, Antigua and Barbuda, Bahrain, Belarus, Belize, Brazil, Brunei Darussalam, Cabo Verde, Cambodia, Central African Republic, China, Comoros, Cyprus, Democratic People's Republic of Korea, Dominica, Equatorial Guinea, Gabon, Grenada, Guinea-Bissau, Indonesia, Iran (Islamic Republic of), Japan, Kiribati, Kuwait, Lao People's Democratic Republic, Lesotho, Liberia, Libya, Liechtenstein, Luxembourg, Marshall Islands, Micronesia (Federated States of), Monaco, Montenegro, Mozambique, Nauru, Norway, Oman, Palau, Papua New Guinea, Qatar, Republic of Korea, Saint Lucia, Saint Vincent and the Grenadines, Sao Tome and Principe, Saudi Arabia, Solomon Islands, South Sudan, Suriname, Syrian Arab Republic, Thailand, Timor-Leste, Turkmenistan, Tuvalu, United Arab Emirates, United States of America, Vanuatu and Venezuela (Bolivarian Republic of). These Member States were unrepresented or underrepresented. Examinations were held for two job networks.²³ From the 2018 exercise, 83 successful candidates were placed on the roster.

114. Table 32 shows that 26 female and 22 male candidates from young professionals programme rosters were placed with various entities during the period from 1 January to 31 December 2019.

Table 32

Young professionals programme placements at the P-2 level by entity and gender from 1 January to 31 December 2019

(Population: 48)

Entity	Female	Male	Total
DESA	1	2	3
DGACM	1	–	1
DGC	1	3	4
DMSPC	1	2	3
DOS	2	–	2
DSS	2	–	2
ECA	2	5	7
ECLAC	–	2	2
ESCAP	1	1	2
ESCWA	3	2	5
OAJ	1	–	1
OCHA	1	–	1
ODA	2	–	2

²³ Economic, Social and Development Network; and Information and Telecommunication Technology Network.

<i>Entity</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
OHCHR	2	—	2
OICT	—	1	1
OIOS	2	—	2
UNCTAD	1	1	2
UNODC	1	—	1
UNOG	1	1	2
UNON	1	2	3
Total	26	22	48

Note: All 48 candidates were placed on posts subject to geographical distribution.

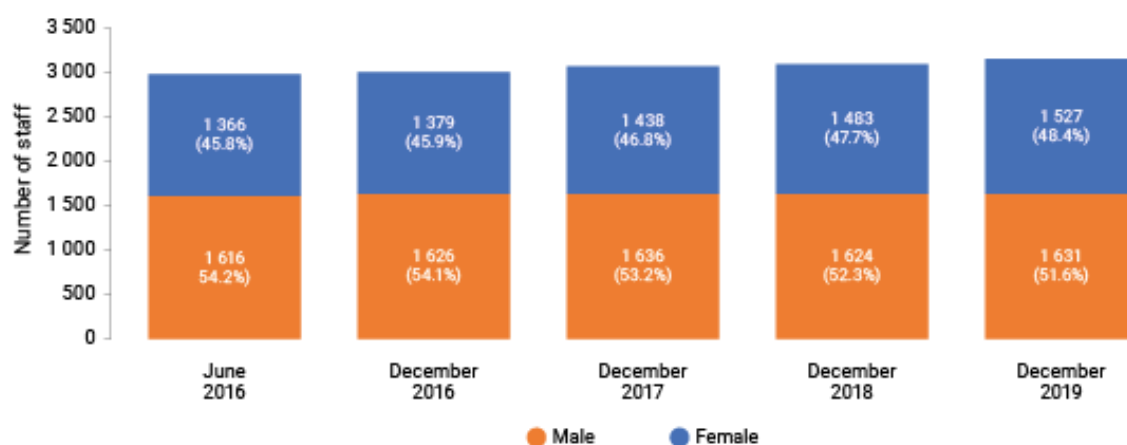
D. Gender

115. The distribution of male and female staff of the Secretariat with geographical status for the five periods from 30 June for 2016 and as at 31 December for 2016 to 2019 is shown in figure 37.

Figure 37

Gender distribution of Secretariat staff with geographical status as at 30 June for 2016 and as at 31 December for 2016 to 2019

(Population: 3,158 as at 31 December 2019)



116. Table 33 shows the number and percentage of male and female Secretariat staff with geographical status by grade as at 30 June 2016 and 31 December 2019.

Table 33

Gender distribution of Secretariat staff with geographical status by grade as at 30 June 2016 and 31 December 2019

(Population: 3,158 as at 31 December 2019)

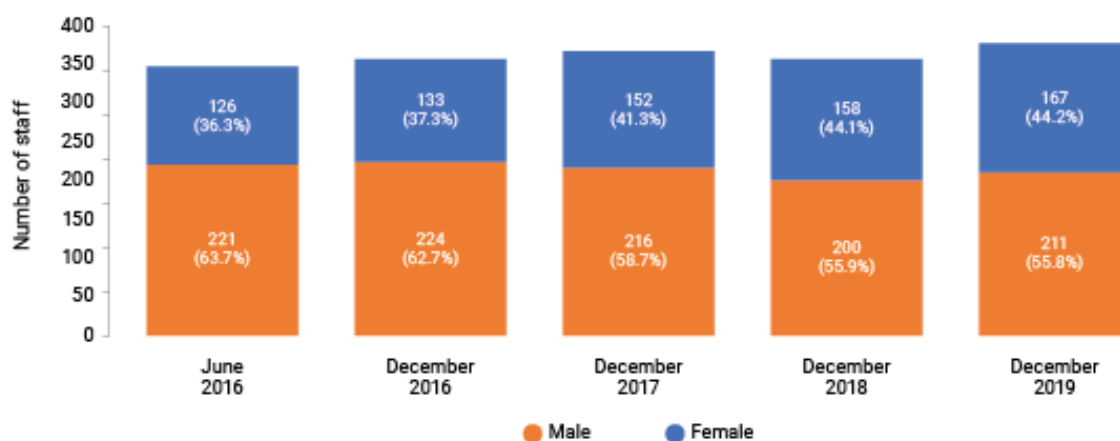
Grade	As at 30 June 2016					As at 31 December 2019				
	Female		Male		Total	Female		Male		Total
	Number	Percentage	Number	Percentage		Number	Percentage	Number	Percentage	
USG	9	29.0	22	71.0	31	21	67.7	10	32.3	31
ASG	8	32.0	17	68.0	25	12	48.0	13	52.0	25
D-2	24	31.2	53	68.8	77	41	47.1	46	52.9	87
D-1	85	39.7	129	60.3	214	93	39.6	142	60.4	235
P-5	200	37.9	328	62.1	528	252	42.5	341	57.5	593
P-4	385	45.2	467	54.8	852	419	47.1	470	52.9	889
P-3	407	51.0	391	49.0	798	455	51.4	430	48.6	885
P-2	248	54.3	209	45.7	457	234	56.7	179	43.3	413
Total	1 366	45.8	1 616	54.2	2 982	1 527	48.4	1 631	51.6	3 158

117. Figure 38 shows the gender distribution of Secretariat staff subject to geographical status in posts at the D-1 level and above. As at 31 December 2019, the percentage of female staff in the Secretariat with geographical status at the D-1 level and above was 44.2 per cent.

Figure 38

Gender distribution of Secretariat staff with geographical status at the D-1 level and above as at 30 June for 2016 and as at 31 December for 2016 to 2019

(Population: 378)



E. Age: forecast of retirements of staff under the system of desirable ranges

118. From 1 January to 31 December 2019, no staff with geographical status retired.

119. Table 34 shows a five-year forecast of retirements of Secretariat staff members with geographical status at the level of Director and in the Professional category. It is forecast that an average of 52 Secretariat staff with geographical status will retire yearly from 2020 to 2024.

Table 34

Forecast of retirements from 1 January 2020 to 31 December 2024 by category for all Secretariat staff with geographical status as at 31 December 2019

(Population: 3,102^a)

Category	Average yearly number of staff retirements 2020–2024 (if all retire at age 65)	Number of staff in category	Retirements as a percentage of category
D	18	322	5.5
P	34	2 780	1.2
Total	52	3 102	1.7

^a Excluding Under-Secretaries-General and Assistant Secretaries-General.

120. Table 35 shows the percentage of staff members with geographical status forecast to retire during the period from 1 January 2020 to 31 December 2024 by Member State. Table 35 also shows the representation status of Member States whose status could change at the end of the five-year period as a result of their nationals retiring as forecast, assuming that there are no new recruitments from that Member State within the period.

Table 35

Percentage of staff with geographical status^a forecast to retire during the period from 1 January 2020 to 31 December 2024 by Member State

(Population: 193)

No forecast retirements (107 Member States)

Afghanistan	Gabon	Panama
Albania	Gambia	Papua New Guinea
Algeria	Greece	Paraguay
Andorra	Grenada	Peru
Angola	Guinea	Qatar
Armenia	Honduras	Republic of Moldova
Bahamas	Iceland	Saint Lucia
Bahrain	Indonesia	Saint Vincent and the Grenadines
Bangladesh	Iran (Islamic Republic of)	San Marino
Barbados	Kazakhstan	Sao Tome and Principe
Belize	Kiribati	Saudi Arabia
Bhutan	Kuwait	Senegal
Bolivia (Plurinational State of)	Kyrgyzstan	Seychelles
Bosnia and Herzegovina	Lao People's Democratic Republic	Sierra Leone
Botswana	Latvia	Slovakia
Brunei Darussalam	Lesotho	Slovenia
Cabo Verde	Liberia	Solomon Islands

Cambodia	Libya	South Sudan
Chad	Liechtenstein	Sudan
Comoros	Luxembourg	Suriname
Congo	Madagascar	Sweden
Costa Rica	Maldives	Syrian Arab Republic
Cyprus	Malta	Tajikistan
Czechia	Marshall Islands	Timor-Leste
Democratic People's Republic of Korea	Mauritius	Togo
Democratic Republic of the Congo	Micronesia (Federated States of)	Tonga
Denmark	Monaco	Turkey
Djibouti	Montenegro	Turkmenistan
Dominica	Mozambique	Tuvalu
Ecuador	Myanmar	United Arab Emirates
El Salvador	Namibia	Uzbekistan
Equatorial Guinea	Nauru	Vanuatu
Eritrea	Nicaragua	Venezuela (Bolivarian Republic of)
Estonia	North Macedonia	Viet Nam
Eswatini	Oman	Yemen
Fiji	Palau	

Less than 20 per cent of currently serving staff with geographical status forecast to retire (64 Member States)

Argentina (2)	India (8)	Portugal (1)
Australia (over/within) (2)	Iraq (within/under) (1)	Republic of Korea (1)
Austria (3)	Ireland (1)	Romania (1)
Azerbaijan (1)	Israel (within/under) (2)	Rwanda (1)
Belgium (3)	Italy (13)	Serbia (2)
Brazil (7)	Jamaica (1)	Singapore (1)
Bulgaria (3)	Japan (5)	South Africa (over/within) (1)
Burkina Faso (1)	Jordan (1)	Spain (2)
Cameroon (5)	Kenya (3)	Sri Lanka (1)
Canada (13)	Lebanon (2)	Switzerland (1)
Chile (5)	Lithuania (1)	Thailand (within/under) (1)
China (5)	Malawi (1)	Tunisia (1)
Colombia (1)	Malaysia (1)	Uganda (4)
Côte d'Ivoire (1)	Mexico (3)	Ukraine (2)
Croatia (1)	Morocco (1)	United Kingdom of Great Britain and Northern Ireland (over/within) (12)
Dominican Republic (1)	Netherlands (over/within) (5)	United Republic of Tanzania (1)
Egypt (over/within) (3)	New Zealand (1)	United States of America (36)
Ethiopia (2)	Nigeria (within/under) (2)	Uruguay (1)
Finland (2)	Norway (1)	Zambia (1)
France (5)	Pakistan (1)	Zimbabwe (2)
Germany (over/within) (12)	Philippines (2)	
Guyana (1)	Poland (2)	

20 to 40 per cent of currently serving staff with geographical status forecast to retire (15 Member States)

Belarus (1)	Mali (1)	Russian Federation (10)
Benin (2)	Mauritania (2)	Saint Kitts and Nevis (1)
Burundi (2)	Mongolia (2)	Samoa (within/under) (1)
Georgia (within/under) (1)	Nepal (2)	Somalia (1)
Ghana (3)	Niger (1)	Trinidad and Tobago (4)

More than 40 per cent of currently serving staff with geographical status forecast to retire (7 Member States)

Antigua and Barbuda (under/un) (1)	Guatemala (within/under) (3)	Hungary (within/under) (4)
Central African Republic (1)	Guinea-Bissau (1)	
Cuba (2)	Haiti (within/under) (2)	

Notes: The number in parentheses represents the number of staff with geographical status from the respective Member State forecast to retire during the period from 1 January 2020 to 31 December 2024. Retirement numbers are forecast on the assumption that all staff members will retire at 65 years. In cases where the Member State's representation status will have changed at the end of the five-year period if the forecast number of staff members do retire and there are no new recruitments from that Member State within the period, the representation status as at 31 December 2019 and as at 31 December 2024 is indicated in parentheses (Un = unrepresented, under = underrepresented, within = within range, over = overrepresented). The representation statuses are based on the Member States' desirable ranges as at 31 December 2019.

^a Excluding Under-Secretaries-General and Assistant Secretaries-General.

VI. Action to be taken by the General Assembly

121. The Secretary-General invites the General Assembly to take note of the present report.

Annex

Comprehensive statistical tables

Table 1.A

All staff by nationality, gender, category and appointment type as at 31 December 2019

(Population: 36,574)

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Afghanistan	Female	–	1	–	–	–	–	1	66	6	1	67	6	74	0.20
	Male	5	22	–	15	17	–	8	804	5	28	843	5	876	2.40
	All	5	23	–	15	17	–	9	870	11	29	910	11	950	2.60
Albania	Female	10	3	3	1	1	–	1	2	2	12	6	5	23	0.06
	Male	3	2	–	1	–	–	2	2	2	6	4	2	12	0.03
	All	13	5	3	2	1	–	3	4	4	18	10	7	35	0.10
Algeria	Female	7	8	3	–	–	–	5	6	–	12	14	3	29	0.08
	Male	5	12	4	1	–	–	7	7	–	13	19	4	36	0.10
	All	12	20	7	1	–	–	12	13	–	25	33	7	65	0.18
Andorra	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
	All	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
Angola	Female	–	–	–	1	–	–	–	–	–	1	–	–	1	–
	Male	1	1	1	5	3	–	–	2	–	6	6	1	13	0.04
	All	1	1	1	6	3	–	–	2	–	7	6	1	14	0.04
Antigua and Barbuda	Female	2	1	1	1	–	–	1	1	–	4	2	1	7	0.02
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	2	1	1	1	–	–	1	1	–	4	2	1	7	0.02
Argentina	Female	30	17	11	–	–	–	15	19	2	45	36	13	94	0.26
	Male	26	32	6	4	3	–	6	11	1	36	46	7	89	0.24
	All	56	49	17	4	3	–	21	30	3	81	82	20	183	0.50
Armenia	Female	2	6	–	2	–	–	1	3	–	5	9	–	14	0.04
	Male	6	6	–	1	–	–	–	1	–	7	7	–	14	0.04
	All	8	12	–	3	–	–	1	4	–	12	16	–	28	0.08

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Australia	Female	28	63	18	2	–	–	6	6	2	36	69	20	125	0.34
	Male	46	60	20	12	7	1	1	6	2	59	73	23	155	0.42
	All	74	123	38	14	7	1	7	12	4	95	142	43	280	0.77
Austria	Female	26	29	14	1	–	–	61	40	24	88	69	38	195	0.53
	Male	33	24	7	9	8	–	48	43	14	90	75	21	186	0.51
	All	59	53	21	10	8	–	109	83	38	178	144	59	381	1.04
Azerbaijan	Female	3	1	–	–	–	–	1	3	–	4	4	–	8	0.02
	Male	6	3	–	1	–	–	1	4	–	8	7	–	15	0.04
	All	9	4	–	1	–	–	2	7	–	12	11	–	23	0.06
Bahamas	Female	8	1	1	–	–	–	1	1	–	9	2	1	12	0.03
	Male	2	–	–	–	1	–	–	–	–	2	1	–	3	0.01
	All	10	1	1	–	1	–	1	1	–	11	3	1	15	0.04
Bahrain	Female	1	3	–	–	–	–	3	–	–	4	3	–	7	0.02
	Male	–	–	–	–	–	–	1	1	–	1	1	–	2	0.01
	All	1	3	–	–	–	–	4	1	–	5	4	–	9	0.02
Bangladesh	Female	6	5	2	–	1	–	3	2	1	9	8	3	20	0.05
	Male	20	46	4	5	3	–	2	7	1	27	56	5	88	0.24
	All	26	51	6	5	4	–	5	9	2	36	64	8	108	0.30
Barbados	Female	7	3	2	–	–	–	3	1	2	10	4	4	18	0.05
	Male	1	–	–	1	1	–	3	1	–	5	2	–	7	0.02
	All	8	3	2	1	1	–	6	2	2	15	6	4	25	0.07
Belarus	Female	3	7	5	–	–	–	1	5	–	4	12	5	21	0.06
	Male	6	3	3	–	–	–	2	3	–	8	6	3	17	0.05
	All	9	10	8	–	–	–	3	8	–	12	18	8	38	0.10
Belgium	Female	23	33	13	1	–	–	13	9	3	37	42	16	95	0.26
	Male	38	46	15	6	–	–	2	8	1	46	54	16	116	0.32
	All	61	79	28	7	–	–	15	17	4	83	96	32	211	0.58
Belize	Female	1	–	–	–	–	–	1	1	–	2	1	–	3	0.01
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	–	–	–	–	–	1	1	–	2	1	–	3	0.01

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Benin	Female	1	9	1	2	4	1	1	2	–	4	15	2	21	0.06
	Male	13	30	5	6	9	–	–	2	–	19	41	5	65	0.18
	All	14	39	6	8	13	1	1	4	–	23	56	7	86	0.24
Bhutan	Female	–	2	–	6	3	2	–	–	–	6	5	2	13	0.04
	Male	3	8	–	4	3	–	–	–	–	7	11	–	18	0.05
	All	3	10	–	10	6	2	–	–	–	13	16	2	31	0.08
Bolivia (Plurinational State of)	Female	4	3	1	–	–	–	5	5	–	9	8	1	18	0.05
	Male	5	10	5	–	–	–	1	2	1	6	12	6	24	0.07
	All	9	13	6	–	–	–	6	7	1	15	20	7	42	0.11
Bosnia and Herzegovina	Female	8	13	1	14	8	–	4	13	3	26	34	4	64	0.17
	Male	14	8	2	19	13	3	8	14	–	41	35	5	81	0.22
	All	22	21	3	33	21	3	12	27	3	67	69	9	145	0.40
Botswana	Female	6	3	–	–	1	–	–	1	–	6	5	–	11	0.03
	Male	2	2	–	–	1	–	–	1	–	2	4	–	6	0.02
	All	8	5	–	–	2	–	–	2	–	8	9	–	17	0.05
Brazil	Female	23	33	7	1	–	–	9	22	2	33	55	9	97	0.27
	Male	31	37	9	3	1	–	7	9	–	41	47	9	97	0.27
	All	54	70	16	4	1	–	16	31	2	74	102	18	194	0.53
Brunei Darussalam	Female	1	–	–	–	–	–	–	–	–	1	–	–	1	–
	Male	1	–	–	–	–	–	–	–	–	1	–	–	1	–
	All	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
Bulgaria	Female	11	8	4	2	1	–	2	3	5	15	12	9	36	0.10
	Male	16	10	4	2	2	–	1	2	–	19	14	4	37	0.10
	All	27	18	8	4	3	–	3	5	5	34	26	13	73	0.20
Burkina Faso	Female	3	7	–	4	2	–	–	1	2	7	10	2	19	0.05
	Male	6	33	6	5	10	–	1	6	4	12	49	10	71	0.19
	All	9	40	6	9	12	–	1	7	6	19	59	12	90	0.25
Burundi	Female	5	12	2	14	6	2	1	6	–	20	24	4	48	0.13
	Male	10	15	9	8	14	1	1	18	–	19	47	10	76	0.21
	All	15	27	11	22	20	3	2	24	–	39	71	14	124	0.34

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Cabo Verde	Female	1	–	–	–	–	–	–	–	–	1	–	–	1	–
	Male	3	1	–	–	–	–	–	–	–	3	1	–	4	0.01
	All	4	1	–	–	–	–	–	–	–	4	1	–	5	0.01
Cambodia	Female	–	–	–	2	1	–	1	19	1	3	20	1	24	0.07
	Male	2	1	1	1	2	–	8	53	1	11	56	2	69	0.19
	All	2	1	1	3	3	–	9	72	2	14	76	3	93	0.25
Cameroon	Female	12	22	11	11	8	–	7	16	–	30	46	11	87	0.24
	Male	37	64	19	9	9	1	9	26	2	55	99	22	176	0.48
	All	49	86	30	20	17	1	16	42	2	85	145	33	263	0.72
Canada	Female	70	128	42	8	5	1	34	29	4	112	162	47	321	0.88
	Male	91	127	38	18	10	–	13	21	–	122	158	38	318	0.87
	All	161	255	80	26	15	1	47	50	4	234	320	85	639	1.75
Central African Republic	Female	1	–	–	7	–	–	–	117	3	8	117	3	128	0.35
	Male	2	2	1	2	8	–	–	517	–	4	527	1	532	1.45
	All	3	2	1	9	8	–	–	634	3	12	644	4	660	1.80
Chad	Female	2	2	2	–	1	1	–	2	1	2	5	4	11	0.03
	Male	2	10	1	1	–	–	–	24	–	3	34	1	38	0.10
	All	4	12	3	1	1	1	–	26	1	5	39	5	49	0.13
Chile	Female	3	11	21	1	–	–	69	65	25	73	76	46	195	0.53
	Male	17	15	9	1	3	–	38	73	10	56	91	19	166	0.45
	All	20	26	30	2	3	–	107	138	35	129	167	65	361	0.99
China	Female	120	70	28	1	1	–	27	56	20	148	127	48	323	0.88
	Male	114	46	39	3	–	–	11	25	4	128	71	43	242	0.66
	All	234	116	67	4	1	–	38	81	24	276	198	91	565	1.54
Colombia	Female	11	14	15	1	–	–	16	97	6	28	111	21	160	0.44
	Male	10	18	3	3	–	–	18	98	6	31	116	9	156	0.43
	All	21	32	18	4	–	–	34	195	12	59	227	30	316	0.86
Comoros	Female	–	1	–	–	–	–	–	–	–	–	1	–	1	–
	Male	1	–	–	–	–	–	–	1	–	1	1	–	2	0.01
	All	1	1	–	–	–	–	–	1	–	1	2	–	3	0.01

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Congo	Female	3	1	–	–	–	–	1	3	1	4	4	1	9	0.02
	Male	6	5	1	2	1	1	2	3	–	10	9	2	21	0.06
	All	9	6	1	2	1	1	3	6	1	14	13	3	30	0.08
Costa Rica	Female	3	5	2	–	–	–	–	2	1	3	7	3	13	0.04
	Male	7	2	–	–	–	–	–	2	–	7	4	–	11	0.03
	All	10	7	2	–	–	–	–	4	1	10	11	3	24	0.07
Côte d'Ivoire	Female	6	5	5	11	25	4	–	4	–	17	34	9	60	0.16
	Male	16	46	5	20	37	3	3	6	–	39	89	8	136	0.37
	All	22	51	10	31	62	7	3	10	–	56	123	17	196	0.54
Croatia	Female	7	6	2	8	2	–	6	8	1	21	16	3	40	0.11
	Male	8	6	2	22	14	1	2	10	–	32	30	3	65	0.18
	All	15	12	4	30	16	1	8	18	1	53	46	6	105	0.29
Cuba	Female	6	–	1	–	–	–	1	5	1	7	5	2	14	0.04
	Male	5	2	–	–	–	–	1	1	2	6	3	2	11	0.03
	All	11	2	1	–	–	–	2	6	3	13	8	4	25	0.07
Cyprus	Female	2	2	–	1	–	–	–	39	–	3	41	–	44	0.12
	Male	1	–	–	–	2	–	–	60	–	1	62	–	63	0.17
	All	3	2	–	1	2	–	–	99	–	4	103	–	107	0.29
Czechia	Female	6	6	3	–	1	–	2	5	1	8	12	4	24	0.07
	Male	6	4	–	2	1	–	8	7	–	16	12	–	28	0.08
	All	12	10	3	2	2	–	10	12	1	24	24	4	52	0.14
Democratic People's Republic of Korea	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	1	–	–	–	–	–	–	–	–	1	–	1	–
	All	–	1	–	–	–	–	–	–	–	–	1	–	1	–
Democratic Republic of the Congo	Female	5	8	3	9	12	1	2	263	11	16	283	15	314	0.86
	Male	13	38	5	21	36	3	15	1 382	39	49	1 456	47	1 552	4.24
	All	18	46	8	30	48	4	17	1 645	50	65	1 739	62	1 866	5.10
Denmark	Female	18	23	4	–	–	–	3	2	2	21	25	6	52	0.14
	Male	19	22	2	2	1	–	3	2	–	24	25	2	51	0.14
	All	37	45	6	2	1	–	6	4	2	45	50	8	103	0.28

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Djibouti	Female	1	–	1	1	–	–	–	–	–	2	–	1	3	0.01
	Male	4	4	1	–	1	–	1	1	–	5	6	1	12	0.03
	All	5	4	2	1	1	–	1	1	–	7	6	2	15	0.04
Dominica	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	2	–	–	–	–	–	2	2	–	4	2	–	6	0.02
	All	2	–	–	–	–	–	2	2	–	4	2	–	6	0.02
Dominican Republic	Female	4	1	–	–	–	–	1	2	2	5	3	2	10	0.03
	Male	4	1	1	1	1	–	1	2	–	6	4	1	11	0.03
	All	8	2	1	1	1	–	2	4	2	11	7	3	21	0.06
Ecuador	Female	8	5	2	–	1	–	4	5	1	12	11	3	26	0.07
	Male	8	5	–	1	–	–	3	2	–	12	7	–	19	0.05
	All	16	10	2	1	1	–	7	7	1	24	18	3	45	0.12
Egypt	Female	22	13	37	1	1	–	3	28	5	26	42	42	110	0.30
	Male	40	44	20	7	14	–	7	39	4	54	97	24	175	0.48
	All	62	57	57	8	15	–	10	67	9	80	139	66	285	0.78
El Salvador	Female	1	3	1	–	–	–	2	5	–	3	8	1	12	0.03
	Male	1	8	1	2	1	–	–	3	–	3	12	1	16	0.04
	All	2	11	2	2	1	–	2	8	–	6	20	2	28	0.08
Equatorial Guinea	Female	1	–	–	–	–	–	–	1	–	1	1	–	2	0.01
	Male	–	–	–	–	–	–	–	1	–	–	1	–	1	–
	All	1	–	–	–	–	–	–	2	–	1	2	–	3	0.01
Eritrea	Female	2	1	–	21	8	–	3	1	–	26	10	–	36	0.10
	Male	2	3	–	7	7	–	1	5	–	10	15	–	25	0.07
	All	4	4	–	28	15	–	4	6	–	36	25	–	61	0.17
Estonia	Female	3	2	2	–	–	–	–	1	–	3	3	2	8	0.02
	Male	3	–	2	–	1	–	–	–	–	3	1	2	6	0.02
	All	6	2	4	–	1	–	–	1	–	6	4	4	14	0.04
Eswatini	Female	2	2	–	–	1	–	–	–	–	2	3	–	5	0.01
	Male	2	–	–	–	–	–	1	–	–	3	–	–	3	0.01
	All	4	2	–	–	1	–	1	–	–	5	3	–	8	0.02

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Ethiopia	Female	6	20	2	16	12	–	114	129	13	136	161	15	312	0.85
	Male	32	34	10	33	18	3	144	220	3	209	272	16	497	1.36
	All	38	54	12	49	30	3	258	349	16	345	433	31	809	2.21
Fiji	Female	8	3	–	2	1	–	2	11	–	12	15	–	27	0.07
	Male	5	10	2	33	17	–	–	8	–	38	35	2	75	0.21
	All	13	13	2	35	18	–	2	19	–	50	50	2	102	0.28
Finland	Female	20	46	7	–	–	–	1	2	–	21	48	7	76	0.21
	Male	9	17	3	8	3	1	2	1	–	19	21	4	44	0.12
	All	29	63	10	8	3	1	3	3	–	40	69	11	120	0.33
France	Female	179	169	127	4	6	–	171	118	24	354	293	151	798	2.18
	Male	132	144	81	9	14	1	129	155	28	270	313	110	693	1.89
	All	311	313	208	13	20	1	300	273	52	624	606	261	1 491	4.08
Gabon	Female	–	–	–	–	–	–	–	4	1	–	4	1	5	0.01
	Male	2	4	2	–	–	–	–	10	–	2	14	2	18	0.05
	All	2	4	2	–	–	–	–	14	1	2	18	3	23	0.06
Gambia	Female	4	2	1	1	3	–	1	2	–	6	7	1	14	0.04
	Male	8	11	1	3	4	1	–	2	–	11	17	2	30	0.08
	All	12	13	2	4	7	1	1	4	–	17	24	3	44	0.12
Georgia	Female	–	2	3	1	–	–	1	3	–	2	5	3	10	0.03
	Male	3	5	–	8	3	–	1	2	–	12	10	–	22	0.06
	All	3	7	3	9	3	–	2	5	–	14	15	3	32	0.09
Germany	Female	113	141	22	1	2	3	13	19	8	127	162	33	322	0.88
	Male	92	111	22	4	2	–	7	7	–	103	120	22	245	0.67
	All	205	252	44	5	4	3	20	26	8	230	282	55	567	1.55
Ghana	Female	8	11	2	7	9	2	15	11	3	30	31	7	68	0.19
	Male	41	67	6	46	20	1	5	17	2	92	104	9	205	0.56
	All	49	78	8	53	29	3	20	28	5	122	135	16	273	0.75
Greece	Female	11	14	6	–	1	–	6	6	–	17	21	6	44	0.12
	Male	12	10	2	–	2	–	2	4	–	14	16	2	32	0.09
	All	23	24	8	–	3	–	8	10	–	31	37	8	76	0.21

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Grenada	Female	–	1	–	–	–	–	1	1	–	1	2	–	3	0.01
	Male	3	–	–	–	–	–	–	–	–	3	–	–	3	0.01
	All	3	1	–	–	–	–	1	1	–	4	2	–	6	0.02
Guatemala	Female	3	5	2	8	3	–	2	21	–	13	29	2	44	0.12
	Male	4	5	2	8	3	1	1	7	–	13	15	3	31	0.08
	All	7	10	4	16	6	1	3	28	–	26	44	5	75	0.21
Guinea	Female	1	4	–	1	1	2	–	2	–	2	7	2	11	0.03
	Male	7	8	3	4	5	–	–	14	–	11	27	3	41	0.11
	All	8	12	3	5	6	2	–	16	–	13	34	5	52	0.14
Guinea-Bissau	Female	–	–	–	2	–	–	–	11	1	2	11	1	14	0.04
	Male	4	–	–	–	–	–	–	46	2	4	46	2	52	0.14
	All	4	–	–	2	–	–	–	57	3	6	57	3	66	0.18
Guyana	Female	4	6	1	1	1	–	8	7	2	13	14	3	30	0.08
	Male	4	2	–	–	1	–	6	4	–	10	7	–	17	0.05
	All	8	8	1	1	2	–	14	11	2	23	21	3	47	0.13
Haiti	Female	4	6	2	13	9	2	10	41	1	27	56	5	88	0.24
	Male	9	12	2	15	11	–	2	45	5	26	68	7	101	0.28
	All	13	18	4	28	20	2	12	86	6	53	124	12	189	0.52
Honduras	Female	3	4	–	2	1	–	1	9	1	6	14	1	21	0.06
	Male	4	4	–	2	3	–	–	6	–	6	13	–	19	0.05
	All	7	8	–	4	4	–	1	15	1	12	27	1	40	0.11
Hungary	Female	5	8	1	–	–	–	–	4	2	5	12	3	20	0.05
	Male	6	3	–	–	–	–	–	–	–	6	3	–	9	0.02
	All	11	11	1	–	–	–	–	4	2	11	15	3	29	0.08
Iceland	Female	1	2	–	–	–	–	–	–	–	1	2	–	3	0.01
	Male	3	2	–	3	–	–	–	–	–	6	2	–	8	0.02
	All	4	4	–	3	–	–	–	–	–	7	4	–	11	0.03
India	Female	29	45	10	8	3	–	14	44	8	51	92	18	161	0.44
	Male	81	105	13	64	48	2	35	58	2	180	211	17	408	1.12
	All	110	150	23	72	51	2	49	102	10	231	303	35	569	1.56

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Indonesia	Female	11	8	2	2	2	–	5	11	2	18	21	4	43	0.12
	Male	13	6	3	1	2	1	1	10	–	15	18	4	37	0.10
	All	24	14	5	3	4	1	6	21	2	33	39	8	80	0.22
Iran (Islamic Republic of)	Female	9	3	4	–	–	–	3	8	2	12	11	6	29	0.08
	Male	11	9	1	1	–	–	4	8	–	16	17	1	34	0.09
	All	20	12	5	1	–	–	7	16	2	28	28	7	63	0.17
Iraq	Female	3	8	1	14	4	–	4	76	6	21	88	7	116	0.32
	Male	5	11	1	15	17	–	–	411	3	20	439	4	463	1.27
	All	8	19	2	29	21	–	4	487	9	41	527	11	579	1.58
Ireland	Female	15	17	6	–	1	–	10	4	–	25	22	6	53	0.14
	Male	23	40	11	10	1	–	1	10	–	34	51	11	96	0.26
	All	38	57	17	10	2	–	11	14	–	59	73	17	149	0.41
Israel	Female	4	7	2	–	–	–	5	17	4	9	24	6	39	0.11
	Male	13	5	–	–	3	–	4	38	2	17	46	2	65	0.18
	All	17	12	2	–	3	–	9	55	6	26	70	8	104	0.28
Italy	Female	91	106	28	–	3	–	65	59	9	156	168	37	361	0.99
	Male	90	118	22	5	11	1	89	105	7	184	234	30	448	1.22
	All	181	224	50	5	14	1	154	164	16	340	402	67	809	2.21
Jamaica	Female	5	9	1	2	5	–	21	16	–	28	30	1	59	0.16
	Male	5	1	–	2	4	–	10	13	–	17	18	–	35	0.10
	All	10	10	1	4	9	–	31	29	–	45	48	1	94	0.26
Japan	Female	75	57	12	1	–	–	20	18	4	96	75	16	187	0.51
	Male	33	47	5	–	1	–	3	5	1	36	53	6	95	0.26
	All	108	104	17	1	1	–	23	23	5	132	128	22	282	0.77
Jordan	Female	9	13	6	4	1	1	4	36	1	17	50	8	75	0.21
	Male	13	30	5	12	17	–	3	110	5	28	157	10	195	0.53
	All	22	43	11	16	18	1	7	146	6	45	207	18	270	0.74
Kazakhstan	Female	6	10	1	–	–	–	–	14	2	6	24	3	33	0.09
	Male	3	2	2	–	–	–	–	3	–	3	5	2	10	0.03
	All	9	12	3	–	–	–	–	17	2	9	29	5	43	0.12

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Kenya	Female	69	70	19	49	35	1	225	348	61	343	453	81	877	2.40
	Male	60	88	16	60	56	2	133	361	57	253	505	75	833	2.28
	All	129	158	35	109	91	3	358	709	118	596	958	156	1 710	4.68
Kiribati	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Kuwait	Female	–	4	1	–	–	–	–	2	1	–	6	2	8	0.02
	Male	–	–	1	–	–	–	–	1	–	–	1	1	2	0.01
	All	–	4	2	–	–	–	–	3	1	–	7	3	10	0.03
Kyrgyzstan	Female	1	7	2	–	–	–	–	4	–	1	11	2	14	0.04
	Male	6	7	1	2	–	–	–	8	–	8	15	1	24	0.07
	All	7	14	3	2	–	–	–	12	–	9	26	3	38	0.10
Lao People's Democratic Republic	Female	–	–	–	–	–	–	–	1	–	–	1	–	1	–
	Male	–	–	–	–	–	–	1	3	–	1	3	–	4	0.01
	All	–	–	–	–	–	–	1	4	–	1	4	–	5	0.01
Latvia	Female	4	1	–	–	–	–	1	2	–	5	3	–	8	0.02
	Male	1	3	–	–	2	–	–	1	–	1	6	–	7	0.02
	All	5	4	–	–	2	–	1	3	–	6	9	–	15	0.04
Lebanon	Female	39	19	24	6	11	–	63	230	12	108	260	36	404	1.10
	Male	17	21	6	40	51	–	55	571	7	112	643	13	768	2.10
	All	56	40	30	46	62	–	118	801	19	220	903	49	1 172	3.20
Lesotho	Female	2	2	1	–	–	–	–	–	–	2	2	1	5	0.01
	Male	–	1	–	–	–	–	–	1	–	–	2	–	2	0.01
	All	2	3	1	–	–	–	–	1	–	2	4	1	7	0.02
Liberia	Female	4	–	1	12	10	1	1	4	1	17	14	3	34	0.09
	Male	2	12	3	24	25	1	1	10	–	27	47	4	78	0.21
	All	6	12	4	36	35	2	2	14	1	44	61	7	112	0.31
Libya	Female	1	1	–	–	–	–	–	6	–	1	7	–	8	0.02
	Male	1	2	–	–	–	–	–	49	–	1	51	–	52	0.14
	All	2	3	–	–	–	–	–	55	–	2	58	–	60	0.16

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Liechtenstein	Female	–	1	–	–	–	–	1	–	–	1	1	–	2	0.01
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	1	–	–	–	–	1	–	–	1	1	–	2	0.01
Lithuania	Female	4	3	2	–	–	–	–	6	1	4	9	3	16	0.04
	Male	3	4	–	1	–	–	–	–	–	4	4	–	8	0.02
	All	7	7	2	1	–	–	–	6	1	8	13	3	24	0.07
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	5	3	–	–	1	–	4	2	–	9	6	–	15	0.04
	Male	4	1	–	2	1	–	–	8	1	6	10	1	17	0.05
	All	9	4	–	2	2	–	4	10	1	15	16	1	32	0.09
Malawi	Female	3	1	2	–	–	1	2	2	–	5	3	3	11	0.03
	Male	17	7	–	–	–	–	–	1	–	17	8	–	25	0.07
	All	20	8	2	–	–	1	2	3	–	22	11	3	36	0.10
Malaysia	Female	11	11	1	2	–	–	2	–	–	15	11	1	27	0.07
	Male	5	5	2	2	2	–	2	6	–	9	13	2	24	0.07
	All	16	16	3	4	2	–	4	6	–	24	24	3	51	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
Mali	Female	4	4	2	1	3	–	2	147	4	7	154	6	167	0.46
	Male	5	7	2	1	2	1	–	650	13	6	659	16	681	1.86
	All	9	11	4	2	5	1	2	797	17	13	813	22	848	2.32
Malta	Female	2	–	–	–	–	–	–	2	–	2	2	–	4	0.01
	Male	4	–	–	–	–	–	–	–	1	4	–	1	5	0.01
	All	6	–	–	–	–	–	–	2	1	6	2	1	9	0.02
Marshall Islands	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Mauritania	Female	–	2	–	–	–	–	–	1	–	–	3	–	3	0.01
	Male	10	7	1	–	–	–	–	7	–	10	14	1	25	0.07
	All	10	9	1	–	–	–	–	8	–	10	17	1	28	0.08
Mauritius	Female	6	4	1	–	1	–	2	1	2	8	6	3	17	0.05
	Male	6	4	1	1	1	–	–	1	–	7	6	1	14	0.04
	All	12	8	2	1	2	–	2	2	2	15	12	4	31	0.08
Mexico	Female	29	14	9	1	–	–	15	41	4	45	55	13	113	0.31
	Male	30	22	5	–	–	–	8	30	2	38	52	7	97	0.27
	All	59	36	14	1	–	–	23	71	6	83	107	20	210	0.57
Micronesia (Federated States of)	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	1	–	–	–	–	–	–	–	–	1	–	–	1	–
	All	1	–	–	–	–	–	–	–	–	1	–	–	1	–
Monaco	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	1	–	–	–	–	–	–	–	–	1	–	–	1	–
	All	1	–	–	–	–	–	–	–	–	1	–	–	1	–
Mongolia	Female	5	6	1	1	1	–	2	2	–	8	9	1	18	0.05
	Male	5	4	–	–	–	–	–	1	1	5	5	1	11	0.03
	All	10	10	1	1	1	–	2	3	1	13	14	2	29	0.08
Montenegro	Female	2	1	1	–	–	–	–	–	–	2	1	1	4	0.01
	Male	3	–	1	–	–	–	–	1	–	3	1	1	5	0.01
	All	5	1	2	–	–	–	–	1	–	5	2	2	9	0.02
Morocco	Female	19	9	2	5	9	–	9	32	3	33	50	5	88	0.24
	Male	33	9	8	21	27	1	3	129	–	57	165	9	231	0.63
	All	52	18	10	26	36	1	12	161	3	90	215	14	319	0.87
Mozambique	Female	–	1	–	4	–	–	1	1	–	5	2	–	7	0.02
	Male	3	1	–	–	1	–	–	2	–	3	4	–	7	0.02
	All	3	2	–	4	1	–	1	3	–	8	6	–	14	0.04
Myanmar	Female	4	2	1	–	2	–	16	33	3	20	37	4	61	0.17
	Male	7	1	2	4	–	–	11	34	–	22	35	2	59	0.16
	All	11	3	3	4	2	–	27	67	3	42	72	6	120	0.33

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Namibia	Female	2	2	2	1	–	–	2	2	–	5	4	2	11	0.03
	Male	1	1	1	–	1	–	–	–	–	1	2	1	4	0.01
	All	3	3	3	1	1	–	2	2	–	6	6	3	15	0.04
Nauru	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Nepal	Female	2	8	1	3	2	–	–	7	–	5	17	1	23	0.06
	Male	29	46	4	18	26	1	6	14	–	53	86	5	144	0.39
	All	31	54	5	21	28	1	6	21	–	58	103	6	167	0.46
Netherlands	Female	15	51	10	–	–	–	6	27	2	21	78	12	111	0.30
	Male	42	47	12	1	8	–	2	40	3	45	95	15	155	0.42
	All	57	98	22	1	8	–	8	67	5	66	173	27	266	0.73
New Zealand	Female	6	20	7	3	1	–	–	–	2	9	21	9	39	0.11
	Male	18	15	–	15	1	–	1	1	–	34	17	–	51	0.14
	All	24	35	7	18	2	–	1	1	2	43	38	9	90	0.25
Nicaragua	Female	3	3	–	1	–	–	2	–	–	6	3	–	9	0.02
	Male	1	3	1	–	–	–	–	3	–	1	6	1	8	0.02
	All	4	6	1	1	–	–	2	3	–	7	9	1	17	0.05
Niger	Female	3	4	–	–	2	–	4	7	2	7	13	2	22	0.06
	Male	9	24	3	10	6	–	3	27	6	22	57	9	88	0.24
	All	12	28	3	10	8	–	7	34	8	29	70	11	110	0.30
Nigeria	Female	14	29	6	10	2	–	6	16	1	30	47	7	84	0.23
	Male	45	50	9	28	16	5	6	46	1	79	112	15	206	0.56
	All	59	79	15	38	18	5	12	62	2	109	159	22	290	0.79
North Macedonia	Female	2	6	–	2	–	–	–	8	–	4	14	–	18	0.05
	Male	4	7	5	3	2	–	2	1	–	9	10	5	24	0.07
	All	6	13	5	5	2	–	2	9	–	13	24	5	42	0.11
Norway	Female	14	20	3	–	–	–	1	1	–	15	21	3	39	0.11
	Male	6	21	–	6	3	–	2	1	–	14	25	–	39	0.11
	All	20	41	3	6	3	–	3	2	–	29	46	3	78	0.21

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Oman	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	1	–	–	–	–	–	–	–	–	1	–	–	1	–
	All	1	–	–	–	–	–	–	–	–	1	–	–	1	–
Pakistan	Female	3	10	3	3	1	–	3	18	1	9	29	4	42	0.11
	Male	38	62	5	22	27	–	15	87	–	75	176	5	256	0.70
	All	41	72	8	25	28	–	18	105	1	84	205	9	298	0.81
Palau	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Panama	Female	4	3	3	–	–	–	9	14	–	13	17	3	33	0.09
	Male	2	–	–	–	–	–	–	11	–	2	11	–	13	0.04
	All	6	3	3	–	–	–	9	25	–	15	28	3	46	0.13
Papua New Guinea	Female	–	–	–	–	–	–	–	3	–	–	3	–	3	0.01
	Male	1	–	1	1	–	–	–	3	–	2	3	1	6	0.02
	All	1	–	1	1	–	–	–	6	–	2	6	1	9	0.02
Paraguay	Female	3	1	3	–	–	–	1	2	–	4	3	3	10	0.03
	Male	4	2	–	–	1	–	–	2	–	4	5	–	9	0.02
	All	7	3	3	–	1	–	1	4	–	8	8	3	19	0.05
Peru	Female	5	10	9	1	–	–	30	14	5	36	24	14	74	0.20
	Male	12	11	1	7	–	–	17	9	1	36	20	2	58	0.16
	All	17	21	10	8	–	–	47	23	6	72	44	16	132	0.36
Philippines	Female	28	29	5	27	25	1	129	106	21	184	160	27	371	1.01
	Male	22	44	5	62	39	3	51	65	7	135	148	15	298	0.81
	All	50	73	10	89	64	4	180	171	28	319	308	42	669	1.83
Poland	Female	12	16	2	–	–	–	3	10	1	15	26	3	44	0.12
	Male	16	14	2	1	1	–	1	6	1	18	21	3	42	0.11
	All	28	30	4	1	1	–	4	16	2	33	47	6	86	0.24
Portugal	Female	10	28	6	1	5	–	2	5	–	13	38	6	57	0.16
	Male	15	27	3	3	10	1	6	5	–	24	42	4	70	0.19
	All	25	55	9	4	15	1	8	10	–	37	80	10	127	0.35

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Qatar	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	1	–	–	–	–	–	–	–	–	1	1	–
	All	–	–	1	–	–	–	–	–	–	–	–	1	1	–
Republic of Korea	Female	24	30	10	–	1	–	4	15	5	28	46	15	89	0.24
	Male	23	23	3	–	2	–	2	6	1	25	31	4	60	0.16
	All	47	53	13	–	3	–	6	21	6	53	77	19	149	0.41
Republic of Moldova	Female	5	3	1	–	–	–	1	3	–	6	6	1	13	0.04
	Male	1	7	4	–	–	–	–	4	1	1	11	5	17	0.05
	All	6	10	5	–	–	–	1	7	1	7	17	6	30	0.08
Romania	Female	10	18	10	–	7	1	5	39	5	15	64	16	95	0.26
	Male	13	24	3	6	75	5	10	38	6	29	137	14	180	0.49
	All	23	42	13	6	82	6	15	77	11	44	201	30	275	0.75
Russian Federation	Female	57	38	24	13	4	–	60	62	6	130	104	30	264	0.72
	Male	127	61	47	16	11	–	8	12	1	151	84	48	283	0.77
	All	184	99	71	29	15	–	68	74	7	281	188	78	547	1.50
Rwanda	Female	4	13	4	11	11	8	8	8	–	23	32	12	67	0.18
	Male	15	35	12	19	18	2	3	15	6	37	68	20	125	0.34
	All	19	48	16	30	29	10	11	23	6	60	100	32	192	0.52
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	1	1	–	–	–	–	1	1	2	2	2	2	6	0.02
	Male	1	1	1	–	–	–	–	1	–	1	2	1	4	0.01
	All	2	2	1	–	–	–	1	2	2	3	4	3	10	0.03
Saint Vincent and the Grenadines	Female	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01
	Male	–	–	–	–	–	–	2	–	–	2	–	–	2	0.01
	All	–	2	–	–	–	–	2	–	–	2	2	–	4	0.01
Samoa	Female	–	–	–	2	–	–	–	1	–	2	1	–	3	0.01
	Male	2	1	–	2	–	–	–	2	–	4	3	–	7	0.02
	All	2	1	–	4	–	–	–	3	–	6	4	–	10	0.03

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
San Marino	Female	3	–	–	–	–	–	–	–	–	3	–	–	3	0.01
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	3	–	–	–	–	–	–	–	–	3	–	–	3	0.01
Sao Tome and Principe	Female	–	–	–	1	–	–	–	–	–	1	–	–	1	–
	Male	–	–	–	–	–	–	–	1	–	–	1	–	1	–
	All	–	–	–	1	–	–	–	1	–	1	1	–	2	0.01
Saudi Arabia	Female	2	10	–	–	–	–	–	2	–	2	12	–	14	0.04
	Male	1	5	–	–	–	–	–	1	–	1	6	–	7	0.02
	All	3	15	–	–	–	–	–	3	–	3	18	–	21	0.06
Senegal	Female	11	12	3	2	4	–	5	36	1	18	52	4	74	0.20
	Male	17	43	10	6	10	–	7	40	2	30	93	12	135	0.37
	All	28	55	13	8	14	–	12	76	3	48	145	16	209	0.57
Serbia	Female	9	17	4	20	12	–	3	95	5	32	124	9	165	0.45
	Male	13	21	2	52	39	4	9	151	6	74	211	12	297	0.81
	All	22	38	6	72	51	4	12	246	11	106	335	21	462	1.26
Seychelles	Female	1	1	–	1	–	–	1	–	–	3	1	–	4	0.01
	Male	2	1	–	–	–	–	–	–	–	2	1	–	3	0.01
	All	3	2	–	1	–	–	1	–	–	5	2	–	7	0.02
Sierra Leone	Female	2	10	3	36	5	–	1	1	–	39	16	3	58	0.16
	Male	19	29	2	52	34	1	1	7	–	72	70	3	145	0.40
	All	21	39	5	88	39	1	2	8	–	111	86	6	203	0.56
Singapore	Female	11	10	1	1	–	–	–	3	–	12	13	1	26	0.07
	Male	7	4	–	–	–	–	–	–	–	7	4	–	11	0.03
	All	18	14	1	1	–	–	–	3	–	19	17	1	37	0.10
Slovakia	Female	5	8	4	–	–	–	2	6	1	7	14	5	26	0.07
	Male	2	5	–	–	–	–	4	2	–	6	7	–	13	0.04
	All	7	13	4	–	–	–	6	8	1	13	21	5	39	0.11
Slovenia	Female	6	1	2	–	–	–	1	2	2	7	3	4	14	0.04
	Male	4	1	–	–	–	1	1	4	–	5	5	1	11	0.03
	All	10	2	2	–	–	1	2	6	2	12	8	5	25	0.07

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Solomon Islands	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	1	–	1	–	–	–	–	–	–	1	–	1	2	0.01
	All	1	–	1	–	–	–	–	–	–	1	–	1	2	0.01
Somalia	Female	1	–	–	–	–	–	1	22	1	2	22	1	25	0.07
	Male	4	5	–	3	1	–	1	178	3	8	184	3	195	0.53
	All	5	5	–	3	1	–	2	200	4	10	206	4	220	0.60
South Africa	Female	17	23	8	–	2	–	6	9	1	23	34	9	66	0.18
	Male	15	26	2	23	14	–	3	10	–	41	50	2	93	0.25
	All	32	49	10	23	16	–	9	19	1	64	84	11	159	0.43
South Sudan	Female	–	1	1	–	–	–	–	191	1	–	192	2	194	0.53
	Male	2	2	1	1	–	–	–	1 171	5	3	1 173	6	1 182	3.23
	All	2	3	2	1	–	–	–	1 362	6	3	1 365	8	1 376	3.76
Spain	Female	98	76	55	1	1	–	23	41	10	122	118	65	305	0.83
	Male	100	76	43	2	13	–	10	29	2	112	118	45	275	0.75
	All	198	152	98	3	14	–	33	70	12	234	236	110	580	1.59
Sri Lanka	Female	4	6	–	–	1	–	8	8	–	12	15	–	27	0.07
	Male	7	15	1	21	9	–	4	12	1	32	36	2	70	0.19
	All	11	21	1	21	10	–	12	20	1	44	51	2	97	0.27
Sudan	Female	3	13	–	2	–	–	7	157	11	12	170	11	193	0.53
	Male	7	18	4	4	9	1	4	970	28	15	997	33	1 045	2.86
	All	10	31	4	6	9	1	11	1 127	39	27	1 167	44	1 238	3.38
Suriname	Female	1	–	–	–	–	–	1	–	1	2	–	1	3	0.01
	Male	2	–	1	–	–	–	–	–	–	2	–	1	3	0.01
	All	3	–	1	–	–	–	1	–	1	4	–	2	6	0.02
Sweden	Female	29	48	5	1	–	–	4	4	–	34	52	5	91	0.25
	Male	15	29	6	4	2	–	1	2	–	20	33	6	59	0.16
	All	44	77	11	5	2	–	5	6	–	54	85	11	150	0.41
Switzerland	Female	44	41	36	2	1	–	46	46	6	92	88	42	222	0.61
	Male	27	19	12	1	1	–	42	34	8	70	54	20	144	0.39
	All	71	60	48	3	2	–	88	80	14	162	142	62	366	1.00

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Syrian Arab Republic	Female	6	4	4	6	3	–	2	50	2	14	57	6	77	0.21
	Male	7	11	8	4	8	–	12	142	5	23	161	13	197	0.54
	All	13	15	12	10	11	–	14	192	7	37	218	19	274	0.75
Tajikistan	Female	2	1	–	6	1	–	1	2	–	9	4	–	13	0.04
	Male	10	5	–	13	4	–	1	3	–	24	12	–	36	0.10
	All	12	6	–	19	5	–	2	5	–	33	16	–	49	0.13
Thailand	Female	8	6	2	1	–	–	102	111	10	111	117	12	240	0.66
	Male	2	9	–	6	2	–	53	97	6	61	108	6	175	0.48
	All	10	15	2	7	2	–	155	208	16	172	225	18	415	1.13
Timor-Leste	Female	–	–	–	–	1	1	–	2	–	–	3	1	4	0.01
	Male	–	–	–	8	6	1	–	3	–	8	9	1	18	0.05
	All	–	–	–	8	7	2	–	5	–	8	12	2	22	0.06
Togo	Female	2	1	–	1	–	–	2	3	1	5	4	1	10	0.03
	Male	8	15	9	–	1	–	1	5	1	9	21	10	40	0.11
	All	10	16	9	1	1	–	3	8	2	14	25	11	50	0.14
Tonga	Female	2	1	–	–	–	–	–	–	–	2	1	–	3	0.01
	Male	1	–	–	–	–	–	–	–	–	1	–	–	1	–
	All	3	1	–	–	–	–	–	–	–	3	1	–	4	0.01
Trinidad and Tobago	Female	11	4	–	4	1	1	26	25	1	41	30	2	73	0.20
	Male	9	10	1	24	4	–	18	16	–	51	30	1	82	0.22
	All	20	14	1	28	5	1	44	41	1	92	60	3	155	0.42
Tunisia	Female	8	15	4	2	–	–	4	15	3	14	30	7	51	0.14
	Male	13	24	11	4	4	–	5	10	2	22	38	13	73	0.20
	All	21	39	15	6	4	–	9	25	5	36	68	20	124	0.34
Turkey	Female	16	15	4	–	1	–	–	10	–	16	26	4	46	0.13
	Male	14	24	3	–	1	–	3	26	1	17	51	4	72	0.20
	All	30	39	7	–	2	–	3	36	1	33	77	8	118	0.32
Turkmenistan	Female	1	–	–	–	–	–	–	6	–	1	6	–	7	0.02
	Male	1	2	–	–	–	–	–	15	–	1	17	–	18	0.05
	All	2	2	–	–	–	–	–	21	–	2	23	–	25	0.07

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Tuvalu	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Uganda	Female	19	44	12	10	11	–	6	187	14	35	242	26	303	0.83
	Male	38	49	12	19	17	1	3	219	6	60	285	19	364	1.00
	All	57	93	24	29	28	1	9	406	20	95	527	45	667	1.82
Ukraine	Female	3	13	4	–	1	–	2	36	5	5	50	9	64	0.17
	Male	26	28	3	9	13	–	1	56	5	36	97	8	141	0.39
	All	29	41	7	9	14	–	3	92	10	41	147	17	205	0.56
United Arab Emirates	Female	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01
	Male	–	1	–	–	–	–	–	–	–	–	1	–	1	–
	All	–	3	–	–	–	–	–	–	–	–	3	–	3	0.01
United Kingdom of Great Britain and Northern Ireland	Female	100	94	62	5	1	2	35	44	9	140	139	73	352	0.96
	Male	129	182	60	29	18	1	19	43	1	177	243	62	482	1.32
	All	229	276	122	34	19	3	54	87	10	317	382	135	834	2.28
United Republic of Tanzania	Female	6	13	2	17	8	–	4	25	40	27	46	42	115	0.31
	Male	7	16	4	28	18	–	1	77	26	36	111	30	177	0.48
	All	13	29	6	45	26	–	5	102	66	63	157	72	292	0.80
United States of America	Female	271	259	128	21	26	1	267	261	53	559	546	182	1 287	3.52
	Male	225	273	93	41	28	2	270	264	30	536	565	125	1 226	3.35
	All	496	532	221	62	54	3	537	525	83	1 095	1 111	307	2 513	6.87
Uruguay	Female	14	9	8	1	1	–	8	4	–	23	14	8	45	0.12
	Male	11	27	5	5	4	1	6	3	–	22	34	6	62	0.17
	All	25	36	13	6	5	1	14	7	–	45	48	14	107	0.29
Uzbekistan	Female	7	5	2	–	1	–	1	8	–	8	14	2	24	0.07
	Male	10	10	1	–	1	–	–	12	–	10	23	1	34	0.09
	All	17	15	3	–	2	–	1	20	–	18	37	3	58	0.16
Vanuatu	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	1	–	–	1	–	1	–
	All	–	–	–	–	–	–	–	1	–	–	1	–	1	–

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Venezuela (Bolivarian Republic of)	Female	6	5	4	–	–	–	2	2	3	8	7	7	22	0.06
	Male	9	8	4	1	1	–	2	6	–	12	15	4	31	0.08
	All	15	13	8	1	1	–	4	8	3	20	22	11	53	0.14
Viet Nam	Female	6	3	–	–	–	–	2	4	2	8	7	2	17	0.05
	Male	3	2	1	–	–	–	–	3	–	3	5	1	9	0.02
	All	9	5	1	–	–	–	2	7	2	11	12	3	26	0.07
Yemen	Female	2	2	1	–	–	–	–	22	3	2	24	4	30	0.08
	Male	5	6	1	1	2	1	2	81	39	8	89	41	138	0.38
	All	7	8	2	1	2	1	2	103	42	10	113	45	168	0.46
Zambia	Female	5	10	1	3	–	–	5	9	–	13	19	1	33	0.09
	Male	6	14	1	6	2	–	2	9	1	14	25	2	41	0.11
	All	11	24	2	9	2	–	7	18	1	27	44	3	74	0.20
Zimbabwe	Female	6	26	4	7	2	–	3	5	–	16	33	4	53	0.14
	Male	30	30	2	13	6	1	2	3	2	45	39	5	89	0.24
	All	36	56	6	20	8	1	5	8	2	61	72	9	142	0.39
Subtotal	Female	2 362	2 651	1 065	535	380	40	2 022	4 387	565	4 919	7 418	1 670	14 007	38.30
	Male	2 886	3 487	927	1 277	1 142	63	1 537	10 619	455	5 700	15 248	1 445	22 393	61.23
	All	5 248	6 138	1 992	1 812	1 522	103	3 559	15 006	1 020	10 619	22 666	3 115	36 400	99.52
State of Palestine	Female	2	3	1	4	2	–	–	20	3	6	25	4	35	0.10
	Male	8	15	5	9	9	–	7	69	2	24	93	7	124	0.34
	All	10	18	6	13	11	–	7	89	5	30	118	11	159	0.43
Stateless	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	10	5	–	10	5	–	15	0.04
	All	–	–	–	–	–	–	10	5	–	10	5	–	15	0.04
Total	Female	2 364	2 654	1 066	539	382	40	2 022	4 407	568	4 925	7 443	1 674	14 042	38.39
	Male	2 894	3 502	932	1 286	1 151	63	1 554	10 693	457	5 734	15 346	1 452	22 532	61.61
	All	5 258	6 156	1 998	1 825	1 533	103	3 576	15 100	1 025	10 659	22 789	3 126	36 574	100.00

Table 1.B

All staff by entity, location, gender, category and appointment type as at 31 December 2019

(Population: 36,574)

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
Departments/offices, regional commissions and tribunals																
Departments/offices																
ACABQ-SEC	Headquarters	Female	6	1	–	–	–	–	–	1	–	6	2	–	8	0.02
		Male	1	–	–	–	–	–	–	–	–	1	–	–	1	–
		All	7	1	–	–	–	–	–	1	–	7	2	–	9	0.02
	Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Female	6	1	–	–	–	–	–	1	–	6	2	–	8	0.02
		Male	1	–	–	–	–	–	–	–	–	1	–	–	1	–
		All	7	1	–	–	–	–	–	1	–	7	2	–	9	0.02
BOA-SEC	Headquarters	Female	1	1	–	–	–	–	2	–	–	3	1	–	4	0.01
		Male	–	–	–	–	–	–	1	1	–	1	1	–	2	0.01
		All	1	1	–	–	–	–	3	1	–	4	2	–	6	0.02
	Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Female	1	1	–	–	–	–	2	–	–	3	1	–	4	0.01
		Male	–	–	–	–	–	–	1	1	–	1	1	–	2	0.01
		All	1	1	–	–	–	–	3	1	–	4	2	–	6	0.02
CTED	Headquarters	Female	8	11	5	–	–	–	1	4	2	9	15	7	31	0.08
		Male	8	9	–	–	–	–	1	–	–	9	9	–	18	0.05
		All	16	20	5	–	–	–	2	4	2	18	24	7	49	0.13
	Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
DESA	Subtotal	Female	8	11	5	–	–	–	1	4	2	9	15	7	31	0.08	
		Male	8	9	–	–	–	–	1	–	–	9	9	–	18	0.05	
		All	16	20	5	–	–	–	2	4	2	18	24	7	49	0.13	
	Headquarters	Female	105	194	6	–	–	–	81	44	7	186	238	13	437	1.19	
		Male	122	136	5	–	–	–	32	28	–	154	164	5	323	0.88	
		All	227	330	11	–	–	–	113	72	7	340	402	18	760	2.08	
	Other offices	Female	–	45	–	–	–	–	–	6	–	–	51	–	51	0.14	
		Male	2	21	–	–	–	–	–	5	–	2	26	–	28	0.08	
		All	2	66	–	–	–	–	–	11	–	2	77	–	79	0.22	
	Subtotal	Female	105	239	6	–	–	–	81	50	7	186	289	13	488	1.33	
	Male	124	157	5	–	–	–	32	33	–	156	190	5	351	0.96		
	All	229	396	11	–	–	–	113	83	7	342	479	18	839	2.29		
DGACM	Headquarters	Female	471	73	352	–	–	–	224	202	103	695	275	455	1 425	3.90	
		Male	422	36	241	–	–	–	172	173	73	594	209	314	1 117	3.05	
		All	893	109	593	–	–	–	396	375	176	1 289	484	769	2 542	6.95	
	Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Subtotal	Female	471	73	352	–	–	–	224	202	103	695	275	455	1 425	3.90
		Male	422	36	241	–	–	–	172	173	73	594	209	314	1 117	3.05	
		All	893	109	593	–	–	–	396	375	176	1 289	484	769	2 542	6.95	
DGC	Headquarters	Female	105	31	15	–	–	–	83	71	19	188	102	34	324	0.89	
		Male	72	39	15	–	–	–	49	42	8	121	81	23	225	0.62	
		All	177	70	30	–	–	–	132	113	27	309	183	57	549	1.50	
	Other offices	Female	3	13	–	–	–	–	35	65	7	38	78	7	123	0.34	
		Male	12	2	–	–	–	–	37	39	5	49	41	5	95	0.26	
		All	15	15	–	–	–	–	72	104	12	87	119	12	218	0.60	
		Subtotal	Female	108	44	15	–	–	–	118	136	26	226	180	41	447	1.22
		Male	84	41	15	–	–	–	86	81	13	170	122	28	320	0.87	
		All	192	85	30	–	–	–	204	217	39	396	302	69	767	2.10	

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
DMSPC	Headquarters	Female	129	56	17	–	–	–	72	80	20	201	136	37	374	1.02
		Male	115	63	5	–	–	–	32	19	6	147	82	11	240	0.66
		All	244	119	22	–	–	–	104	99	26	348	218	48	614	1.68
	Other offices	Female	–	–	–	–	–	–	–	5	1	–	5	1	6	0.02
		Male	1	–	–	–	–	–	1	3	–	2	3	–	5	0.01
		All	1	–	–	–	–	–	1	8	1	2	8	1	11	0.03
	Subtotal	Female	129	56	17	–	–	–	72	85	21	201	141	38	380	1.04
		Male	116	63	5	–	–	–	33	22	6	149	85	11	245	0.67
		All	245	119	22	–	–	–	105	107	27	350	226	49	625	1.71
DOS	Headquarters	Female	89	66	19	–	–	–	129	99	27	218	165	46	429	1.17
		Male	107	62	21	–	–	–	108	123	7	215	185	28	428	1.17
		All	196	128	40	–	–	–	237	222	34	433	350	74	857	2.34
	Other offices	Female	2	–	–	1	–	–	–	8	–	3	8	–	11	0.03
		Male	2	3	–	1	–	–	–	3	–	3	6	–	9	0.02
		All	4	3	–	2	–	–	–	11	–	6	14	–	20	0.05
	Subtotal	Female	91	66	19	1	–	–	129	107	27	221	173	46	440	1.20
		Male	109	65	21	1	–	–	108	126	7	218	191	28	437	1.19
		All	200	131	40	2	–	–	237	233	34	439	364	74	877	2.40
DPO	Headquarters	Female	55	79	16	–	–	–	20	30	15	75	109	31	215	0.59
		Male	49	145	29	–	–	–	6	13	5	55	158	34	247	0.68
		All	104	224	45	–	–	–	26	43	20	130	267	65	462	1.26
	Other offices	Female	–	–	–	–	–	–	–	2	–	–	2	–	2	0.01
		Male	–	2	2	–	–	–	–	–	–	–	2	2	4	0.01
		All	–	2	2	–	–	–	–	2	–	–	4	2	6	0.02
	Subtotal	Female	55	79	16	–	–	–	20	32	15	75	111	31	217	0.59
		Male	49	147	31	–	–	–	6	13	5	55	160	36	251	0.69
		All	104	226	47	–	–	–	26	45	20	130	271	67	468	1.28
DPPA	Headquarters	Female	52	52	29	–	–	–	31	47	18	83	99	47	229	0.63
		Male	55	45	20	–	–	–	6	12	3	61	57	23	141	0.39
		All	107	97	49	–	–	–	37	59	21	144	156	70	370	1.01

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
	Other offices	Female	1	2	3	–	–	–	–	–	–	1	2	3	6	0.02	
		Male	2	4	5	–	–	–	–	–	–	2	4	5	11	0.03	
		All	3	6	8	–	–	–	–	–	–	3	6	8	17	0.05	
	Subtotal	Female	53	54	32	–	–	–	31	47	18	84	101	50	235	0.64	
		Male	57	49	25	–	–	–	6	12	3	63	61	28	152	0.42	
		All	110	103	57	–	–	–	37	59	21	147	162	78	387	1.06	
	DSS	Headquarters	Female	23	27	7	–	–	–	53	137	8	76	164	15	255	0.70
			Male	38	28	2	–	–	–	193	315	22	231	343	24	598	1.64
			All	61	55	9	–	–	–	246	452	30	307	507	39	853	2.33
Other offices		Female	4	19	2	–	–	–	28	111	–	32	130	2	164	0.45	
		Male	32	207	2	–	–	–	101	549	8	133	756	10	899	2.46	
		All	36	226	4	–	–	–	129	660	8	165	886	12	1 063	2.91	
Subtotal		Female	27	46	9	–	–	–	81	248	8	108	294	17	419	1.15	
		Male	70	235	4	–	–	–	294	864	30	364	1 099	34	1 497	4.09	
		All	97	281	13	–	–	–	375	1 112	38	472	1 393	51	1 916	5.24	
EOSG	Headquarters	Female	16	33	8	–	–	–	22	21	1	38	54	9	101	0.28	
		Male	8	21	12	–	–	–	3	9	1	11	30	13	54	0.15	
		All	24	54	20	–	–	–	25	30	2	49	84	22	155	0.42	
	Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Male	–	–	1	–	–	–	–	–	–	–	–	1	1	–	
		All	–	–	1	–	–	–	–	–	–	–	–	1	1	–	
	Subtotal	Female	16	33	8	–	–	–	22	21	1	38	54	9	101	0.28	
		Male	8	21	13	–	–	–	3	9	1	11	30	14	55	0.15	
		All	24	54	21	–	–	–	25	30	2	49	84	23	156	0.43	
ETHICS	Headquarters	Female	3	3	1	–	–	–	1	–	–	4	3	1	8	0.02	
		Male	1	1	–	–	–	–	2	1	–	3	2	–	5	0.01	
		All	4	4	1	–	–	–	3	1	–	7	5	1	13	0.04	
	Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
GCO	Subtotal	Female	3	3	1	–	–	–	1	–	–	4	3	1	8	0.02	
		Male	1	1	–	–	–	–	2	1	–	3	2	–	5	0.01	
		All	4	4	1	–	–	–	3	1	–	7	5	1	13	0.04	
	Headquarters	Female	3	9	–	–	–	–	–	1	–	3	10	–	13	0.04	
		Male	1	2	1	–	–	–	1	–	–	2	2	1	5	0.01	
		All	4	11	1	–	–	–	1	1	–	5	12	1	18	0.05	
	Other offices	Female	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01	
		Male	–	1	–	–	–	–	–	–	–	–	1	–	1	–	
		All	–	3	–	–	–	–	–	–	–	–	3	–	3	0.01	
	Subtotal	Female	3	11	–	–	–	–	–	1	–	3	12	–	15	0.04	
		Male	1	3	1	–	–	–	1	–	–	2	3	1	6	0.02	
		All	4	14	1	–	–	–	1	1	–	5	15	1	21	0.06	
	HSU	Headquarters	Female	1	2	–	–	–	–	–	–	–	1	2	–	3	0.01
			Male	1	1	1	–	–	–	–	1	–	1	2	1	4	0.01
			All	2	3	1	–	–	–	–	1	–	2	4	1	7	0.02
Other offices		Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Subtotal		Female	1	2	–	–	–	–	–	–	–	1	2	–	3	0.01	
		Male	1	1	1	–	–	–	–	1	–	1	2	1	4	0.01	
		All	2	3	1	–	–	–	–	1	–	2	4	1	7	0.02	
IAAC-SEC		Headquarters	Female	–	–	–	–	–	–	–	–	1	–	–	1	1	–
			Male	1	–	–	–	–	–	–	–	–	1	–	–	1	–
			All	1	–	–	–	–	–	–	–	1	1	–	1	2	0.01
		Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
			Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
			All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Female	–	–	–	–	–	–	–	–	1	–	–	1	1	–	
		Male	1	–	–	–	–	–	–	–	–	1	–	–	1	–	
		All	1	–	–	–	–	–	–	–	1	1	–	1	2	0.01	

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
IIIM-Syria	Headquarters	Female	1	11	4	–	–	–	3	2	2	4	13	6	23	0.06
		Male	1	10	1	–	–	–	–	1	–	1	11	1	13	0.04
		All	2	21	5	–	–	–	3	3	2	5	24	7	36	0.10
	Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Female	1	11	4	–	–	–	3	2	2	4	13	6	23	0.06
		Male	1	10	1	–	–	–	–	1	–	1	11	1	13	0.04
		All	2	21	5	–	–	–	3	3	2	5	24	7	36	0.10
OAJ	Headquarters	Female	6	8	2	–	–	–	4	7	1	10	15	3	28	0.08
		Male	3	7	1	–	–	–	1	1	1	4	8	2	14	0.04
		All	9	15	3	–	–	–	5	8	2	14	23	5	42	0.11
	Other offices	Female	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01
	Subtotal	Female	6	10	2	–	–	–	4	7	1	10	17	3	30	0.08
		Male	3	7	1	–	–	–	1	1	1	4	8	2	14	0.04
		All	9	17	3	–	–	–	5	8	2	14	25	5	44	0.12
OCHA	Headquarters	Female	66	97	18	–	–	–	44	42	9	110	139	27	276	0.75
		Male	74	77	13	–	–	–	20	32	2	94	109	15	218	0.60
		All	140	174	31	–	–	–	64	74	11	204	248	42	494	1.35
	Other offices	Female	48	84	57	–	–	–	14	243	18	62	327	75	464	1.27
		Male	67	138	58	–	–	–	22	723	32	89	861	90	1 040	2.84
		All	115	222	115	–	–	–	36	966	50	151	1 188	165	1 504	4.11
	Subtotal	Female	114	181	75	–	–	–	58	285	27	172	466	102	740	2.02
		Male	141	215	71	–	–	–	42	755	34	183	970	105	1 258	3.44
		All	255	396	146	–	–	–	100	1 040	61	355	1 436	207	1 998	5.46
OCT	Headquarters	Female	7	16	5	–	–	–	2	20	1	9	36	6	51	0.14
		Male	9	17	6	–	–	–	1	8	1	10	25	7	42	0.11
		All	16	33	11	–	–	–	3	28	2	19	61	13	93	0.25

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
	Other offices	Female	–	1	1	–	–	–	–	–	–	–	1	1	2	0.01	
		Male	2	1	–	–	–	–	–	–	–	2	1	–	3	0.01	
		All	2	2	1	–	–	–	–	–	–	2	2	1	5	0.01	
	Subtotal	Female	7	17	6	–	–	–	2	20	1	9	37	7	53	0.14	
		Male	11	18	6	–	–	–	1	8	1	12	26	7	45	0.12	
		All	18	35	12	–	–	–	3	28	2	21	63	14	98	0.27	
	ODA	Headquarters	Female	9	11	4	–	–	–	14	5	–	23	16	4	43	0.12
			Male	16	5	3	–	–	–	3	3	1	19	8	4	31	0.08
			All	25	16	7	–	–	–	17	8	1	42	24	8	74	0.20
Other offices		Female	1	1	–	–	–	–	–	1	–	1	2	–	3	0.01	
		Male	2	–	–	–	–	–	–	2	–	2	2	–	4	0.01	
		All	3	1	–	–	–	–	–	3	–	3	4	–	7	0.02	
Subtotal		Female	10	12	4	–	–	–	14	6	–	24	18	4	46	0.13	
		Male	18	5	3	–	–	–	3	5	1	21	10	4	35	0.10	
		All	28	17	7	–	–	–	17	11	1	45	28	8	81	0.22	
OEERC	Headquarters	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
	Other offices	Female	–	2	2	–	2	2	–	–	1	–	4	5	9	0.02	
		Male	1	4	9	–	2	6	–	–	10	1	6	25	32	0.09	
		All	1	6	11	–	4	8	–	–	11	1	10	30	41	0.11	
	Subtotal	Female	–	2	2	–	2	2	–	–	1	–	4	5	9	0.02	
		Male	1	4	9	–	2	6	–	–	10	1	6	25	32	0.09	
		All	1	6	11	–	4	8	–	–	11	1	10	30	41	0.11	
OHCHR	Headquarters	Female	158	122	75	–	–	–	55	59	21	213	181	96	490	1.34	
		Male	121	62	40	–	–	–	32	31	6	153	93	46	292	0.80	
		All	279	184	115	–	–	–	87	90	27	366	274	142	782	2.14	
	Other offices	Female	33	49	30	–	–	–	13	165	9	46	214	39	299	0.82	
		Male	40	64	40	–	–	–	17	176	10	57	240	50	347	0.95	
		All	73	113	70	–	–	–	30	341	19	103	454	89	646	1.77	

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
OHRLLS	Subtotal	Female	191	171	105	–	–	–	68	224	30	259	395	135	789	2.16
		Male	161	126	80	–	–	–	49	207	16	210	333	96	639	1.75
		All	352	297	185	–	–	–	117	431	46	469	728	231	1 428	3.90
	Headquarters	Female	5	7	–	–	–	–	2	1	–	7	8	–	15	0.04
		Male	5	4	–	–	–	–	–	2	1	5	6	1	12	0.03
		All	10	11	–	–	–	–	2	3	1	12	14	1	27	0.07
	Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal	Female	5	7	–	–	–	–	2	1	–	7	8	–	15	0.04	
	Male	5	4	–	–	–	–	–	2	1	5	6	1	12	0.03	
	All	10	11	–	–	–	–	2	3	1	12	14	1	27	0.07	
OICT	Headquarters	Female	20	5	1	–	–	–	24	13	2	44	18	3	65	0.18
		Male	47	24	3	–	–	–	30	23	1	77	47	4	128	0.35
		All	67	29	4	–	–	–	54	36	3	121	65	7	193	0.53
	Other offices	Female	1	1	–	–	–	–	–	6	1	1	7	1	9	0.02
		Male	11	14	–	–	–	–	–	6	–	11	20	–	31	0.08
		All	12	15	–	–	–	–	–	12	1	12	27	1	40	0.11
	Subtotal	Female	21	6	1	–	–	–	24	19	3	45	25	4	74	0.20
		Male	58	38	3	–	–	–	30	29	1	88	67	4	159	0.43
		All	79	44	4	–	–	–	54	48	4	133	92	8	233	0.64
OIOS	Headquarters	Female	35	31	6	–	–	–	20	13	3	55	44	9	108	0.30
		Male	43	35	1	–	–	–	6	9	–	49	44	1	94	0.26
		All	78	66	7	–	–	–	26	22	3	104	88	10	202	0.55
	Other offices	Female	5	13	–	1	3	–	–	4	1	6	20	1	27	0.07
		Male	14	43	3	3	3	–	–	2	–	17	48	3	68	0.19
		All	19	56	3	4	6	–	–	6	1	23	68	4	95	0.26
	Subtotal	Female	40	44	6	1	3	–	20	17	4	61	64	10	135	0.37
		Male	57	78	4	3	3	–	6	11	–	66	92	4	162	0.44
		All	97	122	10	4	6	–	26	28	4	127	156	14	297	0.81

			P+			FS			GS+			Totals				Percentage of all staff
Entity		Gender	PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA	Total	
OLA	Headquarters	Female	31	24	8	–	–	–	28	22	1	59	46	9	114	0.31
		Male	35	19	5	–	–	–	8	10	–	43	29	5	77	0.21
		All	66	43	13	–	–	–	36	32	1	102	75	14	191	0.52
	Other offices	Female	–	1	–	–	–	–	–	–	–	–	1	–	1	–
		Male	–	1	–	–	–	–	–	–	–	–	1	–	1	–
		All	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01
	Subtotal	Female	31	25	8	–	–	–	28	22	1	59	47	9	115	0.31
		Male	35	20	5	–	–	–	8	10	–	43	30	5	78	0.21
		All	66	45	13	–	–	–	36	32	1	102	77	14	193	0.53
OOSA	Headquarters	Female	6	3	–	–	–	–	1	–	1	7	3	1	11	0.03
		Male	5	4	1	–	–	–	2	3	–	7	7	1	15	0.04
		All	11	7	1	–	–	–	3	3	1	14	10	2	26	0.07
	Other offices	Female	–	–	–	–	–	–	–	1	–	–	1	–	1	–
		Male	1	–	–	–	–	–	–	–	–	1	–	–	1	–
		All	1	–	–	–	–	–	–	1	–	1	1	–	2	0.01
	Subtotal	Female	6	3	–	–	–	–	1	1	1	7	4	1	12	0.03
		Male	6	4	1	–	–	–	2	3	–	8	7	1	16	0.04
		All	12	7	1	–	–	–	3	4	1	15	11	2	28	0.08
OSAA	Headquarters	Female	1	8	–	–	–	–	3	1	–	4	9	–	13	0.04
		Male	7	5	2	–	–	–	1	–	–	8	5	2	15	0.04
		All	8	13	2	–	–	–	4	1	–	12	14	2	28	0.08
	Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Female	1	8	–	–	–	–	3	1	–	4	9	–	13	0.04
		Male	7	5	2	–	–	–	1	–	–	8	5	2	15	0.04
		All	8	13	2	–	–	–	4	1	–	12	14	2	28	0.08
OSC SEA	Headquarters	Female	1	–	1	–	–	–	–	–	1	1	–	2	3	0.01
		Male	1	–	–	–	–	–	–	–	–	1	–	–	1	–
		All	2	–	1	–	–	–	–	–	1	2	–	2	4	0.01

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
OSEH	Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Female	1	–	1	–	–	–	–	1	1	–	2	3	0.01
		Male	1	–	–	–	–	–	–	–	1	–	–	1	–
		All	2	–	1	–	–	–	–	1	2	–	2	4	0.01
	Headquarters	Female	–	–	1	–	–	–	–	1	–	–	2	2	0.01
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	1	–	–	–	–	1	–	–	2	2	0.01
OSRSG-CAAC	Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Female	–	–	1	–	–	–	–	1	–	–	2	2	0.01
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	1	–	–	–	–	1	–	–	2	2	0.01
	Headquarters	Female	1	5	1	–	–	–	2	1	–	3	6	1	0.03
		Male	1	1	–	–	–	–	–	–	1	1	–	2	0.01
		All	2	6	1	–	–	–	2	1	–	4	7	1	0.03
OSRSG-SVC	Other offices	Female	–	–	1	–	–	–	–	–	–	–	1	1	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	1	–	–	–	–	–	–	–	1	1	–
	Subtotal	Female	1	5	2	–	–	–	2	1	–	3	6	2	0.03
		Male	1	1	–	–	–	–	–	–	1	1	–	2	0.01
		All	2	6	2	–	–	–	2	1	–	4	7	2	0.04
	Headquarters	Female	1	6	2	–	–	–	2	1	–	3	7	2	0.03
		Male	1	–	1	–	–	–	–	–	1	–	1	2	0.01
		All	2	6	3	–	–	–	2	1	–	4	7	3	0.04
OSRSG-SVC	Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
OSRSG-VAC	Subtotal	Female	1	6	2	–	–	–	2	1	–	3	7	2	12	0.03
		Male	1	–	1	–	–	–	–	–	–	1	–	1	2	0.01
		All	2	6	3	–	–	–	2	1	–	4	7	3	14	0.04
	Headquarters	Female	–	4	–	–	–	–	2	–	–	2	4	–	6	0.02
		Male	–	4	–	–	–	–	–	–	–	–	4	–	4	0.01
		All	–	8	–	–	–	–	2	–	–	2	8	–	10	0.03
	Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Female	–	4	–	–	–	–	2	–	–	2	4	–	6	0.02
		Male	–	4	–	–	–	–	–	–	–	–	4	–	4	0.01
		All	–	8	–	–	–	–	2	–	–	2	8	–	10	0.03
OVRA	Headquarters	Female	1	1	1	–	–	–	–	1	–	1	2	1	4	0.01
		Male	–	–	1	–	–	–	–	–	–	–	–	1	1	–
		All	1	1	2	–	–	–	–	1	–	1	2	2	5	0.01
	Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Female	1	1	1	–	–	–	–	1	–	1	2	1	4	0.01
		Male	–	–	1	–	–	–	–	–	–	–	–	1	1	–
		All	1	1	2	–	–	–	–	1	–	1	2	2	5	0.01
RCS	Headquarters	Female	6	22	4	–	–	–	2	7	–	8	29	4	41	0.11
		Male	3	14	2	–	–	–	1	–	–	4	14	2	20	0.05
		All	9	36	6	–	–	–	3	7	–	12	43	6	61	0.17
	Other offices	Female	6	56	1	–	–	–	–	2	–	6	58	1	65	0.18
		Male	5	51	1	–	–	–	–	–	–	5	51	1	57	0.16
		All	11	107	2	–	–	–	–	2	–	11	109	2	122	0.33
	Subtotal	Female	12	78	5	–	–	–	2	9	–	14	87	5	106	0.29
		Male	8	65	3	–	–	–	1	–	–	9	65	3	77	0.21
		All	20	143	8	–	–	–	3	9	–	23	152	8	183	0.50

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UN-HABITAT	Headquarters	Female	30	25	2	–	–	–	45	25	4	75	50	6	131	0.36
		Male	33	31	3	–	–	–	9	18	7	42	49	10	101	0.28
		All	63	56	5	–	–	–	54	43	11	117	99	16	232	0.63
	Other offices	Female	4	10	–	–	–	–	3	28	–	7	38	–	45	0.12
		Male	6	25	3	–	–	–	–	45	2	6	70	5	81	0.22
		All	10	35	3	–	–	–	3	73	2	13	108	5	126	0.34
	Subtotal	Female	34	35	2	–	–	–	48	53	4	82	88	6	176	0.48
		Male	39	56	6	–	–	–	9	63	9	48	119	15	182	0.50
		All	73	91	8	–	–	–	57	116	13	130	207	21	358	0.98
UN-TBLDC	Headquarters	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Other offices	Female	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01
		Male	–	1	–	–	–	–	–	–	–	–	1	–	1	–
		All	–	3	–	–	–	–	–	–	–	–	3	–	3	0.01
	Subtotal	Female	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01
		Male	–	1	–	–	–	–	–	–	–	–	1	–	1	–
		All	–	3	–	–	–	–	–	–	–	–	3	–	3	0.01
UN75	Headquarters	Female	–	–	2	–	–	–	1	1	–	1	1	2	4	0.01
		Male	–	1	1	–	–	–	–	–	–	–	1	1	2	0.01
		All	–	1	3	–	–	–	1	1	–	1	2	3	6	0.02
	Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Female	–	–	2	–	–	–	1	1	–	1	1	2	4	0.01
		Male	–	1	1	–	–	–	–	–	–	–	1	1	2	0.01
		All	–	1	3	–	–	–	1	1	–	1	2	3	6	0.02
UNAKRT	Headquarters	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
	Other offices	Female	1	6	1	–	1	–	–	11	1	1	18	2	21	0.06
		Male	1	9	–	1	5	–	–	31	1	2	45	1	48	0.13
		All	2	15	1	1	6	–	–	42	2	3	63	3	69	0.19
	Subtotal	Female	1	6	1	–	1	–	–	11	1	1	18	2	21	0.06
		Male	1	9	–	1	5	–	–	31	1	2	45	1	48	0.13
		All	2	15	1	1	6	–	–	42	2	3	63	3	69	0.19
	UNCC	Headquarters	Female	1	–	–	–	–	–	1	–	–	2	–	–	2
Male			–	1	–	–	–	–	–	–	–	–	1	–	1	–
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	–
		All	1	1	–	–	–	–	1	–	–	2	1	–	3	0.01
UNCTAD		Headquarters	Female	64	30	17	–	–	–	70	31	7	134	61	24	219
	Male		104	48	15	–	–	–	17	15	5	121	63	20	204	0.56
	All		168	78	32	–	–	–	87	46	12	255	124	44	423	1.16
	Other offices	Female	–	2	7	–	–	–	–	1	–	–	3	7	10	0.03
		Male	2	18	34	–	–	–	–	1	–	2	19	34	55	0.15
		All	2	20	41	–	–	–	–	2	–	2	22	41	65	0.18
	Subtotal	Female	64	32	24	–	–	–	70	32	7	134	64	31	229	0.63
		Male	106	66	49	–	–	–	17	16	5	123	82	54	259	0.71
		All	170	98	73	–	–	–	87	48	12	257	146	85	488	1.33
UNDRR	Headquarters	Female	5	18	2	–	–	–	2	8	1	7	26	3	36	0.10
		Male	2	9	–	–	–	–	2	5	1	4	14	1	19	0.05
		All	7	27	2	–	–	–	4	13	2	11	40	4	55	0.15
	Other offices	Female	2	14	–	–	–	–	–	12	–	2	26	–	28	0.08
		Male	2	17	3	–	–	–	1	4	–	3	21	3	27	0.07
		All	4	31	3	–	–	–	1	16	–	5	47	3	55	0.15

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNEP	Subtotal	Female	7	32	2	–	–	–	2	20	1	9	52	3	64	0.17
		Male	4	26	3	–	–	–	3	9	1	7	35	4	46	0.13
		All	11	58	5	–	–	–	5	29	2	16	87	7	110	0.30
	Headquarters	Female	77	135	17	–	–	–	104	94	6	181	229	23	433	1.18
		Male	84	109	11	–	–	–	28	63	3	112	172	14	298	0.81
		All	161	244	28	–	–	–	132	157	9	293	401	37	731	2.00
	Other offices	Female	53	100	49	–	–	–	69	96	1	122	196	50	368	1.01
		Male	63	85	37	–	–	–	13	32	1	76	117	38	231	0.63
		All	116	185	86	–	–	–	82	128	2	198	313	88	599	1.64
Subtotal	Female	130	235	66	–	–	–	173	190	7	303	425	73	801	2.19	
	Male	147	194	48	–	–	–	41	95	4	188	289	52	529	1.45	
	All	277	429	114	–	–	–	214	285	11	491	714	125	1 330	3.64	
UNOAU	Headquarters	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Other offices	Female	3	5	2	1	2	–	–	7	4	4	14	6	24	0.07
		Male	4	16	–	4	1	–	1	8	1	9	25	1	35	0.10
		All	7	21	2	5	3	–	1	15	5	13	39	7	59	0.16
	Subtotal	Female	3	5	2	1	2	–	–	7	4	4	14	6	24	0.07
		Male	4	16	–	4	1	–	1	8	1	9	25	1	35	0.10
		All	7	21	2	5	3	–	1	15	5	13	39	7	59	0.16
UNODC	Headquarters	Female	57	74	16	–	–	–	42	61	14	99	135	30	264	0.72
		Male	54	67	16	–	–	–	11	32	6	65	99	22	186	0.51
		All	111	141	32	–	–	–	53	93	20	164	234	52	450	1.23
	Other offices	Female	15	38	3	–	–	–	11	65	1	26	103	4	133	0.36
		Male	21	68	8	–	–	–	14	59	2	35	127	10	172	0.47
		All	36	106	11	–	–	–	25	124	3	61	230	14	305	0.83
	Subtotal	Female	72	112	19	–	–	–	53	126	15	125	238	34	397	1.09
		Male	75	135	24	–	–	–	25	91	8	100	226	32	358	0.98
		All	147	247	43	–	–	–	78	217	23	225	464	66	755	2.06

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNOG	Headquarters	Female	38	28	12	–	–	–	90	73	13	128	101	25	254	0.69
		Male	50	28	11	–	–	–	103	72	9	153	100	20	273	0.75
		All	88	56	23	–	–	–	193	145	22	281	201	45	527	1.44
	Other offices	Female	–	–	–	–	–	–	–	9	–	–	9	–	9	0.02
		Male	–	–	–	–	–	–	1	2	–	1	2	–	3	0.01
		All	–	–	–	–	–	–	1	11	–	1	11	–	12	0.03
	Subtotal	Female	38	28	12	–	–	–	90	82	13	128	110	25	263	0.72
		Male	50	28	11	–	–	–	104	74	9	154	102	20	276	0.75
		All	88	56	23	–	–	–	194	156	22	282	212	45	539	1.47
UNOMS	Headquarters	Female	4	5	–	–	–	–	3	4	–	7	9	–	16	0.04
		Male	3	2	–	–	–	–	–	–	–	3	2	–	5	0.01
		All	7	7	–	–	–	–	3	4	–	10	11	–	21	0.06
	Other offices	Female	1	2	–	1	–	–	1	1	–	3	3	–	6	0.02
		Male	–	2	1	–	1	–	–	–	–	–	3	1	4	0.01
		All	1	4	1	1	1	–	1	1	–	3	6	1	10	0.03
	Subtotal	Female	5	7	–	1	–	–	4	5	–	10	12	–	22	0.06
		Male	3	4	1	–	1	–	–	–	–	3	5	1	9	0.02
		All	8	11	1	1	1	–	4	5	–	13	17	1	31	0.08
UNON	Headquarters	Female	13	11	–	–	–	–	58	72	18	71	83	18	172	0.47
		Male	16	13	1	–	–	–	52	83	5	68	96	6	170	0.46
		All	29	24	1	–	–	–	110	155	23	139	179	24	342	0.94
	Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Female	13	11	–	–	–	–	58	72	18	71	83	18	172	0.47
		Male	16	13	1	–	–	–	52	83	5	68	96	6	170	0.46
		All	29	24	1	–	–	–	110	155	23	139	179	24	342	0.94
UNOP	Headquarters	Female	3	1	1	–	–	–	3	1	–	6	2	1	9	0.02
		Male	1	2	2	–	–	–	–	2	2	1	4	4	9	0.02
		All	4	3	3	–	–	–	3	3	2	7	6	5	18	0.05

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
	Other offices	Female	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
		Male	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
		All	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
	Subtotal	Female	3	1	1	—	—	—	3	1	—	6	2	1	9	0.02	
		Male	1	2	2	—	—	—	—	2	2	1	4	4	9	0.02	
		All	4	3	3	—	—	—	3	3	2	7	6	5	18	0.05	
	UNOV	Headquarters	Female	16	12	—	—	—	—	51	59	6	67	71	6	144	0.39
			Male	18	6	—	—	—	—	91	111	8	109	117	8	234	0.64
			All	34	18	—	—	—	—	142	170	14	176	188	14	378	1.03
Other offices		Female	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
		Male	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
		All	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Subtotal		Female	16	12	—	—	—	—	51	59	6	67	71	6	144	0.39	
		Male	18	6	—	—	—	—	91	111	8	109	117	8	234	0.64	
		All	34	18	—	—	—	—	142	170	14	176	188	14	378	1.03	
UNROD	Headquarters	Female	3	2	1	—	—	—	3	4	—	6	6	1	13	0.04	
		Male	3	1	3	—	—	—	1	1	—	4	2	3	9	0.02	
		All	6	3	4	—	—	—	4	5	—	10	8	4	22	0.06	
	Other offices	Female	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
		Male	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
		All	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
	Subtotal	Female	3	2	1	—	—	—	3	4	—	6	6	1	13	0.04	
		Male	3	1	3	—	—	—	1	1	—	4	2	3	9	0.02	
		All	6	3	4	—	—	—	4	5	—	10	8	4	22	0.06	
Subtotal, departments/ offices	Headquarters	Female	1 733	1 360	678	—	—	—	1 400	1 365	333	3 133	2 725	1 011	6 869	18.78	
		Male	1 741	1 194	495	—	—	—	1 025	1 262	184	2 766	2 456	679	5 901	16.13	
		All	3 474	2 554	1 173	—	—	—	2 425	2 627	517	5 899	5 181	1 690	12 770	34.92	
	Other offices	Female	183	470	159	4	8	2	174	849	45	361	1 327	206	1 894	5.18	
		Male	293	797	207	9	12	6	208	1 690	72	510	2 499	285	3 294	9.01	
		All	476	1 267	366	13	20	8	382	2 539	117	871	3 826	491	5 188	14.18	

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
	Subtotal	Female	2 034	1 991	702	9	12	6	1 233	2 952	256	3 276	4 955	964	9 195	25.14
		Male	2 034	1 991	702	9	12	6	1 233	2 952	256	3 276	4 955	964	9 195	25.14
		All	3 950	3 821	1 539	13	20	8	2 807	5 166	634	6 770	9 007	2 181	17 958	49.10
Regional commissions																
ECA	Headquarters	Female	1	–	–	–	–	–	–	–	–	1	–	–	1	–
		Male	1	–	–	–	–	–	–	–	–	1	–	–	1	–
		All	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
	Other offices	Female	34	33	17	–	–	–	115	66	7	149	99	24	272	0.74
		Male	67	74	21	–	–	–	111	74	3	178	148	24	350	0.96
		All	101	107	38	–	–	–	226	140	10	327	247	48	622	1.70
	Subtotal	Female	35	33	17	–	–	–	115	66	7	150	99	24	273	0.75
		Male	68	74	21	–	–	–	111	74	3	179	148	24	351	0.96
		All	103	107	38	–	–	–	226	140	10	329	247	48	624	1.71
ECE	Headquarters	Female	39	21	9	–	–	–	31	23	3	70	44	12	126	0.34
		Male	51	29	6	–	–	–	9	5	3	60	34	9	103	0.28
		All	90	50	15	–	–	–	40	28	6	130	78	21	229	0.63
	Other offices	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Female	39	21	9	–	–	–	31	23	3	70	44	12	126	0.34
		Male	51	29	6	–	–	–	9	5	3	60	34	9	103	0.28
		All	90	50	15	–	–	–	40	28	6	130	78	21	229	0.63
ECLAC	Headquarters	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Other offices	Female	51	32	26	–	–	–	89	84	37	140	116	63	319	0.87
		Male	62	52	9	–	–	–	42	60	14	104	112	23	239	0.65
		All	113	84	35	–	–	–	131	144	51	244	228	86	558	1.53
	Subtotal	Female	51	32	26	–	–	–	89	84	37	140	116	63	319	0.87
		Male	62	52	9	–	–	–	42	60	14	104	112	23	239	0.65
		All	113	84	35	–	–	–	131	144	51	244	228	86	558	1.53

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
ESCAP	Headquarters	Female	1	–	–	–	–	–	–	–	–	1	–	–	1	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	1	–	–	–	–	–	–	–	–	1	–	–	1	–
	Other offices	Female	50	40	9	–	–	–	91	98	12	141	138	21	300	0.82
		Male	71	47	11	–	–	–	31	64	4	102	111	15	228	0.62
		All	121	87	20	–	–	–	122	162	16	243	249	36	528	1.44
	Subtotal	Female	51	40	9	–	–	–	91	98	12	142	138	21	301	0.82
		Male	71	47	11	–	–	–	31	64	4	102	111	15	228	0.62
		All	122	87	20	–	–	–	122	162	16	244	249	36	529	1.45
ESCWA	Headquarters	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Other offices	Female	27	22	5	–	–	–	61	33	10	88	55	15	158	0.43
		Male	25	32	6	1	–	–	27	22	4	53	54	10	117	0.32
		All	52	54	11	1	–	–	88	55	14	141	109	25	275	0.75
	Subtotal	Female	27	22	5	–	–	–	61	33	10	88	55	15	158	0.43
		Male	25	32	6	1	–	–	27	22	4	53	54	10	117	0.32
		All	52	54	11	1	–	–	88	55	14	141	109	25	275	0.75
Subtotal, regional commissions	Headquarters	Female	41	21	9	–	–	–	31	23	3	72	44	12	128	0.35
		Male	52	29	6	–	–	–	9	5	3	61	34	9	104	0.28
		All	93	50	15	–	–	–	40	28	6	133	78	21	232	0.63
	Other offices	Female	162	127	57	–	–	–	356	281	66	518	408	123	1 049	2.87
		Male	225	205	47	1	–	–	211	220	25	437	425	72	934	2.55
		All	387	332	104	1	–	–	567	501	91	955	833	195	1 983	5.42
	Subtotal	Female	203	148	66	–	–	–	387	304	69	590	452	135	1 177	3.22
		Male	277	234	53	1	–	–	220	225	28	498	459	81	1 038	2.84
		All	480	382	119	1	–	–	607	529	97	1 088	911	216	2 215	6.06
Tribunals																
IRMCT	Headquarters	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
	Other offices	Female	3	102	8	1	15	11	–	91	47	4	208	66	278	0.76
		Male	11	68	18	2	28	9	–	163	36	13	259	63	335	0.92
		All	14	170	26	3	43	20	–	254	83	17	467	129	613	1.68
	Subtotal	Female	3	102	8	1	15	11	–	91	47	4	208	66	278	0.76
		Male	11	68	18	2	28	9	–	163	36	13	259	63	335	0.92
		All	14	170	26	3	43	20	–	254	83	17	467	129	613	1.68
Subtotal, tribunals	Headquarters	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Other offices	Female	3	102	8	1	15	11	–	91	47	4	208	66	278	0.76
		Male	11	68	18	2	28	9	–	163	36	13	259	63	335	0.92
		All	14	170	26	3	43	20	–	254	83	17	467	129	613	1.68
	Subtotal	Female	3	102	8	1	15	11	–	91	47	4	208	66	278	0.76
		Male	11	68	18	2	28	9	–	163	36	13	259	63	335	0.92
		All	14	170	26	3	43	20	–	254	83	17	467	129	613	1.68
Subtotal, departments/ offices, regional commissions and tribunals	Headquarters	Female	1 774	1 381	687	–	–	–	1 431	1 388	336	3 205	2 769	1 023	6 997	19.13
		Male	1 793	1 223	501	–	–	–	1 034	1 267	187	2 827	2 490	688	6 005	16.42
		All	3 567	2 604	1 188	–	–	–	2 465	2 655	523	6032	5 259	1 711	13 002	35.55
	Other offices	Female	348	699	224	5	23	13	530	1 221	158	883	1 943	395	3 221	8.81
		Male	529	1 070	272	12	40	15	419	2 073	133	960	3 183	420	4 563	12.48
		All	877	1 769	496	17	63	28	949	3 294	291	1 843	5 126	815	7 784	21.28
	Subtotal	Female	2 122	2 080	911	5	23	13	1 961	2 609	494	4 088	4 712	1 418	10 218	27.94
		Male	2 322	2 293	773	12	40	15	1 453	3 340	320	3 787	5 673	1 108	10 568	28.89
		All	4 444	4 373	1 684	17	63	28	3 414	5 949	814	7 875	10 385	2 526	20 786	56.83
Peacekeeping operations and special political missions and other political presences																
ATSMT	Female	–	1	1	–	–	–	–	2	1	–	3	2	5	0.01	
	Male	3	4	–	–	–	–	–	2	1	3	6	1	10	0.03	
	All	3	5	1	–	–	–	–	4	2	3	9	3	15	0.04	
BINUH	Female	2	6	2	4	–	–	–	23	–	6	29	2	37	0.10	
	Male	3	14	2	10	1	2	–	22	–	13	37	4	54	0.15	
	All	5	20	4	14	1	2	–	45	–	19	66	6	91	0.25	

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
CNMC	Female	–	1	–	–	1	–	–	2	–	–	4	–	4	0.01
	Male	1	6	–	–	–	–	–	–	–	1	6	–	7	0.02
	All	1	7	–	–	1	–	–	2	–	1	10	–	11	0.03
MINUJUSTH	Female	–	2	–	2	–	1	–	6	1	2	8	2	12	0.03
	Male	2	2	–	4	3	2	–	11	1	6	16	3	25	0.07
	All	2	4	–	6	3	3	–	17	2	8	24	5	37	0.10
MINURSO	Female	3	6	–	5	3	1	–	27	1	8	36	2	46	0.13
	Male	8	9	1	21	16	–	–	127	–	29	152	1	182	0.50
	All	11	15	1	26	19	1	–	154	1	37	188	3	228	0.62
MINUSCA	Female	22	47	18	45	46	2	–	106	4	67	199	24	290	0.79
	Male	53	127	19	118	124	9	–	467	–	171	718	28	917	2.51
	All	75	174	37	163	170	11	–	573	4	238	917	52	1 207	3.30
MINUSMA	Female	16	73	17	40	59	8	–	141	4	56	273	29	358	0.98
	Male	57	148	25	118	196	6	–	624	13	175	968	44	1 187	3.25
	All	73	221	42	158	255	14	–	765	17	231	1 241	73	1 545	4.22
MONUSCO	Female	19	57	16	70	37	3	–	274	1	89	368	20	477	1.30
	Male	54	137	21	141	106	–	–	1 394	8	195	1 637	29	1 861	5.09
	All	73	194	37	211	143	3	–	1 668	9	284	2 005	49	2 338	6.39
OMBUD	Female	1	–	–	–	–	–	–	1	–	1	1	–	2	0.01
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	–	–	–	–	–	–	1	–	1	1	–	2	0.01
OSASG-Cyprus	Female	2	3	–	2	1	–	–	1	–	4	5	–	9	0.02
	Male	1	1	–	1	–	–	–	4	–	2	5	–	7	0.02
	All	3	4	–	3	1	–	–	5	–	6	10	–	16	0.04
OSASG-POG	Female	2	1	3	–	–	–	1	1	1	3	2	4	9	0.02
	Male	2	1	–	–	–	–	–	–	–	2	1	–	3	0.01
	All	4	2	3	–	–	–	1	1	1	5	3	4	12	0.03
OSES	Female	3	–	1	–	2	–	–	–	–	3	2	1	6	0.02
	Male	3	3	2	1	3	1	–	7	–	4	13	3	20	0.05
	All	6	3	3	1	5	1	–	7	–	7	15	4	26	0.07

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
OESG-GL	Female	2	3	1	–	1	–	1	3	1	3	7	2	12	0.03
	Male	3	3	3	–	–	–	–	3	–	3	6	3	12	0.03
	All	5	6	4	–	1	–	1	6	1	6	13	5	24	0.07
OESG-MYR	Female	–	1	2	–	–	–	–	–	–	–	1	2	3	0.01
	Male	1	–	–	–	–	–	–	–	–	1	–	–	1	–
	All	1	1	2	–	–	–	–	–	–	1	1	2	4	0.01
OESG-SC1559	Female	–	1	–	–	–	–	1	–	–	1	1	–	2	0.01
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	1	–	–	–	–	1	–	–	1	1	–	2	0.01
OESG-SSS	Female	–	1	1	–	–	–	–	3	–	–	4	1	5	0.01
	Male	2	1	–	–	–	–	–	2	–	2	3	–	5	0.01
	All	2	2	1	–	–	–	–	5	–	2	7	1	10	0.03
OESG-Syria	Female	4	3	3	–	1	–	–	10	3	4	14	6	24	0.07
	Male	4	8	2	6	3	–	–	22	1	10	33	3	46	0.13
	All	8	11	5	6	4	–	–	32	4	14	47	9	70	0.19
OESG-Yemen	Female	1	6	1	2	1	–	–	6	1	3	13	2	18	0.05
	Male	5	10	2	6	14	–	–	18	5	11	42	7	60	0.16
	All	6	16	3	8	15	–	–	24	6	14	55	9	78	0.21
POE-CAR	Female	–	–	–	–	–	–	–	1	–	–	1	–	1	–
	Male	–	1	–	–	–	–	–	–	–	–	1	–	1	–
	All	–	1	–	–	–	–	–	1	–	–	2	–	2	0.01
POE-DPRK	Female	1	1	–	–	–	–	–	3	–	1	4	–	5	0.01
	Male	–	1	–	–	–	–	–	–	–	–	1	–	1	–
	All	1	2	–	–	–	–	–	3	–	1	5	–	6	0.02
POE-Libya	Female	–	–	1	–	–	–	–	–	1	–	–	2	2	0.01
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	1	–	–	–	–	–	1	–	–	2	2	0.01
POE-Mali	Female	–	1	–	–	–	–	–	–	–	–	1	–	1	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	1	–	–	–	–	–	–	–	–	1	–	1	–

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
POE-S. Sudan	Female	–	–	–	–	–	–	–	1	–	–	1	–	1	–
	Male	–	–	1	–	–	–	–	–	–	–	–	1	1	–
	All	–	–	1	–	–	–	–	1	–	–	1	1	2	0.01
POE-Sudan	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	1	–	–	–	–	–	–	–	–	1	–	–	1	–
	All	1	–	–	–	–	–	–	–	–	1	–	–	1	–
POE-Yemen	Female	1	–	–	–	–	–	–	–	–	1	–	–	1	–
	Male	–	–	–	–	2	–	–	1	–	–	3	–	3	0.01
	All	1	–	–	–	2	–	–	1	–	1	3	–	4	0.01
POESOM	Female	–	–	–	–	–	–	–	2	–	–	2	–	2	0.01
	Male	1	–	–	–	–	–	–	2	–	1	2	–	3	0.01
	All	1	–	–	–	–	–	–	4	–	1	4	–	5	0.01
RSCE	Female	2	3	2	17	9	–	–	133	13	19	145	15	179	0.49
	Male	6	21	2	30	13	1	–	86	5	36	120	8	164	0.45
	All	8	24	4	47	22	1	–	219	18	55	265	23	343	0.94
SCR 2231	Female	2	2	–	–	–	–	–	–	–	2	2	–	4	0.01
	Male	–	3	–	–	–	–	–	2	–	–	5	–	5	0.01
	All	2	5	–	–	–	–	–	2	–	2	7	–	9	0.02
UNAMA	Female	19	36	5	26	10	1	–	71	2	45	117	8	170	0.46
	Male	26	53	7	50	46	4	–	731	5	76	830	16	922	2.52
	All	45	89	12	76	56	5	–	802	7	121	947	24	1 092	2.99
UNAMI	Female	10	26	9	13	15	1	–	80	6	23	121	16	160	0.44
	Male	32	47	–	66	58	1	–	377	2	98	482	3	583	1.59
	All	42	73	9	79	73	2	–	457	8	121	603	19	743	2.03
UNAMID	Female	10	31	12	59	18	2	–	127	7	69	176	21	266	0.73
	Male	37	86	18	143	73	7	–	787	23	180	946	48	1174	3.21
	All	47	117	30	202	91	9	–	914	30	249	1 122	69	1 440	3.94
UNDOF	Female	1	1	–	8	3	–	–	11	2	9	15	2	26	0.07
	Male	5	8	2	14	3	1	7	57	4	26	68	7	101	0.28
	All	6	9	2	22	6	1	7	68	6	35	83	9	127	0.35

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNFICYP	Female	2	7	–	7	1	–	–	45	–	9	53	–	62	0.17
	Male	5	10	–	6	3	–	–	71	1	11	84	1	96	0.26
	All	7	17	–	13	4	–	–	116	1	20	137	1	158	0.43
UNIFIL	Female	15	17	4	39	13	–	–	157	1	54	187	5	246	0.67
	Male	23	25	1	73	27	–	12	412	3	108	464	4	576	1.57
	All	38	42	5	112	40	–	12	569	4	162	651	9	822	2.25
UNIOGBIS	Female	4	9	1	4	3	1	–	11	1	8	23	3	34	0.09
	Male	5	5	5	10	7	–	–	48	2	15	60	7	82	0.22
	All	9	14	6	14	10	1	–	59	3	23	83	10	116	0.32
UNISFA	Female	4	4	–	14	9	–	–	6	1	18	19	1	38	0.10
	Male	14	33	–	25	45	2	–	73	6	39	151	8	198	0.54
	All	18	37	–	39	54	2	–	79	7	57	170	9	236	0.65
UNITAD	Female	4	5	6	4	6	1	–	10	–	8	21	7	36	0.10
	Male	3	14	5	9	18	–	–	19	–	12	51	5	68	0.19
	All	7	19	11	13	24	1	–	29	–	20	72	12	104	0.28
UNLB	Female	10	13	3	7	1	–	56	52	4	73	66	7	146	0.40
	Male	27	31	3	17	6	2	74	104	2	118	141	7	266	0.73
	All	37	44	6	24	7	2	130	156	6	191	207	14	412	1.13
UNMHA	Female	1	3	3	2	6	–	–	–	2	3	9	5	17	0.05
	Male	3	6	1	5	6	1	–	2	35	8	14	37	59	0.16
	All	4	9	4	7	12	1	–	2	37	11	23	42	76	0.21
UNMIK	Female	9	20	6	4	4	–	–	83	1	13	107	7	127	0.35
	Male	10	26	2	13	2	–	–	128	2	23	156	4	183	0.50
	All	19	46	8	17	6	–	–	211	3	36	263	11	310	0.85
UNMISS	Female	24	68	20	70	57	3	–	196	1	94	321	24	439	1.20
	Male	68	183	18	201	171	1	–	1 181	3	269	1 535	22	1 826	4.99
	All	92	251	38	271	228	4	–	1 377	4	363	1 856	46	2 265	6.19
UNMOGIP	Female	–	–	–	3	2	–	–	7	–	3	9	–	12	0.03
	Male	2	3	–	8	6	–	6	34	–	16	43	–	59	0.16
	All	2	3	–	11	8	–	6	41	–	19	52	–	71	0.19

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNOCA	Female	3	4	–	1	2	–	–	4	1	4	10	1	15	0.04
	Male	3	8	–	–	3	–	–	8	–	3	19	–	22	0.06
	All	6	12	–	1	5	–	–	12	1	7	29	1	37	0.10
UNOWAS	Female	5	7	1	1	2	–	–	10	–	6	19	1	26	0.07
	Male	4	6	4	2	1	–	–	15	–	6	22	4	32	0.09
	All	9	13	5	3	3	–	–	25	–	12	41	5	58	0.16
UNRCCA	Female	–	1	–	–	1	–	–	7	–	–	9	–	9	0.02
	Male	3	2	–	1	–	–	–	15	–	4	17	–	21	0.06
	All	3	3	–	1	1	–	–	22	–	4	26	–	30	0.08
UNRGID	Female	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01
	Male	1	3	–	–	–	–	–	1	–	1	4	–	5	0.01
	All	1	5	–	–	–	–	–	1	–	1	6	–	7	0.02
UNSCO	Female	–	3	–	1	1	–	–	9	–	1	13	–	14	0.04
	Male	3	7	1	7	1	1	–	26	–	10	34	2	46	0.13
	All	3	10	1	8	2	1	–	35	–	11	47	2	60	0.16
UNSCOL	Female	3	2	–	1	1	–	–	8	2	4	11	2	17	0.05
	Male	1	3	1	2	3	–	–	51	–	3	57	1	61	0.17
	All	4	5	1	3	4	–	–	59	2	7	68	3	78	0.21
UNSMIL	Female	3	16	2	11	5	–	–	8	2	14	29	4	47	0.13
	Male	10	29	2	31	53	1	–	54	1	41	136	4	181	0.49
	All	13	45	4	42	58	1	–	62	3	55	165	8	228	0.62
UNSOM	Female	8	28	6	18	7	–	–	14	–	26	49	6	81	0.22
	Male	21	39	1	6	19	–	–	93	1	27	151	2	180	0.49
	All	29	67	7	24	26	–	–	107	1	53	200	8	261	0.71
UNSOS	Female	13	22	2	34	21	1	–	51	3	47	94	6	147	0.40
	Male	45	46	3	89	59	3	–	89	2	134	194	8	336	0.92
	All	58	68	5	123	80	4	–	140	5	181	288	14	483	1.32
UNTSO	Female	3	2	1	16	5	2	1	22	6	20	29	9	58	0.16
	Male	5	4	–	28	9	1	2	112	7	35	125	8	168	0.46
	All	8	6	1	44	14	3	3	134	13	55	154	17	226	0.62

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNVMC	Female	8	28	5	4	5	–	1	63	–	13	96	5	114	0.31
	Male	6	32	5	12	11	2	–	71	4	18	114	11	143	0.39
	All	14	60	10	16	16	2	1	134	4	31	210	16	257	0.70
Subtotal, peacekeeping operations and special political missions and other political presences	Female	242	574	155	534	359	27	61	1 798	74	837	2 731	256	3 824	10.46
	Male	572	1 209	159	1 274	1 111	48	101	7 353	137	1 947	9 673	344	11 964	32.71
	All	814	1 783	314	1 808	1 470	75	162	9 151	211	2 784	12 404	600	15 788	43.17
Total	Female	2 364	2 654	1 066	539	382	40	2 022	4 407	568	4 925	7 443	1 674	14 042	38.39
	Male	2 894	3 502	932	1 286	1 151	63	1 554	10 693	457	5 734	15 346	1 452	22 532	61.61
	All	5 258	6 156	1 998	1 825	1 533	103	3 576	15 100	1 025	10 659	22 789	3 126	36 574	100.00

Table 2.A

Staff with geographical status by nationality, gender and grade, including appointments and separations, as at 31 December 2018 and 31 December 2019

(Population: 3,158)

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019										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		
Afghanistan	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–		
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–	–	–	–	1	1		
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–	–	–	–	1	1	4–14	
Albania	Female	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	5	–	1	6		
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1			
	All	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	1	5	–	1	7	3–14	
Algeria	Female	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	1	1	1	–	3		
	Male	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	2	3	–	1	6		
	All	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(2)	–	–	–	–	3	4	1	1	9	6–16	
Andorra	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–		
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–		
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14	
Angola	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–		
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–		
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4–14	

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019												Desirable range
	Gender	Total	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						
Antigua and Barbuda	Female	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1					
	Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	3-14				
Argentina	Female	17	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	(1)	2	1	-	-	1	3	4	9	-	18				
	Male	14	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	2	-	1	-	1	-	1	3	8	4	-	17				
	All	31	-	-	-	-	-	-	-	-	-	-	1	-	1	(1)	-	-	2	(1)	3	1	1	-	2	6	12	13	-	35	22-31			
Armenia	Female	5	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	-	-	-	-	-	3	4	-	7					
	Male	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	3	-	6					
	All	11	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	-	1	-	-	2	3	7	-	13	3-14				
Australia	Female	30	-	-	-	-	-	(1)	-	(1)	-	-	1	-	-	(1)	1	-	2	(3)	1	-	2	2	2	2	7	9	6	30				
	Male	27	-	(1)	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	(1)	3	-	-	1	2	14	8	3	3	31				
	All	57	-	(1)	-	-	-	(1)	-	(1)	-	-	1	-	-	(1)	3	-	4	(4)	4	-	2	3	4	16	15	12	9	61	44-60			
Austria	Female	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(2)	-	-	-	-	6	3	3	2	14				
	Male	21	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	(1)	-	1	-	1	4	9	3	3	21				
	All	37	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	(3)	-	1	-	1	10	12	6	5	35	16-26			
Azerbaijan	Female	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2				
	Male	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2	3	-	-	5				
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	4	3	-	7	4-14				
Bahamas	Female	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	1	6					
	Male	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1					
	All	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	1	7	3-14				
Bahrain	Female	2	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	2	-	(1)	-	-	-	-	1	-	2	3					
	Male	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-				
	All	3	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	2	-	(2)	-	-	-	-	1	-	2	3	4-14				
Bangladesh	Female	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2	-	1	3					
	Male	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3	1	4	10					
	All	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1	5	1	5	13	7-16				
Barbados	Female	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	4					
	Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	4	3-14				

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019													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					
Belarus	Female	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1	-	-	-	1	-	-	-	2	3					
	Male	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	2					
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1	-	-	-	2	-	1	-	2	5	4-14				
Belgium	Female	10	-	-	-	-	-	-	-	(1)	-	-	-	-	1	-	-	-	1	(1)	3	-	1	-	1	2	3	4	2	13					
	Male	21	-	-	-	-	-	(1)	1	-	-	-	-	-	-	-	-	1	(1)	1	-	-	2	1	4	4	9	2	22						
	All	31	-	-	-	-	-	(1)	1	(1)	-	-	-	-	1	-	-	-	2	(2)	4	-	1	2	2	6	7	13	4	35	19-29				
Belize	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3-14				
Benin	Female	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1					
	Male	7	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	(1)	-	-	-	-	-	1	2	3	-	6						
	All	8	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	(1)	-	-	-	-	1	1	2	3	-	7	3-14					
Bhutan	Female	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1						
	Male	4	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	2	1	-	3						
	All	5	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	(1)	-	-	-	-	1	-	2	1	-	4	3-14					
Bolivia (Plurinational State of)	Female	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	2	-	2						
	Male	4	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	(1)	-	-	-	-	-	1	2	-	3						
	All	7	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	(1)	(1)	-	-	-	-	-	1	4	-	5	3-14				
Bosnia and Herzegovina	Female	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	4						
	Male	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	3						
	All	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	1	2	7	3-14					
Botswana	Female	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	1	1	4	6						
	Male	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2						
	All	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	1	1	6	8	3-14					
Brazil	Female	27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	-	1	-	-	1	2	7	9	9	29					
	Male	32	-	-	-	-	-	-	-	-	-	-	-	(1)	1	-	1	(1)	2	(2)	(2)	-	-	-	4	5	8	5	8	30					
	All	59	-	-	-	-	-	-	-	-	-	-	-	(1)	1	-	3	(1)	4	(2)	(2)	1	-	-	5	7	15	14	17	59	60-81				
Brunei Darussalam	Female	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-	-				
	Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-	3-14				

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019												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				
Bulgaria	Female	12	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	3	4	4	-	13			
	Male	6	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	3	4	-	-	7			
	All	18	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	2	-	-	-	-	-	2	6	8	4	-	20	4-14		
Burkina Faso	Female	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	1	1	-	2			
	Male	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	1	5				
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	2	2	2	1	7	3-14		
Burundi	Female	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	2	-	4				
	Male	5	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	(1)	-	-	-	-	-	1	1	2	-	4				
	All	9	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	(1)	-	-	-	1	-	2	1	4	-	8	3-14			
Cabo Verde	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
	Male	1	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-	-			
	All	1	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-	-	3-14		
Cambodia	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
	Male	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1				
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3-14			
Cameroon	Female	11	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	(1)	1	-	-	-	2	3	5	-	11				
	Male	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	1	8	7	6	-	22				
	All	31	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1	1	-	-	1	10	10	11	-	33	3-14			
Canada	Female	58	-	-	-	-	-	-	-	-	-	-	1	(2)	1	-	-	-	2	(2)	(5)	-	-	4	4	12	15	17	1	53				
	Male	51	1	-	-	-	1	-	-	-	-	-	1	-	1	(2)	-	-	4	(2)	1	1	-	3	3	17	17	13	-	54				
	All	109	1	-	-	-	1	-	-	-	-	-	2	(2)	2	(2)	-	-	6	(4)	(4)	1	-	7	7	29	32	30	1	107	53-72			
Central African Republic	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
	Male	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	1	2				
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	1	2	3-14			
Chad	Female	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1				
	Male	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	3				
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	4	3-14			
Chile	Female	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2	4	1	9				
	Male	26	-	-	-	-	-	-	-	-	-	-	-	(1)	1	(1)	-	-	1	(2)	(1)	-	-	-	2	4	7	9	2	24				
	All	35	-	-	-	-	-	-	-	-	-	-	-	(1)	1	(1)	-	-	1	(2)	(1)	1	-	-	2	5	9	13	3	33	11-21			

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019													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					
China	Female	45	–	–	–	–	–	–	–	–	–	–	–	–	2	(1)	3	–	5	(1)	(1)	–	–	–	3	12	8	11	14	48					
	Male	44	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	2	–	(1)	1	–	5	5	9	5	11	9	45					
	All	89	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	(1)	5	–	7	(1)	(2)	1	–	5	8	21	13	22	23	93 238–322			
Colombia	Female	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	2	1	3	1	8					
	Male	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	3					
	All	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	2	3	4	1	11	10–19				
Comoros	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1					
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	3–14				
Congo	Female	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	1	–	–	1					
	Male	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	1	–	1	2					
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(2)	–	–	–	–	–	2	–	1	3	3–14				
Costa Rica	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	1	1	–	1	3					
	Male	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	2	2	1	1	6					
	All	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	3	3	1	2	9	4–14				
Côte d'Ivoire	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1					
	Male	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	2	1	6						
	All	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	2	2	7	3–14					
Croatia	Female	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	1	–	3					
	Male	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	2	1	–	5					
	All	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	3	2	–	8	4–14				
Cuba	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1					
	Male	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	1	3					
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	1	1	4	5–14				
Cyprus	Female	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	2					
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1					
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	–	3	3–14				
Czechia	Female	9	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	(2)	–	–	–	–	–	2	3	3	8					
	Male	8	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	–	1	2	1	2	3	9					
	All	17	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2	–	(2)	–	–	–	1	2	3	5	6	17	9–19				

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019												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				
Democratic People's Republic of Korea	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–		
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	(1)	–	–	–	–	–	–	–	–	–	–	–	–			
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	(1)	–	–	–	–	–	–	–	–	–	–	–	–	3–14		
Democratic Republic of the Congo	Female	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	–	3			
	Male	4	–	–	–	–	–	–	–	–	–	–	(1)	1	–	–	–	1	(1)	1	–	–	–	–	–	1	4	–	–	5				
	All	7	–	–	–	–	–	–	–	–	–	–	–	(1)	1	–	–	–	1	(1)	1	–	–	–	–	–	3	5	–	–	8	5–14		
Denmark	Female	11	1	–	–	–	–	–	1	–	–	–	–	–	–	–	–	2	–	(1)	1	–	–	1	5	1	2	2	12					
	Male	11	–	(1)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	(1)	–	–	1	1	4	1	1	1	9					
	All	22	1	(1)	–	–	–	–	1	–	–	–	–	–	–	–	–	2	(1)	(2)	1	–	1	2	9	2	3	3	21	14–23				
Djibouti	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1			
	Male	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	2	–	–	3				
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	3	–	–	4	3–14			
Dominica	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1				
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	3–14			
Dominican Republic	Female	4	–	–	–	–	1	–	–	–	–	–	–	–	–	–	(1)	1	(1)	–	–	–	1	–	1	–	2	–	–	4				
	Male	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	2	–	3				
	All	7	–	–	–	–	1	–	–	–	–	–	–	–	–	–	(1)	1	(1)	–	–	–	1	1	1	–	4	–	7	4–14				
Ecuador	Female	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	1	3	3	1	9					
	Male	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	1	3	2	–	6					
	All	15	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	6	5	1	15	5–14				
Egypt	Female	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	4	2	1	9				
	Male	13	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	–	–	–	(2)	–	–	–	–	2	3	4	2	–	11					
	All	22	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	–	–	–	(2)	–	–	–	–	4	3	8	4	1	20	9–18				
El Salvador	Female	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	2				
	Male	4	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	(1)	–	–	–	–	1	–	1	–	2				
	All	6	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	(1)	–	–	–	–	2	–	2	–	4	3–14			
Equatorial Guinea	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14			

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019												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				
Eritrea	Female	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2			
	Male	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2				
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	-	4	3-14		
Estonia	Female	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	4			
	Male	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	2				
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	2	1	6	3-14		
Eswatini	Female	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	4				
	Male	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1			
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3	5	3-14			
Ethiopia	Female	7	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	(1)	2	-	-	-	-	1	2	5	-	8				
	Male	14	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	(1)	-	-	-	-	1	3	7	1	12				
	All	21	-	-	-	(1)	-	-	-	-	-	-	-	-	-	(1)	-	-	-	(2)	1	-	-	-	-	2	5	12	1	20	5-15			
Fiji	Female	5	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	1	2	2	1	-	6				
	Male	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	-	-	6				
	All	11	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	3	4	4	1	-	12	3-14			
Finland	Female	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	1	1	2	8	5	4	21					
	Male	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	3	1	2	-	6					
	All	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	1	1	5	9	7	4	27	11-21				
France	Female	68	-	-	-	-	-	-	-	-	-	-	-	-	1	(1)	-	-	1	(1)	-	-	-	3	5	16	17	17	10	68				
	Male	70	-	-	-	-	-	-	-	-	-	(1)	-	-	3	(1)	-	-	3	(2)	2	1	-	3	5	13	19	27	5	73				
	All	138	-	-	-	-	-	-	-	-	-	(1)	-	-	4	(2)	-	-	4	(3)	2	1	-	6	10	29	36	44	15	141	82-111			
Gabon	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
	Male	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2				
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2	3-14			
Gambia	Female	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	2				
	Male	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1				
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	3	3-14			
Georgia	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
	Male	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	-	3				
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	-	3	3-14			

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019												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				
Germany	Female	86	–	–	–	–	1	–	–	–	1	(1)	–	–	–	–	1	–	3	(1)	(5)	–	1	2	4	16	25	20	15	83				
	Male	73	–	–	–	–	–	–	–	–	–	(2)	–	–	1	(2)	–	–	1	(4)	(1)	–	–	2	9	20	16	17	5	69				
	All	159	–	–	–	–	1	–	–	–	1	(3)	–	–	1	(2)	1	–	4	(5)	(6)	–	1	4	13	36	41	37	20	152	111–150			
Ghana	Female	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	–	–	2	4				
	Male	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	1	4	–	2	–	10				
	All	14	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	3	2	4	–	2	2	14	4–14			
Greece	Female	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	2	–	3	6				
	Male	10	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	1	–	1	(1)	–	–	–	–	1	2	5	1	1	10				
	All	15	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	1	–	1	(1)	1	–	–	–	2	2	7	1	4	16	10–20			
Grenada	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1				
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	3–14			
Guatemala	Female	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–	3				
	Male	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	2	–	–	3				
	All	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	3	1	–	6	4–14			
Guinea	Female	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	–	–	–	2				
	Male	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–	3				
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	2	1	1	–	5	3–14			
Guinea-Bissau	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	2				
	All	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	2	3–14			
Guyana	Female	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	1	1	2	1	1	7				
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	2				
	All	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	1	2	2	2	1	9	3–14			
Haiti	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	–	–	–				
	Male	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	1	3				
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	1	–	–	1	1	3	3–14			
Honduras	Female	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–	3				
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1				
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	1	–	4	3–14			

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019												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				
Hungary	Female	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	2	1	4	7-17			
	Male	6	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	(1)	-	-	-	1	1	1	2	-	-	5					
	All	9	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	(1)	1	-	-	1	1	1	3	2	1	9					
Iceland	Female	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	3-14			
	Male	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	-	-	4				
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	-	-	5				
India	Female	22	-	-	-	-	-	-	-	-	-	-	-	(1)	1	-	-	-	1	(1)	(1)	-	-	-	7	4	5	3	2	21	48-64			
	Male	40	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	(1)	1	1	2	-	5	7	13	11	1	40				
	All	62	-	-	-	-	-	-	-	-	-	-	-	(1)	1	(1)	-	-	1	(2)	-	1	2	-	12	11	18	14	3	61				
Indonesia	Female	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	3	-	-	1	-	-	-	3	2	-	5	11	20-29			
	Male	8	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	2	-	1	-	-	-	-	3	2	1	5	11				
	All	16	-	-	-	-	-	-	-	-	1	-	-	-	-	-	4	-	5	-	1	1	-	-	-	6	4	1	10	22				
Iran (Islamic Republic of)	Female	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	-	4	12-22			
	Male	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	3	2	1	-	7				
	All	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	3	5	2	-	11				
Iraq	Female	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	6-16			
	Male	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	2	1	1	4				
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	2	3	1	6				
Ireland	Female	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	2	1	4	-	-	8	10-20			
	Male	16	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	(1)	2	-	-	1	3	5	5	2	1	17				
	All	23	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	(1)	3	-	1	1	5	6	9	2	1	25				
Israel	Female	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	2	-	6	13-22			
	Male	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	3	2	1	7				
	All	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1	2	4	4	1	13				
Italy	Female	65	-	-	1	-	-	-	-	-	-	(1)	-	-	2	-	-	-	3	(1)	(2)	-	1	2	5	15	25	15	2	65	63-86			
	Male	71	-	-	-	-	-	-	-	-	-	-	-	(1)	1	-	-	-	1	(1)	-	-	-	1	9	18	33	10	-	71				
	All	136	-	-	1	-	-	-	-	-	-	-	(1)	-	(1)	3	-	-	-	4	(2)	(2)	-	1	3	14	33	58	25	2		136		
Jamaica	Female	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	1	1	-	-	6	3-14				
	Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-		1			
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	3	2	1	1	-	-		7			

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019												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				
Japan	Female	44	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	2	–	2	(1)	3	1	–	2	4	7	15	13	6	48			
	Male	31	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	1	–	1	(1)	(3)	–	–	–	3	5	9	8	3	28			
	All	75	–	–	–	–	–	–	–	–	(1)	–	(1)	–	–	–	–	3	–	3	(2)	–	1	–	2	7	12	24	21	9	76 153–207			
Jordan	Female	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	1	2	2	1	–	6				
	Male	10	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	(3)	–	–	–	2	1	3	–	–	6				
	All	17	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	(4)	–	–	–	3	3	5	1	–	12 3–14				
Kazakhstan	Female	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	4	–	6				
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	1	–	–	1				
	All	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	2	1	4	–	7 7–16				
Kenya	Female	27	–	–	–	–	–	–	–	–	1	–	1	–	–	–	2	–	4	–	(1)	–	–	–	2	8	9	6	5	30				
	Male	22	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	1	1	–	1	4	8	8	3	26				
	All	49	–	–	–	–	–	–	–	–	1	–	1	–	–	–	2	–	4	–	3	1	1	–	3	12	17	14	8	56 4–14				
Kiribati	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	– 3–14				
Kuwait	Female	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	–	–	–	–	–	–	1				
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	All	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	–	–	–	–	–	–	1 8–17				
Kyrgyzstan	Female	1	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	1	–	1	–	–	–	–	1	–	2	–	3				
	Male	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	3				
	All	4	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	1	–	1	–	–	–	–	1	–	3	2	6 3–14				
Lao People's Democratic Republic	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	– 3–14				
Latvia	Female	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	3				
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	(1)	–	–	–	–	–	–	–	–	1	1				
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	(1)	–	–	–	–	–	–	–	–	4	4 4–14				
Lebanon	Female	13	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	–	1	3	4	4	2	14				
	Male	13	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	(2)	–	–	–	–	3	2	4	1	10				
	All	26	–	–	–	–	–	–	–	–	–	–	–	(1)	1	–	–	–	1	(1)	(2)	–	–	–	1	6	6	8	3	24 4–14				

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2019												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					
Lesotho	Female	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	1	-	2	3-14			
	Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	1	-	2				
Liberia	Female	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	3-14			
	Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1				
Libya	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3-14			
	Male	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-				
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-				
Liechtenstein	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3-14			
	Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Lithuania	Female	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	(1)	2	-	-	-	-	1	1	2	1	5	4-14				
	Male	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2						
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	(1)	2	-	-	-	-	1	2	3	1	7					
Luxembourg	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4-14			
	Male	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2						
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2						
Madagascar	Female	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	2	-	4	3-14					
	Male	3	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	(1)	(1)	-	-	-	-	-	-	1	-	1						
	All	6	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	(1)	-	-	-	-	-	-	2	3	-	5						
Malawi	Female	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2	3-14					
	Male	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	6	5	2	14						
	All	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	7	6	2	16						
Malaysia	Female	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	2	1	-	-	-	1	5	4	11	10-20					
	Male	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	3						
	All	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	2	1	-	-	1	2	6	4	14						
Maldives	Female	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2	3-14					
	Male	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2						
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	-	4						

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019												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				
Mali	Female	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	3	–	–	3	3–14		
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	2				
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1	4	–	–	5			
Malta	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	–	–	–	3–14		
	Male	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	–	4				
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	2	2	–	4			
Marshall Islands	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14		
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
Mauritania	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	(1)	–	–	–	–	–	–	–	–	–	–	–	3–14		
	Male	4	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	1	–	–	–	1	1	1	3	–	6				
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	1	(1)	–	–	1	(1)	1	–	–	–	1	1	1	3	–	6				
Mauritius	Female	5	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	(1)	1	–	–	–	–	3	1	–	5	3–14			
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	1	–	–	1				
	All	7	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	(2)	1	–	–	–	–	4	1	–	6				
Mexico	Female	26	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	1	–	(2)	1	–	1	–	1	5	15	2	25	31–42			
	Male	33	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	1	–	(4)	–	–	–	3	4	7	11	5	30				
	All	59	–	–	–	–	1	–	1	–	–	–	–	–	–	–	–	–	2	–	(6)	1	–	1	3	5	12	26	7	55				
Micronesia (Federated States of)	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14		
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1				
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1				
Monaco	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14		
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
Mongolia	Female	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	3	3–14			
	Male	3	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	2	1	–	1	–	4				
	All	6	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	2	1	1	3	–	7				
Montenegro	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	3–14			
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	1	2	3				
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	2	2	4				

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019												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				
Morocco	Female	6	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	3	–	1	2	7				
	Male	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	3	1	6				
	All	12	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	4	1	4	3	13	5–14			
Mozambique	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	2				
	All	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	2	3–14			
Myanmar	Female	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	–	3				
	Male	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	3	1	5				
	All	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	3	1	8	4–14			
Namibia	Female	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	1	–	–	1	–	–	–	–	–	2				
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1				
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	1	–	–	1	1	–	–	–	–	3	3–14			
Nauru	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14			
Nepal	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	1	–	1				
	Male	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	5	2	1	8				
	All	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	5	3	1	9	4–14			
Netherlands	Female	9	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	2	–	(3)	–	–	1	–	2	3	–	2	8				
	Male	31	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	2	–	–	–	–	1	6	9	6	5	6	33				
	All	40	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	2	–	(3)	–	–	2	6	11	9	5	8	41	30–40				
New Zealand	Female	9	–	(1)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	(2)	–	–	–	1	–	1	–	4	6					
	Male	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	2	3	3	8					
	All	18	–	(1)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	(3)	–	–	–	1	–	3	3	7	14	9–18			
Nicaragua	Female	3	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	–	–	2	1	1	–	4				
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1				
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	3	1	1	–	5	3–14			
Niger	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	Male	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	2	–	5				
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	2	–	5	3–14			

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019												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				
Nigeria	Female	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	3	1	-	6			
	Male	8	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	(1)	-	-	-	-	2	2	1	2	-	7				
	All	14	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	(1)	-	1	-	-	2	3	4	3	-	13	12-22			
North Macedonia	Female	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2				
	Male	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	3				
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	-	1	5	3-14			
Norway	Female	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	2	3	1	9				
	Male	2	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	1	2	-	3				
	All	11	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	1	1	1	3	5	1	12	18-27			
Oman	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	Male	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1				
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	5-15			
Pakistan	Female	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1				
	Male	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	4	2	6	1	1	16				
	All	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	4	3	6	1	1	17	10-19			
Palau	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3-14			
Panama	Female	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	1	3				
	Male	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2				
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	1	1	5	4-14			
Papua New Guinea	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	Male	2	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	1	-	1			
	All	2	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	1	-	1	3-14		
Paraguay	Female	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	3				
	Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	3	3-14			
Peru	Female	4	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	1	1	2	1	5				
	Male	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2				
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	1	1	4	1	7	6-16			

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019													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					
Philippines	Female	13	–	(1)	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	2	(1)	(2)	–	–	–	–	–	5	5	2	12				
	Male	8	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	(1)	–	–	–	2	–	3	1	–	6				
	All	21	–	(1)	–	–	–	–	–	–	–	–	–	1	(1)	–	–	1	–	2	(2)	(3)	–	–	–	2	–	8	6	2	18	9–19			
Poland	Female	11	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	2	–	1	–	–	–	–	–	2	7	5	14				
	Male	12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–	1	4	3	5	13				
	All	23	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	2	–	3	–	1	–	–	–	–	1	6	10	10	27	19–29			
Portugal	Female	12	–	–	–	(1)	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	1	–	–	–	1	1	4	5	1	12					
	Male	12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	1	–	–	1	–	5	3	1	11					
	All	24	–	–	–	(1)	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	1	–	–	2	1	9	8	2	23	10–19				
Qatar	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	8–18			
Republic of Korea	Female	17	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	2	5	7	2	16					
	Male	22	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	4	6	9	1	22					
	All	39	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	1	1	6	11	16	3	38	46–62				
Republic of Moldova	Female	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	3	1	5					
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1					
	All	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	4	1	6	3–14				
Romania	Female	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(2)	–	–	–	–	3	3	–	–	6					
	Male	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	1	4	–	8					
	All	16	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(2)	–	–	–	1	5	4	4	–	14	7–17				
Russian Federation	Female	15	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	2	–	–	1	–	1	–	3	11	–	17					
	Male	29	–	–	–	–	(1)	–	–	–	–	–	–	–	–	1	(2)	–	–	1	(3)	1	2	1	–	4	9	8	3	1	28				
	All	44	1	–	–	–	(1)	–	–	–	–	–	–	–	–	2	(2)	–	–	3	(3)	1	3	1	1	5	9	11	14	1	45	50–67			
Rwanda	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	1	–	1					
	Male	8	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	1	–	–	–	–	4	2	3	1	10				
	All	8	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	2	–	–	–	–	4	2	4	1	11	3–14			
Saint Kitts and Nevis	Female	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	1	–	–	3					
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	2					
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	1	1	–	5	3–14				

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2019												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					
Saint Lucia	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–		
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14			
Saint Vincent and the Grenadines	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–	–	–	–	–	–	1	1			
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–	–	–	–	–	–	1	1	3–14		
Samoa	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	Male	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	1	–	3	–	–			
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	1	–	3	3–14			
San Marino	Female	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	3	–	–		
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	3	3–14				
Sao Tome and Principe	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14			
Saudi Arabia	Female	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	2	–	–			
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	–			
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	–	3	27–36				
Senegal	Female	2	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	1	–	–	–	–	3	–	–	–	–	4	–	–			
	Male	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	3	2	–	7	–	–				
	All	9	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	1	–	–	–	–	5	3	2	–	11	3–14					
Serbia	Female	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	2	2	–	4	–	–			
	Male	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	2	2	1	7	–	–			
	All	12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	1	1	4	4	1	11	3–14				
Seychelles	Female	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	2	–	–			
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	1	–	–	1	–	–			
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	1	2	–	–	3	3–14				
Sierra Leone	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–			
	Male	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1	2	3	–	6	–	–			
	All	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	2	2	3	–	7	3–14				

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019												Desirable range
	Gender	Total	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						
Singapore	Female	13	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	(1)	(1)	–	–	1	–	–	3	3	4	11				
	Male	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	1	1	1	2	–	2	7				
	All	19	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	(1)	1	(1)	(1)	–	–	2	1	1	5	3	6	18	12–22		
Slovakia	Female	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	1	–	–	–	–	2	5	8					
	Male	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	1	–	3					
	All	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	1	1	–	1	–	–	3	5	11	6–15			
Slovenia	Female	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	2	–	2					
	Male	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	4					
	All	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	4	2	6	4–14				
Solomon Islands	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1					
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	3–14				
Somalia	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1					
	Male	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	1	3					
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	1	4	3–14				
South Africa	Female	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	4	1	2	10					
	Male	11	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	(1)	–	–	–	3	1	2	4	–	–	10					
	All	21	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	(1)	–	–	–	3	1	5	8	1	2	20	9–19				
South Sudan	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1					
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1	3–14				
Spain	Female	35	–	–	–	–	–	–	–	–	–	–	–	–	3	–	–	–	3	–	–	–	–	2	6	8	17	5	38					
	Male	41	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	2	–	2	–	1	4	10	9	12	9	45					
	All	76	–	–	–	–	–	–	–	–	–	–	1	–	3	–	1	–	5	–	2	–	–	1	6	16	17	29	14	83	43–59			
Sri Lanka	Female	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	2	1	–	4					
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	–	–	2	–	3				
	All	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	1	–	2	3	–	7	4–14			
Sudan	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	2	–	–	2					
	Male	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	1	–	1	–	–	2				
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	3	–	–	4	4–14			

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019										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		
Suriname	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1		
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1			
	All	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	2	3–14		
Sweden	Female	20	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	(5)	–	–	–	1	4	4	6	1	16		
	Male	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	5	3	3	–	11			
	All	30	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	(4)	–	–	–	1	9	7	9	1	27	21–30	
Switzerland	Female	20	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	3	4	10	2	19		
	Male	9	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	(1)	1	–	–	–	–	–	3	5	1	9			
	All	29	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	(1)	–	–	–	–	3	7	15	3	28	26–35		
Syrian Arab Republic	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	1	–	–	–	2		
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2	–	–	–	–	–	–	–	4	–	4			
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2	–	1	–	–	–	1	1	–	4	–	6	3–14	
Tajikistan	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	1	–	2		
	Male	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	4			
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1	3	2	6	3–14		
Thailand	Female	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	4	–	–	5			
	Male	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	1	–	1	1	–	2	5		
	All	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	1	–	2	5	–	2	10	10–20	
Timor-Leste	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–		
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–		
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14	
Togo	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–		
	Male	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	2	–	–	–	–	–	1	2	–	5	8			
	All	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	2	–	–	–	–	–	1	2	–	5	8	3–14		
Tonga	Female	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	1	–	–	–	–	–	1	–	2		
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1		
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	1	–	–	–	–	2	–	3	3–14	
Trinidad and Tobago	Female	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	4	1	1	9		
	Male	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	1	3	2	2	1	10		
	All	18	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	3	4	6	3	2	19	3–14	

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019												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				
Tunisia	Female	5	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2	–	–	–	–	1	–	2	4	–	7				
	Male	6	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	2	2	1	1	7				
	All	11	–	–	1	–	–	–	–	–	–	–	–	–	–	2	–	–	–	3	–	–	–	1	–	1	2	4	5	1	14	3–14		
Turkey	Female	13	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	–	1	–	–	–	2	6	2	5	15					
	Male	17	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	(1)	1	–	–	1	–	3	2	5	6	17				
	All	30	–	–	–	–	–	–	–	–	–	–	–	1	–	–	(1)	–	–	1	(1)	2	–	–	1	–	5	8	7	11	32	31–42		
Turkmenistan	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1					
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1				
	All	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	2	3–14		
Tuvalu	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14		
Uganda	Female	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	5	1	5	–	12				
	Male	16	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	2	10	3	1	17				
	All	27	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2	7	11	8	1	29	4–14			
Ukraine	Female	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	2	3	–	6				
	Male	7	–	–	–	–	–	(1)	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	1	2	1	2	–	6				
	All	13	–	–	–	–	–	(1)	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	2	2	3	5	–	12	5–14			
United Arab Emirates	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	15–25		
United Kingdom of Great Britain and Northern Ireland	Female	48	–	(1)	–	–	–	–	–	–	–	–	–	–	1	(1)	–	–	1	(2)	2	–	–	3	1	14	11	16	4	49				
	Male	75	–	–	–	–	–	–	–	–	–	(1)	–	–	1	–	–	–	1	(1)	2	1	1	5	7	19	18	23	3	77				
	All	123	–	(1)	–	–	–	–	–	–	–	–	(1)	–	–	2	(1)	–	–	2	(3)	4	1	1	8	8	33	29	39	7	126	85–114		
United Republic of Tanzania	Female	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	2	2	–	5				
	Male	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–	3				
	All	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	3	3	–	8	4–14			
United States of America	Female	201	1	–	–	–	–	–	–	–	–	(2)	–	–	2	(1)	5	(1)	8	(4)	5	2	3	6	13	30	50	61	45	210				
	Male	159	–	–	–	–	–	–	–	(1)	–	(1)	–	(1)	–	(1)	4	–	4	(4)	(4)	–	2	4	13	28	42	44	22	155				
	All	360	1	–	–	–	–	–	–	(1)	–	(3)	–	(1)	2	(2)	9	(1)	12	(8)	1	2	5	10	26	58	92	105	67	365	383–519			

Country of nationality	As at 31 December 2018		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2019												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				
Uruguay	Female	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	3	6	-	11			
	Male	8	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	(1)	-	-	1	-	1	-	4	1	-	7				
	All	19	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	(1)	-	-	1	1	1	1	7	7	-	18	4-14			
Uzbekistan	Female	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	-	5				
	Male	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	4	1	7				
	All	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	5	6	1	12	4-14			
Vanuatu	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
	Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3-14		
Venezuela (Bolivarian Republic of)	Female	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2	1	-	5				
	Male	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	5	-	-	6				
	All	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	2	7	1	-	11	18-27			
Viet Nam	Female	5	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	1	-	1	4	6				
	Male	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	3	3				
	All	7	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	2	-	-	-	-	-	-	1	-	1	7	9	6-16			
Yemen	Female	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2				
	Male	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	3	2	-	5				
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	4	3	-	7	4-14			
Zambia	Female	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2				
	Male	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	3	-	5				
	All	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	5	-	7	3-14			
Zimbabwe	Female	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	3	-	6				
	Male	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	3	4	-	11				
	All	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	4	7	-	17	3-14			
Total	Female	1 483	5	(3)	2	(1)	3	(1)	2	(3)	3	(4)	8	(3)	29	(8)	27	(4)	79	(27)	(8)	21	12	41	93	252	419	455	234	1 527				
	Male	1 624	1	(2)	2	(1)	1	(3)	3	(6)	1	(12)	4	(12)	19	(14)	22	(2)	53	(52)	6	10	13	46	142	341	470	430	179	1 631				
	All	3 107	6	(5)	4	(2)	4	(4)	5	(9)	4	(16)	12	(15)	48	(22)	49	(6)	132	(79)	(2)	31	25	87	235	593	889	885	413	3 158				

Table 2.B

Staff with geographical status at senior levels by nationality and grade as at 30 June for 2016 and as at 31 December for 2016 to 2019

(Population: 378 as at 31 December 2019)

Country of nationality	USG					ASG					D-2					D-1					Total				
	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.
	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019
Afghanistan	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Albania	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Algeria	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Andorra	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Angola	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Antigua and Barbuda	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Argentina	–	1	1	1	1	1	1	1	1	1	–	–	–	–	–	4	2	2	2	2	5	4	4	4	4
Armenia	–	–	–	–	1	1	1	1	1	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1
Australia	1	1	1	1	–	1	1	1	2	2	3	2	2	2	3	3	4	5	6	4	8	8	9	11	9
Austria	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	1	1	1	1	1	1	1	1	2
Azerbaijan	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Bahamas	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Bahrain	–	–	–	–	–	–	–	–	–	–	1	1	1	1	–	–	–	–	–	–	1	1	1	1	–
Bangladesh	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	1	1	1	1	1
Barbados	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Belarus	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	2	1	2	1	1	2	1	2
Belgium	–	–	–	–	–	–	–	1	1	1	2	3	3	3	2	3	2	2	2	2	5	5	6	6	5
Belize	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Benin	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	1	1	1	1	1
Bhutan	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	2	2	1	1	2	2	2	1
Bolivia (Plurinational State of)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Bosnia and Herzegovina	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Botswana	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–	–	1	1	1	–	–

Country of nationality	USG					ASG					D-2					D-1					Total				
	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.
	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019
Brazil	-	1	1	1	1	-	-	-	-	-	2	2	1	-	-	2	4	4	4	5	4	7	6	5	6
Brunei Darussalam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bulgaria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	2	1	1	1	1	2
Burkina Faso	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Burundi	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	1	1	1	1	1
Cabo Verde	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cambodia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cameroon	-	-	1	1	1	-	-	-	-	-	1	1	1	-	-	-	1	1	1	1	1	2	3	2	2
Canada	-	-	-	-	1	-	-	-	-	-	4	6	6	6	7	8	5	7	6	7	12	11	13	12	15
Central African Republic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chad	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chile	-	-	-	1	1	-	1	1	1	-	-	-	-	-	-	2	2	2	2	2	2	3	3	4	3
China	1	1	1	1	1	-	-	-	-	-	4	4	4	5	5	4	6	6	7	8	9	11	11	13	14
Colombia	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1
Comoros	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Congo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Costa Rica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Côte d'Ivoire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Croatia	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	2	2	2	2	2	3	2	2	2	2
Cuba	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	1	1	1	1	1
Cyprus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Czechia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	2	1	2	2	2	2	1
Democratic People's Republic of Korea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Democratic Republic of the Congo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	USG					ASG					D-2					D-1					Total				
	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.
	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019
Denmark	2	1	1	1	1	–	–	–	–	–	1	2	2	1	1	1	1	1	–	2	4	4	4	2	4
Djibouti	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	1	1	1	1	1
Dominica	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Dominican Republic	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	1	1	1	1	1	2
Ecuador	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	–	1	1	1	1
Egypt	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	5	5	5	4	5	5	5	5	4
El Salvador	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–	–	1	1	1	–
Equatorial Guinea	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Eritrea	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Estonia	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Eswatini	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Ethiopia	1	1	1	–	–	1	1	1	1	–	–	–	–	–	–	–	–	–	–	–	2	2	2	1	–
Fiji	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	2	3	3	1	2	2	3	3
Finland	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	–	1	1	1	1	1	2	2	2	2
France	1	–	1	–	1	–	–	–	–	–	4	5	5	5	6	9	10	8	8	10	14	15	14	13	17
Gabon	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Gambia	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Georgia	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	1	1	1	1	1
Germany	–	–	–	–	–	–	1	1	1	1	3	3	3	3	4	10	10	11	12	13	13	14	15	16	18
Ghana	–	–	–	1	1	–	–	–	–	–	2	3	3	3	3	4	4	2	2	2	6	7	5	6	6
Greece	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	2	2	2	2	2	3	3	2	2	2
Grenada	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Guatemala	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	2	1	1	1	1
Guinea	–	–	–	–	–	–	–	1	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1
Guinea-Bissau	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	2	2	2	2	2	2	2	2
Guyana	1	1	1	1	1	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	2	2	2	2
Haiti	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–	–	1	1	1
Honduras	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	USG					ASG					D-2					D-1					Total				
	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.
	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019
Hungary	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	2	2	1	1	1	3	3	2	2	2
Iceland	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
India	1	1	1	1	1	–	–	–	1	2	1	1	1	–	–	7	8	10	10	12	9	10	12	12	15
Indonesia	–	–	–	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Iran (Islamic Republic of)	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	1	1	–	–	–	2	2	1	1	1
Iraq	–	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–
Ireland	–	–	–	–	–	1	–	–	1	1	1	2	2	2	1	4	5	4	4	5	6	7	6	7	7
Israel	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	–	–	–	–	1	1	1	1	1	2
Italy	–	–	–	–	–	–	–	–	–	1	3	2	2	3	3	9	10	11	10	14	12	12	13	13	18
Jamaica	–	–	–	–	–	–	–	–	–	–	–	1	2	3	3	1	1	1	1	2	1	2	3	4	5
Japan	1	1	1	1	1	–	–	–	–	–	–	1	1	2	2	7	8	8	7	7	8	10	10	10	10
Jordan	2	1	1	–	–	–	–	–	–	–	–	–	–	–	–	4	4	3	3	3	6	5	4	3	3
Kazakhstan	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Kenya	1	1	1	1	1	2	1	1	1	1	–	–	–	–	–	2	2	2	3	3	5	4	4	5	5
Kiribati	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Kuwait	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Kyrgyzstan	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1	–	–	–	–
Lao People's Democratic Republic	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Latvia	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Lebanon	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	1	1	1	1	1
Lesotho	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Liberia	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	1	1	1	1	1
Libya	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Liechtenstein	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Lithuania	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Luxembourg	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Madagascar	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	USG					ASG					D-2					D-1					Total				
	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.
	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019
Malawi	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Malaysia	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
Maldives	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mali	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Malta	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Marshall Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mauritania	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1	1	1	1	1	2	2	1	1	1
Mauritius	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1
Mexico	1	1	1	1	1	-	-	-	-	-	-	-	-	-	1	3	3	2	2	3	4	4	3	3	5
Micronesia (Federated States of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monaco	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mongolia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	2	1	1	1	1	2
Montenegro	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Morocco	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	1	-	-	-	1	1	-	-	1
Mozambique	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	1	1	1	1	2	1	1	1	1
Myanmar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Namibia	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	2	2
Nauru	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nepal	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Netherlands	-	-	-	-	-	-	-	-	-	-	2	2	2	2	2	5	7	8	7	6	7	9	10	9	8
New Zealand	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	1	1	2	2	1	1	1	3	3	1
Nicaragua	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Niger	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nigeria	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	2	2	2	2	2	2	3	3	3	3
North Macedonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Norway	1	1	1	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	2	2	3	2	2
Oman	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	USG					ASG					D-2					D-1					Total				
	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.
	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019
Pakistan	1	1	1	—	—	1	—	—	—	—	2	2	2	2	2	1	1	2	2	4	5	4	5	4	6
Palau	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Panama	—	—	—	—	—	—	—	—	—	—	—	—	1	1	1	—	1	1	—	—	—	1	2	1	1
Papua New Guinea	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	1	—	—	1	1	1	—
Paraguay	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Peru	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Philippines	1	1	1	1	—	—	—	—	—	—	—	—	—	—	—	1	2	2	2	2	2	3	3	3	2
Poland	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	1	—	—	1	1	1	—	—
Portugal	1	1	1	1	1	1	1	1	1	—	—	—	—	—	—	1	2	2	2	2	3	4	4	4	3
Qatar	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Republic of Korea	1	—	—	—	—	1	—	—	—	—	2	2	2	1	1	1	1	—	—	1	5	3	2	1	2
Republic of Moldova	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—
Romania	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	1	1	—	1	1	1	1
Russian Federation	1	1	2	2	3	1	1	1	1	1	3	3	2	2	1	5	4	5	4	5	10	9	10	9	10
Rwanda	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
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	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Saudi Arabia	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Senegal	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
Serbia	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	1	1	—	1	1	1	1

Country of nationality	USG					ASG					D-2					D-1					Total				
	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.
	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019
Seychelles	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Sierra Leone	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Singapore	–	–	–	–	–	–	–	–	–	–	2	2	2	2	2	1	1	1	1	1	3	3	3	3	3
Slovakia	–	1	1	1	1	1	1	1	1	1	–	–	–	–	–	1	1	1	1	1	2	3	3	3	3
Slovenia	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Solomon Islands	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Somalia	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
South Africa	1	1	1	–	–	–	–	–	–	–	1	3	3	3	3	2	1	1	1	1	4	5	5	4	4
South Sudan	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	1	1	1	1	1
Spain	2	2	1	–	–	–	–	–	–	–	1	1	1	1	1	2	4	5	5	6	5	7	7	6	7
Sri Lanka	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–	1	–	–	–	1	2
Sudan	–	–	–	–	–	–	–	–	–	–	1	1	1	1	–	1	1	1	1	1	2	2	2	2	1
Suriname	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	–	–	–	–	–	–	1	1	1	1
Sweden	1	–	–	–	–	1	–	–	–	–	1	–	–	–	–	1	2	2	1	1	4	2	2	1	1
Switzerland	–	–	–	–	–	1	1	–	–	–	–	–	–	–	–	–	1	1	–	–	1	2	1	–	–
Syrian Arab Republic	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	1	–	1	1	–	1	–	1
Tajikistan	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Thailand	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	–	–	–	–	–	1	1	1	1	1
Timor-Leste	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Togo	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1	–	–	–	–
Tonga	–	1	1	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1
Trinidad and Tobago	–	–	–	–	–	1	1	1	1	1	–	–	–	–	–	3	3	3	3	3	4	4	4	4	4
Tunisia	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	1	1	1	–	–	1	1	2
Turkey	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	–	–	–	–	–	1	1	1	1	1
Turkmenistan	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Tuvalu	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Uganda	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	2	2	2	2	2	2	2	2
Ukraine	–	–	–	–	–	–	–	–	–	–	1	1	1	1	–	3	2	2	2	2	4	3	3	3	2

Country of nationality	USG					ASG					D-2					D-1					Total				
	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.	June	Dec.	Dec.	Dec.	Dec.
	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019	2016	2016	2017	2018	2019
United Arab Emirates	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
United Kingdom of Great Britain and Northern Ireland	1	1	2	2	1	1	2	1	2	1	6	6	8	8	8	15	14	13	9	8	23	23	24	21	18
United Republic of Tanzania	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	–	–	–	–	–	1	1	1	1	1
United States of America	1	1	1	1	2	4	4	4	4	5	7	6	6	10	10	32	29	28	27	26	44	40	39	42	43
Uruguay	–	–	–	–	–	1	1	2	1	1	3	1	1	1	1	2	2	2	2	1	6	4	5	4	3
Uzbekistan	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Vanuatu	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Venezuela (Bolivarian Republic of)	–	–	–	–	–	1	1	–	–	–	–	1	1	1	1	–	1	–	–	–	1	3	1	1	1
Viet Nam	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Yemen	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Zambia	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	1	1	1	1	1
Zimbabwe	–	–	–	–	–	1	1	1	–	–	–	–	–	–	–	2	2	1	1	1	3	3	2	1	1
Total	31	27	31	28	31	25	22	22	24	25	77	81	83	87	87	214	231	232	219	235	347	361	368	358	378

Table 2.C

Staff in the Professional category in posts with special language requirements by nationality, gender and grade, including appointments and separations, as at 31 December 2018 and 31 December 2019

(Population: 887)

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Afghanistan	Female	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	Male	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	All	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Albania	Female	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	Male	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	All	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Algeria	Female	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	2
	Male	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	All	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	2
Andorra	Female	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	Male	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	All	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Angola	Female	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	Male	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	All	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Antigua and Barbuda	Female	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	Male	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	All	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Argentina	Female	9	—	—	—	—	—	—	—	—	—	—	—	—	—	2	3	4	—	—	9
	Male	3	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	1	—	—	3
	All	12	—	—	—	—	—	—	—	—	—	—	—	—	—	3	4	5	—	—	12
Armenia	Female	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	Male	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	All	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Australia	Female	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	–	–	–	4
Austria	Female	3	–	–	–	–	1	–	–	–	–	–	1	–	–	–	–	4	–	–	4
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	1	–	2	1	–	–	3
	All	5	–	–	–	–	1	–	–	–	–	–	1	–	1	–	2	5	–	–	7
Azerbaijan	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Bahamas	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Bahrain	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Bangladesh	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Barbados	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Belarus	Female	–	–	–	–	–	1	–	–	–	–	–	1	–	1	–	–	2	–	–	2
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	2
	All	2	–	–	–	–	1	–	–	–	–	–	1	–	1	2	–	2	–	–	4
Belgium	Female	12	–	–	–	–	–	–	–	–	–	–	–	–	(1)	4	4	3	–	–	11
	Male	8	–	(1)	–	–	1	(1)	1	–	–	(1)	2	(3)	–	1	1	4	1	–	7
	All	20	–	(1)	–	–	1	(1)	1	–	–	(1)	2	(3)	(1)	5	5	7	1	–	18
Belize	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Benin	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
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	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Cabo Verde	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Cambodia	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Cameroon	Female	2	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	2
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	2
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	1	–	–	4
Canada	Female	12	–	–	–	–	–	(1)	–	–	–	–	–	(1)	–	2	6	3	–	–	11
	Male	8	–	–	–	(1)	–	–	–	–	–	–	–	(1)	–	–	4	3	–	–	7
	All	20	–	–	–	(1)	–	(1)	–	–	–	–	–	(2)	–	2	10	6	–	–	18
Central African Republic	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Chad	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Chile	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
China	Female	68	–	–	–	–	4	–	–	–	–	–	4	–	–	11	29	31	1	–	72
	Male	64	–	–	–	–	1	(1)	1	–	–	–	2	(1)	–	19	32	12	2	–	65
	All	132	–	–	–	–	5	(1)	1	–	–	–	6	(1)	–	30	61	43	3	–	137
Colombia	Female	2	–	–	–	–	1	–	–	–	–	–	1	–	–	1	1	1	–	–	3
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	2	–	–	–	–	1	–	–	–	–	–	1	–	–	1	1	1	–	–	3
Comoros	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Congo	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Costa Rica	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Côte d'Ivoire	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Croatia	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Cuba	Female	5	–	–	–	–	–	–	–	–	–	–	–	–	–	1	3	1	–	–	5
	Male	1	–	(1)	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	–
	All	6	–	(1)	–	–	–	–	–	–	–	–	–	(1)	–	1	3	1	–	–	5
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	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Djibouti	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Dominica	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Dominican Republic	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Ecuador	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1
Egypt	Female	15	–	(1)	–	–	–	–	–	–	–	–	–	(1)	–	3	7	4	–	–	14
	Male	21	–	(1)	–	–	–	–	–	–	–	–	–	(1)	–	1	7	12	–	–	20
	All	36	–	(2)	–	–	–	–	–	–	–	–	–	(2)	–	4	14	16	–	–	34
El Salvador	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Equatorial Guinea	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Eritrea	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Estonia	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Eswatini	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Ethiopia	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Fiji	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Finland	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
France	Female	85	–	–	–	(1)	4	(6)	1	–	–	–	5	(7)	–	19	29	32	3	–	83
	Male	36	–	–	–	–	–	(1)	1	–	–	–	1	(1)	–	6	19	10	1	–	36
	All	121	–	–	–	(1)	4	(7)	2	–	–	–	6	(8)	–	25	48	42	4	–	119
Gabon	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Gambia	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Georgia	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Germany	Female	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	–	–	3
Ghana	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Greece	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Grenada	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Guatemala	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
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	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Indonesia	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Iran (Islamic Republic of)	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1
Iraq	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Ireland	Female	4	–	–	–	–	–	–	–	–	–	–	–	–	–	1	3	–	–	–	4
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2
	All	6	–	–	–	–	–	–	–	–	–	–	–	–	–	1	5	–	–	–	6
Israel	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Italy	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Jamaica	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1
Japan	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Jordan	Female	3	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	–	–	3
	Male	3	–	(1)	–	–	–	–	–	–	–	–	–	(1)	–	–	2	–	–	–	2
	All	6	–	(1)	–	–	–	–	–	–	–	–	–	(1)	–	2	3	–	–	–	5
Kazakhstan	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Kenya	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
Kiribati	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Kuwait	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Kyrgyzstan	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Lao People's Democratic Republic	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Latvia	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Lebanon	Female	24	–	–	–	–	–	–	–	–	–	–	–	–	–	4	12	8	–	–	24
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	2
	All	26	–	–	–	–	–	–	–	–	–	–	–	–	–	4	13	9	–	–	26
Lesotho	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Liberia	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Libya	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Liechtenstein	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Lithuania	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Luxembourg	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
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	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Mauritania	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	2
	All	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	2
Mauritius	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mexico	Female	2	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	2
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	2
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	1	–	–	4
Micronesia (Federated States of)	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Monaco	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mongolia	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Montenegro	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Morocco	Female	10	–	(1)	–	–	–	–	–	–	–	–	–	(1)	(1)	3	2	3	–	–	8
	Male	26	–	–	–	–	–	–	–	–	–	–	–	–	–	8	11	7	–	–	26
	All	36	–	(1)	–	–	–	–	–	–	–	–	–	(1)	(1)	11	13	10	–	–	34
Mozambique	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Myanmar	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Namibia	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Nauru	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Nepal	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
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	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
North Macedonia	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Norway	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Oman	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Pakistan	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Palau	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Panama	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
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

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Qatar	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Republic of Korea	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Republic of Moldova	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Romania	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Russian Federation	Female	48	–	–	–	–	–	–	–	–	–	–	–	–	1	2	18	28	1	–	49
	Male	85	–	(2)	1	–	1	–	–	–	–	–	2	(2)	(3)	29	40	13	–	–	82
	All	133	–	(2)	1	–	1	–	–	–	–	–	2	(2)	(2)	31	58	41	1	–	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	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
San Marino	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Sao Tome and Principe	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Saudi Arabia	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Senegal	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	2
	All	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	2
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	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
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	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Spain	Female	59	–	–	–	(1)	2	(1)	1	–	–	–	3	(2)	1	11	33	15	2	–	61
	Male	41	–	–	–	–	1	–	–	–	–	–	1	–	–	10	17	15	–	–	42
	All	100	–	–	–	(1)	3	(1)	1	–	–	–	4	(2)	1	21	50	30	2	–	103
Sri Lanka	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Sudan	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	5	–	(1)	–	–	–	–	–	–	–	–	–	(1)	(1)	–	1	2	–	–	3
	All	5	–	(1)	–	–	–	–	–	–	–	–	–	(1)	(1)	–	1	2	–	–	3
Suriname	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Sweden	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Switzerland	Female	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	10	1	–	–	11
	Male	5	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	3	–	–	5
	All	16	–	–	–	–	–	–	–	–	–	–	–	–	–	1	11	4	–	–	16

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Syrian Arab Republic	Female	3	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	–	–	3
	Male	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	3	–	–	5
	All	8	–	–	–	–	–	–	–	–	–	–	–	–	–	1	4	3	–	–	8
Tajikistan	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Thailand	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	1	–	–	3
	Male	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	1	–	–	5
	All	9	–	(1)	–	–	–	–	–	–	–	–	–	(1)	–	–	6	2	–	–	8
Turkey	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Turkmenistan	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Tuvalu	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Uganda	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Ukraine	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	–	3
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	–	3
United Arab Emirates	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
United Kingdom of Great Britain and Northern Ireland	Female	38	–	–	–	(1)	2	–	–	–	–	–	2	(1)	1	11	18	11	–	–	40
	Male	35	–	–	–	–	1	(1)	–	–	–	–	1	(1)	(1)	4	15	14	1	–	34
	All	73	–	–	–	(1)	3	(1)	–	–	–	–	3	(2)	–	15	33	25	1	–	74
United Republic of Tanzania	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
United States of America	Female	36	–	–	–	–	1	(1)	–	–	–	–	1	(1)	–	6	13	17	–	–	36
	Male	26	–	–	1	–	–	–	–	–	–	–	1	–	–	7	13	7	–	–	27
	All	62	–	–	1	–	1	(1)	–	–	–	–	2	(1)	–	13	26	24	–	–	63
Uruguay	Female	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	5	–	–	–	5
	Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1
	All	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	6	–	–	–	6
Uzbekistan	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Vanuatu	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2018		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2019					
	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
Venezuela (Bolivarian Republic of)	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1
Viet Nam	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Yemen	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Zambia	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Zimbabwe	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal	Female	479	–	(3)	–	(3)	16	(10)	2	–	–	–	18	(16)	2	91	211	174	7	–	483
	Male	411	–	(7)	2	(1)	5	(4)	3	–	–	(1)	10	(13)	(4)	94	186	119	5	–	404
	All	890	–	(10)	2	(4)	21	(14)	5	–	–	(1)	28	(29)	(2)	185	397	293	12	–	887
State of Palestine	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Stateless	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Total	Female	479	–	(3)	–	(3)	16	(10)	2	–	–	–	18	(16)	2	91	211	174	7	–	483
	Male	411	–	(7)	2	(1)	5	(4)	3	–	–	(1)	10	(13)	(4)	94	186	119	5	–	404
	All	890	–	(10)	2	(4)	21	(14)	5	–	–	(1)	28	(29)	(2)	185	397	293	12	–	887

Table 3
Secretariat staff by category, grade and funding source as at 31 December 2019

<i>Category/grade</i>	<i>Regular budget^a</i>	<i>Peacekeeping budget</i>	<i>Extrabudgetary</i>	<i>Funding from other assessed and jointly funded activities</i>	<i>Staff administered by UNDP (not in Umoja)</i>	<i>Total</i>
Professional and higher						
USG	49	5	16	1	—	71
ASG	52	17	12	1	—	82
D-2	107	37	46	1	1	192
D-1	307	116	184	15	1	623
P-5	970	352	407	72	—	1 801
P-4	1 708	967	1 082	306	1	4 064
P-3	1 644	1 238	1 397	232	5	4 516
P-2	471	188	569	75	1	1 304
P-1	3	—	18	3	—	24
INT	340	—	102	82	—	524
R	20	—	1	1	—	22
T	105	—	77	7	—	189
Subtotal	5 776	2 920	3 911	796	9	13 412
Field Service						
FS-7	7	24	—	—	—	31
FS-6	96	347	3	1	—	447
FS-5	364	1 200	8	18	—	1 590
FS-4	281	1 053	1	45	—	1 380
FS-3	1	10	—	2	—	13
Subtotal	749	2 634	12	66	—	3 461
General Service and related						
NPO-D	17	8	5	—	7	37
NPO-C	97	134	36	—	82	349
NPO-B	306	574	45	—	286	1 211
NPO-A	108	113	27	—	359	607
G-7	560	56	174	24	92	906
G-6	1 549	473	684	137	516	3 359
G-5	1 739	2 090	749	191	177	4 946
G-4	1 191	2 541	366	215	96	4 409
G-3	576	1 397	140	63	127	2 303
G-2	387	261	57	26	342	1 073
G-1	10	—	2	30	2	44
TC	85	—	3	—	—	88
SS	297	2	9	—	—	308
LT	32	—	1	—	—	33
PIA	28	—	—	—	—	28
Subtotal	6 982	7 649	2 298	686	2 086	19 701
Total	13 507	13 203	6 221	1 548	2 095	36 574

^a The 5,776 Professional staff in posts funded from the regular budget include 3,158 staff members serving against posts subject to geographical distribution.

Table 4
Summary of changes to previous report, including to tables and figures

<i>Sections</i>	<i>Main changes</i>
All	<ul style="list-style-type: none"> • The previous designations “non-field operations” and “field operations” are now “departments/offices, regional commissions and tribunals” and “peacekeeping operations and special political missions and other political presences”, respectively • The subheading “Population” has been removed
II (“Workforce analytics”)	Includes a subsection dedicated to the analysis of staff according to select demographic variables, which comprises new tables 4 and 5 and figures 1 to 24. In forthcoming reports, the content and number of tables and figures will vary according to the focus of analysis.
III (“All staff of the Secretariat”)	<p>Was section II in the previous report. The numbering of related tables and figures has changed as a result of the incorporation of new section II.</p> <p>The following tables and figures are new or updated:</p> <ul style="list-style-type: none"> • Table 6, which shows staff by hardship classification of duty station • Table 7, which provides hardship classification information and a breakdown by gender • Table 10 (table 6 in the previous report), which is disaggregated by gender • Figure 31 (figure VII in the previous report), which provides average age disaggregated by gender • Table 16 (table 13 in the previous report), which provides average age and average length of service by gender
IV (“Staff appointments and separations”)	<p>Was section III, entitled “Staff movements”, in the previous report. The numbering of related tables and figures has changed as a result of the incorporation of new section II.</p> <p>The following tables and figures are new or updated:</p> <ul style="list-style-type: none"> • Table 21 (table 17 in the previous report), which includes figures by gender • New table 21, which shows retirements from the five most recent reporting periods by category, average age and gender • New figure 36, which shows the distribution of separations by age