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Human resources management

Composition of the Secretariat: gratis personnel, retired staff, consultants and individual contractors, and United Nations Volunteers

Report of the Secretary-General

Summary

The present report on the composition of the Secretariat provides information on the composition and demographic trends of gratis personnel, retired staff, and consultants and individual contractors within the United Nations Secretariat. In addition, to provide a more comprehensive view of non-staff personnel, the report introduces information on United Nations Volunteers employed by Secretariat entities. The report is submitted pursuant to the request of the General Assembly in its resolution [71/263](#), and in compliance with previous resolutions of the Assembly, including resolutions [61/244](#), [63/250](#), [65/247](#) and [67/255](#), concerning the engagement of consultants, individual contractors, gratis personnel and retired staff.

During the biennium 2020–2021, the Secretariat employed 4,565 gratis personnel, 900 retired staff and 23,913 consultants and individual contractors. The United Nations Volunteers registered 4,270 engagements across United Nations Secretariat entities.

The number of interns, the largest group within gratis personnel, decreased by 14.6 per cent compared with the previous biennium to 3,797. The decline in intern engagements was attributable mainly to the impact of the coronavirus disease (COVID-19) pandemic, which resulted in reduced posting of internship opportunities during the initial phase of the pandemic, as well as an initial slow uptake of opportunities following the introduction of remote internships.

Similarly, the number of retired staff decreased by 22.1 per cent in the reporting period compared to the previous biennium. Given that most retired staff are engaged in the areas of language, public information and conference management services, cancellation of meetings and conferences owing to measures aimed at reducing the transmission of COVID-19 led to a lower number of engagements by language personnel (such as translators, editors, revisers and interpreters) and meeting support personnel.



The number of consultants went up by 29 per cent in 2020–2021 compared with the previous biennium. The increment was mainly attributable to the increase in special projects requiring specialized knowledge (e.g., in data analysis, business improvements, change management) and expertise based on expanding mandates (e.g., the introduction of additional sustainability initiatives and field remote infrastructure management), available project funding and requirements for locally sourced capacity owing to travel restrictions caused by the COVID-19 pandemic.

On the other hand, the number of individual contractors went down by 30 per cent compared with the previous biennium. This decrease was attributable mainly to the closure of missions, such as the African Union-United Nations Hybrid Operation in Darfur, the United Nations Mission for Justice Support in Haiti and the United Nations Integrated Peacebuilding Office in Guinea Bissau, reduced requirements for location-dependent services owing to the increase in remote working during the COVID-19 pandemic (mainly in facility management and cleaning services), reduced requirements for onsite conference management and translation services, and the outsourcing of services to third-party providers. (e.g., facilities management in the United Nations Interim Security Force for Abyei, cleaning services in the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic and transportation services in the United Nations Mission in South Sudan).

The report also disaggregates data to identify disparities and variations across various demographic and geographical variables. For example, despite the overall decline in population, women's representation advanced for gratis personnel, consultants and individual contractors. Nearly two-thirds of gratis personnel in 2020–2021 were women. The percentages of women in the categories of consultants (41 per cent) and individual contractors (28 per cent) continued their upward trend, reaching the highest levels in the past four bienniums. The only category seeing a decline was retired staff, in which the participation of women decreased to 37 per cent in the reporting period from 45 per cent in 2014–2015.

Personnel from Western European and other States remained the largest group – albeit with a slight decrease – in all categories except for individual contractors, where two-thirds were from the African States. In addition, nearly a quarter of consultants were from Latin American and Caribbean States.

Interns from developing countries continued to increase their presence, representing almost half of the population of gratis personnel in 2020–2021. Nearly 4 out of 5 individual contractor engagements and more than half of the consultant engagements were of personnel from developing countries.

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

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Abbreviations

ASG	Assistant Secretary-General
ATSMT	Analytical Support and Sanctions Monitoring Team pursuant to resolutions 1526 (2004) and 2253 (2015) concerning ISIL (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 Board of Auditors
CNMC	Cameroon-Nigeria Mixed Commission
CTED	Counter-Terrorism Committee Executive Directorate
D	Director category
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
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

G+	General Service and related categories
GCO	Global Compact Office
HSU	Human Security Unit
IIIM-Syria	International, Impartial and Independent Mechanism to Assist in the Investigation and Prosecution of Persons Responsible for the Most Serious Crimes Committed in the Syrian Arab Republic since March 2011
IMIS	Integrated Management Information System
INT	Interpreters
IM-Myanmar	Independent Investigative Mechanism for Myanmar
IRMCT	International Residual Mechanism for Criminal Tribunals
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
MINUSTAH	United Nations Stabilization Mission in Haiti
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
NPO	National Professional Officer
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
OPESG-WS	Office of the Personal Envoy of the Secretary-General for Western Sahara
OSAA	Office of the Special Adviser on Africa
OSACH	Office of the Special Adviser on Cholera in Haiti
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 HoA	Office of the Special Envoy of the Secretary-General for the Horn of Africa
OSCS	Office of the Special Coordinator for Development in the Sahel
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-Sahel	Office of the Special Envoy for the Sahel
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
OSET	Office of the Envoy of the Secretary-General on Technology
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

POE-Libya	Panel of Experts on Libya
POE-Yemen	Panel of Experts on Yemen
R	Revisers
RB	regular budget
RCNYO	Regional Commissions New York Office
RCS	resident coordinator system
RSCE	Regional Service Centre in Entebbe, Uganda
SCR 2231	Security Council Facilitator for the implementation of resolution 2231 (2015)
T	Translators
UN75	Seventy-fifth anniversary of the United Nations
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
UNDAC	United Nations Disaster Assessment and Coordination Team
UNDOF	United Nations Disengagement Observer Force
UNDRR	United Nations Office for Disaster Risk Reduction
UNEP	United Nations Environment Programme
UNFICYP	United Nations Peacekeeping Force in Cyprus
UN-Habitat	United Nations Human Settlements Programme
UNIDR	United Nations Institute for Disarmament Research
UNIFIL	United Nations Interim Force in Lebanon
UNIOGBIS	United Nations Integrated Peacebuilding Office in Guinea-Bissau
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
UNITAMS	United Nations Integrated Transition Assistance Mission in the Sudan
UNLB	United Nations Logistics Base at Brindisi, Italy
UNMHA	United Nations Mission to Support the Hudaydah 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
UNOSDP	United Nations Office on Sport for Development and Peace
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
UNROD	United Nations Register of Damage Caused by the Construction of the Wall in the Occupied Palestinian Territory
UNSCO	Office of the United Nations Special Coordinator for the Middle East Peace Process
UNSCOL	United Nations Special Coordinator for Emergency Relief Operations in Liberia
UNSMIL	United Nations Support Mission in Libya
UNSOM	United Nations Assistance Mission in Somalia
UNSOS	United Nations Support Office in Somalia
UN-TBLDC	Technology Bank for the Least Developed Countries
UNTSO	United Nations Truce Supervision Organization
UNV	United Nations Volunteer
UNVMC	United Nations Verification Mission in Colombia
USG	Under-Secretary-General

I. Introduction

1. The present report is submitted pursuant to the request of the General Assembly in its resolutions [61/244](#), [63/250](#), [65/247](#), [67/255](#) and [71/263](#).
2. The report follows the structure of previous reports and includes all tables and graphs contained therein. In addition, in order to provide a more comprehensive overview of non-staff personnel within the United Nations Secretariat, the present report:
 - (a) Provides a detailed explanation of trends across all types of non-staff personnel;
 - (b) Enhances existing tables and includes new tables with comparisons of the previous two bienniums and analyses of engagements of gratis personnel, consultants and individual contractors;
 - (c) Introduces 29 new and enhanced visual representations of data to further emphasize the relationships and trends over time and to better communicate data findings.
3. In past reports on this subject, information was presented on three types of personnel: gratis personnel, retired staff, and consultants and individual contractors. In order to provide a more comprehensive view of non-staff demographics within the Secretariat, the present report includes an overview of United Nations Volunteers engaged by the Secretariat in 2020–2021.
4. The coronavirus disease (COVID-19) pandemic was the main driver of changes in non-staff personnel engagements in 2020–2021. The present report provides quantitative details on how the pandemic shaped engagement patterns and, in some cases, how the Organization responded to the new reality to maintain business continuity through the engagement of non-staff personnel.

Overview

5. The report provides analyses of the engagement¹ of gratis personnel, retired staff, consultants and individual contractors, and United Nations Volunteers from 1 January 2020 to 31 December 2021. It provides an overview of demographic variables, such as age, gender and nationality, as well as structural elements relevant to the analysis of engagements, such as entity, length of engagement and expenditure.
6. For the current reporting period (2020–2021), the following key figures are notable:
 - (a) **Gratis personnel:**
 - (i) There were 4,708 engagements of 4,565 persons from 147 Member States as gratis personnel in 2020–2021, representing a decrease of 13.2 per cent from the previous biennium in the number of engagements. Interns remained the largest group within gratis personnel despite a 14.6 per cent decrease due mainly to the COVID-19 pandemic;
 - (ii) The Secretariat implemented a remote work policy for interns in the wake of the pandemic which helped prevent the suspension of the internship

¹ Throughout the report, data are presented in terms of the number of engagements and the number of persons employed. In most cases, these two figures are not the same, as an individual may be employed more than once during the reporting period. In addition, in certain tables that break down the number of persons by various groups, the subtotals may be higher than the total figure because an individual may be classified under more than one variable (for example, an individual who works for entity X and entity Y during a biennium would be counted as one person when counting the entire population and as two persons when counting the number of persons by entity).

programme from March to June 2020. Nearly two-thirds of intern engagements were conducted remotely in 2020–2021;

(iii) Nearly 4 out of 5 interns were nationals of Western European and other States and Asia-Pacific States.² Compared with the previous reporting period, interns from 13 additional countries provided their services in 2020–2021. Among them:

- Interns from Maldives, Mauritania and Namibia joined the Organization for the first time in the past four bienniums;
- Interns from Djibouti and Iceland provided their services for the first time since 2014–2015;
- Interns from Barbados, El Salvador, Fiji, Grenada, Libya, Lithuania, Sao Tome and Principe and Somalia were engaged for the first time since 2016–2017;

(iv) Sixty-nine per cent of interns were women, representing an increase from sixty-six per cent in 2014–2015;

(v) The top three entities with interns in 2020–2021 were ESCAP, with 397 engagements; UNODC, with 339 engagements; and DESA, with 281 engagements, which compares to 407, 307 and 363 engagements in 2014–2015 for those entities respectively;

(vi) The number of associate experts increased by 7.9 per cent to 545 persons in 2020–2021. The increase may be attributable to successful outreach activities by entities to attract more donor countries to support their respective mandates;

(vii) The associate experts from Western European and other States were the largest group (68.8 per cent) in 2020–2021, followed by those from the Asia-Pacific States (26.5 per cent). Over the past four bienniums, the share of associate experts from the Asia-Pacific States doubled;

(viii) The three entities with the most associate experts in 2020–2021 were DPPA (68 engagements), UNEP (60 engagements compared with 21 in 2014–2015) and OHCHR (52 engagements compared with 44 in 2014–2015);

(ix) Sixty-five per cent of associate experts were women, representing a decrease from sixty-eight per cent in 2014–2015;

(b) Retired staff:

(i) There were 3,126 engagements of 900 retired staff from 114 Member States during 2020–2021, a decrease of 37.7 per cent from the previous biennium in the number of engagements;

(ii) Engagements declined to the lowest level in the past four bienniums – from 3,628 in 2014–2015 to 3,126 in 2020–2021. Cancellations of meetings and conferences in response to the pandemic led to fewer engagements of retired staff who provide their services in the language, public information and conference management areas;

(iii) Thirty-seven per cent of retired staff were women, down from forty-five per cent in 2014–2015;

(iv) DGACM continued to be the entity with the largest share of retired staff, employing nearly half of the total within the Secretariat. The significantly lower need for language and meeting service personnel during the pandemic led to reduced employment of retired staff by DGACM (a 50 per cent decrease from the previous biennium);

² For the composition of regional groups, see www.un.org/dgacm/content/regional-groups.

(v) Retired staff in the General Service and related categories decreased 52 per cent, from 186 in 2018–2019 to 90 in 2020–2021. Fifty per cent of the decrease was in the public information and conference management job network;

(vi) The number of retired staff in decision-making positions decreased from 70 in 2018–2019 to 40 in 2020–2021. In addition, the number of retired staff serving in the Under-Secretary-General and Assistant Secretary-General categories was nearly halved in 2020–2021, from 30 in 2018–2019 to 17 in 2020–2021;

(vii) Nearly half of retired staff were from Western European and other States, a share that has remained relatively the same since 2014–2015;

(c) Consultants and individual contractors:

(i) In 2020–2021, there were 60,671 engagements of 23,913 consultants and individual contractors from 188 Member States, a decrease of 19 per cent from the previous biennium in the number of engagements: 11,562 consultants (an increase of 28.8 per cent) providing services under 21,120 engagements (an increase of 34.8 per cent); and 12,351 individual contractors (a decrease of 30.4 per cent) providing services under 39,551 engagements (a decrease of 33.1 per cent);

(ii) The increase in the engagements of consultants was attributable to: an increase in special projects requiring specialized knowledge (e.g., data analysis, business improvements, change management) and expertise based on expanding mandates (e.g., introduction of additional sustainability initiatives and field remote infrastructure management) and an increase in available project funding; and the requirement for locally sourced capacity owing to travel restrictions in the context of the COVID-19 pandemic;

(iii) The decrease in the engagements of individual contractors was attributable to: the closure of field missions (UNAMID, MINUJUSTH and MINUSCA); reduced requirements for location-dependent services as a result of the increase in remote work during the COVID-19 pandemic; reduced requirements for onsite conference management and translation services; and outsourcing of services to third-party providers (MINUSMA and UNISFA);

(iv) Forty-one per cent of consultants and twenty-eight per cent of individual contractors were women. The upward trend in the percentage of women in both personnel types has continued since 2014–2015, when 35 per cent of consultants and 24 per cent of individual contractors were women;

(v) Forty-one per cent of consultants were from Western European and other States, which represents a decrease from 43 per cent in 2014–2015. Two-thirds of individual contractors were from African States, a decrease of 13 percentage points from 2014–2015, owing to the closure of or the reduction in peacekeeping operations;

(d) United Nations Volunteers:

(i) During the biennium 2020–2021, there were 4,270 engagements of UNVs with 43 entities of the United Nations Secretariat in 132 countries of assignment;

(ii) The Secretariat entities hosted more UNVs in the second half of the biennium 2020–2021. As partners turned to the UNV programme to help scale up interventions and enhance local capacity in response to the challenges imposed by COVID-19, UNV managed to mobilize nearly 20 per cent more UNVs in 2021 compared with 2020;

(iii) International UNVs made up 72.6 per cent of all UNVs serving across the Secretariat;

(iv) UNVs reached gender parity in the biennium 2020–2021. Women represented 49 per cent of international engagements and 54 per cent of national engagements during the period;

(v) The average age for all UNVs engaged in the Secretariat during the biennium 2020–2021 was 37 years;

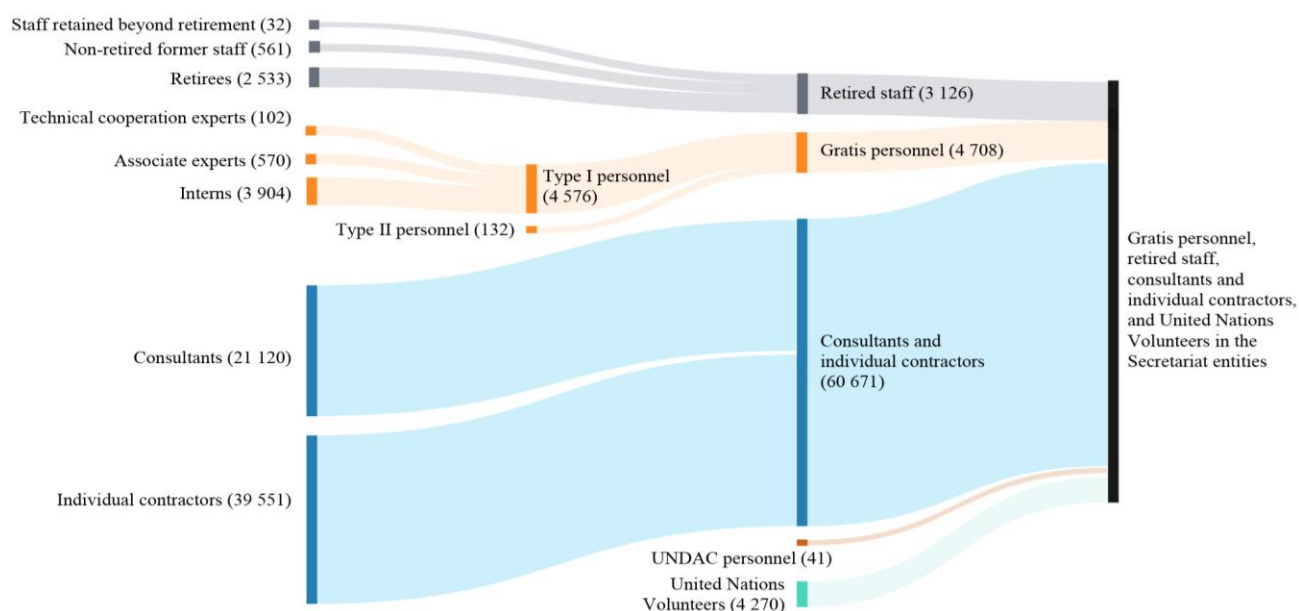
(vi) African States were the largest contributor to the UNVs, representing 45.2 per cent of all UNVs in the Secretariat.

7. Figure I provides the breakdown of all personnel types within the non-staff population included in the present report.

Figure I

Engagements of gratis personnel, retired staff, consultants and individual contractors, and United Nations Volunteers in the Secretariat: 2020–2021

(Number of engagements)



8. Table 1 provides an overview of the structure of the present report, by section, including demographic variables.

Table 1

Overview: report on gratis personnel, retired staff, consultants and individual contractors, and United Nations Volunteers

Section	Demographic variable	1 January 2020–31 December 2021 summary
Gratis personnel	A. Population	<p>A total of 4,565 persons and 4,708 engagements of United Nations type I and type II gratis personnel (table 3):</p> <ul style="list-style-type: none"> • Interns: 3,904 engagements of 3,797 persons from 144 Member States • Associate experts: 570 engagements of 545 persons from 44 Member States • Technical cooperation experts on non-reimbursable loan: 102 engagements of 102 persons from 24 Member States • Type II gratis personnel: 132 engagements of 121 persons from 41 Member States

Section	Demographic variable	1 January 2020–31 December 2021 summary
	B. Entity	<ul style="list-style-type: none"> • 52 entities engaged interns (-1 entity) (table 3) • 49 engaged associate experts (+8 entities) (table 3) • 18 engaged technical cooperation experts on non-reimbursable loan (+8 entities) (table 3) • 8 entities engaged type II gratis personnel, of which 83.3 per cent (+9 percentage points) were engaged by OCHA (annex I, table 2.B)
	C. Gender	<ul style="list-style-type: none"> • 68.6 per cent of interns were women (no change) and 65.3 per cent of associate experts were women (-0.6 percentage points) (figure VI) • Women represented 34.3 per cent of technical cooperation experts (+2 percentage points) and 37.2 per cent of type II gratis personnel (-6 percentage points) (figure VI)
	D. Regional grouping	<ul style="list-style-type: none"> • The largest group of interns in the biennium 2020–2021 came from Western European and other States, with 47.8 per cent; followed by Asia-Pacific States, with 29.8 per cent; African States, with 10.5 per cent; Latin American and Caribbean States, with 7.7 per cent; and Eastern European States, with 3.9 per cent (figure VII) • The largest group of associate experts in the biennium 2020–2021 came from Western European and other States, with 68.8 per cent; followed by Asia-Pacific States, with 26.5 per cent; African States with 2.6 per cent; and Eastern European States with 1.2 per cent. There was no associate expert from Latin American and Caribbean States (figure VII)
	E. Average length of service	On average, in 2020–2021, 109 days were worked by interns, 590 days by associate experts, 349 days by technical cooperation experts and 221 days by type II personnel (figure IX)
	F. Economic grouping	<ul style="list-style-type: none"> • Share of engagements of all gratis personnel from developing countries: 45.1 per cent (figure X) • Share of engagements of interns from developing countries: 48.8 per cent (figure X) • Share of engagements of associate experts from developing countries: 22.5 per cent (para. 27)
Retired staff	A. Population	<ul style="list-style-type: none"> • 900 persons (-22.1 per cent) and 3,126 engagements (-37.7 per cent) of retired staff (table 7) • 114 Member States represented (+2 Member States) (table 7)
	B. Entity	Entity with the largest number of retired staff engagements: DGACM, with 1,498 engagements (-50.3 per cent) (figure XII)
	C. Job network	Job networks with the largest number of retiree engagements (table 11):

Section	Demographic variable	1 January 2020–31 December 2021 summary
Consultants and individual contractors		<ul style="list-style-type: none"> • Public information and conference management: 1,491 engagements (-49.6 per cent) • Economic, social and development job network: 371 engagements (-6.3 per cent)
	D. Category	<p>Categories with largest number of retired staff engagements (table 13):</p> <ul style="list-style-type: none"> • Retired staff hired as consultants and individual contractors: 2,053 engagements (-30.9 per cent) • Retired staff providing language-related services: 560 engagements (-49.7 per cent)
	E. Gender	36.9 per cent of retired staff were women (table 15)
	F. Regional grouping	Share of engagements of retired staff from Western European and other States: 48.3 per cent; African States: 14.7 per cent; Asia-Pacific States: 14.7 per cent; Eastern European States: 11.5 per cent, Latin American and Caribbean States: 10.8 per cent; other: 0.3 per cent (table 16)
	G. Age	Average age of retired staff: 67.6 (+0.4 years) (para. 50)
	A. Population	<p>Consultants: 11,562 persons (+28.8 per cent) and 21,120 engagements (+34.8 per cent)</p> <p>Individual contractors: 12,351 persons (-30.4 per cent) and 39,551 engagements (-33.1 per cent)</p> <ul style="list-style-type: none"> • In departments/offices, regional commissions and tribunals (table 22): <p>Consultants: 11,201 persons (+30.8 per cent) and 20,370 engagements (+36.7 per cent)</p> <p>Individual contractors: 4,096 persons (+15.9 per cent) and 13,945 engagements (-6.0 per cent)</p> <ul style="list-style-type: none"> • In peacekeeping operations and special political missions and other political presences (table 23):^a <p>Consultants: 399 persons (-9.3 per cent) and 750 engagements (-2.7 per cent)</p> <p>Individual contractors: 8,268 persons (-41.9 per cent) and 25,606 engagements (-42.2 per cent)</p>
		<p>Member States represented:</p> <ul style="list-style-type: none"> • In departments/offices, regional commissions and tribunals (table 22): <p>Consultants: 186 (+9)</p> <p>Individual contractors: 146 (-5)</p> <ul style="list-style-type: none"> • In peacekeeping operations and special political missions and other political presences (table 23):

Section	Demographic variable	1 January 2020–31 December 2021 summary
		Consultants: 86 (+4)
		Individual contractors: 90 (-1)
B. Entity	Entity with the largest number of engagements:	<ul style="list-style-type: none"> • In departments/offices, regional commissions and tribunals: DGACM: 4,555 (-31.2 per cent) (table 24) • In peacekeeping operations and special political missions and other political presences: MINUSMA: 13,070 (-15.9 per cent) (table 25)
C. Job network	Job network ^b with the largest number of engagements:	<ul style="list-style-type: none"> • In departments/offices, regional commissions and tribunals (table 26): <p>Consultants: economic, social and development job network: 12,006 engagements (+51.5 per cent)</p> <p>Individual contractors: public information and conference management job network: 7,973 (-16.2 per cent)</p> <ul style="list-style-type: none"> • In peacekeeping operations and special political missions and other political presences^c (table 27): <p>Consultants: political, peace and humanitarian job network: 134 engagements (+9.8 per cent)</p> <p>Individual contractors: logistics, transportation and supply chain job network: 4,713 engagements (-60.8 per cent)</p>
D. Gender	Share of women:	<ul style="list-style-type: none"> • In departments/offices, regional commissions and tribunals (table 22): <p>Consultants: 41 (+1 percentage points)</p> <p>Individual contractors: 57 (+2 percentage points) (table 22)</p> <ul style="list-style-type: none"> • In peacekeeping operations and special political missions and other political presences (table 23): <p>Consultants: 33 (+7 percentage points)</p> <p>Individual contractors: 13 (-5 percentage points)</p>
E. Regional grouping	Share of consultants (table 29):	<ul style="list-style-type: none"> • African States: 16.8 per cent (+0.8 percentage points) • Asia-Pacific States: 14.3 per cent (+0.8 percentage points) • Eastern European States: 5.5 per cent (-0.1 percentage points) • Latin American and Caribbean States: 22.7 per cent (+4.1 percentage points) • Western European and other States: 40.5 per cent (-5.6 percentage points)

Section	Demographic variable	1 January 2020–31 December 2021 summary
		<ul style="list-style-type: none"> • Other: 0.2 per cent <p>Share of individual contractors (table 29):</p> <ul style="list-style-type: none"> • African States: 66.0 per cent (-7.5 percentage points) • Asia-Pacific States: 8.4 per cent (+2.2 percentage points) • Eastern European States: 3.4 per cent (+0.7 percentage points) • Latin American and Caribbean States: 5.2 per cent (-0.4 percentage points) • Western European and other States: 16.8 per cent (+4.7 percentage points) • Other: 0.3 per cent
	F. Appointments	<p>Percentage of retirees (table 30):</p> <ul style="list-style-type: none"> • In departments/offices, regional commissions and tribunals: <ul style="list-style-type: none"> Consultants: 2.0 per cent (-0.9 percentage points) Individual contractors: 7.8 per cent (-5.1 percentage points) • In peacekeeping operations and special political missions and other political presences: <ul style="list-style-type: none"> Consultants: 2.5 per cent (-1.1 percentage points) Individual contractors: 0.2 per cent (no change)
	G. Length of engagement	<p>Average length of engagement (table 31):</p> <ul style="list-style-type: none"> • In departments/offices, regional commissions and tribunals: <ul style="list-style-type: none"> Consultants: 1 to 3 months (8,591 engagements, +42.4 per cent) Individual contractors: up to 1 month (7,420 engagements, -26.4 per cent) • In peacekeeping operations and special political missions and other political presences: <ul style="list-style-type: none"> Consultants: 1 to 3 months (324 engagements, -12.4 per cent) Individual contractors: 1 to 3 months (14,851 engagements, +43.8 per cent)
	H. Economic status	<ul style="list-style-type: none"> • Share of engagements by consultants from developing countries: 54.4 per cent (figure 26) • Share of engagements by individual contractors from developing countries: 79.8 per cent (figure 26)
United Nations Volunteers	A. Population	<p>4,270 engagements of UNVs during 2020–2021 (para. 85):</p> <ul style="list-style-type: none"> • International UNVs: 72.6 per cent • National UNVs: 27.4 per cent <p>Member States represented: 159 Member States (para. 91)</p>

Section	Demographic variable	1 January 2020–31 December 2021 summary
	B. Entity	Entities with the largest number of engagements: UNMISS: 582; MONUSCO: 495; and MINUSCA: 418 (figure 27)
	C. Gender	<ul style="list-style-type: none"> • International UNVs: 49.1 per cent women (table 32) • National UNVs: 53.7 per cent women (table 32)
	D. Age	Average age: 37.1 years (para. 90)
	E. Regional grouping	Share of UNVs (figure 29): <ul style="list-style-type: none"> • African States: 45.2 per cent • Asia-Pacific States: 19.8 per cent • Western European and other States: 19.2 per cent • Latin American and Caribbean States: 11.9 per cent • Eastern European States: 4.0 per cent

^a Peacekeeping operations and special political missions and other political presences include peacekeeping missions, UNSOS, RSCE, UNLB and special political missions (included under the DPPA) and support for the Security Council Committee established pursuant to resolution 1540 (2004) on the non-proliferation of all weapons of mass destruction (included in ODA).

^b A job network is a grouping of job families with closely linked mandates or programmes of work and which require similar skills sets. Some tables show “other” under “job network”; that category was used in cases where information on the job family was not available.

^c Job network information is only available for 25 per cent of consultant and individual contractor engagements in the peacekeeping operations, special political missions and other political presences.

II. Gratis personnel

A. Population

9. The present section includes an analysis of gratis personnel engaged by the United Nations Secretariat during the biennium 2020–2021.³ Gratis personnel are the personnel seconded to the United Nations by Governments or other entities at no cost to the Organization. Type I gratis personnel consists of interns, associate experts,⁴ and technical cooperation experts on non-reimbursable loan.⁵ Type II gratis personnel are provided to the Organization by Governments or other entities responsible for the remuneration of their services. They may be accepted for two purposes and on an exceptional basis only: (a) to provide expertise not available within the Organization for very specialized functions; or (b) to provide temporary and urgent assistance in the case of new and/or expanded mandates of the Organization.⁶

³ Data obtained directly from the entities engaging gratis personnel.

⁴ The category of associate experts is explained in document A/51/688 and A/51/688/Corr.1. Such experts are staff members at the Junior Professional Officer level, subject to the provisions of the Charter of the United Nations and the United Nations Staff Regulations and Staff Rules.

⁵ The category of technical cooperation experts on non-reimbursable loan is explained in document A/51/688 and A/51/688/Corr.1, in which such experts are defined as individuals whose services are accepted on a non-reimbursable-loan basis from Governments to assist in the execution of the technical cooperation programmes of the United Nations.

⁶ See ST/AI/1999/6, para. 2.1 (b).

10. The information for type I and type II gratis personnel, as shown in table 2, includes all engagements during the biennium 2020–2021. There were 4,708 engagements by 4,565 gratis personnel. On average, each person engaged rendered services to the Organization for approximately 175 days.

Table 2
Engagement of gratis personnel: 2020–2021

	Number of engagements				Number of persons				Number of days worked	
	Female	Male	Total	Change from 2018–2019 (percentage)	Female	Male	Total	Change from 2018–2019 (percentage)	Average number of days worked	Change from 2018–2019 (percentage)
Intern	2 671	1 233	3 904	-15.1	2 603	1 207	3 797	-14.6	109.0	+21.1
Associate expert	375	195	570	-5.3	356	189	545	+7.9	589.6	+11.3
Technical cooperation expert	35	67	102	+24.4	35	67	102	+37.8	349.2	-30.6
Type II	48	84	132	-8.3	45	77	121	+7.1	220.9	+21.0
Total	3 129	1 579	4 708	-13.2	3 039	1 540	4 565^a	-11.1	174.7	+23.7

^a The total number of persons is the sum of the number of persons employed as interns, associate experts, technical cooperation experts and type II personnel.

11. The number of engagements of type I gratis personnel decreased by 13.3 per cent in 2020–2021 compared with the previous biennium. Engagements of type II personnel decreased by 8.3 per cent. Table 3 provides information on the engagement of gratis personnel during the past four bienniums.

Table 3
Engagement of gratis personnel during the past four bienniums

		2014–2015 ^a	2016–2017 ^b	2018–2019 ^c	2020–2021
Type I gratis personnel					
Number of persons	Intern	4 475	4 339 (-3.0%)	4 445 (+2.4%)	3 797 (-14.6%)
	Associate expert	345	401 (+16.2%)	505 (+25.9%)	545 (+7.9%)
	Technical cooperation expert	40	56 (+40.0%)	74 (+32.1%)	102 (+37.8%)
	Total^d	4 860	4 796 (-1.3%)	5 024 (+4.8%)	4 444 (-11.5%)
Number of engagements	Intern	4 534	4 365 (-3.7%)	4 596 (+5.3%)	3 904 (-15.1%)
	Associate expert	345	403 (+16.8%)	602 (+49.4%)	570 (-5.3%)
	Technical cooperation expert	40	56 (+40.0%)	82 (+46.4%)	102 (+24.4%)
	Total	4 919	4 824 (-1.9%)	5 280 (+9.5%)	4 576 (-13.3%)
Number of Member States represented	Intern	149	149 (0.0%)	146 (-2.0%)	144 (-1.4%)
	Associate expert	21	30 (+42.9%)	41 (+36.7%)	44 (+7.3%)
	Technical cooperation expert	10	13 (+30.0%)	22 (+69.2%)	24 (+9.1%)
	Total	149	150 (+1.4%)	148 (-1.3%)	147 (-0.7%)

		2014–2015 ^a	2016–2017 ^b	2018–2019 ^c	2020–2021
Number of entities	Intern	40	39 (-2.5%)	53 (+35.9%)	52 (-1.9%)
	Associate expert	29	29 (0.0%)	41 (+41.4%)	49 (+19.5%)
	Technical cooperation expert	8	6 (-25.0%)	10 (+66.7%)	18 (+80.0%)
Total		43	40 (-7.0%)	58 (+45.0%)	68 (+17.2%)
Number of days worked	Intern	386 239	340 003 (-12.0%)	400 037 (+17.7%)	413 911 (+3.5%)
	Associate expert	193 704	234 419 (+21.0%)	267 618 (+14.2%)	321 306 (+20.1%)
	Technical cooperation expert	20 624	22 893 (+11.0%)	37 217 (+62.6%)	35 620 (-4.3%)
Total		600 567	597 315 (-0.5%)	704 872 (+18.0%)	770 837 (+9.4%)
Share of women (percentage) ^e	Intern	67	67	68	68
	Associate expert	68	65	65	65
	Technical cooperation expert	20	18	32	34
Total		67	66	67	67
Type II gratis personnel					
Number of persons		148	171 (+15.5%)	113 (-33.9%)	121 (+7.1%)
Number of engagements		172	171 (-0.6%)	144 (-15.8%)	132 (-8.3%)
Number of Member States represented		45	49 (+8.9%)	45 (-8.2%)	41 (-8.9%)
Number of entities		5	7 (+40.0%)	9 (+28.6%)	8 (-11.1%)
Number of days worked		19 798	23 792 (+20.2%)	20 621 (-13.3%)	26 733 (+29.6%)
Share of women (percentage) ^e		33	39	43	37

^a See A/71/360/Add.1.

^b See A/73/79/Add.1.

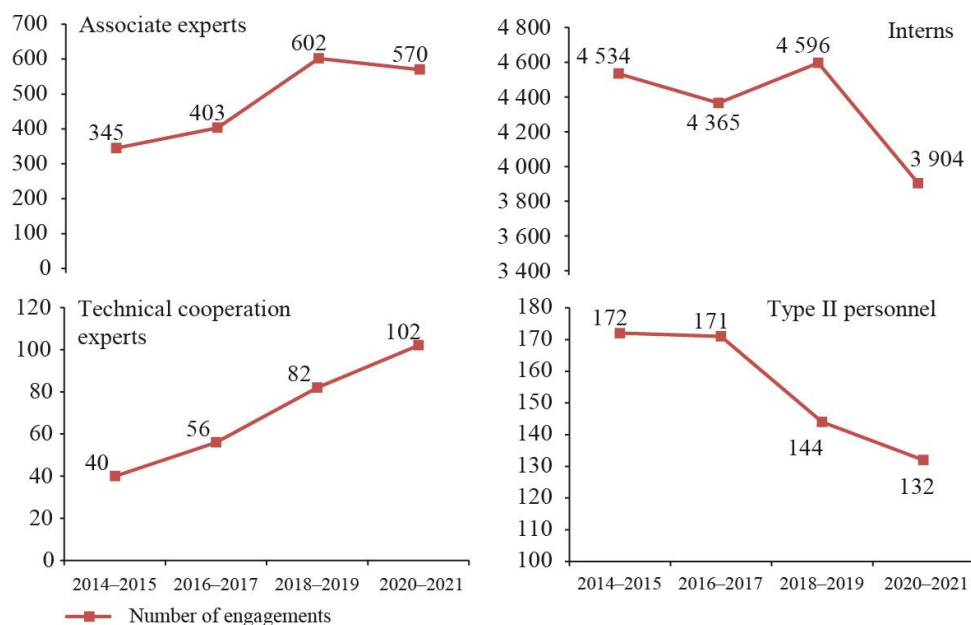
^c See A/75/591/Add.1.

^d The total number of persons for type I personnel is the sum of the number of persons employed as interns, associate experts and technical cooperation experts.

^e The share of women is calculated as the number of women in the gratis personnel population divided by the total number of gratis personnel.

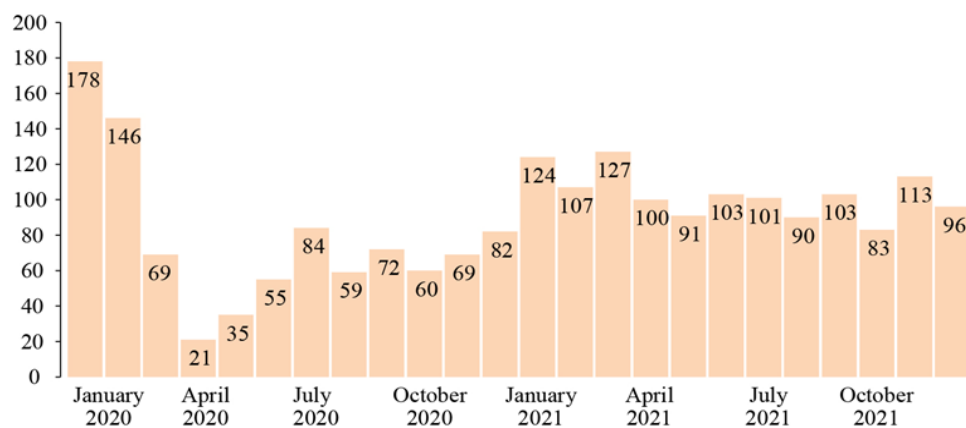
12. Among type I personnel, the number of engagements of interns and associate experts decreased, while engagements of technical cooperation experts increased (see figure II). Interns were the largest group – representing 83 per cent of the gratis population in 2020–2021 – and thus their decline weighed heavily on the overall number of engagements of gratis personnel.

Figure II
Number of engagements of gratis personnel in the past four bienniums



13. The decrease in intern engagements was attributable mainly to the impact of the COVID-19 pandemic, which resulted in the limited posting of internship opportunities during the initial phase of the pandemic, when the work arrangements for interns were evolving, as well as a slow uptake following the introduction of remote internship opportunities. For example, only 69 internship opportunities were published on Inspira in March 2020, compared with 146 in February 2020. Intern job openings reached their lowest point in April 2020, with only 21 postings. Owing to travel and other limitations imposed by the pandemic, the Organization implemented an exceptional measure allowing interns to continue their internships beyond six months.

Figure III
Number of internship job openings posted: 2020–2021



14. In addition, as United Nations offices remained open virtually in the wake of the pandemic, the Secretariat implemented a policy that allowed interns to continue

to render their services and expertise remotely.⁷ This policy action helped prevent the suspension of the internship programme during the period from March to June 2020, when offices relied primarily on alternate working arrangements. It also allowed interns who were able to return to their home countries at the beginning of the pandemic to complete their internships with the United Nations as planned. Notably, the number of applicants for internship opportunities in 2020 declined only 25 per cent, while the number of internship job openings declined 35 per cent.

15. During the biennium 2020–2021, 63.5 per cent of intern engagements were conducted remotely, while 22.8 per cent were conducted remotely and in person (see figure IV). Nearly half (48.3 per cent) of the interns connected remotely from outside the duty station of assignment. Compared with the previous reporting periods, interns from 13 additional countries provided their services in 2020–2021, as follows:

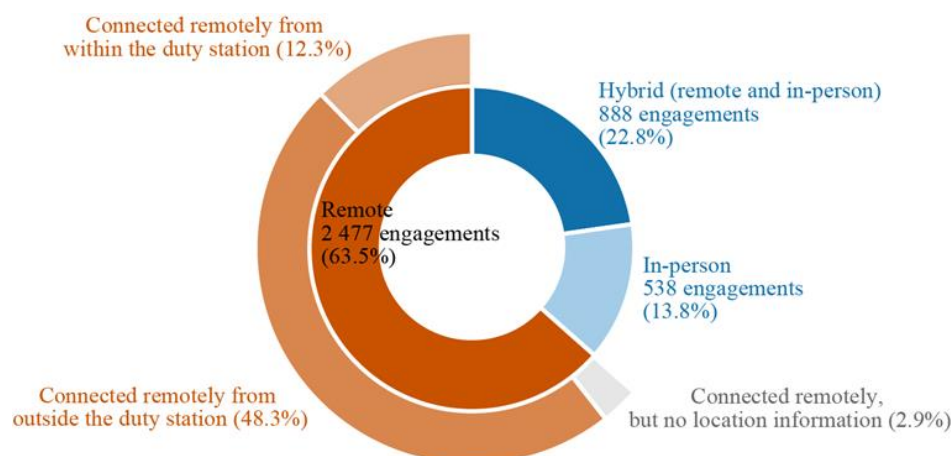
(a) Interns from Maldives, Mauritania and Namibia joined the Organization for the first time in the past four bienniums;

(b) Interns from Djibouti and Iceland provided their services for the first time since 2014–2015;

(c) Interns from Barbados, El Salvador, Fiji, Grenada, Libya, Lithuania, Sao Tome and Principe and Somalia were engaged for the first time since 2016–2017.

Figure IV

Intern engagements by type of work arrangement: 2020–2021



16. The number of associate experts increased 7.9 per cent to 545 persons in 2020–2021. The increase can be attributed to successful outreach activities by entities to attract more donor countries to support their respective mandates. However, as shown in table 3 above, the number of engagements of associate experts declined 5.3 per cent in 2020–2021, reflecting the challenges faced by the candidates in moving between entities and duty stations during the pandemic.

⁷ The Secretariat issued administrative guidelines on the COVID-19 pandemic for interns in second half of 2020, allowing hiring managers to recruit interns under remote working arrangements and to extend the duration of an internship beyond the maximum of six months under the exceptional circumstances brought on by the pandemic. In addition, best practices for managers and interns were published and a network for interns was established that helped them to continue networking and experiencing the Organization and its activities. The network was managed by the Department of Operational Support and offered regular guest speakers from global entities, which allowed interns to learn about other entities in the Secretariat. The intern network has continued and now also includes interns serving in-person. It thus continues to broaden the experiences of interns.

17. Increases in type II gratis personnel and technical cooperation experts were due to the regularization of such arrangements under United Nations Secretariat policies, enabling more transparent reporting.

B. Entity

18. Sixty-eight entities hosted type I gratis personnel during the biennium 2020–2021, compared with fifty-eight in 2018–2019. Eight entities engaged type II personnel, and 83 per cent of type II personnel were engaged by the Office for the Coordination of Humanitarian Affairs. Table 4 shows the 10 entities with the largest number of engagements of gratis personnel. For a more detailed breakdown of type I gratis personnel by entity, see annex I, table 1.B.

19. Forty-six entities increased the number of type I gratis personnel engagements, while twenty-three entities experienced a decrease. The decline is due mainly to the effects of the pandemic.

Table 4

Engagement of gratis personnel, by entity: 2020–2021 (the 10 entities with the largest number of engagements)

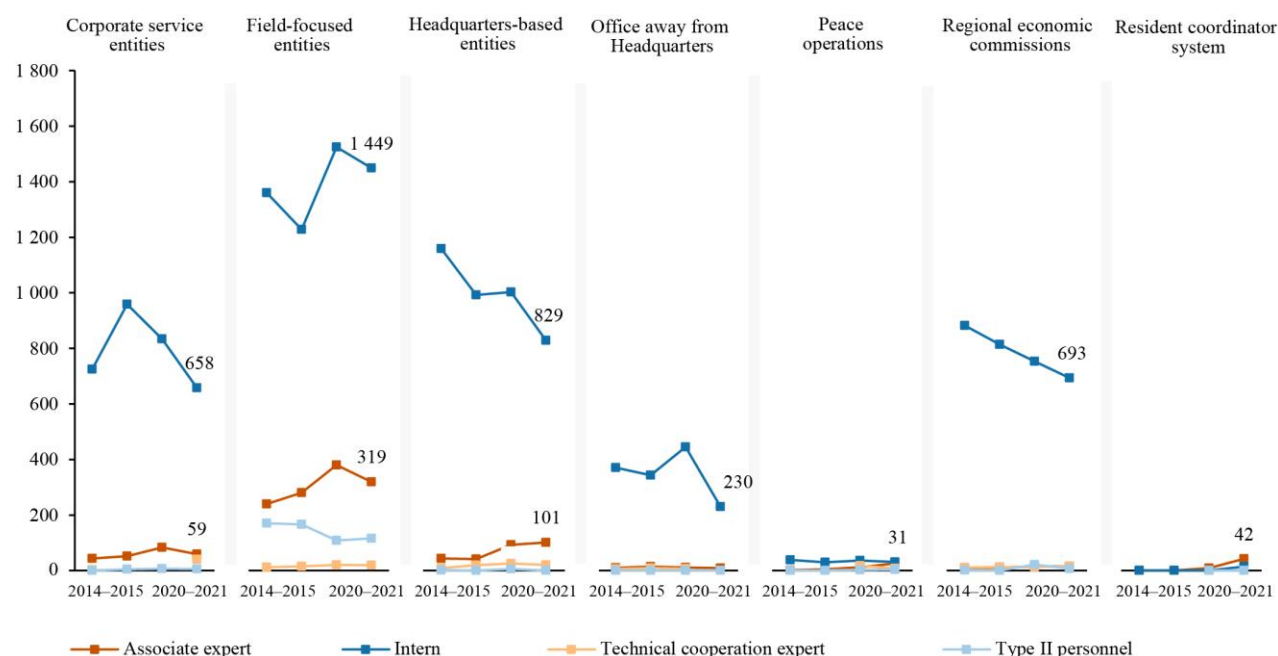
Entity	Interns		Associate experts		Technical cooperation experts		Type II personnel		Total	
	Number of engagements	Change from 2018–2019 (percentage)	Number of engagements	Change from 2018–2019 (percentage)	Number of engagements	Change from 2018–2019 (percentage)	Number of engagements	Change from 2018–2019 (percentage)	Number of engagements	Change from 2018–2019 (percentage)
ESCAP	397	-0.3	9	+50.0	11	–	–	-8.3	417	+0.5
UNODC	339	+23.7	40	+17.6	9	-52.6	–	–	388	+18.7
DESA	281	-17.1	21	+10.5	6	-45.5	–	–	308	-16.5
DPO ^a	251	n/a	26	n/a	1	n/a	3	n/a	281	n/a
OCHA	124	-22.5	42	-10.6	–	–	110	+2.8	276	-12.1
UNEP	202	-2.4	60	-11.8	9	+800.0	–	–	271	-1.8
OHCHR	214	-41.0	52	-10.3	–	–	–	–	266	-36.8
UN-Habitat	183	-13.3	19	+26.7	–	–	–	–	202	-10.6
DOS ^a	123	n/a	20	n/a	35	n/a	4	n/a	182	n/a
DGC ^a	153	n/a	14	n/a	–	n/a	–	n/a	167	n/a
Other	151	n/a	267	n/a	31	n/a	15	n/a	1 950	n/a
Total	3 904	-15.1	570	-5.3	102	24.4	132	-8.3	4 708	-13.2

^a Data are available for these entities beginning in 2019. Since the data for the biennium 2018–2019 is not complete for these entities, the percentage change is not included in the table.

20. The present report and previous reports primarily present four groups of entities: departments/offices; regional commissions; tribunals; and field operations. To provide further diverse operational contexts of entities, the present report also presents the data disaggregated by seven entity groups,⁸ namely: corporate service entities; field-focused entities; headquarters-based entities; offices away from Headquarters; peace operations; regional economic commissions; and the resident coordinator system. Figure V presents information on gratis personnel across those seven entity groups during the past four bienniums. The figure reveals more nuanced trends, especially with respect to field-focused entities, which remained a popular destination for interns.

⁸ See annex VI for the composition of the seven entity groups.

Figure V

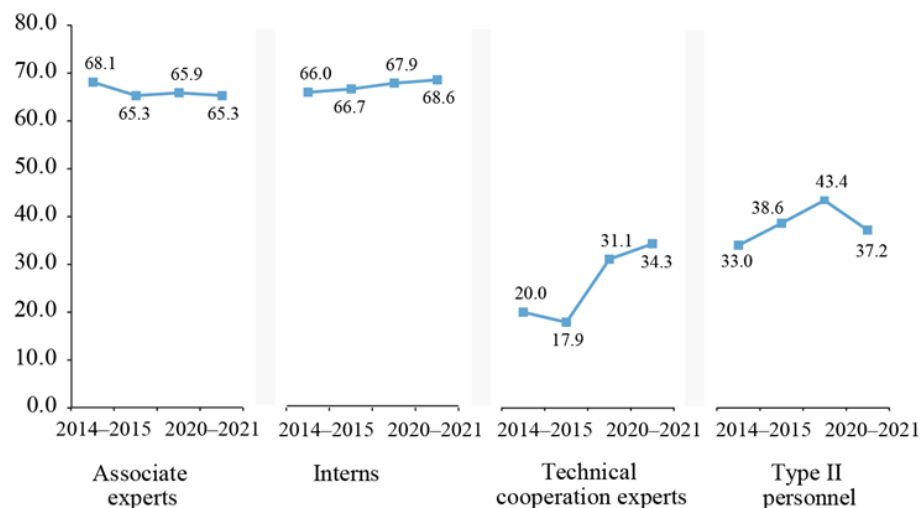
Number of engagements of gratis personnel during the past four bienniums, by entity group**C. Gender**

21. Women represented two-thirds of all gratis personnel in 2020–2021. Figure VI presents the share of women in each gratis personnel type during the past four bienniums. For associate experts and interns, gender representation remained well above parity levels. While women's share in technical cooperation experts and type II personnel remained low, an overall increase was observed over the last four bienniums. For a more detailed breakdown of the gender of gratis personnel, see annex I, tables 1.A, 1.B, 2.A and 2.B.

Figure VI

Share of women in gratis personnel during the past four bienniums

(Percentage)



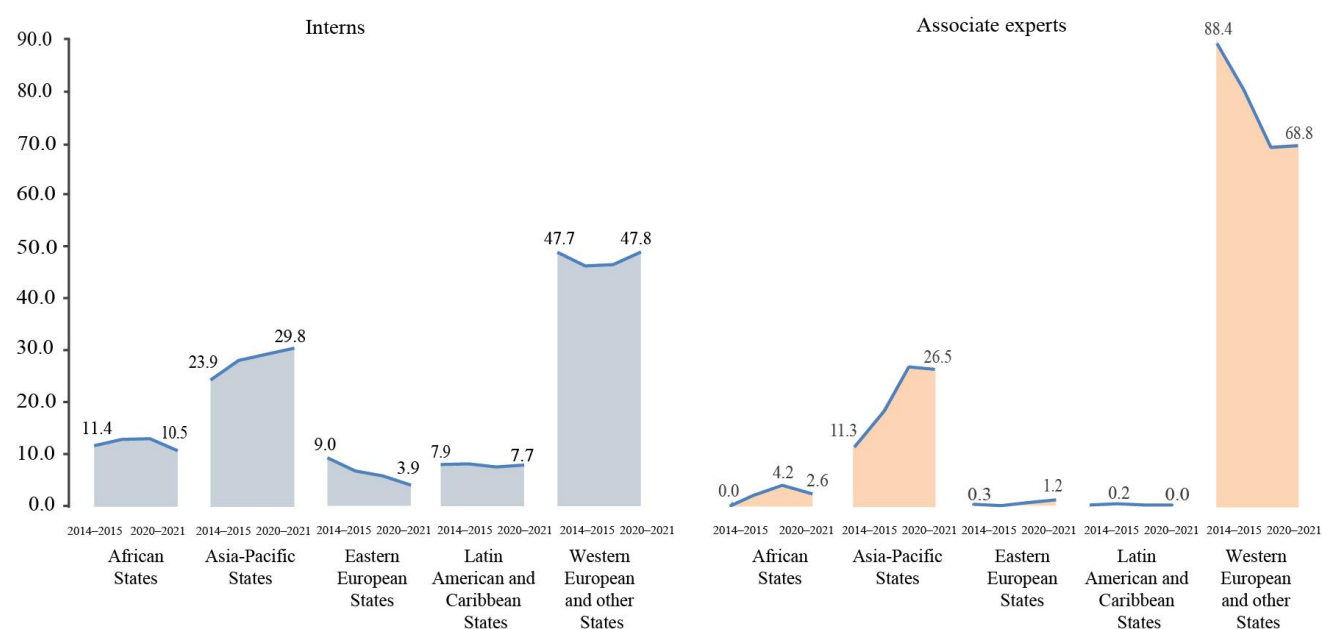
D. Regional grouping

22. Nearly half (47.8 per cent) of the interns were from Western European and other States and 29.8 per cent were from Asia-Pacific States (see figure VII). The number of interns from African States and Eastern European States decreased in 2020–2021 compared with 2018–2019. The share of associate experts from Asia-Pacific States has more than doubled since 2014–2015 despite a slight decrease in 2020–2021. The share of associate experts from Western European and other States decreased from 88.4 per cent in 2014–2015 to 68.8 per cent in 2020–2021. Combined, these two regions comprised 95.3 per cent of the associate expert population.

Figure VII

Share of engagements of gratis personnel during the past four bienniums, by regional grouping

(Percentage)

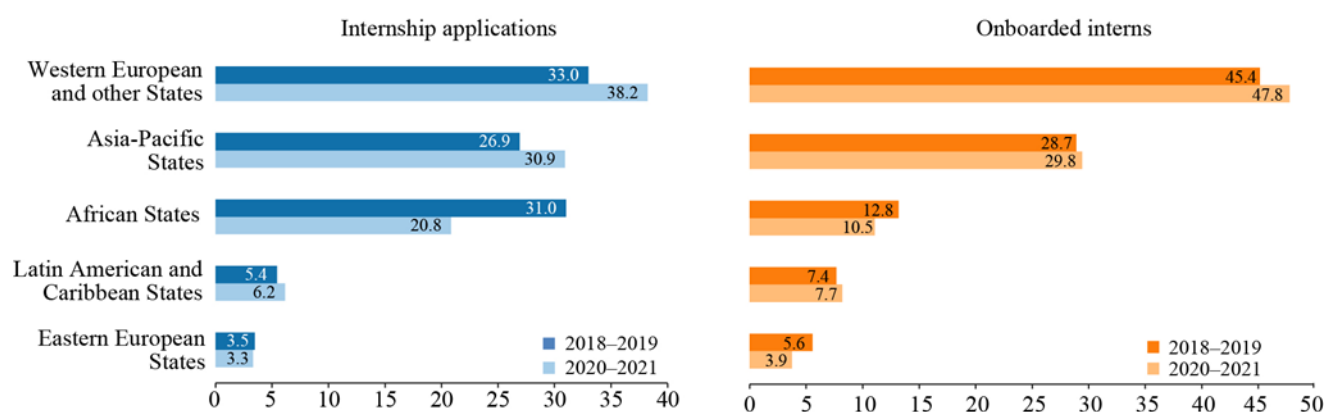


Note: Percentages may not add up to 100 owing to rounding and the exclusion of personnel from the State of Palestine and personnel who are stateless.

23. Figure VIII presents the share of internship applications and onboarded interns by regional group during the past two bienniums. For all groups, except the African States, the share of intern applications either increased or remained relatively the same in 2020–2021. The percentage of applications from African States decreased from 31 per cent in 2018–2019 to 21 per cent in 2020–2021. However, the share of onboarded interns from the African States only declined from 12.8 per cent to 10.5 per cent. Some entities were able to recruit interns from a broader range of countries, which indicated that the offer of remote internships might open this opportunity to a larger population. However, the trend was not consistent across all entities and could be influenced by other factors. For example, UNODC increased intern nationalities from 60 in 2018–2019 to 77 in 2020–2021, with 78 per cent of engagements connected remotely. OLA increased the number of nationalities from 33 to 55, with 90 per cent of engagements conducted remotely. Based on information from the intern exit survey, socioeconomic differences between intern applicants play a role in their ability to complete an internship. Access to the Internet and having dedicated information technology equipment were prerequisites for remote internships.

Figure VIII

Percentage of internship applications and onboarded interns during the past two bienniums, by regional group



24. Table 5 provides a breakdown of engagements of gratis personnel during the past four bienniums, by regional group.

Table 5
Engagement of gratis personnel, during the past four bienniums, by regional group

(Number of engagements)

Region ^a	2014–2015						2016–2017						2018–2019						2020–2021					
	Associate expert	Intern	Technical cooperation expert	Type II	Total	Percentage	Associate expert	Intern	Technical cooperation expert	Type II	Total	Percentage	Associate expert	Intern	Technical cooperation expert	Type II	Total	Percentage	Associate expert	Intern	Technical cooperation expert	Type II	Total	Percentage
African States	–	519	–	26	545	10.7	10	551	–	33	594	11.9	25	586	3	45	659	12.1	15	410	9	31	465	9.9
Asia-Pacific States	39	1 082	26	21	1 168	22.9	72	1 202	35	17	1 326	26.5	161	1 318	38	18	1 535	28.3	151	1 166	65	14	1 396	29.7
Eastern European States	1	409	–	5	415	8.2	–	286	2	4	292	5.8	4	258	3	1	266	4.9	7	152	4	2	165	3.5
Latin American and Caribbean States	–	356	–	–	356	7.0	1	347	–	4	352	7.0	–	339	1	3	343	6.3	–	302	1	7	310	6.6
Western European and other States	305	2 164	14	120	2 603	51.1	320	1 972	19	113	2 424	48.5	412	2 087	37	77	2 613	48.2	392	1 866	23	78	2 359	50.1
Other ^b	–	4	–	–	4	0.1	–	7	–	–	7	0.1	–	8	–	–	8	0.1	5	8	–	–	13	0.3
Total	345	4 534	40	172	5 091	100.0	403	4 365	56	171	4 995	100.0	602	4 596	82	144	5 424	100.0	570	3 904	102	132	4 708	100.0

^a See www.un.org/dgacm/content/regional-groups.

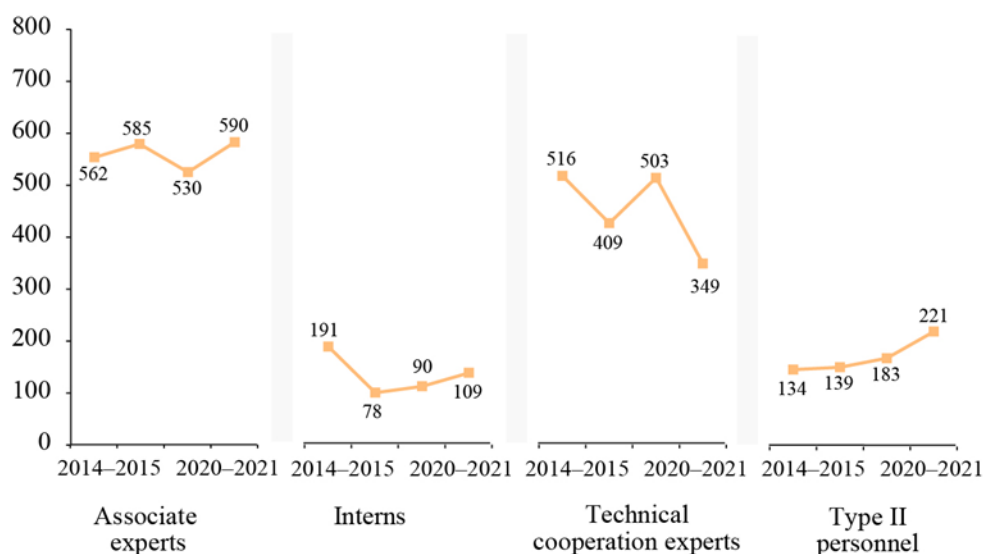
^b Includes personnel from the State of Palestine and personnel who are stateless.

E. Length of service

25. Figure IX presents the average number of days worked by type I gratis personnel over the past four bienniums. Interns and associate experts worked longer in 2020–2021 compared with 2018–2019. The average length of service for type II personnel was 221 days in 2020–2021, up from 183 in 2018–2019.

Figure IX

Average number of days worked by gratis personnel during the past four bienniums



Note: The number of days worked is the number of business days between engagement start date and end date, inclusive.

F. Economic grouping

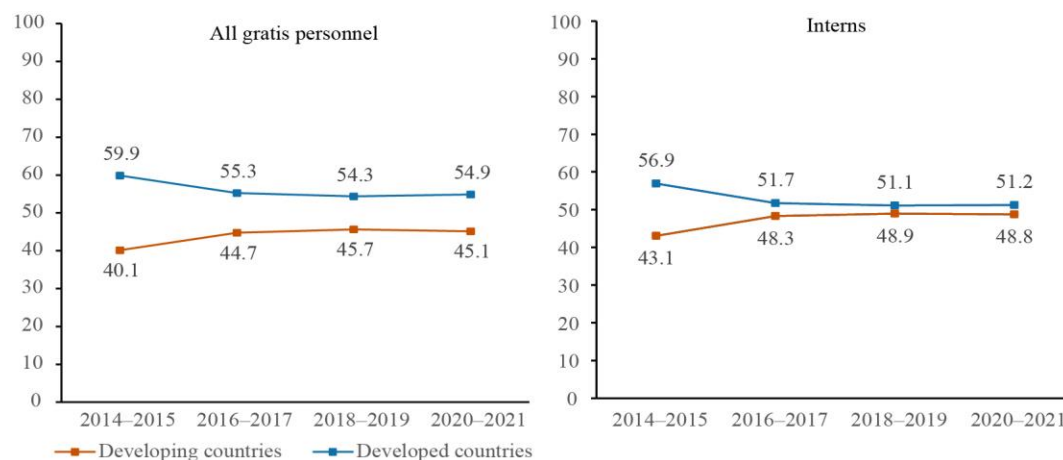
26. In 2020–2021, 54.9 per cent of engagements of gratis personnel were conducted by personnel from developed countries.⁹ While the share of developed countries remained higher than their developing counterparts, the gap between them has narrowed during the past four bienniums (see figure X).

27. Interns from developing countries made up 48.8 per cent of all interns in 2020–2021 (see figure X). A total of 77.5 per cent of associate experts were from developed countries, while the corresponding figures for technical cooperation experts and type II personnel were 59.8 per cent and 60.6 per cent from developed countries, respectively.

⁹ For the composition of countries in the developed and developing regions, please refer to the standard country or area codes for statistical use maintained by the Statistics Division of the Department of Economic and Social Affairs. Available at <https://unstats.un.org/unsd/methodology/m49/historical-classification-of-developed-and-developing-regions.xlsx>.

Figure X
Share of engagements of gratis personnel during the past four bienniums, by economic grouping

(Percentage)



III. Retired staff

A. Population

28. There were three different populations of retired staff members employed by the United Nations Secretariat during the biennium 2020–2021: retirees, non-retired former staff members and staff retained beyond the mandatory age of separation. Additional details on retired staff are presented in annex II.

29. A retiree, as defined in the report of the Secretary-General of 20 October 1998 ([A/53/526](#)), refers to “a former staff member 55 years of age or older who, consequent upon service exceeding five years, is in receipt of a pension benefit from the United Nations Joint Staff Pension Fund”. As shown in table 6, based on that description, there were 2,533 engagements of retirees during the biennium 2020–2021, including a total of 769 persons who met the definition of retirees and were working in the Secretariat during that period.

30. The population of non-retired former staff members comprises former staff members of the normal retirement age or older who previously opted for a withdrawal settlement and were re-employed for six months or more during the reporting period. In accordance with article 31 of the regulations of the United Nations Joint Staff Pension Fund, a withdrawal settlement is payable to participants in the Pension Fund whose age on separation is less than the normal retirement age, or in the event that the participants are of the normal retirement age or older on separation but are not entitled to a retirement benefit. During the biennium 2020–2021, 99 staff members met the above criteria and worked on 561 engagements.

31. The third population consists of staff members retained in service beyond the mandatory age of separation. Administrative instruction [ST/AI/2003/8](#), [ST/AI/2003/8/Amend.1](#) and [ST/AI/2003/8/Amend.2](#) sets out the criteria governing the retention of staff beyond the mandatory age of separation, including when: (a) it has not been possible to identify a qualified candidate to discharge the functions of the post in a timely manner; and (b) retention of the staff member is in the interest of the Organization owing to the exigencies of the service concerned. Accordingly, 32 staff members retained beyond the mandatory age of separation worked during the biennium 2020–2021 on 32 engagements.

32. Table 6 presents information on retired staff in terms of the number of engagements, the number of persons employed and the number of days worked. Notably, compared to the biennium 2018–2019, the number of engagements by retired staff decreased 37.7 per cent, the number of persons engaged decreased 22.1 per cent and the number of days worked decreased 24.7 per cent.

Table 6

Number of engagements of retired staff, number of persons engaged and number of days worked: 2020–2021

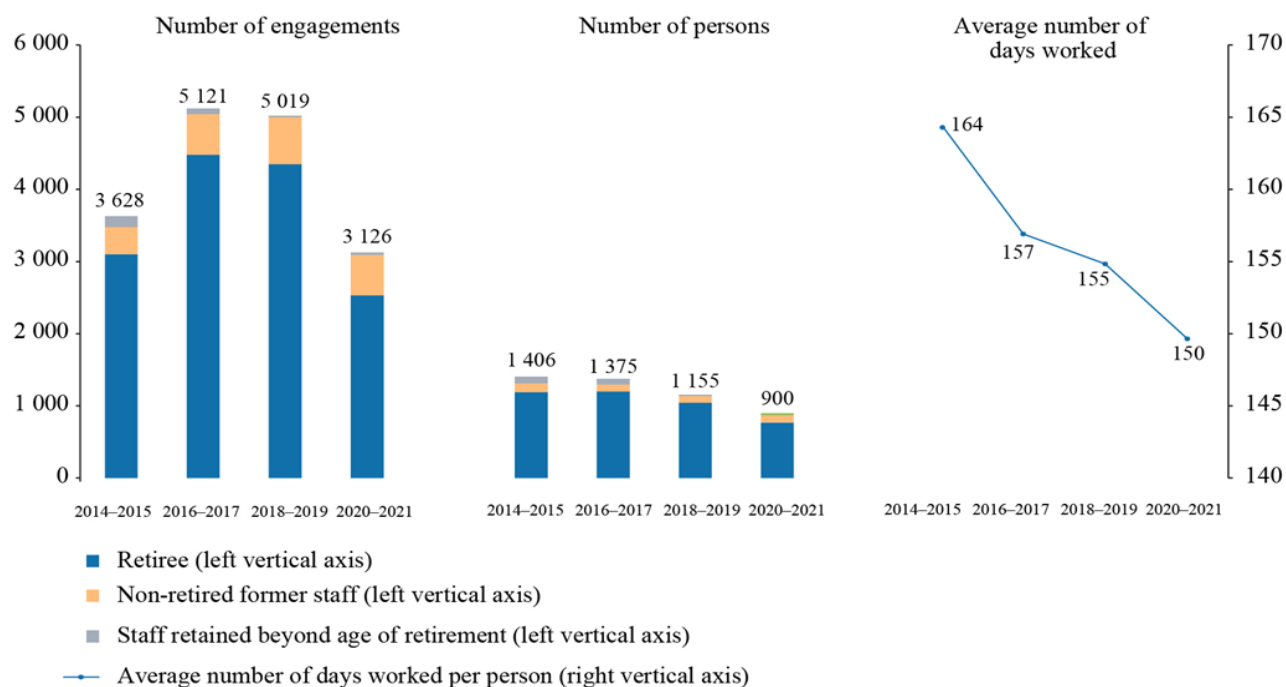
Population	Engagements		Persons engaged		Days worked	
	Number of engagements	Change from 2018–2019 (percentage)	Number of persons engaged	Change from 2018–2019 (percentage)	Number of days worked	Change from 2018–2019 (percentage)
Retirees	2 533	-41.8	769	-26.3	106 797	-29.2
Non-retired former staff members	561	-13.8	99	+6.5	23 016	-1.9
Staff members retained beyond retirement age	32	+68.4	32	+68.4	4 867	+8.5
Total	3 126	-37.7	900^a	-22.1	134 680	-24.7

^a The total number of persons is the sum of the number of persons employed as retirees, non-retired former staff members and staff members retained beyond the age of retirement

33. Engagements of retired staff decreased to the lowest level in the past four bienniums (see figure XI). In addition, the average number of days worked by each retired staff member continued its downward trend in 2020–2021, reaching 150 days per retired staff member, compared with 164 days in the 2014–2015 period. The retirees were the largest group among the retired staff, representing 81 per cent of all engagements in the 2020–2021 period.

Figure XI

Number of engagements of retired staff, number of persons engaged and average number of days worked per retired staff member during the past four bienniums, by type of personnel



34. The decline in the number of engagements and persons engaged was attributable mainly to the impact of the pandemic. Given that the majority of retired staff members are engaged in the areas of language, public information and conference management services, the cancellation of meetings and conferences due to measures aimed at reducing the transmission of COVID-19 led to a lower number of engagements by language personnel (such as translators, editors, revisers and interpreters) and meeting support personnel.

35. Table 7 provides summary statistics on the engagement of retirees, non-retired former staff members and staff members retained beyond retirement age during the past four bienniums.

Table 7

Engagement of retired staff during the past four bienniums

<i>Retired staff</i>		<i>2014–2015</i>	<i>2016–2017</i>	<i>2018–2019</i>	<i>2020–2021</i>
Number of persons ^a	Retirees	1 193	1 203 (+0.8%)	1 043 (-13.3%)	769 (-26.3%)
	Non-retired former staff members	117	93 (-20.5%)	93 (0.0%)	99 (+6.5%)
	Staff members retained beyond retirement age	96	79 (-17.7%)	19 (-75.9%)	32 (+68.4%)
	Total	1 406	1 375 (-2.2%)	1 155 (-16%)	900 (-22.1%)
Number of engagements	Retirees	3 103	4 481 (+44.4%)	4 349 (-2.9%)	2 533 (-41.8%)
	Non-retired former staff members	376	561 (+49.2%)	651 (+16%)	561 (-13.8%)
	Staff members retained beyond retirement age	149	79 (-47.0%)	19 (-75.9%)	32 (+68.4%)
	Total	3 628	5 121 (+41.2%)	5 019 (-2%)	3 126 (-37.7%)
Number of Member States represented	Retirees	105	115 (+9.5%)	109 (-5.2%)	108 (-0.9%)
	Non-retired former staff members	43	26 (-39.5%)	35 (+34.6%)	35 (0.0%)
	Staff members retained beyond retirement age	50	40 (-20.0%)	13 (-67.5%)	25 (+92.3%)
	Total	114	120 (+5.3%)	112 (-6.7%)	114 (+1.8%)
Number of entities	Retirees	66	69 (+4.5%)	80 (+15.9%)	69 (-13.8%)
	Non-retired former staff members	38	36 (-5.3%)	32 (-11.1%)	28 (-12.5%)
	Staff members retained beyond retirement age	36	34 (-5.6%)	15 (-55.9%)	20 (+33.3%)
	Total	74	74 (no change)	84 (+13.5%)	76 (-9.5%)
Number of days worked	Retirees	185 447	165 490 (-10.8%)	150 893 (-8.8%)	106 797 (-29.2%)
	Non-retired former staff members	30 588	32 030 (+4.7%)	23 455 (-26.8%)	23 016 (-1.9%)
	Staff members retained beyond retirement age	15 234	18 222 (+19.6%)	4 486 (-75.4%)	4 867 (+8.5%)
	Total	231 269	215 742 (-6.7%)	178 834 (-17.1%)	134 680 (-24.7%)
Share of women ^b (percentage)	Retirees	46	41	41	37
	Non-retired former staff members	33	43	32	37
	Staff members retained beyond retirement age	27	35	37	28
	Total	45	41	40	37

^a The total number of persons for retired staff is the sum of the number of persons employed as retirees, as non-retired former staff and as staff retained beyond retirement age.

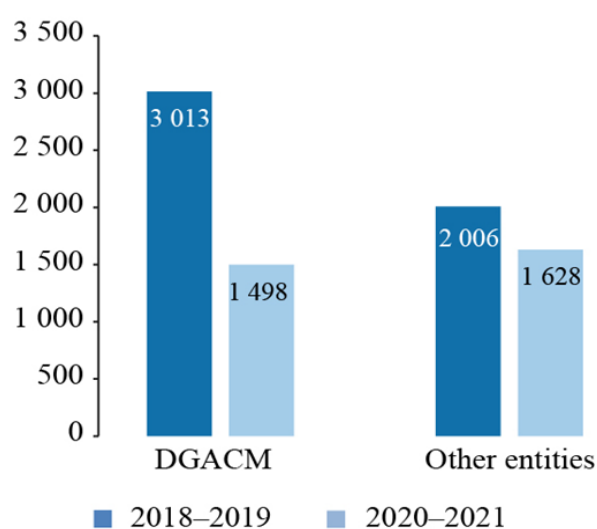
^b The share of women is calculated as the number of women in the retired staff population divided by the total number of retired staff members.

B. Entity

36. During the biennium 2020–2021, retirees worked for 69 entities, non-retired former staff members were employed by 28 entities, and 20 entities retained staff members beyond the mandatory age of separation (see table 7). DGACM continued to be the entity with the largest number of retired staff engagements. However, DGACM saw both its share of engagements and the number of engagements decline in 2020–2021 (see figure XII). Contributing factors included: (a) the postponement or cancellation of a large number of meetings by the Member States and organizers of events, resulting in a lower need for language and meeting service support; (b) a reduced requirement for retired staff to support extrabudgetary meetings; and (c) little or no need to replace Secretariat language staff on annual or home leave with retired staff, as such leave was cancelled or postponed to adhere to measures aimed at reducing the transmission of COVID-19. Another contributing factor to the reduced number of retired staff engagements is that DGACM followed the risk management guidance of the Division of Health-care Management and Occupational Safety and Health and offered no temporary language positions to retired staff beyond a certain age.

Figure XII

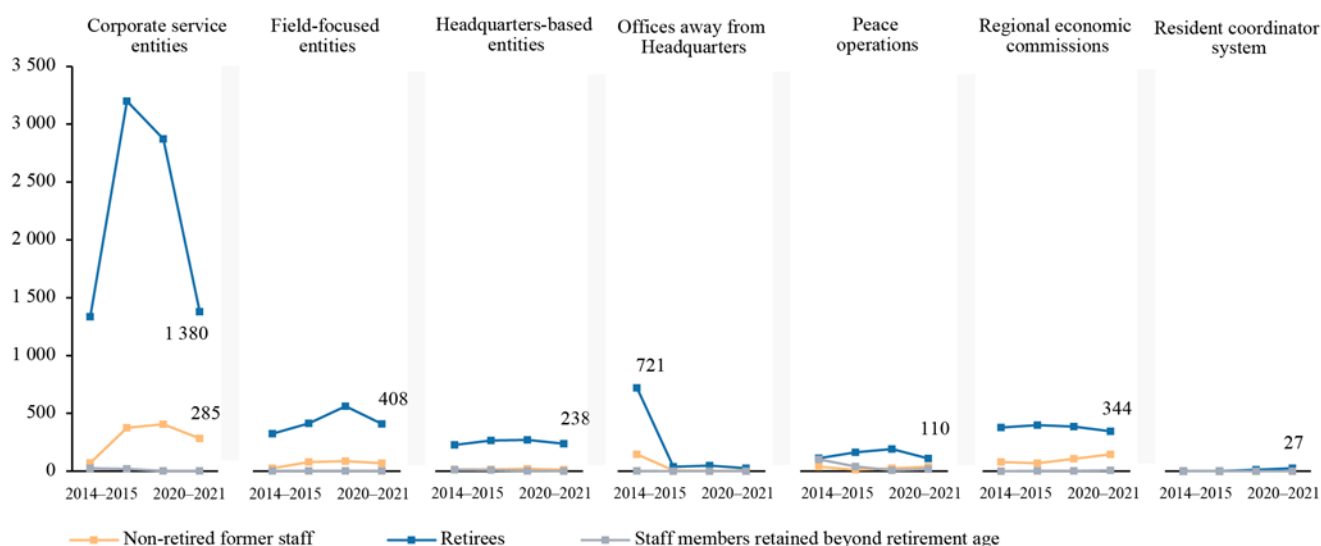
Number of engagements of retired staff by the Department for General Assembly and Conference Management and other entities during the past two bienniums



37. Figure XIII presents the number of engagements of retired staff in the past four bienniums by type of entity.¹⁰ Corporate service entities continued to employ the largest number of retired staff, contributing about 53 per cent of all retired staff in 2020–2021.

¹⁰ See annex VI for the composition of the seven entity groups.

Figure XIII

Number of engagements of retired staff during the past four bienniums, by type of entity

38. Tables 8, 9 and 10 list the 10 entities with the largest number of engagements of retirees, non-retired former staff members and staff members retained beyond the retirement age.

Table 8

Engagement of retirees, by entity: 2020–2021 (the 10 entities with the largest number of engagements)

Entity ^a	Number of engagements				Number of persons engaged				Number of days worked	
	Female	Male	Total	Change from 2018–2019 (percentage)	Female	Male	Total	Change from 2018–2019 (percentage)	Days worked	Change from 2018–2019 (percentage)
DGACM	415	807	1 222	-53.1	96	175	271	-35.3	23 813	-57.9
ECA	10	147	157	8.3	6	36	42	-17.6	4 907	-15.4
UNEP	38	90	128	-24.7	15	33	48	-11.1	5 089	17.7
ECLAC	37	52	89	-33.6	12	25	37	-27.5	5 762	-31.2
DESA	30	38	68	-25.3	19	23	42	-19.2	4 013	-7.2
OHCHR	36	33	69	6.2	11	15	26	-10.3	4 652	41.2
DOS ^b	42	19	61	n/a	16	10	26	n/a	6 037	n/a
IRMCT	16	45	61	8.9	6	13	19	-5.0	2 636	15.9
UNODC	19	31	50	-13.8	9	14	23	9.5	2 610	2.6
ESCAP	9	35	44	-22.8	4	19	23	-4.2	1 884	-17.5
Other	261	323	584	n/a	126	162	288	n/a	45 395	n/a
Total	913	1 620	2 533	-41.8	286	483	769	-26.3	106 797	-29.2

Note: the total for the number of persons engaged may not match the sum of the rows, since an individual can have multiple engagements across multiple entities during a reporting period.

^a See annex VI for the composition of the entity groups.

^b Data for this entity are only available starting in 2019. The relative change across the two bienniums is therefore not applicable.

Table 9

Engagement of non-retired former staff members, by entity: 2020–2021 (the 10 entities with the largest number of engagements)

Entity ^a	Number of engagements				Number of persons engaged				Number of days worked	
	Female	Male	Total	Change from 2018–2019 (percentage)	Female	Male	Total	Change from 2018–2019 (percentage)	Days worked	Change from 2018–2019 (percentage)
DGACM	102	173	275	-31.9	12	17	29	-17.1	5 399	-33.6
ECLAC	15	46	61	29.8	5	8	13	160.0	2 271	57.3
ESCAP	6	43	49	28.9	2	6	8	0.0	2 289	67.6
UNEP	11	32	43	0.0	5	9	14	55.6	2 403	137.9
ESCWA	18	–	18	1 700.0	2	–	2	100.0	410	62.1
ECA	1	13	14	-12.5	1	6	7	0.0	701	-38.1
OHCHR	6	6	12	71.4	2	3	5	66.7	1 376	155.5
MINUSMA	–	10	10	42.9	–	2	2	-33.3	576	50.8
UNOV	9	–	9	0.0	2	–	2	0.0	598	0.0
UNODC	5	3	8	-27.3	2	2	4	33.3	718	-9.8
Other	19	43	62	n/a	8	19	27	n/a	6 276	n/a
Total	192	369	561	-13.8	37	62	99	6.5	23 016	-1.9

Note: the total for the number of persons engaged may not match the sum of the rows, since an individual can have multiple engagements across multiple entities during a reporting period.

^a See annex VI for the composition of the entity groups.

Table 10

Staff members retained beyond the mandatory retirement age, by entity: 2020–2021 (the 10 entities with the largest number of engagements)

Entity ^a	Number of engagements				Number of persons engaged				Number of days worked	
	Female	Male	Total	Change from 2018–2019 (percentage)	Female	Male	Total	Change from 2018–2019 (percentage)	Days worked	Change from 2018–2019 (percentage)
ECLAC	1	4	5	66.7	1	4	5	66.7	763	-47.7
MINUSCA	1	2	3	0.0	1	2	3	0.0	149	0.0
ECA	–	2	2	0.0	–	2	2	0.0	153	0.0
MINUSMA	–	2	2	100.0	–	2	2	100.0	456	65.8
MONUSCO	1	1	2	100.0	1	1	2	100.0	516	774.6
UNAMA	1	1	2	100.0	1	1	2	100.0	415	1 238.7
UNMOGIP	–	2	2	0.0	–	2	2	0.0	884	0.0
UNSMIL	–	2	2	0.0	–	2	2	0.0	286	0.0
DGACM	1	–	1	-50.0	1	–	1	-50.0	114	-84.9
DOS ^b	–	1	1	n/a	–	1	1	n/a	92	n/a
Other	4	6	10	n/a	4	6	10	n/a	1 039	n/a
Total	9	23	32	68.4	9	23	32	68.4	4 867	8.5

^a See annex VI for the composition of the entity groups.

^b Data for this entity are only available starting in 2019. The relative change across the two bienniums is therefore not applicable.

39. Additional information on retirees by entity is available in annex II, tables 1.A and 3.A; additional information on non-retired former staff members by entity is available in annex II, table 3.B; and additional information for staff members retained beyond retirement age is available in annex II, table 3.C.

C. Job network

40. Table 11 includes information on the number of engagements of retirees during the past three bienniums by job network. Further details on the job networks that retirees have performed in are presented in annex II, table 1.B.

41. The retirees within the economic, social and development job network worked 20,986 days in 2020–2021, compared with 18,276 days in the previous biennium, reflecting continued reliance on the expertise and services of retirees in the area of development. Cancellation of meetings and conferences and a reduced need for meeting support services led to a decrease in the days worked by retirees in the public information and conference management job network, from 66,300 days in 2018–2019 to 31,184 in 2020–2021.

Table 11
Engagement of retirees during the past three bienniums, by job network

Job network	2016–2017							2018–2019							2020–2021						
	Number of engagements			Number of persons engaged				Number of engagements			Number of persons engaged				Number of engagements			Number of persons engaged			
	Female	Male	Total	Female	Male	Total	Number of days worked	Female	Male	Total	Female	Male	Total	Number of days worked	Female	Male	Total	Female	Male	Total	Number of days worked
Economic, social, and development	101	266	367	74	158	232	17 996	143	253	396	70	128	198	18 276	106	265	371	49	127	176	20 986
Information and telecommunication technology	11	21	32	6	16	22	2 371	11	10	21	7	7	14	901	9	6	15	5	4	9	979
Internal security and safety	4	38	42	2	20	22	3 348	6	40	46	3	16	19	3 254	—	27	27	—	13	13	2 586
Legal	3	15	18	3	8	11	1 103	11	16	27	4	7	11	1 701	6	3	9	3	3	6	592
Logistics, transportation, and supply chain	5	45	50	5	34	39	4 139	21	68	89	16	43	59	6 345	9	32	41	6	20	26	3 682
Management and administration	237	125	362	152	87	239	34 254	380	176	556	130	77	207	35 859	231	137	368	93	61	154	31 526
Other services	18	51	69	12	32	44	4 376	24	57	81	11	33	44	4 515	15	70	85	11	34	45	3 886
Political, peace and humanitarian	33	57	90	26	46	72	9 318	26	101	127	16	54	70	9 986	34	79	113	26	46	72	9 915
Public information and conference management	1 165	2 251	3 416	263	373	636	85 639	1 096	1 865	2 961	220	313	533	66 300	497	994	1 491	124	226	350	31 184
Science	11	24	35	11	18	29	2 947	12	33	45	10	25	35	3 756	6	7	13	3	3	6	1 462
Total	1 588	2 893	4 481	554	792	1 346	165 490	1 730	2 619	4 349	487	703	1 190	150 893	913	1 620	2 533	320	537	857	106 797

Note: total figures for the number of persons engaged are the sum of persons engaged in each job network. As an individual may engage across two or more job networks within a biennium, the total number of persons engaged for the entire retiree population may be different from the total number presented in this table.

Retirees with an accrued service exceeding two years

42. Nine retirees accrued over two years of service during a period that included the biennium 2020–2021.

D. Category

43. Table 12 provides a breakdown of the number of engagements and the number of persons engaged in six different categories. The table includes all three types of retired staff.

Table 12
Number of retired staff engagements and persons engaged, by category: 2020–2021

Category	Number of engagements					Number of persons engaged				
	Retirees	Non-retired former staff members	Staff members retained beyond retirement age	Total	Change from 2018–2019 (percentage)	Retirees	Non-retired former staff members	Staff members retained beyond retirement age	Total	Change from 2018–2019 (percentage)
USG and ASG	21	7	–	28	-50.9	13	4	–	17	-43.3
D and P+	187	4	26	217	-30.7	72	3	26	101	-22.9
FS	10	–	3	13	-7.1	5	–	3	8	60.0
G+	232	20	3	255	-53.8	81	6	3	90	-51.6
Language-related	510	50	–	560	-49.7	222	22	–	244	-28.7
Consultants and individual contractors	1 573	480	–	2 053	-30.9	452	68	–	520	-12.6
Total	2 533	561	32	3 126	-37.7	769	99	32	900	-22.1

44. Table 13 provides information about the number of engagements and persons engaged by category covering all three populations during the past four bienniums.

Table 13
Number of retired staff engagements and persons engaged during the past four bienniums, by category

Category	Number of engagements				Number of persons engaged			
	2014–2015	2016–2017	2018–2019	2020–2021	2014–2015	2016–2017	2018–2019	2020–2021
USG and ASG	32	16	57	28	26	13	30	17
D and P+	340	230	313	217	213	184	131	101
FS	54	22	14	13	31	21	5	8
G+	634	434	552	255	311	265	186	90
Language-related	1 008	1 004	1 114	560	366	387	342	244
Consultants and individual contractors	1 560	3 415	2 969	2 053	546	667	595	520
Total	3 628	5 121	5 019	3 126	1 406	1 375	1 155	900

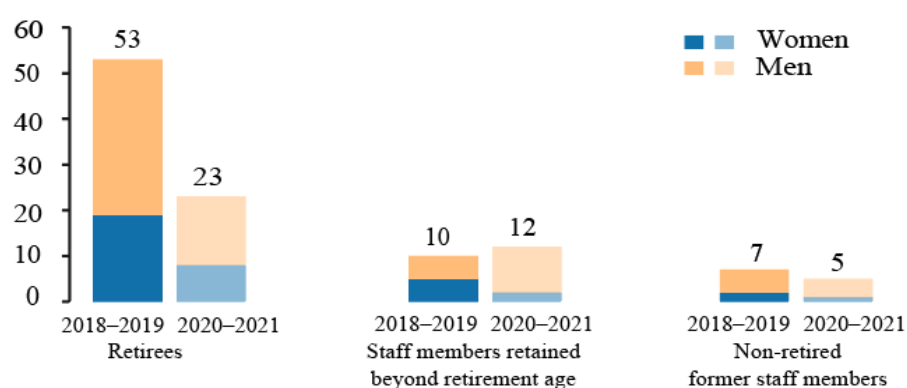
45. The number of retired staff members serving at the USG and ASG levels was nearly halved in 2020–2021 – from 30 in 2018–2019 to 17 in 2020–2021. The number of retired staff members in the General Service and related categories decreased 52 per cent – from 186 in 2018–2019 to 90 in 2020–2021. Fifty per cent of the decrease was in the public information and conference management job network.

Retired staff employed in decision-making positions

46. For the purpose of the present report, decision-making positions are defined as positions at the D-1 level and above. During the biennium 2020–2021, there were 40 retired staff members employed in decision-making positions: 23 retirees, 12 staff members retained beyond retirement age and 5 non-retired former staff members. Compared with the biennium 2018–2019, the number of retirees and non-retired former staff members in decision-making positions declined in 2020–2021, while the number of staff members retained beyond retirement age increased from 10 to 12. In all three types of retired staff, more men than women were in decision-making positions in 2020–2021 (see figure XIV).

Figure XIV

Number of retired staff members in decision-making positions during the past two bienniums



47. Table 14 shows the number of retired staff members in decision-making positions during the past two bienniums. For further information on engagements of retirees in decision-making positions, see annex II, table 2.A.

Table 14

Number of retired staff members in decision-making positions during the past two bienniums, by entity

Entity	2018–2019					2020–2021				
	USG	ASG	D-2	D-1	Total	USG	ASG	D-2	D-1	Total
Retirees										
DESA	–	–	1	–	1	–	–	1	–	1
DFS	–	–	–	1	1	–	–	–	–	–
DGACM	–	–	–	–	–	–	–	–	1	1
DM	1	2	1	1	5	–	–	–	–	–
DMSPC	–	2	2	3	7	–	1	–	–	1
DOS	–	–	–	–	–	1	–	–	–	1
DPA	2	1	1	–	4	–	–	–	–	–
DPKO	–	–	1	–	1	–	–	–	–	–
DPPA	4	3	–	–	7	–	1	–	–	1
DSS	–	1	–	–	1	–	–	–	–	–
EOSG	2	1	–	–	3	–	1	–	–	1
HSU	1	–	–	–	1	1	–	–	–	1

Entity	2018–2019					2020–2021				
	USG	ASG	D-2	D-1	Total	USG	ASG	D-2	D-1	Total
MINUSCA	–	–	–	1	1	–	–	–	–	–
MONUSCO	1	–	–	1	2	1	–	–	–	1
OCHA	–	–	1	1	2	–	–	–	–	–
ODA	–	–	–	1	1	–	–	–	–	–
OEERC	–	–	1	–	1	–	–	1	–	1
OIOS	1	–	–	–	1	1	–	–	–	1
OLA	–	–	–	–	–	–	1	–	–	1
OSASG-POG	–	1	–	–	1	–	–	–	–	–
OSC SEA	1	–	–	–	1	–	–	–	–	–
OSCS	–	–	–	–	–	1	–	–	–	1
OESG	–	–	–	2	2	–	–	–	–	–
OESG-MYR	–	–	–	–	–	1	–	–	–	1
OESG-SYRIA	1	–	–	–	1	–	–	–	–	–
OESG-YEMEN	–	1	–	–	1	–	–	–	–	–
OVRA	–	1	–	–	1	–	1	–	–	1
RCS	–	–	–	–	–	–	1	4	–	5
UNAMID	–	1	–	–	1	–	1	–	–	1
UNCTAD	–	–	–	1	1	–	–	–	–	–
UNIOGBIS	–	–	–	–	–	–	1	–	–	1
UNITAMS	–	–	–	–	–	–	1	–	–	1
UNMIK	–	–	–	1	1	–	–	–	1	1
UNOG	1	–	–	–	1	–	–	–	–	–
UNOV	–	–	–	1	1	–	–	–	–	–
UNSOS	–	1	–	–	1	–	–	–	–	–
UNVMC	1	–	–	–	1	–	–	–	–	–
Subtotal	16	15	8	14	53	6	9	6	2	23
Staff members retained beyond retirement age										
DESA	–	–	1	–	1	–	–	–	–	–
DGACM	–	–	–	1	1	–	–	1	–	1
DSS	–	–	1	–	1	–	–	–	–	–
ECA	–	–	–	–	–	–	–	–	1	1
ECLAC	–	–	–	2	2	–	–	1	2	3
MINUSMA	–	–	–	1	1	–	–	–	1	1
OCHA	–	–	–	–	–	–	–	–	1	1
RCS	–	–	1	–	1	–	–	1	–	1
UNAMA	–	–	–	–	–	–	–	–	1	1
UNAMID	–	–	–	1	1	–	–	–	1	1
UNMISS	–	–	1	–	1	–	–	–	–	–
UNODC	–	–	1	–	1	–	–	–	–	–
UNSMIL	–	–	–	–	–	–	–	–	2	2
Subtotal	–	–	5	5	10	–	–	3	9	12

Entity	2018–2019					2020–2021				
	USG	ASG	D-2	D-1	Total	USG	ASG	D-2	D-1	Total
Non-retired former staff members										
DM	1	–	–	–	1	–	–	–	–	–
ECA	–	–	–	1	1	–	–	–	–	–
OHCHR	1	–	–	–	1	1	–	–	–	1
OSESG-SYRIA	–	1	–	–	1	–	–	–	–	–
OSESG-YEMEN	1	–	–	–	1	–	–	–	–	–
UNMHA	–	–	–	–	–	–	1	–	–	1
UNOCA	1	–	–	–	1	1	–	–	–	1
UNSCOL	1	–	–	–	1	1	–	–	–	1
UNSMIL	–	–	–	–	–	1	–	–	–	1
Subtotal	5	1	–	1	7	4	1	–	–	5
Total	21	16	13	20	70	10	10	9	11	40

E. Gender

48. Women accounted for only 36.9¹¹ per cent of the retired staff population. However, women stayed longer with the Organization than men (154 days worked on average for women versus 147 days for men). See table 15 and figure XV for further details.

Table 15

Number of retired staff engagements and persons engaged, by gender: 2020–2021

	Number of engagements			Number of engagements (percentage)		Number of persons engaged			Number of persons engaged (percentage)	
	Female	Male	Total	Female	Male	Female	Male	Total	Female	Male
Retiree	913	1 620	2 533	36.0	64.0	286	483	769	37.2	62.8
Non-retired former staff members	192	369	561	34.2	65.8	37	62	99	37.4	62.6
Staff members retained beyond retirement age	9	23	32	28.1	71.9	9	23	32	28.1	71.9
Total	1 114	2 012	3 126	35.6	64.4	332	568	900	36.9	63.1

¹¹ Based on the number of persons engaged.

Figure XV
Share of women in retired staff engagements and average number of days worked by retired staff during the past four bienniums



F. Regional grouping

49. Table 16 provides a breakdown of retired staff during the past four bienniums by regional group of Member States. Retired staff from Western European and other States were the largest group in the biennium 2020–2021. While the shares of African States and Western European and other States increased, Asia-Pacific States and Eastern European States saw their shares decrease in 2020–2021.

Table 16
Engagement of retired staff during the past four bienniums, by regional group

Region ^a	2014–2015		2016–2017		2018–2019		2020–2021	
	Number of engagements	Percentage	Number of engagements	Percentage	Number of engagements	Percentage	Number of engagements	Percentage
African States	607	16.7	890	17.4	617	12.3	459	14.7
Asia-Pacific States	438	12.1	721	14.1	808	16.1	459	14.7
Eastern European States	319	8.8	478	9.3	672	13.4	359	11.5
Latin American and Caribbean States	466	12.8	572	11.2	543	10.8	337	10.8
Western European and other States	1 783	49.1	2 446	47.8	2 369	47.2	1 511	48.3
Other ^b	15	0.4	14	0.3	10	0.2	1	.03
Total	3 628	100.0	5 121	100.0	5 019	100.0	3 126	100.0

^a See www.un.org/dgacm/content/regional-groups.

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

G. Age

50. The average age¹² of retirees engaged during the reporting period was 67.5 (an increase from 67.1 in 2018–2019). The average age for non-retired former staff members engaged was 67.9 (an increase from 67.3 in 2018–2019). Staff members retained beyond the mandatory retirement age were of an average age of 64.2 (an increase from 63.2 in 2018–2019). Tables 17, 18 and 19 provide a breakdown of each population by age.

¹² The age of the person at the beginning of the engagement was used to calculate the average age in each population.

Table 17
Retirees engaged during the past four bienniums, by age

Age group	2014–2015						2016–2017						2018–2019						2020–2021					
	Number of engagements			Number of persons engaged			Number of engagements			Number of persons engaged			Number of engagements			Number of persons engaged			Number of engagements			Number of persons engaged		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
55 to under 60	29	43	72	18	23	41	45	53	98	24	20	44	64	60	124	22	27	49	43	62	105	21	24	45
60 to under 65	697	624	1 321	298	298	596	582	998	1 580	265	332	597	471	883	1 354	179	248	427	160	337	497	76	126	202
65 to under 70	402	552	954	208	227	435	528	851	1 379	177	227	404	729	1 004	1 733	188	244	432	462	785	1 247	146	250	396
70 to under 75	168	291	459	63	112	175	205	586	791	53	135	188	300	409	709	78	121	199	165	292	457	56	108	164
75 to under 80	62	167	229	18	35	53	139	326	465	20	56	76	125	210	335	23	55	78	67	126	193	16	38	54
80 and over	27	41	68	8	14	22	89	79	168	13	20	33	41	53	94	8	13	21	16	18	34	7	9	16
Total	1 385	1 718	3 103	554	639	1 193	1 588	2 893	4 481	496	707	1 203	1 730	2 619	4 349	428	615	1 043	913	1 620	2 533	286	483	769

Table 18
Non-retired former staff members engaged during the past four bienniums, by age

Age group	2014–2015						2016–2017						2018–2019						2020–2021					
	Number of engagements			Number of persons engaged			Number of engagements			Number of persons engaged			Number of engagements			Number of persons engaged			Number of engagements			Number of persons engaged		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
60 to under 65	39	133	172	24	46	70	46	30	76	5	11	16	19	127	146	5	20	25	27	109	136	5	21	26
65 to under 70	77	71	148	14	26	40	126	180	306	26	32	58	120	230	350	19	28	47	72	145	217	20	37	57
70 to under 75	14	34	48	4	12	16	83	67	150	10	14	24	50	56	106	9	14	23	74	91	165	13	15	28
75 to under 80	6	2	8	2	2	4	9	17	26	3	4	7	14	33	47	2	6	8	18	24	42	1	3	4
80 and over	–	–	–	–	–	–	–	3	3	–	1	1	–	2	2	–	2	2	1	–	1	1	–	1
Total	136	240	376	39	78	117	264	297	561	40	53	93	203	448	651	30	63	93	192	369	561	37	62	99

Table 19

Staff members retained beyond the mandatory age of separation during the past four bienniums, by age

Age group	2014–2015						2016–2017						2018–2019						2020–2021					
	Number of engagements			Number of persons engaged			Number of engagements			Number of persons engaged			Number of engagements			Number of persons engaged			Number of engagements			Number of persons engaged		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
60 to under 65	34	114	148	26	70	96	26	51	77	26	51	77	5	10	15	5	10	15	5	9	14	5	9	14
65 to under 70	–	1	1	–	1	1	2	–	2	2	–	2	2	1	3	2	1	3	4	14	18	4	14	18
75 to under 80	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	1	1	–	–	–	–	–	–
Total	34	115	149	26	70	96	28	51	79	28	51	79	7	12	19	7	12	19	9	23	32	9	23	32

IV. Consultants and individual contractors

A. Population

51. The present section contains an analysis of the use of consultants and individual contractors¹³ during the biennium 2020–2021.¹⁴ Further information on the engagement of consultants and individual contractors during 2020–2021 is provided in annex III. Detailed information on UNDAC¹⁵ engagements is provided in tables 3.A and 3.B of annex III.

52. The total number of engagements of consultants and individual contractors was 60,671, which represents a reduction of 19 per cent from 74,772 engagements in 2018–2019. There were 21,120 consultancy engagements – an increase of 34.8 per cent from the previous biennium. Engagements of individual contractors declined about 33 per cent to 39,551 engagements in 2020–2021.

53. At departments/offices, regional commissions and tribunals, there were 34,315 engagements of consultants and individual contractors: 20,370 for consultants, which represents a 27 per cent reduction compared with the previous biennium, and 13,945 for individual contractors, representing a 6 per cent reduction compared with the previous biennium (see table 20).

Table 20

Consultants and individual contractors at departments/offices, regional commissions and tribunals, by number of engagements, number of persons engaged, gender and number of days worked: 2020–2021

	Number of engagements		Number of persons engaged			Number of days worked		
	2020–2021	Change from 2018–2019 (percentage)	Female	Male	Total	2020–2021	Change from 2018–2019 (percentage)	
Consultants								
Consultants	19 965	38.0	4 563	6 410	10 973	32.1	1 367 390	41.9
Retirees as consultants	405	(6.0)	54	174	228	(10.6)	21 134	(0.5)
Subtotal	20 370	36.7	4 617	6 584	11 201	30.8	1 388 524	41.0
Individual contractors								
Individual contractors	12 851	(0.5)	2 235	1 653	3 888	18.6	447 532	38.9
Retirees as individual contractors	1 094	(42.8)	86	122	208	(18.4)	19 131	(6.1)
Subtotal	13 945	(6.0)	2 321	1 775	4 096	15.9	466 663	36.2
Total	34 315	15.4	6 938	8 359	15 297	26.5	1 855 187	39.7

54. At peacekeeping operations and special political missions and other political presences, there were 26,356 engagements recorded during the biennium 2020–2021, which represents a 42 per cent reduction compared with the previous biennium:

(a) 750 for consultants, which represents a 3 per cent reduction compared with the previous biennium;

¹³ See [ST/AI/2013/4](#) for definition of consultant and individual contractor.

¹⁴ Data for consultants and individual contractors have been gathered from Umoja.

¹⁵ UNDAC is a part of OCHA. It serves as the international response system for sudden-onset emergencies, such as an earthquake or a flood, and is designed to help the United Nations and Governments of disaster-affected countries during the first phase of an emergency.

(b) 25,606 for individual contractors, representing a 42 per cent reduction compared with the previous biennium (see table 21).

Table 21

Consultants and individual contractors at peacekeeping operations, special political missions and other political presences, by number of engagements, number of persons engaged, gender and number of days worked: 2020–2021

	Number of engagements		Number of persons engaged			Number of days worked		
	2020–2021	Change from 2018–2019 (percentage)	Female	Male	Total	Change from 2018–2019 (percentage)	2020–2021	Change from 2018–2019 (percentage)
Consultants								
Consultants	731	(1.6)	126	260	386	(7.4)	39 371	12.1
Retirees as consultants	19	(32.1)	5	8	13	(43.5)	494	(27.0)
Subtotal	750	(2.7)	131	268	399	(9.3)	39 865	11.4
Individual contractors								
Individual contractors	25 551	(42.2)	1 113	7 134	8 247	(42.0)	1 433 386	(40.8)
Retirees as individual contractors	55	(26.7)	3	18	21	(27.6)	2 378	(39.6)
Subtotal	25 606	(42.2)	1 116	7 152	8 268	(41.9)	1 435 764	(40.8)
Total	26 356	(41.5)	1 247	7 420	8 667	(40.9)	1 475 629	(40.0)

55. There were 23,913¹⁶ persons engaged as consultants or individual contractors during the reporting period, representing a 10.5 per cent reduction compared with the previous biennium. Of the persons engaged:

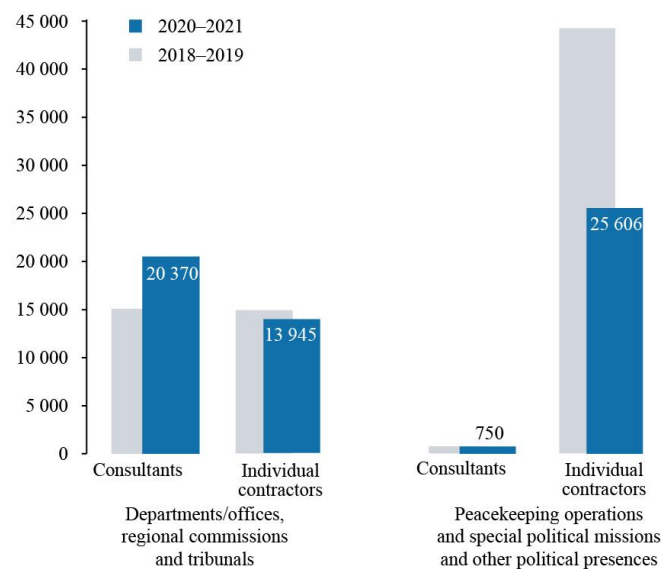
(a) 15,297 were at departments/offices, regional commissions and tribunals (see table 22), representing an increase of 27 per cent compared with 2018–2019, of whom 11,201 were consultants, representing a 30.8 per cent increase, and 4,096 were individual contractors, representing a 15.9 per cent increase;

(b) 8,667 were at peacekeeping operations, special political missions and other political presences (see table 23), representing a reduction of 41 per cent compared with 2018–2019, of whom 399 were consultants, representing a decline of 9.3 per cent, and 8,268 were individual contractors, representing a 41.9 per cent decline.

56. Figure XVI shows the number of engagements of consultants and individual contractors by type of entity. A fraction of consultants and individual contractors recruited by departments/offices, regional commissions and tribunals entities were retirees – representing 2.0 per cent of engagements of consultants and 7.8 per cent of engagements of individual contractors.

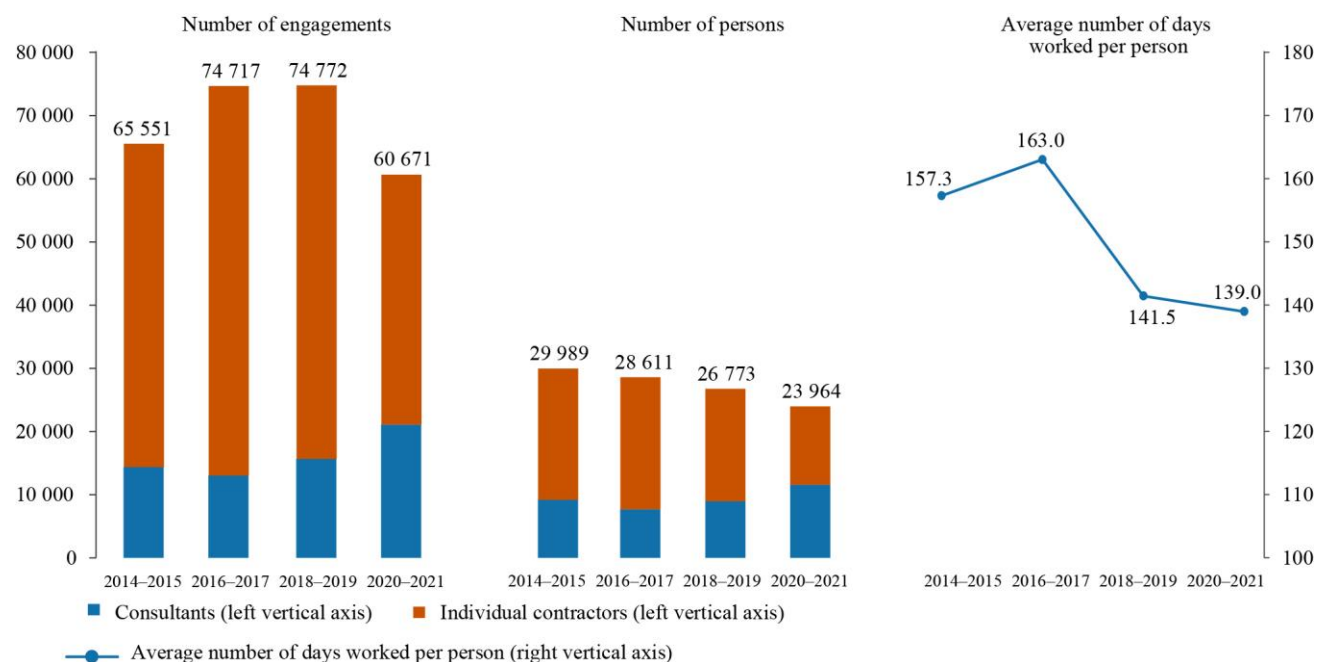
¹⁶ The number of persons engaged as consultants or individual contractors is the sum of the number of persons engaged as consultants (11,562) and the number of persons engaged as individual contractors (12,351).

Figure XVI
Number of engagements of consultants and individual contractors, by type of entity: 2020–2021



57. In 2020–2021, the number of consultant and individual contractor engagements declined to its lowest level in the past four bienniums (see figure XVII). The number of persons engaged continued its declining trend from 2014–2015 and reached its lowest number in 2020–2021. In addition, the average number of days worked by each consultant or individual contractor decreased from 163 days in 2016–2017 to 139 days in 2020–2021.

Figure XVII
Number of engagements of consultants and individual contractors, number of persons engaged and average number of days worked per person during the past four bienniums



58. Even though the overall number of engagements of consultants and individual contractors declined, there were disparities when the data were disaggregated. When broken down by type of personnel, engagements of consultants increased nearly 35 per cent (from 15,670 in 2018–2019 to 21,120 in 2020–2021) and engagements of individual contractors declined by a third (from 59,102 in 2018–2019 to 39,551 in 2020–2021).

59. The increase in engagements of consultants was mainly attributable to the following:

(a) An increase in special projects requiring specialized knowledge (e.g. data analysis, business improvements, change management) and expertise based on expanding mandates (e.g. the introduction of additional sustainability initiatives and remote infrastructure management in the field) and available project funding;

(b) A requirement for locally sourced capacity due to travel restrictions caused by the COVID-19 pandemic.

60. The decline in engagements of individual contractors was mainly attributable to the following:

(a) The closure of missions such as UNAMID, MINUJUSTH and UNIOGBIS;

(b) Reduced requirements for location-dependent services due to increased remote working during the COVID-19 pandemic, mainly with regard to facilities management and cleaning services;

(c) Reduced requirements for on-site conference management and translation services;

(d) The outsourcing of services to third-party providers. (e.g. facilities management in UNISFA, cleaning services in MINUSCA and transportation services in UNMISS).

61. Tables 22 and 23 show statistics of consultants and individual contractors disaggregated by type of entity for the past four bienniums: table 22 for departments/offices, regional commissions and tribunals, and table 23 for peacekeeping operations and special political missions and other political presences.

62. Data shows that engagement patterns vary across types of entities.

(a) Consultant and individual contractor engagements with departments/offices, regional commissions and tribunals increased steadily during the past four bienniums, from 20,732 in 2014–2015 to 34,315 in 2020–2021 (see figure XVIII and table 22). The number of persons engaged and the average number of days worked per person increased during the same period. The number of Member States represented by consultants and individual contractors also increased to 188 countries during the past four bienniums; however, the total number of entities declined from 55 in 2018–2019 to 50 in 2020–2021;

(b) Peacekeeping operations, special political missions and other political presences saw a decreasing number of engagements during the past four bienniums, from 44,819 in 2014–2015 to 26,356 in 2020–2021 (see figure XIX and table 23). The number of persons engaged and the average number of days worked per person also declined during the same period. The number of Member States represented by consultants and individual contractors decreased slightly from 111 countries in 2018–2019 to 110 in 2020–2021; however, the total number of entities increased to 46 in 2020–2021.

Figure XVIII

Number of engagements, number of persons engaged and average number of days worked per consultant and individual contractor recruited by departments/offices, regional commissions and tribunals during the past four bienniums

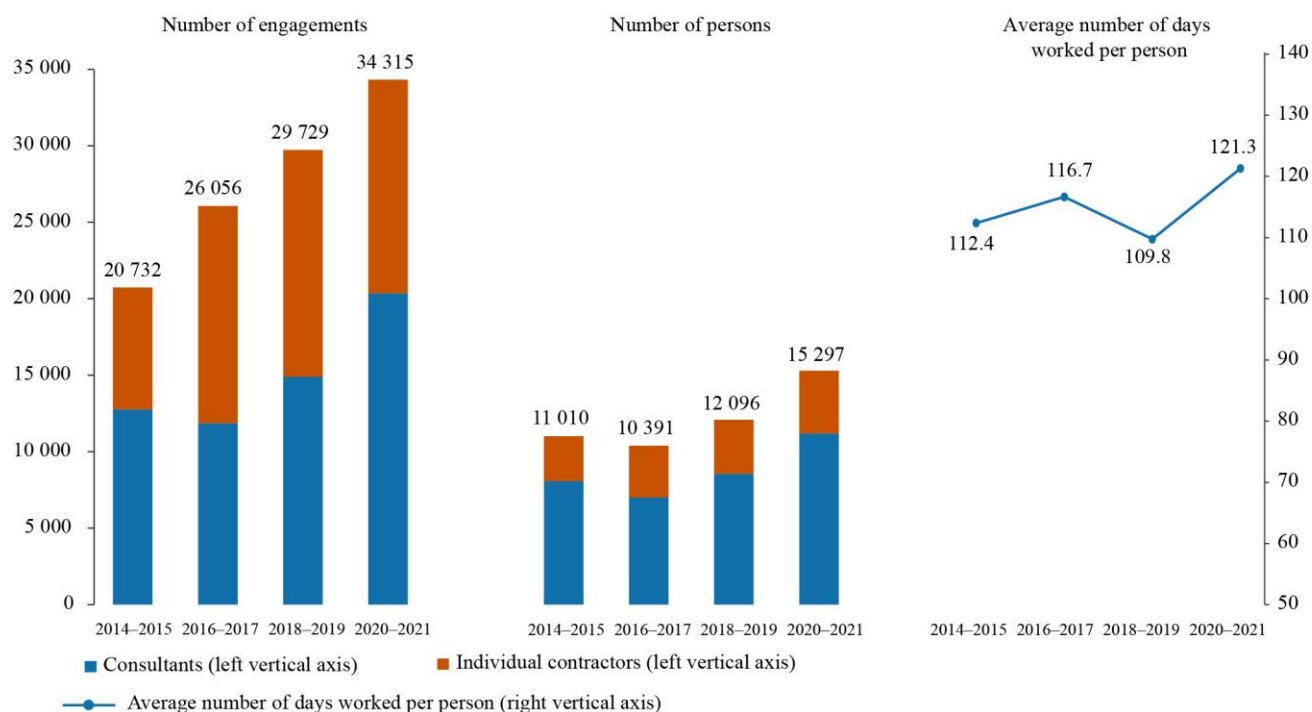


Table 22

Engagement of consultants and individual contractors at departments/offices, regional commissions and tribunals during the past four bienniums

Consultants and individual contractors		2014-2015	2016-2017	2018-2019	2020-2021
Number of persons	Consultant	8 082	7 014 (-13.2%)	8 563 (+22.1%)	11 201 (+30.8%)
	Individual contractor	2 920	3 376 (+15.6%)	3 533 (+4.7%)	4 096 (+15.9%)
Total		11 002^a	10 390^a (-5.6%)	12 096^a (+16.4%)	15 297^a (+26.5%)
Number of engagements	Consultant	12 764	11 872 (-7.0%)	14 899 (+25.5%)	20 370 (+36.7%)
	Individual contractor	7 968	14 184 (+78.0%)	14 830 (+4.6%)	13 945 (-6.0%)
Total		20 732	26 056 (+25.7%)	29 729 (+14.1%)	34 315 (+15.4%)
Number of Member States represented	Consultant	176	180 (+2.3%)	177 (-1.7%)	186 (+5.1%)
	Individual contractor	138	138 (0.0%)	151 (+9.4%)	146 (-3.3%)
Total		179	180 (+0.6%)	179 (-0.6%)	188 (+5.0%)
Number of entities	Consultant	41	41 (0.0%)	52 (+26.8%)	50 (-3.8%)
	Individual contractor	38	41 (+7.9%)	50 (+22.0%)	41 (-18.0%)
Total		42	43 (+2.4%)	55 (+27.9%)	50 (-9.1%)

Consultants and individual contractors		2014–2015	2016–2017	2018–2019	2020–2021
Number of days worked	Consultant	883 375	863 373 (-2.3%)	985 045 (+14.1%)	1 388 523 (+41.0%)
	Individual contractor	353 617	348 739 (-1.4%)	342 582 (-1.8%)	466 664 (+36.2%)
Total		1 236 992	1 212 112 (-2.0%)	1 327 627 (+9.5%)	1 855 187 (+39.7%)
Share of women (percentage)	Consultant	36	39	40	41
	Individual contractor	57	57	55	57
Total		41	44	44	45

^a Total number of persons is the sum of persons employed as consultants and persons employed as individual contractors.

Figure XIX

Number of engagements, number of persons engaged and average number of days worked per consultant and individual contractor recruited by peacekeeping operations, special political missions and other political presences during the past four bienniums

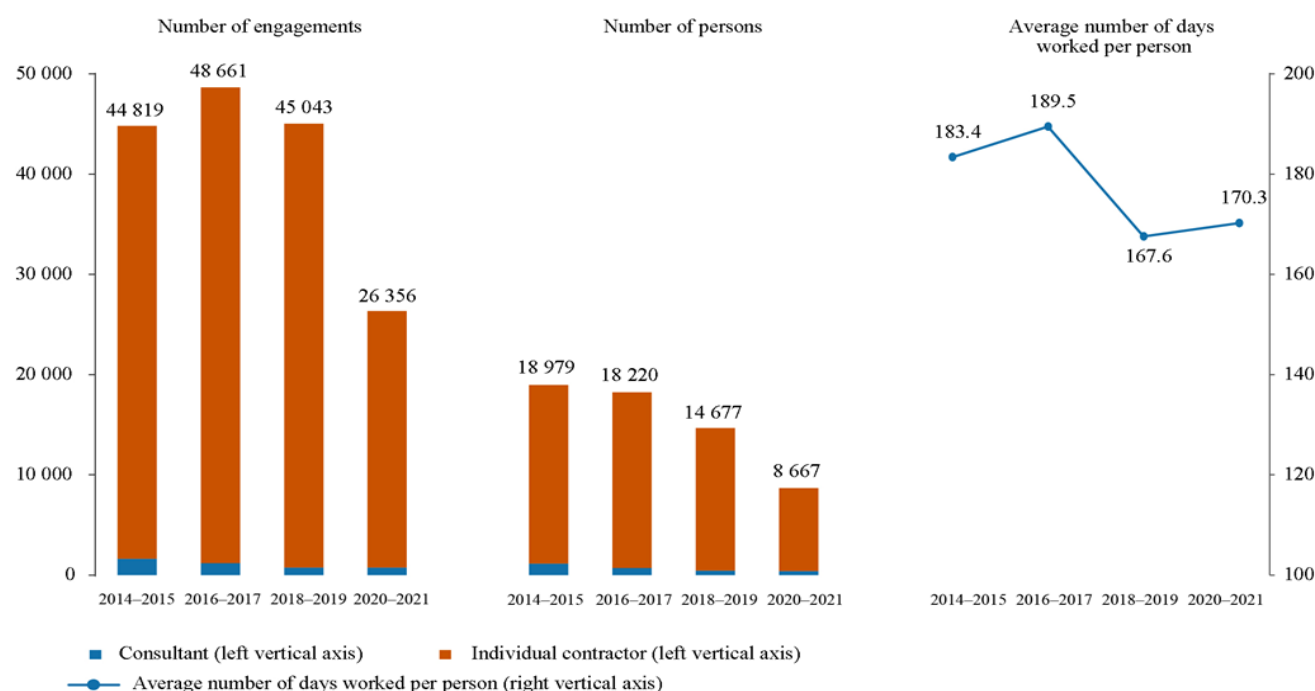


Table 23

Engagement of consultants and individual contractors at peacekeeping operations, special political missions and other political presences during the past four bienniums

Consultants and individual contractors		2014–2015	2016–2017	2018–2019	2020–2021
Number of persons	Consultant	1 134	719 (-36.6%)	440 (-38.8%)	399 (-9.3%)
	Individual contractor	17 844	17 501 (-1.9%)	14 237 (-18.7%)	8 268 (-41.9%)
Total		18 978^a	18 220^a (-4.0%)	14 677^a (-19.4%)	8 667^a (-40.9%)
Number of engagements	Consultant	1 634	1 183 (-27.6%)	771 (-34.8%)	750 (-2.7%)
	Individual contractor	43 185	47 478 (+9.9%)	44 272 (-6.8%)	25 606 (-42.2%)
Total		44 819	48 661 (+8.6%)	45 043 (-7.4%)	26 356 (-41.5%)

<i>Consultants and individual contractors</i>		<i>2014–2015</i>	<i>2016–2017</i>	<i>2018–2019</i>	<i>2020–2021</i>
Number of Member States represented	Consultant	85	96 (+11.6%)	82 (-14.6%)	86 (+4.9%)
	Individual contractor	90	87 (-4.4%)	91 (+4.6%)	90 (-1.1%)
Total		107	113 (+4.6%)	111 (-1.8%)	110 (-0.9%)
Number of entities	Consultant	33	38 (+15.2%)	33 (-13.2%)	36 (+9.1%)
	Individual contractor	37	43 (+16.2%)	41 (-4.7%)	42 (+2.4%)
Total		41	46 (+12.2%)	43 (-6.5%)	46 (+7.0%)
Number of days worked	Consultant	109 828	73 223 (-33.3%)	35 788 (-51.1%)	39 865 (+11.4%)
	Individual contractor	3 371 002	3 379 413 (+0.2%)	2 423 741 (-28.3%)	1 435 764 (-40.8%)
Total		3 480 830	3 452 636 (-0.8%)	2 459 529 (-28.8%)	1 475 629 (-40.0%)
Share of women (percentage)	Consultant	22	24	26	33
	Individual contractor	18	19	18	13
Total		19	19	18	14

^a Total number of persons is the sum of persons employed as consultants and persons employed as individual contractors.

B. Entity

63. Details on the number of engagements of consultants and individual contractors at departments/offices, regional commissions and tribunals for the 12 entities with the highest number of engagements are shown in table 24. Further details are provided in annex III, table 2.A. Table 26 includes information on engagements by job network.

64. The 12 peacekeeping operations and special political missions and other political presences with the highest number of engagements of consultants and individual contractors are shown in table 25. More detailed information is provided in annex III, tables 4.A and 4.B. Table 27 provides information on engagements by job network.

65. The majority of entities in the departments/offices, regional commissions and tribunals showed increases in the engagements of consultants and individual contractors (see table 24). For example, OHCHR and ECLAC reported notable increases in consultant engagements. OHCHR reported expanding mandates and increased project funding to, inter alia, deliver special reports, which created a requirement to augment its existing expertise with outside knowledge and capacity. ECLAC reported that COVID-19-related travel restrictions had required the use of consultants and individual contractors in order to maintain its technical assistance, advisory services, data collection and research in specific regions. This ensured the Commission's operational continuity and mandate implementation.

66. Some entities experienced reduced demand for consultants and individual contractors. For example, DGACM witnessed a lower need for language and conference support personnel owing to the cancellation of meetings and/or conferences as a result of COVID-19-related restrictions. In addition, DGACM continued to use third-party providers, such as translation companies, to improve its ability to react flexibly to fluctuating demands while reducing the administrative burden.

Table 24

Engagement of consultants and individual contractors at departments/offices, regional commissions and tribunals, by entity: 2020–2021 (the 10 entities with the largest number of engagements)

Entity	Number of engagement: consultants	Engagements (percentage)	Change from 2018–2019 (percentage)	Number of engagements: individual contractors	Engagements (percentage)	Change from 2018–2019 (percentage)	Total number of engagements	Total number of engagements (percentage)	Change from 2018–2019 (percentage)
DGACM	106	0.5	30.9	4 449	31.9	(32.0)	4 555	13.3	(31.2)
UNEP	3 413	16.8	28.5	840	6.0	(0.9)	4 253	12.4	21.3
UNODC	3 009	14.8	19.7	672	4.8	21.5	3 681	10.7	20.1
ECLAC	2 245	11.0	80.3	946	6.8	(1.9)	3 191	9.3	44.5
UN-Habitat	2 631	12.9	54.9	232	1.7	47.8	2 863	8.3	54.3
ECA	1 102	5.4	80.1	1 141	8.2	(20.3)	2 243	6.5	9.8
ESCAP	1 279	6.3	50.8	814	5.8	36.3	2 093	6.1	44.8
ESCWA	539	2.6	44.5	722	5.2	69.1	1 261	3.7	57.6
DESA	875	4.3	55.7	372	2.7	105.5	1 247	3.6	67.8
UNCTAD	861	4.2	36.0	380	2.7	6.7	1 241	3.6	25.5
Other	4 310	21.2	n/a	3 377	24.2	n/a	7 687	22.4	n/a
Total	20 370	100.0	36.7	13 945	100.0	(6.0)	34 315	100.0	15.4

67. With the closure of missions (UNAMID, MINUJUSTH and UNIOGBIS), as well as lower demand for individual contractors as a result of remote working arrangements and reduced in-person meetings owing to COVID-19-related restrictions, there was an overall decrease of 41.5 per cent in the number of engagements of consultants and individual contractors in peacekeeping operations, special political missions and other political presences. For example, following the staffing review in 2019, UNISFA outsourced the majority of individual contractors in engineering/facilities management to a third-party contractor, reducing the number of non-staff personnel and the related administrative effort. Similarly, MINUSMA continued its outsourcing efforts and was able to replace the use of individual contractors with a cleaning company.

Table 25

Engagement of consultants and individual contractors at peacekeeping operations, special political missions and other political presences, by entity: 2020–2021 (the 10 entities with the largest number of engagements)

Entity	Number of engagements: consultants	Engagements (percentage)	Change from 2018–2019 (percentage)	Number of engagements: individual contractors	Engagements (percentage)	Change from 2018–2019 (percentage)	Total number of engagements	Total number of engagements (percentage)	Change from 2018–2019 (percentage)
MINUSMA	49	6.5	(14.0)	13 021	50.9	(15.9)	13 070	49.6	(15.9)
UNAMID	22	2.9	144.4	6 252	24.4	(47.8)	6 274	23.8	(47.7)
UNMISS	54	7.2	86.2	3 168	12.4	(16.7)	3 222	12.2	(15.9)
UNISFA	96	12.8	190.9	822	3.2	(75.7)	918	3.5	(73.2)
UNDOF	–	–	(100.0)	405	1.6	(62.8)	405	1.5	(62.9)
UNITAD	75	10.0	7 400.0	291	1.1	148.7	366	1.4	210.2
UNAMI	22	2.9	(43.6)	205	0.8	15.8	227	0.9	5.1
BINUH	2	0.3	–	208	0.8	264.9	210	0.8	268.4
UNITAMS	8	1.1	–	171	0.7	–	179	0.7	–
UNSOS	75	10.0	–	82	0.3	–	157	0.6	–
Other	347	46.3	–	981	3.8	–	1 328	5.0	–
Total	750	100.0	(2.7)	25 606	100.0	(42.2)	26 356	100.0	(41.5)

C. Job network

68. Table 26 shows the number of engagements of consultants and individual contractors at departments/offices, regional commissions and tribunals by job network during the period 2020–2021. Compared with the 2018–2019 reporting period, the largest increase in engagements of consultants and individual contractors, in relative terms, was in the logistics, transportation and supply chain job network. The economic, social and development job network saw the largest increase in absolute terms: from 9,991 engagements in 2018–2019 to 14,716 in 2020–2021, owing to the increased need for services as a result of COVID-19-related travel restrictions, which reduced the ability to secure the required expert advice normally received from expert group meetings. The increase in the information and telecommunication technology job network was due to increased direct engagement of consultants instead of using a third-party vendor for contractual services, eliminating overhead costs payable to the vendor.

Table 26

Engagement of consultants and individual contractors at departments/offices, regional commissions and tribunals, by job network: 2020–2021

<i>Job network</i>	<i>Number of engagements: consultants</i>	<i>Number of engagements: consultants (percentage)</i>	<i>Number of engagements: individual contractors</i>	<i>Number of engagements: individual contractors (percentage)</i>	<i>Total number of engagements</i>	<i>Total engagements (percentage)</i>	<i>Change from 2018–2019 (percentage)</i>
Economic, social and development	12 006	58.9	2 710	19.4	14 716	42.9	47.3
Information and telecommunication technology	998	4.9	574	4.1	1 572	4.6	117.7
Internal security and safety	28	0.1	21	0.2	49	0.1	(29.0)
Legal	299	1.5	81	0.6	380	1.1	(9.1)
Logistics, transportation and supply chain	1 658	8.1	364	2.6	2 022	5.9	363.8
Management and administration	930	4.6	1 247	8.9	2 177	6.3	(9.9)
Political, peace and humanitarian	1 410	6.9	510	3.7	1 920	5.6	34.0
Public information and conference management	595	2.9	7 973	57.2	8 568	25.0	(21.0)
Science	120	0.6	55	0.4	175	0.5	(84.0)
Other services	2 326	11.4	410	2.9	2 736	8.0	18.9
Total	20 370	100.0	13 945	100.0	34 315	100.0	15.4

69. Table 27 shows the number of engagements of consultants and individual contractors at peacekeeping operations and special political missions and other political presences, by job network, during the period 2020–2021. Except for internal security and safety, legal and science, all other job networks saw decreases in consultant and individual contractor engagements from 2018–2019. The reduction in logistics, transportation and supply chain was due to a reduced number of engagements at UNAMID and UNMISS.

Table 27

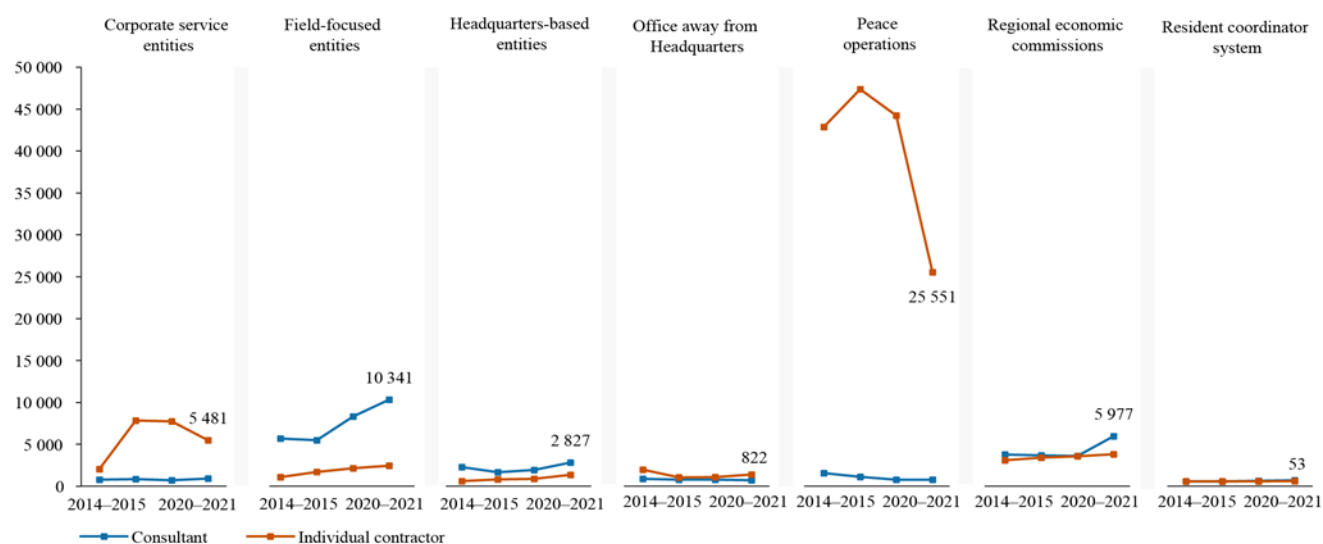
Engagement of consultants and individual contractors at peacekeeping operations, special political missions and other political presences, by job network: 2020–2021

<i>Job network</i>	<i>Number of engagements: consultants</i>	<i>Number of engagements: consultants (percentage)</i>	<i>Number of engagements: individual contractors</i>	<i>Number of engagements: individual contractors (percentage)</i>	<i>Total number of engagements</i>	<i>Total engagements (percentage)</i>	<i>Change from 2018–2019 (percentage)</i>
Economic, social and development	53	7.1	18	0.1	71	0.3	(84.8)
Information and telecommunication technology	3	0.4	101	0.4	104	0.4	(60.5)
Internal security and safety	10	1.3	588	2.3	598	2.3	11.4
Legal	11	1.5	–	–	11	< 0.1	266.7
Logistics, transportation and supply chain	74	9.9	4 713	18.4	4 787	18.2	(60.4)
Management and administration	127	16.9	684	2.7	811	3.1	(47.9)
Political, peace and humanitarian	134	17.9	55	0.2	189	0.7	(88.5)
Public information and conference management	23	3.1	88	0.3	111	0.4	(44.5)
Science	18	2.4	113	0.4	131	0.5	133.9
Other services	297	39.6	19 246	75.2	19 543	74.2	(30.8)
Total	750	100.0	25 606	100.0	26 356	100.0	(41.5)

70. Figure XX shows engagements of consultants and individual contractors disaggregated by entity group. Peace operations employed the largest number of individual contractors – despite the decline in the past two bienniums. Field-focused entities were the largest employers of consultants.

Figure XX

Number of engagements of consultants and individual contractors during the past four bienniums, by entity group



D. Gender

71. Table 28 provides the gender distribution of consultants and individual contractors in 2020–2021. For the trend information for the past four bienniums, refer to figure XXI.

Table 28

Number of consultants and individual contractors, by gender: 2020–2021

Entity type	Type of personnel	Female			Male			Total	
		Number of persons	Percentage	Change from 2018–2019 (percentage)	Number of persons	Percentage	Change from 2018–2019 (percentage)	Number of persons	Change from 2018–2019 (percentage)
Departments/offices, regional commissions and tribunals	Consultant	4 617	41.2	35.5	6 584	58.8	27.7	11 201	30.8
	Individual contractor	2 321	56.7	18.7	1 775	43.3	12.6	4 096	15.9
Subtotal		6 938	45.4	29.4	8 359	54.6	24.1	15 297	26.5
Peacekeeping operations and special political missions and other political presences	Consultant	131	32.8	15.9	268	67.2	(18.0)	399	(9.3)
	Individual contractor	1 116	13.5	(55.3)	7 152	86.5	(39.1)	8 268	(41.9)
Subtotal		1 247	14.4	(52.2)	7 420	85.6	(38.5)	8 667	(40.9)
Total		8 185	34.2	2.7	15 779	65.8	(16.1)	23 964	(10.5)

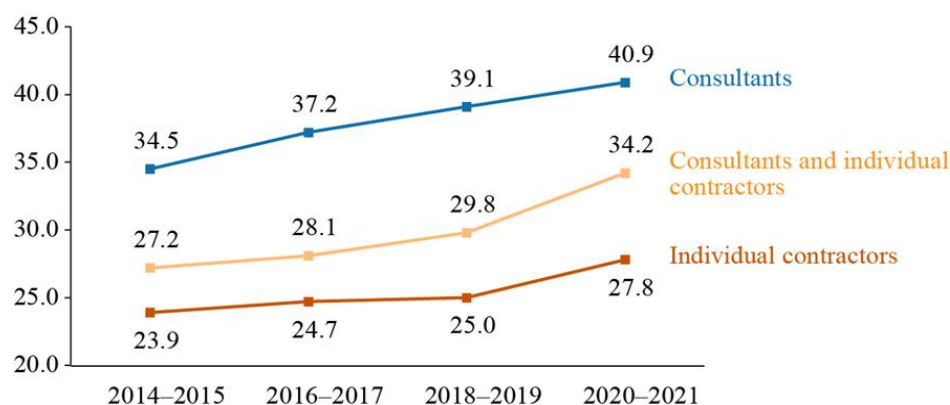
Note: The number of persons is calculated as the sum of unique persons by type of personnel and entity type.

72. Women represented 40.9 per cent of consultants and 27.8 per cent of individual contractors. The percentage of women who served as consultants and individual contractors steadily increased from 27.2 per cent in 2014–2015 to 34.2 per cent in 2020–2021. However, the levels remained below parity (see figure XXI).

Figure XXI

Share of women in consultants and individual contractors during the past four bienniums

(Percentage)



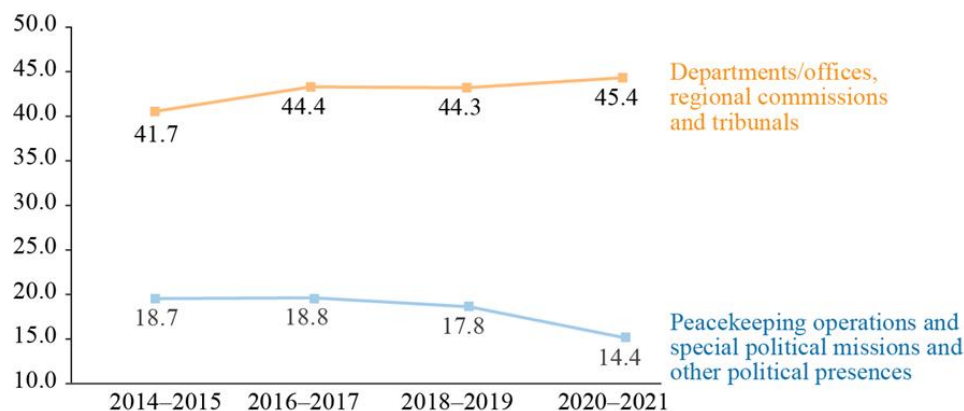
73. The percentage of women who served as consultants and individual contractors in the departments/offices, regional commissions and tribunals increased from 44.3 per cent in 2018–2019 to 45.4 per cent in 2020–2021. Women's representation in peacekeeping operations, special political missions and other political presences

declined to the lowest level during the past four bienniums: from 18.7 per cent in 2014–2015 to 14.4 per cent in 2020–2021 (see figure XXII). This reflected decreases in MINUSMA, UNAMI and UNISFA, owing in part to outsourcing.

Figure XXII

Share of women in consultants and individual contractors during the past four bienniums, by type of entity

(Percentage)

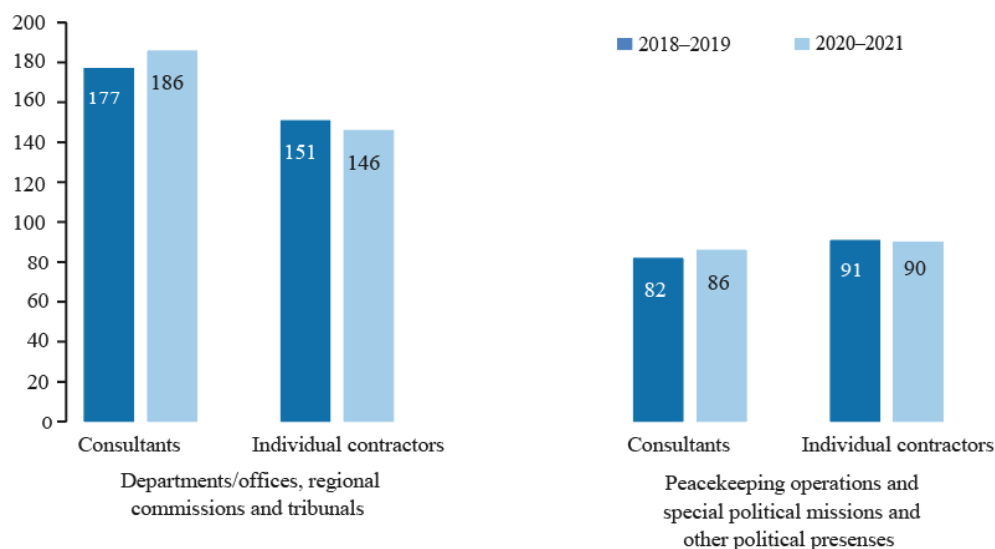


E. Regional grouping

74. During the biennium 2020–2021, consultants and individual contractors employed by departments/offices, regional commissions and tribunals came from 188 Member States. Consultants came from 186 Member States, and individual contractors came from 146 Member States. Consultants and individual contractors employed by the peacekeeping operations, special political missions and other political presences were from 110 Member States. Consultants came from 86 Member States and individual contractors came from 90 Member States (see figure XXIII).

Figure XXIII

Number of Member States represented by consultants and individual contractors during the past two bienniums, by type of entity



75. Consultants from Western European and other States were the largest group, representing 41 per cent of all engagements of consultants in the biennium 2020–2021 (see figure XXIV). Engagements of individual contractors from the African States made up nearly two thirds of all engagements in 2020–2021 (see figure XXV).

Figure XXIV

Percentage of engagements of consultants during the past four bienniums, by regional group

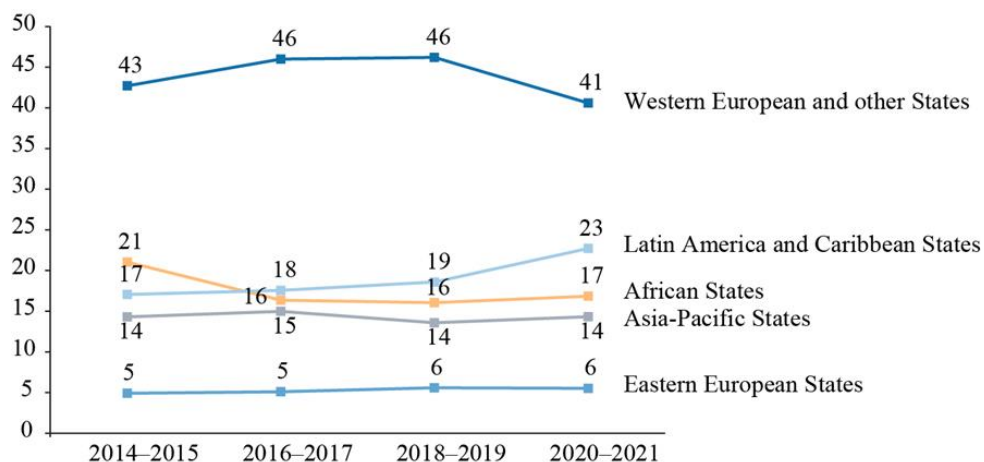
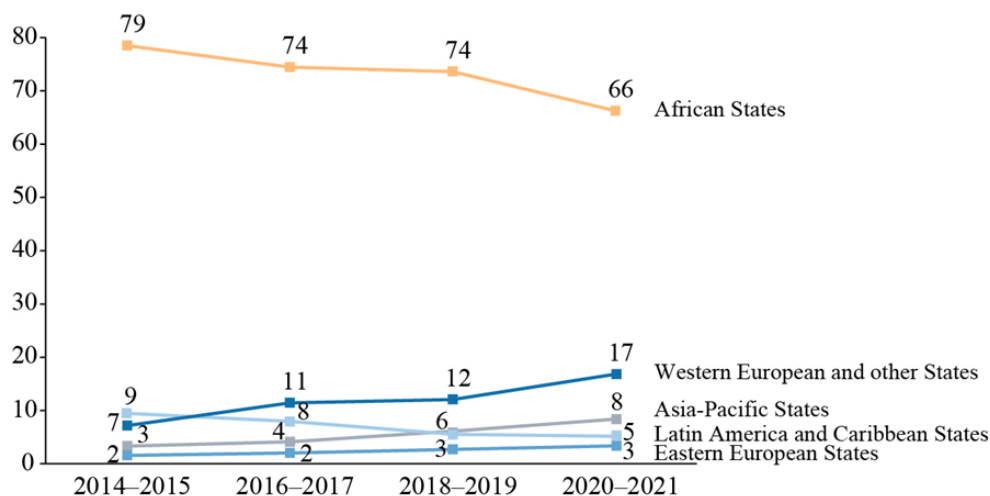


Figure XXV

Percentage of engagements of individual contractors during the past four bienniums, by regional group



76. Table 29 illustrates the breakdown of engagements of consultants and individual contractors, during the past four bienniums, by regional group of Member States.

Table 29

Number of consultants and individual contractors at departments/offices, regional commissions and tribunals and at peacekeeping operations, special political missions and other political presences during the past four bienniums, by regional group

Region ^a	2014–2015				2016–2017				2018–2019				2020–2021			
	Consultants	Individual contractors	Total	Percentage	Consultants	Individual contractors	Total	Percentage	Consultants	Individual contractors	Total	Percentage	Consultants	Individual contractors	Total	Percentage
African States	3 017	40 129	43 146	65.8	2 133	45 867	48 000	64.2	2 507	43 450	45 957	61.5	3 550	26 109	29 659	48.9
Asia-Pacific States	2 050	1 688	3 738	5.7	1 953	2 547	4 500	6.0	2 122	3 620	5 742	7.7	3 019	3 306	6 325	10.4
Eastern European States	706	801	1 507	2.3	667	1 258	1 925	2.6	875	1 593	2 468	3.3	1 166	1 333	2 499	4.1
Latin American and Caribbean States	2 444	4 843	7 287	11.1	2 292	4 913	7 205	9.6	2 904	3 256	6 160	8.2	4 787	2 040	6 827	11.3
Western European and other States	6 124	3 653	9 777	14.9	5 996	7 038	13 034	17.4	7 221	7 119	14 340	19.2	8 549	6 628	15 177	25.0
Other ^b	57	39	96	0.1	14	39	53	0.1	41	64	105	0.1	49	135	184	0.3
Total	14 398	51 153	65 551	100.0	13 055	61 662	74 717	100.0	15 670	59 102	74 772	100.0	21 120	39 551	60 671	100.0

^a See www.un.org/dgacm/content/regional-groups.

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

F. Appointments

77. Table 30 includes the percentages of retirees engaged as consultants and individual contractors at departments/offices, regional commissions and tribunals and in peacekeeping operations, special political missions and other political presences during 2020–2021.

Table 30

Retirees engaged as consultants and individual contractors at departments/offices, regional commissions and tribunals and at peacekeeping operations, special political missions and other political presences: 2020–2021

	Population	Consultant type	Number of engagements		Number of persons		Number of days worked	
			2020–2021	Change from 2018–2019 (percentage)	2020–2021	Change from 2018–2019 (percentage)	2020–2021	Change from 2018–2019 (percentage)
Departments/offices, regional commissions and tribunals	Consultant	Retiree	405	(6.0)	228	(10.6)	21 134	(0.5)
		Others	19 965	38.0	10 973	32.1	1 367 390	41.9
	Subtotal, consultant		20 370	36.7	11 201	30.8	1 388 523	41.0
	Individual contractor	Retiree	1 094	(42.8)	208	(18.4)	19 131	(6.1)
		Others	12 851	(0.5)	3 888	18.6	447 532	38.9
	Subtotal, individual contractor		13 945	(6.0)	4 096	15.9	466 664	36.2
Subtotal			34 315	15.4	15 297	26.5	1 855 187	39.7
Peacekeeping operations and special political missions and other political presences	Consultant	Retiree	19	(32.1)	13	(43.5)	494	(27.0)
		Others	731	(1.6)	386	(7.4)	39 371	12.1
	Subtotal, consultant		750	(2.7)	399	(9.3)	39 865	11.4
	Individual contractor	Retiree	55	(26.7)	21	(27.6)	2 378	(39.6)
		Others	25 551	(42.2)	8 247	(42.0)	1 433 386	(40.8)
	Subtotal, individual contractor		25 606	(42.2)	8 268	(41.9)	1 435 764	(40.8)
Subtotal			26 356	(41.5)	8 667	(40.9)	1 475 629	(40.0)
Total			60 671	(18.9)	23 964	(10.5)	3 330 817	(12.0)

G. Length of engagement

78. The average length of engagement for consultants and individual contractors employed at departments/offices, regional commissions and tribunals was 54 days during the 2020–2021 biennium. For peacekeeping operations, special political missions and other political presences, the average length of engagement was 56 days. Table 31 provides a breakdown of engagements of consultants and individual contractors at departments/offices, regional commissions and tribunals and in peacekeeping operations, special political missions and other political presences by length of engagement.

Table 31

Length of engagement of consultants and individual contractors at departments/offices, regional commissions and tribunals and at peacekeeping operations, special political missions and other political presences: 2020–2021

Entity type	Consultant type	Up to 1 month		1 to 3 months		3 to 6 months		6 to 12 months		More than 12 months		All engagements	
		Number of engagements	Percentage of total	Number of engagements	Percentage of total	Number of engagements	Percentage of total	Number of engagements	Percentage of total	Number of engagements	Percentage of total	All engagements	Percentage of total
Departments/offices, regional commissions and tribunals	Consultant	3 375	5.6	8 591	14.2	6 020	9.9	2 095	3.5	289	0.5	20 370	33.6
	Individual contractor	7 420	12.2	4 440	7.3	1 704	2.8	329	0.5	52	0.1	13 945	23.0
Subtotal		10 795	17.8	13 031	21.5	7 724	12.7	2 424	4.0	341	0.6	34 315	56.6
Peacekeeping operations and special political missions and other political presences	Consultant	215	0.4	324	0.5	161	0.3	41	0.1	9	<0.1	750	1.2
	Individual contractor	3 720	6.1	14 851	24.5	6 903	11.4	103	0.2	29	<0.1	25 606	42.2
Subtotal		3 935	6.5	15 175	25.0	7 064	11.6	144	0.2	38	0.1	26 356	43.4
Total		14 730	24.3	28 206	46.5	14 788	24.4	2 568	4.2	379	0.6	60 671	100.0

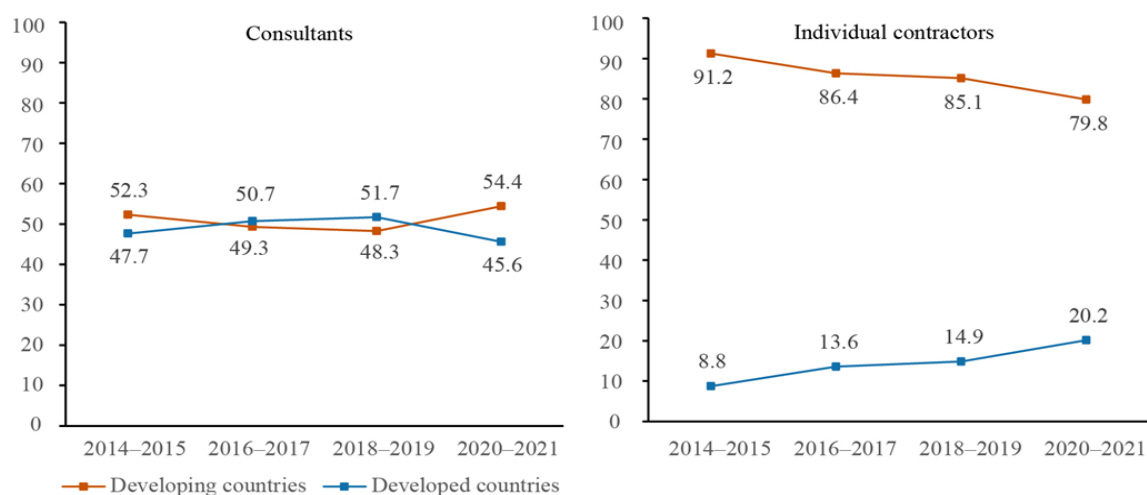
H. Economic grouping

79. In 2020–2021, the share of engagements of consultants from developing countries increased to 54.4 per cent (see figure XXVI, “Consultants”). Nearly four out of five engagements of individual contractors were of personnel from developing countries in 2020–2021 (see figure XXVI, “Individual contractors”).

Figure XXVI

Engagements of consultants and individual contractors during the past four bienniums, by economic grouping

(Percentage)



80. Annex III, table 2.E, provides a list of departments/offices, regional commissions and tribunals that employed consultants for a period of more than one year during the biennium 2020–2021. As requested by the General Assembly in paragraph 69 of its resolution [67/255](#), information is provided on the job network, the number of days worked and the incurred expenditure.

81. During the reporting period, 32 persons from OCHA were deployed as part of UNDAC teams (11 women and 21 men), for a total of 41 deployments (engagements), with an average duration of 19 days per deployment. Details on UNDAC deployments by nationality of person deployed and emergency situation are provided in annex III, tables 3.A and 3.B.

V. United Nations Volunteers

82. This section includes an overview of UNVs hosted by the United Nations Secretariat during the biennium 2020–2021. UNVs typically are mid-career professionals, with an average age of 37, who combine technical skills and professionalism with their motivation to serve.

83. The UNV programme, administered by UNDP, integrates highly qualified professionals across different United Nations offices and entities, and promotes the value and global recognition of volunteerism.

84. Volunteerism is a remarkable way for experienced professionals and young people to support the work of the United Nations, and to promote peaceful and sustainable development while nurturing global citizenship ideals and building their

skills. UNVs contribute to advancing the mandates and principles of the United Nations and foster multilateralism and sustainability through tangible, hands-on work.

A. Population

85. The UNV programme offers five contractual categories (expert, specialist, youth, university and community) to respond to the diverse needs of various United Nations entities. UNVs can serve on national or international assignments. During the 2020–2021 biennium, 4,270 UNVs were hosted by 43 Secretariat entities in 132 locations and/or areas of assignment. During that biennium, 72.6 per cent of all UNVs serving across the Secretariat entities were international UNVs. In peace operations and special political missions, the proportion of international UNVs was higher, representing 91 per cent of all UNVs serving in field operations. This reflects the international nature of peacekeeping and political missions in conflict or post-conflict settings.

86. Secretariat entities hosted more UNVs in the second half of the biennium. As partners turned to the UNV programme to help scale up interventions and enhance local capacity in response to the challenges imposed by COVID-19, the programme managed to mobilize nearly one fifth more UNVs in 2021 compared with 2020. This reflects an increasing partnership diversification between the Secretariat and the UNV programme. UNVs served with the Secretariat in 122 countries in 2020 and in 127 countries in 2021. Similarly, in 2020, UNVs served under 244 job titles, which grew to 268 job titles in 2021 – highlighting the increasing and innovative ways Secretariat entities utilize UNVs across their operations.

B. Gender

87. Overall, UNVs reached gender parity with regard to the Secretariat in the biennium 2020–2021. Broken down by type of assignment, women represented 49.1 per cent of international engagements and 53.7 per cent of national engagements during the period. While achieving gender parity is an important milestone, more work needs to be done to ensure that women's representation in the number of mobilized volunteers is consistent across various groups, such as regional groups (see figure XXIX for gender parity levels by regional group).

88. Specific initiatives are under way to promote gender parity in a partnership between the UNV programme and the Secretariat. These include collaborating on online campaigns for the International Day of United Nations Peacekeepers and International Women's Day to boost the awareness of women UNVs in peacekeeping.¹⁷ From 2019 to 2022, UNV and the Secretariat (DPPA) also partnered on an initiative to boost the representation of young women national UNVs serving in UNAMA. Under a national United Nations Youth Volunteers project, 26 young Afghan women served with UNAMA to ensure marginalized groups (such as women and young people) were integrated into the delivery of the Mission's mandate.

C. Entity

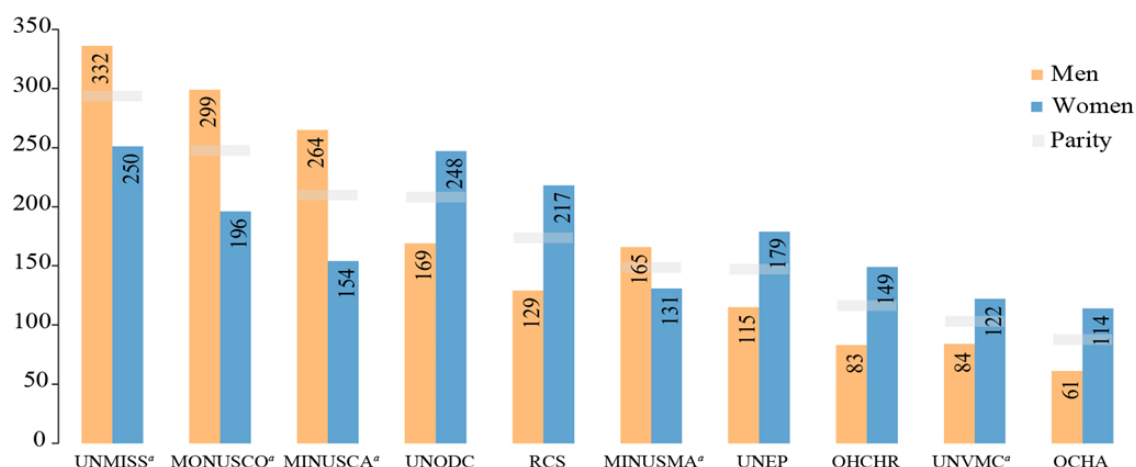
89. During the 2020–2021 biennium, UNVs supported 43 Secretariat field and non-field entities in their missions and mandates. A total of 2,495 volunteers served in 20 United Nations peace operations worldwide: 91 per cent international and 9 per cent national UNVs, 43 per cent of them women. Figure XXVII shows the top 10

¹⁷ See, for example, www.unv.org/Success-stories/women-preserving-momentum-towards-peace-sudan and www.unv.org/Success-stories/ensuring-sustainability-abyei-planet-and-people.

entities with the largest number of UNVs during the biennium. The majority of UNVs serving at Secretariat field entities were men. Over 95 per cent of UNVs serving with the Secretariat are in field-, national- or regional-based roles outside of headquarters duty stations, responding to the United Nations system's need for skilled capacities in field operations, including in substantive and operational support roles. It also recognizes the valuable role of volunteers, as neutral actors, when engaging directly with communities and local stakeholders.

Figure XXVII

Ten entities with the largest number of United Nations Volunteers, by gender: 2020–2021



^a Field operation.

Table 32

Engagements of United Nations Volunteers, by type of assignment, entity group and gender: 2020–2021

Entity group	International UNVs				National UNVs				Number of engagements			Percentage of women
	Female	Male	Subtotal	Percentage	Female	Male	Subtotal	Percentage	Female	Male	Total	
Corporate service entities	9	5	14	82.4	2	1	3	17.6	11	6	17	64.7
Field-focused entities	413	223	636	49.6	361	284	645	50.4	774	507	1 281	60.4
Headquarters-based entities	20	11	31	93.9	2	–	2	6.1	22	11	33	66.7
Peace operations	982	1 279	2 261	90.9	93	133	226	9.1	1 075	1 412	2 487	43.2
Regional economic commissions	9	17	26	24.5	44	36	80	75.5	53	53	106	50.0
Resident coordinator system	91	42	133	38.4	126	87	213	61.6	217	129	346	62.7
Total	1 524	1 577	3 101	72.6	628	541	1 169	27.4	2 152	2 118	4 270	50.4

Note: The composition of entity groups is presented in annex VI to the present report.

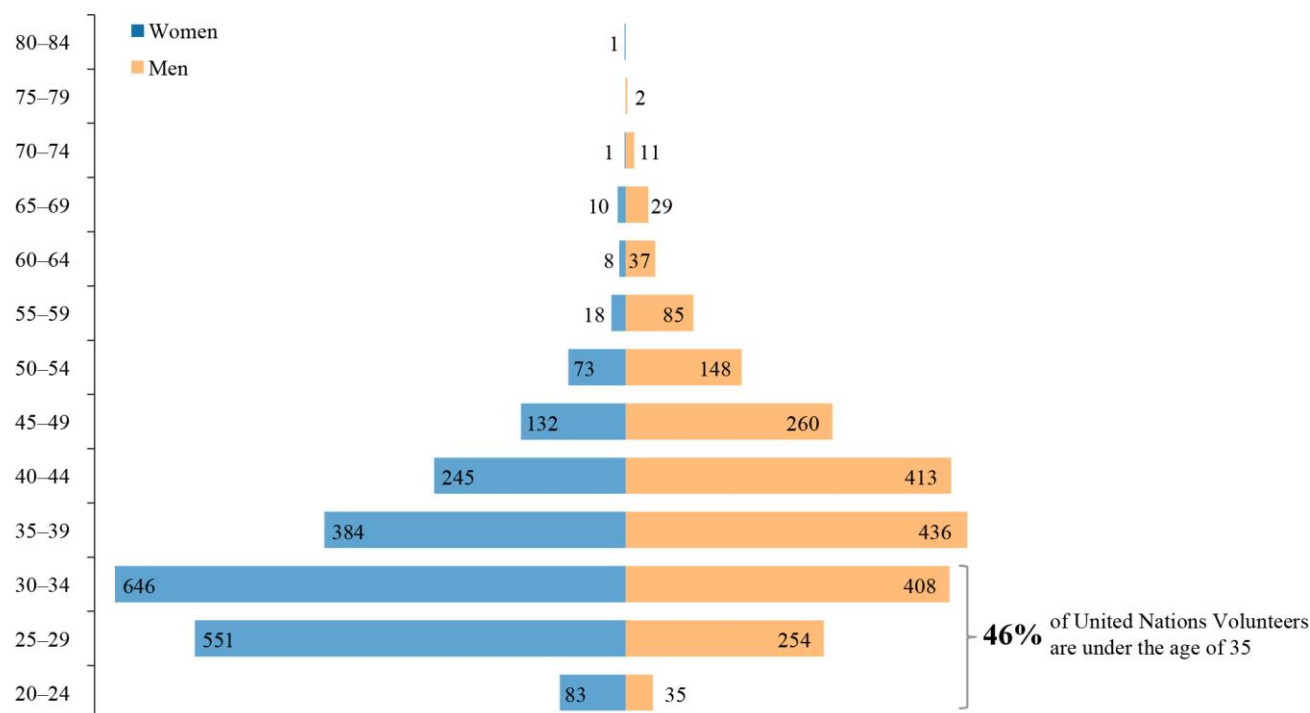
D. Age

90. The average age for all UNVs engaged in the Secretariat during the 2020–2021 biennium was 37.1 years. The average age for women was 34.5 years – approximately 3 years younger than the average age of men. Broken down by age group, figure XXVIII shows that there were more women than men in the UNV programme aged 34 and below and more men above the age of 35. Nearly 46 per cent of UNVs were

under the age of 35. The gender differences in age were mainly owing to UNVs serving in peacekeeping and non-peacekeeping environments. In peacekeeping environments, 58 per cent of UNVs were men, who have a substantially higher average age than women. In non-peacekeeping environments, 60 per cent of UNVs were women, who have a lower average age than men.

Figure XXVIII

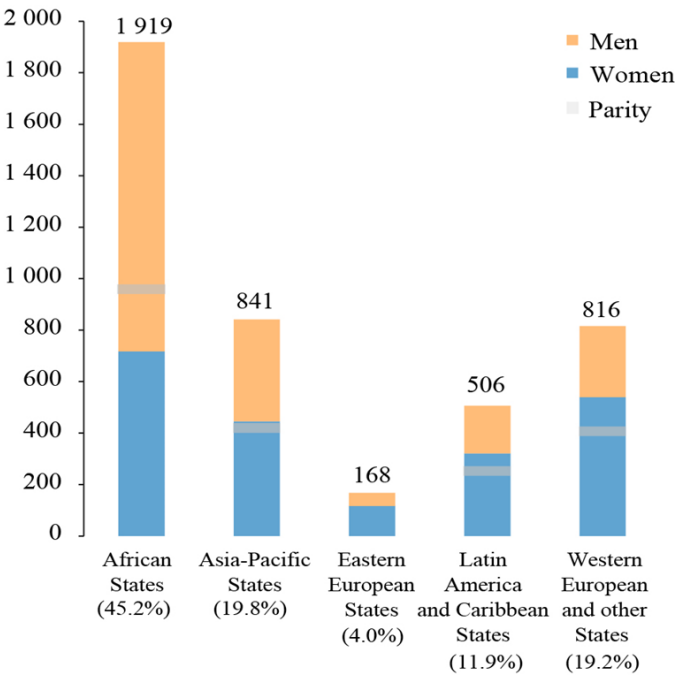
Age distribution of United Nations Volunteers at Secretariat entities, by gender: 2020–2021



E. Regional grouping

91. During 2020–2021, Secretariat entities hosted UNVs representing 159 countries working in 132 locations. The African States were the largest region of origin of UNVs – representing 45.2 per cent of all UNVs in Secretariat entities, followed by Asia-Pacific States (19.8 per cent), Western European and other States (19.2 per cent), Latin American and Caribbean States (11.9 per cent) and Eastern European States (4.0 per cent).

Figure XXIX
Engagements of United Nations Volunteers, by regional group: 2020–2021



92. Annex IV presents detailed information on United Nations Volunteers broken down by entity, nationality and location of assignment.

VI. Conclusion

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

Annex I

Gratis personnel

Table 1.A

Engagement of type I gratis personnel, by nationality, category and gender: 2020–2021

Country of nationality ^a	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
	Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
Afghanistan	–	3	3	3	–	3	–	–	–	6	50.0
Albania	–	–	–	3	1	4	–	–	–	4	75.0
Algeria	–	–	–	4	4	8	–	–	–	8	50.0
Angola	1	–	1	1	1	2	–	–	–	3	66.7
Argentina	–	–	–	15	9	24	–	–	–	24	62.5
Armenia	–	–	–	1	–	1	–	–	–	1	100.0
Australia	–	–	–	26	12	38	–	–	–	38	68.4
Austria	4	–	4	35	17	52	–	–	–	56	69.6
Azerbaijan	–	–	–	2	2	4	–	–	–	4	50.0
Bangladesh	1	–	1	4	5	9	–	–	–	10	50.0
Barbados	–	–	–	1	–	1	–	–	–	1	100.0
Belarus	–	–	–	1	–	1	–	–	–	1	100.0
Belgium	2	5	7	26	6	32	–	1	1	40	70.0
Benin	–	–	–	2	3	5	–	–	–	5	40.0
Bhutan	–	–	–	1	–	1	–	–	–	1	100.0
Bolivia (Plurinational State of)	–	–	–	6	1	7	–	–	–	7	85.7
Bosnia and Herzegovina	–	–	–	2	2	4	–	–	–	4	50.0
Brazil	–	–	–	58	23	81	–	1	1	82	70.7
Bulgaria	–	–	–	6	1	7	1	–	1	8	87.5
Burkina Faso	–	–	–	1	4	5	–	–	–	5	20.0
Burundi	–	–	–	2	2	4	–	1	1	5	40.0
Cambodia	–	–	–	–	1	1	–	–	–	1	0.0
Cameroon	–	–	–	7	9	16	–	–	–	16	43.8
Canada	–	–	–	106	46	152	1	–	1	153	69.9
Chile	–	–	–	17	21	38	–	–	–	38	44.7
China	28	20	48	369	115	484	3	2	5	537	74.5

Country of nationality ^a	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
	Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
Colombia	—	—	—	28	9	37	—	—	—	37	75.7
Congo	—	—	—	1	2	3	—	—	—	3	33.3
Costa Rica	—	—	—	1	1	2	—	—	—	2	50.0
Côte d'Ivoire	—	—	—	1	2	3	—	—	—	3	33.3
Croatia	—	—	—	4	—	4	—	1	1	5	80.0
Cuba	—	—	—	1	—	1	—	—	—	1	100.0
Cyprus	—	—	—	2	1	3	—	—	—	3	66.7
Czechia	—	—	—	1	2	3	—	—	—	3	33.3
Democratic People's Republic of Korea	—	1	1	—	—	—	—	—	—	1	0.0
Democratic Republic of the Congo	—	—	—	2	1	3	—	—	—	3	66.7
Denmark	22	7	29	8	5	13	1	3	4	46	67.4
Djibouti	—	—	—	1	—	1	—	—	—	1	100.0
Dominican Republic	—	—	—	2	1	3	—	—	—	3	66.7
Ecuador	—	—	—	7	2	9	—	—	—	9	77.8
Egypt	—	—	—	32	17	49	—	—	—	49	65.3
El Salvador	—	—	—	1	1	2	—	—	—	2	50.0
Ethiopia	1	—	1	3	—	3	—	—	—	4	100.0
Fiji	—	—	—	—	1	1	—	—	—	1	0.0
Finland	16	3	19	9	3	12	—	—	—	31	80.6
France	33	8	41	177	78	255	3	1	4	300	71.0
Gabon	—	—	—	—	1	1	—	—	—	1	0.0
Georgia	—	—	—	5	3	8	—	—	—	8	62.5
Germany	66	44	110	128	68	196	—	—	—	306	63.4
Ghana	1	—	1	8	10	18	—	3	3	22	40.9
Greece	—	—	—	8	2	10	—	—	—	10	80.0
Grenada	—	—	—	1	—	1	—	—	—	1	100.0
Guatemala	—	—	—	4	1	5	—	—	—	5	80.0
Guinea	—	—	—	—	1	1	—	—	—	1	0.0
Guyana	—	—	—	1	—	1	—	—	—	1	100.0
Haiti	—	—	—	—	1	1	—	—	—	1	0.0
Honduras	—	—	—	2	3	5	—	—	—	5	40.0
Hungary	2	—	2	7	3	10	—	—	—	12	75.0

Country of nationality ^a	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
	Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
Iceland	—	1	1	1	1	2	—	—	—	3	33.3
India	—	—	—	117	68	185	—	—	—	185	63.2
Indonesia	—	—	—	12	1	13	—	—	—	13	92.3
Iran (Islamic Republic of)	—	—	—	10	1	11	—	—	—	11	90.9
Iraq	—	—	—	2	2	4	—	—	—	4	50.0
Ireland	—	—	—	12	11	23	—	—	—	23	52.2
Israel	—	—	—	4	—	4	—	—	—	4	100.0
Italy	34	19	53	127	48	175	—	—	—	228	70.6
Jamaica	—	—	—	3	—	3	—	—	—	3	100.0
Japan	23	20	43	12	8	20	7	27	34	97	43.3
Jordan	—	—	—	8	3	11	—	—	—	11	72.7
Kazakhstan	2	2	4	11	4	15	—	—	—	19	68.4
Kenya	2	1	3	111	50	161	1	1	2	166	68.7
Kuwait	3	—	3	2	3	5	—	—	—	8	62.5
Kyrgyzstan	—	—	—	3	1	4	—	—	—	4	75.0
Latvia	—	—	—	1	—	1	—	—	—	1	100.0
Lebanon	—	—	—	82	36	118	—	—	—	118	69.5
Liberia	—	—	—	1	1	2	—	—	—	2	50.0
Libya	—	—	—	1	2	3	—	—	—	3	33.3
Lithuania	—	—	—	1	—	1	—	—	—	1	100.0
Luxembourg	4	—	4	2	1	3	—	—	—	7	85.7
Madagascar	1	—	1	—	—	—	—	—	—	1	100.0
Malaysia	—	—	—	8	3	11	—	—	—	11	72.7
Maldives	—	—	—	1	—	1	—	—	—	1	100.0
Mauritania	1	—	1	1	—	1	—	—	—	2	100.0
Mauritius	—	—	—	4	1	5	—	—	—	5	80.0
Mexico	—	—	—	29	11	40	—	—	—	40	72.5
Mongolia	—	—	—	4	5	9	—	—	—	9	44.4
Morocco	—	1	1	12	6	18	—	—	—	19	63.2
Mozambique	—	—	—	1	—	1	—	—	—	1	100.0
Myanmar	—	—	—	1	1	2	—	—	—	2	50.0
Namibia	—	—	—	2	1	3	—	—	—	3	66.7

Country of nationality ^a	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
	Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
Nepal	–	2	2	8	4	12	–	2	2	16	50.0
Netherlands	10	7	17	28	17	45	1	–	1	63	61.9
New Zealand	–	–	–	6	1	7	–	–	–	7	85.7
Nicaragua	–	–	–	4	–	4	–	–	–	4	100.0
Niger	–	–	–	–	1	1	–	–	–	1	0.0
Nigeria	–	–	–	16	15	31	–	–	–	31	51.6
Norway	5	7	12	3	7	10	–	1	1	23	34.8
Pakistan	1	–	1	11	7	18	–	–	–	19	63.2
Panama	–	–	–	–	1	1	–	–	–	1	0.0
Papua New Guinea	–	–	–	–	1	1	–	–	–	1	0.0
Paraguay	–	–	–	1	–	1	–	–	–	1	100.0
Peru	–	–	–	21	4	25	–	–	–	25	84.0
Philippines	–	–	–	15	5	20	–	–	–	20	75.0
Poland	1	–	1	13	1	14	1	–	1	16	93.8
Portugal	–	–	–	14	5	19	–	–	–	19	73.7
Qatar	–	3	3	–	2	2	–	–	–	5	0.0
Republic of Korea	20	6	26	78	31	109	9	15	24	159	67.3
Republic of Moldova	–	–	–	2	–	2	–	–	–	2	100.0
Romania	–	–	–	6	2	8	–	–	–	8	75.0
Russian Federation	3	1	4	35	11	46	–	1	1	51	74.5
Rwanda	–	–	–	2	3	5	–	2	2	7	28.6
Sao Tome and Principe	–	–	–	1	–	1	–	–	–	1	100.0
Saudi Arabia	13	2	15	1	1	2	–	–	–	17	82.4
Senegal	–	1	1	5	6	11	–	–	–	12	41.7
Serbia	–	–	–	7	1	8	–	–	–	8	87.5
Sierra Leone	–	–	–	1	1	2	–	–	–	2	50.0
Singapore	1	1	2	9	6	15	–	–	–	17	58.8
Slovakia	–	–	–	4	3	7	–	–	–	7	57.1
Slovenia	–	–	–	–	1	1	–	–	–	1	0.0
Somalia	–	–	–	1	1	2	–	–	–	2	50.0
South Africa	–	–	–	6	3	9	–	–	–	9	66.7
South Sudan	1	–	1	2	1	3	–	–	–	4	75.0

Country of nationality ^a	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
	Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
Spain	1	1	2	48	23	71	1	–	1	74	67.6
Sri Lanka	–	–	–	5	1	6	–	–	–	6	83.3
Sudan	1	–	1	2	1	3	–	–	–	4	75.0
Sweden	29	10	39	17	13	30	6	1	7	76	68.4
Switzerland	26	16	42	30	13	43	–	2	2	87	64.4
Syrian Arab Republic	–	–	–	8	4	12	–	–	–	12	66.7
Thailand	–	–	–	25	13	38	–	–	–	38	65.8
Togo	–	–	–	1	1	2	–	–	–	2	50.0
Trinidad and Tobago	–	–	–	2	–	2	–	–	–	2	100.0
Tunisia	–	–	–	5	–	5	–	–	–	5	100.0
Türkiye	–	–	–	27	5	32	–	–	–	32	84.4
Turkmenistan	–	–	–	2	–	2	–	–	–	2	100.0
Uganda	4	–	4	8	3	11	–	1	1	16	75.0
Ukraine	–	–	–	15	3	18	–	–	–	18	83.3
United Arab Emirates	2	1	3	–	–	–	–	–	–	3	66.7
United Kingdom of Great Britain and Northern Ireland	1	–	1	96	60	156	–	–	–	157	61.8
United Republic of Tanzania	–	–	–	2	1	3	–	–	–	3	66.7
United States of America	9	2	11	320	166	486	–	1	1	498	66.1
Uruguay	–	–	–	4	–	4	–	–	–	4	100.0
Uzbekistan	–	–	–	4	1	5	–	–	–	5	80.0
Venezuela (Bolivarian Republic of)	–	–	–	3	1	4	–	–	–	4	75.0
Viet Nam	–	–	–	10	1	11	–	–	–	11	90.9
Yemen	–	–	–	1	1	2	–	–	–	2	50.0
Zambia	–	–	–	–	1	1	–	–	–	1	0.0
Zimbabwe	–	–	–	2	2	4	–	–	–	4	50.0
Subtotal	375	195	570	2 667	1 229	3 896	35	67	102	4 568	67.4
State of Palestine	–	–	–	3	4	7	–	–	–	7	42.9
Stateless	–	–	–	1	–	1	–	–	–	1	100.0
Total	375	195	570	2 671	1 233	3 904	35	67	102	4 576	67.3

^a Countries not listed had no nationals engaged as type I gratis personnel.

Table 1.B
Engagement of type I gratis personnel, by entity, category and gender: 2020–2021

Entity	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
	Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
Departments/offices											
CTED	5	–	5	14	6	20	–	–	–	25	76.0
DESA	11	10	21	197	84	281	2	4	6	308	68.2
DGACM	1	–	1	11	8	19	–	–	–	20	60.0
DGC	10	4	14	114	39	153	–	–	–	167	74.3
DMSPC	5	3	8	100	51	151	–	–	–	159	66.0
DOS	13	7	20	90	33	123	3	32	35	178	59.6
DPO	17	9	26	160	91	251	–	1	1	278	63.7
DPPA	51	17	68	34	23	57	–	–	–	125	68.0
DSS	–	–	–	23	11	34	–	–	–	34	67.6
EOSG	7	7	14	35	23	58	–	–	–	72	58.3
GCO	–	–	–	34	5	39	–	–	–	39	87.2
HSU	–	–	–	3	3	6	–	–	–	6	50.0
IIIM-Syria	–	–	–	3	1	4	–	–	–	4	75.0
OAJ	–	1	1	2	2	4	–	–	–	5	40.0
OCHA	29	13	42	95	29	124	–	–	–	166	74.7
OCT	12	9	21	40	25	65	–	–	–	86	60.5
ODA	9	6	15	50	24	74	–	–	–	89	66.3
OHCHR	37	15	52	164	50	214	–	–	–	266	75.6
OHRLLS	2	2	4	16	7	23	–	–	–	27	66.7
OICT	–	1	1	12	11	23	–	–	–	24	50.0
OIOS	2	1	3	11	7	18	–	–	–	21	61.9
OLA	2	6	8	90	48	138	5	–	5	151	64.2
OOSA	3	2	5	19	12	31	1	2	3	39	59.0
OSAA	–	–	–	1	–	1	–	–	–	1	100.0
OSC SEA	–	–	–	8	4	12	–	–	–	12	66.7
OSET	1	–	1	–	–	–	–	–	–	1	100.0
OSRSG-CAAC	8	1	9	5	1	6	–	–	–	15	86.7

Entity	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
	Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
OSRSG-SVC	2	2	4	13	–	13	–	–	–	17	88.2
OSRSG-VAC	–	–	–	3	2	5	–	–	–	5	60.0
OVRA	–	–	–	10	–	10	–	–	–	10	100.0
RCNYO	–	–	–	2	3	5	–	–	–	5	40.0
RCS	28	14	42	7	7	14	–	–	–	56	62.5
UN75	–	–	–	2	1	3	–	1	1	4	50.0
UNCTAD	8	3	11	59	37	96	4	3	7	114	62.3
UNDRR	3	5	8	22	16	38	1	1	2	48	54.2
UNEP	36	24	60	152	50	202	6	3	9	271	71.6
UN-Habitat	14	5	19	118	65	183	–	–	–	202	65.3
UNOAU	1	–	1	–	–	–	–	–	–	1	100.0
UNODC	23	17	40	250	89	339	4	5	9	388	71.4
UNOG	5	4	9	100	38	138	–	–	–	147	71.4
UNOMS	1	–	1	1	1	2	–	–	–	3	66.7
UNON	–	–	–	22	15	37	–	–	–	37	59.5
UNOP	–	–	–	28	8	36	–	1	1	37	75.7
UNOV	–	–	–	38	17	55	–	–	–	55	69.1
UNROD	–	–	–	1	–	1	–	–	–	1	100.0
UN-TBLDC	1	–	1	–	–	–	–	–	–	1	100.0
Subtotal	347	188	535	2 159	947	3 106	26	53	79	3 720	68.1
Regional commissions											
ECA	1	–	1	16	10	26	1	–	1	28	64.3
ECE	5	–	5	44	24	68	1	2	3	76	65.8
ECLAC	–	–	–	38	29	67	–	–	–	67	56.7
ESCAP	7	2	9	255	142	397	3	8	11	417	63.5
ESCWA	–	–	–	85	45	130	–	–	–	130	65.4
Subtotal	13	2	15	438	250	688	5	10	15	718	63.5

Entity	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
	Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
Tribunals											
IRMCT	–	–	–	55	22	77	–	–	–	77	71.4
Subtotal	–	–	–	55	22	77	–	–	–	77	71.4
Field operations											
MINUSCA	2	–	2	–	–	–	–	–	–	2	100.0
MINUSMA	–	1	1	–	–	–	–	–	–	1	0.0
MONUSCO	1	–	1	–	–	–	2	3	5	6	50.0
OSASG-POG	2	–	2	5	2	7	–	–	–	9	77.8
OSESG-Yemen	2	–	2	2	1	3	–	–	–	5	80.0
UNAMA	–	1	1	–	–	–	–	–	–	1	0.0
UNAMI	1	–	1	–	–	–	–	1	1	2	50.0
UNAMID	1	–	1	–	–	–	–	–	–	1	100.0
UNFICYP	–	–	–	–	–	–	1	–	1	1	100.0
UNLB	1	–	1	12	11	23	–	–	–	24	54.2
UNMHA	–	–	–	–	–	–	–	–	–	–	–
UNMISS	1	1	2	–	–	–	1	–	1	3	66.7
UNOWAS	1	–	1	–	–	–	–	–	–	1	100.0
UNSCOL	2	–	2	–	–	–	–	–	–	2	100.0
UNSMIL	–	1	1	–	–	–	–	–	–	1	0.0
UNVMC	1	1	2	–	–	–	–	–	–	2	50.0
Subtotal	15	5	20	19	14	33	4	4	8	61	62.3
Total	375	195	570	2 671	1 233	3 904	35	67	102	4 576	67.3

Note: See annex VI for the composition of the entity groups.

Table 2.A
Engagement of type II gratis personnel, by nationality and gender: 2020–2021

Country of nationality ^a	No. of engagements			No. of months worked		
	Female	Male	Total	Female	Male	Total
Australia	6	5	11	59.9	41.2	101.1
Belgium	–	2	2	–	24.3	24.3
Brazil	3	2	5	46.4	18.2	64.6
Cameroon	–	5	5	–	29.9	29.9
Canada	6	3	9	61.0	73.7	134.7
China	1	–	1	10.2	–	10.2
Colombia	–	2	2	–	18.5	18.5
Côte d'Ivoire	–	1	1	–	13.1	13.1
Democratic Republic of the Congo	1	2	3	6.0	17.4	23.4
Denmark	1	–	1	13.0	–	13.0
Ethiopia	1	1	2	11.1	6.0	17.1
France	2	1	3	9.0	6.0	15.0
Germany	4	9	13	21.5	77.8	99.3
Guinea	–	3	3	–	31.5	31.5
India	–	1	1	–	6.0	6.0
Ireland	1	2	3	6.0	12.0	18.0
Italy	2	2	4	24.1	9.0	33.1
Japan	–	1	1	–	27.3	27.3
Jordan	–	2	2	–	9.6	9.6
Kenya	2	3	5	15.9	29.1	45.0
Mauritania	–	2	2	–	37.9	37.9
Montenegro	–	1	1	–	6.1	6.1
Netherlands	1	2	3	38.3	27.2	65.5
Nigeria	1	–	1	11.1	–	11.1
Norway	2	–	2	12.0	–	12.0
Pakistan	1	4	5	12.1	21.1	33.2
Philippines	2	–	2	10.9	–	10.9
Republic of Korea	–	1	1	–	3.6	3.6
Romania	–	1	1	–	11.9	11.9
Senegal	1	3	4	19.6	28.7	48.3
South Africa	–	1	1	–	3.0	3.0
South Sudan	–	2	2	–	24.3	24.3
Spain	1	–	1	3.0	–	3.0
Sudan	–	1	1	–	5.0	5.0
Sweden	2	3	5	3.3	12.5	15.8
Switzerland	2	6	8	14.7	61.7	76.4
Syrian Arab Republic	–	1	1	–	5.5	5.5
Türkiye	1	–	1	12.0	–	12.0
United Kingdom of Great Britain and Northern Ireland	2	8	10	17.9	52.0	69.9

<i>Country of nationality^a</i>	<i>No. of engagements</i>			<i>No. of months worked</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
United States of America	1	1	2	16.8	12.1	28.9
Zimbabwe	1	–	1	24.2	–	24.2
Total	48	84	132	480.3	763.1	1 243.4

^a Countries not listed had no nationals engaged as type II gratis personnel.

Table 2.B

Engagement of type II gratis personnel, by entity and gender: 2020–2021

<i>Entity</i>	<i>No. of engagements</i>			<i>No. of months worked</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
DOS	2	2	4	23.2	36.3	59.5
DPO	1	2	3	38.3	48.2	86.5
ECA	4	3	7	61.4	47.4	108.8
OCHA	39	71	110	338.7	514.7	853.4
OICT	–	2	2	–	39.4	39.4
OSC SEA	–	3	3	–	71.1	71.1
MONUSCO	2	–	2	18.7	–	18.7
UNMHA	–	1	1	–	6	6
Total	48	84	132	480.3	763.1	1 243.4

Note: See annex VI for the composition of the entity groups.

Annex II

Retired staff

Table 1.A

Retirees engaged, by entity, number of engagements, number of days worked and expenditure: 2020–2021

Entity group	Entity	No. of engagements			No. of persons engaged			No. of days worked	Expenditure (United States dollars)
		Female	Male	Total	Female	Male	Total		
Departments/offices	CTED	1	–	1	1	–	1	31	6 807
	DESA	30	38	68	19	23	42	4 013	1 297 695
	DGACM	415	807	1 222	96	175	271	23 813	10 444 663
	DGC	21	9	30	11	2	13	1 048	244 598
	DMSPC	16	12	28	8	6	14	3 364	890 172
	DOS	42	19	61	16	10	26	6 037	2 089 757
	DPKO	–	1	1	–	1	1	14	7 500
	DPO	24	19	43	12	10	22	2 660	773 849
	DPPA	16	10	26	7	7	14	1 815	601 299
	DSS	4	19	23	3	9	12	1 930	852 372
	EOSG	14	9	23	3	3	6	1 906	313 325
	HSU	–	2	2	–	1	1	500	–
	IIIM-Syria	3	1	4	2	1	3	876	312 404
	OCHA	18	14	32	8	8	16	2 908	842 164
	OCT	1	5	6	1	2	3	339	92 455
	ODA	3	4	7	1	2	3	931	264 321
	OEERC	–	5	5	–	3	3	457	230 983
	OHCHR	36	33	69	11	15	26	4 652	1 753 355
	OICT	–	3	3	–	1	1	208	28 758
	OIOS	15	7	22	5	3	8	2 448	1 241 321
	OLA	2	6	8	2	2	4	445	222 835
	OSAA	2	3	5	1	2	3	199	97 956
	OSCS	–	1	1	–	1	1	92	77 472
	OSEH	1	–	1	1	–	1	366	91 073
	OSRSG-CAAC	7	–	7	3	–	3	475	128 883

Entity group	Entity	No. of engagements			No. of persons engaged			No. of days worked	Expenditure (United States dollars)
		Female	Male	Total	Female	Male	Total		
	OSRSG-VAC	2	—	2	1	—	1	364	87 319
	OVRA	3	—	3	2	—	2	771	587 283
	RCS	12	15	27	6	8	14	2 080	1 052 854
	UNAKRT	—	4	4	—	3	3	386	10 660
	UNCC	4	—	4	1	—	1	88	32 000
	UNCTAD	16	25	41	6	12	18	1 975	636 089
	UNDRR	1	4	5	1	4	5	289	74 200
	UNEP	38	90	128	15	33	48	5 089	1 172 179
	UN-Habitat	1	18	19	1	9	10	776	161 130
	UNOAU	—	1	1	—	1	1	131	26 400
	UNODC	19	31	50	9	14	23	2 610	545 360
	UNOG	5	3	8	3	1	4	950	384 664
	UNOMS	2	—	2	2	—	2	34	14 000
	UNON	10	—	10	3	—	3	710	111 366
	UNOP	—	7	7	—	2	2	755	169 075
	UNOV	7	1	8	2	1	3	275	86 099
Subtotal		791	1 226	2 017	263	375	638	78 809	28 056 696
Regional commissions	ECA	10	147	157	6	36	42	4 907	1 679 473
	ECE	19	19	38	7	8	15	1 378	313 530
	ECLAC	37	52	89	12	25	37	5 762	1 438 642
	ESCAP	9	35	44	4	19	23	1 884	391 318
	ESCWA	—	16	16	—	10	10	730	116 250
Subtotal		75	269	344	29	98	127	14 660	3 939 214
Tribunals	IRMCT	16	45	61	6	13	19	2 636	779 181
Subtotal		16	45	61	6	13	19	2 636	779 181
Field operations	BINUH	—	2	2	—	1	1	43	22 000
	MINURSO	4	1	5	1	1	2	421	132 771
	MINUSCA	5	3	8	2	2	4	610	240 036
	MINUSMA	—	9	9	—	3	3	679	189 914

Entity group	Entity	No. of engagements			No. of persons engaged			No. of days worked	Expenditure (United States dollars)
		Female	Male	Total	Female	Male	Total		
	MONUSCO	3	–	3	2	–	2	1 133	571 311
	OSASG-Cyprus	–	2	2	–	1	1	20	3 620
	OSASG-POG	1	–	1	1	–	1	201	41 395
	OSESG-MYR	1	–	1	1	–	1	19	18 322
	OSESG	2	3	5	1	3	4	813	178 685
	RSCE	–	2	2	–	1	1	91	37 021
	UNAMA	1	1	2	1	1	2	235	99 017
	UNAMID	6	38	44	5	13	18	3 113	1 083 405
	UNFICYP	–	1	1	–	1	1	15	2 584
	UNIOGBIS	3	–	3	3	–	3	522	289 392
	UNITAMS	1	4	5	1	3	4	549	277 268
	UNLB	1	1	2	1	1	2	423	143 853
	UNMHA	–	1	1	–	1	1	14	6 500
	UNMIK	–	1	1	–	1	1	182	90 881
	UNMISS	1	8	9	1	3	4	1 434	227 370
	UNSOM	–	1	1	–	1	1	29	21 750
	UNSOS	2	1	3	2	1	3	104	45 778
	UNVMC	–	1	1	–	1	1	44	20 820
Subtotal		31	80	111	22	39	61	10 693	3 743 691
Total		913	1 620	2 533	320^a	525^a	845^a	106 797	36 518 782

Note: See annex VI for the composition of the entity groups.

^a Total figures in the present table are the sum of persons employed at each entity. As an individual may be employed in multiple entities during the reporting period, the total number of staff in the present table differs from the figures presented in table 7 of the main report, which disregards entity affiliations. For the number of persons employed as retired staff, refer to table 7.

Table 1.B

Retirees, by job network, title, number of engagements, gender, number of days worked and expenditure: 2020–2021

<i>Job network</i>	<i>Functional title</i>	<i>No. of engagements</i>			<i>No. of persons engaged</i>			<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
		<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>		
Economic, social and development		76	237	313	37	118	155	14 851	2 974 774
	Coordination Officer	1	–	1	1	–	1	9	3 736
	Development Coordination Officer, Strategic Planning and Resident Coordinator Office Team Leader	1	–	1	1	–	1	16	–
	Director, Economic Affairs	–	3	3	–	1	1	435	326 321
	Director, Programme Management	–	2	2	–	2	2	306	211 509
	Director, secretariat of the United Nations Forum on Forests	–	3	3	–	1	1	278	196 769
	Interregional Adviser	–	2	2	–	1	1	48	21 268
	Law Enforcement Expert, Drug Control and Crime Prevention	–	2	2	–	1	1	356	150 336
	Programme Management Assistant	22	–	22	8	–	8	2 301	790 655
	Programme Management Officer	1	1	2	1	1	2	168	82 072
	Resident Coordinator	2	8	10	1	2	3	809	590 599
	Senior Coordination Officer	–	2	2	–	1	1	257	142 467
	Senior Economic Affairs Officer	–	3	3	–	1	1	700	340 084
	Senior Programme Management Assistant	2	–	2	1	–	1	151	41 651
	Senior Programme Management Officer	1	2	3	1	1	2	301	168 077
Subtotal		106	265	371	51	130	181	20 986	6 040 318
Information and telecommunication technology		6	5	11	3	3	6	661	73 195
	Information Systems Forensic Investigation Officer	–	1	1	–	1	1	30	6 607
	Information Technology Assistant	2	–	2	1	–	1	135	34 577
	Telecommunications Officer	1	–	1	1	–	1	153	53 460
Subtotal		9	6	15	5	4	9	979	167 839
Internal security and safety		–	3	3	–	3	3	87	42 251
	Chief of Section, Asia-Pacific	–	2	2	–	1	1	595	322 283
	Chief Security Adviser	–	1	1	–	1	1	136	69 188
	Field Security Officer	–	7	7	–	2	2	794	323 444
	Security Coordination Officer	–	10	10	–	5	5	636	286 829

<i>Job network</i>	<i>Functional title</i>	<i>No. of engagements</i>			<i>No. of persons engaged</i>			<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
		<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>		
	Security Information Analyst	–	1	1	–	1	1	156	77 919
	Security Officer	–	3	3	–	2	2	182	15 379
	Subtotal	–	27	27	–	15	15	2 586	1 137 293
Legal		5	–	5	2	–	2	105	39 320
	Associate Legal Officer	–	1	1	–	1	1	91	28 295
	Legal Assistant	1	–	1	1	–	1	30	7 670
	Legal Officer	–	1	1	–	1	1	60	25 127
	Registrar	–	1	1	–	1	1	306	208 027
	Subtotal	6	3	9	3	3	6	592	308 439
Logistics, transportation and supply chain		–	22	22	–	13	13	1 138	146 490
	Air Operations Assistant	–	2	2	–	1	1	243	79 404
	Aviation Safety Officer	1	–	1	1	–	1	92	34 198
	Aviation Technical Compliance Officer	–	2	2	–	1	1	91	37 021
	Chief of Section, Procurement	1	–	1	1	–	1	263	126 024
	Chief of Section, Supply	1	–	1	1	–	1	42	29 943
	Light Vehicle Driver	–	1	1	–	1	1	370	9 163
	Procurement Assistant	1	1	2	1	1	2	166	25 368
	Procurement Officer	5	3	8	3	2	5	1 159	440 178
	Transport Assistant	–	1	1	–	1	1	118	39 431
	Subtotal	9	32	41	7	20	27	3 682	967 220
Management and administration		51	71	122	32	41	73	4 392	989 883
	Accounting Assistant	1	1	2	1	1	2	108	23 807
	Administrative Assistant	26	7	33	12	3	15	3 913	853 659
	Administrative Officer	4	–	4	3	–	3	720	280 172
	Assistant Secretary-General	4	1	5	2	1	3	1 443	615 859
	Audit Assistant	3	–	3	1	–	1	182	42 960
	Auditor	1	5	6	1	2	3	528	277 577
	Budget Assistant	–	3	3	–	1	1	147	39 832
	Chief of Section, Human Resources Management	–	1	1	–	1	1	207	105 197

<i>Job network</i>	<i>Functional title</i>	<i>No. of engagements</i>			<i>No. of persons engaged</i>			<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
		<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>		
	Chief of Section, Investigations	–	1	1	–	1	1	25	27 641
	Chief of Section, Payroll and Disbursement	3	–	3	1	–	1	223	152 585
	Conduct and Discipline Officer	–	2	2	–	1	1	474	182 556
	Finance and Budget Assistant	8	9	17	1	3	4	1 318	318 719
	Finance and Budget Officer	2	5	7	2	2	4	891	380 719
	Finance Assistant	5	2	7	2	1	3	876	276 913
	Finance Officer	1	–	1	1	–	1	182	82 375
	Human Resources Assistant	18	–	18	8	–	8	2 636	645 447
	Human Resources Officer	18	16	34	6	3	9	2 643	1 220 417
	Programme Budget Officer	3	5	8	1	1	2	296	166 080
	Senior Accounting Assistant	1	1	2	1	1	2	1 170	319 801
	Senior Finance and Budget Assistant	2	1	3	1	1	2	197	46 041
	Senior Human Resources Assistant	9	–	9	3	–	3	608	110 912
	Senior Human Resources Officer	–	3	3	–	1	1	122	67 824
	Senior Programme Analysis Assistant	1	–	1	1	–	1	30	7 464
	Staff Assistant	48	3	51	15	1	16	5 119	1 319 196
	Team Assistant	20	–	20	9	–	9	2 121	544 746
	Treasury Assistant	1	–	1	1	–	1	224	83 649
	Under-Secretary-General	1	–	1	1	–	1	731	614 173
	Subtotal	231	137	368	106	66	172	31 526	9 796 204
Other services		15	70	85	11	34	45	3 886	860 193
	Subtotal	15	70	85	11	34	45	3 886	860 193
Political, peace and humanitarian		23	52	75	17	34	51	3 668	1 064 776
	Chief of Service, Civil Affairs	–	1	1	–	1	1	182	90 881
	Corrections Officer	1	–	1	1	–	1	135	49 022
	Deputy Special Coordinator	–	1	1	–	1	1	188	105 485
	Deputy Special Representative of the Secretary-General	1	2	3	1	1	2	442	375 376
	Director, Political Affairs	–	1	1	–	1	1	267	171 050
	Head of Office, Political Affairs	–	1	1	–	1	1	143	64 818

<i>Job network</i>	<i>Functional title</i>	<i>No. of engagements</i>			<i>No. of persons engaged</i>			<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
		<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>		
	Human Rights Officer	4	–	4	2	–	2	206	101 599
	Judicial Affairs Officer	–	1	1	–	1	1	399	164 839
	Military Adviser	–	8	8	–	1	1	730	325 737
	Political Affairs Assistant	1	–	1	1	–	1	145	33 738
	Senior Humanitarian Affairs Officer	–	4	4	–	1	1	698	333 225
	Senior Political Affairs Officer	1	1	2	1	1	2	449	185 123
	Special Adviser to the Secretary-General	–	5	5	–	2	2	1 231	–
	Special Coordinator of the Secretary-General	–	2	2	–	1	1	245	206 593
	Special Envoy of the Secretary-General	1	–	1	1	–	1	19	18 322
	Special Representative of the Secretary-General	2	–	2	2	–	2	768	536 396
	Subtotal	34	79	113	26	46	72	9 915	3 826 980
Public information and conference management		318	613	931	56	105	161	14 042	3 630 686
	Associate Press Officer	–	8	8	–	1	1	47	23 585
	Chief of Section, French Translation	2	37	39	2	10	12	1 876	776 874
	Editor	15	8	23	7	5	12	586	307 547
	Editorial and Desktop Publishing Assistant, Arabic	1	–	1	1	–	1	61	13 542
	Editorial and Desktop Publishing Assistant, English	1	–	1	1	–	1	92	29 320
	Editorial and Desktop Publishing Assistant, French	3	–	3	1	–	1	61	20 524
	Editorial and Desktop Publishing Assistant, Russian	2	–	2	2	–	2	101	20 532
	Editorial and Desktop Publishing Assistant, Spanish	3	–	3	1	–	1	86	27 811
	Editorial Assistant	2	–	2	2	–	2	170	30 073
	Field Language Assistant	–	2	2	–	1	1	62	4 290
	Information Officer	2	1	3	1	1	2	467	157 271
	Interpreter	78	126	204	34	58	92	3 341	2 746 870
	Language Reference Assistant	3	6	9	1	2	3	701	108 556
	Meetings Services Assistant	2	–	2	2	–	2	183	46 798
	Proofreader	1	2	3	1	2	3	121	31 756
	Proofreading Assistant	4	–	4	3	–	3	265	36 326
	Public Information Assistant	1	–	1	1	–	1	19	3 953
	Reviser	56	178	234	28	77	105	8 339	4 546 375

<i>Job network</i>	<i>Functional title</i>	<i>No. of engagements</i>			<i>No. of persons engaged</i>			<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
		<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>		
	Senior Interpreter, English	–	5	5	–	4	4	34	24 270
	Senior Public Information Officer	1	–	1	1	–	1	68	34 049
	Translation Support Officer	–	6	6	–	3	3	297	49 810
	Translator	2	2	4	2	2	4	165	59 439
Subtotal		497	994	1 491	147	271	418	31 184	12 730 257
Science		4	2	6	2	2	4	308	67 985
	Chief of Section, Medical	–	1	1	–	1	1	547	310 508
	Medical Officer	2	3	5	1	1	2	598	290 550
	Mental Health Officer	–	1	1	–	1	1	9	14 995
Subtotal		6	7	13	3	5	8	1 462	684 038
Total		913	1 620	2 533	359^a	594^a	953^a	106 797	36 518 782

^a Total figures in the present table are the sum of persons employed in each job network and each functional title. As an individual may be employed in multiple job networks under multiple functional titles during the reporting period, the total number of staff in the present table differs from figures presented in table 11 of the main report, which disregards functional titles. For the number of persons employed as retired staff, refer to table 7.

Table 1.C

Retirees engaged by nationality, number of engagements, number of persons engaged, gender, number of days worked and expenditure: 2020–2021

Country of nationality ^a	No. of engagements			No. of persons engaged			No. of days worked	Expenditure (United States dollars)
	Female	Male	Subtotal	Female	Male	Subtotal		
Albania	1	–	1	1	–	1	56	18 000
Algeria	3	4	7	2	3	5	736	452 060
Angola	–	1	1	–	1	1	85	39 162
Argentina	23	19	42	6	6	12	1 154	419 146
Australia	8	5	13	6	3	9	1 855	935 395
Austria	27	16	43	6	3	9	918	206 466
Bangladesh	1	11	12	1	4	5	633	111 200
Barbados	12	–	12	1	–	1	682	172 472
Belarus	5	8	13	1	3	4	442	160 483
Belgium	11	22	33	3	9	12	1 676	336 577
Benin	–	16	16	–	3	3	430	191 004
Bosnia and Herzegovina	2	–	2	1	–	1	5	3 650
Brazil	3	4	7	1	3	4	583	102 070
Bulgaria	–	15	15	–	4	4	1 137	420 641
Burkina Faso	1	18	19	1	3	4	848	354 863
Burundi	2	1	3	1	1	2	440	13 488
Cameroon	5	29	34	1	7	8	1 170	494 047
Canada	57	47	104	11	17	28	3 619	1 256 752
Chile	27	36	63	8	14	22	3 405	808 797
China	18	167	185	5	34	39	4 674	1 857 143
Colombia	11	23	34	5	2	7	649	262 572
Côte d'Ivoire	–	14	14	–	4	4	1 024	405 938
Croatia	9	3	12	3	1	4	402	72 795
Cuba	–	7	7	–	2	2	170	41 738
Cyprus	–	1	1	–	1	1	15	2 584
Democratic Republic of the Congo	–	1	1	–	1	1	65	22 000
Denmark	–	2	2	–	2	2	187	38 019
Ecuador	–	1	1	–	1	1	44	6 000
Egypt	14	39	53	7	14	21	1 397	606 887
El Salvador	9	–	9	1	–	1	157	39 529
Ethiopia	6	8	14	2	6	8	878	180 253
Fiji	3	–	3	1	–	1	172	84 000
Finland	–	2	2	–	1	1	20	3 620
France	139	126	265	19	21	40	5 136	2 093 413
Gabon	–	1	1	–	1	1	308	126 077
Gambia	1	17	18	1	2	3	764	309 660
Germany	9	6	15	5	2	7	620	172 179
Ghana	1	13	14	1	6	7	1 180	691 185
Greece	1	2	3	1	1	2	152	28 462

Country of nationality ^a	No. of engagements			No. of persons engaged			No. of days worked	Expenditure (United States dollars)
	Female	Male	Subtotal	Female	Male	Subtotal		
Guatemala	2	—	2	1	—	1	29	22 332
Guyana	5	—	5	4	—	4	155	50 117
Haiti	4	—	4	2	—	2	195	47 243
Honduras	3	—	3	1	—	1	638	162 242
India	3	14	17	1	8	9	1 420	440 013
Indonesia	4	—	4	1	—	1	304	161 300
Iran (Islamic Republic of)	1	—	1	1	—	1	22	5 000
Ireland	7	17	24	2	2	4	378	91 415
Italy	5	18	23	2	11	13	1 136	427 441
Jamaica	—	1	1	—	1	1	58	10 260
Japan	—	8	8	—	3	3	881	66 172
Jordan	11	6	17	1	4	5	409	245 881
Kazakhstan	—	1	1	—	1	1	89	41 820
Kenya	10	2	12	3	1	4	885	131 366
Lao People's Democratic Republic	—	2	2	—	1	1	23	6 000
Lebanon	3	16	19	2	5	7	1 229	596 458
Madagascar	—	4	4	—	1	1	167	15 073
Malaysia	—	7	7	—	2	2	664	290 602
Mali	—	5	5	—	2	2	160	27 520
Mauritania	—	3	3	—	2	2	94	49 120
Mauritius	4	—	4	1	—	1	657	173 541
Mexico	11	8	19	5	5	10	904	175 824
Mongolia	1	—	1	1	—	1	73	22 470
Morocco	—	15	15	—	3	3	517	115 189
Nepal	—	2	2	—	2	2	84	25 000
Netherlands	1	18	19	1	7	8	1 074	238 196
New Zealand	10	6	16	5	3	8	553	131 728
Niger	—	1	1	—	1	1	45	20 000
Nigeria	6	6	12	2	4	6	827	430 957
Norway	—	2	2	—	1	1	327	—
Pakistan	—	6	6	—	2	2	258	79 281
Panama	—	4	4	—	2	2	245	34 800
Paraguay	1	—	1	1	—	1	12	6 156
Peru	17	1	18	5	1	6	871	354 100
Philippines	53	17	70	14	4	18	6 444	1 837 622
Poland	—	3	3	—	1	1	153	41 520
Romania	4	4	8	1	1	2	956	358 599
Russian Federation	11	232	243	6	43	49	5 636	2 257 975
Rwanda	4	18	22	1	3	4	1 265	241 939
Senegal	9	40	49	4	12	16	3 471	2 203 274
Serbia	7	—	7	2	—	2	309	40 988
Sierra Leone	3	—	3	2	—	2	761	280 261

<i>Country of nationality^a</i>	<i>No. of engagements</i>			<i>No. of persons engaged</i>			<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>		
Singapore	1	—	1	1	—	1	19	18 322
Slovakia	—	3	3	—	1	1	189	35 600
Solomon Islands	—	8	8	—	1	1	289	108 603
South Africa	2	—	2	1	—	1	731	284 170
South Sudan	—	6	6	—	2	2	956	60 776
Spain	7	13	20	1	8	9	680	299 633
Sri Lanka	3	3	6	2	2	4	368	123 446
Sudan	—	29	29	—	11	11	1 177	137 516
Sweden	1	1	2	1	1	2	132	34 000
Switzerland	9	8	17	4	2	6	699	198 705
Syrian Arab Republic	13	17	30	2	4	6	657	239 255
Thailand	10	9	19	3	5	8	865	103 528
Togo	—	6	6	—	2	2	481	167 483
Trinidad and Tobago	1	—	1	1	—	1	92	29 320
Tunisia	1	28	29	1	5	6	807	184 524
Türkiye	—	3	3	—	1	1	250	37 439
Tuvalu	—	1	1	—	1	1	6	10 870
Uganda	—	7	7	—	5	5	760	263 089
Ukraine	2	20	22	1	5	6	502	206 712
United Kingdom of Great Britain and Northern Ireland	20	44	64	13	20	33	3 425	999 942
United Republic of Tanzania	—	1	1	—	1	1	9	10 000
United States of America	219	204	423	78	73	151	19 018	6 624 473
Uruguay	12	7	19	2	4	6	1 189	513 408
Venezuela (Bolivarian Republic of)	1	5	6	1	3	4	442	116 387
Viet Nam	—	1	1	—	1	1	30	9 616
Zambia	1	—	1	1	—	1	22	3 302
Zimbabwe	1	23	24	1	1	2	680	174 488
Subtotal	913	1 619	2 532	288	484	772	106 734	36 491 727
State of Palestine	—	1	1	—	1	1	63	27 054
Total	913	1 620	2 533	288	485	773	106 797	36 518 782

^a Countries not listed had no nationals engaged as retired staff.

Table 1.D

Retirees engaged by nationality, number of engagements, number of persons engaged, gender, number of days worked and expenditure: 2020–2021 (for language-related services)

<i>Country of nationality^a</i>	<i>No. of engagements</i>			<i>No. of persons engaged</i>			<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>		
Algeria	–	3	3	–	3	3	131	45 073
Argentina	20	13	33	5	3	8	656	221 372
Austria	20	14	34	3	2	5	508	124 375
Bangladesh	–	1	1	–	1	1	80	9 500
Belarus	–	8	8	–	3	3	214	117 096
Belgium	6	8	14	2	3	5	374	145 144
Benin	–	15	15	–	2	2	400	173 724
Bosnia and Herzegovina	2	–	2	1	–	1	5	3 650
Bulgaria	–	2	2	–	1	1	29	22 416
Burkina Faso	–	14	14	–	1	1	242	81 317
Cameroon	5	27	32	1	6	7	814	343 711
Canada	42	25	67	6	9	15	1 328	407 208
Chile	9	10	19	3	2	5	219	53 095
China	12	136	148	5	30	35	3 252	1 633 921
Colombia	3	22	25	2	1	3	308	126 282
Côte d'Ivoire	–	5	5	–	1	1	148	87 973
Croatia	8	3	11	3	1	4	341	61 671
Cuba	–	7	7	–	2	2	170	41 738
Egypt	13	34	47	6	11	17	1 092	573 380
France	123	103	226	17	12	29	2 923	1 187 962
Germany	1	–	1	1	–	1	17	8 764
Ghana	–	2	2	–	1	1	6	4 230
Guatemala	2	–	2	1	–	1	29	22 332
Guyana	1	–	1	1	–	1	30	18 780
Haiti	3	–	3	1	–	1	130	33 743
Ireland	6	–	6	2	–	2	119	48 086
Italy	4	–	4	1	–	1	40	33 520
Jordan	11	2	13	1	1	2	254	216 881
Kazakhstan	–	1	1	–	1	1	89	41 820
Lebanon	–	5	5	–	1	1	66	14 399
Madagascar	–	1	1	–	1	1	64	5 276
Mali	–	3	3	–	1	1	25	9 745
Mexico	4	–	4	2	–	2	36	28 002
Morocco	–	12	12	–	1	1	308	90 414
Netherlands	–	3	3	–	1	1	145	22 762
New Zealand	2	–	2	1	–	1	21	18 580
Paraguay	1	–	1	1	–	1	12	6 156
Peru	6	–	6	2	–	2	155	72 856
Russian Federation	9	214	223	5	36	41	3 540	1 543 445

<i>Country of nationality^a</i>	<i>No. of engagements</i>			<i>No. of persons engaged</i>			<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>		
Rwanda	–	18	18	–	3	3	933	116 944
Senegal	1	24	25	1	4	5	782	359 340
Serbia	2	–	2	1	–	1	49	22 988
Solomon Islands	–	7	7	–	1	1	279	105 844
Spain	7	11	18	1	6	7	650	285 898
Sudan	–	2	2	–	1	1	25	19 324
Switzerland	2	6	8	1	1	2	270	126 203
Syrian Arab Republic	6	13	19	1	3	4	259	134 796
Trinidad and Tobago	1	–	1	1	–	1	92	29 320
Tunisia	1	26	27	1	4	5	668	169 524
Ukraine	–	15	15	–	2	2	188	93 888
United Kingdom of Great Britain and Northern Ireland	6	20	26	3	7	10	655	337 936
United States of America	113	110	223	24	39	63	4 895	2 257 811
Uruguay	11	–	11	1	–	1	297	110 904
Venezuela (Bolivarian Republic of)	1	–	1	1	–	1	18	9 724
Zimbabwe	–	20	20	–	1	1	600	144 679
Subtotal	464	965	1 429	109	210	319	28 980	12 025 522
State of Palestine	–	1	1	–	1	1	63	27 054
Total	464	966	1 430	109	211	320	29 043	12 052 575

^a Countries not listed had no nationals engaged as retired staff.

Table 2.A

Retirees in decision-making positions, by entity, level, title, gender, period worked, contract duration and expenditure: 2020–2021

<i>Entity group</i>	<i>Entity</i>	<i>Level</i>	<i>Functional title</i>	<i>Gender</i>	<i>From</i>	<i>To</i>	<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
Departments/offices	DOS	USG	Special Coordinator of the Secretary-General	Male	2021-05-01	2021-09-30	153	129 120
	HSU	USG	Special Adviser to the Secretary-General	Male	2020-05-15	2021-05-14	365	–
	HSU	USG	Special Adviser to the Secretary-General	Male	2020-01-01	2020-05-14	135	–
	OIOS	USG	Under-Secretary-General	Female	2020-01-01	2021-12-31	731	614 173
	OSCS	USG	Special Coordinator of the Secretary-General	Male	2021-10-01	2021-12-31	92	77 472
	DMSPC	ASG	Assistant Secretary-General	Female	2020-01-01	2020-04-30	121	–
	DMSPC	ASG	Assistant Secretary-General	Female	2020-05-01	2020-09-29	152	–
	DMSPC	ASG	Assistant Secretary-General	Female	2020-09-30	2021-09-29	365	–
	DPPA	ASG	Assistant Secretary-General	Male	2020-01-01	2020-03-14	74	56 429
	EOSG	ASG	Special Adviser to the Secretary-General	Male	2021-11-29	2021-12-31	33	–
	EOSG	ASG	Special Adviser to the Secretary-General	Male	2020-01-01	2020-11-29	334	–
	EOSG	ASG	Special Adviser to the Secretary-General	Male	2020-11-30	2021-11-28	364	–
	OLA	ASG	Registrar	Male	2021-03-01	2021-12-31	306	208 027
	OVRA	ASG	Assistant Secretary-General	Female	2020-01-01	2021-12-31	731	559 430
	RCS	ASG	Resident Coordinator	Male	2020-09-15	2021-01-31	139	103 780
	DESA	D-2	Director, Economic Affairs	Male	2020-10-01	2021-03-10	161	115 675
	DESA	D-2	Director, Economic Affairs	Male	2020-03-11	2020-09-30	204	147 802
	DESA	D-2	Director, Economic Affairs	Male	2020-01-01	2020-03-10	70	62 844
	DESA	D-2	Director, secretariat of the United Nations Forum On Forests	Male	2021-10-29	2021-12-31	64	43 726
	DESA	D-2	Director, secretariat of the United Nations Forum On Forests	Male	2021-07-29	2021-10-28	92	65 590
	DESA	D-2	Director, secretariat of the United Nations Forum On Forests	Male	2021-03-29	2021-07-28	122	87 453
	OEERC	D-2	Deputy Special Coordinator	Male	2020-01-01	2020-07-06	188	105 485
	RCS	D-2	Director, Programme Management	Male	2021-08-01	2021-12-31	153	98 034
	RCS	D-2	Director, Programme Management	Male	2021-08-01	2021-12-31	153	113 474
	RCS	D-2	Resident Coordinator	Female	2020-03-03	2020-09-02	184	115 341
	RCS	D-2	Resident Coordinator	Female	2020-09-03	2020-12-31	120	67 306
	RCS	D-2	Resident Coordinator	Male	2020-05-16	2020-06-15	31	33 820
	RCS	D-2	Resident Coordinator	Male	2020-01-01	2020-05-15	136	83 954

<i>Entity group</i>	<i>Entity</i>	<i>Level</i>	<i>Functional title</i>	<i>Gender</i>	<i>From</i>	<i>To</i>	<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
	RCS	D-2	Resident Coordinator	Male	2020-06-16	2020-07-15	30	33 820
	RCS	D-2	Resident Coordinator	Male	2020-07-16	2020-08-15	31	33 820
	RCS	D-2	Resident Coordinator	Male	2020-08-16	2020-09-15	31	33 820
	RCS	D-2	Resident Coordinator	Male	2020-09-16	2020-11-15	61	50 859
	RCS	D-2	Resident Coordinator	Male	2020-11-16	2020-12-31	46	34 080
	DGACM	D-1	Director, Political Affairs	Male	2020-01-01	2020-09-23	267	171 050
Subtotal							6 239	3 246 384
	MONUSCO	USG	Special Representative of the Secretary-General	Female	2020-01-01	2021-02-05	402	309 050
	OSESG-MYR	USG	Special Envoy of the Secretary-General	Female	2021-12-13	2021-12-31	19	18 322
	UNAMID	ASG	Deputy Special Representative of the Secretary-General	Male	2021-03-15	2021-06-30	108	96 264
	UNAMID	ASG	Deputy Special Representative of the Secretary-General	Male	2021-02-01	2021-03-14	42	48 132
	UNIOGBIS	ASG	Special Representative of the Secretary-General	Female	2020-01-01	2020-12-31	366	227 346
	UNITAMS	ASG	Deputy Special Representative of the Secretary-General	Female	2021-03-15	2021-12-31	292	230 979
	UNMIK	D-1	Chief of Service, Civil Affairs	Male	2020-01-01	2020-06-30	182	90 881
Subtotal							1 411	1 020 974
Total							7 650	4 267 359

Note: For the purposes of the present report, retirees employed in decision-making positions are defined as those at the D-1 level and above. See annex VI for the composition of the entity groups.

Table 3.A
Retirees, by entity, gender and grade: 2020–2021

Entity group	Entity	Gender	No. of staff by grade																				Consultants and individual contractors	Total		
			USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	INT	R	T	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	G-4	G-3			G-2	NPO
Departments/ offices	CTED	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	
	DESA	Female	–	–	–	–	1	–	–	–	–	–	–	–	–	–	1	1	1	–	–	–	–	–	15	19
		Male	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	22	23
Subtotal			–	–	1	–	1	–	–	–	–	–	–	–	–	–	1	1	1	–	–	–	–	–	37	42
	DGACM	Female	–	–	–	–	–	–	–	–	32	2	30	–	–	–	–	–	2	6	1	–	–	–	39	112
		Male	–	–	–	1	–	–	1	–	53	19	57	–	–	–	–	–	–	–	–	–	–	–	72	203
Subtotal			–	–	–	1	–	–	1	–	85	21	87	–	–	–	–	–	2	6	1	–	–	–	111	315
	DGC	Female	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	4	–	–	–	–	7	12
		Male	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2
Subtotal			–	–	–	–	–	–	1	1	–	–	–	–	–	–	–	–	–	4	–	–	–	–	8	14
	DMSPC	Female	–	1	–	–	1	2	1	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	2	8
		Male	–	–	–	–	1	1	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	3	6
Subtotal			–	1	–	–	2	3	1	–	–	–	–	–	–	–	–	2	–	–	–	–	–	–	5	14
	DOS	Female	–	–	–	–	–	1	3	–	–	–	–	–	–	–	–	1	5	2	–	–	–	–	4	16
		Male	1	–	–	–	–	1	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	6	11
Subtotal			1	–	–	–	–	2	6	–	–	–	–	–	–	–	–	1	5	2	–	–	–	–	10	27
	DPKO	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
	DPO	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	3	4	–	–	–	–	4	12
		Male	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–	9	12
Subtotal			–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	1	4	5	–	–	–	–	13	24

Entity group	Entity	Gender	No. of staff by grade																						Consultants and individual contractors	Total
			USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	INT	R	T	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	G-4	G-3	G-2	NPO		
	DPPA	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	1	–	–	–	3	7
		Male	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	6	7
Subtotal			–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	1	–	–	–	9	14
	DSS	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	2	3
		Male	–	–	–	–	1	2	1	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	3	9
Subtotal			–	–	–	–	1	2	1	–	–	–	–	–	–	–	–	–	–	1	–	2	–	–	5	12
	EOSG	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	–	–	–	–	3
		Male	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	3
Subtotal			–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	–	–	–	2	6
	HSU	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Subtotal			1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
	IIIM-Syria	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	2
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	2	3
	OCHA	Female	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	1	2	–	–	–	–	4	8
		Male	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	6	8
Subtotal			–	–	–	–	1	1	–	–	–	–	–	–	–	–	–	–	1	3	–	–	–	–	10	16
	OCT	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	3
	ODA	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	2
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	2	3

Entity group	Entity	Gender	No. of staff by grade																						Consultants and individual contractors	Total
			USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	INT	R	T	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	G-4	G-3	G-2	NPO		
	OEERC	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	1	–	–	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3
Subtotal			–	–	1	–	–	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3
	OHCHR	Female	–	–	–	–	–	–	3	–	–	–	–	–	–	–	–	–	2	2	1	–	–	–	3	11
		Male	–	–	–	–	–	2	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	10	15
Subtotal			–	–	–	–	–	2	6	–	–	–	–	–	–	–	–	–	2	2	1	–	–	–	13	26
	OICT	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
	OIOS	Female	1	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	2	1	–	–	–	1	6
		Male	–	–	–	–	–	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	3
Subtotal			1	–	–	–	–	2	1	–	–	–	–	–	–	–	–	–	–	2	1	–	–	–	2	9
	OLA	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	2
		Male	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2
Subtotal			–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	2	4
	OSAA	Female	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2
Subtotal			–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	3
	OSCS	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Subtotal			1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
	OSEH	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	1

Entity group	Entity	Gender	No. of staff by grade																						Consultants and individual contractors	Total
			USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	INT	R	T	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	G-4	G-3	G-2	NPO		
	OSRSG-CAAC	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–	2	4
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–	2	4
	OSRSG-VAC	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	1
	OVRA	Female	–	1	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	1	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2
	RCS	Female	–	–	1	–	–	1	1	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	2	6
		Male	–	1	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	8
Subtotal			–	1	4	–	–	1	1	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	6	14
	UNAKRT	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	3
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	3
	UNCC	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
	UNCTAD	Female	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	1	–	–	–	–	4	6
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	12	12
Subtotal			–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	1	–	–	–	–	16	18
	UNDRR	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	4
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	5	5

Entity group	Entity	Gender	No. of staff by grade																						Consultants and individual contractors	Total
			USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	INT	R	T	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	G-4	G-3	G-2	NPO		
	UNEP	Female	–	–	–	–	–	–	–	–	2	–	3	–	–	–	–	–	–	–	–	–	–	–	12	17
		Male	–	–	–	–	1	–	–	–	1	1	6	–	–	–	–	–	–	–	–	–	–	–	29	38
Subtotal			–	–	–	–	1	–	–	–	3	1	9	–	–	–	–	–	–	–	–	–	–	–	41	55
	UN-Habitat	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	9	9
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	10	10
	UNOAU	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
	UNODC	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	9	9
		Male	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	13	14
Subtotal			–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	22	23
	UNOG	Female	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	3
		Male	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Subtotal			–	–	–	–	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	4
	UNOMS	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2
	UNON	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	–	–	–	–	–	3
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	–	–	–	–	–	3
	UNOP	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–	2
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–	2

Entity group	Entity	Gender	No. of staff by grade																						Consultants and individual contractors	Total
			USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	INT	R	T	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	G-4	G-3	G-2	NPO		
	UNOV	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	2
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	1
	Subtotal		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	1	3
	Subtotal, departments/offices		4	6	6	1	8	19	18	1	88	22	97	–	–	–	–	6	22	31	15	2	–	–	349	695
Regional commissions	ECA	Female	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–	–	–	–	–	–	–	4	6
		Male	–	–	–	–	–	1	–	–	4	–	10	–	–	–	–	–	–	–	–	–	–	–	29	44
	Subtotal		–	–	–	–	–	1	–	–	4	–	12	–	–	–	–	–	–	–	–	–	–	–	33	50
	ECE	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	6	8
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	8	8
	Subtotal		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	14	16
	ECLAC	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–	10	12
		Male	–	–	–	–	1	–	–	–	1	–	–	–	–	–	–	1	1	–	–	–	–	–	22	26
	Subtotal		–	–	–	–	1	–	–	–	1	–	–	–	–	–	–	1	3	–	–	–	–	–	32	38
	ESCAP	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	4	5
		Male	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–	–	–	–	–	–	17	19
	Subtotal		–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–	–	1	–	–	–	21	24
	ESCWA	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	10	10
	Subtotal		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	10	10
	Subtotal, regional commissions		–	–	–	–	1	1	–	–	6	–	13	–	–	–	–	1	3	1	2	–	–	–	110	138

Entity group	Entity	Gender	No. of staff by grade																				Consultants and individual contractors	Total		
			USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	INT	R	T	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	G-4	G-3			G-2	NPO
Tribunals	IRMCT	Female	–	–	–	–	–	1	–	–	3	–	2	–	–	–	–	–	1	–	–	–	–	–	1	8
		Male	–	–	–	–	1	1	3	–	3	1	–	–	–	–	1	–	1	–	–	–	–	–	4	15
Subtotal			–	–	–	–	1	2	3	–	6	1	2	–	–	–	1	–	2	–	–	–	–	–	5	23
Subtotal, tribunals			–	–	–	–	1	2	3	–	6	1	2	–	–	–	1	–	2	–	–	–	–	–	5	23
Subtotal, departments/ offices, regional commissions and tribunals			4	6	6	1	10	22	21	1	100	23	112	–	–	–	1	7	27	32	17	2	–	–	464	856
Field operations	BINUH	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
	MINURSO	Female	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1	–	–	–	–	–	2
	MINUSCA	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2
		Male	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2
Subtotal			–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	4
	MINUSMA	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	3
Subtotal			–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	3
	MONUSCO	Female	1	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			1	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2

Entity group	Entity	Gender	No. of staff by grade																						Consultants and individual contractors	Total
			USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	INT	R	T	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	G-4	G-3	G-2	NPO		
	OSASG- Cyprus	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
Subtotal			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
	OSASG- POG	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
		Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
	OSESG	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
		Male	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	3
Subtotal			-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	4
	OSESG- MYR	Female	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
		Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal			1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
	RSCE	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Male	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Subtotal			-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
	UNAMA	Female	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
		Male	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Subtotal			-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
	UNAMID	Female	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	5
		Male	-	1	-	-	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	10	14
Subtotal			-	1	-	-	2	1	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	13	19
	UNFICYP	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
Subtotal			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1

Entity group	Entity	Gender	No. of staff by grade																						Consultants and individual contractors	Total
			USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	INT	R	T	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	G-4	G-3	G-2	NPO		
	UNIOGBIS	Female	–	1	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	3
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	1	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	3
	UNITAMS	Female	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	2	3
Subtotal			–	1	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	2	4
	UNLB	Female	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2
	UNMHA	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
	UNMIK	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Subtotal			–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
	UNMISS	Female	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	2	3
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	–	–	–	2	4
	UNSOM	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
	UNSOS	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	3

Entity group	Entity	Gender	No. of staff by grade																						Consultants and individual contractors	Total
			USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	INT	R	T	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	G-4	G-3	G-2	NPO		
	UNVMC	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal, field operations			2	3	–	1	4	3	6	–	–	–	–	–	2	2	–	–	–	2	1	–	1	–	35	62
Total^a			6	9	6	2	14	25	27	1	100	23	112	–	2	2	1	7	27	34	18	2	1	–	499	918

Note: See annex VI for the composition of the entity groups.

^a Total figures in the present table are the sum of persons employed at each Secretariat entity. As an individual may be employed at multiple entities during the reporting period, the total number of staff in the present table differs from figures presented in table 12, which disregards entity affiliations.

Table 3.B
Non-retired former staff members, by entity, gender and grade: 2020–2021

Entity group	Entity	Gender	No. of staff by grade																						Consultants and individual contractors	Total
			USG	ASG	D-2	D-1	P-2	P-3	P-4	P-5	INT	R	T	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	G-4	G-3	G-2	NPO		
Departments/offices	DESA	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2
	DGACM	Female	–	–	–	–	–	–	–	–	1	1	5	–	–	–	–	–	–	–	–	–	–	–	8	15
		Male	–	–	–	–	–	–	–	–	3	–	5	–	–	–	–	–	–	2	–	–	–	–	7	17
Subtotal			–	–	–	–	–	–	–	4	1	10	–	–	–	–	–	–	2	–	–	–	–	–	15	32
	DOS	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2
	DSS	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Subtotal			–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
	OCHA	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	2
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	2	3
	OHCHR	Female	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	2
		Male	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	3
Subtotal			1	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	2	5
	OICT	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
	RCS	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1

Entity group	Entity	Gender	No. of staff by grade																						Consultants and individual contractors	Total
			USG	ASG	D-2	D-1	P-2	P-3	P-4	P-5	INT	R	T	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	G-4	G-3	G-2	NPO		
	UNAKRT	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2
	UNCTAD	Female	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	2	3
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	2	3
	UNEP	Female	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–	–	–	–	–	–	3	5
		Male	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	9	10
Subtotal			–	–	–	–	–	–	–	–	1	–	2	–	–	–	–	–	–	–	–	–	–	–	12	15
	UNODC	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	2
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	3	4
	UNOV	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	–	–	–	–	3
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	–	–	–	–	3
Subtotal, departments/offices			1	–	–	–	–	1	1	–	5	1	13	–	–	–	–	–	1	4	2	1	–	–	44	74
Regional commissions	ECA	Female	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
		Male	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	5	6
Subtotal			–	–	–	–	–	–	–	–	2	–	–	–	–	–	–	–	–	–	–	–	–	–	5	7
	ECE	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
	ECLAC	Female	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	4	5
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	8	8
Subtotal			–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	12	13

Entity group	Entity	Gender	No. of staff by grade																						Consultants and individual contractors	Total
			USG	ASG	D-2	D-1	P-2	P-3	P-4	P-5	INT	R	T	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	G-4	G-3	G-2	NPO		
	ESCAP	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	6	6
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	8	8
	ESCWA	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2
Subtotal, regional commissions			–	–	–	–	–	–	–	–	3	–	–	–	–	–	–	–	–	–	–	–	–	–	28	31
Subtotal, departments/ offices and regional commissions			1	–	–	–	–	1	1	–	8	1	13	–	–	–	–	–	1	4	2	1	–	–	72	105
Field operations	MINURSO	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
	MINUSMA	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2
	MONUSCO	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
	UNAMID	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2
Subtotal			–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2

Entity group	Entity	Gender	No. of staff by grade																						Consultants and individual contractors	Total
			USG	ASG	D-2	D-1	P-2	P-3	P-4	P-5	INT	R	T	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	G-4	G-3	G-2	NPO		
	UNISFA	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2
	UNMHA	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Subtotal			–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
	UNOCA	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Subtotal			1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
	UNSCOL	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Subtotal			1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
	UNSMIL	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Subtotal			1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
	UNVMC	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Subtotal, field operations			3	1	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	8	13
Total^a			4	1	–	–	–	2	1	–	8	1	13	–	–	–	–	–	1	4	2	1	–	–	80	118

Note: See annex VI for the composition of the entity groups.

^a Total figures in the present table are the sum of persons employed at each Secretariat entity. As an individual may be employed at multiple entities during the reporting period, the total number of staff in the present table differs from figures presented in table 12, which disregards entity affiliations.

Table 3.C

Staff members retained beyond the age of retirement, by entity, gender and grade: 2020–2021

Entity group	Entity	Gender	No. of staff by grade																				Consultants and individual contractors	Total		
			USG	ASG	D-2	D-1	P-2	P-3	P-4	P-5	INT	R	T	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	G-4	G-3	G-2		NPO	
Departments/offices	DGACM	Female	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
	DOS	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Subtotal			–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
	DSS	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Subtotal			–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
	OCHA	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Subtotal			–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
	OHCHR	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	1
	RCS	Female	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
	UNOG	Female	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Subtotal, departments/offices			–	–	2	1	–	2	–	1	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	7

Entity group	Entity	Gender	No. of staff by grade																				Consultants and individual contractors		Total	
			USG	ASG	D-2	D-1	P-2	P-3	P-4	P-5	INT	R	T	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	G-4	G-3	G-2	NPO		
Regional commissions	ECA	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	1	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2
Subtotal			–	–	–	1	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2
	ECLAC	Female	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
		Male	–	–	1	2	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4
Subtotal			–	–	1	2	–	–	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	5
Subtotal, regional commissions			–	–	1	3	–	–	2	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	7
Subtotal, departments/offices and regional commissions			–	–	3	4	–	2	2	2	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	14
Field operations	MINUSCA	Female	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
		Male	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	2	
Subtotal			–	–	–	–	–	1	1	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	3	
	MINUSMA	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	1	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	
Subtotal			–	–	–	1	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	
	MONUSCO	Female	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
		Male	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	
Subtotal			–	–	–	–	–	–	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	
	OSES-G-GL	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	
Subtotal			–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	

Entity group	Entity	Gender	No. of staff by grade																				Consultants and individual contractors	Total		
			USG	ASG	D-2	D-1	P-2	P-3	P-4	P-5	INT	R	T	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	G-4	G-3			G-2	NPO
	UNAMA	Female	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	–	–	1	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2
	UNAMID	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Subtotal			–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
	UNIFIL	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	1
	UNMISS	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	1
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	1
	UNMOGIP	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	2
Subtotal			–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	2
	UNSMIL	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Male	–	–	–	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2
Subtotal			–	–	–	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2
	UNVMC	Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1
		Male	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal			–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1
Subtotal, field operations			–	–	–	5	–	2	3	3	–	–	–	1	1	1	–	–	–	1	–	–	–	1	–	18
Total			–	–	3	9	–	4	5	5	–	–	–	1	1	1	–	1	–	1	–	–	–	1	–	32

Note: See annex VI for the composition of the entity groups.

Annex III

Consultants and individual contractors

Table 1.A

Consultants and individual contractors at departments/offices, regional commissions and tribunals, by nationality, number of persons, days worked and expenditure: 2020–2021

Country of nationality ^a	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)
Afghanistan	14	15	883	130 564	3	3	43	7 844	17	18	926	138 408
Albania	16	25	2 291	362 320	5	11	395	80 149	21	36	2 686	442 469
Algeria	13	15	897	220 725	6	13	592	98 502	19	28	1 489	319 227
Andorra	–	–	–	–	1	1	3	450	1	1	3	450
Angola	10	14	596	87 642	4	9	307	24 830	14	23	903	112 472
Antigua and Barbuda	6	8	445	92 752	–	–	–	–	6	8	445	92 752
Argentina	271	467	34 853	5 165 557	69	350	8 479	1 537 756	340	817	43 332	6 703 313
Armenia	24	36	2 977	358 603	3	7	373	75 927	27	43	3 350	434 530
Australia	252	493	31 614	7 984 148	44	87	3 720	909 843	296	580	35 334	8 893 991
Austria	56	118	6 298	1 762 915	57	219	6 395	1 348 618	113	337	12 693	3 111 533
Azerbaijan	25	34	2 851	449 754	4	5	504	35 181	29	39	3 355	484 935
Bahamas	3	3	200	31 000	–	–	–	–	3	3	200	31 000
Bahrain	6	7	669	93 580	–	–	–	–	6	7	669	93 580
Bangladesh	60	124	10 551	1 768 505	11	12	594	87 012	71	136	11 145	1 855 517
Barbados	16	19	1 066	185 800	3	3	179	22 000	19	22	1 245	207 800
Belarus	29	49	2 938	413 368	15	91	1 448	233 198	44	140	4 386	646 566
Belgium	75	135	9 362	2 326 089	42	291	6 641	1 051 904	117	426	16 003	3 377 993
Belize	8	13	1 048	125 307	–	–	–	–	8	13	1 048	125 307
Benin	21	27	1 863	384 508	5	14	268	61 607	26	41	2 131	446 115
Bhutan	9	14	891	119 582	1	2	31	4 379	10	16	922	123 961
Bolivia (Plurinational State of)	77	166	11 346	1 694 100	–	–	–	–	77	166	11 346	1 694 100
Bosnia and Herzegovina	21	31	1 972	416 217	5	5	66	15 482	26	36	2 038	431 699
Botswana	15	16	930	241 834	2	6	30	3 174	17	22	960	245 008

Country of nationality ^a	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)
Brazil	441	1 086	72 712	6 706 975	61	125	6 347	1 230 787	502	1 211	79 059	7 937 762
Brunei Darussalam	1	2	168	24 855	—	—	—	—	1	2	168	24 855
Bulgaria	26	57	3 129	730 438	8	23	872	215 406	34	80	4 001	945 844
Burkina Faso	31	54	4 076	576 969	2	19	489	131 567	33	73	4 565	708 536
Burundi	13	18	899	228 762	4	8	562	99 266	17	26	1 461	328 028
Cabo Verde	5	5	511	23 473	—	—	—	—	5	5	511	23 473
Cambodia	34	59	2 620	926 144	3	5	218	8 782	37	64	2 838	934 926
Cameroon	79	103	6 518	1 734 662	16	78	1 860	283 653	95	181	8 378	2 018 315
Canada	351	634	42 937	11 546 732	137	430	17 085	2 921 123	488	1 064	60 022	14 467 855
Central African Republic	5	5	306	57 834	—	—	—	—	5	5	306	57 834
Chad	14	18	895	291 902	1	1	88	12 500	15	19	983	304 402
Chile	353	784	46 135	6 984 923	116	379	12 096	1 247 765	469	1 163	58 231	8 232 688
China	117	194	16 270	3 206 912	136	511	16 199	2 922 959	253	705	32 469	6 129 871
Colombia	254	488	32 942	6 263 249	42	110	5 041	670 800	296	598	37 983	6 934 049
Comoros	6	11	985	222 550	1	1	17	2 500	7	12	1 002	225 050
Congo	13	20	904	144 995	4	7	474	87 254	17	27	1 378	232 249
Costa Rica	93	130	11 194	1 990 567	7	10	611	103 677	100	140	11 805	2 094 244
Côte d'Ivoire	29	45	2 871	676 536	7	12	838	53 092	36	57	3 709	729 628
Croatia	13	16	1 790	248 000	14	32	1 200	172 444	27	48	2 990	420 444
Cuba	17	31	2 804	618 899	6	34	746	211 825	23	65	3 550	830 724
Cyprus	6	15	746	190 400	5	11	473	72 110	11	26	1 219	262 510
Czechia	19	32	2 398	517 094	3	12	282	55 778	22	44	2 680	572 872
Democratic People's Republic of Korea	1	1	118	—	—	—	—	—	1	1	118	—
Democratic Republic of the Congo	23	30	2 072	532 536	1	1	11	360	24	31	2 083	532 896
Denmark	41	74	6 081	1 090 357	5	11	730	137 634	46	85	6 811	1 227 991
Djibouti	5	6	448	75 125	1	3	152	8 968	6	9	600	84 093
Dominica	2	4	464	90 750	1	2	154	20 250	3	6	618	111 000
Dominican Republic	24	37	2 396	579 081	2	3	127	12 480	26	40	2 523	591 561
Ecuador	82	145	10 399	1 648 751	6	9	374	87 659	88	154	10 773	1 736 410

Country of nationality ^a	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)
Egypt	105	154	10 453	2 062 813	101	286	13 340	1 273 288	206	440	23 793	3 336 101
El Salvador	33	52	4 209	807 883	5	37	1 022	158 324	38	89	5 231	966 207
Equatorial Guinea	2	2	98	29 000	—	—	—	—	2	2	98	29 000
Eritrea	1	1	23	8 000	—	—	—	—	1	1	23	8 000
Estonia	12	20	1 523	597 196	1	1	48	5 000	13	21	1 571	602 196
Eswatini	15	17	1 619	220 835	—	—	—	—	15	17	1 619	220 835
Ethiopia	103	180	13 054	3 057 753	253	975	60 783	4 997 780	356	1 155	73 837	8 055 533
Fiji	29	46	3 551	665 365	2	3	96	11 500	31	49	3 647	676 865
Finland	35	62	4 454	859 522	5	12	700	194 623	40	74	5 154	1 054 145
France	385	776	50 211	12 890 996	314	1 731	43 160	8 639 741	699	2 507	93 371	21 530 737
Gabon	11	16	941	142 648	—	—	—	—	11	16	941	142 648
Gambia	10	15	1 116	118 255	—	—	—	—	10	15	1 116	118 255
Georgia	45	84	4 982	921 978	4	4	308	20 050	49	88	5 290	942 028
Germany	284	512	34 579	8 709 879	63	134	6 373	1 308 417	347	646	40 952	10 018 296
Ghana	74	107	7 086	1 367 609	8	13	418	55 675	82	120	7 504	1 423 284
Greece	49	66	4 400	833 054	5	7	476	110 434	54	73	4 876	943 488
Grenada	5	8	698	90 980	—	—	—	—	5	8	698	90 980
Guatemala	30	42	3 168	611 120	10	17	1 137	206 590	40	59	4 305	817 710
Guinea	13	19	1 492	173 480	1	2	44	33 325	14	21	1 536	206 805
Guinea-Bissau	3	3	88	8 970	1	2	257	5 580	4	5	345	14 550
Guyana	16	19	1 548	259 223	1	2	87	25 137	17	21	1 635	284 360
Haiti	8	8	346	106 228	4	6	348	72 434	12	14	694	178 662
Honduras	32	50	5 186	791 827	—	—	—	—	32	50	5 186	791 827
Hungary	13	26	1 909	669 406	6	24	932	197 648	19	50	2 841	867 054
Iceland	4	11	723	182 160	—	—	—	—	4	11	723	182 160
India	284	539	46 235	7 875 076	80	172	8 561	1 975 368	364	711	54 796	9 850 444
Indonesia	58	81	5 962	893 974	17	27	1 210	265 085	75	108	7 172	1 159 059
Iran (Islamic Republic of)	28	32	2 538	385 733	13	17	734	173 407	41	49	3 272	559 140
Iraq	22	26	2 475	260 070	9	25	657	68 721	31	51	3 132	328 791

Country of nationality ^a	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)
Ireland	73	160	11 167	2 824 891	16	40	1 217	284 187	89	200	12 384	3 109 078
Israel	18	32	2 807	619 923	1	1	195	66 600	19	33	3 002	686 523
Italy	273	519	33 159	7 772 804	100	265	9 147	2 019 978	373	784	42 306	9 792 782
Jamaica	30	48	3 368	689 049	8	13	1 170	124 916	38	61	4 538	813 965
Japan	50	80	6 139	1 214 784	17	20	706	153 390	67	100	6 845	1 368 174
Jordan	92	141	10 460	1 764 101	31	64	2 311	397 417	123	205	12 771	2 161 518
Kazakhstan	50	80	4 338	737 144	21	43	1 537	210 905	71	123	5 875	948 049
Kenya	418	812	56 070	11 906 265	198	428	17 932	1 749 875	616	1 240	74 002	13 656 140
Kiribati	—	—	—	—	1	1	6	4 017	1	1	6	4 017
Kuwait	2	6	500	57 500	—	—	—	—	2	6	500	57 500
Kyrgyzstan	60	80	5 444	643 514	6	7	247	27 580	66	87	5 691	671 094
Lao People's Democratic Republic	17	24	2 157	242 221	6	9	166	13 742	23	33	2 323	255 963
Latvia	6	12	621	71 636	1	3	166	28 102	7	15	787	99 738
Lebanon	130	199	16 264	2 519 952	229	596	26 129	2 840 261	359	795	42 393	5 360 213
Lesotho	9	12	878	164 714	1	1	2	17 652	10	13	880	182 366
Liberia	9	13	931	299 972	—	—	—	—	9	13	931	299 972
Libya	11	13	1 114	227 450	—	—	—	—	11	13	1 114	227 450
Lithuania	17	38	1 751	457 887	1	2	50	3 060	18	40	1 801	460 947
Luxembourg	3	3	126	24 620	—	—	—	—	3	3	126	24 620
Madagascar	12	16	1 007	141 650	5	13	831	167 052	17	29	1 838	308 702
Malawi	31	44	2 490	612 264	1	1	3	600	32	45	2 493	612 864
Malaysia	40	64	5 257	833 154	11	27	1 136	300 490	51	91	6 393	1 133 644
Maldives	8	11	834	75 500	—	—	—	—	8	11	834	75 500
Mali	14	20	1 197	270 300	1	4	35	13 577	15	24	1 232	283 877
Malta	5	10	574	186 446	—	—	—	—	5	10	574	186 446
Marshall Islands	1	1	68	15 000	—	—	—	—	1	1	68	15 000
Mauritania	12	18	821	177 662	—	—	—	—	12	18	821	177 662
Mauritius	17	32	1 941	421 341	5	15	285	53 991	22	47	2 226	475 332
Mexico	279	528	39 860	6 424 015	52	136	4 132	862 106	331	664	43 992	7 286 121

Country of nationality ^a	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)
Micronesia (Federated States of)	1	2	221	10 000	—	—	—	—	1	2	221	10 000
Monaco	1	3	373	96 600	—	—	—	—	1	3	373	96 600
Mongolia	23	33	2 128	375 410	12	14	234	32 203	35	47	2 362	407 613
Montenegro	14	26	1 534	217 670	6	8	344	75 315	20	34	1 878	292 985
Morocco	48	81	4 903	1 152 352	30	188	3 471	728 306	78	269	8 374	1 880 658
Mozambique	18	25	1 605	220 312	5	6	312	42 348	23	31	1 917	262 660
Myanmar	21	29	3 413	401 368	8	12	415	92 226	29	41	3 828	493 594
Namibia	13	15	1 105	184 484	4	5	254	58 364	17	20	1 359	242 848
Nepal	51	73	7 592	1 103 654	12	17	820	86 957	63	90	8 412	1 190 611
Netherlands	164	291	18 789	5 102 040	30	51	2 463	464 850	194	342	21 252	5 566 890
New Zealand	52	107	5 206	1 435 324	15	34	1 309	391 937	67	141	6 515	1 827 261
Nicaragua	8	14	1 223	203 625	1	1	22	6 821	9	15	1 245	210 446
Niger	11	14	770	179 296	2	6	113	18 955	13	20	883	198 251
Nigeria	106	141	9 166	2 167 379	19	37	1 825	328 546	125	178	10 991	2 495 925
North Macedonia	14	22	1 309	219 900	4	7	84	15 203	18	29	1 393	235 103
Norway	27	67	3 772	982 174	4	5	167	38 779	31	72	3 939	1 020 953
Oman	1	1	44	—	—	—	—	—	1	1	44	—
Pakistan	63	109	7 453	1 584 727	7	16	779	133 034	70	125	8 232	1 717 761
Panama	41	59	4 314	739 531	4	5	557	64 900	45	64	4 871	804 431
Papua New Guinea	3	4	545	128 025	—	—	—	—	3	4	545	128 025
Paraguay	21	43	4 501	645 893	2	3	33	5 323	23	46	4 534	651 216
Peru	85	135	10 751	2 062 285	14	54	1 247	359 026	99	189	11 998	2 421 311
Philippines	79	157	10 878	1 915 893	32	100	3 633	734 448	111	257	14 511	2 650 341
Poland	27	48	3 447	992 771	12	20	1 288	300 056	39	68	4 735	1 292 827
Portugal	50	98	5 474	1 312 411	14	64	1 655	367 930	64	162	7 129	1 680 341
Republic of Korea	86	138	12 708	1 603 996	31	49	2 403	410 322	117	187	15 111	2 014 318
Republic of Moldova	24	33	3 218	445 829	3	6	194	30 947	27	39	3 412	476 776
Romania	37	60	4 662	1 119 979	11	23	1 208	284 925	48	83	5 870	1 404 904
Russian Federation	118	211	13 396	2 434 764	131	749	13 780	2 965 012	249	960	27 176	5 399 776

Country of nationality ^a	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)
Rwanda	37	63	4 149	1 117 791	13	41	2 525	172 992	50	104	6 674	1 290 783
Saint Kitts and Nevis	1	1	117	–	1	1	43	5 000	2	2	160	5 000
Saint Lucia	12	18	1 691	342 991	–	–	–	–	12	18	1 691	342 991
Saint Vincent and the Grenadines	3	4	217	41 630	–	–	–	–	3	4	217	41 630
Samoa	10	17	1 449	227 620	–	–	–	–	10	17	1 449	227 620
Sao Tome and Principe	2	3	327	25 800	–	–	–	–	2	3	327	25 800
Saudi Arabia	6	6	179	41 204	–	–	–	–	6	6	179	41 204
Senegal	77	113	6 874	1 310 009	6	12	100	39 759	83	125	6 974	1 349 768
Serbia	50	109	8 137	1 764 273	24	43	1 357	156 395	74	152	9 494	1 920 668
Seychelles	9	14	702	148 720	2	2	88	23 402	11	16	790	172 122
Sierra Leone	6	7	265	70 910	–	–	–	–	6	7	265	70 910
Singapore	22	38	2 049	383 394	7	20	1 154	246 558	29	58	3 203	629 952
Slovakia	18	42	3 175	576 943	4	10	397	48 642	22	52	3 572	625 585
Slovenia	11	25	1 650	310 451	4	16	637	109 912	15	41	2 287	420 363
Solomon Islands	3	3	240	24 140	1	5	66	23 190	4	8	306	47 330
Somalia	31	47	3 235	444 272	25	47	2 913	170 754	56	94	6 148	615 026
South Africa	169	305	20 196	5 401 787	15	28	995	242 681	184	333	21 191	5 644 468
South Sudan	3	4	92	35 722	3	7	271	20 692	6	11	363	56 414
Spain	202	415	26 450	6 529 984	166	777	18 562	3 554 594	368	1 192	45 012	10 084 578
Sri Lanka	34	41	3 202	548 036	6	9	283	51 480	40	50	3 485	599 516
Sudan	14	17	1 670	265 055	2	3	128	29 000	16	20	1 798	294 055
Suriname	1	1	57	6 000	–	–	–	–	1	1	57	6 000
Sweden	61	135	11 201	2 221 133	15	44	1 248	307 255	76	179	12 449	2 528 388
Switzerland	124	210	14 165	3 741 262	60	280	5 946	1 508 009	184	490	20 111	5 249 271
Syrian Arab Republic	48	72	5 288	1 027 518	23	125	2 775	482 122	71	197	8 063	1 509 640
Tajikistan	23	35	2 518	261 765	6	8	531	101 914	29	43	3 049	363 679
Thailand	109	205	17 041	2 343 428	95	218	5 927	712 509	204	423	22 968	3 055 937
Timor-Leste	2	4	449	44 500	–	–	–	–	2	4	449	44 500
Togo	18	26	2 597	466 783	2	2	38	10 022	20	28	2 635	476 805

Country of nationality ^a	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)
Tonga	5	11	600	66 925	—	—	—	—	5	11	600	66 925
Trinidad and Tobago	38	68	4 267	961 222	7	17	860	93 529	45	85	5 127	1 054 751
Tunisia	73	110	7 734	1 490 890	17	65	1 943	369 858	90	175	9 677	1 860 748
Türkiye	31	46	3 455	935 188	5	64	1 153	285 303	36	110	4 608	1 220 491
Turkmenistan	8	8	395	84 887	—	—	—	—	8	8	395	84 887
Tuvalu	2	2	61	21 870	—	—	—	—	2	2	61	21 870
Uganda	75	124	8 428	2 125 314	15	21	1 156	144 729	90	145	9 584	2 270 043
Ukraine	59	107	6 632	1 622 937	22	123	3 037	519 386	81	230	9 669	2 142 323
United Arab Emirates	2	2	26	5 472	—	—	—	—	2	2	26	5 472
United Kingdom of Great Britain and Northern Ireland	823	1 650	101 561	27 557 000	210	723	20 764	4 920 729	1 033	2 373	122 325	32 477 729
United Republic of Tanzania	43	68	4 445	980 961	9	20	1 158	89 082	52	88	5 603	1 070 043
United States of America	861	1 651	102 143	28 228 556	345	1 197	36 675	7 925 609	1 206	2 848	138 818	36 154 165
Uruguay	96	177	10 934	1 887 233	27	256	4 358	672 338	123	433	15 292	2 559 571
Uzbekistan	30	43	2 632	299 852	3	3	122	18 601	33	46	2 754	318 453
Vanuatu	4	4	184	57 500	—	—	—	—	4	4	184	57 500
Venezuela (Bolivarian Republic of)	39	95	5 760	1 224 521	11	28	1 126	229 935	50	123	6 886	1 454 456
Viet Nam	42	60	4 746	539 245	12	19	788	112 001	54	79	5 534	651 246
Yemen	7	17	940	173 709	4	11	543	68 625	11	28	1 483	242 334
Zambia	31	40	2 713	719 572	2	3	64	9 150	33	43	2 777	728 722
Zimbabwe	69	103	5 701	1 488 844	15	35	1 275	214 165	84	138	6 976	1 703 009
Subtotal	11 172	20 328	1 385 578	288 573 644	4 081	13 915	464 824	77 232 775	15 253	34 243	1 850 402	365 806 419
State of Palestine	22	24	2 086	329 300	11	24	1 508	101 695	33	48	3 594	430 995
Stateless	—	—	—	—	1	2	137	18 999	1	2	137	18 999
Unspecified	7	18	859	160 790	3	4	197	36 722	10	22	1 056	197 512
Total	11 201	20 370	1 388 523	289 063 734	4 096	13 945	466 666	77 390 191	15 297	34 315	1 855 187	366 453 932

^a Countries not listed had no nationals engaged as consultants or individual contractors.

Table 2.A

Consultants and individual contractors at departments/offices, regional commissions and tribunals, by entity, number of persons, gender and days worked: 2020–2021

Entity group	Entity	Consultant				Individual contractor				Total			
		No. of persons	No. of engagements	Per cent female	No. of days worked	No. of persons	No. of engagements	Per cent female	No. of days worked	No. of persons	No. of engagements	Per cent female	No. of days worked
Departments/offices	CTED	9	12	44.4	777	–	–	n/a	–	9	12	44.4	777
	DESA	650	875	40.2	64 743	231	372	53.2	21 375	881	1 247	43.6	86 118
	DGACM	45	106	48.9	4 230	542	4 449	55.9	80 124	587	4 555	55.4	84 354
	DGC	26	38	80.8	2 323	174	419	59.2	13 340	200	457	62.0	15 663
	DMSPC	86	177	48.8	11 441	26	38	61.5	2 053	112	215	51.8	13 494
	DOS	69	114	43.5	5 178	106	503	67.0	11 616	175	617	57.7	16 794
	DPKO	2	3	0.0	100	–	–	n/a	–	2	3	0.0	100
	DPO	89	153	49.4	7 155	82	139	58.5	6 518	171	292	53.8	13 673
	DPPA	113	191	39.8	11 022	35	48	40.0	2 168	148	239	39.9	13 190
	DSS	14	26	50.0	1 247	21	53	42.9	2 404	35	79	45.7	3 651
	EOSG	88	147	54.5	7 911	31	49	35.5	2 715	119	196	49.6	10 626
	IIIM-Syria	26	31	46.2	1 366	19	33	47.4	1 503	45	64	46.7	2 869
	IM-MYANMAR	10	11	50.0	776	2	3	0.0	492	12	14	41.7	1 268
	OAJ	3	11	66.7	279	2	2	50.0	24	5	13	60.0	303
	OCHA	160	279	55.0	14 338	48	85	62.5	4 035	208	364	56.7	18 373
	OCT	67	118	38.8	9 128	42	57	59.5	3 157	109	175	46.8	12 285
	ODA	110	171	45.5	15 101	38	73	73.7	2 745	148	244	52.7	17 846
	OHCHR	327	556	52.3	34 296	141	340	58.9	14 725	468	896	54.3	49 021
	OHRLLS	17	23	47.1	1 076	12	12	41.7	643	29	35	44.8	1 719
	OICT	140	324	25.0	33 602	2	2	50.0	96	142	326	25.4	33 698
	OIOS	39	65	46.2	3 504	–	–	n/a	–	39	65	46.2	3 504
	OLA	42	51	52.4	2 140	1	5	0.0	43	43	56	51.2	2 183
	OOSA	19	30	42.1	2 610	–	–	n/a	–	19	30	42.1	2 610
	OSAA	8	10	37.5	489	–	–	n/a	–	8	10	37.5	489
	OSE HoA	4	4	50.0	67	–	–	n/a	–	4	4	50.0	67
	OSRSG-CAAC	3	5	33.3	399	12	16	91.7	919	15	21	80.0	1 318

Entity group	Entity	Consultant				Individual contractor				Total			
		No. of persons	No. of engagements	Per cent female	No. of days worked	No. of persons	No. of engagements	Per cent female	No. of days worked	No. of persons	No. of engagements	Per cent female	No. of days worked
	OSRSG-SVC	7	8	71.4	374	2	2	0.0	69	9	10	55.6	443
	OSRSG-VAC	11	21	63.6	1 267	1	2	100.0	99	12	23	66.7	1 366
	OVRA	3	4	100.0	251	—	—	n/a	—	3	4	100.0	251
	RCS	101	151	50.5	9 000	39	53	64.1	2 722	140	204	54.3	11 722
	UNAKRT	80	188	55.0	5 922	—	—	n/a	—	80	188	55.0	5 922
	UNCC	1	4	100.0	88	—	—	n/a	—	1	4	100.0	88
	UNCTAD	598	861	33.3	54 248	209	380	53.1	17 649	807	1 241	38.4	71 897
	UNDRR	277	389	40.4	28 272	133	214	46.6	11 669	410	603	42.4	39 941
	UNEP	2 096	3 413	44.8	319 844	286	840	64.3	32 517	2 382	4 253	47.2	352 361
	UN-Habitat	1 175	2 631	46.2	188 297	152	232	44.7	15 644	1 327	2 863	46.0	203 941
	UNOAU	27	30	59.3	858	4	5	0.0	55	31	35	51.6	913
	UNODC	1 310	3 009	37.6	165 204	307	672	58.6	27 249	1 617	3 681	41.6	192 453
	UNOG	20	79	55.0	1 037	74	427	82.4	8 889	94	506	76.6	9 926
	UNOMS	6	12	83.3	388	2	3	50.0	158	8	15	75.0	546
	UNON	11	40	81.8	1 735	73	219	61.6	7 993	84	259	64.3	9 728
	UNOV	7	11	85.7	268	48	176	66.7	5 652	55	187	69.1	5 920
	UNROD	1	1	0.0	23	4	5	50.0	278	5	6	40.0	301
Subtotal		7 897	14 383	43.3	1 012 374	2 901	9 928	57.3	301 338	10 798	24 311	47.1	1 313 712
Regional commissions	ECA	796	1 102	29.4	68 150	306	1 141	42.8	65 732	1 102	2 243	33.1	133 882
	ECE	545	812	38.9	47 640	115	198	60.9	10 271	660	1 010	42.7	57 911
	ECLAC	1 289	2 245	42.4	138 136	229	946	61.6	21 691	1 518	3 191	45.3	159 827
	ESCAP	760	1 279	35.9	80 721	366	814	50.8	28 807	1 126	2 093	40.8	109 528
	ESCWA	384	539	34.1	41 251	269	722	67.3	31 571	653	1 261	47.8	72 822
Subtotal		3 774	5 977	37.0	375 898	1 285	3 821	55.2	158 072	5 059	9 798	41.6	533 970
Tribunals	IRMCT	10	10	50.0	252	78	196	50.0	7 253	88	206	50.0	7 505
Total		11 681	20 370	41.2	1 388 524	4 264	13 945	56.7	466 663	15 945	34 315	45.4	1 855 187

Note: See annex VI for the composition of the entity groups.

Table 2.B

Expenditure for consultants and individual contractors at departments/offices, regional commissions and tribunals, by entity: 2020–2021

(United States dollars)

Entity	Consultants			Individual contractors			Total		
	Expenditure (RB)	Expenditure (other) ^a	Total expenditure	Expenditure (RB)	Expenditure (other) ^a	Total expenditure	Expenditure (RB)	Expenditure (other) ^a	Total expenditure
CTED	–	310 690	310 690	–	–	–	–	310 690	310 690
DESA	3 921 652	8 859 366	12 781 018	1 495 952	3 696 449	5 192 401	5 417 605	12 555 814	17 973 419
DGACM	108 533	1 488 130	1 596 663	9 951 429	3 964 698	13 916 127	10 059 962	5 452 828	15 512 790
DGC	219 066	387 724	606 789	1 594 372	1 173 549	2 767 921	1 813 437	1 561 273	3 374 710
DMSPC	1 544 665	938 038	2 482 703	264 505	220 758	485 263	1 809 170	1 158 797	2 967 966
DOS	742 692	1 362 957	2 105 649	1 390 740	385 963	1 776 702	2 133 431	1 748 920	3 882 351
DPKO	–	99 000	99 000	–	–	–	–	99 000	99 000
DPO	29 501	2 357 423	2 386 924	44 922	1 579 071	1 623 993	74 423	3 936 494	4 010 917
DPPA	1 064 236	2 842 799	3 907 035	113 700	578 639	692 338	1 177 935	3 421 438	4 599 373
DSS	57 272	351 291	408 562	142 956	30 279	173 235	200 228	381 569	581 797
ECA	7 855 766	9 466 145	17 321 911	4 884 871	1 090 645	5 975 516	12 740 637	10 556 790	23 297 427
ECE	1 322 835	7 342 601	8 665 436	32 900	1 591 347	1 624 247	1 355 735	8 933 948	10 289 683
ECLAC	4 879 408	14 419 987	19 299 395	1 543 483	1 262 932	2 806 415	6 422 891	15 682 919	22 105 810
EOSG	11 644	2 624 722	2 636 366	–	661 229	661 229	11 644	3 285 951	3 297 595
ESCAP	3 778 634	8 820 140	12 598 774	1 272 030	2 894 694	4 166 724	5 050 664	11 714 834	16 765 498
ESCWA	2 489 086	4 342 724	6 831 810	1 266 855	1 722 284	2 989 139	3 755 941	6 065 008	9 820 948
IIM-Syria	379 563	270 161	649 723	416 727	91 631	508 358	796 290	361 792	1 158 081
IM-Myanmar	205 360	–	205 360	7 483	–	7 483	212 843	–	212 843
IRMCT	–	102 675	102 675	–	749 569	749 569	–	852 244	852 244
OAJ	11 792	154 425	166 217	5 647	–	5 647	17 440	154 425	171 865
OCHA	61 922	4 403 979	4 465 901	38 220	934 385	972 605	100 142	5 338 364	5 438 506
OCT	–	3 431 073	3 431 073	–	1 173 353	1 173 353	–	4 604 426	4 604 426
ODA	123 890	2 332 600	2 456 490	35 152	401 630	436 783	159 042	2 734 230	2 893 272
OHCHR	502 656	8 582 987	9 085 643	317 503	3 367 689	3 685 192	820 159	11 950 676	12 770 835
OHRLLS	104 130	227 760	331 890	65 420	178 162	243 583	169 550	405 922	575 473
OICT	321 869	4 398 000	4 719 868	–	11 428	11 428	321 869	4 409 428	4 731 296
OIOS	319 891	401 280	721 171	–	–	–	319 891	401 280	721 171

Entity	Consultants			Individual contractors			Total		
	Expenditure (RB)	Expenditure (other) ^a	Total expenditure	Expenditure (RB)	Expenditure (other) ^a	Total expenditure	Expenditure (RB)	Expenditure (other) ^a	Total expenditure
OLA	158 287	133 321	291 608	1 320	–	1 320	159 607	133 321	292 928
OOSA	38 080	190 102	228 182	–	–	–	38 080	190 102	228 182
OSAA	42 000	70 000	112 000	–	–	–	42 000	70 000	112 000
OSE HoA	–	26 606	26 606	–	–	–	–	26 606	26 606
OSRSG-CAAC	–	217 860	217 860	–	204 118	204 118	–	421 978	421 978
OSRSG-SVC	–	191 710	191 710	–	730	730	–	192 440	192 440
OSRSG-VAC	542 548	23 750	566 298	32 174	–	32 174	574 722	23 750	598 472
OVRA	11 000	63 935	74 935	–	–	–	11 000	63 935	74 935
RCS	–	2 971 111	2 971 111	–	467 548	467 548	–	3 438 658	3 438 658
UNAKRT	–	3 897 412	3 897 412	–	–	–	–	3 897 412	3 897 412
UNCC	–	32 000	32 000	–	–	–	–	32 000	32 000
UNCTAD	1 320 403	12 350 371	13 670 775	659 758	3 301 548	3 961 306	1 980 161	15 651 920	17 632 081
UNDRR	25 110	7 878 229	7 903 339	–	2 953 800	2 953 800	25 110	10 832 029	10 857 139
UNEP	300 405	71 674 015	71 974 420	51 898	5 986 504	6 038 401	51 898	77 660 519	78 012 822
UN-Habitat	174 387	27 369 793	27 544 181	44 850	1 476 568	1 521 418	219 237	28 846 361	29 065 599
UNOAU	–	242 374	242 374	–	3 209	3 209	–	245 583	245 583
UNODC	627 524	37 075 895	37 703 419	150 427	5 066 835	5 217 262	777 951	42 142 730	42 920 681
UNOG	53 550	282 705	336 255	915 886	1 315 130	2 231 016	969 436	1 597 835	2 567 271
UNOMS	51 800	136 700	188 500	31 434	–	31 434	83 234	136 700	219 934
UNON	37 800	406 298	444 098	69 323	783 115	852 437	107 123	1 189 413	1 296 535
UNOV	66 793	–	66 793	1 014 715	161 829	1 176 544	1 081 509	161 829	1 243 338
UNROD	5 126	–	5 126	52 226	–	52 226	57 352	–	57 352
Total	33 510 876	255 552 864	289 063 739	27 908 877	49 481 316	77 390 193	61 119 347	305 034 180	366 453 932

Note: see annex VI for the composition of the entity groups.

^a “Other” refers to extrabudgetary funding and funding for peacekeeping operations.

Table 2.C

Engagement of consultants and individual contractors at departments/offices, regional commissions and tribunals, by nationality and gender: 2020–2021

(Number of engagements)

<i>Country of nationality</i>	<i>Consultants</i>			<i>Individual contractors</i>			<i>Total</i>
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	
Afghanistan	1	14	15	–	3	3	18
Albania	12	13	25	11	–	11	36
Algeria	2	13	15	6	7	13	28
Andorra	–	–	–	1	–	1	1
Angola	4	10	14	5	4	9	23
Antigua and Barbuda	5	3	8	–	–	–	8
Argentina	190	277	467	239	111	350	817
Armenia	22	14	36	7	–	7	43
Australia	207	286	493	28	59	87	580
Austria	65	53	118	163	56	219	337
Azerbaijan	8	26	34	2	3	5	39
Bahamas	3	–	3	–	–	–	3
Bahrain	4	3	7	–	–	–	7
Bangladesh	22	102	124	5	7	12	136
Barbados	11	8	19	3	–	3	22
Belarus	24	25	49	81	10	91	140
Belgium	44	91	135	139	152	291	426
Belize	6	7	13	–	–	–	13
Benin	4	23	27	–	14	14	41
Bhutan	–	14	14	–	2	2	16
Bolivia (Plurinational State of)	69	97	166	–	–	–	166
Bosnia and Herzegovina	6	25	31	2	3	5	36
Botswana	4	12	16	3	3	6	22
Brazil	637	449	1 086	64	61	125	1 211
Brunei Darussalam	2	–	2	–	–	–	2
Bulgaria	30	27	57	21	2	23	80
Burkina Faso	7	47	54	–	19	19	73
Burundi	3	15	18	4	4	8	26
Cabo Verde	4	1	5	–	–	–	5
Cambodia	20	39	59	–	5	5	64
Cameroon	24	79	103	16	62	78	181
Canada	270	364	634	292	138	430	1 064
Central African Republic	1	4	5	–	–	–	5
Chad	1	17	18	–	1	1	19
Chile	362	422	784	262	117	379	1 163
China	116	78	194	260	251	511	705
Colombia	216	272	488	53	57	110	598
Comoros	–	11	11	–	1	1	12

Country of nationality	Consultants			Individual contractors			Total
	Female	Male	Subtotal	Female	Male	Subtotal	
Congo	1	19	20	3	4	7	27
Costa Rica	59	71	130	7	3	10	140
Côte d'Ivoire	10	35	45	–	12	12	57
Croatia	5	11	16	25	7	32	48
Cuba	9	22	31	25	9	34	65
Cyprus	5	10	15	8	3	11	26
Czechia	6	26	32	–	12	12	44
Democratic People's Republic of Korea	–	1	1	–	–	–	1
Democratic Republic of the Congo	4	26	30	1	–	1	31
Denmark	21	53	74	8	3	11	85
Djibouti	2	4	6	–	3	3	9
Dominica	–	4	4	–	2	2	6
Dominican Republic	20	17	37	–	3	3	40
Ecuador	54	91	145	7	2	9	154
Egypt	46	108	154	97	189	286	440
El Salvador	23	29	52	36	1	37	89
Equatorial Guinea	–	2	2	–	–	–	2
Eritrea	–	1	1	–	–	–	1
Estonia	7	13	20	–	1	1	21
Eswatini	6	11	17	–	–	–	17
Ethiopia	57	123	180	408	567	975	1 155
Fiji	21	25	46	2	1	3	49
Finland	33	29	62	7	5	12	74
France	363	413	776	1 214	517	1 731	2 507
Gabon	4	12	16	–	–	–	16
Gambia	5	10	15	–	–	–	15
Georgia	30	54	84	2	2	4	88
Germany	255	257	512	86	48	134	646
Ghana	21	86	107	2	11	13	120
Greece	32	34	66	4	3	7	73
Grenada	2	6	8	–	–	–	8
Guatemala	22	20	42	7	10	17	59
Guinea	5	14	19	2	–	2	21
Guinea-Bissau	1	2	3	–	2	2	5
Guyana	11	8	19	2	–	2	21
Haiti	–	8	8	5	1	6	14
Honduras	22	28	50	–	–	–	50
Hungary	16	10	26	20	4	24	50
Iceland	7	4	11	–	–	–	11
India	186	353	539	100	72	172	711
Indonesia	38	43	81	8	19	27	108
Iran (Islamic Republic of)	10	22	32	15	2	17	49

<i>Country of nationality</i>	<i>Consultants</i>			<i>Individual contractors</i>			<i>Total</i>
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	
Iraq	7	19	26	14	11	25	51
Ireland	59	101	160	30	10	40	200
Israel	19	13	32	1	—	1	33
Italy	267	252	519	187	78	265	784
Jamaica	29	19	48	11	2	13	61
Japan	33	47	80	14	6	20	100
Jordan	60	81	141	46	18	64	205
Kazakhstan	32	48	80	24	19	43	123
Kenya	346	466	812	213	215	428	1 240
Kiribati	—	—	—	1	—	1	1
Kuwait	3	3	6	—	—	—	6
Kyrgyzstan	36	44	80	4	3	7	87
Lao People's Democratic Republic	7	17	24	3	6	9	33
Latvia	7	5	12	—	3	3	15
Lebanon	99	100	199	399	197	596	795
Lesotho	8	4	12	1	—	1	13
Liberia	4	9	13	—	—	—	13
Libya	4	9	13	—	—	—	13
Lithuania	21	17	38	2	—	2	40
Luxembourg	1	2	3	—	—	—	3
Madagascar	12	4	16	5	8	13	29
Malawi	10	34	44	—	1	1	45
Malaysia	24	40	64	22	5	27	91
Maldives	8	3	11	—	—	—	11
Mali	7	13	20	—	4	4	24
Malta	4	6	10	—	—	—	10
Marshall Islands	1	—	1	—	—	—	1
Mauritania	—	18	18	—	—	—	18
Mauritius	10	22	32	9	6	15	47
Mexico	234	294	528	80	56	136	664
Micronesia (Federated States of)	2	—	2	—	—	—	2
Monaco	3	—	3	—	—	—	3
Mongolia	23	10	33	6	8	14	47
Montenegro	20	6	26	5	3	8	34
Morocco	26	55	81	74	114	188	269
Mozambique	2	23	25	2	4	6	31
Myanmar	17	12	29	5	7	12	41
Namibia	8	7	15	2	3	5	20
Nepal	14	59	73	5	12	17	90
Netherlands	96	195	291	23	28	51	342
New Zealand	37	70	107	15	19	34	141
Nicaragua	5	9	14	—	1	1	15

<i>Country of nationality</i>	<i>Consultants</i>			<i>Individual contractors</i>			<i>Total</i>
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	
Niger	3	11	14	—	6	6	20
Nigeria	41	100	141	20	17	37	178
North Macedonia	13	9	22	6	1	7	29
Norway	23	44	67	1	4	5	72
Oman	—	1	1	—	—	—	1
Pakistan	29	80	109	11	5	16	125
Panama	33	26	59	3	2	5	64
Papua New Guinea	1	3	4	—	—	—	4
Paraguay	24	19	43	3	—	3	46
Peru	70	65	135	35	19	54	189
Philippines	78	79	157	34	66	100	257
Poland	27	21	48	18	2	20	68
Portugal	39	59	98	33	31	64	162
Republic of Korea	76	62	138	32	17	49	187
Republic of Moldova	22	11	33	6	—	6	39
Romania	23	37	60	17	6	23	83
Russian Federation	107	104	211	337	412	749	960
Rwanda	8	55	63	8	33	41	104
Saint Kitts and Nevis	—	1	1	1	—	1	2
Saint Lucia	6	12	18	—	—	—	18
Saint Vincent and the Grenadines	2	2	4	—	—	—	4
Samoa	8	9	17	—	—	—	17
Sao Tome and Principe	2	1	3	—	—	—	3
Saudi Arabia	2	4	6	—	—	—	6
Senegal	15	98	113	—	12	12	125
Serbia	54	55	109	35	8	43	152
Seychelles	2	12	14	—	2	2	16
Sierra Leone	2	5	7	—	—	—	7
Singapore	17	21	38	15	5	20	58
Slovakia	23	19	42	9	1	10	52
Slovenia	7	18	25	1	15	16	41
Solomon Islands	1	2	3	—	5	5	8
Somalia	2	45	47	3	44	47	94
South Africa	138	167	305	24	4	28	333
South Sudan	—	4	4	7	—	7	11
Spain	239	176	415	494	283	777	1 192
Sri Lanka	9	32	41	6	3	9	50
Sudan	5	12	17	1	2	3	20
Suriname	1	—	1	—	—	—	1
Sweden	63	72	135	13	31	44	179
Switzerland	98	112	210	196	84	280	490
Syrian Arab Republic	13	59	72	58	67	125	197

Country of nationality	Consultants			Individual contractors			Total
	Female	Male	Subtotal	Female	Male	Subtotal	
Tajikistan	11	24	35	3	5	8	43
Thailand	107	98	205	126	92	218	423
Timor-Leste	1	3	4	—	—	—	4
Togo	7	19	26	—	2	2	28
Tonga	1	10	11	—	—	—	11
Trinidad and Tobago	43	25	68	5	12	17	85
Tunisia	36	74	110	19	46	65	175
Turkey	25	21	46	15	49	64	110
Turkmenistan	2	6	8	—	—	—	8
Tuvalu	—	2	2	—	—	—	2
Uganda	51	73	124	7	14	21	145
Ukraine	59	48	107	66	57	123	230
United Arab Emirates	2	—	2	—	—	—	2
United Kingdom of Great Britain and Northern Ireland	577	1 073	1 650	332	391	723	2 373
United Republic of Tanzania	16	52	68	5	15	20	88
United States of America	786	865	1 651	743	454	1 197	2 848
Uruguay	94	83	177	233	23	256	433
Uzbekistan	12	31	43	—	3	3	46
Vanuatu	—	4	4	—	—	—	4
Venezuela (Bolivarian Republic of)	46	49	95	20	8	28	123
Viet Nam	26	34	60	14	5	19	79
Yemen	—	17	17	2	9	11	28
Zambia	6	34	40	—	3	3	43
Zimbabwe	36	67	103	11	24	35	138
Total	8 700	11 628	20 328	7 999	5 916	13 915	34 243
State of Palestine	9	15	24	9	15	24	48
Stateless	—	—	—	2	—	2	2
Unspecified	9	9	18	3	1	4	22
Total	8 718	11 652	20 370	8 013	5 932	13 945	34 315

Table 2.D

Engagement of consultants and individual contractors at departments/offices, regional commissions and tribunals, by entity and gender: 2020–2021

(Number of engagements)

Entity group	Entity	Consultants			Individual contractors			Total
		Female	Male	Subtotal	Female	Male	Subtotal	
Departments/offices	CTED	6	6	12	–	–	–	12
	DESA	354	521	875	202	170	372	1 247
	DGACM	46	60	106	2 467	1 982	4 449	4 555
	DGC	33	5	38	261	158	419	457
	DMSPC	95	82	177	20	18	38	215
	DOS	54	60	114	358	145	503	617
	DPKO	–	3	3	–	–	–	3
	DPO	76	77	153	83	56	139	292
	DPPA	82	109	191	18	30	48	239
	DSS	15	11	26	19	34	53	79
	EOSG	85	62	147	16	33	49	196
	IIIM-Syria	13	18	31	12	21	33	64
	IM-Myanmar	5	6	11	–	3	3	14
	OAJ	10	1	11	1	1	2	13
	OCHA	166	113	279	56	29	85	364
	OCT	44	74	118	37	20	57	175
	ODA	76	95	171	56	17	73	244
	OHCHR (FF)	314	242	556	205	135	340	896
	OHRLLS	12	11	23	5	7	12	35
	OICT	86	238	324	1	1	2	326
	OIOS	31	34	65	–	–	–	65
	OLA	25	26	51	–	5	5	56
	OOSA	14	16	30	–	–	–	30
	OSAA (HQ)	3	7	10	–	–	–	10
	OSE HoA	2	2	4	–	–	–	4
	OSRSG-CAAC	3	2	5	15	1	16	21
	OSRSG-SVC	6	2	8	–	2	2	10
	OSRSG-VAC	16	5	21	2	–	2	23
	OVRA	4	–	4	–	–	–	4
	RCS	81	70	151	29	24	53	204
	UNAKRT	91	97	188	–	–	–	188
	UNCC	4	–	4	–	–	–	4
	UNCTAD	279	582	861	194	186	380	1 241
	UNDRR	165	224	389	92	122	214	603
	UNEP	1 551	1 862	3 413	530	310	840	4 253
	UN-Habitat	1 360	1 271	2 631	102	130	232	2 863
	UNOAU	19	11	30	–	5	5	35
	UNODC	1 096	1 913	3 009	403	269	672	3 681

Entity group	Entity	Consultants			Individual contractors			Total
		Female	Male	Subtotal	Female	Male	Subtotal	
	UNOG	40	39	79	361	66	427	506
	UNOMS	9	3	12	1	2	3	15
	UNON	33	7	40	124	95	219	259
	UNOV	10	1	11	125	51	176	187
	UNROD	–	1	1	2	3	5	6
Subtotal		6 414	7 969	14 383	5 797	4 131	9 928	24 311
Regional commissions	ECA	337	765	1 102	500	641	1 141	2 243
	ECE	329	483	812	127	71	198	1 010
	ECLAC	983	1 262	2 245	594	352	946	3 191
	ESCAP	471	808	1 279	402	412	814	2 093
	ESCWA	179	360	539	495	227	722	1 261
Subtotal		1 962	5 836	9 770	3 432	2 320	5 752	15 522
Tribunals	IRMCT	5	5	10	98	98	196	206
Subtotal, tribunals		5	5	10	98	98	196	206
Total		8 718	11 652	20 370	8 013	5 932	13 945	34 315

Note: see annex VI for the composition of the entity groups.

Table 2.E

Consultants hired for a period of more than one year^a at departments/offices and regional commissions, by entity, job network, number of persons, days worked and expenditure: 2020–2021

<i>Entity group</i>	<i>Entity</i>	<i>Job network</i>	<i>No. of consultants</i>	<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
Departments/offices	DESA	Economic, social, and development	22	7 654	499 158
	DMSPC	Science	1	523	5 400
	DOS	Science	1	261	1 800
	EOSG	Management and administration	1	326	100 000
	OCHA	Political, peace and humanitarian	1	261	–
	OCT	Political, peace and humanitarian	4	1 181	354 266
	ODA	Economic, social and development	2	522	166 157
	ODA	Information and Telecommunication Technology	1	261	88 200
	ODA	Political, peace and humanitarian	5	1 784	70 405
	ODA	Public information and conference management	2	524	48 073
	OHCHR	Political, peace and humanitarian	2	561	54 600
	OIOS	Management and administration	3	1 045	500
	OLA	Legal	2	522	–
	OOSA	Economic, social and development	2	641	–
	RCS	Economic, social and development	1	261	100
	UNAKRT	Public information and conference management	1	262	–
	UNCTAD	Economic, social and development	7	2 089	175 066
	UNCTAD	Information and Telecommunication Technology	1	305	70 000
	UNDRR	Economic, social and development	5	1 714	289 400
	UNDRR	Management and administration	2	579	92 100
	UNEP	Economic, social and development	134	39 491	5 026 725
	UNEP	Management and administration	1	435	54 000
	UNEP	Other services	19	5 309	885 456
	UN-Habitat	Economic, social and development	3	1 052	22 374
	UN-Habitat	Logistics, transportation and supply chain	1	261	54 000
	UN-Habitat	Other services	23	7 391	743 232
	UNODC	Economic, social and development	6	2 128	65 646
	UNOG	Management and administration	1	262	3 793
Regional commissions	ECA	Economic, social and development	4	1 142	51 400
	ECE	Economic, social and development	4	1 112	92 750
	ECE	Information and Telecommunication Technology	1	325	8 750
	ECE	Logistics, transportation and supply chain	1	262	–
	ECLAC	Economic, social and development	2	527	46 250
	ESCAP	Economic, social and development	8	2 607	170 550
	ESCAP	Information and Telecommunication Technology	2	652	20 200
	ESCAP	Logistics, transportation and supply chain	2	522	88 772
	ESCAP	Public information and conference management	1	261	10 500
	ESCWA	Economic, social and development	9	3 437	261 700
Total			288	88 452	9 621 322

Note: see annex VI for the composition of the entity groups.

^a One year is defined as 260 working days.

Table 3.A

Deployment of members of the United Nations Disaster Assessment and Coordination Team with special service agreement contracts, by nationality: 2020–2021

<i>Country of nationality</i>	<i>Number of contracts</i>			<i>Average duration per contract (days)</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
Argentina	2	2	4	17.0	20.5	18.8
Austria	–	1	1	–	21.0	21.0
Cameroon	1	–	1	20.0	–	20.0
Canada	2	–	2	16.5	–	16.5
Denmark	–	4	4	–	18.2	18.2
Dominican Republic	–	3	3	–	16.7	16.7
Germany	1	–	1	21.0	–	21.0
Guatemala	–	1	1	–	25.0	25.0
Iceland	–	1	1	–	21.0	21.0
Ireland	–	1	1	–	20.0	20.0
Luxembourg	–	2	2	–	20.5	20.5
Netherlands	–	1	1	–	15.0	15.0
Peru	1	1	2	21.0	20.0	20.5
Poland	1	1	2	19.0	9.0	14.0
Russian Federation	–	2	2	–	21.0	21.0
Spain	3	3	6	18.7	17.7	18.2
Switzerland	1	3	4	15.0	15.7	15.5
United Kingdom of Great Britain and Northern Ireland	2	1	3	15.0	42.0	24.0
Total	14	27	41	17.8	19.3	18.8

Table 3.B

Deployment of members of the United Nations Disaster Assessment and Coordination Team with special service agreement contracts, by emergency: 2020–2021

<i>Emergency</i>	<i>Number of contracts</i>			<i>Average duration per contract (days)</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
Albania: earthquake, December 2019	1	–	1	19.0	–	19.0
Equatorial Guinea: ammunition explosions, March 2021	2	4	6	18.5	14.2	15.7
Guatemala: Hurricanes Eta and Iota, November 2020	2	2	4	21.5	19.5	20.5
Guyana: floods, June 2021	1	1	2	14.0	14.0	14.0
Haiti: earthquake, August 2021	2	9	11	17.0	22.4	21.5
Honduras: Hurricanes Eta and Iota, November 2020	3	6	9	15.7	19.2	18.0
Lebanon: Beirut blast, 4 August 2020	2	4	6	17.0	18.0	17.7
Saint Vincent and the Grenadines: La Soufrière volcano activity, April 2021	1	1	2	21.0	21.0	21.0
Total	14	27	41	17.8	19.3	18.8

Table 4.A

Engagement of consultants and individual contractors at peacekeeping operations, special political missions and other political presences, by nationality, number of persons, number of engagements, number of days worked and expenditure: 2020–2021

Country of nationality ^a	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)
Afghanistan	1	1	12	2 678	10	32	1 271	81 192	11	33	1 283	83 870
Argentina	1	1	16	6 760	–	–	–	–	1	1	16	6 760
Australia	9	14	515	234 818	1	5	435	15 357	10	19	950	250 175
Austria	2	6	214	93 480	–	–	–	–	2	6	214	93 480
Bangladesh	2	2	35	23 900	–	–	–	–	2	2	35	23 900
Belgium	4	6	230	101 553	4	6	250	80 193	8	12	480	181 746
Benin	7	18	983	418 778	1	1	51	15 912	8	19	1 034	434 690
Bhutan	1	4	112	81 047	1	2	46	9 708	2	6	158	90 755
Bolivia (Plurinational State of)	–	–	–	–	1	1	523	824	1	1	523	824
Bosnia and Herzegovina	–	–	–	–	1	2	145	48 872	1	2	145	48 872
Burkina Faso	4	7	347	289 780	3	8	286	134 500	7	15	633	424 280
Burundi	3	6	603	173 576	41	148	7 551	799 818	44	154	8 154	973 394
Cabo Verde	–	–	–	–	1	1	15	11 250	1	1	15	11 250
Cambodia	2	2	14	–	–	–	–	–	2	2	14	–
Cameroon	2	4	107	48 450	7	23	1 021	109 566	9	27	1 128	158 016
Canada	12	27	557	271 917	3	5	183	57 780	15	32	740	329 697
Central African Republic	10	17	1 059	187 750	25	48	2 173	149 399	35	65	3 232	337 149
Chad	–	–	–	–	4	12	697	166 893	4	12	697	166 893
Chile	1	1	82	18 370	–	–	–	–	1	1	82	18 370
Colombia	12	18	1 332	261 803	31	34	11 420	79 518	43	52	12 752	341 321
Congo	1	1	5	3 500	2	9	297	81 057	3	10	302	84 557
Costa Rica	1	2	30	3 380	–	–	–	–	1	2	30	3 380
Côte d'Ivoire	3	8	670	149 895	7	20	1 263	464 849	10	28	1 933	614 744
Croatia	–	–	–	–	1	4	297	115 624	1	4	297	115 624
Cyprus	–	–	–	–	7	37	266	148 475	7	37	266	148 475
Czechia	–	–	–	–	1	1	22	5 891	1	1	22	5 891
Democratic Republic of the Congo	10	20	1 351	190 539	42	67	2 872	313 951	52	87	4 223	504 490

Country of nationality ^a	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)
Djibouti	1	2	108	65 000	2	8	1 030	94 693	3	10	1 138	159 693
Dominican Republic	—	—	—	—	1	4	261	38 697	1	4	261	38 697
Egypt	3	5	477	142 862	1	1	1	350	4	6	478	143 212
El Salvador	1	1	9	4 000	1	1	63	15 249	2	2	72	19 249
Eritrea	—	—	—	—	1	10	236	50 522	1	10	236	50 522
Eswatini	1	1	26	16 952	—	—	—	—	1	1	26	16 952
Ethiopia	2	10	574	251 928	5	13	1 257	150 271	7	23	1 831	402 199
Fiji	—	—	—	—	1	7	326	123 006	1	7	326	123 006
Finland	2	3	62	23 920	1	2	20	3 620	3	5	82	27 540
France	12	22	936	311 587	3	10	654	294 246	15	32	1 590	605 833
Gabon	—	—	—	—	5	13	402	33 460	5	13	402	33 460
Gambia	4	11	893	313 694	1	2	132	18 950	5	13	1 025	332 644
Georgia	1	1	22	18 780	2	4	340	75 112	3	5	362	93 892
Germany	7	20	609	378 837	1	1	34	4 104	8	21	643	382 941
Ghana	5	17	1 130	390 201	11	36	1 724	770 944	16	53	2 854	1 161 145
Greece	—	—	—	—	1	5	336	100 984	1	5	336	100 984
Guinea	1	2	66	40 950	1	1	66	3 522	2	3	132	44 472
Guinea-Bissau	2	2	27	5 195	5	11	511	21 836	7	13	538	27 031
Haiti	6	11	1 350	273 396	221	392	16 116	609 986	227	403	17 466	883 382
Hungary	1	2	20	7 220	—	—	—	—	1	2	20	7 220
India	4	17	805	423 307	6	17	1 173	354 281	10	34	1 978	777 588
Indonesia	1	1	19	6 650	3	14	919	298 964	4	15	938	305 614
Iran (Islamic Republic of)	1	2	160	15 840	—	—	—	—	1	2	160	15 840
Iraq	10	15	819	196 928	162	489	26 854	2 000 327	172	504	27 673	2 197 255
Ireland	—	—	—	—	1	4	452	38 700	1	4	452	38 700
Israel	1	2	196	55 029	19	67	2 471	374 019	20	69	2 667	429 048
Italy	11	14	1 041	286 496	13	20	1 167	191 283	24	34	2 208	477 779
Jamaica	—	—	—	—	1	1	58	10 260	1	1	58	10 260
Jordan	—	—	—	—	6	16	726	131 410	6	16	726	131 410
Kenya	30	64	3 745	937 774	32	76	5 140	845 190	62	140	8 885	1 782 964
Kyrgyzstan	2	2	82	22 560	—	—	—	—	2	2	82	22 560

Country of nationality ^a	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)
Lebanon	1	2	115	14 400	21	39	1 695	168 966	22	41	1 810	183 366
Liberia	3	5	567	187 407	13	21	860	250 360	16	26	1 427	437 767
Libya	2	2	130	30 826	8	16	609	43 270	10	18	739	74 096
Malawi	2	2	30	15 260	—	—	—	—	2	2	30	15 260
Malaysia	—	—	—	—	1	1	523	2 000	1	1	523	2 000
Mali	11	25	1 648	322 136	3 998	12 665	793 132	24 288 871	4 009	12 690	794 780	24 611 007
Mauritania	3	4	187	101 760	1	1	43	918	4	5	230	102 678
Mexico	1	1	105	10 499	—	—	—	—	1	1	105	10 499
Morocco	1	1	65	30 000	4	7	279	23 163	5	8	344	53 163
Myanmar	—	—	—	—	1	5	390	26 760	1	5	390	26 760
Nepal	1	4	264	162 675	4	14	894	307 082	5	18	1 158	469 757
Netherlands	8	15	723	225 737	2	5	205	66 232	10	20	928	291 969
New Zealand	1	1	29	21 750	1	1	64	11 520	2	2	93	33 270
Niger	1	2	391	112 952	1	2	194	60 140	2	4	585	173 092
Nigeria	4	14	931	251 458	8	13	548	61 586	12	27	1 479	313 044
Norway	—	—	—	—	1	5	240	66 552	1	5	240	66 552
Pakistan	4	4	302	66 904	9	25	1 066	327 683	13	29	1 368	394 587
Philippines	—	—	—	—	10	37	2 603	774 180	10	37	2 603	774 180
Poland	1	2	120	35 415	—	—	—	—	1	2	120	35 415
Republic of Moldova	1	1	7	4 340	—	—	—	—	1	1	7	4 340
Romania	—	—	—	—	1	4	377	101 238	1	4	377	101 238
Russian Federation	3	14	614	156 058	2	6	413	114 341	5	20	1 027	270 399
Rwanda	2	2	151	58 350	7	30	1 667	660 551	9	32	1 818	718 901
Saint Vincent and the Grenadines	—	—	—	—	1	1	58	10 260	1	1	58	10 260
Senegal	11	23	618	349 515	3	6	474	8 749	14	29	1 092	358 264
Serbia	2	4	174	49 500	19	82	3 626	516 613	21	86	3 800	566 113
Sierra Leone	1	2	8	2 894	8	23	1 236	334 561	9	25	1 244	337 455
Slovakia	1	1	20	7 220	—	—	—	—	1	1	20	7 220
Somalia	5	8	859	29 220	1	3	214	32 095	6	11	1 073	61 315
South Africa	2	2	105	59 856	5	19	962	358 128	7	21	1 067	417 984
South Sudan	13	21	1 326	241 881	1 450	3 635	214 525	7 383 056	1 463	3 656	215 851	7 624 937

Country of nationality ^a	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	No. of days worked	Expenditure (United States dollars)
Spain	2	2	32	11 698	—	—	—	—	2	2	32	11 698
Sri Lanka	1	2	358	125 300	2	2	157	37 082	3	4	515	162 382
Sudan	8	17	992	277 670	1 754	6 570	281 852	4 622 087	1 762	6 587	282 844	4 899 757
Sweden	2	6	511	240 798	—	—	—	—	2	6	511	240 798
Switzerland	5	11	562	146 754	—	—	—	—	5	11	562	146 754
Syrian Arab Republic	2	2	80	26 280	115	349	16 186	766 068	117	351	16 266	792 348
Tajikistan	—	—	—	—	2	2	2	760	2	2	2	760
Thailand	—	—	—	—	1	1	3	—	1	1	3	—
Timor-Leste	—	—	—	—	1	4	125	22 805	1	4	125	22 805
Togo	3	5	442	78 041	—	—	—	—	3	5	442	78 041
Tunisia	3	4	113	16 005	5	10	567	128 785	8	14	680	144 790
Turkmenistan	1	2	150	27 000	2	3	94	7 793	3	5	244	34 793
Uganda	5	6	344	83 605	34	106	6 026	700 365	39	112	6 370	783 970
Ukraine	1	1	41	20 500	1	5	190	45 840	2	6	231	66 340
United Kingdom of Great Britain and Northern Ireland	34	64	2 072	841 071	2	3	61	22 800	36	67	2 133	863 871
United Republic of Tanzania	2	2	141	65 966	5	24	1 222	400 866	7	26	1 363	466 832
United States of America	38	58	2 562	945 182	10	21	1 197	335 981	48	79	3 759	1 281 163
Uruguay	1	1	20	14 000	2	5	286	88 456	3	6	306	102 456
Yemen	1	2	218	34 545	8	29	1 246	114 558	9	31	1 464	149 103
Zambia	2	3	135	73 675	—	—	—	—	2	3	135	73 675
Zimbabwe	3	4	144	67 347	2	10	623	172 643	5	14	767	239 990
Subtotal	396	746	39 856	12 394 530	8 227	25 501	1 430 287	53 010 379	8 623	26 247	1 470 143	65 404 909
State of Palestine	3	4	8	5 901	4	22	1 103	83 896	7	26	1 111	89 797
Stateless	—	—	—	—	1	4	190	24 451	1	4	190	24 451
Unspecified	—	—	—	—	36	79	4 184	156 435	36	79	4 184	156 435
Total	399	750	39 864	12 400 431	8 268	25 606	1 435 764	53 275 161	8 667	26 356	1 475 629	65 675 586

^a Countries not listed had no nationals engaged as consultants or individual contractors.

Table 4.B

Engagement of consultants and individual contractors at peacekeeping operations, special political missions and other political presences, by entity, number of persons, number of engagements, percentage female and number of days worked: 2020–2021

Entity group	Entity	Consultants				Individual contractors				Total			
		No. of persons	No. of engagements	Percentage female	No. of days worked	No. of persons	No. of engagements	Percentage female	No. of days worked	No. of persons	No. of engagements	Percentage female	No. of days worked
Field operations	ATSMT	–	–	–	–	2	4	50.0	129	2	4	50.0	129
	BINUH	1	2	0.0	43	81	208	14.8	8 479	82	210	14.6	8 522
	CNMC	11	25	36.4	1 530	9	18	0.0	778	20	43	20.0	2 308
	MINUJUSTH	5	5	80.0	779	119	144	10.9	4 848	124	149	13.7	5 627
	MINURSO	–	–	–	–	16	47	25.0	3 066	16	47	25.0	3 066
	MINUSCA	40	80	32.5	5 263	35	61	25.7	3 040	75	141	29.3	8 303
	MINUSMA	26	49	19.2	2 585	4 099	13 021	10.5	814 877	4 125	13 070	10.6	817 462
	MINUSTAH	–	–	n/a	–	39	39	0.0	2 808	39	39	0.0	2 808
	MONUSCO	11	26	9.1	1 545	45	62	17.8	2 839	56	88	16.1	4 384
	OMBUD	–	–	n/a	–	1	1	100.0	5	1	1	100.0	5
	OSASG-Cyprus	2	2	50.0	7	4	14	50.0	90	6	16	50.0	97
	OSASG-POG	25	34	40.0	460	–	–	n/a	–	25	34	40.0	460
	OSESG	1	1	0.0	65	36	123	30.6	5 825	37	124	29.7	5 890
	OSESG-GL	14	27	28.6	1 423	4	4	25.0	196	18	31	27.8	1 619
	OSESG-MYR	3	5	66.7	269	3	8	66.7	490	6	13	66.7	759
	OSESG-Syria	3	9	66.7	304	4	13	50.0	846	7	22	57.1	1 150
	OSESG-Yemen	–	–	n/a	–	6	19	33.3	1 019	6	19	33.3	1 019
	POE-Yemen	1	1	0.0	7	–	–	n/a	–	1	1	0.0	7
	RSCE	1	1	0.0	80	10	41	10.0	1 562	11	42	9.1	1 642
	SCR 2231	–	–	n/a	–	1	1	100.0	5	1	1	100.0	5
	UNAMA	7	8	42.9	479	12	38	0.0	1 526	19	46	15.8	2 005
	UNAMI	14	22	21.4	1 194	96	205	7.3	12 102	110	227	9.1	13 296
	UNAMID	9	22	33.3	1 096	1 615	6 252	17.8	264 958	1 624	6 274	17.9	266 054
	UNDOF	–	–	n/a	–	134	405	20.1	17 826	134	405	20.1	17 826
	UNFICYP	1	1	0.0	1	9	27	55.6	237	10	28	50.0	238
	UNIFIL	–	–	n/a	–	22	43	13.6	1 871	22	43	13.6	1 871
	UNIOGBIS	3	3	33.3	42	5	11	0.0	576	8	14	12.5	618

Entity group	Entity	Consultants				Individual contractors				Total			
		No. of persons	No. of engagements	Percentage female	No. of days worked	No. of persons	No. of engagements	Percentage female	No. of days worked	No. of persons	No. of engagements	Percentage female	No. of days worked
	UNISFA	21	96	14.3	5 162	416	822	23.1	45 688	437	918	22.7	50 850
	UNITAD	46	75	39.1	2 905	77	291	23.4	14 941	123	366	29.3	17 846
	UNITAMS	5	8	20.0	370	110	171	14.5	7 420	115	179	14.8	7 790
	UNLB	13	17	23.1	1 243	12	19	41.7	1 195	25	36	32.0	2 438
	UNMHA	2	3	0.0	232	9	24	22.2	1 043	11	27	18.2	1 275
	UNMIK	1	1	100.0	6	14	71	42.9	2 898	15	72	46.7	2 904
	UNMIL	–	–	n/a	–	8	8	25.0	57	8	8	25.0	57
	UNMISS	39	54	43.6	2 049	1 204	3 168	10.3	187 697	1 243	3 222	11.3	189 746
	UNMOGIP	1	1	0.0	141	3	5	33.3	156	4	6	25.0	297
	UNOCA	5	7	60.0	347	7	24	42.9	916	12	31	50.0	1 263
	UNOWAS	8	12	25.0	1 028	4	6	0.0	504	12	18	16.7	1 532
	UNRCCA	8	26	50.0	303	5	6	60.0	97	13	32	53.8	400
	UNSCO	1	2	100.0	196	2	14	0.0	561	3	16	33.3	757
	UNSCOL	1	1	0.0	2	–	–	n/a	–	1	1	0.0	2
	UNSMIL	4	5	25.0	224	14	23	35.7	898	18	28	33.3	1 122
	UNSOM	14	22	21.4	1 857	–	–	n/a	–	14	22	21.4	1 857
	UNSOS	43	75	27.9	5 000	39	82	25.6	8 014	82	157	26.8	13 014
	UNTSO	–	–	n/a	–	14	25	42.9	1 518	14	25	42.9	1 518
	UNVMC	16	22	50.0	1 628	35	38	25.7	12 165	51	60	33.3	13 793
Total		406	750	32.8	39 865	8 380	25 606	13.5	1 435 766	8 786	26 356	14.4	1 475 629

Note: see annex VI for the composition of the entity groups.

Table 4.C

Engagement of consultants and individual contractors at peacekeeping operations, special political missions and other political presences, by entity and gender: 2020–2021

(Number of engagements)

Entity	Consultants			Individual contractors			Total
	Female	Male	Subtotal	Female	Male	Subtotal	
ATSMT	–	–	–	1	3	4	4
BINUH	–	2	2	20	188	208	210
CNMC	4	21	25	–	18	18	43
MINUJUSTH	4	1	5	13	131	144	149
MINURSO	–	–	–	8	39	47	47
MINUSCA	28	52	80	17	44	61	141
MINUSMA	10	39	49	1 078	11 943	13 021	13 070
MINUSTAH	–	–	–	–	39	39	39
MONUSCO	6	20	26	9	53	62	88
OMBUD	–	–	–	1	–	1	1
OSASG-Cyprus	1	1	2	10	4	14	16
OSASG-POG	15	19	34	–	–	–	34
OSESG	–	1	1	51	72	123	124
OSESG-GL	5	22	27	1	3	4	31
OSESG-MYR	3	2	5	3	5	8	13
OSESG-Syria	3	6	9	8	5	13	22
OSESG-Yemen	–	–	–	7	12	19	19
POE-Yemen	–	1	1	–	–	–	1
RSCE	–	1	1	4	37	41	42
SCR 2231	–	–	–	1	–	1	1
UNAMA	3	5	8	–	38	38	46
UNAMI	4	18	22	12	193	205	227
UNAMID	6	16	22	977	5 275	6 252	6 274
UNDOF	–	–	–	77	328	405	405
UNFICYP	–	1	1	19	8	27	28
UNIFIL	–	–	–	13	30	43	43
UNIOGBIS	1	2	3	–	11	11	14
UNISFA	12	84	96	175	647	822	918
UNITAD	31	44	75	72	219	291	366
UNITAMS	1	7	8	25	146	171	179
UNLB	4	13	17	5	14	19	36
UNMHA	–	3	3	7	17	24	27
UNMIK	1	–	1	28	43	71	72
UNMIL	–	–	–	2	6	8	8
UNMISS	23	31	54	304	2 864	3 168	3 222
UNMOGIP	–	1	1	2	3	5	6
UNOCA	5	2	7	12	12	24	31
UNOWAS	4	8	12	–	6	6	18

<i>Entity</i>	<i>Consultants</i>			<i>Individual contractors</i>			<i>Total</i>
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	
UNRCCA	5	21	26	4	2	6	32
UNSCO	2	–	2	–	14	14	16
UNSCOL	–	1	1	–	–	–	1
UNSMIL	2	3	5	7	16	23	28
UNSOM	3	19	22	–	–	–	22
UNSOS	20	55	75	26	56	82	157
UNTSO	–	–	–	13	12	25	25
UNVMC	14	8	22	11	27	38	60
Total	220	530	750	3 023	22 583	25 606	26 356

Note: see annex VI for the composition of the entity groups.

Table 4.D

Engagement of consultants and individual contractors at peacekeeping operations, special political missions and other political presences, by nationality and gender: 2020–2021

(Number of engagements)

<i>Country of nationality^a</i>	<i>Consultants</i>			<i>Individual contractors</i>			<i>Total</i>
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	
Afghanistan	–	1	1	1	31	32	33
Argentina	–	1	1	–	–	–	1
Australia	8	6	14	5	–	5	19
Austria	–	6	6	–	–	–	6
Bangladesh	–	2	2	–	–	–	2
Belgium	–	6	6	5	1	6	12
Benin	3	15	18	–	1	1	19
Bhutan	–	4	4	–	2	2	6
Bolivia (Plurinational State of)	–	–	–	–	1	1	1
Bosnia and Herzegovina	–	–	–	–	2	2	2
Burkina Faso	–	7	7	–	8	8	15
Burundi	–	6	6	51	97	148	154
Cabo Verde	–	–	–	–	1	1	1
Cambodia	1	1	2	–	–	–	2
Cameroon	3	1	4	13	10	23	27
Canada	10	17	27	3	2	5	32
Central African Republic	4	13	17	12	36	48	65
Chad	–	–	–	–	12	12	12
Chile	–	1	1	–	–	–	1
Colombia	13	5	18	9	25	34	52
Congo	–	1	1	–	9	9	10
Costa Rica	2	–	2	–	–	–	2
Côte d'Ivoire	3	5	8	7	13	20	28
Croatia	–	–	–	–	4	4	4
Cyprus	–	–	–	27	10	37	37
Czechia	–	–	–	1	–	1	1
Democratic Republic of the Congo	–	20	20	9	58	67	87
Djibouti	–	2	2	–	8	8	10
Dominican Republic	–	–	–	–	4	4	4
Egypt	–	5	5	–	1	1	6
El Salvador	–	1	1	1	–	1	2
Eritrea	–	–	–	–	10	10	10
Eswatini	–	1	1	–	–	–	1
Ethiopia	–	10	10	2	11	13	23
Fiji	–	–	–	–	7	7	7
Finland	3	–	3	–	2	2	5
France	9	13	22	1	9	10	32
Gabon	–	–	–	5	8	13	13

Country of nationality ^a	Consultants			Individual contractors			Total
	Female	Male	Subtotal	Female	Male	Subtotal	
Gambia	1	10	11	—	2	2	13
Georgia	1	—	1	4	—	4	5
Germany	5	15	20	—	1	1	21
Ghana	5	12	17	3	33	36	53
Greece	—	—	—	—	5	5	5
Guinea	—	2	2	—	1	1	3
Guinea-Bissau	—	2	2	—	11	11	13
Haiti	3	8	11	33	359	392	403
Hungary	2	—	2	—	—	—	2
India	—	17	17	—	17	17	34
Indonesia	—	1	1	4	10	14	15
Iran (Islamic Republic of)	2	—	2	—	—	—	2
Iraq	3	12	15	82	407	489	504
Ireland	—	—	—	—	4	4	4
Israel	2	—	2	31	36	67	69
Italy	2	12	14	4	16	20	34
Jamaica	—	—	—	—	1	1	1
Jordan	—	—	—	10	6	16	16
Kenya	11	53	64	19	57	76	140
Kyrgyzstan	1	1	2	—	—	—	2
Lebanon	2	—	2	13	26	39	41
Liberia	—	5	5	6	15	21	26
Libya	—	2	2	2	14	16	18
Malawi	2	—	2	—	—	—	2
Malaysia	—	—	—	1	—	1	1
Mali	2	23	25	1 014	11 651	12 665	12 690
Mauritania	—	4	4	1	—	1	5
Mexico	1	—	1	—	—	—	1
Morocco	—	1	1	5	2	7	8
Myanmar	—	—	—	—	5	5	5
Nepal	—	4	4	3	11	14	18
Netherlands	4	11	15	2	3	5	20
New Zealand	—	1	1	1	—	1	2
Niger	2	—	2	—	2	2	4
Nigeria	8	6	14	1	12	13	27
Norway	—	—	—	—	5	5	5
Pakistan	3	1	4	3	22	25	29
Philippines	—	—	—	14	23	37	37
Poland	2	—	2	—	—	—	2
Republic of Moldova	1	—	1	—	—	—	1
Romania	—	—	—	—	4	4	4
Russian Federation	8	6	14	6	—	6	20

Country of nationality ^a	Consultants			Individual contractors			Total
	Female	Male	Subtotal	Female	Male	Subtotal	
Rwanda	—	2	2	3	27	30	32
Saint Vincent and the Grenadines	—	—	—	—	1	1	1
Senegal	7	16	23	—	6	6	29
Serbia	4	—	4	34	48	82	86
Sierra Leone	2	—	2	—	23	23	25
Slovakia	—	1	1	—	—	—	1
Somalia	2	6	8	3	—	3	11
South Africa	—	2	2	8	11	19	21
South Sudan	8	13	21	415	3 220	3 635	3 656
Spain	1	1	2	—	—	—	2
Sri Lanka	—	2	2	—	2	2	4
Sudan	4	13	17	1 027	5 543	6 570	6 587
Sweden	—	6	6	—	—	—	6
Switzerland	6	5	11	—	—	—	11
Syrian Arab Republic	—	2	2	60	289	349	351
Tajikistan	—	—	—	1	1	2	2
Thailand	—	—	—	1	—	1	1
Timor-Leste	—	—	—	—	4	4	4
Togo	—	5	5	—	—	—	5
Tunisia	2	2	4	3	7	10	14
Turkmenistan	2	—	2	2	1	3	5
Uganda	2	4	6	29	77	106	112
Ukraine	—	1	1	—	5	5	6
United Kingdom of Great Britain and Northern Ireland	24	40	64	2	1	3	67
United Republic of Tanzania	—	2	2	1	23	24	26
United States of America	18	40	58	4	17	21	79
Uruguay	—	1	1	—	5	5	6
Yemen	—	2	2	7	22	29	31
Zambia	1	2	3	—	—	—	3
Zimbabwe	3	1	4	—	10	10	14
Subtotal	218	528	746	3 014	22 487	25 501	26 247
State of Palestine	2	2	4	8	14	22	26
Stateless	—	—	—	—	4	4	4
Unspecified	—	—	—	1	78	79	79
Total	220	530	750	3 023	22 583	25 606	26 356

^a Countries not listed had no nationals engaged as consultants or individual contractors.

Table 4.E

Expenditure for consultants and individual contractors at peacekeeping operations, special political missions and other political presences, by entity: 2020–2021

(United States dollars)

Entity	Consultants			Individual contractors			Total		
	Expenditure (RB)	Expenditure (other) ^a	Total expenditure	Expenditure (RB)	Expenditure (other) ^a	Total expenditure	Expenditure (RB)	Expenditure (other) ^a	Total expenditure
ATSMT	–	–	–	30 527	–	30 527	30 527	–	30 527
BINUH	22 000	–	22 000	347 823	10 832	358 656	369 823	10 832	380 656
CNMC	525 612	–	525 612	2 040	28 626	30 666	527 652	28 626	556 278
MINUJUSTH	–	29 049	29 049	–	153 254	153 254	–	182 303	182 303
MINURSO	–	–	–	–	542 810	542 810	–	542 810	542 810
MINUSCA	–	1 984 346	1 984 346	–	428 358	428 358	–	2 412 703	2 412 703
MINUSMA	–	654 501	654 501	–	31 995 975	31 995 975	–	32 650 477	32 650 477
MINUSTAH	–	–	–	–	78 923	78 923	–	78 923	78 923
MONUSCO	–	307 701	307 701	–	122 606	122 606	–	430 307	430 307
OMBUD	–	–	–	1 183	–	1 183	1 183	–	1 183
OSASG-Cyprus	6 340	–	6 340	40 059	–	40 059	46 399	–	46 399
OSASG-POG	63 302	133 472	196 774	–	–	–	63 302	133 472	196 774
OSESG	39 120	–	39 120	407 779	–	407 779	446 899	–	446 899
OSESG-GL	37 266	220 264	257 530	6 621	8 000	14 621	43 887	228 264	272 151
OSESG-MYR	–	81 915	81 915	26 760	28 000	54 760	26 760	109 915	136 675
OSESG-Syria	19 500	27 576	47 076	17 106	7 230	24 335	36 606	34 806	71 411
OSESG-Yemen	–	–	–	72 686	–	72 686	72 686	–	72 686
POE-Yemen	5 670	–	5 670	–	–	–	5 670	–	5 670
RSCE	–	33 768	33 768	–	63 889	63 889	–	97 657	97 657
SCR 2231	–	–	–	1 183	–	1 183	1 183	–	1 183
UNAMA	12 700	71 678	84 378	136 348	–	136 348	149 048	71 678	220 726
UNAMI	143 744	188 728	332 472	448 823	536 732	985 555	592 567	725 460	1 318 027
UNAMID	–	285 137	285 137	–	3 839 055	3 839 055	–	4 124 192	4 124 192
UNDOF	–	–	–	–	1 342 207	1 342 207	–	1 342 207	1 342 207
UNFICYP	–	900	900	–	125 274	125 274	–	126 174	126 174
UNIFIL	–	–	–	–	197 525	197 525	–	197 525	197 525
UNIOGBIS	8 195	–	8 195	25 357	–	25 357	33 552	–	33 552

Entity	Consultants			Individual contractors			Total		
	Expenditure (RB)	Expenditure (other) ^a	Total expenditure	Expenditure (RB)	Expenditure (other) ^a	Total expenditure	Expenditure (RB)	Expenditure (other) ^a	Total expenditure
UNISFA	–	2 485 513	2 485 513	–	1 981 913	1 981 913	–	4 467 426	4 467 426
UNITAD	175 608	705 372	880 980	929 063	150 749	1 079 812	1 104 671	856 121	1 960 792
UNITAMS	108 755	–	108 755	406 000	–	406 000	514 755	–	514 755
UNLB	–	366 472	366 472	–	203 807	203 807	–	570 279	570 279
UNMHA	41 045	–	41 045	91 370	–	91 370	132 415	–	132 415
UNMIK	–	4 200	4 200	–	280 955	280 955	–	285 155	285 155
UNMIL	–	–	–	–	2 941	2 941	–	2 941	2 941
UNMISS	–	641 884	641 884	–	6 686 340	6 686 340	–	7 328 224	7 328 224
UNMOGIP	13 689	–	13 689	13 288	–	13 288	26 977	–	26 977
UNOCA	–	150 750	150 750	78 680	–	78 680	78 680	150 750	229 430
UNOWAS	224 529	3 800	228 329	7 596	31 993	39 589	232 125	35 793	267 918
UNRCCA	–	133 552	133 552	7 793	1 760	9 553	7 793	135 312	143 105
UNSCO	–	55 029	55 029	41 063	30 450	71 512	41 063	85 479	126 541
UNSCOL	–	–	–	–	–	–	–	–	–
UNSMIL	2 325	30 826	33 150	49 658	4 620	54 278	51 982	35 446	87 428
UNSOM	338 127	5 300	343 427	–	–	–	338 127	5 300	343 427
UNSOS	–	1 694 211	1 694 211	–	1 021 391	1 021 391	–	2 715 602	2 715 602
UNTSO	–	–	–	88 726	–	88 726	88 726	–	88 726
UNVMC	283 613	33 346	316 960	91 409	–	91 409	375 022	33 346	408 369
Total	2 071 141	10 329 290	12 400 431	3 368 941	49 906 214	53 275 155	5 440 082	60 235 504	65 675 586

Note: see annex VI for the composition of the entity groups.

^a “Other” refers to extrabudgetary funding and funding for peacekeeping operations.

Annex IV

United Nations Volunteers

Table 1.A

Engagement of United Nations Volunteers at Secretariat entities, by entity, type of assignment and gender: 2020–2021

(Number of engagements)

Entity group	Entity	International				National				Total			
		Female	Male	Subtotal	Percentage of total	Female	Male	Subtotal	Percentage of total	Female	Male	Total	Percentage female
Departments/ offices	DGC	1	–	1	33.3	1	1	2	66.7	2	1	3	66.7
	DMSPC	1	–	1	100.0	–	–	–	–	1	–	1	100.0
	DOS	3	2	5	100.0	–	–	–	–	3	2	5	60.0
	DPO	7	2	9	81.8	1	1	2	18.2	8	3	11	72.7
	DPPA	14	10	24	80.0	4	2	6	20.0	18	12	30	60.0
	DSS	5	5	10	58.8	4	3	7	41.2	9	8	17	52.9
	OCHA	49	31	80	46.0	65	29	94	54.0	114	60	174	65.5
	OCT	13	4	17	94.4	1	–	1	5.6	14	4	18	77.8
	ODA	4	–	4	80.0	1	–	1	20.0	5	–	5	100.0
	OEERC	3	6	9	100.0	–	–	–	–	3	6	9	33.3
	OHCHR	74	41	115	49.6	75	42	117	50.4	149	83	232	64.2
	OOSA	–	1	1	100.0	–	–	–	–	–	1	1	–
	OSRSG-CAAC	1	–	1	100.0	–	–	–	–	1	–	1	100.0
	OVRA	1	–	1	100.0	–	–	–	–	1	–	1	100.0
	RCS	91	42	133	38.4	126	87	213	61.6	217	129	346	62.7
	UNEP	93	43	136	46.3	86	72	158	53.7	179	115	294	60.9
	UN-Habitat	21	16	37	35.6	26	41	67	64.4	47	57	104	45.2
	UNODC	148	75	223	53.5	100	94	194	46.5	248	169	417	59.5
Subtotal		529	278	807	48.4	490	372	862	51.6	1 019	650	1 669	61.1
Regional commissions	ECA	1	10	11	37.9	6	12	18	62.1	7	22	29	24.1
	ECE	1	–	1	100.0	–	–	–	–	1	–	1	100.0
	ECLAC	1	–	1	100.0	–	–	–	–	1	–	1	100.0
	ESCAP	6	3	9	75.0	2	1	3	25.0	8	4	12	66.7
	ESCWA	–	4	4	6.3	36	23	59	93.7	36	27	63	57.1
Subtotal		9	17	26	24.5	44	36	80	75.5	53	53	106	50.0

Entity group	Entity	International				National				Total			
		Female	Male	Subtotal	Percentage of total	Female	Male	Subtotal	Percentage of total	Female	Male	Total	Percentage female
Field operations	MINURSO	4	13	17	100.0	–	–	–	–	4	13	17	23.5
	MINUSCA	140	197	337	80.6	14	67	81	19.4	154	264	418	36.8
	MINUSMA	131	157	288	97.3	–	8	8	2.7	131	165	296	44.3
	MONUSCO	189	288	477	96.4	7	11	18	3.6	196	299	495	39.6
	OSESG-Yemen	16	1	17	100.0	–	–	–	–	16	1	17	94.1
	RSCE	4	3	7	87.5	1	–	1	12.5	5	3	8	62.5
	UNAMA	41	54	95	69.9	41	–	41	30.1	82	54	136	60.3
	UNAMI	10	11	21	91.3	1	1	2	8.7	11	12	23	47.8
	UNAMID	8	37	45	60.8	5	24	29	39.2	13	61	74	17.6
	UNFICYP	1	–	1	100.0	–	–	–	–	1	–	1	100.0
	UNIOGBIS	1	4	5	62.5	1	2	3	37.5	2	6	8	25.0
	UNISFA	16	32	48	100.0	–	–	–	–	16	32	48	33.3
	UNITAD	19	10	29	78.4	2	6	8	21.6	21	16	37	56.8
	UNMIK	14	23	37	100.0	–	–	–	–	14	23	37	37.8
	UNMISS	247	330	577	99.1	3	2	5	0.9	250	332	582	43.0
	UNRCCA	2	–	2	100.0	–	–	–	–	2	–	2	100.0
	UNSMIL	2	4	6	100.0	–	–	–	–	2	4	6	33.3
	UNSOM	18	12	30	100.0	–	–	–	–	18	12	30	60.0
	UNSOS	20	34	54	100.0	–	–	–	–	20	34	54	37.0
	UNVMC	103	72	175	85.0	19	12	31	15.0	122	84	206	59.2
Subtotal		986	1 282	2 268	90.9	94	133	227	9.1	1 080	1 415	2 495	43.3
Total		1 524	1 577	3 101	72.6	628	541	1 169	27.4	2 152	2 118	4 270	50.4

Note: see annex VI for the composition of the entity groups.

Table 1.B

Engagement of United Nations Volunteers at Secretariat entities, by nationality, type of assignment and gender: 2020–2021

(Number of engagements)

Country of nationality	International				National				Total			
	Female	Male	Subtotal	Percentage of total	Female	Male	Subtotal	Percentage of total	Female	Male	Total	Percentage female
Afghanistan	2	10	12	21.1	44	1	45	78.9	46	11	57	80.7
Albania	2	–	2	100.0	–	–	–	–	2	–	2	100.0
Algeria	1	4	5	83.3	–	1	1	16.7	1	5	6	16.7
Angola	2	–	2	66.7	–	1	1	33.3	2	1	3	66.7
Argentina	15	10	25	89.3	1	2	3	10.7	16	12	28	57.1
Australia	14	8	22	100.0	–	–	–	–	14	8	22	63.6
Austria	8	3	11	73.3	2	2	4	26.7	10	5	15	66.7
Azerbaijan	1	1	2	100.0	–	–	–	–	1	1	2	50.0
Bahrain	–	–	–	–	2	–	2	100.0	2	–	2	100.0
Bangladesh	3	11	14	70.0	4	2	6	30.0	7	13	20	35.0
Barbados	1	–	1	100.0	–	–	–	–	1	–	1	100.0
Belarus	5	1	6	100.0	–	–	–	–	5	1	6	83.3
Belgium	16	7	23	100.0	–	–	–	–	16	7	23	69.6
Belize	–	–	–	–	1	–	1	100.0	1	–	1	100.0
Benin	8	27	35	94.6	–	2	2	5.4	8	29	37	21.6
Bhutan	8	9	17	100.0	–	–	–	–	8	9	17	47.1
Bolivia (Plurinational State of)	7	–	7	22.6	14	10	24	77.4	21	10	31	67.7
Bosnia and Herzegovina	5	7	12	92.3	1	–	1	7.7	6	7	13	46.2
Botswana	2	–	2	100.0	–	–	–	–	2	–	2	100.0
Brazil	35	18	53	61.6	22	11	33	38.4	57	29	86	66.3
Brunei Darussalam	1	–	1	100.0	–	–	–	–	1	–	1	100.0
Bulgaria	6	2	8	88.9	1	–	1	11.1	7	2	9	77.8
Burkina Faso	10	24	34	63.0	9	11	20	37.0	19	35	54	35.2
Burundi	20	29	49	100.0	–	–	–	–	20	29	49	40.8
Cambodia	–	–	–	–	–	9	9	100.0	–	9	9	–
Cameroon	52	65	117	80.1	13	16	29	19.9	65	81	146	44.5
Canada	45	25	70	98.6	1	–	1	1.4	46	25	71	64.8

Country of nationality	International				National				Total			
	Female	Male	Subtotal	Percentage of total	Female	Male	Subtotal	Percentage of total	Female	Male	Total	Percentage female
Central African Republic	3	14	17	17.3	14	67	81	82.7	17	81	98	17.3
Chad	6	18	24	77.4	4	3	7	22.6	10	21	31	32.3
Chile	5	1	6	100.0	—	—	—	—	5	1	6	83.3
China	13	7	20	80.0	2	3	5	20.0	15	10	25	60.0
Colombia	14	13	27	22.1	65	30	95	77.9	79	43	122	64.8
Comoros	—	2	2	100.0	—	—	—	—	—	2	2	—
Congo	3	2	5	83.3	—	1	1	16.7	3	3	6	50.0
Costa Rica	8	1	9	100.0	—	—	—	—	8	1	9	88.9
Côte d'Ivoire	22	66	88	92.6	4	3	7	7.4	26	69	95	27.4
Croatia	1	2	3	100.0	—	—	—	—	1	2	3	33.3
Cuba	1	1	2	100.0	—	—	—	—	1	1	2	50.0
Cyprus	—	1	1	100.0	—	—	—	—	—	1	1	—
Czechia	9	—	9	100.0	—	—	—	—	9	—	9	100.0
Democratic Republic of the Congo	12	56	68	78.2	5	14	19	21.8	17	70	87	19.5
Denmark	2	1	3	100.0	—	—	—	—	2	1	3	66.7
Djibouti	—	—	—	n/a	2	—	2	100.0	2	—	2	100.0
Dominican Republic	4	1	5	62.5	1	2	3	37.5	5	3	8	62.5
Ecuador	7	4	11	55.0	6	3	9	45.0	13	7	20	65.0
Egypt	9	13	22	84.6	3	1	4	15.4	12	14	26	46.2
El Salvador	2	1	3	33.3	6	—	6	66.7	8	1	9	88.9
Eritrea	5	7	12	100.0	—	—	—	n/a	5	7	12	41.7
Estonia	—	1	1	100.0	—	—	—	n/a	—	1	1	—
Eswatini	—	—	—	n/a	1	—	1	100.0	1	—	1	100.0
Ethiopia	13	31	44	77.2	3	10	13	22.8	16	41	57	28.1
Fiji	5	2	7	53.8	1	5	6	46.2	6	7	13	46.2
Finland	16	4	20	100.0	—	—	—	—	16	4	20	80.0
France	107	37	144	100.0	—	—	—	—	107	37	144	74.3
Gabon	1	1	2	100.0	—	—	—	—	1	1	2	50.0
Gambia	1	12	13	100.0	—	—	—	—	1	12	13	7.7
Georgia	1	2	3	100.0	—	—	—	—	1	2	3	33.3

Country of nationality	International				National				Total			
	Female	Male	Subtotal	Percentage of total	Female	Male	Subtotal	Percentage of total	Female	Male	Total	Percentage female
Germany	30	11	41	100.0	–	–	–	–	30	11	41	73.2
Ghana	11	35	46	100.0	–	–	–	–	11	35	46	23.9
Greece	4	4	8	100.0	–	–	–	–	4	4	8	50.0
Grenada	1	–	1	100.0	–	–	–	–	1	–	1	100.0
Guatemala	5	2	7	31.8	11	4	15	68.2	16	6	22	72.7
Guinea	4	12	16	55.2	7	6	13	44.8	11	18	29	37.9
Guinea-Bissau	3	4	7	70.0	1	2	3	30.0	4	6	10	40.0
Guyana	–	–	–	n/a	1	2	3	100.0	1	2	3	33.3
Haiti	11	28	39	90.7	1	3	4	9.3	12	31	43	27.9
Honduras	3	1	4	26.7	6	5	11	73.3	9	6	15	60.0
Hungary	2	–	2	100.0	–	–	–	–	2	–	2	100.0
Iceland	–	1	1	100.0	–	–	–	–	–	1	1	–
India	28	62	90	97.8	1	1	2	2.2	29	63	92	31.5
Indonesia	14	2	16	84.2	2	1	3	15.8	16	3	19	84.2
Iran (Islamic Republic of)	6	1	7	77.8	2	–	2	22.2	8	1	9	88.9
Iraq	2	–	2	8.3	4	18	22	91.7	6	18	24	25.0
Ireland	10	10	20	100.0	–	–	–	–	10	10	20	50.0
Israel	1	1	2	100.0	–	–	–	–	1	1	2	50.0
Italy	79	39	118	100.0	–	–	–	–	79	39	118	66.9
Jamaica	1	–	1	50.0	1	–	1	50.0	2	–	2	100.0
Japan	17	4	21	100.0	–	–	–	–	17	4	21	81.0
Jordan	5	9	14	53.8	11	1	12	46.2	16	10	26	61.5
Kazakhstan	1	–	1	50.0	1	–	1	50.0	2	–	2	100.0
Kenya	46	75	121	44.3	83	69	152	55.7	129	144	273	47.3
Kuwait	–	–	–	n/a	2	–	2	100.0	2	–	2	100.0
Kyrgyzstan	12	3	15	88.2	2	–	2	11.8	14	3	17	82.4
Lao People's Democratic Republic	1	–	1	3.7	10	16	26	96.3	11	16	27	40.7
Latvia	2	–	2	100.0	–	–	–	–	2	–	2	100.0
Lebanon	10	5	15	16.5	50	26	76	83.5	60	31	91	65.9
Lesotho	1	–	1	100.0	–	–	–	–	1	–	1	100.0

Country of nationality	International				National				Total			
	Female	Male	Subtotal	Percentage of total	Female	Male	Subtotal	Percentage of total	Female	Male	Total	Percentage female
Liberia	31	42	73	88.0	2	8	10	12.0	33	50	83	39.8
Lithuania	2	2	4	100.0	—	—	—	—	2	2	4	50.0
Luxembourg	—	1	1	100.0	—	—	—	—	—	1	1	—
Madagascar	5	1	6	66.7	2	1	3	33.3	7	2	9	77.8
Malawi	6	16	22	95.7	1	—	1	4.3	7	16	23	30.4
Malaysia	2	2	4	28.6	6	4	10	71.4	8	6	14	57.1
Mali	7	12	19	67.9	—	9	9	32.1	7	21	28	25.0
Malta	1	—	1	100.0	—	—	—	—	1	—	1	100.0
Mauritania	4	2	6	27.3	5	11	16	72.7	9	13	22	40.9
Mexico	13	11	24	85.7	4	—	4	14.3	17	11	28	60.7
Mongolia	1	1	2	66.7	1	—	1	33.3	2	1	3	66.7
Montenegro	1	1	2	100.0	—	—	—	—	1	1	2	50.0
Morocco	6	3	9	90.0	1	—	1	10.0	7	3	10	70.0
Mozambique	—	—	—	n/a	2	3	5	100.0	2	3	5	40.0
Myanmar	1	1	2	66.7	—	1	1	33.3	1	2	3	33.3
Namibia	2	—	2	100.0	—	—	—	—	2	—	2	100.0
Nepal	14	32	46	68.7	14	7	21	31.3	28	39	67	41.8
Netherlands	7	6	13	100.0	—	—	—	—	7	6	13	53.8
New Zealand	2	2	4	100.0	—	—	—	—	2	2	4	50.0
Nicaragua	1	—	1	100.0	—	—	—	—	1	—	1	100.0
Niger	4	16	20	48.8	8	13	21	51.2	12	29	41	29.3
Nigeria	16	36	52	86.7	5	3	8	13.3	21	39	60	35.0
North Macedonia	—	—	—	n/a	1	—	1	100.0	1	—	1	100.0
Norway	3	5	8	100.0	—	—	—	—	3	5	8	37.5
Pakistan	8	33	41	97.6	—	1	1	2.4	8	34	42	19.0
Panama	1	—	1	12.5	5	2	7	87.5	6	2	8	75.0
Papua New Guinea	2	—	2	50.0	2	—	2	50.0	4	—	4	100.0
Peru	6	4	10	41.7	10	4	14	58.3	16	8	24	66.7
Philippines	13	10	23	95.8	1	—	1	4.2	14	10	24	58.3
Poland	5	2	7	100.0	—	—	—	—	5	2	7	71.4

Country of nationality	International				National				Total			
	Female	Male	Subtotal	Percentage of total	Female	Male	Subtotal	Percentage of total	Female	Male	Total	Percentage female
Portugal	12	3	15	100.0	–	–	–	–	12	3	15	80.0
Republic of Korea	37	5	42	93.3	2	1	3	6.7	39	6	45	86.7
Republic of Moldova	1	–	1	100.0	–	–	–	–	1	–	1	100.0
Romania	5	3	8	100.0	–	–	–	–	5	3	8	62.5
Russian Federation	39	9	48	98.0	1	–	1	2.0	40	9	49	81.6
Rwanda	26	51	77	92.8	2	4	6	7.2	28	55	83	33.7
Sao Tome and Principe	1	–	1	100.0	–	–	–	–	1	–	1	100.0
Saudi Arabia	1	–	1	25.0	1	2	3	75.0	2	2	4	50.0
Senegal	9	15	24	77.4	4	3	7	22.6	13	18	31	41.9
Serbia	6	7	13	92.9	1	–	1	7.1	7	7	14	50.0
Sierra Leone	11	10	21	91.3	2	–	2	8.7	13	10	23	56.5
Singapore	3	–	3	100.0	–	–	–	–	3	–	3	100.0
Slovakia	6	1	7	100.0	–	–	–	–	6	1	7	85.7
Slovenia	1	1	2	100.0	–	–	–	–	1	1	2	50.0
Somalia	–	1	1	50.0	1	–	1	50.0	1	1	2	50.0
South Africa	10	5	15	88.2	1	1	2	11.8	11	6	17	64.7
South Sudan	2	10	12	66.7	4	2	6	33.3	6	12	18	33.3
Spain	46	27	73	100.0	–	–	–	–	46	27	73	63.0
Sri Lanka	5	23	28	52.8	17	8	25	47.2	22	31	53	41.5
Sudan	13	39	52	59.8	9	26	35	40.2	22	65	87	25.3
Sweden	32	12	44	100.0	–	–	–	–	32	12	44	72.7
Switzerland	24	15	39	100.0	–	–	–	–	24	15	39	61.5
Syrian Arab Republic	–	4	4	80.0	–	1	1	20.0	–	5	5	–
Tajikistan	4	1	5	83.3	1	–	1	16.7	5	1	6	83.3
Thailand	2	1	3	13.6	13	6	19	86.4	15	7	22	68.2
Timor-Leste	3	2	5	100.0	–	–	–	–	3	2	5	60.0
Togo	7	17	24	85.7	2	2	4	14.3	9	19	28	32.1
Trinidad and Tobago	–	1	1	100.0	–	–	–	–	–	1	1	–
Tunisia	2	6	8	80.0	1	1	2	20.0	3	7	10	30.0
Turkey	4	1	5	38.5	4	4	8	61.5	8	5	13	61.5

Country of nationality	International				National				Total			
	Female	Male	Subtotal	Percentage of total	Female	Male	Subtotal	Percentage of total	Female	Male	Total	Percentage female
Uganda	69	64	133	91.7	10	2	12	8.3	79	66	145	54.5
Ukraine	7	7	14	66.7	5	2	7	33.3	12	9	21	57.1
United Kingdom of Great Britain and Northern Ireland	21	17	38	100.0	—	—	—	—	21	17	38	55.3
United Republic of Tanzania	8	7	15	60.0	4	6	10	40.0	12	13	25	48.0
United States of America	48	31	79	100.0	—	—	—	—	48	31	79	60.8
Uruguay	3	—	3	100.0	—	—	—	—	3	—	3	100.0
Uzbekistan	2	1	3	60.0	2	—	2	40.0	4	1	5	80.0
Venezuela (Bolivarian Republic of)	4	1	5	15.6	18	9	27	84.4	22	10	32	68.8
Viet Nam	1	—	1	12.5	4	3	7	87.5	5	3	8	62.5
Yemen	8	18	26	49.1	9	18	27	50.9	17	36	53	32.1
Zambia	4	16	20	95.2	1	—	1	4.8	5	16	21	23.8
Zimbabwe	21	33	54	94.7	2	1	3	5.3	23	34	57	40.4
Subtotal	1 521	1 577	3 098	72.9	619	533	1 152	27.1	2 140	2 110	4 250	50.4
State of Palestine	3	—	3	15.0	9	8	17	85.0	12	8	20	60.0
Total	1 524	1 577	3 101	49.1	628	541	1 169	53.7	2 152	2 118	4 270	50.4

Table 1.C

Engagement of United Nations Volunteers at Secretariat entities, by location of assignment, type of assignment and gender: 2020–2021

(Number of engagements)

<i>Location of assignment</i>	<i>International</i>				<i>National</i>				<i>Total</i>			
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Percentage of total</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Percentage of total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Percentage female</i>
Afghanistan	41	55	96	68.1	44	1	45	31.9	85	56	141	60.3
Algeria	–	–	–	–	–	1	1	100.0	–	1	1	–
Angola	2	–	2	66.7	–	1	1	33.3	2	1	3	66.7
Argentina	–	–	–	–	1	1	2	100.0	1	1	2	50.0
Austria	80	28	108	96.4	2	2	4	3.6	82	30	112	73.2
Azerbaijan	2	1	3	100.0	–	–	–	–	2	1	3	66.7
Bahrain	3	4	7	77.8	2	–	2	22.2	5	4	9	55.6
Bangladesh	1	–	1	14.3	4	2	6	85.7	5	2	7	71.4
Barbados	3	–	3	100.0	–	–	–	–	3	–	3	100.0
Belgium	7	4	11	100.0	–	–	–	–	7	4	11	63.6
Belize	–	–	–	–	1	–	1	100.0	1	–	1	100.0
Benin	–	–	–	–	–	2	2	100.0	–	2	2	–
Bolivia (Plurinational State of)	4	3	7	22.6	14	10	24	77.4	18	13	31	58.1
Bosnia and Herzegovina	3	–	3	75.0	1	–	1	25.0	4	–	4	100.0
Botswana	1	1	2	100.0	–	–	–	–	1	1	2	50.0
Brazil	1	1	2	5.7	22	11	33	94.3	23	12	35	65.7
Burkina Faso	1	2	3	13.0	9	11	20	87.0	10	13	23	43.5
Burundi	2	–	2	100.0	–	–	–	–	2	–	2	100.0
Cabo Verde	2	1	3	100.0	–	–	–	–	2	1	3	66.7
Cambodia	3	–	3	25.0	–	9	9	75.0	3	9	12	25.0
Cameroon	–	1	1	3.3	13	16	29	96.7	13	17	30	43.3
Central African Republic	143	201	344	80.9	14	67	81	19.1	157	268	425	36.9
Chad	6	–	6	46.2	4	3	7	53.8	10	3	13	76.9
Chile	1	–	1	100.0	–	–	–	–	1	–	1	100.0
China	–	1	1	16.7	2	3	5	83.3	2	4	6	33.3
Colombia	117	78	195	67.2	65	30	95	32.8	182	108	290	62.8
Congo	–	–	–	–	–	1	1	100.0	–	1	1	–

Location of assignment	International				National				Total			
	Female	Male	Subtotal	Percentage of total	Female	Male	Subtotal	Percentage of total	Female	Male	Total	Percentage female
Costa Rica	1	—	1	100.0	—	—	—	—	1	—	1	100.0
Côte d'Ivoire	2	1	3	30.0	4	3	7	70.0	6	4	10	60.0
Cyprus	1	—	1	100.0	—	—	—	—	1	—	1	100.0
Democratic Republic of the Congo	203	304	507	95.8	8	14	22	4.2	211	318	529	39.9
Djibouti	1	1	2	50.0	2	—	2	50.0	3	1	4	75.0
Dominican Republic	—	—	—	—	1	2	3	100.0	1	2	3	33.3
Ecuador	—	—	—	—	6	3	9	100.0	6	3	9	66.7
Egypt	3	2	5	55.6	3	1	4	44.4	6	3	9	66.7
El Salvador	—	1	1	14.3	6	—	6	85.7	6	1	7	85.7
Eritrea	1	1	2	100.0	—	—	—	—	1	1	2	50.0
Eswatini	1	—	1	50.0	1	—	1	50.0	2	—	2	100.0
Ethiopia	16	15	31	70.5	3	10	13	29.5	19	25	44	43.2
Fiji	10	3	13	68.4	1	5	6	31.6	11	8	19	57.9
France	—	1	1	100.0	—	—	—	—	—	1	1	—
Gabon	3	2	5	100.0	—	—	—	—	3	2	5	60.0
Georgia	1	—	1	100.0	—	—	—	—	1	—	1	100.0
Greece	2	4	6	100.0	—	—	—	—	2	4	6	33.3
Guatemala	10	4	14	46.7	12	4	16	53.3	22	8	30	73.3
Guinea	4	4	8	38.1	7	6	13	61.9	11	10	21	52.4
Guinea-Bissau	2	4	6	66.7	1	2	3	33.3	3	6	9	33.3
Guyana	1	1	2	40.0	1	2	3	60.0	2	3	5	40.0
Haiti	1	4	5	55.6	1	3	4	44.4	2	7	9	22.2
Honduras	6	5	11	50.0	6	5	11	50.0	12	10	22	54.5
Hungary	1	2	3	100.0	—	—	—	—	1	2	3	33.3
India	—	1	1	33.3	1	1	2	66.7	1	2	3	33.3
Indonesia	4	—	4	57.1	2	1	3	42.9	6	1	7	85.7
Iran (Islamic Republic of)	1	—	1	33.3	2	—	2	66.7	3	—	3	100.0
Iraq	32	31	63	74.1	4	18	22	25.9	36	49	85	42.4
Jamaica	2	—	2	66.7	1	—	1	33.3	3	—	3	100.0
Jordan	6	1	7	33.3	12	2	14	66.7	18	3	21	85.7

Location of assignment	International				National				Total			
	Female	Male	Subtotal	Percentage of total	Female	Male	Subtotal	Percentage of total	Female	Male	Total	Percentage female
Kazakhstan	3	–	3	75.0	1	–	1	25.0	4	–	4	100.0
Kenya	76	32	108	41.7	83	68	151	58.3	159	100	259	61.4
Kosovo	14	24	38	100.0	–	–	–	–	14	24	38	36.8
Kuwait	–	–	–	–	2	–	2	100.0	2	–	2	100.0
Kyrgyzstan	2	2	4	66.7	2	–	2	33.3	4	2	6	66.7
Lao People's Democratic Republic	6	3	9	25.7	10	16	26	74.3	16	19	35	45.7
Lebanon	–	6	6	6.8	54	28	82	93.2	54	34	88	61.4
Lesotho	–	1	1	100.0	–	–	–	–	–	1	1	–
Liberia	3	4	7	41.2	2	8	10	58.8	5	12	17	29.4
Libya	2	5	7	100.0	–	–	–	–	2	5	7	28.6
Madagascar	–	1	1	25.0	2	1	3	75.0	2	2	4	50.0
Malawi	1	–	1	50.0	1	–	1	50.0	2	–	2	100.0
Malaysia	–	–	–	–	6	4	10	100.0	6	4	10	60.0
Maldives	–	1	1	100.0	–	–	–	–	–	1	1	–
Mali	133	159	292	97.0	–	9	9	3.0	133	168	301	44.2
Marshall Islands	1	–	1	100.0	–	–	–	–	1	–	1	100.0
Mauritania	3	1	4	20.0	5	11	16	80.0	8	12	20	40.0
Mauritius	1	1	2	100.0	–	–	–	–	1	1	2	50.0
Mexico	11	2	13	76.5	4	–	4	23.5	15	2	17	88.2
Micronesia (Federated States of)	2	1	3	100.0	–	–	–	–	2	1	3	66.7
Mongolia	–	–	–	n/a	1	–	1	100.0	1	–	1	100.0
Mozambique	2	1	3	37.5	2	3	5	62.5	4	4	8	50.0
Myanmar	2	6	8	88.9	–	1	1	11.1	2	7	9	22.2
Namibia	–	1	1	100.0	–	–	–	–	–	1	1	–
Nauru	–	1	1	100.0	–	–	–	–	–	1	1	–
Nepal	2	1	3	12.5	14	7	21	87.5	16	8	24	66.7
Niger	3	1	4	16.0	8	13	21	84.0	11	14	25	44.0
Nigeria	3	5	8	47.1	6	3	9	52.9	9	8	17	52.9
North Macedonia	1	–	1	50.0	1	–	1	50.0	2	–	2	100.0
Pakistan	3	–	3	75.0	–	1	1	25.0	3	1	4	75.0

Location of assignment	International				National				Total			
	Female	Male	Subtotal	Percentage of total	Female	Male	Subtotal	Percentage of total	Female	Male	Total	Percentage female
Panama	5	5	10	52.6	6	3	9	47.4	11	8	19	57.9
Papua New Guinea	3	—	3	60.0	2	—	2	40.0	5	—	5	100.0
Peru	1	—	1	7.1	9	4	13	92.9	10	4	14	71.4
Philippines	1	—	1	50.0	1	—	1	50.0	2	—	2	100.0
Qatar	2	—	2	100.0	—	—	—	n/a—	2	—	2	100.0
Republic of Korea	—	1	1	25.0	2	1	3	75.0	2	2	4	50.0
Russian Federation	—	—	—	—	1	—	1	100.0	1	—	1	100.0
Rwanda	3	—	3	33.3	2	4	6	66.7	5	4	9	55.6
Samoa	—	2	2	100.0	—	—	—	—	—	2	2	—
Saudi Arabia	2	1	3	50.0	1	2	3	50.0	3	3	6	50.0
Senegal	26	14	40	85.1	4	3	7	14.9	30	17	47	63.8
Serbia	2	—	2	66.7	1	—	1	33.3	3	—	3	100.0
Seychelles	1	—	1	100.0	—	—	—	—	1	—	1	100.0
Sierra Leone	—	1	1	50.0	1	—	1	50.0	1	1	2	50.0
Solomon Islands	1	1	2	100.0	—	—	—	—	1	1	2	50.0
Somalia	48	51	99	98.0	1	1	2	2.0	49	52	101	48.5
South Africa	2	—	2	50.0	1	1	2	50.0	3	1	4	75.0
South Sudan	255	333	588	99.0	4	2	6	1.0	259	335	594	43.6
Spain	—	1	1	100.0	—	—	—	—	—	1	1	—
Sri Lanka	2	1	3	10.7	17	8	25	89.3	19	9	28	67.9
Sudan	25	71	96	73.3	9	26	35	26.7	34	97	131	26.0
Switzerland	13	4	17	100.0	—	—	—	—	13	4	17	76.5
Tajikistan	—	—	—	—	1	—	1	100.0	1	—	1	100.0
Thailand	18	19	37	66.1	13	6	19	33.9	31	25	56	55.4
Togo	1	—	1	20.0	2	2	4	80.0	3	2	5	60.0
Trinidad and Tobago	1	—	1	100.0	—	—	—	—	1	—	1	100.0
Tunisia	7	2	9	81.8	1	1	2	18.2	8	3	11	72.7
Türkiye	6	3	9	52.9	4	4	8	47.1	10	7	17	58.8
Turkmenistan	2	—	2	100.0	—	—	—	—	2	—	2	100.0
Tuvalu	—	1	1	100.0	—	—	—	—	—	1	1	—

<i>Location of assignment</i>	<i>International</i>				<i>National</i>				<i>Total</i>			
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Percentage of total</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Percentage of total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Percentage female</i>
Uganda	–	–	–	n/a	7	2	9	100.0	7	2	9	77.8
Ukraine	5	2	7	50.0	5	2	7	50.0	10	4	14	71.4
United Arab Emirates	5	2	7	100.0	–	–	–	–	5	2	7	71.4
United Republic of Tanzania	–	1	1	9.1	4	6	10	90.9	4	7	11	36.4
United States of America	48	9	57	100.0	–	–	–	–	48	9	57	84.2
Uruguay	2	1	3	100.0	–	–	–	–	2	1	3	66.7
Uzbekistan	4	1	5	71.4	2	–	2	28.6	6	1	7	85.7
Vanuatu	1	–	1	100.0	–	–	–	–	1	–	1	100.0
Venezuela (Bolivarian Republic of)	1	2	3	10.3	17	9	26	89.7	18	11	29	62.1
Viet Nam	3	–	3	30.0	4	3	7	70.0	7	3	10	70.0
Western Sahara	4	13	17	100.0	–	–	–	–	4	13	17	23.5
Yemen	1	–	1	3.6	9	18	27	96.4	10	18	28	35.7
Zambia	1	1	2	66.7	1	–	1	33.3	2	1	3	66.7
Zimbabwe	–	–	–	–	2	1	3	100.0	2	1	3	66.7
State of Palestine	10	2	12	48.0	7	6	13	52.0	17	8	25	68.0
Total	1 524	1 577	3 101	72.6	628	541	1 169	27.4	2 152	2 118	4 270	50.4

Annex V

Summary of changes introduced in the report

<i>Section/type of change</i>	<i>Main changes</i>
Methodology	<ol style="list-style-type: none"> 1. The number of persons in a personnel type is calculated as the sum of the subtotals of each personnel type within the group. (e.g., the number of persons of gratis personnel is the sum of the number of persons engaged as interns, associate experts, technical cooperation experts and type II personnel). While an individual may engage as two or more personnel types (e.g., as an intern and as an associate expert) during a reporting period, the functions and responsibilities of assignments can be vastly different, and thus each such assignment is counted separately. This approach is different from the approach applied in the 2018–2019 report, where all unique persons within the personnel type (e.g., gratis personnel) were counted regardless of the type of engagements (e.g., interns, associate experts, technical cooperation experts or type II personnel). 2. The share of women is calculated as the number of women within a population divided by the total size of the population. 3. Introduction of a seven-entity reporting approach to provide a further level of disaggregation of staff demographics based on the Organization's diverse operational contexts. The historical two-group approach (departments, regional commissions and tribunals versus field operations) is retained to provide historical comparison against previous reports.
All sections	<ol style="list-style-type: none"> 1. Visual enhancements have been applied across the report, including a palette that is color-blindness-friendly, to ensure a more inclusive and accessible report for all readers. 2. 29 figures are included in the present report, of which 27 are new and 2 are enhanced (from the versions in the 2018–2019 report) to provide further context and trend information. 3. The terms “women” and “men” have replaced “female” and “male”. 4. Repetitive headings and subheadings in tables have been reduced or removed. 5. Percentage changes from 2018–2019 are provided in all tables which present only 2020–2021 figures (i.e., when no trend data are provided) for ease of reference to relative change between the two bienniums.
I. Overview	<ol style="list-style-type: none"> 1. The overview section has been revised to provide key points about each personnel type and some context on trend changes. 2. Figure I has been introduced to provide an overview of gratis personnel, retired staff, consultants and individual contractors, and United Nations Volunteers in the United Nations Secretariat in 2020–2021.
II. Gratis personnel	<ol style="list-style-type: none"> 1. Introduction of a subsection G dedicated to analysis based on economic grouping. 2. Table 2 introduces average number of days worked by each gratis personnel type. 3. The number of persons on table 3 has been revised based on methodology change 1, as described above, and the share of women has been revised based on methodology change 2. 4. Figures II to V, VII, IX and XI are new.

<i>Section/type of change</i>	<i>Main changes</i>
	5. Figure VI (formerly figure I) and figure X (formerly figure II) have been visually enhanced. Figure X provides trend information for the past four bienniums.
III: Retired staff	<ol style="list-style-type: none"> 1. Analysis based on job network data has been added as subsection C. 2. The number of persons has been revised based on methodology change 1, as described above. 3. Figures XII to XVI are new.
IV. Consultants and individual contractors	<ol style="list-style-type: none"> 1. Introduction of two new subsections dedicated to analysis based on job network (subsection C) and economic grouping (subsection H). 2. The number of persons on tables 22 and 23 have been revised based on methodology change 1, as described above. 3. Figures XVII to XXIX are new.
V. United Nations Volunteers	<ol style="list-style-type: none"> 1. A dedicated section that analyses the engagement of the United Nations Volunteers, specifically focusing on variables such as gender, entity, age and regional grouping. 2. Figures XXX to XXXII have been introduced.
Annex I. Gratis personnel	The following table has been added to annex I: Table 1.B. Engagement of type I gratis personnel, by entity, category and gender: 2020–2021
Annex II. Retired staff	<ol style="list-style-type: none"> 1. The following table has been added to annex II: Table 3.A. Retirees, by entity, gender and grade: 2020–2021 2. The following tables from 2018–2019 have been renumbered: <ul style="list-style-type: none"> – Former annex II, table 3.A, is now annex II, table 3.B – Former annex II, table 3.B, is now annex II, table 3.C
Annex III. Consultants and individual contractors	<ol style="list-style-type: none"> 1. The following tables have been added to annex III: <ul style="list-style-type: none"> – Table 4.A. Engagement of consultants and individual contractors at peacekeeping operations, special political missions and other political presences, by nationality, number of persons, number of engagements, number of days worked and expenditure: 2020–2021 – Table 4.B. Engagement of consultants and individual contractors at peacekeeping operations, special political missions and other political presences, by entity, number of persons, number of engagements, percentage female and number of days worked: 2020–2021 2. The following tables from 2018–2019 have been renumbered: <ul style="list-style-type: none"> – Former annex III, table 4.A, is now annex III, table 4.C – Former annex III, table 4.B, is now annex III, table 4.D – Former annex III, table 4.C, is now annex III, table 4.E

<i>Section/type of change</i>	<i>Main changes</i>
Annex IV. United Nations Volunteers	<p>Annex IV was added to the report, presenting the disaggregated statistics of the United Nations Volunteers by entity, nationality and location of assignment. The following tables were added:</p> <ul style="list-style-type: none"> – Table 1.A. Engagement of United Nations Volunteers at Secretariat entities, by entity, type of assignment and gender: 2020–2021 – Table 1.B. Engagement of United Nations Volunteers at Secretariat entities, by nationality, type of assignment and gender: 2020–2021 – Table 1.C. Engagement of United Nations Volunteers at Secretariat entities, by location of assignment, type of assignment and gender: 2020–2021
Annex V. Summary of changes introduced in the report	Provides a summary of changes introduced in the present report.
Annex VI. Composition of the seven entity groups	Provides the list of entities within each of the seven entity groups.

Annex VI**Composition of seven entity groups**

<i>Entity</i>	<i>Description</i>	<i>Entity group</i>
DFS	Department of Field Support	Corporate service entities
DGACM	Department for General Assembly and Conference Management	Corporate service entities
DGC	Department of Global Communications	Corporate service entities
DM	Department of Management	Corporate service entities
DMSPC	Department of Management Strategy, Policy and Compliance	Corporate service entities
DOS	Department of Operational Support	Corporate service entities
DPI	Department of Public Information	Corporate service entities
ETHICS	Ethics Office	Corporate service entities
OAJ	Office of Administration of Justice	Corporate service entities
OICT	Office of Information and Communications Technology	Corporate service entities
OIOS	Office of Internal Oversight Services	Corporate service entities
OLA	Office of Legal Affairs	Corporate service entities
RSCE	Regional Service Centre in Entebbe, Uganda	Corporate service entities
UNLB	United Nations Logistics Base at Brindisi, Italy	Corporate service entities
UNOMS	Office of the United Nations Ombudsman and Mediation Services	Corporate service entities
DPA	Department of Political Affairs	Field-focused entities
DPKO	Department of Peacekeeping Operations	Field-focused entities
DPO	Department of Peace Operations	Field-focused entities
DPPA	Department of Political and Peacebuilding Affairs	Field-focused entities
DSS	Department of Safety and Security	Field-focused entities

<i>Entity</i>	<i>Description</i>	<i>Entity group</i>
IIIM-Syria	International, Impartial and Independent Mechanism to Assist in the Investigation and Prosecution of Persons Responsible for the Most Serious Crimes Committed in the Syrian Arab Republic since March 2011	Field-focused entities
IM-Myanmar	Independent Investigative Mechanism for Myanmar	Field-focused entities
OCHA	Office for the Coordination of Humanitarian Affairs	Field-focused entities
OHCHR	Office of the United Nations High Commissioner for Human Rights	Field-focused entities
OSC SEA	Office of the Special Coordinator on Improving the United Nations Response to Sexual Exploitation and Abuse	Field-focused entities
OSCS	Office of the United Nations Special Coordinator for Development in the Sahel	Field-focused entities
OSRSG-CAAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict	Field-focused entities
OSRSG-SVC	Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict	Field-focused entities
OSRSG-VAC	Office of the Special Representative of the Secretary-General on Violence against Children	Field-focused entities
OVRA	Office of the Victims' Rights Advocate	Field-focused entities
PBSO	Peacebuilding Support Office	Field-focused entities
UNAKRT	United Nations Assistance to the Khmer Rouge Trials	Field-focused entities
UNEP	United Nations Environment Programme	Field-focused entities
UN-Habitat	United Nations Human Settlements Programme	Field-focused entities
UNODC	United Nations Office on Drugs and Crime	Field-focused entities
BOA-SEC	Secretariat of the Board of Auditors	Headquarters-based entities
DESA	Department of Economic and Social Affairs	Headquarters-based entities
EOSG	Executive Office of the Secretary-General	Headquarters-based entities
GCO	Global Compact Office	Headquarters-based entities
HSU	Human Security Unit	Headquarters-based entities
IRMCT	International Residual Mechanism for Criminal Tribunals	Headquarters-based entities

<i>Entity</i>	<i>Description</i>	<i>Entity group</i>
OCT	Office of Counter-Terrorism	Headquarters-based entities
ODA	Office for Disarmament Affairs	Headquarters-based entities
OEERC	Office of the United Nations Emergency Ebola Response Coordinator	Headquarters-based entities
OHRLLS	Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States	Headquarters-based entities
OOSA	Office for Outer Space Affairs	Headquarters-based entities
OSAA	Office of the Special Adviser on Africa	Headquarters-based entities
OSET	Office of the Secretary-General's Envoy on Technology	Headquarters-based entities
UN75	Seventy-fifth anniversary of the United Nations	Headquarters-based entities
UNCC	United Nations Compensation Commission	Headquarters-based entities
UNCTAD	United Nations Conference on Trade and Development	Headquarters-based entities
UNDRR	United Nations Office for Disaster Risk Reduction	Headquarters-based entities
UNOP	United Nations Office for Partnerships	Headquarters-based entities
UNROD	United Nations Register of Damage Caused by the Construction of the Wall in the Occupied Palestinian Territory	Headquarters-based entities
UN-TBLDC	Technology Bank for the Least Developed Countries	Headquarters-based entities
UNOG	United Nations Offices at Geneva	Offices away from Headquarters
UNON	United Nations Offices at Nairobi	Offices away from Headquarters
UNOV	United Nations Offices at Vienna	Offices away from Headquarters
ATSMT	Analytical Support and Sanctions Monitoring Team pursuant to resolutions 1526 (2004) and 2253 (2015) concerning ISIL (Da'esh), Al-Qaida and the Taliban and associated individuals and entities; and the Office of the Ombudsperson established pursuant to resolution 1904 (2009)	Peace operations
BINUH	United Nations Integrated Office in Haiti	Peace operations
CNMC	Cameroon-Nigeria Mixed Commission	Peace operations
CTED	Counter-Terrorism Committee Executive Directorate	Peace operations

<i>Entity</i>	<i>Description</i>	<i>Entity group</i>
MINUJUSTH	United Nations Mission for Justice Support in Haiti	Peace operations
MINURSO	United Nations Mission for the Referendum in Western Sahara	Peace operations
MINUSCA	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic	Peace operations
MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali	Peace operations
MINUSTAH	United Nations Stabilization Mission in Haiti	Peace operations
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo	Peace operations
OMBUD	Office of the Ombudsperson established pursuant to Security Council resolution 1904 (2009)	Peace operations
OPESG-WS	Office of the Personal Envoy of the Secretary-General for Western Sahara	Peace operations
OSACH	Office of the Special Adviser on Cholera in Haiti	Peace operations
OSASG-Cyprus	Office of the Special Adviser to the Secretary-General on Cyprus	Peace operations
OSASG-POG	Office of the Special Adviser to the Secretary-General on the Prevention of Genocide	Peace operations
OSE HoA	Office of the Special Envoy of the Secretary-General for the Horn of Africa	Peace operations
OSEH	Office of the Special Envoy for Haiti	Peace operations
OSESG	Office of the Special Envoy of the Secretary-General (Burundi)	Peace operations
OSESG-GL	Office of the Special Envoy of the Secretary-General for the Great Lakes Region	Peace operations
OSESG-MYR	Office of the Special Envoy of the Secretary-General on Myanmar	Peace operations
OSESG-SSS	Office of the Special Envoy of the Secretary-General for the Sudan and South Sudan	Peace operations
OSESG-Syria	Office of the Special Envoy of the Secretary-General for Syria	Peace operations
OSESG-Yemen	Office of the Special Envoy of the Secretary-General for Yemen	Peace operations
POE-Libya	Panel of Experts on Libya	Peace operations
POE-Yemen	Panel of Experts on Yemen	Peace operations
SCR 2231	Security Council Facilitator for the implementation of resolution 2231 (2015)	Peace operations

<i>Entity</i>	<i>Description</i>	<i>Entity group</i>
UNAMA	United Nations Assistance Mission in Afghanistan	Peace operations
UNAMI	United Nations Assistance Mission for Iraq	Peace operations
UNAMID	African Union-United Nations Hybrid Operation in Darfur	Peace operations
UNDOF	United Nations Disengagement Observer Force	Peace operations
UNFICYP	United Nations Peacekeeping Force in Cyprus	Peace operations
UNIFIL	United Nations Interim Force in Lebanon	Peace operations
UNIOGBIS	United Nations Integrated Peacebuilding Office in Guinea-Bissau	Peace operations
UNISFA	United Nations Interim Security Force for Abyei	Peace operations
UNITAD	United Nations Investigative Team to Promote Accountability for Crimes Committed by Da'esh/Islamic State in Iraq and the Levant	Peace operations
UNITAMS	United Nations Integrated Transition Assistance Mission in Sudan	Peace operations
UNMHA	United Nations Mission to Support the Hdaydah Agreement	Peace operations
UNMIK	United Nations Interim Administration Mission in Kosovo	Peace operations
UNMIL	United Nations Mission in Liberia	Peace operations
UNMISS	United Nations Mission in South Sudan	Peace operations
UNMOGIP	United Nations Military Observer Group in India and Pakistan	Peace operations
UNOAU	United Nations Office to the African Union	Peace operations
UNOCA	United Nations Regional Office for Central Africa	Peace operations
UNOWAS	United Nations Office for West Africa and the Sahel	Peace operations
UNRCCA	United Nations Regional Centre for Preventive Diplomacy for Central Asia	Peace operations
UNSCO	Office of the United Nations Special Coordinator for the Middle East Peace Process	Peace operations
UNSCOL	United Nations Special Coordinator for Emergency Relief Operations in Liberia	Peace operations
UNSMIL	United Nations Support Mission in Libya	Peace operations

<i>Entity</i>	<i>Description</i>	<i>Entity group</i>
UNSOM	United Nations Assistance Mission in Somalia	Peace operations
UNSOS	United Nations Support Office in Somalia	Peace operations
UNTSO	United Nations Truce Supervision Organization	Peace operations
UNVMC	United Nations Verification Mission in Colombia	Peace operations
ECA	Economic Commission for Africa	Regional economic commissions
ECE	Economic Commission for Europe	Regional economic commissions
ECLAC	Economic Commission for Latin America and the Caribbean	Regional economic commissions
ESCAP	Economic and Social Commission for Asia and the Pacific	Regional economic commissions
ESCWA	Economic and Social Commission for Western Asia	Regional economic commissions
RCNYO	United Nations Regional Commissions New York Office	Regional economic commissions
RCS	Resident coordinator system	Resident coordinator system