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Agenda item 2

**Annual report of the United Nations High Commissioner
for Human Rights and reports of the Office of
the High Commissioner and the Secretary-General**

Composition of the staff of the Office of the United Nations High Commissioner for Human Rights

Report of the United Nations High Commissioner for Human Rights*, **

* The annexes to the present report are circulated as received, in the language of submission only.

** The present report was submitted after the deadline owing to circumstances beyond the submitter's control.

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I. Introduction

1. The Human Rights Council, in its resolution 42/1, requested the United Nations High Commissioner for Human Rights to submit a report on the geographical composition of the staff of the Office of the United Nations High Commissioner for Human Rights (OHCHR) to the Council at its forty-fifth session.
2. Chapter II of the present report includes information as at 30 June 2020 on staff members in regular budget posts subject to geographical distribution, as well as data on staff in temporary posts funded from general temporary assistance and extrabudgetary resources, or in technical cooperation project posts, none of which are included in the definition of posts subject to geographical distribution.
3. Chapter III contains a description of the measures for improvement taken by the High Commissioner under the staff selection systems in force in 2020 (ST/AI/2010/3, ST/AI/2010/3/Amend.1, ST/AI/2010/3/Amend.2 and ST/AI/2010/3/Amend.3).¹

II. Composition of the staff of the Office of the United Nations High Commissioner for Human Rights

4. The recruitment of staff members to posts subject to geographical distribution is governed by the system of desirable ranges at the United Nations Secretariat level. For that purpose, Member States are grouped into four categories: unrepresented, underrepresented, within range and overrepresented. A Member State is considered unrepresented when none of its nationals, throughout the entire Secretariat, is serving in a post subject to geographical distribution and filled in accordance with the established selection process.² It is underrepresented when the number of its nationals appointed to such posts throughout the entire Secretariat is below the lower limit of the desirable range. It is within range when the number of its nationals appointed to such posts is between the upper and lower limits of the desirable range, and it is overrepresented when the number of its nationals appointed to such posts within the entire Secretariat exceeds the upper limit of the desirable range. The representation status of Member States is affected by many factors, in particular the turnover of staff and changes in the scale of assessments. OHCHR is the Secretariat entity with the largest number of staff with geographical status (see A/74/82, table 23).
5. The report on the composition of the Secretariat is submitted annually by the Secretary-General to the General Assembly in accordance with a number of resolutions, the most recent being Assembly resolutions 66/234, 67/255, 68/252, 71/263 and 72/254.
6. The most recent report of the Secretary-General on the composition of the Secretariat (A/74/82) covers the period from 1 January to 31 December 2018. OHCHR is part of the Secretariat and the breakdown of its geographical composition has to be seen against the breakdown of the overall distribution within the Secretariat.
7. Since 2011, Member States have had regular online access to information similar to that presented in the report of the Secretary-General, through the HR Insight online reporting tool (A/74/82, paras. 7–8). The platform has recently been decommissioned by the Office of Human Resources in favour of management dashboards. Clarity is being sought on how permanent missions can access staff demographic information in the future.
8. The table in annex I provides a breakdown of all OHCHR staff members in the Professional and higher categories who have been selected through the established

¹ ST/AI/2016/1, ST/AI/2016/1/Amend.1 and ST/SGB/2016/2/Rev.1 (on staff selection and the managed mobility system) are currently on hold.

² Unrepresented in the Secretariat as at 31 March 2020: Andorra, Angola, Belize, Brunei Darussalam, Cabo Verde, Democratic People's Republic of Korea, Equatorial Guinea, Kiribati, Lao People's Democratic Republic, Libya, Liechtenstein, Marshall Islands, Monaco, Nauru, Palau, Qatar, Saint Lucia, Sao Tome and Principe, Timor-Leste, Tuvalu, United Arab Emirates and Vanuatu.

recruitment process (“regular” staff) against regular budget posts subject to geographical distribution and extrabudgetary posts, by nationality, grade and sex as at 30 June 2020.

9. The table in annex II provides a breakdown of the following categories of additional OHCHR staff in the Professional and higher categories not included in the table in annex I, also by nationality, grade and sex as at 30 June 2020:

- (a) Staff holding appointments of less than one year;
- (b) Staff charged to general temporary assistance funds;
- (c) Staff employed as technical cooperation project personnel.

10. It should be recalled that in section IX, paragraph 14, of its resolution 63/250, the General Assembly re-emphasized that the system of geographical ranges was designed to apply to countries rather than to regions or groups. The information in the present report are therefore provided by country, with the countries listed in alphabetical order.

11. As at 30 June 2020, OHCHR had a total of 905 staff members in the Professional and higher categories, of whom 710 were regular staff.

12. As at 30 June 2020, nationals from 121 countries were represented in the Professional and higher category workforce at OHCHR, in both geographical and non-geographical posts. The latter comprise extrabudgetary posts that are not included under the system of desirable ranges (see para. 4 above). Of those 121 nationalities, 13 were underrepresented in the Secretariat,³ 79 were considered within range⁴ and 29 were overrepresented.⁵ OHCHR also had nationals from the State of Palestine on its staff.

III. Efforts made to achieve equitable geographical representation and gender balance, and the Secretariat staff selection systems

13. Greater geographical diversity of OHCHR staff remains one of the High Commissioner’s priorities, and in March 2020, the Secretary-General launched the Geographical Diversity Strategy for the United Nations Secretariat. The goal of the strategy is greater geographical diversity, with a focus on two principle areas: (a) equitable geographical representation; and (b) greater regional group diversity. OHCHR continues to positively contribute towards achieving equitable geographical representation in the

³ Underrepresented in the Secretariat as at 31 March 2020: Afghanistan, Antigua and Barbuda, Bahrain, Brazil, Cambodia, China, Comoros, Cuba, Dominica, Gabon, Grenada, Guinea-Bissau, Japan, Kuwait, Lesotho, Liberia, Luxembourg, Micronesia (Federated States of), Mozambique, Norway, Oman, Papua New Guinea, Republic of Korea, Russian Federation, Saint Vincent and the Grenadines, San Marino, Saudi Arabia, Solomon Islands, South Sudan, Suriname, United States of America and Venezuela (Bolivarian Republic of).

⁴ Within range in the Secretariat as at 31 March 2020: Albania, Algeria, Armenia, Azerbaijan, Bahamas, Bangladesh, Barbados, Belarus, Benin, Bhutan, Bolivia (Plurinational State of), Bosnia and Herzegovina, Botswana, Burkina Faso, Burundi, Central African Republic, Chad, Colombia, Congo, Costa Rica, Cote d’Ivoire, Croatia, Cyprus, Czechia, Democratic Republic of the Congo, Denmark, Djibouti, Dominican Republic, El Salvador, Eritrea, Estonia, Eswatini, Fiji, Gambia, Georgia, Ghana, Greece, Guatemala, Guinea, Guyana, Haiti, Honduras, Hungary, Iceland, India, Indonesia, Iran (Islamic Republic of), Iraq, Israel, Jamaica, Jordan, Kazakhstan, Kyrgyzstan, Latvia, Lithuania, Madagascar, Malaysia, Maldives, Mali, Malta, Mauritania, Mauritius, Mongolia, Montenegro, Morocco, Myanmar, Namibia, Nepal, New Zealand, Nicaragua, Niger, Nigeria, North Macedonia, Pakistan, Panama, Paraguay, Peru, Philippines, Poland, Republic of Moldova, Romania, Rwanda, Saint Kitts and Nevis, Samoa, Senegal, Serbia, Seychelles, Sierra Leone, Singapore, Slovakia, Slovenia, Somalia, Sri Lanka, Sudan, Sweden, Switzerland, Syrian Arab Republic, Tajikistan, Thailand, Togo, Tonga, Tunisia, Turkey, Turkmenistan, Ukraine, United Republic of Tanzania, Uzbekistan, Viet Nam, Yemen and Zambia.

⁵ Overrepresented as at 31 March 2020: Argentina, Australia, Austria, Belgium, Bulgaria, Cameroon, Canada, Chile, Ecuador, Egypt, Ethiopia, Finland, France, Germany, Ireland, Italy, Kenya, Lebanon, Malawi, Mexico, Netherlands, Portugal, South Africa, Spain, Trinidad and Tobago, Uganda, United Kingdom of Great Britain and Northern Ireland, Uruguay and Zimbabwe.

Secretariat, with nationals from 121 countries on its staff, and through efforts to include more staff from underrepresented nations.

14. The managed mobility framework was placed on hold in January 2018 and recruitment decisions under ST/AI/2010/3 have been delegated to the High Commissioner from 1 January 2019.⁶ In accordance with existing policies and practices, affirmative action on the part of OHCHR to improve geographical diversity has included engagement with hiring managers, focusing on the recruitment of staff from unrepresented and underrepresented countries. In terms of gender parity, for positions at the P-5 and higher levels, the selection of a candidate other than female must be approved outside the High Commissioner's delegated authority.

15. OHCHR has established a workforce planning group in which matters of geographical diversity and gender parity are discussed at the senior leadership level. Temporary job openings are managed and opened in response to normal workforce fluctuations, and the High Commissioner endeavours to use the selection of temporary staff members to increase the diversity of the Office. However, selections for temporary positions are time-bound and are not considered in the Secretariat reporting of geographical diversity or gender parity.

16. OHCHR continues to pay special attention to the issue of balance between female and male staff members at all levels, an area in which determination and concerted effort have already brought about an improvement towards the achievement of gender parity. As at 30 June 2020, the level of representation of women had increased to 38 per cent of staff at the senior levels at OHCHR (P-5 to D-2), while that of men increased to 41 per cent of OHCHR staff at the P-1 to P-4 levels. OHCHR is fully committed to the Secretary-General's system-wide strategy on gender parity and has developed a gender parity action plan in line with that strategy.

IV. Conclusion

17. **In addition to compliance with directives from the Secretary-General, and in the absence of a Secretariat-managed mobility system, the High Commissioner is examining the demographic profile of the Office and will utilize her delegation of authority to achieve, to the broadest extent possible, the geographical diversity of her staff necessary to reflect the people it serves.**

⁶ As prescribed in ST/SGB/2019/2.

Annex I

Regular staff of the Office of the United Nations High Commissioner for Human Rights in the Professional and higher categories, by nationality, grade and sex (as at 30 June 2020)

Country of nationality	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
	All	F	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Afghanistan	1	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Albania	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Algeria	5	4	–	–	–	–	–	–	–	–	1	1	–	3	–	–	–	–	–	–
Argentina	15	7	–	–	–	–	–	–	–	–	1	–	1	5	5	3	–	–	–	–
Armenia	6	4	–	–	–	–	–	–	–	–	–	–	2	–	2	2	–	–	–	–
Australia	15	7	–	–	–	–	–	–	–	1	2	4	2	2	3	1	–	–	–	–
Austria	7	4	–	–	–	–	–	–	–	–	1	–	2	1	1	2	–	–	–	–
Bahamas	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Bangladesh	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
Belarus	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
Belgium	10	4	–	–	–	–	–	–	–	–	1	1	1	2	2	3	–	–	–	–
Benin	7	–	–	–	–	–	–	–	–	–	–	2	–	3	–	1	–	1	–	–
Bolivia	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–
Bosnia and Herzegovina	3	1	–	–	–	–	–	–	–	–	–	–	1	1	–	1	–	–	–	–
Botswana	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Brazil	15	9	–	–	–	–	–	–	–	–	–	–	2	2	3	2	4	2	–	–
Bulgaria	7	3	–	–	–	–	–	–	–	–	–	2	–	1	3	1	–	–	–	–
Burkina Faso	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
Burundi	3	1	–	–	–	–	–	–	–	–	–	–	1	–	–	2	–	–	–	–
Cameroon	12	6	–	–	–	–	–	–	–	–	–	1	–	2	6	2	–	1	–	–
Canada	19	13	–	–	–	–	1	–	–	–	2	3	4	1	6	2	–	–	–	–
Central African Republic	3	1	–	–	–	–	–	–	–	–	–	1	–	–	1	1	–	–	–	–
Chad	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
Chile	4	3	1	–	–	–	–	–	–	–	1	–	–	1	1	–	–	–	–	–
China	6	6	–	–	–	–	–	–	–	–	1	–	2	–	3	–	–	–	–	–
Colombia	11	9	–	–	–	–	–	–	–	–	1	–	4	1	4	1	–	–	–	–
Congo	3	2	–	–	–	–	–	–	–	–	–	–	1	1	1	–	–	–	–	–
Costa Rica	2	1	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1	–	–	–
Côte d'Ivoire	8	2	–	–	–	–	–	–	–	–	–	1	2	3	–	2	–	–	–	–
Croatia	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Cyprus	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Czechia	7	5	–	–	–	–	–	–	–	–	–	1	2	–	2	1	1	–	–	–
Democratic Republic of the Congo	6	2	–	–	–	–	–	–	–	–	–	–	1	2	1	2	–	–	–	–
Denmark	5	3	–	–	–	–	–	–	–	–	2	1	1	1	–	–	–	–	–	–

Country of nationality	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
	All	F	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Ecuador	5	4	–	–	–	–	–	–	–	–	–	–	2	1	2	–	–	–	–	–
Egypt	4	–	–	–	–	–	–	–	–	1	–	–	–	1	–	2	–	–	–	–
El Salvador	3	1	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	–	–	–
Eritrea	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Estonia	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Ethiopia	3	1	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	–	–	–
Finland	5	3	–	–	–	–	–	–	–	–	1	2	1	–	1	–	–	–	–	–
France	40	24	–	–	–	–	–	–	–	2	2	2	10	7	12	5	–	–	–	–
Gambia	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Germany	26	16	–	–	–	–	–	–	–	–	4	1	9	4	3	5	–	–	–	–
Ghana	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Greece	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Guatemala	2	2	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–
Guyana	2	1	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	–	–	–
Haiti	3	2	–	–	–	–	–	–	–	–	–	–	2	–	–	1	–	–	–	–
India	7	4	–	–	–	–	–	–	–	–	2	1	1	1	1	1	–	–	–	–
Indonesia	3	2	–	–	–	–	–	–	–	–	–	–	1	1	–	–	1	–	–	–
Iran (Islamic Republic of)	3	2	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	1	–	–
Iraq	6	3	–	–	–	–	–	–	–	–	–	–	2	–	1	3	–	–	–	–
Ireland	10	4	–	–	–	–	–	–	–	–	–	–	2	2	2	4	–	–	–	–
Israel	2	2	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–
Italy	39	20	–	–	–	–	–	–	–	2	3	4	11	7	6	6	–	–	–	–
Jamaica	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Japan	12	9	–	–	–	–	–	–	–	–	–	1	4	1	5	1	–	–	–	–
Jordan	8	5	–	–	1	–	–	–	1	–	–	1	2	2	–	–	1	–	–	–
Kazakhstan	2	2	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–
Kenya	3	1	–	–	–	–	–	–	–	–	–	1	–	–	1	1	–	–	–	–
Kyrgyzstan	3	1	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	–	–	–
Latvia	1	1	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Lebanon	4	3	–	–	–	–	–	–	–	–	1	–	1	1	1	–	–	–	–	–
Lesotho	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Liberia	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Lithuania	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Madagascar	2	2	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–
Malawi	3	1	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–	–	–	–
Malaysia	3	3	–	–	–	–	–	–	–	–	–	–	–	–	3	–	–	–	–	–
Maldives	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
Mali	3	1	–	–	–	–	–	–	–	1	–	–	1	1	–	–	–	–	–	–
Malta	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Mauritania	2	1	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–	–
Mauritius	3	2	–	–	–	–	–	–	–	–	–	–	1	1	1	–	–	–	–	–
Mexico	11	8	–	–	–	–	–	–	–	–	–	–	5	2	2	1	1	–	–	–
Mongolia	3	1	–	–	–	–	–	–	–	–	1	1	–	–	–	1	–	–	–	–

Country of nationality	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
	All	F	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Nepal	7	1	–	–	–	–	–	–	–	–	–	1	1	2	–	3	–	–	–	–
Netherlands	5	1	–	–	–	–	–	–	–	–	–	1	1	2	–	1	–	–	–	–
New Zealand	2	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	–	–
Nigeria	8	4	–	–	–	–	–	–	–	–	2	3	1	–	1	1	–	–	–	–
North Macedonia	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Norway	8	7	–	–	–	–	–	–	–	–	–	–	1	–	6	–	–	1	–	–
Pakistan	2	1	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–	–	–
Panama	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Paraguay	3	1	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–	–	–	–
Peru	4	1	–	–	–	–	–	–	–	–	–	2	1	–	–	1	–	–	–	–
Philippines	2	1	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–
Poland	2	2	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–
Portugal	6	5	–	–	–	–	–	–	–	–	–	–	3	1	2	–	–	–	–	–
Republic of Korea	11	10	–	–	–	–	–	–	–	–	1	–	1	1	7	–	1	–	–	–
Republic of Moldova	3	1	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	–	–	–
Romania	2	2	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–
Russian Federation	7	4	–	–	–	–	–	–	–	–	–	1	–	2	3	–	1	–	–	–
Senegal	2	1	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–	–
Serbia	4	3	–	–	–	–	–	–	–	–	–	–	1	–	2	1	–	–	–	–
Singapore	2	2	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–
Slovakia	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–
Slovenia	3	2	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	1	–	–
South Africa	4	2	–	–	–	–	–	–	–	–	–	–	1	2	1	–	–	–	–	–
Spain	41	26	–	–	–	–	–	–	1	1	1	3	7	6	17	5	–	–	–	–
Sri Lanka	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Sudan	2	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–	–
Sweden	10	8	–	–	–	–	–	–	–	–	1	–	5	2	2	–	–	–	–	–
Switzerland	25	19	–	–	–	–	–	–	–	–	1	–	6	4	12	2	–	–	–	–
Syrian Arab Republic	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Thailand	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Togo	4	–	–	–	–	–	–	–	–	–	–	1	–	2	–	1	–	–	–	–
Tonga	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Trinidad and Tobago	3	2	–	–	–	–	–	–	1	–	–	1	1	–	–	–	–	–	–	–
Tunisia	7	5	–	–	–	–	–	–	–	–	–	–	2	–	3	2	–	–	–	–
Turkey	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Uganda	3	2	–	–	–	–	–	–	–	–	–	–	1	1	1	–	–	–	–	–
Ukraine	3	2	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	–	–	–
United Kingdom	27	12	–	–	–	–	–	–	–	1	1	4	7	5	2	5	2	–	–	–
United Republic of Tanzania	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
United States	43	19	–	–	–	–	1	1	–	2	2	3	6	8	9	7	1	3	–	–
Uruguay	2	1	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–	–

<i>Country of nationality</i>	<i>Total staff</i>		<i>USG</i>		<i>ASG</i>		<i>D-2</i>		<i>D-1</i>		<i>P-5</i>		<i>P-4</i>		<i>P-3</i>		<i>P-2</i>		<i>P-1</i>	
	<i>All</i>	<i>F</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>
Uzbekistan	8	2	–	–	–	–	–	–	–	–	–	–	1	–	1	6	–	–	–	–
Yemen	2	1	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	–	–	–
Subtotal	704	396	1	–	2	–	2	1	3	11	35	55	150	114	185	114	18	13	–	–
State of Palestine	6	2	–	–	–	–	–	–	–	–	–	2	–	1	2	1	–	–	–	–
Total	710	398	1	–	2	–	2	1	3	11	35	57	150	115	187	115	18	13	–	–

Annex II

Non-regular staff of the Office of the United Nations High Commissioner for Human Rights in the Professional and higher categories, by nationality, grade and sex (as at 30 June 2020)

Country of nationality	Total staff		USG		ASG		D-2		D-3		P-5		P-4		P-3		P-2		P-1	
	All	F	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Argentina	3	2	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	1	–	–
Australia	3	2	–	–	–	–	–	–	–	–	–	–	1	1	1	–	–	–	–	–
Austria	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Belarus	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Belgium	5	3	–	–	–	–	–	–	–	–	–	–	1	1	–	1	2	–	–	–
Benin	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
Bosnia and Herzegovina	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Brazil	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
Bulgaria	3	2	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	1	–	–
Burundi	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	–	–	–
Cameroon	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–
Canada	7	7	–	–	–	–	–	–	–	–	–	–	2	–	4	–	1	–	–	–
Colombia	3	3	–	–	–	–	–	–	–	–	–	–	–	–	2	–	1	–	–	–
Costa Rica	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Côte d'Ivoire	3	2	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–	–	–
Denmark	2	2	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	–
Ecuador	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Egypt	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
El Salvador	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Ethiopia	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
France	18	11	–	–	–	–	–	–	–	–	–	1	1	3	7	3	2	–	1	–
Germany	3	3	–	–	–	–	–	–	–	–	–	–	–	–	3	–	–	–	–	–
Greece	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–
Haiti	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Hungary	2	2	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–
India	2	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–
Iran (Islamic Republic of)	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Ireland	2	1	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–
Italy	11	6	–	–	–	–	–	–	–	–	–	–	–	1	5	2	1	2	–	–
Japan	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Jordan	4	1	–	–	–	–	–	–	–	–	–	–	1	1	–	1	–	1	–	–
Kenya	1	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Lebanon	4	3	–	–	–	–	–	–	–	–	–	–	–	–	2	–	1	1	–	–
Liberia	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Libya	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Lithuania	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Mexico	4	4	–	–	–	–	–	–	–	–	–	–	–	–	2	–	2	–	–	–

	Total staff		USG		ASG		D-2		D-3		P-5		P-4		P-3		P-2		P-1	
Country of nationality	All	F	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Montenegro	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Namibia	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Nepal	2	1	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–	–	–
Netherlands	2	2	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–
New Zealand	1	1	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
Nicaragua	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Niger	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
North Macedonia	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Peru	1	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–
Philippines	2	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–
Poland	1	1	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
Portugal	3	1	–	–	–	–	–	–	–	–	–	–	1	–	–	2	–	–	–	–
Republic of Korea	2	2	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–
Republic of Moldova	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Romania	2	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–
Russian Federation	2	2	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–
Rwanda	2	1	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–	–	–
Senegal	3	1	–	–	–	–	–	–	–	–	–	–	–	1	1	–	1	–	–	–
Slovakia	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Slovenia	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Spain	12	10	–	–	–	–	–	–	–	–	–	–	–	7	2	2	–	1	–	–
Sudan	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Sweden	4	2	–	–	–	–	–	–	–	–	–	–	1	2	1	–	–	–	–	–
Switzerland	7	5	–	–	–	–	–	–	–	–	–	–	–	5	2	–	–	–	–	–
Togo	3	–	–	–	–	–	–	–	–	–	–	–	1	–	2	–	–	–	–	–
Tunisia	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Turkey	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Uganda	2	1	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	–	–
United Kingdom	11	5	–	–	–	–	–	–	–	–	2	–	2	3	2	2	–	–	–	–
United States	12	6	–	–	–	–	–	–	–	–	–	–	1	4	5	2	–	–	–	–
Uruguay	2	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–
Venezuela (Bolivarian Republic of)	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–
Yemen	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Zimbabwe	2	2	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–
Subtotal	194	111	–	–	–	–	–	–	–	–	1	3	11	22	72	43	25	15	2	–
State of Palestine	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–
Total	195	111	–	–	–	–	–	–	–	–	1	3	11	22	72	44	25	15	2	–