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Human resources management

Composition of the Secretariat: staff demographics

Report of the Secretary-General

Summary

The present report summarizes key facts and trends of the staff composition of the United Nations Secretariat covering the period from 1 January to 31 December 2020, as well as analyses for the past five years (from 2016 to 2020) and a forecast of retirements into 2040. The report is presented to the General Assembly pursuant to its resolutions on human resources management, the most recent of which was resolution [72/254](#).

The overall number of staff of the Secretariat increased by 0.7 per cent from 2019 to 2020, driven by the inclusion in the Secretariat of 609 staff from the resident coordinator system under the development system reforms and increased staff from OHCHR. Some funds and programmes in the United Nations common system also saw increased staff levels, specifically UNICEF, UNDP, UNHCR and UNFPA, resulting in an increase of 1,985 staff overall.

The present report features an additional in-depth analysis of factors that had an impact on the progress towards the long-term outcome of the People Strategy on diversity. This detailed analysis focuses on the key recruitment stages to identify challenges and opportunities for making progress to achieve equitable geographical distribution, gender parity and rejuvenation.

Progress towards gender parity remains a priority of the Secretary-General. The ratio of women to total staff in the Professional and higher and Field Service categories increased to 40.9 per cent compared with 37.6 per cent in 2016, with women's share among selections around 18 percentage points higher than their proportion in the overall applicant pool.

Due to the liquidity crisis and the onset of the coronavirus disease (COVID-19) pandemic, the number of job openings published during 2020 was lower than in previous years, with selections for job openings 25 per cent lower than in 2019. The average number of applications per selection was also 39 per cent lower than in 2019,



which coincided with the introduction of improved pre-screening processes as well as other factors such as the liquidity crisis and the onset of the COVID-19 pandemic.

Regarding geographical representation, candidates from underrepresented Member States accounted for 18.5 per cent of the application pool and 23.4 per cent of those selected during the period 2016–2020. The diversity of the applicant pool broadly translated into diversity among selected candidates, highlighting the need for enhanced outreach to strengthen geographical diversity in hiring. In terms of the system of desirable ranges, the number of Member States within range increased from 102 to 109 and the combined number of unrepresented and underrepresented Member States decreased from 62 to 57, indicating progress towards equitable geographical distribution.

The present report also widens its analysis of the retirement forecast, from a 5-year to a 10-year period, and now extends to 2035 and 2040. This longer-term outlook is important in terms of considering how geographical and gender distribution are expected to change if no interventions are made, and is based on the current mandatory age of separation of staff of 65 years, which came into effect on 1 January 2018.

The report highlights opportunities to rejuvenate the workforce. The current average age of a staff member has increased from 44.8 to 46.8 years between 2016 and 2020.

Finally, in the spirit of the Data Strategy of the Secretary-General for Action by Everyone, Everywhere, the report provides a more advanced level of analysis, including new tables, disaggregated data and enhanced data visualizations. Disaggregation by gender has been added and a disaggregation into seven entity groups has been introduced. Additional tables and visuals are summarized in table 4 of the annex. The report has also upgraded its use of colour and figures to allow for more accessible visuals.

The General Assembly is invited to take note of the report.

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Abbreviations used in tables and figures

ACABQ-SEC	Secretariat of the Advisory Committee on Administrative and Budgetary Questions
ASG	Assistant Secretary-General
ATSMT	Analytical Support and Sanctions Monitoring Team pursuant to resolutions 1526 (2004) and 2253 (2015) concerning Islamic State in Iraq and the Levant (Da'esh), Al-Qaida and the Taliban and associated individuals and entities; and the Office of the Ombudsperson established pursuant to resolution 1904 (2009)
BINUH	United Nations Integrated Office in Haiti
BOA-SEC	Secretariat of the United Nations Board of Auditors and Panel of External Auditors of the United Nations Secretariat
CNMC	Cameroon-Nigeria Mixed Commission
CS	Corporate service
CTED	Counter-Terrorism Committee Executive Directorate
D	Director levels 1 and 2
D+	Director level and above
DESA	Department of Economic and Social Affairs
DGACM	Department for General Assembly and Conference Management
DGC	Department of Global Communications
DMSPC	Department of Management Strategy, Policy and Compliance
DOS	Department of Operational Support
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
FF	Field-focused
FS	Field Service
FT	Fixed-term

GCO	Global Compact Office
GOE-DRC	Group of Experts on the Democratic Republic of the Congo
GS+	General Service and related categories
HSU	Human Security Unit
HQ	Headquarters-based
IAAC-SEC	Secretariat of the Independent Audit Advisory Committee
ICJ	International Court of Justice
ICSC	International Civil Service Commission
IIIM-Syria	International, Impartial and Independent Mechanism to Assist in the Investigation and Prosecution of Persons Responsible for the Most Serious Crimes under International Law Committed in the Syrian Arab Republic since March 2011
IM-Myanmar	Independent Investigative Mechanism for Myanmar
INT	Interpreters
IRMCT	International Residual Mechanism for Criminal Tribunals
ITC	International Trade Centre
LT	Language teachers
MINUJUSTH	United Nations Mission for Justice Support in Haiti
MINURSO	United Nations Mission for the Referendum in Western Sahara
MINUSCA	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic
MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
NPO	National Professional Officers
OAH	Offices away from Headquarters
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
OSAA	Office of the Special Adviser on Africa
OSASG	Office of the Special Adviser to the Secretary-General
OSASG-Cyprus	Office of the Special Adviser to the Secretary-General on Cyprus
OSASG-POG	Office of the Special Adviser to the Secretary-General on the Prevention of Genocide
OSC SEA	Office of the Special Coordinator on Improving the United Nations Response to Sexual Exploitation and Abuse
OSE HoA	Office of the Special Envoy of the Secretary-General for the Horn of Africa
OSEH	Office of the Special Envoy for Haiti
OSESG	Office of the Special Envoy of the Secretary-General (Burundi)
OSESG-GL	Office of the Special Envoy of the Secretary-General for the Great Lakes Region
OSESG-MYR	Office of the Special Envoy of the Secretary-General on Myanmar
OSESG-SC1559	Office of the Special Envoy of the Secretary-General for the implementation of Security Council resolution 1559 (2004)
OSESG-SSS	Office of the Special Envoy of the Secretary-General for the Sudan and South Sudan
OSESG-Syria	Office of the Special Envoy of the Secretary-General for Syria
OSESG-Yemen	Office of the Special Envoy of the Secretary-General for Yemen
OSRSG-CAAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
OSRSG-SVC	Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict
OSRSG-VAC	Office of the Special Representative of the Secretary-General on Violence against Children
OVRA	Office of the Victims' Rights Advocate
P	Professional category
P+	Professional and higher categories
PC	Permanent or continuing
PIA	Public information assistants
PO	Peace Operations

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

UN-Habitat	United Nations Human Settlements Programme
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIFIL	United Nations Interim Force in Lebanon
UNIOGBIS	United Nations Integrated Peacebuilding Office in Guinea-Bissau
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
UNITAR	United Nations Institute for Training and Research
UNJSPF	United Nations Joint Staff Pension Fund
UNLB	United Nations Logistics Base at Brindisi, Italy
UNMHA	United Nations Mission to Support the Hudaydah Agreement
UNMIK	United Nations Interim Administration Mission in Kosovo
UNMISS	United Nations Mission in South Sudan
UNMOGIP	United Nations Military Observer Group in India and Pakistan
UNOAU	United Nations Office to the African Union
UNOCA	United Nations Regional Office for Central Africa
UNODC	United Nations Office on Drugs and Crime
UNOG	United Nations Office at Geneva
UNOMS	Office of the United Nations Ombudsman and Mediation Services
UNON	United Nations Office at Nairobi
UNOP	United Nations Office for Partnerships
UNOPS	United Nations Office for Project Services
UNOV	United Nations Office at Vienna
UNOWAS	United Nations Office for West Africa and the Sahel
UNRCCA	United Nations Regional Centre for Preventive Diplomacy for Central Asia
UNRGID	United Nations Representative to the Geneva International Discussions
UNROD	United Nations Register of Damage Caused by the Construction of the Wall in the Occupied Palestinian Territory
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNSCO	Office of the United Nations Special Coordinator for the Middle East Peace Process

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

I. Introduction

1. The present annual report of the Secretary-General on the composition of the Secretariat is submitted pursuant to General Assembly resolutions concerning human resources management, the most recent of which is resolution [72/254](#).
2. The report features a number of enhancements to provide the General Assembly with more detail and more analysis, as well as better and more accessible data visualizations. For example, new tables and charts, as summarized in annex table 4, provide additional detail for analysis. The disaggregation of data by gender has been expanded to aid in the identification of unique differences between subpopulations. The forecast of retirements has been expanded to 2030, 2035 and 2040 to better capture the projected increased outflow of staff retiring from the Secretariat starting after 2026. The data on staff movements contained in section IV have been disaggregated to reflect internal and external movements. A more refined approach to disaggregating the staff composition into seven entity groups has been introduced for select tables and charts, to better reflect the diverse operational contexts of entities and staff of the United Nations.
3. A set of enhanced visuals and infographics has been introduced across the report to increase accessibility of data visualizations, to better capture complex data relationships and to guide visual discovery of patterns and trends. The report uses a new and colour-blind-friendly palette, in the spirit of encouraging greater access and inclusivity which, in turn, allows the reader to have a better comparative experience of reading data visuals where colour plays a significant role.
4. For the second consecutive year, the report features an in-depth analysis of factors that have an impact on the long-term outcome of the human resources reform efforts to realize a diverse and inclusive workplace where the organizational workforce reflects the geographical, gender and other diversity dimensions of the peoples it serves (see [A/75/540](#)). To provide further insights into factors leading to selections, section II of the report offers a deep dive into key recruitment process stages disaggregated by geographical representation, gender and age of applicants.

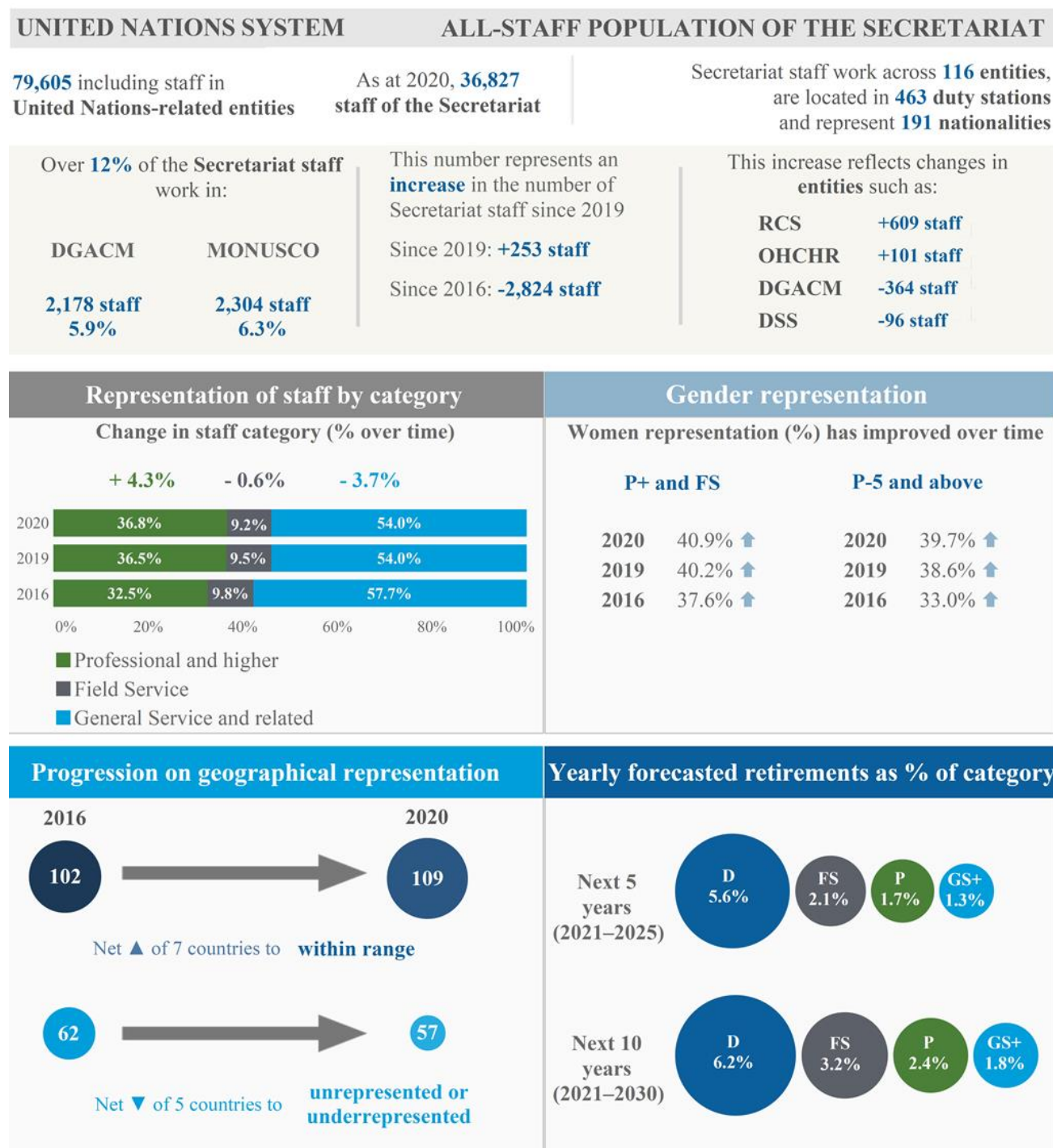
Overview

5. The present report contains data about the core characteristics of the global staff of the United Nations Secretariat as at 31 December 2020 and covers the one-year period from 1 January to 31 December 2020.¹ It provides an overview of demographic variables, such as age and gender, as well as structural elements of the workforce, such as entity, location, category and appointment type. The report also covers movements, as well as staff subject to the system of desirable ranges. For those parts of the report showing trends, the data are as at 31 December.
6. For the current reporting year (2020) and over the period from 2016 to 2020, the following key data points are presented in infographic 1.

¹ Demographic data for the present report have been gathered from Umoja, with a cut-off date of 19 January 2021, or were provided directly by United Nations entities. The organizational structures in the report have been aligned with the budgets, while the day-to-day operational and management arrangements remain the same.

Infographic 1

Informational summary of the all-staff population of the Secretariat as at 31 December 2020



7. Table 1 provides an overview of the structure of the report by section, including demographic variables. Table 2 gives an overview of trends by demographic variable from December 2016 to 2020. Table 3 shows the number of staff in the Secretariat and related entities in the United Nations system.

Table 1

Overview of staff demographics of the Secretariat as at 31 December 2020 and from 1 January to 31 December 2020

<i>Section</i>	<i>Topic</i>	<i>Population/demographic^a variable</i>	<i>Overview (change from 2019)</i>
III	All staff of the Secretariat	Population: 36,827 (+0.7 per cent)	All categories of staff holding permanent, continuing, fixed-term or temporary appointments
	As at 31 December 2020 ^b		Member States represented: 191 (para. 100)
	Entity		Number of staff (table 22)
			Departments/offices, regional commissions and tribunals ^c 21,163 (+1.8 per cent)
			Peacekeeping operations and special political missions and other political presences: 15,664 (-0.8 per cent)
			Largest change in number of staff by entity: RCS (increase of 609)
	Category		Number of staff (table 23)
			Professional and higher: 13,554 (+1.1 per cent)
			Field Service: 3,395 (-1.9 per cent)
			General Service and related: 19,878 (+0.9 per cent)
			Largest by grade: G-5: 4,898 (-1.0 per cent)
	Appointment type		Number of staff (table 25)
			Permanent or continuing: 10,501 (-1.5 per cent)
			Fixed-term: 23,682 (+3.9 per cent)
			Temporary: 2,644 (-15.4 per cent)
			Largest by grade: fixed-term G-5: 3,857 (+1.1 per cent)
	Gender		Percentage of staff members who are women
			Overall: 38.6 per cent (+0.2 percentage points) (table 27)
			Departments/offices, regional commissions and tribunals: 49.3 per cent (+0.1 percentage points)
			Peacekeeping operations and special political missions and other political presences: 24.3 per cent (+0.1 percentage points)
			Category with the highest percentage: Professional and higher: 45.4 per cent (no change) (table 27)
			Department/office, regional commission or tribunal with the highest percentage: OSEH: 100 per cent (figure 42)
			Peacekeeping operations and special political missions and other political presences entities with the highest percentage: GOE-DRC, OMBUD, POE-DPRK, POE-Libya, POE-Mali, and OSESG-SC1559 (100 per cent) (figure 43)

<i>Section</i>	<i>Topic</i>	<i>Population/demographic^a variable</i>	<i>Overview (change from 2019)</i>
		Age	<p>Average age: 46.8 years (+0.6 years) (figure 45)</p> <p>Largest age group: 45–49 years, comprising 7,103 staff members (+3.4 per cent) (figure 46)</p> <p>Average length of service in the Secretariat: 9.6 years (+0.5 years) (table 28)</p> <p>Highest average age by appointment type: permanent or continuing: 51.2 years (+0.8 years) (table 29)</p> <p>Number of staff retirements (table 30)</p> <p>Forecast for 2021–2025: 542 average yearly retirements (+26.9 per cent)</p>
IV	Staff movements 1 January to 31 December 2020	<p>Population: 34,274 (-0.6 per cent)</p> <p>As at 31 December 2020</p>	<p>All staff excluding 2,553 (+21.4 per cent) staff members^d not administered in Umoja for the full reporting period</p> <p>Number of staff (table 33)</p> <p>Appointments: 3,372 (-33.4 per cent)</p> <p>Separations: 3,538 (-40.1 per cent)</p>
		Entity	<p>Number of staff appointments (table 36)</p> <p>Largest number for departments/offices, regional commissions and tribunals: DGACM: 472 (-49.6 per cent)</p> <p>Largest number for peacekeeping operations and special political missions and other political presences: MINUSMA: 132 (-17.5 per cent)</p>
		Category	<p>Number of staff appointments (table 37)</p> <p>Largest number by category: Professional and higher</p> <p>Largest number by grade: P-3</p>
		Gender	<p>Appointments: 51.9 per cent women (-0.4 percentage points) (table 37)</p> <p>Separations: 50.5 per cent women (-10.1 percentage points) (table 37)</p>
		Age	<p>Appointments (figure 50)</p> <p>Largest number by age group: 30–34 years: 574 (-35.2 per cent)</p>
V	Staff subject to the system of desirable ranges	Population (3,129) (-0.9 per cent)	<p>Staff members with geographical status</p> <p>Member State representation (table 39)</p> <p>Unrepresented: 20</p>

Section	Topic	Population/demographic ^a variable	Overview (change from 2019)
	As at 31 December 2020 ^b		Underrepresented: 37 Within range: 109 Overrepresented: 27
	Entity		Largest number of staff with geographical status by entity: OHCHR and DESA (table 42)
	Category		Largest percentage of staff with geographical status by grade: P-3 (table 43)
	Appointment		73 new appointments (-48.2 per cent) (table 45)
	Gender		Percentage of staff members who are women: 48.2 per cent (-0.2 percentage points) (table 48)
	Age		Forecast of retirements for 2021–2025: an average of 67 retirements yearly (table 49)

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

^b Percentage change from the prior report (A/75/591) is provided wherever it is applicable.

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

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

Table 2

Overview of staff demographic trends in the Secretariat as at 31 December for 2016 to 2020

Section	Population/demographic variable	2016 ^a	2017 ^b	2018 ^c	2019 ^d	2020	Observations
I	Introduction						
	Staff of the Secretariat and related entities in the United Nations system (table 3)	76 234	75 903	76 590	77 620	79 605	Over the past five periods, the number of staff in this category has increased by 4.4 per cent, which is attributable to increases in staff numbers in UNICEF and UNHCR. The increase from December 2019 to December 2020 (2.6 per cent: 1,985 staff) resulted from an increase in the number of staff of the Secretariat (253 staff) and an increase of 1,732 staff in related entities, with the most notable increases in UNICEF, UNDP, UNHCR and UNFPA.
II	All staff of the Secretariat						
	Population (table 22)	39 651	38 105	37 505	36 574	36 827	Over the past five periods, the number of staff of the Secretariat has decreased by 7.1 per cent. The increase from December 2019 to December 2020 (0.7 per cent: 253 staff) was the result of an increase in staff for RCS (609 staff) and OHCHR (101 staff) (see table 22).
	Category (table 23)						
	Professional and higher	12 849	12 719	13 069	13 412	13 554	Over the past five periods, the ratio of staff in the Professional and higher categories to total staff has increased from

Section	Population/demographic variable	2016 ^a	2017 ^b	2018 ^c	2019 ^d	2020	Observations
							32.4 to 36.8 per cent. The change in ratio is attributable to a decrease in the number of General Service and related staff and a decrease in the number of staff in the Field Service category, as well as an increase in the number of staff in the Professional and higher category (705).
	Field Service	3 894	3 695	3 577	3 461	3 395	The ratio of Field Service staff to total staff has decreased from 9.8 to 9.2 per cent since 2016.
	General Service and related	22 908	21 691	20 859	19 701	19 878	Over the past five periods, the ratio of staff in the General Service and related categories to total staff has decreased from 57.8 to 54.0 per cent.
	Appointment type (table 25)						The ratio of staff on permanent or continuing appointments to total staff increased from 25.4 per cent in 2016 to 28.5 per cent in 2020, while the ratio of staff on fixed-term appointments to total staff decreased from 67.2 per cent in 2016 to 64.3 per cent in 2020. This was mainly the result of one continuing appointment exercise which concluded in September 2018 with a total of 1,005 appointments in the Professional and higher and Field Service categories and 436 in the General Service and related categories.
	Permanent or continuing	10 072	9 733	10 905	10 659	10 501	
	Fixed-term	26 658	25 502	23 586	22 789	23 682	
	Temporary	2 921	2 870	3 014	3 126	2 644	
	Gender (table 27)						
	Staff: women	13 898	13 675	13 806	14 042	14 233	The ratio of staff who are women to total staff has increased by 3.5 percentage points over the past five periods.
	Staff: men	25 753	24 430	23 699	22 532	22 594	
	Percentage of staff: women	35.1	35.9	36.8	38.4	38.6	
	Age (table 28)						
	Average age (years)	44.8	45.1	45.7	46.2	46.8	The average age of Secretariat staff has increased by 2.0 years over the past five periods.
IV	Staff subject to the system of desirable ranges						
	Population (table 41)	3 005	3 074	3 107	3 158	3 129	Over the past five periods, the number of Secretariat staff with geographical status has increased by 124 (4 per cent).
	Member State representation (table 45)						
	Unrepresented	18	19	21	22	20	Over the past five periods, the number of Member States within range has increased from 102 to 109 and that of unrepresented and underrepresented Member States has decreased from 62 to 57.
	Underrepresented	44	44	40	34	37	
	Within range	102	103	105	108	109	
	Overrepresented	29	27	27	29	27	

^a See A/72/123.^b See A/73/79.^c See A/74/82.^d See A/75/591.

Table 3
Staff of the Secretariat and related entities of the United Nations system^a by appointment type and category as at 31 December 2020

Entity	Permanent or continuing				Fixed-term				Temporary				Indefinite				Percentage of all staff	
	P+	FS	GS+	Subtotal	P+	FS	GS+	Subtotal	P+	FS	GS+	Subtotal	P+	FS	GS+	Subtotal	Total	
Secretariat	5 247	1 771	3 483	10 501	6 548	1 525	15 609	23 682	1 759	99	786	2 644	–	–	–	–	36 827	46
Related entities																		
UNICEF	1 361	–	2 981	4 342	2 743	–	6 803	9 546	548	–	1 309	1 857	–	–	–	–	15 745	20
UNDP	248	–	681	929	2 082	–	4 239	6 321	185	–	183	368	–	–	–	–	7 618	10
UNHCR	–	–	–	–	2 372	11	7 213	9 596	503	–	1 261	1 764	850	10	860	1 720	13 080	16
UNFPA	74	–	210	284	665	–	1 984	2 649	69	–	90	159	–	–	–	–	3 092	4
UNOPS	13	–	11	24	508	–	236	744	51	–	4	55	–	–	–	–	823	1
ITC	71	–	38	109	160	–	75	235	47	–	13	60	–	–	–	–	404	1
UNJSPF	53	–	47	100	91	–	97	188	13	–	24	37	–	–	–	–	325	0
UNRWA ^b	–	–	–	–	158	–	11	169	12	–	–	12	1	–	–	1	182	0
UNITAR	–	–	–	–	41	–	8	49	7	–	–	7	–	–	–	–	56	0
ICSC	13	–	12	25	11	–	8	19	–	–	–	–	–	–	–	–	44	0
UNU	–	–	–	–	72	–	54	126	–	–	–	–	–	–	–	–	126	0
ICJ	24	–	23	47	35	–	30	65	2	–	6	8	–	–	–	–	120	0
UN-Women	23	–	31	54	469	–	566	1 035	65	–	9	74	–	–	–	–	1 163	1
Subtotal, related entities	1 880	–	4 034	5 914	9 407	11	21 324	30 742	1 502	–	2 899	4 401	851	10	860	1 721	42 778	54
Total	7 127	1 771	7 517	16 415	15 955	1 536	36 933	54 424	3 261	99	3 685	7 045	851	10	860	1 721	79 605	100

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

^b Excluding area personnel.

Enhanced workforce analytics

8. As outlined in the report of the Secretary-General on an overview of human resources management reform for the period 2019–2020 and an outlook beyond (A/75/540), a robust business intelligence and analytics capability is a key enabler of an agile organization, which is one of the three expected outcomes of the human resources management reform.

9. The report on the composition of the Secretariat has been undergoing substantial upgrades, starting with the report of the seventy-fifth session, to provide Member States with enhanced workforce analytics throughout sections III to V, including enhancements to the visual presentation of data, the inclusion of additional variables, including age, as well as more time series data, such as extending the retirement forecast of staff beyond 10 years.

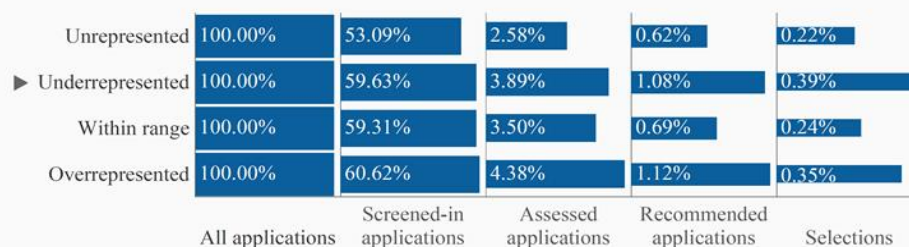
10. In addition, and for the second consecutive year, the workforce analytics in section II puts the recruitment system under the spotlight and considers the key stages of the applications process. Once again, the analysis focuses on the variables of geographical representation and gender parity, and, as a new feature, age is considered. The purpose is to highlight factors leading to selections throughout the key recruitment stages, disaggregated by geography, gender and age of applicant. A summary of key findings is presented in infographic 2.

Infographic 2

Informational summary of the application process analysis leading to selection outcomes as at 31 December 2020

GEOGRAPHICAL REPRESENTATION

When applicants from underrepresented Member States do apply, data show they have a higher selection rate.



GENDER REPRESENTATION

When women do apply, data show they are more successful and are younger at the selection stage.



AGE

Overall, data show that 57.5% of selected candidates are younger than 45 years at the time of application.

Average age of selected candidate



Average age of current workforce



SCREENING REASON

Overall, data show that language is the main reason for rejection during screening stage.

All rejected applications

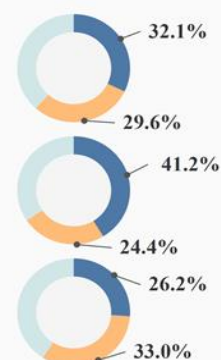
Rejected applications for peacekeeping operations, special political missions and other political presences

Rejected applications for departments/offices, regional commissions and tribunals

■ Languages

■ Multiple rules

■ Other



Digital transformation of workforce data

11. As in previous years, Member States had uninterrupted online access to information through the HR Insight reporting tool similar to that presented in the report of the Secretary-General on the composition of the Secretariat. The United Nations staff information available to Member States on HR Insight includes information on the system of desirable ranges, staff demographics, forecasts of retirements and senior staff. HR Insight presents information mainly at the staff member-level on a monthly basis, while the report of the Secretary-General presents the information at the aggregated level and is produced annually.

12. While the Secretariat ensured continued access by Member States to staff demographics, efforts have advanced to transition HR Insight to a new online platform that will provide Member States with more timely access to workforce data. This new platform will present staff statistics and the representation status of Member States with a modern look and feel, and will gradually expand to include additional standard demographic information contained only in the current printed report. By investing in the digital transformation of workforce data, the Secretary-General addresses the need Member States have expressed for more timely access to workforce data, puts in place two critical organizational enablers of the People Strategy 2021–2025, namely digitization and the systematic use of evidence, and advances the implementation of the Data Strategy of the Secretary-General.² The new online platform will be made available to all Member States, including existing HR Insight users.

13. Hand-in-hand with increased digital access to workforce data for Member States, the Secretariat continues to provide more detailed and forward-looking analyses, aligned with the strategic priorities for achieving the human resources reform outcomes, to identify and possibly explain patterns and trends currently not visible. As such reporting often requires the triangulation of data, consultations across different business areas and iterative data analyses that span beyond the time horizon currently available under the annual reporting cycle, biennial reporting is envisioned for such detailed analyses.

II. Workforce analytics

A. Introduction

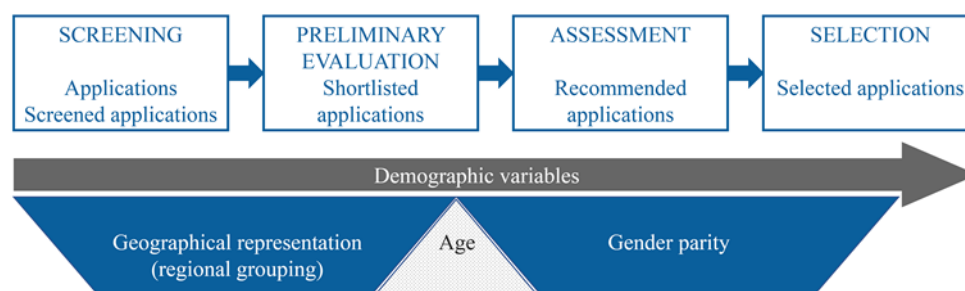
14. Building on the analysis presented in the previous report (A/75/591), the present section deepens the analysis of factors that have an impact on the Organization's human resources priorities of equitable geographical representation and gender parity to gain a better understanding of the progress made towards their clearly defined goals. In accordance with the report of the Secretary-General on an overview of human resources management reform for the period 2019–2020 and an outlook beyond (A/75/540), diversity is one of the three longer-term outcomes of the management reforms. The aims are to have every unrepresented and underrepresented Member State reach within-range status by 2030 and to reach gender parity by 2028. These goals are also reflected in the Secretariat's Geographical Diversity Strategy, as well as the system-wide strategy on gender parity. Achieving these goals requires a clear understanding of the root causes that affect progress and may require talent management actions.

² See *Data Strategy of the Secretary-General for Action by Everyone, Everywhere with Insight, Impact and Integrity 2020–2022*. Available at www.un.org/en/content/datastrategy/index.shtml.

15. The previous report's analysis focused on the opportunities to make progress on equitable geographical representation and gender parity through retirements and trends observed throughout the application process.³ The present report analyses the recruitment process in a more comprehensive and deeper way, by looking at the key stages of the recruitment process. The review includes applications for job openings posted from 1 January 2016 to 31 December 2020 that have at least one selected candidate by August 2021. Figure 1 illustrates the four key stages of the recruitment process as covered by the recruitment system Inspira: (1) screening of applications; (2) preliminary evaluation; (3) assessment; and (4) selection stage.

Figure 1

Key recruitment stages of staff selection in the applications process



16. During the application process, the demographic variables of geographical representation with regard to the applicant's country of nationality, and the applicant's gender, are the main diversity lenses through which the recruitment stages are viewed. The examination of each recruitment stage is presented separately, first by geographical representation and then by gender. The analysis of geographical representation covers a subset of applications, specifically those for job openings in the Director and Professional categories in departments/offices, regional economic commissions and tribunals, where most geographical positions subject to the system of desirable ranges can be found. Moreover, this analysis closely examines applications from unrepresented and underrepresented Member States by regional group to gain further insights into recruitment trends for these countries.

17. The analysis by gender covers applications for job openings in the Director, Professional and Field Service categories across all entities in the Secretariat.⁴ In addition, age ranges are introduced as an additional demographic variable. Introducing this new variable will allow the Secretariat to better understand the trends of applications by age range and highlight correlations that the age of applicants may have in relation to the goals of geographical representation and gender parity.

³ The analysis of forecast retirements, in particular retirements of staff with geographical status, has been integrated into section V of the present report as a new feature and should be considered more thoroughly in the context of staff subject to the system of desirable ranges.

⁴ Including job openings at the FS-3 to FS-7 and P-1 to D-2 levels subject to the staff selection system outlined in [ST/AI/2010/3](#), as amended, and those advertised under the staff selection and managed mobility system outlined in [ST/AI/2016/1](#), as amended. As with generic job openings used to create rosters for the field, temporary job openings advertised in accordance with [ST/AI/2010/4/Rev.1](#) are also excluded.

B. Main findings

1. Application and screening

Overview

18. From 2016 to 2018, there was an upward trend in the number of applications, as evidenced by the increasing average number of applications per selection, based on the total population number, from 276 applications per selection for job openings posted in 2016 to 360 applications per selection for job openings posted in 2018. However, as shown in table 4, the average number of applications per selection for job openings posted in 2019 decreased by 14 per cent, to 309. Furthermore, the analysis shows that the total number of applications for job openings posted during 2020 was less than half of the number received in 2019. Selections for job openings posted in 2020 decreased by 25 per cent from 2019 (1,335 in 2020 and 1,810 in 2019), while the average number of applications per selection decreased to 188. For peacekeeping operations, special political missions and other political presences, the average number of applications per selection decreased from 232 to 150 during the five-year period. For departments/offices, regional economic commissions and tribunals, the average number of applications decreased from 319 to 207 for job openings posted in 2020.

Table 4

Average number of applications per selection for job openings posted in 2016-2020 in the Director, Professional and Field Service categories by grade

(Population: 2,456,376)

<i>Grade</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>Average for the period</i>
D-2	195	235	229	242	110	190
D-1	158	174	214	192	110	170
P-5	158	179	207	168	111	166
P-4	267	249	305	248	162	249
P-3	307	332	455	396	224	349
P-2	234	250	375	391	363	320
P-1	—	—	—	203	475	339
FS-7	607	160	400	226	90	347
FS-6	188	187	265	268	164	216
FS-5	333	380	448	406	226	371
FS-4	466	647	556	427	302	512
FS-3	1 045	—	—	—	—	1 045
Average number of applications per selection, total population	276	301	360	309	188	292

19. Table 5 shows the average number of applications per selection for a subset of job openings included in the analysis according to representation status of an applicant's nationality at the time of application. It includes job openings in the Director and Professional categories in departments/offices, regional economic commissions and tribunals. Similar to the trend observed for all job openings, for the subset in table 5, there was an increase in average number of applications per selection

up to 2018, followed by a downward trend in the average number of applications for job openings posted in 2019 and 2020. This trend may be influenced by the improved pre-screening process introduced in 2019, which coincided with more targeted applications while reducing the overall volume.

Table 5

Average number of applications per selection for job openings posted in 2016-2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals, by grade

(Population: 1,580,579)

<i>Grade</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>Average for the period</i>
D-2	200	246	230	276	114	196
D-1	183	214	257	230	118	199
P-5	183	222	251	188	118	192
P-4	341	318	349	276	180	293
P-3	445	451	565	448	257	438
P-2	233	253	395	409	413	334
P-1	—	—	—	203	475	339
Average number of applications per selection, total population	319	334	412	335	206	324

20. A variety of factors may have influenced the lower number of applications received for job openings posted in 2020, including the lower number of selections resulting from the temporary suspension of hiring for all regular budget vacant positions as at 1 April 2020, as well as general challenges related to the coronavirus disease (COVID-19) pandemic that affected global labour markets and led to reduced hiring overall during 2020. The Organization will continue to monitor this situation to better understand the consequences that external and internal factors can have on the quantity of job openings published, applications received and selections made, particularly with regard to the effects they may have towards making progress on diversity.

21. Once an application has been received in the Inspira system it progresses to the screening stage. The screening stage is predominantly an automated process that compares the application against a set of predefined criteria. Despite the decrease in the number of applications, the share of screened-in applications continued its upward trend during the last two years of the reporting period, reaching 54.1 per cent of all applications for job openings posted in 2020, compared with 45.8 percent in 2016. Additional analysis by geographical representation of country of nationality and gender is presented below.

Geographical representation

22. Data issues make it impossible to identify job openings for geographical posts from 2016 to 2020, so an alternative methodology is used to approximate patterns. To gain insight into recruitment trends by the representation status of an applicant's country of nationality at the time of application, the Secretariat undertook an analysis

of applications⁵ made for job openings posted during the period 2016–2020 in the Director and Professional categories in departments/offices, regional economic commissions and tribunals. It is assumed that trends observed for this group correlate with those for job openings for geographical posts, as they follow the same staff selection system process.⁶ As shown in figure 2, the largest proportion of applications by representation status was received from within-range Member States. They accounted for 42.5 per cent of all applications for job openings posted from 2016 to 2020.

23. The proportion of applications received from overrepresented Member States increased during the period, from 37.2 per cent in 2016 to 40.4 per cent in 2020. Applications received from underrepresented Member States as a percentage of all applications decreased from 19.9 per cent in 2016 to 16.8 per cent in 2020, while applications from unrepresented Member States saw no notable change and represented 0.3 per cent of applications for job openings posted in 2020. In this regard, changes in the list of underrepresented Member States may have contributed to the relative reduction in the proportion of applications from these Member States: for example, the number of underrepresented Member States decreased from 44 as at 31 December 2016 to 37 as at 31 December 2020.

Figure 2

Applications for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals by representation status of country of nationality, in percentage terms

(Population: 7,316 applications from unrepresented Member States
292,096 applications from underrepresented Member States
669,727 applications from within-range Member States
607,031 applications from overrepresented Member States)



⁵ Applications from nationals of non-Member States are excluded from the analysis of geographical representation.

⁶ This group includes job openings for positions funded through the regular budget, the support account and extrabudgetary resources, as it is not possible to identify job openings for geographical posts. It is assumed that trends observed for this group correlate with those for job openings for geographical posts.

24. The Secretariat focused on a breakdown of applications from unrepresented and underrepresented Member States by regional group to gain further insight into recruitment trends for the two groups. As shown in table 6, almost half of the applications came from unrepresented and underrepresented Western European and other States (48.4 per cent), followed by applications from Asia-Pacific States (25.9 per cent), Latin American and Caribbean States (12.1 per cent), Eastern European States (7.2 per cent) and African States (6.3). In some instances, it was noted that a proportion of applications came from unrepresented and underrepresented countries where there was, or had previously been, a United Nations presence, which may have raised awareness of opportunities and been a catalyst for applications. In line with the overall trend, applications for job openings posted in 2020 were less than half that for job openings posted in 2019 (31,800 in 2020 compared with 71,935 in 2019). While the number of applications from unrepresented and underrepresented Member States decreased for all regional groups, those from Western European and other States experienced the largest decline in application volumes (down 52.7 per cent from 2016 to 2020).

Table 6

Applications from unrepresented and underrepresented Member States for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals by regional group

(Population: 299,412)

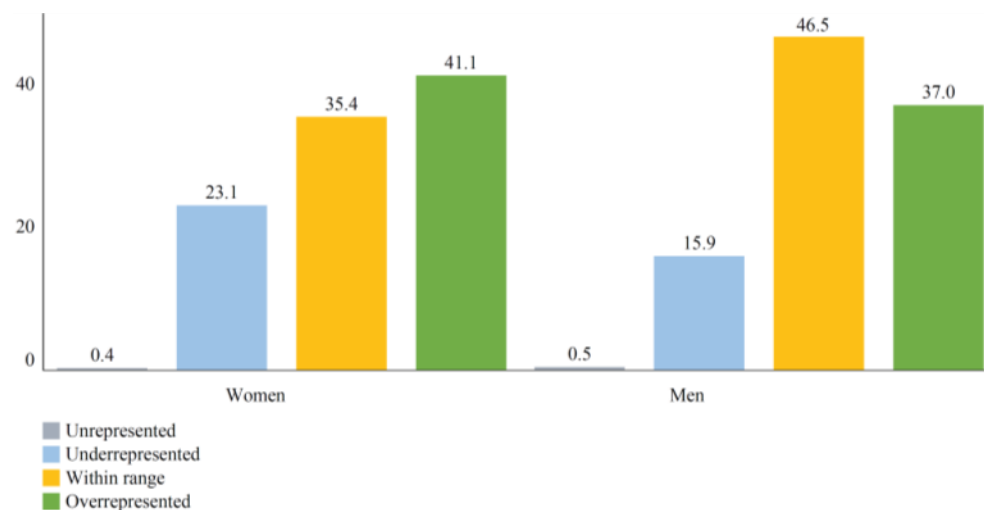
		2016	2017	2018	2019	2020	Total	2016–2020 change (percentage)
African States	Applications	3 213	3 575	5 521	4 828	1 842	18 979	
	Percentage	5.3	6.5	6.8	6.7	5.8	6.3	(42.7)
Asia-Pacific States	Applications	12 897	15 012	22 904	19 670	7 214	77 697	
	Percentage	21.5	27.4	28.3	27.3	22.7	25.9	(44.1)
Eastern European States	Applications	4 515	4 271	5 336	4 981	2 550	21 653	
	Percentage	7.5	7.8	6.6	6.9	8.0	7.2	(43.5)
Latin American and Caribbean States	Applications	6 910	6 202	9 650	8 715	4 816	36 293	
	Percentage	11.5	11.3	11.9	12.1	15.1	12.1	(30.3)
Western European and other States	Applications	32 533	25 698	37 440	33 741	15 378	144 790	
	Percentage	54.2	46.9	46.3	46.9	48.4	48.4	(52.7)
Total	Applications	60 068	54 758	80 851	71 935	31 800	299 412	
	Percentage	100.0	100.0	100.0	100.0	100.0	100.0	(47.1)

25. Figure 3 highlights that women from overrepresented Member States were the largest group of women applicants during 2016–2020, at 41.1 per cent. At the same time, women from within-range Member States represented 35.4 per cent of women applicants during 2016–2020. These numbers contrast with what was reported in the previous report for the period 2013–2019, where women from within-range Member States represented the largest group of applications from women. This development highlights the upward trend in the proportion of women from overrepresented Member States applying to positions in the Professional and Director categories for departments/offices, regional economic commissions and tribunals.

Figure 3

Applications for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals by gender and representation status of country of nationality, in percentage terms

(Population: 570,978 applications from women, 1,005,163 applications from men)

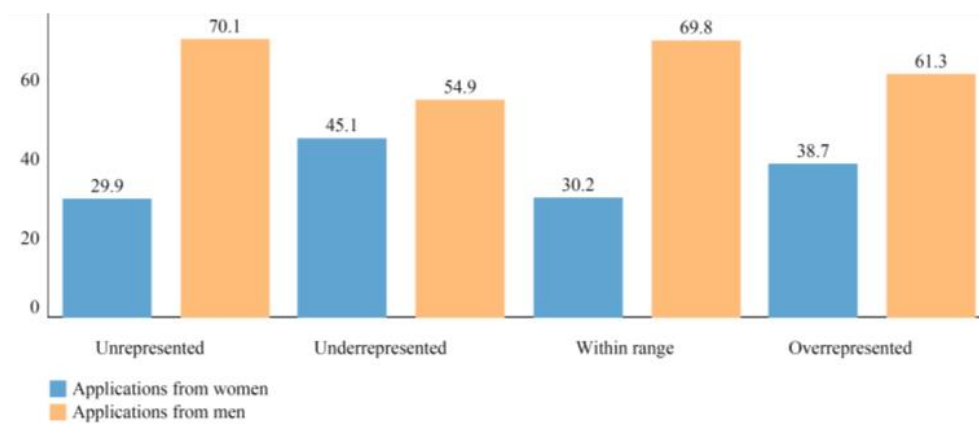


26. At the same time, as shown in figure 4, 45.1 per cent of applications from underrepresented Member States were from women during 2016–2020, which is higher than the proportion of 44 per cent reported for 2013–2019 in the previous report. Applications submitted from applicants from underrepresented Member States are beginning to move closer towards gender parity, which is an encouraging trend and suggests that outreach and other consistent messaging to applicants from these countries are making a difference to the overall pool of applicants.

Figure 4

Applications for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals by representation status of country of nationality and gender, in percentage terms

(Population: 7,316 applications from unrepresented Member States
292,086 applications from underrepresented Member States
669,725 applications from within-range Member States
607,014 applications from overrepresented Member States)

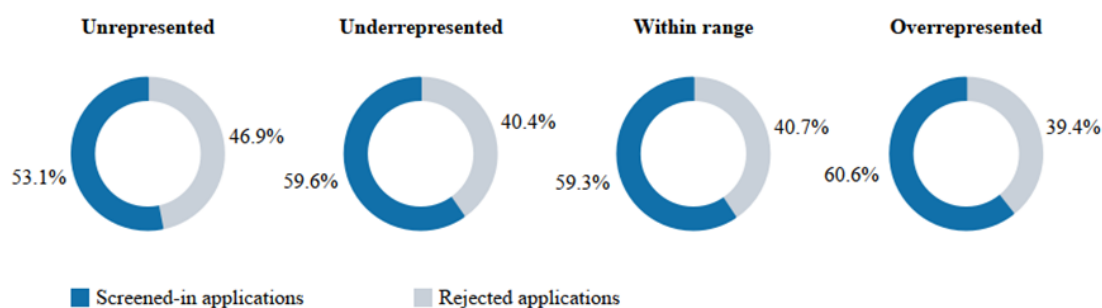


27. In relation to the screening of applications, data in figure 5 suggest that the proportion of screened-in applications is similar for underrepresented, within-range and overrepresented Member States, at a rate of around 60 per cent. For applicants from unrepresented Member States, the proportion of screened-in applications was lower, at 53.1 per cent. The key challenge is to increase the volume of applications from unrepresented Member States to establish a broader applicant pool. Efforts are under way to target potential applicants, especially from unrepresented and underrepresented Member States, and increase the visibility of job openings and their requirements to encourage better planning by future applicants from these Member States.

Figure 5

Screened-in applications for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals by representation status of country of nationality

(Population: 7,316 applications from unrepresented Member States
292,096 applications from underrepresented Member States
669,727 applications from within-range Member States
607,031 applications from overrepresented Member States)



28. The Secretariat also reviewed the proportion of screened-in applications from unrepresented and underrepresented Member States by regional group for job openings posted in 2016–2020 (see table 7). Based on an analysis of this subset of applications, those from Eastern European States had the largest proportion of screened-in applications (64.7 per cent), closely followed by applications from Latin American and Caribbean States (62.1 per cent) and from Asia-Pacific States (61.4 per cent). Applications from unrepresented and underrepresented Member States from the group of Western European and other States had a slightly lower proportion of screened-in applications (58.5 per cent), while less than half of applications from unrepresented and underrepresented African States were screened-in (48 per cent).

Table 7

Screened-in applications from unrepresented and underrepresented Member States for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals by regional group, in percentage terms

(Population: 299,412)

	<i>African States</i>	<i>Asia-Pacific States</i>	<i>Eastern European States</i>	<i>Latin American and Caribbean States</i>	<i>Western European and other States</i>
Screened-in applications	48.0	61.4	64.7	62.1	58.5
Rejected applications	52.0	38.6	35.3	37.9	41.5
Total	100.0	100.0	100.0	100.0	100.0

29. To further analyse the factors behind different screened-in rates, the data presented in figure 6 reveal the main reasons why applications are being screened out (or “rejected”), according to representation status of an applicant’s country of nationality, for job openings in the Director and Professional categories for departments/offices, regional economic commissions and tribunals. As figure 6 illustrates, “multiple rules” (which may include more than one reason, such as work experience and language) was the top reason for rejection, regardless of geographical

representation status. Overall, around a third of rejected applications from underrepresented, overrepresented and within-range Member States were rejected due to “multiple rules”, and the proportion was higher for applicants from unrepresented Member States, at 41.1 per cent.

30. For applications that were screened out for only one reason, figure 6 indicates that language was the main reason for the rejection of applications from unrepresented and within-range Member States, and work experience was the main reason for the rejection of applications from underrepresented and overrepresented Member States. As figure 6 shows, a rejection rate due to work experience of between 20 and 25 per cent may indicate a lack of understanding by applicants of the requirements stated in a job opening or simply be a result of applications that were not as specifically tailored to a particular job opening.

Figure 6

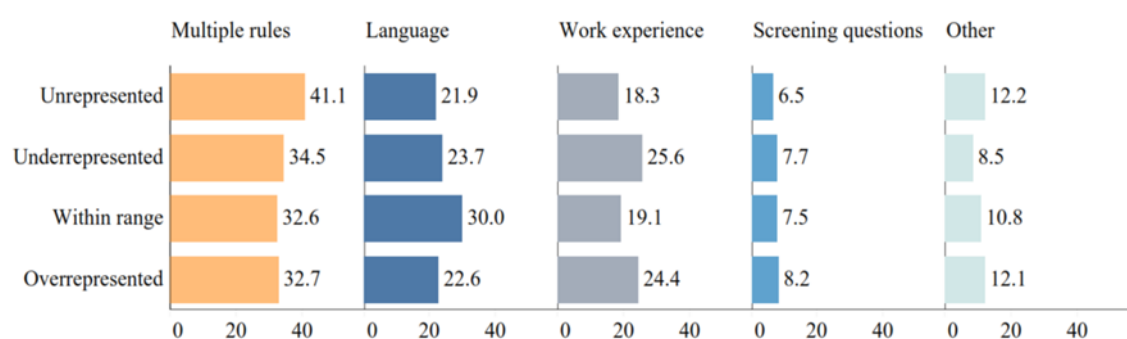
Reasons for rejection: applications for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals by representation status of country of nationality, in percentage terms

(Population: 3,305 applications from unrepresented Member States

112,681 applications from underrepresented Member States

258,504 applications from within-range Member States

226,852 applications from overrepresented Member States)



31. In addition, the Secretariat focused its analysis on applications from unrepresented and underrepresented Member States. Table 8 shows the reasons for rejection for these applications by regional group. For applications screened out for only one reason, “language” was the main reason for rejection for applications from unrepresented and underrepresented Member States from all regions except Western European and other States. “Language” accounted for 29.6 per cent of rejected applications from African States, 26.9 per cent of applications from Latin American and Caribbean States, 26.3 per cent for applications from Eastern European States and 23.5 per cent of rejected applications from Asia-Pacific States. On the other hand, the main reason for rejection for applications from unrepresented and underrepresented Western European and other States was “work experience” (29.4 per cent), followed by “language” (21.8 per cent). These findings will inform efforts by the Secretariat to target potential applicants from various unrepresented and underrepresented Member States with the goal of increasing the pool of screened-in applications.

Table 8

Reasons for rejection: applications from unrepresented and underrepresented Member States for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals by regional group, in percentage terms

(Population: 115,986)

	<i>African States</i>	<i>Asia-Pacific States</i>	<i>Eastern European States</i>	<i>Latin American and Caribbean States</i>	<i>Western European and other States</i>
Multiple rules	41.8	37.9	32.4	30.6	33.2
Languages	29.6	23.5	26.3	26.9	21.8
Work experience	14.5	21.9	19.6	26.2	29.4
Screening questions	4.4	7.5	10.1	8.3	7.9
Other	9.8	9.2	11.5	8.1	7.8
Total	100.0	100.0	100.0	100.0	100.0

Gender representation

32. To gain insight into application trends by gender, the Secretariat undertook an analysis of applications for job openings posted during the period 2016–2020 in the Director, Professional and Field Service categories for all entities of the Secretariat. Despite the decline in the number of applications for job openings posted in 2019 and 2020, the proportion of applications from women continued its upward trend. Applications from women represented more than a third of all applications made by the end of the period, as shown in figure 7. The upward trend shows an increase of 6.6 percentage points, from 27.3 per cent in 2016 to 33.9 per cent in 2020.

Figure 7

Applications for job openings posted in 2016–2020 by gender

(Population: 510,433 applications for job openings posted in 2016

514,740 applications for job openings posted in 2017

619,766 applications for job openings posted in 2018

559,822 applications for job openings posted in 2019

251,585 applications for job openings posted in 2020)



33. This upward trend is seen across all job openings (see figures 8–11), including those with a historically low ratio of applications from women, such as job openings in peacekeeping operations, special political missions and other political presences, where the ratio reached 20.3 per cent in 2020 (see figure 10). This is also evident in the Field Service category, for example, where the data showed an increase of 2.9 percentage points in applications from women for job openings posted in 2020 compared with 2019, as shown in figure 9.

34. The increasing percentage of applications from women may reflect the consistent efforts made by the Organization to encourage applications from women in the Field Service category. In addition, the policies and outreach efforts to promote the consideration and recruitment of women among equally qualified applicants in line with the Secretary-General's system-wide strategy on gender parity are continuing to be a catalyst for change across the Organization and may be starting to have an impact in the Field Service category. Nevertheless, given the long-standing stagnancy of representation of women within the Field Service category, this small but notable positive trend should be monitored carefully, in line with other recruitment considerations.

Figure 8

Applications for job openings posted in 2016–2020 in the Director and Professional categories by gender, in percentage terms

(Population: 374,899 applications for job openings posted in 2016

348,130 applications for job openings posted in 2017

500,903 applications for job openings posted in 2018

468,719 applications for job openings posted in 2019

218,754 applications for job openings posted in 2020)

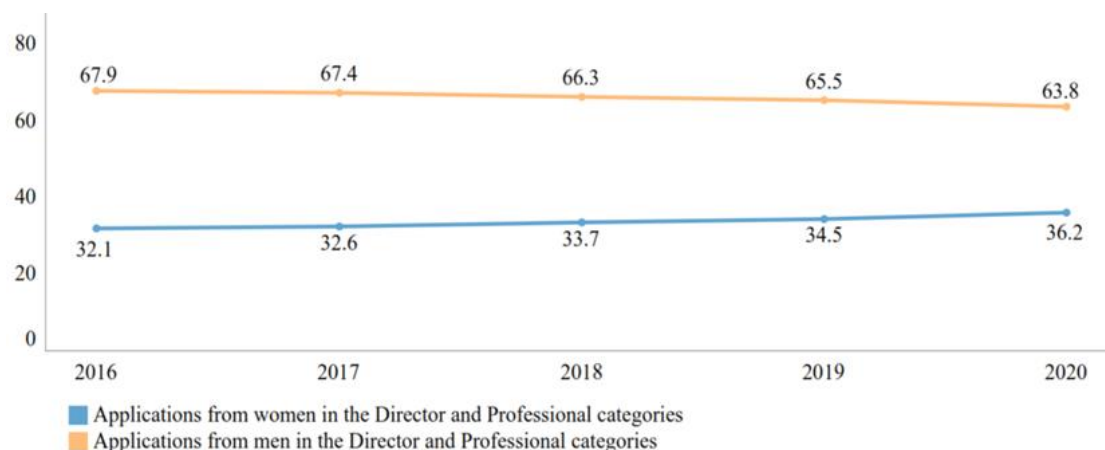


Figure 9

Applications for job openings posted in 2016–2020 in the Field Service category by gender, in percentage terms

(Population: 135,534 applications for job openings posted in 2016

166,610 applications for job openings posted in 2017

118,863 applications for job openings posted in 2018

91,103 applications for job openings posted in 2019

32,831 applications for job openings posted in 2020)

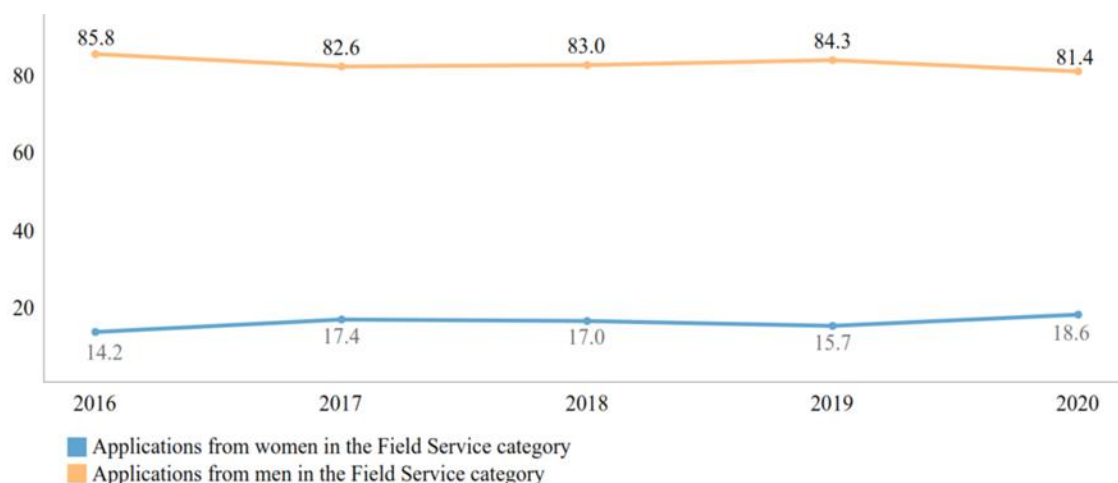


Figure 10

Applications for job openings posted in 2016–2020 for peacekeeping operations, special political missions and other political presences by gender, in percentage terms

(Population: 211,462 applications for job openings posted in 2016

232,879 applications for job openings posted in 2017

187,440 applications for job openings posted in 2018

164,273 applications for job openings posted in 2019

64,746 applications for job openings posted in 2020)

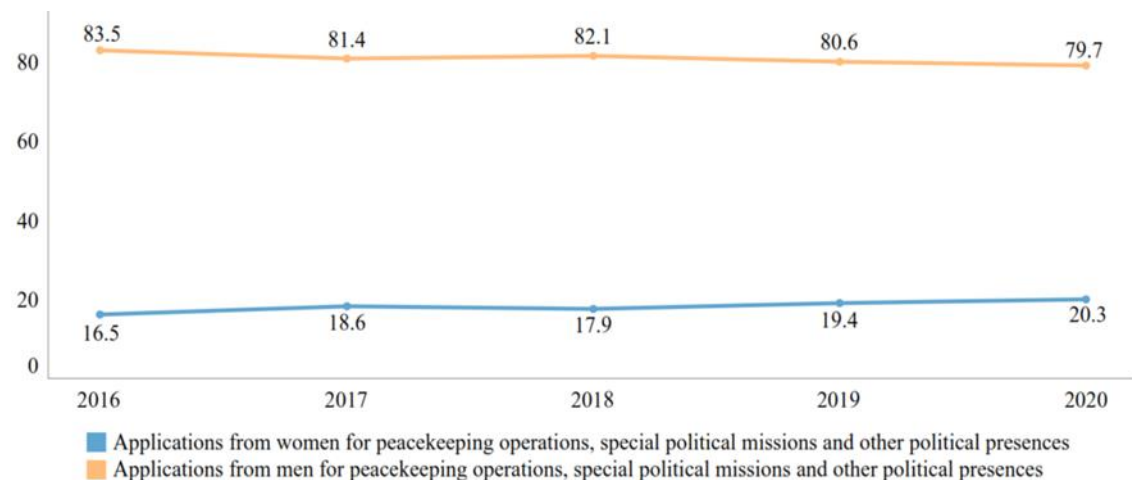


Figure 11

Applications for job openings posted in 2016–2020 for departments/offices, regional economic commissions and tribunals by gender, in percentage terms

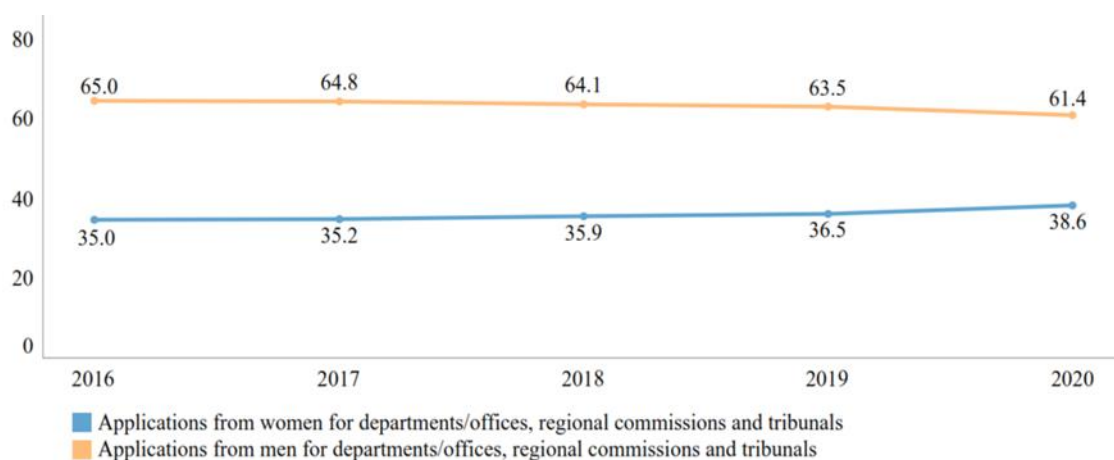
(Population: 298,971 applications for job openings posted in 2016

281,861 applications for job openings posted in 2017

432,326 applications for job openings posted in 2018

395,549 applications for job openings posted in 2019

186,839 applications for job openings posted in 2020)



35. Around half of all applications were screened-in during the period 2016–2020, with an upward trend, particularly for applications to job openings in 2020, suggesting that the Secretariat continues to attract qualified applicants. Applications from women were screened-in at higher rates than applications from men during the reporting period – over half of all women applying for job openings posted in 2016–2020 were screened-in, compared with slightly less than half of applications from men (54.8 per cent versus 46.5 per cent). In addition, there has been an upward trend in the proportion of screened-in applications from women, from 53.4 per cent in 2016 to 58.8 per cent in 2020 (see figure 12). Regarding applications from men, screened-in applications represented more than half of the total for job openings posted in 2019 for the first time during the period (51.7 per cent, see figure 13).

Figure 12

Screening status of applications from women for job openings posted in 2016–2020 by year, in percentage terms

(Population: 139,564 applications for job openings posted in 2016

142,469 applications for job openings posted in 2017

188,841 applications for job openings posted in 2018

176,208 applications for job openings posted in 2019

85,354 applications for job openings posted in 2020)

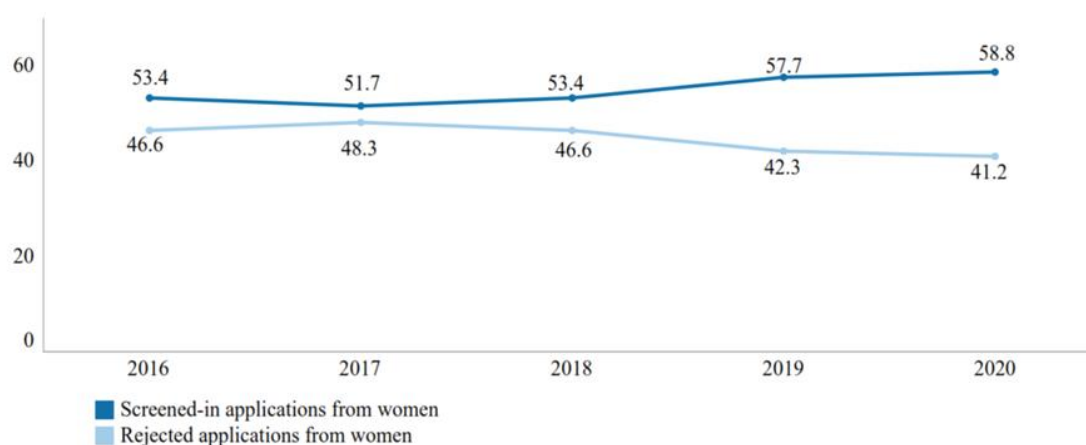


Figure 13

Screening status of applications from men for job openings posted in 2016–2020 by year, in percentage terms

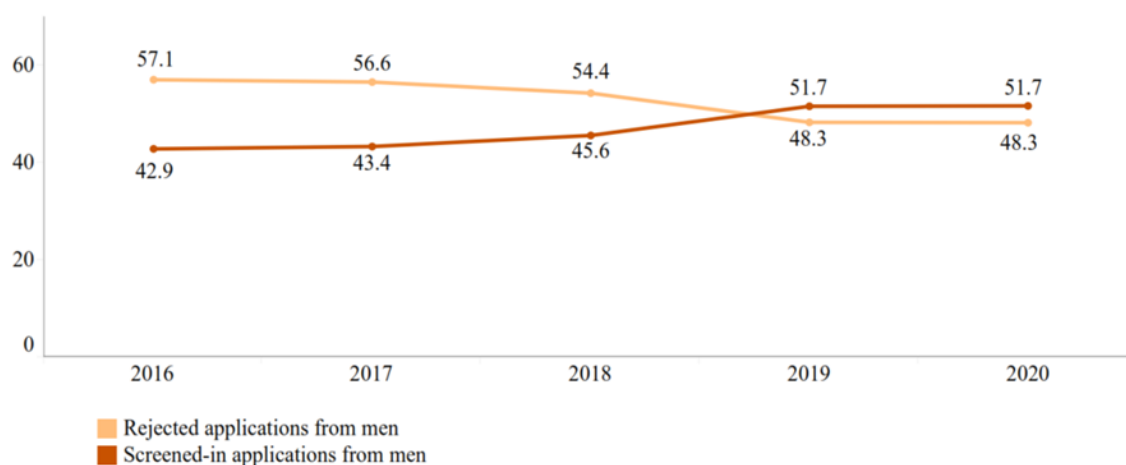
(Population: 370,869 applications for job openings posted in 2016

372,271 for job openings posted in 2017

430,925 for job openings posted in 2018

383,614 for job openings posted in 2019

166,231 for job openings posted in 2020)



36. With regard to the reasons for rejections for all applications, “language” was the primary reason for rejection recorded in the Inspira system, at a rate of 32.1 per cent, followed by “multiple rules” (more than one reason) at a rate of 29.6 per cent and “work experience” at a rate of 17.9 per cent. This trend mirrors the analysis of rejection reasons by geographical representation status previously observed in

figure 6. A summary of the top rejection reasons for applications by gender can be found in figure 14 below.

Figure 14

Reasons for rejection: applications for job openings posted in 2016–2020 by gender, in percentage terms

(Population: 290,892 applications from women, 715,065 applications from men)



37. When analysing the reasons for rejection by gender, the data show that “language” was the primary reason for rejection among men at a rate of 34.9 per cent, compared with 25.1 per cent of rejected applications from women. This represents a considerable difference between applications from men and from women (9.8 percentage points). In addition, “language” was the main reason for rejection among job openings in peacekeeping operations, special political missions and other political presences at a rate of 41.2 per cent. Furthermore, a significant proportion of applications for job openings in peacekeeping operations, special political missions and other political presences were rejected during the period 2016–2020. In other words, around one in five applications for job openings in peacekeeping operations, special political missions and other political presences were rejected owing to “language” (19 per cent). This compares with 10 per cent of applications for job openings with departments/offices, regional economic commissions and tribunals being rejected because of “language”.

38. The level of language proficiency indicated by applicants is based on a self-assessment recorded in their application submission. Language proficiency levels are differentiated into “mother tongue”, “fluent”, “confident” or “basic” for four areas (speaking, reading, writing and understanding). Fluency in either English or French, the two working languages of the United Nations Secretariat, is needed for any job opening. One possible factor behind this finding could be that information provided in an application is based on the best subjective judgment of the applicant. Applicants may have different understandings and interpretations of what it means to have “mother tongue”, “fluent”, “confident” or “basic” levels of language proficiency, resulting in them being screened out.

39. The newly developed United Nations Language Framework provides standardized descriptions of the distinct levels of language proficiency and will help to clarify these levels, giving applicants better information for their self-assessment. In addition, it is paramount to ensure that language requirements in job openings are reflective of the proficiency level required for the function. Using the United Nations Language Framework when describing the language requirements of the positions would also allow for standardized descriptions that could be used for reference by applicants when assessing their skills.

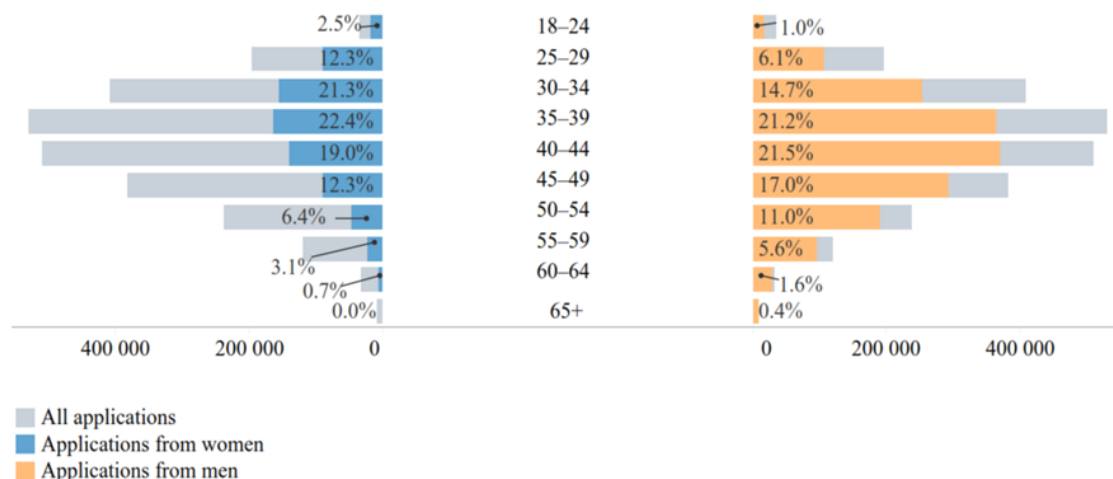
Age

40. To identify trends in the age profiles of applicants, the Secretariat included a new demographic variable pertaining to age ranges in the present report. The analysis included the same group of job openings used in the analysis by gender, namely, job openings posted during the period 2016–2020 in the Director, Professional and Field Service categories for all entities in the Secretariat. As shown in figure 15, 4 out of every 10 applications from women (43.7 per cent) were from women in the age range of 30–39, compared with 4 out of every 10 applications from men (42.7 per cent) in the age range of 35–44. Based on this group of job openings, the analysis showed that, on average, women were younger than men when applying to job openings: 41.6 years of age for men compared with 38.3 years of age for women.

Figure 15

Applications for job openings posted in 2016–2020 by age range and gender

(Population: 2,456,084)



2. Preliminary evaluation

Overview

41. During the preliminary evaluation stage, hiring managers evaluate all applicants released to them and assign each applicant a disposition, such as “not suitable”, “long list” and “shortlist”. Hiring managers differentiate between required and desirable criteria and/or eliminatory and non-eliminatory custom questions that are used to assign these dispositions and create a shortlist. Applicants who appear most qualified based on academic qualifications, language proficiency and responses to items in the job-fit questionnaire (work experience and custom questions) are assigned to the shortlist.⁷

42. Some 12 per cent of screened-in applications in the preliminary evaluation stage were shortlisted for job openings posted in 2016–2020. While that figure reflects the five-year trend, a significant increase in the proportion of screened-in applications that were assigned the preliminary evaluation outcome of “shortlisted” was noted in 2020. Figure 16 shows this increase, from 10.9 per cent in 2019 to 16.1 per cent in 2020. In addition, screened-in applications for job openings in peacekeeping

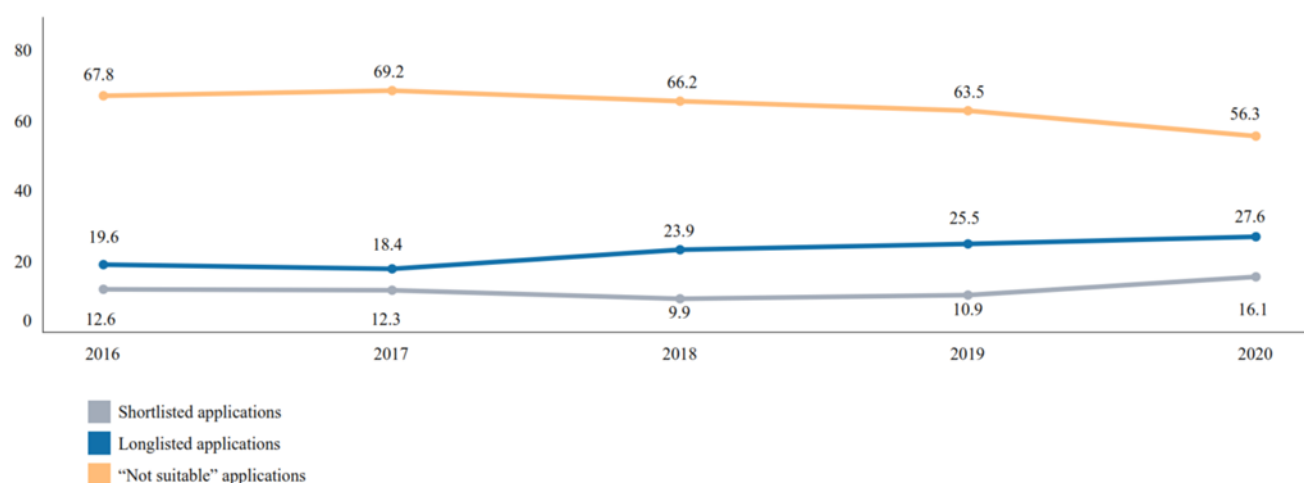
⁷ It should be noted that this process excludes the selection of rostered candidates (i.e. recruit-from-roster job openings), or the recruitment of rostered candidates through regular job openings.

operations, special political missions and other political presences were shortlisted at a higher rate than applications for job openings in departments/offices, regional economic commissions and tribunals, at 16 per cent and at 9.6 per cent, respectively.

Figure 16

Screened-in applications by preliminary evaluation outcomes^a for job openings posted in 2016–2020, in percentage terms

(Population: 792,480)



^a Excluding screened-in applications that did not go through preliminary evaluation.

Geographical representation

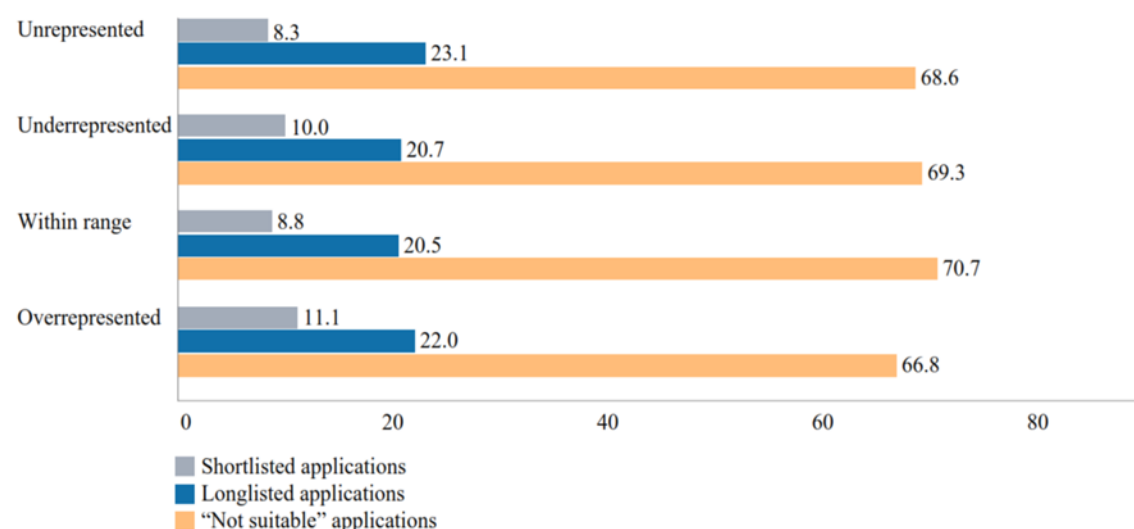
43. An analysis of the preliminary evaluation outcomes for screened-in applications according to geographical representation status⁸ is presented in figure 17, including applications for job openings in the Director and Professional categories for departments/offices, regional economic commissions and tribunals. It shows that screened-in applications from overrepresented Member States formed the largest proportion of shortlisted applications (11.1 per cent), followed by applications from underrepresented (10 per cent) and within-range Member States (8.8 per cent). The proportions of shortlisted applications are notably similar in percentage terms compared with the proportion of screened-in applications by geographical representation. In absolute terms, screened-in applications from within-range Member States represented the second largest group of shortlisted applications, followed by screened-in applications from underrepresented Member States. This trend may be attributed to the large volume of applications from within-range Member States, since the applications from the underrepresented, within-range and overrepresented Member States were screened-in at similar rates, as shown in figure 5 above. Overall, these differences were within expected variation.

⁸ Applications from nationals of non-Member States are excluded from analysis according to geographical representation.

Figure 17

Preliminary evaluation outcomes of screened-in applications for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals, in percentage terms

(Population: 600,440)

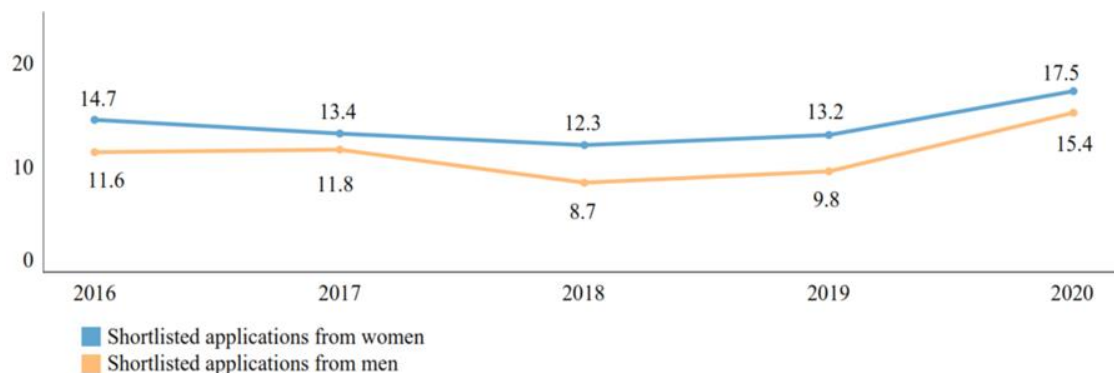


44. In addition, the Secretariat analysed preliminary evaluation outcomes for screened-in applications from unrepresented and underrepresented Member States by regional group. There were small variations in the proportion of shortlisted applications among regional groups. Shortlisted applications represented about 1 in 10 applications from unrepresented and underrepresented Eastern European States (11.3 per cent), Asia-Pacific States (10.8 per cent) and Western European and other States (10 per cent) in the preliminary evaluation stage. The proportion of shortlisted applications from African States and Latin American and Caribbean States were lower (8.3 per cent and 7.5 per cent, respectively), but still within expected variation.

Gender

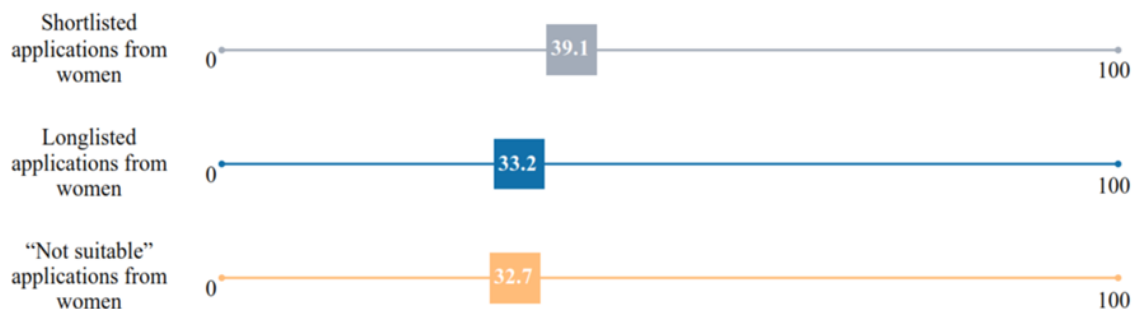
45. The Secretariat conducted an analysis of preliminary evaluation outcomes for job openings in the Director, Professional and Field Service categories for screened-in applications from men and women. As shown in figure 18, during the period 2016–2020, a higher proportion of women were shortlisted compared with men (13.8 per cent versus 10.9 per cent). There was an upward trend in the proportion of shortlisted applications from both men and women, particularly in 2020, when the proportion of applications from women that went on to be shortlisted was 17.5 per cent. For men, the rate of shortlisted applications increased to 15.4 per cent for job openings posted in 2020. Although small, these differences may indicate that applications from women were somewhat more targeted to the requirements of the job openings than those of men.

Figure 18
Proportion of screened-in applications from women and men shortlisted for job openings posted in 2016–2020, in percentage terms
 (Population: 94,325)



46. Overall, as figure 19 shows, applications from women represented 39.1 per cent of applications that were shortlisted during 2016–2020. The proportion of shortlisted applications from women was higher than the percentage of applications from women, which was 29.8 per cent. This provides further evidence to suggest that applications from women were more targeted to the job openings they applied to, which resulted in women advancing in a higher proportion during this stage of the recruitment process.

Figure 19
Screened-in applications from women for job openings posted in 2016–2020 by preliminary evaluation outcomes, in percentage terms
 (Population: 792,480)



Age

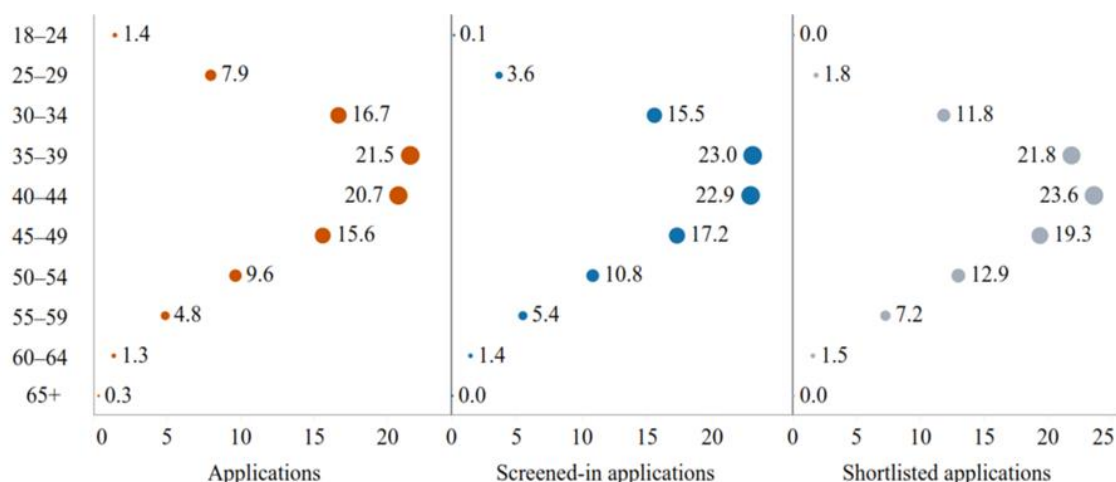
47. The analysis of differences in the age ranges for applications at the preliminary evaluation stage is shown in figure 20. Almost half of all applicants were 39 years old or younger (47.6 per cent) at the time of initial application. At the preliminary evaluation stage, the proportion decreased to a little over a third of shortlisted applicants who were 39 years old or younger (35.4 per cent). This highlights a shift in the age of applicants as they move through the recruitment stages, which might be owing to the experience requirements listed in job openings. The requirement for a specific number of years of experience in a particular field of work, and even in a

particular type of organizational setting, is currently favouring older applicants who have had more opportunities to acquire such years of experience. This applies in particular to roles that also ask for context-specific experience, such as experience in a conflict or post-conflict environment.

Figure 20

Applications, screened-in applications and shortlisted applications for job openings posted in 2016–2020 by age range, in percentage terms

(Population: 2,456,084)



3. Assessment stage

Overview

48. During the assessment stage, hiring managers evaluate candidates through a written assessment (or similar) and/or a competency-based interview, to determine which candidates will be recommended for potential selection. Applicants who have passed all assessment activities receive the status “Recommended”, while applicants who fail the assessment stage receive the status “Not recommended”. Applicants who do not respond, do not participate or cannot be contacted are also considered “Not recommended”. The competency-based interview is intended to assess competencies listed in the job opening. Each applicant’s response to the competencies assessed is rated as either “Unsatisfactory”, “Partially satisfactory”, “Satisfactory” or “Outstanding”. If “Satisfactory” or “Outstanding” is recorded by the interview panel across all competencies, applicants achieve “Recommended” status. If “Unsatisfactory” or “Partially satisfactory” is recorded for at least one competency, applicants receive the status “Not recommended”.

49. The analysis conducted by the Secretariat indicated that for job openings posted in 2016 and 2017, the proportion of applications reaching the assessment stage⁹ was around 5 per cent of all applications, decreasing to around 4 per cent in 2018 and 2019. It recovered for job openings posted in 2020 to 6.1 per cent despite the fact that the number of applications reaching the assessment stage were a third lower than what was observed in 2019 (from 23,201 applications in 2019 to 15,336 in 2020). The decrease is comparable to what was observed for the number of applications and

⁹ Excluding applications for job openings posted for mobility exercises.

screened-in applications. Overall, the five-year share of applications reaching the assessment stage was 4.7 per cent.

50. In addition, the analysis revealed differences among the various entity groups in the number of applications that reached the assessment stage. Over the five-year period, 6.1 per cent of all applicants to peacekeeping operations, special political missions and other political presences reached the assessment stage (for an average of 15 applicants per selected candidate). This compares with 3.9 per cent of applicant to departments/offices, regional economic commissions and tribunals during the same period who reached the assessment stage, indicating a more competitive application environment for entities in the latter group (an average of 13 applicants per selected candidate).

51. Moreover, around half of the applications reaching the assessment stage for job openings in peacekeeping operations, special political missions and other political presences were recommended (representing 2.9 per cent of all applications) during 2016–2020, compared with less than one quarter of applications reaching the assessment stage for job openings in departments/offices, regional economic commissions and tribunals (representing 0.9 per cent of all applications).

52. In other words, once an application for a job opening in a peacekeeping operation, special political mission or other political presence reached the assessment stage, it was twice as likely to be recommended than an application for a job opening in a department/office, regional economic commission or tribunal. One possible explanation could be that applications for job openings in peacekeeping operations, special political missions and other political presences are more targeted to the particular job opening. This may be due to the need for specific expertise for these job openings to ensure a good fit for the context on the ground and/or regional expertise.

Geographical representation

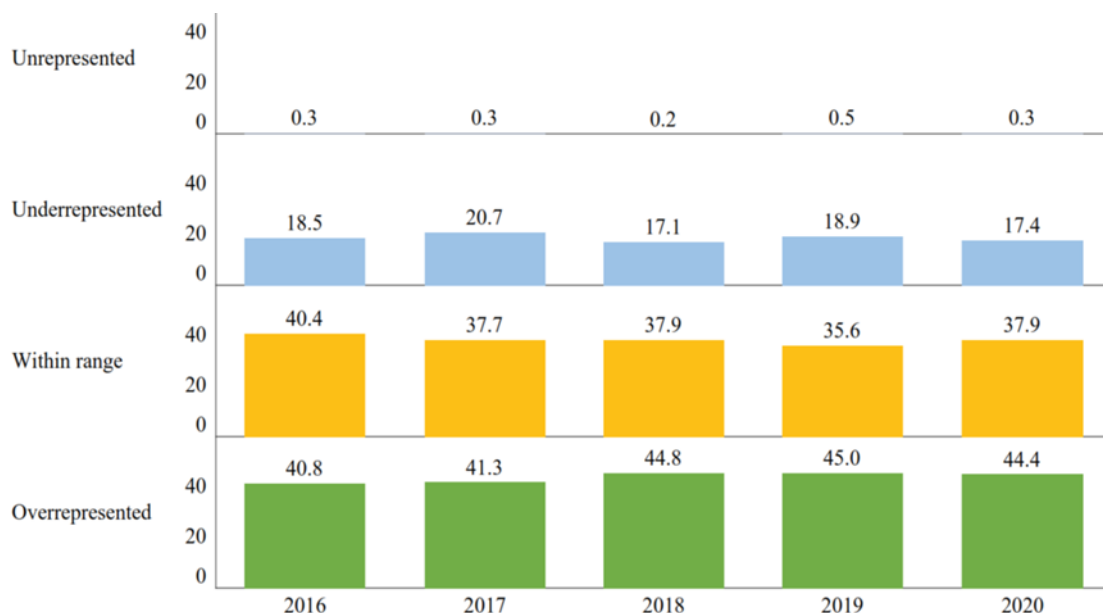
53. Regarding the breakdown of applications by geographical representation status of the applicant's nationality, the Secretariat reviewed a subset of applications reaching the assessment stage: those for job openings in the Director and Professional categories for departments/office, regional economic commissions and tribunals, where geographical positions subject to the system of desirable ranges can be found.

54. During the five-year period from 2016 to 2020, the Secretariat saw an increase in the proportion of applications from overrepresented Member States reaching the assessment stage (from 40.8 per cent in 2016 to 44.4 per cent in 2020). In addition, the Secretariat saw a slight decrease in the proportion of applications from underrepresented Member States reaching the assessment stage (from 18.5 per cent in 2016 to 17.4 per cent in 2020). Figure 21 shows that the proportions of applications reaching the assessment stage from unrepresented and within-range Member States have remained stable during the reporting period, at around 0.3 per cent and 38 per cent respectively. These proportions reflect the overall trends in the number of applications, namely, a decrease in the proportion of applications from underrepresented Member States and an increase in the proportion of applications from overrepresented Member States.

Figure 21

Applications reaching the assessment stage for job openings posted in 2016-2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals by representation status of country of nationality, in percentage terms

(Population: 61,524)

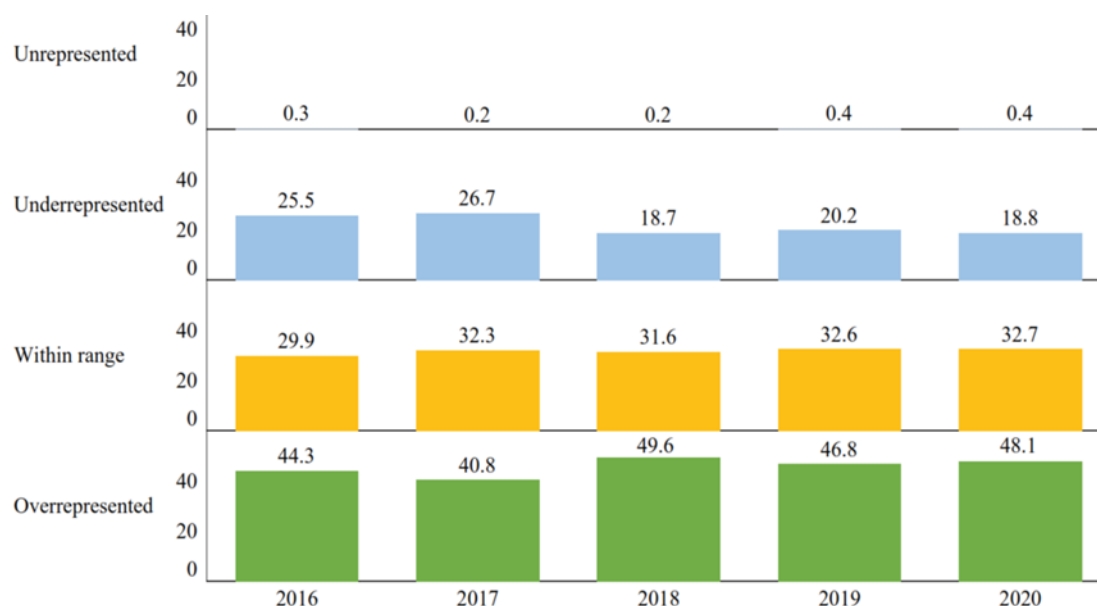


55. Applications reaching the assessment stage are evaluated through a written assessment and/or a competency-based interview to determine whether the applicant is recommended or not recommended. The proportion of recommended applications from underrepresented and overrepresented Member States is higher than the proportion of applications from those Member States coming into the assessment stage. In other words, applications from these Member States have a somewhat higher success rate in the assessment stage than applicants from Member States in other geographical representation groupings. On the other hand, as figure 22 shows, the percentage of applicants being recommended is lower for applications from within-range Member States and about the same for unrepresented Member States compared with applications reaching the assessment stage in figure 21.

Figure 22

Recommended applications for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals by representation status of country of nationality, in percentage terms

(Population: 14,305)



56. When looking at the subset of applications from unrepresented and underrepresented Member States by regional group, the proportions of recommended applications from Asia-Pacific States and from Western European and other States were slightly higher than the proportion of applications from those Member States that reached the assessment stage (see table 9). The proportions of recommended applications from Member States in other regional groups were similar to or slightly lower than the proportion of applications from those regional groups that reached the assessment stage. In addition, the proportions fluctuated during the reporting period, likely owing to changes in the lists of unrepresented and underrepresented Member States during the period 2016–2020.

Table 9

Comparison of applications reaching the assessment stage and recommended applications from unrepresented and underrepresented Member States for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals by regional group, in percentage terms

(Population: 11,544)

		2016	2017	2018	2019	2020	Total
African States	Applications in assessment stage	3.7	2.8	5.6	4.6	3.9	4.2
	Recommended applications	1.4	0.8	2.5	3.1	4.2	2.3
	Difference	(2.3)	(2.0)	(3.1)	(1.5)	0.3	(1.8)

		2016	2017	2018	2019	2020	Total
Asia-Pacific States	Applications in assessment stage	25.8	29.8	28.4	33.2	33.4	29.7
	Recommended applications	33.2	26.8	32.6	32.3	36.5	32.1
	Difference	7.4	(3.1)	4.2	(0.9)	3.0	2.4
Eastern European States	Applications in assessment stage	10.2	9.7	9.0	8.3	8.5	9.2
	Recommended applications	10.8	9.7	8.9	8.2	6.8	9.0
	Difference	0.6	(0.1)	(0.1)	(0.1)	(1.7)	(0.3)
Latin American and Caribbean States	Applications in assessment stage	8.4	9.6	7.4	11.1	12.5	9.6
	Recommended applications	6.7	8.2	6.8	10.5	9.2	8.3
	Difference	(1.7)	(1.4)	(0.6)	(0.7)	(3.3)	(1.3)
Western European and other States	Applications in assessment stage	51.8	48.0	49.5	42.7	41.6	47.3
	Recommended applications	47.9	54.5	49.2	45.9	43.3	48.3
	Difference	(3.9)	6.5	(0.3)	3.2	1.7	1.0

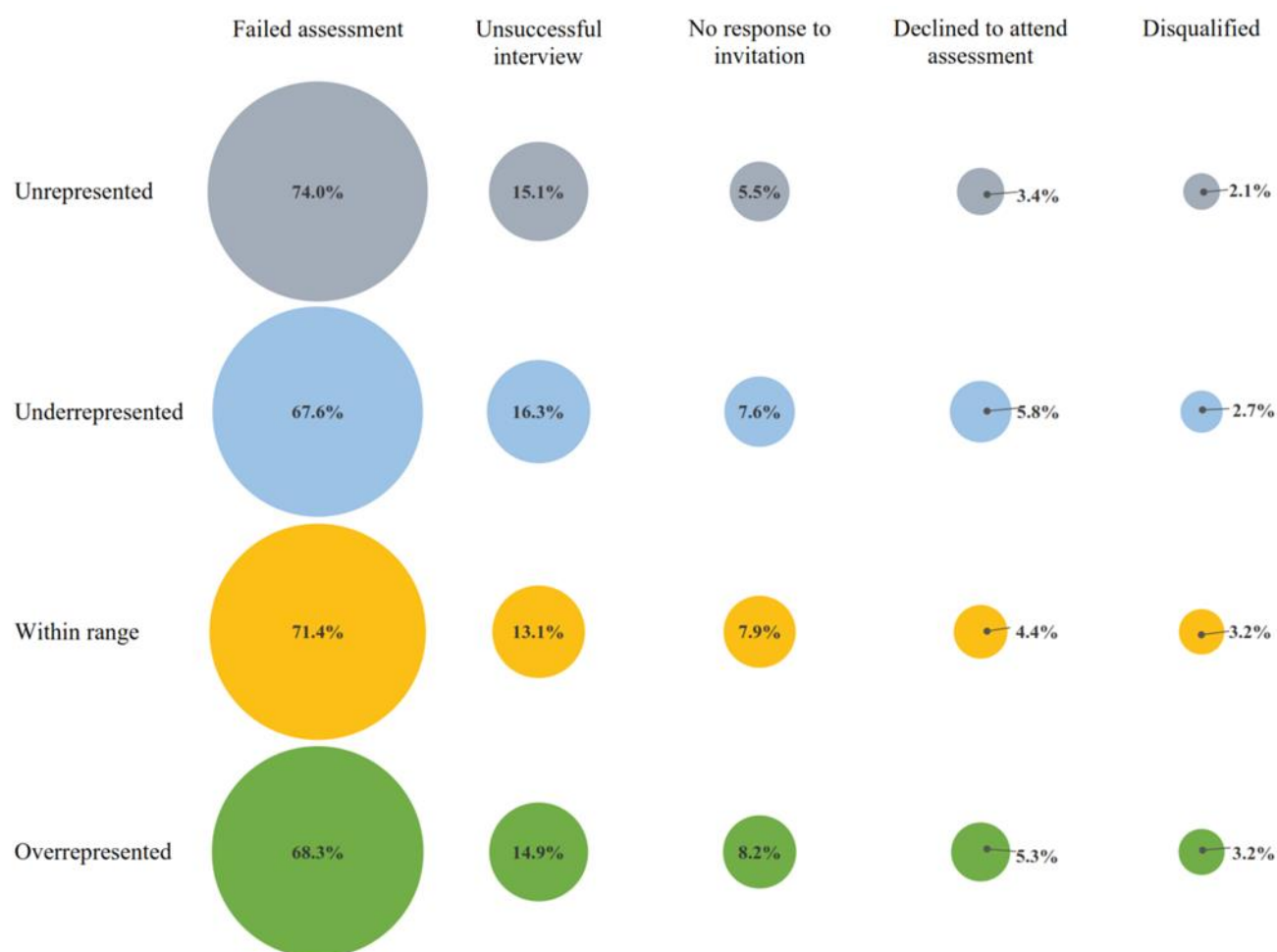
57. The Secretariat reviewed available data to better understand why applications were not recommended upon conclusion of the assessment stage. Figure 23 provides the recorded reasons for non-recommended applications by geographical representation status of applicants' nationality. The analysis shows that "Failed assessment"¹⁰ is the main recorded reason for a non-recommended status, regardless of the geographical status of the nationality. It appears slightly more often as the main reason an application was rejected with regard to applications from unrepresented and within-range Member States. The second-most recorded reason is "Unsuccessful interview", which appears slightly more often for applications from underrepresented and overrepresented Member States. Overall, the ratios for different reasons are comparable among the four geographical representation groupings. The notable exception is the lower rate of "No response to invitation" and "Declined to attend assessment" for applications from unrepresented Member States. A possible reason for this is that once an application from an unrepresented Member State reaches the assessment stage, the applicant is more determined to complete the process than applicants from other Member States are.

¹⁰ In this context, "assessment" refers to a test or evaluation conducted as part of the assessment stage.

Figure 23

Non-recommended applications for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals by representation status of country of nationality and final recommendation reason

(Population: 46,915)



58. Similarly, table 10 shows recorded reasons for non-recommended applications from unrepresented and underrepresented Member States by regional group. For this subset of applications, “Failed assessment” is the main recorded reason for non-recommended status, regardless of regional group. In addition, “Unsuccessful interview” is the second-most recorded reason for applicants from all regions. The proportions for the other recorded reasons were similar across applications from unrepresented and underrepresented Member States, regardless of the regional group.

Table 10

Non-recommended applications from unrepresented and underrepresented Member States for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals, by regional group and final recommendation reason, in percentage terms

(Population: 8,370)

	<i>African States</i>	<i>Asia-Pacific States</i>	<i>Eastern European States</i>	<i>Latin American and Caribbean States</i>	<i>Western European and other States</i>
Failed assessment	68.4	69.1	77.2	70.5	64.2
Unsuccessful interview	15.3	17.7	10.6	16.8	16.5
No response to invitation	9.1	5.8	5.9	4.1	9.5
Declined to attend assessment	4.7	4.5	4.2	6.2	6.8
Disqualified	2.5	2.9	2.0	2.4	2.8
Total	100.0	100.0	100.0	100.0	100.0

59. As part of the analysis, the Secretariat reviewed the overall ratings for applications that reached the assessment stage, for both the written assessment and/or competency-based interview, as well as the ratings for competencies, for job openings posted during 2016–2020 in the Director and Professional categories for departments/office, regional economic commissions and tribunals.

60. Each job opening may include a different set of competencies, owing to the diverse requirements for each position. Therefore, the same competencies are not assessed for all job openings. The analysis of the ratings was done for competencies assessed more often as part of the recruitment process (i.e. appearing in around half of the job openings). In addition, applications with the rating “Not applicable” were excluded from the analysis. As a result, the analysis of ratings includes competencies assessed in 12 to 36 per cent of applications reaching the assessment stage, depending on the competency.

61. Based on a review of these applications with an overall rating,¹¹ those from underrepresented Member States had the highest passing rate¹² at 36.9 per cent, followed by applications from overrepresented Member States at 35.1 per cent, from unrepresented Member States at 29.2 per cent and from within-range Member States at 28.4 per cent.

62. An analysis of the ratings for the most frequently assessed competencies during the competency-based interview revealed similar trends among applications from different geographical groupings (see table 11): the competency of “Planning and organizing” tended to receive the highest percentage of passing ratings, while “Judgment and decision-making” tended to receive the highest percentage of failing ratings.¹³ The differences between applications from the four geographical representation groups were within an expected variation, with a few exceptions, such

¹¹ Excluding applications without a rating or those rated “Not applicable”.

¹² Overall ratings are “Outstanding”, “Satisfactory”, “Partially satisfactory”, “Unsatisfactory” and “Not applicable”. For analysis purposes, “Outstanding” and “Satisfactory” are considered passing ratings, while “Partially satisfactory” and “Unsatisfactory” are considered failing ratings.

¹³ Analysis of three competencies and two managerial competencies that received ratings in roughly half of applications that reached the assessment stage.

as the relatively higher passing rate for “Planning and organizing” for applications from unrepresented Member States as well as the higher failure rate for “Teamwork”. Those higher and lower percentages might be the result of the relatively small absolute number of applications from unrepresented Member States that reach the assessment stage: 26 out of 32 applications from unrepresented Member States received a passing rating for “Planning and organizing”, while only 10 of 22 applications from those same States received a passing rating for “Teamwork”. Because the number of applications from unrepresented Member States is so small, they have a particularly strong impact on the overall percentages: a few applications from unrepresented Member States that were rated high on “Leadership” or low on “Teamwork” can have a sizeable impact on the overall percentages for this group.

Table 11

Applications reaching the assessment stage for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals, by representation status of country of nationality and passing rate for selected competencies

(Population: 17,360)

	<i>Unrepresented</i>			<i>Underrepresented</i>			<i>Within range</i>			<i>Overrepresented</i>		
	<i>Pass</i>	<i>Fail</i>	<i>Applications</i>	<i>Pass</i>	<i>Fail</i>	<i>Applications</i>	<i>Pass</i>	<i>Fail</i>	<i>Applications</i>	<i>Pass</i>	<i>Fail</i>	<i>Applications</i>
	<i>(percentage)</i>			<i>(percentage)</i>			<i>(percentage)</i>			<i>(percentage)</i>		
Competencies												
Communication	71.4	28.6	14	77.1	22.9	1 522	72.0	28.0	2 581	77.2	22.8	3 498
Teamwork	45.5	54.5	22	77.8	22.2	1 886	72.8	27.2	3 096	78.6	21.4	4 259
Planning and organizing	81.3	18.8	32	75.7	24.3	2 307	71.4	28.6	4 015	76.0	24.0	5 239
Managerial competencies												
Leadership	75.0	25.0	4	66.2	33.8	789	61.1	38.9	1 210	66.4	33.6	1 798
Judgment and decision-making	66.7	33.3	3	63.8	36.2	516	63.0	37.0	821	66.9	33.1	1 220

Note: “Pass” and “Fail” ratings exclude records without a rating and those recorded as “Not applicable”. Managerial competencies are included in job openings at the D-2, D-1 and P-5 levels.

63. In addition, the Secretariat reviewed ratings for the most frequently assessed competencies for applications from unrepresented and underrepresented Member States by regional group (see table 12). With regard to competencies, there were small differences across regional groups for this subset of applications. The exception was “Planning and organizing” where unrepresented and underrepresented African States had a lower passing rating. Similarly, for “Leadership” and “Judgment and decision-making”, passing rates were lower for this regional group. These results may be a function of the very low number of applications from unrepresented and underrepresented African States included in this analysis. Small variations in those numbers had a significant effect on the passing rate: for example, 47 out of 82 applications had a passing rate for “Planning and organizing”, 16 of 40 applications had a passing rate for “Leadership” and 6 of 30 applications had a passing rate for “Judgment and decision-making”. The low number of applications, and their reference to a very focused subset of all applications, should be considered in this context.

Table 12

Applications reaching the assessment stage from unrepresented and underrepresented Member States for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals by regional group and passing rate for selected competencies

(Population: 3,630)

	<i>African States</i>			<i>Asia-Pacific States</i>			<i>Eastern European States</i>			<i>Latin American and Caribbean States</i>			<i>Western European and other States</i>		
	<i>Pass</i>	<i>Fail</i>	<i>Applications</i>	<i>Pass</i>	<i>Fail</i>	<i>Applications</i>	<i>Pass</i>	<i>Fail</i>	<i>Applications</i>	<i>Pass</i>	<i>Fail</i>	<i>Applications</i>	<i>Pass</i>	<i>Fail</i>	<i>Applications</i>
	<i>(percentage)</i>			<i>(percentage)</i>			<i>(percentage)</i>			<i>(percentage)</i>			<i>(percentage)</i>		
Competencies															
Communication	72.2	27.8	36	75.8	24.2	484	75.6	24.4	78	69.6	30.4	158	79.6	20.4	780
Teamwork	74.5	25.5	47	76.3	23.7	645	81.3	18.7	193	70.9	29.1	175	78.9	21.1	848
Planning and organizing	57.3	42.7	82	78.2	21.8	740	78.4	21.6	176	72.4	27.6	217	75.8	24.2	1 124
Managerial competencies															
Leadership	40.0	60.0	40	63.2	36.8	250	80.8	19.2	52	66.1	33.9	62	68.9	31.1	389
Judgment and decision-making	20.0	80.0	30	66.2	33.8	142	58.8	41.2	17	73.2	26.8	41	66.1	33.9	289

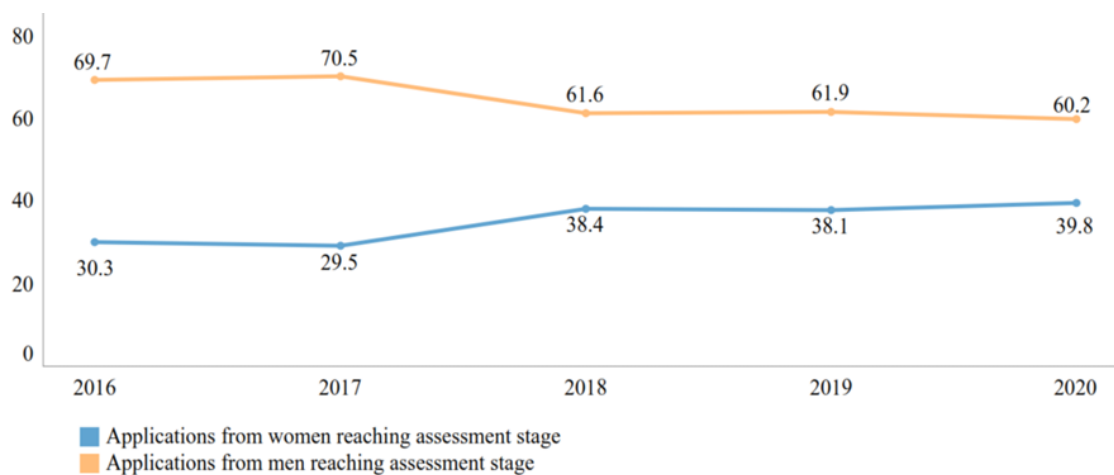
Note: “Pass” and “Fail” ratings exclude records without a rating and those recorded as “Not applicable”. Managerial competencies are included in job openings at the D-2, D-1 and P-5 levels.

Gender representation

64. When considering applications that reached the assessment stage by gender, the Secretariat reviewed a larger set of applications, namely, those for job openings in the Director, Professional and Field Service categories for all entities. The Secretariat found a notable increase in the proportion of women reaching the assessment stage, particularly for job openings posted in 2018–2020. As figure 24 shows, for job openings posted in 2020, 4 out of 10 applications reaching the assessment stage were from women (39.8 per cent). This is a higher percentage of women compared with the application stage, where only one out of three applications for job openings posted in 2020 were from women (33.9 per cent). The upward trend is largely the result of the increase in the proportion of women reaching the assessment stage for job openings in departments/offices, regional economic commissions and tribunals (from 35.2 per cent in 2016 to 46.6 per cent in 2020), reflecting the efforts of the Secretariat since 2017 to reach gender parity. Similarly, but in a less pronounced manner, the proportion of applications from women reaching the assessment stage for job openings in peacekeeping operations, special political missions and other political presences also increased during the period 2016–2020, reaching 27.2 per cent for job openings posted in 2020, up from 23.5 in 2016.

Figure 24
Applications reaching the assessment stage for job openings posted in 2016–2020 by gender, in percentage terms

(Population: 114,994)



65. Similarly, when looking at the profile of recommended applications, it should be noted that there is an upward trend in the proportion of women. Roughly a third of all recommended applications for job openings posted in 2016 were from women (32 per cent), which increased to 4 out of 10 recommended applications in 2020, or 43 per cent. This upward trend may be due to the Secretariat seeing higher numbers of and more targeted applications from women, following deliberate outreach and awareness efforts.

66. As previously mentioned, the Secretariat conducted a review of reasons recorded in the recruitment system for applications that reached the assessment stage but were not recommended. In the context of gender parity, all job openings in the Secretariat in the Director, Professional and Field Service categories posted in the period 2016–2020 were included in this review. The main reason recorded in Inspira was “Failed assessment”, with 7 out of 10 applications not being recommended

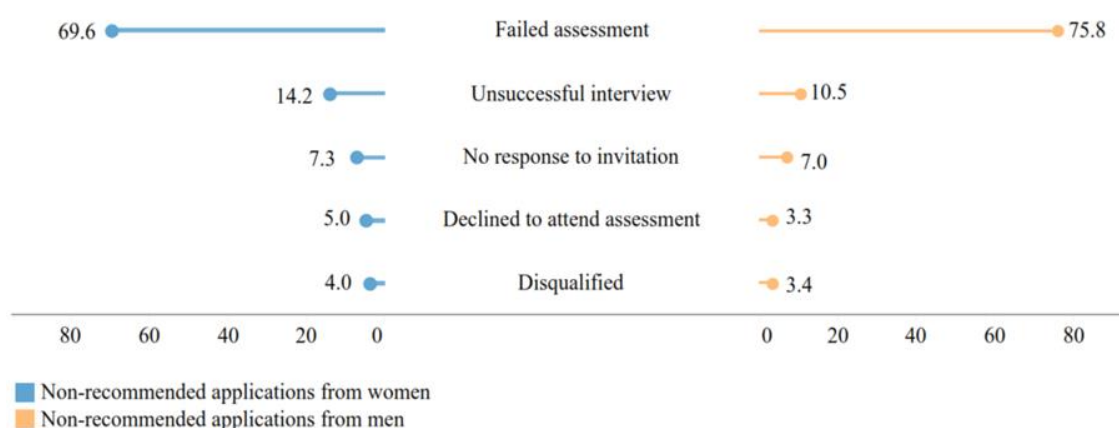
(73.7 per cent). This trend was more prominent among applications from men, with a differential of 6.2 percentage points between the proportions of applications from men and applications from women not recommended as a result of failing an assessment (see figure 25). While the difference is small, the data could indicate that applications from women have a somewhat stronger profile in terms of the competencies or knowledge required for respective job openings.

67. The second reason for not being recommended was “Unsuccessful interview”. Notably, the data showed that a somewhat higher proportion of women had unsuccessful interviews (14.2 per cent for applications from women and 10.5 per cent for applications from men) and may be an indication that interviews are an obstacle more among women, as candidates, than among men.

Figure 25

Non-recommended applications for job openings posted in 2016–2020 by gender and final recommendation reasons, in percentage terms

(Population: 74,944)



68. The Secretariat reviewed the overall rating for applications that reached the assessment stage, and ratings for the competencies that were most often assessed during the recruitment process. Regarding the overall rating, applications from women received a higher proportion of passing ratings than men (46.8 per cent compared with 42.5 per cent). Similarly, the analysis indicated a higher proportion of women receiving a passing rating compared with applications from men for the most frequently assessed competencies, notably for “Planning and organizing” and “Judgment and decision-making” (see table 13). While the differences are small, they do reaffirm the trend that applications from women seem to be better targeted to specific job openings and female applicants may be better prepared when proceeding to the assessment stage.

Table 13
**Applications reaching the assessment stage for job openings posted in
 2016-2020 by gender and passing rate for selected competencies**

(Population: 29,602)

	<i>Applications from women</i>			<i>Applications from men</i>		
	<i>Pass</i>	<i>Fail</i>	<i>Applications</i>	<i>Pass</i>	<i>Fail</i>	<i>Applications</i>
	<i>(percentage)</i>			<i>(percentage)</i>		
Competencies						
Communication	78.8	21.2	5 420	78.2	21.8	6 854
Teamwork	79.7	20.3	6 559	72.7	27.3	9 342
Planning and organizing	78.6	21.4	7 793	71.0	29.0	12 524
Managerial competencies						
Leadership	67.9	32.1	1 900	65.2	34.8	2 640
Judgment and decision-making	72.6	27.4	1 410	66.0	34.0	1 966

Note: “Pass” and “Fail” ratings exclude records without a rating and those recorded as “Not applicable”. Managerial competencies are included in job openings at the D-2, D-1 and P-5 levels.

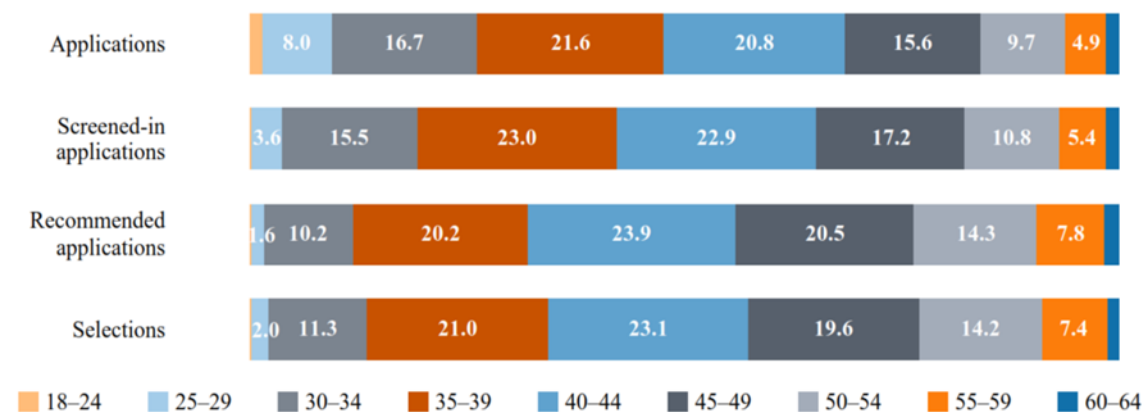
Age

69. The Secretariat reviewed the age profiles of applicants for job openings in the Director, Professional and Field Service categories for all entities at the time of application, and as they progress through the recruitment process, until they are recommended. Figure 26 shows a shift in the age profile of applicants to higher age ranges for job openings posted in 2016–2020, as previously mentioned. The proportion of applicants in the younger age ranges (18–34) decreased from 26 per cent at the time of application to 19.2 per cent for screened-in applications, to 11.8 per cent for recommended applications. Similarly, the average age of applicants increased from 40.6 years at the time of application to 41.8 for screened-in applicants, and to 43.6 for recommended applicants.

70. It should be noted that once a candidate is recommended, age does not seem to be a factor in whether or not the candidate is selected. The proportion of applicants who were in the age range 18–34 increased to 13.4 per cent for selected candidates, compared with 11.8 per cent for recommended applicants. In addition, the average age of selected candidates was 43.3, compared with 43.6 for recommended applicants.

Figure 26
Applications for job openings posted in 2016–2020 by stage of recruitment and age range, in percentage terms

(Population: 2,456,084)



4. Selections

Overview

71. The Secretariat conducted an analysis of selection data for job openings posted during the period 2016–2020 in the Director, Professional and Field Service categories for all entities. During 2016–2019 the number of selections was relatively stable at around 1,770 per year. However, this changed for job openings posted in 2020, where roughly 25 per cent fewer selections were made compared with the previous year (1,335 in 2020 compared with 1,810 in 2019). The differences can be attributed to the temporary suspension of recruitment for regular budget positions, the effect of the COVID-19 pandemic during 2020 and the maturity of the data.¹⁴ Most of the reduction in selections were for job openings at the P-1 to P-4 levels across departments/offices, regional economic commissions and tribunals; this group of job openings accounted for more than half the decline in selections. It is important to note that these entities have mainly regular budget positions.

Geographical representation

72. The Secretariat conducted an analysis of selections for job openings in the Director and Professional categories in departments/offices, regional economic commissions and tribunals to understand recruitment trends by representation status of applicants' nationality at the time of application. When comparing the proportion of applications and the selections for job openings posted in 2016–2020, applicants from underrepresented and overrepresented Member States experienced a somewhat higher selection rate. The proportion of selected applicants from these two groups was on average around 5 percentage points higher than their proportions at the application stage, as shown in table 14. In contrast, the proportion of selected applicants from within-range Member States was around 10 percentage points lower than the proportion of applications from those States. The proportion of selected applicants from unrepresented Member States was marginally lower than the

¹⁴ This refers to the available time for data to be entered in the system. For example, selections for job openings posted in 2019 had at least 17 months to be recorded in the system (January 2020 to August 2021, minus 60 days posting time), while selections for job openings posted in 2020 had a minimum of around 6 months to be recorded in the system (January to August 2021, minus 45 days posting time).

proportion at the application stage – from 0.5 per cent of applications to 0.3 per cent of selections during the period 2016–2020.

Table 14

Comparison of applications and selections for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals by representation status of country of nationality, in percentage terms

(Population: 1,576,170)

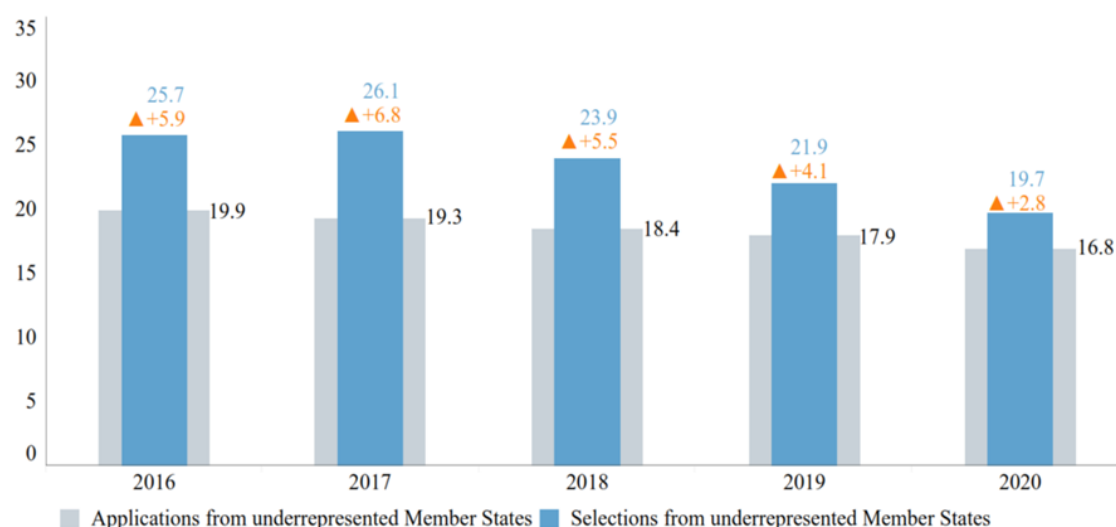
<i>Representation status</i>		<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>Total</i>
Unrepresented	Applications	0.5	0.3	0.4	0.6	0.3	0.5
	Selections	0.4	0.1	0.2	0.4	0.4	0.3
	Difference	(0.1)	(0.2)	(0.2)	(0.2)	0.1	(0.1)
Underrepresented	Applications	19.9	19.3	18.4	17.9	16.8	18.5
	Selections	25.7	26.1	23.9	21.9	19.7	23.4
	Difference	5.9	6.8	5.5	4.1	2.8	4.8
Within range	Applications	42.4	43.1	42.1	42.5	42.4	42.5
	Selections	29.9	34.6	31.7	33.2	33.6	32.6
	Difference	(12.5)	(8.6)	(10.4)	(9.3)	(8.8)	(9.9)
Overrepresented	Applications	37.2	37.2	39.0	39.0	40.4	38.5
	Selections	43.9	39.2	44.2	44.4	46.3	43.7
	Difference	6.7	2.0	5.2	5.4	5.8	5.2

73. The data also suggest that the trend for the proportion of applications from a geographical representation group is a major driver for trends among selected applications for the reporting period. This can be observed, for example, for applications from underrepresented Member States that, as a consequence of decreasing proportions among applicants during 2016–2020, also experienced a decline in the proportions of selections during this period (see figure 27). The opposite effect is observed for applicants from overrepresented Member States, who had higher proportions of applications and consequently higher proportions of selections (see table 14).

Figure 27

Applications and selections of applicants from underrepresented Member States for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals, in percentage terms

(Population: 1,576,170)



74. When comparing the proportion of applications and selections by regional group, applicants from unrepresented and underrepresented Asia-Pacific States and Eastern European States experienced a higher selection rate (see table 15). The proportion of selected applicants from Asia-Pacific States was on average around 8 percentage points higher than the proportion at the application stage. For unrepresented and underrepresented Eastern European States, the proportion of selected applicants was on average around 2 percentage points higher than the proportion at the selection stage. In contrast, the proportion of selected applicants from other regional groups (African States, Latin American and Caribbean States and Western European and other States) was around 3 percentage points lower than their proportion of applications. Data also show variations throughout the reporting period in differences between the proportions of selected applicants and proportions at the application stage. These differences are likely caused by changes in the lists of unrepresented and underrepresented Member States from year to year.

Table 15

Comparison of applications and selections from unrepresented and underrepresented Member States for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals by regional group, in percentage terms

(Population: 299,412)

Regional group		2016	2017	2018	2019	2020	Total
African States	Applications	5.3	6.5	6.8	6.7	5.8	6.3
	Selections	2.1	1.4	2.4	3.5	6.1	3.0
	Difference	(3.3)	(5.2)	(4.4)	(3.3)	0.3	(3.4)

<i>Regional group</i>		<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>Total</i>
Asia-Pacific States	Applications	21.5	27.4	28.3	27.3	22.7	25.9
	Selections	35.5	27.4	37.1	37.7	31.7	34.2
	Difference	14.1	(0.0)	8.7	10.3	9.0	8.3
Eastern European States	Applications	7.5	7.8	6.6	6.9	8.0	7.2
	Selections	11.6	8.7	10.8	7.3	8.3	9.4
	Difference	4.1	0.9	4.2	0.4	0.3	2.1
Latin American and Caribbean States	Applications	11.5	11.3	11.9	12.1	15.1	12.1
	Selections	5.4	7.8	8.0	10.4	10.6	8.3
	Difference	(6.1)	(3.6)	(4.0)	(1.7)	(4.6)	(3.8)
Western European and other States	Applications	54.2	46.9	46.3	46.9	48.4	48.4
	Selections	45.5	54.8	41.8	41.2	43.3	45.1
	Difference	(8.7)	7.9	(4.5)	(5.8)	(5.0)	(3.2)

75. The Secretariat will act on this data and intensify its efforts to increase the number of qualified applications from unrepresented and underrepresented Member States to achieve a higher volume and proportion of such applications at the beginning of the process, which will have an impact on how many applications from these geographical representation groups advance to the selection stage. More targeted and concrete information about job opportunities, as well as more details about the recruitment procedures and successful preparation through seminars and virtual events, are being provided to potential applicants.

76. In addition, the Secretariat also reviewed the rate at which applications from each geographical representation group reach each stage of the recruitment process. These rates are calculated as a percentage of applications at each stage compared with the overall number of applications from each group (see table 16). It is important to note that this metric is independent from the volume of applications covered in the discussion above.

77. As shown in table 16, applications from underrepresented Member States were the most successful, at a selection rate of 0.39 per cent. This rate was followed by applications from overrepresented Member States, at a rate of 0.35 per cent of applications selected. Applications from within-range and unrepresented Member States have, on average, a selection rate of 0.24 and 0.22 per cent, respectively. The data indicate that efforts to strengthen the quality of applications from underrepresented Member States has shown some positive impact on applications from these geographical representation groups, as they have the strongest success rate. Similar targeted efforts are under way to focus on possible applicants from unrepresented Member States.

Table 16

Applications for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals at various stages of the recruitment process as a proportion of overall applications by representation status of country of nationality

(Population: 1,576,170)

<i>Percentage</i>	<i>Unrepresented</i>	<i>Underrepresented</i>	<i>Within range</i>	<i>Overrepresented</i>	<i>All applications</i>
Applications	100.00	100.00	100.00	100.00	100.00
Screened-in applications	53.09	59.63	59.31	60.62	59.84
Assessed applications	2.58	3.89	3.50	4.38	3.90
Recommended applications	0.59	1.06	0.68	1.09	0.91
Selections	0.22	0.39	0.24	0.35	0.31
<i>Number of applications</i>	<i>Unrepresented</i>	<i>Underrepresented</i>	<i>Within range</i>	<i>Overrepresented</i>	<i>All applications</i>
Applications	7 316	292 096	669 727	607 031	1 576 170
Screened-in applications	3 884	174 163	397 188	368 001	943 236
Assessed applications	189	11 355	23 409	26 571	61 524
Recommended applications	43	3 086	4 556	6 621	14 306
Selections	16	1 136	1 583	2 124	4 859

78. In addition, the Secretariat reviewed the selection rate of applications from unrepresented and underrepresented Member States by regional group. As shown in table 17, applications from unrepresented and underrepresented Member States from Asia-Pacific States and Eastern European States were the most successful, both groups having some 0.50 per cent of applications selected. Next came applications from Western European and other States (0.36 per cent), followed by Latin American and Caribbean States (0.26 per cent) and African States (0.18 per cent). In this regard, it should be noted that applications from African States represented the smallest group of applications from unrepresented and underrepresented Member States, reflecting the sizes of the populations of these countries (more than two thirds of the unrepresented and underrepresented African States had populations of 5 million or fewer). Moreover, more than half of applications from these African States were for job openings excluded from this analysis (i.e. peacekeeping operations, special political missions and other political components, and job openings in the Field Service category).

Table 17

Applications from unrepresented and underrepresented Member States for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals at various stages of the recruitment process as a proportion of overall applications by regional group

(Population: 299,412)

<i>Percentage</i>	<i>African States</i>	<i>Asia-Pacific States</i>	<i>Eastern European States</i>	<i>Latin American and Caribbean States</i>	<i>Western European and other States</i>	<i>All applications</i>
Applications	100.00	100.00	100.00	100.00	100.00	100.00
Screened-in applications	48.04	61.36	64.69	62.11	58.51	59.47
Assessed applications	2.53	4.42	4.92	3.05	3.77	3.86
Recommended applications	0.38	1.29	1.29	0.71	1.04	1.04
Selections	0.18	0.51	0.50	0.26	0.36	0.38

Percentage	African States	Asia-Pacific States	Eastern European States	Latin American and Caribbean States	Western European and other States	All applications
Applications	18 979	77 697	21 653	36 293	144 790	299 412
Screened-in applications	9 117	47 672	14 007	22 540	84 711	178 047
Assessed applications	481	3 432	1 066	1 108	5 457	11 544
Recommended applications	73	1 005	280	259	1 511	3 128
Selections	34	394	108	96	520	1 152

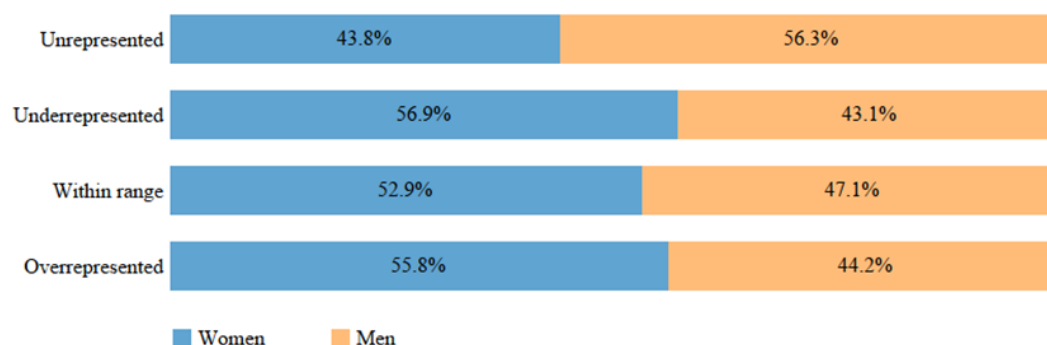
79. When analysing applications for job openings in the Director and Professional categories in departments/offices, regional economic commissions and tribunals, more than half of the applicants selected (55.1 per cent) for job openings during the reporting period were women. Moreover, except for unrepresented Member States, women were selected at, or above, the level of gender parity. In addition, unrepresented Member States were coming close to approaching the gender parity range, and further progress in the future may bring them closer to, or exceed, that point.

80. Figure 28 shows that the largest proportion of women selected were from underrepresented Member States (56.9 per cent), followed by overrepresented Member States (55.8 per cent) and within-range Member States (52.9 per cent). The situation for unrepresented Member States is different, as mentioned above, and is the focus of targeted efforts by the Secretariat to reach, in particular, women from those Member States.

Figure 28

Selections for job openings posted in 2016–2020 in the Director and Professional categories for departments/offices, regional economic commissions and tribunals by representation status of country of nationality and gender

(Population: 4,859)

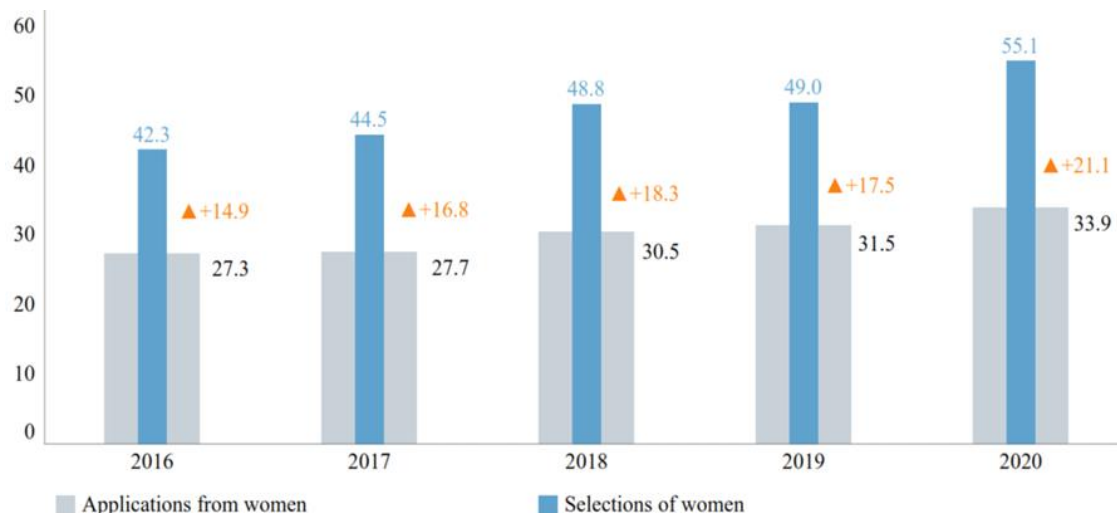


Gender representation

81. When considering overall selections by gender, the Secretariat reviewed applications for job openings in the Director, Professional and Field Service categories for all entities. The proportion of women selected continued its overall upward trend during the period from 2016 to 2020. The trend, as shown in figure 29, highlights that for the first time in the five-year period there were more selections of women than of men (55.1 per cent for job openings posted in 2020).

Figure 29
Applications and selections of women for job openings posted in 2016–2020, in percentage terms

(Population: 2,456,346 applications, 8,426 selections)



82. In addition, figure 29 shows the trend in the ratio of women in the applicant pool (e.g. 27.3 per cent in 2016) and the ratio of women among selected applicants (e.g. 42.3 per cent for the same year). The proportion of selections of women was, on average, around 18 percentage points higher than the proportion of applications from women for each year across the five-year period. This positive trend is likely due to a combination of factors, such as the quality of applications from women, their performance during the overall recruitment process and the willingness of hiring managers to take note of the recommendations outlined in the Secretary-General's system-wide strategy on gender parity.

83. Furthermore, considerable progress has been made for job openings that had selection rates for women that were historically lower than the average for the Secretariat, particularly in the last two years of the reporting period. For example, as shown in figure 31, the percentage of selections of women for job openings in the Field Service category increased from 24.7 per cent to 43.6 per cent during the period 2016–2020.

84. This trend coincides with an overall decrease in selections for job openings in the Field Service category, from 380 selections for job openings posted in 2016 to 149 selections for job openings posted in 2020 (a decrease of 60.8 per cent within a five-year period). The reduced number of job openings in the Field Service category may have been counterbalanced by the increased number of qualified women applicants, as a result of stepped-up outreach efforts to raise awareness of jobs in peacekeeping operations that contain the vast majority of jobs in the Field Service category.

Figure 30
Selections for job openings posted in 2016–2020 in the Director and Professional categories by gender, in percentage terms

(Population: 6,986)

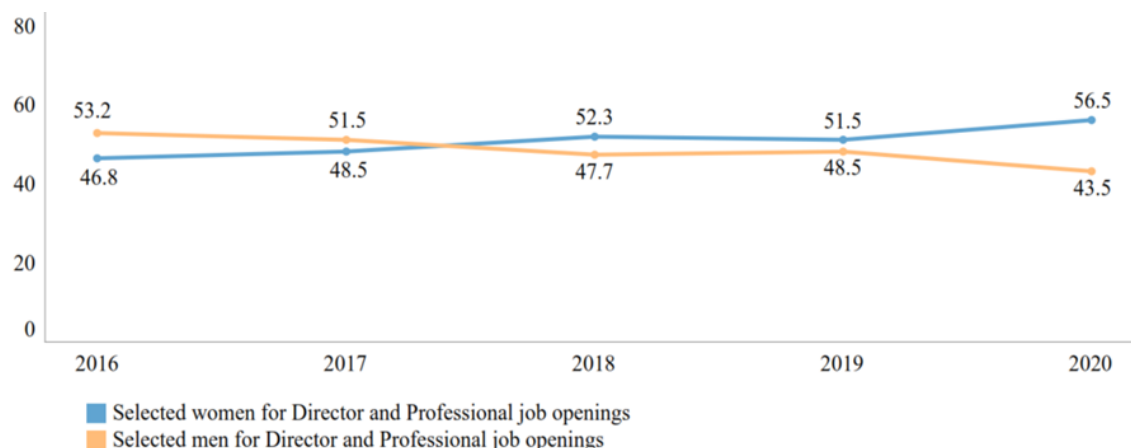
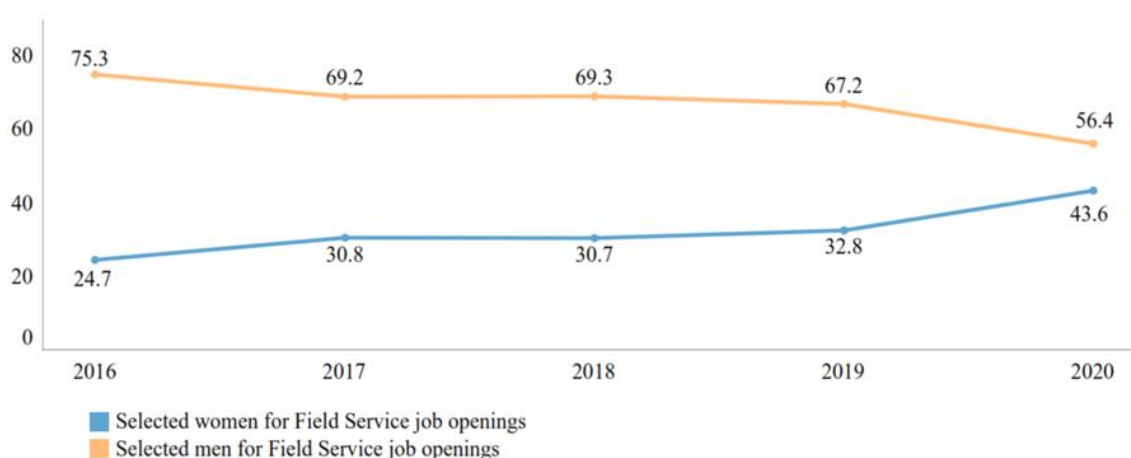


Figure 31
Selections for job openings posted in 2016–2020 in the Field Service category by gender, in percentage terms

(Population: 1,440)



85. For job openings in peacekeeping operations, special political missions and other political presences, gender parity for selections was achieved during the reporting period, with 48.1 per cent of selected candidates for job openings posted in 2020 being women (see figure 32). In this regard, the overall number of selections for job openings in these entities has been decreasing during the reporting period (from 910 selections for job openings posted in 2016 to 432 selections for those posted in 2020). While selections of both men and women decreased, the decline in selections has been more significant for men: 63.7 per cent for men (from 616 selected men in 2016 to 224 in 2020) and 29.3 for women (from 294 selected women in 2016 to 208 in 2020). Similar to the trends in the Field Service category, although the number of selections has gone down in peacekeeping operations, special political missions and other political presences, intensified campaigns to attract women to these opportunities may have contributed to a higher proportion of well-qualified women being selected.

Figure 32

Selections for job openings posted in 2016–2020 for peacekeeping operations, special political missions and other political presences by gender, in percentage terms

(Population: 3,523)

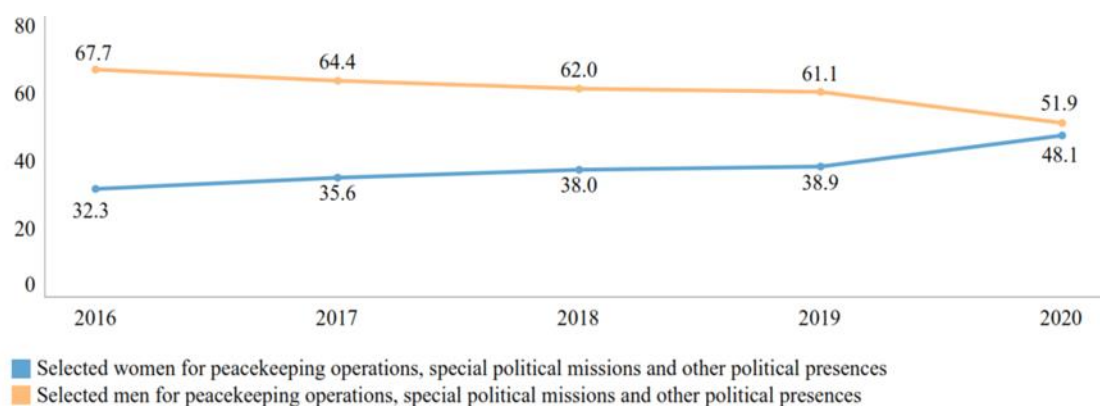
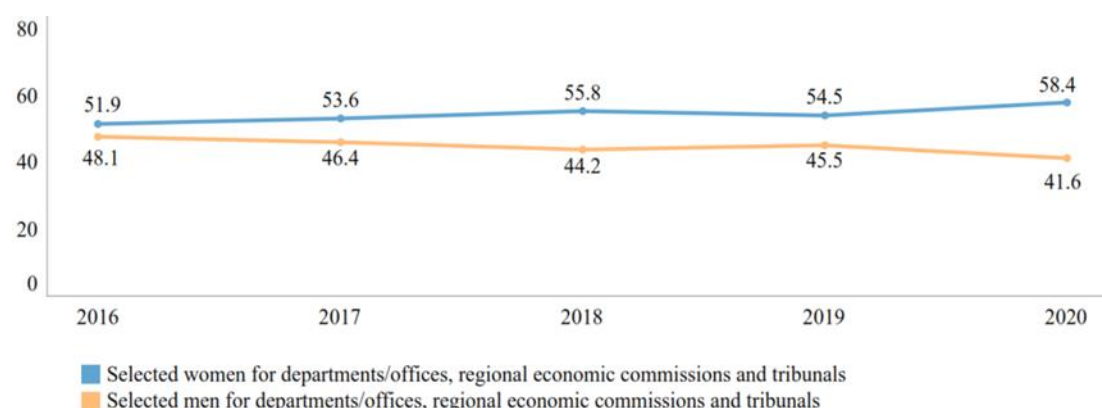


Figure 33

Selections for job openings posted in 2016–2020 for departments/offices, regional economic commissions and tribunals by gender, in percentage terms

(Population: 4,903)

**Age**

86. The Secretariat reviewed the age profile of selected candidates for job openings posted in 2016–2020 and observed that, on average, selected candidates were around three years older than applicants. The average age of applicants was 40.6 years old, compared with the average age of selected candidates, at 43.3 years old.

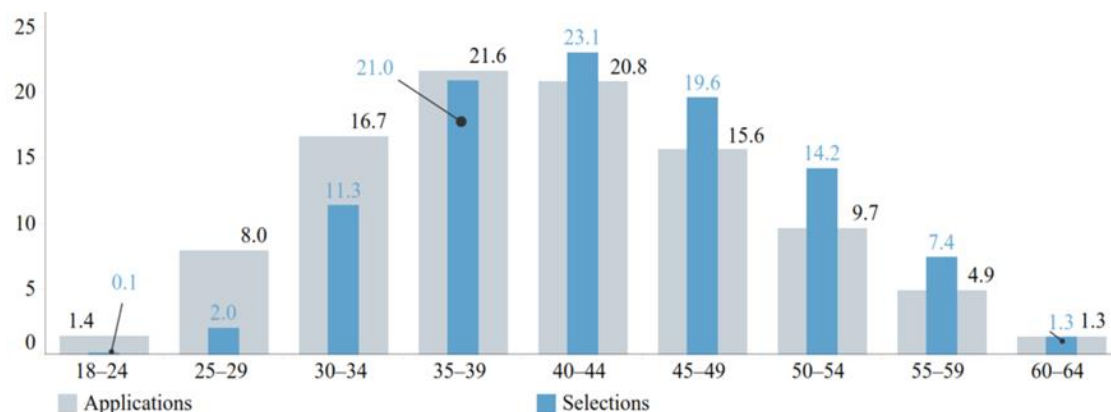
87. Figure 34 depicts the breakdown of applicants and selected candidates by age range, highlighting a shift towards older applicants by the time a selection is made. This reflects a similar trend observed in prior stages of the recruitment process (see figure 20). For example, the largest proportion of applications were between the ages of 35 and 39, with one out of every five applications in that age range (21.5 per cent), compared with the largest proportion of selected candidates, who were between the ages of 40 and 44 (23.1 per cent). This trend could be explained by the preference of hiring managers for candidates who have more years of work experience, even in excess of the minimum required for a specific job opening. This preference points to a more fundamental question about the most effective predictors for future

performance, which is often equated with years of prior experience. Nevertheless, once candidates reach the assessment stage and are recommended, there is no evidence that age plays a factor in the selection. The Secretariat will review the evidence in the context of rejuvenating the ageing workforce to consider how skills requirements could be better utilized as a predictor for future performance instead of relying on years of prior experience in a particular area of work.

Figure 34

Applications and selections for job openings posted in 2016–2020 by age range, in percentage terms

(Population: 2,456,084 applications, 8,426 selections)



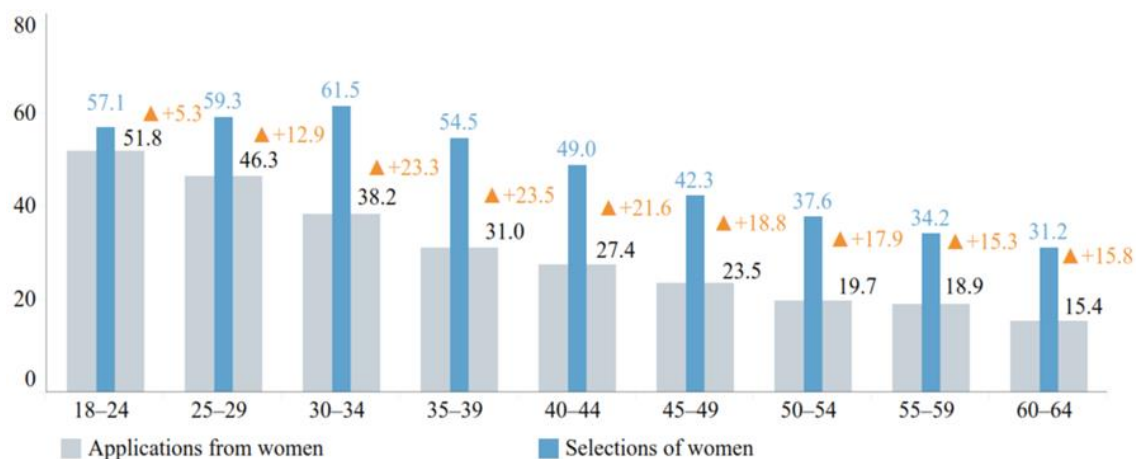
88. The Secretariat also reviewed age with regard to selections by category of job openings posted during the period 2016–2020. Selections in the Professional category were concentrated in the age range of 35 to 44 years, accounting for close to half of selections (46.7 per cent). Selections in the Field Service category were concentrated in an older age range, 40 to 49 years, with 52.2 per cent of selections in this category. In the Director category, selections were primarily in the age range of 45 to 54 years, accounting for 59.6 per cent of all selections. These differences are likely a factor of the preference to select applicants with more years of relevant experience, which, in the case of the Field Service category, may also include experience in an environment similar to where peacekeeping missions operate, which may add to the years of experience in a substantive field of work, resulting in a higher average age.

89. Disaggregating selections during the reporting period by age range and gender revealed the notable trend that women represented more than half of selections in age ranges up to 39 years, while men represented more than half of selections in age ranges at 40 years and above, as shown in figure 35. This reflects the fact that women are, on average, three years younger than men when they make their applications (38.3 and 41.6, respectively). In addition, applications from women are concentrated in the 39 years or younger age range, at a rate of 58.5 per cent, compared with 43 per cent of men aged 39 years or younger (see figure 15 above). As a consequence, the number of selected women would be expected to be higher for the younger age ranges.

Figure 35

Proportion of applications and selections of women for job openings in 2016–2020 by age range, in percentage terms

(Population: 2,456,084 applications, 8,426 selections)



90. Women apply at proportionally higher rates at a younger age, up to the age of 39 years old, as shown in figure 35. When women apply at 39 years old or younger, the data suggest that they are successful in going through the recruitment process and are also well below the average age of staff members, which is 46.8 years old. For women who are 40 years and older at the time of application, the data show that they apply at lower proportions than their younger counterparts, but are selected at rates higher than their rates of application, with around one in three being selected. Fewer women at age 40 and above apply to job opportunities compared with women in younger age groups.

C. Conclusions

91. The analysis of factors related to recruitment that have an impact on equitable geographical representation, gender representation and age revealed a number of trends relevant for further talent management action.

92. Overall, the proportion of applications from underrepresented Member States for job openings in the Director and Professional categories for departments/offices, regional economic commissions and tribunals posted in 2016–2020 decreased from 19.9 to 16.8 per cent of applications. This decrease can be explained in part by the reduction in the number of underrepresented Member States. Given that the volume of applications submitted has a strong impact on the proportions throughout the subsequent stages of the recruitment process, a slight decrease in the share of applications from underrepresented Member States during the five-year period is observed for the assessment and selection stages.

93. However, it is important to note that when applicants from underrepresented Member States do apply, data indicate that they are more successful. At the final stage of the process – at the point of selection – applications from underrepresented Member States consistently exhibit a larger share of selections when compared with their share at the point of application. Most importantly, applications from underrepresented Member States have the highest rate of selection: 0.39 per cent of applications from this group of Member States are selected. This trend is evidence of the desired impact of policies and guidance pertaining to the recruitment process in

terms of improving equitable geographical representation. To achieve further progress, the volume of qualified applications from unrepresented and underrepresented Member States must grow to increase their respective share at each stage and therefore improve the prospect of their selection.

94. When looking at the breakdown of applications from unrepresented and underrepresented Member States by regional group, unrepresented and underrepresented African States had the lowest number of applications for job openings in the Director and Professional categories for departments/offices, regional economic commissions and tribunals. There are various factors that may drive application rates, including the onset of the COVID-19 pandemic, the population of a country and the location of job openings. It was observed that more than half of applications from unrepresented and underrepresented African States were for peacekeeping operations, special political missions and other political presences, which are excluded from the subset in the present analysis. Further outreach efforts could be focused among these African States to increase the number of applications for job openings in departments/offices, regional economic commissions and tribunals.

95. With regard to advancing the goal of gender parity, the present analysis has revealed a clear and consistent trend: when women do apply, data indicate they are more successful. Overall, the proportion of applications from women increased from 2016 to 2020 for the following stages of the recruitment process: applications received, screened-in, assessment and selection. Although improvements have been noted, some challenges remain for the Field Service category. However, the share of applications of women consistently increases as the applications proceed through these stages, indicating the quality of those applications, including for the Field Service category.

96. This trend provides evidence that the combined efforts to reach women about job opportunities, as well as relevant policies, guidance and messaging to achieve gender parity, are having a positive impact. Nonetheless, the analysis also revealed a certain interaction between gender and age that requires attention: women who are 40 years and older at the time of application apply at lower rates than younger women. While this has not had a negative impact on the chances that a woman who is 40 years or older will be selected, further efforts to attract more women to more senior positions should help to expand the applicant pool in this demographic group.

97. The analysis conducted by the Secretariat also covered age as a demographic variable and revealed a pattern that requires further consideration to address its impact on the rejuvenation goal: the average age of selected candidates is around three years above that of the average age of applicants, following a consistent trend of an increase in the average age per step in the recruitment process. The further applicants advance in the recruitment processes, the older they are. This may indicate a general preference for longer work experience over other predictors for future performance, such as skills assessments.

98. Nevertheless, the analysis of applications by age may provide evidence that current selection trends for job openings in the Director and Professional categories could contribute to the goal of rejuvenating the Secretariat workforce. While applicants with more experience move at a higher rate through the recruitment process, more than 60 per cent of selected candidates for these job openings are notably younger than the current average age for the Secretariat (46.8 years), a fact that may benefit from further analysis in the future.

99. Finally, the analysis has revealed that lack of required language proficiency was one of the main reasons for the rejection of applications during the screening stage. In fact, that lack was the main reason for rejection among applications from

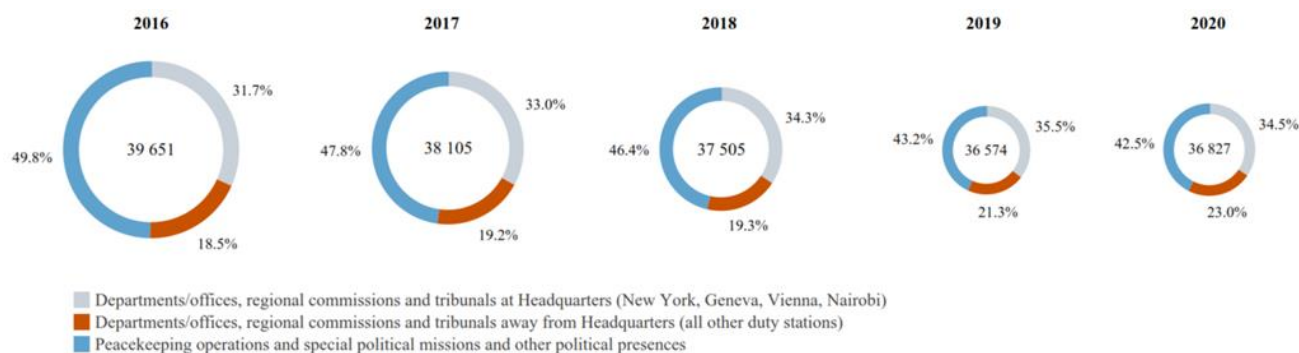
unrepresented and from within-range Member States for job openings in the Director and Professional categories for departments/offices, regional economic commissions and tribunals, and for men applying to all job openings posted in the period 2016–2020. The rejection of applications at this stage of the recruitment process largely happens through automated screening by the application system Inspira, based on information provided in the application form. To ensure such rejections are not caused by different interpretations of language proficiency levels by the applicants themselves, the Secretariat will review the categories currently used, as well as their descriptions, and align them with the proficiency levels described by the United Nations Language Framework.

III. All staff of the Secretariat

100. The total population of the staff of the Secretariat¹⁵ as at 31 December 2020 was 36,827, comprising all categories of staff holding permanent or continuing, fixed-term and temporary contracts, recruited both internationally and locally.¹⁶ The “all staff” population includes staff members from 191 Member States (see annex, table 1.A).

101. Figure 36 shows the five-year trend for all staff in total and by departments/offices, regional commissions and tribunals, and peacekeeping operations and special political missions and other political presences (see para. 105 for an explanation of entities). Table 22 details changes in the number of staff by entity, from 31 December 2019 to 31 December 2020.

Figure 36
All staff of the Secretariat from 2016 to 2020
(Population: 36,827 as at 31 December 2020)



Distribution of all staff by geography

102. As at 31 December 2020, staff serve across 463 duty stations, classified as follows: H (36), A (85), B (53), C (56), D (58), E (136).¹⁷ Table 18 provides an overview of all staff by hardship classification of duty station.

¹⁵ This population is referred to throughout the present report as “all staff” and includes seconded military and police officers.

¹⁶ Excluded are 258 staff on special leave without pay and 124 staff on secondment to other organizations.

¹⁷ International Civil Service Commission hardship classification, effective 1 July 2020. Available at <https://icsc.un.org/Home/DataMobility>.

Table 18
Secretariat staff for 2016 to 2020 by hardship classification of duty station
 (Population: 36,827 as at 31 December 2020)

<i>Hardship classification</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>
H	12 710	12 673	12 816	12 909	12 562
A	3 362	3 355	3 354	3 147	3 475
B	5 289	4 916	4 945	5 283	4 965
C	4 321	3 653	2 502	2 370	2 465
D	2 673	2 435	2 877	3 478	4 054
E	11 283	10 998	10 917	9 287	9 205
Undefined	13	75	94	100	101
Total	39 651	38 105	37 505	36 574	36 827

103. Table 19 shows the 25 duty stations with the largest number of Secretariat staff.

Table 19
All staff of the Secretariat by duty station as at 31 December 2020^a

(Population: 36,827)

Duty station ^b	Hardship classification ^c	Country	Number of staff ^f												Number of women	Number of men	Total	Change in number of staff since 31 December 2019
			Departments/offices			Regional commissions			Tribunals			Peacekeeping operations and special political missions and other political presences						
			Women	Men	Subtotal	Women	Men	Subtotal	Women	Men	Subtotal	Women	Men	Subtotal				
New York	H	United States of America	3 443	2 944	6 387	–	–	–	–	–	–	33	26	59	3 476	2 970	6 446	(108)
Geneva	H	Switzerland	1 689	1 417	3 106	135	102	237	–	–	–	13	21	34	1 837	1 540	3 377	(184)
Nairobi	B	Kenya	922	799	1 721	–	–	–	–	–	–	97	107	204	1 019	906	1 925	43
Juba	E	South Sudan	30	73	103	–	–	–	–	–	–	306	920	1 226	336	993	1 329	8
Vienna	H	Austria	649	604	1253	–	–	–	–	–	–	–	–	–	649	604	1 253	(31)
Bamako	D	Mali	17	48	65	–	–	–	–	–	–	268	636	904	285	684	969	13
Bangui	D	Central African Republic	24	68	92	–	–	–	–	–	–	251	611	862	275	679	954	24
Addis Ababa	B	Ethiopia	113	208	321	246	317	563	–	–	–	–	2	2	359	527	886	40
Naqurah	C	Lebanon	2	8	10	–	–	–	–	–	–	237	570	807	239	578	817	(9)
El Fasher	E	Sudan	4	12	16	–	–	–	–	–	–	141	650	791	145	662	807	(24)
Kabul	E	Afghanistan	21	88	109	–	–	–	–	–	–	109	564	673	130	652	782	(25)
Kinshasa	C	Democratic Republic of the Congo	32	69	101	–	–	–	–	–	–	195	471	666	227	540	767	(22)
Bangkok	A	Thailand	129	170	299	258	183	441	–	–	–	–	–	–	387	353	740	(6)
Goma	D	Democratic Republic of the Congo	7	34	41	–	–	–	–	–	–	127	496	623	134	530	664	(8)
Baghdad	E	Iraq	10	31	41	–	–	–	–	–	–	124	426	550	134	457	591	(1)
Entebbe	B	Uganda	16	27	43	–	–	–	–	–	–	227	289	516	243	316	559	(5)
Beirut	D	Lebanon	51	114	165	148	112	260	–	–	–	28	77	105	227	303	530	(10)

Duty station ^b	Hardship classification ^c	Country	Number of staff												Number of women	Number of men	Total	Change in number of staff since 31 December 2019
			Departments/offices			Regional commissions			Tribunals			Peacekeeping operations and special political missions and other political presences						
			Women	Men	Subtotal	Women	Men	Subtotal	Women	Men	Subtotal	Women	Men	Subtotal				
Santiago	A	Chile	20	50	70	240	176	416	–	–	–	–	–	–	260	226	486	(5)
Mogadishu	E	Somalia	12	52	64	–	–	–	–	–	–	106	302	408	118	354	472	(18)
Brindisi	H	Italy	5	2	7	–	–	–	–	–	–	136	252	388	141	254	395	6
The Hague	H	Netherlands	13	11	24	–	–	–	150	151	301	–	–	–	163	162	325	(13)
Zalingei	E	Sudan	2	3	5	–	–	–	–	–	–	57	258	315	59	261	320	(6)
Pristina	B	Serbia	5	6	11	–	–	–	–	–	–	98	136	234	103	142	245	4
Gao	E	Mali	–	8	8	–	–	–	–	–	–	31	193	224	31	201	232	11
Khartoum	C	Sudan	30	58	88	–	1	1	–	–	–	28	109	137	58	168	226	39
Other	H–E	Other	1 759	2 449	4 208	149	167	316	97	173	270	1 193	4 743	5 936	3 198	7 532	10 730	540
Total			9 005	9 353	18 358	1 176	1 058	2 234	247	324	571	3 805	11 859	15 664	14 233	22 594	36 827	253

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

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

^c International Civil Service Commission hardship classification, effective 1 July 2020.

104. Tables 20 and 21 provide an overview of all staff based on regional grouping of Member States and geographical region. Please note that table 1.A in the annex shows all staff by nationality.

Table 20

Secretariat staff for 2016 to 2020 by regional group of Member States

(Population: 36,827 as at 31 December 2020)

Region ^a	2016		2017		2018		2019		2020	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
African States	16 137	40.7	15 288	40.1	14 727	39.3	13 674	37.4	13 947	37.9
Asia-Pacific States	7 763	19.6	7 819	20.5	7 654	20.4	7 791	21.3	7 829	21.3
Eastern European States	2 310	5.8	2 316	6.1	2 287	6.1	2 333	6.4	2 367	6.4
Latin American and Caribbean States	3 117	7.9	2 553	6.7	2 620	7.0	2 511	6.9	2 601	7.1
Western European and other States	10 157	25.6	9 964	26.1	10 044	26.8	10 091	27.6	9 905	26.9
Other ^b	167	0.4	165	0.4	173	0.5	174	0.5	178	0.5
Total	39 651	100.0	38 105	100.0	37 505	100.0	36 574	100.0	36 827	100.0

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

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

Table 21

Secretariat staff for 2016 to 2020 by geographical region

(Population: 36,827 as at 31 December 2020)

Region ^a	2016		2017		2018		2019		2020	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Africa	16 137	40.7	15 288	40.1	14 727	39.3	13 674	37.4	13 947	37.9
Americas	6 346	16.0	5 716	15.0	5 804	15.5	5 663	15.5	5 726	15.5
Asia	8 059	20.3	8 125	21.3	7 979	21.3	8 126	22.2	8 172	22.2
Europe	8 572	21.6	8 465	22.2	8 497	22.7	8 597	23.5	8 463	23.0
Oceania	509	1.3	492	1.3	480	1.3	499	1.4	504	1.4
Other ^b	28	0.1	19	0.0	18	0.0	15	0.0	15	0.0
Total	39 651	100.0	38 105	100.0	37 505	100.0	36 574	100.0	36 827	100.0

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

^b Includes staff who are stateless.

A. Entity

105. All staff of the Secretariat are employed in four entity groups: departments/offices, regional commissions, tribunals, and peacekeeping operations and special political missions and other political presences. Regional, subregional and country offices of the Office for the Coordination of Humanitarian Affairs, the United Nations

Office on Drugs and Crime, the resident coordinator system and other departments/offices are included in their respective departments/offices. Peacekeeping operations and special political missions and other political presences¹⁸ refer to peacekeeping missions and certain special political missions. Table 1.B (see annex) details the respective entities in the four groups and their staff, showing departments/offices by headquarters and other locations.

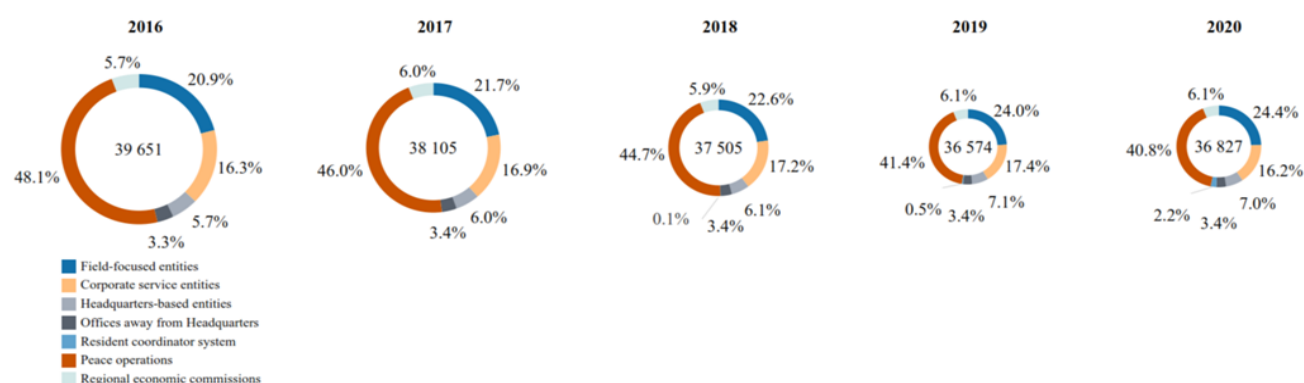
106. In addition to the categorization of staff into four entity groups, the present report also introduces a more detailed categorization of seven entity groups, namely: corporate service entities (CS); field-focused entities (FF); Headquarters-based entities (HQ); offices away from Headquarters (OAH); peace operations (PO); regional economic commissions (REC); and resident coordinator system (RCS). The exact association of entities to groupings can be found in table 1.D (see annex). The new categorization is introduced into various tables and figures, such as figure 37, which offers the reader an alternate perspective of staff demographics as seen through a post-2019 reform lens. This entity grouping structure also offers a further level of disaggregation of staff demographics, based on the Organization's diverse operational contexts.

107. Table 22 highlights the changes in the all-staff population of the Secretariat by entity from 31 December 2019 to 31 December 2020. The changes include those entities created following the implementation of the 2019 reforms in the areas of development, peace and security and management. As stated, table 1.D (see annex) has been introduced into the present report as a new feature and highlights how the information in table 22 would be restructured and distributed if all entities were grouped into the seven-entity grouping approach. Table 1.D shows the proportion of women and men within each entity grouping and the change between 2019 and 2020.

Figure 37

All staff of the Secretariat based on the seven-entity grouping approach as at 31 December for 2016 to 2020

(Population: 36,827 as at 31 December 2020)



¹⁸ Peacekeeping operations and special political missions and other political presences include peacekeeping missions plus the United Nations Support Office in Somalia, the Regional Service Centre in Entebbe, Uganda, the United Nations Logistics Base at Brindisi, Italy, and special political missions, excluding support for the Security Council Committee established pursuant to resolution 1540 (2004) (included in the Office for Disarmament Affairs).

Table 22

Change in the all-staff population of the Secretariat by entity from 31 December 2019 to 31 December 2020

(Population: 36,827 as at 31 December 2020)

Entity (focus designation)	2019						2020						Change					
	Number			Percentage			Number			Percentage			Number			Percentage		
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
Departments/offices, regional commissions and tribunals																		
Departments/offices																		
RCS (RCS)	106	77	183	0.8	0.3	0.5	415	377	792	2.9	1.7	2.2	309	300	609	291.5	389.6	332.8
With OHCHR (FF)	789	639	1 428	5.6	2.8	3.9	846	683	1 529	5.9	3.0	4.2	57	44	101	7.2	6.9	7.1
OCHA (FF)	740	1 258	1 998	5.3	5.6	5.5	787	1 286	2 073	5.5	5.7	5.6	47	28	75	6.4	2.2	3.8
UNODC (FF)	397	358	755	2.8	1.6	2.1	448	372	820	3.1	1.6	2.2	51	14	65	12.8	3.9	8.6
IM-Myanmar (FF)	–	–	–	–	–	–	27	12	39	0.2	0.1	0.1	27	12	39	–	–	–
DESA (HQ)	488	351	839	3.5	1.6	2.3	508	356	864	3.6	1.6	2.3	20	5	25	4.1	1.4	3.0
OCT (HQ)	53	45	98	0.4	0.2	0.3	67	56	123	0.5	0.2	0.3	14	11	25	26.4	24.4	25.5
DPO (FF)	217	251	468	1.5	1.1	1.3	220	269	489	1.5	1.2	1.3	3	18	21	1.4	7.2	4.5
IIIM-Syria (FF)	23	13	36	0.2	0.1	0.1	33	20	53	0.2	0.1	0.1	10	7	17	43.5	53.8	47.2
OSE HoA (PO)	–	–	–	–	–	–	8	6	14	0.1	–	–	8	6	14	–	–	–
UNON (OAH)	172	170	342	1.2	0.8	0.9	184	168	352	1.3	0.7	1.0	12	(2)	10	7.0	(1.2)	2.9
OICT (CS)	74	159	233	0.5	0.7	0.6	75	166	241	0.5	0.7	0.7	1	7	8	1.4	4.4	3.4
UNDRR (HQ)	64	46	110	0.5	0.2	0.3	67	49	116	0.5	0.2	0.3	3	3	6	4.7	6.5	5.5
OAJ (CS)	30	14	44	0.2	0.1	0.1	32	17	49	0.2	0.1	0.1	2	3	5	6.7	21.4	11.4
RCNYO (REC)	–	–	–	–	–	–	3	2	5	–	–	–	3	2	5	–	–	–
UN75 (HQ)	4	2	6	–	–	–	8	3	11	0.1	–	–	4	1	5	100.0	50.0	83.3
ACABQ-SEC (HQ)	8	1	9	0.1	–	–	9	2	11	0.1	–	–	1	1	2	12.5	100.0	22.2
CTED (PO)	31	18	49	0.2	0.1	0.1	33	18	51	0.2	0.1	0.1	2	–	2	6.5	–	4.1
OSRSG-SVC (FF)	12	2	14	0.1	–	–	12	4	16	0.1	–	–	–	2	2	–	100.0	14.3
BOA-SEC (HQ)	4	2	6	–	–	–	5	2	7	–	–	–	1	–	1	25.0	–	16.7
GCO (HQ)	15	6	21	0.1	–	0.1	17	5	22	0.1	–	0.1	2	(1)	1	13.3	(16.7)	4.8
OSRSG-CAAC (FF)	11	2	13	0.1	–	–	12	2	14	0.1	–	–	1	–	1	9.1	–	7.7

Entity (focus designation)	2019						2020						Change					
	Number			Percentage			Number			Percentage			Number			Percentage		
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
OSRSG-VAC (FF)	6	4	10	–	–	–	7	4	11	–	–	–	1	–	1	16.7	–	10.0
UNOV (OAH)	144	234	378	1.0	1.0	1.0	139	240	379	1.0	1.1	1.0	(5)	6	1	(3.5)	2.6	0.3
TBLDC (HQ)	2	1	3	–	–	–	2	2	4	–	–	–	–	1	1	–	100.0	33.3
IAAC-SEC (HQ)	1	1	2	–	–	–	1	1	2	–	–	–	–	–	–	–	–	–
OOSA (HQ)	12	16	28	0.1	0.1	0.1	13	15	28	0.1	0.1	0.1	1	(1)	–	8.3	(6.3)	–
OSC SEA (FF)	3	1	4	–	–	–	3	1	4	–	–	–	–	–	–	–	–	–
OSEH (PO)	2	–	2	–	–	–	2	–	2	–	–	–	–	–	–	–	–	–
UNCC (HQ)	2	1	3	–	–	–	2	1	3	–	–	–	–	–	–	–	–	–
ODA (HQ)	46	35	81	0.3	0.2	0.2	45	35	80	0.3	0.2	0.2	(1)	–	(1)	(2.2)	–	(1.2)
OHRLLS (HQ)	15	12	27	0.1	0.1	0.1	14	12	26	0.1	0.1	0.1	(1)	–	(1)	(6.7)	–	(3.7)
OSAA (HQ)	13	15	28	0.1	0.1	0.1	14	13	27	0.1	0.1	0.1	1	(2)	(1)	7.7	(13.3)	(3.6)
UNCTAD (HQ)	229	259	488	1.6	1.1	1.3	229	258	487	1.6	1.1	1.3	–	(1)	(1)	–	(0.4)	(0.2)
UNROD (HQ)	13	9	22	0.1	–	0.1	13	8	21	0.1	–	0.1	–	(1)	(1)	–	(11.1)	(4.5)
DPPA (FF)	235	152	387	1.7	0.7	1.1	235	150	385	1.7	0.7	1.0	–	(2)	(2)	–	(1.3)	(0.5)
ETHICS (CS)	8	5	13	0.1	–	–	6	5	11	–	–	–	(2)	–	(2)	(25.0)	–	(15.4)
HSU (HQ)	3	4	7	–	–	–	4	1	5	–	–	–	1	(3)	(2)	33.3	(75.0)	(28.6)
OVRA (FF)	4	1	5	–	–	–	2	1	3	–	–	–	(2)	–	(2)	(50.0)	–	(40.0)
UNOAU (PO)	24	35	59	0.2	0.2	0.2	23	33	56	0.2	0.1	0.2	(1)	(2)	(3)	(4.2)	(5.7)	(5.1)
UNOMS (CS)	22	9	31	0.2	–	0.1	19	9	28	0.1	–	0.1	(3)	–	(3)	(13.6)	–	(9.7)
UNOP (HQ)	9	9	18	0.1	–	–	8	7	15	0.1	–	–	(1)	(2)	(3)	(11.1)	(22.2)	(16.7)
UN-Habitat (FF)	176	182	358	1.3	0.8	1.0	167	186	353	1.2	0.8	1.0	(9)	4	(5)	(5.1)	2.2	(1.4)
UNAKRT (FF)	21	48	69	0.1	0.2	0.2	20	43	63	0.1	0.2	0.2	(1)	(5)	(6)	(4.8)	(10.4)	(8.7)
UNEP (FF)	801	529	1 330	5.7	2.3	3.6	802	521	1 323	5.6	2.3	3.6	1	(8)	(7)	0.1	(1.5)	(0.5)
UNOG (OAH)	263	276	539	1.9	1.2	1.5	260	272	532	1.8	1.2	1.4	(3)	(4)	(7)	(1.1)	(1.4)	(1.3)
DMSPC (CS)	380	245	625	2.7	1.1	1.7	371	245	616	2.6	1.1	1.7	(9)	–	(9)	(2.4)	–	(1.4)
DOS (CS)	440	437	877	3.1	1.9	2.4	443	419	862	3.1	1.9	2.3	3	(18)	(15)	0.7	(4.1)	(1.7)
OIOS (CS)	135	162	297	1.0	0.7	0.8	129	152	281	0.9	0.7	0.8	(6)	(10)	(16)	(4.4)	(6.2)	(5.4)
DGC (CS)	447	320	767	3.2	1.4	2.1	433	317	750	3.0	1.4	2.0	(14)	(3)	(17)	(3.1)	(0.9)	(2.2)
OLA (CS)	115	78	193	0.8	0.3	0.5	101	73	174	0.7	0.3	0.5	(14)	(5)	(19)	(12.2)	(6.4)	(9.8)
EOSG (HQ)	101	55	156	0.7	0.2	0.4	80	50	130	0.6	0.2	0.4	(21)	(5)	(26)	(20.8)	(9.1)	(16.7)

Entity (focus designation)	2019						2020						Change					
	Number			Percentage			Number			Percentage			Number			Percentage		
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
OEERC (HQ)	9	32	41	0.1	0.1	0.1	1	7	8	–	–	–	(8)	(25)	(33)	(88.9)	(78.1)	(80.5)
DSS (FF)	419	1 497	1 916	3.0	6.6	5.2	407	1 413	1 820	2.9	6.3	4.9	(12)	(84)	(96)	(2.9)	(5.6)	(5.0)
DGACM (CS)	1 425	1 117	2 542	10.1	5.0	7.0	1 194	984	2 178	8.4	4.4	5.9	(231)	(133)	(364)	(16.2)	(11.9)	(14.3)
Subtotal, departments/offices	8 763	9 195	17 958	62.4	40.8	49.1	9 005	9 353	18 358	63.3	41.4	49.8	242	158	400	2.8	1.7	2.2
Regional commissions													–	–	–	–	–	–
ECA (REC)	273	351	624	1.9	1.6	1.7	291	384	675	2.0	1.7	1.8	18	33	51	6.6	9.4	8.2
ECE (REC)	126	103	229	0.9	0.5	0.6	134	102	236	0.9	0.5	0.6	8	(1)	7	6.3	(1.0)	3.1
ECLAC (REC)	319	239	558	2.3	1.1	1.5	309	237	546	2.2	1.0	1.5	(10)	(2)	(12)	(3.1)	(0.8)	(2.2)
ESCWA (REC)	158	117	275	1.1	0.5	0.8	148	114	262	1.0	0.5	0.7	(10)	(3)	(13)	(6.3)	(2.6)	(4.7)
ESCAP (REC)	301	228	529	2.1	1.0	1.4	294	221	515	2.1	1.0	1.4	(7)	(7)	(14)	(2.3)	(3.1)	(2.6)
Subtotal, regional commissions	1 177	1 038	2 215	8.4	4.6	6.1	1 176	1 058	2 234	8.3	4.7	6.1	(1)	20	19	(0.1)	1.9	0.9
Tribunals													–	–	–	–	–	–
IRMCT (HQ)	278	335	613	2.0	1.5	1.7	247	324	571	1.7	1.4	1.6	(31)	(11)	(42)	(11.2)	(3.3)	(6.9)
Subtotal, tribunals	278	335	613	2.0	1.5	1.7	247	324	571	1.7	1.4	1.6	(31)	(11)	(42)	(11.2)	(3.3)	(6.9)
Subtotal, departments/offices, regional commissions and tribunals	10 218	10 568	20 786	72.8	46.9	56.8	10 428	10 735	21 163	73.3	47.5	57.5	210	167	377	2.1	1.6	1.8
Peacekeeping operations and special political missions and other political presences													–	–	–	–	–	–
MINUSMA (PO)	358	1 187	1 545	2.5	5.3	4.2	374	1 210	1 584	2.6	5.4	4.3	16	23	39	4.5	1.9	2.5
UNITAD (PO)	36	68	104	0.3	0.3	0.3	47	92	139	0.3	0.4	0.4	11	24	35	30.6	35.3	33.7
MINUSCA (PO)	290	917	1 207	2.1	4.1	3.3	305	932	1 237	2.1	4.1	3.4	15	15	30	5.2	1.6	2.5
UNISFA (PO)	38	198	236	0.3	0.9	0.6	46	213	259	0.3	0.9	0.7	8	15	23	21.1	7.6	9.7

Entity (focus designation)	2019						2020						Change					
	Number			Percentage			Number			Percentage			Number			Percentage		
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
UNITAMS (PO)	–	–	–	–	–	–	8	10	18	0.1	–	–	8	10	18	–	–	–
UNLB (CS)	146	266	412	1.0	1.2	1.1	148	272	420	1.0	1.2	1.1	2	6	8	1.4	2.3	1.9
MINURSO (PO)	46	182	228	0.3	0.8	0.6	48	186	234	0.3	0.8	0.6	2	4	6	4.3	2.2	2.6
POE-Yemen (PO)	1	3	4	–	–	–	2	6	8	–	–	–	1	3	4	100.0	100.0	100.0
BINUH (PO)	37	54	91	0.3	0.2	0.2	40	53	93	0.3	0.2	0.3	3	(1)	2	8.1	(1.9)	2.2
OSASG-Cyprus (PO)	9	7	16	0.1	–	–	11	7	18	0.1	–	–	2	–	2	22.2	–	12.5
OSESG-Yemen (PO)	18	60	78	0.1	0.3	0.2	18	62	80	0.1	0.3	0.2	–	2	2	–	3.3	2.6
RSCE (CS)	179	164	343	1.3	0.7	0.9	185	160	345	1.3	0.7	0.9	6	(4)	2	3.4	(2.4)	0.6
UNFICYP (PO)	62	96	158	0.4	0.4	0.4	66	94	160	0.5	0.4	0.4	4	(2)	2	6.5	(2.1)	1.3
UNSCO (PO)	14	46	60	0.1	0.2	0.2	15	47	62	0.1	0.2	0.2	1	1	2	7.1	2.2	3.3
UNSOS (PO)	147	336	483	1.0	1.5	1.3	150	335	485	1.1	1.5	1.3	3	(1)	2	2.0	(0.3)	0.4
ATSMT (PO)	5	10	15	–	–	–	4	12	16	–	0.1	–	(1)	2	1	(20.0)	20.0	6.7
GOE-DRC (PO)	–	–	–	–	–	–	1	–	1	–	–	–	1	–	1	–	–	–
OSASG-POG (PO)	9	3	12	0.1	–	–	11	2	13	0.1	–	–	2	(1)	1	22.2	(33.3)	8.3
OSESG-MYR (PO)	3	1	4	–	–	–	3	2	5	–	–	–	–	1	1	–	100.0	25.0
POESOM (PO)	2	3	5	–	–	–	3	3	6	–	–	–	1	–	1	50.0	–	20.0
OMBUD (PO)	2	–	2	–	–	–	2	–	2	–	–	–	–	–	–	–	–	–
OSESG-SC1559 (PO)	2	–	2	–	–	–	2	–	2	–	–	–	–	–	–	–	–	–
OSESG-Syria (PO)	24	46	70	0.2	0.2	0.2	22	48	70	0.2	0.2	0.2	(2)	2	–	(8.3)	4.3	–
POE-CAR (PO)	1	1	2	–	–	–	1	1	2	–	–	–	–	–	–	–	–	–
POE-Mali (PO)	1	–	1	–	–	–	1	–	1	–	–	–	–	–	–	–	–	–
POE-Sudan (PO)	–	1	1	–	–	–	–	1	1	–	–	–	–	–	–	–	–	–
UNOCA (PO)	15	22	37	0.1	0.1	0.1	15	22	37	0.1	0.1	0.1	–	–	–	–	–	–
UNRCCA (PO)	9	21	30	0.1	0.1	0.1	9	21	30	0.1	0.1	0.1	–	–	–	–	–	–
UNRGID (PO)	2	5	7	–	–	–	2	5	7	–	–	–	–	–	–	–	–	–
CNMC (PO)	4	7	11	–	–	–	4	6	10	–	–	–	–	(1)	(1)	–	(14.3)	(9.1)
POE-DPRK (PO)	5	1	6	–	–	–	5	–	5	–	–	–	–	(1)	(1)	–	(100.0)	(16.7)
POE-Libya (PO)	2	–	2	–	–	–	1	–	1	–	–	–	(1)	–	(1)	(50.0)	–	(50.0)
POE-S. Sudan (PO)	1	1	2	–	–	–	–	1	1	–	–	–	(1)	–	(1)	(100.0)	–	(50.0)
SCR 2231 (PO)	4	5	9	–	–	–	3	5	8	–	–	–	(1)	–	(1)	(25.0)	–	(11.1)

Entity (focus designation)	2019						2020						Change					
	Number			Percentage			Number			Percentage			Number			Percentage		
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
UNMHA (PO)	17	59	76	0.1	0.3	0.2	18	57	75	0.1	0.3	0.2	1	(2)	(1)	5.9	(3.4)	(1.3)
UNMIK (PO)	127	183	310	0.9	0.8	0.8	125	184	309	0.9	0.8	0.8	(2)	1	(1)	(1.6)	0.5	(0.3)
OSESG (PO)	6	20	26	–	0.1	0.1	6	18	24	–	0.1	0.1	–	(2)	(2)	–	(10.0)	(7.7)
OSESG-GL (PO)	12	12	24	0.1	0.1	0.1	11	11	22	0.1	–	0.1	(1)	(1)	(2)	(8.3)	(8.3)	(8.3)
UNOWAS (PO)	26	32	58	0.2	0.1	0.2	25	31	56	0.2	0.1	0.2	(1)	(1)	(2)	(3.8)	(3.1)	(3.4)
UNSCOL (PO)	17	61	78	0.1	0.3	0.2	17	59	76	0.1	0.3	0.2	–	(2)	(2)	–	(3.3)	(2.6)
UNDOF (PO)	26	101	127	0.2	0.4	0.3	22	101	123	0.2	0.4	0.3	(4)	–	(4)	(15.4)	–	(3.1)
UNMOGIP (PO)	12	59	71	0.1	0.3	0.2	12	55	67	0.1	0.2	0.2	–	(4)	(4)	–	(6.8)	(5.6)
UNVMC (PO)	114	143	257	0.8	0.6	0.7	111	140	251	0.8	0.6	0.7	(3)	(3)	(6)	(2.6)	(2.1)	(2.3)
OSESG-SSS (PO)	5	5	10	–	–	–	–	–	–	–	–	–	(5)	(5)	(10)	(100.0)	(100.0)	(100.0)
UNIFIL (PO)	246	576	822	1.8	2.6	2.2	244	567	811	1.7	2.5	2.2	(2)	(9)	(11)	(0.8)	(1.6)	(1.3)
UNMISS (PO)	439	1 826	2 265	3.1	8.1	6.2	437	1 816	2 253	3.1	8.0	6.1	(2)	(10)	(12)	(0.5)	(0.5)	(0.5)
UNSOM (PO)	81	180	261	0.6	0.8	0.7	69	180	249	0.5	0.8	0.7	(12)	–	(12)	(14.8)	–	(4.6)
UNTSO (PO)	58	168	226	0.4	0.7	0.6	54	160	214	0.4	0.7	0.6	(4)	(8)	(12)	(6.9)	(4.8)	(5.3)
UNSMIL (PO)	47	181	228	0.3	0.8	0.6	42	170	212	0.3	0.8	0.6	(5)	(11)	(16)	(10.6)	(6.1)	(7.0)
UNAMI (PO)	160	583	743	1.1	2.6	2.0	153	572	725	1.1	2.5	2.0	(7)	(11)	(18)	(4.4)	(1.9)	(2.4)
UNAMID (PO)	266	1 174	1 440	1.9	5.2	3.9	253	1 155	1 408	1.8	5.1	3.8	(13)	(19)	(32)	(4.9)	(1.6)	(2.2)
MINUJUSTH (PO)	12	25	37	0.1	0.1	0.1	–	3	3	–	–	–	(12)	(22)	(34)	(100.0)	(88.0)	(91.9)
MONUSCO (PO)	477	1 861	2 338	3.4	8.3	6.4	470	1 834	2 304	3.3	8.1	6.3	(7)	(27)	(34)	(1.5)	(1.5)	(1.5)
UNAMA (PO)	170	922	1 092	1.2	4.1	3.0	165	890	1 055	1.2	3.9	2.9	(5)	(32)	(37)	(2.9)	(3.5)	(3.4)
UNIOGBIS (PO)	34	82	116	0.2	0.4	0.3	19	48	67	0.1	0.2	0.2	(15)	(34)	(49)	(44.1)	(41.5)	(42.2)
Subtotal, peacekeeping operations and special political missions and other political presences	3 824	11 964	15 788	27.2	53.1	43.2	3 805	11 859	15 664	26.7	52.5	42.5	(19)	(105)	(124)	(0.5)	(0.9)	(0.8)
Total	14 042	22 532	36 574	100.0	100.0	100.0	14 233	22 594	36 827	100.0	100.0	100.0	191	62	253	1.4	0.3	0.7

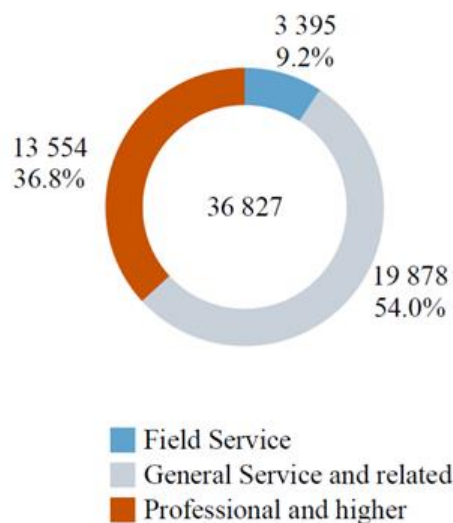
B. Category

108. Figure 38 shows the overall number and percentages of all staff categories. Table 1.A (see annex) provides details by category and nationality; table 1.B (see annex) shows the same details by category and entity.

Figure 38

All staff of the Secretariat by category as at 31 December 2020

(Population: 36,827)



1. Grade and entity

109. Table 23 provides the distribution of staff by category and grade.

Table 23

All staff of the Secretariat by category, grade and entity as at 31 December 2020

(Population: 36,827)

Category/grade	Departments/ offices	Regional commissions	Tribunals	Peacekeeping operations and special political missions and other political presences	Total
Professional and higher					
USG	47	6	1	18	72
ASG	42	–	1	37	80
D-2	143	5	–	39	187
D-1	420	59	1	135	615
P-5	1 342	151	14	405	1 912
P-4	3 018	252	49	904	4 223
P-3	3 021	274	87	1 195	4 577
P-2	979	120	54	169	1 322
P-1	14	2	–	–	16
INT	262	138	12	–	412
R	13	–	–	–	13

<i>Category/grade</i>	<i>Departments/ offices</i>	<i>Regional commissions</i>	<i>Tribunals</i>	<i>Peacekeeping operations and special political missions and other political presences</i>	<i>Total</i>
T	121	3	1	–	125
Subtotal	9 422	1 010	220	2 902	13 554
Field Service					
FS-7	–	–	–	31	31
FS-6	2	–	1	428	431
FS-5	18	1	20	1 567	1 606
FS-4	9	–	40	1 267	1 316
FS-3	–	–	2	9	11
Subtotal	29	1	63	3 302	3 395
General Service and related					
NPO-D	57	11	–	10	78
NPO-C	315	23	–	205	543
NPO-B	501	13	–	843	1 357
NPO-A	444	5	–	209	658
G-7	648	240	5	31	924
G-6	2 494	384	80	470	3 428
G-5	2 008	301	83	2 506	4 898
G-4	1 198	171	84	2 826	4 279
G-3	388	57	32	1 749	2 226
G-2	394	18	4	603	1 019
G-1	20	–	–	8	28
TC	84	–	–	–	84
SS	299	–	–	–	299
LT	32	–	–	–	32
PIA	25	–	–	–	25
Subtotal	8 907	1 223	288	9 460	19 878
Total	18 358	2 234	571	15 664	36 827

2. Grade, economic grouping and gender

110. Table 24 shows Secretariat staff at the D-1 level and above by economic grouping¹⁹ of the staff member's country of nationality (developed and developing countries) and gender from 2016 to 2020.

¹⁹ Economic groupings as at 31 December 2020. Source: United Nations, Department of Economic and Social Affairs, Statistics Division, "Standard country or area codes for statistical use". Available at <https://unstats.un.org/unsd/methodology/m49/>.

Table 24

Distribution of Secretariat staff at the D-1 level and above by economic grouping^a and gender as at 31 December for 2016 to 2020

(Population: 36,827 as at 31 December 2020)

<i>Economic grouping</i>	<i>USG</i>					<i>ASG</i>					<i>D-2</i>					<i>D-1</i>					<i>All staff</i>				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
<i>Developing countries (143)</i>																									
Women	10	12	16	17	21	8	8	8	12	15	16	17	19	20	23	57	60	67	79	80	7 930	7 789	7 707	7 809	8 079
Men	25	23	18	20	19	31	24	24	22	25	52	50	48	56	59	149	139	139	156	158	19 107	17 892	17 113	15 979	16 140
All	35	35	34	37	40	39	32	32	34	40	68	67	67	76	82	206	199	206	235	238	27 037	25 681	24 820	23 788	24 219
<i>Developed countries (50)</i>																									
Women	5	10	13	12	12	10	19	26	27	23	34	35	45	55	45	109	104	114	155	161	5 942	5 856	6 066	6 198	6 114
Men	33	27	24	22	20	35	27	21	21	17	53	55	51	60	59	220	217	220	229	212	6 505	6 403	6 446	6 414	6 316
All	38	37	37	34	32	45	46	47	48	40	87	90	96	115	104	329	321	334	384	373	12 447	12 259	12 512	12 612	12 430
<i>Other^a</i>																									
Women	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	1	1	26	30	33	35	40
Men	—	—	—	—	—	—	—	—	—	—	1	1	1	1	1	2	2	2	3	3	141	135	140	139	138
All	—	—	—	—	—	—	—	—	—	—	1	1	1	1	1	3	3	2	4	4	167	165	173	174	178
Subtotal																									
Women	15	22	29	29	33	18	27	34	39	38	50	52	64	75	68	167	165	181	235	242	13 898	13 675	13 806	14 042	14 233
Men	58	50	42	42	39	66	51	45	43	42	106	106	100	117	119	371	358	361	388	373	25 753	24 430	23 699	22 532	22 594
Total	73	72	71	71	72	84	78	79	82	80	156	158	164	192	187	538	523	542	623	615	39 651	38 105	37 505	36 574	36 827

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

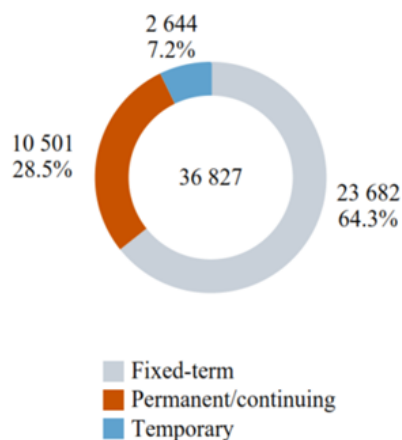
C. Appointment type

111. Figure 39 shows the number and percentage of staff appointed under one of the three appointment types: permanent or continuing,²⁰ fixed-term or temporary.²¹ Table 1.A (see annex) provides details on appointment types by nationality and category.

Figure 39

All staff of the Secretariat by appointment type as at 31 December 2020

(Population: 36,827)



1. Appointment type and entity

112. Figure 40 shows appointment type by entity and gender. Table 1.B (see annex) provides further details on appointment type by entity.

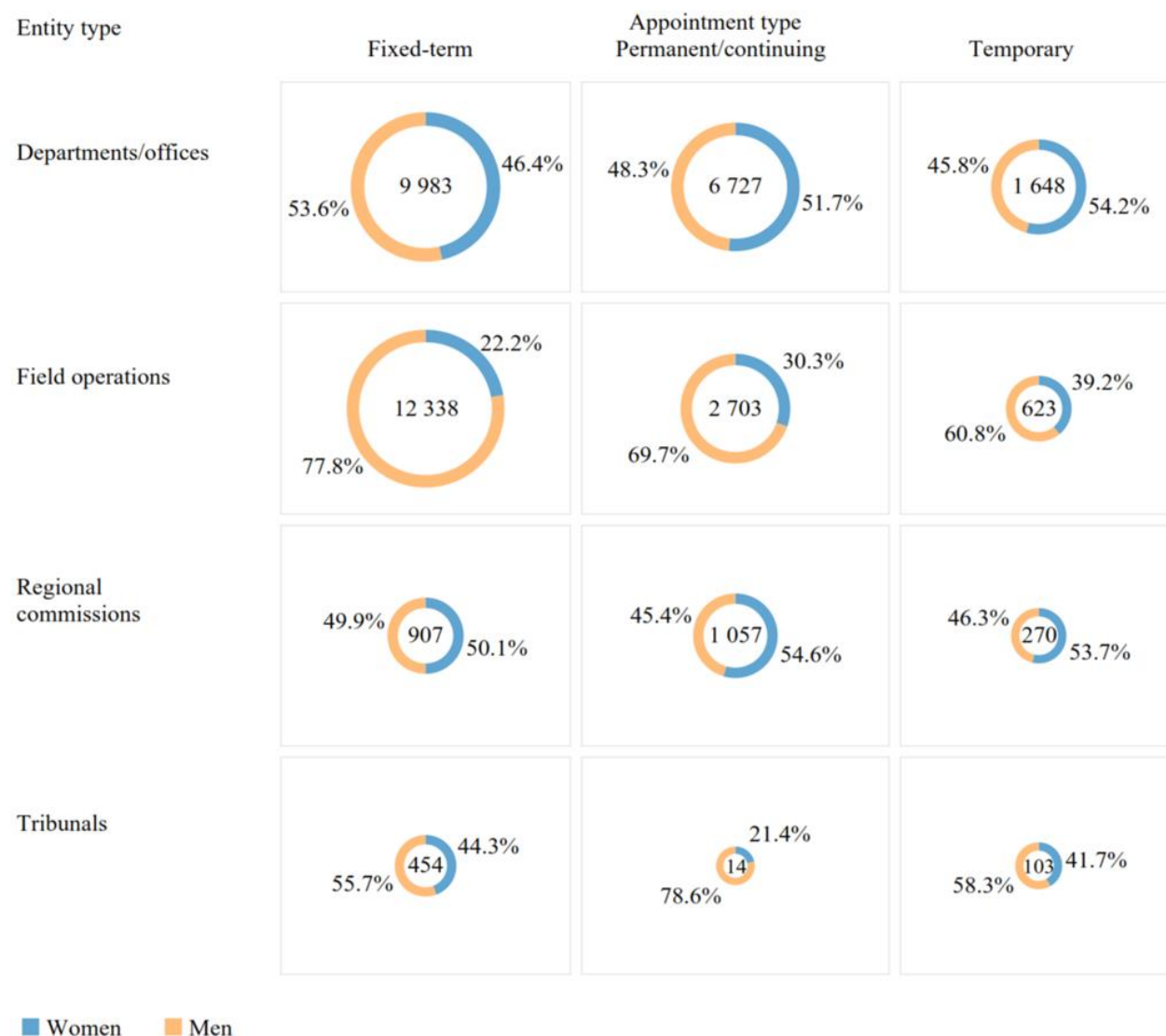
²⁰ Throughout the present report, the 27 staff with indefinite contracts have been reported under the permanent or continuing appointment type.

²¹ Throughout the present report, the 682 staff with when-actually-employed contracts have been reported under the temporary appointment type.

Figure 40

All staff of the Secretariat by appointment type, gender and entity as at 31 December 2020

(Population: 36,827)

**2. Appointment type, category and grade**

113. Table 25 shows appointment type by category and grade.

Table 25

All staff of the Secretariat by appointment type, category and grade as at 31 December 2020

(Population: 36,827)

Category/grade	Permanent/continuing	Fixed-term	Temporary	Total
Professional and higher				
USG	—	55	17	72
ASG	3	70	7	80
D-2	70	107	10	187

<i>Category/grade</i>	<i>Permanent/continuing</i>	<i>Fixed-term</i>	<i>Temporary</i>	<i>Total</i>
D-1	345	261	9	615
P-5	1 127	726	59	1 912
P-4	1 967	2 029	227	4 223
P-3	1 358	2 581	638	4 577
P-2	377	714	231	1 322
P-1	—	5	11	16
INT	—	—	412	412
R	—	—	13	13
T	—	—	125	125
Subtotal	5 247	6 548	1 759	13 554
Field Service				
FS-7	23	8	—	31
FS-6	311	112	8	431
FS-5	933	639	34	1 606
FS-4	504	755	57	1 316
FS-3	—	11	—	11
Subtotal	1 771	1 525	99	3 395
General Service and related				
NPO-D	4	74	—	78
NPO-C	24	500	19	543
NPO-B	23	1 292	42	1 357
NPO-A	11	600	47	658
G-7	611	300	13	924
G-6	1 425	1 913	90	3 428
G-5	840	3 857	201	4 898
G-4	269	3 824	186	4 279
G-3	55	2 070	101	2 226
G-2	30	929	60	1 019
G-1	—	11	17	28
TC	31	53	—	84
SS	133	166	—	299
LT	25	7	—	32
PIA	2	13	10	25
Subtotal	3 483	15 609	786	19 878
Total	10 501	23 682	2 644	36 827

114. Table 26 shows the number of high-level appointments with one-dollar-per-year contracts.²²

Table 26

High-level appointments with one-dollar-per-year contracts as at 31 December 2020

(Population: 17)

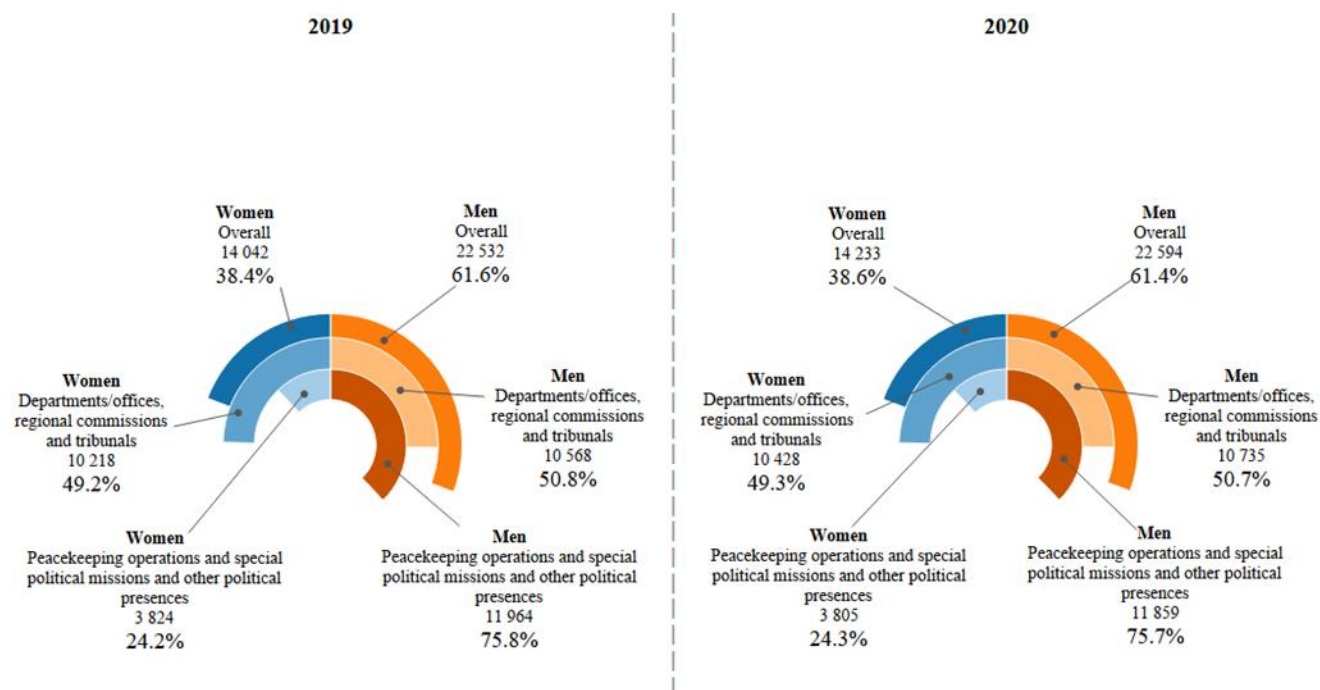
<i>Department/office</i>	<i>USG</i>	<i>ASG</i>	<i>Total</i>
EOSG	6	1	7
DESA	4	—	4
DMSPC	—	1	1
ECE	1	—	1
HSU	1	—	1
OSASG-POG	—	1	1
OSEH	1	—	1
UNCTAD	—	1	1
Total	13	4	17

D. Gender

115. Figure 41 shows the overall percentage of women in the all-staff population, which was 38.6 per cent. The percentage of women in departments/offices, regional commissions and tribunals was 49.3 per cent, and in peacekeeping operations and special political missions and other political presences was 24.3 per cent, as at 31 December 2020. Comparable percentages in 2019 were 38.4 per cent of women in the all-staff population, 49.2 per cent in departments/offices, regional commissions and tribunals, and 24.2 per cent in peacekeeping operations and special political missions and other political presences. Table 1.A (see annex) provides details regarding staff in the Secretariat, disaggregated by gender, nationality, category and appointment type.

²² As requested by the General Assembly in paragraph 64 of resolution [67/255](#), the present report incorporates a table showing high-level appointments with one-dollar-per-year contracts. In addition, in a letter dated 20 April 2021 addressed to the Chair of the Advisory Committee on Administrative and Budgetary Questions, the Controller informed the Advisory Committee of the establishment of extrabudgetary positions at the D-1 level and above that were on the basis of contracts the duration of which did not exceed 12 months, for which the approval of the Committee was not required. During the period from January to December 2020, a total of eight positions at the D-1 level and above funded by extrabudgetary resources were authorized (2 Assistant Secretary-General, 2 D-2 and 4 D-1); all were positions authorized for a period not exceeding 12 months.

Figure 41
Percentage of all staff of the Secretariat by gender and entity as at 31 December for 2019 and 2020
 (Population: 36,827 as at 31 December 2020)



1. Gender and entity

116. Figure 42 shows the percentages of women in departments/offices, regional commissions and tribunals, while figure 43 shows the same information for peacekeeping operations and special political missions and other political presences. Table 1.B (see annex) provides details regarding all staff, disaggregated by gender, entity, location, category and appointment type.

117. Figure 44 summarizes the same information as figure 42 and figure 43, but uses the seven-entity grouping approach.

Figure 42

Staff of the Secretariat in departments/offices, regional commissions and tribunals by gender and entity as at 31 December 2020

(Population: 21,163 of 36,827)

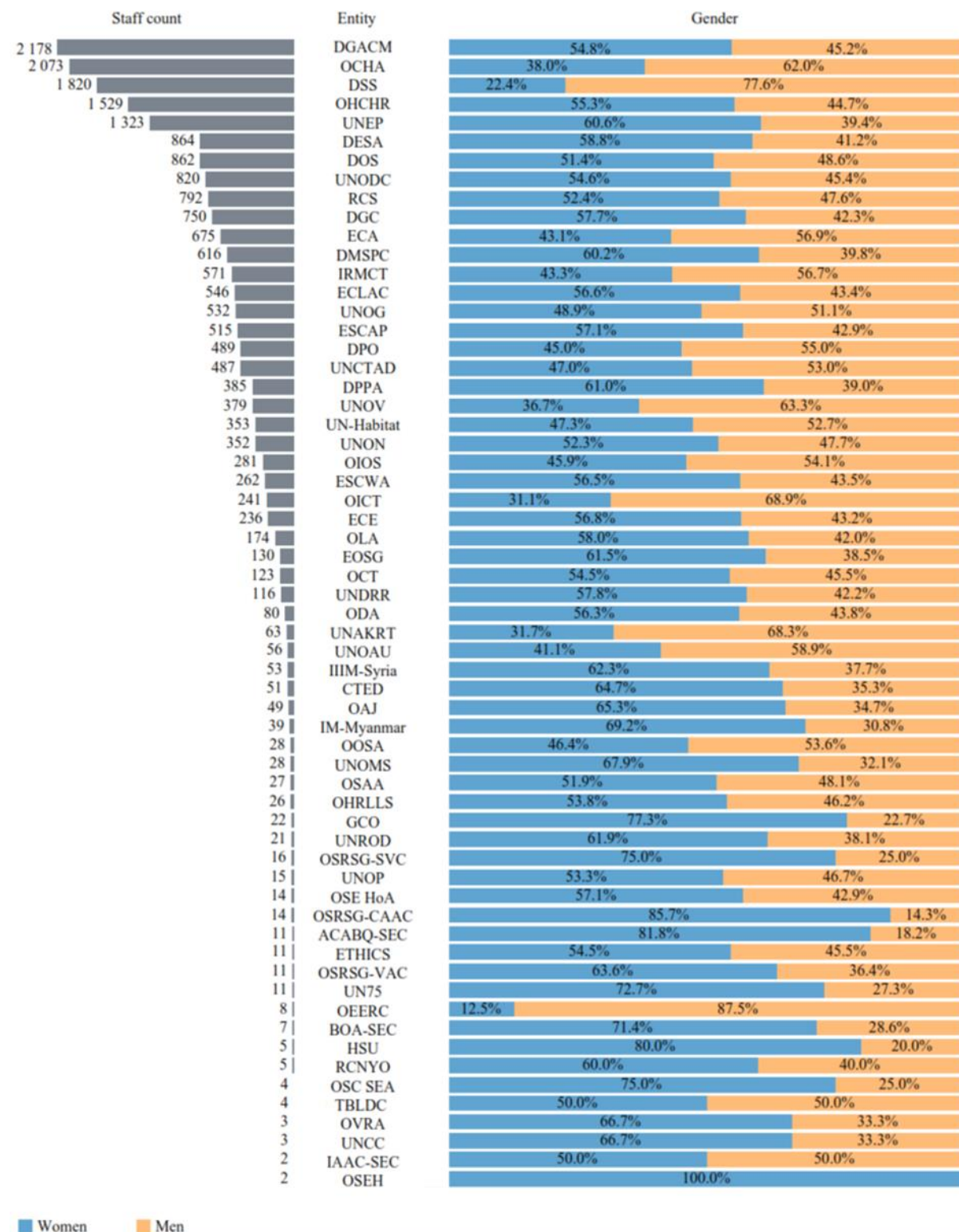


Figure 43

Staff of the Secretariat in peacekeeping operations and special political missions and other political presences by gender and entity as at 31 December 2020

(Population: 15,664 of 36,827)

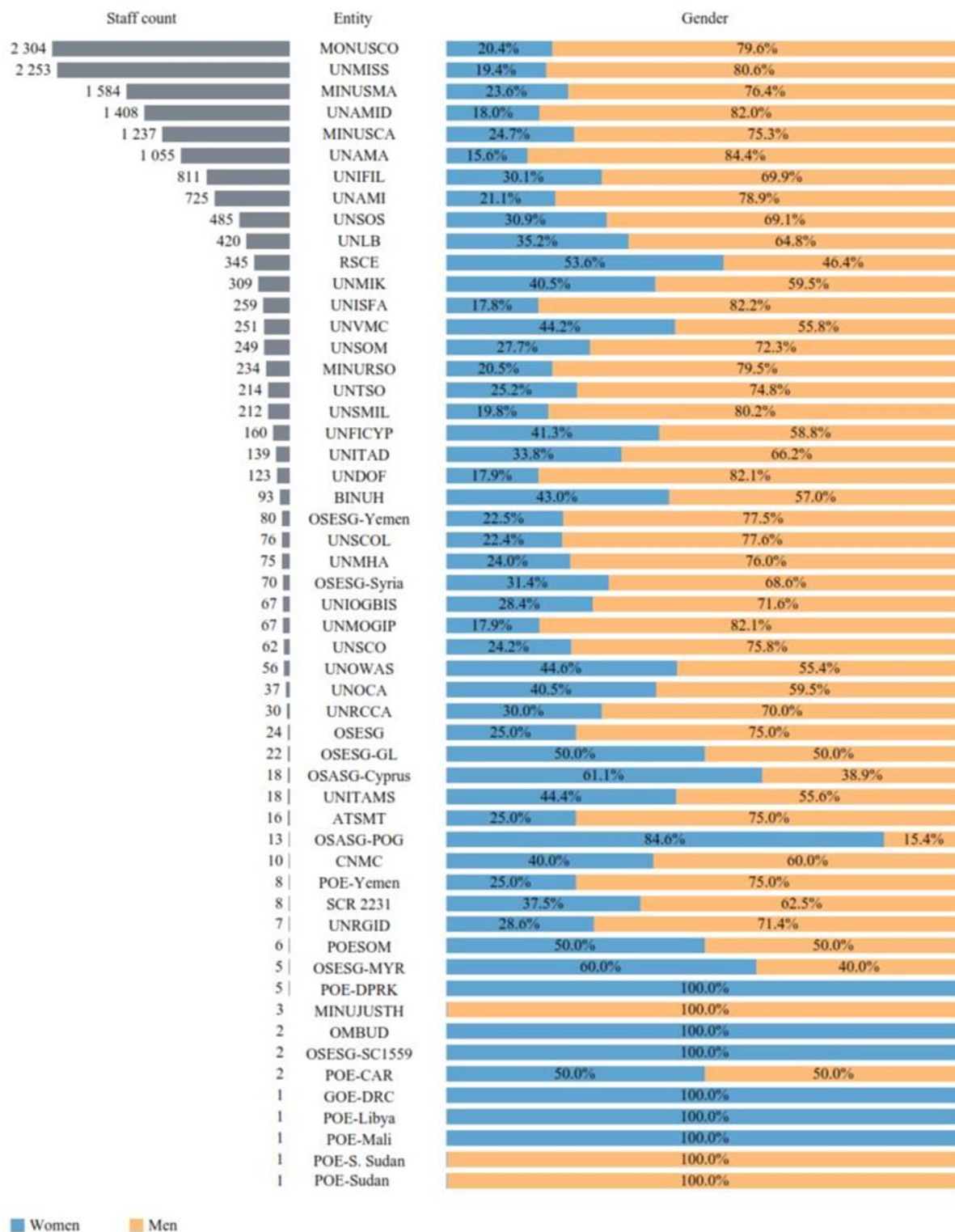


Figure 44

Staff of the Secretariat by gender and entity according to the seven-entity grouping approach as at 31 December for 2016, 2019 and 2020

(Population: 36,827 as at 31 December 2020)

Entity Grouping	2016	2019	2020	2016		2019		2020	
Corporate service entities	6 465	6 377	5 955	53.5%	46.5%	53.3%	46.7%	52.7%	47.3%
Field-focused entities	8 291	8 791	8 995	43.0%	57.0%	43.8%	56.2%	44.8%	55.2%
Headquarters-based entities	2 267	2 606	2 561	51.7%	48.3%	52.5%	47.5%	52.9%	47.1%
Office away from Headquarters	1 298	1 259	1 263	43.5%	56.5%	46.0%	54.0%	46.2%	53.8%
Peace operations	19 074	15 143	15 022	20.9%	79.1%	23.5%	76.5%	23.6%	76.4%
Regional economic commissions	2 256	2 215	2 239	51.3%	48.7%	53.1%	46.9%	52.7%	47.3%
Resident coordinator system	0	183	792			57.9%	42.1%	52.4%	47.6%
Total	39 651	36 574	36 827	35.1%	64.9%	38.4%	61.6%	38.6%	61.4%

Gender

■ Women

■ Men

2. Gender, category and grade

118. Table 27 provides a breakdown of the number and percentage of women and men in the all-staff population, by category and grade.

Table 27

All staff of the Secretariat by gender, category and grade as at 31 December 2020

(Population: 36,827)

Category/grade	Women		Men		Total
	Number	Percentage	Number	Percentage	
Professional and higher					
USG	33	45.8	39	54.2	72
ASG	38	47.5	42	52.5	80
D-2	68	36.4	119	63.6	187
D-1	242	39.3	373	60.7	615
P-5	754	39.4	1 158	60.6	1 912
P-4	1 802	42.7	2 421	57.3	4 223
P-3	2 153	47.0	2 424	53.0	4 577
P-2	746	56.4	576	43.6	1 322
P-1	12	75.0	4	25.0	16
INT	241	58.5	171	41.5	412
R	1	7.7	12	92.3	13
T	63	50.4	62	49.6	125
Subtotal	6 153	45.4	7 401	54.6	13 554
Field Service					
FS-7	4	12.9	27	87.1	31

Category/grade	Women		Men		Total
	Number	Percentage	Number	Percentage	
FS-6	90	20.9	341	79.1	431
FS-5	499	31.1	1 107	68.9	1 606
FS-4	362	27.5	954	72.5	1 316
FS-3	2	18.2	9	81.8	11
Subtotal	957	28.2	2 438	71.8	3 395
General Service and related					
NPO-D	25	32.1	53	67.9	78
NPO-C	218	40.1	325	59.9	543
NPO-B	440	32.4	917	67.6	1 357
NPO-A	239	36.3	419	63.7	658
G-7	552	59.7	372	40.3	924
G-6	1 900	55.4	1 528	44.6	3 428
G-5	2 227	45.5	2 671	54.5	4 898
G-4	1 069	25.0	3 210	75.0	4 279
G-3	263	11.8	1 963	88.2	2 226
G-2	69	6.8	950	93.2	1 019
G-1	11	39.3	17	60.7	28
TC	1	1.2	83	98.8	84
SS	67	22.4	232	77.6	299
LT	24	75.0	8	25.0	32
PIA	18	72.0	7	28.0	25
Subtotal	7 123	35.8	12 755	64.2	19 878
Total	14 233	38.6	22 594	61.4	36 827

E. Age

119. The average age for all staff as at 31 December 2020 was 46.8 years (see figure 45) compared with 46.2 years as at 31 December 2019. Figure 46 shows the age distribution of all staff by gender. Consistent with the analysis of staff demographic trends provided in the report of the Secretary-General on an overview of human resources management reform for the period 2017–2018 ([A/73/372/Add.1](#)), the upward movement of the average age reflects a reduction in the number of staff in the lower age ranges, in particular, those in the ranges 30–34 and 35–39. This is due to the decrease in staff in the G-2 to G-4 grades, which comprise staff members who are younger than the overall average age.

Figure 45
Average age of all staff of the Secretariat by gender as at 31 December for 2016 to 2020
 (Population: 36,827 as at 31 December 2020)

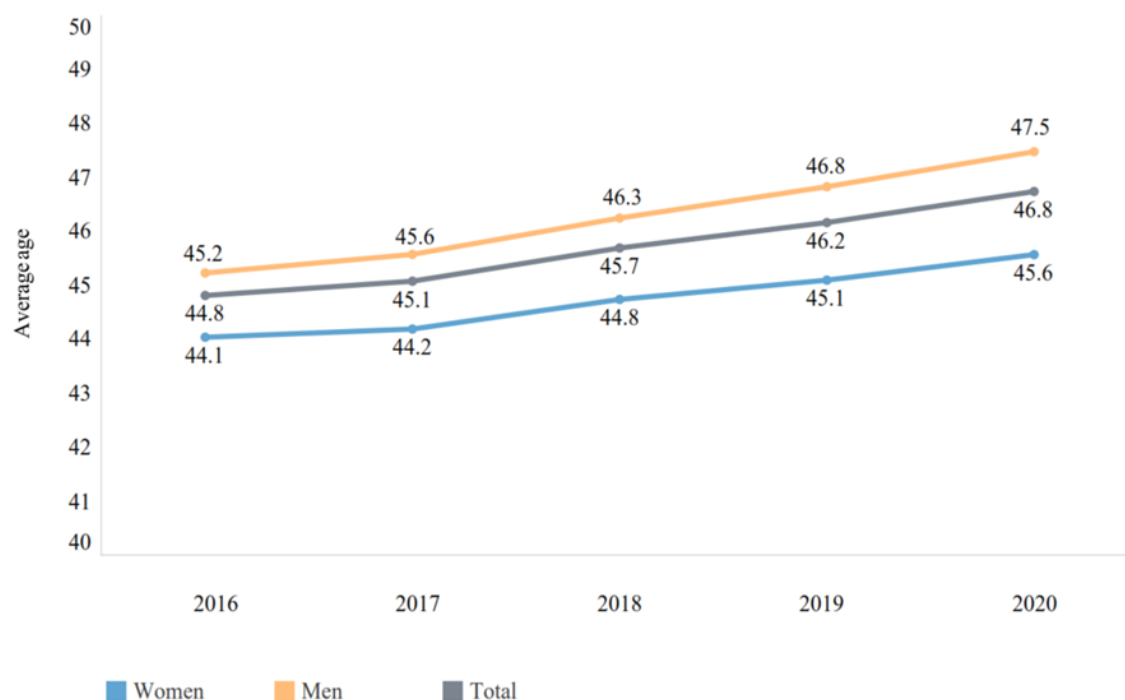
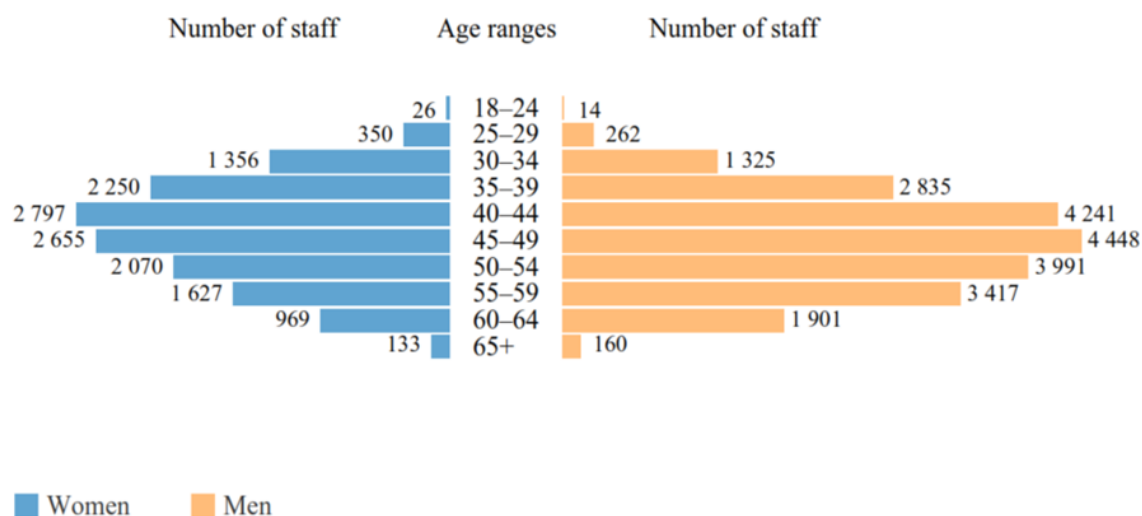


Figure 46
Distribution of all staff of the Secretariat by age as at 31 December 2020
 (Population: 36,827)



1. Age by entity group and gender

120. The average age of staff of the Secretariat in departments/offices, regional commissions and tribunals is 46.6 years, and is 46.9 years in peacekeeping operations and special political missions and other political presences. Figures 47 and 48 show

the distribution of staff of the Secretariat by age and gender in departments/offices, regional commissions and tribunals, and in peacekeeping operations and special political missions and other political presences, respectively.

Figure 47

Distribution of all staff of the Secretariat in departments/offices, regional commissions and tribunals by age and gender as at 31 December 2020

(Population: 21,163)

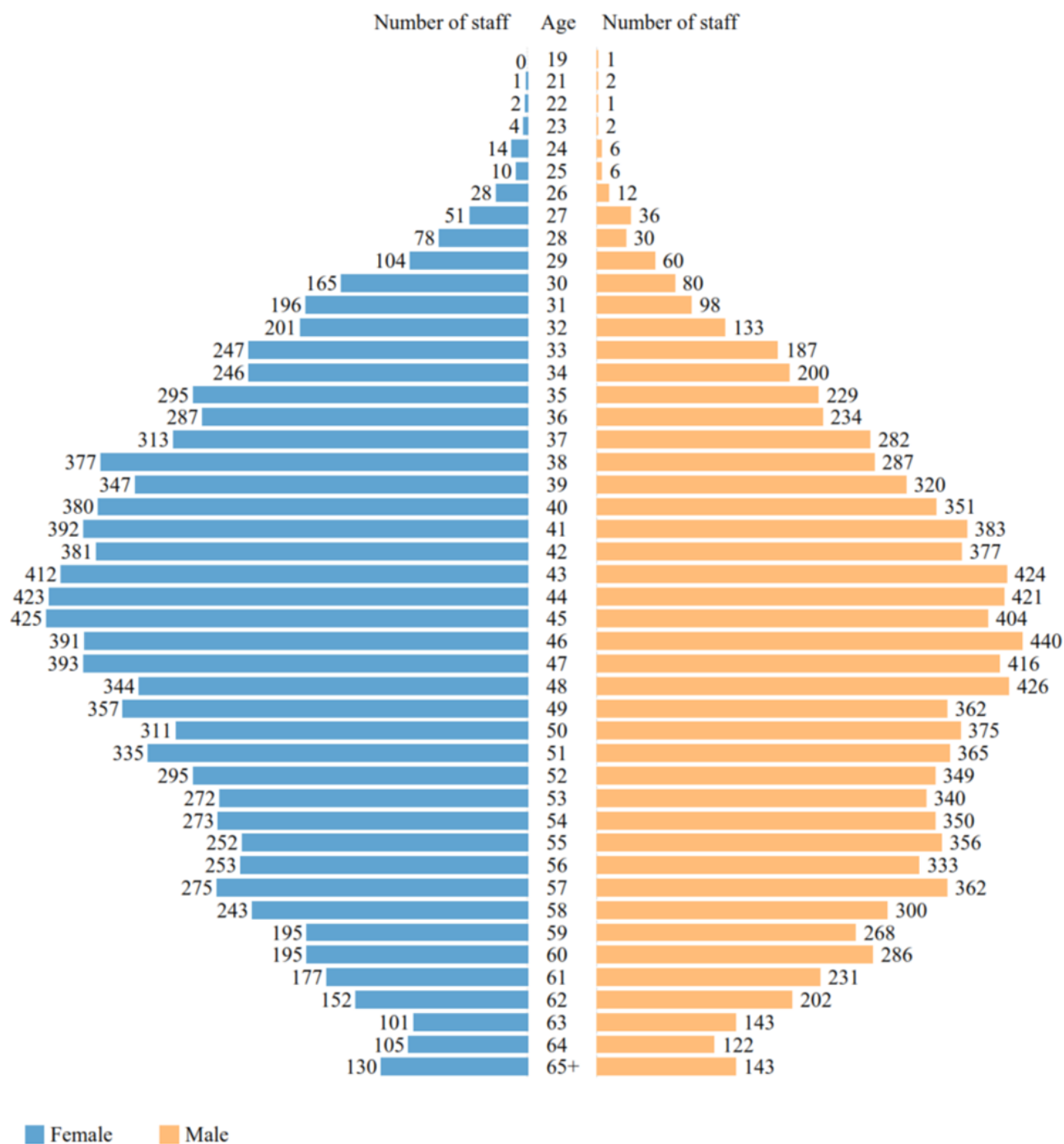
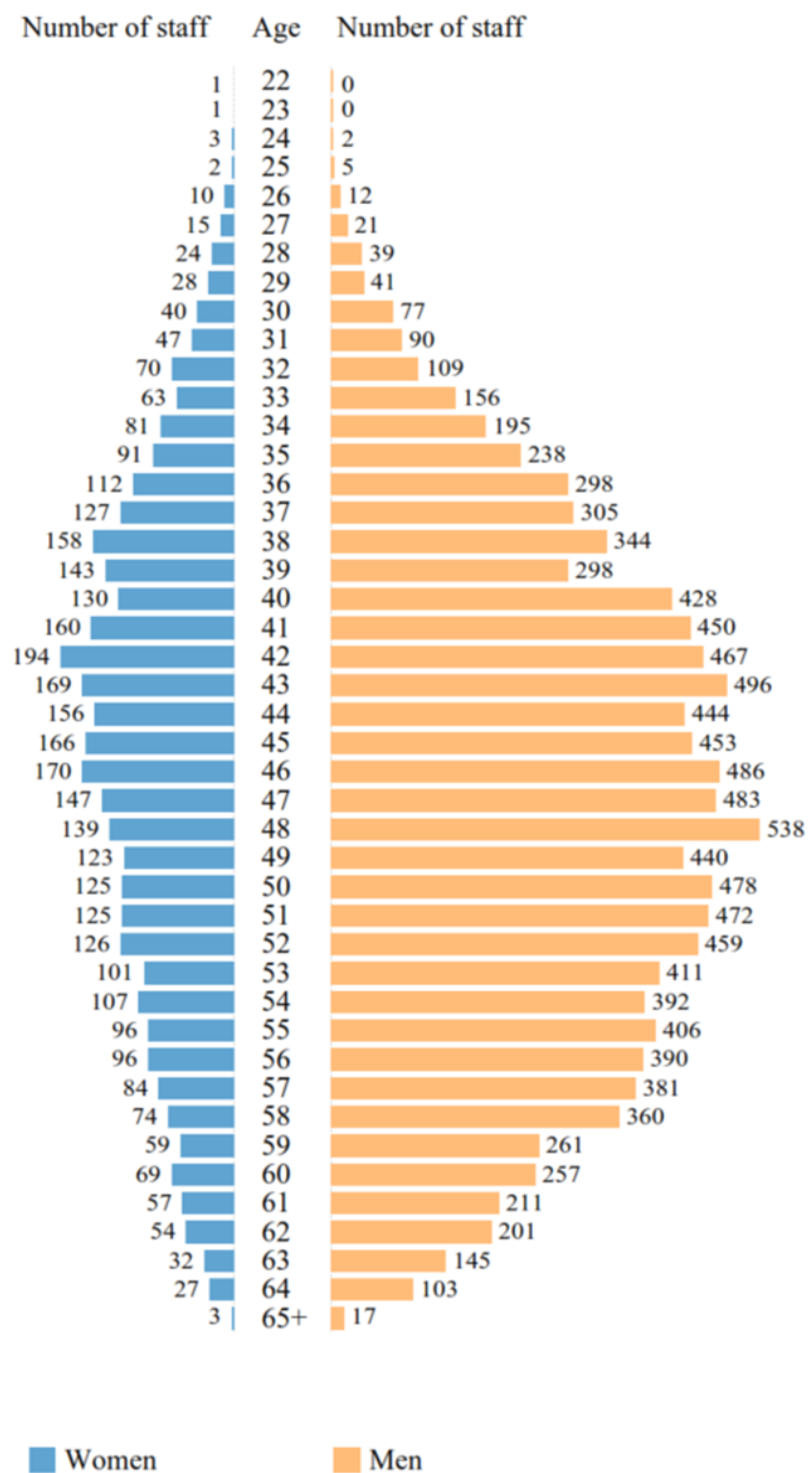


Figure 48

Distribution of all staff of the Secretariat in peacekeeping operations and special political missions and other political presences by age and gender as at 31 December 2020

(Population: 15,664)



2. Age, length of service, category, grade and gender

121. Table 28 provides the average age and length of service for all staff by category, grade and gender as at 31 December 2020.

Table 28

All staff of the Secretariat by category, grade, average age, average length of service and gender as at 31 December 2020

(Population: 36,827)

Category/grade	Average age (years)			Average length of service (years)			Number of staff		
	Women	Men	All staff	Women	Men	All staff	Women	Men	Total
Professional and higher									
USG	60.0	61.7	60.9	4.0	4.9	4.5	33	39	72
ASG	59.7	59.6	59.7	5.2	6.1	5.7	38	42	80
D-2	56.1	58.3	57.5	7.9	11.0	9.9	68	119	187
D-1	54.6	55.8	55.3	11.9	12.9	12.5	242	373	615
P-5	51.3	53.8	52.8	13.1	12.6	12.8	754	1 158	1 912
P-4	47.5	50.6	49.3	10.0	9.7	9.8	1 802	2 421	4 223
P-3	42.9	46.8	44.9	6.2	7.1	6.7	2 153	2 424	4 577
P-2	35.8	39.2	37.3	4.2	4.6	4.4	746	576	1 322
P-1	30.4	39.5	32.7	1.1	0.7	1.0	12	4	16
INT	53.1	55.4	54.0	2.8	2.1	2.5	241	171	412
R	80.0	73.3	73.8	1.2	2.4	2.3	1	12	13
T	49.3	58.2	53.7	1.4	1.8	1.6	63	62	125
Average/subtotal	45.7	49.7	47.9	8.0	8.8	8.4	6 153	7 401	13 554
Field Service									
FS-7	47.0	55.5	54.4	11.2	17.2	16.4	4	27	31
FS-6	49.8	52.2	51.7	11.4	12.7	12.4	90	341	431
FS-5	50.0	51.0	50.7	10.3	10.6	10.5	499	1 107	1 606
FS-4	49.2	49.9	49.7	8.9	8.8	8.8	362	954	1 316
FS-3	51.0	53.9	53.4	16.3	12.0	12.8	2	9	11
Average/subtotal	49.7	50.8	50.5	9.9	10.3	10.2	957	2 438	3 395
General Service and related									
NPO-D	49.4	47.5	48.1	7.7	6.4	6.8	25	53	78
NPO-C	43.1	46.5	45.2	5.6	6.2	5.9	218	325	543
NPO-B	41.5	44.9	43.8	5.6	6.6	6.2	440	917	1 357
NPO-A	39.4	42.9	41.6	5.0	6.1	5.7	239	419	658
G-7	50.5	49.7	50.2	18.1	15.7	17.1	552	372	924
G-6	48.2	47.0	47.7	13.7	12.2	13.0	1 900	1 528	3 428
G-5	44.8	45.1	45.0	10.0	10.1	10.0	2 227	2 671	4 898
G-4	41.2	44.9	44.0	7.6	10.6	9.8	1 069	3 210	4 279
G-3	40.7	45.9	45.3	8.2	10.4	10.1	263	1 963	2 226
G-2	41.9	46.2	45.9	7.9	10.5	10.3	69	950	1 019
G-1	28.1	37.6	33.9	1.6	7.1	4.9	11	17	28

Category/grade	Average age (years)			Average length of service (years)			Number of staff		
	Women	Men	All staff	Women	Men	All staff	Women	Men	Total
TC	43.0	49.9	49.8	7.7	13.4	13.3	1	83	84
SS	40.9	46.5	45.2	10.0	16.6	15.1	67	232	299
LT	49.7	45.1	48.6	10.8	7.7	10.0	24	8	32
PIA	34.2	34.4	34.3	3.7	2.9	3.5	18	7	25
Average/subtotal	45.0	45.6	45.4	10.5	10.3	10.4	7 123	12 755	19 878
Average/total, all categories	45.6	47.5	46.8	9.4	9.8	9.6	14 233	22 594	36 827

3. Age, length of service and appointment type

122. Table 29 shows the average age and length of service for all staff by appointment type and category as at 31 December 2020.

Table 29

All staff of the Secretariat by appointment type, category, average age and average length of service as at 31 December 2020

(Population: 36,827)

Appointment type/category	Average age (years)	Average length of service (years)	Number of staff
Permanent/continuing			
D+	56.4	18.4	418
P	49.7	14.5	4 829
FS	52.0	13.0	1 771
GS+	52.1	20.3	3 483
Average/subtotal	51.2	16.3	10 501
Fixed-term			
D+	56.3	5.0	493
P	45.6	5.2	6 055
FS	49.1	7.4	1 525
GS+	44.1	8.6	15 609
Average/subtotal	45.1	7.6	23 682
Temporary			
D+	60.4	2.8	43
P	45.6	1.3	1 716
FS	46.3	0.9	99
GS+	40.1	1.4	786
Average/subtotal	44.3	1.4	2 644
Average/total, all categories	46.8	9.6	36 827

4. Forecast of retirements

123. Table 30 highlights the forecast of retirements by category from 1 January 2021 to 31 December 2025 for all staff in the Secretariat. This forecast is based on the increase in the mandatory age of separation of staff to 65 years, which came into effect on 1 January 2018.

Table 30

Forecast of retirements from 1 January 2021 to 31 December 2025 by category for all staff of the Secretariat

(Population: 34,055^a as at 31 December 2020)

<i>Category</i>	<i>Average yearly number of staff retirements 2021–2025 (if all retire at 65)</i>	<i>Number of staff in category</i>	<i>Retirements as a percentage of category</i>
D	44	783	5.6
P	185	10 884	1.7
FS	70	3 296	2.1
GS+	244	19 092	1.3
Total	542	34 055	1.6

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

124. As a new feature in the present report, and to provide a broader analysis of staff demographics, the Secretariat also extended the forecast number of retirements of staff by category and gender to 31 December 2030. Table 31 highlights the forecast number and percentage of retirements for the population from 1 January 2021 to 31 December 2030 based on the mandatory age of separation of 65 years. The data forecast an average of 754 retirements per year during the 10-year period, of which, on average, 244 retirees are women and 510 are men. The average forecast provided in table 31 indicates that staff in the Field Service and the Director and above categories will retire in greater numbers than those in the other staff categories, with 6.2 per cent of staff in the Director category and 3.2 per cent of staff in the Field Service category forecast to retire annually between 2021 and 2030..

Table 31

Yearly forecast of average retirements from 1 January 2021 to 31 December 2030 by category and gender for all staff of the Secretariat(Population: 34,055^a as at 31 December 2020)

Category	Women			Men			Total		
	Average yearly number of staff retirements 2021–2030 (if all retire at 65)	Number of staff in category	Retirements as a percentage of category	Average yearly number of staff retirements 2021–2030 (if all retire at 65)	Number of staff in category	Retirements as a percentage of category	Average yearly number of staff retirements 2021–2030 (if all retire at 65)	Number of staff in category	Retirements as a percentage of category
D	17	302	5.7	31	481	6.5	48	783	6.2
P	76	4 888	1.6	183	5 996	3.1	259	10 884	2.4
FS	26	912	2.8	79	2 384	3.3	104	3 296	3.2
GS+	125	6 743	1.9	218	12 349	1.8	343	19 092	1.8
Total	244	12 845	1.9	510	21 210	2.4	754	34 055	2.2

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

125. To provide additional focus on the impact of retirements on progress in achieving gender parity, additional data disaggregated by gender have now been included in the present report. In line with the Secretary-General's system-wide strategy on gender parity, the base population of staff members for the calculation of gender parity includes staff in the Professional and higher categories, excluding Under-Secretaries-General and Assistant Secretaries-General who are not subject to retirement age limitations, as well as staff in the Field Service category with a permanent, continuing or fixed-term appointment. As at 31 December 2020, this group included 14,963 staff members: 6,102 women (40.8 per cent) and 8,861 men (59.2 per cent).

126. Table 31 provides a detailed breakdown of the annual forecast retirements from 1 January 2021 to 31 December 2030 by category and gender. Table 32 highlights that the number of forecast retirements, by year, accelerates for all categories and genders of staff over the period. Using the base population of 14,963 referred to in paragraph 125, the Secretariat will reach overall gender parity when between 7,033 (47 per cent) and 7,930 (53 per cent) staff members are women. The difference between the number of women required to attain the lower limit of the gender parity band (7,033) and the actual number of women (6,102) in the base population as at 31 December 2020 is 931. This represents the number of women needed to be recruited from outside the Secretariat to reach the lower limit of the gender parity band.

Table 32

Yearly forecast of retirements from 1 January 2021 to 31 December 2030 for staff of the Secretariat in the Director, Professional and Field Service categories by gender

(Population: 4,111 as at 31 December 2020)

<i>Category</i>	<i>Gender</i>	<i>2021</i>	<i>2022</i>	<i>2023</i>	<i>2024</i>	<i>2025</i>	<i>2026</i>	<i>2027</i>	<i>2028</i>	<i>2029</i>	<i>2030</i>	<i>Total</i>
Director	Women	6	13	20	14	17	16	18	25	26	17	172
	Men	19	23	31	33	42	38	20	44	22	39	311
Subtotal		25	36	51	47	59	54	38	69	48	56	483
Professional	Women	30	37	41	59	71	68	93	115	106	138	758
	Men	81	110	150	148	198	174	226	249	257	237	1 830
Subtotal		111	147	191	207	269	242	319	364	363	375	2 588
Field Service	Women	14	13	19	28	26	26	33	26	38	32	255
	Men	25	32	57	57	77	89	103	104	116	125	785
Subtotal		39	45	76	85	103	115	136	130	154	157	1 040
Total		175	228	318	339	431	411	493	563	565	588	4 111

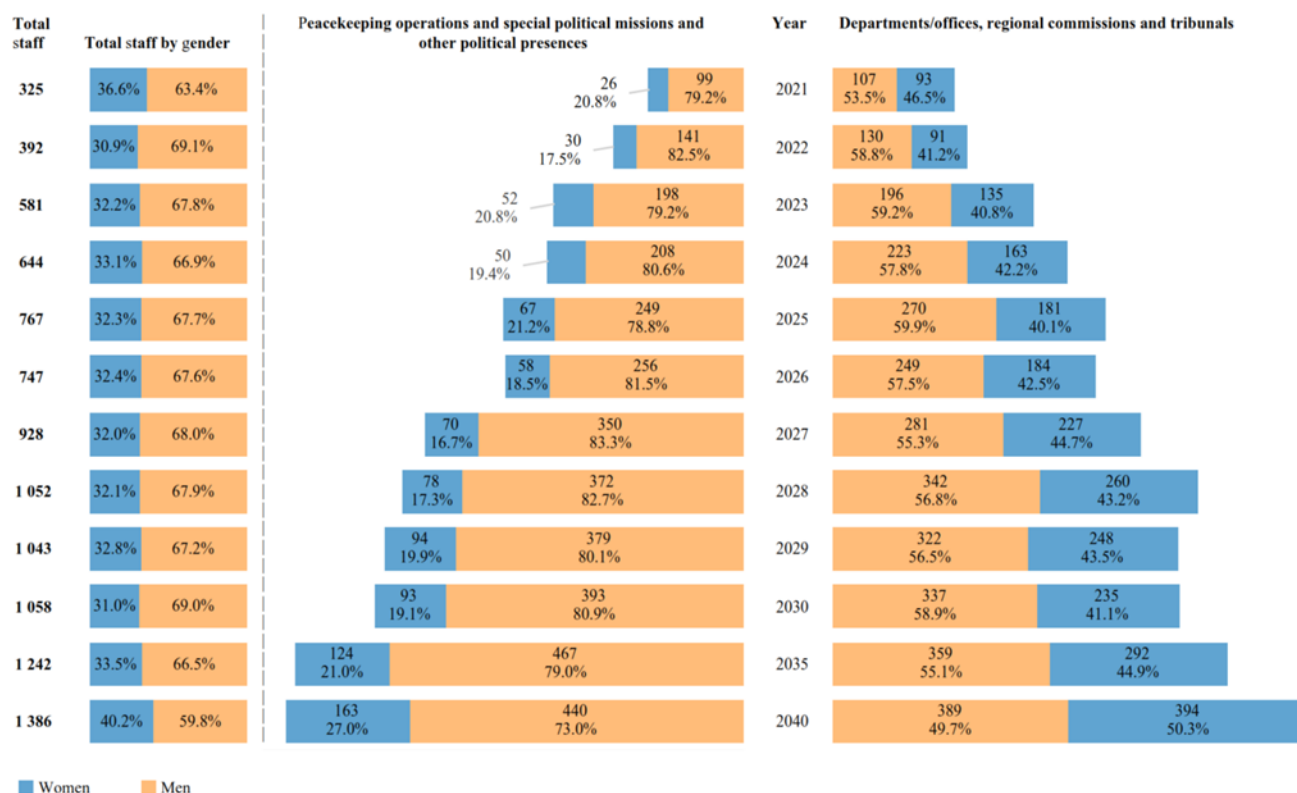
127. Figure 49 provides information on retirements by gender for 2021 to 2030 for peacekeeping operations and special political missions and other political presences, and for departments/offices, regional commissions and tribunals. In addition, the forecast has been further extended to better understand how the forecast of retirements will continue beyond 2030, to 2035 and 2040. Between 2021 and 2030, the 10-year forecast highlights the upward trend in forecast retirements. Figure 49 shows that there are 13.4 per cent more forecast retirements in departments/offices, regional commissions and tribunals (4,274) than in peacekeeping operations and special political missions and other political presences (3,263). Retirements of women as a percentage of all retirements in peacekeeping operations and special political missions and other political presences is 18.9 per cent (618 out of 3,263 staff), compared with 42.5 per cent (1,817 out of 4,274 staff) in departments/offices, regional economic commissions and tribunals.

128. Looking to the future, figure 49 extends beyond the 10-year forecast and considers forecast retirements in the years 2035 and 2040 to further extrapolate this trend. The trend of total staff retiring from the Secretariat continues its incline, with a relatively consistent increase in the number of total staff who are forecast to retire through 2040. By 2040, of the total population of staff forecast to retire, 5,708 staff (56.2 per cent) in departments/offices, regional commissions and tribunals will retire. Of the 5,708 staff in those areas who are forecast to retire, 43.9 per cent are women. In peacekeeping operations and special political missions and other political presences, 4,457 staff are forecast to retire by 2040, which is 43.8 per cent of the forecast retirement population at 2040. Of the 4,457 staff in those areas who are forecast to retire, 20.3 per cent are women. Overall, women account for 33.5 per cent of all forecast retirements by 2040. The extension to include the years 2035 and 2040 as specific data points demonstrates that projected retirements will remain at above 1,000 annually starting in 2028.

Figure 49

Yearly forecast of retirements from 1 January 2021 to 31 December 2040 for all staff of the Secretariat by entity group and gender

(Population: 10,165 as at 31 December 2020)



IV. Staff movements

129. Section IV provides a description of Secretariat movements, including appointments, separations, promotions and transfers. Staff appointments, as presented in table 33, are defined for the purpose of the present report as the inflow of staff on initial appointments and reappointments, for example, when staff have been appointed to the Secretariat for the first time, or when staff have had prior appointments but separated temporarily as part of external movements, while promotions and transfers of staff already serving within the Organization are considered internal movements.

130. The population used to report on staff appointments and separations, which was 34,274 as at 31 December 2020, includes those staff members administered in Umoja and is 2,553²³ staff members smaller than that reported in section III on the all-staff population (36,827). Table 33 provides a summary of staff movements.

²³ The 2,553 staff members of the Secretariat not included in the appointments and separations population are UNDP-administered staff of the Secretariat and some senior staff who are not yet administered in Umoja.

Table 33
Summary of staff movements by gender from 1 January to 31 December 2020
(Population: 34,274)

	<i>Women</i>	<i>Percentage of total</i>	<i>Men</i>	<i>Percentage of total</i>	<i>Total</i>
Balance as at 31 December 2019	13 406	38.9	21 065	61.1	34 471
External movements					
Appointments ^a	1 749	51.9	1 623	48.1	3 372
Separations ^b	(1 786)	50.5	(1 752)	49.5	(3 538)
Others ^c	(29)	93.5	(2)	6.5	(31)
Balance as at 31 December 2020	13 340	38.9	20 934	61.1	34 274
Internal movements					
Promotions ^d	417	54.7	346	45.3	763
Transfers ^e	145	54.7	120	45.3	265

^a Including initial appointments and reappointments.

^b The movement of staff out of the Secretariat.

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

^d The movement of staff to a higher grade, except from the General Service and related categories to the Professional category, which is considered recruitment, pursuant to General Assembly resolution 55/258.

^e Lateral movements of staff involving two departments or offices at one or more duty stations.

131. Table 34 shows the various types of separations accounting for the outflow of staff from the Organization. To better contextualize this data, percentage change from 2019 is now included. The data indicate a significant reduction in separations from 2019 to 2020, especially for men. While the data also show a change in the ratio of women who separated because of appointment expiration in 2020, it also reveals that a higher share of women were reappointed after appointment expiration in 2020.

Table 34
Separations by type and gender from 1 January to 31 December 2020
(Population: 3,538)

<i>Type of separation</i>	<i>Number of staff separations</i>			<i>Percentage change in staff separations from 2019</i>			<i>Percentage of staff separations</i>		<i>Number of staff reappointments^a</i>			<i>Percentage change in staff reappointments from 2019</i>		
	<i>Women</i>	<i>Men</i>	<i>Total</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>	<i>Women</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
Appointment expiration	1 310	1 084	2 394	(24.4)	(59.9)	(46.0)	54.7	45.3	671	477	1 148	(23.0)	(35.4)	(28.7)
Resignation	318	353	671	(31.5)	(29.7)	(30.5)	47.4	52.6	66	63	129	(39.4)	(46.2)	(42.9)
Retirement	26	54	80	(21.2)	20.0	2.6	32.5	67.5	–	–	–	(100.0)	(100.0)	(100.0)
Agreed termination	22	23	45	(37.1)	(55.8)	(48.3)	48.9	51.1	–	–	–	–	–	–
Transfer to other organizations in the United Nations common system	40	46	86	2.6	31.4	16.2	46.5	53.5	–	–	–	(100.0)	–	(100.0)

Type of separation	Number of staff separations			Percentage change in staff separations from 2019			Percentage of staff separations		Number of staff reappointments ^a			Percentage change in staff reappointments from 2019		
	Women	Men	Total	Women	Men	Total	Women	Men	Women	Men	Total	Women	Men	Total
Other ^b	70	192	262	(26.3)	(8.1)	(13.8)	26.7	73.3	2	3	5	(50.0)	–	(28.6)
Total	1 786	1 752	3 538	(25.6)	(50.6)	(40.5)	50.5	49.5	739	543	1 282	(25.1)	(36.8)	(30.5)

^a Defined as staff who separated between 1 January and 31 December 2020 and were reappointed within the same period.

^b Including death and separation for health reasons.

132. To complete the detailed view on the outflow of staff from the Organization, table 35 shows the historical trend of retirements by category, gender and average age for all staff of the Secretariat from 1 July 2016 to 31 December 2020. The reduction in retirements during 2017 and 2018, as well as the increase in average age from 2018 onward, is attributable to implementation of General Assembly resolution 70/244, which decided that the mandatory age of separation for staff recruited before 1 January 2014 should be raised by the Organization of the United Nations common system to 65 years of age at the latest by 1 January 2018. The table furthermore demonstrates that the retirement rate for men is twice as high as that for women.

Table 35
Retirements by category, gender and average age from 1 July 2016 to 31 December 2020

Category	1 July to 31 December 2016 ^a				1 January to 31 December 2017 ^b				1 January to 31 December 2018 ^c				1 January to 31 December 2019 ^d				1 January to 31 December 2020			
	Women	Men	Total	Average age	Women	Men	Total	Average age	Women	Men	Total	Average age	Women	Men	Total	Average age	Women	Men	Total	Average age
D+	6	18	24	61.5	13	29	42	62.0	5	11	16	63.4	4	7	11	63.4	2	10	12	63.8
P	31	51	82	61.4	53	120	173	61.7	9	27	36	61.5	7	16	23	62.3	10	17	27	63.1
FS	18	26	44	61.8	21	49	70	61.9	5	17	22	61.9	5	6	11	62.4	4	14	18	62.8
GS+	49	39	88	61.0	105	126	231	61.5	29	37	66	61.0	17	16	33	62.6	10	13	23	62.3
Total	104	134	238	61.4	192	324	516	61.7	48	92	140	61.6	33	45	78	62.6	26	54	80	62.9

^a See A/72/123.

^b See A/73/79.

^c See A/74/82.

^d See A/75/591.

A. Entity

Appointments and separations

133. Table 36 shows the appointments and separations in the 10 entities with the largest number of appointments in departments/offices, regional commissions and tribunals, and in peacekeeping operations and special political missions and other political presences. In order to better contextualize this data, the percentage change from 2019 is now included with the totals.

Table 36

Appointments and separations from 1 January to 31 December 2020 in the 10 entities with the largest number of appointments in departments/offices, regional commissions and tribunals, and in peacekeeping operations and special political missions and other political presences

(Population: 34,274)

Entity	Appointments				Percentage change in appointments from 2019			Separations ^a				Percentage change in separations from 2019		
	Women	Men	Total	Percentage of total appointments	Women	Men	Total	Women	Men	Total	Percentage of total separations	Women	Men	Total
Departments/offices, regional commissions and tribunals														
DGACM	278	194	472	14.0	(51.5)	(46.6)	(49.6)	421	274	695	19.6	(17.6)	(19.4)	(18.3)
OHCHR	164	92	256	7.6	(9.9)	(23.3)	(15.2)	152	90	242	6.8	(12.1)	(19.6)	(15.1)
RCS	86	95	181	5.4	22.9	50.8	36.1	18	13	31	0.9	50.0	18.2	34.8
OCHA	97	82	179	5.3	(24.2)	(27.4)	(25.7)	83	86	169	4.8	(19.4)	(14.9)	(17.2)
DESA	82	50	132	3.9	(30.5)	(3.8)	(22.4)	59	37	96	2.7	(10.6)	(15.9)	(12.7)
UNODC	87	42	129	3.8	52.6	2.4	31.6	41	38	79	2.2	—	26.7	11.3
DPO	47	80	127	3.8	20.5	53.8	39.6	40	67	107	3.0	(9.1)	17.5	5.9
UNEP	64	41	105	3.1	(36.6)	(34.9)	(36.0)	67	39	106	3.0	(10.7)	5.4	(5.4)
IRMCT	42	57	99	2.9	(64.1)	(50.0)	(57.1)	76	70	146	4.1	24.6	2.9	13.2
ECA	31	62	93	2.8	(16.2)	19.2	4.5	17	43	60	1.7	(15.0)	13.2	3.4
Other ^b	483	349	832	24.7	—	—	—	519	433	952	26.9	—	—	—
Subtotal	1 461	1 144	2 605	77.3	(34.2)	(29.8)	(32.3)	1 493	1 190	2 683	75.8	(18.4)	(14.8)	(16.8)
Peacekeeping operations and special political missions and other political presences														
MINUSMA	48	84	132	3.9	—	(25.0)	(17.5)	38	71	109	3.1	(2.6)	7.6	3.8
MONUSCO	32	67	99	2.9	(17.9)	(6.9)	(10.8)	32	90	122	3.4	(70.4)	(85.4)	(83.1)
MINUSCA	24	47	71	2.1	(44.2)	(53.0)	(50.3)	18	30	48	1.4	(21.7)	(50.0)	(42.2)
UNAMID	22	44	66	2.0	37.5	10.0	17.9	16	36	52	1.5	(88.5)	(95.8)	(94.8)
UNMISS	21	38	59	1.7	(4.5)	(17.4)	(13.2)	29	49	78	2.2	52.6	4.3	18.2
UNITAD	24	29	53	1.6	—	(3.3)	(1.9)	7	9	16	0.5	75.0	(10.0)	14.3
UNISFA	6	26	32	0.9	200.0	44.4	60.0	—	14	14	0.4	(100.0)	133.3	75.0
UNLB	10	17	27	0.8	(23.1)	(5.6)	(12.9)	5	11	16	0.5	(61.5)	(35.3)	(46.7)
UNAMA	11	15	26	0.8	(63.3)	(63.4)	(63.4)	15	38	53	1.5	(44.4)	(46.5)	(45.9)
UNVMC	11	9	20	0.6	(38.9)	(59.1)	(50.0)	11	12	23	0.7	(45.0)	(40.0)	(42.5)
Other ^b	79	103	182	5.4	—	—	—	122	202	324	9.2	—	—	—
Subtotal	288	479	767	22.7	(33.3)	(38.8)	(36.9)	293	562	855	24.2	(48.6)	(73.9)	(68.6)
Total	1 749	1 623	3 372	100.0	(34.0)	(32.7)	(33.4)	1 786	1 752	3 538	100.0	(25.6)	(50.6)	(40.5)

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

^b Please note that the percentage change from 2019 is not provided for “Other” because the composition of entities in 2019 differs from that in 2020.

B. Category

Appointments and separations

134. As with the data disaggregated by gender contained in table 36, table 37 shows information on appointments and separations, including resignations, by category and gender. To better contextualize this data, the percentage difference from 2019 has been included for the totals of each category and each type of movement.

Table 37
Appointments, separations and resignations by category, grade and gender from 1 January to 31 December 2020^a
(Population: 34,274)

Category/grade	Appointments		Percentage change in appointments from 2019			Separations ^b			Percentage change in separations from 2019			Resignations			Percentage change in resignations from 2019			
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Professional and higher																		
USG	6	2	8	20.0	(84.6)	(55.6)	1	6	7	(80.0)	(53.8)	(61.1)	–	1	1	–	(50.0)	(50.0)
ASG	4	5	9	(50.0)	(37.5)	(43.8)	8	8	16	60.0	(27.3)	–	1	1	2	–	–	100.0
D-2	5	13	18	(79.2)	(64.9)	(70.5)	13	17	30	8.3	(19.0)	(9.1)	7	3	10	600.0	200.0	400.0
D-1	21	20	41	(56.3)	(64.3)	(60.6)	18	42	60	12.5	(8.7)	(3.2)	2	5	7	100.0	(37.5)	(22.2)
P-5	65	94	159	18.2	27.0	23.3	44	91	135	(39.7)	(16.5)	(25.8)	13	24	37	(35.0)	9.1	(11.9)
P-4	201	234	435	6.3	(6.4)	(0.9)	175	233	408	(2.2)	(15.0)	(9.9)	47	46	93	9.3	(16.4)	(5.1)
P-3	413	344	757	(21.8)	(26.7)	(24.1)	344	298	642	(12.0)	(28.5)	(20.5)	66	45	111	(25.8)	(34.8)	(29.7)
P-2	202	144	346	(29.6)	(25.4)	(27.9)	152	94	246	(22.4)	(36.5)	(28.5)	27	17	44	(32.5)	(52.8)	(42.1)
P-1	11	4	15	(52.2)	–	(44.4)	10	1	11	25.0	(83.3)	(21.4)	2	–	2	100.0	–	100.0
INT	201	141	342	(39.3)	(26.6)	(34.6)	218	137	355	(10.3)	9.6	(3.5)	–	7	7	(100.0)	75.0	(22.2)
R	3	19	22	(40.0)	(40.6)	(40.5)	8	22	30	14.3	(31.3)	(23.1)	1	–	1	(50.0)	(100.0)	(85.7)
T	88	80	168	(56.0)	(41.6)	(50.1)	125	98	223	(39.3)	(36.4)	(38.1)	5	1	6	(78.3)	(95.8)	(87.2)
Subtotal	1 220	1 100	2 320	(28.4)	(24.9)	(26.8)	1 116	1 047	2 163	(16.8)	(22.8)	(19.8)	171	150	321	(24.3)	(33.6)	(29.0)
Field Service																		
FS-7	–	–	–	–	(100.0)	(100.0)	1	1	2	–	(66.7)	(33.3)	–	–	–	–	–	–
FS-6	3	8	11	(57.1)	(38.5)	(45.0)	12	28	40	50.0	12.0	21.2	4	8	12	100.0	60.0	71.4
FS-5	21	15	36	5.0	(61.5)	(39.0)	16	33	49	(36.0)	(57.7)	(52.4)	6	6	12	(14.3)	(64.7)	(50.0)
FS-4	23	45	68	(28.1)	(32.8)	(31.3)	28	59	87	(31.7)	(41.0)	(38.3)	5	13	18	(16.7)	–	(5.3)
FS-3	–	–	–	–	–	–	1	–	1	–	(100.0)	(66.7)	–	–	–	–	–	–
Subtotal	47	68	115	(20.3)	(43.3)	(35.8)	58	121	179	(21.6)	(42.1)	(36.7)	15	27	42	–	(22.9)	(16.0)

Category/grade	Appointments		Percentage change in appointments from 2019			Separations ^b			Percentage change in separations from 2019			Resignations			Percentage change in resignations from 2019			
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
General Service and related																		
NPO-D	—	—	—	(100.0)	(100.0)	(100.0)	1	4	5	—	300.0	150.0	1	—	1	—	(100.0)	(50.0)
NPO-C	9	19	28	(10.0)	5.6	—	6	12	18	(40.0)	(62.5)	(57.1)	1	4	5	(75.0)	(50.0)	(58.3)
NPO-B	25	32	57	(44.4)	(56.8)	(52.1)	14	31	45	(48.1)	(65.2)	(61.2)	8	12	20	(11.1)	(7.7)	(9.1)
NPO-A	9	10	19	(40.0)	(52.4)	(47.2)	7	22	29	—	10.0	7.4	2	9	11	—	50.0	37.5
G-7	4	4	8	(60.0)	(20.0)	(46.7)	24	12	36	(29.4)	(40.0)	(33.3)	8	6	14	(20.0)	—	(12.5)
G-6	69	37	106	(27.4)	(33.9)	(29.8)	108	60	168	(19.4)	(34.1)	(25.3)	35	28	63	(31.4)	(12.5)	(24.1)
G-5	155	134	289	(45.2)	(31.3)	(39.5)	176	136	312	(43.0)	(59.3)	(51.5)	40	47	87	(50.0)	(36.5)	(43.5)
G-4	146	119	265	(42.3)	(43.1)	(42.6)	154	153	307	(45.6)	(74.8)	(65.5)	29	41	70	(42.0)	(34.9)	(38.1)
G-3	29	61	90	(64.2)	(54.8)	(58.3)	56	77	133	(28.2)	(84.1)	(76.3)	4	19	23	(66.7)	(29.6)	(41.0)
G-2	17	28	45	(59.5)	(64.6)	(62.8)	33	55	88	(45.9)	(79.7)	(73.5)	3	3	6	50.0	—	20.0
G-1	12	7	19	(52.0)	(46.2)	(50.0)	23	9	32	(20.7)	(30.8)	(23.8)	1	—	1	—	—	—
TC	—	3	3	—	(50.0)	(50.0)	—	6	6	—	—	—	—	4	4	—	300.0	300.0
SS	—	—	—	(100.0)	(100.0)	(100.0)	2	6	8	—	(45.5)	(27.3)	—	3	3	—	(50.0)	(50.0)
LT	2	—	2	—	(100.0)	(50.0)	3	—	3	(25.0)	(100.0)	(50.0)	—	—	—	(100.0)	—	(100.0)
PIA	5	1	6	(54.5)	(75.0)	(60.0)	5	1	6	(28.6)	(50.0)	(33.3)	—	—	—	(100.0)	(100.0)	(100.0)
Subtotal	482	455	937	(45.8)	(45.0)	(45.4)	612	584	1 196	(37.8)	(70.5)	(59.7)	132	176	308	(40.8)	(27.0)	(33.6)
Total	1 749	1 623	3 372	(34.0)	(32.7)	(33.4)	1 786	1 752	3 538	(9.2)	(55.8)	(40.3)	318	353	671	(28.5)	(26.6)	(27.5)

^a Table excludes temporary appointments, but includes Junior Professional Officers. In 2020, in the Junior Professional Officer category, there were 23 resignations, 7 transfers and 51 expirations of appointment.

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

135. In section VIII of its resolution 57/305, the General Assembly approved the proposal of the Secretary-General on the placement of staff members serving in the Executive Office of the Secretary-General (see A/56/816) and requested him to report on the implementation of the procedure. During the period from 1 January to 31 December 2020, no staff member was transferred from the Executive Office of the Secretary-General to a post in another department at the same level in the Professional and higher categories.

C. Gender

136. For all information on staff movements by gender, see table 33. The percentage of women in the external staff movements population was 38.9 per cent as at 31 December 2020. This percentage remained unchanged from the previous reporting year as at 31 December 2019.

137. To enhance the present report with additional analysis to aid in the interpretation of data on the outflow of staff and its impact on human resources imperatives, gender-disaggregated detail on resignations is provided for the first time. Table 38 considers the proportion of resignations comparable to the proportion of staff count by category, grade and gender for the Professional and higher and Field Service categories as at 31 December 2020. The table highlights resignations as a subset of separations, and shows that overall resignations by women occurred at a higher proportion than their representation. Overall, some 50 per cent of all resignations were submitted by women, though women accounted for only around 40 per cent of staff in the Professional and higher and Field Service categories. However, this trend was not uniform across all levels: the proportion of resignations among women at the D-2 level was considerably higher than their representation, whereas it was the opposite for women at the D-1 and P-5 levels. The elevated ratio of resignations to representation of women at the mid-career P-3 and P-4 levels, as well as the FS-5 and FS-6 levels, requires further review, as resignations recorded in Umoja could have been caused by a multitude of reasons.

Table 38

Resignations as a subset of separations of all staff of the Secretariat by category, grade and gender from 1 January to 31 December 2020

(Population: 14,963^a)

Category/grade	Resignations					Staff count				
	Women		Men		Total	Women		Men		Total
	Number	Percentage	Number	Percentage		Number	Percentage	Number	Percentage	
D-2	7	77.8	2	22.2	9	65	36.7	112	63.3	177
D-1	2	28.6	5	71.4	7	237	39.1	369	60.9	606
P-5	11	34.4	21	65.6	32	732	39.5	1 121	60.5	1 853
P-4	37	52.1	34	47.9	71	1 706	42.7	2 290	57.3	3 996
P-3	38	58.5	27	41.5	65	1 823	46.3	2 116	53.7	3 939
P-2	19	61.3	12	38.7	31	623	57.1	468	42.9	1 091
P-1	1	100.0	–	0.0	1	4	80.0	1	20.0	5
Subtotal	115	53.2	101	46.8	216	5 190	44.5	6 477	55.5	11 667

Category/grade	Resignations					Staff count				
	Women		Men		Total	Women		Men		Total
	Number	Percentage	Number	Percentage		Number	Percentage	Number	Percentage	
FS-7	–	0.0	–	0.0	–	4	12.9	27	87.1	31
FS-6	4	33.3	8	66.7	12	86	20.3	337	79.7	423
FS-5	6	50.0	6	50.0	12	481	30.6	1 091	69.4	1 572
FS-4	5	27.8	13	72.2	18	339	26.9	920	73.1	1 259
FS-3	–	0.0	–	0.0	–	2	18.2	9	81.8	11
Subtotal	15	35.7	27	64.3	42	912	27.7	2 384	72.3	3 296
Total	130	50.4	128	49.6	258	6 102	40.8	8 861	59.2	14 963

^a The population excludes Under-Secretaries-General, Assistant Secretaries-General and staff with temporary appointments.

D. Age

Appointments and separations

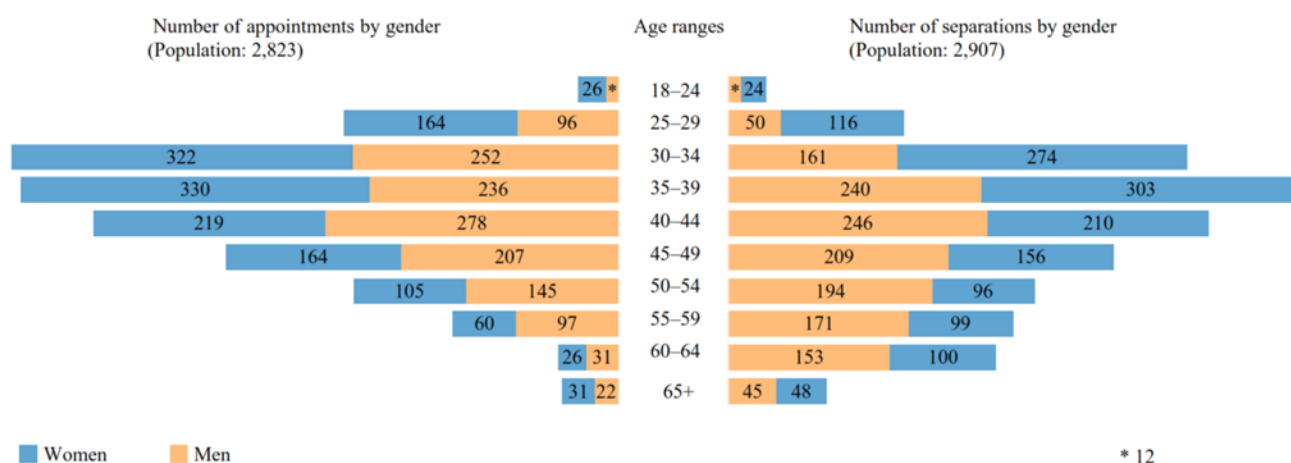
138. Figure 50 shows that most appointed staff are in the 30–34 age group and most separated staff are in the 35–39 age group. More women than men are appointed at a younger age, with a turning point observed at the age group of 40 to 44 years, when men start being appointed at higher rates, up to the age of 65 and older.

139. For the period from 1 January to 31 December 2020, the average age of staff of the Secretariat at the time of resignation was 45.0 years. At the time of resignation, the average length of service in the Secretariat was 8.7 years.

Figure 50

Distribution of appointments and separations by age and gender from 1 January to 31 December 2020

(Population: 5,730^a)



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

V. Staff subject to the system of desirable ranges

140. As at 31 December 2020, there were 3,129 Secretariat staff with geographical status pursuant to paragraph 66 of General Assembly resolution 65/247, in which the Assembly decided that staff members should retain geographical status only when serving against a post subject to geographical distribution, except those recruited under the young professionals programme.²⁴

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

142. The representation of Member States under the system of desirable ranges over the past five reporting periods is shown in table 39. Table 40 shows the representation status of individual Member States as at 31 December 2020, as well as the representation status as at 31 December 2019 if it is different from that as at 31 December 2020. Table 2.A (see annex) provides a detailed breakdown of Secretariat staff with geographical status by nationality, grade and gender, including information on appointments, separations and balances, as at 31 December 2019 and 31 December 2020. Table 2.C (see annex) provides a breakdown of staff in posts with special language requirements by nationality, grade and gender, including appointments and separations.

Table 39

Representation of Member States under the system of desirable ranges as at 31 December for 2016 to 2020

(Population: 193 Member States)

<i>Year</i>	<i>Unrepresented</i>	<i>Underrepresented</i>	<i>Within range</i>	<i>Overrepresented</i>
December 2016	18	44	102	29
December 2017	19	44	103	27
December 2018	21	40	105	27
December 2019	22	34	108	29
December 2020	20	37	109	27

²⁴ The number of posts subject to geographical distribution was 3,681 (see General Assembly resolution 65/247, para. 67). The difference between the number of posts subject to geographical distribution (3,681) and the number of staff with geographical status serving against a geographical post (3,059) is accounted for by 416 posts that are vacant, 159 posts that are temporarily encumbered by staff without geographical status and 47 personnel with limited appointments. In addition, the total number of staff with geographical status (3,129) includes 70 staff in the young professionals programme serving against non-geographical posts.

Table 40

Representation status of Member States under the system of desirable ranges as at 31 December 2020

(Population: 193 Member States)

Unrepresented (20 Member States)

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

Underrepresented (37 Member States)

Afghanistan	Grenada	Oman
Antigua and Barbuda	Guinea-Bissau	Papua New Guinea
Bahrain	Japan	Republic of Korea
Brazil	Kuwait	Russian Federation
Cabo Verde (December 2019: un)	Lesotho	Saint Vincent and the Grenadines
Cambodia	Liberia	San Marino (December 2019: within)
China	Liechtenstein (December 2019: un)	Saudi Arabia
Comoros	Luxembourg	Solomon Islands
Cuba	Micronesia (Federated States of)	South Sudan
Djibouti (December 2019: within)	Mozambique	Suriname
Dominica	Namibia (December 2019: within)	Turkmenistan
Gabon	Norway	United States of America
		Venezuela (Bolivarian Republic of)

Within range (109 Member States)

Albania	Greece	Paraguay
Algeria	Guatemala	Peru
Argentina (December 2019: over)	Guinea	Philippines
Armenia	Guyana	Poland
Australia (December 2019: over)	Haiti	Republic of Moldova
Azerbaijan	Honduras	Romania
Bahamas	Hungary	Rwanda
Bangladesh	Iceland	Saint Kitts and Nevis
Barbados	India	Samoa
Belarus	Indonesia	Senegal
Benin	Iran (Islamic Republic of) (December 2019: under)	Serbia
Bhutan	Iraq	Seychelles
Bolivia (Plurinational State of)	Israel	Sierra Leone
Bosnia and Herzegovina	Jamaica	Singapore
Botswana	Jordan	Slovakia
Burkina Faso	Kazakhstan	Slovenia
Burundi	Kyrgyzstan	Somalia
Central African Republic (December 2019: under)	Latvia	South Africa (December 2019: over)
Chad	Lithuania	Sri Lanka
Colombia	Madagascar	Sudan
Congo	Malaysia	Sweden
Costa Rica	Maldives	Switzerland
Côte d'Ivoire	Mali	Syrian Arab Republic

Croatia	Malta	Tajikistan
Cyprus	Mauritania	Thailand
Czechia	Mauritius	Togo
Democratic Republic of the Congo	Mongolia	Tonga
Denmark	Montenegro	Tunisia
Dominican Republic	Myanmar	Turkey
El Salvador	Nepal	Ukraine
Eritrea	New Zealand	United Republic of Tanzania
Estonia	Nicaragua	Uzbekistan
Eswatini	Niger	Viet Nam
Fiji	Nigeria	Yemen
Gambia	North Macedonia	Zambia
Georgia	Pakistan	
Ghana	Panama	
<i>Overrepresented (27 Member States)</i>		
Austria	France	Portugal
Belgium	Germany	Spain
Bulgaria	Ireland	Trinidad and Tobago
Cameroon	Italy	Uganda
Canada	Kenya	United Kingdom of Great Britain and Northern Ireland
Chile	Lebanon	Uruguay
Ecuador	Malawi	Zimbabwe
Egypt	Mexico	
Ethiopia	Morocco (December 2019: within)	
Finland	Netherlands	

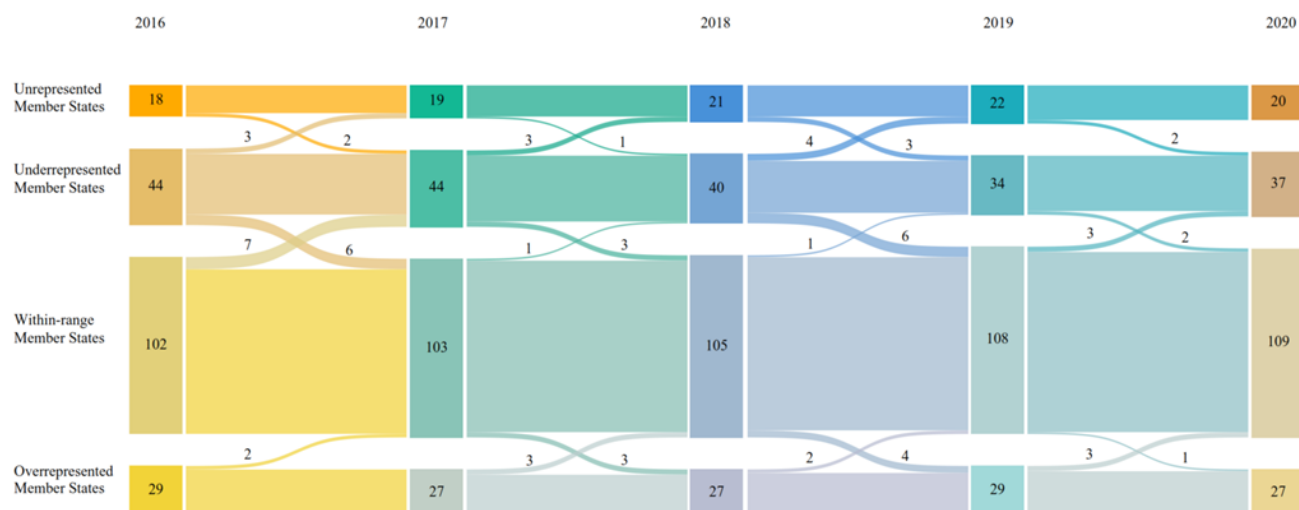
Note: Status in parentheses indicates Member State representation status as at 31 December 2019 if different from that of 31 December 2020 (un = unrepresented; under = underrepresented; within = within range; over = overrepresented).

143. Figure 51 visualizes the flow of Member States under the system of desirable ranges during the period. It illustrates fluctuations in representation status during the period, which resulted in an overall decrease in the number of underrepresented and overrepresented Member States and an increase in the number of within-range and unrepresented Member States between 2016 and 2020. This visual illustrates yearly multidirectional fluctuations as well as that the largest changes occur when Member States move from underrepresentation to within range, and vice versa. Those changes are driven by appointments as well as separations of staff with geographical status because of events such as retirements, transfers or promotions to non-geographical posts and appointments to vacant geographical posts.

Figure 51

Multidirectional movement patterns of representation status under the system of desirable ranges as at 31 December for 2016 to 2020

(Population: 193 Member States)



144. Table 41 shows Secretariat staff with geographical status by economic grouping (developed countries and developing countries).

Table 41

Distribution of Secretariat staff with geographical status by economic grouping as at 31 December 2020

(Population: 3,129)

<i>Representation status</i>	<i>Developed</i>		<i>Developing</i>	
	<i>Number of staff</i>	<i>Number of countries</i>	<i>Number of staff</i>	<i>Number of countries</i>
Unrepresented	—	2	—	18
Underrepresented	499	7	240	30
Within range	356	28	736	81
Overrepresented	931	13	367	14
Total	1 786	50	1 343	143

A. Entity

145. Table 42 shows the distribution of Secretariat staff with geographical status by entity and grade for the 25 entities with the largest number of such staff.

Table 42
**Distribution of Secretariat staff with geographical status by entity^a and grade
as at 31 December 2020**

(Population: 3,129)

<i>Entity</i>	<i>USG</i>	<i>ASG</i>	<i>D-2</i>	<i>D-1</i>	<i>P-5</i>	<i>P-4</i>	<i>P-3</i>	<i>P-2</i>	<i>Total</i>
OHCHR	1	2	2	9	40	89	126	21	290
DESA	1	2	6	25	65	81	60	37	277
DGC	1	—	2	15	24	72	101	42	257
UNCTAD	1	1	4	15	41	49	65	29	205
ECLAC	1	—	2	10	25	46	45	36	165
ECA	1	—	—	12	33	48	49	14	157
ESCAP	1	—	2	14	28	47	36	28	156
DMSPC	1	2	5	14	31	41	30	22	146
DPPA	1	3	9	14	32	40	32	13	144
ECE	1	—	—	8	21	31	35	15	111
DGACM	1	—	5	17	18	26	26	11	104
UNODC	1	—	3	6	13	32	28	13	96
UNEP	1	1	3	11	24	35	12	—	87
OICT	—	—	2	5	13	24	32	7	83
ESCWA	1	—	1	7	21	24	16	10	80
UNOG	1	—	1	6	12	16	20	17	73
OLA	1	1	3	7	16	18	16	10	72
DOS	1	2	3	6	10	17	13	14	66
OCHA	1	—	3	3	7	15	15	8	52
OIOS	1	1	3	1	9	11	15	9	50
UNON	1	—	1	3	5	11	17	7	45
UN-Habitat	1	—	1	4	9	14	12	4	45
DSS	1	1	1	3	6	15	12	5	44
ODA	1	—	1	4	12	8	6	3	35
IIIM-Syria	—	1	—	1	3	7	17	—	29
Other	9	8	15	25	47	68	64	24	260
Total	32	25	78	245	565	885	900	399	3 129

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

B. Category

1. Grades

146. As shown in table 43, the P-3 level has the largest number of staff, although the combined number of staff at the P-3 and P-4 level with geographical status represent more than 50 per cent of the population. Table 2.A (see annex) provides details on Secretariat staff with geographical status by grade and nationality.

Table 43
**Distribution of Secretariat staff with geographical status by grade and gender
as at 31 December 2020**

(Population: 3,129)

<i>Grade</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>	<i>Percentage of total staff with geographical status by grade</i>
USG	23	9	32	1.0
ASG	12	13	25	0.8
D-2	33	45	78	2.5
D-1	100	145	245	7.8
P-5	241	324	565	18.1
P-4	407	478	885	28.3
P-3	469	431	900	28.8
P-2	223	176	399	12.8
Total	1 508	1 621	3 129	100.0

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

147. Table 44 shows Secretariat staff with geographical status at the D-1 level and above by economic grouping (developed countries and developing countries) and gender as at 31 December for 2016 to 2020.

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

Table 44

Distribution of Secretariat staff with geographical status at the D-1 level and above by economic grouping and gender as at 31 December for 2016 to 2020

(Population: 3,129 as at 31 December 2020)

<i>Economic grouping</i>	<i>USG</i>					<i>ASG</i>					<i>D-2</i>					<i>D-1</i>					<i>All geographical staff</i>				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Developing countries (143)																									
Women	8	11	14	15	17	3	4	2	3	4	8	12	11	12	9	32	35	35	36	36	526	559	575	609	601
Men	9	6	3	4	4	7	7	8	7	7	24	22	21	20	19	57	55	55	61	67	737	741	739	737	742
All	17	17	17	19	21	10	11	10	10	11	32	34	32	32	28	89	90	90	97	103	1 263	1 300	1 314	1 346	1 343
Developed countries (50)																									
Women	1	4	5	6	6	4	6	9	9	8	20	22	28	29	24	57	58	54	57	64	853	879	908	918	907
Men	12	10	6	6	5	9	5	5	6	6	27	27	27	26	26	79	84	75	81	78	889	895	885	894	879
All	13	14	11	12	11	13	11	14	15	14	47	49	55	55	50	136	142	129	138	142	1 742	1 774	1 793	1 812	1 786
Subtotal																									
Women	9	15	19	21	23	7	10	11	12	12	28	34	39	41	33	89	93	89	93	100	1 379	1 438	1 483	1 527	1 508
Men	21	16	9	10	9	16	12	13	13	13	51	49	48	46	45	136	139	130	142	145	1 626	1 636	1 624	1 631	1 621
Total	30	31	28	31	32	23	22	24	25	25	79	83	87	87	78	225	232	219	235	245	3 005	3 074	3 107	3 158	3 129

C. Appointments

149. From 1 January to 31 December 2020, 73 Secretariat staff, having gone through the selection process, were appointed to posts subject to geographical distribution. During the same period, 24 Secretariat staff were appointed through the young professionals programme, as shown in table 47, all of whom were placed against posts subject to geographical distribution.

150. Table 45 shows information on appointments by economic grouping, representation status and gender. Table 2.A (see annex) provides a detailed breakdown of Secretariat staff with geographical status by nationality, grade and gender, including information on appointments, separations and balances, as at 31 December 2019 and 31 December 2020.

Table 45

Appointment of Secretariat staff to posts subject to geographical distribution by gender, representation status and economic grouping from 1 January to 31 December 2020

(Population: 73)

Representation status as at 31 December 2019	Economic grouping as at December 2020						Total
	Number of women appointed			Number of men appointed			
	Developing countries	Developed countries	Subtotal	Developing countries	Developed countries	Subtotal	
Unrepresented	1	—	1	—	—	—	1
Underrepresented	8	4	12	5	7	12	24
Within range	9	4	13	6	3	9	22
Overrepresented	2	13	15	3	8	11	26
Total	20	21	41	14	18	32	73

151. A summary of the gender distribution of the appointments to posts subject to geographical distribution by grade is shown in table 46. For more details, table 2.A (see annex) provides a breakdown of Secretariat staff with geographical status by nationality, grade and gender, including information on appointments and separations, as at 31 December 2019 and 31 December 2020.

Table 46

Appointment of Secretariat staff to posts subject to geographical distribution by gender, grade and number of nationalities represented from 1 January to 31 December 2020

(Population: 73)

<i>Grade</i>	<i>Women appointed</i>			<i>Men appointed</i>			<i>Total</i>	
	<i>Number appointed</i>	<i>Percentage of grade total</i>	<i>Number of nationalities represented</i>	<i>Number appointed</i>	<i>Percentage of grade total</i>	<i>Number of nationalities represented</i>	<i>Number appointed</i>	<i>Number of nationalities represented</i>
USG	3	100.0	3	–	–	–	3	3
ASG	2	100.0	2	–	–	–	2	2
D-1	1	33.3	1	2	66.7	2	3	3
P-5	3	50.0	3	3	50.0	3	6	6
P-4	4	50.0	3	4	50.0	4	8	7

Grade	Women appointed			Men appointed			Total	
	Number appointed	Percentage of grade total	Number of nationalities represented	Number appointed	Percentage of grade total	Number of nationalities represented	Number appointed	Number of nationalities represented
P-3	16	55.2	15	13	44.8	12	29	23
P-2	12	54.5	9	10	45.5	8	22	13
Total	41	56.2	32	32	43.8	25	73	48

152. In 2020, 74 Member States participated in the young professionals programme: Afghanistan, Andorra, Angola, Antigua and Barbuda, Bahrain, Belize, Brazil, Brunei Darussalam, Cabo Verde, Cambodia, Central African Republic, China, Comoros, Congo, Cuba, Cyprus, Democratic People's Republic of Korea, Dominica, Equatorial Guinea, Gabon, Gambia, Georgia, Grenada, Guinea-Bissau, Haiti, Iran (Islamic Republic of), Iraq, Israel, Japan, Kazakhstan, Kiribati, Kuwait, Lao People's Democratic Republic, Latvia, Lesotho, Liberia, Libya, Liechtenstein, Luxembourg, Marshall Islands, Micronesia (Federated States of), Monaco, Mozambique, Namibia, Nauru, Norway, Oman, Palau, Papua New Guinea, Paraguay, Qatar, Republic of Korea, Russian Federation, Saint Lucia, Saint Vincent and the Grenadines, Samoa, San Marino, Sao Tome and Principe, Saudi Arabia, Seychelles, Solomon Islands, South Sudan, Sudan, Suriname, Thailand, Timor-Leste, Tonga, Turkey, Turkmenistan, Tuvalu, United Arab Emirates, United States of America, Vanuatu and Venezuela (Bolivarian Republic of). These Member States were unrepresented, underrepresented or considered at risk of becoming unrepresented or underrepresented. Examinations were held for three job networks.²⁵ As of October 2021, 48 successful candidates had been placed on the roster.

153. Table 47 shows that 24 candidates from young professionals programme rosters, 14 women and 10 men, were placed with various entities during the period from 1 January to 31 December 2020.

Table 47

Young professionals programme placements at the P-2 level by entity and gender from 1 January to 31 December 2020

(Population: 24)

Entity	Women	Men	Total
DESA	1	2	3
DGACM	1	—	1
DGC	1	—	1
DMSPC	1	1	2
DPPA	1	—	1
ECA	—	3	3
ECE	2	—	2
ESCAP	1	1	2
IM-Myanmar	2	—	2
OHCHR	1	1	2
OLA	1	1	2

²⁵ Management and Administration (MAGNET), Global Communications (INFONET) and Political Affairs and Human Rights (POLNET).

<i>Entity</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
OSAA	1	—	1
UNCTAD	—	1	1
UNOG	1	0	1
Total	14	10	24

Note: Twenty-two candidates were placed on posts subject to geographical distribution.

D. Gender

154. The distribution of staff of the Secretariat with geographical status for the five periods as at 31 December for 2016 to 2020 is shown in figure 52. The percentage of women with geographical status increased from 45.9 per cent in 2016 to 48.2 per cent in 2020, demonstrating that since 2018, gender parity has been within the desired 47 to 53 per cent margin.

155. Table 48 shows the number and percentage of men and women with geographical status by grade as at 31 December 2016 and 31 December 2020.

Figure 52

Gender distribution of Secretariat staff with geographical status as at 31 December for 2016 to 2020

(Population: 3,129 as at 31 December 2020)



Table 48

Gender distribution of Secretariat staff with geographical status by grade as at 31 December for 2016 and 2020

(Population: 3,129 as at 31 December 2020)

<i>Grade</i>	<i>2016</i>					<i>2020</i>				
	<i>Women</i>		<i>Men</i>		<i>Total</i>	<i>Women</i>		<i>Men</i>		<i>Total</i>
	<i>Number</i>	<i>Percentage</i>	<i>Number</i>	<i>Percentage</i>		<i>Number</i>	<i>Percentage</i>	<i>Number</i>	<i>Percentage</i>	
USG	9	30.0	21	70.0	30	23	71.9	9	28.1	32
ASG	7	30.4	16	69.6	23	12	48.0	13	52.0	25
D-2	28	35.4	51	64.6	79	33	42.3	45	57.7	78
D-1	89	39.6	136	60.4	225	100	40.8	145	59.2	245
P-5	202	38.0	329	62.0	531	241	42.7	324	57.3	565
P-4	375	44.7	463	55.3	838	407	46.0	478	54.0	885
P-3	428	51.6	402	48.4	830	469	52.1	431	47.9	900
P-2	241	53.7	208	46.3	449	223	55.9	176	44.1	399
Total	1 379	45.9	1 626	54.1	3 005	1 508	48.2	1 621	51.8	3 129

156. Figure 53 shows the gender distribution of Secretariat staff subject to geographical status in posts at the D-1 level and above. As at 31 December 2020, the percentage of women in the Secretariat with geographical status at the D-1 level and above increased from 37.3 per cent in 2016 to 44.2 per cent in 2020.

Figure 53

Gender distribution of Secretariat staff with geographical status at the D-1 level and above as at 31 December for 2016 to 2020

(Population: 380)



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

157. The present report considers a 5-year and, as an enhancement, a 10-year forecast of retirements of staff under the system of desirable ranges. From 1 January to 31 December 2020, no staff with geographical status retired.

158. Table 49 shows the five-year forecast of retirements of Secretariat staff members with geographical status at the level of Director and in the Professional category. It is forecast that an average of 67 staff with geographical status will retire yearly from 2021 to 2025.

Table 49

Forecast of retirements from 1 January 2021 to 31 December 2025 by category for all Secretariat staff with geographical status as at 31 December 2020

(Population: 3,072^a)

Category	Average yearly number of staff retirements 2021–2025 (if all retire at age 65)	Number of staff in category	Retirements as a percentage of category
D	23	323	7.1
P	44	2 749	1.6
Total	67	3 072	2.2

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

159. Table 50 shows the percentage of staff members with geographical status forecast to retire during the period from 1 January 2021 to 31 December 2025 by Member State. Table 50 also shows the representation status of Member States whose status could change at the end of the five-year period as a result of their nationals retiring as forecast, assuming that there are no new recruitments to geographical posts from that Member State within the period.

Table 50

Percentage of staff with geographical status^a forecast to retire during the period from 1 January 2021 to 31 December 2025 by Member State

(Population: 193)

No forecast retirements (102 Member States)

Afghanistan	Eswatini	Panama
Albania	Gabon	Papua New Guinea
Algeria	Gambia	Paraguay
Andorra	Greece	Peru
Angola	Grenada	Qatar
Armenia	Guinea	Republic of Moldova
Bahamas	Honduras	Saint Lucia
Bahrain	Indonesia	Saint Vincent and the Grenadines
Bangladesh	Iran (Islamic Republic of)	San Marino
Barbados	Kazakhstan	Sao Tome and Principe
Belize	Kiribati	Saudi Arabia
Bhutan	Kuwait	Senegal
Bolivia (Plurinational State of)	Kyrgyzstan	Seychelles
Bosnia and Herzegovina	Lao People's Democratic Republic	Sierra Leone
Botswana	Latvia	Slovakia
Brunei Darussalam	Lesotho	Slovenia
Cabo Verde	Liberia	Solomon Islands
Cambodia	Libya	Somalia
Chad	Liechtenstein	South Sudan
Colombia	Luxembourg	Suriname
Comoros	Madagascar	Sweden
Congo	Maldives	Tajikistan
Costa Rica	Malta	Timor-Leste
Cyprus	Marshall Islands	Togo
Czechia	Mauritius	Tonga
Democratic People's Republic of Korea	Micronesia (Federated States of)	Turkey
Democratic Republic of the Congo	Monaco	Turkmenistan
Djibouti	Montenegro	Tuvalu
Dominica	Myanmar	United Arab Emirates
Ecuador	Nauru	Uzbekistan
El Salvador	Nicaragua	Vanuatu
Equatorial Guinea	North Macedonia	Venezuela (Bolivarian Republic of)
Eritrea	Oman	Viet Nam
Estonia	Palau	Yemen

Less than 20 per cent of currently serving staff with geographical status forecast to retire (60 Member States)

Argentina (2)	Germany (over/within) (14)	Norway (2)
Australia (2)	Guyana (1)	Pakistan (2)
Austria (2)	India (11)	Philippines (3)
Azerbaijan (1)	Iraq (1)	Poland (2)
Belgium (3)	Ireland (1)	Portugal (over/within) (2)
Brazil (3)	Israel (within/under) (2)	Republic of Korea (1)

Bulgaria (3)	Italy (14)	Romania (2)
Burkina Faso (1)	Japan (10)	Rwanda (1)
Burundi (1)	Jordan (1)	Serbia (2)
Cameroon (3)	Kenya (5)	Singapore (2)
China (5)	Lebanon (2)	South Africa (2)
Côte d'Ivoire (1)	Lithuania (1)	Spain (4)
Croatia (1)	Malawi (over/within) (1)	Switzerland (3)
Denmark (1)	Malaysia (1)	Thailand (within/under) (1)
Dominican Republic (1)	Mexico (3)	Tunisia (1)
Egypt (2)	Mongolia (1)	United Kingdom of Great Britain and Northern Ireland (over/within) (17)
Ethiopia (2)	Morocco (over/within) (1)	United Republic of Tanzania (1)
Fiji (1)	Netherlands (over/within) (6)	United States of America (46)
Finland (3)	New Zealand (1)	Uruguay (2)
France (6)	Niger (1)	Zimbabwe (2)

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

Belarus (1)	Mali (1)	Sudan (within/under) (1)
Canada (23)	Nepal (2)	Syrian Arab Republic (1)
Central African Republic (1)	Nigeria (within/under) (4)	Trinidad and Tobago (over/within) (4)
Chile (8)	Russian Federation (13)	Uganda (7)
Georgia (1)	Saint Kitts and Nevis (1)	Ukraine (3)
Iceland (1)	Samoa (within/under) (1)	Zambia (2)
Jamaica (2)	Sri Lanka (2)	

More than 40 per cent of currently serving staff with geographical status forecast to retire (11 Member States)

Antigua and Barbuda (under/un) (1)	Guatemala (within/under) (3)	Mauritania (3)
Benin (within/under) (2)	Guinea-Bissau (under/un) (2)	Mozambique (1)
Cuba (3)	Haiti (within/under) (2)	Namibia (1)
Ghana (7)	Hungary (within/under) (5)	

Note: The number in parentheses represents the number of staff with geographical status from the respective Member State forecast to retire during the period from 1 January 2021 to 31 December 2025. Retirement numbers are forecast on the assumption that all staff members will retire at 65 years. In cases where the Member State's representation status will have changed at the end of the five-year period if the forecast number of staff members do retire and there are no new recruitments from that Member State within the period, the representation status as at 31 December 2020 and as at 31 December 2025 is indicated in parentheses (un = unrepresented, under = underrepresented, within = within range, over = overrepresented). The representation statuses are based on the Member States' desirable ranges as at 31 December 2020.

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

160. To provide additional in-depth analysis of staff demographics, the Secretariat extended the forecast of retirements of staff subject to geographical distribution over a 10-year period to 31 December 2030, as shown in figure 54. In addition, the forecast of geographical retirements has been added for 2035 and 2040 to provide an analysis of the trend beyond 2030.

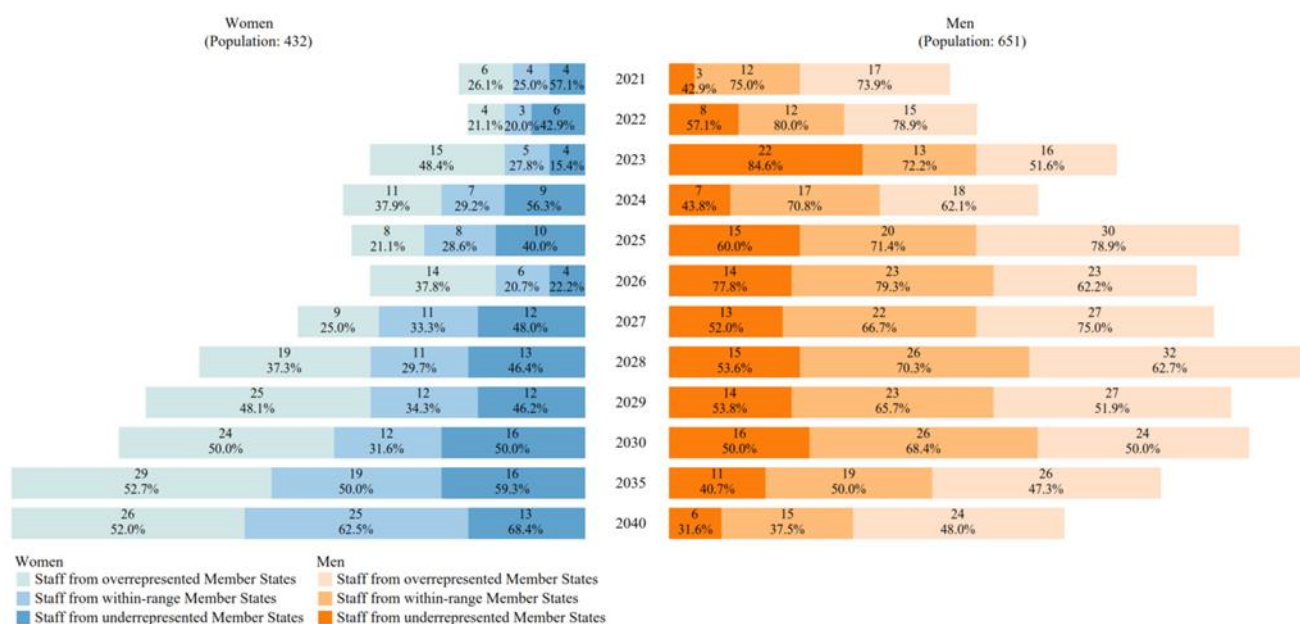
161. As at 31 December 2020, the population of geographical staff was 3,129, with 854 staff among this population (27.3 per cent) expected to retire at their mandatory age of separation by 2030. For retirements between 2021 and 2030, 72.1 per cent will occur from 2025 to 2030, with a substantial overall increase for men starting from 2025 and for women starting from 2028, as illustrated in figure 54. The figure also shows a general upward trend in retirements from 2021 to 2030 despite some year-on-year fluctuations. The largest population of geographical staff due to retire by 31 December 2030 will be overrepresented staff.

162. By 2040, a total of 1,083 geographical staff members are forecast to retire. A total of 469 staff members (43.3 per cent of all retirements of geographical staff) from overrepresented Member States will retire, along with 351 staff from within-range Member States (32.4 per cent). The number of retirements of geographical staff from underrepresented Member States is forecast to be 263, or about a quarter of expected retirements (24.3 per cent) by 2040. Of the 1,083 geographical staff members due to retire by 2040, 651 are men (60.1 per cent) and 432 are women (39.9 per cent). Of the 432 women forecast to retire, 190 women are from overrepresented Member States (44.0 per cent), 123 women are from within-range Member States (28.5 per cent) and 119 women are from underrepresented Member States (27.5 per cent).

Figure 54

Yearly forecast retirements of Secretariat staff with geographical status by representation status and gender as at 31 December 2020 for 2021 to 2040

(Population: 1,083 as at 31 December 2020)



163. As a result of expected retirements of geographical staff during the period 2021–2030, 50 Member States would see a change in their representation status if no additional nationals of these Member States attain geographical status.²⁶ Table 51 details expected changes in representation status for these Member States.

Table 51

Changes in representation status of Member States as a result of expected retirements during the period from 1 January 2021 to 31 December 2030

(Population: 193 Member States)

From within range to underrepresented by 2030 (25 Member States)

Belarus
Benin

Hungary
Iceland

Mongolia
Nicaragua

²⁶ Assuming no changes in the lower and upper limits of the 2020 desirable ranges during the period from 1 January 2021 to 31 December 2030.

Congo	India	Nigeria
Croatia	Indonesia	Samoa
Cyprus	Iran (Islamic Republic of)	Sudan
Estonia	Israel	Thailand
Georgia	Jamaica	Turkey
Guatemala	Lithuania	
Haiti	Mali	

From underrepresented to unrepresented by 2030 (8 Member States)

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

From overrepresented to within range by 2030 (15 Member States)

Bulgaria	Ethiopia	Portugal
Canada	France	Trinidad and Tobago
Chile	Germany	Uganda
Ecuador	Malawi	Uruguay
Egypt	Morocco	Zimbabwe

From overrepresented to underrepresented by 2030 (2 Member States)

Netherlands	United Kingdom of Great Britain and Northern Ireland
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164. By the end of 2030, the Secretariat would need to recruit 717 staff members with geographical status from unrepresented and underrepresented Member States, as well as staff members from those Member States that will become unrepresented and underrepresented as a result of expected retirements of geographical staff, for those States to reach within-range status, based on the number of geographical staff as at 31 December 2020 and anticipated retirements.

VI. Action to be taken by the General Assembly

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

Annex

Comprehensive statistical tables

Table 1.A

All staff by nationality, gender, category and appointment type as at 31 December 2020

(Population: 36,827)

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Afghanistan	Women	–	1	–	–	–	–	1	72	7	1	73	7	81	0.22
	Men	5	22	–	14	16	–	7	793	4	26	831	4	861	2.34
	All	5	23	–	14	16	–	8	865	11	27	904	11	942	2.56
Albania	Women	10	4	3	1	1	–	1	6	2	12	11	5	28	0.08
	Men	3	2	–	1	–	–	2	5	1	6	7	1	14	0.04
	All	13	6	3	2	1	–	3	11	3	18	18	6	42	0.11
Algeria	Women	7	8	2	–	–	–	5	9	–	12	17	2	31	0.08
	Men	7	10	1	–	–	–	7	9	1	14	19	2	35	0.10
	All	14	18	3	–	–	–	12	18	1	26	36	4	66	0.18
Andorra	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
	All	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
Angola	Women	–	1	–	1	–	–	1	–	–	2	1	–	3	0.01
	Men	1	1	2	5	3	–	–	3	–	6	7	2	15	0.04
	All	1	2	2	6	3	–	1	3	–	8	8	2	18	0.05
Antigua and Barbuda	Women	2	1	–	1	–	–	1	1	–	4	2	–	6	0.02
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	2	1	–	1	–	–	1	1	–	4	2	–	6	0.02
Argentina	Women	25	23	6	–	1	–	14	20	3	39	44	9	92	0.25
	Men	26	33	6	4	3	–	4	10	3	34	46	9	89	0.24
	All	51	56	12	4	4	–	18	30	6	73	90	18	181	0.49
Armenia	Women	2	5	–	2	1	–	1	5	–	5	11	–	16	0.04
	Men	6	7	1	1	–	–	–	2	–	7	9	1	17	0.05
	All	8	12	1	3	1	–	1	7	–	12	20	1	33	0.09

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Australia	Women	27	68	12	2	1	–	6	6	2	35	75	14	124	0.34
	Men	43	63	18	10	7	–	1	5	1	54	75	19	148	0.40
	All	70	131	30	12	8	–	7	11	3	89	150	33	272	0.74
Austria	Women	24	29	13	2	–	–	58	41	11	84	70	24	178	0.48
	Men	31	23	4	8	8	–	49	45	10	88	76	14	178	0.48
	All	55	52	17	10	8	–	107	86	21	172	146	38	356	0.97
Azerbaijan	Women	3	2	–	–	–	–	1	5	–	4	7	–	11	0.03
	Men	6	4	–	1	–	–	1	6	–	8	10	–	18	0.05
	All	9	6	–	1	–	–	2	11	–	12	17	–	29	0.08
Bahamas	Women	8	1	1	–	–	–	1	1	–	9	2	1	12	0.03
	Men	2	–	–	–	1	–	–	–	–	2	1	–	3	0.01
	All	10	1	1	–	1	–	1	1	–	11	3	1	15	0.04
Bahrain	Women	1	3	–	–	–	–	3	1	–	4	4	–	8	0.02
	Men	–	–	–	–	–	–	1	3	–	1	3	–	4	0.01
	All	1	3	–	–	–	–	4	4	–	5	7	–	12	0.03
Bangladesh	Women	5	8	–	–	1	–	3	4	1	8	13	1	22	0.06
	Men	19	51	5	4	3	–	2	9	1	25	63	6	94	0.26
	All	24	59	5	4	4	–	5	13	2	33	76	7	116	0.31
Barbados	Women	7	6	2	–	–	–	3	2	2	10	8	4	22	0.06
	Men	1	1	–	1	1	–	3	2	–	5	4	–	9	0.02
	All	8	7	2	1	1	–	6	4	2	15	12	4	31	0.08
Belarus	Women	3	7	3	–	–	–	1	9	–	4	16	3	23	0.06
	Men	6	4	4	–	–	–	2	3	–	8	7	4	19	0.05
	All	9	11	7	–	–	–	3	12	–	12	23	7	42	0.11
Belgium	Women	21	37	15	1	–	1	13	9	1	35	46	17	98	0.27
	Men	37	53	14	6	–	–	2	7	1	45	60	15	120	0.33
	All	58	90	29	7	–	1	15	16	2	80	106	32	218	0.59
Belize	Women	1	1	–	–	–	–	1	6	–	2	7	–	9	0.02
	Men	–	–	–	–	–	–	–	2	–	–	2	–	2	0.01
	All	1	1	–	–	–	–	1	8	–	2	9	–	11	0.03

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Benin	Women	2	9	1	2	4	2	1	6	–	5	19	3	27	0.07
	Men	13	35	5	6	9	–	–	3	–	19	47	5	71	0.19
	All	15	44	6	8	13	2	1	9	–	24	66	8	98	0.27
Bhutan	Women	–	5	–	5	3	1	–	2	–	5	10	1	16	0.04
	Men	3	8	1	4	2	–	–	1	–	7	11	1	19	0.05
	All	3	13	1	9	5	1	–	3	–	12	21	2	35	0.10
Bolivia (Plurinational State of)	Women	4	3	–	–	–	–	5	6	1	9	9	1	19	0.05
	Men	5	13	4	–	–	–	1	4	2	6	17	6	29	0.08
	All	9	16	4	–	–	–	6	10	3	15	26	7	48	0.13
Bosnia and Herzegovina	Women	8	13	–	14	9	–	4	15	1	26	37	1	64	0.17
	Men	14	12	1	18	12	2	8	15	1	40	39	4	83	0.23
	All	22	25	1	32	21	2	12	30	2	66	76	5	147	0.40
Botswana	Women	6	3	–	–	1	–	–	2	–	6	6	–	12	0.03
	Men	2	2	–	–	1	–	–	2	–	2	5	–	7	0.02
	All	8	5	–	–	2	–	–	4	–	8	11	–	19	0.05
Brazil	Women	24	42	11	1	–	–	9	25	3	34	67	14	115	0.31
	Men	31	36	10	3	1	–	7	8	–	41	45	10	96	0.26
	All	55	78	21	4	1	–	16	33	3	75	112	24	211	0.57
Brunei Darussalam	Women	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
	Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
	All	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
Bulgaria	Women	11	11	3	2	1	–	2	3	2	15	15	5	35	0.10
	Men	15	10	3	2	2	–	1	3	–	18	15	3	36	0.10
	All	26	21	6	4	3	–	3	6	2	33	30	8	71	0.19
Burkina Faso	Women	3	7	1	4	1	1	–	3	2	7	11	4	22	0.06
	Men	6	37	5	4	10	–	–	7	4	10	54	9	73	0.20
	All	9	44	6	8	11	1	–	10	6	17	65	13	95	0.26
Burundi	Women	5	12	4	14	6	3	1	5	–	20	23	7	50	0.14
	Men	9	12	7	8	15	1	1	18	–	18	45	8	71	0.19
	All	14	24	11	22	21	4	2	23	–	38	68	15	121	0.33

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Cabo Verde	Women	1	1	–	–	–	–	–	1	–	1	2	–	3	0.01
	Men	2	2	–	–	–	–	–	1	–	2	3	–	5	0.01
	All	3	3	–	–	–	–	–	2	–	3	5	–	8	0.02
Cambodia	Women	–	–	1	2	1	–	2	20	–	4	21	1	26	0.07
	Men	2	1	–	1	2	–	8	54	2	11	57	2	70	0.19
	All	2	1	1	3	3	–	10	74	2	15	78	3	96	0.26
Cameroon	Women	13	28	14	10	6	1	7	17	–	30	51	15	96	0.26
	Men	35	65	23	9	9	–	8	32	1	52	106	24	182	0.49
	All	48	93	37	19	15	1	15	49	1	82	157	39	278	0.75
Canada	Women	72	138	35	7	4	–	35	34	3	114	176	38	328	0.89
	Men	89	127	37	17	10	1	13	20	1	119	157	39	315	0.86
	All	161	265	72	24	14	1	48	54	4	233	333	77	643	1.75
Central African Republic	Women	1	1	–	7	–	–	–	122	–	8	123	–	131	0.36
	Men	2	5	–	2	8	–	–	523	–	4	536	–	540	1.47
	All	3	6	–	9	8	–	–	645	–	12	659	–	671	1.82
Chad	Women	2	4	–	–	1	–	–	4	–	2	9	–	11	0.03
	Men	2	10	1	1	1	–	–	30	–	3	41	1	45	0.12
	All	4	14	1	1	2	–	–	34	–	5	50	1	56	0.15
Chile	Women	3	15	20	1	–	–	68	67	20	72	82	40	194	0.53
	Men	17	14	11	1	3	–	36	76	13	54	93	24	171	0.46
	All	20	29	31	2	3	–	104	143	33	126	175	64	365	0.99
China	Women	123	67	24	1	1	–	27	64	7	151	132	31	314	0.85
	Men	115	44	30	3	–	–	11	26	2	129	70	32	231	0.63
	All	238	111	54	4	1	–	38	90	9	280	202	63	545	1.48
Colombia	Women	10	21	11	1	1	–	16	98	4	27	120	15	162	0.44
	Men	8	18	3	3	–	–	18	101	5	29	119	8	156	0.42
	All	18	39	14	4	1	–	34	199	9	56	239	23	318	0.86
Comoros	Women	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01
	Men	1	1	1	–	–	–	–	3	–	1	4	1	6	0.02
	All	1	3	1	–	–	–	–	3	–	1	6	1	8	0.02

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Congo	Women	3	1	–	–	–	–	–	4	–	3	5	–	8	0.02
	Men	5	6	1	3	1	–	2	–	–	10	7	1	18	0.05
	All	8	7	1	3	1	–	2	4	–	13	12	1	26	0.07
Costa Rica	Women	3	7	–	–	–	–	–	5	1	3	12	1	16	0.04
	Men	7	2	1	–	–	–	–	4	–	7	6	1	14	0.04
	All	10	9	1	–	–	–	–	9	1	10	18	2	30	0.08
Côte d'Ivoire	Women	6	6	4	11	26	2	–	8	–	17	40	6	63	0.17
	Men	16	53	10	20	37	3	3	6	–	39	96	13	148	0.40
	All	22	59	14	31	63	5	3	14	–	56	136	19	211	0.57
Croatia	Women	7	9	2	6	2	–	6	10	2	19	21	4	44	0.12
	Men	7	6	2	22	14	–	2	10	–	31	30	2	63	0.17
	All	14	15	4	28	16	–	8	20	2	50	51	6	107	0.29
Cuba	Women	6	–	1	–	–	–	1	7	1	7	7	2	16	0.04
	Men	5	2	–	–	–	–	1	3	2	6	5	2	13	0.04
	All	11	2	1	–	–	–	2	10	3	13	12	4	29	0.08
Cyprus	Women	2	–	–	–	–	–	–	42	–	2	42	–	44	0.12
	Men	1	–	–	–	2	–	–	60	–	1	62	–	63	0.17
	All	3	–	–	–	2	–	–	102	–	3	104	–	107	0.29
Czechia	Women	9	4	3	–	1	–	3	6	–	12	11	3	26	0.07
	Men	5	5	–	2	1	–	8	6	–	15	12	–	27	0.07
	All	14	9	3	2	2	–	11	12	–	27	23	3	53	0.14
Democratic People's Republic of Korea	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00
	All	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00
Democratic Republic of the Congo	Women	5	7	1	9	12	2	2	270	10	16	289	13	318	0.86
	Men	14	39	4	21	34	1	14	1 379	32	49	1 452	37	1 538	4.18
	All	19	46	5	30	46	3	16	1 649	42	65	1 741	50	1 856	5.04
Denmark	Women	18	26	1	–	–	–	3	2	2	21	28	3	52	0.14
	Men	20	16	1	2	2	–	3	2	–	25	20	1	46	0.12
	All	38	42	2	2	2	–	6	4	2	46	48	4	98	0.27

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Djibouti	Women	1	2	–	1	–	–	–	2	–	2	4	–	6	0.02
	Men	4	2	–	–	1	–	1	2	–	5	5	–	10	0.03
	All	5	4	–	1	1	–	1	4	–	7	9	–	16	0.04
Dominica	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	2	–	–	–	–	–	2	2	–	4	2	–	6	0.02
	All	2	–	–	–	–	–	2	2	–	4	2	–	6	0.02
Dominican Republic	Women	4	1	–	–	–	–	1	6	–	5	7	–	12	0.03
	Men	4	1	1	1	1	–	1	3	–	6	5	1	12	0.03
	All	8	2	1	1	1	–	2	9	–	11	12	1	24	0.07
Ecuador	Women	8	5	2	–	–	–	4	8	2	12	13	4	29	0.08
	Men	8	6	–	1	–	–	3	4	–	12	10	–	22	0.06
	All	16	11	2	1	–	–	7	12	2	24	23	4	51	0.14
Egypt	Women	23	17	31	1	1	–	3	33	4	27	51	35	113	0.31
	Men	41	48	15	6	13	–	7	39	1	54	100	16	170	0.46
	All	64	65	46	7	14	–	10	72	5	81	151	51	283	0.77
El Salvador	Women	1	3	1	–	–	1	2	8	–	3	11	2	16	0.04
	Men	1	9	1	2	1	–	–	4	–	3	14	1	18	0.05
	All	2	12	2	2	1	1	2	12	–	6	25	3	34	0.09
Equatorial Guinea	Women	1	–	–	–	–	–	–	2	–	1	2	–	3	0.01
	Men	–	–	–	–	–	–	–	4	–	–	4	–	4	0.01
	All	1	–	–	–	–	–	–	6	–	1	6	–	7	0.02
Eritrea	Women	2	1	–	24	9	–	3	1	–	29	11	–	40	0.11
	Men	2	2	–	7	7	–	1	6	–	10	15	–	25	0.07
	All	4	3	–	31	16	–	4	7	–	39	26	–	65	0.18
Estonia	Women	3	2	1	–	–	–	–	1	–	3	3	1	7	0.02
	Men	3	–	2	–	1	–	–	–	–	3	1	2	6	0.02
	All	6	2	3	–	1	–	–	1	–	6	4	3	13	0.04
Eswatini	Women	3	1	–	–	1	–	–	2	–	3	4	–	7	0.02
	Men	2	1	–	–	–	–	1	3	–	3	4	–	7	0.02
	All	5	2	–	–	1	–	1	5	–	6	8	–	14	0.04

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Ethiopia	Women	8	17	5	16	12	–	115	120	10	139	149	15	303	0.82
	Men	32	39	9	33	20	1	141	209	3	206	268	13	487	1.32
	All	40	56	14	49	32	1	256	329	13	345	417	28	790	2.15
Fiji	Women	8	5	2	2	1	–	2	13	–	12	19	2	33	0.09
	Men	6	12	2	33	17	–	–	10	–	39	39	2	80	0.22
	All	14	17	4	35	18	–	2	23	–	51	58	4	113	0.31
Finland	Women	18	46	8	–	–	–	1	2	–	19	48	8	75	0.20
	Men	8	19	3	7	4	1	2	1	–	17	24	4	45	0.12
	All	26	65	11	7	4	1	3	3	–	36	72	12	120	0.33
France	Women	178	169	80	2	7	–	167	116	10	347	292	90	729	1.98
	Men	131	159	54	9	12	1	128	156	9	268	327	64	659	1.79
	All	309	328	134	11	19	1	295	272	19	615	619	154	1 388	3.77
Gabon	Women	–	–	–	–	–	–	–	7	–	–	7	–	7	0.02
	Men	2	4	1	–	–	–	–	11	–	2	15	1	18	0.05
	All	2	4	1	–	–	–	–	18	–	2	22	1	25	0.07
Gambia	Women	4	4	–	1	3	–	1	3	–	6	10	–	16	0.04
	Men	7	11	3	3	4	–	–	2	–	10	17	3	30	0.08
	All	11	15	3	4	7	–	1	5	–	16	27	3	46	0.12
Georgia	Women	–	4	4	1	–	–	2	3	–	3	7	4	14	0.04
	Men	3	5	1	8	3	–	2	2	1	13	10	2	25	0.07
	All	3	9	5	9	3	–	4	5	1	16	17	6	39	0.11
Germany	Women	108	146	24	1	3	2	13	21	8	122	170	34	326	0.89
	Men	90	116	13	3	2	–	6	7	–	99	125	13	237	0.64
	All	198	262	37	4	5	2	19	28	8	221	295	47	563	1.53
Ghana	Women	8	14	2	7	9	2	15	11	2	30	34	6	70	0.19
	Men	40	70	9	46	21	2	5	14	1	91	105	12	208	0.56
	All	48	84	11	53	30	4	20	25	3	121	139	18	278	0.75
Greece	Women	13	10	4	–	1	–	6	6	–	19	17	4	40	0.11
	Men	11	10	3	–	2	–	2	4	2	13	16	5	34	0.09
	All	24	20	7	–	3	–	8	10	2	32	33	9	74	0.20

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Grenada	Women	–	1	–	–	1	–	–	–	–	–	2	–	2	0.01
	Men	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
	All	2	1	–	–	1	–	–	–	–	2	2	–	4	0.01
Guatemala	Women	3	7	2	7	3	–	3	24	–	13	34	2	49	0.13
	Men	5	5	2	6	3	1	1	8	–	12	16	3	31	0.08
	All	8	12	4	13	6	1	4	32	–	25	50	5	80	0.22
Guinea	Women	1	4	1	1	2	1	–	3	–	2	9	2	13	0.04
	Men	8	8	4	4	5	1	–	17	–	12	30	5	47	0.13
	All	9	12	5	5	7	2	–	20	–	14	39	7	60	0.16
Guinea-Bissau	Women	–	–	–	2	–	–	–	7	1	2	7	1	10	0.03
	Men	4	1	–	–	–	–	–	25	2	4	26	2	32	0.09
	All	4	1	–	2	–	–	–	32	3	6	33	3	42	0.11
Guyana	Women	4	6	1	1	1	–	8	11	–	13	18	1	32	0.09
	Men	4	3	–	–	1	–	5	5	–	9	9	–	18	0.05
	All	8	9	1	1	2	–	13	16	–	22	27	1	50	0.14
Haiti	Women	4	6	2	13	10	3	10	38	1	27	54	6	87	0.24
	Men	8	12	2	15	11	1	2	34	4	25	57	7	89	0.24
	All	12	18	4	28	21	4	12	72	5	52	111	13	176	0.48
Honduras	Women	3	5	–	2	1	–	1	12	2	6	18	2	26	0.07
	Men	4	3	–	2	3	–	–	7	–	6	13	–	19	0.05
	All	7	8	–	4	4	–	1	19	2	12	31	2	45	0.12
Hungary	Women	4	8	2	–	–	–	–	8	2	4	16	4	24	0.07
	Men	6	3	–	–	–	–	–	–	–	6	3	–	9	0.02
	All	10	11	2	–	–	–	–	8	2	10	19	4	33	0.09
Iceland	Women	1	1	–	–	–	–	–	–	–	1	1	–	2	0.01
	Men	3	2	–	3	–	–	–	–	–	6	2	–	8	0.02
	All	4	3	–	3	–	–	–	–	–	7	3	–	10	0.03
India	Women	30	48	10	7	2	–	14	46	8	51	96	18	165	0.45
	Men	80	113	12	62	45	2	33	59	3	175	217	17	409	1.11
	All	110	161	22	69	47	2	47	105	11	226	313	35	574	1.56

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Indonesia	Women	11	10	5	2	2	–	5	14	–	18	26	5	49	0.13
	Men	12	10	2	1	2	1	1	11	–	14	23	3	40	0.11
	All	23	20	7	3	4	1	6	25	–	32	49	8	89	0.24
Iran (Islamic Republic of)	Women	9	5	2	–	–	–	2	10	1	11	15	3	29	0.08
	Men	11	10	1	1	–	–	4	8	–	16	18	1	35	0.10
	All	20	15	3	1	–	–	6	18	1	27	33	4	64	0.17
Iraq	Women	4	8	1	14	4	–	4	84	4	22	96	5	123	0.33
	Men	6	10	1	13	17	–	1	419	8	20	446	9	475	1.29
	All	10	18	2	27	21	–	5	503	12	42	542	14	598	1.62
Ireland	Women	16	15	7	–	1	–	10	5	1	26	21	8	55	0.15
	Men	22	46	10	10	–	–	1	11	–	33	57	10	100	0.27
	All	38	61	17	10	1	–	11	16	1	59	78	18	155	0.42
Israel	Women	3	8	1	–	–	–	4	18	3	7	26	4	37	0.10
	Men	13	6	1	–	3	–	4	39	1	17	48	2	67	0.18
	All	16	14	2	–	3	–	8	57	4	24	74	6	104	0.28
Italy	Women	93	134	28	–	4	–	64	64	8	157	202	36	395	1.07
	Men	92	120	26	6	10	–	89	107	5	187	237	31	455	1.24
	All	185	254	54	6	14	–	153	171	13	344	439	67	850	2.31
Jamaica	Women	5	9	2	2	5	1	20	19	1	27	33	4	64	0.17
	Men	5	2	–	2	4	–	9	15	–	16	21	–	37	0.10
	All	10	11	2	4	9	1	29	34	1	43	54	4	101	0.27
Japan	Women	72	57	11	1	–	–	20	20	3	93	77	14	184	0.50
	Men	34	47	3	–	1	–	3	3	1	37	51	4	92	0.25
	All	106	104	14	1	1	–	23	23	4	130	128	18	276	0.75
Jordan	Women	9	15	6	4	1	1	4	39	–	17	55	7	79	0.21
	Men	13	33	5	10	16	–	3	111	4	26	160	9	195	0.53
	All	22	48	11	14	17	1	7	150	4	43	215	16	274	0.74
Kazakhstan	Women	6	10	2	–	–	–	–	15	–	6	25	2	33	0.09
	Men	3	3	–	–	–	–	–	5	–	3	8	–	11	0.03
	All	9	13	2	–	–	–	–	20	–	9	33	2	44	0.12

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Kenya	Women	68	85	18	49	39	1	214	376	48	331	500	67	898	2.44
	Men	62	92	16	60	59	1	127	367	47	249	518	64	831	2.26
	All	130	177	34	109	98	2	341	743	95	580	1 018	131	1 729	4.69
Kiribati	Women	–	–	–	–	–	–	–	1	–	–	1	–	1	0.00
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	1	–	–	1	–	1	0.00
Kuwait	Women	–	4	1	–	–	–	–	3	–	–	7	1	8	0.02
	Men	–	–	1	–	–	–	–	1	–	–	1	1	2	0.01
	All	–	4	2	–	–	–	–	4	–	–	8	2	10	0.03
Kyrgyzstan	Women	1	8	1	–	–	–	–	7	–	1	15	1	17	0.05
	Men	6	7	2	2	–	–	–	12	–	8	19	2	29	0.08
	All	7	15	3	2	–	–	–	19	–	9	34	3	46	0.12
Lao People's Democratic Republic	Women	–	–	–	–	–	–	–	4	–	–	4	–	4	0.01
	Men	–	–	–	–	–	–	1	4	–	1	4	–	5	0.01
	All	–	–	–	–	–	–	1	8	–	1	8	–	9	0.02
Latvia	Women	4	3	1	–	–	–	1	2	–	5	5	1	11	0.03
	Men	1	4	1	–	2	–	–	1	–	1	7	1	9	0.02
	All	5	7	2	–	2	–	1	3	–	6	12	2	20	0.05
Lebanon	Women	42	22	16	6	10	–	57	233	10	105	265	26	396	1.08
	Men	19	23	10	37	51	1	55	558	7	111	632	18	761	2.07
	All	61	45	26	43	61	1	112	791	17	216	897	44	1 157	3.14
Lesotho	Women	2	2	2	–	–	–	–	1	–	2	3	2	7	0.02
	Men	–	1	–	–	–	–	–	3	–	–	4	–	4	0.01
	All	2	3	2	–	–	–	–	4	–	2	7	2	11	0.03
Liberia	Women	4	–	1	11	11	1	1	3	1	16	14	3	33	0.09
	Men	2	13	2	23	24	1	1	11	–	26	48	3	77	0.21
	All	6	13	3	34	35	2	2	14	1	42	62	6	110	0.30
Libya	Women	1	1	1	–	–	–	–	7	–	1	8	1	10	0.03
	Men	1	2	–	–	–	–	–	50	–	1	52	–	53	0.14
	All	2	3	1	–	–	–	–	57	–	2	60	1	63	0.17

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Liechtenstein	Women	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
Lithuania	Women	4	7	1	–	–	–	–	8	–	4	15	1	20	0.05
	Men	3	3	–	1	–	–	–	–	–	4	3	–	7	0.02
	All	7	10	1	1	–	–	–	8	–	8	18	1	27	0.07
Luxembourg	Women	1	5	1	–	–	–	–	–	–	1	5	1	7	0.02
	Men	3	1	1	–	–	–	–	–	–	3	1	1	5	0.01
	All	4	6	2	–	–	–	–	–	–	4	6	2	12	0.03
Madagascar	Women	5	4	2	–	1	–	4	4	–	9	9	2	20	0.05
	Men	4	1	–	2	1	–	–	8	–	6	10	–	16	0.04
	All	9	5	2	2	2	–	4	12	–	15	19	2	36	0.10
Malawi	Women	3	2	4	–	–	–	2	2	–	5	4	4	13	0.04
	Men	17	9	1	–	–	–	–	4	–	17	13	1	31	0.08
	All	20	11	5	–	–	–	2	6	–	22	17	5	44	0.12
Malaysia	Women	9	12	1	2	–	–	2	2	–	13	14	1	28	0.08
	Men	5	5	2	2	2	–	2	8	–	9	15	2	26	0.07
	All	14	17	3	4	2	–	4	10	–	22	29	3	54	0.15
Maldives	Women	2	2	–	–	–	–	–	4	–	2	6	–	8	0.02
	Men	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
	All	4	2	–	–	–	–	–	4	–	4	6	–	10	0.03
Mali	Women	4	5	2	1	3	–	2	151	9	7	159	11	177	0.48
	Men	4	8	4	1	3	–	–	674	23	5	685	27	717	1.95
	All	8	13	6	2	6	–	2	825	32	12	844	38	894	2.43
Malta	Women	2	–	–	–	–	–	–	2	–	2	2	–	4	0.01
	Men	4	–	–	–	–	–	–	–	–	4	–	–	4	0.01
	All	6	–	–	–	–	–	–	2	–	6	2	–	8	0.02
Marshall Islands	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Mauritania	Women	–	2	–	–	–	–	–	4	–	–	6	–	6	0.02
	Men	9	7	3	–	–	–	–	10	–	9	17	3	29	0.08
	All	9	9	3	–	–	–	–	14	–	9	23	3	35	0.10
Mauritius	Women	6	5	3	–	1	–	2	1	2	8	7	5	20	0.05
	Men	6	4	–	1	1	–	–	1	–	7	6	–	13	0.04
	All	12	9	3	1	2	–	2	2	2	15	13	5	33	0.09
Mexico	Women	28	14	10	1	–	–	14	42	3	43	56	13	112	0.30
	Men	30	24	2	–	–	–	8	29	2	38	53	4	95	0.26
	All	58	38	12	1	–	–	22	71	5	81	109	17	207	0.56
Micronesia (Federated States of)	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
	All	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
Monaco	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
	All	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
Mongolia	Women	4	5	1	1	1	–	2	5	–	7	11	1	19	0.05
	Men	4	4	–	–	–	–	–	1	1	4	5	1	10	0.03
	All	8	9	1	1	1	–	2	6	1	11	16	2	29	0.08
Montenegro	Women	3	2	–	–	–	–	–	2	–	3	4	–	7	0.02
	Men	3	1	1	–	–	–	–	3	–	3	4	1	8	0.02
	All	6	3	1	–	–	–	–	5	–	6	8	1	15	0.04
Morocco	Women	19	12	10	5	9	–	9	40	1	33	61	11	105	0.29
	Men	33	12	20	20	27	–	3	132	1	56	171	21	248	0.67
	All	52	24	30	25	36	–	12	172	2	89	232	32	353	0.96
Mozambique	Women	–	2	2	4	–	–	1	2	–	5	4	2	11	0.03
	Men	3	2	3	–	1	–	–	3	–	3	6	3	12	0.03
	All	3	4	5	4	1	–	1	5	–	8	10	5	23	0.06
Myanmar	Women	4	2	1	–	2	–	15	39	1	19	43	2	64	0.17
	Men	6	2	2	4	–	–	10	32	–	20	34	2	56	0.15
	All	10	4	3	4	2	–	25	71	1	39	77	4	120	0.33

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Namibia	Women	2	1	2	1	–	–	2	3	–	5	4	2	11	0.03
	Men	1	2	1	–	1	–	–	1	–	1	4	1	6	0.02
	All	3	3	3	1	1	–	2	4	–	6	8	3	17	0.05
Nauru	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Nepal	Women	2	10	3	3	2	–	–	9	–	5	21	3	29	0.08
	Men	29	48	7	18	26	1	6	16	–	53	90	8	151	0.41
	All	31	58	10	21	28	1	6	25	–	58	111	11	180	0.49
Netherlands	Women	15	52	8	–	–	–	5	27	1	20	79	9	108	0.29
	Men	43	50	11	2	9	1	1	36	3	46	95	15	156	0.42
	All	58	102	19	2	9	1	6	63	4	66	174	24	264	0.72
New Zealand	Women	8	20	1	3	1	–	–	1	1	11	22	2	35	0.10
	Men	17	14	2	12	1	–	1	1	–	30	16	2	48	0.13
	All	25	34	3	15	2	–	1	2	1	41	38	4	83	0.23
Nicaragua	Women	2	2	–	1	–	–	2	–	–	5	2	–	7	0.02
	Men	1	2	1	–	–	–	–	3	–	1	5	1	7	0.02
	All	3	4	1	1	–	–	2	3	–	6	7	1	14	0.04
Niger	Women	3	7	1	–	2	–	4	10	2	7	19	3	29	0.08
	Men	8	27	3	10	6	1	3	24	6	21	57	10	88	0.24
	All	11	34	4	10	8	1	7	34	8	28	76	13	117	0.32
Nigeria	Women	14	30	5	10	1	–	6	20	–	30	51	5	86	0.23
	Men	44	52	4	28	17	–	6	53	–	78	122	4	204	0.55
	All	58	82	9	38	18	–	12	73	–	108	173	9	290	0.79
North Macedonia	Women	2	5	–	2	–	–	1	12	1	5	17	1	23	0.06
	Men	4	8	3	3	3	–	2	5	–	9	16	3	28	0.08
	All	6	13	3	5	3	–	3	17	1	14	33	4	51	0.14
Norway	Women	14	17	–	–	–	–	1	1	–	15	18	–	33	0.09
	Men	7	20	–	6	3	–	2	1	–	15	24	–	39	0.11
	All	21	37	–	6	3	–	3	2	–	30	42	–	72	0.20

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Oman	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
	All	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
Pakistan	Women	3	9	3	3	1	–	2	19	1	8	29	4	41	0.11
	Men	38	63	2	21	27	1	14	88	1	73	178	4	255	0.69
	All	41	72	5	24	28	1	16	107	2	81	207	8	296	0.80
Palau	Women	–	–	–	–	–	–	–	1	–	–	1	–	1	0.00
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	1	–	–	1	–	1	0.00
Panama	Women	4	4	2	–	–	–	9	18	–	13	22	2	37	0.10
	Men	2	–	–	–	–	–	–	14	–	2	14	–	16	0.04
	All	6	4	2	–	–	–	9	32	–	15	36	2	53	0.14
Papua New Guinea	Women	–	–	–	–	–	–	–	4	–	–	4	–	4	0.01
	Men	1	–	–	1	–	–	–	3	–	2	3	–	5	0.01
	All	1	–	–	1	–	–	–	7	–	2	7	–	9	0.02
Paraguay	Women	3	2	1	–	–	–	1	3	–	4	5	1	10	0.03
	Men	4	2	–	–	1	–	–	3	–	4	6	–	10	0.03
	All	7	4	1	–	1	–	1	6	–	8	11	1	20	0.05
Peru	Women	6	13	3	1	–	–	29	14	4	36	27	7	70	0.19
	Men	12	10	2	6	–	–	17	12	1	35	22	3	60	0.16
	All	18	23	5	7	–	–	46	26	5	71	49	10	130	0.35
Philippines	Women	30	29	7	25	24	–	123	109	14	178	162	21	361	0.98
	Men	21	42	6	61	37	1	48	64	6	130	143	13	286	0.78
	All	51	71	13	86	61	1	171	173	20	308	305	34	647	1.76
Poland	Women	11	18	2	–	–	–	3	9	–	14	27	2	43	0.12
	Men	17	13	1	1	1	–	1	6	–	19	20	1	40	0.11
	All	28	31	3	1	1	–	4	15	–	33	47	3	83	0.23
Portugal	Women	10	28	5	2	5	–	2	5	–	14	38	5	57	0.15
	Men	15	26	3	3	9	1	6	5	1	24	40	5	69	0.19
	All	25	54	8	5	14	1	8	10	1	38	78	10	126	0.34

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Qatar	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00
	All	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00
Republic of Korea	Women	23	34	9	–	1	–	4	18	2	27	53	11	91	0.25
	Men	23	27	1	–	2	–	2	6	–	25	35	1	61	0.17
	All	46	61	10	–	3	–	6	24	2	52	88	12	152	0.41
Republic of Moldova	Women	5	3	1	–	–	–	1	10	–	6	13	1	20	0.05
	Men	1	8	3	–	–	–	–	7	–	1	15	3	19	0.05
	All	6	11	4	–	–	–	1	17	–	7	28	4	39	0.11
Romania	Women	11	17	7	–	6	1	5	39	3	16	62	11	89	0.24
	Men	13	22	3	6	70	10	10	36	1	29	128	14	171	0.46
	All	24	39	10	6	76	11	15	75	4	45	190	25	260	0.71
Russian Federation	Women	66	35	23	12	5	–	58	61	5	136	101	28	265	0.72
	Men	124	58	39	16	12	–	6	13	2	146	83	41	270	0.73
	All	190	93	62	28	17	–	64	74	7	282	184	69	535	1.45
Rwanda	Women	4	15	5	11	11	5	8	10	1	23	36	11	70	0.19
	Men	14	38	19	19	17	2	2	14	10	35	69	31	135	0.37
	All	18	53	24	30	28	7	10	24	11	58	105	42	205	0.56
Saint Kitts and Nevis	Women	4	–	–	–	–	–	–	–	–	4	–	–	4	0.01
	Men	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
	All	6	–	–	–	–	–	–	–	–	6	–	–	6	0.02
Saint Lucia	Women	1	1	–	–	–	–	1	1	1	2	2	1	5	0.01
	Men	1	1	1	–	–	–	–	–	–	1	1	1	3	0.01
	All	2	2	1	–	–	–	1	1	1	3	3	2	8	0.02
Saint Vincent and the Grenadines	Women	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01
	Men	–	–	–	–	–	–	1	–	–	1	–	–	1	0.00
	All	–	2	–	–	–	–	1	–	–	1	2	–	3	0.01
Samoa	Women	–	–	–	2	–	–	–	4	–	2	4	–	6	0.02
	Men	2	1	–	2	–	–	–	3	–	4	4	–	8	0.02
	All	2	1	–	4	–	–	–	7	–	6	8	–	14	0.04

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
San Marino	Women	3	–	–	–	–	–	–	–	–	3	–	–	3	0.01
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	3	–	–	–	–	–	–	–	–	3	–	–	3	0.01
Sao Tome and Principe	Women	–	–	–	1	–	–	–	1	–	1	1	–	2	0.01
	Men	–	–	–	–	–	–	–	2	–	–	2	–	2	0.01
	All	–	–	–	1	–	–	–	3	–	1	3	–	4	0.01
Saudi Arabia	Women	3	9	–	–	–	–	–	4	–	3	13	–	16	0.04
	Men	–	5	–	–	–	–	–	1	–	–	6	–	6	0.02
	All	3	14	–	–	–	–	–	5	–	3	19	–	22	0.06
Senegal	Women	11	11	5	2	4	–	4	48	2	17	63	7	87	0.24
	Men	16	43	10	6	8	1	7	60	1	29	111	12	152	0.41
	All	27	54	15	8	12	1	11	108	3	46	174	19	239	0.65
Serbia	Women	8	16	4	18	12	1	3	101	2	29	129	7	165	0.45
	Men	13	22	5	51	38	2	9	153	2	73	213	9	295	0.80
	All	21	38	9	69	50	3	12	254	4	102	342	16	460	1.25
Seychelles	Women	1	1	–	1	–	–	1	–	–	3	1	–	4	0.01
	Men	3	2	–	–	–	–	–	–	–	3	2	–	5	0.01
	All	4	3	–	1	–	–	1	–	–	6	3	–	9	0.02
Sierra Leone	Women	2	12	2	36	5	3	1	1	–	39	18	5	62	0.17
	Men	19	32	2	51	34	4	1	10	–	71	76	6	153	0.42
	All	21	44	4	87	39	7	2	11	–	110	94	11	215	0.58
Singapore	Women	13	6	2	1	–	–	–	3	–	14	9	2	25	0.07
	Men	8	2	–	–	–	–	–	–	–	8	2	–	10	0.03
	All	21	8	2	1	–	–	–	3	–	22	11	2	35	0.10
Slovakia	Women	6	8	2	–	–	–	2	5	–	8	13	2	23	0.06
	Men	2	5	1	–	–	–	4	2	–	6	7	1	14	0.04
	All	8	13	3	–	–	–	6	7	–	14	20	3	37	0.10
Slovenia	Women	6	2	1	–	–	–	1	2	–	7	4	1	12	0.03
	Men	4	1	–	–	1	–	1	4	–	5	6	–	11	0.03
	All	10	3	1	–	1	–	2	6	–	12	10	1	23	0.06

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Solomon Islands	Women	–	–	–	–	–	–	–	1	–	–	1	–	1	0.00
	Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
	All	1	–	–	–	–	–	–	1	–	1	1	–	2	0.01
Somalia	Women	1	–	–	–	–	–	–	21	–	1	21	–	22	0.06
	Men	3	5	–	3	1	–	1	178	2	7	184	2	193	0.52
	All	4	5	–	3	1	–	1	199	2	8	205	2	215	0.58
South Africa	Women	16	27	8	–	2	–	6	12	2	22	41	10	73	0.20
	Men	15	28	3	22	13	–	3	9	–	40	50	3	93	0.25
	All	31	55	11	22	15	–	9	21	2	62	91	13	166	0.45
South Sudan	Women	–	1	1	–	–	–	–	192	2	–	193	3	196	0.53
	Men	2	2	–	1	–	–	–	1 177	18	3	1 179	18	1 200	3.26
	All	2	3	1	1	–	–	–	1 369	20	3	1 372	21	1 396	3.79
Spain	Women	98	81	48	1	1	–	22	45	3	121	127	51	299	0.81
	Men	98	87	20	2	14	–	10	31	3	110	132	23	265	0.72
	All	196	168	68	3	15	–	32	76	6	231	259	74	564	1.53
Sri Lanka	Women	4	6	–	–	1	–	7	9	1	11	16	1	28	0.08
	Men	6	11	2	20	9	–	4	17	–	30	37	2	69	0.19
	All	10	17	2	20	10	–	11	26	1	41	53	3	97	0.26
Sudan	Women	4	13	2	2	–	–	6	162	9	12	175	11	198	0.54
	Men	8	19	3	3	11	–	4	962	40	15	992	43	1 050	2.85
	All	12	32	5	5	11	–	10	1 124	49	27	1 167	54	1 248	3.39
Suriname	Women	1	–	–	–	–	–	1	1	1	2	1	1	4	0.01
	Men	2	–	1	–	–	–	–	2	–	2	2	1	5	0.01
	All	3	–	1	–	–	–	1	3	1	4	3	2	9	0.02
Sweden	Women	29	59	4	1	–	–	4	3	–	34	62	4	100	0.27
	Men	15	34	4	4	2	–	1	1	–	20	37	4	61	0.17
	All	44	93	8	5	2	–	5	4	–	54	99	8	161	0.44
Switzerland	Women	41	36	28	2	1	–	44	47	5	87	84	33	204	0.55
	Men	26	24	7	1	1	–	43	35	2	70	60	9	139	0.38
	All	67	60	35	3	2	–	87	82	7	157	144	42	343	0.93

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Syrian Arab Republic	Women	6	7	2	6	4	—	1	47	3	13	58	5	76	0.21
	Men	7	12	9	4	8	—	12	123	4	23	143	13	179	0.49
	All	13	19	11	10	12	—	13	170	7	36	201	18	255	0.69
Tajikistan	Women	1	—	2	6	1	—	2	2	—	9	3	2	14	0.04
	Men	10	5	1	12	4	—	1	5	—	23	14	1	38	0.10
	All	11	5	3	18	5	—	3	7	—	32	17	3	52	0.14
Thailand	Women	8	6	1	1	—	—	98	118	1	107	124	2	233	0.63
	Men	3	7	—	6	1	—	53	101	—	62	109	—	171	0.46
	All	11	13	1	7	1	—	151	219	1	169	233	2	404	1.10
Timor-Leste	Women	—	—	—	—	1	1	—	2	—	—	3	1	4	0.01
	Men	—	—	—	8	6	1	—	5	—	8	11	1	20	0.05
	All	—	—	—	8	7	2	—	7	—	8	14	2	24	0.07
Togo	Women	2	2	1	1	—	—	2	4	—	5	6	1	12	0.03
	Men	8	17	14	—	1	—	1	5	1	9	23	15	47	0.13
	All	10	19	15	1	1	—	3	9	1	14	29	16	59	0.16
Tonga	Women	2	1	—	—	—	—	—	—	—	2	1	—	3	0.01
	Men	1	—	—	—	—	—	—	1	—	1	1	—	2	0.01
	All	3	1	—	—	—	—	—	1	—	3	2	—	5	0.01
Trinidad and Tobago	Women	11	5	1	4	1	—	27	27	1	42	33	2	77	0.21
	Men	9	10	1	24	4	—	17	17	—	50	31	1	82	0.22
	All	20	15	2	28	5	—	44	44	1	92	64	3	159	0.43
Tunisia	Women	7	13	7	2	—	—	3	14	—	12	27	7	46	0.12
	Men	12	24	9	4	4	—	5	14	2	21	42	11	74	0.20
	All	19	37	16	6	4	—	8	28	2	33	69	18	120	0.33
Turkey	Women	16	17	2	—	1	—	—	12	—	16	30	2	48	0.13
	Men	15	25	2	—	1	—	3	29	1	18	55	3	76	0.21
	All	31	42	4	—	2	—	3	41	1	34	85	5	124	0.34
Turkmenistan	Women	1	1	—	—	—	—	—	7	—	1	8	—	9	0.02
	Men	1	3	—	—	—	—	—	18	—	1	21	—	22	0.06
	All	2	4	—	—	—	—	—	25	—	2	29	—	31	0.08

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Tuvalu	Women	–	–	–	–	–	–	–	1	–	–	1	–	1	0.00
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	1	–	–	1	–	1	0.00
Uganda	Women	20	49	12	10	12	3	6	189	14	36	250	29	315	0.86
	Men	34	53	14	19	17	1	3	211	6	56	281	21	358	0.97
	All	54	102	26	29	29	4	9	400	20	92	531	50	673	1.83
Ukraine	Women	3	12	2	–	1	–	2	42	4	5	55	6	66	0.18
	Men	27	29	2	9	13	1	1	59	1	37	101	4	142	0.39
	All	30	41	4	9	14	1	3	101	5	42	156	10	208	0.56
United Arab Emirates	Women	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01
United Kingdom of Great Britain and Northern Ireland	Women	104	97	48	5	1	3	33	44	1	142	142	52	336	0.91
	Men	131	190	51	27	17	1	18	37	–	176	244	52	472	1.28
	All	235	287	99	32	18	4	51	81	1	318	386	104	808	2.19
United Republic of Tanzania	Women	6	14	2	16	8	–	4	34	17	26	56	19	101	0.27
	Men	7	17	3	28	17	–	1	82	14	36	116	17	169	0.46
	All	13	31	5	44	25	–	5	116	31	62	172	36	270	0.73
United States of America	Women	278	276	87	20	21	1	263	286	33	561	583	121	1 265	3.43
	Men	223	286	85	38	27	1	263	272	22	524	585	108	1 217	3.30
	All	501	562	172	58	48	2	526	558	55	1 085	1 168	229	2 482	6.74
Uruguay	Women	14	10	6	1	–	–	8	5	–	23	15	6	44	0.12
	Men	12	23	6	5	5	–	6	6	–	23	34	6	63	0.17
	All	26	33	12	6	5	–	14	11	–	46	49	12	107	0.29
Uzbekistan	Women	7	5	1	–	1	–	1	9	–	8	15	1	24	0.07
	Men	10	12	–	–	1	–	–	13	–	10	26	–	36	0.10
	All	17	17	1	–	2	–	1	22	–	18	41	1	60	0.16
Vanuatu	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	2	–	–	2	–	2	0.01
	All	–	–	–	–	–	–	–	2	–	–	2	–	2	0.01

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Venezuela (Bolivarian Republic of)	Women	6	5	3	–	–	–	2	7	3	8	12	6	26	0.07
	Men	9	8	5	1	1	–	1	17	1	11	26	6	43	0.12
	All	15	13	8	1	1	–	3	24	4	19	38	12	69	0.19
Viet Nam	Women	7	2	–	–	–	–	3	7	–	10	9	–	19	0.05
	Men	4	3	1	–	–	–	–	4	–	4	7	1	12	0.03
	All	11	5	1	–	–	–	3	11	–	14	16	1	31	0.08
Yemen	Women	2	3	1	–	–	–	–	22	3	2	25	4	31	0.08
	Men	4	7	2	1	2	1	2	91	39	7	100	42	149	0.40
	All	6	10	3	1	2	1	2	113	42	9	125	46	180	0.49
Zambia	Women	5	13	1	3	–	–	5	8	–	13	21	1	35	0.10
	Men	6	14	2	5	2	–	2	10	1	13	26	3	42	0.11
	All	11	27	3	8	2	–	7	18	1	26	47	4	77	0.21
Zimbabwe	Women	6	25	6	7	2	–	3	6	–	16	33	6	55	0.15
	Men	28	28	2	13	5	1	2	5	–	43	38	3	84	0.23
	All	34	53	8	20	7	1	5	11	–	59	71	9	139	0.38
Subtotal	Women	2 381	2 865	900	522	385	44	1 968	4 751	377	4 871	8 001	1 321	14 193	38.54
	Men	2 855	3 660	854	1 237	1 129	54	1 498	10 765	404	5 590	15 554	1 312	22 456	60.98
	All	5 236	6 525	1 754	1 759	1 514	98	3 466	15 516	781	10 461	23 555	2 633	36 649	99.52
State of Palestine	Women	2	5	–	3	2	1	–	24	3	5	31	4	40	0.11
	Men	9	18	5	9	9	–	7	64	2	25	91	7	123	0.33
	All	11	23	5	12	11	1	7	88	5	30	122	11	163	0.44
Stateless	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	10	5	–	10	5	–	15	0.04
	All	–	–	–	–	–	–	10	5	–	10	5	–	15	0.04
Total	Women	2 383	2 870	900	525	387	45	1 968	4 775	380	4 876	8 032	1 325	14 233	38.65
	Men	2 864	3 678	859	1 246	1 138	54	1 515	10 834	406	5 625	15 650	1 319	22 594	61.35
	All	5 247	6 548	1 759	1 771	1 525	99	3 483	15 609	786	10 501	23 682	2 644	36 827	100.00

Table 1.B

All staff by entity, location, gender, category and appointment type as at 31 December 2020

(Population: 36,827)

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
Departments/offices, regional commissions and tribunals																
Departments/offices																
ACABQ-SEC	Headquarters	Women	5	1	–	–	–	–	1	1	1	6	2	1	9	0.02
		Men	1	1	–	–	–	–	–	–	–	1	1	–	2	0.01
		All	6	2	–	–	–	–	1	1	1	7	3	1	11	0.03
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Women	5	1	–	–	–	–	1	1	1	6	2	1	9	0.02
		Men	1	1	–	–	–	–	–	–	–	1	1	–	2	0.01
		All	6	2	–	–	–	–	1	1	1	7	3	1	11	0.03
BOA-SEC	Headquarters	Women	1	1	–	–	–	–	2	1	–	3	2	–	5	0.01
		Men	–	–	–	–	–	–	1	1	–	1	1	–	2	0.01
		All	1	1	–	–	–	–	3	2	–	4	3	–	7	0.02
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Women	1	1	–	–	–	–	2	1	–	3	2	–	5	0.01
		Men	–	–	–	–	–	–	1	1	–	1	1	–	2	0.01
		All	1	1	–	–	–	–	3	2	–	4	3	–	7	0.02
CTED	Headquarters	Women	8	12	6	–	–	–	1	5	1	9	17	7	33	0.09
		Men	8	8	1	–	–	–	1	–	–	9	8	1	18	0.05
		All	16	20	7	–	–	–	2	5	1	18	25	8	51	0.14
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
DESA	Subtotal	Women	8	12	6	–	–	–	1	5	1	9	17	7	33	0.09
		Men	8	8	1	–	–	–	1	–	–	9	8	1	18	0.05
		All	16	20	7	–	–	–	2	5	1	18	25	8	51	0.14
	Headquarters	Women	109	197	7	–	–	–	83	48	1	192	245	8	445	1.21
		Men	122	129	6	–	–	–	31	28	1	153	157	7	317	0.86
		All	231	326	13	–	–	–	114	76	2	345	402	15	762	2.07
	Other offices	Women	1	55	1	–	–	–	–	6	–	1	61	1	63	0.17
		Men	2	31	1	–	–	–	–	5	–	2	36	1	39	0.11
		All	3	86	2	–	–	–	–	11	–	3	97	2	102	0.28
	Subtotal	Women	110	252	8	–	–	–	83	54	1	193	306	9	508	1.38
Men		124	160	7	–	–	–	31	33	1	155	193	8	356	0.97	
All		234	412	15	–	–	–	114	87	2	348	499	17	864	2.35	
DGACM	Headquarters	Women	484	48	203	–	–	–	211	190	58	695	238	261	1 194	3.24
		Men	429	25	152	–	–	–	160	167	51	589	192	203	984	2.67
		All	913	73	355	–	–	–	371	357	109	1 284	430	464	2 178	5.91
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Women	484	48	203	–	–	–	211	190	58	695	238	261	1 194	3.24
		Men	429	25	152	–	–	–	160	167	51	589	192	203	984	2.67
		All	913	73	355	–	–	–	371	357	109	1 284	430	464	2 178	5.91
DGC	Headquarters	Women	107	28	17	–	–	–	80	74	11	187	102	28	317	0.86
		Men	70	40	16	–	–	–	48	44	9	118	84	25	227	0.62
		All	177	68	33	–	–	–	128	118	20	305	186	53	544	1.48
	Other offices	Women	3	10	–	–	–	–	31	66	6	34	76	6	116	0.31
		Men	11	4	–	–	–	–	34	38	3	45	42	3	90	0.24
		All	14	14	–	–	–	–	65	104	9	79	118	9	206	0.56
	Subtotal	Women	110	38	17	–	–	–	111	140	17	221	178	34	433	1.18
		Men	81	44	16	–	–	–	82	82	12	163	126	28	317	0.86
		All	191	82	33	–	–	–	193	222	29	384	304	62	750	2.04

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
DMSPC	Headquarters	Women	124	64	12	–	–	–	71	89	4	195	153	16	364	0.99
		Men	119	62	5	–	–	–	28	20	3	147	82	8	237	0.64
		All	243	126	17	–	–	–	99	109	7	342	235	24	601	1.63
	Other offices	Women	–	–	1	–	–	–	–	6	–	–	6	1	7	0.02
		Men	1	2	1	–	–	–	1	3	–	2	5	1	8	0.02
		All	1	2	2	–	–	–	1	9	–	2	11	2	15	0.04
	Subtotal	Women	124	64	13	–	–	–	71	95	4	195	159	17	371	1.01
		Men	120	64	6	–	–	–	29	23	3	149	87	9	245	0.67
		All	244	128	19	–	–	–	100	118	7	344	246	26	616	1.67
DOS	Headquarters	Women	93	71	13	–	–	–	125	118	17	218	189	30	437	1.19
		Men	100	67	15	–	–	–	106	121	3	206	188	18	412	1.12
		All	193	138	28	–	–	–	231	239	20	424	377	48	849	2.31
	Other offices	Women	1	–	–	1	–	–	–	4	–	2	4	–	6	0.02
		Men	2	1	–	2	–	–	–	2	–	4	3	–	7	0.02
		All	3	1	–	3	–	–	–	6	–	6	7	–	13	0.04
	Subtotal	Women	94	71	13	1	–	–	125	122	17	220	193	30	443	1.20
		Men	102	68	15	2	–	–	106	123	3	210	191	18	419	1.14
		All	196	139	28	3	–	–	231	245	20	430	384	48	862	2.34
DPO	Headquarters	Women	52	75	21	–	–	–	16	42	11	68	117	32	217	0.59
		Men	50	155	31	–	–	–	6	18	5	56	173	36	265	0.72
		All	102	230	52	–	–	–	22	60	16	124	290	68	482	1.31
	Other offices	Women	1	–	–	–	–	–	–	2	–	1	2	–	3	0.01
		Men	–	3	1	–	–	–	–	–	–	–	3	1	4	0.01
		All	1	3	1	–	–	–	–	2	–	1	5	1	7	0.02
	Subtotal	Women	53	75	21	–	–	–	16	44	11	69	119	32	220	0.60
		Men	50	158	32	–	–	–	6	18	5	56	176	37	269	0.73
		All	103	233	53	–	–	–	22	62	16	125	295	69	489	1.33
DPPA	Headquarters	Women	58	53	25	–	–	–	30	51	13	88	104	38	230	0.62
		Men	52	45	23	–	–	–	6	12	4	58	57	27	142	0.39
		All	110	98	48	–	–	–	36	63	17	146	161	65	372	1.01

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
	Other offices	Women	1	1	2	–	–	–	–	1	–	1	2	2	5	0.01	
		Men	1	4	3	–	–	–	–	–	–	1	4	3	8	0.02	
		All	2	5	5	–	–	–	–	1	–	2	6	5	13	0.04	
	Subtotal	Women	59	54	27	–	–	–	30	52	13	89	106	40	235	0.64	
		Men	53	49	26	–	–	–	6	12	4	59	61	30	150	0.41	
		All	112	103	53	–	–	–	36	64	17	148	167	70	385	1.05	
	DSS	Headquarters	Women	22	28	7	–	–	–	53	142	1	75	170	8	253	0.69
			Men	37	31	2	–	–	–	190	312	1	227	343	3	573	1.56
			All	59	59	9	–	–	–	243	454	2	302	513	11	826	2.24
Other offices		Women	4	20	–	–	–	–	27	103	–	31	123	–	154	0.42	
		Men	34	208	–	–	–	–	101	492	5	135	700	5	840	2.28	
		All	38	228	–	–	–	–	128	595	5	166	823	5	994	2.70	
Subtotal		Women	26	48	7	–	–	–	80	245	1	106	293	8	407	1.11	
		Men	71	239	2	–	–	–	291	804	6	362	1 043	8	1 413	3.84	
		All	97	287	9	–	–	–	371	1 049	7	468	1 336	16	1 820	4.94	
EOSG	Headquarters	Women	14	26	2	–	–	–	18	19	1	32	45	3	80	0.22	
		Men	7	22	5	–	–	–	2	10	1	9	32	6	47	0.13	
		All	21	48	7	–	–	–	20	29	2	41	77	9	127	0.34	
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Men	–	–	3	–	–	–	–	–	–	–	–	3	3	0.01	
		All	–	–	3	–	–	–	–	–	–	–	–	3	3	0.01	
	Subtotal	Women	14	26	2	–	–	–	18	19	1	32	45	3	80	0.22	
		Men	7	22	8	–	–	–	2	10	1	9	32	9	50	0.14	
		All	21	48	10	–	–	–	20	29	2	41	77	12	130	0.35	
ETHICS	Headquarters	Women	3	2	–	–	–	–	1	–	–	4	2	–	6	0.02	
		Men	1	2	–	–	–	–	1	1	–	2	3	–	5	0.01	
		All	4	4	–	–	–	–	2	1	–	6	5	–	11	0.03	
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
GCO	Subtotal	Women	3	2	–	–	–	–	1	–	–	4	2	–	6	0.02
		Men	1	2	–	–	–	–	1	1	–	2	3	–	5	0.01
		All	4	4	–	–	–	–	2	1	–	6	5	–	11	0.03
	Headquarters	Women	3	10	–	–	–	–	–	1	–	3	11	–	14	0.04
		Men	1	2	–	–	–	–	1	–	–	2	2	–	4	0.01
		All	4	12	–	–	–	–	1	1	–	5	13	–	18	0.05
	Other offices	Women	–	3	–	–	–	–	–	–	–	–	3	–	3	0.01
		Men	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
		All	–	4	–	–	–	–	–	–	–	–	4	–	4	0.01
	Subtotal	Women	3	13	–	–	–	–	–	1	–	3	14	–	17	0.05
		Men	1	3	–	–	–	–	1	–	–	2	3	–	5	0.01
		All	4	16	–	–	–	–	1	1	–	5	17	–	22	0.06
HSU	Headquarters	Women	2	1	–	–	–	–	–	1	–	2	2	–	4	0.01
		Men	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00
		All	2	1	1	–	–	–	–	1	–	2	2	1	5	0.01
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Women	2	1	–	–	–	–	–	1	–	2	2	–	4	0.01
		Men	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00
		All	2	1	1	–	–	–	–	1	–	2	2	1	5	0.01
IAAC-SEC	Headquarters	Women	–	–	–	–	–	–	–	–	1	–	–	1	1	0.00
		Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
		All	1	–	–	–	–	–	–	–	1	1	–	1	2	0.01
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Women	–	–	–	–	–	–	–	–	1	–	–	1	1	0.00
		Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
		All	1	–	–	–	–	–	–	–	1	1	–	1	2	0.01

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
IIM-Syria	Headquarters	Women	1	19	4	–	–	–	3	6	–	4	25	4	33	0.09
		Men	2	16	1	–	–	–	–	1	–	2	17	1	20	0.05
		All	3	35	5	–	–	–	3	7	–	6	42	5	53	0.14
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Women	1	19	4	–	–	–	3	6	–	4	25	4	33	0.09
		Men	2	16	1	–	–	–	–	1	–	2	17	1	20	0.05
		All	3	35	5	–	–	–	3	7	–	6	42	5	53	0.14
IM-Myanmar	Headquarters	Women	3	10	6	–	–	–	3	5	–	6	15	6	27	0.07
		Men	2	5	4	–	–	–	–	1	–	2	6	4	12	0.03
		All	5	15	10	–	–	–	3	6	–	8	21	10	39	0.11
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Women	3	10	6	–	–	–	3	5	–	6	15	6	27	0.07
		Men	2	5	4	–	–	–	–	1	–	2	6	4	12	0.03
		All	5	15	10	–	–	–	3	6	–	8	21	10	39	0.11
OAJ	Headquarters	Women	4	11	2	–	–	–	4	8	–	8	19	2	29	0.08
		Men	3	7	4	–	–	–	1	1	1	4	8	5	17	0.05
		All	7	18	6	–	–	–	5	9	1	12	27	7	46	0.12
	Other offices	Women	–	1	2	–	–	–	–	–	–	–	1	2	3	0.01
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	1	2	–	–	–	–	–	–	–	1	2	3	0.01
	Subtotal	Women	4	12	4	–	–	–	4	8	–	8	20	4	32	0.09
		Men	3	7	4	–	–	–	1	1	1	4	8	5	17	0.05
		All	7	19	8	–	–	–	5	9	1	12	28	9	49	0.13
OCHA	Headquarters	Women	63	92	17	–	–	–	43	45	8	106	137	25	268	0.73
		Men	59	72	14	–	–	–	19	31	1	78	103	15	196	0.53
		All	122	164	31	–	–	–	62	76	9	184	240	40	464	1.26

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
	Other offices	Women	50	117	49	–	–	–	12	273	18	62	390	67	519	1.41
		Men	76	163	50	–	–	–	21	758	22	97	921	72	1 090	2.96
		All	126	280	99	–	–	–	33	1 031	40	159	1 311	139	1 609	4.37
	Subtotal	Women	113	209	66	–	–	–	55	318	26	168	527	92	787	2.14
		Men	135	235	64	–	–	–	40	789	23	175	1 024	87	1 286	3.49
		All	248	444	130	–	–	–	95	1 107	49	343	1 551	179	2 073	5.63
OCT	Headquarters	Women	6	30	5	–	–	–	2	20	2	8	50	7	65	0.18
		Men	8	18	10	–	–	–	1	12	1	9	30	11	50	0.14
		All	14	48	15	–	–	–	3	32	3	17	80	18	115	0.31
	Other offices	Women	–	–	1	–	–	–	–	1	–	–	1	1	2	0.01
		Men	3	1	2	–	–	–	–	–	–	3	1	2	6	0.02
		All	3	1	3	–	–	–	–	1	–	3	2	3	8	0.02
	Subtotal	Women	6	30	6	–	–	–	2	21	2	8	51	8	67	0.18
		Men	11	19	12	–	–	–	1	12	1	12	31	13	56	0.15
		All	17	49	18	–	–	–	3	33	3	20	82	21	123	0.33
ODA	Headquarters	Women	8	10	2	–	–	–	14	5	1	22	15	3	40	0.11
		Men	15	6	2	–	–	–	3	3	1	18	9	3	30	0.08
		All	23	16	4	–	–	–	17	8	2	40	24	6	70	0.19
	Other offices	Women	1	1	2	–	–	–	–	1	–	1	2	2	5	0.01
		Men	2	1	–	–	–	–	–	2	–	2	3	–	5	0.01
		All	3	2	2	–	–	–	–	3	–	3	5	2	10	0.03
	Subtotal	Women	9	11	4	–	–	–	14	6	1	23	17	5	45	0.12
		Men	17	7	2	–	–	–	3	5	1	20	12	3	35	0.10
		All	26	18	6	–	–	–	17	11	2	43	29	8	80	0.22
OEERC	Headquarters	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Other offices	Women	–	–	–	–	–	1	–	–	–	–	–	1	1	0.00
		Men	–	–	3	–	–	–	–	–	4	–	–	7	7	0.02
		All	–	–	3	–	–	1	–	–	4	–	–	8	8	0.02

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
OHCHR	Subtotal	Women	–	–	–	–	–	1	–	–	–	–	–	1	1	0.00
		Men	–	–	3	–	–	–	–	–	4	–	–	7	7	0.02
		All	–	–	3	–	–	1	–	–	4	–	–	8	8	0.02
	Headquarters	Women	162	150	46	–	–	–	54	67	12	216	217	58	491	1.33
		Men	123	68	34	–	–	–	29	36	3	152	104	37	293	0.80
		All	285	218	80	–	–	–	83	103	15	368	321	95	784	2.13
	Other offices	Women	37	64	33	–	–	–	15	192	14	52	256	47	355	0.96
		Men	40	80	34	–	–	–	17	202	17	57	282	51	390	1.06
		All	77	144	67	–	–	–	32	394	31	109	538	98	745	2.02
Subtotal	Women	199	214	79	–	–	–	69	259	26	268	473	105	846	2.30	
	Men	163	148	68	–	–	–	46	238	20	209	386	88	683	1.85	
	All	362	362	147	–	–	–	115	497	46	477	859	193	1 529	4.15	
OHRLLS	Headquarters	Women	5	5	–	–	–	–	2	1	1	7	6	1	14	0.04
		Men	5	5	–	–	–	–	–	2	–	5	7	–	12	0.03
		All	10	10	–	–	–	–	2	3	1	12	13	1	26	0.07
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Women	5	5	–	–	–	–	2	1	1	7	6	1	14	0.04
		Men	5	5	–	–	–	–	–	2	–	5	7	–	12	0.03
		All	10	10	–	–	–	–	2	3	1	12	13	1	26	0.07
OICT	Headquarters	Women	20	4	1	–	–	–	25	15	1	45	19	2	66	0.18
		Men	47	26	3	–	–	–	36	24	1	83	50	4	137	0.37
		All	67	30	4	–	–	–	61	39	2	128	69	6	203	0.55
	Other offices	Women	1	1	–	–	–	–	–	7	–	1	8	–	9	0.02
		Men	11	12	1	–	–	–	–	4	1	11	16	2	29	0.08
		All	12	13	1	–	–	–	–	11	1	12	24	2	38	0.10
	Subtotal	Women	21	5	1	–	–	–	25	22	1	46	27	2	75	0.20
		Men	58	38	4	–	–	–	36	28	2	94	66	6	166	0.45
		All	79	43	5	–	–	–	61	50	3	140	93	8	241	0.65

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
OIOS	Headquarters	Women	35	31	5	–	–	–	19	11	1	54	42	6	102	0.28
		Men	42	32	2	–	–	–	4	9	–	46	41	2	89	0.24
		All	77	63	7	–	–	–	23	20	1	100	83	8	191	0.52
	Other offices	Women	6	12	–	–	4	–	–	4	1	6	20	1	27	0.07
		Men	13	41	1	3	3	–	–	2	–	16	46	1	63	0.17
		All	19	53	1	3	7	–	–	6	1	22	66	2	90	0.24
	Subtotal	Women	41	43	5	–	4	–	19	15	2	60	62	7	129	0.35
		Men	55	73	3	3	3	–	4	11	–	62	87	3	152	0.41
		All	96	116	8	3	7	–	23	26	2	122	149	10	281	0.76
OLA	Headquarters	Women	29	23	2	–	–	–	25	21	–	54	44	2	100	0.27
		Men	33	18	7	–	–	–	7	7	–	40	25	7	72	0.20
		All	62	41	9	–	–	–	32	28	–	94	69	9	172	0.47
	Other offices	Women	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
		Men	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
		All	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01
	Subtotal	Women	29	24	2	–	–	–	25	21	–	54	45	2	101	0.27
		Men	33	19	7	–	–	–	7	7	–	40	26	7	73	0.20
		All	62	43	9	–	–	–	32	28	–	94	71	9	174	0.47
OOSA	Headquarters	Women	7	3	1	–	–	–	1	–	–	8	3	1	12	0.03
		Men	5	3	1	–	–	–	2	3	–	7	6	1	14	0.04
		All	12	6	2	–	–	–	3	3	–	15	9	2	26	0.07
	Other offices	Women	–	–	–	–	–	–	–	1	–	–	1	–	1	0.00
		Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
		All	1	–	–	–	–	–	–	1	–	1	1	–	2	0.01
	Subtotal	Women	7	3	1	–	–	–	1	1	–	8	4	1	13	0.04
		Men	6	3	1	–	–	–	2	3	–	8	6	1	15	0.04
		All	13	6	2	–	–	–	3	4	–	16	10	2	28	0.08
OSAA	Headquarters	Women	1	9	–	–	–	–	3	1	–	4	10	–	14	0.04
		Men	7	4	2	–	–	–	–	–	–	7	4	2	13	0.04
		All	8	13	2	–	–	–	3	1	–	11	14	2	27	0.07

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
OSC SEA	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Women	1	9	–	–	–	3	1	–	4	10	–	14	0.04
		Men	7	4	2	–	–	–	–	–	7	4	2	13	0.04
		All	8	13	2	–	–	–	3	1	11	14	2	27	0.07
	Headquarters	Women	1	–	1	–	–	–	1	–	1	1	1	3	0.01
		Men	1	–	–	–	–	–	–	–	1	–	–	1	0.00
		All	2	–	1	–	–	–	1	–	2	1	1	4	0.01
OSC HoA	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Women	1	–	1	–	–	–	1	–	1	1	1	3	0.01
		Men	1	–	–	–	–	–	–	–	1	–	–	1	0.00
		All	2	–	1	–	–	–	1	–	2	1	1	4	0.01
	Headquarters	Women	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–
OSEH	Other offices	Women	1	1	3	–	–	–	3	–	1	4	3	8	0.02
		Men	2	2	–	–	–	–	2	–	2	4	–	6	0.02
		All	3	3	3	–	–	–	5	–	3	8	3	14	0.04
	Subtotal	Women	1	1	3	–	–	–	3	–	1	4	3	8	0.02
		Men	2	2	–	–	–	–	2	–	2	4	–	6	0.02
		All	3	3	3	–	–	–	5	–	3	8	3	14	0.04
	Headquarters	Women	–	–	1	–	–	–	–	1	–	–	2	2	0.01
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	1	–	–	–	–	1	–	–	2	2	0.01
Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
OSRSG-CAAC	Subtotal	Women	–	–	1	–	–	–	–	–	1	–	–	2	2	0.01
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	1	–	–	–	–	–	1	–	–	2	2	0.01
	Headquarters	Women	2	5	1	–	–	–	2	–	–	4	5	1	10	0.03
		Men	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
		All	2	6	1	–	–	–	2	–	–	4	6	1	11	0.03
	Other offices	Women	–	–	1	–	–	–	–	–	1	–	–	2	2	0.01
		Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
		All	1	–	1	–	–	–	–	–	1	1	–	2	3	0.01
Subtotal	Women	2	5	2	–	–	–	2	–	1	4	5	3	12	0.03	
	Men	1	1	–	–	–	–	–	–	–	1	1	–	2	0.01	
	All	3	6	2	–	–	–	2	–	1	5	6	3	14	0.04	
OSRSG-SVC	Headquarters	Women	2	6	1	–	–	–	2	1	–	4	7	1	12	0.03
		Men	1	1	1	–	–	–	–	–	–	1	1	1	3	0.01
		All	3	7	2	–	–	–	2	1	–	5	8	2	15	0.04
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00
		All	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00
	Subtotal	Women	2	6	1	–	–	–	2	1	–	4	7	1	12	0.03
		Men	1	1	2	–	–	–	–	–	–	1	1	2	4	0.01
		All	3	7	3	–	–	–	2	1	–	5	8	3	16	0.04
OSRSG-VAC	Headquarters	Women	–	4	–	–	–	–	2	–	1	2	4	1	7	0.02
		Men	–	4	–	–	–	–	–	–	–	–	4	–	4	0.01
		All	–	8	–	–	–	–	2	–	1	2	8	1	11	0.03
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Women	–	4	–	–	–	–	2	–	1	2	4	1	7	0.02
		Men	–	4	–	–	–	–	–	–	–	–	4	–	4	0.01
		All	–	8	–	–	–	–	2	–	1	2	8	1	11	0.03

		Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
				PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
OVRA	Headquarters	Women	–	1	–	–	–	–	–	1	–	–	2	–	2	0.01	
		Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00	
		All	1	1	–	–	–	–	–	1	–	1	2	–	3	0.01	
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
	Subtotal	Women	–	1	–	–	–	–	–	1	–	–	2	–	2	0.01	
		Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00	
		All	1	1	–	–	–	–	–	1	–	1	2	–	3	0.01	
RCNYO	Headquarters	Women	1	1	–	–	–	–	1	–	1	2	–	3	0.01		
		Men	1	–	–	–	–	–	1	–	–	2	–	–	2	0.01	
		All	2	1	–	–	–	–	1	1	–	3	2	–	5	0.01	
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
	Subtotal	Women	1	1	–	–	–	–	–	1	–	1	2	–	3	0.01	
		Men	1	–	–	–	–	–	1	–	–	2	–	–	2	0.01	
		All	2	1	–	–	–	–	1	1	–	3	2	–	5	0.01	
RCS	Headquarters	Women	7	25	3	–	–	–	4	9	2	11	34	5	50	0.14	
		Men	6	23	3	–	–	–	3	1	–	9	24	3	36	0.10	
		All	13	48	6	–	–	–	7	10	2	20	58	8	86	0.23	
	Other offices	Women	16	138	8	–	–	–	5	198	–	21	336	8	365	0.99	
		Men	19	142	5	–	–	–	1	173	1	20	315	6	341	0.93	
		All	35	280	13	–	–	–	6	371	1	41	651	14	706	1.92	
	Subtotal	Women	23	163	11	–	–	–	9	207	2	32	370	13	415	1.13	
		Men	25	165	8	–	–	–	4	174	1	29	339	9	377	1.02	
		All	48	328	19	–	–	–	13	381	3	61	709	22	792	2.15	
UN-Habitat	Headquarters	Women	26	21	6	–	–	–	41	26	5	67	47	11	125	0.34	
		Men	30	29	5	–	–	–	9	18	9	39	47	14	100	0.27	
		All	56	50	11	–	–	–	50	44	14	106	94	25	225	0.61	

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
	Other offices	Women	3	10	–	–	–	3	26	–	6	36	–	42	0.11
		Men	6	25	4	–	–	–	49	2	6	74	6	86	0.23
		All	9	35	4	–	–	3	75	2	12	110	6	128	0.35
	Subtotal	Women	29	31	6	–	–	44	52	5	73	83	11	167	0.45
		Men	36	54	9	–	–	9	67	11	45	121	20	186	0.51
		All	65	85	15	–	–	53	119	16	118	204	31	353	0.96
	TBLDC	Headquarters	Women	–	–	–	–	–	–	–	–	–	–	–	–
			Men	–	–	–	–	–	–	–	–	–	–	–	–
			All	–	–	–	–	–	–	–	–	–	–	–	–
	Other offices	Women	–	2	–	–	–	–	–	–	–	2	–	2	0.01
		Men	–	1	–	–	–	–	1	–	–	2	–	2	0.01
		All	–	3	–	–	–	–	1	–	–	4	–	4	0.01
	Subtotal	Women	–	2	–	–	–	–	–	–	–	2	–	2	0.01
		Men	–	1	–	–	–	–	1	–	–	2	–	2	0.01
		All	–	3	–	–	–	–	1	–	–	4	–	4	0.01
	UN75	Headquarters	Women	1	1	4	–	–	1	1	–	2	2	4	8
			Men	1	1	1	–	–	–	–	–	1	1	1	3
			All	2	2	5	–	–	1	1	–	3	3	5	11
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Women	1	1	4	–	–	1	1	–	2	2	4	8	0.02
		Men	1	1	1	–	–	–	–	–	1	1	1	3	0.01
		All	2	2	5	–	–	1	1	–	3	3	5	11	0.03
	UNAKRT	Headquarters	Women	–	–	–	–	–	–	–	–	–	–	–	–
			Men	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–
	Other offices	Women	–	7	2	–	–	–	11	–	–	18	2	20	0.05
		Men	–	8	–	1	4	–	29	1	1	41	1	43	0.12
		All	–	15	2	1	4	–	40	1	1	59	3	63	0.17

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNCC	Subtotal	Women	–	7	2	–	–	–	–	11	–	–	18	2	20	0.05
		Men	–	8	–	1	4	–	–	29	1	1	41	1	43	0.12
		All	–	15	2	1	4	–	–	40	1	1	59	3	63	0.17
	Headquarters	Women	1	–	–	–	–	–	1	–	–	2	–	–	2	0.01
		Men	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
		All	1	1	–	–	–	–	1	–	–	2	1	–	3	0.01
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal	Women	1	–	–	–	–	–	1	–	–	2	–	–	2	0.01	
	Men	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00	
	All	1	1	–	–	–	–	1	–	–	2	1	–	3	0.01	
UNCTAD	Headquarters	Women	66	31	14	–	–	–	66	32	7	132	63	21	216	0.59
		Men	105	50	13	–	–	–	18	16	5	123	66	18	207	0.56
		All	171	81	27	–	–	–	84	48	12	255	129	39	423	1.15
	Other offices	Women	–	2	10	–	–	–	–	1	–	–	3	10	13	0.04
		Men	1	21	28	–	–	–	–	1	–	1	22	28	51	0.14
		All	1	23	38	–	–	–	–	2	–	1	25	38	64	0.17
	Subtotal	Women	66	33	24	–	–	–	66	33	7	132	66	31	229	0.62
		Men	106	71	41	–	–	–	18	17	5	124	88	46	258	0.70
		All	172	104	65	–	–	–	84	50	12	256	154	77	487	1.32
UNDRR	Headquarters	Women	6	20	4	–	–	–	1	7	1	7	27	5	39	0.11
		Men	2	11	2	–	–	–	3	5	–	5	16	2	23	0.06
		All	8	31	6	–	–	–	4	12	1	12	43	7	62	0.17
	Other offices	Women	1	15	–	–	–	–	–	12	–	1	27	–	28	0.08
		Men	2	16	4	–	–	–	1	3	–	3	19	4	26	0.07
		All	3	31	4	–	–	–	1	15	–	4	46	4	54	0.15
	Subtotal	Women	7	35	4	–	–	–	1	19	1	8	54	5	67	0.18
		Men	4	27	6	–	–	–	4	8	–	8	35	6	49	0.13
		All	11	62	10	–	–	–	5	27	1	16	89	11	116	0.31

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNEP	Headquarters	Women	77	144	10	–	–	–	100	109	5	177	253	15	445	1.21
		Men	84	112	9	–	–	–	27	66	4	111	178	13	302	0.82
		All	161	256	19	–	–	–	127	175	9	288	431	28	747	2.03
	Other offices	Women	53	100	36	–	–	–	70	97	1	123	197	37	357	0.97
		Men	61	87	22	–	–	–	12	35	2	73	122	24	219	0.59
		All	114	187	58	–	–	–	82	132	3	196	319	61	576	1.56
	Subtotal	Women	130	244	46	–	–	–	170	206	6	300	450	52	802	2.18
		Men	145	199	31	–	–	–	39	101	6	184	300	37	521	1.41
		All	275	443	77	–	–	–	209	307	12	484	750	89	1 323	3.59
UNOAU	Headquarters	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Other offices	Women	2	5	2	1	2	–	–	8	3	3	15	5	23	0.06
		Men	5	13	–	4	1	–	1	8	1	10	22	1	33	0.09
		All	7	18	2	5	3	–	1	16	4	13	37	6	56	0.15
	Subtotal	Women	2	5	2	1	2	–	–	8	3	3	15	5	23	0.06
		Men	5	13	–	4	1	–	1	8	1	10	22	1	33	0.09
		All	7	18	2	5	3	–	1	16	4	13	37	6	56	0.15
UNODC	Headquarters	Women	57	96	20	–	–	–	40	73	15	97	169	35	301	0.82
		Men	58	66	14	–	–	–	11	40	1	69	106	15	190	0.52
		All	115	162	34	–	–	–	51	113	16	166	275	50	491	1.33
	Other offices	Women	11	51	3	–	–	–	11	70	1	22	121	4	147	0.40
		Men	18	80	6	–	–	–	11	65	2	29	145	8	182	0.49
		All	29	131	9	–	–	–	22	135	3	51	266	12	329	0.89
	Subtotal	Women	68	147	23	–	–	–	51	143	16	119	290	39	448	1.22
		Men	76	146	20	–	–	–	22	105	3	98	251	23	372	1.01
		All	144	293	43	–	–	–	73	248	19	217	541	62	820	2.23
UNOG	Headquarters	Women	37	31	13	–	–	–	86	74	10	123	105	23	251	0.68
		Men	50	29	10	–	–	–	102	76	4	152	105	14	271	0.74
		All	87	60	23	–	–	–	188	150	14	275	210	37	522	1.42

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
	Other offices	Women	–	–	–	–	–	–	–	9	–	–	9	–	9	0.02	
		Men	–	–	–	–	–	–	–	1	–	–	1	–	1	0.00	
		All	–	–	–	–	–	–	–	10	–	–	10	–	10	0.03	
	Subtotal	Women	37	31	13	–	–	–	86	83	10	123	114	23	260	0.71	
		Men	50	29	10	–	–	–	102	77	4	152	106	14	272	0.74	
		All	87	60	23	–	–	–	188	160	14	275	220	37	532	1.44	
	UNOMS	Headquarters	Women	4	4	–	–	–	–	3	4	–	7	8	–	15	0.04
			Men	3	2	–	–	–	–	–	–	–	3	2	–	5	0.01
			All	7	6	–	–	–	–	3	4	–	10	10	–	20	0.05
Other offices		Women	1	1	–	1	–	–	–	1	–	2	2	–	4	0.01	
		Men	–	2	1	–	1	–	–	–	–	–	3	1	4	0.01	
		All	1	3	1	1	1	–	–	1	–	2	5	1	8	0.02	
Subtotal		Women	5	5	–	1	–	–	3	5	–	9	10	–	19	0.05	
		Men	3	4	1	–	1	–	–	–	–	3	5	1	9	0.02	
		All	8	9	1	1	1	–	3	5	–	12	15	1	28	0.08	
UNON	Headquarters	Women	16	12	1	–	–	–	59	85	9	75	97	10	182	0.49	
		Men	13	16	1	–	–	–	49	85	3	62	101	4	167	0.45	
		All	29	28	2	–	–	–	108	170	12	137	198	14	349	0.95	
	Other offices	Women	–	–	–	–	–	–	–	–	2	–	–	2	2	0.01	
		Men	–	–	–	–	–	–	–	–	1	–	–	1	1	0.00	
		All	–	–	–	–	–	–	–	–	3	–	–	3	3	0.01	
	Subtotal	Women	16	12	1	–	–	–	59	85	11	75	97	12	184	0.50	
		Men	13	16	1	–	–	–	49	85	4	62	101	5	168	0.46	
		All	29	28	2	–	–	–	108	170	15	137	198	17	352	0.96	
UNOP	Headquarters	Women	3	–	1	–	–	–	3	1	–	6	1	1	8	0.02	
		Men	1	3	1	–	–	–	–	1	1	1	4	2	7	0.02	
		All	4	3	2	–	–	–	3	2	1	7	5	3	15	0.04	
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNOV	Subtotal	Women	3	–	1	–	–	–	3	1	–	6	1	1	8	0.02
		Men	1	3	1	–	–	–	–	1	1	1	4	2	7	0.02
		All	4	3	2	–	–	–	3	2	1	7	5	3	15	0.04
	Headquarters	Women	14	11	–	–	–	–	48	64	2	62	75	2	139	0.38
		Men	20	3	–	–	–	–	91	120	6	111	123	6	240	0.65
		All	34	14	–	–	–	–	139	184	8	173	198	8	379	1.03
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal	Women	14	11	–	–	–	–	48	64	2	62	75	2	139	0.38	
	Men	20	3	–	–	–	–	91	120	6	111	123	6	240	0.65	
	All	34	14	–	–	–	–	139	184	8	173	198	8	379	1.03	
UNROD	Headquarters	Women	3	2	1	–	–	–	4	3	–	7	5	1	13	0.04
		Men	3	1	2	–	–	–	2	–	–	5	1	2	8	0.02
		All	6	3	3	–	–	–	6	3	–	12	6	3	21	0.06
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Subtotal	Women	3	2	1	–	–	–	4	3	–	7	5	1	13	0.04
		Men	3	1	2	–	–	–	2	–	–	5	1	2	8	0.02
		All	6	3	3	–	–	–	6	3	–	12	6	3	21	0.06
Subtotal, departments/ offices	Headquarters	Women	1 753	1 429	485	–	–	–	1 353	1 479	204	3 106	2 908	689	6 703	18.20
		Men	1 729	1 222	403	–	–	–	999	1 292	119	2 728	2 514	522	5 764	15.65
		All	3 482	2 651	888	–	–	–	2 352	2 771	323	5 834	5 422	1 211	12 467	33.85
	Other offices	Women	194	618	156	3	6	1	174	1 103	47	371	1 727	204	2 302	6.25
		Men	312	950	171	10	9	–	200	1 875	62	522	2 834	233	3 589	9.75
		All	506	1 568	327	13	15	1	374	2 978	109	893	4 561	437	5 891	16.00
	Subtotal	Women	2 041	2 172	574	10	9	–	1 199	3 167	181	3 250	5 348	755	9 353	25.40
		Men	2 041	2 172	574	10	9	–	1 199	3 167	181	3 250	5 348	755	9 353	25.40
		All	3 988	4 219	1 215	13	15	1	2 726	5 749	432	6 727	9 983	1 648	18 358	49.85

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Regional commissions																
ECA	Headquarters	Women	—	—	—	—	—	—	—	—	—	—	—	—	—	—
		Men	—	—	—	—	—	—	—	—	—	—	—	—	—	—
		All	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	Other offices	Women	29	27	41	—	—	—	117	71	6	146	98	47	291	0.79
		Men	62	70	60	—	—	—	107	82	3	169	152	63	384	1.04
		All	91	97	101	—	—	—	224	153	9	315	250	110	675	1.83
	Subtotal	Women	29	27	41	—	—	—	117	71	6	146	98	47	291	0.79
		Men	62	70	60	—	—	—	107	82	3	169	152	63	384	1.04
		All	91	97	101	—	—	—	224	153	9	315	250	110	675	1.83
ECE	Headquarters	Women	39	25	14	—	—	—	31	22	3	70	47	17	134	0.36
		Men	50	28	8	—	—	—	8	6	2	58	34	10	102	0.28
		All	89	53	22	—	—	—	39	28	5	128	81	27	236	0.64
	Other offices	Women	—	—	—	—	—	—	—	—	—	—	—	—	—	—
		Men	—	—	—	—	—	—	—	—	—	—	—	—	—	—
		All	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	Subtotal	Women	39	25	14	—	—	—	31	22	3	70	47	17	134	0.36
		Men	50	28	8	—	—	—	8	6	2	58	34	10	102	0.28
		All	89	53	22	—	—	—	39	28	5	128	81	27	236	0.64
ECLAC	Headquarters	Women	—	—	—	—	—	—	—	—	—	—	—	—	—	—
		Men	—	—	—	—	—	—	—	—	—	—	—	—	—	—
		All	—	—	—	—	—	—	—	—	—	—	—	—	—	—
	Other offices	Women	48	30	30	—	—	—	90	83	28	138	113	58	309	0.84
		Men	61	44	11	—	—	—	41	59	21	102	103	32	237	0.64
		All	109	74	41	—	—	—	131	142	49	240	216	90	546	1.48
	Subtotal	Women	48	30	30	—	—	—	90	83	28	138	113	58	309	0.84
		Men	61	44	11	—	—	—	41	59	21	102	103	32	237	0.64
		All	109	74	41	—	—	—	131	142	49	240	216	90	546	1.48
ESCAP	Headquarters	Women	1	—	—	—	—	—	—	—	—	1	—	—	1	0.00
		Men	—	—	—	—	—	—	—	—	—	—	—	—	—	—
		All	1	—	—	—	—	—	—	—	—	1	—	—	1	0.00

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
ESCWA	Other offices	Women	53	39	8	–	–	–	88	102	3	141	141	11	293	0.80	
		Men	70	46	8	–	–	–	32	62	3	102	108	11	221	0.60	
		All	123	85	16	–	–	–	120	164	6	243	249	22	514	1.40	
	Subtotal	Women	54	39	8	–	–	–	88	102	3	142	141	11	294	0.80	
		Men	70	46	8	–	–	–	32	62	3	102	108	11	221	0.60	
		All	124	85	16	–	–	–	120	164	6	244	249	22	515	1.40	
	Headquarters	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
	Other offices	Women	26	19	5	–	–	–	55	36	7	81	55	12	148	0.40	
		Men	20	34	4	1	–	–	28	22	5	49	56	9	114	0.31	
		All	46	53	9	1	–	–	83	58	12	130	111	21	262	0.71	
	Subtotal	Women	26	19	5	–	–	–	55	36	7	81	55	12	148	0.40	
		Men	20	34	4	1	–	–	28	22	5	49	56	9	114	0.31	
		All	46	53	9	1	–	–	83	58	12	130	111	21	262	0.71	
	Subtotal, regional commissions	Headquarters	Women	40	25	14	–	–	–	31	22	3	71	47	17	135	0.37
			Men	50	28	8	–	–	–	8	6	2	58	34	10	102	0.28
			All	90	53	22	–	–	–	39	28	5	129	81	27	237	0.64
		Other offices	Women	156	115	84	–	–	–	350	292	44	506	407	128	1 041	2.83
			Men	213	194	83	1	–	–	208	225	32	422	419	115	956	2.60
			All	369	309	167	1	–	–	558	517	76	928	826	243	1 997	5.42
Subtotal		Women	196	140	98	–	–	–	381	314	47	577	454	145	1 176	3.19	
		Men	263	222	91	1	–	–	216	231	34	480	453	125	1 058	2.87	
		All	459	362	189	1	–	–	597	545	81	1 057	907	270	2 234	6.07	
Tribunals																	
IRMCT	Headquarters	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
	Other offices	Women	3	95	13	–	18	9	–	88	21	3	201	43	247	0.67	
		Men	10	72	27	1	29	6	–	152	27	11	253	60	324	0.88	
		All	13	167	40	1	47	15	–	240	48	14	454	103	571	1.55	

Entity		Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Subtotal, tribunals	Subtotal	Women	3	95	13	–	18	9	–	88	21	3	201	43	247	0.67
		Men	10	72	27	1	29	6	–	152	27	11	253	60	324	0.88
		All	13	167	40	1	47	15	–	240	48	14	454	103	571	1.55
	Headquarters	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Other offices	Women	3	95	13	–	18	9	–	88	21	3	201	43	247	0.67
		Men	10	72	27	1	29	6	–	152	27	11	253	60	324	0.88
		All	13	167	40	1	47	15	–	240	48	14	454	103	571	1.55
Subtotal	Women	3	95	13	–	18	9	–	88	21	3	201	43	247	0.67	
	Men	10	72	27	1	29	6	–	152	27	11	253	60	324	0.88	
	All	13	167	40	1	47	15	–	240	48	14	454	103	571	1.55	
Subtotal, departments/ offices, regional commissions and tribunals	Headquarters	Women	1 793	1 454	499	–	–	–	1 384	1 501	207	3 177	2 955	706	6 838	18.57
		Men	1 779	1 250	411	–	–	–	1 007	1 298	121	2 786	2 548	532	5 866	15.93
		All	3 572	2 704	910	–	–	–	2 391	2 799	328	5 963	5 503	1 238	12 704	34.50
	Other offices	Women	353	828	253	3	24	10	524	1 483	112	880	2 335	375	3 590	9.75
		Men	535	1 216	281	12	38	6	408	2 252	121	955	3 506	408	4 869	13.22
		All	888	2 044	534	15	62	16	932	3 735	233	1 835	5 841	783	8 459	22.97
	Subtotal	Women	2 146	2 282	752	3	24	10	1 908	2 984	319	4 057	5 290	1 081	10 428	28.32
		Men	2 314	2 466	692	12	38	6	1 415	3 550	242	3 741	6 054	940	10 735	29.15
		All	4 460	4 748	1 444	15	62	16	3 323	6 534	561	7 798	11 344	2 021	21 163	57.47
Peacekeeping operations and special political missions and other political presences																
ATSMT	Women	–	–	1	–	–	–	–	2	1	–	2	2	4	0.01	
	Men	3	6	–	–	–	–	–	3	–	3	9	–	12	0.03	
	All	3	6	1	–	–	–	–	5	1	3	11	2	16	0.04	
BINUH	Women	2	9	1	4	–	–	–	24	–	6	33	1	40	0.11	
	Men	3	16	1	9	1	1	–	22	–	12	39	2	53	0.14	
	All	5	25	2	13	1	1	–	46	–	18	72	3	93	0.25	
CNMC	Women	–	1	–	–	1	–	–	2	–	–	4	–	4	0.01	
	Men	1	5	–	–	–	–	–	–	–	1	5	–	6	0.02	
	All	1	6	–	–	1	–	–	2	–	1	9	–	10	0.03	

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
GOE-DRC	Women	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
MINUJUSTH	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	2	–	–	–	–	–	3	–	–	3	0.01
	All	1	–	–	2	–	–	–	–	–	3	–	–	3	0.01
MINURSO	Women	4	6	–	4	3	1	–	29	1	8	38	2	48	0.13
	Men	9	8	2	21	16	–	–	129	1	30	153	3	186	0.51
	All	13	14	2	25	19	1	–	158	2	38	191	5	234	0.64
MINUSCA	Women	20	54	23	45	49	4	–	110	–	65	213	27	305	0.83
	Men	46	130	38	116	128	7	–	467	–	162	725	45	932	2.53
	All	66	184	61	161	177	11	–	577	–	227	938	72	1 237	3.36
MINUSMA	Women	17	79	12	43	63	8	–	144	8	60	286	28	374	1.02
	Men	61	153	7	122	198	4	–	644	21	183	995	32	1 210	3.29
	All	78	232	19	165	261	12	–	788	29	243	1 281	60	1 584	4.30
MONUSCO	Women	17	55	17	66	33	1	–	279	2	83	367	20	470	1.28
	Men	49	131	18	136	107	3	–	1 382	8	185	1 620	29	1 834	4.98
	All	66	186	35	202	140	4	–	1 661	10	268	1 987	49	2 304	6.26
OMBUD	Women	1	–	–	–	–	–	–	1	–	1	1	–	2	0.01
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	–	–	–	–	–	–	1	–	1	1	–	2	0.01
OSASG-Cyprus	Women	2	5	–	2	1	–	–	1	–	4	7	–	11	0.03
	Men	1	1	–	1	–	–	–	4	–	2	5	–	7	0.02
	All	3	6	–	3	1	–	–	5	–	6	12	–	18	0.05
OSASG-POG	Women	3	2	4	–	–	–	1	1	–	4	3	4	11	0.03
	Men	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
	All	5	2	4	–	–	–	1	1	–	6	3	4	13	0.04
OESG	Women	3	–	1	–	2	–	–	–	–	3	2	1	6	0.02
	Men	2	4	1	–	3	1	–	7	–	2	14	2	18	0.05
	All	5	4	2	–	5	1	–	7	–	5	16	3	24	0.07

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
OESG-GL	Women	2	4	–	–	1	–	1	3	–	3	8	–	11	0.03
	Men	3	4	2	–	–	–	–	2	–	3	6	2	11	0.03
	All	5	8	2	–	1	–	1	5	–	6	14	2	22	0.06
OESG-MYR	Women	–	2	1	–	–	–	–	–	–	–	2	1	3	0.01
	Men	1	–	1	–	–	–	–	–	–	1	–	1	2	0.01
	All	1	2	2	–	–	–	–	–	–	1	2	2	5	0.01
OESG-SC1559	Women	–	1	–	–	–	–	1	–	–	1	1	–	2	0.01
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	1	–	–	–	–	1	–	–	1	1	–	2	0.01
OESG-Syria	Women	3	5	2	–	1	–	–	8	3	3	14	5	22	0.06
	Men	4	11	2	5	3	–	–	22	1	9	36	3	48	0.13
	All	7	16	4	5	4	–	–	30	4	12	50	8	70	0.19
OESG-Yemen	Women	1	6	1	2	1	–	–	6	1	3	13	2	18	0.05
	Men	6	10	2	7	13	–	–	22	2	13	45	4	62	0.17
	All	7	16	3	9	14	–	–	28	3	16	58	6	80	0.22
POE-CAR	Women	–	–	–	–	–	–	–	1	–	–	1	–	1	0.00
	Men	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
	All	–	1	–	–	–	–	–	1	–	–	2	–	2	0.01
POE-DPRK	Women	1	1	1	–	–	–	–	2	–	1	3	1	5	0.01
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	1	1	–	–	–	–	2	–	1	3	1	5	0.01
POE-Libya	Women	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00
POE-Mali	Women	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
POE-S. Sudan	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00
	All	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
POE-Sudan	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
	All	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
POE-Yemen	Women	1	–	–	–	1	–	–	–	–	1	1	–	2	0.01
	Men	–	–	–	–	4	–	–	2	–	–	6	–	6	0.02
	All	1	–	–	–	5	–	–	2	–	1	7	–	8	0.02
POESOM	Women	–	–	–	–	–	–	–	3	–	–	3	–	3	0.01
	Men	1	–	–	–	–	–	–	2	–	1	2	–	3	0.01
	All	1	–	–	–	–	–	–	5	–	1	5	–	6	0.02
RSCE	Women	4	2	2	21	10	–	–	132	14	25	144	16	185	0.50
	Men	8	21	3	26	13	–	–	85	4	34	119	7	160	0.43
	All	12	23	5	47	23	–	–	217	18	59	263	23	345	0.94
SCR 2231	Women	2	1	–	–	–	–	–	–	–	2	1	–	3	0.01
	Men	–	3	–	–	–	–	–	2	–	–	5	–	5	0.01
	All	2	4	–	–	–	–	–	2	–	2	6	–	8	0.02
UNAMA	Women	19	35	2	24	8	1	–	74	2	43	117	5	165	0.45
	Men	22	44	4	47	46	–	–	721	6	69	811	10	890	2.42
	All	41	79	6	71	54	1	–	795	8	112	928	15	1 055	2.86
UNAMI	Women	9	25	5	14	15	2	–	81	2	23	121	9	153	0.42
	Men	30	44	–	65	57	1	–	373	2	95	474	3	572	1.55
	All	39	69	5	79	72	3	–	454	4	118	595	12	725	1.97
UNAMID	Women	9	23	19	47	17	8	–	125	5	56	165	32	253	0.69
	Men	33	75	31	127	67	19	–	773	30	160	915	80	1 155	3.14
	All	42	98	50	174	84	27	–	898	35	216	1 080	112	1 408	3.82
UNDOF	Women	1	1	–	6	2	–	–	11	1	7	14	1	22	0.06
	Men	5	10	2	15	3	1	7	56	2	27	69	5	101	0.27
	All	6	11	2	21	5	1	7	67	3	34	83	6	123	0.33
UNFICYP	Women	2	8	1	5	1	1	–	48	–	7	57	2	66	0.18
	Men	6	8	–	6	3	–	–	71	–	12	82	–	94	0.26
	All	8	16	1	11	4	1	–	119	–	19	139	2	160	0.43

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNIFIL	Women	15	22	3	37	13	–	–	153	1	52	188	4	244	0.66
	Men	24	28	–	71	29	–	11	403	1	106	460	1	567	1.54
	All	39	50	3	108	42	–	11	556	2	158	648	5	811	2.20
UNIOGBIS	Women	3	3	–	3	–	2	–	7	1	6	10	3	19	0.05
	Men	3	4	2	8	4	–	–	25	2	11	33	4	48	0.13
	All	6	7	2	11	4	2	–	32	3	17	43	7	67	0.18
UNISFA	Women	4	7	1	16	9	–	–	6	3	20	22	4	46	0.12
	Men	12	33	2	23	42	4	–	72	25	35	147	31	213	0.58
	All	16	40	3	39	51	4	–	78	28	55	169	35	259	0.70
UNITAD	Women	1	3	17	4	6	1	–	13	2	5	22	20	47	0.13
	Men	3	14	14	9	21	–	–	25	6	12	60	20	92	0.25
	All	4	17	31	13	27	1	–	38	8	17	82	40	139	0.38
UNITAMS	Women	3	1	–	1	–	1	–	–	2	4	1	3	8	0.02
	Men	1	5	1	1	1	–	–	–	1	2	6	2	10	0.03
	All	4	6	1	2	1	1	–	–	3	6	7	5	18	0.05
UNLB	Women	8	17	4	6	1	–	55	53	4	69	71	8	148	0.40
	Men	26	35	4	16	8	2	74	104	3	116	147	9	272	0.74
	All	34	52	8	22	9	2	129	157	7	185	218	17	420	1.14
UNMHA	Women	1	6	–	2	7	–	–	–	2	3	13	2	18	0.05
	Men	2	5	1	4	7	–	–	–	38	6	12	39	57	0.15
	All	3	11	1	6	14	–	–	–	40	9	25	41	75	0.20
UNMIK	Women	12	14	8	4	4	–	–	83	–	16	101	8	125	0.34
	Men	10	25	2	14	3	–	–	129	1	24	157	3	184	0.50
	All	22	39	10	18	7	–	–	212	1	40	258	11	309	0.84
UNMISS	Women	27	73	11	72	58	1	–	195	–	99	326	12	437	1.19
	Men	71	188	11	196	167	1	–	1 180	2	267	1 535	14	1 816	4.93
	All	98	261	22	268	225	2	–	1 375	2	366	1 861	26	2 253	6.12
UNMOGIP	Women	–	–	–	3	2	–	–	7	–	3	9	–	12	0.03
	Men	1	2	–	8	5	–	6	33	–	15	40	–	55	0.15
	All	1	2	–	11	7	–	6	40	–	18	49	–	67	0.18

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNOCA	Women	3	4	–	1	2	1	–	4	–	4	10	1	15	0.04
	Men	3	9	–	–	2	–	–	8	–	3	19	–	22	0.06
	All	6	13	–	1	4	1	–	12	–	7	29	1	37	0.10
UNOWAS	Women	4	7	–	1	3	–	–	10	–	5	20	–	25	0.07
	Men	5	6	3	3	–	–	–	14	–	8	20	3	31	0.08
	All	9	13	3	4	3	–	–	24	–	13	40	3	56	0.15
UNRCCA	Women	–	1	–	–	1	–	–	7	–	–	9	–	9	0.02
	Men	3	2	–	1	–	–	–	15	–	4	17	–	21	0.06
	All	3	3	–	1	1	–	–	22	–	4	26	–	30	0.08
UNRGID	Women	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01
	Men	1	3	–	–	–	–	–	1	–	1	4	–	5	0.01
	All	1	5	–	–	–	–	–	1	–	1	6	–	7	0.02
UNSCO	Women	2	3	–	–	1	–	–	9	–	2	13	–	15	0.04
	Men	2	8	1	9	1	1	–	25	–	11	34	2	47	0.13
	All	4	11	1	9	2	1	–	34	–	13	47	2	62	0.17
UNSCOL	Women	1	4	–	1	1	–	–	9	1	2	14	1	17	0.05
	Men	1	4	1	2	2	–	–	49	–	3	55	1	59	0.16
	All	2	8	1	3	3	–	–	58	1	5	69	2	76	0.21
UNSMIL	Women	3	12	1	11	6	–	–	9	–	14	27	1	42	0.11
	Men	9	25	4	27	49	1	–	54	1	36	128	6	170	0.46
	All	12	37	5	38	55	1	–	63	1	50	155	7	212	0.58
UNSOM	Women	7	23	2	18	7	–	–	12	–	25	42	2	69	0.19
	Men	19	42	2	7	20	–	–	89	1	26	151	3	180	0.49
	All	26	65	4	25	27	–	–	101	1	51	193	5	249	0.68
UNSOS	Women	10	26	2	38	22	2	–	49	1	48	97	5	150	0.41
	Men	45	51	–	92	58	–	–	88	1	137	197	1	335	0.91
	All	55	77	2	130	80	2	–	137	2	185	294	6	485	1.32
UNTSO	Women	3	1	1	17	5	1	1	21	4	21	27	6	54	0.15
	Men	5	4	–	26	8	1	2	111	3	33	123	4	160	0.43
	All	8	5	1	43	13	2	3	132	7	54	150	10	214	0.58

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNVMC	Women	7	32	4	4	6	–	1	57	–	12	95	4	111	0.30
	Men	6	34	4	12	11	1	–	70	2	18	115	7	140	0.38
	All	13	66	8	16	17	1	1	127	2	30	210	11	251	0.68
Subtotal, peacekeeping operations and special political missions and other political presences	Women	237	588	148	522	363	35	60	1 791	61	819	2 742	244	3 805	10.33
	Men	550	1 212	167	1 234	1 100	48	100	7 284	164	1 884	9 596	379	11 859	32.20
	All	787	1 800	315	1 756	1 463	83	160	9 075	225	2 703	12 338	623	15 664	42.53
Total	Women	2 383	2 870	900	525	387	45	1 968	4 775	380	4 876	8 032	1 325	14 233	38.65
	Men	2 864	3 678	859	1 246	1 138	54	1 515	10 834	406	5 625	15 650	1 319	22 594	61.35
	All	5 247	6 548	1 759	1 771	1 525	99	3 483	15 609	786	10 501	23 682	2 644	36 827	100.00

Table 1.C
National Professional Officers by entity as at 31 December for 2016 to 2020

(Population: 2,636 as at 31 December 2020)

<i>Entity</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>Change 2016–2020</i>
Departments/offices, regional commissions and tribunals						
Departments/offices						
DESA	–	–	–	1	1	1
DGC	–	–	–	46	44	44
DOS	–	–	–	3	2	2
DSS	2	3	4	4	3	1
OCHA	414	402	427	477	506	92
OEERC	–	–	–	1	3	3
OHCHR	122	134	149	170	214	92
OSE HoA	–	–	–	–	2	2
RCS	–	–	–	–	354	354
UN-Habitat	53	45	50	60	61	8
UNAKRT	12	12	10	9	8	(4)
UNCTAD	1	1	2	2	2	1
UNDRR	–	–	–	6	6	6
UNEP	12	10	12	14	14	2
UNOAU	–	1	1	2	2	2
UNODC	49	63	62	69	77	28
UNON	11	11	11	13	18	7
Subtotal, departments/offices	676	682	728	877	1 317	641
Regional commissions						
ECA	25	27	28	28	33	8
ECLAC	2	1	3	3	3	1
ESCAP	6	6	7	10	11	5
ESCWA	4	4	4	7	5	1
Subtotal, regional commissions	37	38	42	48	52	15
Tribunals						
IRMCT	–	–	–	–	–	–
Subtotal, tribunals	–	–	–	–	–	–
Subtotal, departments/offices, regional commissions and tribunals	713	720	770	925	1 369	656
Peacekeeping operations and special political missions and other political presences						
BINUH	–	–	–	19	21	21
MINUJUSTH	–	40	44	2	–	–
MINURSO	2	2	2	2	2	–
MINUSCA	77	95	100	100	95	18
MINUSMA	120	121	121	130	134	14

<i>Entity</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>Change 2016–2020</i>
MONUSCO	186	191	192	170	183	(3)
OSESG	–	–	2	2	2	2
OSESG-GL	1	1	1	1	1	–
OSESG-Yemen	2	4	6	9	7	5
RSCE	15	24	24	25	26	11
UNAMA	167	151	119	119	115	(52)
UNAMI	99	111	113	102	102	3
UNAMID	168	168	162	125	121	(47)
UNDOF	–	–	–	–	1	1
UNFICYP	2	2	4	4	6	4
UNIFIL	36	35	42	43	42	6
UNIOGBIS	23	24	24	23	6	(17)
UNISFA	3	3	3	3	2	(1)
UNITAD	–	–	–	8	21	21
UNITAMS	–	–	–	–	1	1
UNMHA	–	–	–	2	2	2
UNMIK	30	32	32	33	32	2
UNMISS	144	151	155	158	157	13
UNOCA	2	2	3	3	3	1
UNOWAS	–	6	6	6	6	6
UNRCCA	4	4	4	4	4	–
UNSCO	5	5	5	5	5	–
UNSCOL	4	4	4	5	4	–
UNSMIL	6	6	6	5	5	(1)
UNSOM	43	54	53	69	67	24
UNSOS	26	29	29	30	32	6
UNTSO	2	1	2	2	1	(1)
UNVMC	–	52	65	68	61	61
Subtotal, peacekeeping operations and special political missions and other political presences	1 167	1 318	1 323	1 277	1 267	100
Total	1 880	2 038	2 093	2 202	2 636	756

Table 1.D

Change in the all-staff population of the Secretariat by seven-entity grouping from 31 December 2019 to 31 December 2020

(Population: 36,827; for each entity, absolute numbers are shown in first row and overall percentage of the population is shown in the second)

Entity grouping	2019						2020						Change		
	Number			Percentage			Number			Percentage					
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
Corporate service															
OICT	74	159	233				75	166	241				1	7	8
	2.2	5.3	3.7	31.8	68.2	0.6	2.4	5.9	4.0	31.1	68.9	0.7	1.4	4.4	3.4
UNLB	146	266	412				148	272	420				2	6	8
	4.3	8.9	6.5	35.4	64.6	1.1	4.7	9.6	7.1	35.2	64.8	1.1	1.4	2.3	1.9
OAJ	30	14	44				32	17	49				2	3	5
	0.9	0.5	0.7	68.2	31.8	0.1	1.0	0.6	0.8	65.3	34.7	0.1	6.7	21.4	11.4
RSCE	179	164	343				185	160	345				6	(4)	2
	5.3	5.5	5.4	52.2	47.8	0.9	5.9	5.7	5.8	53.6	46.4	0.9	3.4	(2.4)	0.6
DMSPC	380	245	625				371	245	616				(9)	–	(9)
	11.2	8.2	9.8	60.8	39.2	1.7	11.8	8.7	10.3	60.2	39.8	1.7	(2.4)	–	(1.4)
DGACM	1 425	1 117	2 542				1 194	984	2 178				(231)	(133)	(364)
	41.9	37.5	39.9	56.1	43.9	7.0	38.1	34.9	36.6	54.8	45.2	5.9	(16.2)	(11.9)	(14.3)
UNOMS	22	9	31				19	9	28				(3)	–	(3)
	0.6	0.3	0.5	71.0	29.0	0.1	0.6	0.3	0.5	67.9	32.1	0.1	(13.6)	–	(9.7)
ETHICS	8	5	13				6	5	11				(2)	–	(2)
	0.2	0.2	0.2	61.5	38.5	–	0.2	0.2	0.2	54.6	45.5	–	(25.0)	–	(15.4)
OLA	115	78	193				101	73	174				(14)	(5)	(19)
	3.4	2.6	3.0	59.6	40.4	0.5	3.2	2.6	2.9	58.1	42.0	0.5	(12.2)	(6.4)	(9.8)
DGC	447	320	767				433	317	750				(14)	(3)	(17)
	13.1	10.8	12.0	58.3	41.7	2.1	13.8	11.2	12.6	57.7	42.3	2.0	(3.1)	(0.9)	(2.2)
OIOS	135	162	297				129	152	281				(6)	(10)	(16)
	4.0	5.4	4.7	45.5	54.6	0.8	4.1	5.4	4.7	45.9	54.1	0.8	(4.4)	(6.2)	(5.4)
DOS	440	437	877				443	419	862				3	(18)	(15)
	12.9	14.7	13.8	50.2	49.8	2.4	14.1	14.9	14.5	51.4	48.6	2.3	0.7	(4.1)	(1.7)
Subtotal, corporate service	3 401	2 976	6 377				3 136	2 819	5 955				(265)	(157)	(422)
	24.2	13.2	17.4	53.3	46.7	17.4	22.0	12.5	16.2	52.7	47.3	16.2	(7.8)	(5.3)	(6.6)

Entity grouping	2019						2020						Change		
	Number			Percentage			Number			Percentage					
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff			
Field-focused															
OCHA	740	1 258	1 998				787	1 286	2 073				47	28	75
	19.2	25.5	22.7	37.0	63.0	5.5	19.5	25.9	23.0	38.0	62.0	5.6	6.4	2.2	3.8
UNODC	397	358	755				448	372	820				51	14	65
	10.3	7.3	8.6	52.6	47.4	2.1	11.1	7.5	9.1	54.6	45.4	2.2	12.8	3.9	8.6
IM-Myanmar	–	–	–				27	12	39				27	12	39
	–	–	–	–	–	–	0.7	0.2	0.4	69.2	30.8	0.1	–	–	–
DPO	217	251	468				220	269	489				3	18	21
	5.6	5.1	5.3	46.4	53.6	1.3	5.5	5.4	5.4	45.0	55.0	1.3	1.4	7.2	4.5
OSRSG-SVC	12	2	14				12	4	16				–	2	2
	0.3	–	0.2	85.7	14.3	–	0.3	0.1	0.2	75.0	25.0	–	–	100.0	14.3
IIIM-Syria	23	13	36				33	20	53				10	7	17
	0.6	0.3	0.4	63.9	36.1	0.1	0.8	0.4	0.6	62.3	37.7	0.1	43.5	53.8	47.2
OHCHR	789	639	1 428				846	683	1 529				57	44	101
	20.5	12.9	16.2	55.3	44.8	3.9	21.0	13.8	17.0	55.3	44.7	4.2	7.2	6.9	7.1
OSRSG-CAAC	11	2	13				12	2	14				1	–	1
	0.3	–	0.1	84.6	15.4	–	0.3	–	0.2	85.7	14.3	–	9.1	–	7.7
OSRSG-VAC	6	4	10				7	4	11				1	–	1
	0.2	0.1	0.1	60.0	40.0	–	0.2	0.1	0.1	63.6	36.4	–	16.7	–	10.0
OSC SEA	3	1	4				3	1	4				–	–	–
	0.1	–	–	75.0	25.0	–	0.1	–	–	75.0	25.0	–	–	–	–
DSS	419	1 497	1 916				407	1 413	1 820				(12)	(84)	(96)
	10.9	30.3	21.8	21.9	78.1	5.2	10.1	28.4	20.2	22.4	77.6	4.9	(2.9)	(5.6)	(5.0)
UNEP	801	529	1 330				802	521	1 323				1	(8)	(7)
	20.8	10.7	15.1	60.2	39.8	3.6	19.9	10.5	14.7	60.6	39.4	3.6	0.1	(1.5)	(0.5)
UNAKRT	21	48	69				20	43	63				(1)	(5)	(6)
	0.5	1.0	0.8	30.4	69.6	0.2	0.5	0.9	0.7	31.8	68.3	0.2	(4.8)	(10.4)	(8.7)
UN-Habitat	176	182	358				167	186	353				(9)	4	(5)
	4.6	3.7	4.1	49.2	50.8	1.0	4.1	3.7	3.9	47.3	52.7	1.0	(5.1)	2.2	(1.4)
OVRA	4	1	5				2	1	3				(2)	–	(2)
	0.1	–	0.1	80.0	20.0	–	–	–	–	66.7	33.3	–	(50.0)	–	(40.0)

Entity grouping	2019						2020						Change		
	Number			Percentage			Number			Percentage					
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
DPPA	235	152	387				235	150	385				–	(2)	(2)
	6.1	3.1	4.4	60.7	39.3	1.1	5.8	3.0	4.3	61.0	39.0	1.1	–	(1.3)	(0.5)
Subtotal, field-focused	3 854	4 937	8 791				4 028	4 967	8 995				174	30	204
	27.4	21.9	24.0	43.8	56.2	24.0	28.3	22.0	24.4	44.8	55.2	24.4	4.5	0.6	2.3
Headquarters-based															
UNDRR	64	46	110				67	49	116				3	3	6
	4.7	3.7	4.2	58.2	41.8	0.3	4.9	4.1	4.5	57.8	42.2	0.3	4.7	6.5	5.5
UN75	4	2	6				8	3	11				4	1	5
	0.3	0.2	0.2	66.7	33.3	–	0.6	0.2	0.4	72.7	27.3	–	100.0	50.0	83.3
DESA	488	351	839				508	356	864				20	5	25
	35.6	28.4	32.2	58.2	41.8	2.3	37.5	29.5	33.7	58.8	41.2	2.4	4.1	1.4	3.0
OCT	53	45	98				67	56	123				14	11	25
	3.9	3.6	3.8	54.1	45.9	0.3	4.9	4.6	4.8	54.5	45.5	0.3	26.4	24.4	25.5
ACABQ-SEC	8	1	9				9	2	11				1	1	2
	0.6	0.1	0.3	88.9	11.1	–	0.7	0.2	0.4	81.8	18.2	–	12.5	100.0	22.2
GCO	15	6	21				17	5	22				2	(1)	1
	1.1	0.5	0.8	71.4	28.6	0.1	1.3	0.4	0.9	77.3	22.7	0.1	13.3	(16.7)	4.8
TBLDC	2	1	3				2	2	4				–	1	1
	0.1	0.1	0.1	66.7	33.3	–	0.1	0.2	0.2	50.0	50.0	–	–	100.0	33.3
BOA-SEC	4	2	6				5	2	7				1	–	1
	0.3	0.2	0.2	66.7	33.3	–	0.4	0.2	0.3	71.4	28.6	–	25.0	–	16.7
OOSA	12	16	28				13	15	28				1	(1)	–
	0.9	1.3	1.1	42.9	57.1	0.1	1.0	1.2	1.1	46.4	53.6	0.1	8.3	(6.3)	–
UNCC	2	1	3				2	1	3				–	–	–
	0.1	0.1	0.1	66.7	33.3	–	0.1	0.1	0.1	66.7	33.3	–	–	–	–
IAAC-SEC	1	1	2				1	1	2				–	–	–
	0.1	0.1	0.1	50.0	50.0	–	0.1	0.1	0.1	50.0	50.0	–	–	–	–
IRMCT	278	335	613				247	324	571				(31)	(11)	(42)
	20.3	27.1	23.5	45.4	54.7	1.7	18.2	26.8	22.3	43.3	56.7	1.6	(11.2)	(3.3)	(6.9)
OEERC	9	32	41				1	7	8				(8)	(25)	(33)
	0.7	2.6	1.6	22.0	78.1	0.1	0.1	0.6	0.3	12.5	87.5	–	(88.9)	(78.1)	(80.5)

Entity grouping	2019									2020								
	Number			Percentage			Number			Percentage			Change					
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff			
UNOP	9	9	18				8	7	15				(1)	(2)	(3)			
	0.7	0.7	0.7	50.0	50.0	0.1	0.6	0.6	0.6	53.3	46.7	–	(11.1)	(22.2)	(16.7)			
EOSG	101	55	156				80	50	130				(21)	(5)	(26)			
	7.4	4.4	6.0	64.7	35.3	0.4	5.9	4.1	5.1	61.5	38.5	0.4	(20.8)	(9.1)	(16.7)			
HSU	3	4	7				4	1	5				1	(3)	(2)			
	0.2	0.3	0.3	42.9	57.1	–	0.3	0.1	0.2	80.0	20.0	–	33.3	(75.0)	(28.6)			
UNROD	13	9	22				13	8	21				–	(1)	(1)			
	0.9	0.7	0.8	59.1	40.9	0.1	1.0	0.7	0.8	61.9	38.1	0.1	–	(11.1)	(4.5)			
OHRLLS	15	12	27				14	12	26				(1)	–	(1)			
	1.1	1.0	1.0	55.6	44.4	0.1	1.0	1.0	1.0	53.9	46.2	0.1	(6.7)	–	(3.7)			
OSAA	13	15	28				14	13	27				1	(2)	(1)			
	0.9	1.2	1.1	46.4	53.6	0.1	1.0	1.1	1.1	51.9	48.2	0.1	7.7	(13.3)	(3.6)			
ODA	46	35	81				45	35	80				(1)	–	(1)			
	3.4	2.8	3.1	56.8	43.2	0.2	3.3	2.9	3.1	56.3	43.8	0.2	(2.2)	–	(1.2)			
UNCTAD	229	259	488				229	258	487				–	(1)	(1)			
	16.7	20.9	18.7	46.9	53.1	1.3	16.9	21.4	19.0	47.0	53.0	1.3	–	(0.4)	(0.2)			
Subtotal, Headquarters-based	1 369	1 237	2 606				1 354	1 207	2 561				(15)	(30)	(45)			
	9.7	5.5	7.1	52.5	47.5	7.1	9.5	5.3	7.0	52.9	47.1	7.0	(1.1)	(2.4)	(1.7)			
Offices away from Headquarters																		
UNON	172	170	342				184	168	352				12	(2)	10			
	29.7	25.0	27.2	50.3	49.7	0.9	31.6	24.7	27.9	52.3	47.7	1.0	7.0	(1.2)	2.9			
UNOV	144	234	378				139	240	379				(5)	6	1			
	24.9	34.4	30.0	38.1	61.9	1.0	23.8	35.3	30.0	36.7	63.3	1.0	(3.5)	2.6	0.3			
UNOG	263	276	539				260	272	532				(3)	(4)	(7)			
	45.4	40.6	42.8	48.8	51.2	1.5	44.6	40.0	42.1	48.9	51.1	1.4	(1.1)	(1.4)	(1.3)			
Subtotal, offices away from Headquarters	579	680	1 259				583	680	1 263				4	–	4			
	4.1	3.0	3.4	46.0	54.0	3.4	4.1	3.0	3.4	46.2	53.8	3.4	0.7	–	0.3			
Peace operations																		
MINURSO	46	182	228				48	186	234				2	4	6			
	1.3	1.6	1.5	20.2	79.8	0.6	1.4	1.6	1.6	20.5	79.5	0.6	4.3	2.2	2.6			

Entity grouping	2019						2020						Change		
	Number			Percentage			Number			Percentage					
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff			
POE-Yemen	1	3	4				2	6	8				1	3	4
	—	—	—	25.0	75.0	—	0.1	0.1	0.1	25.0	75.0	—	100.0	100.0	100.0
MINUSMA	358	1 187	1 545				374	1 210	1 584				16	23	39
	10.1	10.2	10.2	23.2	76.8	4.2	10.6	10.5	10.5	23.6	76.4	4.3	4.5	1.9	2.5
UNITAD	36	68	104				47	92	139				11	24	35
	1.0	0.6	0.7	34.6	65.4	0.3	1.3	0.8	0.9	33.8	66.2	0.4	30.6	35.3	33.7
MINUSCA	290	917	1 207				305	932	1 237				15	15	30
	8.2	7.9	8.0	24.0	76.0	3.3	8.6	8.1	8.2	24.7	75.3	3.4	5.2	1.6	2.5
UNISFA	38	198	236				46	213	259				8	15	23
	1.1	1.7	1.6	16.1	83.9	0.7	1.3	1.9	1.7	17.8	82.2	0.7	21.1	7.6	9.7
CTED	31	18	49				33	18	51				2	—	2
	0.9	0.2	0.3	63.3	36.7	0.1	0.9	0.2	0.3	64.7	35.3	0.1	6.5	—	4.1
UNSCO	14	46	60				15	47	62				1	1	2
	0.4	0.4	0.4	23.3	76.7	0.2	0.4	0.4	0.4	24.2	75.8	0.2	7.1	2.2	3.3
OSESG-Yemen	18	60	78				18	62	80				—	2	2
	0.5	0.5	0.5	23.1	76.9	0.2	0.5	0.5	0.5	22.5	77.5	0.2	—	3.3	2.6
BINUH	37	54	91				40	53	93				3	(1)	2
	1.0	0.5	0.6	40.7	59.3	0.3	1.1	0.5	0.6	43.0	57.0	0.3	8.1	(1.9)	2.2
OSASG-Cyprus	9	7	16				11	7	18				2	—	2
	0.3	0.1	0.1	56.3	43.8	—	0.3	0.1	0.1	61.1	38.9	0.1	22.2	—	12.5
UNFICYP	62	96	158				66	94	160				4	(2)	2
	1.7	0.8	1.0	39.2	60.8	0.4	1.9	0.8	1.1	41.3	58.8	0.4	6.5	(2.1)	1.3
UNSOS	147	336	483				150	335	485				3	(1)	2
	4.1	2.9	3.2	30.4	69.6	1.3	4.2	2.9	3.2	30.9	69.1	1.3	2.0	(0.3)	0.4
UNITAMS	—	—	—				8	10	18				8	10	18
	—	—	—	—	—	—	0.2	0.1	0.1	44.4	55.6	0.1	—	—	—
OSE HoA	—	—	—				8	6	14				8	6	14
	—	—	—	—	—	—	0.2	0.1	0.1	57.1	42.9	—	—	—	—
OSASG-POG	9	3	12				11	2	13				2	(1)	1
	0.3	—	0.1	75.0	25.0	—	0.3	—	0.1	84.6	15.4	—	22.2	(33.3)	8.3
ATSMT	5	10	15				4	12	16				(1)	2	1
	0.1	0.1	0.1	33.3	66.7	—	0.1	0.1	0.1	25.0	75.0	—	(20.0)	20.0	6.7

Entity grouping	2019									2020								
	Number			Percentage			Number			Percentage			Change					
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff			
OSESG-MYR	3	1	4				3	2	5				–	1	1			
	0.1	–	–	75.0	25.0	–	0.1	–	–	60.0	40.0	–	–	100.0	25.0			
POESOM	2	3	5				3	3	6				1	–	1			
	0.1	–	–	40.0	60.0	–	0.1	–	–	50.0	50.0	–	50.0	–	20.0			
GOE-DRC	–	–	–				1	–	1				1	–	1			
	–	–	–	–	–	–	–	–	–	100.0	–	–	–	–	–			
POE-Sudan	–	1	1				–	1	1				–	–	–			
	–	–	–	–	100.0	–	–	–	–	–	100.0	–	–	–	–			
POE-Mali	1	–	1				1	–	1				–	–	–			
	–	–	–	100.0	–	–	–	–	–	100.0	–	–	–	–	–			
OSESG-Syria	24	46	70				22	48	70				(2)	2	–			
	0.7	0.4	0.5	34.3	65.7	0.2	0.6	0.4	0.5	31.4	68.6	0.2	(8.3)	4.3	–			
POE-CAR	1	1	2				1	1	2				–	–	–			
	–	–	–	50.0	50.0	–	–	–	–	50.0	50.0	–	–	–	–			
OSESG-SC1559	2	–	2				2	–	2				–	–	–			
	0.1	–	–	100.0	–	–	0.1	–	–	100.0	–	–	–	–	–			
OSEH	2	–	2				2	–	2				–	–	–			
	0.1	–	–	100.0	–	–	0.1	–	–	100.0	–	–	–	–	–			
UNOCA	15	22	37				15	22	37				–	–	–			
	0.4	0.2	0.2	40.5	59.5	0.1	0.4	0.2	0.2	40.5	59.5	0.1	–	–	–			
UNRCCA	9	21	30				9	21	30				–	–	–			
	0.3	0.2	0.2	30.0	70.0	0.1	0.3	0.2	0.2	30.0	70.0	0.1	–	–	–			
UNRGID	2	5	7				2	5	7				–	–	–			
	0.1	–	–	28.6	71.4	–	0.1	–	–	28.6	71.4	–	–	–	–			
OMBUD	2	–	2				2	–	2				–	–	–			
	0.1	–	–	100.0	–	–	0.1	–	–	100.0	–	–	–	–	–			
UNVMC	114	143	257				111	140	251				(3)	(3)	(6)			
	3.2	1.2	1.7	44.4	55.6	0.7	3.1	1.2	1.7	44.2	55.8	0.7	(2.6)	(2.1)	(2.3)			
UNIOGBIS	34	82	116				19	48	67				(15)	(34)	(49)			
	1.0	0.7	0.8	29.3	70.7	0.3	0.5	0.4	0.4	28.4	71.6	0.2	(44.1)	(41.5)	(42.2)			
UNMOGIP	12	59	71				12	55	67				–	(4)	(4)			
	0.3	0.5	0.5	16.9	83.1	0.2	0.3	0.5	0.4	17.9	82.1	0.2	–	(6.8)	(5.6)			

Entity grouping	2019						2020						Change		
	Number			Percentage			Number			Percentage					
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff			
UNDOF	26	101	127				22	101	123				(4)	–	(4)
	0.7	0.9	0.8	20.5	79.5	0.4	0.6	0.9	0.8	17.9	82.1	0.3	(15.4)	–	(3.1)
UNAMA	170	922	1 092				165	890	1 055				(5)	(32)	(37)
	4.8	8.0	7.2	15.6	84.4	3.0	4.7	7.7	7.0	15.6	84.4	2.9	(2.9)	(3.5)	(3.4)
MINUJUSTH	12	25	37				–	3	3				(12)	(22)	(34)
	0.3	0.2	0.2	32.4	67.6	0.1	–	–	–	–	100.0	–	(100.0)	(88.0)	(91.9)
MONUSCO	477	1 861	2 338				470	1 834	2 304				(7)	(27)	(34)
	13.4	16.1	15.4	20.4	79.6	6.4	13.3	16.0	15.3	20.4	79.6	6.3	(1.5)	(1.5)	(1.5)
UNAMID	266	1 174	1 440				253	1 155	1408				(13)	(19)	(32)
	7.5	10.1	9.5	18.5	81.5	3.9	7.2	10.1	9.4	18.0	82.0	3.8	(4.9)	(1.6)	(2.2)
UNOAU	24	35	59				23	33	56				(1)	(2)	(3)
	0.7	0.3	0.4	40.7	59.3	0.2	0.7	0.3	0.4	41.1	58.9	0.2	(4.2)	(5.7)	(5.1)
OSESG-GL	12	12	24				11	11	22				(1)	(1)	(2)
	0.3	0.1	0.2	50.0	50.0	0.1	0.3	0.1	0.1	50.0	50.0	0.1	(8.3)	(8.3)	(8.3)
OSESG	6	20	26				6	18	24				–	(2)	(2)
	0.2	0.2	0.2	23.1	76.9	0.1	0.2	0.2	0.2	25.0	75.0	0.1	–	(10.0)	(7.7)
UNOWAS	26	32	58				25	31	56				(1)	(1)	(2)
	0.7	0.3	0.4	44.8	55.2	0.2	0.7	0.3	0.4	44.6	55.4	0.2	(3.8)	(3.1)	(3.4)
UNSCOL	17	61	78				17	59	76				–	(2)	(2)
	0.5	0.5	0.5	21.8	78.2	0.2	0.5	0.5	0.5	22.4	77.6	0.2	–	(3.3)	(2.6)
UNAMI	160	583	743				153	572	725				(7)	(11)	(18)
	4.5	5.0	4.9	21.5	78.5	2.0	4.3	5.0	4.8	21.1	78.9	2.0	(4.4)	(1.9)	(2.4)
UNSMIL	47	181	228				42	170	212				(5)	(11)	(16)
	1.3	1.6	1.5	20.6	79.4	0.6	1.2	1.5	1.4	19.8	80.2	0.6	(10.6)	(6.1)	(7.0)
UNTSO	58	168	226				54	160	214				(4)	(8)	(12)
	1.6	1.4	1.5	25.7	74.3	0.6	1.5	1.4	1.4	25.2	74.8	0.6	(6.9)	(4.8)	(5.3)
UNSOM	81	180	261				69	180	249				(12)	–	(12)
	2.3	1.6	1.7	31.0	69.0	0.7	2.0	1.6	1.7	27.7	72.3	0.7	(14.8)	–	(4.6)
UNMISS	439	1 826	2 265				437	1 816	2 253				(2)	(10)	(12)
	12.3	15.8	15.0	19.4	80.6	6.2	12.4	15.8	15.0	19.4	80.6	6.1	(0.5)	(0.5)	(0.5)
UNIFIL	246	576	822				244	567	811				(2)	(9)	(11)
	6.9	5.0	5.4	29.9	70.1	2.3	6.9	4.9	5.4	30.1	69.9	2.2	(0.8)	(1.6)	(1.3)

Entity grouping	2019						2020						Change		
	Number			Percentage			Number			Percentage					
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff			
OSESG-SSS	5	5	10				–	–	–				(5)	(5)	(10)
	0.1	–	0.1	50.0	50.0	–	–	–	–	–	–	–	(100.0)	(100.0)	(100.0)
CNMC	4	7	11				4	6	10				–	(1)	(1)
	0.1	0.1	0.1	36.4	63.6	–	0.1	0.1	0.1	40.0	60.0	–	–	(14.3)	(9.1)
POE-Libya	2	–	2				1	–	1				(1)	–	(1)
	0.1	–	–	100.0	–	–	–	–	–	100.0	–	–	(50.0)	–	(50.0)
POE-S. Sudan	1	1	2				–	1	1				(1)	–	(1)
	–	–	–	50.0	50.0	–	–	–	–	–	100.0	–	(100.0)	–	(50.0)
POE-DPRK	5	1	6				5	–	5				–	(1)	(1)
	0.1	–	–	83.3	16.7	–	0.1	–	–	100.0	–	–	–	(100.0)	(16.7)
SCR 2231	4	5	9				3	5	8				(1)	–	(1)
	0.1	–	0.1	44.4	55.6	–	0.1	–	0.1	37.5	62.5	–	(25.0)	–	(11.1)
UNMHA	17	59	76				18	57	75				1	(2)	(1)
	0.5	0.5	0.5	22.4	77.6	0.2	0.5	0.5	0.5	24.0	76.0	0.2	5.9	(3.4)	(1.3)
UNMIK	127	183	310				125	184	309				(2)	1	(1)
	3.6	1.6	2.0	41.0	59.0	0.9	3.5	1.6	2.1	40.5	59.6	0.8	(1.6)	0.5	(0.3)
Subtotal, peace operations	3 556	11 587	15 143				3 538	11 484	15 022				(18)	(103)	(121)
	25.3	51.4	41.4	23.5	76.5	41.4	24.9	50.8	40.8	23.6	76.5	40.8	(0.5)	(0.9)	(0.8)
Regional economic commissions															
ECE	126	103	229				134	102	236				8	(1)	7
	10.7	9.9	10.3	55.0	45.0	0.6	11.4	9.6	10.5	56.8	43.2	0.6	6.3	(1.0)	3.1
ECA	273	351	624				291	384	675				18	33	51
	23.2	33.8	28.2	43.8	56.3	1.7	24.7	36.2	30.1	43.1	56.9	1.8	6.6	9.4	8.2
RCNYO	–	–	–				3	2	5				3	2	5
	–	–	–	–	–	–	0.3	0.2	0.2	60.0	40.0	–	–	–	–
ESCAP	301	228	529				294	221	515				(7)	(7)	(14)
	25.6	22.0	23.9	56.9	43.1	1.5	24.9	20.8	23.0	57.1	42.9	1.4	(2.3)	(3.1)	(2.6)
ESCWA	158	117	275				148	114	262				(10)	(3)	(13)
	13.4	11.3	12.4	57.5	42.6	0.8	12.6	10.8	11.7	56.5	43.5	0.7	(6.3)	(2.6)	(4.7)

Entity grouping	2019						2020						Change		
	Number			Percentage			Number			Percentage					
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
ECLAC	319	239	558				309	237	546				(10)	(2)	(12)
	27.1	23.0	25.2	57.2	42.8	1.5	26.2	22.4	24.4	56.6	43.4	1.5	(3.1)	(0.8)	(2.2)
Subtotal, regional economic commissions	1 177	1 038	2 215				1 179	1 060	2 239				2	22	24
	8.4	4.6	6.1	53.1	46.9	6.1	8.3	4.7	6.1	52.7	47.3	6.1	0.2	2.1	1.1
Resident coordinator system															
RCS	106	77	183				415	377	792				309	300	609
	100.0	100.0	100.0	57.9	42.1	0.5	100.0	100.0	100.0	52.4	47.6	2.2	291.5	389.6	332.8
Subtotal, resident coordinator system	106	77	183				415	377	792				309	300	609
	0.8	0.3	0.5	57.9	42.1	0.5	2.9	1.7	2.2	52.4	47.6	2.2	291.5	389.6	332.8
Total	14 042	22 532	36 574				14 233	22 594	36 827				191	62	253
	100.0	100.0	100.0	38.4	61.6	100.0	100.0	100.0	100.0	38.7	61.4	100.0	1.4	0.3	0.7

Table 2.A

Staff with geographical status by nationality, gender and grade, including appointments and separations, as at 31 December 2019 and 31 December 2020

(Population: 3,129)

Country of nationality		As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2020												Desirable range
		Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total				
Afghanistan	Women		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	Men		1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1				
	All		1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	4–14			
Albania	Women		6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	5	–	1	6					
	Men		1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1					
	All		7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	5	–	1	7	3–14				
Algeria	Women		3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–	3					
	Men		6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	3	3	–	1	7					
	All		9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	4	4	1	1	10	6–16				
Andorra	Women		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	Men		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	All		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14			
Angola	Women		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	Men		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	All		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4–14			
Antigua and Barbuda	Women		1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1					
	Men		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	All		1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	3–14				
Argentina	Women		18	–	–	–	–	–	–	(1)	–	(1)	–	–	–	–	–	–	–	(2)	(1)	1	–	–	–	2	4	8	–	15					
	Men		17	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	1	–	1	3	7	4	–	16					
	All		35	–	–	–	–	–	–	(1)	–	(1)	–	–	–	–	–	–	–	(2)	(2)	1	1	–	1	5	11	12	–	31	22–31				
Armenia	Women		7	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	(1)	(1)	–	–	–	–	–	2	3	–	5					
	Men		6	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	–	–	1	–	–	–	2	1	3	–	7					
	All		13	–	–	–	–	–	–	–	–	–	1	–	–	(1)	–	–	1	(1)	(1)	1	–	–	–	2	3	6	–	12	3–14				
Australia	Women		30	–	–	–	(1)	–	(1)	–	–	–	–	–	–	(3)	1	–	1	(5)	1	–	1	1	4	1	7	7	6	27					
	Men		31	–	–	–	–	–	–	–	–	–	(3)	–	–	1	–	1	–	2	(3)	(1)	–	–	1	2	11	6	5	4	29				
	All		61	–	–	–	(1)	–	(1)	–	–	–	(3)	–	–	1	(3)	2	–	3	(8)	–	–	1	2	6	12	13	10	56	44–60				

Country of nationality	As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2020												Desirable range
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total					
Austria	Women	14	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	–	(1)	–	–	–	–	1	4	3	5	–	13					
	Men	21	–	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	–	–	–	(2)	1	–	1	–	2	3	9	3	2	20					
	All	35	–	–	–	–	–	–	–	(1)	–	(1)	–	–	–	(1)	–	–	–	(3)	1	–	1	–	3	7	12	8	2	33	16–26				
Azerbaijan	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	2					
	Men	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	3	–	5					
	All	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	3	–	7	4–14				
Bahamas	Women	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	2	1	6					
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1					
	All	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	3	1	7	3–14				
Bahrain	Women	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	2	3					
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	2	3	4–14				
Bangladesh	Women	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	1	3					
	Men	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	1	1	4	2	4	12						
	All	13	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	1	1	6	2	5	15	7–16					
Barbados	Women	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–	–	1	1	3	5					
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–	–	1	1	3	5	3–14				
Belarus	Women	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	2	3					
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	2					
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	1	–	2	5	4–14				
Belgium	Women	13	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2	–	–	–	1	–	1	2	3	6	2	15					
	Men	22	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	2	1	4	4	11	1	23					
	All	35	–	–	–	–	–	–	–	–	–	–	–	–	3	–	–	–	3	–	–	–	1	2	2	6	7	17	3	38	19–29				
Belize	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14				
Benin	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1					
	Men	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(3)	–	–	–	–	1	1	1	–	3					
	All	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(3)	–	–	–	1	1	1	1	–	4	3–14				

Country of nationality	As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2020												Desirable range
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total							
Bhutan	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1						
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	3							
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	2	1	–	4	3–14					
Bolivia (Plurinational State of)	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	2						
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	3							
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	4	–	5	3–14					
Bosnia and Herzegovina	Women	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	–	4							
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	–	2	1	1	4							
	All	7	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	–	4	3	1	8	3–14						
Botswana	Women	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	1	1	3	5						
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2							
	All	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	1	1	5	7	3–14					
Brazil	Women	29	–	–	–	–	–	–	–	(1)	1	–	–	–	–	3	–	4	(1)	1	1	–	–	–	3	7	10	12	33						
	Men	30	–	–	–	–	–	–	–	(2)	–	(2)	–	–	–	–	1	–	1	(4)	(1)	–	–	–	2	3	9	3	9	26					
	All	59	–	–	–	–	–	–	–	(3)	1	(2)	–	–	–	–	4	–	5	(5)	–	1	–	–	2	6	16	13	21	59	60–81				
Brunei Darussalam	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–						
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–						
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–		3–14				
Bulgaria	Women	13	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	3	4	4	–	13						
	Men	7	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	–	(1)	–	–	–	–	–	2	4	–	–	6						
	All	20	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	–	(1)	–	–	–	–	2	5	8	4	–	19	4–14					
Burkina Faso	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	2						
	Men	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	1	1	5						
	All	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	2	1	7	3–14					
Burundi	Women	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	1	–	2	–	3						
	Men	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1	2	2	–	5						
	All	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	4	–	8	3–14					
Cabo Verde	Women	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	–	–	–	–	–	1						
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–						
	All	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	–	–	–	–	–	1	3–14					

Country of nationality		As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2020												Desirable range
		Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total					
Cambodia	Women		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	Men		1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–	–	–	–	2	2					
	All		1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–	–	–	–	2	2	3–14				
Cameroon	Women		11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	2	4	5	–	12						
	Men		22	–	–	–	–	–	–	–	–	(3)	–	–	–	–	–	–	–	(3)	–	–	–	–	2	4	8	5	–	19						
	All		33	–	–	–	–	–	–	–	–	(3)	–	–	–	–	–	–	–	(3)	1	1	–	–	2	6	12	10	–	31	4–14					
Canada	Women		53	–	–	–	–	–	–	–	(1)	–	(1)	1	–	–	–	1	(2)	1	–	–	4	4	12	14	18	1	53							
	Men		54	–	–	–	–	–	–	(1)	–	(1)	–	(2)	–	–	–	–	(4)	1	1	–	3	2	18	15	12	–	51							
	All		107	–	–	–	–	–	–	(1)	–	(2)	–	(3)	1	–	–	–	1	(6)	2	1	–	7	6	30	29	30	1	104	53–72					
Central African Republic	Women		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	1	–	1							
	Men		2	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–	1	–	–	2	3							
	All		2	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	1	–	–	–	1	–	1	2	4	3–14						
Chad	Women		1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1							
	Men		3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	3							
	All		4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	2	4	3–14						
Chile	Women		9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	2	5	–	9							
	Men		24	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	–	(1)	–	–	–	–	3	2	7	9	2	23							
	All		33	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	–	(1)	–	1	–	–	3	3	9	14	2	32	11–21						
China	Women		48	–	–	–	–	–	–	–	–	–	–	–	–	2	–	2	–	(1)	–	–	–	2	11	7	15	14	49							
	Men		45	–	–	–	–	(1)	–	–	–	–	–	–	–	1	–	1	(1)	1	1	–	4	6	10	4	11	10	46							
	All		93	–	–	–	–	(1)	–	–	–	–	–	–	–	3	–	3	(1)	–	1	–	4	8	21	11	26	24	95	237–321						
Colombia	Women		8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	2	1	4	–	8							
	Men		3	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	1	–	–	–	–	–	2	1	–	3							
	All		11	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	1	–	1	–	–	2	3	5	–	11	10–19						
Comoros	Women		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–						
	Men		1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1							
	All		1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	3–14						
Congo	Women		1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1							
	Men		2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	2							
	All		3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	1	3	3–14						

Country of nationality	As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2020												Desirable range
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total					
Costa Rica	Women	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	1	3					
	Men	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	1	1	6						
	All	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	3	1	2	9	4–14					
Côte d'Ivoire	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1						
	Men	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	2	1	6						
	All	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	2	2	7	4–14					
Croatia	Women	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	1	–	3						
	Men	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	2	1	–	5						
	All	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	3	2	–	8	4–14					
Cuba	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1						
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	1	3					
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	1	1	4	5–14				
Cyprus	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	2					
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1					
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	–	3	3–14				
Czechia	Women	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–	2	4	4	10						
	Men	9	–	–	–	–	–	–	–	–	–	1	–	–	–	(1)	1	(1)	–	–	–	–	–	1	2	2	2	2	9						
	All	17	–	–	–	–	–	–	–	–	–	1	–	–	–	(1)	1	(1)	2	–	–	–	–	1	2	4	6	6	19	9–19					
Democratic People's Republic of Korea	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14				
Democratic Republic of the Congo	Women	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	3						
	Men	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	2	4	–	6						
	All	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	4	5	–	9	5–15					
Denmark	Women	12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(2)	1	–	–	1	4	–	3	1	10						
	Men	9	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	–	(1)	1	–	–	1	1	3	1	2	1	9						
	All	21	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	–	(1)	(1)	1	–	1	2	7	1	5	2	19	14–23					
Djibouti	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	–	–	–						
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	1	–	1	–	–	2						
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(2)	–	–	–	1	–	1	–	–	2	3–14					

Country of nationality		As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2020												Desirable range
		Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total						
Dominica	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–		
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	1			
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	3–14			
Dominican Republic	Women	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	2	–	4	–	4	–		
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	2	–	3	–	3	–			
	All	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–	4	–	7	–	7	4–14			
Ecuador	Women	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	1	1	4	2	–	8	–	8	–		
	Men	6	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	1	–	1	–	–	–	1	5	2	–	8	–	8	–		
	All	15	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	–	–	–	–	–	1	2	9	4	–	16	–	16	5–14		
Egypt	Women	9	1	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	1	(1)	1	1	–	–	3	–	4	1	1	10	–	10	–		
	Men	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	3	3	4	2	–	12	–	12	–		
	All	20	1	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	1	(1)	2	1	–	–	6	3	8	3	1	22	–	22	9–18		
El Salvador	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	2	–	2	–		
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1	–	2	–	3	–	3	–		
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	2	–	3	–	5	–	5	3–14		
Equatorial Guinea	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–		
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–		
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14		
Eritrea	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	2	–	2	–		
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	2	–	2	–		
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	1	–	4	–	4	3–14		
Estonia	Women	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	2	–	4	–	4	–		
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	2	–	2	–		
	All	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	3	–	6	–	6	3–14		
Eswatini	Women	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	2	4	–	4	–		
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–		
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	3	5	–	5	3–14		
Ethiopia	Women	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1	2	6	–	9	–	9	–		
	Men	12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	8	1	12	–	12	–			
	All	20	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	2	4	14	1	21	–	21	6–15			

Country of nationality	As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2020												Desirable range
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total					
Fiji	Women	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	3	2	1	–	7					
	Men	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	2	3	2	–	–	7					
	All	12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	3	6	4	1	–	14	3–14				
Finland	Women	21	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	(1)	(1)	–	–	1	1	2	9	3	3	19					
	Men	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	1	2	–	6						
	All	27	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	(1)	(1)	–	–	1	1	5	10	5	3	25	11–21				
France	Women	68	–	–	–	–	–	(1)	–	(1)	–	(1)	2	(1)	–	–	–	–	2	(4)	4	–	1	2	4	14	19	20	10	70					
	Men	73	–	–	–	–	–	–	–	–	–	–	–	(1)	–	(1)	–	–	–	(2)	(1)	1	–	3	5	13	18	26	4	70					
	All	141	–	–	–	–	–	(1)	–	(1)	–	(1)	2	(2)	–	(1)	–	–	2	(6)	3	1	1	5	9	27	37	46	14	140	82–111				
Gabon	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–						
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	–	1	1					
	All	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	–	1	1	3–14				
Gambia	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	–	–	1	–	2	–	3					
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1					
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	–	–	1	–	3	–	4	3–14				
Georgia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	–	–	–	–	1	–	1					
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	–	–	3					
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	–	1	2	–	1	–	4	3–14				
Germany	Women	83	–	–	–	(1)	–	(1)	–	–	–	–	–	–	1	–	–	(1)	1	(3)	3	–	–	2	5	17	23	24	13	84					
	Men	69	–	–	–	–	–	–	–	(1)	–	(2)	–	–	1	–	–	–	1	(3)	–	–	–	2	9	18	15	18	5	67					
	All	152	–	–	–	(1)	–	(1)	–	(1)	–	(2)	–	–	2	–	–	(1)	2	(6)	3	–	–	4	14	35	38	42	18	151	110–149				
Ghana	Women	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	–	–	2	4					
	Men	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	1	4	–	2	–	10					
	All	14	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	3	2	4	–	2	2	14	4–14				
Greece	Women	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	2	–	4	7					
	Men	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	5	1	1	10					
	All	16	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	2	2	7	1	5	17	10–20				
Grenada	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1					
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	3–14				

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Country of nationality	As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2020												Desirable range
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total					
Iran (Islamic Republic of)	Women	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	(1)	–	–	–	–	–	3	–	1	4					
	Men	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	4	2	1	–	8					
	All	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	1	–	4	5	1	1	12	12–22				
Iraq	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	2	–	3					
	Men	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	1	4					
	All	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	3	3	1	7	6–16				
Ireland	Women	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	2	1	4	–	–	8						
	Men	17	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	3	5	5	3	1	18					
	All	25	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	1	5	6	9	3	1	26	10–20				
Israel	Women	6	–	–	–	–	(1)	–	–	1	–	–	–	–	–	–	–	–	1	(1)	–	–	–	–	1	2	1	2	–	6					
	Men	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	3	2	1	7						
	All	13	–	–	–	–	(1)	–	–	1	–	–	–	–	–	–	–	–	1	(1)	–	–	–	–	1	3	4	4	1	13	13–22				
Italy	Women	65	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(5)	–	1	2	6	14	20	15	2	60					
	Men	71	–	–	–	–	–	–	(1)	–	(1)	–	(1)	–	(1)	–	–	–	–	(4)	3	–	–	1	8	20	32	9	–	70					
	All	136	–	–	–	–	–	–	(1)	–	(1)	–	(1)	–	(1)	–	–	–	–	(4)	(2)	–	1	3	14	34	52	24	2	130	63–85				
Jamaica	Women	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	2	1	1	1	–	–	5					
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1						
	All	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	2	2	1	1	–	–	6	3–14				
Japan	Women	48	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	1	–	1	(1)	(2)	1	–	2	5	5	14	13	6	46					
	Men	28	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	3	5	9	7	3	27					
	All	76	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	1	–	1	(1)	(3)	1	–	2	8	10	23	20	9	73	153–207				
Jordan	Women	6	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	1	–	1	–	7						
	Men	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	2	1	3	1	–	7					
	All	12	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	1	–	3	4	4	2	–	14	3–14				
Kazakhstan	Women	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	4	–	6					
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	2	–	–	2					
	All	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	2	2	4	–	8	7–16				
Kenya	Women	30	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	(1)	1	–	–	–	2	9	7	8	4	30					
	Men	26	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	2	3	8	8	3	26					
	All	56	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	(1)	1	1	1	–	4	12	15	16	7	56	4–14			

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Country of nationality	As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2020												Desirable range
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total					
Lithuania	Women	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	1	1	2	–	4					
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	2					
	All	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	1	2	3	–	6	4–14				
Luxembourg	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2					
	All	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2	4–14				
Madagascar	Women	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	1	2	–	3					
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	1	–	2					
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	3	–	5	3–14				
Malawi	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	2					
	Men	14	–	–	–	–	–	–	–	–	–	–	–	–	–	1	(1)	–	–	1	(1)	(1)	–	–	–	–	1	6	4	2	13				
	All	16	–	–	–	–	–	–	–	–	–	–	–	–	–	1	(1)	–	–	1	(1)	(1)	–	–	–	–	1	7	5	2	15	3–14			
Malaysia	Women	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	1	–	–	–	–	1	4	4	10					
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–	3					
	All	14	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	1	–	–	–	1	2	5	4	13	10–20				
Maldives	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	2					
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	2					
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	4	–	–	4	3–14				
Mali	Women	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	–	3					
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	2					
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	4	–	–	5	3–14				
Malta	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	Men	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	2	1	–	3					
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	2	1	–	3	3–14				
Marshall Islands	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14				
Mauritania	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	Men	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	3	–	6					
	All	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	3	–	6	3–14				

Country of nationality	As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2020												Desirable range
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total					
Mauritius	Women	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	1	3	1	–	6	3–14				
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1						
	All	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	1	4	1	–		7			
Mexico	Women	25	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(3)	1	–	1	–	–	8	10	2	22	31–41				
	Men	30	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	–	(1)	2	–	–	–	3	3	9	12	4	31					
	All	55	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	–	(1)	(1)	1	–	1	3	3	17	22	6		53			
Micronesia (Federated States of)	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14				
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1						
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1						
Monaco	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14				
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
Mongolia	Women	3	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	–	–	–	–	–	–	–	2	–	2	3–14				
	Men	4	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	(1)	1	–	–	–	2	1	1	–	–	4					
	All	7	–	–	–	–	–	–	–	–	–	–	–	(1)	–	(1)	–	–	–	(2)	1	–	–	–	2	1	1	2	–	6					
Montenegro	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	1	1	2	3–14				
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	3					
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	2	3	5					
Morocco	Women	7	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	–	1	–	1	–	–	3	1	2	2	9	5–14				
	Men	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	3	1	6					
	All	13	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	–	1	–	1	–	–	4	2	5	3	15					
Mozambique	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14				
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	2					
	All	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	2					
Myanmar	Women	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	–	3	4–14				
	Men	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	3	1	5					
	All	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	3	1	8					
Namibia	Women	2	–	(1)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	1	–	–	–	–	1	3–14				
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1					
	All	3	–	(1)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	1	1	–	–	2					

Country of nationality	As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2020												Desirable range
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total					
Nauru	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14	
Nepal	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1					
	Men	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	5	2	1	8					
	All	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	5	3	1	9	3–14				
Netherlands	Women	8	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	1	–	–	1	–	3	3	2	1	10						
	Men	33	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	1	–	1	–	–	1	6	8	7	7	6	35						
	All	41	–	–	–	–	–	–	–	–	1	–	–	1	–	–	–	2	–	2	–	–	2	6	11	10	9	7	45	30–40					
New Zealand	Women	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	1	3	6						
	Men	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	4	1	8						
	All	14	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	3	5	4	14	9–18					
Nicaragua	Women	4	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	(1)	–	–	–	–	1	–	1	–	2						
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1						
	All	5	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	(1)	–	–	–	–	2	–	1	–	3	3–14					
Niger	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	–	–	1						
	Men	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	2	–	5						
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	4	2	–	6	3–14					
Nigeria	Women	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	–	–	2	3	1	1	8						
	Men	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	1	2	–	7						
	All	13	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	–	2	4	4	3	1	15	12–22					
North Macedonia	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	2						
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	–	–	3						
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	3	–	1	5	3–14					
Norway	Women	9	–	–	–	–	(1)	–	–	–	–	–	–	1	–	–	–	1	(1)	–	–	–	–	1	1	3	3	1	9						
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	3	–	4						
	All	12	–	–	–	–	(1)	–	–	–	–	–	–	1	–	–	–	1	(1)	1	–	–	–	1	1	4	6	1	13	18–27					
Oman	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–						
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1						
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	5–15					

Country of nationality		As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2020										Desirable range
		Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total			
Pakistan	Women		1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1				
	Men		16	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	4	2	6	1	1	16			
	All		17	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	4	3	6	1	1	17	10–20		
Palau	Women		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	Men		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	All		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14			
Panama	Women		3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	1	1	–	–	1	4				
	Men		2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	2				
	All		5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	1	1	1	1	1	6	4–14			
Papua New Guinea	Women		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	Men		1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1				
	All		1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	3–14			
Paraguay	Women		3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	3				
	Men		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	–	–	1				
	All		3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	3	1	–	4	3–14			
Peru	Women		5	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	1	–	–	–	–	1	2	2	2	7				
	Men		2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	2				
	All		7	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	1	–	–	–	–	1	2	4	2	9	6–16			
Philippines	Women		12	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	–	–	–	–	–	4	5	2	11					
	Men		6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	3	1	–	6				
	All		18	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	–	–	–	–	2	–	7	6	2	17	9–19			
Poland	Women		14	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	2	–	(2)	–	–	–	–	–	2	7	5	14				
	Men		13	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	(1)	(1)	–	–	–	–	1	4	1	5	11				
	All		27	–	–	–	–	–	–	–	–	–	–	–	1	(1)	1	–	2	(1)	(3)	–	–	–	–	1	6	8	10	25	19–29			
Portugal	Women		12	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(3)	–	–	–	1	1	4	2	1	9				
	Men		11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	1	–	–	6	3	1	12				
	All		23	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(2)	1	–	1	1	1	10	5	2	21	10–19			
Qatar	Women		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	Men		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	All		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	8–18			

Country of nationality	As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2020												Desirable range
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total				
Republic of Korea	Women	16	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	(2)	–	–	–	–	2	5	7	1	15	46–62			
	Men	22	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	1	1	4	6	8	1	21				
	All	38	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	(3)	–	–	1	1	6	11	15	2		36		
Republic of Moldova	Women	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	4	–	5	3–14				
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1					
	All	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	5	–	6					
Romania	Women	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	3	4	1	–	8	7–17			
	Men	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	1	4	–	8					
	All	14	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	1	5	5	5	–	16				
Russian Federation	Women	17	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	1	1	–	1	1	–	3	11	2	19	50–67			
	Men	28	–	(1)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	1	1	–	4	9	8	3	1	27				
	All	45	–	(1)	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	(1)	1	2	1	1	5	9	11	14	3		46		
Rwanda	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	–	–	–	3–14			
	Men	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	4	2	2	1	9				
	All	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(2)	–	–	–	–	4	2	2	1	9				
Saint Kitts and Nevis	Women	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	1	–	–	3	3–14				
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	2					
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	1	1	–	5					
Saint Lucia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14			
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
Saint Vincent and the Grenadines	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	3–14				
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–		–			
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1					
Samoa	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14			
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	1	–	3					
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	1	–	3					
San Marino	Women	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	1	1	2	3–14			
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	1	1	2				

Country of nationality		As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2020												Desirable range
		Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total					
Sao Tome and Principe	Women		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	Men		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	All		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14		
Saudi Arabia	Women		2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2				
	Men		1	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	–	–	–	–	–	–	–	–	–	–	–	–				
	All		3	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	–	–	–	–	–	–	–	2	–	–	2	27–36				
Senegal	Women		4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	1	–	–	1	1	–	–	–	–	–	–	3				
	Men		7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	3	2	–	–	–	7					
	All		11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	1	–	–	1	3	3	2	–	–	10	3–14					
Serbia	Women		4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	–	–	–	4					
	Men		7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	2	2	1	–	–	7					
	All		11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	4	4	1	11	3–14					
Seychelles	Women		2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	2					
	Men		1	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	1	–	2	–	–	–	3					
	All		3	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	1	1	3	–	–	–	5	3–14				
Sierra Leone	Women		1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	–	–	1	–	–	–	–	2					
	Men		6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1	3	3	–	–	7					
	All		7	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	1	–	–	–	2	3	3	–	–	9	3–14				
Singapore	Women		11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	3	3	4	11						
	Men		7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	2	–	2	7						
	All		18	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	1	5	3	6	18	12–22					
Slovakia	Women		8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	1	–	–	–	–	2	4	–	7						
	Men		3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	–	3						
	All		11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	1	1	–	1	–	–	3	4	10	6–15					
Slovenia	Women		2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	2						
	Men		4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	2	4							
	All		6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	3	2	6	4–14					
Solomon Islands	Women		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	Men		1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1						
	All		1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	3–14					

Country of nationality	As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2020										Desirable range
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total			
Somalia	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1			
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	1	–	1	2			
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	2	–	1	3	3–14	
South Africa	Women	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(2)	–	–	–	–	3	3	–	2	8			
	Men	10	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	1	–	–	–	–	3	2	2	4	–	–	11			
	All	20	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	1	–	(2)	–	–	3	2	5	7	–	2	19	9–19		
South Sudan	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–			
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1				
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1	3–14			
Spain	Women	38	–	–	–	–	–	–	1	–	–	–	–	–	1	–	–	–	2	–	(5)	–	–	–	3	5	7	17	3	35			
	Men	45	–	–	–	–	–	–	–	(1)	–	–	–	–	1	–	–	(1)	1	(2)	(4)	–	–	–	2	9	9	13	7	40			
	All	83	–	–	–	–	–	–	1	(1)	–	–	–	–	2	–	–	(1)	3	(2)	(9)	–	–	–	5	14	16	30	10	75	43–59		
Sri Lanka	Women	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	2	2	–	5			
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	2	–	3			
	All	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	1	–	2	4	–	8	4–14		
Sudan	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	2				
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	2				
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	3	–	–	4	4–14			
Suriname	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1			
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1			
	All	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	2	3–14		
Sweden	Women	16	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(2)	–	–	–	1	3	3	5	2	14			
	Men	11	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	(1)	1	–	–	–	–	6	3	2	–	11			
	All	27	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	(1)	(1)	–	–	1	9	6	7	2	25	21–30		
Switzerland	Women	19	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	–	3	5	9	3	20				
	Men	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–	5	5	1	11			
	All	28	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	2	–	–	–	–	3	10	14	4	31	26–35		
Syrian Arab Republic	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	2				
	Men	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	3	–	3			
	All	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	1	1	–	3	–	5	3–14		

Country of nationality	As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2020												Desirable range
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total					
Tajikistan	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	1	–	–	1					
	Men	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	4						
	All	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	1	2	2	5	3–14				
Thailand	Women	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	4	–	–	5					
	Men	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	1	–	2	5					
	All	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	2	5	–	2	10	10–20				
Timor-Leste	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14				
Togo	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	Men	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	1	4	8					
	All	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	1	4	8	3–14				
Tonga	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	–	2					
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1						
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	2	–	3	3–14				
Trinidad and Tobago	Women	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	2	1	4	–	1	8					
	Men	10	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	3	2	3	–	10					
	All	19	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	1	–	3	4	6	3	1	18	3–14				
Tunisia	Women	7	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	(1)	(1)	–	–	–	–	–	2	3	–	5					
	Men	7	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	1	–	–	2	2	2	1	8					
	All	14	–	–	–	–	–	–	–	–	–	–	–	–	1	(1)	–	–	1	(1)	(1)	–	1	–	–	2	4	5	1	13	3–14				
Turkey	Women	15	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(2)	–	–	–	–	2	4	2	5	13					
	Men	17	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	1	–	3	2	6	6	18					
	All	32	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	(2)	–	–	1	–	5	6	8	11	31	31–42				
Turkmenistan	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	–	–	–	–					
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–	–	1	1	2					
	All	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	(1)	–	–	–	–	–	1	1	2	3–14				
Tuvalu	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14				

Country of nationality	As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2020												Desirable range
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total					
Uganda	Women	12	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	(2)	–	–	–	1	5	–	5	–	11					
	Men	17	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	–	(1)	–	–	–	–	1	2	10	2	1	16					
	All	29	–	–	–	–	–	–	–	–	–	–	–	(1)	1	–	–	–	1	(1)	(2)	–	–	–	2	7	10	7	1	27	4–14				
Ukraine	Women	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	2	3	–	6					
	Men	6	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	–	1	2	1	3	–	7					
	All	12	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	–	2	2	3	6	–	13	5–14				
United Arab Emirates	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–					
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	15–25			
United Kingdom of Great Britain and Northern Ireland	Women	49	–	–	–	–	–	–	–	–	–	(2)	1	–	1	(3)	–	–	2	(5)	1	–	–	3	1	11	14	12	6	47					
	Men	77	–	–	–	(1)	–	–	–	–	–	–	–	(2)	1	(1)	–	–	1	(4)	3	1	1	5	7	19	18	23	3	77					
	All	126	–	–	–	(1)	–	–	–	–	–	(2)	1	(2)	2	(4)	–	–	3	(9)	4	1	1	8	8	30	32	35	9	124	85–114				
United Republic of Tanzania	Women	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(2)	–	–	–	–	–	1	2	–	3					
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	–	–	–	–	–	1	1	2	–	4					
	All	8	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	(2)	–	–	–	–	1	2	4	–	7	4–14				
United States of America	Women	210	–	–	–	(1)	–	–	–	(1)	–	–	–	–	–	(1)	2	–	2	(3)	–	2	2	5	14	32	48	65	41	209					
	Men	155	–	–	–	–	–	–	–	–	1	(1)	1	(1)	2	(1)	3	–	7	(3)	(6)	–	2	4	14	25	40	44	24	153					
	All	365	–	–	–	(1)	–	–	–	(1)	1	(1)	1	(1)	2	(2)	5	–	9	(6)	(6)	2	4	9	28	57	88	109	65	362	383–518				
Uruguay	Women	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	3	6	–	11					
	Men	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	4	1	–	7					
	All	18	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	7	7	–	18	4–14				
Uzbekistan	Women	5	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	1	–	–	–	1	–	3	3	–	7					
	Men	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	4	1	7					
	All	12	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	–	1	–	–	–	1	–	5	7	1	14	4–14				
Vanuatu	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3–14			
Venezuela (Bolivarian Republic of)	Women	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	2	1	–	5					
	Men	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	–	1	4	–	–	5					
	All	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	1	–	2	6	1	–	10	18–27				

Country of nationality	As at 31 December 2019		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary			As at 31 December 2020													Desirable range
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total							
Viet Nam	Women	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	4	6						
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	3							
	All	9	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	7	9	6–16						
Yemen	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	2						
	Men	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(2)	–	–	–	–	2	1	–	3						
	All	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(2)	–	–	–	–	3	2	–	5	4–14					
Zambia	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	2						
	Men	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	1	–	1	2	–	4						
	All	7	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	1	–	1	4	–	6	3–14					
Zimbabwe	Women	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1	1	2	3	–	7						
	Men	11	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	1	3	3	3	–	10						
	All	17	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	4	5	6	–	17	3–14						
Total	Women	1 527	3	(1)	2	(3)	–	(5)	1	(4)	2	(7)	4	(6)	16	(11)	14	(2)	42	(39)	(22)	23	12	33	100	241	407	469	223	1 508					
	Men	1 631	–	(1)	–	(1)	–	(1)	2	(7)	2	(18)	4	(10)	13	(9)	10	(2)	31	(49)	8	9	13	45	145	324	478	431	176	1 621					
	All	3 158	3	(2)	2	(4)	–	(6)	3	(11)	4	(25)	8	(16)	29	(20)	24	(4)	73	(88)	(14)	32	25	78	245	565	885	900	399	3 129					

Table 2.B

Staff with geographical status at senior levels by nationality and grade as at 31 December for 2016 to 2020

(Population: 380 as at 31 December 2020)

<i>Country of nationality</i>	<i>USG</i>					<i>ASG</i>					<i>D-2</i>					<i>D-1</i>					<i>Total</i>				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Afghanistan	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Albania	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Algeria	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Andorra	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Angola	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Antigua and Barbuda	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Argentina	–	1	1	1	1	1	1	1	1	1	–	–	–	–	–	4	2	2	2	1	5	4	4	4	3
Armenia	–	–	–	1	1	1	1	1	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1
Australia	1	1	1	–	–	1	1	2	2	1	2	2	2	3	2	3	5	6	4	6	7	9	11	9	9
Austria	–	–	–	–	–	–	–	–	1	1	–	–	–	–	–	1	1	1	1	3	1	1	1	2	4
Azerbaijan	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Bahamas	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Bahrain	–	–	–	–	–	–	–	–	–	–	1	1	1	–	–	–	–	–	–	–	1	1	1	–	–
Bangladesh	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	1	1	1	1	1
Barbados	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Belarus	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	1	2	2	1	2	1	2	2
Belgium	–	–	–	–	–	–	1	1	1	1	3	3	3	2	2	2	2	2	2	2	5	6	6	5	5
Belize	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Benin	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	1	1	1	1	1
Bhutan	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	2	2	1	1	1	2	2	1	1
Bolivia (Plurinational State of)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Bosnia and Herzegovina	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Botswana	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	–	1	1	–	–	–
Brazil	–	1	1	1	1	–	–	–	–	–	2	1	–	–	–	4	4	4	5	2	6	6	5	6	3
Brunei Darussalam	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Bulgaria	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	2	2	1	1	1	2	2

Country of nationality	USG					ASG					D-2					D-1					Total				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Burkina Faso	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Burundi	–	–	–	–	–	–	–	–	–	–	1	1	1	1	–	–	–	–	–	–	1	1	1	1	–
Cabo Verde	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Cambodia	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Cameroon	–	1	1	1	1	–	–	–	–	–	1	1	–	–	–	–	1	1	1	2	1	3	2	2	3
Canada	–	–	–	1	1	–	–	–	–	–	6	6	6	7	7	5	7	6	7	6	11	13	12	15	14
Central African Republic	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Chad	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Chile	–	–	1	1	1	–	1	1	–	–	–	–	–	–	–	2	2	2	2	3	2	3	4	3	4
China	1	1	1	1	1	–	–	–	–	–	4	4	5	5	4	4	6	7	8	8	9	11	13	14	13
Colombia	–	–	–	–	–	–	1	1	1	1	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1
Comoros	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Congo	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Costa Rica	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Côte d'Ivoire	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Croatia	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	2	2	2	2	2	2	2	2
Cuba	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	–	–	–	–	–	1	1	1	1	1
Cyprus	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Czechia	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	2	1	1	2	2	2	1	1
Democratic People's Republic of Korea	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Democratic Republic of the Congo	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Denmark	2	1	1	1	1	–	–	–	–	–	2	2	1	1	1	1	1	–	2	2	5	4	2	4	4
Djibouti	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	1	1	1	1	1
Dominica	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Dominican Republic	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	1	1	1	1	1	2	2
Ecuador	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	–	1	1	1	1
Egypt	1	–	–	–	1	–	–	–	–	–	–	–	–	–	–	5	5	5	4	6	6	5	5	4	7
El Salvador	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–	–	1	1	1	–	–
Equatorial Guinea	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	USG					ASG					D-2					D-1					Total				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Eritrea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Estonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eswatini	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ethiopia	1	1	-	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	2	2	1	-	-
Fiji	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	3	3	1	2	3	3	3
Finland	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	1	1	1	1	1	2	2	2	2
France	1	1	-	1	1	-	-	-	-	1	4	5	5	6	5	9	8	8	10	9	14	14	13	17	16
Gabon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gambia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Georgia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1
Germany	-	-	-	-	-	-	1	1	1	-	3	3	3	4	4	10	11	12	13	14	13	15	16	18	18
Ghana	-	-	1	1	1	-	-	-	-	-	3	3	3	3	3	4	2	2	2	2	7	5	6	6	6
Greece	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2	2	2	2	2	3	2	2	2	2
Grenada	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guatemala	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	2	1	1	1	1
Guinea	-	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	-	-	1	-	1	1	1	2
Guinea-Bissau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	2	2	2	1	2	2	2	2
Guyana	1	1	1	1	1	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	2	2	2	2	2
Haiti	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	1	1	1	1
Honduras	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hungary	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	2	1	1	1	1	3	2	2	2	2
Iceland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
India	1	1	1	1	1	-	-	1	2	2	1	1	-	-	-	8	10	10	12	11	10	12	12	15	14
Indonesia	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1
Iran (Islamic Republic of)	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	-	-	-	-	2	1	1	1	1
Iraq	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Ireland	-	-	-	-	-	1	-	1	1	1	1	2	2	1	1	4	4	4	5	5	6	6	7	7	7
Israel	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	-	-	1	1	1	1	1	2	1
Italy	-	-	-	-	-	-	-	-	1	1	3	2	3	3	3	10	11	10	14	14	13	13	13	18	18
Jamaica	-	-	-	-	-	-	-	-	-	-	-	2	3	3	2	1	1	1	2	2	1	3	4	5	4
Japan	1	1	1	1	1	-	-	-	-	-	-	1	2	2	2	7	8	7	7	8	8	10	10	10	11

Country of nationality	USG					ASG					D-2					D-1					Total				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Jordan	2	1	–	–	–	–	–	–	–	1	–	–	–	–	–	4	3	3	3	3	6	4	3	3	4
Kazakhstan	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Kenya	1	1	1	1	1	1	1	1	1	1	–	–	–	–	–	2	2	3	3	4	4	4	5	5	6
Kiribati	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Kuwait	–	–	–	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1
Kyrgyzstan	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1	–	–	–	–
Lao People's Democratic Republic	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Latvia	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Lebanon	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	1	1	1	1	1
Lesotho	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Liberia	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	1	1	1	1	1
Libya	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Liechtenstein	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Lithuania	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Luxembourg	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Madagascar	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Malawi	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Malaysia	–	–	1	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1
Maldives	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mali	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Malta	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Marshall Islands	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mauritania	–	–	–	–	–	1	–	–	–	–	–	–	–	–	–	1	1	1	1	1	2	1	1	1	1
Mauritius	–	1	1	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1
Mexico	1	1	1	1	1	–	–	–	–	–	–	–	–	1	1	3	2	2	3	3	4	3	3	5	5
Micronesia (Federated States of)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Monaco	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mongolia	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	2	2	1	1	1	2	2
Montenegro	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	USG					ASG					D-2					D-1					Total				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Morocco	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	1	-	-	-	-	1	-	-	1	1
Mozambique	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1
Myanmar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Namibia	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	2	2	1
Nauru	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nepal	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Netherlands	-	-	-	-	-	-	-	-	-	-	2	2	2	2	2	6	8	7	6	6	8	10	9	8	8
New Zealand	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	2	2	1	1	1	3	3	1	1
Nicaragua	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Niger	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nigeria	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	2	2	2	2	2	2	3	3	3	3
North Macedonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Norway	1	1	-	-	-	-	-	-	-	-	-	1	1	1	-	1	1	1	1	1	2	3	2	2	1
Oman	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pakistan	1	1	-	-	-	-	-	-	-	-	2	2	2	2	2	1	2	2	4	4	4	5	4	6	6
Palau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Panama	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	-	-	1	1	2	1	1	2
Papua New Guinea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	1	1	1	-	-
Paraguay	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Peru	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Philippines	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	2	2	3	3	3	2	2
Poland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	1	1	-	-	-
Portugal	1	1	1	1	1	1	1	1	-	-	-	-	-	-	1	2	2	2	2	1	4	4	4	3	3
Qatar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Republic of Korea	1	-	-	-	-	1	-	-	-	-	2	2	1	1	1	1	-	-	1	1	5	2	1	2	2
Republic of Moldova	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Romania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1
Russian Federation	1	2	2	3	2	1	1	1	1	1	3	2	2	1	1	5	5	4	5	5	10	10	9	10	9
Rwanda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint Kitts and Nevis	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	3	3	3	3	3	3	3	3
Saint Lucia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	USG					ASG					D-2					D-1					Total				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Saint Vincent and the Grenadines	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Samoa	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1
San Marino	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sao Tome and Principe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saudi Arabia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senegal	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2
Serbia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1
Seychelles	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
Sierra Leone	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
Singapore	-	-	-	-	-	-	-	-	-	-	2	2	2	2	2	1	1	1	1	1	3	3	3	3	3
Slovakia	-	1	1	1	1	1	1	1	1	1	-	-	-	-	-	1	1	1	1	1	2	3	3	3	3
Slovenia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Solomon Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Somalia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South Africa	1	1	-	-	-	-	-	-	-	-	2	3	3	3	3	1	1	1	1	2	4	5	4	4	5
South Sudan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1
Spain	2	1	-	-	-	-	-	-	-	-	1	1	1	1	-	4	5	5	6	5	7	7	6	7	5
Sri Lanka	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	1	1	-	-	1	2	2
Sudan	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	1	1	1	1	1	2	2	2	1	1
Suriname	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	1	1	1	1	1
Sweden	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	2	1	1	1	2	2	1	1	1
Switzerland	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	1	-	-	-	2	1	-	-	-
Syrian Arab Republic	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1	1	1	1	-	1	1
Tajikistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Thailand	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	1	1	1	1	1
Timor-Leste	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Togo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-
Tonga	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1
Trinidad and Tobago	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	3	3	3	3	3	4	4	4	4	4
Tunisia	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	1	1	1	-	-	1	1	2	1

Country of nationality	USG					ASG					D-2					D-1					Total				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Turkey	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	–	–	–	–	–	1	1	1	1	1
Turkmenistan	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Tuvalu	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Uganda	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	2	2	2	2	2	2	2	2
Ukraine	–	–	–	–	–	–	–	–	–	–	1	1	1	–	–	2	2	2	2	2	3	3	3	2	2
United Arab Emirates	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
United Kingdom of Great Britain and Northern Ireland	1	2	2	1	1	2	1	2	1	1	6	8	8	8	8	15	13	9	8	8	24	24	21	18	18
United Republic of Tanzania	–	–	–	–	–	–	–	–	–	–	1	1	1	1	–	–	–	–	–	–	1	1	1	1	–
United States of America	1	1	1	2	2	4	4	4	5	4	7	6	10	10	9	33	28	27	26	28	45	39	42	43	43
Uruguay	–	–	–	–	–	1	2	1	1	1	2	1	1	1	1	2	2	2	1	1	5	5	4	3	3
Uzbekistan	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1
Vanuatu	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Venezuela (Bolivarian Republic of)	–	–	–	–	–	1	–	–	–	–	–	1	1	1	1	1	–	–	–	–	2	1	1	1	1
Viet Nam	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Yemen	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Zambia	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	1	1	1	1	1
Zimbabwe	–	–	–	–	–	1	1	–	–	–	–	–	–	–	–	1	1	1	1	2	2	2	1	1	2
Total	30	31	28	31	32	23	22	24	25	25	79	83	87	87	78	225	232	219	235	245	357	368	358	378	380

Table 2.C

Staff in the Professional category in posts with special language requirements by nationality, gender and grade, including appointments and separations, as at 31 December 2019 and 31 December 2020

(Population: 871)

	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
Country of nationality	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Afghanistan	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Albania	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Algeria	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	2
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1	–	–	1
	All	2	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	2	–	–	3
Andorra	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Angola	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Antigua and Barbuda	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Argentina	Women	9	–	–	–	–	–	–	–	–	–	–	–	–	–	2	3	4	–	–	9
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	–	–	3
	All	12	–	–	–	–	–	–	–	–	–	–	–	–	–	3	4	5	–	–	12
Armenia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Australia	Women	2	–	–	–	(1)	–	–	–	–	–	–	–	(1)	–	–	1	–	–	–	1
	Men	2	–	–	–	(1)	–	–	–	–	–	–	–	(1)	–	–	1	–	–	–	1
	All	4	–	–	–	(2)	–	–	–	–	–	–	–	(2)	–	–	2	–	–	–	2
Austria	Women	4	–	–	–	–	–	(1)	–	–	–	–	–	(1)	–	–	–	3	–	–	3
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	–	3
	All	7	–	–	–	–	–	(1)	–	–	–	–	–	(1)	–	–	2	4	–	–	6
Azerbaijan	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Bahamas	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Bahrain	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Bangladesh	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Barbados	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Belarus	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	2
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	2
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	2	–	–	4
Belgium	Women	11	–	(1)	–	–	–	(1)	–	–	–	–	–	(2)	–	3	4	2	–	–	9
	Men	7	–	–	–	(1)	–	(1)	–	–	–	–	–	(2)	–	1	–	3	1	–	5
	All	18	–	(1)	–	(1)	–	(2)	–	–	–	–	–	(4)	–	4	4	5	1	–	14
Belize	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Benin	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
Bhutan	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Bolivia (Plurinational State of)	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1
Bosnia and Herzegovina	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Botswana	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Brazil	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Brunei Darussalam	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Bulgaria	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Burkina Faso	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1
Burundi	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Cabo Verde	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Cambodia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Cameroon	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	2
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	2
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	1	–	–	4
Canada	Women	11	–	–	–	(1)	–	–	–	–	–	–	–	(1)	1	2	5	4	–	–	11
	Men	7	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	4	2	–	–	6
	All	18	–	–	–	(1)	–	–	–	–	–	–	–	(1)	–	2	9	6	–	–	17
Central African Republic	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Chad	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Chile	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
China	Women	72	–	(1)	–	(1)	–	–	–	–	–	–	–	(2)	(1)	10	28	31	–	–	69
	Men	65	–	–	–	–	–	–	–	–	–	–	–	–	–	19	32	13	1	–	65
	All	137	–	(1)	–	(1)	–	–	–	–	–	–	–	(2)	(1)	29	60	44	1	–	134
Colombia	Women	3	–	(1)	–	–	–	–	–	–	–	–	–	(1)	–	–	1	1	–	–	2
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	3	–	(1)	–	–	–	–	–	–	–	–	–	(1)	–	–	1	1	–	–	2
Comoros	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Congo	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Costa Rica	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Côte d'Ivoire	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Croatia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Cuba	Women	5	–	–	–	–	–	–	–	–	–	–	–	–	–	1	3	1	–	–	5
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	–	1	3	1	–	–	5
Cyprus	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Czechia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Democratic People's Republic of Korea	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Democratic Republic of the Congo	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Denmark	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Djibouti	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Dominica	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Dominican Republic	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Ecuador	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1
Egypt	Women	14	–	–	–	–	–	–	–	–	–	–	–	–	–	3	7	4	–	–	14
	Men	20	–	–	–	–	–	–	–	–	–	–	–	–	–	1	7	12	–	–	20
	All	34	–	–	–	–	–	–	–	–	–	–	–	–	–	4	14	16	–	–	34
El Salvador	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Equatorial Guinea	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Eritrea	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Estonia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Eswatini	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Ethiopia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Fiji	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Finland	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
France	Women	83	–	(1)	1	(1)	–	(1)	–	(1)	–	–	1	(4)	–	18	31	30	1	–	80
	Men	36	–	(1)	–	–	1	–	–	–	–	–	1	(1)	–	5	20	10	1	–	36
	All	119	–	(2)	1	(1)	1	(1)	–	(1)	–	–	2	(5)	–	23	51	40	2	–	116
Gabon	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Gambia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Georgia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Germany	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	–	–	3
Ghana	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Greece	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Grenada	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guatemala	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guinea	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guinea-Bissau	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guyana	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Haiti	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Honduras	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hungary	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Iceland	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
India	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Indonesia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Iran (Islamic Republic of)	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1
Iraq	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Ireland	Women	4	–	–	–	–	–	–	–	–	–	–	–	–	–	1	3	–	–	–	4
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2
	All	6	–	–	–	–	–	–	–	–	–	–	–	–	–	1	5	–	–	–	6
Israel	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Italy	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Jamaica	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1
Japan	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Jordan	Women	3	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	–	–	3
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2
	All	5	–	–	–	–	–	–	–	–	–	–	–	–	–	2	3	–	–	–	5
Kazakhstan	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Kenya	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
Kiribati	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Kuwait	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Kyrgyzstan	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Lao People's Democratic Republic	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Latvia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Lebanon	Women	24	–	–	–	–	–	–	–	–	–	–	–	–	–	5	11	8	–	–	24
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	2
	All	26	–	–	–	–	–	–	–	–	–	–	–	–	–	5	12	9	–	–	26
Lesotho	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Liberia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Libya	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Liechtenstein	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Lithuania	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Luxembourg	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Madagascar	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1
Malawi	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Malaysia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Maldives	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mali	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Malta	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Marshall Islands	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Mauritania	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	2
	All	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	–	2
Mauritius	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mexico	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	(1)	–	1	–	–	–	1
	Men	2	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	2
	All	4	–	–	–	–	–	–	–	–	–	–	–	–	(1)	1	1	1	–	–	3
Micronesia (Federated States of)	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Monaco	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Mongolia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Montenegro	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Morocco	Women	8	–	–	–	–	–	–	–	–	–	–	–	–	–	3	3	2	–	–	8
	Men	26	–	–	–	–	–	–	–	–	–	–	–	–	–	8	11	7	–	–	26
	All	34	–	–	–	–	–	–	–	–	–	–	–	–	–	11	14	9	–	–	34
Mozambique	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Myanmar	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Namibia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Nauru	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Nepal	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Netherlands	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	1	–	–	2
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
	All	2	–	–	–	–	–	–	–	–	–	–	–	–	1	1	–	2	–	–	3
New Zealand	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
Nicaragua	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Niger	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1
Nigeria	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
North Macedonia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Norway	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Oman	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pakistan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Palau	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Panama	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Papua New Guinea	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Paraguay	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Peru	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Philippines	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
Poland	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Portugal	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Qatar	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Republic of Korea	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Republic of Moldova	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Romania	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Russian Federation	Women	49	–	–	–	–	–	–	–	–	–	–	–	–	2	4	17	29	1	–	51
	Men	82	–	(1)	–	(4)	–	–	–	–	–	–	–	(5)	1	28	36	14	–	–	78
	All	131	–	(1)	–	(4)	–	–	–	–	–	–	–	(5)	3	32	53	43	1	–	129
Rwanda	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1
Saint Kitts and Nevis	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Saint Lucia	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	1
Saint Vincent and the Grenadines	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Samoa	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
San Marino	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Sao Tome and Principe	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Saudi Arabia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Senegal	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	2	–	–	–	–	1	–	–	–	–	–	1	–	–	–	–	3	–	–	3
	All	2	–	–	–	–	1	–	–	–	–	–	1	–	–	–	–	3	–	–	3
Serbia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Seychelles	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Sierra Leone	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Singapore	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Slovakia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Slovenia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Solomon Islands	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Somalia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
South Africa	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	2	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	2
South Sudan	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Spain	Women	61	–	–	–	–	1	–	–	(1)	–	–	1	(1)	–	11	33	16	1	–	61
	Men	42	–	–	–	(1)	–	–	–	–	–	–	–	(1)	1	11	17	14	–	–	42
	All	103	–	–	–	(1)	1	–	–	(1)	–	–	1	(2)	1	22	50	30	1	–	103
Sri Lanka	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Sudan	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	2	–	–	4
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	2	–	–	4
Suriname	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Sweden	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Switzerland	Women	11	–	–	–	(1)	–	–	–	–	–	–	–	(1)	(1)	–	8	1	–	–	9
	Men	5	–	–	–	–	–	–	–	–	–	–	–	–	1	2	1	3	–	–	6
	All	16	–	–	–	(1)	–	–	–	–	–	–	–	(1)	–	2	9	4	–	–	15

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Syrian Arab Republic	Women	3	–	–	–	(1)	–	–	–	–	–	–	–	(1)	1	1	2	–	–	–	3
	Men	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	3	–	–	5
	All	8	–	–	–	(1)	–	–	–	–	–	–	–	(1)	1	1	4	3	–	–	8
Tajikistan	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Thailand	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Timor-Leste	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Togo	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Tonga	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Trinidad and Tobago	Women	2	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	2
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	2	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–	2
Tunisia	Women	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	–	3
	Men	5	–	–	–	(1)	–	–	–	–	–	–	–	(1)	–	–	3	1	–	–	4
	All	8	–	–	–	(1)	–	–	–	–	–	–	–	(1)	–	–	5	2	–	–	7
Turkey	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Turkmenistan	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Tuvalu	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Uganda	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Ukraine	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	–	3
	All	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	1	–	–	3
United Arab Emirates	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
United Kingdom of Great Britain and Northern Ireland	Women	40	–	(1)	–	(1)	1	–	–	–	–	–	1	(2)	1	10	17	13	–	–	40
	Men	34	–	–	–	(2)	1	–	–	–	–	–	1	(2)	–	4	13	16	–	–	33
	All	74	–	(1)	–	(3)	2	–	–	–	–	–	2	(4)	1	14	30	29	–	–	73
United Republic of Tanzania	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
United States of America	Women	36	–	–	–	–	–	–	1	–	–	–	1	–	(1)	6	13	16	1	–	36
	Men	27	–	–	–	–	–	–	–	–	–	–	–	–	1	7	14	7	–	–	28
	All	63	–	–	–	–	–	–	1	–	–	–	1	–	–	13	27	23	1	–	64
Uruguay	Women	5	–	–	–	–	–	–	–	–	–	–	–	–	–	–	5	–	–	–	5
	Men	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	1
	All	6	–	–	–	–	–	–	–	–	–	–	–	–	–	–	6	–	–	–	6
Uzbekistan	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Vanuatu	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	As at 31 December 2019		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2020					Total
	Gender	Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	
Venezuela (Bolivarian Republic of)	Women	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	1
Viet Nam	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Yemen	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Zambia	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Zimbabwe	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Subtotal	Women	483	–	(5)	1	(7)	2	(3)	1	(2)	–	–	4	(17)	2	88	206	174	4	–	472
	Men	404	–	(2)	–	(10)	3	(1)	–	–	–	–	3	(13)	5	95	179	122	3	–	399
	All	887	–	(7)	1	(17)	5	(4)	1	(2)	–	–	7	(30)	7	183	385	296	7	–	871
State of Palestine	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Stateless	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Total	Women	483	–	(5)	1	(7)	2	(3)	1	(2)	–	–	4	(17)	2	88	206	174	4	–	472
	Men	404	–	(2)	–	(10)	3	(1)	–	–	–	–	3	(13)	5	95	179	122	3	–	399
	All	887	–	(7)	1	(17)	5	(4)	1	(2)	–	–	7	(30)	7	183	385	296	7	–	871

Table 3
Secretariat staff by category, grade and funding source as at 31 December 2020

<i>Category/grade</i>	<i>Regular budget^a</i>	<i>Peacekeeping budget</i>	<i>Extrabudgetary</i>	<i>Position funding from other assessed and jointly funded activities</i>	<i>Staff administered by UNDP (not in Umoja)</i>	<i>Total</i>
Professional and higher						
USG	49	5	17	1	—	72
ASG	45	20	12	2	1	80
D-2	99	36	46	4	2	187
D-1	311	109	176	19	—	615
P-5	947	368	498	94	5	1 912
P-4	1 630	973	1 222	392	6	4 223
P-3	1 576	1 234	1 384	373	10	4 577
P-2	444	190	593	95	—	1 322
P-1	8	—	7	1	—	16
INT	259	—	5	148	—	412
R	12	—	1	—	—	13
T	64	—	43	18	—	125
Subtotal	5 444	2 935	4 004	1 147	24	13 554
Field Service						
FS-7	5	26	—	—	—	31
FS-6	89	338	3	1	—	431
FS-5	363	1 216	6	21	—	1 606
FS-4	255	1 017	3	41	—	1 316
FS-3	1	8	—	2	—	11
Subtotal	713	2 605	12	65	—	3 395
General Service and related						
NPO-D	14	6	2	3	53	78
NPO-C	98	140	28	14	263	543
NPO-B	296	579	48	9	425	1 357
NPO-A	98	111	29	3	417	658
G-7	552	56	132	84	100	924
G-6	1 527	465	538	353	545	3 428
G-5	1 706	2 102	535	387	168	4 898
G-4	1 108	2 523	176	377	95	4 279
G-3	542	1 396	47	132	109	2 226
G-2	368	261	12	34	344	1 019
G-1	9	—	—	17	2	28
TC	81	—	—	3	—	84
SS	288	3	—	8	—	299

<i>Category/grade</i>	<i>Regular budget^a</i>	<i>Peacekeeping budget</i>	<i>Extrabudgetary</i>	<i>Position funding from other assessed and jointly funded activities</i>	<i>Staff administered by UNDP (not in Umoja)</i>	<i>Total</i>
LT	31	1	—	—	—	32
PIA	25	—	—	—	—	25
Subtotal	6 743	7 643	1 547	1 424	2 521	19 878
Total	12 900	13 183	5 563	2 636	2 545	36 827

^a The 5,444 Professional staff in posts funded from the regular budget include 3,129 staff members serving against posts subject to geographical distribution.

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

<i>Sections</i>	<i>Main changes</i>
All	<p>Visual enhancements have been applied across the report, including a palette that is colour blindness-friendly, to ensure a more inclusive and accessible report for all readers.</p> <p>“Women” and “men” have replaced “female” and “male”.</p> <p>Repetitive headings and subheadings in tables have been reduced or removed.</p>
I (“Introduction”)	Introduction of two infographics that highlight key informational summaries for the reader (infographic 1 and infographic 2)
II (“Workforce Analytics”)	A dedicated subsection that analyses the key recruitment stages that applications progress through, specifically focusing on the demographic variables of geographical representation, gender representation and age ranges
III (“All staff of the Secretariat”)	<p>Introduction of a seven-entity grouping reporting approach to provide a further level of disaggregation of staff demographics based on the Organization’s diverse operational contexts</p> <p>Visual changes and enhancements to the following figures:</p> <ul style="list-style-type: none"> • Figure 36: All staff of the Secretariat from 2016 to 2020 • Figure 38: All staff of the Secretariat by category as at 31 December 2020 • Figure 39: All staff of the Secretariat by appointment type as at 31 December 2020 • Figure 40: All staff of the Secretariat by appointment type, gender and entity as at 31 December 2020 • Figure 42: Staff of the Secretariat in departments/offices, regional commissions and tribunals by gender and entity as at 31 December 2020 • Figure 43: Staff of the Secretariat in peacekeeping operations and special political missions and other political presences by gender and entity as at 31 December 2020 • Figure 46: Distribution of all staff of the Secretariat by age as at 31 December 2020 • Figure 47: Distribution of all staff of the Secretariat in departments/offices, regional commissions and tribunals by age and gender as at 31 December 2020 • Figure 48: Distribution of all staff of the Secretariat in peacekeeping operations and special political missions and other political presences by age and gender as at 31 December 2020 <p>Structural enhancements to table 22 to include the percentage change in the all-staff population of the Secretariat by entity</p>

The following tables and figures are new:

- Figure 37, to show what table 22 would look like if the same information were placed into the seven-entity grouping approach for the all-staff population of the Secretariat by entity
- Figure 41, which shows all staff of the Secretariat by gender for 2019 and 2020
- Figure 44, which shows staff of the Secretariat by gender and entity according to the seven-entity grouping approach for 2016, 2019 and 2020
- Figure 49, which is a yearly forecast of retirements from 1 January 2021 to 31 December 2030, with additional data points at 2035 and 2040, for all staff of the Secretariat by entity group and gender

IV (“Staff movements”)

The title of the section has changed from “Staff appointments and separations” to “Staff movements” to reflect data on internal movements.

The following structural enhancements were made to existing tables and figures:

- Table 33, which reintroduces data on internal movements by gender, with additional footnotes
- Table 34, which now includes the change in the number and percentage of separations and reappointments over a one-year period
- Table 36, which now includes the change in the number and percentage of appointments and separations over a one-year period
- Table 37, which now includes the number and percentage change in appointments, separations and resignations by category, grade and gender over a one-year period, for fixed-term, continuing and permanent appointments. The table excludes temporary appointments, but does include Junior Professional Officers, with relevant data provided in the footnote
- Figure 50 which shows the distribution of appointments and separations by age and gender from 1 January to 31 December 2020

Introduction of a new table 38, which provides the number and percentage of resignations as a subset of all staff separations by category, grade and gender, with footnotes

V (“Staff subject to the System of desirable ranges”)

The following visual enhancements were made to:

- Figure 52, which shows the gender distribution of Secretariat staff with geographical status
- Figure 53, which shows the gender distribution of Secretariat staff with geographical status at the D-1 level and above

Introduction of a new figure 51, which illustrates the multidirectional fluctuations and movement changes of representation status under the system of desirables ranges as at 31 December for 2016 to 2020

<i>Sections</i>	<i>Main changes</i>
	<p>Introduction of a new figure 54, which provides a yearly forecast of retirements of Secretariat staff with geographical status by representation status of Member States as at 31 December 2020 for 2021 to 2030, with additional data points for 2035 and 2040</p> <p>Introduction of a new table 51, which shows the changes in representation status of Member States as a result of expected retirements during the period from 1 January 2021 to 31 December 2030</p>
Annexes	<p>New table 1.C, which details National Professional Officers by entity</p> <p>New table 1.D, which takes the existing table 10 and places it into the proposed seven-entity grouping structure</p>