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Human resources management

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

Report of the Advisory Committee on Administrative and Budgetary Questions

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on the composition of the Secretariat: gratis personnel, retired staff, consultants, individual contractors and United Nations Volunteers ([A/79/581](#)). During its consideration of the report, the Advisory Committee received additional information and clarification, concluding with written responses received on 10 January 2025.

2. The Secretary-General indicates that his annual report is submitted pursuant to General Assembly resolutions on human resources management, the most recent of which is resolution [77/278](#). The report provides an analysis of the gratis personnel, retired staff, consultants, individual contractors and United Nations Volunteers (UNVs) engaged across the Secretariat from 1 January 2022 to 31 December 2023 and highlights key trends over the past five bienniums, from 2014–2015 to 2022–2023.

II. Presentation

3. The Secretary-General indicates that the report on the 2022–2023 biennium features several enhancements to the structure and analysis, as described in paragraph 3 (*ibid.*). For example, in addition to focused analyses on geographical, gender and age composition for the various categories of personnel, the report introduces, for the first time, the full-time equivalent (FTE) methodology for consultants and individual contractors, which reflects the workload of one full-time person over a standard year, to enable a more accurate overview of the use of these personnel and more meaningful comparisons with Secretariat staff. The report also examines for the first time the movement of affiliated personnel to staff roles, focusing on associate experts and UNVs and exploring their potential as talent pipelines for rejuvenating and



diversifying the Organization's workforce. Furthermore, the report provides analyses of retired staff by their engagement modalities and contractual arrangements. **The Advisory Committee acknowledges the efforts of the Secretary-General to improve the presentation of the report and trusts that such efforts will continue in the future.**

4. Regarding the geographical composition of different affiliated personnel groups, the report of the Secretary-General provides, along with information by nationality, information by geographical region, namely Africa, the Americas, Asia, Europe and Oceania. According to the Secretariat, the presentation by geographical region ensures greater alignment of geographic groupings across reports, including the report on progress towards the Sustainable Development Goals. Furthermore, each Member State is included in one region only (*ibid.*, para. 3 (f)). The report provides no information by regional grouping, marking a shift in practice with the previous composition reports (see, for example, [A/77/578](#), table 1 and figure VII; see also [A/78/569](#), table 6 and figure XXII). Information on geographical composition by regional groups was provided to the Advisory Committee upon enquiry (see annex I). **The Advisory Committee recalls that the General Assembly, in its resolution 77/278, requested the Secretary-General to provide, inter alia, workforce data pertaining to geographical representation (resolution 77/278, para. 42). The Committee is of the view that, in addition to information by nationality, data statistics and trend analysis should continue to be provided, as appropriate, by regional group.** The Committee further discusses related matters in its reports on the overview of human resources management reform for the period 2023–2024 and on the composition of the Secretariat: staff demographics.

5. In paragraphs 5 to 29 of his report, the Secretary-General provides an overview of key findings for each group of personnel. Upon enquiry, the Advisory Committee was also informed of some general conclusions that the Secretariat drew from the reported data. Among them was that affiliated personnel and retired staff were, and would remain, an integral part of the Secretariat's workforce to address specific needs of the Organization and might gain further importance in some areas. The Secretariat also noted that it was important to further disaggregate the different groups of affiliated personnel in the Secretary-General's reporting, to better understand how each group helps to address challenges in human resources management, and the type of skills and solutions that they offer to complement the staff workforce. In that respect, the Committee was informed, however, that data and information on the personnel covered by the present report were not consistently captured in Umoja and required manual collection, consolidation or validation.

6. **The Advisory Committee acknowledges the information provided in the report and encourages continued efforts to present more focused workforce data and analysis in relation to overarching human resources strategic outcomes, including gender, geographical representation and rejuvenation, and identify potential challenges (resolution 77/278, para. 42). In this regard, the Committee emphasizes the need for intensified efforts, including through the use of automated tools, to ensure that information and data on the personnel covered by this report are systematically collected in the enterprise resource planning system, in order to enable a comprehensive picture of the workforce and a better understanding on how to leverage different categories of personnel in the pursuit of human resources priorities.**

III. Demographics and trends

7. In his report, the Secretary-General indicates that, during the 2022–2023 biennium, the Secretariat employed 6,166 gratis personnel, 1,024 retired staff, 11,120 consultants (equivalent to 6,737 full-time staff), 11,471 individual contractors (equivalent to 8,802 full-time staff) and 4,990 UNVs (A/79/581, summary). As at 31 December 2023, the total workforce of the Secretariat of 47,384 was composed of 36,757 staff members and 10,627 non-staff FTEs, converted from 18,963 persons engaged during 2023 (A/79/584, figure I). **The Advisory Committee reiterates its expectation that the Secretariat will abide by all relevant General Assembly resolutions, regulations and rules applicable to non-staff personnel and retired staff and that any exceptions, in particular in respect of retired staff and consultants, will be applied on an exceptional basis (A/77/727, para. 3).**

8. **The Advisory Committee also reiterates that comprehensive and effective workforce planning should reduce the need to rely on non-staff personnel, and trusts that more efforts will be made to enhance workforce planning in order to restrict the use of non-staff personnel, especially retired staff and consultants, to limited circumstances (A/77/727, para. 4).** The Advisory Committee further discusses workforce planning in its report on the overview of human resources management reform for the period 2023–2024.

A. Gratis personnel

9. The Secretary-General indicates in his report that gratis personnel consist of interns, associate experts, technical cooperation experts on non-reimbursable loan and type II gratis personnel. Gratis personnel offer their services at no cost to the Organization. Except for interns, these personnel are provided to the United Nations by Governments or other entities outside the United Nations common system (A/79/581, paras. 33 and 34).

10. Over the past five bienniums, the overall size of the gratis population increased by 1,158 personnel, or 23.1 per cent (ibid., annex I). During the 2022–2023 biennium, a total of 6,166 gratis personnel were engaged within the Secretariat, representing a 35.1 per cent increase from the previous biennium, attributed to the return to pre-pandemic conditions, the attraction of more donor countries and entities, and increased awareness and operational guidance across Secretariat entities about affiliated personnel modalities (ibid., paras. 5 and 52). While the greater population size was mainly driven by a 32 per cent growth in the number of interns, who make up the largest group of gratis personnel (81.3 per cent), the data provided also show increases in all other categories of gratis personnel. For example, the number of associate experts, the second-largest group of gratis personnel, rose by 25.5 per cent, along with the increased number of donor countries that sponsored associate experts, which increased from 30 to 31 since the last biennium. In addition, type II gratis personnel saw a 193.4 per cent increase, primarily driven by the need for expertise not available within the Organization for a growing number of specialized functions, such as capacity-building on the use of heavy equipment and improvised explosive device threat mitigation. In this respect, it is also noted in the report of the Secretary-General that the number of donor countries and entities providing technical cooperation experts and type II gratis personnel grew from 19 to 57, with Japan, Norway, Canada and Australia contributing the largest share and accounting for one third of these personnel (ibid., paras. 49–51). **The Advisory Committee notes the increased number of donor countries for gratis personnel and trusts that additional efforts will be made to expand further the donor base (see also para. 15 below).**

11. The report of the Secretary-General provides a breakdown of gratis personnel by nationality and category for the 2022–2023 biennium (see [A/79/581](#), annex II, and annex II to the present report, which provides information by nationality and economic grouping). The number of nationalities of gratis personnel increased from 150 to 165 over the past five bienniums ([A/79/581](#), table 4). While interns remained the most diverse group, representing 156 nationalities, the other groups of gratis personnel also saw significant increases since the 2014–2015 biennium in the number of nationalities represented: from 21 to 45 for associate experts, from 10 to 23 for technical cooperation experts and from 45 to 86 for type II gratis personnel.

12. Regarding the gender composition of gratis personnel, in the report it is noted that, over the past five bienniums, women have consistently held the largest share among associate experts (65.9 per cent) and interns (68.1 per cent), while their representation remained low among technical cooperation experts (39.7 per cent) and type II gratis personnel (34.9 per cent) (*ibid.*, para. 77 and figure 11). The share of women in peace operations decreased from 70.8 per cent in the 2020–2021 biennium to 55.4 per cent in the 2022–2023 biennium, representing the most significant decrease over the past five bienniums, partly due to the least prevalent use of remote working arrangements in these entities (*ibid.*, para. 78 and table 5).

Interns

13. Pursuant to paragraph 52 of resolution [77/278](#), the Secretary-General has submitted a separate report on the internship programme ([A/79/566/Add.1](#)), on which the Advisory Committee makes observations and recommendations in its dedicated report.

Associate experts

Transition into staff roles

14. The Secretary-General indicates in his report that associate experts demonstrated a potential to serve as a talent pipeline, especially for P-2 and P-3 positions, with 36.9 per cent transitioning into staff roles at some point during the past five bienniums, contributing to the rejuvenation and diversification of the workforce of the Secretariat ([A/79/581](#), para. 46). As shown in figure 7 of the report, of a total of 2,612 associate experts engaged over the past five bienniums, 966 transitioned into staff roles. All but two appointments were in the Professional category, mainly at the P-3 (714, or 73.9 per cent) and P-2 (239, or 24.7 per cent) levels. Only 3.3 per cent were recruited into a geographical post with fixed-term appointment, resulting in new staff members with geographical status, which, based on their country of nationality, was distributed as follows: underrepresented (40.6 per cent), within range (25 per cent) and overrepresented (34.4 per cent) (*ibid.*, para. 66). Of those who transitioned into staff roles, 87.9 per cent were from developed countries, reflecting the general composition of the associate expert population, who are predominantly sponsored by developed countries (*ibid.*, para. 65; see also para. 15 below). Furthermore, 71.1 per cent of the associate experts appointed to staff positions were 25 to 34 years old at the time of appointment, which is generally younger compared with the average entry age for Secretariat staff at the same level ([A/79/581](#), paras. 68 and 69).

Financial arrangements

15. Upon enquiry, the Advisory Committee was informed that associate experts, also known as Junior Professional Officers, engaged in the Secretariat were funded by their respective Governments under bilateral agreements. While candidates were typically nationals of the sponsoring donor countries, some donors also financed nationals of least developed countries. For example, as shown in the breakdown of

the associate experts (annex III), in the 2022–2023 biennium, Belgium, Italy and Netherlands (Kingdom of the) sponsored, in addition to their nationals, nationals of other Member States. **The Advisory Committee notes the voluntary sponsorship by a few donor countries for nationals of least developed countries (see also A/78/7, para. IV.29) and trusts that further efforts will be made to improve the diversity of the pool of associate experts and strengthen their viability as a talent pipeline for workforce rejuvenation and diversification within the Secretariat.**

B. Retired staff

16. The Secretary-General indicates in his report that the retired staff population includes three different subgroups: retirees,¹ non-retired former staff members² and staff retained beyond the mandatory age of separation.³ Retired staff may be engaged within the Secretariat through three different modalities, as staff members, consultants or individual contractors (A/79/581, paras. 90 and 95).

17. In the 2020–2021 biennium, the engagement of retired staff had dropped to its lowest level due to the cancellation of meetings and conferences during the pandemic, as most of the retired staff are engaged in the areas of language, public information and conference management services. During the 2022–2023 biennium, the number of retired staff increased by 14.2 per cent to a total of 1,024, with an average of 44.3 days worked per engagement (ibid., para. 109). Retirees accounted for the biggest share of the retired staff (85.1 per cent), followed by non-retired former staff (9.6 per cent) and staff retained beyond the retirement age (5.3 per cent). Of the retired staff, 56.8 per cent were engaged as staff, 22.1 per cent as consultants and 21.1 per cent as individual contractors (ibid., para. 112). The number of retired staff engaged as consultants and individual contractors declined by 11.2 per cent and 10.7 per cent, respectively, compared with the previous biennium (ibid., annex I).

18. In his report, the Secretary-General further indicates that the number of retired staff members employed in decision-making positions at the D-1 level and above increased during the 2022–2023 biennium, with 76 retired staff in such roles (including 16 engaged on when-actually-employed contracts), compared with 36 in the previous biennium, 58 in the 2018–2019 biennium and 49 in the 2016–2017 biennium (ibid., para. 126 and figure 22). Upon enquiry, the Advisory Committee was informed that the increase was attributed to post-pandemic challenges requiring institutional knowledge, particularly within peace operations, which held the highest share of retired staff in decision-making roles, where prior senior-level experience is often a critical asset for short-term deployments in complex operational contexts. The Committee was further informed that the Secretariat continued to take steps to minimize the use of retired staff in decision-making roles, including through pre-assessed talent pools to accelerate appointments of qualified candidates to decision-making roles and clear administrative instructions restricting the employment of retired staff only in cases of exceptional need, such as filling critical gaps during recruitment transitions.

¹ A retiree refers to a former staff member 55 years of age or older who, consequent upon service exceeding five years, is in receipt of a pension benefit from the United Nations Joint Staff Pension Fund (A/53/526, para. 4).

² A non-retired former staff member is a former staff member of normal retirement age or older who previously opted for a withdrawal settlement and was re-employed for six months or more during the reporting period.

³ A staff member is retained beyond the mandatory age of separation when: (a) it has not been possible to identify a qualified candidate to discharge the functions of the post in a timely manner; or (b) retention of the staff member is in the interest of the Organization owing to the exigencies of the service concerned.

19. The Advisory Committee notes the increased number of retired staff, including in decision-making roles, and reiterates its concerns regarding the continued reliance on these personnel, which may impact the rejuvenation of the Secretariat (see also [A/77/727](#), para. 17). The Committee recalls that the General Assembly requested the Secretary-General to limit the reliance on retirees in order to exercise better workforce succession planning and promote rejuvenation (resolution [77/278](#), para. 54) and trusts that the Secretary-General will intensify his efforts to that effect and report thereon in his next report.

C. Consultants and individual contractors

20. The Secretary-General indicates that, with the introduction of the FTE metric, with one FTE representing a full-time person working a standard year, the report provides a more transparent accounting of the use of these personnel, who may work just one single day or up to 12 months. In both instances, they would be counted as one individual or one engagement; their FTE, however, would more accurately reflect the Organization's reliance on the use of consultants and individual contractors by capturing the true extent of their work ([A/79/581](#), paras. 3 (b) and 138).

21. During the 2022–2023 biennium, the Secretariat employed 11,120 consultants, totalling 19,270 engagements equivalent to 6,737 full-time staff, and 11,471 individual contractors, for 36,952 engagements equivalent to 8,802 full-time staff. Compared with the previous biennium, the number of consultants and individual contractors, as well as the number of their engagements, decreased. However, the average number of days worked per engagement increased for both categories of personnel, resulting in a 3.6 per cent increase in the total FTE for consultants and a 1.6 per cent increase in the total FTE for individual contractors for the 2022–2023 biennium (*ibid.*, paras. 139, 140, 180 and 181).

22. The Advisory Committee notes that, while the number and engagements of consultants and individual contractors decreased compared with the 2020–2021 biennium, their FTE increased for both categories to an equivalent of 6,737 full-time staff for consultants and 8,802 full-time staff for individual contractors, showing a continued significant reliance on these types of personnel. While recognizing that consultants and individual contractors may provide a cost-effective and flexible workforce modality that entities can utilize in accordance with applicable policies, the Committee recalls that the General Assembly requested the Secretary-General to make every effort to reduce the considerable reliance on consultants, minimize the use of individual contractors, utilize the internal expertise and skills in the Secretariat, and develop in-house capacity (resolution [77/278](#), para. 56).

23. In his report, the Secretary-General further indicates that, over the past five bienniums, field-focused entities consistently held the largest share of consultant FTE (51.2 per cent). Within the field-focused entities, the United Nations Environment Programme, the United Nations Human Settlements Programme (UN-Habitat) and the United Nations Office on Drugs and Crime collectively represented 87.5 per cent of consultant FTE ([A/79/581](#), paras. 153 and 154). As regards individual contractors, peace operations consistently held the largest share of contractor FTE, with an average share of 65.3 per cent across the past bienniums, with the majority of individual contractors engaged in the logistics, transportation and supply chain job network (42.7 per cent) and other services (52.2 per cent) (*ibid.*, para. 193). The report does not provide specific information on consultants and individual contractors engaged through the United Nations Office for Project Services (UNOPS), the United Nations Development Programme (UNDP) or third-party providers (see also [A/77/727](#), para. 25; and [A/79/328](#), paras. 278–281, 374 and 375, [A/78/5](#) (Vol. I),

chap. II, para. 339, and [A/77/5 \(Vol. I\)](#), chap. II, para. 309). **The Advisory Committee reiterates its view that future reports should include comprehensive data on consultants and individual contractors engaged via UNOPS, UNDP or third-party providers (see also [A/77/727](#), para. 25).**

24. Regarding geographical composition, it is indicated in the report of the Secretary-General that, during the 2022–2023 biennium, despite a 3.8 per cent overall decline in the number of consultants compared with the previous biennium, the number of nationalities represented remained relatively stable at 186 ([A/79/581](#), para. 164). Consultants from developing countries accounted for 58.3 per cent of the total consultant FTE, continuing an upward trend since the 2018–2019 biennium (*ibid.*, figure 30). Over the past five bienniums, the number of nationalities represented among the individual contractors increased, from 152 in the 2014–2015 biennium to 169 in the 2022–2023 biennium, with individual contractors from developing countries accounting for the majority (85.2 per cent) of the total FTE (*ibid.*, table 25, para. 209 and figure 37).

25. In his report, the Secretary-General indicates that the share of women among consultants increased from 35.6 per cent to 43.4 per cent over the past five bienniums (*ibid.*, para. 172), while their share among individual contractors remained relatively low at 26 per cent, with the vast majority of individual contractors being engaged in peace operations and within the logistics, transportation and supply chain job network (*ibid.*, para. 210).

D. United Nations Volunteers

26. In his report, the Secretary-General indicates that, during the 2022–2023 biennium, 5,617 UNVs were hosted by 42 Secretariat entities in 325 locations, with peace operations and field-focused entities having employed 88.9 per cent of the engaged UNVs. The number of UNV engagements increased by 31.5 per cent (1,347). National assignments increased by 45 per cent and international assignments by 26.5 per cent since the previous biennium, as a result of efforts focused on national capacity-building. The pattern of increased engagements of national UNVs was observed across all Secretariat entities (*ibid.*, paras. 220, 221, 223 and 231). **The Advisory Committee notes the trend of increased engagements of national UNVs and encourages the Secretary-General to continue in that direction.**

27. During the 2022–2023 biennium, the number of nationalities represented among the UNVs engaged across the Secretariat increased to 166 from 160 the previous biennium and included nationals of 11 Member States that had not been represented among UNVs before, as well as stateless individuals (*ibid.*, para. 245 and 247). Regarding gender composition, 52.4 per cent of the engaged UNVs were women, reflecting a 4 per cent increase from the 2020–2021 biennium. Over the past two bienniums, the proportion of women among the national UNVs has consistently been higher than among international UNVs, standing at 53.7 per cent in 2020–2021 and 58.1 per cent in 2022–2023, with an 8.2 per cent increase since 2020–2021, attributable to targeted talent outreach, the development of national pools in programme countries and other initiatives (*ibid.*, paras. 251 and 252).

Transition into staff roles

28. In his report, the Secretary-General indicates that, during the past two bienniums, 861 (or 8.7 per cent) of 9,876 UNVs were appointed as Secretariat staff. The majority of these appointments (64.2 per cent, or 553) were in the Professional and higher categories, primarily at the P-3 (301) and P-2 (218) levels, followed by 19.2 per cent in the General Service category, 8.9 per cent in the Field Service

category and 7.7 per cent in the National Professional Officer category. Only 1.3 per cent (11) of the appointments of former UNVs resulted in a new staff member with geographical status: three were from overrepresented Member States, six from within-range Member States and two from underrepresented Member States. Of the UNVs appointed as staff, 66 per cent were from developing countries and 61 per cent were female, broadly reflecting the composition of the UNV population over the past two bienniums (*ibid.*, paras. 238–240). Like associate experts, when UNVs transitioned into staff roles, they did so at a comparatively younger age than the entry age for Secretariat staff at the same level, on average 2.1 years younger for P-2 positions and 3.4 years younger for P-3 positions (*ibid.*, para. 244). **The Advisory Committee notes the potential demonstrated by UNVs as a talent pipeline that can contribute to the diversity and rejuvenation of the workforce of the Secretariat.**

IV. Other matters

Administration of non-staff personnel

29. Upon enquiry, the Advisory Committee was informed that, in 2020, the Non-Staff Capacities Unit in the Human Resources Services Division of the Department of Operational Support conducted a comprehensive study on the use of non-staff personnel. The study resulted in recommendations addressing challenges, promoting good practices, improving processes and procedures, and providing input to the revision of policy. According to the Secretariat, 24 key recommendations have been implemented, including the promulgation of the non-staff capacities overview, which guides managers on the proper usage of non-staff modalities. Currently, policies for gratis personnel, consultants, individual contractors, interns and meeting participants are being reviewed. In parallel, digital transformation efforts are progressing, by streamlining workflows in enterprise resource planning systems, transitioning non-staff recruitment and administration processes to a fully online and paperless platform. Guidance and capacity-building to support these change efforts will also be prioritized. **The Advisory Committee trusts that more information on the efforts being undertaken to improve practices and address challenges in the administration of non-staff personnel will be provided to the General Assembly at the time of its consideration of the present report, with an update included in the next report of the Secretary-General.**

V. Conclusion

30. The action of the Secretary-General to be taken by the General Assembly is contained in paragraph 260 of his report ([A/79/581](#)). **Subject to its observations above, the Advisory Committee recommends that the General Assembly take note of the report of the Secretary-General.**

Annex I

Share of gratis personnel, retired staff, consultants, individual contractors and United Nations Volunteers by regional grouping, 2022–2023

(Percentage)

	<i>Africa</i>	<i>Asia-Pacific</i>	<i>Eastern Europe</i>	<i>Latin America and the Caribbean</i>	<i>Western Europe and others</i>
Gratis personnel					
Associate experts	2.3	32.0	1.9	0.0	63.7
Interns	15.0	31.8	4.2	6.6	42.4
Technical cooperation experts	8.6	62.1	0.9	1.7	26.7
Type II	22.5	25.3	4.8	7.3	40.2
Retired staff	19.6	13.2	8.7	11.6	47.0
Consultants	20.0	15.6	5.5	22.5	36.5
Individual contractors	64.1	12.3	3.0	5.4	15.3
United Nations Volunteers	44.4	21.4	3.7	13.0	17.6
Total	36.9	18.2	4.2	12.2	28.5

Share of associate experts over the past five bienniums, by regional grouping

(Percentage)

<i>Regional grouping</i>	<i>2014–2015</i>	<i>2016–2017</i>	<i>2018–2019</i>	<i>2020–2021</i>	<i>2022–2023</i>
Africa	0.0	2.5	4.0	2.8	2.3
Asia-Pacific	11.3	18.0	27.1	27.4	32.0
Eastern Europe	0.3	0.0	0.6	1.3	1.9
Latin America and the Caribbean	0.0	0.2	0.0	0.0	0.0
Western Europe and others	88.4	79.3	68.3	68.5	63.7

Share of interns over the past five bienniums, by regional grouping

(Percentage)

<i>Regional grouping</i>	<i>2014–2015</i>	<i>2016–2017</i>	<i>2018–2019</i>	<i>2020–2021</i>	<i>2022–2023</i>
Africa	11.4	12.9	12.9	10.5	15.0
Asia-Pacific	23.7	27.1	28.4	29.6	31.8
Eastern Europe	9.0	6.5	5.7	4.0	4.2
Latin America and the Caribbean	7.9	7.9	7.4	7.9	6.6
Western Europe and others	48.0	45.6	45.6	48.0	42.4

Share of retired staff engaged over the past five bienniums, by regional grouping

(Percentage)

<i>Regional grouping</i>	<i>2014–2015</i>	<i>2016–2017</i>	<i>2018–2019</i>	<i>2020–2021</i>	<i>2022–2023</i>
Africa	16.2	17.3	16.7	17.8	19.6
Asia-Pacific	14.4	15.7	15.3	14.4	13.1
Eastern Europe	8.3	8.3	8.5	9.6	8.7
Latin America and the Caribbean	12.9	12.0	12.7	12.0	11.6
Western Europe and others	48.2	46.6	46.8	46.2	47.0

Share of consultants engaged over the past five bienniums, by regional grouping

(Percentage)

<i>Regional grouping</i>	<i>2014–2015</i>	<i>2016–2017</i>	<i>2018–2019</i>	<i>2020–2021</i>	<i>2022–2023</i>
Africa	22.2	17.8	16.7	16.5	18.7
Asia-Pacific	17.8	18.4	16.0	16.5	17.2
Eastern Europe	4.2	4.8	5.8	5.6	5.6
Latin America and the Caribbean	16.0	16.8	19.5	23.4	22.5
Western Europe and others	39.9	42.2	42.0	38.0	36.0

Share of individual contractors over the past five bienniums, by regional grouping

(Percentage)

<i>Regional grouping</i>	<i>2014–2015</i>	<i>2016–2017</i>	<i>2018–2019</i>	<i>2020–2021</i>	<i>2022–2023</i>
Africa	81.3	83.5	85.4	76.6	72.0
Asia-Pacific	2.1	2.5	4.4	7.3	9.6
Eastern Europe	0.8	0.7	1.0	1.8	2.4
Latin America and the Caribbean	11.8	9.5	4.2	4.2	3.6
Western Europe and others	4.0	3.7	5.0	10.2	12.3

United Nations Volunteers by assignment type and regional grouping, 2022–2023

(Percentage)

<i>Assignment type</i>	<i>Africa</i>	<i>Asia-Pacific</i>	<i>Eastern Europe</i>	<i>Latin America and the Caribbean</i>	<i>Western Europe and others</i>
International	72.7 (-0.3)	55.8 (-5.3)	89.9 (-3.2)	44.2 (-9.1)	95.8 (-2.6)
National	27.3 (+0.7)	44.2 (+7.5)	10.1 (+42.3)	55.8 (+8.6)	4.2 (+162.5)

Note: The percentage change from the previous biennium is given in parentheses.

Annex II

Gratis personnel (associate experts, interns, technical cooperation experts on non-reimbursable loan and type II personnel), retired staff, consultants, individual contractors and United Nations Volunteers engaged during the 2022–2023 biennium, by country of nationality and economic grouping

<i>Country of nationality by economic grouping</i>	<i>Associate expert</i>	<i>Intern</i>	<i>Technical cooperation expert</i>	<i>Type II</i>	<i>Retired staff</i>	<i>Consultant</i>	<i>Individual contractor</i>	<i>United Nations Volunteer</i>
Developed countries								
Albania	–	6	–	–	1	26	8	2
Andorra	–	1	–	–	–	–	–	–
Australia	4	47	–	9	11	237	49	12
Austria	6	47	–	–	13	47	57	18
Belarus	–	6	–	1	3	23	18	7
Belgium	5	49	1	7	10	68	46	18
Bosnia and Herzegovina	–	4	–	–	2	17	19	13
Bulgaria	–	6	–	–	6	25	2	7
Canada	–	102	–	14	44	319	149	69
Croatia	–	6	–	1	7	13	18	4
Cyprus	–	2	–	–	1	8	17	–
Czechia	–	13	–	–	–	16	5	9
Denmark	18	17	4	2	5	40	5	2
Estonia	1	1	–	1	–	13	1	1
Finland	22	8	–	2	2	29	4	16
France	55	343	6	8	59	412	319	145
Germany	107	237	2	22	8	255	80	37
Greece	–	11	–	–	3	40	14	8
Hungary	2	5	–	3	–	23	10	3
Iceland	1	3	–	–	1	5	1	–
Ireland	–	33	–	8	14	69	16	38
Israel	–	6	–	2	–	26	7	3
Italy	63	220	–	1	19	280	138	132
Japan	54	41	32	27	5	44	19	24
Latvia	–	1	–	–	–	6	1	3
Lithuania	–	1	–	–	1	16	–	2
Luxembourg	5	3	–	–	–	5	2	1
Malta	–	1	–	–	–	5	1	1
Monaco	–	–	–	–	–	1	–	–
Montenegro	–	1	–	–	–	12	3	–
Netherlands (Kingdom of the)	17	54	3	5	10	144	32	9
New Zealand	–	9	–	1	7	45	12	5
North Macedonia	–	3	–	–	–	13	9	3
Norway	16	16	1	3	2	19	3	9
Poland	1	19	1	4	2	21	14	14

<i>Country of nationality by economic grouping</i>	<i>Associate expert</i>	<i>Intern</i>	<i>Technical cooperation expert</i>	<i>Type II</i>	<i>Retired staff</i>	<i>Consultant</i>	<i>Individual contractor</i>	<i>United Nations Volunteer</i>
Portugal	—	18	—	2	—	60	17	19
Republic of Korea	39	91	23	14	—	64	16	48
Republic of Moldova	—	3	—	—	—	28	9	3
Romania	—	15	—	1	2	35	6	10
Russian Federation	9	64	—	2	55	82	115	45
Serbia	—	8	—	—	2	44	28	16
Slovakia	—	6	—	—	2	16	7	6
Slovenia	—	1	—	—	—	14	5	1
Spain	6	118	1	3	19	234	153	112
Sweden	31	24	11	18	4	73	15	37
Switzerland	50	50	—	19	13	98	66	39
Ukraine	—	14	—	2	6	76	35	29
United Kingdom of Great Britain and Northern Ireland	4	139	1	9	47	751	206	59
United States of America	26	532	1	3	191	740	346	77
Subtotal, developed countries	542	2 402	87	194	576	4 637	2 103	1 109
Developing countries								
Afghanistan	2	9	—	—	—	6	30	90
Algeria	—	6	—	1	3	8	4	14
Angola	1	2	—	—	—	15	4	4
Antigua and Barbuda	—	2	—	1	1	6	2	—
Argentina	—	21	—	—	15	294	78	32
Armenia	—	7	—	—	—	27	8	1
Azerbaijan	—	14	—	2	—	20	12	1
Bahamas	—	—	—	1	1	3	—	2
Bahrain	2	3	—	2	—	8	4	2
Bangladesh	6	13	—	1	5	63	13	36
Barbados	—	—	—	—	2	13	1	2
Belize	—	—	—	—	—	3	—	2
Benin	—	2	—	—	5	32	4	35
Bhutan	—	—	—	—	—	12	9	20
Bolivia (Plurinational State of)	—	9	—	—	—	96	4	32
Botswana	—	—	—	—	—	20	5	3
Brazil	—	83	2	15	5	537	69	95
Brunei Darussalam	—	1	—	—	—	4	1	1
Burkina Faso	—	7	—	—	4	31	6	62
Burundi	1	5	—	2	4	10	8	46
Cabo Verde	—	—	—	—	—	5	1	—
Cambodia	—	1	—	—	1	44	22	4
Cameroon	—	19	—	2	10	87	28	142
Central African Republic	—	—	—	—	1	19	9	82
Chad	—	5	—	1	—	11	5	41

<i>Country of nationality by economic grouping</i>	<i>Associate expert</i>	<i>Intern</i>	<i>Technical cooperation expert</i>	<i>Type II</i>	<i>Retired staff</i>	<i>Consultant</i>	<i>Individual contractor</i>	<i>United Nations Volunteer</i>
Chile	—	43	—	—	22	316	135	12
China	70	773	6	2	38	102	148	38
Colombia	—	45	—	3	8	253	43	179
Comoros	—	—	—	—	—	6	3	4
Congo	—	3	—	—	1	12	5	7
Costa Rica	—	2	—	—	1	92	10	16
Côte d'Ivoire	—	8	—	1	9	37	18	70
Cuba	—	2	—	—	4	34	15	2
Democratic People's Republic of Korea	—	5	9	—	—	—	—	—
Democratic Republic of the Congo	—	10	—	26	4	50	13	101
Djibouti	—	2	—	—	—	6	2	4
Dominica	—	—	—	—	—	3	—	—
Dominican Republic	—	—	—	1	—	26	8	8
Ecuador	—	6	—	1	3	68	8	25
Egypt	1	61	—	6	21	108	70	28
El Salvador	—	3	—	—	1	27	9	14
Equatorial Guinea	—	—	—	1	—	4	1	—
Eritrea	—	1	—	—	—	1	3	10
Eswatini	—	2	—	—	—	19	1	4
Ethiopia	2	16	—	5	10	118	260	76
Fiji	—	1	—	1	1	23	12	9
Gabon	—	1	—	—	—	5	2	6
Gambia	—	1	—	—	1	15	7	14
Georgia	—	5	—	—	—	39	9	3
Ghana	—	24	3	1	6	65	15	57
Grenada	—	—	—	—	—	2	—	—
Guatemala	—	8	—	3	3	39	19	22
Guinea	—	11	—	1	—	26	2	22
Guinea-Bissau	—	—	—	—	—	4	1	12
Guyana	—	—	—	—	5	8	3	1
Haiti	—	2	—	—	3	14	32	34
Honduras	—	4	—	—	1	30	3	18
India	—	192	—	3	17	304	70	111
Indonesia	—	29	—	4	—	56	25	24
Iran (Islamic Republic of)	—	28	—	—	2	25	20	10
Iraq	—	7	—	1	2	33	156	28
Jamaica	—	—	—	—	2	18	9	3
Jordan	—	19	—	6	6	69	40	47
Kazakhstan	7	18	—	—	—	44	21	9
Kenya	1	348	3	7	15	448	283	368
Kiribati	—	—	—	1	—	4	—	1
Kuwait	1	8	—	1	—	2	—	—

<i>Country of nationality by economic grouping</i>	<i>Associate expert</i>	<i>Intern</i>	<i>Technical cooperation expert</i>	<i>Type II</i>	<i>Retired staff</i>	<i>Consultant</i>	<i>Individual contractor</i>	<i>United Nations Volunteer</i>
Kyrgyzstan	—	6	—	—	1	35	3	21
Lao People's Democratic Republic	—	3	—	—	1	15	7	17
Lebanon	—	131	—	—	4	125	333	187
Lesotho	—	—	—	—	—	13	—	5
Liberia	—	2	—	—	2	12	6	77
Libya	—	5	—	1	—	8	37	—
Madagascar	1	—	—	—	3	17	10	14
Malawi	1	4	—	1	1	28	4	24
Malaysia	—	4	—	1	1	37	17	8
Maldives	—	—	—	8	—	17	6	3
Mali	—	1	—	4	2	25	4 489	47
Mauritania	1	—	—	1	3	11	—	27
Mauritius	—	1	—	1	1	18	2	2
Mexico	—	40	—	1	15	268	65	48
Micronesia (Federated States of)	—	—	—	—	—	—	—	1
Mongolia	—	9	—	—	2	33	8	4
Morocco	2	14	—	—	3	59	26	16
Mozambique	—	1	—	—	1	15	8	8
Myanmar	—	8	—	—	1	23	16	9
Namibia	—	3	—	—	—	14	5	7
Nauru	—	—	—	—	—	1	—	—
Nepal	4	34	—	1	2	44	26	45
Nicaragua	—	4	—	—	—	13	1	3
Niger	—	1	—	1	1	10	6	41
Nigeria	—	40	—	1	8	106	23	81
Oman	—	1	—	—	—	2	—	—
Pakistan	1	25	—	4	3	60	23	51
Palau	—	—	—	—	—	—	—	1
Panama	—	4	—	—	1	45	5	12
Papua New Guinea	—	—	—	—	—	3	—	3
Paraguay	—	3	—	—	—	43	2	—
Peru	—	33	—	—	10	85	23	32
Philippines	—	25	1	4	22	77	50	36
Qatar	10	4	—	2	—	—	—	2
Rwanda	—	6	2	1	7	36	30	96
Saint Kitts and Nevis	—	—	—	—	—	1	—	1
Saint Lucia	—	—	—	—	—	6	—	—
Saint Vincent and the Grenadines	—	1	—	—	1	4	1	—
Samoa	—	—	—	—	—	6	1	—
Sao Tome and Principe	—	—	—	—	—	3	1	1
Saudi Arabia	21	7	1	2	—	7	5	4
Senegal	—	13	—	4	20	83	19	40

<i>Country of nationality by economic grouping</i>	<i>Associate expert</i>	<i>Intern</i>	<i>Technical cooperation expert</i>	<i>Type II</i>	<i>Retired staff</i>	<i>Consultant</i>	<i>Individual contractor</i>	<i>United Nations Volunteer</i>
Seychelles	–	1	–	–	–	8	2	–
Sierra Leone	–	4	–	–	7	11	7	21
Singapore	2	20	–	–	2	31	6	2
Solomon Islands	–	–	–	–	1	1	2	–
Somalia	–	1	–	–	–	28	16	3
South Africa	–	20	–	1	3	131	23	27
South Sudan	–	–	–	1	3	27	1 039	23
Sri Lanka	–	3	–	–	3	30	11	32
Sudan	1	3	–	3	14	41	699	73
Suriname	–	–	–	–	–	3	1	–
Syrian Arab Republic	–	2	–	–	6	45	94	9
Tajikistan	–	1	–	–	1	24	14	9
Thailand	–	43	–	2	6	87	111	22
Timor-Leste	–	–	–	–	–	3	4	5
Togo	–	4	–	–	3	24	6	39
Tonga	–	–	–	–	–	2	1	1
Trinidad and Tobago	–	1	–	–	5	29	18	1
Tunisia	–	17	–	–	6	72	24	30
Türkiye	–	39	–	5	2	42	12	16
Turkmenistan	–	3	–	–	–	20	7	2
Tuvalu	–	–	–	1	1	2	–	–
Uganda	4	23	1	2	8	97	32	164
United Arab Emirates	–	3	–	–	–	1	–	–
United Republic of Tanzania	–	25	–	–	4	43	39	34
Uruguay	–	3	–	–	6	71	33	11
Uzbekistan	–	2	–	–	–	27	13	4
Vanuatu	–	1	–	–	–	2	2	–
Venezuela (Bolivarian Republic of)	–	11	–	–	4	45	19	41
Viet Nam	–	14	–	1	–	40	16	6
Yemen	–	3	–	1	–	11	6	80
Zambia	–	5	–	–	2	45	3	30
Zimbabwe	–	22	1	4	5	73	16	81
Subtotal, developing countries	142	2 604	29	162	451	6 453	9 342	3 871
Other								
State of Palestine	–	5	–	–	–	23	19	31
Stateless	–	–	–	–	–	6	4	7
Missing	–	–	–	–	–	1	3	–
Subtotal, other	–	5	–	–	–	30	26	38
Total	684	5 010	116	355	1 024	11 120	11 471	4 990

Annex III

Associate experts (Junior Professional Officers) engaged during the 2022–2023 biennium, by sponsoring country

<i>Sponsoring country</i>	<i>Number of Junior Professional Officers sponsored</i>
Australia	4
Austria	6
Bahrain	2
Belgium	6
Uganda [1]	
China	70
Denmark	18
Estonia	1
Finland	22
France	55
Germany	107
Hungary	2
Iceland	1
Italy	68
Egypt [1]	
Kenya [1]	
Malawi [1]	
Pakistan [1]	
Sudan [1]	
Japan	54
Kazakhstan	7
Kuwait	1
Luxembourg	5
Morocco	2
Netherlands (Kingdom of the)	38
Afghanistan [2]	
Angola [1]	
Bangladesh [6]	
Burundi [1]	
Ethiopia [2]	
Madagascar [1]	
Mauritania [1]	
Nepal [4]	
Uganda [3]	
Norway	16
Poland	1
Qatar	10
Republic of Korea	39
Russian Federation	9

<i>Sponsoring country</i>	<i>Number of Junior Professional Officers sponsored</i>
Saudi Arabia	21
Singapore	2
Spain	6
Sweden	31
Switzerland	50
United Kingdom of Great Britain and Northern Ireland	4
United States of America	26
Total	684
