

**Sixty-eighth session**

Item 141 of the provisional agenda*

Human resources management**Composition of the Secretariat: staff demographics****Report of the Secretary-General***Summary*

The present report is submitted pursuant to General Assembly resolutions concerning human resources management, the most recent of which are resolutions [59/266](#), [60/238](#), [61/244](#), [63/250](#), [65/247](#), [66/234](#) and [67/255](#).

The report contains a demographic analysis of the composition of the staff of the Secretariat from 1 July 2012 to 30 June 2013.

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

* [A/68/150](#).



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Abbreviations used in tables and figures

ASG	Assistant Secretary-General
BINUCA	United Nations Integrated Peacebuilding Office in the Central African Republic
BNUB	United Nations Office in Burundi
CNMC	Cameroon-Nigeria Mixed Commission
CTED	Counter-Terrorism Committee Executive Directorate
D	Director level one and two
D+	Director level and above
DESA	Department of Economic and Social Affairs
DFS	Department of Field Support
DGACM	Department for General Assembly and Conference Management
DM	Department of Management
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
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
F	Female
FS	Field Service
FT	Fixed-term
GS+	General Service and related categories
ICJ	International Court of Justice
ICSC	International Civil Service Commission

ICTR	International Criminal Tribunal for Rwanda
ICTY	International Tribunal for the Former Yugoslavia
IMIS	Integrated Management Information System
INT	Interpreters
INTERORG	Inter-organizational bodies, including the secretariat of the Joint Inspection Unit
IRM	International Residual Mechanism for Criminal Tribunals
ITC	International Trade Centre
LT	Language teachers
M	Male
MINURSO	United Nations Mission for the Referendum in Western Sahara
MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali
MINUSTAH	United Nations Stabilization Mission in Haiti
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
NO	National Officers
OAJ	Office of Administration of Justice
OCHA	Office for the Coordination of Humanitarian Affairs
ODA	Office for Disarmament Affairs
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
OHRM	Office of Human Resources Management
OIOS	Office of Internal Oversight Services
OJSRS	Office of the Joint Special Representative of the United Nations and the League of Arab States for Syria
OLA	Office of Legal Affairs
OSAA	Office of the Special Adviser on Africa
OSES	Office of the Special Envoy of the Secretary-General for the Sahel
OSESSS	Office of the Special Envoy for the Sudan and South Sudan

OSRSGCAAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
P	Professional category
P+	Professional and higher categories
PC	Permanent/continuing appointment
PIA	Public information assistants
R	Revisers
ROL	Rule of Law Unit
S	Security
T	Translators
TA	Temporary appointment
TC	Trades and Crafts category
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
UNEP	United Nations Environment Programme
UNFICYP	United Nations Peacekeeping Force in Cyprus
UNFIP	United Nations Fund for International Partnerships
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
UNICRI	United Nations Interregional Crime and Justice Research Institute
UNIFIL	United Nations Interim Force in Lebanon
UNIOGBIS	United Nations Integrated Peacebuilding Support Office in Guinea-Bissau
UNIPSIL	United Nations Integrated Peacebuilding Office in Sierra Leone

UNISFA	United Nations Interim Security Force for Abyei
UNITAR	United Nations Institute for Training and Research
UNJSPF	United Nations Joint Staff Pension Fund
UNLB	United Nations Logistics Base
UNMIK	United Nations Interim Administration Mission in Kosovo
UNMIL	United Nations Mission in Liberia
UNMISS	United Nations Mission in South Sudan
UNMIT	United Nations Integrated Mission in Timor-Leste
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
UNOCI	United Nations Operation in Côte d'Ivoire
UNODC	United Nations Office on Drugs and Crime
UNOG	United Nations Office at Geneva
UNOM	United Nations Office in Mali
UNOMS	United Nations Office of the Ombudsman and Mediation Services
UNON	United Nations Office at Nairobi
UNOPS	United Nations Office for Project Services
UNOSDP	United Nations Office on Sport for Development and Peace
UNOV	United Nations Office at Vienna
UNOWA	United Nations Office for West Africa
UNPOS	United Nations Political Office for Somalia
UNRCCA	United Nations Regional Centre for Preventive Diplomacy for Central Asia
UNRGID	United Nations Representative to the Geneva International Discussions
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 Special Coordinator of the Secretary-General for Lebanon

UNSMIL	United Nations Support Mission in Libya
UNSOA	United Nations Support Office for the African Union Mission in Somalia
UNSOM	United Nations Assistance Mission in Somalia
UNTSO	United Nations Truce Supervision Organization
UNU	United Nations University
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 are resolutions [59/266](#), [60/238](#), [61/244](#), [63/250](#), [65/247](#), [66/234](#) and [67/255](#).

2. This report contains a demographic analysis¹ of the global staff of the Secretariat, which totalled 41,273 as at 30 June 2013.

3. Table 1 provides an overview of the structure of the report by section, including demographic variables. Table 2 affords an overview of trends by demographic variable from 2009 to 2013. A summary of the major changes in information that have occurred since the preparation of the 2012 report ([A/67/329](#)) is shown in table 3. Table 4 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 30 June 2013 and from 1 July 2012 to 30 June 2013

<i>Section/period^a</i>	<i>Population^b/demographic variable</i>	<i>Overview</i>
All staff of the Secretariat (sect. II)	Population (41,273)	All categories of staff holding permanent/continuing, fixed-term and temporary appointments Member States represented: 188 (para. 9)
As at 30 June 2013	Entity	Number of staff (table 5) Non-field operations: ^c 20,116 Field operations: 21,157 Largest change in number of staff by entity: UNMIT: 1,180 reduction
	Category	Number of staff (table 7) Professional and higher: 12,220 Field Service: 4,103 General Service and related: 24,950 Largest by grade: G-4: 6,550
	Appointment type	Number of staff (table 9) Permanent/continuing: 7,253

¹ Demographic data for the present report have been gathered from the Integrated Management Information System (IMIS) and Nucleus, with a cut-off date of 15 July 2013, or provided directly by United Nations entities.

<i>Section/period^a</i>	<i>Population^b/demographic variable</i>	<i>Overview</i>
		Fixed-term: 32,165
		Temporary: 1,855
		Largest by grade: fixed-term G-4: 5,909
	Gender	Percentage of female staff members
		Overall: 33.9% (table 11)
		Highest non-field operations entity: UNOMS: 75% (figure V)
		Highest field operations entity: OSES: 70% (figure VI)
		Highest category: Professional and higher: 40.6% (table 11)
	Age	Average age: 43.4 years (figure VII)
		Largest age distribution: 35-39 years: 8,046 (figure VIII)
		Average length of service in the Secretariat: 7 years (table 12)
		Highest average age by category: permanent/continuing: 48.3 years (table 13)
		Number of staff retirements (table 14)
		Forecast 2013-2018: average yearly: 685
Staff movements (sect. III)	Population (26,992 as at 30 June 2013)	All staff excluding 14,281 staff members ^d not administered in IMIS
1 July 2012 to 30 June 2013		Number of staff (table 15)
		Appointments: 3,856
		Separations: 3,838
		Promotions: 1,357
		Transfers: 403
	Entity	Number of staff appointments (table 17)
		Largest non-field operation: UNOG
		Largest field operation: MINUSTAH
	Category	Number of staff appointments (table 18)
		Largest by category: Professional and higher

<i>Section/period^a</i>	<i>Population^b/demographic variable</i>	<i>Overview</i>
Staff subject to the system of desirable ranges (sect. IV) As at 30 June 2013		Largest by grade: P-3
		Number of staff promotions (table 19)
		Largest by category: General Service and related
	Gender	Appointments: 50.5% female (table 15) Separations: 47.8% female (table 15)
	Age	Appointments (figure XI) Largest age group: 30-34 years: 686
	Population (2,907)	Staff members with geographical status Member State representation (table 20) Unrepresented: 15 Underrepresented: 32 Within range: 125 Overrepresented: 21
	Entity	Largest by entity: DM (table 23)
	Category	Largest percentage: P-4 (para. 24)
	Appointment	174 new appointments (table 26)
	Gender	Percentage of female staff members: 44.4% (table 29)
	Age	2013-2018 forecast of retirements: average 82 per year (table 30)

^a Section of the present report and period for which the information is reported.

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

^c Including departments/offices, regional commissions and tribunals. See annex, table 1.B, for a list of non-field and field operations.

^d Staff who are not administered in IMIS, including locally recruited field operations staff, UNDP-administered Secretariat staff and some international tribunal staff.

Table 2
Overview of staff demographic trends in the Secretariat from 2009 to 2013 (as at 30 June)

<i>Section/population/demographic variable</i>	<i>2009^a</i>	<i>2010^{b,d}</i>	<i>2011^{c,d}</i>	<i>2012^{e,d}</i>	<i>2013^d</i>	<i>Comments</i>
Introduction (sect. I)						
Staff of the Secretariat and related entities in the United Nations system ^f (table 4)	–	74 816	75 442	75 171	73 812	The number of staff in this category decreased slightly from 2012 to 2013, mainly as a result of the reduction in Secretariat staff (see below).
All staff of the Secretariat (sect. II)						
Population (table 5)	39 978	44 134	43 747	42 887	41 273	3% increase over the last five years, mainly as a result of the inclusion (since 2010) of the previously unreported staff members administered by UNDP, numbering about 1,500. The decrease from 2012 to 2013 is mainly due to the reduction of 1,180 UNMIT staff (see table 5).
Category (table 7)						Ratio of each category to total staff numbers has remained stable over the last five years at about:
Professional and above	11 554	12 159	12 214	12 289	12 220	30% for P+
Field Service	4 352	4 438	4 541	4 378	4 103	10% for FS
General Service and related	24 072	27 537	26 992	26 220	24 950	60% for GS+
Appointment type (table 9) ^g						
Permanent/continuing	–	4 979	6 835	7 284	7 253	Ratio of each appointment type to total staff numbers has changed since 2010, with permanent/continuing having increased while fixed-term decreased by a similar percentage owing to the one-time permanent conversion exercise.
Fixed-term	–	36 718	34 614	33 501	32 165	Increase in ratio of permanent/continuing to total staff from 11% in 2010 to 18% in 2013.
Temporary	–	2 437	2 298	2 102	1 855	Decrease in ratio of fixed-term to total staff from 83% in 2010 to 78% in 2013.
Gender (table 11)						
Female staff	13 440	14 500	14 417	14 344	13 985	Ratio of female staff to total staff has remained stable over the last five years at about 33%.
Male staff	26 538	29 634	29 330	28 543	27 288	
% of female staff	33.6%	32.9%	33.0%	33.4%	33.9%	

<i>Section/population/demographic variable</i>	<i>2009^a</i>	<i>2010^{b,d}</i>	<i>2011^{c,d}</i>	<i>2012^{e,d}</i>	<i>2013^d</i>	<i>Comments</i>
Age (table 12)						
Average age (years)	42.2	42.3	42.3	42.8	43.4	Average age has increased slightly from 2012 to 2013 owing to the reduction of staff in UNMIT, who were younger on average than Secretariat staff as a whole.
Staff subject to the system of desirable ranges (sect. IV)						
Population (table 22)	2 805	2 886	2 049	2 245	2 907	The number was stable from 2009 to 2010 but then decreased until 2012 owing to paragraph 66 of General Assembly resolution 65/247, which changed the way that staff with geographical status were counted (see paragraphs 37 and 38 of the present report). The increase in 2013 is due to the extensive review of data conducted by OHRM for staff members counted towards the desirable ranges, including those reported as not geographically defined in the previous report on the composition of the Secretariat (see A/67/329, note 9).
Member State representation (table 21)						
Unrepresented	15	12	20	23	15	The number of Member States within range was fairly stable from 2009 to 2010 but decreased in 2011 owing to paragraph 66 of General Assembly resolution 65/247 and has increased since then, mainly as a result of the extensive review of data conducted by OHRM.
Underrepresented	30	31	56	41	32	
Within range	125	132	109	120	125	
Overrepresented	22	17	7	9	21	

^a See A/64/352.

^b See A/65/350.

^c See A/66/347.

^d Including staff members administered by UNDP and not included in 2009.

^e See A/67/329.

^f Comparison is not shown for 2009, as in that year a different population was reported, i.e. only those staff holding appointments of one year or more.

^g As a result of contractual reforms, 100, 200 and 300 series appointments were converted to new fixed-term and temporary appointments during the period 2009-2010.

Table 3
Summary of the main changes in the composition report from 2012^a to 2013

<i>Section</i>	<i>Main changes</i>
All staff of the Secretariat (sect. II)	<p>Additional information can be found in table 5 showing changes in all entities from 30 June 2012 to 30 June 2013. Previously, only entities with more than 1,000 staff were reported (see A/67/329, table 5).</p> <p>Previous figures showing staff by category and grade (see A/67/329, figures III to VI) have been merged with table 7, also showing staff by category and grade, in order to present information in a consolidated manner.</p> <p>As requested by the General Assembly in paragraph 64 of resolution 67/255, a new table 10 showing high-level appointments with one-dollar-a-year contracts has been added.</p>
All staff of the Secretariat (sect. III)	<p>Table 14 summarizing staff movements and table 19 summarizing staff movements by gender in the previous report (A/67/329) have been merged into one table 15 in order to present relevant information in a consolidated manner.</p>
Staff subject to the system of desirable ranges (sect. IV)	<p>As requested by the General Assembly in paragraph 48 of resolution 67/255, a new table 22 showing representation and economic grouping for staff subject to desirable ranges has been added.</p>

^a [A/67/329](#).

“HR Insight”

4. In August 2011, the Office of Human Resources Management launched the first release of an online reporting tool, “HR Insight”, that is available to permanent missions. It is based on the human resources data warehouse and enables the retrieval of information from other human resources systems, including IMIS and Nucleus.

5. The first release of the tool provided permanent missions with reports on desirable ranges, a staff list and staff details for their respective nationals, such as composition by gender, and type of appointment. Those online reports are updated on a monthly basis (with approximately a three-month time lag) and can be downloaded, enabling permanent missions to gain convenient, instant access to often-requested reports from the Office of Human Resources Management and reducing the need to print and distribute printed copies. As such, the tool helps make the United Nations more environmentally friendly; for example, the list of staff of the Secretariat is available only on this platform, which saves more than 1.2 million pages of paper per year. At the time that the present report was prepared, there were

just over 300 users in permanent missions who, in the reporting period from 1 July 2012 to 30 June 2013, had used the tool to produce nearly 4,500 reports.

6. Since the first release of the tool, the Office of Human Resources Management has made a number of enhancements, including adding reports that show Member States their nationals' separations, appointments and forecast retirements, plus forecast retirements of all P-5 to D-2 positions. As requested by the General Assembly in paragraph 48 of resolution [67/255](#), a new table showing data on representation of developing countries for geographical staff per quarter has been published online. Table 22 showing data as at 30 June 2013 is included in the present report.

7. Through "HR Insight", Member States now have regular access to information similar to that presented in the report of the Secretary-General on the composition of the Secretariat, "HR Insight" presents the information mainly at the staff member level, while the report of the Secretary-General presents the information at the aggregated level and is produced only annually. Going forward, OHRM will work to make more of the information in the latter report available online.

Table 4
Staff of the Secretariat and related entities of the United Nations system^a by appointment type and category as at 30 June 2013

Entity	Permanent/Continuing				Fixed-term				Temporary				Indefinite				Total	% of all
	P+	FS	GS+	Subtotal	P+	FS	GS+	Subtotal	P+	FS	GS+	Subtotal	P+	FS	GS+	Subtotal		
Secretariat	3 231	175	3 847	7 253	7 808	3 906	20 451	32 165	1 181	22	652	1 855	–	–	–	–	41 273	55.9
Related entities	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
UNICEF	632	1	2 002	2 635	2 048	–	5 656	7 704	286	–	726	1 012	–	–	–	–	11 351	15.4
UNDP	435	–	1 476	1 911	2 171	–	3 661	5 832	81	–	92	173	–	–	–	–	7 916	10.7
UNHCR	–	–	–	–	697	16	3 627	4 340	249	5	1 040	1 294	1 115	29	1 609	2 753	8 387	11.4
UNFPA	119	–	361	480	473	–	1 401	1 874	14	–	21	35	–	–	–	–	2 389	3.2
UNOPS	22	–	23	45	476	–	303	779	14	–	12	26	–	–	–	–	850	1.2
ITC ^b	34	–	42	76	105	–	58	163	21	–	10	31	–	–	–	–	270	0.4
UNJSPF	36	–	55	91	51	–	80	131	3	–	4	7	–	–	–	–	229	0.3
UNRWA ^c	–	–	–	–	204	–	16	220	–	–	–	–	4	–	1	5	225	0.3
UNITAR	–	–	–	–	33	–	5	38	–	–	–	–	–	–	–	–	38	0.1
ICSC	10	–	11	21	10	–	7	17	–	–	–	–	–	–	–	–	38	0.1
UNU	–	–	–	–	71	–	53	124	–	–	–	–	–	–	–	–	124	0.2
ICJ	12	–	19	31	48	–	40	88	–	–	1	1	–	–	–	–	120	0.2
UN-Women	18	–	14	32	283	–	259	542	23	–	5	28	–	–	–	–	602	0.8
Total related entities	1 318	1	4 003	5 322	6 675	16	15 166	21 852	691	5	1 911	2 607	1 119	29	1 610	2 758	32 539	44.1
Total	4 549	176	7 850	12 575	14 483	3 922	35 617	54 017	1 872	27	2 563	4 462	1 119	29	1 610	2 758	73 812	100.0

^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 A number of posts in the International Trade Centre are financed jointly from the United Nations regular budget and by the World Trade Organization.

^c Excluding area personnel.

II. All staff of the Secretariat

A. Population

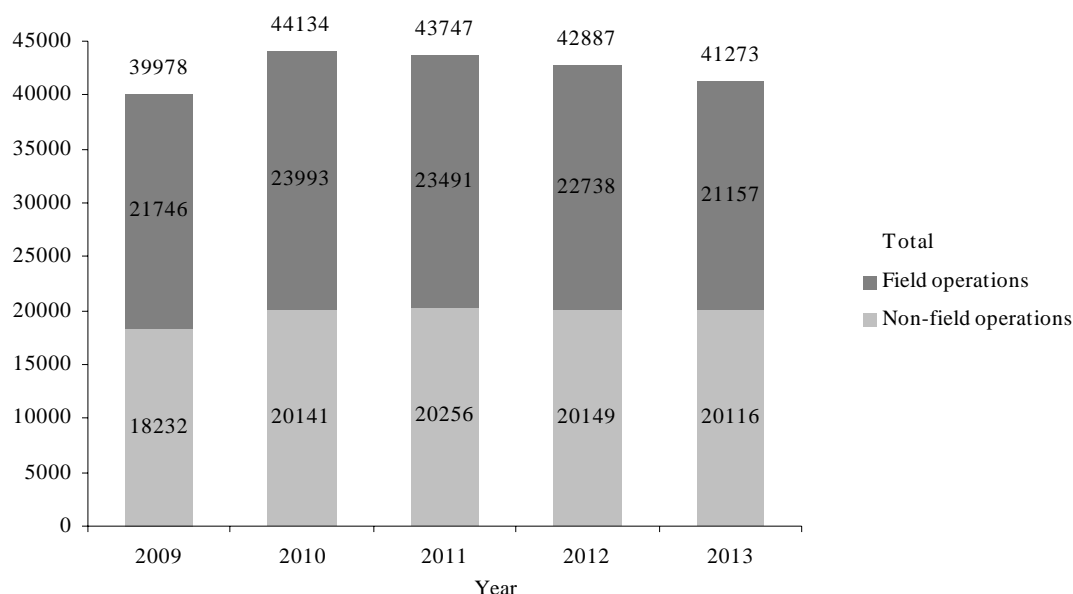
8. The total population of the staff of the Secretariat² as at 30 June 2013 was 41,273, comprising all categories of staff holding permanent/continuing, fixed-term and temporary contracts, recruited both internationally and locally.³

9. The “all staff” population includes staff members from 188 Member States (see annex, table 1.A).

10. Figure I shows the five-year trend for all staff in total and by non-field (departments/offices, regional commissions, tribunals) versus field operations. Table 5 details changes in the number of staff by entity, from 30 June 2012 to 30 June 2013.

Figure I
All staff of the Secretariat from 2009 to 2013

(Population: 41,273 as at 30 June 2013)



B. Entity

11. All staff of the Secretariat are employed in four entity groups (departments/offices, regional commissions, tribunals and field operations). Field offices of the Office for the Coordination of Humanitarian Affairs, the United Nations Office on Drugs and Crime and other departments/offices are included in

² This population will be referred to throughout the present report as “all staff”.

³ Excluded are 220 staff on special leave without pay and 65 staff on secondment to other organizations.

their respective departments/offices. Field operations⁴ 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.

Table 5
Change in the all-staff population of the Secretariat by entity from 30 June 2012 to 30 June 2013

(Population: 41,273; all entities as at 30 June 2013)

Entity	As at 30 June 2012		As at 30 June 2013		Change in the number of staff
	Number of staff	Percentage of all staff	Number of staff	Percentage of all staff	
Departments/offices					
OCHA	1 531	3.6	1 760	4.3	229
DSS	1 098	2.6	1 235	3.0	137
OHCHR	967	2.3	1 027	2.5	60
DM	1 466	3.4	1 508	3.7	42
DPKO	471	1.1	513	1.2	42
UNON	751	1.8	772	1.9	21
UNODC	533	1.2	551	1.3	18
DPA	374	0.9	391	0.9	17
UNICRI	21	0.0	34	0.1	13
UNCTAD	466	1.1	477	1.2	11
UNOMS	18	0.0	28	0.1	10
OIOS	270	0.6	280	0.7	10
OAJ	33	0.1	42	0.1	9
ODA	82	0.2	90	0.2	8
OHRLLS	16	0.0	22	0.1	6
EOSG	113	0.3	117	0.3	4
CTED	35	0.1	38	0.1	3
ROL	4	0.0	5	0.0	1

⁴ Field operations include peacekeeping missions plus the United Nations Logistics Base and special political missions (see A/67/346) of thematic cluster III (political offices, peacebuilding support offices and integrated offices) and UNAMA, UNAMI, the United Nations Representative to the Geneva International Discussions, the Office of the Joint Special Representative of the United Nations and the League of Arab States for Syria, the Office of the Special Envoy of the Secretary-General for the Sahel and the Office of the Special Envoy for the Sudan and South Sudan. Other special political missions of thematic cluster I (special and personal envoys, special advisers and personal representatives of the Secretary-General) and thematic cluster II (sanctions monitoring teams, groups and panels) are included in the Department of Political Affairs except for support for the Security Council Committee established pursuant to resolution 1540 (2004) on the non-proliferation of all weapons of mass destruction, which is included in the Office for Disarmament Affairs, and the Counter-Terrorism Committee Executive Directorate, shown separately.

Entity	As at 30 June 2012		As at 30 June 2013		Change in the number of staff
	Number of staff	Percentage of all staff	Number of staff	Percentage of all staff	
OSRSGCAAC	9	0.0	10	0.0	1
UNCC	10	0.0	10	0.0	0
OSAA	20	0.0	20	0.0	0
ETHICS	12	0.0	11	0.0	(1)
UNFIP	12	0.0	11	0.0	(1)
UNOSDP	5	0.0	4	0.0	(1)
OLA	182	0.4	180	0.4	(2)
INTERORG	22	0.1	20	0.0	(2)
UNOV	733	1.7	731	1.8	(2)
DESA	879	2.0	870	2.1	(9)
UN-Habitat	435	1.0	424	1.0	(11)
UNOG	1 581	3.7	1 565	3.8	(16)
DFS	431	1.0	408	1.0	(23)
UNOAU	61	0.1	37	0.1	(24)
UNEP	1 153	2.7	1 117	2.7	(36)
DGACM	1 216	2.8	1 172	2.8	(44)
DPI	872	2.0	787	1.9	(85)
Subtotal, departments/offices	15 882	37.0	16 267	39.4	385
Regional commissions					
ECLAC	657	1.5	670	1.6	13
ESCWA	383	0.9	395	1.0	12
ECE	221	0.5	226	0.5	5
ECA	822	1.9	794	1.9	(28)
ESCAP	599	1.4	512	1.2	(87)
Subtotal, regional commissions	2 682	6.3	2 597	6.3	(85)
Tribunals					
IRM	0		55	0.1	55
ICTY	893	2.1	757	1.8	(136)
ICTR	692	1.6	440	1.1	(252)
Subtotal, tribunals	1 585	3.7	1 252	3.0	(333)
Subtotal, non-field operations	20 149	47.0	20 116	48.7	(33)
Field operations					
MONUSCO	3 770	8.8	3 965	9.6	195
UNSMIL	143	0.3	213	0.5	70
UNSOA	267	0.6	324	0.8	57
UNISFA	105	0.2	161	0.4	56

<i>Entity</i>	<i>As at 30 June 2012</i>		<i>As at 30 June 2013</i>		<i>Change in the number of staff</i>
	<i>Number of staff</i>	<i>Percentage of all staff</i>	<i>Number of staff</i>	<i>Percentage of all staff</i>	
OJSRS	4	0.0	51	0.1	47
UNLB	367	0.9	401	1.0	34
UNOM	0	0.0	26	0.1	26
MINUSMA	0	0.0	19	0.0	19
UNOCI	1 187	2.8	1 205	2.9	18
OSES	0	0.0	10	0.0	10
UNMISS	2 200	5.1	2 211	5.4	11
MINURSO	259	0.6	263	0.6	4
UNFICYP	145	0.3	147	0.4	2
UNSOM	0	0.0	2	0.0	2
UNMOGIP	70	0.2	71	0.2	1
OSESS	5	0.0	6	0.0	1
UNSCOL	80	0.2	81	0.2	1
UNRGID	5	0.0	6	0.0	1
CNMC	13	0.0	14	0.0	1
UNRCCA	29	0.1	29	0.1	0
UNSCO	61	0.1	58	0.1	(3)
UNOCA	26	0.1	23	0.1	(3)
UNOWA	44	0.1	40	0.1	(4)
BNUB	121	0.3	117	0.3	(4)
UNDOF	145	0.3	139	0.3	(6)
UNTSO	236	0.6	230	0.6	(6)
BINUCA	150	0.3	140	0.3	(10)
UNPOS	90	0.2	74	0.2	(16)
UNIOGBIS	113	0.3	95	0.2	(18)
UNIPSIL	70	0.2	49	0.1	(21)
UNMIK	362	0.8	335	0.8	(27)
UNIFIL	1 007	2.3	977	2.4	(30)
UNSMIS	49	0.1	0	0.0	(49)
UNAMI	883	2.1	814	2.0	(69)
UNAMID	4 049	9.4	3 977	9.6	(72)
UNMIL	1 463	3.4	1 384	3.4	(79)
MINUSTAH	1 860	4.3	1 735	4.2	(125)
UNAMA	2 145	5.0	1 730	4.2	(415)
UNMIT	1 215	2.8	35	0.1	(1 180)
Subtotal, field operations	22 738	53.0	21 157	51.3	(1 581)
Total	42 887	100.0	41 273	100.0	(1 614)

12. Table 6 shows the 25 duty stations having the largest number of Secretariat staff.

Table 6
All staff of the Secretariat by duty station as at 30 June 2013^a

(Population: 41,273)

Duty station ^b	Country	Number of staff				Total	Change in the number of staff since 30/6/2012
		Departments/ offices	Regional Commissions	Tribunals	Field operations		
New York	United States of America	6 422	1	4	13	6 440	(19)
Geneva	Switzerland	3 245	226	–	6	3 477	9
El Fasher	Sudan	23	–	–	2 077	2 100	(864)
Nairobi	Kenya	1 710	–	–	214	1 924	5
Port-au-Prince	Haiti	37	–	–	1 448	1 485	(290)
Kinshasa	Democratic Republic of the Congo	74	–	–	1 306	1 380	(76)
Monrovia	Liberia	23	–	–	1 189	1 212	(211)
Juba	South Sudan	44	–	–	1 102	1 146	(177)
Vienna	Austria	1 141	–	–	–	1 141	19
Kabul	Afghanistan	103	–	–	907	1 010	(283)
Naqoura	Lebanon	8	–	–	984	992	(30)
Abidjan	Côte d'Ivoire	32	–	–	826	858	(262)
Addis Ababa	Ethiopia	121	690	–	15	826	(26)
The Hague	Netherlands	3	–	809	–	812	(108)
Bangkok	Thailand	220	439	–	–	659	(13)
Nyala	Sudan	17	–	–	560	577	(90)
Goma	Democratic Republic of the Congo	28	–	–	547	575	229
Beirut	Lebanon	31	392	–	101	524	20
Santiago	Chile	8	511	–	–	519	7
El Geneina	Sudan	7	–	–	507	514	413
Entebbe	Uganda	9	–	–	495	504	41
Baghdad	Iraq	7	–	–	434	441	(18)
Arusha	United Republic of Tanzania	–	–	409	–	409	(174)
Brindisi	Italy	1	–	–	392	393	44
Bunia	Democratic Republic of the Congo	15	–	–	358	373	17
Other		2 938	338	30	7 676	10 982	223
Total		16 267	2 597	1 252	21 157	41 273	(1 614)

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

^b Some field operations with multiple locations are reported under their main administrative duty stations.

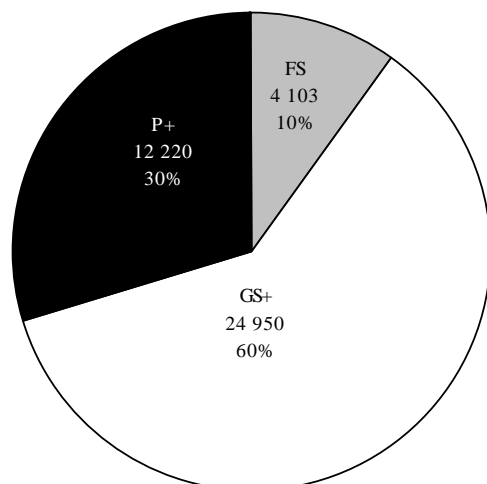
C. Category

13. Figure II 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) furnishes the same details by category and entity.

Figure II

Percentage of all staff of the Secretariat by category as at 30 June 2013

(Population: 41,273)



1. Grade and entity

14. Table 7 provides the distribution of staff by category and grade.

Table 7

All staff of the Secretariat by category/grade and entity as at 30 June 2013

(Population: 41,273)

<i>Category/grade</i>	<i>Departments/ offices</i>	<i>Regional Commissions</i>	<i>Tribunals</i>	<i>Field operations</i>	<i>Total</i>
Professional and higher					
USG	42	5	2	19	68
ASG	42	–	2	34	78
D-2	109	5	–	44	158
D-1	338	62	6	125	531
P-5	1 137	150	35	347	1 669
P-4	2 383	269	135	850	3 637
P-3	2 536	258	187	1 158	4 139
P-2	851	152	132	265	1 400
P-1	23	1	–	1	25
INT	304	85	–	–	389

<i>Category/grade</i>	<i>Departments/ offices</i>	<i>Regional Commissions</i>	<i>Tribunals</i>	<i>Field operations</i>	<i>Total</i>
R	10	2	–	–	12
T	109	5	–	–	114
Subtotal	7 884	994	499	2 843	12 220
Field Service					
FS-7	–	–	–	34	34
FS-6	6	–	6	343	355
FS-5	22	2	59	1 269	1 352
FS-4	30	1	61	2 118	2 210
FS-3	6	1	18	124	149
FS-2	–	–	3	–	3
Subtotal	64	4	147	3 888	4 103
General Service and related					
NO-D	6	9	–	9	24
NO-C	101	13	–	138	252
NO-B	214	5	1	641	861
NO-A	252	2	–	336	590
G-7	564	226	7	28	825
G-6	2 121	434	96	407	3 058
G-5	2 036	362	256	2 193	4 847
G-4	1 583	397	140	4 430	6 550
G-3	505	117	95	4 180	4 897
G-2	379	27	5	2 021	2 432
G-1	34	7	6	43	90
TC	131	–	–	–	131
S	336	–	–	–	336
LT	34	–	–	–	34
PIA	23	–	–	–	23
Subtotal	8 319	1 599	606	14 426	24 950
Total	16 267	2 597	1 252	21 157	41 273

2. Grade and economic grouping

15. Table 8 shows Secretariat staff at the D-1 level and above by economic grouping⁵ of the staff member's country of nationality (developed countries, developing countries and countries with economies in transition) and gender from 2009 to 2013.

⁵ Economic groupings as at 30 June 2013. Source: United Nations, Department of Economic and Social Affairs, Statistics Division, "Composition of macro geographical (continental) regions, geographical sub regions, and selected economic and other groupings", revised 8 July 2013 (available from <http://unstats.un.org/unsd/methods/m49/m49regin.htm>).

Table 8
Distribution of Secretariat staff at the D-1 level and above by economic grouping and gender from 2009 to 2013 (as at 30 June)

(Population: 41,273 as at 30 June 2013)

<i>Economic grouping</i>	<i>USG</i>					<i>ASG</i>					<i>D-2</i>					<i>D-1</i>					<i>All staff</i>				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
<i>Developing countries (138)</i>																									
Female	8	9	10	10	10	9	10	11	13	11	13	13	12	11	9	40	47	49	49	53	7 720	8 620	8 513	8 374	8 087
Male	25	23	20	18	20	18	24	23	24	29	51	52	51	57	44	129	156	160	155	159	19 807	22 689	22 374	21 590	20 452
All	33	32	30	28	30	27	34	34	37	40	64	65	63	68	53	169	203	209	204	212	27 527	31 309	30 887	29 964	28 539
<i>Developed countries (38)</i>																									
Female	4	5	6	7	7	4	5	6	5	5	25	27	26	30	33	82	87	87	85	103	4 977	5 072	5 095	5 153	5 127
Male	25	22	27	25	28	30	27	31	33	30	51	64	55	63	58	164	196	188	190	195	5 554	5 663	5 696	5 669	5 579
All	29	27	33	32	35	34	32	37	38	35	76	91	81	93	91	246	283	275	275	298	10 531	10 735	10 791	10 822	10 706
<i>Countries with economies in transition (17)</i>																									
Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	3	3	2	715	768	778	786	745
Male	2	2	3	4	3	1	1	2	2	2	9	13	14	13	13	21	20	12	20	19	1 075	1 159	1 146	1 139	1 119
All	2	2	3	4	3	1	1	2	2	2	9	13	14	13	13	24	23	15	23	21	1 790	1 927	1 924	1 925	1 864
<i>Other (2)</i>																									
Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	28	40	31	31	26
Male	-	-	-	-	-	-	-	-	2	1	-	-	1	1	1	1	1	-	-	-	102	123	114	145	138
All	-	-	-	-	-	-	-	-	2	1	-	-	1	1	1	1	1	-	-	-	130	163	145	176	164
<i>Subtotal</i>																									
Female	12	14	16	17	17	13	15	17	18	16	38	40	38	41	42	125	137	139	137	158	13 440	14 500	14 417	14 344	13 985
Male	52	47	50	47	51	49	52	58	61	62	111	129	121	134	116	315	373	360	365	373	26 538	29 634	29 330	28 543	27 288
Total	64	61	66	64	68	62	67	72	79	78	149	169	159	175	158	440	510	499	502	531	39 978	44 134	43 747	42 887	41 273

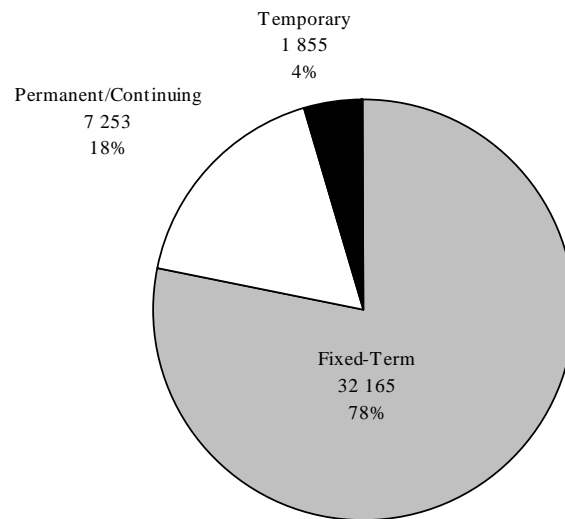
D. Appointment type

16. Since the contractual reform took effect on 1 July 2009, all staff of the Secretariat are now appointed under one of the three appointment types: permanent/continuing,⁶ fixed-term or temporary.⁷ Figure III shows the number and percentage of each appointment type. Table 1.A (see annex) provides details on appointment types by nationality and category.

Figure III

All staff of the Secretariat by appointment type as at 30 June 2013

(Population: 41,273)



1. Appointment type and entity

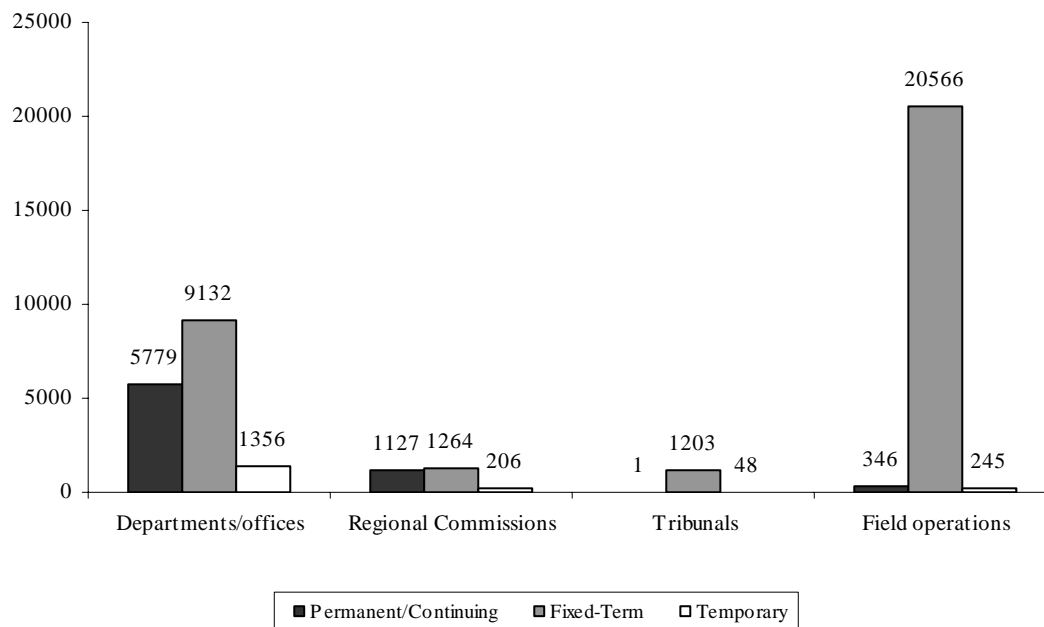
17. Figure IV shows appointment type by entity. Table 1.B (see annex) provides further details on appointment type by entity.

⁶ Throughout the present report, the 95 staff with indefinite contracts have been reported under the permanent/continuing appointment type; 2 staff with probationary contracts are also included.

⁷ Throughout the present report, the 603 staff under when-actually-employed contracts have been reported under the temporary appointment type.

Figure IV
All staff of the Secretariat by appointment type and entity as at 30 June 2013

(Population: 41,273)



2. Appointment type and category/grade

18. Table 9 shows appointment type by category/grade.

Table 9
All staff of the Secretariat by appointment type and category/grade as at
30 June 2013

(Population: 41,273)

Category/grade	Permanent/ Continuing	Fixed-term	Temporary	Total
Professional and higher				
USG	–	60	8	68
ASG	–	75	3	78
D-2	45	110	3	158
D-1	235	277	19	531
P-5	678	948	43	1 669
P-4	1 051	2 480	106	3 637
P-3	872	2 961	306	4 139
P-2	350	883	167	1 400
P-1	–	14	11	25
INT	–	–	389	389

<i>Category/grade</i>	<i>Permanent/ Continuing</i>	<i>Fixed-term</i>	<i>Temporary</i>	<i>Total</i>
R	–	–	12	12
T	–	–	114	114
Subtotal	3 231	7 808	1 181	12 220
Field Service				
FS-7	20	14	–	34
FS-6	66	287	2	355
FS-5	55	1 290	7	1 352
FS-4	33	2 165	12	2 210
FS-3	1	147	1	149
FS-2	–	3	–	3
Subtotal	175	3 906	22	4 103
General Service and related				
NO-D	–	24	–	24
NO-C	17	233	2	252
NO-B	29	818	14	861
NO-A	7	569	14	590
G-7	538	279	8	825
G-6	1 434	1 547	77	3 058
G-5	992	3 745	110	4 847
G-4	421	5 909	220	6 550
G-3	131	4 675	91	4 897
G-2	44	2 310	78	2 432
G-1	2	58	30	90
TC	76	54	1	131
S	127	207	2	336
LT	27	7	–	34
PIA	2	16	5	23
Subtotal	3 847	20 451	652	24 950
Total	7 253	32 165	1 855	41 273

19. Table 10 shows the number of high-level appointments with one-dollar-a-year contracts.

Table 10⁸
High-level appointments with one-dollar-a-year contracts as at 30 June 2013
 (Population: 11)

<i>Department/office</i>	<i>USG</i>	<i>ASG</i>	<i>Total</i>
DESA	2		2
DM	1		1
DPA	2		2
DPKO	1		1
EOSG	2	1	3
OCHA		1	1
UNOSDP	1		1
Total	9	2	11

E. Gender

20. At 30 June 2013, the overall percentage of female staff of the all-staff population was 33.9 percent, with the percentages in non-field operations (departments/offices, regional commissions, tribunals) being 47.7 percent and in field operations 20.7 percent. Table 1.A (see annex) provides details of staff in the Secretariat with a gender breakdown by nationality, category and appointment type.

1. Gender and entity

21. Figure V shows the percentages of female staff in various non-field operations, while figure VI shows the same information for field operations. Table 1.A (see annex) provides details of all staff, including a gender breakdown by nationality, category and appointment type.

⁸ As requested by the General Assembly in paragraph 64 of resolution 67/255, the present report incorporates a new table, table 10, which shows high-level appointments with one-dollar-a-year contracts. In addition, in a letter dated 1 April 2013 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 when-actually-employed contracts or contracts whose duration did not exceed 12 months, for which the approval of the Committee was not required. During the period from 23 July 2011 to 31 December 2012, a total of five positions at the D-1 level and above funded by extrabudgetary resources were authorized, of which two (1 Under-Secretary-General and 1 Assistant Secretary-General) were on a when-actually-employed basis and three (2 D-2 and 1 D-1) were full-time positions authorized for a period not exceeding 12 months.

Figure V
**Staff of the Secretariat in non-field operations by gender and entity as at
 30 June 2013**

(Population: 20,116 of 41,273)

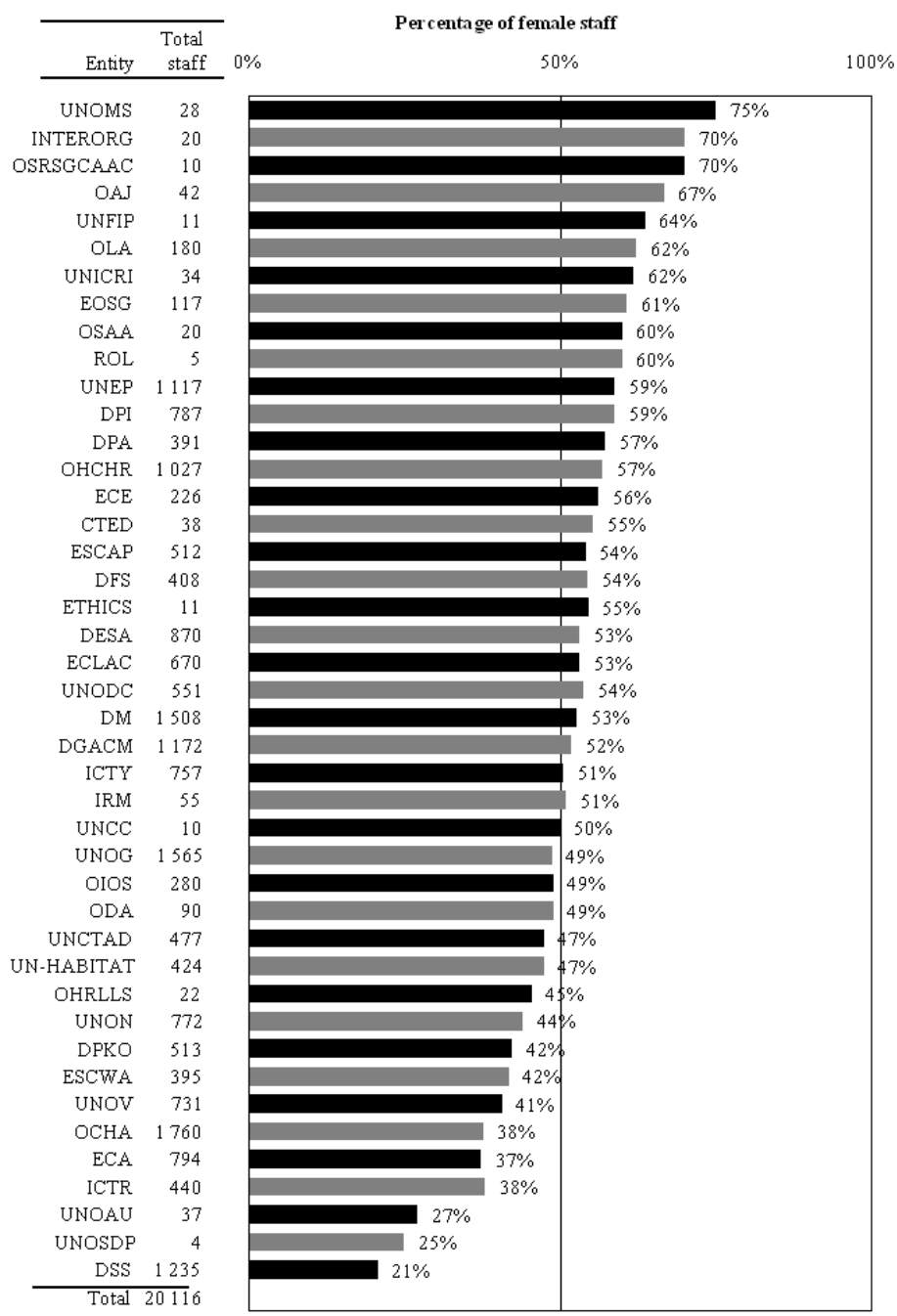
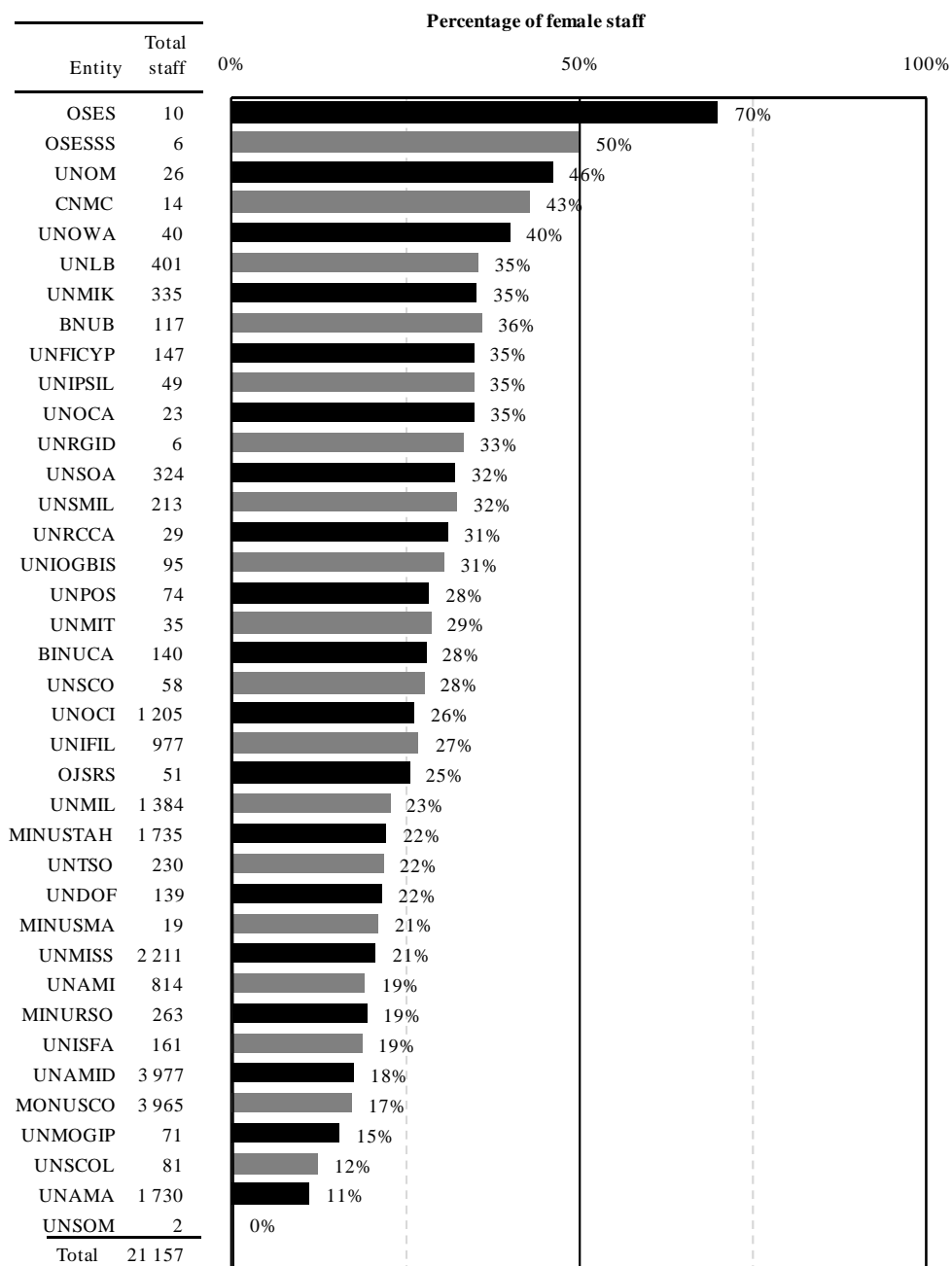


Figure VI
Staff of the Secretariat in field operations by gender and entity as at 30 June 2013
 (Population: 21,157 of 41,273)



2. Gender and category/grade

22. Table 11 provides a breakdown of the number and percentage of female and male staff of the all-staff population by category and grade.

Table 11
All staff of the Secretariat by gender and category/grade as at 30 June 2013

(Population: 41,273)

Category/grade	Female		Male		Total
	Number of staff	Percentage of grade	Number of staff	Percentage of grade	
Professional and higher					
USG	17	25.0	51	75.0	68
ASG	16	20.5	62	79.5	78
D-2	42	26.6	116	73.4	158
D-1	158	29.8	373	70.2	531
P-5	517	31.0	1 152	69.0	1 669
P-4	1 387	38.1	2 250	61.9	3 637
P-3	1 765	42.6	2 374	57.4	4 139
P-2	749	53.5	651	46.5	1 400
P-1	20	80.0	5	20.0	25
INT	224	57.6	165	42.4	389
R	1	8.3	11	91.7	12
T	60	52.6	54	47.4	114
Subtotal	4 956	40.6	7 264	59.4	12 220
Field Service					
FS-7	1	2.9	33	97.1	34
FS-6	60	16.9	295	83.1	355
FS-5	441	32.6	911	67.4	1 352
FS-4	632	28.6	1 578	71.4	2 210
FS-3	52	34.9	97	65.1	149
FS-2	1	33.3	2	66.7	3
Subtotal	1 187	28.9	2 916	71.1	4 103
General Service and related					
NO-D	4	16.7	20	83.3	24
NO-C	71	28.2	181	71.8	252
NO-B	213	24.7	648	75.3	861
NO-A	163	27.6	427	72.4	590
G-7	475	57.6	350	42.4	825
G-6	1 728	56.5	1 330	43.5	3 058
G-5	2 328	48.0	2 519	52.0	4 847

Category/grade	Female		Male		Total
	Number of staff	Percentage of grade	Number of staff	Percentage of grade	
G-4	1 903	29.1	4 647	70.9	6 550
G-3	639	13.0	4 258	87.0	4 897
G-2	190	7.8	2 242	92.2	2 432
G-1	30	33.3	60	66.7	90
TC	4	3.1	127	96.9	131
S	49	14.6	287	85.4	336
LT	27	79.4	7	20.6	34
PIA	18	78.3	5	21.7	23
Subtotal	7 842	31.4	17 108	68.6	24 950
Total	13 985	33.9	27 288	66.1	41 273

F. Age

23. The average age for all staff as at 30 June 2013 was 43.4 years. As shown in figure VII, the average age has slightly increased over the past five years. Figure VIII shows the age distribution of all staff.

Figure VII

Average age of all staff of the Secretariat from 2009 to 2013 (as at 30 June)

(Population: 41,273 as at 30 June 2013)

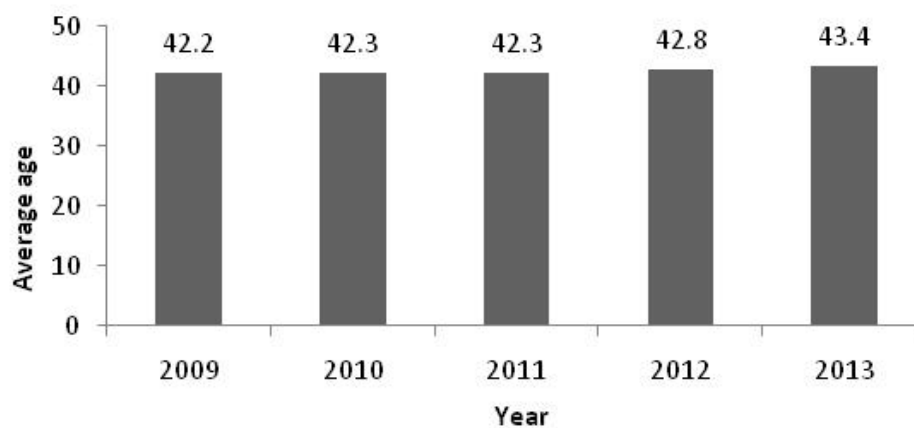
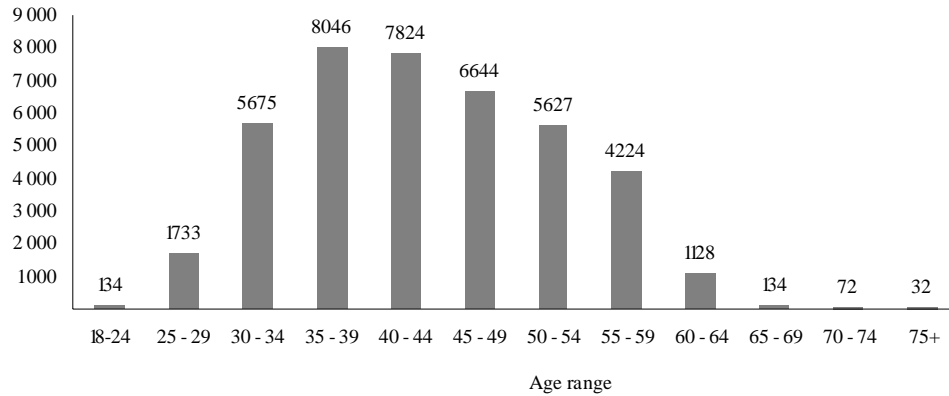


Figure VIII
Distribution of all staff of the Secretariat by age as at 30 June 2013

(Population: 41,273)



1. Age by entity and gender

24. The average age of staff of the Secretariat in non-field operations (departments/offices, regional commissions, tribunals) is 44.3 years and in field operations 42.5 years. Figures IX and X show the distribution of staff of the Secretariat by age and gender in non-field operations and field operations.

Figure IX
Distribution of all staff of the Secretariat in non-field operations by age and gender as at 30 June 2013

(Population: 20,116 of 41,273)

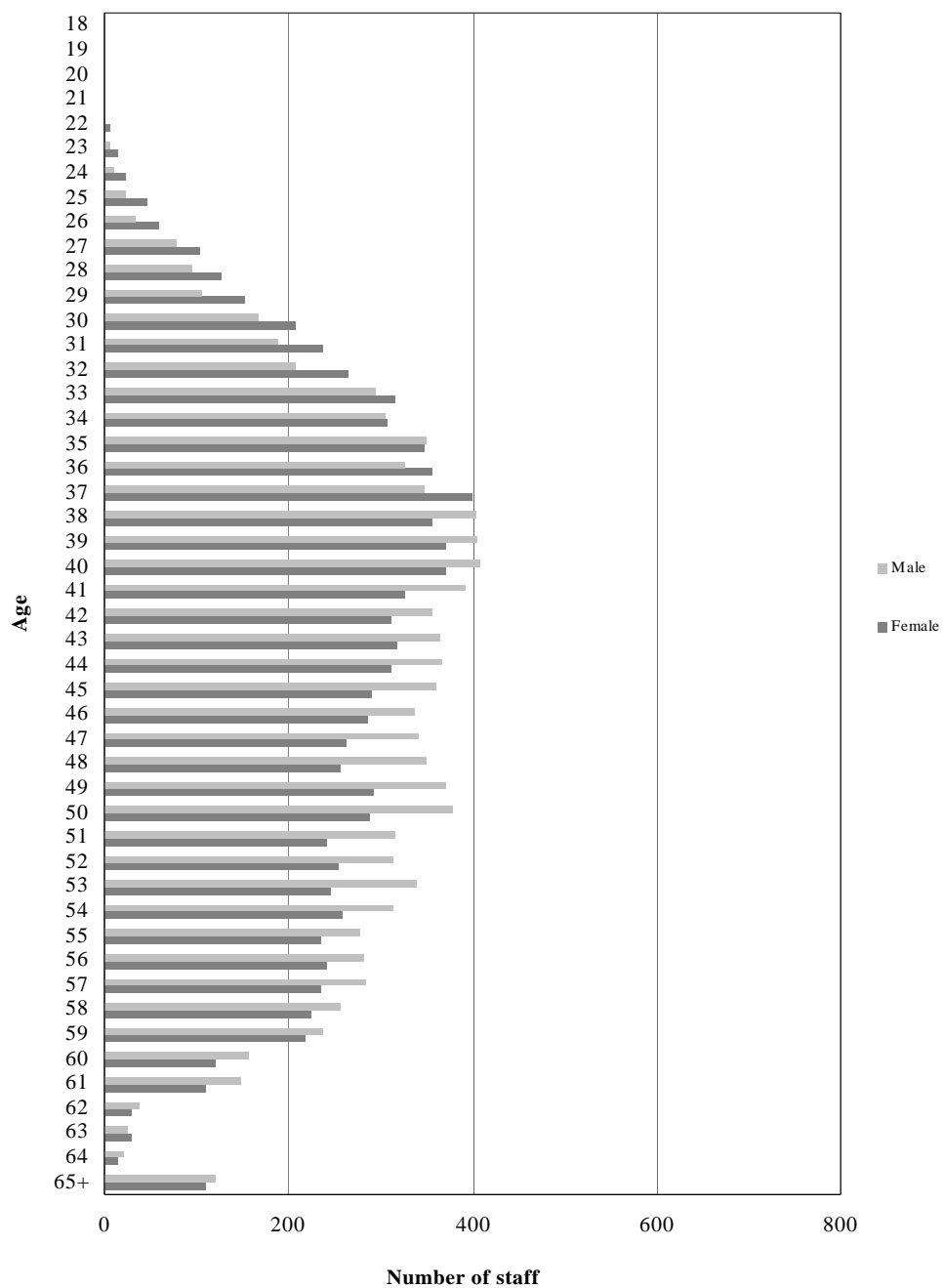
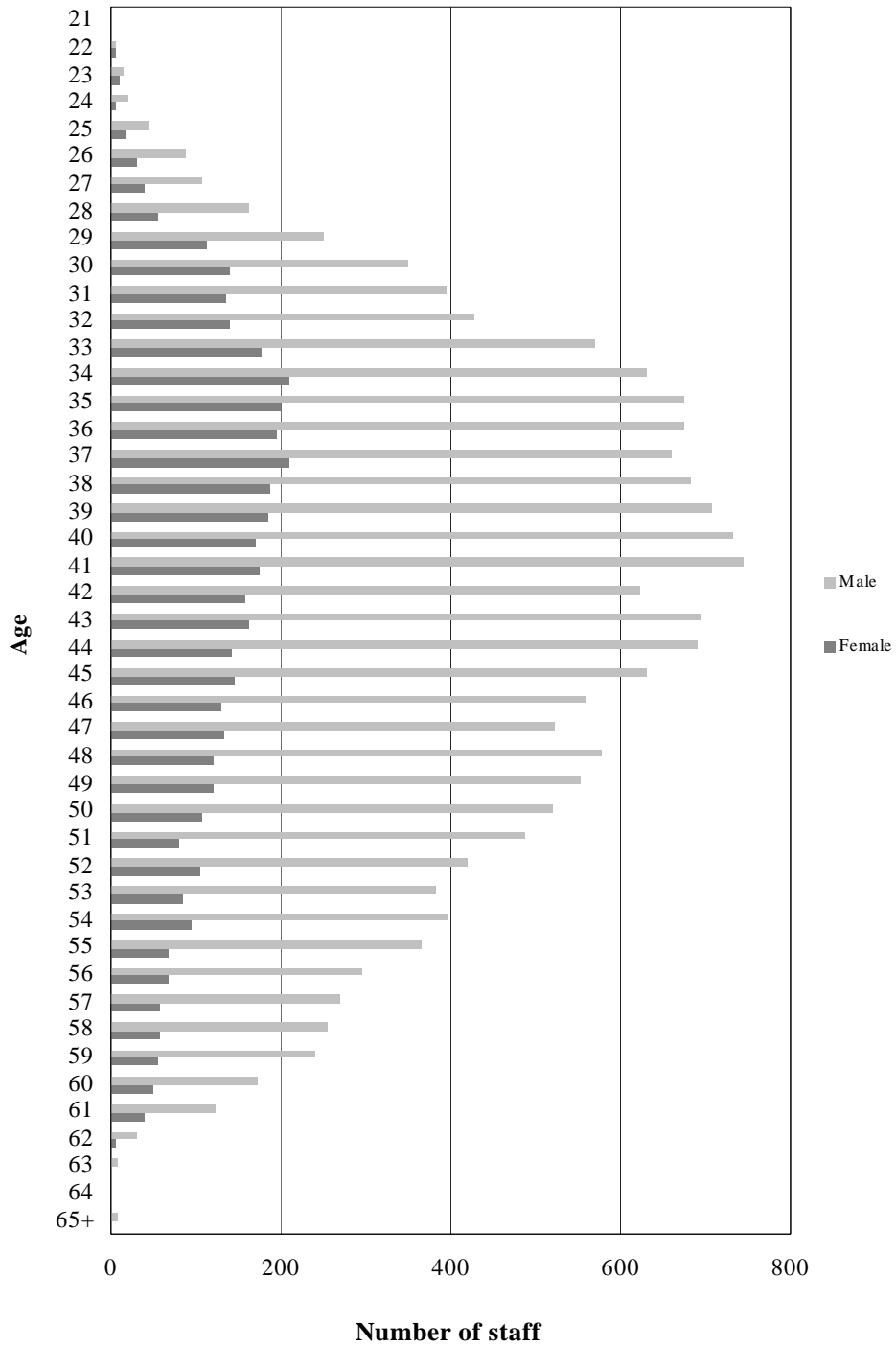


Figure X
Distribution of all staff of the Secretariat in field operations by age and gender as at 30 June 2013

(Population: 21,157 of 41,273)



2. Age, length of service and category/grade

25. Table 12 provides the average age and length of service for all staff by category and grade as at 30 June 2013.

Table 12

All staff of the Secretariat by category/grade, average age and average length of service as at 30 June 2013

(Population: 41,273)

Category/grade	Average age	Average length of service (years)		Number of staff
		Secretariat	Common system	
Professional and higher				
USG	62.1	3.9	8.5	68
ASG	57.4	4.9	10.3	78
D-2	55.4	8.6	11.7	158
D-1	54.0	11.0	14.0	531
P-5	51.2	10.5	12.9	1 669
P-4	47.5	7.8	9.8	3 637
P-3	43.0	5.0	6.9	4 139
P-2	36.1	3.6	4.4	1 400
P-1	29.4	1.5	2.4	25
INT	55.6	1.4	5.9	389
R	63.1	0.2	3.8	12
T	58.4	0.2	12.3	114
Average/subtotal	46.0	6.6	8.7	12 220
Field Service				
FS-7	55.2	17.3	19.0	34
FS-6	49.9	9.3	12.5	355
FS-5	47.6	6.0	9.6	1 352
FS-4	44.8	4.6	7.2	2 210
FS-3	46.7	6.0	8.5	149
FS-2	40.3	10.7	10.7	3
Average/subtotal	46.3	5.6	8.6	4 103
General Service and related				
NO-D	46.3	5.3	7.0	24
NO-C	46.9	6.0	6.4	252
NO-B	42.3	5.0	5.1	861
NO-A	39.5	4.4	4.4	590
G-7	47.7	16.3	17.0	825
G-6	45.4	11.7	12.8	3 058

<i>Category/grade</i>	<i>Average age</i>	<i>Average length of service (years)</i>		<i>Number of staff</i>
		<i>Secretariat</i>	<i>Common system</i>	
G-5	42.5	8.2	8.9	4 847
G-4	39.8	6.1	6.5	6 550
G-3	40.7	6.2	6.3	4 897
G-2	39.2	5.4	5.4	2 432
G-1	36.3	4.4	4.6	90
TC	48.5	14.5	15.0	131
S	40.3	10.6	11.2	336
LT	47.5	8.4	8.6	34
PIA	33.6	2.7	3.1	23
Average/subtotal	41.6	7.5	8.0	24 950
Average/total, all categories	43.4	7.0	8.2	41 273

3. Age, length of service and appointment type

26. Table 13 shows the average age and length of service for all staff by appointment type and category as at 30 June 2013.

Table 13

All staff of the Secretariat by appointment type, category, age and length of service as at 30 June 2013

(Population: 41,273)

<i>Appointment type/category</i>	<i>Average age</i>	<i>Average length of service (years)</i>		<i>Number of staff</i>
		<i>Secretariat</i>	<i>Common system</i>	
Permanent/continuing				
D+	54.2	18.9	20.8	280
P	46.5	13.4	14.2	2 951
FS	54.1	22.6	22.7	175
GS+	49.1	18.1	18.9	3 847
Average/subtotal	48.3	16.3	17.2	7 253
Fixed-term				
D+	55.4	4.8	8.6	522
P	44.6	4.4	6.5	7 286
FS	46.0	4.9	8.0	3 906
GS+	40.3	5.7	6.0	20 451
Average/subtotal	42.2	5.3	6.4	32 165

<i>Appointment type/category</i>	<i>Average age</i>	<i>Average length of service (years)</i>		<i>Number of staff</i>
		<i>Secretariat</i>	<i>Common system</i>	
Temporary				
D+	61.3	1.5	11.4	33
P	47.1	0.9	5.1	1 148
FS	46.9	0.7	2.4	22
GS+	38.3	1.4	4.0	652
Average/subtotal	44.2	1.0	4.8	1 855
Average/total, all categories	43.4	7.0	8.2	41 273

4. Forecast of retirements

27. Table 14 shows the forecast of retirements by category from 1 July 2013 to 30 June 2018 for all staff in the Secretariat.

Table 14

Forecast of retirements from 1 July 2013 to 30 June 2018 by category for all staff of the Secretariat as at 30 June 2013

(Population: 39,283^a)

<i>Category</i>	<i>Average yearly number of staff retirements</i>	<i>Average number of staff in category</i>	<i>Retirements as a percentage of category</i>
D	49	667	7.3
P	231	10 237	2.3
FS	95	4 081	2.3
GS+	310	24 298	1.3
Total	685	39 283	1.7

^a Excluding USGs, ASGs and staff with temporary appointments.

III. Staff movements

A. Population

28. Section III provides an analysis of the movements of the staff of the Secretariat, both external (appointments and separations) and internal (promotions and transfers). The population used in reporting on staff movements, which was 26,992 as at 30 June 2013, includes only staff members administered by IMIS. This population is smaller than that reported in section II on the all-staff population

(41,273) because 14,281⁹ staff of the Secretariat are not recorded in IMIS. This is mainly because most field operations do not have access to IMIS. Table 15 provides a summary of staff movements.

Table 15
Summary of staff movements by gender from 1 July 2012 to 30 June 2013
(Population: 26,992)

	<i>Female</i>	<i>Percentage of total</i>	<i>Male</i>	<i>Percentage of total</i>	<i>Total</i>
<i>Balance as at 30 June 2012</i>	11 259	41	16 124	59	27 383
External movements					
Appointments ^a	1 947	50.5	1 909	49.5	3 856
Separations ^b	1 833	47.8	2 005	52.2	3 838
Other ^c	(257)	62.8	(152)	37.2	(409)
<i>Balance as at 30 June 2013</i>	11 116	41.2	15 876	58.8	26 992
Internal movements					
Promotions ^d	659	48.6	698	51.4	1 357
Transfers ^e	241	59.8	162	40.2	403

^a Including new 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.

29. Table 16 shows the various types of separation.

Table 16
Staff movements by type of separation from 1 July 2012 to 30 June 2013
(Population: 3,838)

<i>Separation type</i>	<i>Number of staff separations</i>	<i>Percentage of staff separations</i>	<i>Number of staff reappointments^a</i>
Appointment expiration	2 370	61.8	1 351
Resignation	546	14.2	69
Retirement	476	12.4	32

⁹ The 14,281 staff of the Secretariat not included in the movements population are locally recruited field operations staff, UNDP administered staff of the Secretariat and some of the staff of the tribunals.

<i>Separation type</i>	<i>Number of staff separations</i>	<i>Percentage of staff separations</i>	<i>Number of staff reappointments^a</i>
Transfer to other organizations in the United Nations common systems	43	1.1	0
Agreed termination	198	5.2	18
Other ^b	205	5.3	35
Total	3 838	100.0	1 505

^a Defined as staff who separated between 1 July 2012 and 30 June 2013 and were reappointed within the same period.

^b Including death and termination for health reasons.

B. Entity

Appointments and separations

30. Table 17 shows the appointments and separations in the 10 entities with the largest number of appointments in field and non-field operations.

Table 17

Appointments and separations from 1 July 2012 to 30 June 2013 in the 10 entities with the largest number of appointments in field and non-field operations

(Population: 26,992)

<i>Entity</i>	<i>Appointments</i>				<i>Separations</i>			
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Percentage of total appts.</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Percentage of total sep.</i>
Non-field operations								
UNOG	320	260	580	15.0	299	244	543	14.1
DGACM	170	149	319	8.3	181	187	368	9.6
DM	112	100	212	5.5	87	78	165	4.3
OCHA	99	93	192	5.0	60	46	106	2.8
UNOV	97	79	176	4.6	89	57	146	3.8
DESA	102	73	175	4.5	86	72	158	4.1
DPI	90	66	156	4.0	86	75	161	4.2
UNON	83	65	148	3.8	59	42	101	2.6
ECLAC	93	52	145	3.8	69	45	114	3.0
OHCHR	105	36	141	3.7	87	42	129	3.4
Other	447	452	899	23.3	449	456	905	23.6
Subtotal	1 718	1 425	3 143	81.5	1 552	1 344	2 896	75.5
Field operations								
MINUSTAH	33	78	111	2.9	59	117	176	4.6
UNMISS	38	64	102	2.6	12	35	47	1.2

Entity	Appointments				Separations			
	Female	Male	Total	Percentage of total appns.	Female	Male	Total	Percentage of total sep.
UNOCI	27	55	82	2.1	11	50	61	1.6
UNAMID	16	50	66	1.7	11	37	48	1.3
MONUSCO	20	40	60	1.6	21	40	61	1.6
UNMIL	20	35	55	1.4	24	69	93	2.4
UNAMA	12	30	42	1.1	13	41	54	1.4
UNSMIL	15	26	41	1.1	11	15	26	0.7
UNAMI	8	11	19	0.5	8	29	37	1.0
UNISFA	2	16	18	0.5	2	6	8	0.2
Other	38	79	117	3.0	109	222	331	8.6
Subtotal	229	484	713	18.5	281	661	942	24.5
Total	1 947	1 909	3 856	100.0	1 833	2 005	3 838	100.0

C. Category

1. Appointments and separations

31. Table 18 shows information on appointments and separations, including resignations, by category.

Table 18

Appointments, separations and resignations by category/grade and gender from 1 July 2012 to 30 June 2013

(Population: 26,992)

Category/grade	Appointments		Separations		Resignations	
	Total	Female	Total	Female	Total	Female
Professional and higher						
USG	19	2	15	2	3	–
ASG	18	4	21	3	1	–
D-2	25	8	37	7	6	1
D-1	43	13	56	16	5	2
P-5	113	30	205	54	27	10
P-4	329	101	377	120	68	23
P-3	625	298	462	222	77	40
P-2	393	235	293	171	46	22
P-1	25	18	19	11	–	–
INT	415	268	320	216	1	1

Category/grade	Appointments		Separations		Resignations	
	Total	Female	Total	Female	Total	Female
R	145	40	251	84	2	1
T	297	168	195	126	1	1
Subtotal	2 447	1 185	2 251	1 032	237	101
Field Service						
FS-7	–	–	4	–	–	–
FS-6	7	2	23	4	6	–
FS-5	43	18	119	45	22	7
FS-4	141	43	235	91	29	12
FS-3	2	–	29	13	–	–
FS-2	1	–	5	1	–	–
Subtotal	194	63	415	154	57	19
General Service and related						
NO-D	4	2	1	1	1	1
NO-C	12	4	7	2	3	1
NO-B	21	9	16	4	4	–
NO-A	6	1	11	4	3	1
G-7	23	8	73	42	13	6
G-6	150	87	200	132	41	20
G-5	238	166	219	151	47	26
G-4	419	265	303	187	75	41
G-3	186	95	190	76	50	8
G-2	101	28	85	19	4	2
G-1	32	21	22	16	–	–
TC	10	2	16	–	–	–
S	2	1	18	3	5	1
PIA	10	9	8	8	5	5
LT	1	1	3	2	1	1
Subtotal	1 215	699	1 172	647	252	113
Total	3 856	1 947	3 838	1 833	546	233

2. Promotions and transfers

32. Table 19 provides information on promotions and transfers by category and gender.

Table 19
**Promotions and transfers by category and gender from 1 July 2012 to
 30 June 2013**

(Population: 26,992)

<i>Category</i>	<i>Promotions</i>			<i>Transfers</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
D+	25	39	64	6	15	21
P	238	282	520	117	122	239
FS	75	149	224	9	1	10
GS+	321	228	549	109	24	133
Total	659	698	1 357	241	162	403

33. 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 July 2012 to 30 June 2013, one staff member was transferred from the Executive Office of the Secretary-General to a post at the same level in another department.

D. Gender

34. For all information on staff movements by gender, please refer to table 15.

E. Age

1. Separations

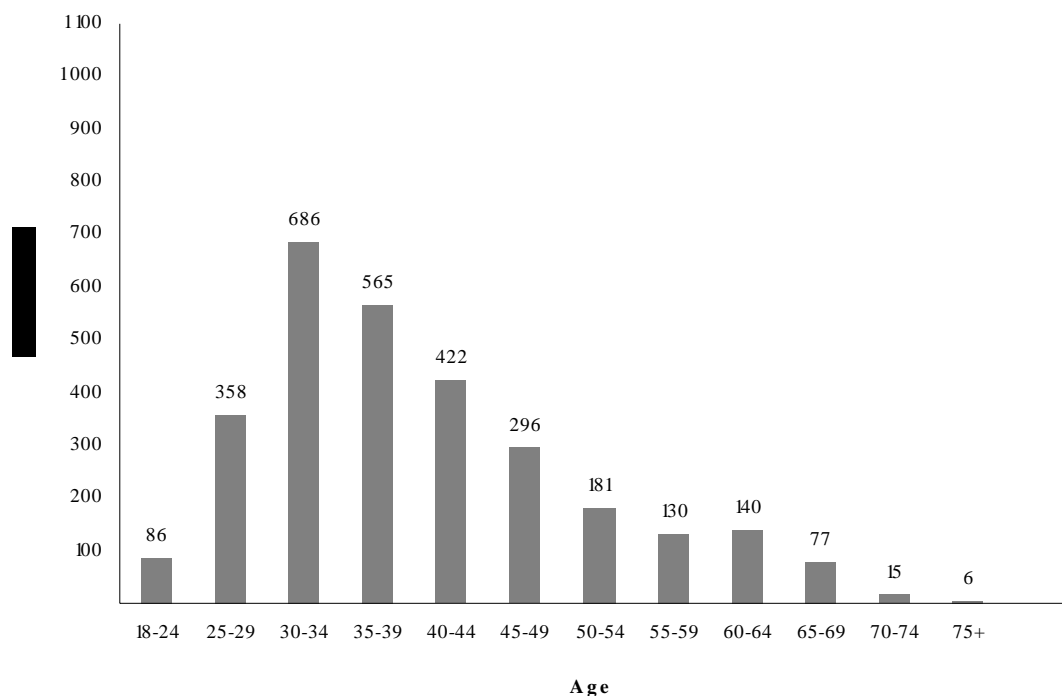
35. For the period from 1 July 2012 to 30 June 2013, the average age of staff of the Secretariat at the time of resignation was 41.6 years. At the time of resignation, the average length of service in the Secretariat was 4.8 years, and 6.8 years in the United Nations common system.

2. Appointments

36. Figure XI shows that most of the appointed staff are in the 30 to 34 year old age group.

Figure XI
**Staff movements: distribution of appointments by age from 1 July 2012 to
 30 June 2013**

(Population: 2,962)



Note: Excludes USGs, ASGs, interpreters, revisers and translators.

IV. Staff subject to the system of desirable ranges¹⁰

A. Population

37. As at 30 June 2013, there were 2,907 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.

38. That provision in resolution 65/247 represents a change in the criteria for geographical status. Prior to 2011, once geographical status had been given, it was retained throughout the period of uninterrupted service of the staff member,

¹⁰ This population refers to staff subject to the principle of geographical distribution. As at 30 June 2013, the number of posts subject to geographical distribution was 3,470 (see General Assembly resolution 65/247, para. 67). The difference between the number of posts subject to geographical distribution (3,470) and the number of staff with geographical status serving against a geographical post (2,901) is accounted for by 310 posts that are vacant, 169 posts that are temporarily encumbered by staff without geographical status and 90 personnel with limited appointments.

regardless of the nature of the position or functions to which the staff member might subsequently be assigned (see [A/65/305/Add.2](#), para. 21).

39. 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 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.

40. The Office of Human Resources Management has conducted an extensive review of data for staff members counted towards the desirable ranges, including those who were reported as not geographically defined in the 2012 report on the composition of the Secretariat (see [A/67/329](#), note 9). This review included the manual validation of staff members’ records. The results have been reflected in “HRInsight” online reports since January 2013 and incorporated into the present report. Similarly, changes in the assessment rates are included in the calculation of the desirable ranges.

41. The representation of Member States under the system of desirable ranges over the past five years is shown in table 20. Table 21 shows the representation status of individual Member States as at 30 June 2013, as well as the representation status as at 30 June 2012 if it is different from that of 30 June 2013. 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 30 June 2012 and 30 June 2013. Table 2.C provides a breakdown of staff in posts with special language requirements by nationality, grade and gender.

Table 20

Representation of Member States under the system of desirable ranges from 2009 to 2013 (as at 30 June)

(Population: 193)

<i>Year</i>	<i>Unrepresented</i>	<i>Underrepresented</i>	<i>Within range</i>	<i>Overrepresented</i>
Prior to the adaption of General Assembly resolution 65/247				
2009	15	30	125	22
2010	12	31	132	17
Subsequent to the adaption of General Assembly resolution 65/247				
2011	20	56	109	7
2012	23	41	120	9
2013	15	32	125	21

Table 21
Representation status of Member States under the system of desirable ranges as at 30 June 2013
 (Population: 193)

Unrepresented (15 Member States)

Angola	Marshall Islands	Sao Tome and Principe
Comoros	Monaco	Timor-Leste
Kiribati	Nauru	Tuvalu
Kuwait	Palau	United Arab Emirates
Liechtenstein	Qatar	Vanuatu

Underrepresented (32 Member States)

Afghanistan (2012: unrepresented)	Czech Republic (2012: within range)	Norway
Andorra (2012: within range)	Democratic People's Republic of Korea (2011: unrepresented)	Oman
Antigua and Barbuda (2012: within range)	Dominica	Paraguay (2012: within range)
Bahrain	Equatorial Guinea (2012: unrepresented)	Poland
Belarus (2012: within range)	Indonesia	Saudi Arabia
Belize (2012: within range)	Japan	Slovakia
Brazil	Lao People's Democratic Republic (2012: unrepresented)	South Sudan
Brunei Darussalam	Latvia	Turkey
Cape Verde (2012: unrepresented)	Libya	Turkmenistan
Chad	Luxembourg	Venezuela (Bolivarian Republic of) (2012: within range)
China	Micronesia (Federated States of)	

Within range (125 Member States)

Albania	Colombia	Gabon
Algeria (2012: underrepresented)	Congo	Gambia
Armenia	Costa Rica	Georgia
Australia	Côte d'Ivoire	Germany (2012: underrepresented)
Azerbaijan (2012: underrepresented)	Croatia	Greece
Bahamas	Cuba	Grenada (2012: unrepresented)
Barbados	Cyprus (2012: underrepresented)	Guatemala
Belgium (2012: underrepresented)	Democratic Republic of the Congo	Guinea
Benin	Denmark	Guinea-Bissau (2012: underrepresented)
Bhutan	Djibouti	Guyana
Bolivia (Plurinational State of)	Dominican Republic	Haiti
Bosnia and Herzegovina	Ecuador	Honduras
Botswana	El Salvador	Hungary
Burkina Faso	Eritrea	Iceland
Burundi	Estonia	India (2012: underrepresented)
Cambodia	Fiji	Iran (Islamic Republic of)
Central African Republic	Finland	

Iraq	Niger	Spain (2012: underrepresented)
Israel	Pakistan	Sri Lanka
Jamaica	Panama	Sudan
Kazakhstan	Papua New Guinea	Suriname
Kyrgyzstan	Peru	Swaziland
Lesotho	Philippines	Sweden (2012: underrepresented)
Liberia (2012: underrepresented)	Portugal	Switzerland (2012: underrepresented)
Lithuania (2012: underrepresented)	Republic of Korea (2012: underrepresented)	Syrian Arab Republic
Madagascar	Republic of Moldova	Tajikistan
Malawi	Romania	Thailand
Malaysia	Russian Federation	The former Yugoslav Republic of Macedonia
Maldives	Rwanda	Togo
Mali	Saint Kitts and Nevis	Tonga (2012: underrepresented)
Malta	Saint Lucia (2012: unrepresented)	Trinidad and Tobago
Mauritania	Saint Vincent and the Grenadines (2012: underrepresented)	Tunisia
Mauritius	Samoa	Ukraine (2012: overrepresented)
Mongolia	San Marino	United Republic of Tanzania
Montenegro	Senegal	United States of America (2012: underrepresented)
Morocco	Serbia	Uzbekistan
Mozambique (2012: underrepresented)	Seychelles	Viet Nam (2012: underrepresented)
Myanmar	Sierra Leone	Yemen
Namibia	Singapore	Zambia
Nepal	Slovenia (2012: underrepresented)	Zimbabwe
Netherlands (2012: underrepresented)	Solomon Islands	
New Zealand	Somalia (2012: unrepresented)	
Nicaragua	South Africa	

Overrepresented (21 Member States)

Argentina	Ethiopia (2012: within range)	Mexico (2012: within range)
Austria (2012: within range)	France (2012: within range)	Nigeria (2012: within range)
Bangladesh	Ghana	Uganda (2012: within range)
Bulgaria	Ireland (2012: within range)	United Kingdom of Great Britain and Northern Ireland (2012: underrepresented)
Cameroon	Italy (2012: within range)	Uruguay (2012: within range)
Canada (2012: within range)	Jordan (2012: within range)	
Chile (2012: within range)	Kenya	
Egypt	Lebanon	

Note: Status in parentheses indicates Member State representation status as at 30 June 2012 if different from that of 30 June 2013.

42. Table 22 shows Secretariat staff with geographical status by economic grouping (developed countries, developing countries and countries with economies in transition).

Table 22
**Distribution of Secretariat staff with geographical status by economic grouping
as at 30 June 2013**

(Population: 2,907)

<i>Representation status</i>	<i>Developed</i>		<i>Developing</i>		<i>Economies in transition</i>	
	<i>Number of staff</i>	<i>Number of countries</i>	<i>Number of staff</i>	<i>Number of countries</i>	<i>Number of staff</i>	<i>Number of countries</i>
Unrepresented	–	2	–	13	–	–
Underrepresented	131	8	174	22	5	2
Within range	860	21	679	89	158	15
Overrepresented	558	7	342	14	–	–
Total	1 549	38	1 195	138	163	17

B. Entity

43. Table 23 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 23
**Distribution of Secretariat staff with geographical status by entity^a and grade as
at 30 June 2013**

(Population: 2,907)

<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>P-1</i>	<i>Total</i>
DM	1	4	12	25	57	74	80	37	–	290
DPI	1	–	3	15	34	68	89	53	1	264
DESA	1	2	6	29	55	76	52	39	–	260
OHCHR	1	2	3	11	37	88	84	20	–	246
UNCTAD	1	1	4	15	33	50	62	26	–	192
ECA	1	–	1	12	31	60	61	21	–	187
ECLAC	1	–	1	14	21	52	44	41	–	174
DPA	1	2	8	13	38	48	38	19	–	167
ESCAP	1	–	1	13	32	41	31	34	–	153
ECE	1	–	1	8	22	30	33	16	–	111
UNOG	1	–	2	7	21	26	28	25	–	110
ESCWA	1	–	1	9	20	28	23	18	–	100
UNODC	1	–	2	6	15	32	23	13	–	92
OLA	1	1	3	6	18	18	16	10	–	73
UNON	1	–	1	5	10	12	22	12	–	63
DGACM	1	1	4	14	9	14	9	4	–	56
OCHA	1	1	3	3	9	14	10	8	–	49

<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>P-1</i>	<i>Total</i>
DSS	–	1	1	1	5	14	12	5	–	39
ODA	1	–	2	3	13	9	7	3	–	38
UNOV	–	–	2	2	6	12	8	7	–	37
OIOS	1	1	2	–	5	7	8	10	–	34
EOSG	2	2	3	6	10	7	–	1	–	31
UN-Habitat	1	–	1	3	7	9	5	2	–	28
DPKO	2	3	2	6	3	2	2	2	–	22
DFS	1	1	–	–	3	2	4	5	–	16
Other	4	1	6	7	12	21	18	6	–	75
Total	29	23	75	233	526	814	769	437	1	2 907

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

C. Category

1. Grades

44. As shown in table 24, P-4s form the largest group of staff with geographical status. Table 2.A (see annex) provide details on Secretariat staff with geographical status by grade and nationality.

Table 24

Distribution of Secretariat staff with geographical status by grade and gender as at 30 June 2013

(Population: 2,907)

<i>Grade</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Percentage^a</i>
USG	13	16	29	1.0
ASG	8	15	23	0.8
D-2	25	50	75	2.6
D-1	86	147	233	8.0
P-5	190	336	526	18.1
P-4	378	436	814	28.0
P-3	371	398	769	26.5
P-2	219	218	437	15.0
P-1	1	0	1	0.0
Total	1 291	1 616	2 907	100.0

^a Staff in the grade as a percentage of total staff with geographical status.

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

45. Table 25 shows Secretariat staff with geographical status at the D-1 level and above by economic grouping (developed countries, developing countries and countries with economies in transition) and gender from 2009 to 2013.

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

Table 25
Distribution of Secretariat staff with geographical status at the D-1 level and above by economic grouping^a and gender from 2009 to 2013 (as at 30 June)

Economic grouping	USG					ASG					D-2					D-1					All geographical staff				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
<i>Developing countries (138)</i>																									
Female	7	7	8	9	9	3	4	4	5	6	10	10	9	7	6	24	24	24	27	31	468	501	343	382	485
Male	8	8	7	6	6	7	4	8	8	6	22	18	17	17	19	59	69	56	45	61	652	672	528	552	710
All	15	15	15	15	15	10	8	12	13	12	32	28	26	24	25	83	93	80	72	92	1 120	1 173	871	934	1 195
<i>Developed countries (38)</i>																									
Female	3	3	5	4	4	2	1	1	1	2	16	12	12	14	19	54	55	47	38	53	746	749	483	545	752
Male	8	8	7	6	7	12	10	8	7	7	18	21	18	22	22	73	84	70	66	78	764	782	573	632	797
All	11	11	12	10	11	14	11	9	8	9	34	33	30	36	41	127	139	117	104	131	1 510	1 531	1 056	1 177	1 549
<i>Countries with economies in transition (17)</i>																									
Female	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	3	3	3	2	45	53	34	46	54
Male	1	1	2	3	3	1	1	2	2	2	7	10	11	9	9	15	14	7	7	8	130	129	88	88	109
All	1	1	2	3	3	1	1	2	2	2	7	10	11	9	9	18	17	10	10	10	175	182	122	134	163
Subtotal																									
Female	10	10	13	13	13	5	5	5	6	8	26	22	21	21	25	81	82	74	68	86	1 259	1 303	860	973	1 291
Male	17	17	16	15	16	20	15	18	17	15	47	49	46	48	50	147	167	133	118	147	1 546	1 583	1 189	1 272	1 616
Total	27	27	29	28	29	25	20	23	23	23	73	71	67	69	75	228	249	207	186	233	2 805	2 886	2 049	2 245	2 907

^a Economic grouping as at 30 June 2013.

D. Appointments

47. From 1 July 2012 to 30 June 2013, 174 Secretariat staff, having gone through the selection process, were appointed to posts subject to geographical distribution. During the same period, 69 Secretariat staff were appointed through national competitive examinations or the young professionals programme, as shown in table 28, with 52 being appointed against posts subject to geographical distribution.

48. Table 26 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 30 June 2012 and 30 June 2013.

Table 26

Appointment of Secretariat staff to posts subject to geographical distribution by gender, representation status and economic grouping from 1 July 2012 to 30 June 2013

(Population: 174)

<i>Representation status as at 30/06/12</i>	<i>Economic grouping^a</i>								<i>Total</i>
	<i>Number of female staff appointed</i>				<i>Number of male staff appointed</i>				
	<i>Developing countries</i>	<i>Developed countries</i>	<i>Countries with economies in transition</i>	<i>Subtotal</i>	<i>Developing countries</i>	<i>Developed countries</i>	<i>Countries with economies in transition</i>	<i>Subtotal</i>	
Underrepresented	5	32	–	37	15	33	1	49	86
Within range	17	24	2	43	24	16	–	40	83
Overrepresented	3	–	–	3	2	–	–	2	5
Total	25	56	2	83	41	49	1	91	174

^a Economic grouping as at 30 June 2013.

49. A summary of the gender distribution of the appointments to posts subject to geographical distribution by grade is shown in table 27. 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 from 30 June 2012 to 30 June 2013.

Table 27
Appointment of Secretariat staff to posts subject to geographical distribution by gender, grade and number of nationalities represented from 1 July 2012 to 30 June 2013

(Population: 174)

Grade	Female staff appointed			Male staff appointed			Total
	Number appointed	Percentage of grade total	Number of nationalities represented by grade	Number appointed	Percentage of grade total	Number of nationalities represented by grade	
USG	1	0.6	1	7	4.0	7	8
ASG	3	1.7	3	1	0.6	1	4
D-2	4	2.3	4	1	0.6	1	5
D-1	1	0.6	1	3	1.7	3	4
P-5	4	2.3	4	11	6.3	8	15
P-4	12	6.9	10	15	8.6	14	27
P-3	27	15.5	19	32	18.4	23	59
P-2	30	17.2	19	21	12.1	20	51
P-1	1	0.6	1	–	–	–	1
Total	83	47.7	62	91	52.3	77	174

50. In 2012, 79 Member States participated in the young professionals programme (Afghanistan, Algeria, Andorra, Angola, Antigua and Barbuda, Australia, Austria, Azerbaijan, Belarus, Belgium, Bhutan, Brazil, Brunei Darussalam, Central African Republic, Chad, Colombia, Comoros, Cyprus, Estonia, France, Georgia, Germany, Greece, Guinea-Bissau, Honduras, Hungary, India, Indonesia, Iraq, Israel, Italy, Jamaica, Japan, Kiribati, Latvia, Lesotho, Liberia, Liechtenstein, Lithuania, Luxembourg, Malaysia, Mexico, Monaco, Montenegro, Mozambique, Namibia, Netherlands, New Zealand, Norway, Oman, Pakistan, Papua New Guinea, Paraguay, Poland, Portugal, Republic of Korea, Republic of Moldova, Romania, Saint Lucia, Saint Vincent and the Grenadines, Samoa, San Marino, Saudi Arabia, Slovakia, Slovenia, Solomon Islands, Spain, Sweden, Switzerland, Syrian Arab Republic, Tajikistan, the former Yugoslav Republic of Macedonia, Togo, Tonga, Turkey, Tuvalu, United Kingdom of Great Britain and Northern Ireland, United States of America and Vanuatu). These are unrepresented and underrepresented Member States and those that may become so. Examinations were given for six occupational groups.¹¹ The 104 successful candidates were placed on the roster.

51. Table 28 shows that 26 male and 43 female candidates taking national competitive examinations were placed with various entities during the period from 1 July 2012 to 30 June 2013.

¹¹ Architecture, economic affairs, information systems and technology, political affairs, radio production, social affairs.

Table 28
**National competitive examination and young professionals programme
placements at P-1 and P-2 levels by entity and gender from 1 July 2012 to
30 June 2013**

(Population: 69)

Entity	National competitive examination			Young professionals programme			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
DESA	1	–	1	1	3	4	2	3	5
DGACM	–	–	–	–	1	1	–	1	1
DM	–	2	2	1	–	1	1	2	3
DPA	–	–	–	1	–	1	1	–	1
DPI	3	–	3	4	–	4	7	–	7
DPKO	–	–	–	1	–	1	1	–	1
ECA	–	1	1	–	–	–	–	1	1
ECE	2	–	2	–	–	–	2	–	2
ECLAC	–	1	1	1	4	5	1	5	6
ESCAP	5	1	6	2	2	4	7	3	10
ESCWA	–	2	2	3	–	3	3	2	5
MINUSTAH	1	–	1	–	–	–	1	–	1
OCHA	–	–	–	6	1	7	6	1	7
OHCHR	2	–	2	–	–	–	2	–	2
OIOS	–	–	–	1	–	1	1	–	1
OLA	1	–	1	–	–	–	1	–	1
UN-Habitat	–	1	1	1	–	1	1	1	2
UNAMA	–	1	1	–	–	–	–	1	1
UNCTAD	1	1	2	–	1	1	1	2	3
UNMIL	–	1	1	–	–	–	–	1	1
UNMISS	1	–	1	1	–	1	2	–	2
UNODC	–	–	–	–	1	1	–	1	1
UNOG	1	1	2	1	1	2	2	2	4
UNON	–	–	–	1	–	1	1	–	1
Total	18	12	30	25	14	39	43	26	69

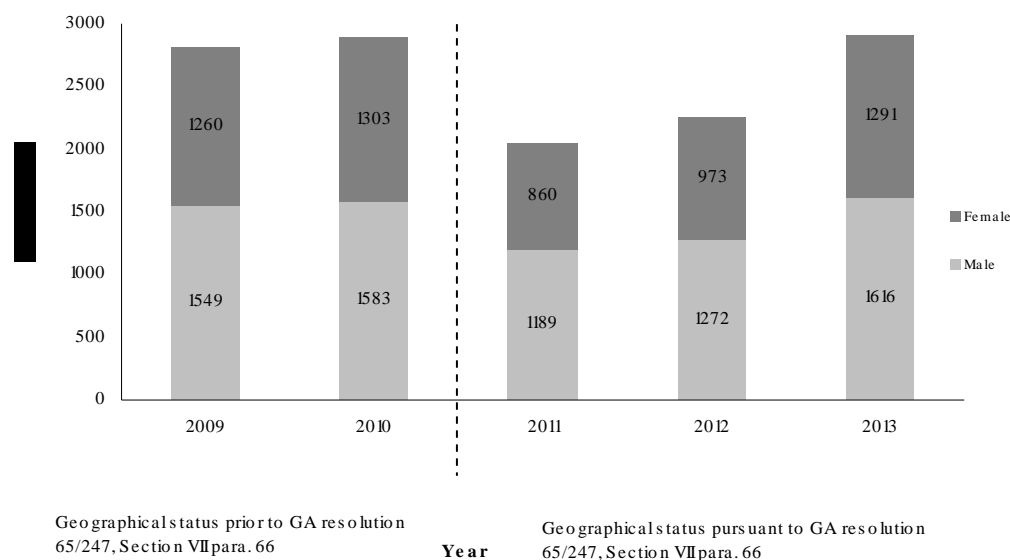
Note: Of the 69 Secretariat staff members, 52 (51 P-2s and 1 P-1) were appointed against posts subject to geographical distribution.

E. Gender

52. The distribution of male and female staff of the Secretariat with geographical status for the five-year period, as at 30 June, from 2009 to 2013 is shown in figure XII.

Figure XII
Gender distribution of Secretariat staff with geographical status from 2009 to 2013 (as at 30 June)

(Population: 2,907 as at 30 June 2013)



53. Table 29 shows the number and percentage of male and female Secretariat staff with geographical status by grade as at 30 June 2009 and 30 June 2013.

Table 29
Gender distribution of Secretariat staff with geographical status by grade as at 30 June 2009 and 30 June 2013

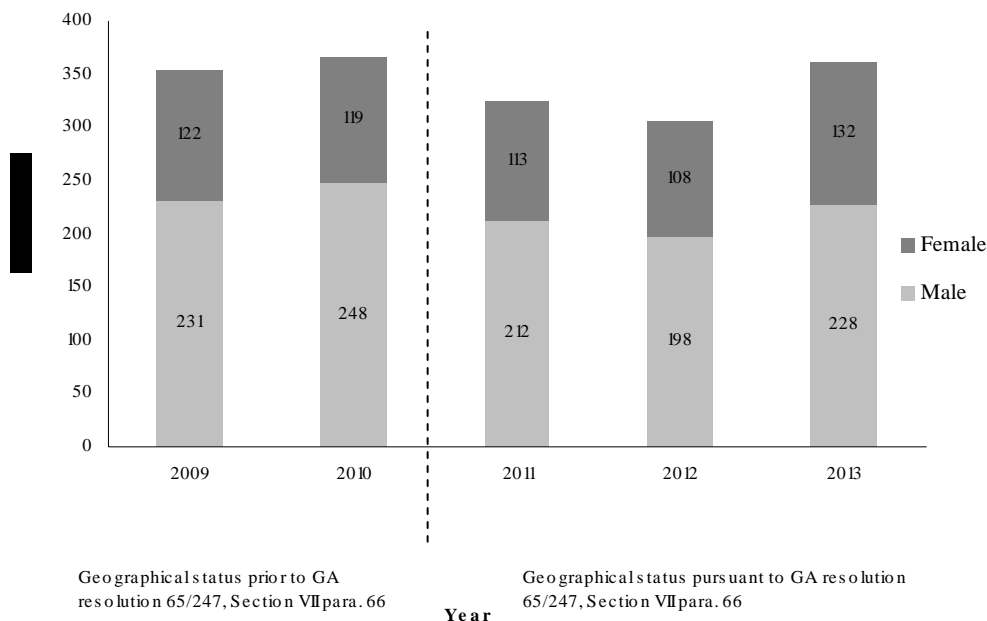
(Population: 2,907 as at 30 June 2013)

Grade	As at 30 June 2009				Total	As at 30 June 2013				
	Female		Male			Female		Male		
	Number	Percentage	Number	Percentage		Number	Percentage	Number	Percentage	
USG	10	37.0	17	63.0	27	13	44.8	16	55.2	29
ASG	5	20.0	20	80.0	25	8	34.8	15	65.2	23
D-2	26	35.6	47	64.4	73	25	33.3	50	66.7	75
D-1	81	35.4	148	64.6	229	86	36.9	147	63.1	233
P-5	191	36.0	340	64.0	531	190	36.1	336	63.9	526
P-4	360	44.8	444	55.2	804	378	46.4	436	53.6	814
P-3	371	51.1	355	48.9	726	371	48.2	398	51.8	769
P-2	216	54.8	178	45.2	394	219	50.1	218	49.9	437
P-1						1	100.0	0	0.0	1
Total	1 260	44.9	1 549	55.1	2 809	1 291	44.4	1 616	55.6	2 907

54. Figure XIII shows the gender distribution of Secretariat staff subject to geographical status in posts at the D-1 level and above. As at 30 June 2013, the percentage of female staff of the Secretariat with geographical status at the D-1 level and above was 36.7 per cent.

Figure XIII
Gender distribution of Secretariat staff with geographical status at the D-1 level and above from 2009 to 2013 (as at 30 June)

(Population: 360)



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

55. From 1 July 2012 to 30 June 2013, 44 Secretariat staff with geographical status retired (13 Directors and 31 staff in the Professional category).

56. Table 30 shows a five-year forecast of retirements of Secretariat staff members with geographical status at the level of Director and in the Professional category. It is forecast that an average of 82 Secretariat staff with geographical status will retire each year during the next five years.

Table 30
Forecast of retirements of Secretariat staff with geographical status by category from 1 July 2013 to 30 June 2018

(Total forecast retirements from 2013 to 2018: 412)

Category	Forecast 1 July 2013-30 June 2018		
	Average yearly number of staff retirements	Number of staff in category	Retirements as a percentage of category
D	25	308	8.12
P	57	2 547	2.24
Total	82	2 855	2.9

Note: Excludes USGs and ASGs. The average number of forecast retirements has increased as the number of Secretariat staff with geographical status rose from 2,245 in June 2012 to 2,907 in June 2013.

57. Table 31 shows Member States by the percentage of staff members with geographical status forecast to retire during the period from 1 July 2013 to 30 June 2018. Table 31 also shows the representation status of Member States whose status could change at the end of the five-year period as a result of their nationals retiring as forecast, assuming that there are no new recruitments from that Member State within the period.

Table 31
Member States by percentage of staff with geographical status forecast to retire during the period from 1 July 2013 to 30 June 2018

(Population: 193)

No forecast retirements (92 Member States)

Afghanistan	Congo	Honduras
Albania	Cuba	Kiribati
Andorra	Cyprus	Kuwait
Angola	Czech Republic	Latvia
Antigua and Barbuda	Democratic People's Republic of Korea	Lesotho
Armenia	Djibouti	Liberia
Azerbaijan	Dominica	Libya
Bahamas	Dominican Republic	Liechtenstein
Bahrain	Eritrea	Lithuania
Belize	Estonia	Luxembourg
Bhutan	Fiji	Madagascar
Botswana	Finland	Malawi
Brunei Darussalam	Georgia	Maldives
Burundi	Grenada	Mali
Cambodia	Guinea	Malta
Cape Verde	Guinea-Bissau	Marshall Islands
Chad	Haiti	Mauritius
Comoros		Micronesia (Federated States of)

Monaco	Rwanda	Timor-Leste
Montenegro	Saint Kitts and Nevis	Tonga
Myanmar	Samoa	Turkey
Namibia	San Marino	Turkmenistan
Nauru	Sao Tome and Principe	Tuvalu
Nicaragua	Saudi Arabia	Uganda
Niger	Sierra Leone	United Arab Emirates
Norway	Slovenia	United Republic of Tanzania
Oman	Solomon Islands	Uzbekistan
Palau	Somalia	Vanuatu
Paraguay	Swaziland	Yemen
Qatar	Tajikistan	Zimbabwe
South Sudan	The former Yugoslav Republic of Macedonia	
Romania		

Less than 20 per cent of currently serving staff with geographical status forecast to retire (53 Member States)

Australia (5)	Germany (within/under) (16)	Netherlands (within/under) (7)
Austria (over/within) (3)	Ghana (over/within) (2)	Poland (1)
Belgium (2)	Guatemala (1)	Portugal (1)
Benin (1)	Iceland (1)	Republic of Korea (5)
Bolivia (Plurinational State of) (1)	India (7)	Singapore (1)
Bosnia and Herzegovina (1)	Indonesia (1)	South Africa (2)
Brazil (5)	Iran (Islamic Republic of) (within/under) (2)	Spain (3)
Bulgaria (4)	Ireland (1)	Sudan (1)
Canada (15)	Israel (1)	Sweden (2)
Chile (4)	Italy (15)	Switzerland (2)
China (9)	Japan (14)	Thailand (2)
Colombia (1)	Jordan (over/within) (1)	United Kingdom of Great Britain and Northern Ireland (over/within) (20)
Costa Rica (1)	Kazakhstan (1)	United States of America (within/under) (61)
Croatia (1)	Kenya (3)	Venezuela (Bolivarian Republic of) (2)
Denmark (2)	Lebanon (1)	
Ecuador (1)	Mexico (over/within) (9)	
Egypt (3)	Mongolia (1)	
El Salvador (1)	Morocco (1)	
France (over/within) (19)	Nepal (1)	
Gabon (1)		

20 to 40 per cent of currently serving staff with geographical status forecast to retire (34 Member States)

Algeria (within/under) (2)	Greece (within/under) (5)	Panama (1)
Argentina (10)	Guyana (2)	Papua New Guinea (1)
Bangladesh (5)	Hungary (within/under) (4)	Philippines (4)
Belarus (1)	Iraq (within/under) (1)	Republic of Moldova (1)
Burkina Faso (1)	Jamaica (1)	Serbia (3)
Cameroon (5)	Kyrgyzstan (1)	Seychelles (1)
Central African Republic (1)	Mozambique (1)	Suriname (1)
Côte d'Ivoire (2)	New Zealand (4)	Syrian Arab Republic (1)
Democratic Republic of the Congo (3)	Nigeria (over/within) (5)	Togo (1)
	Pakistan (3)	Trinidad and Tobago (3)

Tunisia (4)	Uruguay (over/within) (5)	Zambia (2)
Ukraine (5)	Viet Nam (within/under) (1)	

More than 40 per cent of currently serving staff with geographical status forecast to retire (14 Member States)

Barbados (within/under) (2)	Malaysia (within/under) (4)	Saint Vincent and the Grenadines (within/under) (1)
Equatorial Guinea (under/not) (1)	Mauritania (3)	Senegal (7)
Ethiopia (over/within) (10)	Peru (5)	Slovakia (2)
Gambia (3)	Russian Federation (within/ under) (23)	Sri Lanka (4)
Lao People's Democratic Republic (under/not) (1)	Saint Lucia (within/under) (1)	

Note: The number in parentheses represents the number of respective Member State staff with geographical status forecast to retire during the period from 1 July 2013 and 30 June 2018. 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 retire and there are no new recruitments from that Member State within the period, the current and future representation status are indicated in parentheses.

V. Conclusion

58. 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 30 June 2013

(Population: 41,273)

Country of nationality	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Afghanistan	Female	1	1					1	79		2	80		82	0.20
	Male	1	12			32		8	1 314		9	1 358		1 367	3.31
	All	2	13			32		9	1 393		11	1 438		1 449	3.51
Albania	Female	6	8			3			4		6	15		21	0.05
	Male	1	5			3			3		1	11		12	0.03
	All	7	13			6			7		7	26		33	0.08
Algeria	Female	3	6	1		1		6	9		9	16	1	26	0.06
	Male	5	10	2		1		10	8		15	19	2	36	0.09
	All	8	16	3		2		16	17		24	35	3	62	0.15
Andorra	Female														
	Male	2									2			2	0.00
	All	2									2			2	0.00
Angola	Female					1						1		1	0.00
	Male					13			2			15		15	0.04
	All					14			2			16		16	0.04
Antigua and Barbuda	Female	2				1		2	1		4	2		6	0.01
	Male					1						1		1	0.00
	All	2				2		2	1		4	3		7	0.02
Argentina	Female	24	20	6		1		12	18	2	36	39	8	83	0.20
	Male	17	48	5		9		10	11	3	27	68	8	103	0.25
	All	41	68	11		10		22	29	5	63	107	16	186	0.45
Armenia	Female		7			2		2	1		2	10		12	0.03
	Male	6	5	1		1			1		6	7	1	14	0.03
	All	6	12	1		3		2	2		8	17	1	26	0.06
Australia	Female	22	66	10		8		4	11	1	26	85	11	122	0.30
	Male	21	104	8		25		1	8	1	22	137	9	168	0.41
	All	43	170	18		33		5	19	2	48	222	20	290	0.70
Austria	Female	8	33	9		3		70	52	20	78	88	29	195	0.47
	Male	15	35	2	3	22		44	56	16	62	113	18	193	0.47
	All	23	68	11	3	25		114	108	36	140	201	47	388	0.94

Country of nationality	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
Azerbaijan	Female	3	1				1		3	1		3	4	2	9	0.02
	Male	2	6			1		1	2			3	9		12	0.03
	All	5	7			1	1	1	5	1		6	13	2	21	0.05
Bahamas	Female	8	1					1	2			9	3		12	0.03
	Male	2	1			1						2	2		4	0.01
	All	10	2			1		1	2			11	5		16	0.04
Bahrain	Female		1					1	4			1	5		6	0.01
	Male	1	2			1			2			1	5		6	0.01
	All	1	3			1		1	6			2	10		12	0.03
Bangladesh	Female		11			1		2	1	1		2	13	1	16	0.04
	Male	13	71	1		13		5	7			18	91	1	110	0.27
	All	13	82	1		14		7	8	1		20	104	2	126	0.31
Barbados	Female	7	2			1		3	2			10	5		15	0.04
	Male	1			8	5		6	1			15	6		21	0.05
	All	8	2		8	6		9	3			25	11		36	0.09
Belarus	Female	1	4						6	1		1	10	1	12	0.03
	Male	7	5					2	2	1		9	7	1	17	0.04
	All	8	9					2	8	2		10	17	2	29	0.07
Belgium	Female	11	38	10		3		13	8	1		24	49	11	84	0.20
	Male	18	78	6		12		1	10			19	100	6	125	0.30
	All	29	116	16		15		14	18	1		43	149	17	209	0.51
Belize	Female	1						2	1			3	1		4	0.01
	Male	1						1				2			2	0.00
	All	2						3	1			5	1		6	0.01
Benin	Female	1	7			5		2	8			3	20		23	0.06
	Male	7	36	2		18			2			7	56	2	65	0.16
	All	8	43	2		23		2	10			10	76	2	88	0.21
Bhutan	Female		2	1		9			1				12	1	13	0.03
	Male	4	7			7	1					4	14	1	19	0.05
	All	4	9	1		16	1		1			4	26	2	32	0.08
Bolivia (Plurinational State of)	Female	3	5	1				5	10	2		8	15	3	26	0.06
	Male	4	13			1		4	7	1		8	21	1	30	0.07
	All	7	18	1		1		9	17	3		16	36	4	56	0.14
Bosnia and Herzegovina	Female	2	12	2		28		3	18	2		5	58	4	67	0.16
	Male	3	22	1		44		8	21	1		11	87	2	100	0.24
	All	5	34	3		72		11	39	3		16	145	6	167	0.40

Country of nationality	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Botswana	Female	5	5		1			1	1		6	7		13	0.03
	Male	1	4					1	1		2	5		7	0.02
	All	6	9		1			2	2		8	12		20	0.05
Brazil	Female	9	21	6		2		13	28	1	22	51	7	80	0.19
	Male	17	40	1	1	5		8	12	2	26	57	3	86	0.21
	All	26	61	7	1	7		21	40	3	48	108	10	166	0.40
Brunei Darussalam	Female		1									1		1	0.00
	Male	1									1			1	0.00
	All	1	1								1	1		2	0.00
Bulgaria	Female	6	11	1		2		1	8	2	7	21	3	31	0.08
	Male	7	22	1		7		1	2		8	31	1	40	0.10
	All	13	33	2		9		2	10	2	15	52	4	71	0.17
Burkina Faso	Female	1	9			5		1	7		2	21		23	0.06
	Male	3	29	2		8		3	9		6	46	2	54	0.13
	All	4	38	2		13		4	16		8	67	2	77	0.19
Burundi	Female	1	12			26		4	30	1	5	68	1	74	0.18
	Male	4	22	3		19		1	47		5	88	3	96	0.23
	All	5	34	3		45		5	77	1	10	156	4	170	0.41
Cambodia	Female	2				3		1	17		3	20		23	0.06
	Male	2	4			3		3	47		5	54		59	0.14
	All	4	4			6		4	64		8	74		82	0.20
Cameroon	Female	6	23	4		24	1	6	17	1	12	64	6	82	0.20
	Male	10	105	6		25		7	13		17	143	6	166	0.40
	All	16	128	10		49	1	13	30	1	29	207	12	248	0.60
Canada	Female	35	143	23	1	20		44	49	6	80	212	29	321	0.78
	Male	32	212	21	2	45	1	16	22	3	50	279	25	354	0.86
	All	67	355	44	3	65	1	60	71	9	130	491	54	675	1.64
Cape Verde	Female		1			1			2			4		4	0.01
	Male	4	3	1		1					4	4	1	9	0.02
	All	4	4	1		2			2		4	8	1	13	0.03
Central African Republic	Female	1	1			7			23		1	31		32	0.08
	Male	3	3			13		1	78		4	94		98	0.24
	All	4	4			20		1	101		5	125		130	0.31
Chad	Female		2					1	2		1	4		5	0.01
	Male	1	9	2		3		1	26	1	2	38	3	43	0.10
	All	1	11	2		3		2	28	1	3	42	3	48	0.12

Country of nationality	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Chile	Female	2	9	17		1		70	74	25	72	84	42	198	0.48
	Male	10	18	10	3			32	88	8	45	106	18	169	0.41
	All	12	27	27	3	1		102	162	33	117	190	60	367	0.89
China	Female	96	26	15		1		30	50	9	126	77	24	227	0.55
	Male	115	36	11		4		28	26	3	143	66	14	223	0.54
	All	211	62	26		5		58	76	12	269	143	38	450	1.09
Colombia	Female	11	21	6		1		11	56	4	22	78	10	110	0.27
	Male	6	18	2	1	4		11	55		18	77	2	97	0.24
	All	17	39	8	1	5		22	111	4	40	155	12	207	0.50
Comoros	Female			1									1	1	0.00
	Male		2			1			1			4		4	0.01
	All		2	1		1			1			4	1	5	0.01
Congo	Female		6	1		2		1	2		1	10	1	12	0.03
	Male	3	11	1		6		2	5		5	22	1	28	0.07
	All	3	17	2		8		3	7		6	32	2	40	0.10
Costa Rica	Female	2	5					1			3	5		8	0.02
	Male	2	9					1			3	9		12	0.03
	All	4	14					2			6	14		20	0.05
Côte d'Ivoire	Female		6	3		20		2	180		2	206	3	211	0.51
	Male	4	50	2		43		3	607	2	7	700	4	711	1.72
	All	4	56	5		63		5	787	2	9	906	7	922	2.23
Croatia	Female	4	18			15	1	4	24		8	57	1	66	0.16
	Male	3	18		2	38		2	11		7	67		74	0.18
	All	7	36		2	53	1	6	35		15	124	1	140	0.34
Cuba	Female	6	1					2	5		8	6		14	0.03
	Male	6	3					2	1		8	4		12	0.03
	All	12	4					4	6		16	10		26	0.06
Cyprus	Female	1	2	2		2			34		1	38	2	41	0.10
	Male	2			1	1			55		3	56		59	0.14
	All	3	2	2	1	3			89		4	94	2	100	0.24
Czech Republic	Female	5	2	2				3	9		8	11	2	21	0.05
	Male	4	5			4		8	7		12	16		28	0.07
	All	9	7	2		4		11	16		20	27	2	49	0.12
Democratic People's Republic of Korea	Female														
	Male		1									1		1	0.00
	All		1									1		1	0.00

Country of nationality	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Democratic Republic of the Congo	Female	1	6			22		385	2	1	413	2	416	1.01	
	Male	4	34	5		54	3	22	2 497	18	26	2 585	26	2 637	6.39
	All	5	40	5		76	3	22	2 882	20	27	2 998	28	3 053	7.40
Denmark	Female	12	20	2		1		2	3		14	24	2	40	0.10
	Male	10	47	4	1	7		2	6	1	13	60	5	78	0.19
	All	22	67	6	1	8		4	9	1	27	84	7	118	0.29
Djibouti	Female	1				1					1	1		2	0.00
	Male	5	4			1	1	1	1		6	6	1	13	0.03
	All	6	4			2	1	1	1		7	7	1	15	0.04
Dominica	Female								1			1		1	0.00
	Male	3						3	3		6	3		9	0.02
	All	3						3	4		6	4		10	0.02
Dominican Republic	Female	1	4					4	14		5	18		23	0.06
	Male	2	2		2	1			13		4	16		20	0.05
	All	3	6		2	1		4	27		9	34		43	0.10
Ecuador	Female	3	8			2		6	9		9	19		28	0.07
	Male	2	11	1	1	1		2	1	1	5	13	2	20	0.05
	All	5	19	1	1	3		8	10	1	14	32	2	48	0.12
Egypt	Female	19	15	20		1		6	28	2	25	44	22	91	0.22
	Male	21	73	10		17		11	40	1	32	130	11	173	0.42
	All	40	88	30		18		17	68	3	57	174	33	264	0.64
El Salvador	Female	3	3			2		6	7		9	12		21	0.05
	Male	4	4			3			1	1	4	8	1	13	0.03
	All	7	7			5		6	8	1	13	20	1	34	0.08
Equatorial Guinea	Female	1									1			1	0.00
	Male	1							2		1	2		3	0.01
	All	2							2		2	2		4	0.01
Eritrea	Female	2	2			39		3	3		5	44		49	0.12
	Male	2	1			15		3	5		5	21		26	0.06
	All	4	3			54		6	8		10	65		75	0.18
Estonia	Female	2	1						2		2	3		5	0.01
	Male	2	3			1					2	4		6	0.01
	All	4	4			1			2		4	7		11	0.03
Ethiopia	Female	6	22	2	2	56		123	109	8	131	187	10	328	0.79
	Male	16	57	4		61		167	169	7	183	287	11	481	1.17
	All	22	79	6	2	117		290	278	15	314	474	21	809	1.96

Country of nationality	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Fiji	Female	7	1			4		9	1		7	14	1	22	0.05
	Male	3	12	1	3	58		7			6	77	1	84	0.20
	All	10	13	1	3	62		16	1		13	91	2	106	0.26
Finland	Female	6	52	2			1	1	6		7	58	3	68	0.16
	Male	4	27	3	7	11		2	1		13	39	3	55	0.13
	All	10	79	5	7	11	1	3	7		20	97	6	123	0.30
France	Female	127	203	69		14		177	195	12	304	412	81	797	1.93
	Male	78	194	48		26	1	135	179	13	213	399	62	674	1.63
	All	205	397	117		40	1	312	374	25	517	811	143	1 471	3.56
Gabon	Female								2			2		2	0.00
	Male	2	7						7		2	14		16	0.04
	All	2	7						9		2	16		18	0.04
Gambia	Female	1	9			4		1			2	13		15	0.04
	Male	1	25	2		8	1		5		1	38	3	42	0.10
	All	2	34	2		12	1	1	5		3	51	3	57	0.14
Georgia	Female		2			4		1	4		1	10		11	0.03
	Male	2	4			11		1	1		3	16		19	0.05
	All	2	6			15		2	5		4	26		30	0.07
Germany	Female	73	141	16		5		14	21	3	87	167	19	273	0.66
	Male	68	127	16	4	6		8	10	1	80	143	17	240	0.58
	All	141	268	32	4	11		22	31	4	167	310	36	513	1.24
Ghana	Female	6	11	1		19		10	16	1	16	46	2	64	0.16
	Male	10	118	5	11	78		7	15	1	28	211	6	245	0.59
	All	16	129	6	11	97		17	31	2	44	257	8	309	0.75
Greece	Female	6	11	2		2		5	4		11	17	2	30	0.07
	Male	7	14	1		3		2	4		9	21	1	31	0.08
	All	13	25	3		5		7	8		20	38	3	61	0.15
Grenada	Female			1		1		2			2	1	1	4	0.01
	Male	3	1						1		3	2		5	0.01
	All	3	1	1		1		2	1		5	3	1	9	0.02
Guatemala	Female	4	1	1		13		4	13		8	27	1	36	0.09
	Male	1	12			20		2	7		3	39		42	0.10
	All	5	13	1		33		6	20		11	66	1	78	0.19
Guinea	Female	1	2	2		5			4		1	11	2	14	0.03
	Male	3	16	1		9		3	10		6	35	1	42	0.10
	All	4	18	3		14		3	14		7	46	3	56	0.14

Country of nationality	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Guinea-Bissau	Female		4			2			13				19	19	0.05
	Male	1	4					1	30		2	34		36	0.09
	All	1	8			2		1	43		2	53		55	0.13
Guyana	Female	7	7	2		3		9	8	1	16	18	3	37	0.09
	Male	3	6		3	1		6	7	1	12	14	1	27	0.07
	All	10	13	2	3	4		15	15	2	28	32	4	64	0.16
Haiti	Female	3	3	1		25		19	273	7	22	301	8	331	0.80
	Male	4	8			30		1	1 032	17	5	1 070	17	1 092	2.65
	All	7	11	1		55		20	1 305	24	27	1 371	25	1 423	3.45
Honduras	Female	3	2		1	4		1	1		5	7		12	0.03
	Male		9			9			2			20		20	0.05
	All	3	11		1	13		1	3		5	27		32	0.08
Hungary	Female	2	6	1		1		1	6	2	3	13	3	19	0.05
	Male	7	10			1		3			10	11		21	0.05
	All	9	16	1		2		4	6	2	13	24	3	40	0.10
Iceland	Female		4						1			5		5	0.01
	Male	2	3		2	2		1			5	5		10	0.02
	All	2	7		2	2		1	1		5	10		15	0.04
India	Female	15	41	6		17		29	47	7	44	105	13	162	0.39
	Male	35	145	6	5	126		48	72	3	88	343	9	440	1.07
	All	50	186	12	5	143		77	119	10	132	448	22	602	1.46
Indonesia	Female	8	6			2		9	11	1	17	19	1	37	0.09
	Male	10	9			2		3	17		13	28		41	0.10
	All	18	15			4		12	28	1	30	47	1	78	0.19
Iran (Islamic Republic of)	Female	5	7	1				5	9		10	16	1	27	0.07
	Male	7	11	3		2		6	10	1	13	23	4	40	0.10
	All	12	18	4		2		11	19	1	23	39	5	67	0.16
Iraq	Female	3	4	1		29		3	52		6	85	1	92	0.22
	Male	1	14	1		53			305		1	372	1	374	0.91
	All	4	18	2		82		3	357		7	457	2	466	1.13
Ireland	Female	11	25	5		2		17	12		28	39	5	72	0.17
	Male	12	51	1	10	12		3	10	1	25	73	2	100	0.24
	All	23	76	6	10	14		20	22	1	53	112	7	172	0.42
Israel	Female	7	3	4				6	15	1	13	18	5	36	0.09
	Male	8	7	3		3		2	36		10	46	3	59	0.14
	All	15	10	7		3		8	51	1	23	64	8	95	0.23

Country of nationality	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Italy	Female	50	122	12		1		12	108	7	62	231	19	312	0.76
	Male	49	137	24		16		18	182	4	67	335	28	430	1.04
	All	99	259	36		17		30	290	11	129	566	47	742	1.80
Jamaica	Female	4	10	2		11		23	19	4	27	40	6	73	0.18
	Male	4	6	1	7	11		13	13	1	24	30	2	56	0.14
	All	8	16	3	7	22		36	32	5	51	70	8	129	0.31
Japan	Female	71	56	2	1	1		10	24		82	81	2	165	0.40
	Male	33	41	4		1		5	5		38	47	4	89	0.22
	All	104	97	6	1	2		15	29		120	128	6	254	0.62
Jordan	Female	6	17	2		7		6	29		12	53	2	67	0.16
	Male	3	47	2		36		11	88	1	14	171	3	188	0.46
	All	9	64	4		43		17	117	1	26	224	5	255	0.62
Kazakhstan	Female	3	9					1	9	1	4	18	1	23	0.06
	Male	6	1	2					6		6	7	2	15	0.04
	All	9	10	2				1	15	1	10	25	3	38	0.09
Kenya	Female	28	94	5	4	117		232	324	50	264	535	55	854	2.07
	Male	18	116	13	12	124	1	129	395	58	159	635	72	866	2.10
	All	46	210	18	16	241	1	361	719	108	423	1 170	127	1 720	4.17
Kiribati	Female														
	Male														
	All														
Kuwait	Female								2			2		2	0.00
	Male		2			1			2			5		5	0.01
	All		2			1			4			7		7	0.02
Kyrgyzstan	Female	1	3						2		1	5		6	0.01
	Male	3	6			2			8		3	16		19	0.05
	All	4	9			2			10		4	21		25	0.06
Lao People's Democratic Republic	Female							1	2		1	2		3	0.01
	Male	1	1					2	2		3	3		6	0.01
	All	1	1					3	4		4	5		9	0.02
Latvia	Female	1	3						2		1	5		6	0.01
	Male	1	2			2			2		1	6		7	0.02
	All	2	5			2			4		2	11		13	0.03
Lebanon	Female	23	20	10		13		66	219	9	89	252	19	360	0.87
	Male	6	26	4	1	73		77	620	11	84	719	15	818	1.98
	All	29	46	14	1	86		143	839	20	173	971	34	1 178	2.85

Country of nationality	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Lesotho	Female	1	3	1				1			1	4	1	6	0.01
	Male							1				1		1	0.00
	All	1	3	1				2			1	5	1	7	0.02
Liberia	Female	2	4	1		21		2	184	1	4	209	2	215	0.52
	Male	1	10	1		61		1	772	2	2	843	3	848	2.05
	All	3	14	2		82		3	956	3	6	1 052	5	1 063	2.58
Libya	Female		1					15	3		16	3	19	0.05	
	Male		1	1				48	2		49	3	52	0.13	
	All		2	1				63	5		65	6	71	0.17	
Liechtenstein	Female		1					1			2		2	0.00	
	Male														
	All		1					1			2		2	0.00	
Lithuania	Female	1	3					1	1		2	4	6	0.01	
	Male	3	3			1					3	4	7	0.02	
	All	4	6			1		1	1		5	8	13	0.03	
Luxembourg	Female	1									1		1	0.00	
	Male	4	3								4	3	7	0.02	
	All	5	3								5	3	8	0.02	
Madagascar	Female	3	3			2		7	4		10	9	19	0.05	
	Male	4	5			2			5	2	4	12	2	18	0.04
	All	7	8			4		7	9	2	14	21	2	37	0.09
Malawi	Female	3	2					1	2		4	4	8	0.02	
	Male	10	11		1	2			2		11	15	26	0.06	
	All	13	13		1	2		1	4		15	19	34	0.08	
Malaysia	Female	4	22			2		3	3		7	27	34	0.08	
	Male	4	11			8		3	5		7	24	31	0.08	
	All	8	33			10		6	8		14	51	65	0.16	
Maldives	Female	2									2		2	0.00	
	Male	2									2		2	0.00	
	All	4									4		4	0.01	
Mali	Female	3	7		1	2		2	7	2	6	16	2	24	0.06
	Male	1	26	1		4			3	9	1	33	10	44	0.11
	All	4	33	1	1	6		2	10	11	7	49	12	68	0.16
Malta	Female	2	1			1			1		2	3	5	0.01	
	Male	3	2								3	2	5	0.01	
	All	5	3			1			1		5	5	10	0.02	

Country of nationality	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Marshall Islands	Female														
	Male														
	All														
Mauritania	Female		1	1				3			4	1	5	0.01	
	Male	2	21			1		3		2	25		27	0.07	
	All	2	22	1		1		6		2	29	1	32	0.08	
Mauritius	Female	4	3	2		1		2	3	1	6	7	3	16	0.04
	Male	3	8	1		2		1	1	1	4	11	2	17	0.04
	All	7	11	3		3		3	4	2	10	18	5	33	0.08
Mexico	Female	24	18	2		1		19	55		43	74	2	119	0.29
	Male	27	20	5		1		9	25	4	36	46	9	91	0.22
	All	51	38	7		2		28	80	4	79	120	11	210	0.51
Micronesia (Federated States of)	Female														
	Male	1									1			1	0.00
	All	1									1			1	0.00
Monaco	Female														
	Male	1									1			1	0.00
	All	1									1			1	0.00
Mongolia	Female	2	7	1		2		3	6		5	15	1	21	0.05
	Male	3	4	1					2		3	6	1	10	0.02
	All	5	11	2		2		3	8		8	21	2	31	0.08
Montenegro	Female	3									3			3	0.01
	Male	1	1						1		1	2		3	0.01
	All	4	1						1		4	2		6	0.01
Morocco	Female	9	12	2		11		9	46	2	18	69	4	91	0.22
	Male	28	15	14		39		3	134		31	188	14	233	0.56
	All	37	27	16		50		12	180	2	49	257	18	324	0.79
Mozambique	Female		1			5		1			1	6		7	0.02
	Male	2	4			1			3		2	8		10	0.02
	All	2	5			6		1	3		3	14		17	0.04
Myanmar	Female	4	3			1		17	35		21	39		60	0.15
	Male	4	6	1	1	7		11	31	1	16	44	2	62	0.15
	All	8	9	1	1	8		28	66	1	37	83	2	122	0.30
Namibia	Female	2	1			1		3	1		5	3		8	0.02
	Male	1	3			2			1		1	6		7	0.02
	All	3	4			3		3	2		6	9		15	0.04

Country of nationality	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Nauru	Female														
	Male														
	All														
Nepal	Female		5	2		4			6	1		15	3	18	0.04
	Male	7	69	4		43	1	7	17	1	14	129	6	149	0.36
	All	7	74	6		47	1	7	23	2	14	144	9	167	0.40
Netherlands	Female	14	36	5				5	50	4	19	86	9	114	0.28
	Male	25	73	11		4		4	87	2	29	164	13	206	0.50
	All	39	109	16		4		9	137	6	48	250	22	320	0.78
New Zealand	Female	2	21	5		8					2	29	5	36	0.09
	Male	13	38	3	4	22		1	1	1	18	61	4	83	0.20
	All	15	59	8	4	30		1	1	1	20	90	9	119	0.29
Nicaragua	Female	3				1		2	1		5	2		7	0.02
	Male	1	3						2		1	5		6	0.01
	All	4	3			1		2	3		6	7		13	0.03
Niger	Female		8	1		8		2	7		2	23	1	26	0.06
	Male	5	21	2		18		3	23		8	62	2	72	0.17
	All	5	29	3		26		5	30		10	85	3	98	0.24
Nigeria	Female	6	35	1		14	1	9	14	1	15	63	3	81	0.20
	Male	10	114	6		50		6	21		16	185	6	207	0.50
	All	16	149	7		64	1	15	35	1	31	248	9	288	0.70
Norway	Female	8	29	1		2		1			9	31	1	41	0.10
	Male	6	21		5	8		2	2		13	31		44	0.11
	All	14	50	1	5	10		3	2		22	62	1	85	0.21
Oman	Female														
	Male	1									1			1	0.00
	All	1									1			1	0.00
Pakistan	Female	3	7	1		4		2	18	2	5	29	3	37	0.09
	Male	7	90	7		66		17	106	11	24	262	18	304	0.74
	All	10	97	8		70		19	124	13	29	291	21	341	0.83
Palau	Female														
	Male														
	All														
Panama	Female	5	2					4	21	1	9	23	1	33	0.08
	Male	2	2					1	6		3	8		11	0.03
	All	7	4					5	27	1	12	31	2	44	0.11

Country of nationality	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Papua New Guinea	Female							4			4		4	0.01	
	Male	3	1			1		2			3	4	7	0.02	
	All	3	1			1		6			3	8	11	0.03	
Paraguay	Female	3	1	2				1	3		4	4	2	10	0.02
	Male	2	3	1		2					2	5	1	8	0.02
	All	5	4	3		2		1	3		6	9	3	18	0.04
Peru	Female	6	8	4		1		39	28		45	37	4	86	0.21
	Male	3	28	1	2	14		19	14		24	56	1	81	0.20
	All	9	36	5	2	15		58	42		69	93	5	167	0.40
Philippines	Female	23	39	3	1	68		141	142	17	165	249	20	434	1.05
	Male	9	67	1	4	123	1	64	89	8	77	279	10	366	0.89
	All	32	106	4	5	191	1	205	231	25	242	528	30	800	1.94
Poland	Female	2	10	1				4	8	3	6	18	4	28	0.07
	Male	7	23	2		3		1	7		8	33	2	43	0.10
	All	9	33	3		3		5	15	3	14	51	6	71	0.17
Portugal	Female	5	20	5		6		7	2	1	12	28	6	46	0.11
	Male	7	27			14		8	3	1	15	44	1	60	0.15
	All	12	47	5		20		15	5	2	27	72	7	106	0.26
Qatar	Female							1			1		1	0.00	
	Male	1						1			1	1	2	0.00	
	All	1						2			2	2	3	0.01	
Republic of Korea	Female	14	32	5				1	20	2	15	52	7	74	0.18
	Male	23	34	2		1		3	4		26	39	2	67	0.16
	All	37	66	7		1		4	24	2	41	91	9	141	0.34
Republic of Moldova	Female	1	4						3		1	7		8	0.02
	Male	1	5	2					1		1	6	2	9	0.02
	All	2	9	2					4		2	13	2	17	0.04
Romania	Female	3	14	2		2		3	22	4	6	38	6	50	0.12
	Male	8	24	1		65		6	43	2	14	132	3	149	0.36
	All	11	38	3		67		9	65	6	20	170	9	199	0.48
Russian Federation	Female	22	27	22		17		66	75	9	88	119	31	238	0.58
	Male	138	98	42		26		7	19	1	145	143	43	331	0.80
	All	160	125	64		43		73	94	10	233	262	74	569	1.38
Rwanda	Female	1	13			28		6	14	1	7	55	1	63	0.15
	Male	5	42	2		51		4	18	2	9	111	4	124	0.30
	All	6	55	2		79		10	32	3	16	166	5	187	0.45

Country of nationality	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Saint Kitts and Nevis	Female	4									4			4	0.01
	Male	2	1								2	1		3	0.01
	All	6	1								6	1		7	0.02
Saint Lucia	Female							2				2		2	0.00
	Male	2	1								2	1		3	0.01
	All	2	1					2			2	3		5	0.01
Saint Vincent and the Grenadines	Female		2		1							3		3	0.01
	Male	2	1					3			5	1		6	0.01
	All	2	3		1			3			5	4		9	0.02
Samoa	Female				2			1				3		3	0.01
	Male		2		3			3				8		8	0.02
	All		2		5			4				11		11	0.03
San Marino	Female	3									3			3	0.01
	Male														
	All	3									3			3	0.01
Sao Tome and Principe	Female				1							1		1	0.00
	Male		2									2		2	0.00
	All		2		1							3		3	0.01
Saudi Arabia	Female	3	2					1			3	3		6	0.01
	Male	1	2		1			1			1	4		5	0.01
	All	4	4		1			2			4	7		11	0.03
Senegal	Female	1	19	2	4			7	27	1	8	50	3	61	0.15
	Male	11	71	9	18			9	34		20	123	9	152	0.37
	All	12	90	11	22			16	61	1	28	173	12	213	0.52
Serbia	Female	1	28	2	35			5	103	7	6	166	9	181	0.44
	Male	8	25	2	102	1		5	162	2	13	289	5	307	0.74
	All	9	53	4	137	1		10	265	9	19	455	14	488	1.18
Seychelles	Female	1			2			2			3	2		5	0.01
	Male	4	1								4	1		5	0.01
	All	5	1		2			2			7	3		10	0.02
Sierra Leone	Female		11	1	57			2	9		2	77	1	80	0.19
	Male	2	46		109			2	18		4	173		177	0.43
	All	2	57	1	166			4	27		6	250	1	257	0.62
Singapore	Female	5	11		1			1	2		6	14		20	0.05
	Male	7	6		1			2			9	7		16	0.04
	All	12	17		2			3	2		15	21		36	0.09

Country of nationality	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Slovakia	Female		3	1				2	5		2	8	1	11	0.03
	Male	4	7			2		3	5		7	14		21	0.05
	All	4	10	1		2		5	10		9	22	1	32	0.08
Slovenia	Female	4	8					1	2		5	10		15	0.04
	Male	2	5	1					4		2	9	1	12	0.03
	All	6	13	1				1	6		7	19	1	27	0.07
Solomon Islands	Female														
	Male	2									2			2	0.00
	All	2									2			2	0.00
Somalia	Female	1	1	2		2		1	7		2	10	2	14	0.03
	Male	2	13			8		1	54		3	75		78	0.19
	All	3	14	2		10		2	61		5	85	2	92	0.22
South Africa	Female	10	25	4		4		4	15	2	14	44	6	64	0.16
	Male	8	40	1		36		6	17	2	14	93	3	110	0.27
	All	18	65	5		40		10	32	4	28	137	9	174	0.42
South Sudan	Female								177	2		177	2	179	0.43
	Male		1			1		1	137	2	1	139	2	141	2.76
	All		1			1		1	314	4	1	316	4	320	3.20
Spain	Female	63	67	29		2		26	35	2	89	104	31	224	0.54
	Male	64	76	20	1	3		13	22	2	78	101	22	201	0.49
	All	127	143	49	1	5		39	57	4	167	205	53	425	1.03
Sri Lanka	Female	3	5	1		2	1	11	14	1	14	21	3	38	0.09
	Male	4	23	2	1	35		5	31	2	10	89	4	103	0.25
	All	7	28	3	1	37	1	16	45	3	24	110	7	141	0.34
Sudan	Female	3	6	3	1	5		5	400	2	9	411	5	425	1.03
	Male	10	18	6		8		5	2 610	2	15	2 636	8	2 659	6.44
	All	13	24	9	1	13		10	3 010	4	24	3 047	13	3 084	7.47
Suriname	Female	2						1			3			3	0.01
	Male	2									2			2	0.00
	All	4						1			5			5	0.01
Swaziland	Female	3	1			1					3	2		5	0.01
	Male	1	1					1			2	1		3	0.01
	All	4	2			1		1			5	3		8	0.02
Sweden	Female	19	43	4				4	6	2	23	49	6	78	0.19
	Male	7	39		8	9		2	1	2	17	49	2	68	0.16
	All	26	82	4	8	9		6	7	4	40	98	8	146	0.35

Country of nationality	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Switzerland	Female	29	49	32		2		30	38	4	59	89	36	184	0.45
	Male	10	37	7		2		33	44	4	43	83	11	137	0.33
	All	39	86	39		4		63	82	8	102	172	47	321	0.78
Syrian Arab Republic	Female	9	3	1		13		6	23	2	15	39	3	57	0.14
	Male	6	7	6		10		17	78	18	23	95	24	142	0.34
	All	15	10	7		23		23	101	20	38	134	27	199	0.48
Tajikistan	Female		5			13		1	1	1	1	19	1	21	0.05
	Male	6	7	1		23			6	1	6	36	2	44	0.11
	All	6	12	1		36		1	7	2	7	55	3	65	0.16
Thailand	Female	6	8			2		116	100	6	122	110	6	238	0.58
	Male	3	6		4	7		74	80		81	93		174	0.42
	All	9	14		4	9		190	180	6	203	203	6	412	1.00
The former Yugoslav Republic of Macedonia	Female	1	5	1		3			8		1	16	1	18	0.04
	Male	3	3	1		10		2	3		5	16	1	22	0.05
	All	4	8	2		13		2	11		6	32	2	40	0.10
Timor-Leste	Female					1			2			3		3	0.01
	Male		1			18			1			20		20	0.05
	All		1			19			3			23		23	0.06
Togo	Female		4	1		4		3	6		3	14	1	18	0.04
	Male	2	27			3		2	13	2	4	43	2	49	0.12
	All	2	31	1		7		5	19	2	7	57	3	67	0.16
Tonga	Female	2									2			2	0.00
	Male	1									1			1	0.00
	All	3									3			3	0.01
Trinidad and Tobago	Female	6	9	2	1	11		27	25	1	34	45	3	82	0.20
	Male	5	7		20	24		17	26		42	57		99	0.24
	All	11	16	2	21	35		44	51	1	76	102	3	181	0.44
Tunisia	Female	5	10	2		3		5	11		10	24	2	36	0.09
	Male	12	17	10	1	8		11	9	1	24	34	11	69	0.17
	All	17	27	12	1	11		16	20	1	34	58	13	105	0.25
Turkey	Female	7	8					1	3		8	11		19	0.05
	Male	6	23	2				3	8	1	9	31	3	43	0.10
	All	13	31	2				4	11	1	17	42	3	62	0.15
Turkmenistan	Female	1							9		1	9		10	0.02
	Male	1	1						17		1	18		19	0.05
	All	2	1						26		2	27		29	0.07

Country of nationality	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Tuvalu	Female														
	Male														
	All														
Uganda	Female	5	45	2		25		12	91	5	17	161	7	185	0.45
	Male	10	75	4		36	1	2	194		12	305	5	322	0.78
	All	15	120	6		61	1	14	285	5	29	466	12	507	1.23
Ukraine	Female	1	8			2		5	14	1	6	24	1	31	0.08
	Male	14	46	4		17			11	3	14	74	7	95	0.23
	All	15	54	4		19		5	25	4	20	98	8	126	0.31
United Arab Emirates	Female								2			2		2	0.00
	Male														
	All								2			2		2	0.00
United Kingdom of Great Britain and Northern Ireland	Female	68	140	47	1	10		62	59	6	131	209	53	393	0.95
	Male	65	283	46	5	58		17	48	1	87	389	47	523	1.27
	All	133	423	93	6	68		79	107	7	218	598	100	916	2.22
United Republic of Tanzania	Female	2	15			28	1	10	48		12	91	1	104	0.25
	Male	5	25	2		56		1	135	1	6	216	3	225	0.55
	All	7	40	2		84	1	11	183	1	18	307	4	329	0.80
United States of America	Female	196	323	93	3	57		286	331	35	485	711	128	1 324	3.21
	Male	155	414	77	9	84		289	304	29	453	802	106	1 361	3.30
	All	351	737	170	12	141		575	635	64	938	1 513	234	2 685	6.51
Uruguay	Female	12	13	2		1		8	14	4	20	28	6	54	0.13
	Male	6	37	2	2	12		11	6		19	55	2	76	0.18
	All	18	50	4	2	13		19	20	4	39	83	8	130	0.31
Uzbekistan	Female	4	6			1			7	1	4	14	1	19	0.05
	Male	5	10	1		2			8		5	20	1	26	0.06
	All	9	16	1		3			15	1	9	34	2	45	0.11
Vanuatu	Female								1			1		1	0.00
	Male								1			1		1	0.00
	All								2			2		2	0.00
Venezuela (Bolivarian Republic of)	Female	6	8	1				4	4	1	10	12	2	24	0.06
	Male	5	14	2		2		1	4		6	20	2	28	0.07
	All	11	22	3		2		5	8	1	16	32	4	52	0.13
Viet Nam	Female	4	2					1	4	1	5	6	1	12	0.03
	Male	2	1						3		2	4		6	0.01
	All	6	3					1	7	1	7	10	1	18	0.04

Country of nationality	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Yemen	Female	1	3					6			1	9		10	0.02
	Male	5	6	1		2		2	30		7	38	1	46	0.11
	All	6	9	1		2		2	36		8	47	1	56	0.14
Zambia	Female	2	12			5		8	7		10	24		34	0.08
	Male	3	12	2		13		3	10		6	35	2	43	0.10
	All	5	24	2		18		11	17		16	59	2	77	0.19
Zimbabwe	Female	6	12	2		15		6	12		12	39	2	53	0.13
	Male	8	39			19		2	8		10	66		76	0.18
	All	14	51	2		34		8	20		22	105	2	129	0.31
Subtotal	Female	1 519	2 834	598	17	1 158	7	2 166	5 319	341	3 702	9 311	946	13 959	33.82
	Male	1 711	4 955	577	158	2 722	13	1 657	15 048	309	3 526	22 725	899	27 150	65.78
	All	3 230	7 789	1 175	175	3 880	20	3 823	20 367	650	7 228	32 036	1 845	41 109	99.60
State of Palestine	Female		4			4		1	13	1	1	21	1	23	0.06
	Male	1	10	6		21	2	10	63		11	94	8	113	0.27
	All	1	14	6		25	2	11	76	1	12	115	9	136	0.33
Stateless	Female		1			1		1			1	2		3	0.01
	Male		4					12	8	1	12	12	1	25	0.06
	All		5			1		13	8	1	13	14	1	28	0.07
Total	Female	1 519	2 839	598	17	1 163	7	2 168	5 332	342	3 704	9 334	947	13 985	33.88
	Male	1 712	4 969	583	158	2 743	15	1 679	15 119	310	3 549	22 831	908	27 288	66.12
	All	3 231	7 808	1 181	175	3 906	22	3 847	20 451	652	7 253	32 165	1 855	41 273	100.00

Table 1.B
All staff by entity, location, gender, category and appointment type as at 30 June 2013

(Population: 41,273)

Entity	Location	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Departments/offices																
CTED	Headquarters	Female	3	11	1				2	4		5	15	1	21	0.05
		Male	5	9				1	2		6	11		17	0.04	
		All	8	20	1			3	6		11	26	1	38	0.09	
	Other offices	Female														
		Male														
		All														
	Subtotal	Female	3	11	1				2	4		5	15	1	21	0.05
		Male	5	9				1	2		6	11		17	0.04	
		All	8	20	1			3	6		11	26	1	38	0.09	
DESA	Headquarters	Female	83	135	6			90	67	5	173	202	11	386	0.94	
		Male	102	128	3			26	28	2	128	156	5	289	0.70	
		All	185	263	9			116	95	7	301	358	16	675	1.64	
	Other offices	Female	3	46	6	1	5	1		14		4	65	7	76	0.18
		Male	1	63	6	1	20	1		27		2	110	7	119	0.29
		All	4	109	12	2	25	2		41		6	175	14	195	0.47
	Subtotal	Female	86	181	12	1	5	1	90	81	5	177	267	18	462	1.12
		Male	103	191	9	1	20	1	26	55	2	130	266	12	408	0.99
		All	189	372	21	2	25	2	116	136	7	307	533	30	870	2.11
DFS	Headquarters	Female	30	68	8	1		48	64	3	79	132	11	222	0.54	
		Male	52	82	10			20	15	7	72	97	17	186	0.45	
		All	82	150	18	1		68	79	10	151	229	28	408	0.99	
	Other offices	Female														
		Male														
		All														
	Subtotal	Female	30	68	8	1		48	64	3	79	132	11	222	0.54	
		Male	52	82	10			20	15	7	72	97	17	186	0.45	
		All	82	150	18	1		68	79	10	151	229	28	408	0.99	
DGACM	Headquarters	Female	232	43	73			143	103	13	375	146	86	607	1.47	
		Male	237	39	67			119	94	9	356	133	76	565	1.37	
		All	469	82	140			262	197	22	731	279	162	1 172	2.84	
	Other offices	Female														
		Male														
		All														
	Subtotal	Female	232	43	73			143	103	13	375	146	86	607	1.47	
		Male	237	39	67			119	94	9	356	133	76	565	1.37	
		All	469	82	140			262	197	22	731	279	162	1 172	2.84	

Entity	Location	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
DM	Headquarters	Female	155	136	28		1		209	222	35	364	359	63	786	1.90
		Male	146	168	21				173	172	16	319	340	37	696	1.69
		All	301	304	49		1		382	394	51	683	699	100	1 482	3.59
	Other offices	Female			1					5	2		6	2	8	0.02
		Male	4	5						6	3	4	11	3	18	0.04
		All	4	6						11	5	4	17	5	26	0.06
	Subtotal	Female	155	137	28		1		209	227	37	364	365	65	794	1.92
		Male	150	173	21				173	178	19	323	351	40	714	1.73
		All	305	310	49		1		382	405	56	687	716	105	1 508	3.65
DPA	Headquarters	Female	45	54	13				42	61	1	87	115	14	216	0.52
		Male	42	71	14				4	21		46	92	14	152	0.37
		All	87	125	27				46	82	1	133	207	28	368	0.89
	Other offices	Female			4		3						7	1	8	0.02
		Male	1	5	4	1	1			3		2	9	4	15	0.04
		All	1	9	5	1	4			3		2	16	5	23	0.06
	Subtotal	Female	45	58	14		3		42	61	1	87	122	15	224	0.54
		Male	43	76	18	1	1		4	24		48	101	18	167	0.40
		All	88	134	32	1	4		46	85	1	135	223	33	391	0.95
DPI	Headquarters	Female	91	45	7				100	84	11	191	129	18	338	0.82
		Male	58	52	13				47	40	5	105	92	18	215	0.52
		All	149	97	20				147	124	16	296	221	36	553	1.34
	Other offices	Female	4	9					51	60		55	69		124	0.30
		Male	10	10					47	42	1	57	52	1	110	0.27
		All	14	19					98	102	1	112	121	1	234	0.57
	Subtotal	Female	95	54	7				151	144	11	246	198	18	462	1.12
		Male	68	62	13				94	82	6	162	144	19	325	0.79
		All	163	116	20				245	226	17	408	342	37	787	1.91
DPKO	Headquarters	Female	35	71	19				20	54	6	55	125	25	205	0.50
		Male	26	195	24				14	20	5	40	215	29	284	0.69
		All	61	266	43				34	74	11	95	340	54	489	1.18
	Other offices	Female								11	1		11	1	12	0.03
		Male	1	1						10		1	11		12	0.03
		All	1	1						21	1	1	22	1	24	0.06
	Subtotal	Female	35	71	19				20	65	7	55	136	26	217	0.53
		Male	27	196	24				14	30	5	41	226	29	296	0.72
		All	62	267	43				34	95	12	96	362	55	513	1.24
DSS	Headquarters	Female	11	19					30	73	1	41	92	1	134	0.32
		Male	17	51	6				118	194	1	135	245	7	387	0.94
		All	28	70	6				148	267	2	176	337	8	521	1.26
	Other offices	Female	1	25					32	64		33	89		122	0.30
		Male		240	1				62	287	2	62	527	3	592	1.43
		All	1	265	1				94	351	2	95	616	3	714	1.73
	Subtotal	Female	12	44					62	137	1	74	181	1	256	0.62
		Male	17	291	7				180	481	3	197	772	10	979	2.37
		All	29	335	7				242	618	4	271	953	11	1 235	2.99

Entity	Location	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
EOSG	Headquarters	Female	7	17	1				26	17	3	33	34	4	71	0.17
		Male	10	27	1				4	3		14	30	1	45	0.11
		All	17	44	2				30	20	3	47	64	5	116	0.28
	Other offices	Female														
		Male		1									1		1	0.00
		All		1									1		1	0.00
	Subtotal	Female	7	17	1				26	17	3	33	34	4	71	0.17
		Male	10	28	1				4	3		14	31	1	46	0.11
		All	17	45	2				30	20	3	47	65	5	117	0.28
Ethics Office	Headquarters	Female	2	2				1	1		3	3		6	0.01	
		Male	2	1						2		2	3		5	0.01
		All	4	3				1	3		5	6		11	0.03	
	Other offices	Female														
		Male														
		All														
	Subtotal	Female	2	2				1	1		3	3		6	0.01	
		Male	2	1						2		2	3		5	0.01
		All	4	3				1	3		5	6		11	0.03	
INTERORG	Headquarters	Female	4	3				6	1		10	4		14	0.03	
		Male	3	1				2			5	1		6	0.01	
		All	7	4				8	1		15	5		20	0.05	
	Other offices	Female														
		Male														
		All														
	Subtotal	Female	4	3				6	1		10	4		14	0.03	
		Male	3	1				2			5	1		6	0.01	
		All	7	4				8	1		15	5		20	0.05	
OAJ	Headquarters	Female	5	9	1			4	8	1	9	17	2	28	0.07	
		Male	2	7	2			1	2		3	9	2	14	0.03	
		All	7	16	3			5	10	1	12	26	4	42	0.10	
	Other offices	Female														
		Male														
		All														
	Subtotal	Female	5	9	1			4	8	1	9	17	2	28	0.07	
		Male	2	7	2			1	2		3	9	2	14	0.03	
		All	7	16	3			5	10	1	12	26	4	42	0.10	
OCHA	Headquarters	Female	42	129	18			55	83	10	97	212	28	337	0.82	
		Male	27	132	29			22	60	4	49	192	33	274	0.66	
		All	69	261	47			77	143	14	146	404	61	611	1.48	
	Other offices	Female	3	106	11			8	194	3	11	300	14	325	0.79	
		Male	9	214	21			27	528	25	36	742	46	824	2.00	
		All	12	320	32			35	722	28	47	1 042	60	1 149	2.78	
	Subtotal	Female	45	235	29			63	277	13	108	512	42	662	1.60	
		Male	36	346	50			49	588	29	85	934	79	1 098	2.66	
		All	81	581	79			112	865	42	193	1 446	121	1 760	4.26	

Entity	Location	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
ODA	Headquarters	Female	5	9	1				13	7	3	18	16	4	38	0.09
		Male	16	13					3	2	3	19	15	3	37	0.09
		All	21	22	1				16	9	6	37	31	7	75	0.18
	Other offices	Female		3						3			6		6	0.01
		Male	1	3						5		1	8		9	0.02
		All	1	6						8		1	14		15	0.04
	Subtotal	Female	5	12	1				13	10	3	18	22	4	44	0.11
		Male	17	16					3	7	3	20	23	3	46	0.11
		All	22	28	1				16	17	6	38	45	7	90	0.22
OHCHR	Headquarters	Female	83	144	40				51	72	7	134	216	47	397	0.96
		Male	53	104	13				16	31	4	69	135	17	221	0.54
		All	136	248	53				67	103	11	203	351	64	618	1.50
	Other offices	Female	14	34	10				1	125	3	15	159	13	187	0.45
		Male	6	70	13				1	132		7	202	13	222	0.54
		All	20	104	23				2	257	3	22	361	26	409	0.99
	Subtotal	Female	97	178	50				52	197	10	149	375	60	584	1.41
		Male	59	174	26				17	163	4	76	337	30	443	1.07
		All	156	352	76				69	360	14	225	712	90	1 027	2.49
OHRLLS	Headquarters	Female	1	3	1				2	2	1	3	5	2	10	0.02
		Male	7	3	2							7	3	2	12	0.03
		All	8	6	3				2	2	1	10	8	4	22	0.05
	Other offices	Female														
		Male														
		All														
	Subtotal	Female	1	3	1				2	2	1	3	5	2	10	0.02
		Male	7	3	2							7	3	2	12	0.03
		All	8	6	3				2	2	1	10	8	4	22	0.05
OIOS	Headquarters	Female	29	39	1				24	14	4	53	53	5	111	0.27
		Male	31	49	2				5	13	1	36	62	3	101	0.24
		All	60	88	3				29	27	5	89	115	8	212	0.51
	Other offices	Female	1	15						9		1	1	25	26	0.06
		Male	2	35						4	1		2	39	42	0.10
		All	3	50						13	1		3	64	68	0.16
	Subtotal	Female	30	54	1				24	15	4	54	78	5	137	0.33
		Male	33	84	2				5	13	1	38	101	4	143	0.35
		All	63	138	3				29	28	5	92	179	9	280	0.68
OLA	Headquarters	Female	27	25	5				26	24	2	53	49	7	109	0.26
		Male	32	16	3				5	9	1	37	25	4	66	0.16
		All	59	41	8				31	33	3	90	74	11	175	0.42
	Other offices	Female		1						2			3		3	0.01
		Male	1	1								1	1		2	0.00
		All	1	2						2		1	4		5	0.01
	Subtotal	Female	27	26	5				26	26	2	53	52	7	112	0.27
		Male	33	17	3				5	9	1	38	26	4	68	0.16
		All	60	43	8				31	35	3	91	78	11	180	0.44

Entity	Location	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
OSAA	Headquarters	Female	2	4					3	2	1	5	6	1	12	0.03
		Male	2	5					1			3	5		8	0.02
		All	4	9					4	2	1	8	11	1	20	0.05
	Other offices	Female														
		Male														
		All														
Subtotal	Female	2	4					3	2	1	5	6	1	12	0.03	
	Male	2	5					1			3	5		8	0.02	
	All	4	9					4	2	1	8	11	1	20	0.05	
OSRSGCAAC	Headquarters	Female		5					2			2	5		7	0.02
		Male		2						1			3		3	0.01
		All		7					2	1		2	8		10	0.02
	Other offices	Female														
		Male														
		All														
Subtotal	Female		5					2			2	5		7	0.02	
	Male		2						1			3		3	0.01	
	All		7					2	1		2	8		10	0.02	
ROL	Headquarters	Female		1	1					1			2	1	3	0.01
		Male	2									2			2	0.00
		All	2	1	1					1		2	2	1	5	0.01
	Other offices	Female														
		Male														
		All														
Subtotal	Female		1	1					1			2	1	3	0.01	
	Male	2									2			2	0.00	
	All	2	1	1					1		2	2	1	5	0.01	
UNCC	Headquarters	Female	1	1				1	2		2	3		5	0.01	
		Male		5								5		5	0.01	
		All	1	6				1	2		2	8		10	0.02	
	Other offices	Female														
		Male														
		All														
Subtotal	Female	1	1					1	2		2	3		5	0.01	
	Male		5									5		5	0.01	
	All	1	6					1	2		2	8		10	0.02	
UNCTAD	Headquarters	Female	52	37	11				75	38	10	127	75	21	223	0.54
		Male	84	87	16				18	18	1	102	105	17	224	0.54
		All	136	124	27				93	56	11	229	180	38	447	1.08
	Other offices	Female		1								2	3		3	0.01
		Male		12	15								12	15	27	0.07
		All		13	15							2	15	15	30	0.07
Subtotal	Female	52	38	11				75	40	10	127	78	21	226	0.55	
	Male	84	99	31				18	18	1	102	117	32	251	0.61	
	All	136	137	42				93	58	11	229	195	53	477	1.16	

Entity	Location	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff	
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
UNEP	Headquarters	Female	54	110	11				117	92	8	171	202	19	392	0.95	
		Male	64	139	4				31	35	6	95	174	10	279	0.68	
		All	118	249	15				148	127	14	266	376	29	671	1.63	
	Other offices	Female	20	84	4				71	84	2	91	168	6	265	0.64	
		Male	56	84	1				9	30	1	65	114	2	181	0.44	
		All	76	168	5				80	114	3	156	282	8	446	1.08	
	Subtotal	Female	74	194	15				188	176	10	262	370	25	657	1.59	
		Male	120	223	5				40	65	7	160	288	12	460	1.11	
		All	194	417	20				228	241	17	422	658	37	1 117	2.71	
UNFIP	Headquarters	Female	2		1				2	2		4	2	1	7	0.02	
		Male	1	2					1			2	2		4	0.01	
		All	3	2	1				3	2		6	4	1	11	0.03	
	Other offices	Female															
		Male															
		All															
	Subtotal	Female	2		1				2	2		4	2	1	7	0.02	
		Male	1	2					1			2	2		4	0.01	
		All	3	2	1				3	2		6	4	1	11	0.03	
UN-Habitat	Headquarters	Female	15	50	4				47	36	2	62	86	6	154	0.37	
		Male	17	78	2				10	41	4	27	119	6	152	0.37	
		All	32	128	6				57	77	6	89	205	12	306	0.74	
	Other offices	Female	1	11	2				3	30		4	41	2	47	0.11	
		Male	1	24	2				2	42		3	66	2	71	0.17	
		All	2	35	4				5	72		7	107	4	118	0.29	
	Subtotal	Female	16	61	6				50	66	2	66	127	8	201	0.49	
		Male	18	102	4				12	83	4	30	185	8	223	0.54	
		All	34	163	10				62	149	6	96	312	16	424	1.03	
UNICRI	Headquarters	Female															
		Male															
		All															
	Other offices	Female	1	9	6					4	1	1	13	7	21	0.05	
		Male	1	4	4					4		1	8	4	13	0.03	
		All	2	13	10					8	1	2	21	11	34	0.08	
	Subtotal	Female	1	9	6					4	1	1	13	7	21	0.05	
		Male	1	4	4					4		1	8	4	13	0.03	
		All	2	13	10					8	1	2	21	11	34	0.08	
UNOAU	Headquarters	Female															
		Male															
		All															
	Other offices	Female		8									10		10	0.02	
		Male	1	17			2						1	26	27	0.07	
		All	1	25			2						1	36	37	0.09	
Subtotal	Female		8									10		10	0.02		
	Male	1	17			2						1	26	27	0.07		
	All	1	25			2						1	36	37	0.09		

Entity	Location	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNODC	Headquarters	Female	41	72	4				45	40	5	86	112	9	207	0.50
		Male	24	81	2				11	14	1	35	95	3	133	0.32
		All	65	153	6				56	54	6	121	207	12	340	0.82
	Other offices	Female	3	27	3				1	55		4	82	3	89	0.22
		Male	9	59	3				8	43		17	102	3	122	0.30
		All	12	86	6				9	98		21	184	6	211	0.51
	Subtotal	Female	44	99	7				46	95	5	90	194	12	296	0.72
		Male	33	140	5				19	57	1	52	197	6	255	0.62
		All	77	239	12				65	152	6	142	391	18	551	1.34
UNOG	Headquarters	Female	159	50	116				206	210	21	365	260	137	762	1.85
		Male	178	48	77				225	251	24	403	299	101	803	1.95
		All	337	98	193				431	461	45	768	559	238	1 565	3.79
	Other offices	Female														
		Male														
		All														
	Subtotal	Female	159	50	116				206	210	21	365	260	137	762	1.85
		Male	178	48	77				225	251	24	403	299	101	803	1.95
		All	337	98	193				431	461	45	768	559	238	1 565	3.79
UNOMS	Headquarters	Female	4	3				3	3		7	6		13	0.03	
		Male	2	3							2	3		5	0.01	
		All	6	6				3	3		9	9		18	0.04	
	Other offices	Female	1	3			2	1	1		2	6		8	0.02	
		Male		2								2		2	0.00	
		All	1	5			2	1	1		2	8		10	0.02	
	Subtotal	Female	5	6			2	4	4		9	12		21	0.05	
		Male	2	5							2	5		7	0.02	
		All	7	11			2	4	4		11	17		28	0.07	
UNON	Headquarters	Female	17	18	43	1			81	138	42	99	156	85	340	0.82
		Male	33	22	21				90	219	47	123	241	68	432	1.05
		All	50	40	64	1			171	357	89	222	397	153	772	1.87
	Other offices	Female														
		Male														
		All														
	Subtotal	Female	17	18	43	1			81	138	42	99	156	85	340	0.82
		Male	33	22	21				90	219	47	123	241	68	432	1.05
		All	50	40	64	1			171	357	89	222	397	153	772	1.87
UNOSDP	Headquarters	Female							1			1		1	0.00	
		Male	1	1	1							1	1	1	3	0.01
		All	1	1	1				1			2	1	1	4	0.01
	Other offices	Female														
		Male														
		All														
	Subtotal	Female							1			1			1	0.00
		Male	1	1	1							1	1	1	3	0.01
		All	1	1	1				1			2	1	1	4	0.01

Entity	Location	Gender	P+			FS			GS+			Subtotals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNOV	Headquarters	Female	44	11	23				88	97	34	132	108	57	297	0.72
		Male	64	17	25				143	154	31	207	171	56	434	1.05
		All	108	28	48				231	251	65	339	279	113	731	1.77
	Other offices	Female														
		Male														
		All														
	Subtotal	Female	44	11	23				88	97	34	132	108	57	297	0.72
		Male	64	17	25				143	154	31	207	171	56	434	1.05
		All	108	28	48				231	251	65	339	279	113	731	1.77
Subtotal, departments/offices		Female	1 333	1 711	480	3	22	1	1 731	2 277	241	3 067	4 010	722	7 799	18.90
		Male	1 444	2 488	428	1	2	2	1 266	2 600	204	2 712	5 122	634	8 468	20.52
		All	2 777	4 199	908	5	56	3	2 997	4 877	445	5 779	9 132	1 356	16 267	39.41

Entity	Location	Gender	P+			FS			G+			Subtotals			Total	Percentage of all staff	
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
Regional commissions																	
ECA		Female	29	36	16	1			120	89	5	150	125	21	296	0.72	
		Male	53	105	42	1	1		167	127	2	221	233	44	498	1.21	
		All	82	141	58	2	1		287	216	7	371	358	65	794	1.92	
ECE		Female	28	26	6				34	30	3	62	56	9	127	0.31	
		Male	36	45	2				10	6		46	51	2	99	0.24	
		All	64	71	8				44	36	3	108	107	11	226	0.55	
ECLAC		Female	38	35	29				95	130	29	133	165	58	356	0.86	
		Male	51	74	19				50	108	12	101	182	31	314	0.76	
		All	89	109	48				145	238	41	234	347	89	670	1.62	
ESCAP		Female	33	30	6				110	93	5	143	123	11	277	0.67	
		Male	59	63	9				55	48	1	114	111	10	235	0.57	
		All	92	93	15				165	141	6	257	234	21	512	1.24	
ESCWA		Female	23	25	3				61	44	9	84	69	12	165	0.40	
		Male	20	47	6		1		53	101	2	73	149	8	230	0.56	
		All	43	72	9		1		114	145	11	157	218	20	395	0.96	
Subtotal, regional commissions		Female	151	152	60	1			420	386	51	572	538	111	1 221	2.96	
		Male	219	334	78	1	2		335	390	17	555	726	95	1 376	3.33	
		All	370	486	138	2	2		755	776	68	1 127	1 264	206	2 597	6.29	
Tribunals																	
ICTR		Female		48	4	1	63				50	1	1	161	5	167	0.40
		Male		85	4		77	1			104	2		266	7	273	0.66
		All		133	8	1	140	1			154	3	1	427	12	440	1.07
ICTY		Female		173	10					187	13		360	23	383	0.93	
		Male		142	3					225	4		367	7	374	0.91	
		All		315	13					412	17		727	30	757	1.83	
IRM		Female		16	2		5			3	2		24	4	28	0.07	
		Male		12						13	2		25	2	27	0.07	
		All		28	2		5			16	4		49	6	55	0.13	
Subtotal, tribunals		Female		237	16	1	68			240	16	1	545	32	578	1.40	
		Male		239	7		77	1		342	8		658	16	674	1.63	
		All		476	23	1	145	1		582	24	1	1 203	48	1 252	3.03	

Entity	Location	Gender	P+			FS			G+			Subtotals			Total	Percentage of all staff
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Total, non-field operations		Female	1 484	2 100	556	5	90	1	2 151	2 903	308	3 640	5 093	865	9 598	23.25
		Male	1 663	3 061	513	3	113	3	1 601	3 332	229	3 267	6 506	745	10 518	25.48
		All	3 147	5 161	1 069	8	203	4	3 752	6 235	537	6 907	11 599	1 610	20 116	48.74
Field operations																
BINUCA		Female		6			12	1		20			38	1	39	0.09
		Male	3	13	3	3	18	1		60		6	91	4	101	0.24
		All	3	19	3	3	30	2		80		6	129	5	140	0.34
BNUB		Female		9			8			25			42		42	0.10
		Male		19		1	15			40		1	74		75	0.18
		All		28		1	23			65		1	116		117	0.28
CNMC		Female		3			1			2			6		6	0.01
		Male		8									8		8	0.02
		All		11			1			2			14		14	0.03
MINURSO		Female		7			11			33			51		51	0.12
		Male		19		4	55			134		4	208		212	0.51
		All		26		4	66			167		4	259		263	0.64
MINUSMA		Female			1		1			1	1		2	2	4	0.01
		Male	1	7	1		6					1	13	1	15	0.04
		All	1	7	2		7			1	1	1	15	3	19	0.05
MINUSTAH		Female		57	1		60			261	7		378	8	386	0.94
		Male	2	120	5	14	166			1 025	17	16	1 311	22	1 349	3.27
		All	2	177	6	14	226			1 286	24	16	1 689	30	1 735	4.20
MONUSCO		Female	3	105	3	1	164		1	404	3	5	673	6	684	1.66
		Male	5	297	8	10	395			2 548	18	15	3 240	26	3 281	7.95
		All	8	402	11	11	559		1	2 952	21	20	3 913	32	3 965	9.61
OJSRS		Female	1	3	1		4				4	1	7	5	13	0.03
		Male	2	4	4	1	9				18	3	13	22	38	0.09
		All	3	7	5	1	13				22	4	20	27	51	0.12
OSES		Female	2	1							4	2	1	4	7	0.02
		Male		2	1								2	1	3	0.01
		All	2	3	1						4	2	3	5	10	0.02
OSESSS		Female		1	1					1			2	1	3	0.01
		Male		1	1						1		1	2	3	0.01
		All		2	2					1	1		3	3	6	0.01
UNAMA		Female	3	56	2	2	43			87		5	186	2	193	0.47
		Male	2	123	3	7	144	1		1 257		9	1 524	4	1 537	3.72
		All	5	179	5	9	187	1		1 344		14	1 710	6	1 730	4.19
UNAMI		Female	3	30	1	2	33			87		5	150	1	156	0.38
		Male	3	88	1	10	179			377		13	644	1	658	1.59
		All	6	118	2	12	212			464		18	794	2	814	1.97
UNAMID		Female		78	5		209	1	1	401	2	1	688	8	697	1.69
		Male	7	269	5	11	475	4		2 507	2	18	3 251	11	3 280	7.95
		All	7	347	10	11	684	5	1	2 908	4	19	3 939	19	3 977	9.64
UNDOF		Female		5			6		3	16		3	27		30	0.07
		Male	2	8		1	21		17	60		20	89		109	0.26
		All	2	13		1	27		20	76		23	116		139	0.34
UNFICYP		Female		3		1	8			39		1	50		51	0.12
		Male	1	15		1	10			69		2	94		96	0.23
		All	1	18		2	18			108		3	144		147	0.36
UNIFIL		Female	3	28	2	1	63		7	158	1	11	249	3	263	0.64
		Male	5	56		21	147		32	443	10	58	646	10	714	1.73
		All	8	84	2	22	210		39	601	11	69	895	13	977	2.37

Entity	Location	Gender	P+			FS			G+			Subtotals			Percentage Total of all staff	
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNIOGBIS		Female		8	1	1	6			13		1	27	1	29	0.07
		Male		16		1	19			30		1	65		66	0.16
		All		24	1	2	25			43		2	92	1	95	0.23
UNIPSIL		Female	1	1			6			9		1	16		17	0.04
		Male		13		1	5			13		1	31		32	0.08
		All	1	14		1	11			22		2	47		49	0.12
UNISFA		Female		6			17			7			30		30	0.07
		Male		25	1	1	56			48		1	129	1	131	0.32
		All		31	1	1	73			55		1	159	1	161	0.39
UNLB		Female	2	31			6			100	3	2	137	3	142	0.34
		Male	2	55	1	4	18			175	4	6	248	5	259	0.63
		All	4	86	1	4	24			275	7	8	385	8	401	0.97
UNMIK		Female	1	16	1		21			79		1	116	1	118	0.29
		Male	1	50	4	3	30			127	2	4	207	6	217	0.53
		All	2	66	5	3	51			206	2	5	323	7	335	0.81
UNMIL		Female	5	48	1	1	76	1		182		6	306	2	314	0.76
		Male	2	135	3	9	151	1		769		11	1 055	4	1 070	2.59
		All	7	183	4	10	227	2		951		17	1 361	6	1 384	3.35
UNMISS		Female	4	120	6	1	123	1	1	198	4	6	441	11	458	1.11
		Male	2	267	10	10	324	2	1	1 136	2	12	1 727	14	1 753	4.25
		All	6	387	16	11	447	3	1	1 334	6	18	2 168	25	2 211	5.36
UNMIT		Female		4			5	1					9	1	10	0.02
		Male	1	12	1	1	8	2				2	20	3	25	0.06
		All	1	16	1	1	13	3				2	29	4	35	0.08
UNMOGIP		Female		1			5			5			11		11	0.03
		Male		5		2	12		13	28		15	45		60	0.15
		All		6		2	17		13	33		15	56		71	0.17
UNOCA		Female		1			5			2			8		8	0.02
		Male		8			2			5			15		15	0.04
		All		9			7			7			23		23	0.06
UNOCI		Female	2	52	8		69	1		184		2	305	9	316	0.77
		Male	1	116	7	14	152	1		596	2	15	864	10	889	2.15
		All	3	168	15	14	221	2		780	2	17	1 169	19	1 205	2.92
UNOM		Female		3	1	1	3			4		1	10	1	12	0.03
		Male		4			8			2			14		14	0.03
		All		7	1	1	11			6		1	24	1	26	0.06
UNOWA		Female		5			4			7			16		16	0.04
		Male		11			2			11			24		24	0.06
		All		16			6			18			40		40	0.10
UNPOS		Female		8			7			6			21		21	0.05
		Male	1	18	1		11			22		1	51	1	53	0.13
		All	1	26	1		18			28		1	72	1	74	0.18
UNRCCA		Female					1			8			9		9	0.02
		Male		5		1				14		1	19		20	0.05
		All		5		1	1			22		1	28		29	0.07
UNRGID		Female		2									2		2	0.00
		Male		3						1			4		4	0.01
		All		5						1			6		6	0.01
UNSCO		Female		5			4			7			16		16	0.04
		Male	1	8		1	9			23		2	40		42	0.10
		All	1	13		1	13			30		2	56		58	0.14

Entity	Location	Gender	P+			FS			G+			Subtotals			Percentage of all staff	
			PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA	Total	
UNSCOL		Female		2			2			6			10		10	0.02
		Male		10			6			55			71		71	0.17
		All		12			8			61			81		81	0.20
UNSMIL		Female	3	19	6	1	19			18	3	4	56	9	69	0.17
		Male	1	40	10	3	42			46	2	4	128	12	144	0.35
		All	4	59	16	4	61			64	5	8	184	21	213	0.52
UNSOA		Female	2	12	1		46			42	1	2	100	2	104	0.25
		Male	2	47		4	96			69	2	6	212	2	220	0.53
		All	4	59	1	4	142			111	3	8	312	4	324	0.79
UNSOM		Female														
		Male		2									2		2	0.00
		All		2									2		2	0.00
UNTSO		Female		3			25		4	17	1	4	45	1	50	0.12
		Male	2	9		16	39		16	97	1	34	145	1	180	0.44
		All	2	12		16	64		20	114	2	38	190	2	230	0.56
Total, field operations		Female	35	739	42	12	1 073	6	17	2 429	34	64	4 241	82	4 387	10.63
		Male	49	1 908	70	155	2 630	12	78	11 787	81	282	16 325	163	16 770	40.63
		All	84	2 647	112	167	3 703	18	95	14 216	115	346	20 566	245	21 157	51.26
Total		Female	1 519	2 839	598	17	1 163	7	2 168	5 332	342	3 704	9 334	947	13 985	33.88
		Male	1 712	4 969	583	158	2 743	15	1 679	15 119	310	3 549	22 831	908	27 288	66.12
		All	3 231	7 808	1 181	175	3 906	22	3 847	20 451	652	7 253	32 165	1 855	41 273	100.00

Note: Headquarters refers to the United Nations offices in New York, Geneva, Vienna and Nairobi. Other offices refers to offices other than Headquarters.

Table 2.A

Staff with geographical status by nationality, gender and grade, including appointments and separations, from 30 June 2012 to 30 June 2013

(Population: 2,907)

		As at 30/06/12														Movement summary										As at 30/06/13										Desirable range
Gender	Total	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total										
Afghanistan	Female																1									1	1									
	Male																																			
	All																1									1	1	3-14								
Albania	Female	6																2					1	6	1	8										
	Male	2																					2			2										
	All	8																2					3	6	1	10	3-14									
Algeria	Female																3	1						2		3										
	Male	1						1						1			2				4					4										
	All	1						1					1			1	5	1			4		2			7	6-15									
Andorra	Female																																			
	Male	2															(1)								1	1										
	All	2															(1)								1	1	2-14									
Angola	Female																																			
	Male																																			
	All																										3-14									
Antigua and Barbuda	Female	2															(1)								1	1										
	Male																																			
	All	2															(1)								1	1	2-14									
Argentina	Female	16			1				1					2		2	1	1	2	2	5	7	2		20											
	Male	13														6		1	2	2	4	6	3	1	19											
	All	29			1				1					2		8	1	1	3	4	6	11	10	3	39	11-21										
Armenia	Female	3																			2	1			3											
	Male	5														1		1		2	1	2			6											
	All	8														1		1		2	3	3			9	2-14										
Australia	Female	16			1								2	3		5			3	2	4	4	7	4	24											
	Male	20								1	(1)			1	2	(1)	7		1	2	11	9	3	2	28											
	All	36			1					1	(1)			3	5	(1)	12		4	4	15	13	10	6	52	39-53										

		As at 30/06/12														As at 30/06/13										Desirable range	
Gender	Total	USG	ASG	D-2		D-1		P-5		P-4		P-3		P-2/1		Movement summary		USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1		Total
Bhutan	Female																										
	Male	2																			1			1		2	
	All	2																			1			1		2	2-14
Bolivia (Plurinational State of)	Female	2																									
	Male	4																									
	All	6																									
Bosnia and Herzegovina	Female	4																									
	Male	3																									
	All	7																									
Botswana	Female	5																									
	Male	2																									
	All	7																									
Brazil	Female	10																									
	Male	17																									
	All	27																									
Brunei Darussalam	Female	1																									
	Male																										
	All	1																									
Bulgaria	Female	6																									
	Male	10																									
	All	16																									
Burkina Faso	Female	1																									
	Male	4																									
	All	5																									
Burundi	Female	2																									
	Male	3																									
	All	5																									
Cambodia	Female	1																									
	Male	2																									
	All	3																									

		As at 30/06/12																As at 30/06/13										Desirable range
Gender	Total	USG	ASG	D-2		D-1		P-5		P-4		P-3		P-2/1		Movement summary		USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total		
Cameroon	Female	5																1				1	1	4		6		
	Male	14							(2)		1				1	(2)	4				1	4	8	4		17		
	All	19							(2)		1				1	(2)	5				1	5	9	8		23	3-14	
Canada	Female	36			(1)				1					1				2	(1)	12	1	4	3	13	13	13	2	49
	Male	38							(1)		1	(1)						1	(2)	4		2	3	13	14	9	41	
	All	74			(1)				(1)	1	1	(1)	1					3	(3)	16	1	6	6	26	27	22	2	90
Cape Verde	Female																											
	Male																	1				1				1		
	All																	1				1				1	2-14	
Central African Republic	Female	1																						1		1		
	Male	1																2				1	1		1	3		
	All	2																2				1	1	1	1	4	2-14	
Chad	Female																											
	Male	1																								1	1	
	All	1																								1	1	3-14
Chile	Female	3										3						3					1	1	3	1	6	
	Male	11									1	(2)					1	(2)	8			2	1	7	3	5	18	
	All	14									1	3	(2)				4	(2)	8			2	2	8	6	6	24	9-19
China	Female	35				(1)												(1)	2			3	4	12	11	6	36	
	Male	30	1	(1)					1			1		1			4	(1)	5	1	1	6	11	3	11	5	38	
	All	65	1	(1)					1			1		1			4	(2)	7	1	1	9	15	15	22	11	74	116-157
Colombia	Female	4																4			1	1	4	2		8		
	Male	2																2					3	1		4		
	All	6																6			1	1	7	3		12	8-18	
Comoros	Female																											
	Male																											
	All																										2-14	
Congo	Female	1																					1			1		
	Male	2																1						2	1	3		
	All	3																1					1	2	1	4	2-14	

		As at 30/06/12																As at 30/06/13										Desirable range								
		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2/1		Movement summary		USG		ASG		D-2		D-1			P-5		P-4		P-3		P-2/1	
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-2/1	Total							
Costa Rica	Female	1																		1						1	1						2			
	Male	4													1	1				1						2	2			2	6					
	All	5													1	1				2						3	3			2	8	3-14				
Côte d'Ivoire	Female																																			
	Male	4										1		(1)			1	(1)	1						2	1	2				5					
	All	4										1		(1)			1	(1)	1						2	1	2			5	3-14					
Croatia	Female	4																		1			1	2	1	1				5						
	Male	6																			1			1	2	2				6						
	All	10																		1	1		1	3	3	3			11	5-14						
Cuba	Female	1																								1			1							
	Male	4																					1		2	1		4								
	All	5																					1		3	1	5	4-14								
Cyprus	Female	1																		1					2			2								
	Male	1																							1		1									
	All	2																		1					2	1	3	3-14								
Czech Republic	Female	3																						1	1	1		3								
	Male	7					(1)					(1)					(2)	1					1	2	1	1	1	6								
	All	10					(1)					(1)					(2)	1					1	3	1	2	2	9	10-19							
Democratic People's Republic of Korea	Female																																			
	Male	1																										1	1							
	All	1																									1	1	3-14							
Democratic Republic of the Congo	Female	1																								1		1								
	Male	7																			2			1	3	4	1	9								
	All	8																			2			1	3	5	1	10	4-14							
Denmark	Female	10																			3			1	3	4	1	4	13							
	Male	9																						1	2	2	2	2	9							
	All	19																			3			2	5	6	3	6	22	15-25						
Djibouti	Female	1																								1		1								
	Male	3																								1	2	3								
	All	4																								1	3	4	2-14							

		As at 30/06/12														Movement summary										As at 30/06/13										Desirable range
Gender	Total	Appt	Sep	ASG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Other	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total								
Dominica	Female																																			
	Male	1																								1			1							
	All	1																								1		1	2-14							
Dominican Republic	Female	2																	1						1	1	1	3								
	Male	2																	1			1					2	3								
	All	4																	2			1		1	1	3	6	3-14								
Ecuador	Female	6																	3						4	2	3	9								
	Male	3																	2						3	2		5								
	All	9																	5						7	4	3	14	3-14							
Egypt	Female	6								1			1					1						2	1	4	1	8								
	Male	10	(1)						1				1	(1)	4	1			5	2	3	3					14									
	All	16	(1)						1	1			2	(1)	5	1			5	4	4	7	1				22	7-16								
El Salvador	Female	3																1					2	2			4									
	Male	3								1			1		1				1				1	3	1			5								
	All	6								1			1		2				2				3	5	1			9	3-14							
Equatorial Guinea	Female																																			
	Male																		1					1				1								
	All																		1					1				1	2-14							
Eritrea	Female	2																						1	1			2								
	Male	2																								2		2								
	All	4																							1	3		4	2-14							
Estonia	Female	3																	(1)					1	1			2								
	Male	1																	1					1			1	2								
	All	4																						2	1		1	4	3-14							
Ethiopia	Female	5																	6	1		1		1	2	4	2	11								
	Male	8	1																1	4	1	1			1	2	5	3	13							
	All	13	1																1	10	2	1	1		2	4	9	5	24	5-14						
Fiji	Female	5																	1					1	5			6								
	Male	4								1									1					3	1	1		5								
	All	9								1									1					4	6	1		11	2-14							

		As at 30/06/12																As at 30/06/13										Desirable range
Gender	Total	USG	ASG	D-2		D-1		P-5		P-4		P-3		P-2/1		Movement summary		USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total		
Finland	Female	11			1							2		3		1				1		1	4	3	6	15		
	Male	5								1			1						1		2	2	1		6			
	All	16			1						1		2		4		1				2		3	6	4	6	21	12-22
France	Female	54					(1)	1	(1)	3	3		(1)	1		8		(3)	8		1	7	8	26	22	3	67	
	Male	48							(1)		1				1		(1)	17	1	3	6	11	21	20	3	65		
	All	102					(1)	1	(2)	3	4		(1)	1		9		(4)	25	1	4	13	19	47	42	6	132	96-130
Gabon	Female	1									(1)				(1)													
	Male	2										1		1		3						1	4	1	6			
	All	3									(1)		1		1		(1)	3					1	4	1	6	3-14	
Gambia	Female	3																			1	1	1			3		
	Male	2	(1)														(1)	2					1	2		3		
	All	5	(1)														(1)	2					1	1	2	2	6	2-14
Georgia	Female																											
	Male	2																				1	1			2		
	All	2																				1	1			2	2-14	
Germany	Female	45				(1)	(1)				2		1		3		(2)	16	1		3	13	17	23	5	62		
	Male	58				(1)		1	(1)	(1)	2		1		4		(3)	7	1	1	2	9	18	16	13	6	66	
	All	103				(2)	(1)	1	(1)	(1)	4		2		7		(5)	23	2	1	2	12	31	33	36	11	128	121-164
Ghana	Female	4																			1		1		2	4		
	Male	11				(1)											(1)	2					3	4	2	3	12	
	All	15				(1)											(1)	2					4	4	3	3	2	16
Greece	Female	6																			1		1	1	3	6		
	Male	10							(1)								(1)	2					1	1	1	5	3	11
	All	16							(1)								(1)	2					2	1	2	6	6	17
Grenada	Female																											
	Male																	2						1	1	2		
	All																	2						1	1	2	2-14	
Guatemala	Female	1																1					1		1	2		
	Male	6																1	1	2		3	1		7			
	All	7																2	1	2		4	1	1	9	3-14		

	Gender	As at 30/06/12																	As at 30/06/13							Desirable range		
		Total	USG	ASG	D-2		D-1		P-5		P-4		P-3		P-2/1		Movement summary		USG	ASG	D-2	D-1	P-5	P-4	P-3		P-2/1	Total
Iraq	Female	2																							1	1	2	
	Male	1																	1		1				1		2	
	All	3																	1		1			1	1	1	4	4-14
Ireland	Female	8																	1	1			2	2	1	3	9	
	Male	13									1										1	1	6	2	1	3	14	
	All	21									1										1	1	8	4	2	6	23	10-20
Israel	Female	6																				1			3	2	6	
	Male	5																						1	2	3	2	8
	All	11																				1	1	2	6	4	14	10-19
Italy	Female	42		1	1						2	2	(1)			6	(1)	15	1	2	2	16	28	10	3	62		
	Male	44								1	(1)	1	1	1		4	(1)	19				6	17	24	18	1	66	
	All	86		1	1					1	(1)	3	3	(1)	1	10	(2)	34	1	2	8	33	52	28	4	128	78-105	
Jamaica	Female	1									1					1	1					1	1	1		3		
	Male	1																						1		1		
	All	2									1					1	1					1	1	2		4	3-14	
Japan	Female	37														1		17			1	6	9	17	11	11	55	
	Male	23									(1)					(1)	11	1			1	5	5	11	5	5	33	
	All	60									(1)					1	(1)	28	1		2	11	14	28	16	16	88	181-245
Jordan	Female	7																1	1			1	2	2	2	8		
	Male	4																					2	3	2	7		
	All	11																					3	2	5	4	15	3-14
Kazakhstan	Female	5																						1	4	5		
	Male	2																							2	1	4	
	All	7																						1	6	1	9	5-15
Kenya	Female	14																	6				1	9	8	2	20	
	Male	11																	1	1		1	2	3	4	1	12	
	All	25																	7	1		1	3	12	12	3	32	4-14
Kiribati	Female																											
	Male																											
	All																											2-14

		As at 30/06/12														As at 30/06/13										Desirable range				
Gender	Total	USG	ASG	D-2		D-1		P-5		P-4		P-3		P-2/1		Movement summary		USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1		Total			
Luxembourg	Female																													
	Male	3																				1	2			3				
	All	3																				1	2			3	4-14			
Madagascar	Female	2																1						3		3				
	Male	2																	2				2	2		4				
	All	4																3					2	5		7	3-14			
Malawi	Female	1																1						1	1	2				
	Male	10																1				1	7	3	11					
	All	11																2				1	8	4	13	3-14				
Malaysia	Female	5																1	1	1			1	1		5				
	Male	4			(1)															(1)				2	1	3				
	All	9			(1)													1	1	1			3	2		8	8-18			
Maldives	Female	2																						1	1	2				
	Male	2																						1	1	2				
	All	4																						1	2	1	4	2-14		
Mali	Female	3																				(1)	1		1	1	3			
	Male	4			(1)																				1	1	3			
	All	7			(1)																		(1)	2	2	2	6	3-14		
Malta	Female	1																							1	1				
	Male	3																							3	1	4			
	All	4																							4	1	5	3-14		
Marshall Islands	Female																													
	Male																													
	All																										2-14			
Mauritania	Female	1																							1	1				
	Male	5																							2	3	5			
	All	6																							2	4	6	2-14		
Mauritius	Female	2																							2	2				
	Male	2																							2	1	2	4		
	All	4																							2	1	3	2	6	3-14

	Gender	As at 30/06/12																As at 30/06/13								Desirable range														
		Total	USG	ASG	D-2		D-1		P-5		P-4		P-3		P-2/1		Movement summary	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1		Total													
Mexico	Female	19															5	1	1			2	1	6	13	24														
	Male	27															1	(1)				1	(1)	2	(2)	5		1	3	2	4	11	11	32						
	All	46															1	(1)				1	(1)	2	(2)	10	1	1	1	3	4	5	17	24	56	38-51				
Micronesia (Federated States of)	Female																																							
	Male	1																																		1				
	All	1																																		1	2-14			
Monaco	Female																																							
	Male																																							
	All																																					2-14		
Mongolia	Female	3																																						
	Male	3																																						
	All	6																																						
Montenegro	Female	2																																						
	Male																																							
	All	2																																						
Morocco	Female	3																																						
	Male	7																																						
	All	10																																						
Mozambique	Female																																							
	Male	1																																						
	All	1																																						
Myanmar	Female	2																																						
	Male	3																																						
	All	5																																						
Namibia	Female	1																																						
	Male	1																																						
	All	2																																						
Nauru	Female																																							
	Male																																							
	All																																							
	All																																							

		As at 30/06/12														As at 30/06/13										Desirable range		
Gender	Total	USG	ASG	D-2		D-1		P-5		P-4		P-3		P-2/1		Movement summary		USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1		Total	
Nepal	Female																											
	Male	6	1							1				1		3		3	1			1	5	2	3	12		
	All	6	1							1				1		3		3	1			1	5	2	3	12	3-14	
Netherlands	Female	9					1			1		1	(1)			3	(1)				2	2	4	3		11		
	Male	22					(1)	1		(1)		1		1		3	(2)	4		1	7	10	4	3	2	27		
	All	31					(1)	2		(1)	1	2	(1)	1		6	(3)	4		1	9	12	8	6	2	38	33-44	
New Zealand	Female	3											(1)	1		1	(1)	2				1	1	2	1	5		
	Male	5												1		1					2	1	2		1	6		
	All	8											(1)	2		2	(1)	2			2	2	3	2	2	11	7-17	
Nicaragua	Female	2								1		(1)				1	(1)	1				1	2			3		
	Male	1																					1			1		
	All	3								1		(1)				1	(1)	1				1	3			4	2-14	
Niger	Female																											
	Male	4																					1	3		4		
	All	4																					1	3		4	3-14	
Nigeria	Female	4																1				1	1	3		5		
	Male	8							1							1		5		2	2	6	2	2		14		
	All	12							1							1		6		2	2	7	3	5		19	8-18	
Norway	Female	7																3			1	2		3	4	10		
	Male	3												1		1						1	1		2	4		
	All	10												1		1						1	3	1	3	6	14	18-28
Oman	Female																											
	Male	1																						1		1		
	All	1																						1		1	4-14	
Pakistan	Female	2		1												1			1			1	1			3		
	Male	6																2		1	1	4	2			8		
	All	8		1												1		2		1	1	1	5	3		11	8-18	
Palau	Female																											
	Male																											
	All																										2-14	

	Gender	As at 30/06/12																As at 30/06/13							Desirable range					
		Total	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2/1		Movement summary	USG	ASG	D-2	D-1	P-5		P-4	P-3	P-2/1	Total	
Panama	Female	2																	1			2				1	3			
	Male	2																				1				1	2			
	All	4																	1			3				2	5	3-14		
Papua New Guinea	Female																													
	Male	2																	1			1			2		3			
	All	2																	1			1			2		3	2-14		
Paraguay	Female	3																	(1)							1	1	2		
	Male																													
	All	3																	(1)							1	1	2	3-14	
Peru	Female	3																				1			2	2	1	5		
	Male	4																				1			3	1		5		
	All	7																	1			2			5	1	1	10	5-15	
Philippines	Female	9						(1)			(1)			1	1	(2)	3				1			2	5	3	11			
	Male	6												(1)		(1)	1				1			2	2	1	6			
	All	15						(1)			(1)			(1)	1	1	(3)	4				1	1	4	7	4	17	7-17		
Poland	Female	3																				1			2	1	1	4		
	Male	7																	(1)						1	3	1	1	6	
	All	10																							1	5	2	2	10	20-30
Portugal	Female	4																				3			2	5		7		
	Male	8																	(1)						1	2	3	4	10	
	All	12																	(1)						1	4	8	4	17	11-21
Qatar	Female																													
	Male																													
	All																											6-16		
Republic of Korea	Female	15												(1)	1		1	(1)	2			1	1	2	2	6	5	17		
	Male	25															1	1	(1)	2			1	1	3	5	5	6	6	27
	All	40												(1)	2		2	(2)	4			2	2	3	7	7	12	11	44	39-52
Republic of Moldova	Female	1																	1						2		2			
	Male	1																	1							1	2			
	All	2																	2						2	1	4	2-14		

	Gender	As at 30/06/12																As at 30/06/13										Desirable range		
		Total	USG	ASG	D-2		D-1		P-5		P-4		P-3		P-2/1		Movement summary		USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total			
Romania	Female	3																	1				1	1	1	1	4			
	Male	4													1	1			2				2	2	2	1	7			
	All	7													1	1			3				3	3	3	2	11	7-17		
Russian Federation	Female	7																	1					2	5	1	8			
	Male	38					(1)												(2)	10	1	1	6	5	13	15	5	46		
	All	45					(1)												(2)	11	1	1	6	5	13	17	10	1	54	48-65
Rwanda	Female	1																					1				1			
	Male	7									1					1			1					3	2	3	1	9		
	All	8									1					1			1				1	3	2	3	1	10	3-14	
Saint Kitts and Nevis	Female	4																	(1)				2	1			3			
	Male	2																	1				1	1	1		3			
	All	6																	(1)	1			3	2	1		6	2-14		
Saint Lucia	Female																													
	Male																		2					1	1		2			
	All																		2					1	1		2	2-14		
Saint Vincent and the Grenadines	Female																													
	Male	1																	1					1	1		2			
	All	1																	1					1	1		2	2-14		
Samoa	Female																													
	Male	2																						1		1	2			
	All	2																						1		1	2	2-14		
San Marino	Female	2																							1	1	2			
	Male																													
	All	2																								1	1	2	2-14	
Sao Tome and Principe	Female																													
	Male																													
	All																											2-14		
Saudi Arabia	Female	2													1	1			2				1	3		1	5			
	Male	1																						1		1				
	All	3													1	1			2				1	4		1	6	19-29		

	Gender	As at 30/06/12																As at 30/06/13								Desirable range			
		Total	USG	ASG		D-2		D-1		P-5		P-4		P-3		P-2/1		Movement summary		USG	ASG	D-2	D-1	P-5	P-4		P-3	P-2/1	Total
Senegal	Female	1					(1)			1								1	(1)	1				1	1			2	
	Male	6																		3	1	2	1	2	2		1	9	
	All	7					(1)			1									1	(1)	4	1	2	1	3	3	1	11	3-14
Serbia	Female	3																						1	1		1	3	
	Male	6																						2	2	1	1	6	
	All	9																						3	3	1	2	9	3-14
Seychelles	Female	1																							1		1		
	Male	2																							2		2		
	All	3																							3		3	2-14	
Sierra Leone	Female		1															1		1	1				1		2		
	Male	6																			1				1	2	4	7	
	All	6	1																2		1	1			2	2	4	9	2-14
Singapore	Female	7																		1	1			1	2	2	2	8	
	Male	6																						1	3	2	1	7	
	All	13																		(1)	2			2	5	4	3	15	10-19
Slovakia	Female																												
	Male	2																						2	1	1	1	4	
	All	2																						2	1	1	1	4	6-15
Slovenia	Female																			1	1				1	2	3		
	Male	2																									4	4	
	All	2																								1	6	7	4-14
Solomon Islands	Female																												
	Male	2																								1	1	2	
	All	2																								1	1	2	2-14
Somalia	Female																				1				1		1		
	Male																				1				1		1		
	All																				2				1	1	2	2-14	
South Africa	Female	5																			4	1			1	4	1	2	9
	Male	12																			(1)			1	2	7	1	11	
	All	17																			3	1		1	3	11	2	2	20

		As at 30/06/12																As at 30/06/13										Desirable range								
		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2/1		Movement summary		USG		ASG		D-2		D-1			P-5		P-4		P-3		P-2/1	
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-2/1	Total							
Thailand	Female	8																		(1)				2	1	2	2						7			
	Male	4										1								1						2	1					5				
	All	12										1								(1)	1			1	2	1	4	3				12	8-18			
The former Yugoslav Republic of Macedonia	Female	1																		1						1						2				
	Male	1																		2						1	2					3				
	All	2																		3						1	3				1	5	2-14			
Timor-Leste	Female																																			
	Male																																			
	All																																	2-14		
Togo	Female																																			
	Male	2											1	1	2									1	1	1	1					4				
	All	2											1	1	2									1	1	1	1					4	2-14			
Tonga	Female	1																								1						1				
	Male																			1												1				
	All	1																		1						1					1	2	2-14			
Trinidad and Tobago	Female	8										(1)								(1)	1			2		4	2					8				
	Male	4												(1)						(1)	1					1	1	2				4				
	All	12										(1)	(1)							(2)	2			2	1	5	4				12	3-14				
Tunisia	Female	4												(1)						(1)	1			1	2	1					4					
	Male	6										1									1			1	3	4					8					
	All	10										1		(1)						1	(1)	2		2	3	6	1			12	3-14					
Turkey	Female	3													0	(1)	4								1	1	4				6					
	Male	7														1	1							1	1	1	2	3			8					
	All	10														1	(1)	1	(1)	4				1	2	2	6	3	14	29-39						
Turkmenistan	Female																																			
	Male	1												1			1										1	1	2							
	All	1												1			1										1	1	2			3-14				
Tuvalu	Female																																			
	Male																																			
	All																																	2-14		

		As at 30/06/12																As at 30/06/13										Desirable range								
		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2/1		Movement summary		USG		ASG		D-2		D-1			P-5		P-4		P-3		P-2/1	
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-2/1	Total							
Uganda	Female	5																			2		1	1	4	1							7			
	Male	9									(1)	1									1	(1)	2		1	1	3	5	1			11				
	All	14									(1)	1									1	(1)	4		2	2	7	6	1			18	3-14			
Ukraine	Female	4																							1	1	2					4				
	Male	12							(1)			(1)									(2)	1		1	3	1	3	3				11				
	All	16							(1)			(1)									(2)	1		1	3	2	4	5				15	5-15			
United Arab Emirates	Female																																			
	Male																																			
	All																																	4-23		
United Kingdom of Great Britain and Northern Ireland	Female	41													2	2				8	1			4	8	13	11	14			51					
	Male	67		1	(1)						3	(1)	1	3	1					9	(2)	10		1	4	9	17	23	16	14	84					
	All	108		1	(1)						3	(1)	1	3	3					11	(2)	18	1	1	4	13	25	36	27	28	135	90-121				
United Republic of Tanzania	Female	4						(1)					1							1	(1)	(1)				1	2			3						
	Male	2																							1	1				2						
	All	6						(1)					1							1	(1)	(1)			1	2	2			5	4-14					
United States of America	Female	131			1			1		1	(2)	3	(1)	2	(1)	5				13	(4)	49	1	6	16	28	44	45	49	189						
	Male	143	1	(2)			1	1	(1)	3	(2)	(1)	4	(1)						10	(7)	28	1	3	3	18	38	36	44	31	174					
	All	274	1	(2)	1		1	2	(1)	4	(4)	3	(2)	6	(2)	5				23	(11)	77	1	4	9	34	66	80	89	80	363	362-490				
Uruguay	Female	3											1							1		5				1	2	6		9						
	Male	6																			1			1	1	1	4			7						
	All	9											1							1		6		1	1	2	6	6		16	3-14					
Uzbekistan	Female	2																			2						4		4							
	Male	5																			1						4	2	6							
	All	7																			3						8	2	10		3-14					
Vanuatu	Female																																			
	Male																																			
	All																																2-14			
Venezuela (Bolivarian Republic of)	Female	4																			2					3	3			6						
	Male	6									(1)										(1)	3		1	1	3	3			8						
	All	10									(1)										(1)	5		1	1	6	6			14	15-24					

	Gender	As at 30/06/12																	As at 30/06/13										Desirable range	
		Total	USG	ASG	D-2		D-1		P-5		P-4		P-3		P-2/1		Movement summary		USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total			
Viet Nam	Female	2																1				1			2	3				
	Male	1																1				1			1	2				
	All	3																2				2			3	5	5-15			
Yemen	Female	1																1						2	2					
	Male	5											1			1		1						2	2	3	7			
	All	6											1			1		2						2	4	3	9	3-14		
Zambia	Female	1																1						2	2					
	Male	4											(1)					(1)	1					1	2	1	4			
	All	5											(1)					(1)	2					1	4	1	6	3-14		
Zimbabwe	Female	3																				1	2			3				
	Male	6																2				2	3	3		8				
	All	9																2				1	2	5	3	11	3-14			
Total	Female	973	1	(1)	3	(1)	4	(4)	2	(6)	5	(4)	13	(7)	19	(10)	26	(1)	73	(34)	279	13	8	25	86	190	378	371	220	1 291
	Male	1 272	6	(6)	1	(3)	1	(6)	2	(4)	13	(18)	18	(10)	25	(6)	22	(1)	88	(54)	310	16	15	50	147	336	436	398	218	1 616
	All	2 245	7	(7)	4	(4)	5	(10)	4	(10)	18	(22)	31	(17)	44	(16)	48	(2)	161	(88)	589	29	23	75	233	526	814	769	438	2 907

Note: Appt: appointments, including new appointments and reappointments; sep: separations (movement of staff out of the Secretariat); other: net movements of staff other than appointments and separations, including movements to/returns from special leave without pay and secondment to other organizations, and those who were previously not geographically defined but now are.

Table 2.B
Staff with geographical status at senior levels by nationality and grade as at 30 June from 2009 to 2013

(Population: 360 as at 30 June 2013)

Country of nationality	USG					ASG					D-2					D-1					Total				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
Afghanistan																									
Albania																									
Algeria					1																				1
Andorra																									
Angola																									
Antigua and Barbuda																									
Argentina	1	1	1	1	1		1	1	1	1	2	1	1	1	3	2	2	3	3	4	5	5	6	6	9
Armenia											1	1	1	1	1						1	1	1	1	1
Australia						1	1				1	1	1	3	4	5	8	5	3	4	7	10	6	6	8
Austria					1	1	1	1	1	1						1	1	1	1	1	2	2	2	2	3
Azerbaijan																									
Bahamas																									
Bahrain																	1	1	1	1		1	1	1	1
Bangladesh				1	1											1	1	1	1	2	1	1	1	2	3
Barbados																									
Belarus																2	1				2	1			
Belgium											3	2				3	2	1	1	1	6	4	1	1	1
Belize																									
Benin																			1	1				1	1
Bhutan																		1	1	1			1	1	1
Bolivia (Plurinational State of)																		1		1			1		1
Bosnia and Herzegovina					1	1																		1	1
Botswana																									
Brazil	1	1	1			1						1		1	1	2	4	3	2	2	4	6	4	3	3

Country of nationality	USG					ASG					D-2					D-1					Total				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
Brunei Darussalam																									
Bulgaria						1	1	1	1	1						3	3	4	3	2	4	4	5	4	3
Burkina Faso																									
Burundi																									
Cambodia																									
Cameroon											1	1	1			1	1	1	1	1	2	2	2	1	1
Canada			1	1	1	1	1	1	1		3	2	4	5	6	4	7	5	5	6	8	10	11	12	13
Cape Verde																									
Central African Republic																									
Chad											1										1				
Chile																2	2	1	2	2	2	2	1	2	2
China	1	1	1	1	1						2	2	2	2	1	8	10	8	8	9	11	13	11	11	11
Colombia											1	1	1	1	1						1	1	1	1	1
Comoros																									
Congo																									
Costa Rica																									
Côte d'Ivoire																2	1				2	1			
Croatia								1	1	1						1	1	1	1	1	1	1	2	2	2
Cuba																	1	1	1	1		1	1	1	1
Cyprus																1	1				1	1			
Czech Republic											1	1	1	1							1	1	1	2	1
Democratic People's Republic of Korea																									
Democratic Republic of the Congo																									

Country of nationality	USG					ASG					D-2					D-1					Total				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
Denmark						1	1									1	1	1	2		1	2	1	2	
Djibouti																1	1	1	1	1	1	1	1	1	
Dominica																									
Dominican Republic																1	1	1	1	1	1	1	1	1	
Ecuador																									
Egypt	1	1	1	2	1					2					4	5	4	3	5	7	6	5	5	6	
El Salvador																									
Equatorial Guinea																									
Eritrea															1	1				1	1				
Estonia																									
Ethiopia			1	1	2			1	1	1				1	1	1	1			1	1	3	2	4	
Fiji																									
Finland											1	1	1	2	1					1	1	1	1	2	
France	1	1	1	1	1	1					4	4	3	3	4	14	15	14	14	13	20	20	18	18	
Gabon																									
Gambia	1	1	1	1											1	1		1	1	2	2	1	2	1	
Georgia															1	2	2	1	1	1	2	2	1	1	
Germany	2	2	2	2	2	1	1	1	1	1	7	7	6	4	2	14	14	9	11	12	24	24	18	18	
Ghana											1	1	1	1		2	3	3	3	4	3	4	4	4	
Greece												1	1	2	3	4	2	1	1	3	4	3	2	3	
Grenada																									
Guatemala						1		1	1	1						1	1	2	2	1	1	2	3	3	
Guinea																									
Guinea-Bissau					1																			1	
Guyana						1	1	1	1	1					3	2	1			4	3	2	1	1	
Haiti															1					1					

Country of nationality	USG					ASG					D-2					D-1					Total				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
Honduras																									
Hungary																3	3	2	2	3	3	3	2	2	3
Iceland										1	1	1	1	1							1	1	1	1	1
India	1	1	1							4	4	4	4	3	9	9	5	5	6	14	14	10	9	9	
Indonesia																									
Iran (Islamic Republic of)															2	1	1	1	2	2	1	1	1	2	
Iraq																1			1		1			1	
Ireland	1	1	1	1	1							1	1	1			1	1	1	1	1	3	3	3	
Israel											1	1	1	1	2	1				2	2	1	1	1	
Italy	1	1								1	1		1	2	2	6	5	5	8	4	7	6	6	11	
Jamaica																			1	1				1	
Japan	1	1	1	1	1	1	1	1		1	1	1	1	2	5	7	8	8	11	8	10	11	10	14	
Jordan				1	1	1				1					1	2	2	1	3	2	2	3	2	4	
Kazakhstan				1	1	1																1	1	1	
Kenya												1	2	1		1	1		1	1	1	1	3	2	
Kiribati																									
Kuwait																									
Kyrgyzstan															1	1	1	1	1	1	1	1	1	1	
Lao People's Democratic Republic																									
Latvia																									
Lebanon													1	1				1	1	1			1	2	
Lesotho																									
Liberia																			1	1				1	
Libya															1	1					1	1			

Country of nationality	USG					ASG					D-2					D-1					Total				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
Liechtenstein																									
Lithuania																									
Luxembourg																									
Madagascar																									
Malawi																									
Malaysia						1	2	2	2	1	1	1	1	1	1	2	1	1	1	1	4	4	4	4	3
Maldives																									
Mali	1	1	1	1						2	1				2	1	2	1		5	3	3	2		
Malta																									
Marshall Islands																									
Mauritania																									
Mauritius																									
Mexico	1	1	1	1	1				1	1	1	1	1	1	2	3	4	1	3	4	5	6	4	6	
Micronesia (Federated States of)																									
Monaco																									
Mongolia															1	1	1	1	1	1	1	1	1	1	
Montenegro																									
Morocco															1	2	1	2	1	1	2	1	2	1	
Mozambique										1	1	1	1	1	1	1	1		1	2	2	2	1	2	
Myanmar																									
Namibia																									
Nauru																									
Nepal					1																			1	
Netherlands										1	1	1	2	1	5	6	8	3	9	6	7	9	5	10	
New Zealand						2									2	2	2	2	2	4	2	2	2	2	

Country of nationality	USG					ASG					D-2					D-1					Total					
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	
Nicaragua																										
Niger											1										1					
Nigeria											1	1	1		2	1	2	2	1	2	2	3	3	1	4	
Norway																		1	1	1			1	1	1	
Oman																										
Pakistan											1	1	1	1	1	1	3	3	2	1	1	4	4	3	2	3
Palau																										
Panama																										
Papua New Guinea																										
Paraguay																										
Peru																1	1	1		1	1	1	1		1	
Philippines													1					2	1	1			3	1	1	
Poland																										
Portugal																										
Qatar	1	1																				1	1			
Republic of Korea							3	3	3	2	2			1	1	2		1	2	2	3	3	4	6	5	7
Republic of Moldova												1	1	1	1	1						1	1	1	1	1
Romania																1						1				
Russian Federation	1	1	1	1	1	1	1	1	1	1	6	8	8	7	6	8	8	6	4	5	16	18	16	13	13	
Rwanda								1	1	1														1	1	1
Saint Kitts and Nevis																2	2	2	2	3	2	2	2	2	3	
Saint Lucia																										
Saint Vincent and the Grenadines																										
Samoa																1	1	1	1	1	1	1	1	1	1	1
San Marino																										

Country of nationality	USG					ASG					D-2					D-1					Total					
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	
Sao Tome and Principe																										
Saudi Arabia																										
Senegal								1	1	1	2	3	3	3	2	2	1	1	1	1	4	4	5	5	4	
Serbia																	1					1				
Seychelles																1	1				1	1				
Sierra Leone					1											1	1				1	1			1	
Singapore	1	1	1	1	1					1	1	1	1			1					3	2	2	2	1	
Slovakia	1	1	1													1	1	1		1	2	2	2		1	
Slovenia																										
Solomon Islands																										
Somalia																										
South Africa	1	1	1	1	1	1					2	2	1			1	2	1	2	1	5	5	3	3	2	
South Sudan																									1	
Spain				1	1	1												1	2	3				2	3	4
Sri Lanka	1	1	1	1																		1	1	1	1	
Sudan																										
Suriname																	1	1	1	1			1	1	1	1
Swaziland																										
Sweden	1	1	1		1						2	1	1	1	1	2	3	3	2	2	5	5	5	3	4	
Switzerland																1		1	1		1		1	1		
Syrian Arab Republic																				1	1				1	1
Tajikistan																										
Thailand	1	1	1	1	1							1	1	1	1	2	2	2	2	2	3	4	4	4	4	
The former Yugoslav Republic of Macedonia																										
Timor-Leste																										

Country of nationality	USG					ASG					D-2					D-1					Total				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
Togo															1	1	1	1	1	1	1	1	1	1	
Tonga																									
Trinidad and Tobago											1	1					1	2	1	2	1	2	2	1	2
Tunisia						1									2	2	2	2	2	2	3	2	2	2	2
Turkey												1	1	1									1	1	1
Turkmenistan																									
Tuvalu																									
Uganda						1	1				1	1			2	1			2	4	3				2
Ukraine												1		1	5	5	2	4	3	5	5	3	4	4	4
United Arab Emirates																									
United Kingdom of Great Britain and Northern Ireland	1	1	1	1	1	1	1	1	1	1	2	3	1	3	4	18	20	14	14	13	22	25	17	19	19
United Republic of Tanzania	2	2	1	1													1	2	1		2	3	3	2	
United States of America	2	2	2	2	1	3	3	3	3	4	7	8	6	8	9	39	36	28	22	34	51	49	39	35	48
Uruguay														1	1					1				1	2
Uzbekistan																									
Vanuatu																									
Venezuela (Bolivarian Republic of)											1				1	1	1	1	1	1	2	1	1	1	1
Viet Nam																									
Yemen																									
Zambia																									
Zimbabwe											1	1	1			1	1	1	1	1	2	2	2	1	1
Total	27	27	29	28	29	25	20	23	23	23	73	71	67	69	75	228	249	207	186	233	353	367	326	306	360

Table 2.C

Staff in the Professional and higher categories in posts with special language requirements by nationality, gender and grade, including appointments and separations, from 30 June 2012 to 30 June 2013

(Population: 889 as at 30 June 2013)

Country of nationality	Gender	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13					
		Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Afghanistan	Female																					
	Male																					
	All																					
Albania	Female																					
	Male																					
	All																					
Algeria	Female	1															1					1
	Male	3			(1)									(1)			2					2
	All	4			(1)									(1)			3					3
Andorra	Female																					
	Male																					
	All																					
Angola	Female																					
	Male																					
	All																					
Antigua and Barbuda	Female																					
	Male																					
	All																					
Argentina	Female	8		(1)										(1)		1	3	3				7
	Male	5			(2)									(2)		2		1				3
	All	13		(1)	(2)									(3)		3	3	4				10
Armenia	Female																					
	Male																					
	All																					

Country of nationality	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13					
	Gender	Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Australia	Female	1							1					1				1	1		2
	Male	2																2			2
	All	3							1					1				3	1		4
Austria	Female																				
	Male	2																2			2
	All	2																2			2
Azerbaijan	Female																				
	Male																				
	All																				
Bahamas	Female																				
	Male																				
	All																				
Bahrain	Female																				
	Male																				
	All																				
Bangladesh	Female																				
	Male																				
	All																				
Barbados	Female																				
	Male																				
	All																				
Belarus	Female	2														1		1			2
	Male	5				(1)								(1)		1	3				4
	All	7				(1)								(1)		2	3	1			6
Belgium	Female	8														1	1	4	4		9
	Male	5							1				1	(1)			3	1	1		5
	All	13							1				1			1	7	5	1		14
Belize	Female																				
	Male																				
	All																				

Country of nationality	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13					
	Gender	Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Benin	Female																				
	Male	3														1	1	1			3
	All	3														1	1	1			3
Bhutan	Female																				
	Male																				
	All																				
Bolivia (Plurinational State of)	Female	1																1			1
	Male																				
	All	1																1			1
Bosnia and Herzegovina	Female																				
	Male	1																1			1
	All	1																1			1
Botswana	Female																				
	Male																				
	All																				
Brazil	Female																				
	Male																				
	All																				
Brunei Darussalam	Female																				
	Male																				
	All																				
Bulgaria	Female																				
	Male																				
	All																				
Burkina Faso	Female																				
	Male	2		(1)										(1)			1				1
	All	2		(1)										(1)			1				1
Burundi	Female																				
	Male																				
	All																				

Country of nationality	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13					
	Gender	Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Cambodia	Female																				
	Male																				
	All																				
Cameroon	Female	1														1					1
	Male	2													1	1					2
	All	3													1	2					3
Canada	Female	15												(2)	2	4	7				13
	Male	6												(1)	2	1	2				5
	All	21												(3)	4	5	9				18
Cape Verde	Female																				
	Male																				
	All																				
Central African Republic	Female																				
	Male																				
	All																				
Chad	Female																				
	Male																				
	All																				
Chile	Female																				
	Male	1															1				1
	All	1															1				1
China	Female	57	(1)	(1)	1	(1)							1	(3)	8	20	26	1			55
	Male	82	(1)		1								1	(1)	20	42	19	1			82
	All	139	(2)	(1)	2	(1)							2	(4)	28	62	45	2			137
Colombia	Female	4													1	1	2				4
	Male	1															1				1
	All	5													1	1	3				5
Comoros	Female																				
	Male																				
	All																				

Country of nationality	Gender	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13						
		Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Congo	Female																						
	Male																						
	All																						
Costa Rica	Female															1	1						1
	Male																						
	All															1	1						1
Côte d'Ivoire	Female																						
	Male	1															1						1
	All	1															1						1
Croatia	Female																						
	Male																						
	All																						
Cuba	Female	5						(1)							(1)	1		2	3				5
	Male	1															1						1
	All	6						(1)							(1)	1	1	2	3				6
Cyprus	Female																						
	Male																						
	All																						
Czech Republic	Female																						
	Male																						
	All																						
Democratic People's Republic of Korea	Female																						
	Male																						
	All																						
Democratic Republic of the Congo	Female																						
	Male																						
	All																						
Denmark	Female																						
	Male																						
	All																						

Country of nationality	Gender	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13						
		Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Djibouti	Female																						
	Male																						
	All																						
Dominica	Female																						
	Male																						
	All																						
Dominican Republic	Female																						
	Male																						
	All																						
Ecuador	Female																						
	Male		1														1						1
	All		1														1						1
Egypt	Female	13					3		1					4		1	7	4	6	1			18
	Male	22					3	(1)						3	(1)	(1)	4	3	15	1			23
	All	35					6	(1)	1					7	(1)		11	7	21	2			41
El Salvador	Female																						
	Male																						
	All																						
Equatorial Guinea	Female																						
	Male																						
	All																						
Eritrea	Female																						
	Male																						
	All																						
Estonia	Female																						
	Male																						
	All																						
Ethiopia	Female																						
	Male																						
	All																						

Country of nationality	Gender	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13						
		Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Fiji	Female																						
	Male																						
	All																						
Finland	Female																						
	Male																						
	All																						
France	Female	83				(1)	2		1					3	(1)	1	18	29	35	4		86	
	Male	32					1	(1)						1	(1)	(1)	8	12	11			31	
	All	115				(1)	3	(1)	1					4	(2)		26	41	46	4		117	
Gabon	Female																						
	Male																						
	All																						
Gambia	Female																						
	Male																						
	All																						
Georgia	Female																						
	Male																						
	All																						
Germany	Female	2					1							1				2	1			3	
	Male	3				(1)									(1)	(1)			1			1	
	All	5				(1)	1							1	(1)	(1)		2	2			4	
Ghana	Female																						
	Male																						
	All																						
Greece	Female																						
	Male	1		(1)											(1)								
	All	1		(1)											(1)								
Grenada	Female																						
	Male																						
	All																						

Country of nationality	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13					
	Gender	Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Guatemala	Female																				
	Male																				
	All																				
Guinea	Female																				
	Male																				
	All																				
Guinea-Bissau	Female																				
	Male																				
	All																				
Guyana	Female	1														1					1
	Male																				
	All	1														1					1
Haiti	Female																				
	Male																				
	All																				
Honduras	Female																				
	Male																				
	All																				
Hungary	Female																				
	Male																				
	All																				
Iceland	Female																				
	Male																				
	All																				
India	Female																				
	Male																				
	All																				
Indonesia	Female																				
	Male																				
	All																				

Country of nationality	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13					
	Gender	Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Iran (Islamic Republic of)	Female	1													1						1
	Male																				
	All	1													1						1
Iraq	Female	1																1			1
	Male																				
	All	1																1			1
Ireland	Female	5					1						1				2	4			6
	Male	2		(1)										(1)			1				1
	All	7		(1)			1						1	(1)			3	4			7
Israel	Female																				
	Male																				
	All																				
Italy	Female	1													1						1
	Male																				
	All	1													1						1
Jamaica	Female																				
	Male	1																1			1
	All	1																1			1
Japan	Female																				
	Male																				
	All																				
Jordan	Female	4															3	1			4
	Male	1												1	1			1			2
	All	5												1	1		3	2			6
Kazakhstan	Female																				
	Male	1													1						1
	All	1													1						1

Country of nationality	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13					
	Gender	Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Kenya	Female																				
	Male	2														1		1			2
	All	2														1		1			2
Kiribati	Female																				
	Male																				
	All																				
Kuwait	Female																				
	Male																				
	All																				
Kyrgyzstan	Female																				
	Male																				
	All																				
Lao People's Democratic Republic	Female																				
	Male																				
	All																				
Latvia	Female																				
	Male																				
	All																				
Lebanon	Female	16					1						1	1		10		8			18
	Male	2														1		1			2
	All	18					1						1	1		11		9			20
Lesotho	Female																				
	Male																				
	All																				
Liberia	Female																				
	Male																				
	All																				

Country of nationality	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13					
	Gender	Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Libya	Female																				
	Male																				
	All																				
Liechtenstein	Female																				
	Male																				
	All																				
Lithuania	Female																				
	Male																				
	All																				
Luxembourg	Female																				
	Male																				
	All																				
Madagascar	Female																				
	Male		1														1				1
	All		1														1				1
Malawi	Female																				
	Male																				
	All																				
Malaysia	Female																				
	Male																				
	All																				
Maldives	Female																				
	Male																				
	All																				
Mali	Female																				
	Male																				
	All																				
Malta	Female																				
	Male																				
	All																				

Country of nationality	Gender	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13						
		Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Marshall Islands	Female																						
	Male																						
	All																						
Mauritania	Female																						
	Male	1																1					1
	All	1																1					1
Mauritius	Female																						
	Male																						
	All																						
Mexico	Female	3																1	1	1			3
	Male	2				(1)									(1)					1			1
	All	5				(1)									(1)			1	1	2			4
Micronesia (Federated States of)	Female																						
	Male																						
	All																						
Monaco	Female																						
	Male																						
	All																						
Mongolia	Female																						
	Male																						
	All																						
Montenegro	Female																						
	Male																						
	All																						
Morocco	Female	6														1	3	2	2				7
	Male	24			1		1							2	(1)	6	9	10					25
	All	30			1		1							2		9	11	12					32
Mozambique	Female																						
	Male																						
	All																						

Country of nationality	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13					
	Gender	Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Myanmar	Female																				
	Male																				
	All																				
Namibia	Female																				
	Male																				
	All																				
Nauru	Female																				
	Male																				
	All																				
Nepal	Female																				
	Male																				
	All																				
Netherlands	Female	1																1			1
	Male																				
	All	1																1			1
New Zealand	Female	1				(1)								(1)							
	Male	1																1			1
	All	2				(1)								(1)				1			1
Nicaragua	Female																				
	Male																				
	All																				
Niger	Female																				
	Male	1																1			1
	All	1																1			1
Nigeria	Female	1																1			1
	Male																				
	All	1																1			1
Norway	Female																				
	Male																				
	All																				

Country of nationality	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13					
	Gender	Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Oman	Female																				
	Male																				
	All																				
Pakistan	Female																				
	Male																				
	All																				
Palau	Female																				
	Male																				
	All																				
Panama	Female																				
	Male	1					(1)							(1)							
	All	1					(1)							(1)							
Papua New Guinea	Female																				
	Male																				
	All																				
Paraguay	Female																				
	Male																				
	All																				
Peru	Female	3													2		1				3
	Male	1						(1)						(1)							
	All	4						(1)						(1)	2		1				3
Philippines	Female													1			1				1
	Male																				
	All													1			1				1
Poland	Female																				
	Male																				
	All																				
Portugal	Female																				
	Male																				
	All																				

Country of nationality	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13					
	Gender	Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Qatar	Female																				
	Male																				
	All																				
Republic of Korea	Female																				
	Male																				
	All																				
Republic of Moldova	Female																				
	Male																				
	All																				
Romania	Female																				
	Male																				
	All																				
Russian Federation	Female	26					1		2				3	(2)		4	14	9			27
	Male	106		(5)		(2)	2	(2)					2	(9)	2	27	46	27	1		101
	All	132		(5)		(2)	3	(2)	2				5	(9)		27	50	41	10		128
Rwanda	Female	1																1			1
	Male																				
	All	1																1			1
Saint Kitts and Nevis	Female																				
	Male																				
	All																				
Saint Lucia	Female																				
	Male																				
	All																				
Saint Vincent and the Grenadines	Female																				
	Male																				
	All																				
Samoa	Female																				
	Male																				
	All																				

Country of nationality	Gender	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13						
		Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
San Marino	Female																						
	Male																						
	All																						
Sao Tome and Principe	Female																						
	Male																						
	All																						
Saudi Arabia	Female																						
	Male																						
	All																						
Senegal	Female																						
	Male	4		(1)										(1)	(1)		1	1					2
	All	4		(1)										(1)	(1)		1	1					2
Serbia	Female																						
	Male																						
	All																						
Seychelles	Female																						
	Male																						
	All																						
Sierra Leone	Female																						
	Male																						
	All																						
Singapore	Female																						
	Male																						
	All																						
Slovakia	Female																						
	Male																						
	All																						
Slovenia	Female																						
	Male																						
	All																						

Country of nationality	Gender	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13					
		Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1
Solomon Islands	Female																					
	Male																					
	All																					
Somalia	Female																					
	Male																					
	All																					
South Africa	Female	2																	2			2
	Male																					
	All	2																	2			2
South Sudan	Female																					
	Male																					
	All																					
Spain	Female	54				(1)	2		1					3	(1)	(1)	11	20	22	2		55
	Male	40					1		1					2		(2)	5	18	15	2		40
	All	94				(1)	3		2					5	(1)	(3)	16	38	37	4		95
Sri Lanka	Female																					
	Male																					
	All																					
Sudan	Female	1																		1		1
	Male	8		(1)											(1)		3	1	3			7
	All	9		(1)											(1)		3	1	4			8
Suriname	Female																					
	Male																					
	All																					
Swaziland	Female																					
	Male																					
	All																					
Sweden	Female																					
	Male																					
	All																					

Country of nationality	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13					
	Gender	Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Switzerland	Female	9												(2)		4	3				7
	Male	3														1	2				3
	All	12												(2)		5	5				10
Syrian Arab Republic	Female	7													1	5	1				7
	Male	4					1						1		1	1	3				5
	All	11				1						1		1	2	6	4				12
Tajikistan	Female																				
	Male																				
	All																				
Thailand	Female																				
	Male																				
	All																				
The former Yugoslav Republic of Macedonia	Female																				
	Male																				
	All																				
Timor-Leste	Female																				
	Male																				
	All																				
Togo	Female																				
	Male																				
	All																				
Tonga	Female																				
	Male																				
	All																				
Trinidad and Tobago	Female	3				(1)								(1)		1	1				2
	Male																				
	All	3				(1)								(1)		1	1				2
Tunisia	Female	3													1		2				3
	Male	10		(2)										(2)	1	1	6	2			9
	All	13		(2)										(2)	1	2	6	4			12

Country of nationality	Gender	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13						
		Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Turkey	Female																						
	Male																						
	All																						
Turkmenistan	Female																						
	Male																						
	All																						
Tuvalu	Female																						
	Male																						
	All																						
Uganda	Female																						
	Male																						
	All																						
Ukraine	Female																						
	Male	5				(1)								(1)			4						4
	All	5				(1)								(1)			4						4
United Arab Emirates	Female																						
	Male																						
	All																						
United Kingdom of Great Britain and Northern Ireland	Female	39		(1)			1							1	(1)	(1)	5	19	11	3			38
	Male	21	1				2							3			5	6	13				24
	All	60	1	(1)			3							4	(1)	(1)	10	25	24	3			62
United Republic of Tanzania	Female																						
	Male																						
	All																						
United States of America	Female	39					3							3		(1)	6	15	20				41
	Male	35		(2)											(2)	1	11	15	8				34
	All	74		(2)			3							3	(2)		17	30	28				75
Uruguay	Female	8		(1)											(1)		2	1	4				7
	Male	1																	1				1
	All	9		(1)											(1)		2	1	5				8

Country of nationality	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13					
	Gender	Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
Uzbekistan	Female																				
	Male																				
	All																				
Vanuatu	Female																				
	Male																				
	All																				
Venezuela (Bolivarian Republic of)	Female	1														1					1
	Male																				
	All	1														1					1
Viet Nam	Female																				
	Male																				
	All																				
Yemen	Female																				
	Male																				
	All																				
Zambia	Female																				
	Male																				
	All																				
Zimbabwe	Female																				
	Male	1		(1)											(1)						
	All	1		(1)											(1)						
Subtotal	Female	438		(4)		(5)	16	(2)	6					22	(11)	(1)	74	160	193	21	448
	Male	460	1	(16)	1	(9)	12	(6)	2					16	(31)	(4)	104	183	148	6	441
	All	898	1	(20)	1	(14)	28	(8)	8					38	(42)	(5)	178	343	341	27	889

Country of nationality	As at 30/06/12		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 30/06/13					
	Gender	Total	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Appt	Sep	Others	P-5	P-4	P-3	P-2	P-1	Total
State of Palestine	Female																				
	Male																				
	All																				
Stateless	Female																				
	Male																				
	All																				
Total	Female	438		(4)		(5)	16	(2)	6					22	(11)	(1)	74	160	193	21	448
	Male	460	1	(16)	1	(9)	12	(6)	2					16	(31)	(4)	104	183	148	6	441
	All	898	1	(20)	1	(14)	28	(8)	8					38	(42)	(5)	178	343	341	27	889

Note: Appt: appointments, including appointments and reappointments; sep: separations (movement of staff out of the Secretariat); others: net movements of staff other than appointments and separations, including movements to/returns from special leave without pay and secondment to other organizations.