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Agenda item 143

### Human resources management

## Composition of the Secretariat: staff demographics

### Report of the Secretary-General

#### *Summary*

The present report provides insights and summarizes trends of the staff composition of the United Nations Secretariat covering the period from 1 January to 31 December 2021. The report is presented to the General Assembly pursuant to its resolutions on human resources management, the most recent of which was resolution [72/254](#).

The overall number of staff of the Secretariat decreased by 1,065 staff, or 2.9 per cent, from 2020 to 2021. Even with an increase in appointments during the period due to the end of the temporary suspension of hiring for vacant regular budget posts in April 2021, the outflow of staff was greater owing to a 51.4 per cent increase in separations during the reporting period. The overall reduction of staff was driven by the completion of the mandate of the African Union-United Nations Hybrid Operation in Darfur (UNAMID) and the transition plan for the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO).

As two of the larger peacekeeping operations, based on the size of their staff, changes to UNAMID and MONUSCO had an impact on overall staff demographics. The trend in 2021 followed the pattern from the past five years, in which the reduction of staff in peacekeeping operations has been the main driver for the overall reduction of staff in the Secretariat. With the completion of the mandate of UNAMID, the number of staff in the Field Service category and of men in particular decreased. Correspondingly, given the outflow of men and an increase in the share of women being appointed, the representation of women increased for almost all entity types.

Equitable geographical representation of Member States under the system of desirable ranges is a high priority for the Secretary-General. The number of external movements, which includes initial appointments and reappointments, to posts subject to geographical distribution in 2021 increased by 90.4 per cent compared with the previous reporting period. This increase may be attributed to the lifting in mid-2021 of the temporary suspension of hiring for all vacant regular budget posts, which was one of the measures introduced to mitigate the operational impact of the liquidity



crisis. In terms of the system of desirable ranges, while the number of Member States within range increased from 103 in 2017 to 106 in 2021, the combined number of unrepresented and underrepresented Member States decreased from 63 in 2017 to 57 in 2021. However, the overall pace towards equitable geographical distribution has been slow and at times inconsistent.

With regard to gender parity, the ratio of women to total staff in the Professional and higher and Field Service categories increased by 1.3 percentage points to 42.2 per cent from 40.9 per cent in 2020, and from 38.2 per cent in 2017. As previously noted, there was an increase in appointments during the period resulting from the ending of the temporary suspension of hiring for all vacant regular budget posts, and the emergence from the coronavirus disease (COVID-19) pandemic, both of which had had an impact on the number of job openings published in 2020. Although both genders saw an increase in appointments, the increase in appointments of women was more prominent during the period.

Appointments of women during 2021 reached 54.4 per cent, 2.5 percentage points higher than in 2020. The net gain in the inflow of women as the share of women appointed was 13.2 percentage points higher than the share of women who separated from the Organization during the same period, which contributed to the increase in the ratio of women to total staff.

The increased share of women from developing countries was also notable during the reporting period. The share of Under-Secretaries-General with geographical status from developing countries increased from 54.8 per cent in 2017 to 65.6 per cent in 2021, with an increase of the share of women with geographical status from developing countries from 16.8 per cent in 2017 to 19.8 per cent in 2021. The increased share of staff with geographical status from developing countries at the Under-Secretary-General and D-1 level was also observed over the five-year period.

The present report features an extended retirement forecast, with projections of 5 years, 10 years and 20 years into the future. This long-range forecast highlights the generational and demographic shifts in the staff population that the Organization will prepare for, as outlined in the forthcoming report of the Secretary-General on ways forward in the implementation of reform mandates. Notably, by 2041, around half of the current staff workforce population will have retired.

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

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## Abbreviations and acronyms

ACABQ-SEC	Secretariat of the Advisory Committee on Administrative and Budgetary Questions
ASG	Assistant Secretary-General
ATSMT	Analytical Support and Sanctions Monitoring Team pursuant to resolutions <a href="#">1526 (2004)</a> and <a href="#">2253 (2015)</a> concerning Islamic State in Iraq and the Levant (Da'esh), Al-Qaida and the Taliban and associated individuals and entities; and the Office of the Ombudsperson established pursuant to resolution <a href="#">1904 (2009)</a>
BINUH	United Nations Integrated Office in Haiti
BOA-SEC	Secretariat of the United Nations Board of Auditors and Panel of External Auditors of the United Nations Secretariat
CNMC	Cameroon-Nigeria Mixed Commission
CS	corporate service entities
CTED	Counter-Terrorism Committee Executive Directorate
D	Director levels 1 and 2
D+	Director level and above
DESA	Department of Economic and Social Affairs
DGACM	Department for General Assembly and Conference Management
DGC	Department of Global Communications
DMSPC	Department of Management Strategy, Policy and Compliance
DOS	Department of Operational Support
DPO	Department of Peace Operations
DPPA	Department of Political and Peacebuilding Affairs
DSG	Deputy Secretary-General
DSS	Department of Safety and Security
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
ETHICS	Ethics Office
FF	field-focused entities
FS	Field Service

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FT	Fixed-term
GCO	Global Compact Office
GOE-DRC	Group of Experts on the Democratic Republic of the Congo
GS+	General Service and related categories
HQ	Headquarters-based entities
HSU	Human Security Unit
IAAC-SEC	Secretariat of the Independent Audit Advisory Committee
ICJ	International Court of Justice
ICSC	International Civil Service Commission
IIM-Syria	International, Impartial and Independent Mechanism to Assist in the Investigation and Prosecution of Persons Responsible for the Most Serious Crimes under International Law Committed in the Syrian Arab Republic since March 2011
IM-Myanmar	Independent Investigative Mechanism for Myanmar
INT	Interpreters
IRMCT	International Residual Mechanism for Criminal Tribunals
ITC	International Trade Centre
LT	Language teachers
MINURSO	United Nations Mission for the Referendum in Western Sahara
MINUSCA	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic
MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
NPO	National Professional Officer
OAH	offices away from Headquarters
OAJ	Office of Administration of Justice
OCHA	Office for the Coordination of Humanitarian Affairs
OCT	Office of Counter-Terrorism
ODA	Office for Disarmament Affairs
OEERC	Office of the United Nations Emergency Ebola Response Coordinator
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHRLLS	Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
OICT	Office of Information and Communications Technology

OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
OMBUD	Office of the Ombudsperson established pursuant to Security Council resolution <a href="#">1904 (2009)</a>
OOSA	Office for Outer Space Affairs
OPESG-WS	Office of the Personal Envoy of the Secretary-General for Western Sahara
OSAA	Office of the Special Adviser on Africa
OSASG	Office of the Special Adviser to the Secretary-General
OSASG-Cyprus	Office of the Special Adviser to the Secretary-General on Cyprus
OSASG-POG	Office of the Special Adviser to the Secretary-General on the Prevention of Genocide
OSC SEA	Office of the Special Coordinator on Improving the United Nations Response to Sexual Exploitation and Abuse
OSCS	Office of the Special Coordinator for Development in the Sahel
OSEH	Office of the Special Envoy for Haiti
OSE HoA	Office of the Special Envoy of the Secretary-General for the Horn of Africa
OSESG	Office of the Special Envoy of the Secretary-General (Burundi)
OSESG-GL	Office of the Special Envoy of the Secretary-General for the Great Lakes Region
OSESG-MYR	Office of the Special Envoy of the Secretary-General on Myanmar
OSESG-SC1559	Office of the Special Envoy of the Secretary-General for the implementation of Security Council resolution <a href="#">1559 (2004)</a>
OSESG-Syria	Office of the Special Envoy of the Secretary-General for Syria
OSESG-Yemen	Office of the Special Envoy of the Secretary-General for Yemen
OSET	Office of the Envoy of the Secretary-General on Technology
OSRSG-CAAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
OSRSG-SVC	Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict
OSRSG-VAC	Office of the Special Representative of the Secretary-General on Violence against Children
OVRA	Office of the Victims' Rights Advocate
P	Professional category
P+	Professional and higher categories
PC	Permanent or continuing
PIA	Public information assistants

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

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

UNSMIL	United Nations Support Mission in Libya
UNSOM	United Nations Assistance Mission in Somalia
UNSOS	United Nations Support Office in Somalia
UN-TBLDC	Technology Bank for the Least Developed Countries
UNTSO	United Nations Truce Supervision Organization
UNU	United Nations University
UNVMC	United Nations Verification Mission in Colombia
UN-Women	United Nations Entity for Gender Equality and the Empowerment of Women
USG	Under-Secretary-General

## I. Introduction

1. The present annual report of the Secretary-General on the composition of the Secretariat is submitted pursuant to General Assembly resolutions concerning human resources management, the most recent of which is resolution 72/254, and contains data as at 31 December 2021. An overview and analysis of trends is provided for demographic variables, such as age, gender and nationality, as well as structural elements of the workforce, such as entity, location, category and appointment type. It also contains data on expected retirements up to 2031 as part of the 10-year forecast, with additional data through 2041 as part of a longer-range outlook. The report also includes staff appointments and separations, as well as the disaggregated analysis of staff subject to the system of desirable ranges.

2. To offer deeper insight into how and why the United Nations Secretariat staff population is evolving, and the factors affecting key workforce demographics, the Secretary-General provides additional analyses across all areas. Workforce data and trends are disaggregated by demographic variables to identify patterns and drivers of changes to the staff population. This quantitative information is accompanied by qualitative information provided by entities and embedded into various sections of the report to identify underlying factors. In addition, enhanced visuals continue to be introduced to the report to increase the accessibility of the data, to better capture complex data relationships and to guide the reader through a visual discovery of patterns and trends. The seven-entity grouping approach, which was introduced in the previous report to offer further disaggregation of the workforce data, continues to be used.

3. The present report is complemented by the HR Insight reporting tool, which provided Member States with regular online access to core information throughout the reporting period, including data on the representation status of Member States and the list of all staff, which was updated on a monthly basis. To address the needs of Member States for more timely access and more analytical workforce data, the Secretariat continued its efforts to increase digital access to data and launched a new United Nations Secretariat workforce portal during 2022. Leveraging the features of a modern business intelligence platform, the new portal provides insights on workforce data on a daily basis, allows for specialized analytics and empowers users to see the most relevant workforce data on just one screen and to produce customized reports. Once fully deployed, the new portal will replace HR Insight and eventually offer the opportunity to transition from annual and paper-based reporting to provide continuous digital access to data on the composition of the Secretariat.

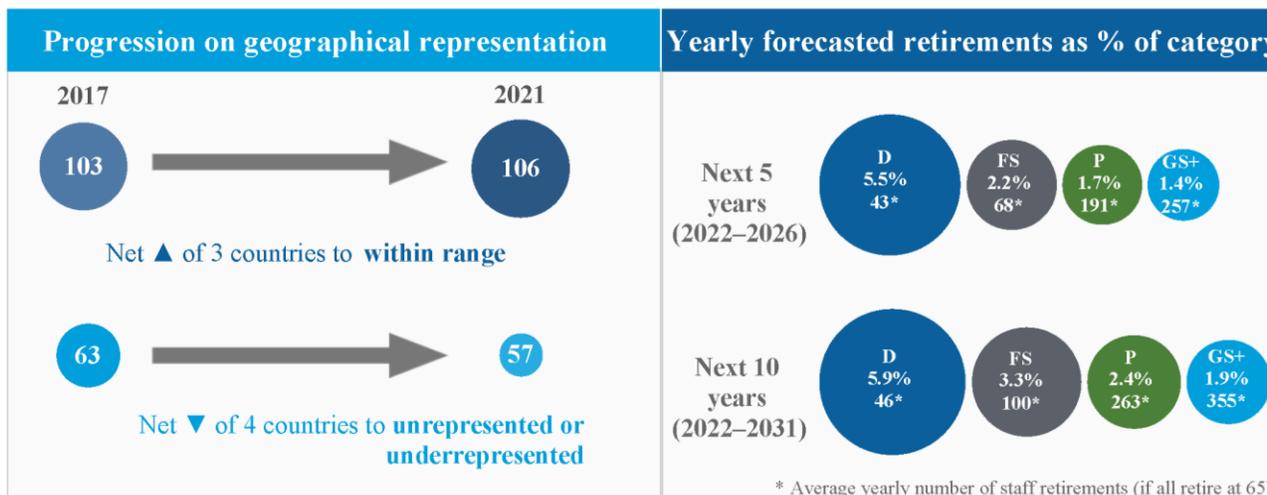
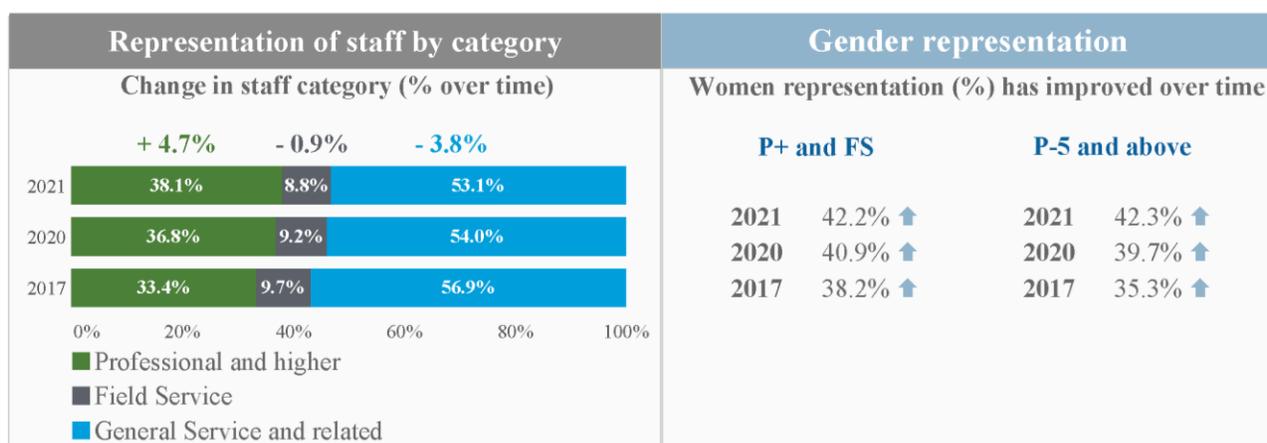
### Overview

4. The present report covers the one-year period from 1 January to 31 December 2021. For those parts of the report showing trends, the data is as at 31 December of a given year.

5. For the current reporting year (2021), and over the period from 2017 to 2021, the following key figures are presented in the infographic below.

**Informational summary of the all-staff population of the Secretariat as at 31 December 2021**

ALL-STAFF POPULATION OF THE SECRETARIAT		UNITED NATIONS SYSTEM														
As at 2021, <b>35,762</b> staff of the Secretariat	Secretariat staff work across <b>113</b> entities, are located in <b>465</b> duty stations and represent <b>189</b> nationalities	<b>78,649</b> including staff in United Nations-related entities														
Over <b>12%</b> of the Secretariat staff work in:	The number of staff <b>decreased</b> over the past years:	This decrease reflects changes in <b>entities</b> such as:														
<table border="0"> <tr> <td><b>DGACM</b></td> <td><b>UNMISS</b></td> </tr> <tr> <td><b>2,122 staff</b></td> <td><b>2,242 staff</b></td> </tr> <tr> <td><b>5.9%</b></td> <td><b>6.3%</b></td> </tr> </table>	<b>DGACM</b>	<b>UNMISS</b>	<b>2,122 staff</b>	<b>2,242 staff</b>	<b>5.9%</b>	<b>6.3%</b>	Since 2020: <b>- 1,065 staff</b> Since 2017: <b>- 2,343 staff</b>	<table border="0"> <tr> <td><b>UNAMID</b></td> <td><b>- 1,216 staff</b></td> </tr> <tr> <td><b>MONUSCO</b></td> <td><b>- 89 staff</b></td> </tr> <tr> <td><b>RCS</b></td> <td><b>+ 188 staff</b></td> </tr> <tr> <td><b>UNITAMS</b></td> <td><b>+ 128 staff</b></td> </tr> </table>	<b>UNAMID</b>	<b>- 1,216 staff</b>	<b>MONUSCO</b>	<b>- 89 staff</b>	<b>RCS</b>	<b>+ 188 staff</b>	<b>UNITAMS</b>	<b>+ 128 staff</b>
<b>DGACM</b>	<b>UNMISS</b>															
<b>2,122 staff</b>	<b>2,242 staff</b>															
<b>5.9%</b>	<b>6.3%</b>															
<b>UNAMID</b>	<b>- 1,216 staff</b>															
<b>MONUSCO</b>	<b>- 89 staff</b>															
<b>RCS</b>	<b>+ 188 staff</b>															
<b>UNITAMS</b>	<b>+ 128 staff</b>															



6. Table 1 provides an overview of the structure of the report by section. Table 2 gives an overview of trends by demographic variable from December 2017 to 2021. Table 3 shows the number of staff in the Secretariat and related entities in the United Nations system.

Table 1  
**Overview of staff demographics of the Secretariat as at 31 December 2021 and from 1 January to 31 December 2021**

<i>Section</i>	<i>Topic</i>	<i>Population/demographic<sup>a</sup> variable</i>	<i>Overview</i>
II	All staff of the Secretariat	Population: 35,762 (-2.9 per cent)	All categories of staff holding permanent, continuing, fixed-term or temporary appointments
	As at 31 December 2021 <sup>b</sup>	Entity	Member States represented: 189 (para. 13)
			Number of staff (annex 1.D)
			Departments/offices, regional commissions and tribunals: <sup>c</sup> 21,412 (+1.2 per cent)
			Peacekeeping operations and special political missions and other political presences: 14,350 (-8.4 per cent)
			Largest change in number of staff by entity: UNAMID (decrease of 1,216)
		Category	Number of staff (table 10)
			Professional and higher: 13,641 (+0.6 per cent)
			Field Service: 3,139 (-7.5 per cent)
			General Service and related: 18,982 (-4.5 per cent)
			Largest by grade: G-5: 4,671 (-4.6 per cent)
		Appointment type	Number of staff (table 12)
			Permanent or continuing: 9,979 (-5.0 per cent)
			Fixed-term: 23,306 (-1.6 per cent)
			Temporary: 2,477 (-6.3 per cent)
			Largest by grade: fixed-term G-5: 3,720 (3.5 per cent)
		Gender	Percentage of staff members who are women
			Overall: 40.3 per cent (+1.7 percentage points) (table 14)
			Departments/offices, regional commissions and tribunals: 50.0 per cent (+0.7 percentage points) (figure VI)
			Peacekeeping operations and special political missions and other political presences: 25.7 per cent (+1.4 percentage points) (figure VI)
			Category with the highest percentage: Professional and higher: 46.9 per cent (+1.5 percentage points) (table 14)
			Department/office, regional commission or tribunal with the highest percentage: HSU: 85.7 per cent (figure VII)
			Peacekeeping operations and special political missions and other political presences with the highest percentage: POE-DPRK, OMBUD, OSESG-SC1559, GOE-DRC, POE-Libya, POE-Mali (100 per cent) (figure VIII)

Section	Topic	Population/demographic <sup>a</sup> variable	Overview
			Entity grouping with the highest percentage: resident coordinator system: 54.8 per cent (+2.4 percentage points) (figure IX)
		Age	<p>Average age: 47.0 years (+0.2 years) (figure X)</p> <p>Largest age group: 45–49 years, comprising 7,057 staff members (-0.6 per cent) (figure XI)</p> <p>Average length of service in the Secretariat: 9.9 years (table 15)</p> <p>Highest average age by appointment type: permanent or continuing: 51.7 years (table 16), compared with 51.2 years in the previous report</p> <p>Number of staff retirements (table 17)</p> <p>Forecast for 2022–2026: 558 average yearly retirements (+3.0 per cent) (table 17)</p>
III	Staff movements 1 January to 31 December 2021	<p>Population: 33,872 (-1.2 per cent)</p> <p>As at 31 December 2021</p>	<p>All staff excluding 1,890 staff members<sup>d</sup> not administered in Umoja for the full reporting period</p> <p>Number of staff (table 19)</p> <p>Appointments: 4,305 (+27.7 per cent)</p> <p>Separations: 5,357 (+51.4 per cent)</p>
		Entity	<p>Number of staff appointments (table 22)</p> <p>Largest number for departments/offices, regional commissions and tribunals: DGACM (654)</p> <p>Largest number for peacekeeping operations and special political missions and other political presences: MINUSMA (154)</p>
		Category	<p>Number of staff appointments (table 23)</p> <p>Largest number by category: Professional and higher (2,736)</p> <p>Largest number by grade: P-3 (961)</p>
		Gender	<p>Appointments: 54.4 per cent women (+2.5 percentage points) (table 23)</p> <p>Separations: 41.2 per cent women (-9.3 percentage points) (table 23)</p>
		Age	<p>Appointments (figure XV)</p> <p>Largest number by age group: 35–39 years: 813 (+41.6 per cent)</p>

Section	Topic	Population/demographic <sup>a</sup> variable	Overview
IV	Staff subject to the system of desirable ranges  As at 31 December 2021 <sup>b</sup>	Population (3,116) (-0.4 per cent)	Staff members with geographical status  Member State representation (table 25)  Unrepresented: 21  Underrepresented: 36  Within range: 106  Overrepresented: 30
		Entity	Largest number of staff with geographical status by entity: OHCHR, DESA and DGC (table 28)
		Category	Largest percentage of staff with geographical status by grade: P-3 (table 29)
		Appointments	139 new appointments (90.4 per cent) (table 31)
		Gender	Percentage of staff members who are women: 48.8 per cent (+0.6 percentage points) (table 34)
		Age	Forecast of retirements for 2022–2026: an average of 67 retirements yearly (table 35)

<sup>a</sup> Population figures represent the total data set on which the information in the respective section is based.

<sup>b</sup> Percentage change from the prior report (A/76/570 and A/76/570/Corr.1) is provided wherever it is applicable.

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

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

Table 2

**Overview of staff demographic trends in the Secretariat as at 31 December for 2017 to 2021**

Section	Population/demographic variable	2017 <sup>a</sup>	2018 <sup>b</sup>	2019 <sup>c</sup>	2020 <sup>d</sup>	2021	Comments
I	Introduction						
	Staff of the Secretariat and related entities in the United Nations system (table 3)	75 903	76 590	77 620	79 605	78 649	Over the past five periods, the number of staff in this category has increased by 3.6 per cent. Although there has been an increase in the overall population over the past five years, there was a noted decrease from 2020 to 2021. UNHCR increased its staff population by 6.0 per cent from 2020 to 2021, which was offset by the closing of UNAMID and caused the overall reduction during the one-year period.
II	All staff of the Secretariat						
	Population (table 8 and annex, table 1.D)	38 105	37 505	36 574	36 827	35 762	Over the past five periods, the number of staff of the Secretariat has decreased by 6.1 per cent. The decrease over the one-year period from December 2020 to December 2021 was largely driven by the closure of UNAMID, but the overall decrease over the five-year period from 2017 to 2021 was driven by the reduction of staff in peacekeeping operations and special political missions and other political presences. The slight increase in 2020 was the result of an increase in staff for RCS.

Section	Population/demographic variable	2017 <sup>a</sup>	2018 <sup>b</sup>	2019 <sup>c</sup>	2020 <sup>d</sup>	2021	Comments
Category (tables 9 and 10)							
	Professional and higher	12 719	13 069	13 412	13 554	13 641	Over the five-year period, the ratio of staff in the Professional and higher categories to total staff increased by 7.2 per cent, mainly owing to the reduction of staff in the General Service and related categories and the Field Service category with the closure of peacekeeping operations. During the one-year period from 2020 to 2021 the ratio remained relatively stable.
	Field Service	3 695	3 577	3 461	3 395	3 139	The ratio of Field Service staff to total staff decreased over the five-year period. A decrease of 15.0 per cent was noted, primarily owing to a reduction in staff in peacekeeping operations and special political missions and other political presences over the years, as reflected in the total staff population over the five-year period. During the one-year period from 2020 to 2021, the decrease of 7.5 per cent was driven by the closure of UNAMID, MONUSCO and other entities in peacekeeping operations and special political missions and other political presences.
	General Service and related	21 691	20 859	19 701	19 878	18 982	Over the five-year period, the ratio of staff in the General Service and related categories to total staff decreased by 12.5 per cent. This was mainly due to the closure of peacekeeping operations. Over the one-year period from 2020 to 2021, the ratio of staff decreased by 4.5 per cent, driven by the closure of UNAMID and MONUSCO.
Appointment type (table 12)							
	Permanent or continuing	9 733	10 905	10 659	10 501	9 979	Over the five-year period, the ratio of staff on permanent or continuing appointments to total staff increased by 2.4 percentage points, from 25.5 per cent in 2017 to 27.9 per cent in 2021, mainly owing to the conversion of some fixed-term appointments to continuing appointments. Over the one-year period from 2020 to 2021, there was a decrease of 5.0 per cent, which included retirements. Fixed-term appointments decreased overall, which may be due to the impact of the temporary suspension of hiring for regular budget vacant posts. Temporary appointments saw an overall decrease of 13.7 per cent, which was driven by reduced demand for temporary staff during the COVID-19 pandemic.
	Fixed-term	25 502	23 586	22 789	23 682	23 306	
	Temporary	2 870	3 014	3 126	2 644	2 477	
Gender (table 14)							
	Staff: women	13 675	13 806	14 042	14 233	14 400	The ratio of staff who are women to total staff, in all appointment types, categories and grades, increased by 4.4 per cent over the five-year period, as the recommendations outlined in the Secretary-General's system-wide strategy on gender parity took effect. Over the one-year period from 2020 to 2021, appointments of women increased by 1.7 per cent. This increase may be attributed to the temporary special measures on gender parity (ST/AI/2020/5), the lifting of the suspension of hiring during the one-year period and the outflow of men from UNAMID and MONUSCO.
	Staff: men	24 430	23 699	22 532	22 594	21 362	
	Percentage of staff: women	35.9	36.8	38.4	38.6	40.3	

Section	Population/demographic variable	2017 <sup>a</sup>	2018 <sup>b</sup>	2019 <sup>c</sup>	2020 <sup>d</sup>	2021	Comments
	Age (table 15)						
	Average age (years)	45.1	45.7	46.2	46.8	47.0	Although the average age of Secretariat staff increased over the five-year period, the rate of ageing decelerated for the first time between December 2020 and December 2021. Whereas the population aged at a rate of approximately 0.6 years from December 2017 to December 2020, the rate dropped to 0.2 years between December 2020 and December 2021.
IV	Staff subject to the system of desirable ranges						
	Population (table 28)	3 074	3 107	3 158	3 129	3 116	Over the five-year period, the number of Secretariat staff with geographical status increased by 1.4 per cent, which may be attributable to the increase in the number of regular budget posts subject to the system of desirable ranges. However, there was a slight decrease of 0.4 per cent between December 2020 and December 2021 which may have been influenced by the temporary suspension of hiring for vacant regular budget posts.
	Member State representation (table 25)						
	Unrepresented	19	21	22	20	21	Over the five-year period, the number of Member States within range increased from 103 to 106 and underrepresented Member States decreased from 44 to 36, which may be attributable to efforts to increase equitable geographical representation. From 2020 to 2021, however, the number of Member States within range decreased from 109 to 106 and underrepresented Member States decreased from 37 to 36, which may be due to the temporary suspension of hiring for vacant regular budget posts.
	Underrepresented	44	40	34	37	36	
	Within range	103	105	108	109	106	
	Overrepresented	27	27	29	27	30	

<sup>a</sup> See A/73/79.

<sup>b</sup> See A/74/82.

<sup>c</sup> See A/75/591.

<sup>d</sup> See A/76/570 and A/76/570/Corr.1.

7. The staff population of the Secretariat saw an overall decrease during the one-year reporting period from 2020 to 2021, as well as during the five-year reporting period from 2017 to 2021. A decrease of 1,065 staff (2.9 per cent) was reported from 2020 to 2021, driven by the completion of the mandate of UNAMID and the transition plan strategy of MONUSCO. During the five-year reporting period, a 6.1 per cent decrease occurred in the overall staff population, attributed to the changing operational contexts and lifespans of mandates within the Secretariat.

8. The changes in the number of staff have affected its composition. The percentage of staff from African States decreased by 1.8 percentage points in 2021 compared with 2020, driven largely by the decrease of staff at UNAMID and MONUSCO. From 2020 to 2021, the reduction of staff who are nationals of African States was driven by the separation of staff from UNAMID (of 1,116 staff who separated, 993 were from African States) and MONUSCO (of 221 staff who separated, 166 were from African States), consisting predominantly of locally recruited staff in the General Service and related categories. The representation of women in the Secretariat increased from 38.2 per cent in 2017 to 40.3 per cent in 2021. The increase was a result of the temporary special measures on gender parity, the lifting of the temporary suspension of hiring and the outflow of men in relation to the changes at UNAMID and MONUSCO. The completion of the mandate and

liquidation of UNAMID resulted in an outflow of staff members from the entity during the reporting period consisting of 926 men and 190 women. Other factors, such as the increased ratio of appointments of women and more retirements of men during the reporting period also had an impact on the overall change in the composition of the workforce. It was also observed that the staff population had previously been ageing at a rate of 0.6 years between 2017 and 2020, but the rate decreased to less than 0.2 years during 2021.

9. The population of staff who are subject to the system of desirable ranges increased over the five-year period, but marginally decreased over the period from 2020 to 2021. Over the five-year period, from 2017 to 2021, the staff population increased by 1.4 per cent. However, the Secretariat saw a marginal decrease of 0.4 per cent during the period from 2020 to 2021, which may have been a lingering consequence of the temporary suspension of hiring for all regular budget posts, which are predominantly positions covered under the system of desirable ranges.

10. Notable changes also occurred for staff according to category and grade during the period 2020–2021. The most significant decreases were observed in the Field Service and General Service and related categories, and were 7.5 per cent and 4.5 per cent, respectively. The decreases were predominantly driven by the completion of the mandate of UNAMID, which lost 221 Field Service staff and 835 General Service and related staff. Other contributing entities were DGACM, which lost 93 General Service and related staff, and MONUSCO, as a result of the Mission's transition plan. From 2017 to 2021, there was a decrease of 15 per cent in the Field Service category and 12.5 per cent in the General Service and related categories. The overall reasons for the decreases were driven by the drawdown of operations, which have large numbers of staff in the Field Service as well as in the General Service and related categories. Retirements of staff in these two categories also contributed to the reduction in numbers. The staff population in the Professional and higher categories increased by 7.2 per cent over the five-year period, mainly through the absorption of the resident coordinator system and increases in OHCHR, but has remained almost flat since 2019. Other entities who experienced growth in their staff population during the period include OCT, IIM-Syria, IM-Myanmar, UN-TBLDC and UNITAMS.

11. Changes to the inflow and outflow of staff within the Secretariat were noted during the period 2020–2021. External movements into the Secretariat, which include both initial appointments and reappointments, increased by 27.7 per cent. The increase in appointments was attributable to more hiring following the lifting of the temporary suspension of hiring for all regular budget vacant posts during 2020, as well as the use of effective measures to address the impact of the COVID-19 pandemic. Of the 4,305<sup>1</sup> staff with external movements into the Secretariat, 20.3 per cent were nationals of unrepresented or underrepresented Member States,<sup>2</sup> and more than half (54.4 per cent) of them were women. Outflow of staff (those separating from the Secretariat), also increased by 51.4 per cent during the one-year period, with UNAMID contributing significantly to that population. The number of separations may experience a sizable increase in the future depending on mandate changes and the increasing number of retirements.

12. As shown in table 3, the share of staff in the Secretariat to staff in related entities of the United Nations system decreased by 0.5 percentage points from 2020 to 2021. This is due to the reduced number of staff in the Secretariat, while most related entities observed a small increase.

<sup>1</sup> Including staff members from the State of Palestine and those who are stateless, who account for 0.4 per cent of the external movements.

<sup>2</sup> Geographical representation status of Member States as at 30 June 2021.

Table 3  
**Staff of the Secretariat and related entities of the United Nations system<sup>a</sup> by appointment type and category as at 31 December 2021**

Entity	Permanent or continuing				Fixed-term				Temporary				Indefinite				Total	Percentage of all staff
	P+	FS	GS+	Subtotal	P+	FS	GS+	Subtotal	P+	FS	GS+	Subtotal	P+	FS	GS+	Subtotal		
Secretariat	5 085	1 609	3 285	9 979	6 797	1 454	15 055	23 306	1 759	76	642	2 477	–	–	–	–	35 762	45.5
Related entities																		
UNICEF	1 497	–	3 310	4 807	2 671	–	6 698	9 369	518	–	1 211	1 729	–	–	–	–	15 905	20.2
UNDP	235	–	611	846	2 223	–	4 339	6 562	204	–	158	362	–	–	–	–	7 770	9.9
UNHCR	–	–	–	–	2 641	10	7 600	10 251	593	–	1 406	1 999	813	8	795	1 616	13 866	17.6
UNFPA	65	–	188	253	681	–	2 057	1 738	83	–	56	139	–	–	–	–	3 130	2.7
UNOPS	12	–	9	21	456	–	206	662	8	–	–	8	–	–	–	–	691	0.9
ITC	67	–	36	103	178	–	75	253	51	–	17	68	–	–	–	–	424	0.5
UNJSPF	51	–	47	98	102	–	104	206	4	–	31	35	–	–	–	–	339	0.4
UNRWA <sup>b</sup>	–	–	–	–	162	–	9	171	15	–	–	15	1	–	–	1	187	0.2
UNITAR	–	–	–	–	42	–	9	51	20	–	–	20	–	–	–	–	71	0.1
ICSC	14	–	12	26	9	–	8	17	–	–	–	–	–	–	–	–	43	0.0
UNU	–	–	–	–	78	–	60	138	–	–	–	–	–	–	–	–	138	0.2
ICJ	27	–	30	57	33	–	24	57	–	–	3	3	–	–	–	–	117	0.1
UN-Women	24	–	30	54	482	–	582	1 064	80	–	8	88	–	–	–	–	1 206	1.5
<b>Subtotal, related entities</b>	<b>1 992</b>	<b>–</b>	<b>4 273</b>	<b>6 265</b>	<b>9 758</b>	<b>10</b>	<b>21 771</b>	<b>30 539</b>	<b>1 576</b>	<b>–</b>	<b>2 890</b>	<b>4 466</b>	<b>814</b>	<b>8</b>	<b>795</b>	<b>1 616</b>	<b>42 887</b>	<b>54.5</b>
<b>Total</b>	<b>7 077</b>	<b>1 609</b>	<b>7 558</b>	<b>16 244</b>	<b>16 555</b>	<b>1 464</b>	<b>36 826</b>	<b>53 845</b>	<b>3 335</b>	<b>76</b>	<b>3 532</b>	<b>6 943</b>	<b>814</b>	<b>8</b>	<b>795</b>	<b>1 616</b>	<b>78 649</b>	<b>100.0</b>

<sup>a</sup> 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.

<sup>b</sup> Excluding area personnel.

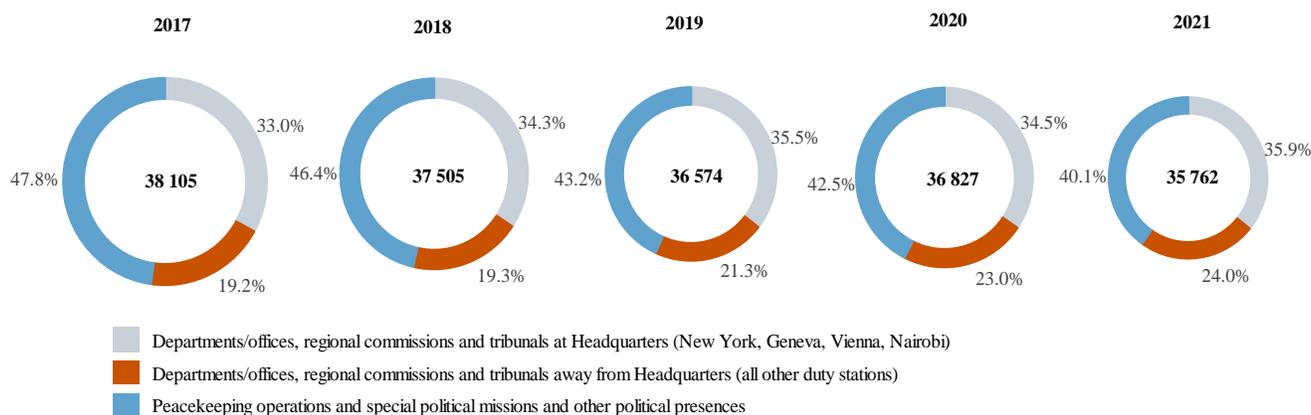
## II. All staff of the Secretariat

13. The total population of the staff of the Secretariat<sup>3</sup> as at 31 December 2021 was 35,762, comprising all categories of staff holding permanent or continuing, fixed-term and temporary contracts, recruited both internationally and locally.<sup>4</sup> The “all staff” population includes staff members from 189 Member States (see annex, table 1.A). During the reporting period, the number of represented Member States decreased by 2, from 191 to 189, which was a result of the expiration of appointments of staff members from those Member States.

14. Figure I shows the five-year trend for all staff in total and by departments/offices, regional commissions and tribunals, and peacekeeping operations and special political missions and other political presences (see para. 19 for an explanation of entities). A decrease of 1,065 staff (2.9 per cent) was observed from 2020 to 2021. The change was mainly driven by the completion of the mandate of UNAMID on 31 December 2020, as well as the transition plan of MONUSCO, both of which accounted for two thirds of the total reduction of staff compared with the previous period. The reduction of staff in both entities also affected the Field Service category, which saw a reduction in its staff as well as a decelerating increase in the average age of all staff and an increased representation of women in the Organization. For reference, table 8 details changes in the number of staff using the seven-entity grouping approach, from 31 December 2020 to 31 December 2021. The changes in all-staff population have been introduced and highlighted throughout the present section of the report.

Figure I  
All staff of the Secretariat from 2017 to 2021

(Population: 35,762 as at 31 December 2021)



### Distribution of all staff by geography

15. As at 31 December 2021, staff served at 465 duty stations, classified as follows: H (39), A (97), B (50), C (59), D (55), E (125).<sup>5</sup> Table 4 provides an overview of all staff by hardship classification of duty station. The most pronounced changes in 2021

<sup>3</sup> This population is referred to throughout the present report as “all staff” and includes seconded military and police officers.

<sup>4</sup> Excluded are 255 staff on special leave without pay and 103 staff on secondment to other organizations.

<sup>5</sup> International Civil Service Commission hardship classification, effective 1 July 2021. Available at <https://icsc.un.org/Home/DataMobility>.

compared with 2020 were observed at C, D and E duty stations. The changes were due to the reclassification of the hardship status of Beirut from D to C, which became effective as at 1 July 2021, as well as the completion of the mandate of UNAMID on 31 December 2020, where 91.1 per cent of staff worked at duty station locations within the entity classified as E.

Table 4  
**Secretariat staff for 2017 to 2021 by hardship classification of duty station**

(Population: 35,762 as at 31 December 2021)

<i>Hardship classification</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>
H	12 673	12 816	12 909	12 562	12 678
A	3 355	3 354	3 147	3 475	3 702
B	4 916	4 945	5 283	4 965	4 741
C	3 653	2 502	2 370	2 465	3 013
D	2 435	2 877	3 478	4 054	3 446
E	10 998	10 917	9 287	9 205	8 084
Undefined <sup>a</sup>	75	94	100	101	98
<b>Total</b>	<b>38 105</b>	<b>37 505</b>	<b>36 574</b>	<b>36 827</b>	<b>35 762</b>

<sup>a</sup> Undefined duty stations are those without a defined classification of hardship, in accordance with the Internal Civil Service Commission hardship classification, effective 1 July 2021.

16. Table 5 shows the 25 duty stations with the largest number of Secretariat staff. The changes observed in the number of staff in Geneva were mainly driven by the increase of staff in OHCHR, which represented almost half of the total increase at the duty station. The changes of staff in Addis Ababa were mainly driven by the decrease of staff in ECA – mostly temporary language staff whose appointments expired during the period and may not have been needed during the COVID-19 pandemic. In Kabul, an overall decrease in local staff in the General Service and related categories, mostly at the entry level, as well as the reassignment of staff away from Kabul, was observed in UNAMA during the period. A decrease in staff in Entebbe, Uganda, was mainly a result of the change in the number of staff in MONUSCO and its transition plan, which was mandated in Security Council resolution [2556 \(2020\)](#).

Table 5  
All staff of the Secretariat by duty station as at 31 December 2021<sup>a</sup>

(Population: 35,762)

Duty station <sup>b</sup>	Hardship classification <sup>c</sup>	Country	Number of staff												Number of women	Number of men	Total	Change in number of staff since 31 December 2020
			Departments/offices			Regional commissions			Tribunals			Peacekeeping operations and special political missions and other political presences						
			Women	Men	Subtotal	Women	Men	Subtotal	Women	Men	Subtotal	Women	Men	Subtotal				
New York	H	United States of America	3 460	2 915	6 375	–	1	1	–	–	–	33	25	58	3 493	2 941	6 434	(12)
Geneva	H	Switzerland	1 770	1 469	3 239	144	103	247	–	–	–	17	20	37	1 931	1 592	3 523	146
Nairobi	B	Kenya	927	768	1 695	–	–	–	–	–	–	98	105	203	1 025	873	1 898	(27)
Juba	E	South Sudan	31	68	99	–	–	–	–	–	–	309	906	1 215	340	974	1 314	(15)
Vienna	H	Austria	677	593	1 270	–	–	–	–	1	1	–	–	–	677	594	1 271	18
Bamako	D	Mali	20	42	62	–	–	–	–	–	–	284	632	916	304	674	978	9
Bangui	D	Central African Republic	21	70	91	–	–	–	–	–	–	245	595	840	266	665	931	(23)
Addis Ababa	B	Ethiopia	116	209	325	234	285	519	–	–	–	–	2	2	350	496	846	(40)
Naqurah	C	Lebanon	2	7	9	–	–	–	–	–	–	237	556	793	239	563	802	(15)
Kinshasa	C	Democratic Republic of the Congo	41	67	108	–	–	–	–	–	–	198	460	658	239	527	766	(1)
Bangkok	A	Thailand	139	178	317	253	176	429	–	–	–	1	2	3	393	356	749	9
Kabul	E	Afghanistan	19	87	106	–	–	–	–	–	–	99	534	633	118	621	739	(43)
Goma	D	Democratic Republic of the Congo	7	29	36	–	–	–	–	–	–	129	502	631	136	531	667	3
Baghdad	E	Iraq	10	32	42	–	–	–	–	–	–	137	416	553	147	448	595	4
Beirut	C	Lebanon	63	112	175	147	128	275	–	–	–	29	71	100	239	311	550	20
Entebbe	B	Uganda	9	17	26	–	–	–	–	–	–	225	266	491	234	283	517	(42)
Santiago	A	Chile	24	51	75	248	181	429	–	–	–	–	–	–	272	232	504	18
Mogadishu	E	Somalia	15	50	65	–	–	–	–	–	–	110	290	400	125	340	465	(7)
Brindisi	H	Italy	6	4	10	–	–	–	–	–	–	136	238	374	142	242	384	(11)
The Hague	H	Netherlands	16	8	24	–	–	–	134	135	269	–	–	–	150	143	293	(32)
Pristina	B	Serbia	5	4	9	–	–	–	–	–	–	99	139	238	104	143	247	2
Gao	E	Mali	–	9	9	–	–	–	–	–	–	40	185	225	40	194	234	2
Khartoum	C	Sudan	34	60	94	–	1	1	–	–	–	52	84	136	86	145	231	5

Duty station <sup>b</sup>	Hardship classification <sup>c</sup>	Country	Number of staff															Change in number of staff since 31 December 2020
			Departments/offices			Regional commissions			Tribunals			Peacekeeping operations and special political missions and other political presences			Number of women	Number of men	Total	
			Women	Men	Subtotal	Women	Men	Subtotal	Women	Men	Subtotal	Women	Men	Subtotal				
Tripoli	E	Libya	9	12	21	–	–	–	–	–	–	39	161	200	48	173	221	18
Bukavu	E	Democratic Republic of the Congo	4	12	16	–	–	–	–	–	–	29	175	204	33	187	220	3
Other	H-E	Other	1 898	2 500	4 398	154	161	315	79	151	230	1 138	4 302	5 440	3 269	7 114	10 383	(1 054)
<b>Total</b>			<b>9 323</b>	<b>9 373</b>	<b>18 696</b>	<b>1 180</b>	<b>1 036</b>	<b>2 216</b>	<b>213</b>	<b>287</b>	<b>500</b>	<b>3 684</b>	<b>10 666</b>	<b>14 350</b>	<b>14 400</b>	<b>21 362</b>	<b>35 762</b>	<b>(1 065)</b>

<sup>a</sup> At the 25 duty stations with the largest number of Secretariat staff.

<sup>b</sup> Some United Nations Secretariat staff administered by UNDP are reported under their main administrative duty stations.

<sup>c</sup> International Civil Service Commission hardship classification, effective 1 July 2021.

17. Tables 6 and 7 provide an overview of all staff based on regional grouping of Member States and geographical region. Table 1.A in the annex shows all staff by nationality. The percentage of staff from African States decreased 1.8 percentage points in 2021 compared with 2020, driven largely by the decrease of 1,116 staff from UNAMID, as the Mission completed its mandate on 31 December 2020, while at MONUSCO, as a result of its transition plan, 221 staff left. The decrease of staff in both entities represented 78.2 per cent of the overall decrease of staff from African States. From 2020 to 2021, the reduction of staff who are nationals of African States was driven by the separation of locally recruited staff in the General Service and related categories. At UNAMID, 80 per cent of staff separated were in the General Service and related categories. At MONUSCO, 95.9 per cent of staff separated were in the General Service and related categories. The reductions affected 69 Member States.

Table 6  
Secretariat staff for 2017 to 2021 by regional group of Member States

(Population: 35,762 as at 31 December 2021)

Region <sup>a</sup>	2017		2018		2019		2020		2021	
	Number	Percentage								
African States	15 288	40.1	14 727	39.3	13 674	37.4	13 947	37.9	12 927	36.1
Asia-Pacific States	7 819	20.5	7 654	20.4	7 791	21.3	7 829	21.3	7 814	21.9
Eastern European States	2 316	6.1	2 287	6.1	2 333	6.4	2 367	6.4	2 385	6.7
Latin American and Caribbean States	2 553	6.7	2 620	7.0	2 511	6.9	2 601	7.1	2 662	7.4
Western European and other States	9 964	26.1	10 044	26.8	10 091	27.6	9 905	26.9	9 793	27.4
Other <sup>b</sup>	165	0.4	173	0.5	174	0.5	178	0.5	181	0.5
<b>Total</b>	<b>38 105</b>	<b>100.0</b>	<b>37 505</b>	<b>100.0</b>	<b>36 574</b>	<b>100.0</b>	<b>36 827</b>	<b>100.0</b>	<b>35 762</b>	<b>100.0</b>

<sup>a</sup> For the members of each regional group, see [www.un.org/dgacm/content/regional-groups](http://www.un.org/dgacm/content/regional-groups).

<sup>b</sup> Includes staff from the State of Palestine and staff who are stateless.

Table 7  
Secretariat staff for 2017 to 2021 by geographical region

(Population: 35,762 as at 31 December 2021)

Region <sup>a</sup>	2017		2018		2019		2020		2021	
	Number	Percentage								
Africa	15 288	40.1	14 727	39.3	13 674	37.4	13 947	37.9	12 927	36.1
Americas	5 716	15.0	5 804	15.5	5 663	15.5	5 726	15.5	5 718	16.0
Asia	8 125	21.3	7 979	21.3	8 126	22.2	8 172	22.2	8 169	22.8
Europe	8 465	22.2	8 497	22.7	8 597	23.5	8 463	23.0	8 449	23.6
Oceania	492	1.3	480	1.3	499	1.4	504	1.4	482	1.3
Other <sup>b</sup>	19	–	18	–	15	–	15	–	17	–
<b>Total</b>	<b>38 105</b>	<b>100.0</b>	<b>37 505</b>	<b>100.0</b>	<b>36 574</b>	<b>100.0</b>	<b>36 827</b>	<b>100.0</b>	<b>35 762</b>	<b>100.0</b>

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

<sup>b</sup> Includes staff who are stateless.

## A. Entity

18. All staff of the Secretariat are employed in an entity. The entities in which staff work are contextualized and presented in seven entity groups (table 8) or four entity groups (see annex, table 1.D), depending on the most suitable disaggregation. The seven entity groups include corporate service entities (CS); field-focused entities (FF); Headquarters-based entities (HQ); offices away from Headquarters (OAH); peace operations (PO); regional economic commissions (REC); and the resident coordinator system (RCS). The exact association of entities to groupings can be found in table 8. The seven entity groups offer a further level of disaggregation of staff demographics based on the Organization's diverse operational contexts. Figure II provides the staff demographics from the perspective of seven entity groups as seen through a post-2019 reform lens.

19. The four entity groups include departments/offices, regional commissions, tribunals, and peacekeeping operations and special political missions and other political presences. Field offices for OCHA, UNODC and other departments/offices are included in their respective departments/offices. In the annex to the present report, table 1.B details the respective entities in the four groups and their staff, showing departments/offices by headquarters and other locations.

20. Table 8 displays the changes in the all-staff population of the Secretariat by entity and by gender from 31 December 2020 to 31 December 2021 using the seven-entity grouping approach. The notable reduction in the population of staff is a result of the completion of the mandate of UNAMID on 31 December 2020, the transition plan of MONUSCO and the 6.8 per cent reduction of staff at ECA. The main reasons for separations from ECA were the expirations of appointments (28.2 per cent) and the reduction in conference language staff on when-actually-employed contracts (26.2 per cent). Part of the inflow of staff into the Secretariat was the result of an increase of staff in RCS, which reflected efforts to build capacity following the establishment of the reinvigorated resident coordinator system on 1 January 2019 as mandated by General Assembly resolution [72/279](#), as well as staff transferred to DCO in the Secretariat who were previously managed by UNDP as part of the phased delinking and service transition from UNDP as a result of the reform. At IIIM-Syria, there was an increase of 14 staff members during the period 2020–2021. UNITAMS gained 128 staff members during the period as a result of the scale-up of UNITAMS, which continued to accelerate in 2021 with the deployment of staff in the Professional and higher categories and National Professional Officer categories in response to Security Council resolution [2579 \(2021\)](#), which extended its mandate for a further 12 months.

Figure II  
**All staff of the Secretariat based on the seven-entity grouping approach as at 31 December for 2017 to 2021**  
 (Population: 35,762 as at 31 December 2021)

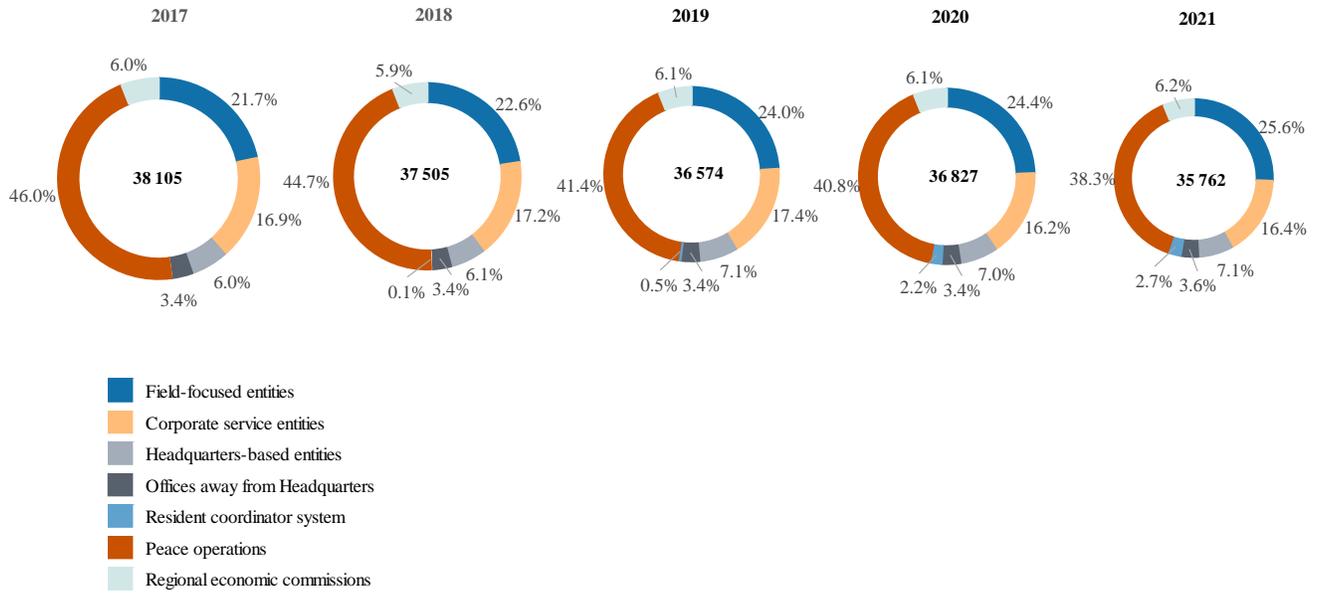


Table 8  
**Change in the all-staff population of the Secretariat by the seven-entity grouping approach from 31 December 2020 to 31 December 2021**

(Population: 35,762 as at 31 December 2021)

Entity grouping	2020						2021						Change					
	Number			Percentage			Number			Percentage			Number			Percentage		
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
<b>Corporate service entities</b>																		
DMSPC <sup>a</sup>	371	245	616	2.6	1.1	1.7	378	253	631	2.6	1.2	1.8	7	8	15	1.9	3.3	2.4
OLA	101	73	174	0.7	0.3	0.5	115	69	184	0.8	0.3	0.5	14	(4)	10	13.9	(5.5)	5.7
RSCE	185	160	345	1.3	0.7	0.9	190	161	351	1.3	0.8	1.0	5	1	6	2.7	0.6	1.7
ETHICS	6	5	11	–	–	–	8	5	13	0.1	–	–	2	–	2	33.3	–	18.2
OAJ	32	17	49	0.2	0.1	0.1	35	16	51	0.2	0.1	0.1	3	(1)	2	9.4	(5.9)	4.1
OIOS	129	152	281	0.9	0.7	0.8	127	152	279	0.9	0.7	0.8	(2)	–	(2)	(1.6)	–	(0.7)
UNOMS	19	9	28	0.1	–	0.1	18	8	26	0.1	–	0.1	(1)	(1)	(2)	(5.3)	(11.1)	(7.1)
DOS <sup>a</sup>	443	419	862	3.1	1.9	2.3	436	420	856	3.0	2.0	2.4	(7)	1	(6)	(1.6)	0.2	(0.7)
OICT	75	166	241	0.5	0.7	0.7	68	159	227	0.5	0.7	0.6	(7)	(7)	(14)	(9.3)	(4.2)	(5.8)
UNLB	148	272	420	1.0	1.2	1.1	148	256	404	1.0	1.2	1.1	–	(16)	(16)	–	(5.9)	(3.8)
DGC	433	317	750	3.0	1.4	2.0	420	306	726	2.9	1.4	2.0	(13)	(11)	(24)	(3.0)	(3.5)	(3.2)
DGACM	1 194	984	2 178	8.4	4.4	5.9	1 180	942	2 122	8.2	4.4	5.9	(14)	(42)	(56)	(1.2)	(4.3)	(2.6)
<b>Subtotal, corporate service entities</b>	<b>3 136</b>	<b>2 819</b>	<b>5 955</b>	<b>22.0</b>	<b>12.5</b>	<b>16.2</b>	<b>3 123</b>	<b>2 747</b>	<b>5 870</b>	<b>21.7</b>	<b>12.9</b>	<b>16.4</b>	<b>(13)</b>	<b>(72)</b>	<b>(85)</b>	<b>(0.4)</b>	<b>(2.6)</b>	<b>(1.4)</b>
<b>Field-focused entities</b>																		
OHCHR	846	683	1 529	5.9	3.0	4.2	933	719	1 652	6.5	3.4	4.6	87	36	123	10.3	5.3	8.0
UNODC	448	372	820	3.1	1.6	2.2	475	393	868	3.3	1.8	2.4	27	21	48	6.0	5.6	5.9
UN-Habitat	167	186	353	1.2	0.8	1.0	183	187	370	1.3	0.9	1.0	16	1	17	9.6	0.5	4.8
IIIM-Syria	33	20	53	0.2	0.1	0.1	40	27	67	0.3	0.1	0.2	7	7	14	21.2	35.0	26.4
IM-Myanmar	27	12	39	0.2	0.1	0.1	30	21	51	0.2	0.1	0.1	3	9	12	11.1	75.0	30.8
DPO <sup>a</sup>	220	269	489	1.5	1.2	1.3	232	268	500	1.6	1.3	1.4	12	(1)	11	5.5	(0.4)	2.2
UNEP	802	521	1 323	5.6	2.3	3.6	816	512	1 328	5.7	2.4	3.7	14	(9)	5	1.7	(1.7)	0.4
OSRSG-SVC	12	4	16	0.1	–	–	13	5	18	0.1	–	0.1	1	1	2	8.3	25.0	12.5
DPPA	235	150	385	1.7	0.7	1.0	231	155	386	1.6	0.7	1.1	(4)	5	1	(1.7)	3.3	0.3
OSRSG-CAAC	12	2	14	0.1	–	–	12	3	15	0.1	–	–	–	1	1	–	50.0	7.1

Entity grouping	2020						2021						Change					
	Number			Percentage			Number			Percentage			Number			Percentage		
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
OVRA	2	1	3	–	–	–	3	1	4	–	–	–	1	–	1	50.0	–	33.3
OSC SEA	3	1	4	–	–	–	3	1	4	–	–	–	–	–	–	–	–	–
OSCS	–	–	–	–	–	–	2	2	4	–	–	–	–	–	–	–	–	–
OSRSG-VAC	7	4	11	–	–	–	7	3	10	–	–	–	–	(1)	(1)	–	(25.0)	(9.1)
UNAKRT	20	43	63	0.1	0.2	0.2	15	36	51	0.1	0.2	0.1	(5)	(7)	(12)	(25.0)	(16.3)	(19.0)
OCHA	787	1 286	2 073	5.5	5.7	5.6	790	1 256	2 046	5.5	5.9	5.7	3	(30)	(27)	0.4	(2.3)	(1.3)
DSS	407	1 413	1 820	2.9	6.3	4.9	408	1 368	1 776	2.8	6.4	5.0	1	(45)	(44)	0.2	(3.2)	(2.4)
<b>Subtotal, field-focused entities</b>	<b>4 028</b>	<b>4 967</b>	<b>8 995</b>	<b>28.3</b>	<b>22.0</b>	<b>24.4</b>	<b>4 193</b>	<b>4 957</b>	<b>9 150</b>	<b>29.1</b>	<b>23.2</b>	<b>25.6</b>	<b>165</b>	<b>(10)</b>	<b>155</b>	<b>4.1</b>	<b>(0.2)</b>	<b>1.7</b>
Headquarters-based entities																		
OCT	67	56	123	0.5	0.2	0.3	86	69	155	0.6	0.3	0.4	19	13	32	28.4	23.2	26.0
UNCTAD	229	258	487	1.6	1.1	1.3	247	259	506	1.7	1.2	1.4	18	1	19	7.9	0.4	3.9
UNDRR	67	49	116	0.5	0.2	0.3	77	55	132	0.5	0.3	0.4	10	6	16	14.9	12.2	13.8
EOSG	80	50	130	0.6	0.2	0.4	89	52	141	0.6	0.2	0.4	9	2	11	11.3	4.0	8.5
UN-TBLDC	2	2	4	–	–	–	9	6	15	0.1	–	–	7	4	11	350.0	200.0	275.0
OHRLLS	14	12	26	0.1	0.1	0.1	15	15	30	0.1	0.1	0.1	1	3	4	7.1	25.0	15.4
GCO	17	5	22	0.1	–	0.1	20	5	25	0.1	–	0.1	3	–	3	17.6	–	13.6
HSU	4	1	5	–	–	–	6	1	7	–	–	–	2	–	2	50.0	–	40.0
UNOP	8	7	15	0.1	–	–	10	7	17	0.1	–	–	2	–	2	25.0	–	13.3
ACABQ-SEC	9	2	11	0.1	–	–	9	3	12	0.1	–	–	–	1	1	–	50.0	9.1
OSAA	14	13	27	0.1	0.1	0.1	14	14	28	0.1	0.1	0.1	–	1	1	–	7.7	3.7
BOA-SEC	5	2	7	–	–	–	5	2	7	–	–	–	–	–	–	–	–	–
ODA	45	35	80	0.3	0.2	0.2	41	39	80	0.3	0.2	0.2	(4)	4	–	(8.9)	11.4	–
OEERC	1	7	8	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
OSET	–	–	–	–	–	–	2	2	4	–	–	–	–	–	–	–	–	–
UN75	8	3	11	0.1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
UNCC	2	1	3	–	–	–	2	1	3	–	–	–	–	–	–	–	–	–
IAAC-SEC	1	1	2	–	–	–	–	1	1	–	–	–	–	–	(1)	–	–	(50.0)
OOSA	13	15	28	0.1	0.1	0.1	12	14	26	0.1	0.1	0.1	(1)	(1)	(2)	(7.7)	(6.7)	(7.1)
UNROD	13	8	21	0.1	–	0.1	11	8	19	0.1	–	0.1	(2)	–	(2)	(15.4)	–	(9.5)

Entity grouping	2020						2021						Change					
	Number			Percentage			Number			Percentage			Number			Percentage		
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
DESA	508	356	864	3.6	1.6	2.3	491	350	841	3.4	1.6	2.4	(17)	(6)	(23)	(3.3)	(1.7)	(2.7)
IRMCT	247	324	571	1.7	1.4	1.6	213	287	500	1.5	1.3	1.4	(34)	(37)	(71)	(13.8)	(11.4)	(12.4)
<b>Subtotal, Headquarters-based entities</b>	<b>1 354</b>	<b>1 207</b>	<b>2 561</b>	<b>9.5</b>	<b>5.3</b>	<b>7.0</b>	<b>1 359</b>	<b>1 190</b>	<b>2 549</b>	<b>9.4</b>	<b>5.6</b>	<b>7.1</b>	<b>5</b>	<b>(17)</b>	<b>(12)</b>	<b>0.4</b>	<b>(1.4)</b>	<b>(0.5)</b>
Offices away from Headquarters																		
UNOG	260	272	532	1.8	1.2	1.4	262	278	540	1.8	1.3	1.5	2	6	8	0.8	2.2	1.5
UNOV	139	240	379	1.0	1.1	1.0	145	241	386	1.0	1.1	1.1	6	1	7	4.3	0.4	1.8
UNON	184	168	352	1.3	0.7	1.0	194	162	356	1.3	0.8	1.0	10	(6)	4	5.4	(3.6)	1.1
<b>Subtotal, offices away from Headquarters</b>	<b>583</b>	<b>680</b>	<b>1 263</b>	<b>4.1</b>	<b>3.0</b>	<b>3.4</b>	<b>601</b>	<b>681</b>	<b>1 282</b>	<b>4.2</b>	<b>3.2</b>	<b>3.6</b>	<b>18</b>	<b>1</b>	<b>19</b>	<b>3.1</b>	<b>0.1</b>	<b>1.5</b>
Peace operations																		
UNITAMS	8	10	18	0.1	–	–	60	86	146	0.4	0.4	0.4	52	76	128	650.0	760.0	711.1
MINUSMA	374	1 210	1 584	2.6	5.4	4.3	396	1 234	1 630	2.8	5.8	4.6	22	24	46	5.9	2.0	2.9
UNITAD	47	92	139	0.3	0.4	0.4	68	91	159	0.5	0.4	0.4	21	(1)	20	44.7	(1.1)	14.4
UNMHA	18	57	75	0.1	0.3	0.2	20	70	90	0.1	0.3	0.3	2	13	15	11.1	22.8	20.0
UNDOF	22	101	123	0.2	0.4	0.3	33	103	136	0.2	0.5	0.4	11	2	13	50.0	2.0	10.6
UNSMIL	42	170	212	0.3	0.8	0.6	48	175	223	0.3	0.8	0.6	6	5	11	14.3	2.9	5.2
UNSOM	69	180	249	0.5	0.8	0.7	74	183	257	0.5	0.9	0.7	5	3	8	7.2	1.7	3.2
UNMIK	125	184	309	0.9	0.8	0.8	129	186	315	0.9	0.9	0.9	4	2	6	3.2	1.1	1.9
UNFICYP	66	94	160	0.5	0.4	0.4	69	95	164	0.5	0.4	0.5	3	1	4	4.5	1.1	2.5
UNVMC	111	140	251	0.8	0.6	0.7	115	140	255	0.8	0.7	0.7	4	–	4	3.6	–	1.6
OSESG-MYR	3	2	5	–	–	–	6	2	8	–	–	–	3	–	3	100.0	–	60.0
UNISFA	46	213	259	0.3	0.9	0.7	51	211	262	0.4	1.0	0.7	5	(2)	3	10.9	(0.9)	1.2
UNSCO	15	47	62	0.1	0.2	0.2	19	45	64	0.1	0.2	0.2	4	(2)	2	26.7	(4.3)	3.2
OSASG-POG	11	2	13	0.1	–	–	11	3	14	0.1	–	–	–	1	1	–	50.0	7.7
POE-S. Sudan	–	1	1	–	–	–	1	1	2	–	–	–	–	–	1	–	–	100.0
UNMOGIP	12	55	67	0.1	0.2	0.2	14	54	68	0.1	0.3	0.2	2	(1)	1	16.7	(1.8)	1.5
UNOCA	15	22	37	0.1	0.1	0.1	17	21	38	0.1	0.1	0.1	2	(1)	1	13.3	(4.5)	2.7
UNOWAS	25	31	56	0.2	0.1	0.2	27	30	57	0.2	0.1	0.2	2	(1)	1	8.0	(3.2)	1.8

Entity grouping	2020						2021						Change					
	Number			Percentage			Number			Percentage			Number			Percentage		
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
ATSMT	4	12	16	–	0.1	–	3	14	17	–	0.1	–	(1)	2	1	(25.0)	16.7	6.3
CTED	33	18	51	0.2	0.1	0.1	31	20	51	0.2	0.1	0.1	(2)	2	–	(6.1)	11.1	–
GOE-DRC	1	–	1	–	–	–	1	–	1	–	–	–	–	–	–	–	–	–
MINUJUSTH	–	3	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
OMBUD	2	–	2	–	–	–	2	–	2	–	–	–	–	–	–	–	–	–
OPESG-WS	–	–	–	–	–	–	–	1	1	–	–	–	–	–	–	–	–	–
OSESG	6	18	24	–	0.1	0.1	–	–	–	–	–	–	–	–	–	–	–	–
OSESG-SC1559	2	–	2	–	–	–	2	–	2	–	–	–	–	–	–	–	–	–
POE-DPRK	5	–	5	–	–	–	5	–	5	–	–	–	–	–	–	–	–	–
POE-Libya	1	–	1	–	–	–	1	–	1	–	–	–	–	–	–	–	–	–
POE-Mali	1	–	1	–	–	–	1	–	1	–	–	–	–	–	–	–	–	–
POE-SOM	3	3	6	–	–	–	3	3	6	–	–	–	–	–	–	–	–	–
POE-Sudan	–	1	1	–	–	–	–	1	1	–	–	–	–	–	–	–	–	–
UNIOGBIS	19	48	67	0.1	0.2	0.2	–	–	–	–	–	–	–	–	–	–	–	–
UNRCCA	9	21	30	0.1	0.1	0.1	8	22	30	0.1	0.1	0.1	(1)	1	–	(11.1)	4.8	–
UNRGID	2	5	7	–	–	–	2	5	7	–	–	–	–	–	–	–	–	–
CNMC	4	6	10	–	–	–	4	5	9	–	–	–	–	(1)	(1)	–	(16.7)	(10.0)
OSASG-Cyprus	11	7	18	0.1	–	–	10	7	17	0.1	–	–	(1)	–	(1)	(9.1)	–	(5.6)
OSEH	2	–	2	–	–	–	–	1	1	–	–	–	–	–	(1)	–	–	(50.0)
POE-CAR	1	1	2	–	–	–	–	1	1	–	–	–	–	–	(1)	–	–	(50.0)
POE-Yemen	2	6	8	–	–	–	2	5	7	–	–	–	–	(1)	(1)	–	(16.7)	(12.5)
OSE HoA	8	6	14	0.1	–	–	6	6	12	–	–	–	(2)	–	(2)	(25.0)	–	(14.3)
OSESG-GL	11	11	22	0.1	–	0.1	10	10	20	0.1	–	0.1	(1)	(1)	(2)	(9.1)	(9.1)	(9.1)
OSESG-Yemen	18	62	80	0.1	0.3	0.2	18	60	78	0.1	0.3	0.2	–	(2)	(2)	–	(3.2)	(2.5)
SCR 2231	3	5	8	–	–	–	3	3	6	–	–	–	–	(2)	(2)	–	(40.0)	(25.0)
UNSCOL	17	59	76	0.1	0.3	0.2	18	56	74	0.1	0.3	0.2	1	(3)	(2)	5.9	(5.1)	(2.6)
OSESG-Syria	22	48	70	0.2	0.2	0.2	22	45	67	0.2	0.2	0.2	–	(3)	(3)	–	(6.3)	(4.3)
UNTSO	54	160	214	0.4	0.7	0.6	53	158	211	0.4	0.7	0.6	(1)	(2)	(3)	(1.9)	(1.3)	(1.4)
BINUH	40	53	93	0.3	0.2	0.3	38	51	89	0.3	0.2	0.2	(2)	(2)	(4)	(5.0)	(3.8)	(4.3)
UNOAU	23	33	56	0.2	0.1	0.2	21	30	51	0.1	0.1	0.1	(2)	(3)	(5)	(8.7)	(9.1)	(8.9)

Entity grouping	2020						2021						Change					
	Number			Percentage			Number			Percentage			Number			Percentage		
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
UNMISS	437	1 816	2 253	3.1	8.0	6.1	448	1 794	2 242	3.1	8.4	6.3	11	(22)	(11)	2.5	(1.2)	(0.5)
UNSOS	150	335	485	1.1	1.5	1.3	151	321	472	1.0	1.5	1.3	1	(14)	(13)	0.7	(4.2)	(2.7)
UNAMI	153	572	725	1.1	2.5	2.0	147	562	709	1.0	2.6	2.0	(6)	(10)	(16)	(3.9)	(1.7)	(2.2)
UNIFIL	244	567	811	1.7	2.5	2.2	244	550	794	1.7	2.6	2.2	–	(17)	(17)	–	(3.0)	(2.1)
MINURSO	48	186	234	0.3	0.8	0.6	50	164	214	0.3	0.8	0.6	2	(22)	(20)	4.2	(11.8)	(8.5)
MINUSCA	305	932	1 237	2.1	4.1	3.4	296	913	1 209	2.1	4.3	3.4	(9)	(19)	(28)	(3.0)	(2.0)	(2.3)
UNAMA	165	890	1 055	1.2	3.9	2.9	151	856	1 007	1.0	4.0	2.8	(14)	(34)	(48)	(8.5)	(3.8)	(4.5)
MONUSCO	470	1 834	2 304	3.3	8.1	6.3	458	1 757	2 215	3.2	8.2	6.2	(12)	(77)	(89)	(2.6)	(4.2)	(3.9)
UNAMID	253	1 155	1 408	1.8	5.1	3.8	37	155	192	0.3	0.7	0.5	(216)	(1 000)	(1 216)	(85.4)	(86.6)	(86.4)
<b>Subtotal, peace operations</b>	<b>3 538</b>	<b>11 484</b>	<b>15 022</b>	<b>24.9</b>	<b>50.8</b>	<b>40.8</b>	<b>3 404</b>	<b>10 306</b>	<b>13 710</b>	<b>23.6</b>	<b>48.2</b>	<b>38.3</b>	<b>(134)</b>	<b>(1 178)</b>	<b>(1 312)</b>	<b>(3.8)</b>	<b>(10.3)</b>	<b>(8.7)</b>
Resident coordinator system																		
RCS	415	377	792	2.9	1.7	2.2	537	443	980	3.7	2.1	2.7	122	66	188	29.4	17.5	23.7
<b>Subtotal, resident coordinator system</b>	<b>415</b>	<b>377</b>	<b>792</b>	<b>2.9</b>	<b>1.7</b>	<b>2.2</b>	<b>537</b>	<b>443</b>	<b>980</b>	<b>3.7</b>	<b>2.1</b>	<b>2.7</b>	<b>122</b>	<b>66</b>	<b>188</b>	<b>29.4</b>	<b>17.5</b>	<b>23.7</b>
Regional economic commissions																		
ESCWA	148	114	262	1.0	0.5	0.7	147	130	277	1.0	0.6	0.8	(1)	16	15	(0.7)	14.0	5.7
ECLAC	309	237	546	2.2	1.0	1.5	316	241	557	2.2	1.1	1.6	7	4	11	2.3	1.7	2.0
ECE	134	102	236	0.9	0.5	0.6	143	103	246	1.0	0.5	0.7	9	1	10	6.7	1.0	4.2
RCNYO	3	2	5	–	–	–	3	2	5	–	–	–	–	–	–	–	–	–
ESCAP	294	221	515	2.1	1.0	1.4	291	216	507	2.0	1.0	1.4	(3)	(5)	(8)	(1.0)	(2.3)	(1.6)
ECA	291	384	675	2.0	1.7	1.8	283	346	629	2.0	1.6	1.8	(8)	(38)	(46)	(2.7)	(9.9)	(6.8)
<b>Subtotal, regional economic commissions</b>	<b>1 179</b>	<b>1 060</b>	<b>2 239</b>	<b>8.3</b>	<b>4.7</b>	<b>6.1</b>	<b>1 183</b>	<b>1 038</b>	<b>2 221</b>	<b>8.2</b>	<b>4.9</b>	<b>6.2</b>	<b>4</b>	<b>(22)</b>	<b>(18)</b>	<b>0.3</b>	<b>(2.1)</b>	<b>(0.8)</b>
<b>Total</b>	<b>14 233</b>	<b>22 594</b>	<b>36 827</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>14 400</b>	<b>21 362</b>	<b>35 762</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>167</b>	<b>(1 232)</b>	<b>(1 065)</b>	<b>1.2</b>	<b>(5.5)</b>	<b>(2.9)</b>

<sup>a</sup> Seconded military and police officers are included in the DPO, DOS and DMSPC staff numbers.

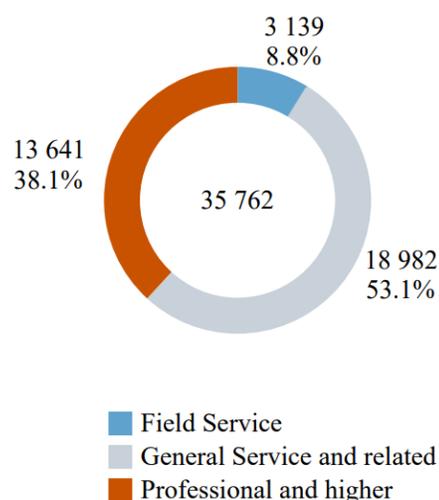
## B. Category

21. Figure III shows the overall number and percentages of all staff categories. In the annex to the present report, table 1.A provides details by category and nationality, and table 1.B shows the same details by category and entity.

Figure III

### All staff of the Secretariat by category as at 31 December 2021

(Population: 35,762)



### 1. Grade and entity

22. Table 9 illustrates an overall increasing trend of staff in the Professional and higher categories from 2017 to 2021. The share of P-5, D-1 and D-2 positions increased from 20.4 per cent in 2017 to 21.1 per cent in 2020, driven in part by MINUSMA, MONUSCO and UNCTAD in 2017 and 2018, then by RCS starting in 2019. Although the number of staff in P-5 to D-2 categories remained the same in 2021 as in 2020, its share decreased to 21.0 per cent in 2021, because the number of staff in P-1, P-2, P-3 and P-4 categories increased by a net change of 96. The increase of staff in the P-1 to P-4 categories was attributable to OHCHR (64), UNODC (43) and UNEP (33).

Table 9

### Staff in the Professional and higher categories by grade as at 31 December for 2017 to 2021

(Population: 12,948<sup>a</sup> as at 31 December 2021)

Levels	2017		2018		2019		2020		2021	
	Number	Percentage								
P-5, D-1, D-2	2 435	20.4	2 515	20.7	2 616	20.9	2 714	21.1	2 714	21.0
P-1, P-2, P-3, P-4	9 494	79.6	9 630	79.3	9 908	79.1	10 138	78.9	10 234	79.0
<b>Total</b>	<b>11 929</b>	<b>100.0</b>	<b>12 145</b>	<b>100.0</b>	<b>12 524</b>	<b>100.0</b>	<b>12 852</b>	<b>100.0</b>	<b>12 948</b>	<b>100.0</b>

<sup>a</sup> Excluding the Deputy Secretary-General, Under-Secretary-General and Assistant Secretary-General categories.

23. Table 10 provides the distribution of staff by category and grade. The number of staff in the Field Service and the General Service and related categories decreased by 7.5 per cent and 4.5 per cent, respectively, in 2021 compared with 2020, while the number of staff in the Professional and higher categories saw a slight increase of 0.6 per cent. The decrease of staff in the Field Service category was mainly driven by UNAMID (-221), as a result of the completion of its mandate on 31 December 2020, MONUSCO (-20), in response to the transition plan, and UNIOGBIS (-17), as it completed its mandate on 31 December 2020.<sup>6</sup> The decrease of staff in the General Service and related categories was again driven by UNAMID (-835), owing to the completion of the mandate, DGACM (-93), as a result of the separation of temporary appointments (72.9 per cent of all separated staff were in the General Service and related categories), and MONUSCO (-71), as a result of its transition plan.

Table 10  
All staff of the Secretariat by category, grade and entity as at 31 December 2021

(Population: 35,762)

<i>Category/grade</i>	<i>Departments/ offices</i>	<i>Regional commissions</i>	<i>Tribunals</i>	<i>Peacekeeping operations and special political missions and other political presences</i>	<i>Total</i>	<i>Change from 2020</i>
<b>Professional and higher</b>						
DSG <sup>a</sup>	1	–	–	–	1	–
USG <sup>a</sup>	46	6	1	19	72	–
ASG	39	–	1	33	73	(7)
D-2	150	6	–	40	196	9
D-1	418	59	1	123	601	(14)
P-5	1 344	150	15	408	1 917	5
P-4	3 127	259	40	867	4 293	70
P-3	3 141	288	84	1 111	4 624	47
P-2	999	115	45	131	1 290	(32)
P-1	23	2	2	–	27	11
INT	282	95	13	–	390	(22)
R	11	–	–	–	11	(2)
T	142	4	–	–	146	21
<b>Subtotal</b>	<b>9 723</b>	<b>984</b>	<b>202</b>	<b>2 732</b>	<b>13 641</b>	<b>87</b>
<b>Field Service</b>						
FS-7	–	–	–	32	32	1
FS-6	1	–	1	422	424	(7)
FS-5	14	1	19	1 456	1 490	(116)
FS-4	8	–	31	1 145	1 184	(132)
FS-3	–	–	2	7	9	(2)
<b>Subtotal</b>	<b>23</b>	<b>1</b>	<b>53</b>	<b>3 062</b>	<b>3 139</b>	<b>(256)</b>

<sup>6</sup> As at 31 December 2021, no active staff reported to UNIOGBIS.

<i>Category/grade</i>	<i>Departments/ offices</i>	<i>Regional commissions</i>	<i>Tribunals</i>	<i>Peacekeeping operations and special political missions and other political presences</i>	<i>Total</i>	<i>Change from 2020</i>
General Service and related						
NPO-D	59	11	–	10	80	2
NPO-C	349	24	–	201	574	31
NPO-B	555	17	–	786	1 358	1
NPO-A	443	6	–	202	651	(7)
G-7	675	240	5	38	958	34
G-6	2 629	401	77	488	3 595	167
G-5	1 927	284	70	2 390	4 671	(227)
G-4	1 133	167	74	2 553	3 927	(352)
G-3	361	64	16	1 484	1 925	(301)
G-2	380	17	3	399	799	(220)
G-1	19	–	–	5	24	(4)
TC	83	–	–	–	83	(1)
SS	286	–	–	–	286	(13)
LT	33	–	–	–	33	1
PIA	18	–	–	–	18	(7)
<b>Subtotal</b>	<b>8 950</b>	<b>1 231</b>	<b>245</b>	<b>8 556</b>	<b>18 982</b>	<b>(896)</b>
<b>Total</b>	<b>18 696</b>	<b>2 216</b>	<b>500</b>	<b>14 350</b>	<b>35 762</b>	<b>(1 065)</b>

<sup>a</sup> As this is the first report that presents the categories of Deputy Secretary-General and Under-Secretary-General separately, changes from previous periods are not applicable.

## 2. Grade, economic grouping and gender

24. Table 11 shows Secretariat staff at the D-1 level and above by economic grouping<sup>7</sup> of the staff member's country of nationality (developed and developing countries) and gender from 2017 to 2021. The share of Under-Secretaries-General from developing countries increased from 48.6 per cent in 2017 to 52.7 per cent in 2021, with a notable increase in the share of women from developing countries from 11.7 per cent in 2017 to 16.9 per cent in 2021. The increased share of staff from developing countries was also observed at the Assistant Secretary-General, D-2 and D-1 levels for the five-year period.

<sup>7</sup> Economic groupings as at 31 July 2021. Source: United Nations, Department of Economic and Social Affairs, Statistics Division, "Standard country or area codes for statistical use". Available at <https://unstats.un.org/unsd/methodology/m49/>.

Table 11  
**Distribution of Secretariat staff at the D-1 level and above by economic grouping<sup>a</sup> and gender as at 31 December for 2017 to 2021**

(Population: 35,762 as at 31 December 2021)

Economic grouping	DSG		USG				ASG					D-2					D-1					All staff				
	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
Developing countries (143)																										
Women	1	12	16	17	21	21	8	8	12	15	14	17	19	20	23	29	60	67	79	80	95	7 789	7 707	7 809	8 079	8 153
Men	-	23	18	20	19	17	24	24	22	25	20	50	48	56	59	56	139	139	156	158	151	17 892	17 113	15 979	16 140	15 092
<b>All</b>	<b>1</b>	<b>35</b>	<b>34</b>	<b>37</b>	<b>40</b>	<b>38</b>	<b>32</b>	<b>32</b>	<b>34</b>	<b>40</b>	<b>34</b>	<b>67</b>	<b>67</b>	<b>76</b>	<b>82</b>	<b>85</b>	<b>199</b>	<b>206</b>	<b>235</b>	<b>238</b>	<b>246</b>	<b>25 681</b>	<b>24 820</b>	<b>23 788</b>	<b>24 219</b>	<b>23 245</b>
Developed countries (50)																										
Women	-	10	13	12	12	13	19	26	27	23	20	35	45	55	45	48	104	114	155	161	161	5 856	6 066	6 198	6 114	6 202
Men	-	27	24	22	20	21	27	21	21	17	19	55	51	60	59	62	217	220	229	212	190	6 403	6 446	6 414	6 316	6 134
<b>All</b>	<b>-</b>	<b>37</b>	<b>37</b>	<b>34</b>	<b>32</b>	<b>34</b>	<b>46</b>	<b>47</b>	<b>48</b>	<b>40</b>	<b>39</b>	<b>90</b>	<b>96</b>	<b>115</b>	<b>104</b>	<b>110</b>	<b>321</b>	<b>334</b>	<b>384</b>	<b>373</b>	<b>351</b>	<b>12 259</b>	<b>12 512</b>	<b>12 612</b>	<b>12 430</b>	<b>12 336</b>
Other <sup>a</sup> (2)																										
Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	1	30	33	35	40	45
Men	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	2	2	3	3	3	135	140	139	138	136
<b>All</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>165</b>	<b>173</b>	<b>174</b>	<b>178</b>	<b>181</b>
<b>Subtotal</b>																										
<b>Women</b>	<b>1</b>	<b>22</b>	<b>29</b>	<b>29</b>	<b>33</b>	<b>34</b>	<b>27</b>	<b>34</b>	<b>39</b>	<b>38</b>	<b>34</b>	<b>52</b>	<b>64</b>	<b>75</b>	<b>68</b>	<b>77</b>	<b>165</b>	<b>181</b>	<b>235</b>	<b>242</b>	<b>257</b>	<b>13 675</b>	<b>13 806</b>	<b>14 042</b>	<b>14 233</b>	<b>14 400</b>
<b>Men</b>	<b>-</b>	<b>50</b>	<b>42</b>	<b>42</b>	<b>39</b>	<b>38</b>	<b>51</b>	<b>45</b>	<b>43</b>	<b>42</b>	<b>39</b>	<b>106</b>	<b>100</b>	<b>117</b>	<b>119</b>	<b>119</b>	<b>358</b>	<b>361</b>	<b>388</b>	<b>373</b>	<b>344</b>	<b>24 430</b>	<b>23 699</b>	<b>22 532</b>	<b>22 594</b>	<b>21 362</b>
<b>Total</b>	<b>1</b>	<b>72</b>	<b>71</b>	<b>71</b>	<b>72</b>	<b>72</b>	<b>78</b>	<b>79</b>	<b>82</b>	<b>80</b>	<b>73</b>	<b>158</b>	<b>164</b>	<b>192</b>	<b>187</b>	<b>196</b>	<b>523</b>	<b>542</b>	<b>623</b>	<b>615</b>	<b>601</b>	<b>38 105</b>	<b>37 505</b>	<b>36 574</b>	<b>36 827</b>	<b>35 762</b>

<sup>a</sup> Includes staff from the State of Palestine and staff who are stateless.

## C. Appointment type

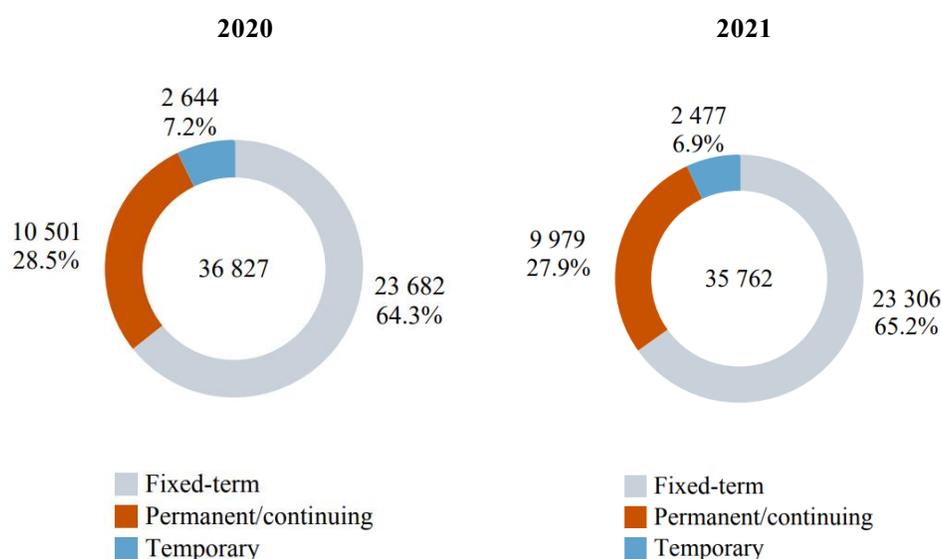
25. Figure IV shows the number and percentage of staff appointed under one of the three appointment types: permanent or continuing,<sup>8</sup> fixed-term or temporary.<sup>9</sup> The number of staff holding a permanent or continuing appointment decreased by 0.6 per cent from 2020 to 2021 and was predominantly driven by retirements or early retirements, which represented 39.9 per cent of separated staff. As shown in table 2 above, there was a downward trend from 2018 to 2021 in the number staff holding a permanent or continuing appointment, largely driven by retirements and early retirements, which represented almost half of the separations that have occurred since 2018. Table 1.A (see annex) provides details on appointment types by nationality and category.

Figure IV

### All staff of the Secretariat by appointment type as at 31 December for 2020 and 2021

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

(Population as at 31 December 2021: 35,762)



### 1. Appointment type and entity

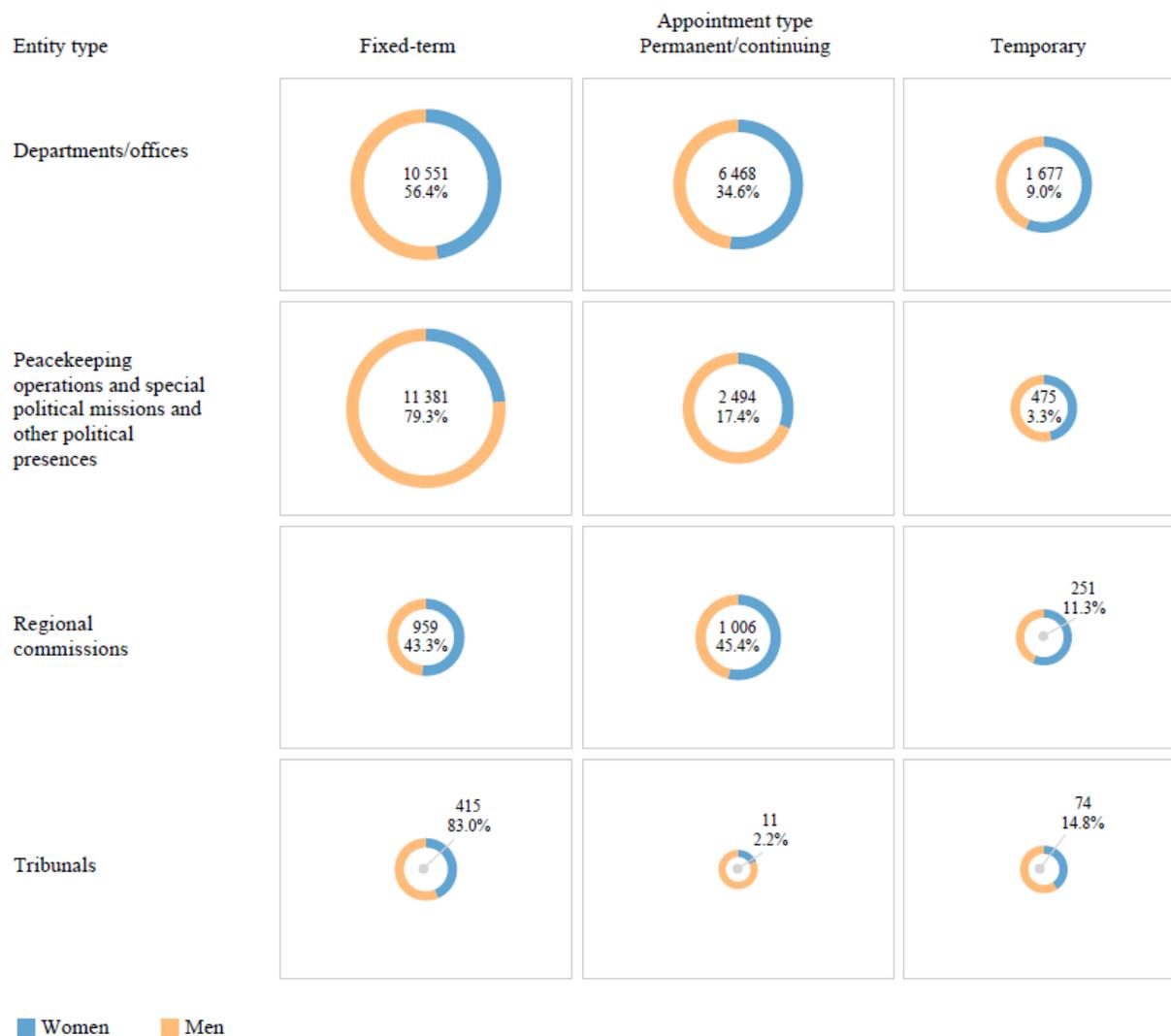
26. Figure V shows appointment type by entity group as at 31 December 2021. Table 1.B (see annex) provides further details on appointment type by entity. Compared with 2020, the number of staff for all types of appointments at peacekeeping operations and special political missions and other political presences was smaller; however, decreases only applied to staff holding a permanent or continuing appointment in other entity groups.

<sup>8</sup> Throughout the present report, the 25 staff with indefinite contracts have been reported under the permanent or continuing appointment type.

<sup>9</sup> Throughout the present report, the 610 staff with when-actually-employed contracts have been reported under the temporary appointment type.

Figure V  
**All staff of the Secretariat by appointment type and entity as at 31 December 2021**

(Population: 35,762)



## 2. Appointment type, category and grade

27. Table 12 shows appointment type by category and grade, reflecting a slight increase at the D-2, P-5, P-4 and P-3 levels and reductions at the D-1 and P-2 levels, as well as in the Field Service and the General Service and related categories, which is attributable to the closure of UNAMID and the transition plan for MONUSCO. Overall, the number of staff in each type of appointment decreased from 2020 to 2021.

Table 12

### All staff of the Secretariat by appointment type, category and grade as at 31 December 2021

(Population: 35,762)

<i>Category/grade</i>	<i>Permanent/ continuing</i>	<i>Fixed-term</i>	<i>Temporary</i>	<i>Total</i>	<i>Change from 2020</i>
<b>Professional and higher</b>					
DSG <sup>a</sup>	–	1	–	1	–
USG <sup>a</sup>	–	56	16	72	–
ASG	4	66	3	73	(7)
D-2	83	105	8	196	9
D-1	329	265	7	601	(14)
P-5	1 115	744	58	1 917	5
P-4	1 931	2 126	236	4 293	70
P-3	1 280	2 707	637	4 624	47
P-2	342	719	229	1 290	(32)
P-1	1	8	18	27	11
INT	–	–	390	390	(22)
R	–	–	11	11	(2)
T	–	–	146	146	21
<b>Subtotal</b>	<b>5 085</b>	<b>6 797</b>	<b>1 759</b>	<b>13 641</b>	<b>87</b>
<b>Field Service</b>					
FS-7	23	9	–	32	1
FS-6	298	119	7	424	(7)
FS-5	859	599	32	1 490	(116)
FS-4	429	718	37	1 184	(132)
FS-3	–	9	–	9	(2)
<b>Subtotal</b>	<b>1 609</b>	<b>1 454</b>	<b>76</b>	<b>3 139</b>	<b>(256)</b>
<b>General Service and related</b>					
NPO-D	4	75	1	80	2
NPO-C	24	529	21	574	31
NPO-B	25	1 295	38	1 358	1
NPO-A	12	601	38	651	(7)
G-7	613	338	7	958	34
G-6	1 358	2 151	86	3 595	167
G-5	755	3 720	196	4 671	(227)
G-4	252	3 528	147	3 927	(352)

<i>Category/grade</i>	<i>Permanent/ continuing</i>	<i>Fixed-term</i>	<i>Temporary</i>	<i>Total</i>	<i>Change from 2020</i>
G-3	43	1 825	57	1 925	(301)
G-2	28	737	34	799	(220)
G-1	–	9	15	24	(4)
TC	29	53	1	83	(1)
SS	118	168	–	286	(13)
LT	23	9	1	33	1
PIA	1	17	–	18	(7)
<b>Subtotal</b>	<b>3 285</b>	<b>15 055</b>	<b>642</b>	<b>18 982</b>	<b>(896)</b>
<b>Total</b>	<b>9 979</b>	<b>23 306</b>	<b>2 477</b>	<b>35 762</b>	<b>(1 065)</b>

<sup>a</sup> As this is the first report that presents the categories of Deputy Secretary-General and Under-Secretary-General separately, changes from previous periods are not applicable.

28. Table 13 shows the number of high-level appointments with one-dollar-per-year contracts, indicating a reduction of three compared with 2020.<sup>10</sup>

Table 13

**High-level appointments with one-dollar-per-year contracts as at 31 December 2021**

(Population: 14)

<i>Department/office</i>	<i>USG</i>	<i>ASG</i>	<i>Total</i>
DESA	4	–	4
ECE	1	–	1
EOSG	6	1	7
HSU	1	–	1
UNCTAD	1	–	1
<b>Total</b>	<b>13</b>	<b>1</b>	<b>14</b>

## D. Gender

29. Figure VI shows the overall percentage of women in the all-staff population, which was 40.3 per cent. The percentage of women in departments/offices, regional commissions and tribunals was 50.0 per cent, and in peacekeeping operations and special political missions and other political presences was 25.7 per cent, as at 31 December 2021. Comparable percentages in 2020 were 38.6 per cent women in the all-staff population, 49.3 per cent in departments/offices, regional commissions and tribunals and 24.3 per cent in peacekeeping operations and special political

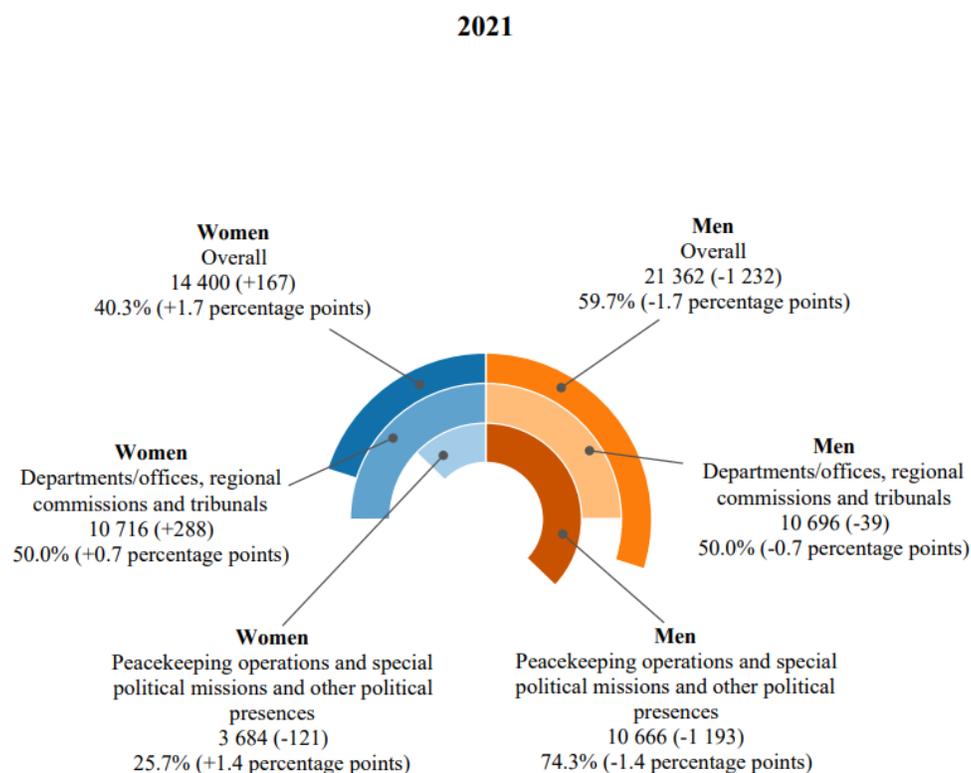
<sup>10</sup> As requested by the General Assembly in paragraph 64 of resolution 67/255, the present report incorporates a table showing high-level appointments with one-dollar-per-year contracts. In addition, in a letter dated 6 July 2022 addressed to the Chair of the Advisory Committee on Administrative and Budgetary Questions, the Controller informed the Advisory Committee of the establishment of extrabudgetary positions at the D-1 level and above that were on the basis of contracts the duration of which did not exceed 12 months, for which the approval of the Committee was not required. During the period from January to December 2021, a total of six positions at the D-1 level and above funded by extrabudgetary resources were authorized (2 Assistant Secretary-General and 4 D-1); all were positions authorized for a period not exceeding 12 months.

missions and other political presences. The main driver of the net decrease of men in peacekeeping operations and special political missions and other political presences was the completion of the mandate of UNAMID (-1,000 men and -216 women) and the transition plan of MONUSCO (-77 men and -12 women). This also contributed to the overall reduction of men in the Secretariat during the reporting period. Table 1.A (see annex) provides details regarding staff in the Secretariat disaggregated by gender, nationality, category and appointment type.

Figure VI

### Percentage of all staff of the Secretariat by gender and entity as at 31 December for 2020 and 2021

(Population: 35,762 as at 31 December 2021)



Note: Differences in all staff of the Secretariat compared with 2020 shown in parentheses.

#### 1. Gender and entity

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

31. Figure IX summarizes the same information as figures VII and VIII using the seven-entity grouping approach. It provides a comparative disaggregation of the staff population through the seven-entity grouping approach for 2017, as well as for the one-year period from 2020 to 2021. Figure IX shows that the representation of women increased in all entity types, except for corporate service entities, where it remained stable.

Figure VII  
Staff of the Secretariat in departments/offices, regional commissions and tribunals by gender and entity as at 31 December 2021

(Population: 21,412 of 35,762)

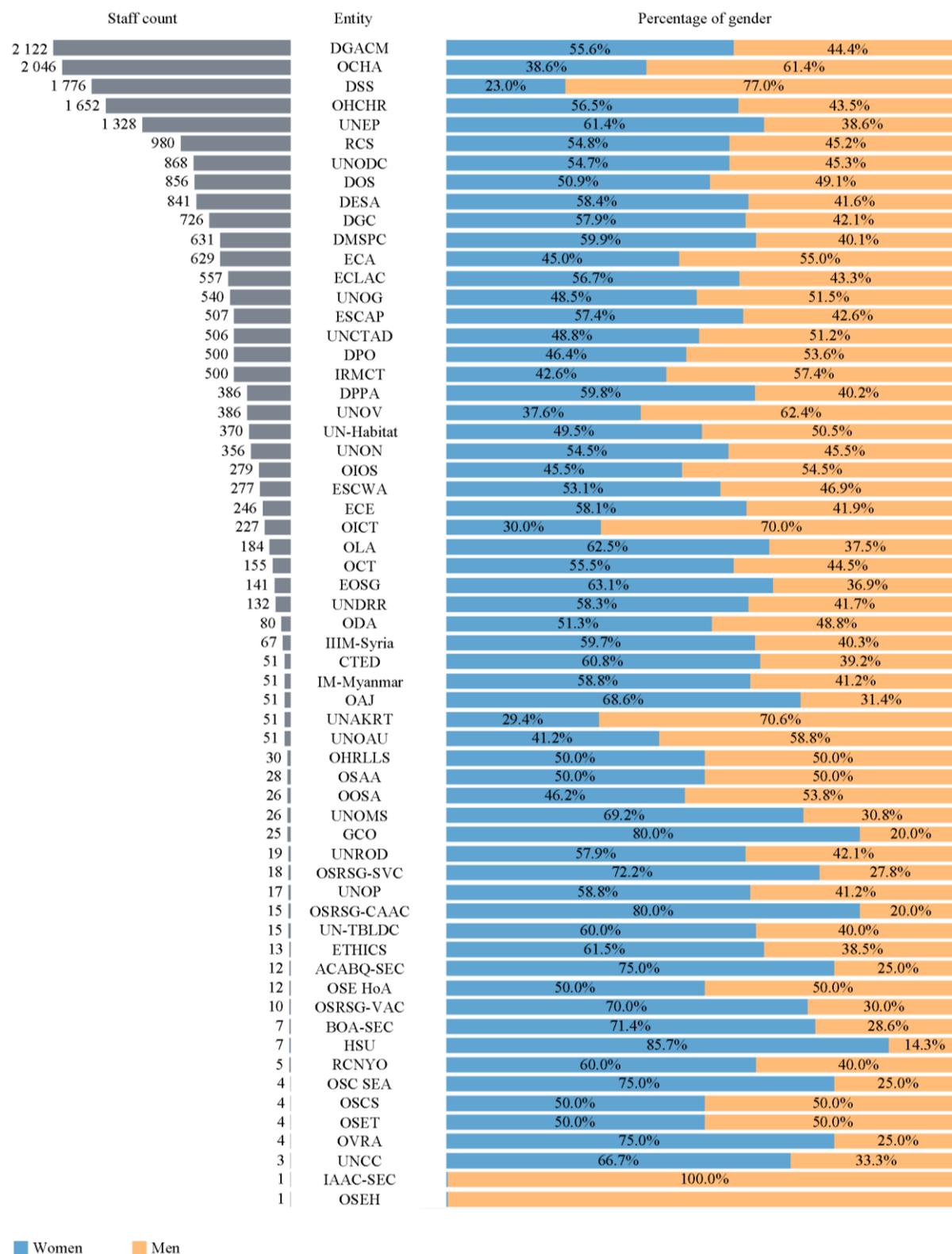


Figure VIII  
**Staff of the Secretariat in peacekeeping operations and special political missions and other political presences by gender and entity as at 31 December 2021**

(Population: 14,350 of 35,762)

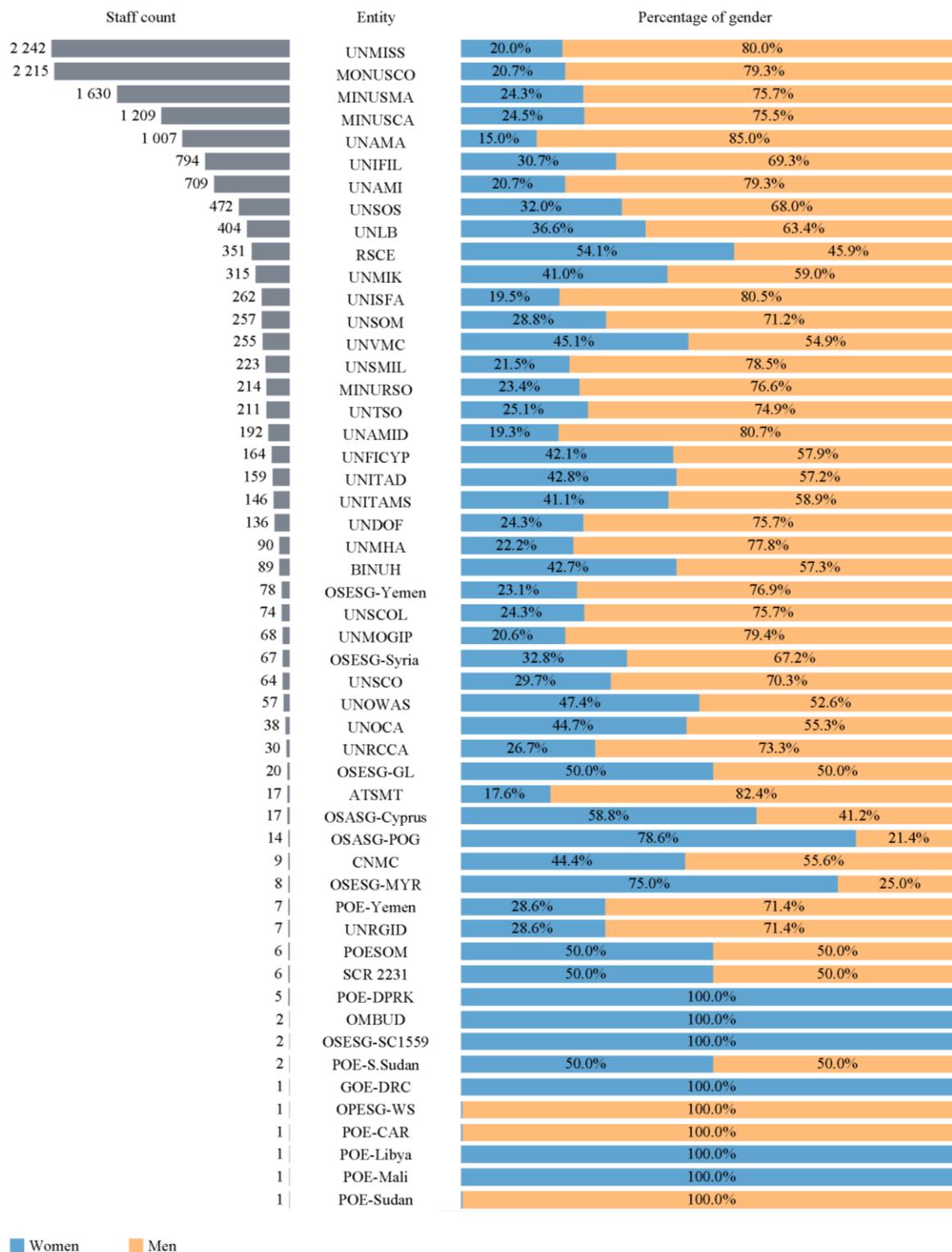


Figure IX  
**Staff of the Secretariat by gender and entity according to the seven-entity grouping approach as at 31 December for 2017, 2020 and 2021**

(Population: 35,762 as at 31 December 2021)

Entity grouping	2017	2020	2021	2017		2020		2021	
Corporate service entities	6 425	5 955	5 870	53.4%	46.6%	52.7%	47.3%	53.2%	46.8%
Field-focused entities	8 279	8 995	9 150	43.0%	57.0%	44.8%	55.2%	45.8%	54.2%
Headquarters-based entities	2 280	2 561	2 549	50.8%	49.2%	52.9%	47.1%	53.3%	46.7%
Office away from Headquarters	1 298	1 263	1 282	44.0%	56.0%	46.2%	53.8%	46.9%	53.1%
Peace operations	17 542	15 022	13 710	21.4%	78.6%	23.6%	76.4%	24.8%	75.2%
Regional economic commissions	2 281	2 239	2 221	52.2%	47.8%	52.7%	47.3%	53.3%	46.7%
Resident coordinator system	0	792	980			52.4%	47.6%	54.8%	45.2%
<b>Total</b>	<b>38 105</b>	<b>36 827</b>	<b>35 762</b>	<b>35.9%</b>	<b>64.1%</b>	<b>38.6%</b>	<b>61.4%</b>	<b>40.3%</b>	<b>59.7%</b>

## 2. Gender, category and grade

32. Table 14 provides a breakdown of the number and percentage of women and men in the all-staff population by category and grade.

Table 14  
**All staff of the Secretariat by gender, category and grade as at 31 December 2021**

(Population: 35,762)

Category/grade	Women		Men		Total	Change from 2020
	Number	Percentage	Number	Percentage		
<b>Professional and higher</b>						
DSG <sup>a</sup>	1	100.0	–	–	1	–
USG <sup>a</sup>	34	47.2	38	52.8	72	–
ASG	34	46.6	39	53.4	73	(7)
D-2	77	39.3	119	60.7	196	9
D-1	257	42.8	344	57.2	601	(14)
P-5	797	41.6	1 120	58.4	1 917	5
P-4	1 909	44.5	2 384	55.5	4 293	70
P-3	2 224	48.1	2 400	51.9	4 624	47
P-2	738	57.2	552	42.8	1 290	(32)
P-1	15	55.6	12	44.4	27	11
INT	235	60.3	155	39.7	390	(22)
R	–	–	11	100.0	11	(2)
T	77	52.7	69	47.3	146	21
<b>Subtotal</b>	<b>6 398</b>	<b>46.9</b>	<b>7 243</b>	<b>53.1</b>	<b>13 641</b>	<b>87</b>
<b>Field Service</b>						
FS-7	4	12.5	28	87.5	32	1
FS-6	96	22.6	328	77.4	424	(7)

Category/grade	Women		Men		Total	Change from 2020
	Number	Percentage	Number	Percentage		
FS-5	477	32.0	1 013	68.0	1 490	(116)
FS-4	318	26.9	866	73.1	1 184	(132)
FS-3	2	22.2	7	77.8	9	(2)
<b>Subtotal</b>	<b>897</b>	<b>28.6</b>	<b>2 242</b>	<b>71.4</b>	<b>3 139</b>	<b>(256)</b>
General Service and related						
NPO-D	25	31.3	55	68.8	80	2
NPO-C	234	40.8	340	59.2	574	31
NPO-B	442	32.5	916	67.5	1 358	1
NPO-A	247	37.9	404	62.1	651	(7)
G-7	574	59.9	384	40.1	958	34
G-6	2 036	56.6	1 559	43.4	3 595	167
G-5	2 165	46.3	2 506	53.7	4 671	(227)
G-4	1 002	25.5	2 925	74.5	3 927	(352)
G-3	204	10.6	1 721	89.4	1 925	(301)
G-2	60	7.5	739	92.5	799	(220)
G-1	12	50.0	12	50.0	24	(4)
TC	2	2.4	81	97.6	83	(1)
SS	66	23.1	220	76.9	286	(13)
LT	24	72.7	9	27.3	33	1
PIA	12	66.7	6	33.3	18	(7)
<b>Subtotal</b>	<b>7 105</b>	<b>37.4</b>	<b>11 877</b>	<b>62.6</b>	<b>18 982</b>	<b>(896)</b>
<b>Total</b>	<b>14 400</b>	<b>40.3</b>	<b>21 362</b>	<b>59.7</b>	<b>35 762</b>	<b>(1 065)</b>

<sup>a</sup> As this is the first report that presents the categories of Deputy Secretary-General and Under-Secretary-General separately, changes from previous periods are not applicable.

## E. Age

33. The average age for all staff as at 31 December 2021 was 47.0 years (see figure X) compared with 46.8 years as at 31 December 2020. Figure XI shows the age distribution of all staff by gender. The upward trend in the average age of staff is driven by a number of factors, such as the reduction in the number of staff in the lower age ranges, in particular those in the ranges 30–34 and 35–39, owing to the decrease in staff in the G-2 to G-4 grades, who tend to be younger than the overall average age. It is also a reflection of external movements into and out of the Secretariat, which also lowered the average age, as well as the fact that the existing staff population ages by one year, every year. The slowing of the increase in the average age of staff from 0.6 years in 2020 to 0.2 years in 2021 was driven by the number and the average age of the external movement and separation of staff. Compared with 2020, the average age of staff who joined the Secretariat in 2021 was 5.6 years below the average age of all staff in 2020, while the average age of staff who separated from the Secretariat in 2021 was 1.5 years above the average age in 2020. As a result, despite the increase of the overall average age of the all-staff population, the increase decelerated to 0.2 years in 2021.

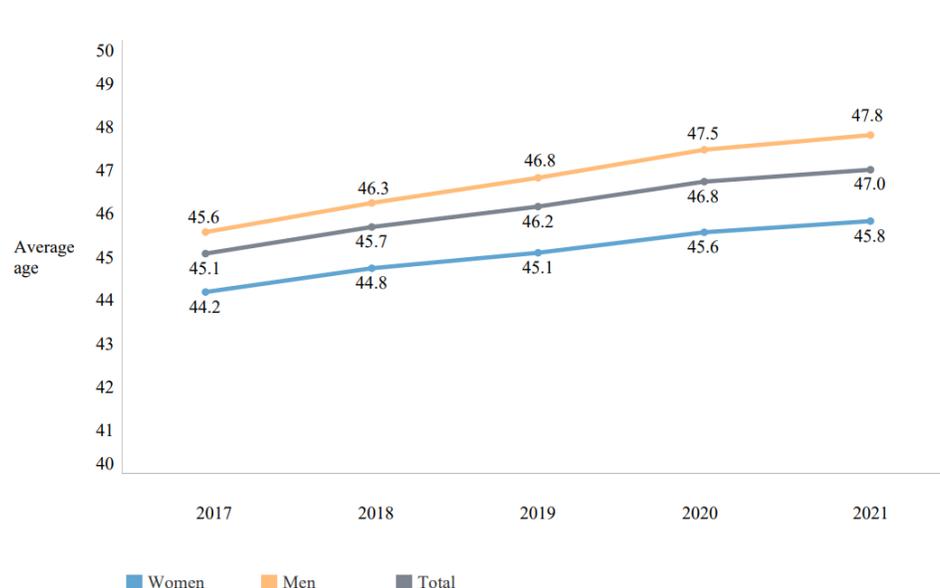
34. The entity that experienced the most significant decrease in size was UNAMID (average age of staff: 48.0 years in 2021) owing to the completion of its mandate on 31 December 2020, followed by MONUSCO (average age of staff: 49.3 years in 2021) as a result of its transition plan, and also contributed to the deceleration of the increase in the average age during 2021.

35. As illustrated in figure X, the year-on-year increase of the average age of men decelerated from 0.7 years to 0.3 years from 2019 to 2021 and from 0.5 years to 0.2 years during the same period for women. In addition to the separation of staff from UNAMID and MONUSCO, the increase in the number of retirements across the all-staff population also contributed to the deceleration of the increase in the average age of all staff. Compared with 2020, the number of retirements for men increased by 242.9 per cent and the number of retirements for women increased by 175.4 per cent.

Figure X

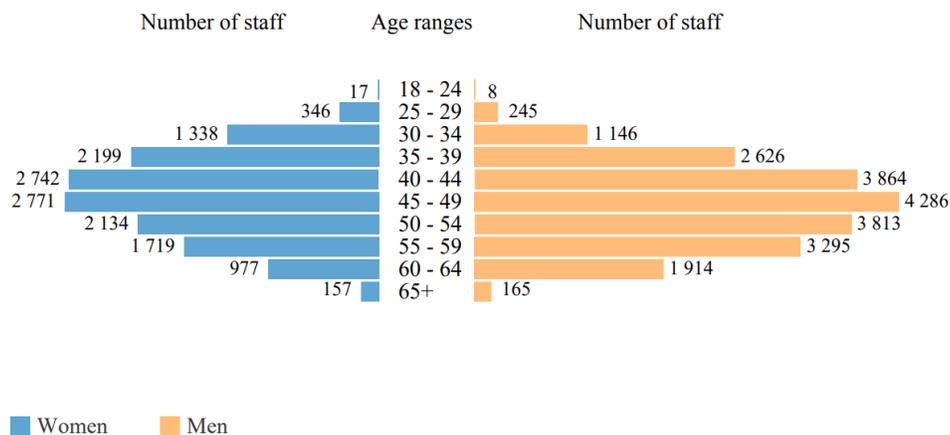
**Average age of all staff of the Secretariat by gender as at 31 December for 2017 to 2021**

(Population: 35,762 as at 31 December 2021)



36. As illustrated in figure XI, there were more women than men in age groups ranging from 18 to 34 as at 31 December 2021. Compared with the previous reporting period, the number of men decreased in age groups ranging from 18 to 59. Changes were observed in the age group 40–44, where the decrease in men was the most significant (-377 staff) among all age groups, driven mainly by expirations of appointment, including temporary appointments, with the majority separated from field-based entities, specifically peacekeeping operations. An increase was observed in the number of women aged 45 and above; most were appointed at the Professional and higher categories, held a fixed-term or temporary appointment and served field-focused entities, corporate service entities and peacekeeping operations.

Figure XI  
**Distribution of all staff of the Secretariat by age as at 31 December 2021**  
 (Population: 35,762)



### 1. Age by entity group and gender

37. The average age of staff of the Secretariat in departments/offices, regional commissions and tribunals was 46.8 years, and 47.3 years in peacekeeping operations and special political missions and other political presences. Figures XII and XIII show the distribution of staff of the Secretariat by age and gender in departments/offices, regional commissions and tribunals, and in peacekeeping operations and special political missions and other political presences, respectively.

38. The distribution trend of more women than men, seen in the age groups of 18 to 34, is also observed in the departments/offices, regional commissions and tribunals of the Secretariat (see figure XII). Figure XII also highlights that women aged 45 and 46 years, respectively, made up the highest proportion in departments/offices, regional commissions and tribunals. They represented 8.2 per cent of all women in departments/offices, regional commissions and tribunals, and were mainly in the Professional and higher categories in field-focused entities, when considering the seven-entity grouping operational context.

39. When considering the age distribution of men in departments/offices, regional commissions and tribunals since the previous report in 2020, figure XII highlights that men aged 47 and 49 years were the two most common age points and represented 8.2 per cent of all men in departments/offices, regional commissions and tribunals of the Secretariat as at 31 December 2021.

40. Figure XIII highlights the same distribution of all staff in peacekeeping operations and special political missions and other political presences by age and gender as at 31 December 2021. Figure XIII highlights the ages of 43 and 44 as the most common for women, representing 9.8 per cent of all women in peacekeeping and special political missions and other political presences, who were mainly in the General Service and related categories in peacekeeping operations.

41. Regarding the distribution in age of men in peacekeeping operations and special political missions and other political presences, men aged 47 and 49 years were the most populous, and represented 8.7 of all men in peacekeeping operations and special political missions and other political presences of the Secretariat as at 31 December 2021.

Figure XII  
**Distribution of all staff of the Secretariat in departments/offices, regional commissions and tribunals by age and gender as at 31 December 2021**

(Population: 21,412)

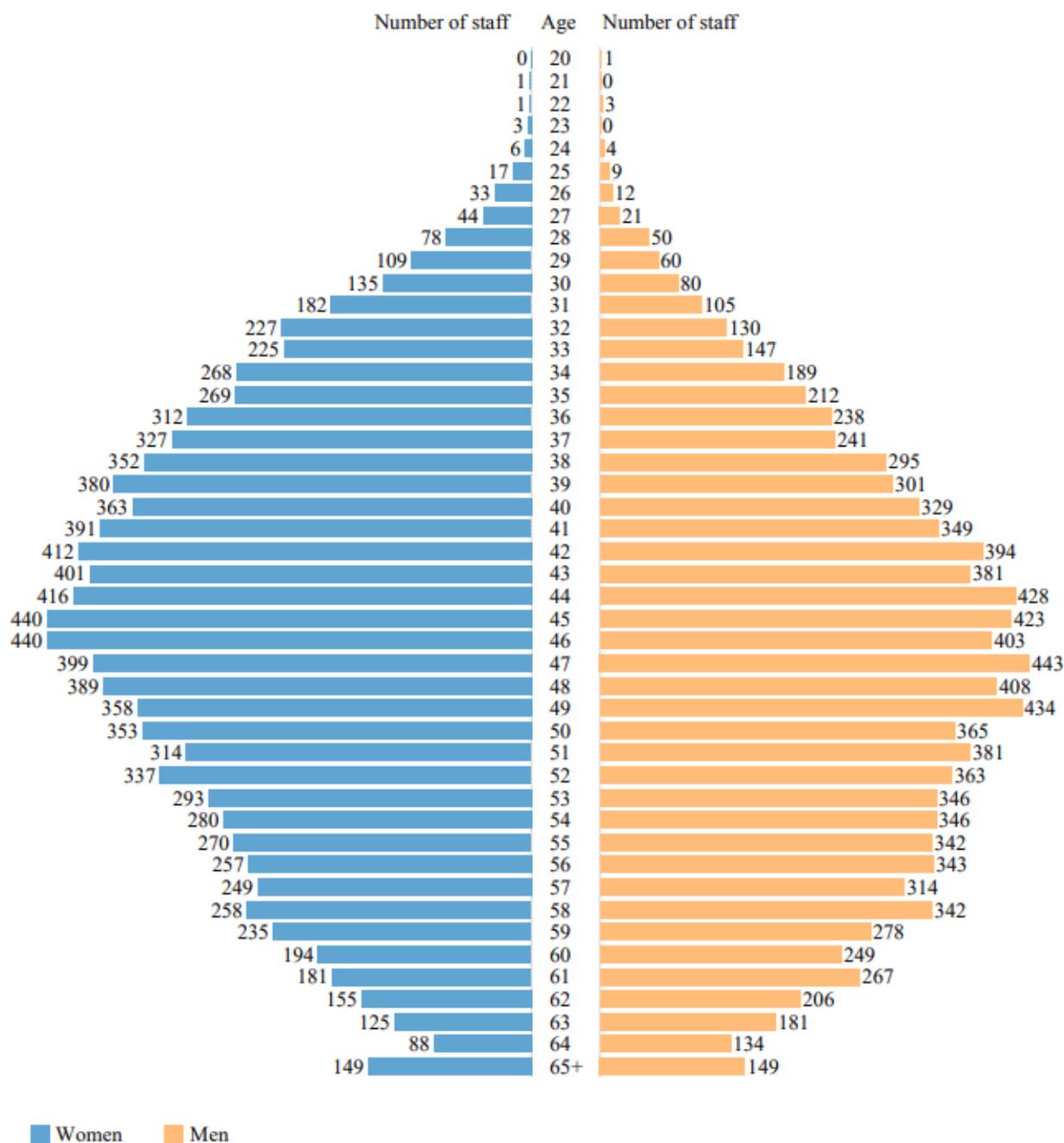
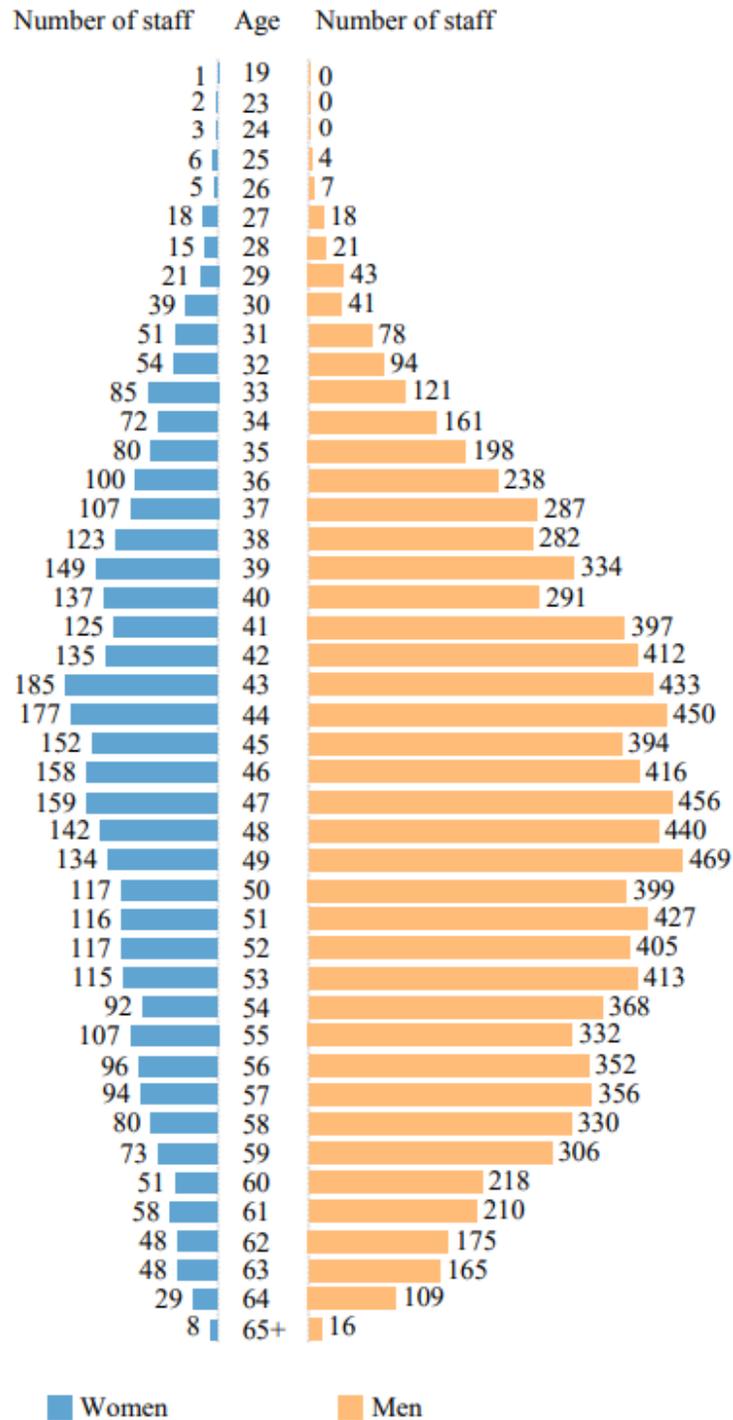


Figure XIII  
**Distribution of all staff of the Secretariat in peacekeeping operations and special political missions and other political presences by age and gender as at 31 December 2021**

(Population: 14,350)



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

42. Table 15 provides the average age, gender and length of service for all staff by category and grade as at 31 December 2021. The average length of service for all staff in 2021 increased from 9.6 to 9.9 years compared with 2020. The longest average length of service was 17.3 years, observed at the G-7 level, indicative of the fact that staff members in the General Service and related categories can only be recruited to the Professional and higher categories through a competitive examination and not through the staff selection system.

Table 15

### All staff of the Secretariat by category, grade, average age, average length of service and gender as at 31 December 2021

(Population: 35,762)

Category/grade	Average age (years)			Change from 2020	Average length of service (years)			Change from 2020
	Women	Men	All staff		Women	Men	All staff	
<b>Professional and higher</b>								
USG <sup>a</sup>	61.0	63.0	62.1	1.2	4.6	4.7	4.7	0.2
ASG	61.2	59.7	60.4	0.7	6.1	6.3	6.2	0.5
D-2	55.9	58.0	57.2	(0.3)	9.3	12.0	11.0	1.1
D-1	54.5	55.9	55.3	–	12.1	13.4	12.8	0.3
P-5	51.5	54.2	53.1	0.3	13.6	13.3	13.4	0.6
P-4	47.7	51.0	49.5	0.2	10.1	10.3	10.3	0.4
P-3	42.9	46.7	44.9	(0.1)	6.1	7.3	6.7	–
P-2	35.6	39.2	37.1	(0.2)	4.1	4.7	4.3	(0.1)
P-1	31.1	37.8	34.0	1.3	0.6	2.4	1.4	0.5
INT	53.2	53.8	53.4	(0.6)	2.9	2.1	2.6	0.1
R	–	72.4	72.4	(1.4)	–	3.6	3.6	1.3
T	49.7	57.4	53.4	(0.3)	1.2	1.9	1.6	(0.1)
<b>Average/subtotal</b>	<b>45.8</b>	<b>49.7</b>	<b>47.9</b>	<b>–</b>	<b>8.1</b>	<b>9.2</b>	<b>8.7</b>	<b>0.3</b>
<b>Field Service</b>								
FS-7	48.0	55.8	54.8	0.4	12.3	16.4	15.9	(0.5)
FS-6	50.1	52.8	52.2	0.4	11.9	13.2	12.9	0.4
FS-5	50.6	51.4	51.1	0.4	11.1	11.3	11.2	0.7
FS-4	49.5	50.4	50.1	0.4	9.6	9.5	9.5	0.7
FS-3	52.0	54.0	53.6	0.2	17.3	12.3	13.4	0.6
<b>Average/subtotal</b>	<b>50.1</b>	<b>51.2</b>	<b>50.9</b>	<b>0.4</b>	<b>10.7</b>	<b>11.0</b>	<b>10.9</b>	<b>0.7</b>
<b>General Service and related</b>								
NPO-D	50.1	48.9	49.3	1.1	4.5	4.8	4.7	(2.1)
NPO-C	43.5	46.6	45.3	0.2	4.6	5.4	5.1	(0.9)
NPO-B	41.7	45.1	44.0	0.2	5.2	6.9	6.3	0.1
NPO-A	40.0	43.2	42.0	0.3	5.1	6.4	5.9	0.3
G-7	50.7	49.7	50.3	0.2	17.9	16.4	17.3	0.2
G-6	48.1	47.3	47.8	0.1	13.3	11.6	12.6	(0.4)
G-5	45.2	45.5	45.4	0.4	10.1	10.7	10.4	0.4

Category/grade	Average age (years)			Change from 2020	Average length of service (years)			Change from 2020
	Women	Men	All staff		Women	Men	All staff	
G-4	41.5	45.4	44.4	0.5	7.8	11.3	10.4	0.6
G-3	40.8	46.3	45.7	0.4	8.8	10.8	10.6	0.5
G-2	41.3	46.7	46.3	0.5	5.5	11.0	10.6	0.3
G-1	28.4	40.3	34.3	0.4	1.2	7.6	4.4	(0.5)
TC	37.0	50.3	50.0	0.2	4.8	14.2	14.0	0.6
SS	42.0	46.7	45.6	0.4	11.0	16.7	15.4	0.3
LT	49.7	45.6	48.6	–	10.4	7.8	9.7	(0.4)
PIA	37.4	36.7	37.2	2.9	4.2	3.7	4.0	0.5
<b>Average/subtotal</b>	<b>45.3</b>	<b>46.0</b>	<b>45.8</b>	<b>0.4</b>	<b>10.6</b>	<b>10.7</b>	<b>10.6</b>	<b>0.2</b>
<b>Average/total, all categories</b>	<b>45.8</b>	<b>47.8</b>	<b>47.0</b>	<b>0.3</b>	<b>9.5</b>	<b>10.2</b>	<b>9.9</b>	<b>0.3</b>

<sup>a</sup> The average age and the average length of service of staff in the Deputy Secretary-General category is combined with that of the Under-Secretary-General category.

### 3. Age, length of service and appointment type

43. Table 16 shows the average age and length of service for all staff by appointment type and category as at 31 December 2021. The data show an increase in the average length of service from 2020 to 2021 for staff with permanent or continuing and fixed-term appointments, but a reduction in the average length for staff who hold temporary appointments. This is particularly the case for staff in the General Service and related categories, which may be attributable to the closure of UNAMID and the reductions in DGACM.

Table 16

#### All staff of the Secretariat by appointment type, category, average age and average length of service as at 31 December 2021

(Population: 35,762)

Appointment type/category	Average age (years)		Average length of service (years)		Number of staff	
	2020	2021	2020	2021	2020	2021
<b>Permanent/continuing</b>						
D+	56.4	56.5	18.4	19.1	418	416
P	49.7	50.2	14.5	15.2	4 829	4 669
FS	52.0	52.6	13.0	14.1	1 771	1 609
GS+	52.1	52.7	20.3	21.0	3 483	3 285
<b>Average/subtotal</b>	<b>51.2</b>	<b>51.7</b>	<b>16.3</b>	<b>17.1</b>	<b>10 501</b>	<b>9 979</b>
<b>Fixed-term</b>						
D+	56.3	56.4	5.0	5.3	493	493
P	45.6	45.6	5.2	5.5	6 055	6 304
FS	49.1	49.3	7.4	7.9	1 525	1 454
GS+	44.1	44.5	8.6	8.8	15 609	15 055
<b>Average/subtotal</b>	<b>45.1</b>	<b>45.3</b>	<b>7.6</b>	<b>7.8</b>	<b>23 682</b>	<b>23 306</b>

Appointment type/category	Average age (years)		Average length of service (years)		Number of staff	
	2020	2021	2020	2021	2020	2021
Temporary						
D+	60.4	60.7	2.8	2.7	43	34
P	45.6	45.2	1.3	1.3	1 716	1 725
FS	46.3	45.9	0.9	0.7	99	76
GS+	40.1	40.2	1.4	0.9	786	642
<b>Average/subtotal</b>	<b>44.3</b>	<b>44.2</b>	<b>1.4</b>	<b>1.2</b>	<b>2 644</b>	<b>2 477</b>
<b>Average/total, all categories</b>	<b>46.8</b>	<b>47.0</b>	<b>9.6</b>	<b>9.9</b>	<b>36 827</b>	<b>35 762</b>

#### 4. Forecast of retirements

44. Table 17 shows the forecast of retirements by category from 1 January 2022 to 31 December 2026 for all staff in the Secretariat, based on the mandatory age of separation of staff of 65 years.

Table 17

#### Forecast of retirements from 1 January 2022 to 31 December 2026 by category for all staff of the Secretariat as at 31 December 2021

(Population: 33,158<sup>a</sup>)

Category	Average yearly number of staff retirements 2022–2026 (if all retire at 65)	Number of staff in category	Retirements as a percentage of category
D	43	782	5.5
P	191	10 973	1.7
FS	68	3 063	2.2
GS+	257	18 340	1.4
<b>Total</b>	<b>558</b>	<b>33 158</b>	<b>1.7</b>

<sup>a</sup> Excluding Under-Secretaries-General, Assistant Secretaries-General and staff with temporary appointments.

45. Table 18 provides a detailed breakdown of the annual forecast retirements from 1 January 2022 to 31 December 2030 by category and gender, focusing on the population used for determining gender parity<sup>11</sup> (i.e. staff in the Professional and higher categories as well as staff in the Field Service category with permanent, continuing or fixed-term appointments). Under-Secretaries-General and Assistant Secretaries-General are excluded as they are not subject to the mandatory age of retirement. Table 18 highlights that the number of forecast retirements, by year, accelerates for all categories as well as for men and women over the period. However, more than two thirds of retirees are men and their absolute retirement numbers peak

<sup>11</sup> Small departments or entities – comprising 10 persons or less – are excluded from the target measurement approach outlined in the system-wide strategy on gender parity ([www.un.org/gender/content/un-secretariat-gender-parity-dashboard](http://www.un.org/gender/content/un-secretariat-gender-parity-dashboard)). The present report captures the all-staff population across all entities as presented in table 8 and the corresponding table in the annex (table 1.D).

earlier than those of women. This is a result of the lower average age of women in the Secretariat.

Table 18

**Yearly forecast of retirements from 1 January 2022 to 31 December 2031 for staff of the Secretariat in the Director, Professional and Field Service categories by gender**

(Population: 4,209 as at 31 December 2021)

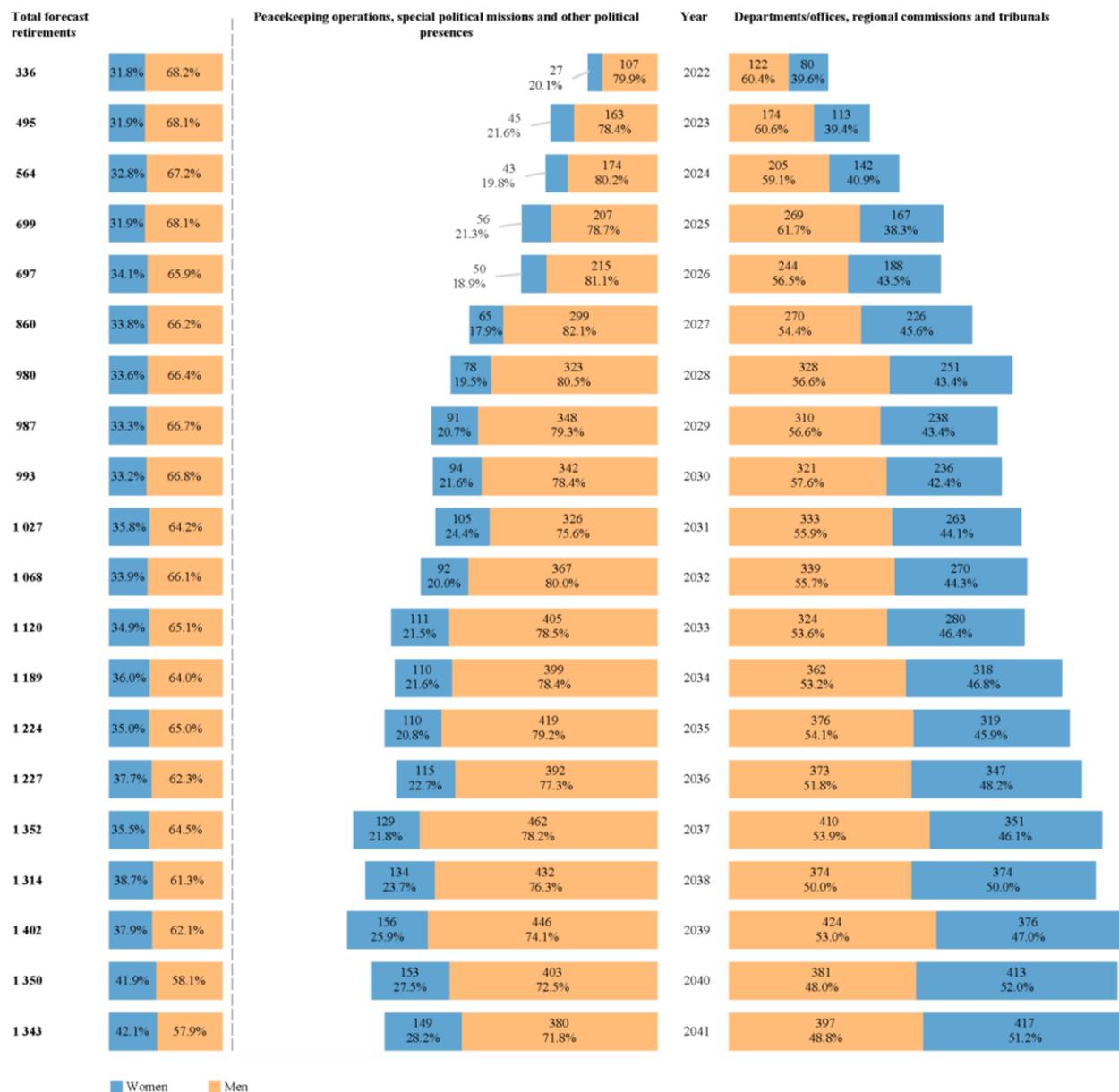
<i>Category</i>	<i>Gender</i>	<i>2022</i>	<i>2023</i>	<i>2024</i>	<i>2025</i>	<i>2026</i>	<i>2027</i>	<i>2028</i>	<i>2029</i>	<i>2030</i>	<i>2031</i>	<i>Total</i>
Director	Women	9	14	12	15	19	17	27	26	20	16	175
	Men	17	27	28	36	37	14	48	21	36	24	288
<b>Subtotal</b>		<b>26</b>	<b>41</b>	<b>40</b>	<b>51</b>	<b>56</b>	<b>31</b>	<b>75</b>	<b>47</b>	<b>56</b>	<b>40</b>	<b>463</b>
Professional	Women	32	35	51	66	68	98	113	103	139	131	836
	Men	96	134	139	191	170	217	246	244	239	219	1 895
<b>Subtotal</b>		<b>128</b>	<b>169</b>	<b>190</b>	<b>257</b>	<b>238</b>	<b>315</b>	<b>359</b>	<b>347</b>	<b>378</b>	<b>350</b>	<b>2 731</b>
Field Service	Women	13	14	22	22	23	30	27	35	31	41	258
	Men	22	46	42	63	73	93	94	111	120	93	757
<b>Subtotal</b>		<b>35</b>	<b>60</b>	<b>64</b>	<b>85</b>	<b>96</b>	<b>123</b>	<b>121</b>	<b>146</b>	<b>151</b>	<b>134</b>	<b>1 015</b>
<b>Total, gender</b>	<b>Women</b>	<b>54</b>	<b>63</b>	<b>85</b>	<b>103</b>	<b>110</b>	<b>145</b>	<b>167</b>	<b>164</b>	<b>190</b>	<b>188</b>	<b>1 269</b>
	<b>Men</b>	<b>135</b>	<b>207</b>	<b>209</b>	<b>290</b>	<b>280</b>	<b>324</b>	<b>388</b>	<b>376</b>	<b>395</b>	<b>336</b>	<b>2 940</b>
<b>Total, all staff</b>		<b>189</b>	<b>270</b>	<b>294</b>	<b>393</b>	<b>390</b>	<b>469</b>	<b>555</b>	<b>540</b>	<b>585</b>	<b>524</b>	<b>4 209</b>

<sup>a</sup> Excluding Under-Secretaries-General, Assistant Secretaries-General and staff with temporary appointments.

46. Figure XIV provides information on retirements by gender for 2022 to 2041 for peacekeeping operations and special political missions and other political presences, and for departments/offices, regional commissions and tribunals. The extension to 2041 has been introduced to identify when retirements peak and to allow for long-range forecasting. The forecast annual increase in the number of staff retiring from the Secretariat continues to 2039. By 2041, 11,705 staff or 58 per cent of all current staff in departments/offices, regional commissions and tribunals will have retired – in other words, more than half of the staff population in these entities will change in the next 20 years. In peacekeeping operations and special political missions and other political presences, 8,522 staff are forecast to retire by 2041, which is 42.1 per cent of the total staff in these entities. As women account for only 36.0 per cent of all forecast retirements up to 2041, opportunities to increase gender parity remain, especially with regard to the composition of staff in peacekeeping operations and special political missions and other political presences.

Figure XIV  
 Yearly forecast of retirements from 1 January 2022 to 31 December 2041 for all staff of the Secretariat by entity group and gender

(Population: 20,227 as at 31 December 2021)



### III. Staff movements

47. Section III provides a description of Secretariat movements, including appointments, separations, reassignments, promotions and transfers. Staff appointments, as presented in table 19, are defined for the purpose of the present report as the inflow of staff from external sources (i.e. through initial appointments and reappointments), for example, when staff have been appointed to the Secretariat for the first time, or when staff have had prior appointments but separated temporarily at some point and are reappointed.

48. For the purpose of interpreting the data, reassignments, promotions and transfers of staff already serving within the Organization are considered internal movements. The population used for reporting on staff appointments and separations, which was 33,872 as at 31 December 2021, includes only staff members administered in Umoja and is 1,890<sup>12</sup> staff members smaller than that reported in section II on the all-staff population (35,762). Table 19 provides a summary of staff movements.

Table 19

#### Summary of staff movements by gender from 1 January to 31 December 2021

(Population: 33,872)

	<i>Women</i>	<i>Percentage of total</i>	<i>Men</i>	<i>Percentage of total</i>	<i>Total</i>
<b>Balance as at 31 December 2020</b>	13 340	38.9	20 934	61.1	34 274
External movements					
Appointments <sup>a</sup>	2 342	54.4	1 963	45.6	4 305
Separations <sup>b</sup>	(2 208)	41.2	(3 149)	58.8	(5 357)
Others <sup>c</sup>	250	38.5	400	61.5	650
<b>Balance as at 31 December 2021</b>	<b>13 724</b>	<b>40.5</b>	<b>20 148</b>	<b>59.5</b>	<b>33 872</b>
Internal movements					
Promotions <sup>d</sup>	649	55.7	517	44.3	1 166
Transfers <sup>e</sup>	287	53.6	248	46.4	535
Reassignments <sup>f</sup>	789	45.8	933	54.2	1 722

<sup>a</sup> Including initial appointments and reappointments.

<sup>b</sup> The movement of staff out of the Secretariat.

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

<sup>d</sup> 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](#).

<sup>e</sup> Lateral movements of staff involving two departments or offices at one or more duty stations.

<sup>f</sup> Based on the latest personnel action recorded in Umoja.

49. Table 20 shows the various types of separations accounting for the outflow of staff from the Organization. To better contextualize this data, the percentage change from 2020 is included for reference. The data indicate a 51.4 per cent increase in separations from 2020 to 2021, particularly for men, which was driven by an increased number of appointment expirations, mostly due to the closure of UNAMID, the gradual exits from MONUSCO, and retirements. In addition, the increase in

<sup>12</sup> The 1,890 staff members of the Secretariat not included in the appointments and separations population are UNDP-administered staff of the Secretariat, including some senior staff who are not yet administered in Umoja.

agreed terminations was largely owing to the closure of UNAMID but was otherwise distributed among entities. While the data also show a change in the ratio of men who separated because of appointment expiration in 2021, they also reveal that a higher share of women were reappointed after their appointment expiration in 2021, which is a continuation of the retention trend also observed in the previous report (A/76/570 and A/76/570/Corr.1).

Table 20  
Separations by type and gender from 1 January to 31 December 2021

(Population: 5,357)

Type of separation	Number of staff separations			Percentage change in staff separations from 2020			Percentage of staff separations			Number of staff reappointments <sup>a</sup>			Percentage change in staff reappointments from 2020		
	Women	Men	Total	Women	Men	Total	Women	Men	Women	Men	Total	Women	Men	Total	
Appointment expiration	1 492	2 054	3 546	13.9	89.5	48.1	42.1	57.9	760	615	1 375	13.3	28.9	19.8	
Resignation	392	466	858	23.3	32.0	27.9	45.7	54.3	75	91	166	13.6	44.4	28.7	
Retirement	132	231	363	407.7	327.8	353.8	36.4	63.6	7	9	16	–	–	–	
Agreed termination	47	93	140	113.6	304.3	211.1	33.6	66.4	–	–	–	–	–	–	
Transfer to other organizations in the United Nations common system	47	49	96	17.5	6.5	11.6	49.0	51.0	1	–	1	–	–	–	
Other <sup>b</sup>	98	256	354	40.0	33.3	35.1	27.7	72.3	7	6	13	250.0	100.0	160.0	
<b>Total</b>	<b>2 208</b>	<b>3 149</b>	<b>5 357</b>	<b>23.6</b>	<b>79.7</b>	<b>51.4</b>	<b>41.2</b>	<b>58.8</b>	<b>850</b>	<b>721</b>	<b>1 571</b>	<b>15.0</b>	<b>32.8</b>	<b>22.5</b>	

<sup>a</sup> Defined as staff who separated between 1 January and 31 December 2021 and were reappointed within the same period.

<sup>b</sup> Including death and separation for health reasons.

50. Of the 858 staff members who resigned from the Secretariat during 2021 (see table 20), almost three quarters (73 per cent) were not reappointed as at 31 August 2022 (i.e. they did not rejoin the Secretariat within at least eight months of their resignation). For those 628 staff who resigned without returning, there were more men (55.3 per cent) than women (44.7 per cent). The largest regional group experiencing such resignations was Western European and other States, which accounted for 27 per cent of the staff population, but 46 per cent of such resignations.

51. Resignations occurred predominantly in two age groups: from 35 to 44 years and from 60 to 64 years. The first age group also corresponded to the levels experiencing the largest number of resignations in the Professional and higher categories: the P-3 and P-4 levels. It is important to note that the number of staff at the P-3 and P-4 levels are also the largest subset of staff in the Professional and higher categories. It is notable that staff from the Western European and other States group had a disproportionately higher rate of resignation at the P-3 level. Resignations in the age group 60–64 may be attributable to staff who chose early retirement. The resignation rate of staff members at the P-2 level was disproportionately higher than their representation in the Secretariat, with more than half of them holding a fixed-term appointment and belonging to the Western European and other States group. Almost half (47.2 per cent) of the resignations at the P-2 level were Junior Professional Officers and 11.3 per cent were members of the young professionals programme, and were equally from the Asia-Pacific, Eastern European and Western European and other States groups. In the General Service and related categories, staff

at the G-5 level accounted for a disproportionately large share of resignations. The resignations of staff at the G-5 level were partially driven by MONUSCO, MINUSMA and UNEP and were in the age groups of 35 to 44. A further breakdown of resignations by age and level is shown in table 24.

52. To complete the detailed view of the outflow of staff from the Organization, table 21 shows the historical trend of retirements by category, gender and average age for all staff of the Secretariat from 1 January 2017 to 31 December 2021. Although a relative decline in the number of staff retiring has been observed since 31 December 2017, the Organization saw a significant increase in the number of retirements from 2020 to 2021. The increase was driven by women and men in all categories, but particularly those in the General Service and related categories. The forecast of future retirements as shown in figure XIV indicates that the rate of retirements is forecast to remain relatively stable in 2022. Looking ahead, the Organization can expect to see significant increases in retirements beginning in 2023, with forecast retirements doubling by 2030 and peaking in 2039. The forecast acceleration of retirements is attributable to the average age of staff in the Organization and the implementation of General Assembly resolution 70/244, which raised the mandatory age of separation for staff recruited before 1 January 2014 to 65 years.

Table 21  
Retirements by category, gender and average age from 1 January 2017 to 31 December 2021

Category	1 January 2017 to 31 December 2017 <sup>a</sup>				1 January 2018 to 31 December 2018 <sup>b</sup>				1 January 2019 to 31 December 2019 <sup>c</sup>				1 January 2020 to 31 December 2020 <sup>d</sup>				1 January 2021 to 31 December 2021			
	Women	Men	Total	Average age	Women	Men	Total	Average age	Women	Men	Total	Average age	Women	Men	Total	Average age	Women	Men	Total	Average age
D+	13	29	42	62.0	5	11	16	63.4	4	7	11	63.4	2	10	12	63.8	11	24	35	64.2
P	53	120	173	61.7	9	27	36	61.5	7	16	23	62.3	10	17	27	63.1	36	92	128	64.3
FS	21	49	70	61.9	5	17	22	61.9	5	6	11	62.4	4	14	18	62.8	13	35	48	64.0
GS+	105	126	231	61.5	29	37	66	61.0	17	16	33	62.6	10	13	23	62.3	71	79	150	64.4
<b>Total</b>	<b>192</b>	<b>324</b>	<b>516</b>	<b>61.7</b>	<b>48</b>	<b>92</b>	<b>140</b>	<b>61.6</b>	<b>33</b>	<b>45</b>	<b>78</b>	<b>62.6</b>	<b>26</b>	<b>54</b>	<b>80</b>	<b>62.9</b>	<b>132</b>	<b>231</b>	<b>363</b>	<b>64.3</b>

<sup>a</sup> See A/73/79.

<sup>b</sup> See A/74/82.

<sup>c</sup> See A/75/591.

<sup>d</sup> See A/76/570.

## A. Entity

### Appointments and separations

53. Table 22 shows the appointments and separations in the 10 entities with the largest number of appointments in departments/offices, regional commissions and tribunals, and in peacekeeping operations and special political missions and other political presences. In order to better contextualize this data, the percentage change from 2020 is also included with the totals. A notable increase was observed in the change in appointments and separations of staff in DGC. During the period from 2020 to 2021, DGC had an increase of 29 initial appointments and 18 reappointments during the period. It also had an increase of 13 retirements and 33 separations owing to termination. In field operations, the transition plan of MONUSCO resulted in an increase in the percentage change in separations in RSCE, and MINUSCA saw an increase in separations in 2021 compared with 2020, with half of the separations occurring at the P-3 and P-4 levels.

Table 22

**Appointments and separations from 1 January to 31 December 2021 in the 10 entities with the largest number of appointments in departments/offices, regional commissions and tribunals, and in peacekeeping operations and special political missions and other political presences**

(Population: 33,872)

Entity	Appointments			Percentage change in appointments from 2020			Separations <sup>a</sup>			Percentage change in separations from 2020				
	Women	Men	Total	Percentage of total appointments	Women	Men	Total	Women	Men	Total	Percentage of total separations	Women	Men	Total
Departments/offices, regional commissions and tribunals														
DGACM	419	235	654	15.2	50.7	21.1	38.6	407	257	664	12.4	(3.3)	(6.2)	(4.5)
OHCHR	180	133	313	7.3	9.8	44.6	22.3	137	110	247	4.6	(9.9)	22.2	2.1
RCS	114	90	204	4.7	32.6	(5.3)	12.7	55	30	85	1.6	205.6	130.8	174.2
UNEP	117	61	178	4.1	82.8	48.8	69.5	102	66	168	3.1	52.2	69.2	58.5
OCHA	97	54	151	3.5	–	(34.1)	(15.6)	89	78	167	3.1	7.2	(9.3)	(1.2)
DESA	85	58	143	3.3	3.7	16.0	8.3	94	53	147	2.7	59.3	43.2	53.1
DPO	53	67	120	2.8	12.8	(16.3)	(5.5)	46	67	113	2.1	15.0	–	5.6
UNODC	65	55	120	2.8	(25.3)	31.0	(7.0)	44	32	76	1.4	7.3	(15.8)	(3.8)
DGC	75	38	113	2.6	127.3	31.0	82.3	79	50	129	2.4	92.7	51.5	74.3
DOS	59	49	108	2.5	25.5	157.9	63.6	42	40	82	1.5	(8.7)	17.6	2.5
Other <sup>b</sup>	656	493	1 149	26.7	–	–	–	555	564	1 119	20.9	–	–	–
<b>Subtotal</b>	<b>1 920</b>	<b>1 333</b>	<b>3 253</b>	<b>75.6</b>	<b>31.4</b>	<b>16.5</b>	<b>24.9</b>	<b>1 650</b>	<b>1 347</b>	<b>2 997</b>	<b>56</b>	<b>10.5</b>	<b>13.2</b>	<b>11.7</b>
Peacekeeping operations and special political missions and other political presences														
MINUSMA	58	96	154	3.6	20.8	14.3	16.7	40	77	117	2.2	5.3	8.5	7.3
MONUSCO	45	87	132	3.1	40.6	29.9	33.3	66	155	221	4.1	106.3	72.2	81.1
UNITAMS	31	58	89	2.1	933.3	2 800.0	1 680.0	5	14	19	0.4	–	1 300.0	1 800.0
UNMISS	33	49	82	1.9	57.1	28.9	39.0	23	67	90	1.7	(20.7)	36.7	15.4
UNMHA	10	55	65	1.5	233.3	1 000.0	712.5	4	42	46	0.9	–	1 300.0	557.1
MINUSCA	19	46	65	1.5	(20.8)	(2.1)	(8.5)	29	78	107	2.0	61.1	160.0	122.9
UNITAD	30	21	51	1.2	25.0	(27.6)	(3.8)	12	16	28	0.5	71.4	77.8	75.0
RSCE	28	13	41	1.0	600.0	160.0	355.6	24	14	38	0.7	380.0	75.0	192.3
UNVMC	17	20	37	0.9	54.5	122.2	85.0	16	20	36	0.7	45.5	66.7	56.5

Entity	Appointments				Percentage change in appointments from 2020			Separations <sup>a</sup>			Percentage change in separations from 2020			
	Women	Men	Total	Percentage of total appointments	Women	Men	Total	Women	Men	Total	Percentage of total separations	Women	Men	Total
UNSMIL	8	27	35	0.8	300.0	125.0	150.0	4	35	39	0.7	(33.3)	105.9	69.6
Other <sup>b</sup>	143	158	301	7.0	–	–	–	335	1 284	1 619	30.2	–	–	–
<b>Subtotal</b>	<b>422</b>	<b>630</b>	<b>1 052</b>	<b>24.4</b>	<b>46.5</b>	<b>31.5</b>	<b>37.2</b>	<b>558</b>	<b>1 802</b>	<b>2 360</b>	<b>44.1</b>	<b>90.4</b>	<b>220.6</b>	<b>176.0</b>
<b>Total</b>	<b>2 342</b>	<b>1 963</b>	<b>4 305</b>	<b>100.0</b>	<b>33.9</b>	<b>20.9</b>	<b>27.7</b>	<b>2 208</b>	<b>3 149</b>	<b>5 357</b>	<b>100.0</b>	<b>23.6</b>	<b>79.7</b>	<b>51.4</b>

<sup>a</sup> The figures for separations include all types of separations, including retirements.

<sup>b</sup> The percentage change from 2020 is not provided for “Other” because the composition of entities in 2020 differs from that in 2021.

## B. Category

### Appointments and separations

54. Table 23 shows information on appointments and separations, including resignations by category and gender. To better contextualize this data, the percentage difference from 2020 has been included for the totals of each category and each type of movement. Overall, comparing the appointments and separations in table 23 with the previous year, there was a notable increase in overall numbers of appointments and separations in the Secretariat. The inflow of appointments, which is defined as initial appointments and reappointments, increased in 2021 by 933 (27.7 per cent). The outflow of staff through separations, which covers all types of separations captured in Umoja, including retirements, increased by 1,819 (51.4 per cent) during 2021.

55. The increase of appointments in 2021 may be attributable to an increase in hiring following the lifting of the temporary suspension of hiring for all regular budget vacant positions during 2020, as well as the use of effective measures to address the impact of the COVID-19 pandemic. In the Professional and higher categories, there was an increase of 416 appointments (17.9 per cent) and an increase of 460 separations (21.3 per cent) in 2021 compared with the same period in 2020.

56. At the Under-Secretary-General to P-5 levels, the total number of separations during 2021 was 371, including 108 retirements (29.1 per cent) as part of the total separations pool. With regard to separations other than retirements at the Under-Secretary-General to P-5 levels, they were spread across all of the entities affected, with no single particular entity driving the 136 separations. Peacekeeping operations had 127 separations other than retirements (43.8 per cent) at the Under-Secretary-General to P-5 level, attributable to UNAMID, MONUSCO, MINUSCA and MINUSMA.

57. At the P-1 to P-4 levels, there were 1,639 separations in total, of which 1,522 (92.9 per cent) were due to all types of separations other than retirements, and 117 (7.1 per cent) were due to retirements. Most separations other than retirements occurred in OHCHR (192 separations), OCHA (136 separations) and DESA (117 separations, mainly owing to the expirations of appointments for Junior Professional Officers), and in UNAMID (101 separations). Collectively, these four entities accounted for 35.9 per cent of the 1,522 separations that did not result from retirements.

58. In the Field Service category, there was an increase of 206 separations (115.1 per cent), which were the most prevalent at the FS-4 and FS-5 levels. The increase of separations at the FS-4 and FS-5 levels was attributable to UNAMID, MONUSCO and MINUSMA.

59. In the General Service and related categories, there were 2,349 types of separations, including retirements, which accounted for 43.8 per cent of total separations as shown in table 23. Of the 2,349 separations in the General Service and related categories, the largest share of the separations were from UNAMID, which made UNAMID the main driver of separations during the reporting period.

Table 23  
**Appointments, separations and resignations by category, grade and gender from 1 January to 31 December 2021**

(Population: 33,827)

Category/grade	Appointments			Percentage change in appointments from 2020			Separations <sup>a</sup>			Percentage change in separations from 2020			Resignations			Percentage change in resignations from 2020		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
<b>Professional and higher</b>																		
USG	4	12	16	(33.3)	500.0	100.0	4	12	16	300.0	100.0	128.6	–	4	4	–	300.0	300.0
ASG	5	9	14	25.0	80.0	55.6	10	16	26	25.0	100.0	62.5	1	4	5	–	300.0	150.0
D-2	13	15	28	160.0	15.4	55.6	15	23	38	15.4	35.3	26.7	1	5	6	(85.7)	66.7	(40.0)
D-1	29	14	43	38.1	(30.0)	4.9	33	63	96	83.3	50.0	60.0	9	14	23	350.0	180.0	228.6
P-5	47	68	115	(27.7)	(27.7)	(27.7)	60	135	195	36.4	48.4	44.4	12	21	33	(7.7)	(12.5)	(10.8)
P-4	207	205	412	3.0	(12.4)	(5.3)	184	304	488	5.1	30.5	19.6	35	59	94	(25.5)	28.3	1.1
P-3	532	429	961	28.8	24.7	26.9	389	408	797	13.1	36.9	24.1	60	55	115	(9.1)	22.2	3.6
P-2	262	171	433	29.7	18.8	25.1	206	133	339	35.5	41.5	37.8	57	25	82	111.1	47.1	86.4
P-1	17	7	24	54.5	75.0	60.0	13	2	15	30.0	100.0	36.4	1	–	1	(50.0)	–	(50.0)
INT	286	143	429	42.3	1.4	25.4	235	131	366	7.8	(4.4)	3.1	1	6	7	–	(14.3)	–
R	2	10	12	(33.3)	(47.4)	(45.5)	3	10	13	(62.5)	(54.5)	(56.7)	–	–	–	(100.0)	–	(100.0)
T	146	103	249	65.9	28.8	48.2	139	95	234	11.2	(3.1)	4.9	1	3	4	(80.0)	200.0	(33.3)
<b>Subtotal</b>	<b>1 550</b>	<b>1 186</b>	<b>2 736</b>	<b>27.0</b>	<b>7.8</b>	<b>17.9</b>	<b>1 291</b>	<b>1 332</b>	<b>2 623</b>	<b>15.7</b>	<b>27.2</b>	<b>21.3</b>	<b>178</b>	<b>196</b>	<b>374</b>	<b>4.1</b>	<b>30.7</b>	<b>16.5</b>
<b>Field Service</b>																		
FS-7	–	–	–	–	–	–	–	3	3	(100.0)	200.0	50.0	–	–	–	–	–	–
FS-6	7	9	16	133.3	12.5	45.5	5	30	35	(58.3)	7.1	(12.5)	1	9	10	(75.0)	12.5	(16.7)
FS-5	24	36	60	14.3	140.0	66.7	43	128	171	168.8	287.9	249.0	11	21	32	83.3	250.0	166.7
FS-4	25	42	67	8.7	(6.7)	(1.5)	56	118	174	100.0	100.0	100.0	2	17	19	(60.0)	30.8	5.6
FS-3	–	–	–	–	–	–	–	2	2	(100.0)	–	100.0	–	–	–	–	–	–
<b>Subtotal</b>	<b>56</b>	<b>87</b>	<b>143</b>	<b>19.1</b>	<b>27.9</b>	<b>24.3</b>	<b>104</b>	<b>281</b>	<b>385</b>	<b>79.3</b>	<b>132.2</b>	<b>115.1</b>	<b>14</b>	<b>47</b>	<b>61</b>	<b>(6.7)</b>	<b>74.1</b>	<b>45.2</b>
<b>General Service and related</b>																		
NPO-D	5	11	16	–	–	–	3	5	8	200.0	25.0	60.0	1	4	5	–	–	400.0
NPO-C	44	50	94	388.9	163.2	235.7	28	34	62	366.7	183.3	244.4	10	11	21	900.0	175.0	320.0

Category/grade	Appointments			Percentage change in appointments from 2020			Separations <sup>a</sup>			Percentage change in separations from 2020			Resignations			Percentage change in resignations from 2020		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
NPO-B	43	65	108	72.0	103.1	89.5	48	90	138	242.9	190.3	206.7	9	9	18	12.5	(25.0)	(10.0)
NPO-A	8	31	39	(11.1)	210.0	105.3	9	23	32	28.6	4.5	10.3	3	1	4	50.0	(88.9)	(63.6)
G-7	16	10	26	300.0	150.0	225.0	37	25	62	54.2	108.3	72.2	12	7	19	50.0	16.7	35.7
G-6	131	77	208	89.9	108.1	96.2	144	100	244	33.3	66.7	45.2	39	37	76	11.4	32.1	20.6
G-5	233	178	411	50.3	32.8	42.2	235	296	531	33.5	117.6	70.2	77	76	153	92.5	61.7	75.9
G-4	169	139	308	15.8	16.8	16.2	175	393	568	13.6	156.9	85.0	33	44	77	13.8	7.3	10.0
G-3	43	74	117	48.3	21.3	30.0	70	300	370	25.0	289.6	178.2	6	14	20	50.0	(26.3)	(13.0)
G-2	21	40	61	23.5	42.9	35.6	42	232	274	27.3	321.8	211.4	7	6	13	133.3	100.0	116.7
G-1	11	4	15	(8.3)	(42.9)	(21.1)	10	11	21	(56.5)	22.2	(34.4)	–	–	–	(100.0)	–	(100.0)
TC	1	2	3	–	(33.3)	–	–	4	4	–	(33.3)	(33.3)	–	3	3	–	(25.0)	(25.0)
SS	1	5	6	–	–	–	1	19	20	(50.0)	216.7	150.0	1	11	12	–	266.7	300.0
LT	3	1	4	50.0	–	100.0	3	–	3	–	–	–	1	–	1	–	–	–
PIA	7	3	10	40.0	200.0	66.7	8	4	12	60.0	300.0	100.0	1	–	1	–	–	–
<b>Subtotal</b>	<b>736</b>	<b>690</b>	<b>1 426</b>	<b>52.7</b>	<b>51.6</b>	<b>52.2</b>	<b>813</b>	<b>1 536</b>	<b>2 349</b>	<b>32.8</b>	<b>163.0</b>	<b>96.4</b>	<b>200</b>	<b>223</b>	<b>423</b>	<b>51.5</b>	<b>26.7</b>	<b>37.3</b>
<b>Total</b>	<b>2 342</b>	<b>1 963</b>	<b>4 305</b>	<b>33.9</b>	<b>20.9</b>	<b>27.7</b>	<b>2 208</b>	<b>3 149</b>	<b>5 357</b>	<b>23.6</b>	<b>79.7</b>	<b>51.4</b>	<b>392</b>	<b>466</b>	<b>858</b>	<b>23.3</b>	<b>32.0</b>	<b>27.9</b>

<sup>a</sup> The figures for separations include all types of separations, including resignations and retirements.

60. In section VIII of its resolution [57/305](#), the General Assembly approved the proposal of the Secretary-General on the placement of staff members serving in the Executive Office of the Secretary-General (see [A/56/816](#)) and requested him to report on the implementation of the procedure. During the period from 1 January to 31 December 2021, no staff members were transferred from the Executive Office of the Secretary-General to a post in another department at the same level in the Professional and higher categories.

### **C. Gender**

61. To facilitate the interpretation of workforce data on the outflow of staff, as well as its impact on human resources imperatives, gender-disaggregated details on resignations are presented below. Table 24 considers the proportion of resignations comparable to the proportion of staff count by category, grade and gender for the Professional and higher categories and the Field Service category as at 31 December 2021. The table highlights resignations as a subset of separations, and shows that the overall share of resignations was almost half among women and men in the Professional and higher categories. In contrast, more men resigned in the Field Service category, as more than 70 per cent of staff in this category were men. From 2020 to 2021, there were no resignations of women at the D-2 level. The highest proportion of overall resignations by grade in the Professional and higher categories was at the P-3 and P-4 levels, and in the Field Service category at the FS-5 level, which continues the pattern of previous years. Overall, when comparing the current reporting period ending 31 December 2021 with the period ending 31 December 2020, the Organization experienced an increase in the number of resignations, from a total of 258 resignations in 2020 to 332 resignations in 2021.

Table 24  
**Resignations as a subset of separations of all staff of the Secretariat by category, grade and gender from 1 January to 31 December 2021**

(Population: 14,818<sup>a</sup>)

Category/grade	Resignations								Staff count							
	Women				Men				Total	Women			Men			Total
	Number	Percentage	Average age		Number	Percentage	Average age	Average age		Number	Percentage	Number	Percentage	Average age		
D-2	–	–	–	3	100.0	60.0	60.0	3	77	41.0	111	59.0	55.9	188		
D-1	8	40.0	59.1	12	60.0	55.4	56.9	20	254	42.8	340	57.2	54.5	594		
P-5	12	37.5	56.6	20	62.5	55.2	55.7	32	777	41.8	1 082	58.2	51.6	1 859		
P-4	27	32.9	47.5	55	67.1	50.4	49.5	82	1 788	44.1	2 269	55.9	48.0	4 057		
P-3	40	53.3	40.2	35	46.7	48.1	43.9	75	1 884	47.3	2 103	52.7	43.5	3 987		
P-2	47	75.8	33.5	15	24.2	34.9	33.8	62	593	55.9	468	44.1	36.0	1 061		
P-1	–	–	–	–	–	–	–	–	4	44.4	5	55.6	26.0	9		
<b>Subtotal</b>	<b>134</b>	<b>48.9</b>	<b>41.9</b>	<b>140</b>	<b>51.1</b>	<b>49.5</b>	<b>45.8</b>	<b>274</b>	<b>5 377</b>	<b>45.7</b>	<b>6 378</b>	<b>54.3</b>	<b>46.0</b>	<b>11 755</b>		
FS-7	–	–	–	–	–	–	–	–	4	12.5	28	87.5	48.0	32		
FS-6	1	10.0	61.0	9	90.0	59.0	59.2	10	94	22.5	323	77.5	50.0	417		
FS-5	10	33.3	52.5	20	66.7	56.5	55.1	30	461	31.6	997	68.4	50.8	1 458		
FS-4	1	5.6	51.0	17	94.4	52.2	52.1	18	305	26.6	842	73.4	49.7	1 147		
FS-3	–	–	–	–	–	–	–	–	2	22.2	7	77.8	52.0	9		
<b>Subtotal</b>	<b>12</b>	<b>20.7</b>	<b>53.1</b>	<b>46</b>	<b>79.3</b>	<b>55.4</b>	<b>54.9</b>	<b>58</b>	<b>866</b>	<b>28.3</b>	<b>2 197</b>	<b>71.7</b>	<b>50.3</b>	<b>3 063</b>		
<b>Total</b>	<b>146</b>	<b>44.0</b>	<b>42.8</b>	<b>186</b>	<b>56.0</b>	<b>50.9</b>	<b>47.4</b>	<b>332</b>	<b>6 243</b>	<b>42.1</b>	<b>8 575</b>	<b>57.9</b>	<b>46.6</b>	<b>14 818</b>		

<sup>a</sup> The population excludes Under-Secretaries-General and Assistant Secretaries-General and staff with temporary appointments.

## D. Age

### Appointments and separations

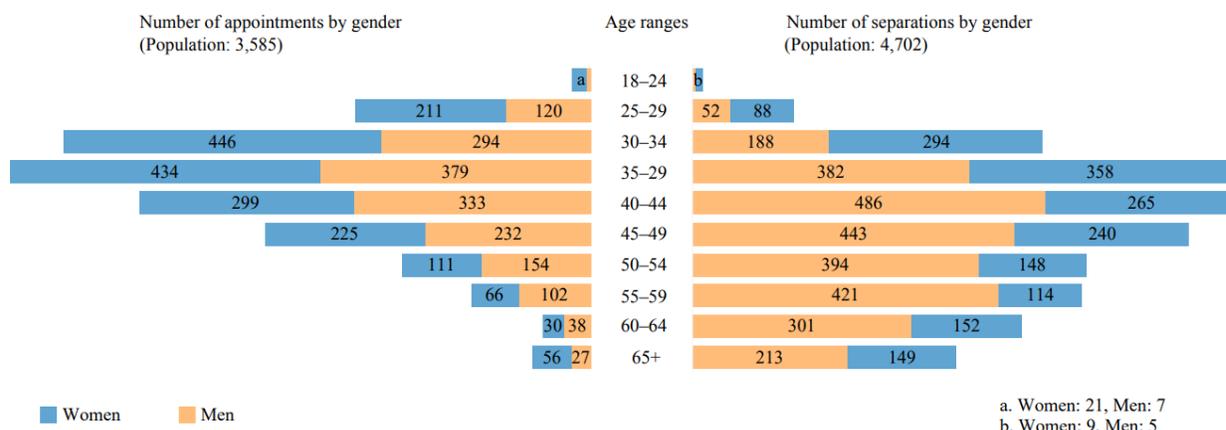
62. Figure XV shows that most appointed staff were in the 35–39 age group and separated staff were mostly in the 40–44 age group. More women than men are appointed at a younger age, with a turning point observed at the 40–44 age group, when men start to be appointed at higher rates.

63. For the period from 1 January to 31 December 2021, the average age of staff of the Secretariat at the time of resignation was 50.9 years, as shown in table 24.

Figure XV

### Distribution of appointments and separations by age from 1 January to 31 December 2021

(Population: 8,287<sup>a</sup>)



<sup>a</sup> Excluding Under-Secretaries-General, Assistant Secretaries-General, interpreters, revisers and translators.

## IV. Staff subject to the system of desirable ranges

64. As at 31 December 2021, there were 3,116 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.<sup>13</sup>

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

<sup>13</sup> The number of posts subject to geographical distribution was 3,693 (see General Assembly resolution 65/247, para. 67). The difference between the number of posts subject to geographical distribution (3,693) and the number of staff with geographical status serving against a geographical post (3,033) is accounted for by 416 posts that are vacant, 200 posts that are temporarily encumbered by staff without geographical status and 44 personnel with limited appointments. In addition, the total number of staff with geographical status (3,116) includes 51 staff in the young professionals programme serving against non-geographical posts.

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.

66. The representation of Member States under the system of desirable ranges over the past five reporting periods is shown in table 25. Table 26 shows the representation status of individual Member States as at 31 December 2021, as well as the representation status as at 31 December 2020 if it is different from that as at 31 December 2021. Table 2.A (see annex) provides a detailed breakdown of Secretariat staff with geographical status by nationality, grade and gender, including information on appointments, separations and balances, as at 31 December 2020 and 31 December 2021. Table 2.C (see annex) provides a breakdown of staff in posts with special language requirements by nationality, grade and gender, including appointments and separations.

Table 25

**Representation of Member States under the system of desirable ranges as at 31 December for 2017 to 2021**

(Population: 193 Member States)

<i>Year</i>	<i>Unrepresented</i>	<i>Underrepresented</i>	<i>Within range</i>	<i>Overrepresented</i>
December 2017	19	44	103	27
December 2018	21	40	105	27
December 2019	22	34	108	29
December 2020	20	37	109	27
December 2021	21	36	106	30

Table 26

**Representation status of Member States under the system of desirable ranges as at 31 December 2021**

(Population: 193 Member States)

*Unrepresented (21 Member States)*

Andorra	Kiribati	Qatar
Angola	Lao People’s Democratic Republic	Saint Lucia
Antigua and Barbuda (December 2020: under)	Liechtenstein (December 2020: under)	Sao Tome and Principe
Belize	Marshall Islands	Timor-Leste
Brunei Darussalam	Monaco	Tuvalu
Democratic People’s Republic of Korea	Nauru	United Arab Emirates
Dominica (December 2020: under)	Palau	Vanuatu

*Underrepresented (36 Member States)*

Afghanistan	Haiti (December 2020: within)	Papua New Guinea
Bahrain	Israel (December 2020: within)	Republic of Korea
Cabo Verde	Japan	Saint Vincent and the Grenadines
Cambodia	Kuwait	San Marino
China	Lesotho	Saudi Arabia
Comoros	Liberia	Solomon Islands
Cuba	Libya (December 2020: un)	Somalia (December 2020: within)
Djibouti	Luxembourg	South Sudan

Equatorial Guinea (December 2020: un)	Micronesia (Federated States of)	Türkiye (December 2020: within)
Gabon	Namibia	Turkmenistan
Grenada	Norway	United States of America
Guinea-Bissau	Oman	Venezuela (Bolivarian Republic of)

*Within range (106 Member States)*

Albania	Germany (December 2020: over)	Pakistan
Algeria	Ghana	Panama
Argentina	Greece	Paraguay
Armenia	Guatemala	Peru
Australia	Guinea	Philippines
Azerbaijan	Guyana	Poland
Bahamas	Honduras	Republic of Moldova
Bangladesh	Hungary	Russian Federation (December 2020: under)
Barbados	Iceland	Rwanda
Belarus	India	Saint Kitts and Nevis
Benin	Indonesia	Samoa
Bhutan	Iran (Islamic Republic of)	Senegal
Bolivia (Plurinational State of)	Iraq	Serbia
Bosnia and Herzegovina	Jamaica	Seychelles
Botswana	Kazakhstan	Sierra Leone
Brazil (December 2020: under)	Kyrgyzstan	Singapore
Burkina Faso	Latvia	Slovakia
Burundi	Lithuania	Slovenia
Central African Republic	Madagascar	Sri Lanka
Chad	Malawi (December 2020: over)	Sudan
Colombia	Malaysia	Suriname
Congo	Maldives	Sweden
Costa Rica	Mali	Switzerland
Côte d'Ivoire	Malta	Syrian Arab Republic
Croatia	Mauritania	Tajikistan
Cyprus	Mauritius	Thailand
Democratic Republic of the Congo	Mongolia	Togo
Denmark	Montenegro	Tonga
Dominican Republic	Mozambique (December 2020: under)	Tunisia
El Salvador	Myanmar	Ukraine
Eritrea	Nepal	United Republic of Tanzania
Estonia	New Zealand	Viet Nam
Eswatini	Nicaragua	Yemen
Fiji	Niger	Zambia
Gambia	Nigeria	
Georgia	North Macedonia	

*Overrepresented (30 Member States)*

Austria	Finland	Portugal
Belgium	France	Romania (December 2020: within)

Bulgaria	Ireland	South Africa (December 2020: within)
Cameroon	Italy	Spain
Canada	Jordan (December 2020: within)	Trinidad and Tobago
Chile	Kenya	Uganda
Czechia (December 2020: within)	Lebanon	United Kingdom of Great Britain and Northern Ireland
Ecuador	Mexico	Uruguay
Egypt	Morocco	Uzbekistan (December 2020: within)
Ethiopia	Netherlands	Zimbabwe

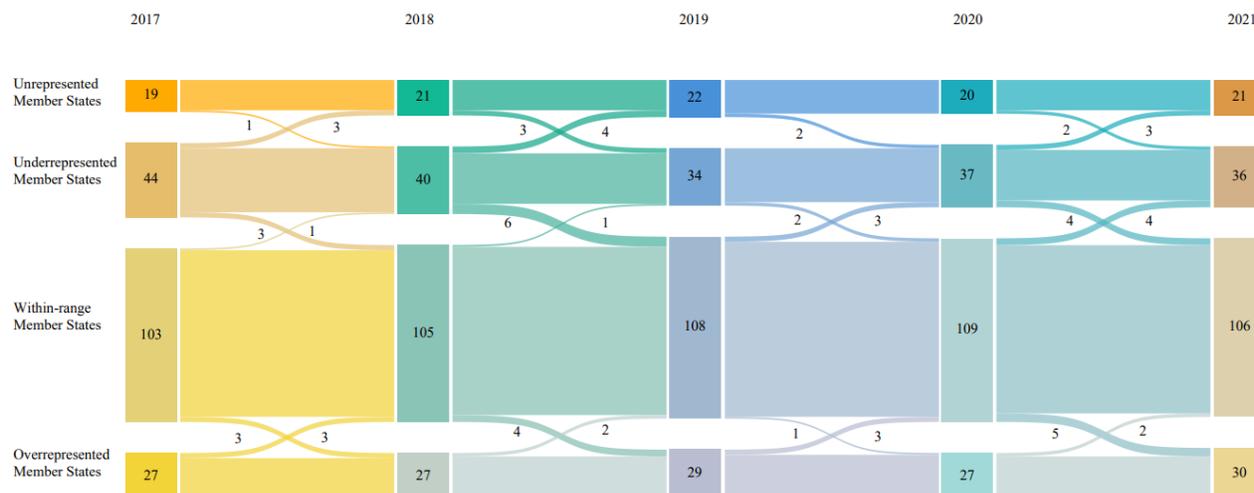
*Note:* Status in parentheses indicates Member State representation status as at 31 December 2020 if different from that of 31 December 2021 (un = unrepresented; under = underrepresented; within = within range; over = overrepresented).

67. Figure XVI visualizes the flow of Member States under the system of desirable ranges during the period. It illustrates fluctuations in representation status during the period, which resulted in an overall decrease in the number of underrepresented Member States and an increase in the number of unrepresented, within-range and overrepresented Member States between 2017 and 2021. This visual illustrates yearly multidirectional fluctuations, including that the largest changes occur when Member States move from underrepresented to within range, and vice versa. Those changes are driven by appointments to vacant geographical posts as well as separations of staff with geographical status owing to events such as retirements, transfers or promotions to non-geographical posts.

Figure XVI

**Multidirectional movement patterns of representation status under the system of desirable ranges as at 31 December for 2017 to 2021**

(Population: 193 Member States)



68. Table 27 shows Secretariat staff with geographical status by economic grouping (developed countries and developing countries).

Table 27  
**Distribution of Secretariat staff with geographical status by economic grouping as at 31 December 2021**

(Population: 3,116)

Representation status	Developed		Developing	
	Number of staff	Number of countries	Number of staff	Number of countries
Unrepresented	–	3	–	18
Underrepresented	457	6	223	30
Within range	496	27	732	79
Overrepresented	795	14	413	16
<b>Total</b>	<b>1 748</b>	<b>50</b>	<b>1 368</b>	<b>143</b>

## A. Entity

69. Table 28 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 28  
**Distribution of Secretariat staff with geographical status by entity<sup>a</sup> and grade as at 31 December 2021**

(Population: 3,116)

Entity	DSG <sup>b</sup>	USG <sup>b</sup>	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total/change from 2020
OHCHR	–	1	2	2	10	36	94	140	18	303 (+13)
DESA	–	1	2	7	23	61	81	54	34	263 (-14)
DGC	–	1	–	–	14	24	67	101	40	247 (-10)
UNCTAD	–	1	1	4	13	46	49	61	26	201 (-4)
ECA	–	1	–	1	11	37	50	52	21	173 (+16)
ECLAC	–	1	–	2	12	22	46	51	20	154 (-11)
DMSPC	–	1	2	6	15	28	46	33	22	153 (+7)
ESCAP	–	1	–	1	13	30	47	31	25	148 (-8)
DPPA	–	1	2	7	12	32	45	21	15	135 (-9)
ECE	–	1	–	1	8	20	32	35	19	116 (+5)
DGACM	–	1	1	6	16	18	28	25	7	102 (-2)
UNODC	–	1	–	3	6	13	29	26	13	91 (-5)
UNEP	–	1	1	4	11	26	30	12	–	85 (-2)
ESCWA	–	1	–	1	7	18	25	21	11	84 (+4)
UNOG	–	1	–	1	6	11	19	22	20	80 (+7)
OLA	–	1	1	4	7	16	19	19	13	80 (+8)
OICT	–	–	1	1	4	11	24	31	7	79 (-4)
DOS	–	1	2	5	5	12	15	14	12	66 (-)
OIOS	–	1	1	2	1	10	14	12	11	52 (+2)
UN-Habitat	–	1	–	1	4	7	18	13	5	49 (+4)

<i>Entity</i>	<i>DSG<sup>b</sup></i>	<i>USG<sup>b</sup></i>	<i>ASG</i>	<i>D-2</i>	<i>D-1</i>	<i>P-5</i>	<i>P-4</i>	<i>P-3</i>	<i>P-2</i>	<i>Total/change from 2020</i>
OCHA	–	1	–	2	1	6	13	18	2	43 (-9)
DSS	–	1	–	1	3	5	14	11	6	41 (-3)
UNON	–	1	–	1	3	6	10	14	4	39 (-6)
ODA	–	1	–	1	3	10	7	8	3	33 (-2)
IIIM-Syria	–	–	1	–	1	3	8	18	1	32 (+3)
Other <sup>c</sup>	1	8	7	21	24	52	61	72	21	267
<b>Total<sup>b</sup></b>	<b>1</b>	<b>31</b>	<b>24</b>	<b>85</b>	<b>233</b>	<b>560</b>	<b>891</b>	<b>915</b>	<b>376</b>	<b>3 116</b>

<sup>a</sup> In the 25 entities with the largest number of such staff.

<sup>b</sup> As this is the first report that presents the categories of Deputy Secretary-General and Under-Secretary-General separately, changes from previous periods are not applicable.

<sup>c</sup> The change in number from 2020 is not provided for “Other” and “Total” because the composition of entities in 2020 differs from that of 2021.

## B. Category

### 1. Grades

70. As shown in table 29, the P-3 level has the largest number of staff with geographical status. Table 2.A (see annex) provides details on Secretariat staff with geographical status by grade and nationality.

Table 29

#### **Distribution of Secretariat staff with geographical status by grade and gender as at 31 December 2021**

(Population: 3,116)

<i>Grade</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>	<i>Percentage of total staff with geographical status by grade</i>
DSG	1	–	1	0.0
USG	22	9	31	1.0
ASG	13	11	24	0.8
D-2	34	51	85	2.7
D-1	100	133	233	7.5
P-5	247	313	560	18.0
P-4	412	479	891	28.6
P-3	487	428	915	29.4
P-2	206	170	376	12.1
<b>Total</b>	<b>1 522</b>	<b>1 594</b>	<b>3 116</b>	<b>100.0</b>

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

71. Table 30 shows Secretariat staff with geographical status at the D-1 level and above by economic grouping (developed countries and developing countries) and gender as at 31 December for 2017 to 2021. The share of Under-Secretaries-General from developing countries increased from 54.8 per cent in 2017 to 65.6 per cent in 2021, with a notable increase in the share of women from developing countries, from

16.8 per cent in 2017 to 19.8 per cent in 2021. Overall, women from developing countries experienced the strongest increase in representation at the D-1 level and above, when comparing 2017 with 2021.

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

Table 30  
**Distribution of Secretariat staff with geographical status at the D-1 level and above by economic grouping and gender as at 31 December for 2017 to 2021<sup>a</sup>**

<i>Economic grouping</i>	<i>USG</i>					<i>ASG</i>					<i>D-2</i>					<i>D-1</i>					<i>All geographical staff</i>				
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
Developing countries (143)																									
Women	11	14	15	17	17	4	2	3	4	5	12	11	12	9	13	35	35	36	36	39	559	575	609	601	632
Men	6	3	4	4	4	7	8	7	7	4	22	21	20	19	20	55	55	61	67	59	741	739	737	742	736
<b>All</b>	<b>17</b>	<b>17</b>	<b>19</b>	<b>21</b>	<b>21</b>	<b>11</b>	<b>10</b>	<b>10</b>	<b>11</b>	<b>9</b>	<b>34</b>	<b>32</b>	<b>32</b>	<b>28</b>	<b>33</b>	<b>90</b>	<b>90</b>	<b>97</b>	<b>103</b>	<b>98</b>	<b>1 300</b>	<b>1 314</b>	<b>1 346</b>	<b>1 343</b>	<b>1 368</b>
Developed countries (50)																									
Women	4	5	6	6	6	6	9	9	8	8	22	28	29	24	21	58	54	57	64	61	879	908	918	907	890
Men	10	6	6	5	5	5	5	6	6	7	27	27	26	26	31	84	75	81	78	74	895	885	894	879	858
<b>All</b>	<b>14</b>	<b>11</b>	<b>12</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>14</b>	<b>15</b>	<b>14</b>	<b>15</b>	<b>49</b>	<b>55</b>	<b>55</b>	<b>50</b>	<b>52</b>	<b>142</b>	<b>129</b>	<b>138</b>	<b>142</b>	<b>135</b>	<b>1 774</b>	<b>1 793</b>	<b>1 812</b>	<b>1 786</b>	<b>1 748</b>
<b>Subtotal</b>																									
<b>Women</b>	<b>15</b>	<b>19</b>	<b>21</b>	<b>23</b>	<b>22</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>12</b>	<b>13</b>	<b>34</b>	<b>39</b>	<b>41</b>	<b>33</b>	<b>34</b>	<b>93</b>	<b>89</b>	<b>93</b>	<b>100</b>	<b>100</b>	<b>1 438</b>	<b>1 483</b>	<b>1 527</b>	<b>1 508</b>	<b>1 522</b>
<b>Men</b>	<b>16</b>	<b>9</b>	<b>10</b>	<b>9</b>	<b>9</b>	<b>12</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>11</b>	<b>49</b>	<b>48</b>	<b>46</b>	<b>45</b>	<b>51</b>	<b>139</b>	<b>130</b>	<b>142</b>	<b>145</b>	<b>133</b>	<b>1 636</b>	<b>1 624</b>	<b>1 631</b>	<b>1 621</b>	<b>1 594</b>
<b>Total</b>	<b>31</b>	<b>28</b>	<b>31</b>	<b>32</b>	<b>32</b>	<b>22</b>	<b>24</b>	<b>25</b>	<b>25</b>	<b>24</b>	<b>83</b>	<b>87</b>	<b>87</b>	<b>78</b>	<b>85</b>	<b>232</b>	<b>219</b>	<b>235</b>	<b>245</b>	<b>233</b>	<b>3 074</b>	<b>3 107</b>	<b>3 158</b>	<b>3 129</b>	<b>3 116</b>

<sup>a</sup> For the purposes of this table, staff in the Deputy Secretary-General category is included in the Under-Secretary-General category.

## C. Appointments

73. From 1 January to 31 December 2021, 139 Secretariat staff, who were recruited through a competitive process under staff rule 4.15, were appointed to posts subject to geographical distribution, as shown in table 32. During the same period, 50 Secretariat staff were appointed through the young professionals programme, as shown in table 33, 46 of whom were placed against posts subject to geographical distribution.

74. Table 31 shows information on appointments by economic grouping, representation status and gender. During the reporting period in 2021, there were more appointments of women and more appointments of staff from developing countries (51.1 per cent) than from developed countries (48.9 per cent). Although there was no change in the appointment of Secretariat staff to posts subject to geographical distribution by gender, representation status and economic grouping for unrepresented Member States compared with the previous reporting period, there were 22 appointments from underrepresented developing countries, and underrepresented Member States saw a 50.0 per cent share in the total appointments made (44 appointments) during the period. Table 2.A (see annex) provides a detailed breakdown of Secretariat staff with geographical status by nationality, grade and gender, including information on appointments and separations, as at 31 December 2020 and 31 December 2021.

Table 31

### Appointment of Secretariat staff to posts subject to geographical distribution by gender, representation status and economic grouping from 1 January to 31 December 2021

(Population: 139)

<i>Representation status as at 31 December 2021</i>	<i>Economic grouping as at December 2021</i>						<i>Total</i>
	<i>Number of women appointed</i>			<i>Number of men appointed</i>			
	<i>Developing countries</i>	<i>Developed countries</i>	<i>Subtotal</i>	<i>Developing countries</i>	<i>Developed countries</i>	<i>Subtotal</i>	
Unrepresented	1	–	1	–	–	–	1
Underrepresented	13	13	26	9	9	18	44
Within range	17	11	28	12	9	21	49
Overrepresented	15	14	29	4	12	16	45
<b>Total</b>	<b>46</b>	<b>38</b>	<b>84</b>	<b>25</b>	<b>30</b>	<b>55</b>	<b>139</b>

75. A summary of the gender distribution of the appointments to posts subject to geographical distribution by grade is shown in table 32. For more details, table 2.A (see annex) provides a breakdown of Secretariat staff with geographical status by nationality, grade and gender, including information on appointments and separations, as at 31 December 2020 and 31 December 2021.

Table 32  
**Appointment of Secretariat staff to posts subject to geographical distribution by gender, grade and number of nationalities represented from 1 January to 31 December 2021**  
 (Population: 139)

Grade	Women appointed			Men appointed			Total	
	Number appointed	Percentage of grade total	Number of nationalities represented	Number appointed	Percentage of grade total	Number of nationalities represented	Number appointed	Number of nationalities represented
USG	1	50.0	1	1	50.0	1	2	2
ASG	2	50.0	2	2	50.0	2	4	4
D-2	3	50.0	2	3	50.0	2	6	4
D-1	7	77.8	6	2	22.2	2	9	7
P-5	2	50.0	2	2	50.0	2	4	4
P-4	11	73.3	10	4	26.7	4	15	13
P-3	34	66.7	23	17	33.3	15	51	31
P-2	22	47.8	8	24	52.2	14	46	16
P-1	2	100.0	2	–	–	–	2	2
<b>Total</b>	<b>84</b>	<b>60.4</b>	<b>42</b>	<b>55</b>	<b>39.6</b>	<b>33</b>	<b>139</b>	<b>57</b>

76. In 2021, 62 Member States were invited to participate in the young professionals programme: Afghanistan, Andorra, Angola, Antigua and Barbuda, Bahrain, Belize, Brazil, Brunei Darussalam, Cabo Verde, Cambodia, China, Comoros, Cuba, Democratic People's Republic of Korea, Djibouti, Dominica, Equatorial Guinea, Gabon, Grenada, Guinea-Bissau, Haiti, Israel, Japan, Kiribati, Kuwait, Lao People's Democratic Republic, Lesotho, Liberia, Libya, Liechtenstein, Luxembourg, Marshall Islands, Micronesia (Federated States of), Monaco, Mozambique, Namibia, Nauru, Norway, Oman, Palau, Papua New Guinea, Qatar, Republic of Korea, Russian Federation, Saint Lucia, Saint Vincent and the Grenadines, Samoa, San Marino, Sao Tome and Principe, Saudi Arabia, Solomon Islands, Somalia, South Sudan, Suriname, Timor-Leste, Türkiye, Turkmenistan, Tuvalu, United Arab Emirates, United States of America, Vanuatu and Venezuela (Bolivarian Republic of). These Member States were unrepresented, underrepresented or considered at risk of becoming unrepresented or underrepresented. Examinations were conducted at the "job family" level for 2021 rather than within broad job networks.<sup>14</sup> After the exercise held in 2020, and at the time of preparation of the present report, there were 93 rostered candidates for Global Communications and Political Affairs and Human Rights. The assessment process for Management and Administration remains ongoing at the time of preparation of the present report.

77. Table 33 shows that 50 candidates (23 women and 27 men) from young professionals programme rosters were placed with various entities during the period from 1 January to 31 December 2021.

<sup>14</sup> Examinations for the 2021 young professionals programme were held on statistics and data science and on social affairs/social policy and development.

Table 33  
**Young professionals programme placements at the P-2 level by entity and gender from 1 January to 31 December 2021**

(Population: 50)

<i>Entity</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
DESA	1	–	1
DGACM	1	–	1
DGC	4	2	6
DMSPC	3	1	4
DPPA	–	1	1
ECA	6	3	9
ECE	–	1	1
ESCAP	1	1	2
IM-Myanmar	–	2	2
OHCHR	1	–	1
OLA	1	2	3
UNCTAD	1	1	2
UNOG	–	4	4
UNON	1	–	1
DSS	1	–	1
DOS	1	1	2
UNODC	–	1	1
ESCWA	–	6	6
OICT	–	1	1
UNOV	1	–	1
<b>Total</b>	<b>23</b>	<b>27</b>	<b>50</b>

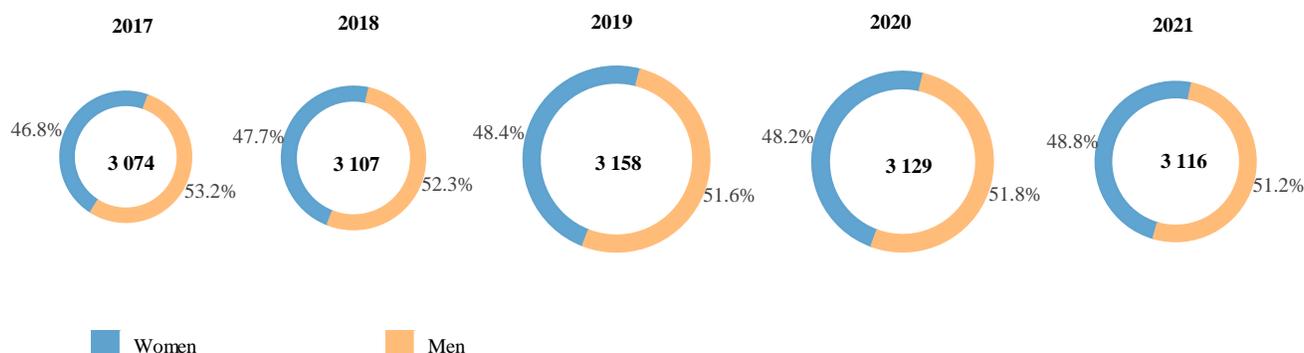
*Note:* Forty-six candidates were placed on posts subject to geographical distribution.

#### **D. Gender**

78. The distribution of staff of the Secretariat with geographical status for the five periods as at 31 December for 2017 to 2021 is shown in figure XVII. The percentage of women with geographical status increased from 48.2 per cent in 2020 to 48.8 per cent in 2021, continuing to demonstrate that since 2018, gender parity has been within the desired 47 to 53 per cent margin.

Figure XVII  
Gender distribution of Secretariat staff with geographical status as at 31 December for 2017 to 2021

(Population: 3,116 as at 31 December 2021)



79. Table 34 shows the number and percentage of men and women Secretariat staff with geographical status by grade as at 31 December 2017 and 31 December 2021, showing an increase of women by two percentage points, most notably at the Under-Secretary-General, Assistant Secretary-General, D-1 and P-5 levels.

Table 34  
Gender distribution of Secretariat staff with geographical status by grade as at 31 December for 2017 and 2021

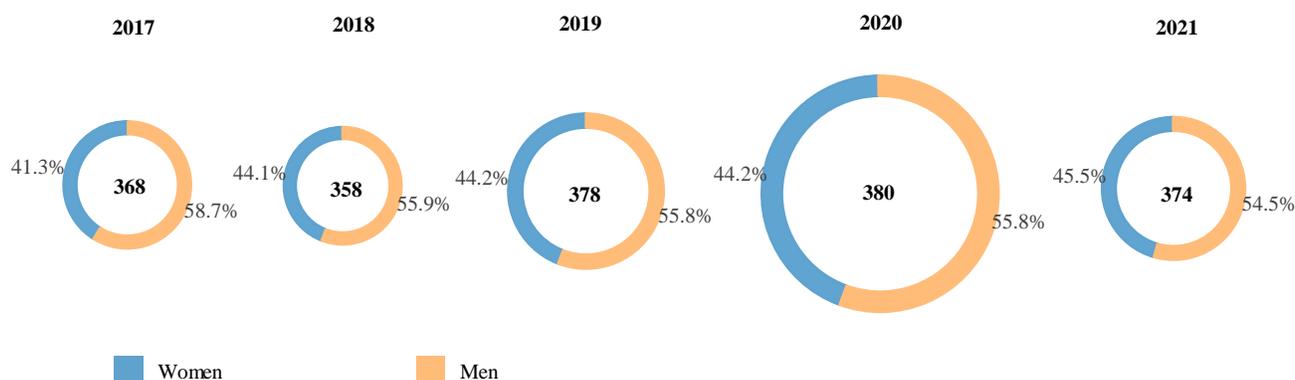
(Population: 3,116 as at 31 December 2021)

Grade	2017					2021				
	Women		Men		Total	Women		Men		Total
	Number	Percentage	Number	Percentage		Number	Percentage	Number	Percentage	
DSG	–	–	–	–	–	1	100.0	–	–	1
USG	15	48.4	16	51.6	31	22	71.0	9	29.0	31
ASG	10	45.5	12	54.5	22	13	54.2	11	45.8	24
D-2	34	41.0	49	59.0	83	34	40.0	51	60.0	85
D-1	93	40.1	139	59.9	232	100	42.9	133	57.1	233
P-5	219	39.2	339	60.8	558	247	44.1	313	55.9	560
P-4	385	44.7	477	55.3	862	412	46.2	479	53.8	891
P-3	424	51.2	404	48.8	828	487	53.2	428	46.8	915
P-2	258	56.3	200	43.7	458	206	54.8	170	45.2	376
<b>Total</b>	<b>1 438</b>	<b>46.8</b>	<b>1 636</b>	<b>53.2</b>	<b>3 074</b>	<b>1 522</b>	<b>48.8</b>	<b>1 594</b>	<b>51.2</b>	<b>3 116</b>

80. Figure XVIII shows the gender distribution of Secretariat staff subject to geographical status in posts at the D-1 level and above. As at 31 December 2021, the percentage of women in the Secretariat with geographical status at the D-1 level and above increased from 4.9 per cent in 2017 to 5.5 per cent in 2021.

Figure XVIII  
**Gender distribution of Secretariat staff with geographical status at the D-1 level and above as at 31 December for 2017 to 2021**

(Population: 374 as at 31 December 2021)



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

81. The present report provides a 5-year and a 10-year forecast of retirements of staff under the system of desirable ranges. From 1 January to 31 December 2021, 52 staff with geographical status retired.

82. Table 35 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 67 Secretariat staff with geographical status will retire yearly from 2022 to 2026.

Table 35

#### Forecast of retirements from 1 January 2022 to 31 December 2026 by category for all Secretariat staff with geographical status as at 31 December 2021

(Population: 3,060<sup>a</sup>)

Category	Average yearly number of staff retirements 2022–2026 (if all retire at age 65)	Number of staff in category	Retirements as a percentage of category
D	22	318	6.8
P	45	2 742	1.6
<b>Total</b>	<b>67</b>	<b>3 060</b>	<b>2.2</b>

<sup>a</sup> Excluding Under-Secretaries-General and Assistant Secretaries-General.

83. Table 36 shows the percentage of staff members with geographical status forecast to retire during the period from 1 January 2022 to 31 December 2026 by Member State. Table 36 also shows the representation status of Member States whose status could change at the end of the five-year period as a result of their nationals retiring as forecast, assuming that there are no new recruitments to geographical posts from that Member State within the period.

Table 36

**Percentage of staff with geographical status<sup>a</sup> forecast to retire during the period from 1 January 2022 to 31 December 2026 by Member State**

(Population: 193)

*No forecast retirements (96 Member States)*

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

*Less than 20 per cent of currently serving staff with geographical status forecast to retire (71 Member States)*

Argentina (1)	India (8)	Portugal (over/within) (2)
Australia (1)	Iran (Islamic Republic of) (1)	Republic of Korea (2)
Austria (3)	Iraq (1)	Romania (3)
Azerbaijan (1)	Ireland (over/within) (2)	Rwanda (1)
Bangladesh (1)	Israel (within/under) (1)	Senegal (1)
Belgium (2)	Italy (13)	Serbia (1)
Brazil (within/under) (2)	Jamaica (1)	Singapore (2)
Bulgaria (4)	Japan (10)	Slovakia (1)
Cameroon (3)	Jordan (2)	South Africa (3)
Canada (18)	Kenya (7)	Spain (4)

China (8)	Lebanon (1)	Sri Lanka (1)
Costa Rica (1)	Lithuania (1)	Switzerland (3)
Croatia (1)	Malawi (over/within) (2)	Syrian Arab Republic (1)
Czechia (3)	Malaysia (1)	Thailand (1)
Denmark (2)	Mexico (3)	Trinidad and Tobago (over/within) (3)
Dominican Republic (1)	Morocco (1)	Tunisia (2)
Egypt (over/within) (3)	Myanmar (1)	Türkiye (within/under) (1)
Ethiopia (2)	Nepal (1)	United Kingdom of Great Britain and Northern Ireland (over/within) (19)
Fiji (1)	Netherlands (over/within) (7)	United Republic of Tanzania (1)
Finland (over/within) (2)	Niger (1)	United States of America (41)
France (11)	Norway (1)	Uruguay (1)
Germany (over/within) (14)	Pakistan (3)	Viet Nam (1)
Guyana (1)	Philippines (3)	Zimbabwe (over/within) (1)
Iceland (1)	Poland (2)	

*20 to 40 per cent of currently serving staff with geographical status forecast to retire (16 Member States)*

Belarus (1)	Guatemala (2)	Saint Kitts and Nevis (1)
Burundi (2)	Mali (2)	Uganda (9)
Central African Republic (within/under) (1)	Mongolia (1)	Ukraine (3)
Chile (8)	Mozambique (1)	Zambia (2)
Cyprus (within/under) (1)	Nigeria (within/under) (4)	
Georgia (1)	Russian Federation (11)	

*More than 40 per cent of currently serving staff with geographical status forecast to retire (10 Member States)*

Benin (within/under) (2)	Hungary (within/under) (4)	South Sudan (1)
Cuba (2)	Liberia (under/un) (1)	Sudan (within/under) (2)
Ghana (6)	Mauritania (3)	
Guinea-Bissau (under/un) (2)	Namibia (1)	

*Note:* The number in parentheses represents the number of staff with geographical status from the respective Member State forecast to retire during the period from 1 January 2022 to 31 December 2026. Retirement numbers are forecast on the assumption that all staff members will retire at 65 years. In cases where the Member State's representation status will have changed at the end of the five-year period if the forecast number of staff members do retire and there are no new recruitments from that Member State within the period, the representation status as at 31 December 2020 and as at 31 December 2026 is indicated in parentheses (un = unrepresented, under = underrepresented, within = within range, over = overrepresented). The representation statuses are based on the Member States' desirable ranges as at 31 December 2020.

<sup>a</sup> Excluding Under-Secretaries-General and Assistant Secretaries-General.

84. Figure XIX provides the extended forecast of retirements of staff subject to geographical distribution over a 10-year period to 2031. For future consideration, the forecast includes data on anticipated retirements up to 2041 to highlight how the trend may accelerate or decelerate beyond 2031.

85. As at 31 December 2021, the population of staff with geographical status was 3,116, with 864 staff among this population (27.7 per cent) expected to retire at their mandatory age of separation by 2031. Forecasts from 2026 to 2031 show that 620 staff are expected to retire. An overall increase in retirements for men is forecast starting from 2025, and a substantial overall increase for women is forecast starting from 2026, despite some year-on-year fluctuations, as illustrated in figure XIX. The figure also shows a general upward trend in forecast retirements from 2022 to 2031, again despite some year-on-year fluctuations. The largest population of staff due to retire by 31 December 2031 will be overrepresented staff. Looking forward, some of the data beyond 2031, based on the current staff population, show that the trend for women shows no evidence of peaking before 2039. The retirement rate for men

currently in the Organization is forecast to reach its peak by 2028 but will continue to have some traction through 2041.

86. As a result of expected retirements of geographical staff during the period 2022 to 2031, 58 Member States would see a change in their representation status if no additional nationals of these Member States attained geographical status. Table 37 details the expected changes in the representation status for these Member States.

Figure XIX  
 Yearly forecast retirements of Secretariat staff with geographical status by representation status and gender as at 31 December 2021  
 for 2022 to 2041

(Population: 1,093 as at 31 December 2021)

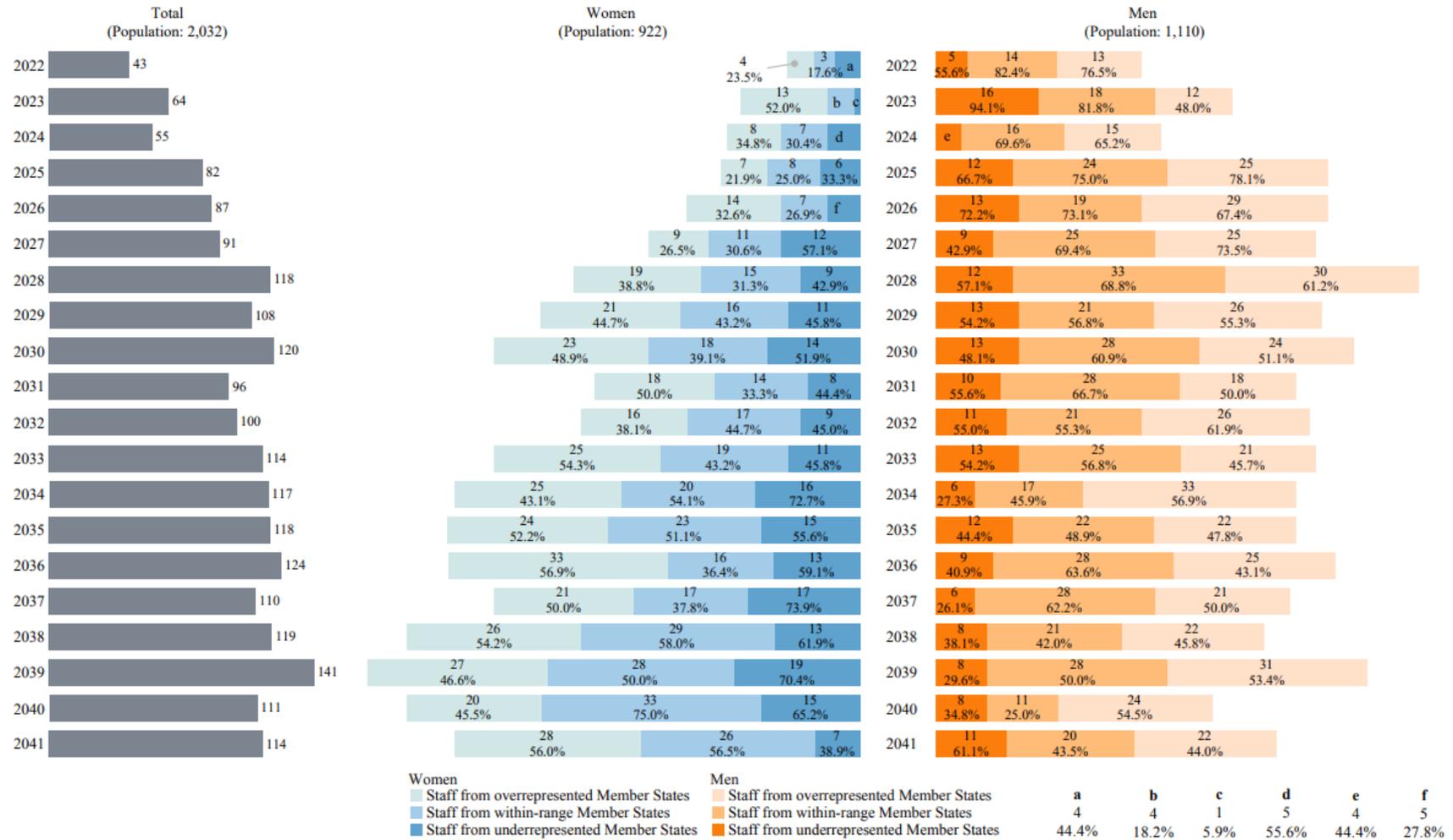


Table 37

**Changes in representation status of Member States as a result of expected retirements during the period from 1 January 2022 to 31 December 2031**

(Population: 193 Member States)

*From within range to underrepresented (31 Member States)*

Bahamas	Guatemala	Pakistan
Belarus	Hungary	Paraguay
Benin	Iceland	Russian Federation
Brazil	India	Sri Lanka
Central African Republic	Indonesia	Sudan
Croatia	Iran (Islamic Republic of)	Suriname
Cyprus	Latvia	Sweden
Denmark	Mali	Switzerland
Estonia	Mozambique	Thailand
Georgia	Nicaragua	
Germany	Nigeria	

*From within range to unrepresented (1 Member State)*

Mongolia

*From underrepresented to unrepresented (5 Member States)*

Cuba	Micronesia (Federated States of)
Guinea-Bissau	Papua New Guinea
Liberia	

*From overrepresented to within range (19 Member States)*

Bulgaria	Finland	South Africa
Canada	France	Trinidad and Tobago
Chile	Ireland	Uganda
Czechia	Italy	Uruguay
Ecuador	Jordan	Zimbabwe
Egypt	Portugal	
Ethiopia	Romania	

*From overrepresented to underrepresented (2 Member States)*

Netherlands	United Kingdom of Great Britain and Northern Ireland
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87. By the end of 2031, the Secretariat would need to recruit 701 staff members with geographical status from unrepresented and underrepresented Member States, as well as staff members from those Member States that will become unrepresented and underrepresented as a result of expected retirements of geographical staff, for those States to reach within-range status, based on the number of geographical staff as at 31 December 2021 and anticipated retirements.

## V. Action to be taken by the General Assembly

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

## Annex

## Comprehensive statistical tables

Table 1.A  
**All staff by nationality, gender, category and appointment type as at 31 December 2021**

(Population: 35,762)

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Afghanistan	Women	–	1	–	–	–	–	1	73	2	1	74	2	77	0.22
	Men	8	21	2	14	12	–	5	760	3	27	793	5	825	2.31
	All	8	22	2	14	12	–	6	833	5	28	867	7	902	2.52
Albania	Women	11	6	1	–	1	–	1	8	–	12	15	1	28	0.08
	Men	2	2	1	1	–	–	2	4	1	5	6	2	13	0.04
	All	13	8	2	1	1	–	3	12	1	17	21	3	41	0.11
Algeria	Women	8	7	4	–	–	–	5	9	–	13	16	4	33	0.09
	Men	7	11	2	–	–	–	7	9	–	14	20	2	36	0.10
	All	15	18	6	–	–	–	12	18	–	27	36	6	69	0.19
Andorra	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
	All	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
Angola	Women	–	1	1	1	–	–	1	–	–	2	1	1	4	0.01
	Men	1	2	–	5	3	–	–	4	–	6	9	–	15	0.04
	All	1	3	1	6	3	–	1	4	–	8	10	1	19	0.05
Antigua and Barbuda	Women	1	1	–	1	–	–	1	2	–	3	3	–	6	0.02
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	1	–	1	–	–	1	2	–	3	3	–	6	0.02
Argentina	Women	24	25	6	–	2	–	11	20	3	35	47	9	91	0.25
	Men	19	36	8	3	2	1	4	14	3	26	52	12	90	0.25
	All	43	61	14	3	4	1	15	34	6	61	99	21	181	0.51
Armenia	Women	2	5	2	1	1	–	–	7	–	3	13	2	18	0.05
	Men	6	7	1	1	–	–	–	2	–	7	9	1	17	0.05
	All	8	12	3	2	1	–	–	9	–	10	22	3	35	0.10

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Australia	Women	28	61	12	2	1	–	5	8	–	35	70	12	117	0.33
	Men	40	66	12	9	6	1	1	7	1	50	79	14	143	0.40
	All	68	127	24	11	7	1	6	15	1	85	149	26	260	0.73
Austria	Women	23	33	8	2	–	–	53	45	16	78	78	24	180	0.50
	Men	30	22	7	5	8	–	51	44	7	86	74	14	174	0.49
	All	53	55	15	7	8	–	104	89	23	164	152	38	354	0.99
Azerbaijan	Women	4	1	–	–	–	–	1	5	–	5	6	–	11	0.03
	Men	6	4	–	1	–	–	1	6	–	8	10	–	18	0.05
	All	10	5	–	1	–	–	2	11	–	13	16	–	29	0.08
Bahamas	Women	6	1	–	–	–	–	–	2	–	6	3	–	9	0.03
	Men	2	–	–	–	1	–	–	–	–	2	1	–	3	0.01
	All	8	1	–	–	1	–	–	2	–	8	4	–	12	0.03
Bahrain	Women	2	2	–	–	–	–	2	–	–	4	2	–	6	0.02
	Men	–	–	–	–	–	–	–	2	–	–	2	–	2	0.01
	All	2	2	–	–	–	–	2	2	–	4	4	–	8	0.02
Bangladesh	Women	5	8	1	–	1	–	3	4	1	8	13	2	23	0.06
	Men	18	55	1	3	3	–	3	9	1	24	67	2	93	0.26
	All	23	63	2	3	4	–	6	13	2	32	80	4	116	0.32
Barbados	Women	7	6	1	–	–	–	3	5	2	10	11	3	24	0.07
	Men	–	3	–	1	1	–	3	2	–	4	6	–	10	0.03
	All	7	9	1	1	1	–	6	7	2	14	17	3	34	0.10
Belarus	Women	5	7	4	–	–	–	1	8	1	6	15	5	26	0.07
	Men	7	7	3	–	–	–	2	3	–	9	10	3	22	0.06
	All	12	14	7	–	–	–	3	11	1	15	25	8	48	0.13
Belgium	Women	21	35	17	1	2	–	12	9	2	34	46	19	99	0.28
	Men	36	58	11	5	–	–	1	7	1	42	65	12	119	0.33
	All	57	93	28	6	2	–	13	16	3	76	111	31	218	0.61
Belize	Women	1	–	–	–	–	–	1	6	–	2	6	–	8	0.02
	Men	–	–	–	–	–	–	–	3	–	–	3	–	3	0.01
	All	1	–	–	–	–	–	1	9	–	2	9	–	11	0.03

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Benin	Women	2	7	1	2	4	–	1	6	–	5	17	1	23	0.06
	Men	13	27	4	5	7	–	–	3	–	18	37	4	59	0.16
	All	15	34	5	7	11	–	1	9	–	23	54	5	82	0.23
Bhutan	Women	–	5	–	4	2	1	–	3	1	4	10	2	16	0.04
	Men	3	9	1	3	3	–	–	1	–	6	13	1	20	0.06
	All	3	14	1	7	5	1	–	4	1	10	23	3	36	0.10
Bolivia (Plurinational State of)	Women	4	5	–	–	–	–	4	6	2	8	11	2	21	0.06
	Men	5	10	5	–	–	–	1	5	1	6	15	6	27	0.08
	All	9	15	5	–	–	–	5	11	3	14	26	8	48	0.13
Bosnia and Herzegovina	Women	7	13	2	13	8	1	4	14	1	24	35	4	63	0.18
	Men	14	9	–	17	12	2	8	14	1	39	35	3	77	0.22
	All	21	22	2	30	20	3	12	28	2	63	70	7	140	0.39
Botswana	Women	6	4	–	–	–	–	–	4	–	6	8	–	14	0.04
	Men	2	2	1	–	1	–	–	2	–	2	5	1	8	0.02
	All	8	6	1	–	1	–	–	6	–	8	13	1	22	0.06
Brazil	Women	26	49	12	1	–	–	8	28	4	35	77	16	128	0.36
	Men	30	38	6	3	1	–	7	9	1	40	48	7	95	0.27
	All	56	87	18	4	1	–	15	37	5	75	125	23	223	0.62
Brunei Darussalam	Women	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
	Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
	All	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
Bulgaria	Women	11	17	5	2	1	–	2	4	2	15	22	7	44	0.12
	Men	14	8	3	2	2	–	1	3	–	17	13	3	33	0.09
	All	25	25	8	4	3	–	3	7	2	32	35	10	77	0.22
Burkina Faso	Women	3	5	–	4	1	–	–	11	1	7	17	1	25	0.07
	Men	6	36	3	4	9	–	–	16	–	10	61	3	74	0.21
	All	9	41	3	8	10	–	–	27	1	17	78	4	99	0.28
Burundi	Women	5	12	4	12	5	2	2	5	–	19	22	6	47	0.13
	Men	9	13	5	8	15	–	–	10	–	17	38	5	60	0.17
	All	14	25	9	20	20	2	2	15	–	36	60	11	107	0.30

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Cabo Verde	Women	1	1	–	–	–	–	1	2	–	2	3	–	5	0.01
	Men	2	2	1	–	–	–	–	1	–	2	3	1	6	0.02
	All	3	3	1	–	–	–	1	3	–	4	6	1	11	0.03
Cambodia	Women	–	–	1	2	1	–	1	15	–	3	16	1	20	0.06
	Men	3	1	–	–	2	–	2	43	1	5	46	1	52	0.15
	All	3	1	1	2	3	–	3	58	1	8	62	2	72	0.20
Cameroon	Women	13	34	15	9	6	1	7	21	1	29	61	17	107	0.30
	Men	36	70	18	9	7	–	7	32	3	52	109	21	182	0.51
	All	49	104	33	18	13	1	14	53	4	81	170	38	289	0.81
Canada	Women	69	146	31	6	3	–	33	32	–	108	181	31	320	0.89
	Men	79	126	35	12	8	–	13	17	1	104	151	36	291	0.81
	All	148	272	66	18	11	–	46	49	1	212	332	67	611	1.71
Central African Republic	Women	–	2	–	6	–	–	–	123	–	6	125	–	131	0.37
	Men	2	5	–	2	6	–	–	521	3	4	532	3	539	1.51
	All	2	7	–	8	6	–	–	644	3	10	657	3	670	1.87
Chad	Women	2	4	–	–	1	–	1	4	–	3	9	–	12	0.03
	Men	2	11	–	1	1	–	–	31	–	3	43	–	46	0.13
	All	4	15	–	1	2	–	1	35	–	6	52	–	58	0.16
Chile	Women	3	13	22	–	–	–	64	73	24	67	86	46	199	0.56
	Men	16	17	16	1	2	–	34	76	15	51	95	31	177	0.49
	All	19	30	38	1	2	–	98	149	39	118	181	77	376	1.05
China	Women	129	75	30	1	1	–	28	63	3	158	139	33	330	0.92
	Men	114	56	25	3	–	–	10	29	2	127	85	27	239	0.67
	All	243	131	55	4	1	–	38	92	5	285	224	60	569	1.59
Colombia	Women	12	25	11	1	1	–	14	107	5	27	133	16	176	0.49
	Men	7	20	9	3	–	–	18	105	3	28	125	12	165	0.46
	All	19	45	20	4	1	–	32	212	8	55	258	28	341	0.95
Comoros	Women	–	2	–	–	–	–	–	1	–	–	3	–	3	0.01
	Men	1	1	1	–	–	–	–	4	–	1	5	1	7	0.02
	All	1	3	1	–	–	–	–	5	–	1	8	1	10	0.03

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Congo	Women	3	1	–	–	–	–	–	5	–	3	6	–	9	0.03
	Men	4	7	1	3	1	–	2	2	–	9	10	1	20	0.06
	All	7	8	1	3	1	–	2	7	–	12	16	1	29	0.08
Costa Rica	Women	3	8	–	–	–	–	–	7	–	3	15	–	18	0.05
	Men	7	1	1	–	–	–	–	4	–	7	5	1	13	0.04
	All	10	9	1	–	–	–	–	11	–	10	20	1	31	0.09
Côte d'Ivoire	Women	7	7	5	10	28	–	1	7	–	18	42	5	65	0.18
	Men	15	51	5	19	36	1	2	6	–	36	93	6	135	0.38
	All	22	58	10	29	64	1	3	13	–	54	135	11	200	0.56
Croatia	Women	6	9	3	5	1	–	6	8	2	17	18	5	40	0.11
	Men	7	6	3	18	13	–	2	9	1	27	28	4	59	0.16
	All	13	15	6	23	14	–	8	17	3	44	46	9	99	0.28
Cuba	Women	4	–	1	–	–	–	–	8	1	4	8	2	14	0.04
	Men	4	2	1	–	–	–	1	4	1	5	6	2	13	0.04
	All	8	2	2	–	–	–	1	12	2	9	14	4	27	0.08
Cyprus	Women	2	–	–	–	–	–	–	44	–	2	44	–	46	0.13
	Men	1	–	–	–	2	–	–	59	–	1	61	–	62	0.17
	All	3	–	–	–	2	–	–	103	–	3	105	–	108	0.30
Czechia	Women	9	7	1	–	1	–	2	6	1	11	14	2	27	0.08
	Men	5	5	–	2	–	–	8	5	–	15	10	–	25	0.07
	All	14	12	1	2	1	–	10	11	1	26	24	2	52	0.15
Democratic People's Republic of Korea	Women	–	–	–	–	–	–	–	1	–	–	1	–	1	0.00
	Men	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00
	All	–	–	1	–	–	–	–	1	–	–	1	1	2	0.01
Democratic Republic of the Congo	Women	5	9	–	8	12	2	2	255	10	15	276	12	303	0.85
	Men	12	38	1	19	32	4	13	1 353	21	44	1 423	26	1 493	4.17
	All	17	47	1	27	44	6	15	1 608	31	59	1 699	38	1 796	5.02
Denmark	Women	18	22	7	–	–	–	3	3	1	21	25	8	54	0.15
	Men	19	11	2	2	1	–	3	2	–	24	14	2	40	0.11
	All	37	33	9	2	1	–	6	5	1	45	39	10	94	0.26

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Djibouti	Women	1	2	–	1	–	–	1	2	–	3	4	–	7	0.02
	Men	3	3	–	–	1	–	1	2	–	4	6	–	10	0.03
	All	4	5	–	1	1	–	2	4	–	7	10	–	17	0.05
Dominica	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	2	3	–	3	3	–	6	0.02
	All	1	–	–	–	–	–	2	3	–	3	3	–	6	0.02
Dominican Republic	Women	4	2	2	–	–	1	1	5	–	5	7	3	15	0.04
	Men	4	1	1	1	1	–	1	4	–	6	6	1	13	0.04
	All	8	3	3	1	1	1	2	9	–	11	13	4	28	0.08
Ecuador	Women	8	6	1	–	–	–	4	9	1	12	15	2	29	0.08
	Men	8	7	–	1	–	–	3	4	1	12	11	1	24	0.07
	All	16	13	1	1	–	–	7	13	2	24	26	3	53	0.15
Egypt	Women	21	23	24	1	–	–	3	42	1	25	65	25	115	0.32
	Men	40	50	15	6	13	1	5	37	4	51	100	20	171	0.48
	All	61	73	39	7	13	1	8	79	5	76	165	45	286	0.80
El Salvador	Women	1	5	–	–	–	–	3	11	–	4	16	–	20	0.06
	Men	1	10	–	2	1	–	–	5	–	3	16	–	19	0.05
	All	2	15	–	2	1	–	3	16	–	7	32	–	39	0.11
Equatorial Guinea	Women	1	–	–	–	–	–	–	2	–	1	2	–	3	0.01
	Men	–	–	–	–	–	–	–	4	–	–	4	–	4	0.01
	All	1	–	–	–	–	–	–	6	–	1	6	–	7	0.02
Eritrea	Women	2	2	1	24	8	–	4	2	–	30	12	1	43	0.12
	Men	2	2	1	6	7	–	–	6	–	8	15	1	24	0.07
	All	4	4	2	30	15	–	4	8	–	38	27	2	67	0.19
Estonia	Women	3	3	–	–	–	–	–	1	–	3	4	–	7	0.02
	Men	2	–	2	–	1	–	–	–	–	2	1	2	5	0.01
	All	5	3	2	–	1	–	–	1	–	5	5	2	12	0.03
Eswatini	Women	3	1	–	–	1	–	–	2	–	3	4	–	7	0.02
	Men	2	–	–	–	–	–	1	4	–	3	4	–	7	0.02
	All	5	1	–	–	1	–	1	6	–	6	8	–	14	0.04

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Ethiopia	Women	8	17	4	16	12	–	111	127	6	135	156	10	301	0.84
	Men	29	36	11	31	19	2	137	220	7	197	275	20	492	1.38
	All	37	53	15	47	31	2	248	347	13	332	431	30	793	2.22
Fiji	Women	8	6	1	1	1	–	2	10	–	11	17	1	29	0.08
	Men	6	12	3	29	16	–	–	11	–	35	39	3	77	0.22
	All	14	18	4	30	17	–	2	21	–	46	56	4	106	0.30
Finland	Women	17	46	5	–	–	–	1	2	1	18	48	6	72	0.20
	Men	7	13	1	5	4	–	1	1	–	13	18	1	32	0.09
	All	24	59	6	5	4	–	2	3	1	31	66	7	104	0.29
France	Women	174	188	100	2	6	–	164	115	16	340	309	116	765	2.14
	Men	128	155	44	8	12	1	122	158	7	258	325	52	635	1.78
	All	302	343	144	10	18	1	286	273	23	598	634	168	1 400	3.91
Gabon	Women	–	–	–	–	–	–	–	8	–	–	8	–	8	0.02
	Men	2	4	1	–	–	–	–	13	–	2	17	1	20	0.06
	All	2	4	1	–	–	–	–	21	–	2	25	1	28	0.08
Gambia	Women	4	8	–	–	3	–	1	2	–	5	13	–	18	0.05
	Men	6	9	–	3	4	–	–	1	–	9	14	–	23	0.06
	All	10	17	–	3	7	–	1	3	–	14	27	–	41	0.11
Georgia	Women	–	6	1	1	–	–	3	4	–	4	10	1	15	0.04
	Men	3	6	–	5	3	–	2	1	1	10	10	1	21	0.06
	All	3	12	1	6	3	–	5	5	1	14	20	2	36	0.10
Germany	Women	111	140	40	1	3	–	12	22	6	124	165	46	335	0.94
	Men	85	108	17	3	3	–	6	7	1	94	118	18	230	0.64
	All	196	248	57	4	6	–	18	29	7	218	283	64	565	1.58
Ghana	Women	6	17	1	5	8	1	15	14	2	26	39	4	69	0.19
	Men	37	63	7	43	20	2	5	13	2	85	96	11	192	0.54
	All	43	80	8	48	28	3	20	27	4	111	135	15	261	0.73
Greece	Women	13	10	5	–	1	–	6	5	–	19	16	5	40	0.11
	Men	11	11	4	–	1	–	2	5	1	13	17	5	35	0.10
	All	24	21	9	–	2	–	8	10	1	32	33	10	75	0.21

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Grenada	Women	–	1	–	–	–	–	–	2	–	–	3	–	3	0.01
	Men	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
	All	2	1	–	–	–	–	–	2	–	2	3	–	5	0.01
Guatemala	Women	3	7	4	7	3	–	3	25	1	13	35	5	53	0.15
	Men	5	6	1	6	3	–	1	8	–	12	17	1	30	0.08
	All	8	13	5	13	6	–	4	33	1	25	52	6	83	0.23
Guinea	Women	1	4	–	1	2	–	–	5	–	2	11	–	13	0.04
	Men	7	6	2	4	5	1	–	18	–	11	29	3	43	0.12
	All	8	10	2	5	7	1	–	23	–	13	40	3	56	0.16
Guinea-Bissau	Women	–	1	–	1	–	–	–	2	–	1	3	–	4	0.01
	Men	4	1	–	–	–	–	–	3	–	4	4	–	8	0.02
	All	4	2	–	1	–	–	–	5	–	5	7	–	12	0.03
Guyana	Women	4	6	4	1	–	–	8	11	–	13	17	4	34	0.10
	Men	4	3	–	–	1	–	4	4	–	8	8	–	16	0.04
	All	8	9	4	1	1	–	12	15	–	21	25	4	50	0.14
Haiti	Women	5	5	2	12	14	1	9	33	1	26	52	4	82	0.23
	Men	6	12	2	14	11	1	2	33	2	22	56	5	83	0.23
	All	11	17	4	26	25	2	11	66	3	48	108	9	165	0.46
Honduras	Women	3	5	–	2	–	–	1	12	–	6	17	–	23	0.06
	Men	4	3	–	1	1	–	–	8	–	5	12	–	17	0.05
	All	7	8	–	3	1	–	1	20	–	11	29	–	40	0.11
Hungary	Women	5	10	1	–	–	1	–	10	–	5	20	2	27	0.08
	Men	5	3	1	–	–	–	–	–	1	5	3	2	10	0.03
	All	10	13	2	–	–	1	–	10	1	10	23	4	37	0.10
Iceland	Women	1	2	–	–	–	–	–	–	–	1	2	–	3	0.01
	Men	3	3	1	2	–	–	–	–	–	5	3	1	9	0.03
	All	4	5	1	2	–	–	–	–	–	6	5	1	12	0.03
India	Women	30	60	7	7	3	–	12	44	5	49	107	12	168	0.47
	Men	76	114	14	59	44	3	30	58	3	165	216	20	401	1.12
	All	106	174	21	66	47	3	42	102	8	214	323	32	569	1.59

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Indonesia	Women	13	8	5	2	3	–	4	14	–	19	25	5	49	0.14
	Men	13	12	3	1	2	–	1	11	–	15	25	3	43	0.12
	All	26	20	8	3	5	–	5	25	–	34	50	8	92	0.26
Iran (Islamic Republic of)	Women	9	7	1	–	–	–	2	11	1	11	18	2	31	0.09
	Men	10	9	–	–	–	–	4	8	–	14	17	–	31	0.09
	All	19	16	1	–	–	–	6	19	1	25	35	2	62	0.17
Iraq	Women	4	10	2	12	4	–	2	84	9	18	98	11	127	0.36
	Men	7	10	–	13	16	–	1	417	14	21	443	14	478	1.34
	All	11	20	2	25	20	–	3	501	23	39	541	25	605	1.69
Ireland	Women	14	17	7	–	1	–	10	4	2	24	22	9	55	0.15
	Men	21	46	10	9	–	–	1	11	–	31	57	10	98	0.27
	All	35	63	17	9	1	–	11	15	2	55	79	19	153	0.43
Israel	Women	4	9	–	–	–	–	5	20	3	9	29	3	41	0.11
	Men	11	7	1	–	3	–	4	40	–	15	50	1	66	0.18
	All	15	16	1	–	3	–	9	60	3	24	79	4	107	0.30
Italy	Women	92	133	34	2	3	1	63	62	5	157	198	40	395	1.10
	Men	87	130	23	7	11	–	86	108	4	180	249	27	456	1.28
	All	179	263	57	9	14	1	149	170	9	337	447	67	851	2.38
Jamaica	Women	4	11	2	1	3	–	17	19	–	22	33	2	57	0.16
	Men	5	3	–	2	3	–	8	15	–	15	21	–	36	0.10
	All	9	14	2	3	6	–	25	34	–	37	54	2	93	0.26
Japan	Women	72	54	13	1	–	–	19	22	2	92	76	15	183	0.51
	Men	35	45	9	–	1	–	3	4	–	38	50	9	97	0.27
	All	107	99	22	1	1	–	22	26	2	130	126	24	280	0.78
Jordan	Women	9	17	7	4	2	1	4	38	–	17	57	8	82	0.23
	Men	12	34	7	10	13	–	3	112	2	25	159	9	193	0.54
	All	21	51	14	14	15	1	7	150	2	42	216	17	275	0.77
Kazakhstan	Women	6	11	2	–	–	–	–	17	–	6	28	2	36	0.10
	Men	3	3	–	–	–	–	–	4	2	3	7	2	12	0.03
	All	9	14	2	–	–	–	–	21	2	9	35	4	48	0.13

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Kenya	Women	72	101	16	43	35	1	200	393	36	315	529	53	897	2.51
	Men	60	85	17	49	54	–	119	368	34	228	507	51	786	2.20
	All	132	186	33	92	89	1	319	761	70	543	1 036	104	1 683	4.71
Kiribati	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	1	–	–	1	–	1	0.00
	All	–	–	–	–	–	–	–	1	–	–	1	–	1	0.00
Kuwait	Women	–	3	–	–	–	–	–	3	–	–	6	–	6	0.02
	Men	–	–	1	–	–	–	–	2	–	–	2	1	3	0.01
	All	–	3	1	–	–	–	–	5	–	–	8	1	9	0.03
Kyrgyzstan	Women	–	9	3	–	–	–	–	9	2	–	18	5	23	0.06
	Men	6	9	2	2	–	–	–	13	–	8	22	2	32	0.09
	All	6	18	5	2	–	–	–	22	2	8	40	7	55	0.15
Lao People's Democratic Republic	Women	–	–	–	–	–	–	–	3	–	–	3	–	3	0.01
	Men	–	–	–	–	–	–	1	4	–	1	4	–	5	0.01
	All	–	–	–	–	–	–	1	7	–	1	7	–	8	0.02
Latvia	Women	3	2	3	–	–	–	1	2	1	4	4	4	12	0.03
	Men	1	4	1	–	2	–	–	1	–	1	7	1	9	0.03
	All	4	6	4	–	2	–	1	3	1	5	11	5	21	0.06
Lebanon	Women	42	32	19	4	10	–	54	240	15	100	282	34	416	1.16
	Men	19	25	8	34	53	1	50	552	5	103	630	14	747	2.09
	All	61	57	27	38	63	1	104	792	20	203	912	48	1 163	3.25
Lesotho	Women	2	2	2	–	–	–	–	2	–	2	4	2	8	0.02
	Men	–	2	–	–	–	–	–	3	–	–	5	–	5	0.01
	All	2	4	2	–	–	–	–	5	–	2	9	2	13	0.04
Liberia	Women	3	2	–	9	13	–	1	4	1	13	19	1	33	0.09
	Men	2	11	3	23	21	1	1	12	–	26	44	4	74	0.21
	All	5	13	3	32	34	1	2	16	1	39	63	5	107	0.30
Libya	Women	1	2	–	–	–	–	–	8	1	1	10	1	12	0.03
	Men	1	1	–	–	–	–	–	49	7	1	50	7	58	0.16
	All	2	3	–	–	–	–	–	57	8	2	60	8	70	0.20

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Liechtenstein	Women	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
Lithuania	Women	4	7	2	–	–	–	–	7	–	4	14	2	20	0.06
	Men	3	3	–	1	–	–	–	–	–	4	3	–	7	0.02
	All	7	10	2	1	–	–	–	7	–	8	17	2	27	0.08
Luxembourg	Women	1	5	1	–	–	–	–	–	–	1	5	1	7	0.02
	Men	3	3	1	–	–	–	–	–	–	3	3	1	7	0.02
	All	4	8	2	–	–	–	–	–	–	4	8	2	14	0.04
Madagascar	Women	5	4	3	–	1	–	3	6	–	8	11	3	22	0.06
	Men	4	1	–	2	1	–	–	8	–	6	10	–	16	0.04
	All	9	5	3	2	2	–	3	14	–	14	21	3	38	0.11
Malawi	Women	3	6	2	–	–	–	3	2	–	6	8	2	16	0.04
	Men	17	7	2	–	–	–	–	5	–	17	12	2	31	0.09
	All	20	13	4	–	–	–	3	7	–	23	20	4	47	0.13
Malaysia	Women	11	10	2	2	–	–	2	2	–	15	12	2	29	0.08
	Men	4	5	1	2	2	–	2	7	–	8	14	1	23	0.06
	All	15	15	3	4	2	–	4	9	–	23	26	3	52	0.15
Maldives	Women	2	1	–	–	–	–	–	4	–	2	5	–	7	0.02
	Men	2	–	–	–	–	–	–	1	–	2	1	–	3	0.01
	All	4	1	–	–	–	–	–	5	–	4	6	–	10	0.03
Mali	Women	4	6	1	2	3	–	1	168	4	7	177	5	189	0.53
	Men	4	9	3	1	3	–	–	707	15	5	719	18	742	2.07
	All	8	15	4	3	6	–	1	875	19	12	896	23	931	2.60
Malta	Women	2	–	–	–	–	–	–	2	–	2	2	–	4	0.01
	Men	4	–	–	–	–	–	–	–	–	4	–	–	4	0.01
	All	6	–	–	–	–	–	–	2	–	6	2	–	8	0.02
Marshall Islands	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Mauritania	Women	–	2	–	–	–	1	1	5	–	1	7	1	9	0.03
	Men	8	9	2	–	–	–	–	11	–	8	20	2	30	0.08
	All	8	11	2	–	–	1	1	16	–	9	27	3	39	0.11
Mauritius	Women	5	7	1	–	1	–	1	6	–	6	14	1	21	0.06
	Men	6	3	–	1	–	–	–	2	–	7	5	–	12	0.03
	All	11	10	1	1	1	–	1	8	–	13	19	1	33	0.09
Mexico	Women	26	23	10	1	–	–	13	43	8	40	66	18	124	0.35
	Men	30	24	6	–	–	–	8	30	2	38	54	8	100	0.28
	All	56	47	16	1	–	–	21	73	10	78	120	26	224	0.63
Micronesia (Federated States of)	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
	All	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
Monaco	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
	All	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
Mongolia	Women	3	6	1	1	2	–	2	6	–	6	14	1	21	0.06
	Men	4	3	–	–	–	–	–	2	–	4	5	–	9	0.03
	All	7	9	1	1	2	–	2	8	–	10	19	1	30	0.08
Montenegro	Women	3	2	–	–	–	–	–	2	–	3	4	–	7	0.02
	Men	3	1	1	–	–	–	–	4	–	3	5	1	9	0.03
	All	6	3	1	–	–	–	–	6	–	6	9	1	16	0.04
Morocco	Women	19	11	8	5	8	–	8	40	3	32	59	11	102	0.29
	Men	33	12	6	21	24	1	3	112	1	57	148	8	213	0.60
	All	52	23	14	26	32	1	11	152	4	89	207	19	315	0.88
Mozambique	Women	–	1	1	4	–	–	–	4	–	4	5	1	10	0.03
	Men	3	3	4	–	1	–	–	5	–	3	9	4	16	0.04
	All	3	4	5	4	1	–	–	9	–	7	14	5	26	0.07
Myanmar	Women	5	3	1	–	1	–	14	43	–	19	47	1	67	0.19
	Men	6	2	2	4	–	–	10	34	–	20	36	2	58	0.16
	All	11	5	3	4	1	–	24	77	–	39	83	3	125	0.35

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Namibia	Women	2	2	1	1	–	–	2	4	–	5	6	1	12	0.03
	Men	1	3	–	–	1	–	–	1	–	1	5	–	6	0.02
	All	3	5	1	1	1	–	2	5	–	6	11	1	18	0.05
Nauru	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Nepal	Women	2	11	4	2	2	–	–	11	–	4	24	4	32	0.09
	Men	29	51	7	14	25	1	4	15	–	47	91	8	146	0.41
	All	31	62	11	16	27	1	4	26	–	51	115	12	178	0.50
Netherlands	Women	17	47	9	–	–	1	5	22	3	22	69	13	104	0.29
	Men	42	47	7	2	10	–	1	32	2	45	89	9	143	0.40
	All	59	94	16	2	10	1	6	54	5	67	158	22	247	0.69
New Zealand	Women	9	17	2	3	1	–	–	1	1	12	19	3	34	0.10
	Men	15	13	1	11	1	–	1	–	–	27	14	1	42	0.12
	All	24	30	3	14	2	–	1	1	1	39	33	4	76	0.21
Nicaragua	Women	2	2	–	1	–	–	2	–	–	5	2	–	7	0.02
	Men	1	1	–	–	–	–	–	3	–	1	4	–	5	0.01
	All	3	3	–	1	–	–	2	3	–	6	6	–	12	0.03
Niger	Women	3	7	1	–	2	1	3	11	4	6	20	6	32	0.09
	Men	8	29	2	10	6	1	3	29	2	21	64	5	90	0.25
	All	11	36	3	10	8	2	6	40	6	27	84	11	122	0.34
Nigeria	Women	13	28	8	9	2	1	7	26	–	29	56	9	94	0.26
	Men	43	54	5	23	17	–	5	51	1	71	122	6	199	0.56
	All	56	82	13	32	19	1	12	77	1	100	178	15	293	0.82
North Macedonia	Women	2	6	–	2	–	–	1	10	–	5	16	–	21	0.06
	Men	4	8	–	2	3	–	2	3	–	8	14	–	22	0.06
	All	6	14	–	4	3	–	3	13	–	13	30	–	43	0.12
Norway	Women	13	19	–	–	–	–	1	1	–	14	20	–	34	0.10
	Men	7	20	1	6	3	–	2	1	–	15	24	1	40	0.11
	All	20	39	1	6	3	–	3	2	–	29	44	1	74	0.21

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Oman	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
	All	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
Pakistan	Women	2	11	3	3	1	–	3	18	–	8	30	3	41	0.11
	Men	32	58	6	21	22	1	13	74	1	66	154	8	228	0.64
	All	34	69	9	24	23	1	16	92	1	74	184	11	269	0.75
Palau	Women	–	–	–	–	–	–	–	1	–	–	1	–	1	0.00
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	1	–	–	1	–	1	0.00
Panama	Women	3	4	1	–	–	–	9	20	1	12	24	2	38	0.11
	Men	2	–	–	–	–	–	–	15	–	2	15	–	17	0.05
	All	5	4	1	–	–	–	9	35	1	14	39	2	55	0.15
Papua New Guinea	Women	–	–	–	–	–	–	–	6	–	–	6	–	6	0.02
	Men	1	–	–	1	–	–	–	3	–	2	3	–	5	0.01
	All	1	–	–	1	–	–	–	9	–	2	9	–	11	0.03
Paraguay	Women	3	2	1	–	–	–	1	5	–	4	7	1	12	0.03
	Men	4	2	–	–	2	–	–	4	–	4	8	–	12	0.03
	All	7	4	1	–	2	–	1	9	–	8	15	1	24	0.07
Peru	Women	6	16	6	1	–	–	27	18	4	34	34	10	78	0.22
	Men	9	11	4	5	–	–	16	12	–	30	23	4	57	0.16
	All	15	27	10	6	–	–	43	30	4	64	57	14	135	0.38
Philippines	Women	25	29	5	25	23	2	110	117	11	160	169	18	347	0.97
	Men	22	39	5	53	32	2	43	63	4	118	134	11	263	0.74
	All	47	68	10	78	55	4	153	180	15	278	303	29	610	1.71
Poland	Women	12	21	4	–	–	–	2	9	1	14	30	5	49	0.14
	Men	14	14	2	1	1	–	1	8	–	16	23	2	41	0.11
	All	26	35	6	1	1	–	3	17	1	30	53	7	90	0.25
Portugal	Women	9	28	3	2	6	–	2	5	–	13	39	3	55	0.15
	Men	15	23	6	3	10	–	6	5	1	24	38	7	69	0.19
	All	24	51	9	5	16	–	8	10	1	37	77	10	124	0.35

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Qatar	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	3	1	–	–	–	–	1	–	–	4	1	5	0.01
	All	–	3	1	–	–	–	–	1	–	–	4	1	5	0.01
Republic of Korea	Women	22	45	13	–	1	–	4	19	–	26	65	13	104	0.29
	Men	22	25	1	–	2	–	2	7	–	24	34	1	59	0.16
	All	44	70	14	–	3	–	6	26	–	50	99	14	163	0.46
Republic of Moldova	Women	4	6	–	–	–	–	1	9	–	5	15	–	20	0.06
	Men	1	9	3	–	–	–	–	8	–	1	17	3	21	0.06
	All	5	15	3	–	–	–	1	17	–	6	32	3	41	0.11
Romania	Women	11	26	9	–	6	1	5	43	–	16	75	10	101	0.28
	Men	14	25	3	5	74	3	10	36	1	29	135	7	171	0.48
	All	25	51	12	5	80	4	15	79	1	45	210	17	272	0.76
Russian Federation	Women	63	46	30	13	6	–	55	62	5	131	114	35	280	0.78
	Men	117	58	43	15	11	–	6	13	2	138	82	45	265	0.74
	All	180	104	73	28	17	–	61	75	7	269	196	80	545	1.52
Rwanda	Women	4	13	6	7	9	2	7	12	2	18	34	10	62	0.17
	Men	13	39	14	18	17	–	2	13	6	33	69	20	122	0.34
	All	17	52	20	25	26	2	9	25	8	51	103	30	184	0.51
Saint Kitts and Nevis	Women	4	–	–	–	–	–	–	–	–	4	–	–	4	0.01
	Men	2	–	–	–	–	–	–	1	–	2	1	–	3	0.01
	All	6	–	–	–	–	–	–	1	–	6	1	–	7	0.02
Saint Lucia	Women	1	2	–	–	–	–	1	2	1	2	4	1	7	0.02
	Men	1	2	–	–	–	–	–	–	–	1	2	–	3	0.01
	All	2	4	–	–	–	–	1	2	1	3	6	1	10	0.03
Saint Vincent and the Grenadines	Women	1	1	–	–	–	–	–	1	–	1	2	–	3	0.01
	Men	–	–	–	–	–	–	1	–	–	1	–	–	1	0.00
	All	1	1	–	–	–	–	1	1	–	2	2	–	4	0.01
Samoa	Women	–	–	–	2	–	–	–	5	–	2	5	–	7	0.02
	Men	2	1	–	1	–	–	–	3	1	3	4	1	8	0.02
	All	2	1	–	3	–	–	–	8	1	5	9	1	15	0.04

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
San Marino	Women	3	–	–	–	–	–	–	–	–	3	–	–	3	0.01
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	3	–	–	–	–	–	–	–	–	3	–	–	3	0.01
Sao Tome and Principe	Women	–	–	–	1	–	–	–	1	–	1	1	–	2	0.01
	Men	–	–	–	–	–	–	–	5	–	–	5	–	5	0.01
	All	–	–	–	1	–	–	–	6	–	1	6	–	7	0.02
Saudi Arabia	Women	3	9	–	–	–	–	–	4	1	3	13	1	17	0.05
	Men	–	5	–	–	–	–	–	3	–	–	8	–	8	0.02
	All	3	14	–	–	–	–	–	7	1	3	21	1	25	0.07
Senegal	Women	11	15	3	2	4	–	3	51	–	16	70	3	89	0.25
	Men	16	44	9	6	7	4	5	60	–	27	111	13	151	0.42
	All	27	59	12	8	11	4	8	111	–	43	181	16	240	0.67
Serbia	Women	7	16	5	17	13	2	3	100	3	27	129	10	166	0.46
	Men	14	24	4	46	37	1	9	151	2	69	212	7	288	0.81
	All	21	40	9	63	50	3	12	251	5	96	341	17	454	1.27
Seychelles	Women	1	1	–	1	–	–	1	–	–	3	1	–	4	0.01
	Men	3	2	–	–	–	–	–	1	–	3	3	–	6	0.02
	All	4	3	–	1	–	–	1	1	–	6	4	–	10	0.03
Sierra Leone	Women	2	13	1	32	5	1	1	1	–	35	19	2	56	0.16
	Men	19	26	1	46	32	2	–	9	–	65	67	3	135	0.38
	All	21	39	2	78	37	3	1	10	–	100	86	5	191	0.53
Singapore	Women	11	8	3	–	–	–	–	2	–	11	10	3	24	0.07
	Men	7	1	–	–	–	–	–	–	–	7	1	–	8	0.02
	All	18	9	3	–	–	–	–	2	–	18	11	3	32	0.09
Slovakia	Women	3	10	2	–	–	–	2	7	–	5	17	2	24	0.07
	Men	2	4	2	–	–	–	4	1	1	6	5	3	14	0.04
	All	5	14	4	–	–	–	6	8	1	11	22	5	38	0.11
Slovenia	Women	6	3	–	–	1	–	1	2	–	7	6	–	13	0.04
	Men	4	2	3	–	1	–	1	4	–	5	7	3	15	0.04
	All	10	5	3	–	2	–	2	6	–	12	13	3	28	0.08

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Solomon Islands	Women	–	–	–	–	–	–	–	1	–	–	1	–	1	0.00
	Men	1	–	2	–	–	–	–	1	–	1	1	2	4	0.01
	All	1	–	2	–	–	–	–	2	–	1	2	2	5	0.01
Somalia	Women	1	–	–	–	–	–	–	22	1	1	22	1	24	0.07
	Men	3	4	–	3	–	–	1	181	1	7	185	1	193	0.54
	All	4	4	–	3	–	–	1	203	2	8	207	2	217	0.61
South Africa	Women	15	27	6	–	2	–	5	14	2	20	43	8	71	0.20
	Men	14	25	2	18	13	1	3	8	–	35	46	3	84	0.23
	All	29	52	8	18	15	1	8	22	2	55	89	11	155	0.43
South Sudan	Women	–	–	1	–	–	–	–	208	9	–	208	10	218	0.61
	Men	2	3	–	1	–	–	–	1 179	20	3	1 182	20	1 205	3.37
	All	2	3	1	1	–	–	–	1 387	29	3	1 390	30	1 423	3.98
Spain	Women	98	82	41	1	2	–	22	46	4	121	130	45	296	0.83
	Men	94	103	29	3	11	–	9	36	2	106	150	31	287	0.80
	All	192	185	70	4	13	–	31	82	6	227	280	76	583	1.63
Sri Lanka	Women	4	7	2	–	1	–	7	13	–	11	21	2	34	0.10
	Men	6	12	–	19	6	1	4	15	–	29	33	1	63	0.18
	All	10	19	2	19	7	1	11	28	–	40	54	3	97	0.27
Sudan	Women	3	13	3	2	–	–	5	72	1	10	85	4	99	0.28
	Men	8	17	5	2	11	–	2	294	14	12	322	19	353	0.99
	All	11	30	8	4	11	–	7	366	15	22	407	23	452	1.26
Suriname	Women	1	–	–	–	–	–	1	3	–	2	3	–	5	0.01
	Men	2	–	1	–	–	–	–	2	–	2	2	1	5	0.01
	All	3	–	1	–	–	–	1	5	–	4	5	1	10	0.03
Sweden	Women	27	65	6	1	–	–	4	3	–	32	68	6	106	0.30
	Men	12	29	4	3	2	–	1	1	–	16	32	4	52	0.15
	All	39	94	10	4	2	–	5	4	–	48	100	10	158	0.44
Switzerland	Women	38	44	18	2	1	–	41	50	5	81	95	23	199	0.56
	Men	23	33	7	1	1	–	39	36	2	63	70	9	142	0.40
	All	61	77	25	3	2	–	80	86	7	144	165	32	341	0.95

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Syrian Arab Republic	Women	6	9	2	6	3	–	–	49	10	12	61	12	85	0.24
	Men	7	13	8	4	6	–	12	131	5	23	150	13	186	0.52
	All	13	22	10	10	9	–	12	180	15	35	211	25	271	0.76
Tajikistan	Women	1	1	–	5	1	1	2	2	1	8	4	2	14	0.04
	Men	10	6	1	11	3	–	1	6	–	22	15	1	38	0.11
	All	11	7	1	16	4	1	3	8	1	30	19	3	52	0.15
Thailand	Women	8	8	2	1	–	–	94	127	5	103	135	7	245	0.69
	Men	5	7	–	4	1	–	52	99	1	61	107	1	169	0.47
	All	13	15	2	5	1	–	146	226	6	164	242	8	414	1.16
Timor-Leste	Women	–	–	–	–	1	1	–	3	–	–	4	1	5	0.01
	Men	–	–	–	7	5	1	–	6	–	7	11	1	19	0.05
	All	–	–	–	7	6	2	–	9	–	7	15	2	24	0.07
Togo	Women	2	4	1	1	–	–	2	4	–	5	8	1	14	0.04
	Men	8	17	9	–	1	–	1	5	–	9	23	9	41	0.11
	All	10	21	10	1	1	–	3	9	–	14	31	10	55	0.15
Tonga	Women	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
	Men	1	–	–	–	–	–	–	1	–	1	1	–	2	0.01
	All	3	–	–	–	–	–	–	1	–	3	1	–	4	0.01
Trinidad and Tobago	Women	11	5	3	3	1	–	24	29	1	38	35	4	77	0.22
	Men	8	11	1	21	4	–	15	16	–	44	31	1	76	0.21
	All	19	16	4	24	5	–	39	45	1	82	66	5	153	0.43
Tunisia	Women	7	15	6	2	–	–	4	14	–	13	29	6	48	0.13
	Men	11	27	7	4	4	–	5	13	–	20	44	7	71	0.20
	All	18	42	13	6	4	–	9	27	–	33	73	13	119	0.33
Türkiye	Women	15	18	3	–	1	–	–	17	–	15	36	3	54	0.15
	Men	15	24	2	–	2	–	2	31	–	17	57	2	76	0.21
	All	30	42	5	–	3	–	2	48	–	32	93	5	130	0.36
Turkmenistan	Women	2	3	–	–	–	–	–	8	–	2	11	–	13	0.04
	Men	1	3	–	–	–	–	–	20	–	1	23	–	24	0.07
	All	3	6	–	–	–	–	–	28	–	3	34	–	37	0.10

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
Tuvalu	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uganda	Women	18	57	4	9	16	1	7	184	13	34	257	18	309	0.86	
	Men	32	52	12	19	15	1	3	209	7	54	276	20	350	0.98	
	All	50	109	16	28	31	2	10	393	20	88	533	38	659	1.84	
Ukraine	Women	3	11	2	-	-	-	2	44	2	5	55	4	64	0.18	
	Men	26	32	2	7	13	-	-	60	-	33	105	2	140	0.39	
	All	29	43	4	7	13	-	2	104	2	38	160	6	204	0.57	
United Arab Emirates	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
United Kingdom of Great Britain and Northern Ireland	Women	100	104	43	6	1	1	32	44	2	138	149	46	333	0.93	
	Men	121	194	44	24	15	1	16	33	1	161	242	46	449	1.26	
	All	221	298	87	30	16	2	48	77	3	299	391	92	782	2.19	
United Republic of Tanzania	Women	6	15	4	13	7	-	5	32	4	24	54	8	86	0.24	
	Men	7	13	3	27	15	-	1	80	4	35	108	7	150	0.42	
	All	13	28	7	40	22	-	6	112	8	59	162	15	236	0.66	
United States of America	Women	273	283	112	21	21	1	249	299	23	543	603	136	1 282	3.58	
	Men	221	275	75	36	23	-	245	273	15	502	571	90	1 163	3.25	
	All	494	558	187	57	44	1	494	572	38	1 045	1 174	226	2 445	6.84	
Uruguay	Women	13	11	5	1	-	-	9	6	-	23	17	5	45	0.13	
	Men	12	25	2	4	4	-	6	5	-	22	34	2	58	0.16	
	All	25	36	7	5	4	-	15	11	-	45	51	7	103	0.29	
Uzbekistan	Women	8	7	1	-	1	-	1	10	-	9	18	1	28	0.08	
	Men	10	13	3	-	-	-	-	15	-	10	28	3	41	0.11	
	All	18	20	4	-	1	-	1	25	-	19	46	4	69	0.19	
Vanuatu	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	2	-	-	2	-	2	0.01	
	All	-	-	-	-	-	-	-	2	-	-	2	-	2	0.01	

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Venezuela (Bolivarian Republic of)	Women	5	6	4	–	–	–	2	13	2	7	19	6	32	0.09
	Men	9	9	2	1	1	–	1	16	2	11	26	4	41	0.11
	All	14	15	6	1	1	–	3	29	4	18	45	10	73	0.20
Viet Nam	Women	6	2	–	–	–	–	3	7	–	9	9	–	18	0.05
	Men	4	4	1	–	–	–	–	3	–	4	7	1	12	0.03
	All	10	6	1	–	–	–	3	10	–	13	16	1	30	0.08
Yemen	Women	2	2	2	–	–	–	1	20	3	3	22	5	30	0.08
	Men	4	7	5	1	4	1	2	130	9	7	141	15	163	0.46
	All	6	9	7	1	4	1	3	150	12	10	163	20	193	0.54
Zambia	Women	3	17	1	2	–	–	4	8	–	9	25	1	35	0.10
	Men	6	13	1	4	2	–	2	9	–	12	24	1	37	0.10
	All	9	30	2	6	2	–	6	17	–	21	49	2	72	0.20
Zimbabwe	Women	4	21	5	7	3	–	3	5	–	14	29	5	48	0.13
	Men	25	27	3	12	5	1	2	6	–	39	38	4	81	0.23
	All	29	48	8	19	8	1	5	11	–	53	67	9	129	0.36
<b>Subtotal</b>	<b>Women</b>	<b>2 341</b>	<b>3 091</b>	<b>957</b>	<b>477</b>	<b>383</b>	<b>31</b>	<b>1 867</b>	<b>4 864</b>	<b>344</b>	<b>4 685</b>	<b>8 338</b>	<b>1 332</b>	<b>14 355</b>	<b>40.14</b>
	<b>Men</b>	<b>2 734</b>	<b>3 679</b>	<b>798</b>	<b>1 120</b>	<b>1 059</b>	<b>45</b>	<b>1 404</b>	<b>10 093</b>	<b>294</b>	<b>5 258</b>	<b>14 831</b>	<b>1 137</b>	<b>21 226</b>	<b>59.35</b>
	<b>All</b>	<b>5 075</b>	<b>6 770</b>	<b>1 755</b>	<b>1 597</b>	<b>1 442</b>	<b>76</b>	<b>3 271</b>	<b>14 957</b>	<b>638</b>	<b>9 943</b>	<b>23 169</b>	<b>2 469</b>	<b>35 581</b>	<b>99.49</b>
State of Palestine	Women	2	5	–	3	3	–	–	28	2	5	36	2	43	0.12
	Men	8	20	4	9	9	–	5	64	2	22	93	6	121	0.34
	All	10	25	4	12	12	–	5	92	4	27	129	8	164	0.46
Stateless	Women	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01
	Men	–	–	–	–	–	–	9	6	–	9	6	–	15	0.04
	All	–	2	–	–	–	–	9	6	–	9	8	–	17	0.05
<b>Total</b>	<b>Women</b>	<b>2 343</b>	<b>3 098</b>	<b>957</b>	<b>480</b>	<b>386</b>	<b>31</b>	<b>1 867</b>	<b>4 892</b>	<b>346</b>	<b>4 690</b>	<b>8 376</b>	<b>1 334</b>	<b>14 400</b>	<b>40.27</b>
	<b>Men</b>	<b>2 742</b>	<b>3 699</b>	<b>802</b>	<b>1 129</b>	<b>1 068</b>	<b>45</b>	<b>1 418</b>	<b>10 163</b>	<b>296</b>	<b>5 289</b>	<b>14 930</b>	<b>1 143</b>	<b>21 362</b>	<b>59.73</b>
	<b>All</b>	<b>5 085</b>	<b>6 797</b>	<b>1 759</b>	<b>1 609</b>	<b>1 454</b>	<b>76</b>	<b>3 285</b>	<b>15 055</b>	<b>642</b>	<b>9 979</b>	<b>23 306</b>	<b>2 477</b>	<b>35 762</b>	<b>100.00</b>

Table 1.B  
**All staff by entity, location, gender, category and appointment type as at 31 December 2021**

(Population: 35,762)

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
Departments/offices, regional commissions and tribunals																
Departments/offices																
ACABQ-SEC	Headquarters	Women	5	1	–	–	–	–	1	2	–	6	3	–	9	0.03
		Men	1	2	–	–	–	–	–	–	–	1	2	–	3	0.01
		All	6	3	–	–	–	–	1	2	–	7	5	–	12	0.03
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	<b>Subtotal</b>	<b>Women</b>	<b>5</b>	<b>1</b>	–	–	–	–	<b>1</b>	<b>2</b>	–	<b>6</b>	<b>3</b>	–	<b>9</b>	<b>0.03</b>
		<b>Men</b>	<b>1</b>	<b>2</b>	–	–	–	–	–	–	–	<b>1</b>	<b>2</b>	–	<b>3</b>	<b>0.01</b>
		<b>All</b>	<b>6</b>	<b>3</b>	–	–	–	–	<b>1</b>	<b>2</b>	–	<b>7</b>	<b>5</b>	–	<b>12</b>	<b>0.03</b>
BOA-SEC	Headquarters	Women	1	1	–	–	–	–	2	1	–	3	2	–	5	0.01
		Men	–	–	–	–	–	–	1	1	–	1	1	–	2	0.01
		All	1	1	–	–	–	–	3	2	–	4	3	–	7	0.02
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	<b>Subtotal</b>	<b>Women</b>	<b>1</b>	<b>1</b>	–	–	–	–	<b>2</b>	<b>1</b>	–	<b>3</b>	<b>2</b>	–	<b>5</b>	<b>0.01</b>
		<b>Men</b>	–	–	–	–	–	–	<b>1</b>	<b>1</b>	–	<b>1</b>	<b>1</b>	–	<b>2</b>	<b>0.01</b>
		<b>All</b>	<b>1</b>	<b>1</b>	–	–	–	–	<b>3</b>	<b>2</b>	–	<b>4</b>	<b>3</b>	–	<b>7</b>	<b>0.02</b>
CTED	Headquarters	Women	7	12	5	–	–	–	1	6	–	8	18	5	31	0.09
		Men	9	10	–	–	–	–	1	–	–	10	10	–	20	0.06
		All	16	22	5	–	–	–	2	6	–	18	28	5	51	0.14
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	<b>Subtotal</b>	<b>Women</b>	<b>7</b>	<b>12</b>	<b>5</b>	–	–	–	<b>1</b>	<b>6</b>	–	<b>8</b>	<b>18</b>	<b>5</b>	<b>31</b>	<b>0.09</b>
		<b>Men</b>	<b>9</b>	<b>10</b>	–	–	–	–	<b>1</b>	–	–	<b>10</b>	<b>10</b>	–	<b>20</b>	<b>0.06</b>
		<b>All</b>	<b>16</b>	<b>22</b>	<b>5</b>	–	–	–	<b>2</b>	<b>6</b>	–	<b>18</b>	<b>28</b>	<b>5</b>	<b>51</b>	<b>0.14</b>

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
DESA	Headquarters	Women	109	183	7	–	–	–	72	46	1	181	229	8	418	1.17
		Men	111	128	8	–	–	–	30	28	1	141	156	9	306	0.86
		All	220	311	15	–	–	–	102	74	2	322	385	17	724	2.02
	Other offices	Women	1	65	1	–	–	–	–	6	–	1	71	1	73	0.20
		Men	2	36	–	–	–	–	–	6	–	2	42	–	44	0.12
		All	3	101	1	–	–	–	–	12	–	3	113	1	117	0.33
	<b>Subtotal</b>	<b>Women</b>	<b>110</b>	<b>248</b>	<b>8</b>	–	–	–	<b>72</b>	<b>52</b>	<b>1</b>	<b>182</b>	<b>300</b>	<b>9</b>	<b>491</b>	<b>1.37</b>
		<b>Men</b>	<b>113</b>	<b>164</b>	<b>8</b>	–	–	–	<b>30</b>	<b>34</b>	<b>1</b>	<b>143</b>	<b>198</b>	<b>9</b>	<b>350</b>	<b>0.98</b>
		<b>All</b>	<b>223</b>	<b>412</b>	<b>16</b>	–	–	–	<b>102</b>	<b>86</b>	<b>2</b>	<b>325</b>	<b>498</b>	<b>18</b>	<b>841</b>	<b>2.35</b>
DGACM	Headquarters	Women	478	47	230	–	–	–	201	183	41	679	230	271	1 180	3.30
		Men	416	29	177	–	–	–	142	152	25	558	181	202	941	2.63
		All	894	76	407	–	–	–	343	335	66	1 237	411	473	2 121	5.93
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
		All	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
	<b>Subtotal</b>	<b>Women</b>	<b>478</b>	<b>47</b>	<b>230</b>	–	–	–	<b>201</b>	<b>183</b>	<b>41</b>	<b>679</b>	<b>230</b>	<b>271</b>	<b>1 180</b>	<b>3.30</b>
		<b>Men</b>	<b>417</b>	<b>29</b>	<b>177</b>	–	–	–	<b>142</b>	<b>152</b>	<b>25</b>	<b>559</b>	<b>181</b>	<b>202</b>	<b>942</b>	<b>2.63</b>
		<b>All</b>	<b>895</b>	<b>76</b>	<b>407</b>	–	–	–	<b>343</b>	<b>335</b>	<b>66</b>	<b>1 238</b>	<b>411</b>	<b>473</b>	<b>2 122</b>	<b>5.93</b>
DGC	Headquarters	Women	101	31	27	–	–	–	70	76	4	171	107	31	309	0.86
		Men	63	43	14	–	–	–	46	48	5	109	91	19	219	0.61
		All	164	74	41	–	–	–	116	124	9	280	198	50	528	1.48
	Other offices	Women	3	10	3	–	–	–	28	67	–	31	77	3	111	0.31
		Men	10	6	2	–	–	–	32	37	–	42	43	2	87	0.24
		All	13	16	5	–	–	–	60	104	–	73	120	5	198	0.55
	<b>Subtotal</b>	<b>Women</b>	<b>104</b>	<b>41</b>	<b>30</b>	–	–	–	<b>98</b>	<b>143</b>	<b>4</b>	<b>202</b>	<b>184</b>	<b>34</b>	<b>420</b>	<b>1.17</b>
		<b>Men</b>	<b>73</b>	<b>49</b>	<b>16</b>	–	–	–	<b>78</b>	<b>85</b>	<b>5</b>	<b>151</b>	<b>134</b>	<b>21</b>	<b>306</b>	<b>0.86</b>
		<b>All</b>	<b>177</b>	<b>90</b>	<b>46</b>	–	–	–	<b>176</b>	<b>228</b>	<b>9</b>	<b>353</b>	<b>318</b>	<b>55</b>	<b>726</b>	<b>2.03</b>
DMSPC	Headquarters	Women	128	69	13	–	–	–	66	94	2	194	163	15	372	1.04
		Men	116	73	7	–	–	–	27	24	–	143	97	7	247	0.69
		All	244	142	20	–	–	–	93	118	2	337	260	22	619	1.73

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff		
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA				
	Other offices	Women	–	–	–	–	–	–	6	–	–	6	–	6	0.02		
		Men	1	–	1	–	–	–	1	3	–	2	3	1	6	0.02	
		All	1	–	1	–	–	–	1	9	–	2	9	1	12	0.03	
	<b>Subtotal</b>	<b>Women</b>	<b>128</b>	<b>69</b>	<b>13</b>	–	–	–	<b>66</b>	<b>100</b>	<b>2</b>	<b>194</b>	<b>169</b>	<b>15</b>	<b>378</b>	<b>1.06</b>	
		<b>Men</b>	<b>117</b>	<b>73</b>	<b>8</b>	–	–	–	<b>28</b>	<b>27</b>	–	<b>145</b>	<b>100</b>	<b>8</b>	<b>253</b>	<b>0.71</b>	
		<b>All</b>	<b>245</b>	<b>142</b>	<b>21</b>	–	–	–	<b>94</b>	<b>127</b>	<b>2</b>	<b>339</b>	<b>269</b>	<b>23</b>	<b>631</b>	<b>1.76</b>	
	DOS	Headquarters	Women	90	79	21	–	–	–	115	120	11	205	199	32	436	1.22
			Men	96	73	22	–	–	–	99	123	7	195	196	29	420	1.17
			All	186	152	43	–	–	–	214	243	18	400	395	61	856	2.39
Other offices		Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
<b>Subtotal</b>		<b>Women</b>	<b>90</b>	<b>79</b>	<b>21</b>	–	–	–	<b>115</b>	<b>120</b>	<b>11</b>	<b>205</b>	<b>199</b>	<b>32</b>	<b>436</b>	<b>1.22</b>	
		<b>Men</b>	<b>96</b>	<b>73</b>	<b>22</b>	–	–	–	<b>99</b>	<b>123</b>	<b>7</b>	<b>195</b>	<b>196</b>	<b>29</b>	<b>420</b>	<b>1.17</b>	
		<b>All</b>	<b>186</b>	<b>152</b>	<b>43</b>	–	–	–	<b>214</b>	<b>243</b>	<b>18</b>	<b>400</b>	<b>395</b>	<b>61</b>	<b>856</b>	<b>2.39</b>	
DPO	Headquarters	Women	56	83	24	–	–	–	15	46	3	71	129	27	227	0.63	
		Men	49	153	26	–	–	–	7	20	3	56	173	29	258	0.72	
		All	105	236	50	–	–	–	22	66	6	127	302	56	485	1.36	
	Other offices	Women	1	1	–	–	–	–	–	3	–	1	4	–	5	0.01	
		Men	2	6	1	–	–	–	–	1	–	2	7	1	10	0.03	
		All	3	7	1	–	–	–	–	4	–	3	11	1	15	0.04	
	<b>Subtotal</b>	<b>Women</b>	<b>57</b>	<b>84</b>	<b>24</b>	–	–	–	<b>15</b>	<b>49</b>	<b>3</b>	<b>72</b>	<b>133</b>	<b>27</b>	<b>232</b>	<b>0.65</b>	
		<b>Men</b>	<b>51</b>	<b>159</b>	<b>27</b>	–	–	–	<b>7</b>	<b>21</b>	<b>3</b>	<b>58</b>	<b>180</b>	<b>30</b>	<b>268</b>	<b>0.75</b>	
		<b>All</b>	<b>108</b>	<b>243</b>	<b>51</b>	–	–	–	<b>22</b>	<b>70</b>	<b>6</b>	<b>130</b>	<b>313</b>	<b>57</b>	<b>500</b>	<b>1.40</b>	
DPPA	Headquarters	Women	50	52	25	–	–	–	29	61	7	79	113	32	224	0.63	
		Men	52	55	20	–	–	–	6	14	2	58	69	22	149	0.42	
		All	102	107	45	–	–	–	35	75	9	137	182	54	373	1.04	

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff		
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA				
	Other offices	Women	1	2	3	-	-	-	-	1	-	1	3	3	7	0.02	
		Men	2	3	1	-	-	-	-	-	-	2	3	1	6	0.02	
		All	3	5	4	-	-	-	-	1	-	3	6	4	13	0.04	
	<b>Subtotal</b>	<b>Women</b>	<b>51</b>	<b>54</b>	<b>28</b>	-	-	-	<b>29</b>	<b>62</b>	<b>7</b>	<b>80</b>	<b>116</b>	<b>35</b>	<b>231</b>	<b>0.65</b>	
		<b>Men</b>	<b>54</b>	<b>58</b>	<b>21</b>	-	-	-	<b>6</b>	<b>14</b>	<b>2</b>	<b>60</b>	<b>72</b>	<b>23</b>	<b>155</b>	<b>0.43</b>	
		<b>All</b>	<b>105</b>	<b>112</b>	<b>49</b>	-	-	-	<b>35</b>	<b>76</b>	<b>9</b>	<b>140</b>	<b>188</b>	<b>58</b>	<b>386</b>	<b>1.08</b>	
	DSS	Headquarters	Women	25	32	6	-	-	-	52	142	2	77	174	8	259	0.72
			Men	37	27	1	-	-	-	171	313	3	208	340	4	552	1.54
			All	62	59	7	-	-	-	223	455	5	285	514	12	811	2.27
Other offices		Women	4	22	3	-	-	-	19	94	7	23	116	10	149	0.42	
		Men	36	198	3	-	-	-	92	486	1	128	684	4	816	2.28	
		All	40	220	6	-	-	-	111	580	8	151	800	14	965	2.70	
<b>Subtotal</b>		<b>Women</b>	<b>29</b>	<b>54</b>	<b>9</b>	-	-	-	<b>71</b>	<b>236</b>	<b>9</b>	<b>100</b>	<b>290</b>	<b>18</b>	<b>408</b>	<b>1.14</b>	
		<b>Men</b>	<b>73</b>	<b>225</b>	<b>4</b>	-	-	-	<b>263</b>	<b>799</b>	<b>4</b>	<b>336</b>	<b>1 024</b>	<b>8</b>	<b>1 368</b>	<b>3.83</b>	
		<b>All</b>	<b>102</b>	<b>279</b>	<b>13</b>	-	-	-	<b>334</b>	<b>1 035</b>	<b>13</b>	<b>436</b>	<b>1 314</b>	<b>26</b>	<b>1 776</b>	<b>4.97</b>	
EOSG	Headquarters	Women	14	31	2	-	-	-	17	20	4	31	51	6	88	0.25	
		Men	9	24	4	-	-	-	1	11	-	10	35	4	49	0.14	
		All	23	55	6	-	-	-	18	31	4	41	86	10	137	0.38	
	Other offices	Women	-	-	1	-	-	-	-	-	-	-	-	1	1	0.00	
		Men	-	-	3	-	-	-	-	-	-	-	-	3	3	0.01	
		All	-	-	4	-	-	-	-	-	-	-	-	4	4	0.01	
	<b>Subtotal</b>	<b>Women</b>	<b>14</b>	<b>31</b>	<b>3</b>	-	-	-	<b>17</b>	<b>20</b>	<b>4</b>	<b>31</b>	<b>51</b>	<b>7</b>	<b>89</b>	<b>0.25</b>	
		<b>Men</b>	<b>9</b>	<b>24</b>	<b>7</b>	-	-	-	<b>1</b>	<b>11</b>	-	<b>10</b>	<b>35</b>	<b>7</b>	<b>52</b>	<b>0.15</b>	
		<b>All</b>	<b>23</b>	<b>55</b>	<b>10</b>	-	-	-	<b>18</b>	<b>31</b>	<b>4</b>	<b>41</b>	<b>86</b>	<b>14</b>	<b>141</b>	<b>0.39</b>	
ETHICS	Headquarters	Women	3	3	-	-	-	-	2	-	-	5	3	-	8	0.02	
		Men	1	2	-	-	-	-	1	1	-	2	3	-	5	0.01	
		All	4	5	-	-	-	-	3	1	-	7	6	-	13	0.04	

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	<b>3</b>	<b>3</b>	-	-	-	-	<b>2</b>	-	-	<b>5</b>	<b>3</b>	-	<b>8</b>	<b>0.02</b>
		<b>Men</b>	<b>1</b>	<b>2</b>	-	-	-	-	<b>1</b>	<b>1</b>	-	<b>2</b>	<b>3</b>	-	<b>5</b>	<b>0.01</b>
		<b>All</b>	<b>4</b>	<b>5</b>	-	-	-	-	<b>3</b>	<b>1</b>	-	<b>7</b>	<b>6</b>	-	<b>13</b>	<b>0.04</b>
GCO	Headquarters	Women	2	12	1	-	-	-	-	2	-	2	14	1	17	0.05
		Men	-	2	-	-	-	-	-	2	-	-	4	-	4	0.01
		All	2	14	1	-	-	-	-	4	-	2	18	1	21	0.06
	Other offices	Women	-	3	-	-	-	-	-	-	-	-	3	-	3	0.01
		Men	-	1	-	-	-	-	-	-	-	-	1	-	1	0.00
		All	-	4	-	-	-	-	-	-	-	-	4	-	4	0.01
	<b>Subtotal</b>	<b>Women</b>	<b>2</b>	<b>15</b>	<b>1</b>	-	-	-	-	<b>2</b>	-	<b>2</b>	<b>17</b>	<b>1</b>	<b>20</b>	<b>0.06</b>
		<b>Men</b>	-	<b>3</b>	-	-	-	-	-	<b>2</b>	-	-	<b>5</b>	-	<b>5</b>	<b>0.01</b>
		<b>All</b>	<b>2</b>	<b>18</b>	<b>1</b>	-	-	-	-	<b>4</b>	-	<b>2</b>	<b>22</b>	<b>1</b>	<b>25</b>	<b>0.07</b>
HSU	Headquarters	Women	3	1	1	-	-	-	-	1	-	3	2	1	6	0.02
		Men	-	-	1	-	-	-	-	-	-	-	-	1	1	0.00
		All	3	1	2	-	-	-	-	1	-	3	2	2	7	0.02
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	<b>3</b>	<b>1</b>	<b>1</b>	-	-	-	-	<b>1</b>	-	<b>3</b>	<b>2</b>	<b>1</b>	<b>6</b>	<b>0.02</b>
		<b>Men</b>	-	-	<b>1</b>	-	-	-	-	-	-	-	-	<b>1</b>	<b>1</b>	<b>0.00</b>
		<b>All</b>	<b>3</b>	<b>1</b>	<b>2</b>	-	-	-	-	<b>1</b>	-	<b>3</b>	<b>2</b>	<b>2</b>	<b>7</b>	<b>0.02</b>
IAAC-SEC	Headquarters	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	1	-	-	-	-	-	-	-	-	1	-	-	1	0.00
		All	1	-	-	-	-	-	-	-	-	1	-	-	1	0.00

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		<b>Men</b>	<b>1</b>	-	-	-	-	-	-	-	-	<b>1</b>	-	-	<b>1</b>	<b>0.00</b>
		<b>All</b>	<b>1</b>	-	-	-	-	-	-	-	-	<b>1</b>	-	-	<b>1</b>	<b>0.00</b>
IIIM-Syria	Headquarters	Women	2	29	2	-	-	-	2	5	-	4	34	2	40	0.11
		Men	4	18	4	-	-	-	-	1	-	4	19	4	27	0.08
		All	6	47	6	-	-	-	2	6	-	8	53	6	67	0.19
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	<b>2</b>	<b>29</b>	<b>2</b>	-	-	-	<b>2</b>	<b>5</b>	-	<b>4</b>	<b>34</b>	<b>2</b>	<b>40</b>	<b>0.11</b>
		<b>Men</b>	<b>4</b>	<b>18</b>	<b>4</b>	-	-	-	-	<b>1</b>	-	<b>4</b>	<b>19</b>	<b>4</b>	<b>27</b>	<b>0.08</b>
		<b>All</b>	<b>6</b>	<b>47</b>	<b>6</b>	-	-	-	<b>2</b>	<b>6</b>	-	<b>8</b>	<b>53</b>	<b>6</b>	<b>67</b>	<b>0.19</b>
IM-Myanmar	Headquarters	Women	2	13	9	-	-	-	2	4	-	4	17	9	30	0.08
		Men	4	13	4	-	-	-	-	-	-	4	13	4	21	0.06
		All	6	26	13	-	-	-	2	4	-	8	30	13	51	0.14
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	<b>2</b>	<b>13</b>	<b>9</b>	-	-	-	<b>2</b>	<b>4</b>	-	<b>4</b>	<b>17</b>	<b>9</b>	<b>30</b>	<b>0.08</b>
		<b>Men</b>	<b>4</b>	<b>13</b>	<b>4</b>	-	-	-	-	-	-	<b>4</b>	<b>13</b>	<b>4</b>	<b>21</b>	<b>0.06</b>
		<b>All</b>	<b>6</b>	<b>26</b>	<b>13</b>	-	-	-	<b>2</b>	<b>4</b>	-	<b>8</b>	<b>30</b>	<b>13</b>	<b>51</b>	<b>0.14</b>
OAJ	Headquarters	Women	5	11	2	-	-	-	4	9	1	9	20	3	32	0.09
		Men	3	7	3	-	-	-	1	1	1	4	8	4	16	0.04
		All	8	18	5	-	-	-	5	10	2	13	28	7	48	0.13

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
	Other offices	Women	–	2	1	–	–	–	–	–	–	–	2	1	3	0.01
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	2	1	–	–	–	–	–	–	–	2	1	3	0.01
	<b>Subtotal</b>	<b>Women</b>	<b>5</b>	<b>13</b>	<b>3</b>	–	–	–	<b>4</b>	<b>9</b>	<b>1</b>	<b>9</b>	<b>22</b>	<b>4</b>	<b>35</b>	<b>0.10</b>
		<b>Men</b>	<b>3</b>	<b>7</b>	<b>3</b>	–	–	–	<b>1</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>8</b>	<b>4</b>	<b>16</b>	<b>0.04</b>
		<b>All</b>	<b>8</b>	<b>20</b>	<b>6</b>	–	–	–	<b>5</b>	<b>10</b>	<b>2</b>	<b>13</b>	<b>30</b>	<b>8</b>	<b>51</b>	<b>0.14</b>
OCHA	Headquarters	Women	63	82	18	–	–	–	39	44	13	102	126	31	259	0.72
		Men	54	66	17	–	–	–	19	28	3	73	94	20	187	0.52
		All	117	148	35	–	–	–	58	72	16	175	220	51	446	1.25
	Other offices	Women	48	124	47	–	–	–	13	286	13	61	410	60	531	1.48
		Men	71	154	45	–	–	–	21	766	12	92	920	57	1 069	2.99
		All	119	278	92	–	–	–	34	1 052	25	153	1 330	117	1 600	4.47
	<b>Subtotal</b>	<b>Women</b>	<b>111</b>	<b>206</b>	<b>65</b>	–	–	–	<b>52</b>	<b>330</b>	<b>26</b>	<b>163</b>	<b>536</b>	<b>91</b>	<b>790</b>	<b>2.21</b>
		<b>Men</b>	<b>125</b>	<b>220</b>	<b>62</b>	–	–	–	<b>40</b>	<b>794</b>	<b>15</b>	<b>165</b>	<b>1 014</b>	<b>77</b>	<b>1 256</b>	<b>3.51</b>
		<b>All</b>	<b>236</b>	<b>426</b>	<b>127</b>	–	–	–	<b>92</b>	<b>1 124</b>	<b>41</b>	<b>328</b>	<b>1 550</b>	<b>168</b>	<b>2 046</b>	<b>5.72</b>
OCT	Headquarters	Women	7	32	10	–	–	–	2	20	–	9	52	10	71	0.20
		Men	8	17	10	–	–	–	1	11	–	9	28	10	47	0.13
		All	15	49	20	–	–	–	3	31	–	18	80	20	118	0.33
	Other offices	Women	–	7	3	–	–	–	–	5	–	–	12	3	15	0.04
		Men	4	8	8	–	–	–	–	1	1	4	9	9	22	0.06
		All	4	15	11	–	–	–	–	6	1	4	21	12	37	0.10
	<b>Subtotal</b>	<b>Women</b>	<b>7</b>	<b>39</b>	<b>13</b>	–	–	–	<b>2</b>	<b>25</b>	<b>–</b>	<b>9</b>	<b>64</b>	<b>13</b>	<b>86</b>	<b>0.24</b>
		<b>Men</b>	<b>12</b>	<b>25</b>	<b>18</b>	–	–	–	<b>1</b>	<b>12</b>	<b>1</b>	<b>13</b>	<b>37</b>	<b>19</b>	<b>69</b>	<b>0.19</b>
		<b>All</b>	<b>19</b>	<b>64</b>	<b>31</b>	–	–	–	<b>3</b>	<b>37</b>	<b>1</b>	<b>22</b>	<b>101</b>	<b>32</b>	<b>155</b>	<b>0.43</b>
ODA	Headquarters	Women	7	11	3	–	–	–	12	4	–	19	15	3	37	0.10
		Men	16	8	1	–	–	–	4	5	1	20	13	2	35	0.10
		All	23	19	4	–	–	–	16	9	1	39	28	5	72	0.20

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
	Other offices	Women	1	2	–	–	–	–	1	–	–	1	3	–	4	0.01
		Men	2	1	–	–	–	–	1	–	–	2	2	–	4	0.01
		All	3	3	–	–	–	–	2	–	–	3	5	–	8	0.02
	<b>Subtotal</b>	<b>Women</b>	<b>8</b>	<b>13</b>	<b>3</b>	–	–	–	<b>12</b>	<b>5</b>	–	<b>20</b>	<b>18</b>	<b>3</b>	<b>41</b>	<b>0.11</b>
		<b>Men</b>	<b>18</b>	<b>9</b>	<b>1</b>	–	–	–	<b>4</b>	<b>6</b>	<b>1</b>	<b>22</b>	<b>15</b>	<b>2</b>	<b>39</b>	<b>0.11</b>
		<b>All</b>	<b>26</b>	<b>22</b>	<b>4</b>	–	–	–	<b>16</b>	<b>11</b>	<b>1</b>	<b>42</b>	<b>33</b>	<b>5</b>	<b>80</b>	<b>0.22</b>
OHCHR	Headquarters	Women	166	174	60	–	–	–	57	81	10	223	255	70	548	1.53
		Men	119	88	36	–	–	–	27	37	5	146	125	41	312	0.87
		All	285	262	96	–	–	–	84	118	15	369	380	111	860	2.40
	Other offices	Women	40	84	22	–	–	–	13	211	15	53	295	37	385	1.08
		Men	39	94	27	–	–	–	11	214	22	50	308	49	407	1.14
		All	79	178	49	–	–	–	24	425	37	103	603	86	792	2.21
	<b>Subtotal</b>	<b>Women</b>	<b>206</b>	<b>258</b>	<b>82</b>	–	–	–	<b>70</b>	<b>292</b>	<b>25</b>	<b>276</b>	<b>550</b>	<b>107</b>	<b>933</b>	<b>2.61</b>
		<b>Men</b>	<b>158</b>	<b>182</b>	<b>63</b>	–	–	–	<b>38</b>	<b>251</b>	<b>27</b>	<b>196</b>	<b>433</b>	<b>90</b>	<b>719</b>	<b>2.01</b>
		<b>All</b>	<b>364</b>	<b>440</b>	<b>145</b>	–	–	–	<b>108</b>	<b>543</b>	<b>52</b>	<b>472</b>	<b>983</b>	<b>197</b>	<b>1 652</b>	<b>4.62</b>
OHRLLS	Headquarters	Women	5	6	–	–	–	–	2	1	1	7	7	1	15	0.04
		Men	7	5	–	–	–	–	1	2	–	8	7	–	15	0.04
		All	12	11	–	–	–	–	3	3	1	15	14	1	30	0.08
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	<b>Subtotal</b>	<b>Women</b>	<b>5</b>	<b>6</b>	–	–	–	–	<b>2</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>7</b>	<b>1</b>	<b>15</b>	<b>0.04</b>
		<b>Men</b>	<b>7</b>	<b>5</b>	–	–	–	–	<b>1</b>	<b>2</b>	–	<b>8</b>	<b>7</b>	–	<b>15</b>	<b>0.04</b>
		<b>All</b>	<b>12</b>	<b>11</b>	–	–	–	–	<b>3</b>	<b>3</b>	<b>1</b>	<b>15</b>	<b>14</b>	<b>1</b>	<b>30</b>	<b>0.08</b>
OICT	Headquarters	Women	16	3	1	–	–	–	25	14	–	41	17	1	59	0.16
		Men	47	25	3	–	–	–	33	23	–	80	48	3	131	0.37
		All	63	28	4	–	–	–	58	37	–	121	65	4	190	0.53

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff		
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA				
	Other offices	Women	1	1	–	–	–	–	7	–	–	1	8	–	9	0.03	
		Men	9	13	1	–	–	–	–	5	–	–	9	18	1	28	0.08
		All	10	14	1	–	–	–	–	12	–	–	10	26	1	37	0.10
	<b>Subtotal</b>	<b>Women</b>	<b>17</b>	<b>4</b>	<b>1</b>	–	–	–	<b>25</b>	<b>21</b>	–	<b>42</b>	<b>25</b>	<b>1</b>	<b>68</b>	<b>0.19</b>	
		<b>Men</b>	<b>56</b>	<b>38</b>	<b>4</b>	–	–	–	<b>33</b>	<b>28</b>	–	<b>89</b>	<b>66</b>	<b>4</b>	<b>159</b>	<b>0.44</b>	
		<b>All</b>	<b>73</b>	<b>42</b>	<b>5</b>	–	–	–	<b>58</b>	<b>49</b>	–	<b>131</b>	<b>91</b>	<b>5</b>	<b>227</b>	<b>0.63</b>	
OIOS	Headquarters	Women	36	30	5	–	–	–	19	11	–	55	41	5	101	0.28	
		Men	44	31	4	–	–	–	6	10	–	50	41	4	95	0.27	
		All	80	61	9	–	–	–	25	21	–	105	82	9	196	0.55	
	Other offices	Women	5	10	1	–	4	–	–	6	–	–	5	20	1	26	0.07
		Men	13	36	–	3	3	–	–	2	–	–	16	41	–	57	0.16
		All	18	46	1	3	7	–	–	8	–	–	21	61	1	83	0.23
<b>Subtotal</b>	<b>Women</b>	<b>41</b>	<b>40</b>	<b>6</b>	–	<b>4</b>	–	<b>19</b>	<b>17</b>	–	<b>60</b>	<b>61</b>	<b>6</b>	<b>127</b>	<b>0.36</b>		
	<b>Men</b>	<b>57</b>	<b>67</b>	<b>4</b>	<b>3</b>	<b>3</b>	–	<b>6</b>	<b>12</b>	–	<b>66</b>	<b>82</b>	<b>4</b>	<b>152</b>	<b>0.43</b>		
	<b>All</b>	<b>98</b>	<b>107</b>	<b>10</b>	<b>3</b>	<b>7</b>	–	<b>25</b>	<b>29</b>	–	<b>126</b>	<b>143</b>	<b>10</b>	<b>279</b>	<b>0.78</b>		
OLA	Headquarters	Women	33	30	6	–	–	–	22	23	–	55	53	6	114	0.32	
		Men	33	20	2	–	–	–	6	7	–	39	27	2	68	0.19	
		All	66	50	8	–	–	–	28	30	–	94	80	8	182	0.51	
	Other offices	Women	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00	
		Men	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00	
		All	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01	
<b>Subtotal</b>	<b>Women</b>	<b>33</b>	<b>31</b>	<b>6</b>	–	–	–	<b>22</b>	<b>23</b>	–	<b>55</b>	<b>54</b>	<b>6</b>	<b>115</b>	<b>0.32</b>		
	<b>Men</b>	<b>33</b>	<b>21</b>	<b>2</b>	–	–	–	<b>6</b>	<b>7</b>	–	<b>39</b>	<b>28</b>	<b>2</b>	<b>69</b>	<b>0.19</b>		
	<b>All</b>	<b>66</b>	<b>52</b>	<b>8</b>	–	–	–	<b>28</b>	<b>30</b>	–	<b>94</b>	<b>82</b>	<b>8</b>	<b>184</b>	<b>0.51</b>		
OOSA	Headquarters	Women	6	3	1	–	–	–	1	–	–	7	3	1	11	0.03	
		Men	3	3	1	–	–	–	2	3	–	5	6	1	12	0.03	
		All	9	6	2	–	–	–	3	3	–	12	9	2	23	0.06	

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
	Other offices	Women	-	-	-	-	-	-	-	1	-	-	1	-	1	0.00
		Men	2	-	-	-	-	-	-	-	-	2	-	-	2	0.01
		All	2	-	-	-	-	-	-	1	-	2	1	-	3	0.01
	<b>Subtotal</b>	<b>Women</b>	<b>6</b>	<b>3</b>	<b>1</b>	-	-	-	<b>1</b>	<b>1</b>	-	<b>7</b>	<b>4</b>	<b>1</b>	<b>12</b>	<b>0.03</b>
		<b>Men</b>	<b>5</b>	<b>3</b>	<b>1</b>	-	-	-	<b>2</b>	<b>3</b>	-	<b>7</b>	<b>6</b>	<b>1</b>	<b>14</b>	<b>0.04</b>
		<b>All</b>	<b>11</b>	<b>6</b>	<b>2</b>	-	-	-	<b>3</b>	<b>4</b>	-	<b>14</b>	<b>10</b>	<b>2</b>	<b>26</b>	<b>0.07</b>
OSAA	Headquarters	Women	1	8	1	-	-	-	3	1	-	4	9	1	14	0.04
		Men	7	6	1	-	-	-	-	-	-	7	6	1	14	0.04
		All	8	14	2	-	-	-	3	1	-	11	15	2	28	0.08
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	<b>1</b>	<b>8</b>	<b>1</b>	-	-	-	<b>3</b>	<b>1</b>	-	<b>4</b>	<b>9</b>	<b>1</b>	<b>14</b>	<b>0.04</b>
		<b>Men</b>	<b>7</b>	<b>6</b>	<b>1</b>	-	-	-	-	-	-	<b>7</b>	<b>6</b>	<b>1</b>	<b>14</b>	<b>0.04</b>
		<b>All</b>	<b>8</b>	<b>14</b>	<b>2</b>	-	-	-	<b>3</b>	<b>1</b>	-	<b>11</b>	<b>15</b>	<b>2</b>	<b>28</b>	<b>0.08</b>
OSC SEA	Headquarters	Women	1	-	1	-	-	-	-	1	-	1	1	1	3	0.01
		Men	1	-	-	-	-	-	-	-	-	1	-	-	1	0.00
		All	2	-	1	-	-	-	-	1	-	2	1	1	4	0.01
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	<b>1</b>	-	<b>1</b>	-	-	-	-	<b>1</b>	-	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>0.01</b>
		<b>Men</b>	<b>1</b>	-	-	-	-	-	-	-	-	<b>1</b>	-	-	<b>1</b>	<b>0.00</b>
		<b>All</b>	<b>2</b>	-	<b>1</b>	-	-	-	-	<b>1</b>	-	<b>2</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>0.01</b>
OSCS	Headquarters	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	1	-	-	-	-	-	-	-	-	1	-	1	0.00
		All	-	1	-	-	-	-	-	-	-	-	1	-	1	0.00

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff		
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA				
	Other offices	Women	–	1	–	–	–	–	1	–	–	2	–	2	0.01		
		Men	–	–	1	–	–	–	–	–	–	–	1	1	0.00		
		All	–	1	1	–	–	–	–	1	–	–	2	1	3	0.01	
	<b>Subtotal</b>	<b>Women</b>	–	<b>1</b>	–	–	–	–	–	<b>1</b>	–	–	<b>2</b>	–	<b>2</b>	<b>0.01</b>	
		<b>Men</b>	–	<b>1</b>	<b>1</b>	–	–	–	–	–	–	–	<b>1</b>	<b>1</b>	<b>2</b>	<b>0.01</b>	
		<b>All</b>	–	<b>2</b>	<b>1</b>	–	–	–	–	<b>1</b>	–	–	<b>3</b>	<b>1</b>	<b>4</b>	<b>0.01</b>	
OSE HoA	Headquarters	Women	–	–	–	–	–	–	–	–	–	–	–	–	–		
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–		
		All	–	–	–	–	–	–	–	–	–	–	–	–	–		
	Other offices	Women	1	1	1	–	–	–	–	3	–	1	4	1	6	0.02	
		Men	2	2	–	–	–	–	–	2	–	2	4	–	6	0.02	
		All	3	3	1	–	–	–	–	5	–	3	8	1	12	0.03	
	<b>Subtotal</b>	<b>Women</b>	<b>1</b>	<b>1</b>	<b>1</b>	–	–	–	–	<b>3</b>	–	<b>1</b>	<b>4</b>	<b>1</b>	<b>6</b>	<b>0.02</b>	
		<b>Men</b>	<b>2</b>	<b>2</b>	–	–	–	–	–	<b>2</b>	–	<b>2</b>	<b>4</b>	–	<b>6</b>	<b>0.02</b>	
		<b>All</b>	<b>3</b>	<b>3</b>	<b>1</b>	–	–	–	–	<b>5</b>	–	<b>3</b>	<b>8</b>	<b>1</b>	<b>12</b>	<b>0.03</b>	
OSEH	Headquarters	Women	–	–	–	–	–	–	–	–	–	–	–	–	–		
		Men	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00	
		All	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00	
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
	<b>Subtotal</b>	<b>Women</b>	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		<b>Men</b>	–	–	<b>1</b>	–	–	–	–	–	–	–	–	–	<b>1</b>	<b>1</b>	<b>0.00</b>
		<b>All</b>	–	–	<b>1</b>	–	–	–	–	–	–	–	–	–	<b>1</b>	<b>1</b>	<b>0.00</b>
OSET	Headquarters	Women	–	1	1	–	–	–	–	–	–	1	1	2	0.01		
		Men	1	1	–	–	–	–	–	–	–	1	1	–	2	0.01	
		All	1	2	1	–	–	–	–	–	–	1	2	1	4	0.01	

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff		
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA				
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	<b>Subtotal</b>	<b>Women</b>	-	<b>1</b>	<b>1</b>	-	-	-	-	-	-	-	<b>1</b>	<b>1</b>	<b>2</b>	<b>0.01</b>	
		<b>Men</b>	<b>1</b>	<b>1</b>	-	-	-	-	-	-	-	<b>1</b>	<b>1</b>	-	<b>2</b>	<b>0.01</b>	
		<b>All</b>	<b>1</b>	<b>2</b>	<b>1</b>	-	-	-	-	-	-	<b>1</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>0.01</b>	
OSRSG-CAAC	Headquarters	Women	2	5	1	-	-	-	1	-	1	3	5	2	10	0.03	
		Men	-	1	-	-	-	-	-	1	-	-	2	-	2	0.01	
		All	2	6	1	-	-	-	1	1	1	3	7	2	12	0.03	
	Other offices	Women	-	-	1	-	-	-	-	-	1	-	-	-	2	2	0.01
		Men	1	-	-	-	-	-	-	-	-	1	-	-	1	0.00	
		All	1	-	1	-	-	-	-	-	1	1	-	2	3	0.01	
	<b>Subtotal</b>	<b>Women</b>	<b>2</b>	<b>5</b>	<b>2</b>	-	-	-	<b>1</b>	-	<b>2</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>12</b>	<b>0.03</b>	
		<b>Men</b>	<b>1</b>	<b>1</b>	-	-	-	-	-	<b>1</b>	-	<b>1</b>	<b>2</b>	-	<b>3</b>	<b>0.01</b>	
		<b>All</b>	<b>3</b>	<b>6</b>	<b>2</b>	-	-	-	<b>1</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>15</b>	<b>0.04</b>	
OSRSG-SVC	Headquarters	Women	2	7	-	-	-	-	2	1	1	4	8	1	13	0.04	
		Men	1	1	2	-	-	-	-	-	-	1	1	2	4	0.01	
		All	3	8	2	-	-	-	2	1	1	5	9	3	17	0.05	
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	-	1	-	-	-	-	-	-	-	-	1	1	0.00	
		All	-	-	1	-	-	-	-	-	-	-	-	1	1	0.00	
	<b>Subtotal</b>	<b>Women</b>	<b>2</b>	<b>7</b>	-	-	-	-	<b>2</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>8</b>	<b>1</b>	<b>13</b>	<b>0.04</b>	
		<b>Men</b>	<b>1</b>	<b>1</b>	<b>3</b>	-	-	-	-	-	-	<b>1</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>0.01</b>	
		<b>All</b>	<b>3</b>	<b>8</b>	<b>3</b>	-	-	-	<b>2</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>9</b>	<b>4</b>	<b>18</b>	<b>0.05</b>	
OSRSG-VAC	Headquarters	Women	-	5	-	-	-	-	2	-	-	2	5	-	7	0.02	
		Men	-	3	-	-	-	-	-	-	-	-	3	-	3	0.01	
		All	-	8	-	-	-	-	2	-	-	2	8	-	10	0.03	

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff		
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA				
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	<b>Subtotal</b>	<b>Women</b>	-	<b>5</b>	-	-	-	-	<b>2</b>	-	-	<b>2</b>	<b>5</b>	-	<b>7</b>	<b>0.02</b>	
		<b>Men</b>	-	<b>3</b>	-	-	-	-	-	-	-	-	<b>3</b>	-	<b>3</b>	<b>0.01</b>	
		<b>All</b>	-	<b>8</b>	-	-	-	-	<b>2</b>	-	-	<b>2</b>	<b>8</b>	-	<b>10</b>	<b>0.03</b>	
OVRA	Headquarters	Women	-	2	-	-	-	-	1	-	-	3	-	3	0.01		
		Men	1	-	-	-	-	-	-	-	1	-	-	1	0.00		
		All	1	2	-	-	-	-	-	1	-	1	3	-	4	0.01	
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	<b>Subtotal</b>	<b>Women</b>	-	<b>2</b>	-	-	-	-	-	<b>1</b>	-	-	<b>3</b>	-	<b>3</b>	<b>0.01</b>	
		<b>Men</b>	<b>1</b>	-	-	-	-	-	-	-	-	<b>1</b>	-	-	<b>1</b>	<b>0.00</b>	
		<b>All</b>	<b>1</b>	<b>2</b>	-	-	-	-	-	<b>1</b>	-	<b>1</b>	<b>3</b>	-	<b>4</b>	<b>0.01</b>	
	RCNYO	Headquarters	Women	1	1	-	-	-	-	1	-	1	2	-	3	0.01	
			Men	-	1	-	-	-	-	1	-	-	1	1	-	2	0.01
			All	1	2	-	-	-	-	1	1	-	2	3	-	5	0.01
Other offices		Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Subtotal</b>		<b>Women</b>	<b>1</b>	<b>1</b>	-	-	-	-	-	<b>1</b>	-	<b>1</b>	<b>2</b>	-	<b>3</b>	<b>0.01</b>	
		<b>Men</b>	-	<b>1</b>	-	-	-	-	<b>1</b>	-	-	<b>1</b>	<b>1</b>	-	<b>2</b>	<b>0.01</b>	
		<b>All</b>	<b>1</b>	<b>2</b>	-	-	-	-	<b>1</b>	<b>1</b>	-	<b>2</b>	<b>3</b>	-	<b>5</b>	<b>0.01</b>	
RCS		Headquarters	Women	9	25	11	-	-	-	4	11	1	13	36	12	61	0.17
			Men	6	22	5	-	-	-	3	4	-	9	26	5	40	0.11
			All	15	47	16	-	-	-	7	15	1	22	62	17	101	0.28

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
	Other offices	Women	11	144	7	-	-	-	24	285	5	35	429	12	476	1.33
		Men	18	148	4	-	-	-	2	229	2	20	377	6	403	1.13
		All	29	292	11	-	-	-	26	514	7	55	806	18	879	2.46
	<b>Subtotal</b>	<b>Women</b>	<b>20</b>	<b>169</b>	<b>18</b>	-	-	-	<b>28</b>	<b>296</b>	<b>6</b>	<b>48</b>	<b>465</b>	<b>24</b>	<b>537</b>	<b>1.50</b>
		<b>Men</b>	<b>24</b>	<b>170</b>	<b>9</b>	-	-	-	<b>5</b>	<b>233</b>	<b>2</b>	<b>29</b>	<b>403</b>	<b>11</b>	<b>443</b>	<b>1.24</b>
		<b>All</b>	<b>44</b>	<b>339</b>	<b>27</b>	-	-	-	<b>33</b>	<b>529</b>	<b>8</b>	<b>77</b>	<b>868</b>	<b>35</b>	<b>980</b>	<b>2.74</b>
UN-Habitat	Headquarters	Women	23	27	12	-	-	-	38	25	5	61	52	17	130	0.36
		Men	27	27	10	-	-	-	9	21	9	36	48	19	103	0.29
		All	50	54	22	-	-	-	47	46	14	97	100	36	233	0.65
	Other offices	Women	4	13	3	-	-	-	3	30	-	7	43	3	53	0.15
		Men	6	23	3	-	-	-	-	51	1	6	74	4	84	0.23
		All	10	36	6	-	-	-	3	81	1	13	117	7	137	0.38
	<b>Subtotal</b>	<b>Women</b>	<b>27</b>	<b>40</b>	<b>15</b>	-	-	-	<b>41</b>	<b>55</b>	<b>5</b>	<b>68</b>	<b>95</b>	<b>20</b>	<b>183</b>	<b>0.51</b>
		<b>Men</b>	<b>33</b>	<b>50</b>	<b>13</b>	-	-	-	<b>9</b>	<b>72</b>	<b>10</b>	<b>42</b>	<b>122</b>	<b>23</b>	<b>187</b>	<b>0.52</b>
		<b>All</b>	<b>60</b>	<b>90</b>	<b>28</b>	-	-	-	<b>50</b>	<b>127</b>	<b>15</b>	<b>110</b>	<b>217</b>	<b>43</b>	<b>370</b>	<b>1.03</b>
UN-TBLDC	Headquarters	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Other offices	Women	-	4	1	-	-	-	-	4	-	-	8	1	9	0.03
		Men	-	4	-	-	-	-	-	2	-	-	6	-	6	0.02
		All	-	8	1	-	-	-	-	6	-	-	14	1	15	0.04
	<b>Subtotal</b>	<b>Women</b>	-	<b>4</b>	<b>1</b>	-	-	-	-	<b>4</b>	-	-	<b>8</b>	<b>1</b>	<b>9</b>	<b>0.03</b>
		<b>Men</b>	-	<b>4</b>	-	-	-	-	-	<b>2</b>	-	-	<b>6</b>	-	<b>6</b>	<b>0.02</b>
		<b>All</b>	-	<b>8</b>	<b>1</b>	-	-	-	-	<b>6</b>	-	-	<b>14</b>	<b>1</b>	<b>15</b>	<b>0.04</b>
UNAKRT	Headquarters	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff		
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA				
	Other offices	Women	–	6	–	–	–	–	9	–	–	–	15	–	15	0.04	
		Men	–	5	–	–	3	–	–	27	1	–	35	1	36	0.10	
		All	–	11	–	–	3	–	–	36	1	–	50	1	51	0.14	
	<b>Subtotal</b>	<b>Women</b>	–	<b>6</b>	–	–	–	–	–	<b>9</b>	–	–	<b>15</b>	–	<b>15</b>	<b>0.04</b>	
		<b>Men</b>	–	<b>5</b>	–	–	<b>3</b>	–	–	<b>27</b>	<b>1</b>	–	<b>35</b>	<b>1</b>	<b>36</b>	<b>0.10</b>	
		<b>All</b>	–	<b>11</b>	–	–	<b>3</b>	–	–	<b>36</b>	<b>1</b>	–	<b>50</b>	<b>1</b>	<b>51</b>	<b>0.14</b>	
UNCC	Headquarters	Women	1	–	–	–	–	–	1	–	–	2	–	–	2	0.01	
		Men	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00	
		All	1	1	–	–	–	–	1	–	–	2	1	–	3	0.01	
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
	<b>Subtotal</b>	<b>Women</b>	<b>1</b>	–	–	–	–	–	–	<b>1</b>	–	–	<b>2</b>	–	–	<b>2</b>	<b>0.01</b>
		<b>Men</b>	–	<b>1</b>	–	–	–	–	–	–	–	–	–	<b>1</b>	–	<b>1</b>	<b>0.00</b>
		<b>All</b>	<b>1</b>	<b>1</b>	–	–	–	–	–	<b>1</b>	–	–	<b>2</b>	<b>1</b>	–	<b>3</b>	<b>0.01</b>
UNCTAD	Headquarters	Women	67	37	26	–	–	–	67	33	5	134	70	31	235	0.66	
		Men	100	45	18	–	–	–	18	18	5	118	63	23	204	0.57	
		All	167	82	44	–	–	–	85	51	10	252	133	54	439	1.23	
	Other offices	Women	–	5	6	–	–	–	–	1	–	–	6	6	12	0.03	
		Men	1	23	30	–	–	–	–	1	–	1	24	30	55	0.15	
		All	1	28	36	–	–	–	–	2	–	1	30	36	67	0.19	
	<b>Subtotal</b>	<b>Women</b>	<b>67</b>	<b>42</b>	<b>32</b>	–	–	–	<b>67</b>	<b>34</b>	<b>5</b>	<b>134</b>	<b>76</b>	<b>37</b>	<b>247</b>	<b>0.69</b>	
		<b>Men</b>	<b>101</b>	<b>68</b>	<b>48</b>	–	–	–	<b>18</b>	<b>19</b>	<b>5</b>	<b>119</b>	<b>87</b>	<b>53</b>	<b>259</b>	<b>0.72</b>	
		<b>All</b>	<b>168</b>	<b>110</b>	<b>80</b>	–	–	–	<b>85</b>	<b>53</b>	<b>10</b>	<b>253</b>	<b>163</b>	<b>90</b>	<b>506</b>	<b>1.41</b>	
UNDRR	Headquarters	Women	7	20	2	–	–	–	1	12	2	8	32	4	44	0.12	
		Men	1	14	2	–	–	–	3	6	–	4	20	2	26	0.07	
		All	8	34	4	–	–	–	4	18	2	12	52	6	70	0.20	

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff		
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA				
	Other offices	Women	–	18	1	–	–	–	–	12	2	–	30	3	33	0.09	
		Men	3	18	2	–	–	–	1	4	1	4	22	3	29	0.08	
		All	3	36	3	–	–	–	1	16	3	4	52	6	62	0.17	
	<b>Subtotal</b>	<b>Women</b>	<b>7</b>	<b>38</b>	<b>3</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>1</b>	<b>24</b>	<b>4</b>	<b>8</b>	<b>62</b>	<b>7</b>	<b>77</b>	<b>0.22</b>	
		<b>Men</b>	<b>4</b>	<b>32</b>	<b>4</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>4</b>	<b>10</b>	<b>1</b>	<b>8</b>	<b>42</b>	<b>5</b>	<b>55</b>	<b>0.15</b>	
		<b>All</b>	<b>11</b>	<b>70</b>	<b>7</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>5</b>	<b>34</b>	<b>5</b>	<b>16</b>	<b>104</b>	<b>12</b>	<b>132</b>	<b>0.37</b>	
	UNEP	Headquarters	Women	81	160	23	–	–	–	97	103	7	178	263	30	471	1.32
			Men	83	119	9	–	–	–	26	68	4	109	187	13	309	0.86
			All	164	279	32	–	–	–	123	171	11	287	450	43	780	2.18
Other offices		Women	45	111	22	–	–	–	67	97	3	112	208	25	345	0.96	
		Men	53	94	13	–	–	–	11	32	–	64	126	13	203	0.57	
		All	98	205	35	–	–	–	78	129	3	176	334	38	548	1.53	
<b>Subtotal</b>		<b>Women</b>	<b>126</b>	<b>271</b>	<b>45</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>164</b>	<b>200</b>	<b>10</b>	<b>290</b>	<b>471</b>	<b>55</b>	<b>816</b>	<b>2.28</b>	
		<b>Men</b>	<b>136</b>	<b>213</b>	<b>22</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>37</b>	<b>100</b>	<b>4</b>	<b>173</b>	<b>313</b>	<b>26</b>	<b>512</b>	<b>1.43</b>	
		<b>All</b>	<b>262</b>	<b>484</b>	<b>67</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>201</b>	<b>300</b>	<b>14</b>	<b>463</b>	<b>784</b>	<b>81</b>	<b>1 328</b>	<b>3.71</b>	
UNOAU	Headquarters	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
	Other offices	Women	1	5	2	1	2	–	–	8	2	2	15	4	21	0.06	
		Men	5	11	–	4	1	–	1	8	–	10	20	–	30	0.08	
		All	6	16	2	5	3	–	1	16	2	12	35	4	51	0.14	
	<b>Subtotal</b>	<b>Women</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>–</b>	<b>–</b>	<b>8</b>	<b>2</b>	<b>2</b>	<b>15</b>	<b>4</b>	<b>21</b>	<b>0.06</b>	
		<b>Men</b>	<b>5</b>	<b>11</b>	<b>–</b>	<b>4</b>	<b>1</b>	<b>–</b>	<b>1</b>	<b>8</b>	<b>–</b>	<b>10</b>	<b>20</b>	<b>–</b>	<b>30</b>	<b>0.08</b>	
		<b>All</b>	<b>6</b>	<b>16</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>–</b>	<b>1</b>	<b>16</b>	<b>2</b>	<b>12</b>	<b>35</b>	<b>4</b>	<b>51</b>	<b>0.14</b>	
UNODC	Headquarters	Women	57	101	18	–	–	–	38	84	7	95	185	25	305	0.85	
		Men	53	71	10	–	–	–	11	44	2	64	115	12	191	0.53	
		All	110	172	28	–	–	–	49	128	9	159	300	37	496	1.39	

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
	Other offices	Women	9	63	13	-	-	-	11	73	1	20	136	14	170	0.48
		Men	19	92	14	-	-	-	9	66	2	28	158	16	202	0.56
		All	28	155	27	-	-	-	20	139	3	48	294	30	372	1.04
	<b>Subtotal</b>	<b>Women</b>	<b>66</b>	<b>164</b>	<b>31</b>	-	-	-	<b>49</b>	<b>157</b>	<b>8</b>	<b>115</b>	<b>321</b>	<b>39</b>	<b>475</b>	<b>1.33</b>
		<b>Men</b>	<b>72</b>	<b>163</b>	<b>24</b>	-	-	-	<b>20</b>	<b>110</b>	<b>4</b>	<b>92</b>	<b>273</b>	<b>28</b>	<b>393</b>	<b>1.10</b>
		<b>All</b>	<b>138</b>	<b>327</b>	<b>55</b>	-	-	-	<b>69</b>	<b>267</b>	<b>12</b>	<b>207</b>	<b>594</b>	<b>67</b>	<b>868</b>	<b>2.43</b>
UNOG	Headquarters	Women	37	31	14	-	-	-	83	79	9	120	110	23	253	0.71
		Men	48	34	10	-	-	-	99	81	4	147	115	14	276	0.77
		All	85	65	24	-	-	-	182	160	13	267	225	37	529	1.48
	Other offices	Women	-	-	-	-	-	-	-	9	-	-	9	-	9	0.03
		Men	-	-	-	-	-	-	1	1	-	1	1	-	2	0.01
		All	-	-	-	-	-	-	1	10	-	1	10	-	11	0.03
	<b>Subtotal</b>	<b>Women</b>	<b>37</b>	<b>31</b>	<b>14</b>	-	-	-	<b>83</b>	<b>88</b>	<b>9</b>	<b>120</b>	<b>119</b>	<b>23</b>	<b>262</b>	<b>0.73</b>
		<b>Men</b>	<b>48</b>	<b>34</b>	<b>10</b>	-	-	-	<b>100</b>	<b>82</b>	<b>4</b>	<b>148</b>	<b>116</b>	<b>14</b>	<b>278</b>	<b>0.78</b>
		<b>All</b>	<b>85</b>	<b>65</b>	<b>24</b>	-	-	-	<b>183</b>	<b>170</b>	<b>13</b>	<b>268</b>	<b>235</b>	<b>37</b>	<b>540</b>	<b>1.51</b>
UNOMS	Headquarters	Women	4	2	-	-	-	-	3	4	-	7	6	-	13	0.04
		Men	2	2	1	-	-	-	-	-	-	2	2	1	5	0.01
		All	6	4	1	-	-	-	3	4	-	9	8	1	18	0.05
	Other offices	Women	-	3	-	1	-	-	-	1	-	1	4	-	5	0.01
		Men	-	2	-	-	1	-	-	-	-	-	3	-	3	0.01
		All	-	5	-	1	1	-	-	1	-	1	7	-	8	0.02
	<b>Subtotal</b>	<b>Women</b>	<b>4</b>	<b>5</b>	-	<b>1</b>	-	-	<b>3</b>	<b>5</b>	-	<b>8</b>	<b>10</b>	-	<b>18</b>	<b>0.05</b>
		<b>Men</b>	<b>2</b>	<b>4</b>	<b>1</b>	-	<b>1</b>	-	-	-	-	<b>2</b>	<b>5</b>	<b>1</b>	<b>8</b>	<b>0.02</b>
		<b>All</b>	<b>6</b>	<b>9</b>	<b>1</b>	<b>1</b>	<b>1</b>	-	<b>3</b>	<b>5</b>	-	<b>10</b>	<b>15</b>	<b>1</b>	<b>26</b>	<b>0.07</b>
UNON	Headquarters	Women	16	12	1	-	-	-	50	98	16	66	110	17	193	0.54
		Men	12	13	-	-	-	-	45	82	8	57	95	8	160	0.45
		All	28	25	1	-	-	-	95	180	24	123	205	25	353	0.99

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff		
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA				
	Other offices	Women	-	-	-	-	-	-	-	-	1	-	-	1	1	0.00	
		Men	-	-	-	-	-	-	-	-	2	-	-	2	2	0.01	
		All	-	-	-	-	-	-	-	-	3	-	-	3	3	0.01	
	<b>Subtotal</b>	<b>Women</b>	<b>16</b>	<b>12</b>	<b>1</b>	-	-	-	<b>50</b>	<b>98</b>	<b>17</b>	<b>66</b>	<b>110</b>	<b>18</b>	<b>194</b>	<b>0.54</b>	
		<b>Men</b>	<b>12</b>	<b>13</b>	-	-	-	-	<b>45</b>	<b>82</b>	<b>10</b>	<b>57</b>	<b>95</b>	<b>10</b>	<b>162</b>	<b>0.45</b>	
		<b>All</b>	<b>28</b>	<b>25</b>	<b>1</b>	-	-	-	<b>95</b>	<b>180</b>	<b>27</b>	<b>123</b>	<b>205</b>	<b>28</b>	<b>356</b>	<b>1.00</b>	
	UNOP	Headquarters	Women	3	2	1	-	-	-	3	1	-	6	3	1	10	0.03
			Men	1	2	2	-	-	-	-	1	1	1	3	3	7	0.02
			All	4	4	3	-	-	-	3	2	1	7	6	4	17	0.05
Other offices		Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Subtotal</b>		<b>Women</b>	<b>3</b>	<b>2</b>	<b>1</b>	-	-	-	<b>3</b>	<b>1</b>	-	<b>6</b>	<b>3</b>	<b>1</b>	<b>10</b>	<b>0.03</b>	
		<b>Men</b>	<b>1</b>	<b>2</b>	<b>2</b>	-	-	-	-	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>7</b>	<b>0.02</b>	
		<b>All</b>	<b>4</b>	<b>4</b>	<b>3</b>	-	-	-	<b>3</b>	<b>2</b>	<b>1</b>	<b>7</b>	<b>6</b>	<b>4</b>	<b>17</b>	<b>0.05</b>	
UNOV	Headquarters	Women	11	13	1	-	-	-	45	71	4	56	84	5	145	0.41	
		Men	19	3	-	-	-	-	86	129	4	105	132	4	241	0.67	
		All	30	16	1	-	-	-	131	200	8	161	216	9	386	1.08	
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	<b>Subtotal</b>	<b>Women</b>	<b>11</b>	<b>13</b>	<b>1</b>	-	-	-	<b>45</b>	<b>71</b>	<b>4</b>	<b>56</b>	<b>84</b>	<b>5</b>	<b>145</b>	<b>0.41</b>	
		<b>Men</b>	<b>19</b>	<b>3</b>	-	-	-	-	<b>86</b>	<b>129</b>	<b>4</b>	<b>105</b>	<b>132</b>	<b>4</b>	<b>241</b>	<b>0.67</b>	
		<b>All</b>	<b>30</b>	<b>16</b>	<b>1</b>	-	-	-	<b>131</b>	<b>200</b>	<b>8</b>	<b>161</b>	<b>216</b>	<b>9</b>	<b>386</b>	<b>1.08</b>	
UNROD	Headquarters	Women	2	2	-	-	-	-	4	3	-	6	5	-	11	0.03	
		Men	3	2	1	-	-	-	2	-	-	5	2	1	8	0.02	
		All	5	4	1	-	-	-	6	3	-	11	7	1	19	0.05	

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff		
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA				
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	<b>Subtotal</b>	<b>Women</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>6</b>	<b>5</b>	<b>-</b>	<b>11</b>	<b>0.03</b>	
		<b>Men</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>8</b>	<b>0.02</b>	
		<b>All</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>6</b>	<b>3</b>	<b>-</b>	<b>11</b>	<b>7</b>	<b>1</b>	<b>19</b>	<b>0.05</b>	
	<b>Subtotal, department/offices</b>	<b>Headquarters</b>	<b>Women</b>	<b>1 745</b>	<b>1 522</b>	<b>592</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1 272</b>	<b>1 545</b>	<b>158</b>	<b>3 017</b>	<b>3 067</b>	<b>750</b>	<b>6 834</b>	<b>19.11</b>
			<b>Men</b>	<b>1 669</b>	<b>1 291</b>	<b>437</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>935</b>	<b>1 320</b>	<b>93</b>	<b>2 604</b>	<b>2 611</b>	<b>530</b>	<b>5 745</b>	<b>16.06</b>
			<b>All</b>	<b>3 414</b>	<b>2 813</b>	<b>1 029</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2 207</b>	<b>2 865</b>	<b>251</b>	<b>5 621</b>	<b>5 678</b>	<b>1 280</b>	<b>12 579</b>	<b>35.17</b>
<b>Other offices</b>		<b>Women</b>	<b>176</b>	<b>708</b>	<b>142</b>	<b>2</b>	<b>6</b>	<b>-</b>	<b>178</b>	<b>1 227</b>	<b>50</b>	<b>356</b>	<b>1 941</b>	<b>192</b>	<b>2 489</b>	<b>6.96</b>	
		<b>Men</b>	<b>302</b>	<b>979</b>	<b>160</b>	<b>7</b>	<b>8</b>	<b>-</b>	<b>182</b>	<b>1 945</b>	<b>45</b>	<b>491</b>	<b>2 932</b>	<b>205</b>	<b>3 628</b>	<b>10.14</b>	
		<b>All</b>	<b>478</b>	<b>1 687</b>	<b>302</b>	<b>9</b>	<b>14</b>	<b>-</b>	<b>360</b>	<b>3 172</b>	<b>95</b>	<b>847</b>	<b>4 873</b>	<b>397</b>	<b>6 117</b>	<b>17.10</b>	
<b>Subtotal</b>		<b>Women</b>	<b>1 971</b>	<b>2 270</b>	<b>597</b>	<b>7</b>	<b>8</b>	<b>-</b>	<b>1 117</b>	<b>3 265</b>	<b>138</b>	<b>3 095</b>	<b>5 543</b>	<b>735</b>	<b>9 373</b>	<b>26.21</b>	
		<b>Men</b>	<b>1 971</b>	<b>2 270</b>	<b>597</b>	<b>7</b>	<b>8</b>	<b>-</b>	<b>1 117</b>	<b>3 265</b>	<b>138</b>	<b>3 095</b>	<b>5 543</b>	<b>735</b>	<b>9 373</b>	<b>26.21</b>	
		<b>All</b>	<b>3 892</b>	<b>4 500</b>	<b>1 331</b>	<b>9</b>	<b>14</b>	<b>-</b>	<b>2 567</b>	<b>6 037</b>	<b>346</b>	<b>6 468</b>	<b>10 551</b>	<b>1 677</b>	<b>18 696</b>	<b>52.28</b>	
<b>Regional commissions</b>																	
ECA		Headquarters	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All		-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Other offices	Women	31	42	24	-	-	-	112	72	2	143	114	26	283	0.79	
		Men	63	64	34	-	-	-	103	81	1	166	145	35	346	0.97	
		All	94	106	58	-	-	-	215	153	3	309	259	61	629	1.76	
	<b>Subtotal</b>	<b>Women</b>	<b>31</b>	<b>42</b>	<b>24</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>112</b>	<b>72</b>	<b>2</b>	<b>143</b>	<b>114</b>	<b>26</b>	<b>283</b>	<b>0.79</b>	
		<b>Men</b>	<b>63</b>	<b>64</b>	<b>34</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>103</b>	<b>81</b>	<b>1</b>	<b>166</b>	<b>145</b>	<b>35</b>	<b>346</b>	<b>0.97</b>	
		<b>All</b>	<b>94</b>	<b>106</b>	<b>58</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>215</b>	<b>153</b>	<b>3</b>	<b>309</b>	<b>259</b>	<b>61</b>	<b>629</b>	<b>1.76</b>	
ECE	Headquarters	Women	40	27	16	-	-	-	29	26	5	69	53	21	143	0.40	
		Men	51	31	8	-	-	-	6	6	1	57	37	9	103	0.29	
		All	91	58	24	-	-	-	35	32	6	126	90	30	246	0.69	

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	<b>40</b>	<b>27</b>	<b>16</b>	-	-	-	<b>29</b>	<b>26</b>	<b>5</b>	<b>69</b>	<b>53</b>	<b>21</b>	<b>143</b>	<b>0.40</b>
		<b>Men</b>	<b>51</b>	<b>31</b>	<b>8</b>	-	-	-	<b>6</b>	<b>6</b>	<b>1</b>	<b>57</b>	<b>37</b>	<b>9</b>	<b>103</b>	<b>0.29</b>
		<b>All</b>	<b>91</b>	<b>58</b>	<b>24</b>	-	-	-	<b>35</b>	<b>32</b>	<b>6</b>	<b>126</b>	<b>90</b>	<b>30</b>	<b>246</b>	<b>0.69</b>
	ECLAC	Headquarters	Women	-	-	-	-	-	-	-	-	-	-	-	-	-
			Men	-	-	-	-	-	-	-	-	-	-	-	-	-
			All	-	-	-	-	-	-	-	-	-	-	-	-	-
Other offices		Women	36	35	32	-	-	-	83	86	44	119	121	76	316	0.88
		Men	57	43	18	-	-	-	40	61	22	97	104	40	241	0.67
		All	93	78	50	-	-	-	123	147	66	216	225	116	557	1.56
<b>Subtotal</b>		<b>Women</b>	<b>36</b>	<b>35</b>	<b>32</b>	-	-	-	<b>83</b>	<b>86</b>	<b>44</b>	<b>119</b>	<b>121</b>	<b>76</b>	<b>316</b>	<b>0.88</b>
		<b>Men</b>	<b>57</b>	<b>43</b>	<b>18</b>	-	-	-	<b>40</b>	<b>61</b>	<b>22</b>	<b>97</b>	<b>104</b>	<b>40</b>	<b>241</b>	<b>0.67</b>
		<b>All</b>	<b>93</b>	<b>78</b>	<b>50</b>	-	-	-	<b>123</b>	<b>147</b>	<b>66</b>	<b>216</b>	<b>225</b>	<b>116</b>	<b>557</b>	<b>1.56</b>
ESCAP	Headquarters	Women	1	-	-	-	-	-	-	-	-	1	-	-	1	0.00
		Men	1	-	-	-	-	-	-	-	-	1	-	-	1	0.00
		All	2	-	-	-	-	-	-	-	-	2	-	-	2	0.01
	Other offices	Women	50	41	5	-	-	-	84	105	5	134	146	10	290	0.81
		Men	67	43	9	-	-	-	32	59	5	99	102	14	215	0.60
		All	117	84	14	-	-	-	116	164	10	233	248	24	505	1.41
	<b>Subtotal</b>	<b>Women</b>	<b>51</b>	<b>41</b>	<b>5</b>	-	-	-	<b>84</b>	<b>105</b>	<b>5</b>	<b>135</b>	<b>146</b>	<b>10</b>	<b>291</b>	<b>0.81</b>
		<b>Men</b>	<b>68</b>	<b>43</b>	<b>9</b>	-	-	-	<b>32</b>	<b>59</b>	<b>5</b>	<b>100</b>	<b>102</b>	<b>14</b>	<b>216</b>	<b>0.60</b>
		<b>All</b>	<b>119</b>	<b>84</b>	<b>14</b>	-	-	-	<b>116</b>	<b>164</b>	<b>10</b>	<b>235</b>	<b>248</b>	<b>24</b>	<b>507</b>	<b>1.42</b>
ESCWA	Headquarters	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff		
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA				
	Other offices	Women	26	15	5	–	–	–	50	47	4	76	62	9	147	0.41	
		Men	18	42	9	1	–	–	25	33	2	44	75	11	130	0.36	
		All	44	57	14	1	–	–	75	80	6	120	137	20	277	0.77	
	<b>Subtotal</b>	<b>Women</b>	<b>26</b>	<b>15</b>	<b>5</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>50</b>	<b>47</b>	<b>4</b>	<b>76</b>	<b>62</b>	<b>9</b>	<b>147</b>	<b>0.41</b>	
		<b>Men</b>	<b>18</b>	<b>42</b>	<b>9</b>	<b>1</b>	<b>–</b>	<b>–</b>	<b>25</b>	<b>33</b>	<b>2</b>	<b>44</b>	<b>75</b>	<b>11</b>	<b>130</b>	<b>0.36</b>	
		<b>All</b>	<b>44</b>	<b>57</b>	<b>14</b>	<b>1</b>	<b>–</b>	<b>–</b>	<b>75</b>	<b>80</b>	<b>6</b>	<b>120</b>	<b>137</b>	<b>20</b>	<b>277</b>	<b>0.77</b>	
	<b>Subtotal, regional commissions</b>	<b>Headquarters</b>	<b>Women</b>	<b>41</b>	<b>27</b>	<b>16</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>29</b>	<b>26</b>	<b>5</b>	<b>70</b>	<b>53</b>	<b>21</b>	<b>144</b>	<b>0.40</b>
			<b>Men</b>	<b>52</b>	<b>31</b>	<b>8</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>6</b>	<b>6</b>	<b>1</b>	<b>58</b>	<b>37</b>	<b>9</b>	<b>104</b>	<b>0.29</b>
			<b>All</b>	<b>93</b>	<b>58</b>	<b>24</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>35</b>	<b>32</b>	<b>6</b>	<b>128</b>	<b>90</b>	<b>30</b>	<b>248</b>	<b>0.69</b>
<b>Other offices</b>		<b>Women</b>	<b>143</b>	<b>133</b>	<b>66</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>329</b>	<b>310</b>	<b>55</b>	<b>472</b>	<b>443</b>	<b>121</b>	<b>1 036</b>	<b>2.90</b>	
		<b>Men</b>	<b>205</b>	<b>192</b>	<b>70</b>	<b>1</b>	<b>–</b>	<b>–</b>	<b>200</b>	<b>234</b>	<b>30</b>	<b>406</b>	<b>426</b>	<b>100</b>	<b>932</b>	<b>2.61</b>	
		<b>All</b>	<b>348</b>	<b>325</b>	<b>136</b>	<b>1</b>	<b>–</b>	<b>–</b>	<b>529</b>	<b>544</b>	<b>85</b>	<b>878</b>	<b>869</b>	<b>221</b>	<b>1 968</b>	<b>5.50</b>	
<b>Subtotal</b>		<b>Women</b>	<b>184</b>	<b>160</b>	<b>82</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>358</b>	<b>336</b>	<b>60</b>	<b>542</b>	<b>496</b>	<b>142</b>	<b>1 180</b>	<b>3.30</b>	
		<b>Men</b>	<b>257</b>	<b>223</b>	<b>78</b>	<b>1</b>	<b>–</b>	<b>–</b>	<b>206</b>	<b>240</b>	<b>31</b>	<b>464</b>	<b>463</b>	<b>109</b>	<b>1 036</b>	<b>2.90</b>	
		<b>All</b>	<b>441</b>	<b>383</b>	<b>160</b>	<b>1</b>	<b>–</b>	<b>–</b>	<b>564</b>	<b>576</b>	<b>91</b>	<b>1 006</b>	<b>959</b>	<b>251</b>	<b>2 216</b>	<b>6.20</b>	
Tribunals																	
IRMCT	Headquarters	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
		Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00	
		All	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00	
	Other offices	Women	2	83	17	–	18	3	–	80	10	2	181	30	213	0.60	
		Men	8	67	24	–	28	4	–	139	16	8	234	44	286	0.80	
		All	10	150	41	–	46	7	–	219	26	10	415	74	499	1.40	
	<b>Subtotal</b>	<b>Women</b>	<b>2</b>	<b>83</b>	<b>17</b>	<b>–</b>	<b>18</b>	<b>3</b>	<b>–</b>	<b>80</b>	<b>10</b>	<b>2</b>	<b>181</b>	<b>30</b>	<b>213</b>	<b>0.60</b>	
		<b>Men</b>	<b>9</b>	<b>67</b>	<b>24</b>	<b>–</b>	<b>28</b>	<b>4</b>	<b>–</b>	<b>139</b>	<b>16</b>	<b>9</b>	<b>234</b>	<b>44</b>	<b>287</b>	<b>0.80</b>	
		<b>All</b>	<b>11</b>	<b>150</b>	<b>41</b>	<b>–</b>	<b>46</b>	<b>7</b>	<b>–</b>	<b>219</b>	<b>26</b>	<b>11</b>	<b>415</b>	<b>74</b>	<b>500</b>	<b>1.40</b>	
<b>Subtotal, tribunals</b>	<b>Headquarters</b>	<b>Women</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>		
	<b>Men</b>	<b>1</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>1</b>	<b>–</b>	<b>–</b>	<b>1</b>	<b>0.00</b>		
	<b>All</b>	<b>1</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>1</b>	<b>–</b>	<b>–</b>	<b>1</b>	<b>0.00</b>		

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff		
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA				
	Other offices	Women	2	83	17	–	18	3	–	80	10	2	181	30	213	0.60	
		Men	8	67	24	–	28	4	–	139	16	8	234	44	286	0.80	
		All	10	150	41	–	46	7	–	219	26	10	415	74	499	1.40	
	Subtotal	Women	2	83	17	–	18	3	–	80	10	2	181	30	213	0.60	
		Men	9	67	24	–	28	4	–	139	16	9	234	44	287	0.80	
		All	11	150	41	–	46	7	–	219	26	11	415	74	500	1.40	
	Subtotal, departments/ offices, regional commissions and tribunals	Headquarters	Women	1 786	1 549	608	–	–	–	1 301	1 571	163	3 087	3 120	771	6 978	19.51
			Men	1 722	1 322	445	–	–	–	941	1 326	94	2 663	2 648	539	5 850	16.36
			All	3 508	2 871	1 053	–	–	–	2 242	2 897	257	5 750	5 768	1 310	12 828	35.87
Other offices		Women	321	924	225	2	24	3	507	1 617	115	830	2 565	343	3 738	10.45	
		Men	515	1 238	254	8	36	4	382	2 318	91	905	3 592	349	4 846	13.55	
		All	836	2 162	479	10	60	7	889	3 935	206	1 735	6 157	692	8 584	24.00	
Subtotal		Women	2 107	2 473	833	2	24	3	1 808	3 188	278	3 917	5 685	1 114	10 716	29.96	
		Men	2 237	2 560	699	8	36	4	1 323	3 644	185	3 568	6 240	888	10 696	29.91	
		All	4 344	5 033	1 532	10	60	7	3 131	6 832	463	7 485	11 925	2 002	21 412	59.87	
Peacekeeping operations and special political missions and other political presences																	
ATSMT	Women	–	–	1	–	–	–	–	1	1	–	1	2	3	0.01		
	Men	4	6	–	–	–	–	–	4	–	4	10	–	14	0.04		
	All	4	6	1	–	–	–	–	5	1	4	11	2	17	0.05		
BINUH	Women	2	10	1	5	–	–	–	20	–	7	30	1	38	0.11		
	Men	5	15	1	10	1	–	–	19	–	15	35	1	51	0.14		
	All	7	25	2	15	1	–	–	39	–	22	65	2	89	0.25		
CNMC	Women	–	1	–	–	1	–	–	2	–	–	4	–	4	0.01		
	Men	1	4	–	–	–	–	–	–	–	1	4	–	5	0.01		
	All	1	5	–	–	1	–	–	2	–	1	8	–	9	0.03		
GOE-DRC	Women	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00		
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–		
	All	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00		
MINURSO	Women	4	7	–	4	4	–	–	29	2	8	40	2	50	0.14		
	Men	8	11	2	22	14	1	–	106	–	30	131	3	164	0.46		
	All	12	18	2	26	18	1	–	135	2	38	171	5	214	0.60		

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
MINUSCA	Women	21	51	14	48	48	3	–	111	–	69	210	17	296	0.83
	Men	47	135	20	116	128	2	–	464	1	163	727	23	913	2.55
	All	68	186	34	164	176	5	–	575	1	232	937	40	1 209	3.38
MINUSMA	Women	20	85	14	43	68	5	–	158	3	63	311	22	396	1.11
	Men	58	154	7	119	201	6	–	676	13	177	1 031	26	1 234	3.45
	All	78	239	21	162	269	11	–	834	16	240	1 342	48	1 630	4.56
MONUSCO	Women	20	69	12	62	36	1	–	255	3	82	360	16	458	1.28
	Men	49	133	6	127	98	2	–	1 335	7	176	1 566	15	1 757	4.91
	All	69	202	18	189	134	3	–	1 590	10	258	1 926	31	2 215	6.19
OMBUD	Women	1	–	–	–	–	–	–	1	–	1	1	–	2	0.01
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	–	–	–	–	–	–	1	–	1	1	–	2	0.01
OPESG-WS	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00
	All	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00
OSASG-Cyprus	Women	1	5	–	2	1	–	–	1	–	3	7	–	10	0.03
	Men	2	1	–	1	–	–	–	3	–	3	4	–	7	0.02
	All	3	6	–	3	1	–	–	4	–	6	11	–	17	0.05
OSASG-POG	Women	3	2	3	–	–	–	1	1	1	4	3	4	11	0.03
	Men	3	–	–	–	–	–	–	–	–	3	–	–	3	0.01
	All	6	2	3	–	–	–	1	1	1	7	3	4	14	0.04
OSES-GL	Women	2	3	–	–	1	–	1	3	–	3	7	–	10	0.03
	Men	2	5	–	–	–	–	–	2	1	2	7	1	10	0.03
	All	4	8	–	–	1	–	1	5	1	5	14	1	20	0.06
OSES-GL-MYR	Women	–	3	1	–	–	–	–	2	–	–	5	1	6	0.02
	Men	1	–	1	–	–	–	–	–	–	1	–	1	2	0.01
	All	1	3	2	–	–	–	–	2	–	1	5	2	8	0.02
OSES-GL-SC1559	Women	–	1	–	–	–	–	1	–	–	1	1	–	2	0.01
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	1	–	–	–	–	1	–	–	1	1	–	2	0.01

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
OESG-Syria	Women	3	5	2	–	1	–	–	10	1	3	16	3	22	0.06
	Men	4	9	2	3	2	–	–	22	3	7	33	5	45	0.13
	All	7	14	4	3	3	–	–	32	4	10	49	8	67	0.19
OESG-Yemen	Women	1	7	1	2	1	–	–	6	–	3	14	1	18	0.05
	Men	4	11	–	6	14	–	–	23	2	10	48	2	60	0.17
	All	5	18	1	8	15	–	–	29	2	13	62	3	78	0.22
POE-CAR	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
	All	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
POE-DPRK	Women	1	1	1	–	–	–	–	2	–	1	3	1	5	0.01
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	1	1	–	–	–	–	2	–	1	3	1	5	0.01
POE-Libya	Women	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00
POE-Mali	Women	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	1	–	–	–	–	–	–	–	–	1	–	1	0.00
POE-S. Sudan	Women	–	–	–	–	–	–	–	–	1	–	–	1	1	0.00
	Men	–	–	1	–	–	–	–	–	–	–	–	1	1	0.00
	All	–	–	1	–	–	–	–	–	1	–	–	2	2	0.01
POE-Sudan	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
	All	1	–	–	–	–	–	–	–	–	1	–	–	1	0.00
POE-Yemen	Women	1	–	–	–	1	–	–	–	–	1	1	–	2	0.01
	Men	–	–	–	–	3	–	–	2	–	–	5	–	5	0.01
	All	1	–	–	–	4	–	–	2	–	1	6	–	7	0.02
POE-SOM	Women	–	–	–	–	–	–	–	3	–	–	3	–	3	0.01
	Men	1	–	–	–	–	–	–	2	–	1	2	–	3	0.01
	All	1	–	–	–	–	–	–	5	–	1	5	–	6	0.02

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
RSCE	Women	4	6	4	20	9	2	–	133	12	24	148	18	190	0.53
	Men	9	19	1	24	12	1	–	90	5	33	121	7	161	0.45
	All	13	25	5	44	21	3	–	223	17	57	269	25	351	0.98
SCR 2231	Women	1	1	–	–	–	–	–	–	1	1	1	1	3	0.01
	Men	–	2	–	–	–	–	–	1	–	–	3	–	3	0.01
	All	1	3	–	–	–	–	–	1	1	1	4	1	6	0.02
UNAMA	Women	17	29	3	21	6	1	–	73	1	38	108	5	151	0.42
	Men	24	44	5	48	48	2	–	681	4	72	773	11	856	2.39
	All	41	73	8	69	54	3	–	754	5	110	881	16	1 007	2.82
UNAMI	Women	9	23	3	14	15	2	–	81	–	23	119	5	147	0.41
	Men	28	40	3	63	56	2	–	366	4	91	462	9	562	1.57
	All	37	63	6	77	71	4	–	447	4	114	581	14	709	1.98
UNAMID	Women	2	–	5	7	3	4	–	16	–	9	19	9	37	0.10
	Men	8	7	8	27	17	6	–	77	5	35	101	19	155	0.43
	All	10	7	13	34	20	10	–	93	5	44	120	28	192	0.54
UNDOF	Women	2	1	–	6	4	1	–	12	7	8	17	8	33	0.09
	Men	8	9	2	13	5	1	7	58	–	28	72	3	103	0.29
	All	10	10	2	19	9	2	7	70	7	36	89	11	136	0.38
UNFICYP	Women	1	7	1	5	2	1	–	51	1	6	60	3	69	0.19
	Men	6	10	–	7	2	–	–	70	–	13	82	–	95	0.27
	All	7	17	1	12	4	1	–	121	1	19	142	3	164	0.46
UNIFIL	Women	17	25	–	37	15	–	–	149	1	54	189	1	244	0.68
	Men	23	30	–	67	28	–	9	393	–	99	451	–	550	1.54
	All	40	55	–	104	43	–	9	542	1	153	640	1	794	2.22
UNISFA	Women	4	8	–	16	9	1	–	7	6	20	24	7	51	0.14
	Men	11	34	2	26	39	4	–	75	20	37	148	26	211	0.59
	All	15	42	2	42	48	5	–	82	26	57	172	33	262	0.73
UNITAD	Women	–	5	24	6	9	1	1	13	9	7	27	34	68	0.19
	Men	1	17	6	8	18	1	–	28	12	9	63	19	91	0.25
	All	1	22	30	14	27	2	1	41	21	16	90	53	159	0.44

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNITAMS	Women	8	17	2	8	6	2	–	16	1	16	39	5	60	0.17
	Men	6	18	5	12	12	3	–	24	6	18	54	14	86	0.24
	All	14	35	7	20	18	5	–	40	7	34	93	19	146	0.41
UNLB	Women	10	19	2	5	1	–	54	54	3	69	74	5	148	0.41
	Men	21	31	2	17	8	3	71	100	3	109	139	8	256	0.72
	All	31	50	4	22	9	3	125	154	6	178	213	13	404	1.13
UNMHA	Women	1	4	1	1	8	1	–	1	3	2	13	5	20	0.06
	Men	1	7	1	4	6	2	–	42	7	5	55	10	70	0.20
	All	2	11	2	5	14	3	–	43	10	7	68	15	90	0.25
UNMIK	Women	13	18	6	3	3	–	–	83	3	16	104	9	129	0.36
	Men	13	25	3	14	3	–	–	127	1	27	155	4	186	0.52
	All	26	43	9	17	6	–	–	210	4	43	259	13	315	0.88
UNMISS	Women	24	83	6	71	53	–	–	208	3	95	344	9	448	1.25
	Men	67	178	9	196	159	1	–	1 180	4	263	1 517	14	1 794	5.02
	All	91	261	15	267	212	1	–	1 388	7	358	1 861	23	2 242	6.27
UNMOGIP	Women	–	–	–	4	2	–	–	8	–	4	10	–	14	0.04
	Men	–	2	–	7	5	–	6	34	–	13	41	–	54	0.15
	All	–	2	–	11	7	–	6	42	–	17	51	–	68	0.19
UNOCA	Women	2	4	1	1	2	1	–	6	–	3	12	2	17	0.05
	Men	2	7	–	2	1	–	–	9	–	4	17	–	21	0.06
	All	4	11	1	3	3	1	–	15	–	7	29	2	38	0.11
UNOWAS	Women	4	9	–	1	3	–	–	10	–	5	22	–	27	0.08
	Men	5	7	2	1	–	–	–	15	–	6	22	2	30	0.08
	All	9	16	2	2	3	–	–	25	–	11	44	2	57	0.16
UNRCCA	Women	–	1	–	–	1	–	–	6	–	–	8	–	8	0.02
	Men	2	3	–	1	–	–	–	16	–	3	19	–	22	0.06
	All	2	4	–	1	1	–	–	22	–	3	27	–	30	0.08
UNRGID	Women	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01
	Men	1	3	–	–	–	–	–	1	–	1	4	–	5	0.01
	All	1	5	–	–	–	–	–	1	–	1	6	–	7	0.02

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNSCO	Women	4	2	1	1	2	–	–	9	–	5	13	1	19	0.05
	Men	2	7	–	7	3	–	–	26	–	9	36	–	45	0.13
	All	6	9	1	8	5	–	–	35	–	14	49	1	64	0.18
UNSCOL	Women	1	3	1	3	–	–	–	10	–	4	13	1	18	0.05
	Men	1	2	2	1	2	–	–	48	–	2	52	2	56	0.16
	All	2	5	3	4	2	–	–	58	–	6	65	3	74	0.21
UNSMIL	Women	3	17	3	10	4	–	–	10	1	13	31	4	48	0.13
	Men	9	24	2	29	55	1	–	49	6	38	128	9	175	0.49
	All	12	41	5	39	59	1	–	59	7	51	159	13	223	0.62
UNSOM	Women	5	31	3	15	8	–	–	11	1	20	50	4	74	0.21
	Men	18	44	1	8	19	–	–	93	–	26	156	1	183	0.51
	All	23	75	4	23	27	–	–	104	1	46	206	5	257	0.72
UNSOS	Women	11	27	2	39	22	1	–	49	–	50	98	3	151	0.42
	Men	38	47	1	92	58	–	–	84	1	130	189	2	321	0.90
	All	49	74	3	131	80	1	–	133	1	180	287	5	472	1.32
UNTSO	Women	3	1	1	14	7	–	1	24	2	18	32	3	53	0.15
	Men	5	5	–	28	6	1	2	107	4	35	118	5	158	0.44
	All	8	6	1	42	13	1	3	131	6	53	150	8	211	0.59
UNVMC	Women	10	30	4	4	6	1	–	59	1	14	95	6	115	0.32
	Men	6	32	7	15	9	2	–	67	2	21	108	11	140	0.39
	All	16	62	11	19	15	3	–	126	3	35	203	17	255	0.71
<b>Subtotal, peacekeeping operations and special political missions and other political presences</b>	<b>Women</b>	<b>236</b>	<b>625</b>	<b>124</b>	<b>478</b>	<b>362</b>	<b>28</b>	<b>59</b>	<b>1 704</b>	<b>68</b>	<b>773</b>	<b>2 691</b>	<b>220</b>	<b>3 684</b>	<b>10.30</b>
	<b>Men</b>	<b>505</b>	<b>1 139</b>	<b>103</b>	<b>1 121</b>	<b>1 032</b>	<b>41</b>	<b>95</b>	<b>6 519</b>	<b>111</b>	<b>1 721</b>	<b>8 690</b>	<b>255</b>	<b>10 666</b>	<b>29.82</b>
	<b>All</b>	<b>741</b>	<b>1 764</b>	<b>227</b>	<b>1 599</b>	<b>1 394</b>	<b>69</b>	<b>154</b>	<b>8 223</b>	<b>179</b>	<b>2 494</b>	<b>11 381</b>	<b>475</b>	<b>14 350</b>	<b>40.13</b>
<b>Total</b>	<b>Women</b>	<b>2 343</b>	<b>3 098</b>	<b>957</b>	<b>480</b>	<b>386</b>	<b>31</b>	<b>1 867</b>	<b>4 892</b>	<b>346</b>	<b>4 690</b>	<b>8 376</b>	<b>1 334</b>	<b>14 400</b>	<b>40.27</b>
	<b>Men</b>	<b>2 742</b>	<b>3 699</b>	<b>802</b>	<b>1 129</b>	<b>1 068</b>	<b>45</b>	<b>1 418</b>	<b>10 163</b>	<b>296</b>	<b>5 289</b>	<b>14 930</b>	<b>1 143</b>	<b>21 362</b>	<b>59.73</b>
	<b>All</b>	<b>5 085</b>	<b>6 797</b>	<b>1 759</b>	<b>1 609</b>	<b>1 454</b>	<b>76</b>	<b>3 285</b>	<b>15 055</b>	<b>642</b>	<b>9 979</b>	<b>23 306</b>	<b>2 477</b>	<b>35 762</b>	<b>100.00</b>

Table 1.C  
National Professional Officers by entity as at 31 December for 2017 to 2021

(Population: 2,663 as at 31 December 2021)

<i>Entity</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>Change 2017– 2021</i>
Departments/offices, regional commissions and tribunals						
Departments/offices						
DESA	–	–	1	1	1	1
DGC	–	–	46	44	42	42
DOS	–	–	3	2	–	–
DSS	3	4	4	3	1	(2)
OCHA	402	427	477	506	518	116
OCT	–	–	–	–	2	2
OHCHR	134	149	170	214	243	109
OSE HoA	–	–	–	2	2	2
RCS	–	–	–	354	401	401
UN-Habitat	45	50	60	61	62	17
UNAKRT	12	10	9	8	8	(4)
UNCTAD	1	2	2	2	2	1
UNDRR	–	–	6	6	7	7
UNEP	10	12	14	14	14	4
UNOAU	1	1	2	2	2	1
UNODC	63	62	69	77	83	20
UNON	11	11	13	18	18	7
<b>Subtotal, departments/offices</b>	<b>682</b>	<b>728</b>	<b>876</b>	<b>1 314</b>	<b>1 406</b>	<b>724</b>
Regional commissions						
ECA	27	28	28	33	32	5
ECLAC	1	3	3	3	4	3
ESCAP	6	7	10	11	14	8
ESCWA	4	4	7	5	8	4
<b>Subtotal, regional commissions</b>	<b>38</b>	<b>42</b>	<b>48</b>	<b>52</b>	<b>58</b>	<b>20</b>
Tribunals						
IRMCT	–	–	–	–	–	–
<b>Subtotal, tribunals</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>
<b>Subtotal, departments/offices, regional commissions and tribunals</b>	<b>720</b>	<b>770</b>	<b>924</b>	<b>1 366</b>	<b>1 464</b>	<b>744</b>
Peacekeeping operations and special political missions and other political presences						
BINUH	–	–	19	21	17	17
MINURSO	2	2	2	2	2	–
MINUSCA	95	100	100	95	95	–
MINUSMA	121	121	130	134	140	19

<i>Entity</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>Change 2017– 2021</i>
MONUSCO	191	192	170	183	186	(5)
OSESG-GL	1	1	1	1	1	–
OSESG-MYR	–	–	–	–	1	1
OSESG-Syria	–	–	–	–	1	1
OSESG-Yemen	4	6	9	7	7	3
RSCE	24	24	25	26	29	5
UNAMA	151	119	119	115	116	(35)
UNAMI	111	113	102	102	104	(7)
UNAMID	168	162	125	121	9	(159)
UNDOF	–	–	–	1	1	1
UNFICYP	2	4	4	6	7	5
UNIFIL	35	42	43	42	41	6
UNISFA	3	3	3	2	5	2
UNITAD	–	–	8	21	24	24
UNITAMS	–	–	–	1	15	15
UNMHA	–	–	2	2	2	2
UNMIK	32	32	33	32	33	1
UNMISS	151	155	158	157	161	10
UNOCA	2	3	3	3	4	2
UNOWAS	6	6	6	6	8	2
UNRCCA	4	4	4	4	4	–
UNSCO	5	5	5	5	5	–
UNSCOL	4	4	5	4	4	–
UNSMIL	6	6	5	5	8	2
UNSOM	54	53	69	67	73	19
UNSOS	29	29	30	32	30	1
UNTSO	1	2	2	1	1	–
UNVMC	52	65	68	61	65	13
<b>Subtotal, peacekeeping operations and special political missions and other political presences</b>	<b>1 254</b>	<b>1 253</b>	<b>1 250</b>	<b>1 259</b>	<b>1 199</b>	<b>(55)</b>
<b>Total</b>	<b>1 974</b>	<b>2 023</b>	<b>2 174</b>	<b>2 625</b>	<b>2 663</b>	<b>689</b>

Table 1.D

**Change in the all-staff population of the Secretariat by entity from 31 December 2020 to 31 December 2021**

(Population: 35,762; for each entity, absolute numbers are shown in first row and overall percentage of the population is shown in the second)

Entity grouping	2020						2021						Change		
	Number			Percentage			Number			Percentage					
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
Departments/offices, regional commissions and tribunals															
Departments/offices															
RCS (RCS)	415	377	792				537	443	980				122	66	188
	4.6	4.0	4.3	52.4	47.6	2.2	5.8	4.7	5.2	54.8	45.2	2.7	29.4	17.5	23.7
OHCHR (FF)	846	683	1 529				933	719	1 652				87	36	123
	9.4	7.3	8.3	55.3	44.7	4.2	10.0	7.7	8.8	56.5	43.5	4.6	10.3	5.3	8.0
UNODC (FF)	448	372	820				475	393	868				27	21	48
	5.0	4.0	4.5	54.6	45.4	2.2	5.1	4.2	4.6	54.7	45.3	2.4	6.0	5.6	5.9
OCT (HQ)	67	56	123				86	69	155				19	13	32
	0.7	0.6	0.7	54.5	45.5	0.3	0.9	0.7	0.8	55.5	44.5	0.4	28.4	23.2	26.0
UNCTAD (HQ)	229	258	487				247	259	506				18	1	19
	2.5	2.8	2.7	47.0	53.0	1.3	2.6	2.8	2.7	48.8	51.2	1.4	7.9	0.4	3.9
UN-Habitat (FF)	167	186	353				183	187	370				16	1	17
	1.9	2.0	1.9	47.3	52.7	1.0	2.0	2.0	2.0	49.5	50.5	1.0	9.6	0.5	4.8
UNDRR (HQ)	67	49	116				77	55	132				10	6	16
	0.7	0.5	0.6	57.8	42.2	0.3	0.8	0.6	0.7	58.3	41.7	0.4	14.9	12.2	13.8
DMSPC (CS)	371	245	616				378	253	631				7	8	15
	4.1	2.6	3.4	60.2	39.8	1.7	4.1	2.7	3.4	59.9	40.1	1.8	1.9	3.3	2.4
IIIM-Syria (FF)	33	20	53				40	27	67				7	7	14
	0.4	0.2	0.3	62.3	37.7	0.1	0.4	0.3	0.4	59.7	40.3	0.2	21.2	35.0	26.4
IM-Myanmar (FF)	27	12	39				30	21	51				3	9	12
	0.3	0.1	0.2	69.2	30.8	0.1	0.3	0.2	0.3	58.8	41.2	0.1	11.1	75.0	30.8
DPO (FF)	220	269	489				232	268	500				12	(1)	11
	2.4	2.9	2.7	45.0	55.0	1.3	2.5	2.9	2.7	46.4	53.6	1.4	5.5	(0.4)	2.2
EOSG (HQ)	80	50	130				89	52	141				9	2	11
	0.9	0.5	0.7	61.5	38.5	0.4	1.0	0.6	0.8	63.1	36.9	0.4	11.3	4.0	8.5
UN-TBLDC (HQ)	2	2	4				9	6	15				7	4	11
	-	-	-	50.0	50.0	-	0.1	0.1	0.1	60.0	40.0	-	350.0	200.0	275.0

Entity grouping	2020						2021						Change		
	Number			Percentage			Number			Percentage					
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
OLA (CS)	101	73	174				115	69	184				14	(4)	10
	1.1	0.8	0.9	58.0	42.0	0.5	1.2	0.7	1.0	62.5	37.5	0.5	13.9	(5.5)	5.7
UNOG (OAH)	260	272	532				262	278	540				2	6	8
	2.9	2.9	2.9	48.9	51.1	1.4	2.8	3.0	2.9	48.5	51.5	1.5	0.8	2.2	1.5
UNOV (OAH)	139	240	379				145	241	386				6	1	7
	1.5	2.6	2.1	36.7	63.3	1.0	1.6	2.6	2.1	37.6	62.4	1.1	4.3	0.4	1.8
UNEP (FF)	802	521	1 323				816	512	1 328				14	(9)	5
	8.9	5.6	7.2	60.6	39.4	3.6	8.8	5.5	7.1	61.4	38.6	3.7	1.7	(1.7)	0.4
OHRLLS (HQ)	14	12	26				15	15	30				1	3	4
	0.2	0.1	0.1	53.8	46.2	0.1	0.2	0.2	0.2	50.0	50.0	0.1	7.1	25.0	15.4
OSCS (FF)	–	–	–				2	2	4				2	2	4
	–	–	–	–	–	–	–	–	–	50.0	50.0	–	–	–	–
OSET (HQ)	–	–	–				2	2	4				2	2	4
	–	–	–	–	–	–	–	–	–	50.0	50.0	–	–	–	–
UNON (OAH)	184	168	352				194	162	356				10	(6)	4
	2.0	1.8	1.9	52.3	47.7	1.0	2.1	1.7	1.9	54.5	45.5	1.0	5.4	(3.6)	1.1
GCO (HQ)	17	5	22				20	5	25				3	–	3
	0.2	0.1	0.1	77.3	22.7	0.1	0.2	0.1	0.1	80.0	20.0	0.1	17.6	–	13.6
ETHICS (CS)	6	5	11				8	5	13				2	–	2
	0.1	0.1	0.1	54.5	45.5	–	0.1	0.1	0.1	61.5	38.5	–	33.3	–	18.2
HSU (HQ)	4	1	5				6	1	7				2	–	2
	–	–	–	80.0	20.0	–	0.1	–	–	85.7	14.3	–	50.0	–	40.0
OAJ (CS)	32	17	49				35	16	51				3	(1)	2
	0.4	0.2	0.3	65.3	34.7	0.1	0.4	0.2	0.3	68.6	31.4	0.1	9.4	(5.9)	4.1
OSRSG-SVC (FF)	12	4	16				13	5	18				1	1	2
	0.1	–	0.1	75.0	25.0	–	0.1	0.1	0.1	72.2	27.8	0.1	8.3	25.0	12.5
UNOP (HQ)	8	7	15				10	7	17				2	–	2
	0.1	0.1	0.1	53.3	46.7	–	0.1	0.1	0.1	58.8	41.2	–	25.0	–	13.3
ACABQ-SEC (HQ)	9	2	11				9	3	12				–	1	1
	0.1	–	0.1	81.8	18.2	–	0.1	–	0.1	75.0	25.0	–	–	50.0	9.1
DPPA (FF)	235	150	385				231	155	386				(4)	5	1
	2.6	1.6	2.1	61.0	39.0	1.0	2.5	1.7	2.1	59.8	40.2	1.1	(1.7)	3.3	0.3
OSAA (HQ)	14	13	27				14	14	28				–	1	1
	0.2	0.1	0.1	51.9	48.1	0.1	0.2	0.1	0.1	50.0	50.0	0.1	–	7.7	3.7

Entity grouping	2020						2021						Change		
	Number			Percentage			Number			Percentage					
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
OSRSG-CAAC (FF)	12	2	14				12	3	15				-	1	1
	0.1	-	0.1	85.7	14.3	-	0.1	-	0.1	80.0	20.0	-	-	50.0	7.1
OVRA (FF)	2	1	3				3	1	4				1	-	1
	-	-	-	66.7	33.3	-	-	-	-	75.0	25.0	-	50.0	-	33.3
BOA-SEC (HQ)	5	2	7				5	2	7				-	-	-
	0.1	-	-	71.4	28.6	-	0.1	-	-	71.4	28.6	-	-	-	-
CTED (PO)	33	18	51				31	20	51				(2)	2	-
	0.4	0.2	0.3	64.7	35.3	0.1	0.3	0.2	0.3	60.8	39.2	0.1	(6.1)	11.1	-
ODA (HQ)	45	35	80				41	39	80				(4)	4	-
	0.5	0.4	0.4	56.3	43.8	0.2	0.4	0.4	0.4	51.3	48.8	0.2	(8.9)	11.4	-
OSC SEA (FF)	3	1	4				3	1	4				-	-	-
	-	-	-	75.0	25.0	-	-	-	-	75.0	25.0	-	-	-	-
RCNYO (REC)	3	2	5				3	2	5				-	-	-
	-	-	-	60.0	40.0	-	-	-	-	60.0	40.0	-	-	-	-
UNCC (HQ)	2	1	3				2	1	3				-	-	-
	-	-	-	66.7	33.3	-	-	-	-	66.7	33.3	-	-	-	-
IAAC-SEC (HQ)	1	1	2				-	1	1				(1)	-	(1)
	-	-	-	50.0	50.0	-	-	-	-	-	100.0	-	(100.0)	-	(50.0)
OSEH (PO)	2	-	2				-	1	1				(2)	1	(1)
	-	-	-	100.0	-	-	-	-	-	-	100.0	-	(100.0)	-	(50.0)
OSRSG-VAC (FF)	7	4	11				7	3	10				-	(1)	(1)
	0.1	-	0.1	63.6	36.4	-	0.1	-	0.1	70.0	30.0	-	-	(25.0)	(9.1)
OIOS (CS)	129	152	281				127	152	279				(2)	-	(2)
	1.4	1.6	1.5	45.9	54.1	0.8	1.4	1.6	1.5	45.5	54.5	0.8	(1.6)	-	(0.7)
OOSA (HQ)	13	15	28				12	14	26				(1)	(1)	(2)
	0.1	0.2	0.2	46.4	53.6	0.1	0.1	0.1	0.1	46.2	53.8	0.1	(7.7)	(6.7)	(7.1)
OSE HoA (PO)	8	6	14				6	6	12				(2)	-	(2)
	0.1	0.1	0.1	57.1	42.9	-	0.1	0.1	0.1	50.0	50.0	-	(25.0)	-	(14.3)
UNOMS (CS)	19	9	28				18	8	26				(1)	(1)	(2)
	0.2	0.1	0.2	67.9	32.1	0.1	0.2	0.1	0.1	69.2	30.8	0.1	(5.3)	(11.1)	(7.1)
UNROD (HQ)	13	8	21				11	8	19				(2)	-	(2)
	0.1	0.1	0.1	61.9	38.1	0.1	0.1	0.1	0.1	57.9	42.1	0.1	(15.4)	-	(9.5)
UNOAU (PO)	23	33	56				21	30	51				(2)	(3)	(5)
	0.3	0.4	0.3	41.1	58.9	0.2	0.2	0.3	0.3	41.2	58.8	0.1	(8.7)	(9.1)	(8.9)

Entity grouping	2020						2021						Change		
	Number			Percentage			Number			Percentage					
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
DOS (CS)	443	419	862				436	420	856				(7)	1	(6)
	4.9	4.5	4.7	51.4	48.6	2.3	4.7	4.5	4.6	50.9	49.1	2.4	(1.6)	0.2	(0.7)
OEERC (HQ)	1	7	8				–	–	–				(1)	(7)	(8)
	–	0.1	–	12.5	87.5	–	–	–	–	–	–	–	(100.0)	(100.0)	(100.0)
UN75 (HQ)	8	3	11				–	–	–				(8)	(3)	(11)
	0.1	–	0.1	72.7	27.3	–	–	–	–	–	–	–	(100.0)	(100.0)	(100.0)
UNAKRT (FF)	20	43	63				15	36	51				(5)	(7)	(12)
	0.2	0.5	0.3	31.7	68.3	0.2	0.2	0.4	0.3	29.4	70.6	0.1	(25.0)	(16.3)	(19.0)
OICT (CS)	75	166	241				68	159	227				(7)	(7)	(14)
	0.8	1.8	1.3	31.1	68.9	0.7	0.7	1.7	1.2	30.0	70.0	0.6	(9.3)	(4.2)	(5.8)
DESA (HQ)	508	356	864				491	350	841				(17)	(6)	(23)
	5.6	3.8	4.7	58.8	41.2	2.3	5.3	3.7	4.5	58.4	41.6	2.4	(3.3)	(1.7)	(2.7)
DGC (CS)	433	317	750				420	306	726				(13)	(11)	(24)
	4.8	3.4	4.1	57.7	42.3	2.0	4.5	3.3	3.9	57.9	42.1	2.0	(3.0)	(3.5)	(3.2)
OCHA (FF)	787	1 286	2 073				790	1 256	2 046				3	(30)	(27)
	8.7	13.7	11.3	38.0	62.0	5.6	8.5	13.4	10.9	38.6	61.4	5.7	0.4	(2.3)	(1.3)
DSS (FF)	407	1 413	1 820				408	1 368	1 776				1	(45)	(44)
	4.5	15.1	9.9	22.4	77.6	4.9	4.4	14.6	9.5	23.0	77.0	5.0	0.2	(3.2)	(2.4)
DGACM (CS)	1 194	984	2 178				1 180	942	2 122				(14)	(42)	(56)
	13.3	10.5	11.9	54.8	45.2	5.9	12.7	10.1	11.4	55.6	44.4	5.9	(1.2)	(4.3)	(2.6)
<b>Subtotal, departments/ offices</b>	<b>9 005</b>	<b>9 353</b>	<b>18 358</b>				<b>9 323</b>	<b>9 373</b>	<b>18 696</b>				<b>318</b>	<b>20</b>	<b>338</b>
	<b>63.3</b>	<b>41.4</b>	<b>49.8</b>	<b>49.1</b>	<b>50.9</b>	<b>49.8</b>	<b>64.7</b>	<b>43.9</b>	<b>52.3</b>	<b>49.9</b>	<b>50.1</b>	<b>52.3</b>	<b>3.5</b>	<b>0.2</b>	<b>1.8</b>
Regional commissions															
ESCWA (REC)	148	114	262				147	130	277				(1)	16	15
	12.6	10.8	11.7	56.5	43.5	0.7	12.5	12.5	12.5	53.1	46.9	0.8	(0.7)	14.0	5.7
ECLAC (REC)	309	237	546				316	241	557				7	4	11
	26.3	22.4	24.4	56.6	43.4	1.5	26.8	23.3	25.1	56.7	43.3	1.6	2.3	1.7	2.0
ECE (REC)	134	102	236				143	103	246				9	1	10
	11.4	9.6	10.6	56.8	43.2	0.6	12.1	9.9	11.1	58.1	41.9	0.7	6.7	1.0	4.2
ESCAP (REC)	294	221	515				291	216	507				(3)	(5)	(8)
	25.0	20.9	23.1	57.1	42.9	1.4	24.7	20.8	22.9	57.4	42.6	1.4	(1.0)	(2.3)	(1.6)

Entity grouping	2020						2021						Change		
	Number			Percentage			Number			Percentage					
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
ECA (REC)	291	384	675	43.1	56.9	1.8	283	346	629	45.0	55.0	1.8	(8)	(38)	(46)
	24.7	36.3	30.2				24.0	33.4	28.4				(2.7)	(9.9)	(6.8)
<b>Subtotal, regional Commissions</b>	<b>1 176</b>	<b>1 058</b>	<b>2 234</b>	<b>52.6</b>	<b>47.4</b>	<b>6.1</b>	<b>1 180</b>	<b>1 036</b>	<b>2 216</b>	<b>53.2</b>	<b>46.8</b>	<b>6.2</b>	<b>4</b>	<b>(22)</b>	<b>(18)</b>
	<b>8.3</b>	<b>4.7</b>	<b>6.1</b>				<b>8.2</b>	<b>4.8</b>	<b>6.2</b>				<b>0.3</b>	<b>(2.1)</b>	<b>(0.8)</b>
Tribunals															
IRMCT (HQ)	247	324	571	43.3	56.7	1.6	213	287	500	42.6	57.4	1.4	(34)	(37)	(71)
	100.0	100.0	100.0				100.0	100.0	100.0				(13.8)	(11.4)	(12.4)
<b>Subtotal, tribunals</b>	<b>247</b>	<b>324</b>	<b>571</b>	<b>43.3</b>	<b>56.7</b>	<b>1.6</b>	<b>213</b>	<b>287</b>	<b>500</b>	<b>42.6</b>	<b>57.4</b>	<b>1.4</b>	<b>(34)</b>	<b>(37)</b>	<b>(71)</b>
	<b>1.7</b>	<b>1.4</b>	<b>1.6</b>				<b>1.5</b>	<b>1.3</b>	<b>1.4</b>				<b>(13.8)</b>	<b>(11.4)</b>	<b>(12.4)</b>
<b>Subtotal, departments/ offices, regional commissions and tribunals</b>	<b>10 428</b>	<b>10 735</b>	<b>21 163</b>	<b>49.3</b>	<b>50.7</b>	<b>57.5</b>	<b>10 716</b>	<b>10 696</b>	<b>21 412</b>	<b>50.0</b>	<b>50.0</b>	<b>59.9</b>	<b>288</b>	<b>(39)</b>	<b>249</b>
	<b>73.3</b>	<b>47.5</b>	<b>57.5</b>				<b>74.4</b>	<b>50.1</b>	<b>59.9</b>				<b>2.8</b>	<b>(0.4)</b>	<b>1.2</b>
Peacekeeping operations and special political missions and other political presences															
UNITAMS (PO)	8	10	18	44.4	55.6	–	60	86	146	41.1	58.9	0.4	52	76	128
	0.2	0.1	0.1				1.6	0.8	1.0				650.0	760.0	711.1
MINUSMA (PO)	374	1 210	1 584	23.6	76.4	4.3	396	1 234	1 630	24.3	75.7	4.6	22	24	46
	9.8	10.2	10.1				10.7	11.6	11.4				5.9	2.0	2.9
UNITAD (PO)	47	92	139	33.8	66.2	0.4	68	91	159	42.8	57.2	0.4	21	(1)	20
	1.2	0.8	0.9				1.8	0.9	1.1				44.7	(1.1)	14.4
UNMHA (PO)	18	57	75	24.0	76.0	0.2	20	70	90	22.2	77.8	0.3	2	13	15
	0.5	0.5	0.5				0.5	0.7	0.6				11.1	22.8	20.0
UNDOF (PO)	22	101	123	17.9	82.1	0.3	33	103	136	24.3	75.7	0.4	11	2	13
	0.6	0.9	0.8				0.9	1.0	0.9				50.0	2.0	10.6
UNSMIL (PO)	42	170	212	19.8	80.2	0.6	48	175	223	21.5	78.5	0.6	6	5	11
	1.1	1.4	1.4				1.3	1.6	1.6				14.3	2.9	5.2
UNSOM (PO)	69	180	249	27.7	72.3	0.7	74	183	257	28.8	71.2	0.7	5	3	8
	1.8	1.5	1.6				2.0	1.7	1.8				7.2	1.7	3.2
RSCE (CS)	185	160	345	53.6	46.4	0.9	190	161	351	54.1	45.9	1.0	5	1	6
	4.9	1.3	2.2				5.2	1.5	2.4				2.7	0.6	1.7
UNMIK (PO)	125	184	309	40.5	59.5	0.8	129	186	315	41.0	59.0	0.9	4	2	6
	3.3	1.6	2.0				3.5	1.7	2.2				3.2	1.1	1.9

Entity grouping	2020						2021						Change		
	Number			Percentage			Number			Percentage					
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
UNFICYP (PO)	66	94	160				69	95	164				3	1	4
	1.7	0.8	1.0	41.3	58.8	0.4	1.9	0.9	1.1	42.1	57.9	0.5	4.5	1.1	2.5
UNVMC (PO)	111	140	251				115	140	255				4	–	4
	2.9	1.2	1.6	44.2	55.8	0.7	3.1	1.3	1.8	45.1	54.9	0.7	3.6	–	1.6
OSESG-MYR (PO)	3	2	5				6	2	8				3	–	3
	0.1	–	–	60.0	40.0	–	0.2	–	0.1	75.0	25.0	–	100.0	–	60.0
UNISFA (PO)	46	213	259				51	211	262				5	(2)	3
	1.2	1.8	1.7	17.8	82.2	0.7	1.4	2.0	1.8	19.5	80.5	0.7	10.9	(0.9)	1.2
UNSCO (PO)	15	47	62				19	45	64				4	(2)	2
	0.4	0.4	0.4	24.2	75.8	0.2	0.5	0.4	0.4	29.7	70.3	0.2	26.7	(4.3)	3.2
ATSMT (PO)	4	12	16				3	14	17				(1)	2	1
	0.1	0.1	0.1	25.0	75.0	–	0.1	0.1	0.1	17.6	82.4	–	(25.0)	16.7	6.3
OPESG-WS (PO)	–	–	–				–	1	1				–	1	1
	–	–	–	–	–	–	–	–	–	–	100.0	–	–	–	–
OSASG-POG (PO)	11	2	13				11	3	14				–	1	1
	0.3	–	0.1	84.6	15.4	–	0.3	–	0.1	78.6	21.4	–	–	50.0	7.7
POE-S. Sudan (PO)	–	1	1				1	1	2				1	–	1
	–	–	–	–	100.0	–	–	–	–	50.0	50.0	–	–	–	100.0
UNMOGIP (PO)	12	55	67				14	54	68				2	(1)	1
	0.3	0.5	0.4	17.9	82.1	0.2	0.4	0.5	0.5	20.6	79.4	0.2	16.7	(1.8)	1.5
UNOCA (PO)	15	22	37				17	21	38				2	(1)	1
	0.4	0.2	0.2	40.5	59.5	0.1	0.5	0.2	0.3	44.7	55.3	0.1	13.3	(4.5)	2.7
UNOWAS (PO)	25	31	56				27	30	57				2	(1)	1
	0.7	0.3	0.4	44.6	55.4	0.2	0.7	0.3	0.4	47.4	52.6	0.2	8.0	(3.2)	1.8
GOE-DRC (PO)	1	–	1				1	–	1				–	–	–
	–	–	–	100.0	–	–	–	–	–	100.0	–	–	–	–	–
OMBUD (PO)	2	–	2				2	–	2				–	–	–
	0.1	–	–	100.0	–	–	0.1	–	–	100.0	–	–	–	–	–
OSESG-SC1559 (PO)	2	–	2				2	–	2				–	–	–
	0.1	–	–	100.0	–	–	0.1	–	–	100.0	–	–	–	–	–
POE-DPRK (PO)	5	–	5				5	–	5				–	–	–
	0.1	–	–	100.0	–	–	0.1	–	–	100.0	–	–	–	–	–
POE-Libya (PO)	1	–	1				1	–	1				–	–	–
	–	–	–	100.0	–	–	–	–	–	100.0	–	–	–	–	–

Entity grouping	2020						2021						Change		
	Number			Percentage			Number			Percentage					
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
POE-Mali (PO)	1	–	1				1	–	1				–	–	–
	–	–	–	100.0	–	–	–	–	–	100.0	–	–	–	–	–
POE-SOM (PO)	3	3	6				3	3	6				–	–	–
	0.1	–	–	50.0	50.0	–	0.1	–	–	50.0	50.0	–	–	–	–
POE-Sudan (PO)	–	1	1				–	1	1				–	–	–
	–	–	–	–	100.0	–	–	–	–	–	100.0	–	–	–	–
UNRCCA (PO)	9	21	30				8	22	30				(1)	1	–
	0.2	0.2	0.2	30.0	70.0	0.1	0.2	0.2	0.2	26.7	73.3	0.1	(11.1)	4.8	–
UNRGID (PO)	2	5	7				2	5	7				–	–	–
	0.1	–	–	28.6	71.4	–	0.1	–	–	28.6	71.4	–	–	–	–
CNMC (PO)	4	6	10				4	5	9				–	(1)	(1)
	0.1	0.1	0.1	40.0	60.0	–	0.1	–	0.1	44.4	55.6	–	–	(16.7)	(10.0)
OSASG-Cyprus (PO)	11	7	18				10	7	17				(1)	–	(1)
	0.3	0.1	0.1	61.1	38.9	–	0.3	0.1	0.1	58.8	41.2	–	(9.1)	–	(5.6)
POE-CAR (PO)	1	1	2				–	1	1				(1)	–	(1)
	–	–	–	50.0	50.0	–	–	–	–	–	100.0	–	(100.0)	–	(50.0)
POE-Yemen (PO)	2	6	8				2	5	7				–	(1)	(1)
	0.1	0.1	0.1	25.0	75.0	–	0.1	–	–	28.6	71.4	–	–	(16.7)	(12.5)
OSESG-GL (PO)	11	11	22				10	10	20				(1)	(1)	(2)
	0.3	0.1	0.1	50.0	50.0	0.1	0.3	0.1	0.1	50.0	50.0	0.1	(9.1)	(9.1)	(9.1)
OSESG-Yemen (PO)	18	62	80				18	60	78				–	(2)	(2)
	0.5	0.5	0.5	22.5	77.5	0.2	0.5	0.6	0.5	23.1	76.9	0.2	–	(3.2)	(2.5)
SCR 2231 (PO)	3	5	8				3	3	6				–	(2)	(2)
	0.1	–	0.1	37.5	62.5	–	0.1	–	–	50.0	50.0	–	–	(40.0)	(25.0)
UNSCOL (PO)	17	59	76				18	56	74				1	(3)	(2)
	0.4	0.5	0.5	22.4	77.6	0.2	0.5	0.5	0.5	24.3	75.7	0.2	5.9	(5.1)	(2.6)
MINUJUSTH (PO)	–	3	3				–	–	–				–	(3)	(3)
	–	–	–	–	100.0	–	–	–	–	–	–	–	–	(100.0)	(100.0)
OSESG-Syria (PO)	22	48	70				22	45	67				–	(3)	(3)
	0.6	0.4	0.4	31.4	68.6	0.2	0.6	0.4	0.5	32.8	67.2	0.2	–	(6.3)	(4.3)
UNTSO (PO)	54	160	214				53	158	211				(1)	(2)	(3)
	1.4	1.3	1.4	25.2	74.8	0.6	1.4	1.5	1.5	25.1	74.9	0.6	(1.9)	(1.3)	(1.4)
BINUH (PO)	40	53	93				38	51	89				(2)	(2)	(4)
	1.1	0.4	0.6	43.0	57.0	0.3	1.0	0.5	0.6	42.7	57.3	0.2	(5.0)	(3.8)	(4.3)

Entity grouping	2020						2021						Change		
	Number			Percentage			Number			Percentage					
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
UNMISS (PO)	437	1 816	2 253				448	1 794	2 242				11	(22)	(11)
	11.5	15.3	14.4	19.4	80.6	6.1	12.2	16.8	15.6	20.0	80.0	6.3	2.5	(1.2)	(0.5)
UNSOS (PO)	150	335	485				151	321	472				1	(14)	(13)
	3.9	2.8	3.1	30.9	69.1	1.3	4.1	3.0	3.3	32.0	68.0	1.3	0.7	(4.2)	(2.7)
UNAMI (PO)	153	572	725				147	562	709				(6)	(10)	(16)
	4.0	4.8	4.6	21.1	78.9	2.0	4.0	5.3	4.9	20.7	79.3	2.0	(3.9)	(1.7)	(2.2)
UNLB (CS)	148	272	420				148	256	404				–	(16)	(16)
	3.9	2.3	2.7	35.2	64.8	1.1	4.0	2.4	2.8	36.6	63.4	1.1	–	(5.9)	(3.8)
UNIFIL (PO)	244	567	811				244	550	794				–	(17)	(17)
	6.4	4.8	5.2	30.1	69.9	2.2	6.6	5.2	5.5	30.7	69.3	2.2	–	(3.0)	(2.1)
MINURSO (PO)	48	186	234				50	164	214				2	(22)	(20)
	1.3	1.6	1.5	20.5	79.5	0.6	1.4	1.5	1.5	23.4	76.6	0.6	4.2	(11.8)	(8.5)
OSESG (PO)	6	18	24				–	–	–				(6)	(18)	(24)
	0.2	0.2	0.2	25.0	75.0	0.1	–	–	–	–	–	–	(100.0)	(100.0)	(100.0)
MINUSCA (PO)	305	932	1 237				296	913	1 209				(9)	(19)	(28)
	8.0	7.9	7.9	24.7	75.3	3.4	8.0	8.6	8.4	24.5	75.5	3.4	(3.0)	(2.0)	(2.3)
UNAMA (PO)	165	890	1 055				151	856	1 007				(14)	(34)	(48)
	4.3	7.5	6.7	15.6	84.4	2.9	4.1	8.0	7.0	15.0	85.0	2.8	(8.5)	(3.8)	(4.5)
UNIOGBIS (PO)	19	48	67				–	–	–				(19)	(48)	(67)
	0.5	0.4	0.4	28.4	71.6	0.2	–	–	–	–	–	–	(100.0)	(100.0)	(100.0)
MONUSCO (PO)	470	1 834	2 304				458	1 757	2 215				(12)	(77)	(89)
	12.4	15.5	14.7	20.4	79.6	6.3	12.4	16.5	15.4	20.7	79.3	6.2	(2.6)	(4.2)	(3.9)
UNAMID (PO)	253	1 155	1 408				37	155	192				(216)	(1 000)	(1 216)
	6.6	9.7	9.0	18.0	82.0	3.8	1.0	1.5	1.3	19.3	80.7	0.5	(85.4)	(86.6)	(86.4)
<b>Subtotal, peacekeeping operations and special political missions and other political presences</b>	<b>3 805</b>	<b>11 859</b>	<b>15 664</b>				<b>3 684</b>	<b>10 666</b>	<b>14 350</b>				<b>(121)</b>	<b>(1 193)</b>	<b>(1 314)</b>
	<b>26.7</b>	<b>52.5</b>	<b>42.5</b>	<b>24.3</b>	<b>75.7</b>	<b>42.5</b>	<b>25.6</b>	<b>49.9</b>	<b>40.1</b>	<b>25.7</b>	<b>74.3</b>	<b>40.1</b>	<b>(3.2)</b>	<b>(10.1)</b>	<b>(8.4)</b>
<b>Total</b>	<b>14 233</b>	<b>22 594</b>	<b>36 827</b>				<b>14 400</b>	<b>21 362</b>	<b>35 762</b>				<b>167</b>	<b>(1 232)</b>	<b>(1 065)</b>
	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>38.6</b>	<b>61.4</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>40.3</b>	<b>59.7</b>	<b>100.0</b>	<b>1.2</b>	<b>(5.5)</b>	<b>(2.9)</b>

Table 2.A  
**Staff with geographical status by nationality, gender and grade, including appointments and separations, as at 31 December 2020 and 31 December 2021**  
 (Population: 3,116)

Country of nationality	Gender	As at 31 December 2020										Movement summary		As at 31 December 2021										Desirable range				
		Total	DSG	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Sep.	Other	DSG	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total					
Afghanistan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
Albania	Women	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
	All	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8
Algeria	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Andorra	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Angola	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Antigua and Barbuda	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Argentina	Women	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Armenia	Women	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Australia	Women	27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2020											Movement summary				As at 31 December 2021											Desirable range																		
		Total	DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		DSG	USG	ASG	D-2	D-1	P-5	P-4		P-3	P-2	Total															
Austria	Women	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	4	4	-	13											
	Men	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	4	9	4	1	20									
	All	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	8	13	8	1	33	16-26								
Azerbaijan	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2									
	Men	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	-	5									
	All	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	3	-	7	4-14								
Bahamas	Women	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	4								
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1								
	All	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	1	5	3-14						
Bahrain	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2								
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-								
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	4-14							
Bangladesh	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	3								
	Men	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	5	1	4	12						
	All	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	7	2	4	15	7-16					
Barbados	Women	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3	5								
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1							
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4	6	3-14						
Belarus	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1	3						
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	2							
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	1	1	5	4-14					
Belgium	Women	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	3	3	5	1	14		
	Men	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	3	5	11	1	23			
	All	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	2	6	8	16	2	37
Belize	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Benin	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	3		
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	4	3-14

Country of nationality	Gender	As at 31 December 2020											Movement summary				As at 31 December 2021											Desirable range						
		Total	DSG	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		DSG	USG	ASG	D-2	D-1	P-5	P-4	P-3		P-2	Total				
Bhutan	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	2	2	-	-	4			
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	1	-	2	2	-	5	3-14		
Bolivia (Plurinational State of)	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	3	-	3				
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	3					
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	1	5	-	6	3-14				
Bosnia and Herzegovina	Women	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	-	4					
	Men	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	3	1	1	5					
	All	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	6	2	1	9	3-14				
Botswana	Women	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3	5					
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2					
	All	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	4	7	3-14				
Brazil	Women	33	-	-	-	-	-	-	-	-	-	-	-	-	2	1	2	-	4	1	-	-	1	-	-	3	9	12	11	36				
	Men	26	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	-	3	1	1	-	-	-	1	3	10	7	8	29				
	All	59	-	-	-	-	-	-	-	-	-	-	-	-	3	2	4	-	7	2	1	-	1	-	1	6	19	19	19	65	60-81			
Brunei Darussalam	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3-14			
Bulgaria	Women	13	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1	-	-	-	-	2	3	4	6	-	15			
	Men	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	-	-	6				
	All	19	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1	-	-	-	2	5	8	6	-	21	4-14			
Burkina Faso	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1				
	Men	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	1	4				
	All	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	1	5	3-14			
Burundi	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	1	1	-	-	-	-	1	-	1	2	-	4			
	Men	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	2	-	5				
	All	8	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	1	1	-	-	-	1	1	3	4	-	9	3-14			
Cabo Verde	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1				
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3-14			

Country of nationality	Gender	As at 31 December 2020											Movement summary				As at 31 December 2021											Desirable range				
		Total	DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Other	DSG	USG	ASG	D-2	D-1	P-5		P-4	P-3	P-2	Total
Cambodia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2		
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	3-14	
Cameroon	Women	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	1	-	-	-	2	3	5	-	11	
	Men	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	2	4	8	4	-	18	
	All	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(2)	-	1	-	-	2	6	11	9	-	29	4-14
Canada	Women	53	-	-	-	-	-	-	-	-	-	-	-	-	4	4	-	-	4	4	(3)	-	-	-	3	2	11	12	21	1	50	
	Men	51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(7)	-	1	-	3	2	18	14	6	-	44	
	All	104	-	-	-	-	-	-	-	-	-	-	-	-	4	4	-	-	4	4	(10)	-	1	-	6	4	29	26	27	1	94	53-72
Central African Republic	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-	
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	2	3	
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	1	-	-	2	3	3-14
Chad	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1		
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	3	
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	4	3-14	
Chile	Women	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	1	-	-	-	1	3	3	-	8	
	Men	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	4	2	8	8	3	25	
	All	32	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	4	3	11	11	3	33	11-21
China	Women	49	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	4	-	6	-	3	-	-	-	2	12	9	16	19	58
	Men	46	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	2	1	1	-	1	-	4	6	9	5	13	10	48	237-
	All	95	-	-	-	-	-	-	-	-	-	-	1	-	-	2	1	5	-	8	1	4	-	1	-	4	8	21	14	29	29	106
Colombia	Women	8	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	1	-	1	1	1	5	-	9		
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	1	1	2	-	-	-	-	-	3	2	-	5	
	All	11	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	2	1	2	-	1	-	1	1	4	7	-	14	10-19
Comoros	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	3-14
Congo	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	1	1	-	2	
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	1	-	1	
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	(1)	-	-	-	-	-	-	1	2	-	3	3-14

Country of nationality	Gender	As at 31 December 2020		DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2021										Desirable range
		Total	Appt.	Sep.	Other	DSG	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total																					
Costa Rica	Women	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	1	1	1	-	4		
	Men	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	1	1	6				
	All	9	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	3	3	2	1	10	4-14	
Côte d'Ivoire	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1			
	Men	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	-	4				
	All	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	1	5	4-14				
Croatia	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	3				
	Men	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	1	-	5					
	All	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	2	-	8	4-14				
Cuba	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1				
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	2					
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1	3	5-14				
Cyprus	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2				
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1					
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	3	3-14				
Czechia	Women	10	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	2	4	4	11				
	Men	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	2	2	2	9				
	All	19	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	1	2	4	6	6	20	9-19		
Democratic People's Republic of Korea	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Democratic Republic of the Congo	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	3				
	Men	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4	-	6					
	All	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	5	-	9	5-15				
Denmark	Women	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	4	-	2	2	9				
	Men	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3	1	2	1	9				
	All	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	7	1	4	3	18	14-23		
Djibouti	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	2				
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	2	3-14			

Country of nationality	Gender	As at 31 December 2020	DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary		As at 31 December 2021								Desirable range					
		Total	Appt.	Sep.	Appt.	Sep.	Other	DSG	USG	ASG	D-2	D-1	P-5	P-4		P-3	P-2	Total																		
Dominica	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-	-	-	3-14
Dominican Republic	Women	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	2	-	4	-	4		
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	2	-	3	-	3		
	All	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	4	-	7	4-14			
Ecuador	Women	8	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	1	4	3	-	9	-	9		
	Men	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	6	1	-	8	-	8		
	All	16	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	2	10	4	-	17	5-14			
Egypt	Women	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(3)	-	1	-	-	2	-	3	-	1	7	-	7	
	Men	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	3	4	5	1	-	13	-	13	
	All	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(2)	-	1	-	-	5	4	8	1	1	20	9-18		
El Salvador	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	1	-	1	1	-	3	-	3		
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	3	-	3		
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	1	1	1	3	-	6	3-14			
Equatorial Guinea	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	1	-	1	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	1	3-14	
Eritrea	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	2		
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2	-	2		
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	-	4	3-14			
Estonia	Women	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	1	-	4	-	4		
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	2	-	2		
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	-	6	3-14			
Eswatini	Women	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	4	-	4		
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	1		
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3	5	3-14			
Ethiopia	Women	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	6	-	9	-	9		
	Men	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	7	1	12	-	12		
	All	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	5	13	1	21	6-15			

Country of nationality	Gender	As at 31 December 2020	DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2021										Desirable range
		Total	Appt.	Sep.	Appt.	Sep.	Other	DSG	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total																		
Fiji	Women	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	2	1	-	7		
	Men	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	2	-	-	7			
	All	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	6	4	1	-	14	3-14		
Finland	Women	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	9	3	1	16		
	Men	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	3	-	-	7			
	All	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4	10	6	1	23	11-21	
France	Women	70	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	1	-	-	3	1	(2)	-	-	1	2	4	13	20	25	5	70		
	Men	70	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	(1)	-	1	-	3	5	14	17	25	5	70		
	All	140	-	-	-	-	-	-	-	-	-	-	1	-	-	-	3	1	-	-	4	1	(3)	-	1	1	5	9	27	37	50	10	140	82-111	
Gabon	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1			
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3-14			
Gambia	Women	3	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	1	-	2	-	4			
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1			
	All	4	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	1	-	3	-	5	3-14		
Georgia	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1			
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	-	-	3			
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	1	-	4	3-14			
Germany	Women	84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	5	19	20	22	9	77			
	Men	67	-	-	-	-	-	1	1	-	-	1	-	-	-	-	-	-	-	-	2	1	(4)	-	-	4	8	18	13	18	3	64	110-		
	All	151	-	-	-	-	-	1	1	-	-	1	-	-	-	-	-	-	-	-	2	1	(11)	-	-	6	13	37	33	40	12	141	149		
Ghana	Women	4	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	(1)	-	1	1	-	-	-	1	1	4			
	Men	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	4	-	2	-	10			
	All	14	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	(1)	-	1	1	3	1	4	-	3	1	14	4-14	
Greece	Women	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	1	2	6				
	Men	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	5	1	1	9					
	All	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	7	2	3	15	10-20			
Grenada	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1				
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3-14			





Country of nationality	Gender	As at 31 December 2020											Movement summary				As at 31 December 2021								Desirable range							
		Total	DSG	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		DSG	USG	ASG	D-2	D-1		P-5	P-4	P-3	P-2	Total		
Kiribati	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3-14		
Kuwait	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1		
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1 8-17		
Kyrgyzstan	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1		
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	-	3		
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2	4	-	3-14		
Lao People's Democratic Republic	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Latvia	Women	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	-	3		
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	1		
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	4	-	4-14		
Lebanon	Women	15	-	-	-	-	-	-	-	-	-	-	2	1	1	1	-	-	3	2	3	-	-	-	-	3	6	8	2	19		
	Men	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	4	1	10	-	10	
	All	26	-	-	-	-	-	-	-	-	-	-	2	1	1	1	-	-	3	2	2	-	-	-	-	5	9	12	3	29	-	4-14
Lesotho	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2	-	2	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2	-	3-14
Liberia	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	3-14
Libya	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	1	1	-	-	-	-	-	-	1	-	1	-	1
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	1	1	-	-	-	-	-	-	1	-	1	-	3-14
Liechtenstein	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2020											Movement summary				As at 31 December 2021								Desirable range							
		Total	DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		DSG	USG	ASG	D-2		D-1	P-5	P-4	P-3	P-2	Total	
Lithuania	Women	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	2	2	-	5
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2	
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	3	3	-	7
Luxembourg	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	1	3
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	1	3
Madagascar	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	3	
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2	
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	-	5	3-14
Malawi	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	1	-	-	1	
	Men	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	6	4	2	13
	All	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	1	7	4	2	14
Malaysia	Women	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	1	6	3	11
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	3
	All	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	7	3	14
Maldives	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	4	3-14
Mali	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	3	
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2	
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	-	5	3-14
Malta	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	1	
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2	
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	3	3-14
Marshall Islands	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mauritania	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	3	6
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	3	6

Country of nationality	Gender	As at 31 December 2020											Movement summary				As at 31 December 2021										Desirable range					
		Total	DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		DSG	USG	ASG	D-2	D-1	P-5		P-4	P-3	P-2	Total	
Mauritius	Women	6	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	(1)	-	1	-	-	1	1	2	1	-	6
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1		
	All	7	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	(1)	-	1	-	-	1	1	3	1	-	7
Mexico	Women	22	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	1	-	1	11	8	1	23		
	Men	31	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	2	-	-	-	-	-	3	4	9	14	3	33	
	All	53	-	-	-	-	-	-	-	-	-	1	-	1	-	1	-	-	-	3	-	-	-	1	-	1	3	5	20	22	4	56
Micronesia (Federated States of)	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1		
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1		
Monaco	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Mongolia	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1		
	Men	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	-	4		
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	1	-	5	
Montenegro	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2		
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3		
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	5		
Morocco	Women	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	1	2	1	3	2	10	
	Men	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3	1	6	
	All	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	1	3	2	6	3	16	
Mozambique	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Men	2	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1	-	-	-	1	-	3	
	All	2	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1	-	-	-	1	-	3	
Myanmar	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	3		
	Men	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	3	1	5		
	All	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	3	1	8		
Namibia	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1		
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1		
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	2		

Country of nationality	Gender	As at 31 December 2020											Movement summary				As at 31 December 2021								Desirable range					
		Total	DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		DSG	USG	ASG	D-2		D-1	P-5	P-4	P-3	P-2
Nauru	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3-14
Nepal	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	
	Men	8	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	1	1	-	-	-	-	-	-	5	2	1	8
	All	9	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	1	1	-	-	-	-	-	-	5	3	1	9
Netherlands	Women	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	3	2	2	10	
	Men	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(2)	-	-	1	5	8	7	8	4	33
	All	45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(2)	-	-	2	5	10	10	10	6	43
New Zealand	Women	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	6	
	Men	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	3	1	8	
	All	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3	5	4	14	9-18
Nicaragua	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2	-	1	-	3
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	3	-	1	-	4	3-14
Niger	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	
	Men	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	-	5	
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	-	6	3-14
Nigeria	Women	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	1	-	-	-	2	3	1	-	7
	Men	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	1	2	-	7
	All	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	1	-	-	2	4	4	3	-	14
North Macedonia	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	1	1	3
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	3	
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	3	1	1	6	3-14
Norway	Women	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	4	1	9	
	Men	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	-	4	
	All	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	7	1	13	18-27
Oman	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1

Country of nationality	Gender	As at 31 December 2020											Movement summary		As at 31 December 2021										Desirable range										
		Total	DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		DSG	USG	ASG	D-2		D-1	P-5	P-4	P-3	P-2	Total				
Pakistan	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
	Men	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	2	4	1	6	2	-	-	15	
	All	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	2	4	2	6	2	-	-	16	10-20
Palau	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3-14
Panama	Women	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	1	1	-	-	-	-	1	3		
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	2		
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	1	1	-	1	1	1	5	4-14		
Papua New Guinea	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1		
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	3-14	
Paraguay	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	1	1	-	-	2		
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1		
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	2	1	-	-	3	3-14	
Peru	Women	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	2	2	7			
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2			
	All	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	4	2	9	6-16		
Philippines	Women	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	4	5	1	10			
	Men	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	3	1	-	6				
	All	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	2	-	7	6	1	16	9-19			
Poland	Women	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	2	7	6	15			
	Men	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	(2)	-	-	-	-	-	4	1	5	10			
	All	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	(2)	-	-	-	-	-	6	8	11	25	19-29		
Portugal	Women	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	1	1	3	2	1	8				
	Men	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1	-	6	4	1	13			
	All	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	(1)	-	1	-	1	1	1	9	6	2	21	10-19	
Qatar	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8-18	

Country of nationality	Gender	As at 31 December 2020											Movement summary				As at 31 December 2021											Desirable range					
		Total	DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		DSG	USG	ASG	D-2	D-1	P-5	P-4		P-3	P-2	Total		
Republic of Korea	Women	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	1	3	5	8	1	18	
	Men	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(2)	-	-	-	-	1	5	5	8	-	19	
	All	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2	8	10	16	1	37	46-62
Republic of Moldova	Women	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	1	4	-	5
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	1	5	-	6
Romania	Women	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	2	-	8		
	Men	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	1	2	2	5	-	10	
	All	16	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	1	4	6	7	-	18	7-17	
Russian Federation	Women	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	(2)	-	1	-	-	1	-	3	10	4	19		
	Men	27	-	-	-	-	-	-	2	-	-	-	-	-	-	-	2	-	4	-	-	-	-	1	1	2	6	6	9	3	3	31	
	All	46	-	-	-	-	-	2	-	-	-	-	-	-	-	4	-	6	-	(2)	-	2	1	2	7	6	12	13	7	50	50-67		
Rwanda	Women	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	
	Men	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	(1)	-	-	-	4	2	3	-	9	
	All	9	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	(1)	-	-	-	-	4	3	3	-	10	3-14
Saint Kitts and Nevis	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	-	3	
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	2	
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	1	1	-	5	3-14
Saint Lucia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3-14
Saint Vincent and the Grenadines	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3-14	
Samoa	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	-	3		
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	-	3	3-14	
San Marino	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2		
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	3-14	

Country of nationality	Gender	As at 31 December 2020											Movement summary				As at 31 December 2021											Desirable range			
		Total	DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		DSG	USG	ASG	D-2	D-1	P-5	P-4		P-3	P-2	Total
Sao Tome and Principe	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3-14
Saudi Arabia	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	-	-	-	-	-	-	-	-	2	2	
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	-	-	-	-	-	-	-	2	-	2	4 27-36	
Senegal	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1	-	-	-	3	
	Men	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	2	-	7		
	All	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	4	2	2	-	10 3-14	
Serbia	Women	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	2	1	-	3	
	Men	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3	1	1	7	
	All	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	1	1	5	2	1	10 3-14
Seychelles	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	2		
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	3		
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3	-	5 3-14		
Sierra Leone	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	2		
	Men	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	1	4	1	-	6	
	All	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	1	-	-	2	4	1	-	8 3-14
Singapore	Women	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(2)	-	-	1	-	-	2	3	3	9
	Men	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	2	-	2	7
	All	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(2)	-	-	2	1	1	4	3	5
Slovakia	Women	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	1	4	2	8
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1	3	
	All	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	-	1	5	2	11 6-15
Slovenia	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	
	Men	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	1	1	1	3
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	1	3	1	5 4-14
Solomon Islands	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1 3-14	

Country of nationality	Gender	As at 31 December 2020											Movement summary				As at 31 December 2021										Desirable range														
		Total	DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Other		DSG		USG			ASG		D-2		D-1		P-5		P-4		P-3		P-2	
Somalia	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3-14	
South Africa	Women	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9		
	Men	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	
	All	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21	9-19	
South Sudan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2		
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3-14	
Spain	Women	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	35	
	Men	40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	42	
	All	75	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	77	43-59
Sri Lanka	Women	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5		
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1		
	All	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	4-14	
Sudan	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2		
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2		
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4-14	
Suriname	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1		
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2		
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3-14	
Sweden	Women	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14		
	Men	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9		
	All	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23	21-30	
Switzerland	Women	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16		
	Men	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14		
	All	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	30	26-35	
Syrian Arab Republic	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2		
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4		
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	3-14	

Country of nationality	Gender	As at 31 December 2020											Movement summary		As at 31 December 2021											Desirable range							
		Total	DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		DSG	USG	ASG	D-2	D-1		P-5	P-4	P-3	P-2	Total		
Tajikistan	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	Men	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	2	1	3		
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	1	2	1	4	3-14	
Thailand	Women	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	2	2	-	-	4		
	Men	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1	-	-	1	1	-	4	7			
	All	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	1	-	3	3	-	4	11 10-20	
Timor-Leste	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Togo	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Men	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	1	2	1	3	7		
	All	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	1	2	1	3	7	3-14	
Tonga	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	2			
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1			
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	3	3-14		
Trinidad and Tobago	Women	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	1	1	4	-	1	7		
	Men	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	(1)	-	-	1	-	3	2	4	-	10	
	All	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	(2)	-	-	1	-	1	4	6	4	1	17 3-14
Tunisia	Women	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	-	6			
	Men	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	2	2	1	8	
	All	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	5	5	1	14 3-14	
Türkiye	Women	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	3	4	2	3	12		
	Men	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	3	2	7	5	17		
	All	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(2)	-	-	-	-	6	6	9	8	29 31-42		
Turkmenistan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2		
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	3-14	
Tuvalu	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

Country of nationality	Gender	As at 31 December 2020		DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary				As at 31 December 2021										Desirable range																
		Total	Appt.	Sep.	Appt.	Sep.	Other	DSG	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total																																			
Uganda	Women	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1	4	1	7	-	13												
	Men	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	10	1	1	15												
	All	27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	2	6	11	8	1	28	4-14												
Ukraine	Women	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	4	-	7												
	Men	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	2	-	6												
	All	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	4	6	-	13	5-14											
United Arab Emirates	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-												
United Kingdom of Great Britain and Northern Ireland	Women	47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	50										
	Men	77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	3	-	69											
	All	124	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	5	-	119	85-114											
United Republic of Tanzania	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	1	4											
	Men	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	3											
	All	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	1	7	4-14										
United States of America	Women	209	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	6	-	11	-	(16)	-	2	3	3	14	23	47	67	45	204												
	Men	153	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	5	-	(3)	-	2	4	13	24	43	45	24	155	383-
	All	362	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	11	-	16	-	(19)	-	2	5	7	27	47	90	112	69	359	518											
Uruguay	Women	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	4	5	-	11						
	Men	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	4	1	-	6							
	All	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	8	6	-	17	4-14						
Uzbekistan	Women	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	1	1	3	4	-	9		
	Men	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	1	-	7							
	All	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	1	1	5	8	1	16	4-14		
Vanuatu	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-								
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-								
Venezuela (Bolivarian Republic of)	Women	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2	1	-	5				
	Men	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	3	1	-	6			
	All	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	3	5	2	-	11	18-27	

Country of nationality	Gender	As at 31 December 2020											Movement summary				As at 31 December 2021											Desirable range												
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	DSG	USG		ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total				
Viet Nam	Women	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	3	5
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	
	All	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	5	7
Yemen	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	2	
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	3		
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2	-	5	4-14
Zambia	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	3		
	Men	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	-	3	
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	3	-	6	3-14
Zimbabwe	Women	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	2	-	5	
	Men	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	3	3	-	10	
	All	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	5	5	-	15	3-14
<b>Total</b>	<b>Women</b>	<b>1 508</b>	-	-	<b>1</b>	-	<b>2</b>	-	<b>2</b>	-	<b>6</b>	-	<b>2</b>	-	<b>9</b>	<b>2</b>	<b>35</b>	<b>16</b>	<b>17</b>	<b>1</b>	<b>74</b>	<b>19</b>	<b>(41)</b>	<b>1</b>	<b>22</b>	<b>13</b>	<b>34</b>	<b>100</b>	<b>247</b>	<b>412</b>	<b>487</b>	<b>206</b>	<b>1 522</b>							
	<b>Men</b>	<b>1 621</b>	-	-	<b>1</b>	-	<b>1</b>	-	<b>3</b>	<b>1</b>	<b>2</b>	-	<b>2</b>	-	<b>3</b>	<b>3</b>	<b>17</b>	<b>6</b>	<b>22</b>	<b>1</b>	<b>51</b>	<b>11</b>	<b>(67)</b>	-	<b>9</b>	<b>11</b>	<b>51</b>	<b>133</b>	<b>313</b>	<b>479</b>	<b>428</b>	<b>170</b>	<b>1 594</b>							
	<b>All</b>	<b>3 129</b>	-	-	<b>2</b>	-	<b>3</b>	-	<b>5</b>	<b>1</b>	<b>8</b>	-	<b>4</b>	-	<b>12</b>	<b>5</b>	<b>52</b>	<b>22</b>	<b>39</b>	<b>2</b>	<b>125</b>	<b>30</b>	<b>(108)</b>	<b>1</b>	<b>31</b>	<b>24</b>	<b>85</b>	<b>233</b>	<b>560</b>	<b>891</b>	<b>915</b>	<b>376</b>	<b>3 116</b>							

Table 2.B  
**Staff with geographical status at senior levels by nationality and grade as at 31 December for 2017 to 2021**

(Population: 374 as at 31 December 2021)

Country of nationality	DSG					USG					ASG					D-2					D-1					Total				
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
Afghanistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Albania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Algeria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Andorra	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Angola	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Antigua and Barbuda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Argentina	-	-	-	-	-	1	1	1	1	1	1	1	1	1	-	-	-	-	-	-	2	2	2	1	-	4	4	4	3	1
Armenia	-	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	
Australia	-	-	-	-	-	1	1	-	-	-	1	2	2	1	1	2	2	3	2	2	5	6	4	6	4	9	11	9	9	7
Austria	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	1	1	1	3	2	1	1	2	4	3	
Azerbaijan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bahamas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bahrain	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1	1	-	-	-	-
Bangladesh	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1
Barbados	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Belarus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	2	2	2	2	2	1	2	2	2
Belgium	-	-	-	-	-	-	-	-	-	1	1	1	1	1	3	3	2	2	2	2	2	2	2	2	6	6	5	5	5	
Belize	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Benin	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1
Bhutan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	1	1	1	2	2	1	1	1	
Bolivia (Plurinational State of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bosnia and Herzegovina	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Botswana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-
Brazil	-	-	-	-	-	1	1	1	1	1	-	-	-	-	1	-	-	-	-	4	4	5	2	1	6	5	6	3	2	
Brunei Darussalam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bulgaria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	2	2	1	1	2	2	2	

Country of nationality	DSG					USG					ASG					D-2					D-1					Total				
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
Burkina Faso	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Burundi	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	1	1	1	1	-	1	
Cabo Verde	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
Cambodia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Cameroon	-	-	-	-	-	1	1	1	1	1	-	-	-	-	1	-	-	-	-	1	1	1	2	2	3	2	2	3	3	
Canada	-	-	-	-	-	-	-	1	1	1	-	-	-	-	6	6	7	7	6	7	6	7	6	4	13	12	15	14	11	
Central African Republic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Chad	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Chile	-	-	-	-	-	-	1	1	1	1	1	1	-	-	-	-	-	-	2	2	2	3	4	3	4	3	4	5		
China	-	-	-	-	-	1	1	1	1	1	-	-	-	-	4	5	5	4	4	6	7	8	8	8	11	13	14	13	13	
Colombia	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	-	-	-	1	1	1	1	1	2	
Comoros	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Congo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Costa Rica	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
Côte d'Ivoire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Croatia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	2	1	2	2	2	2	1	1	
Cuba	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	1	1	1	1	1	
Cyprus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Czechia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	2	1	1	1	2	2	1	1	2	2	
Democratic People's Republic of Korea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Democratic Republic of the Congo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Denmark	-	-	-	-	-	1	1	1	1	1	-	-	-	-	2	1	1	1	1	1	-	2	2	1	4	2	4	4	3	
Djibouti	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1	
Dominica	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Dominican Republic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	2	2	2	
Ecuador	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1	
Egypt	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	5	5	4	6	5	5	5	4	7	6		
El Salvador	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	1	1	-	-	1	1	
Equatorial Guinea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1	

Country of nationality	DSG					USG					ASG					D-2					D-1					Total								
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020
Eritrea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Estonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eswatini	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ethiopia	-	-	-	-	-	1	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-
Fiji	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	3	3	3	2	3	3	3	3	3	3	3	3
Finland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1	2	2	2	2	2	2	2	2	
France	-	-	-	-	-	1	-	1	1	1	-	-	-	1	1	5	5	6	5	5	5	8	8	10	9	9	14	13	17	16	16	16	16	
Gabon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gambia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Georgia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1	1	1	
Germany	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	3	3	4	4	6	11	12	13	14	13	15	16	18	18	19	19	19	19	
Ghana	-	-	-	-	-	-	1	1	1	1	-	-	-	-	1	3	3	3	3	3	2	2	2	2	1	5	6	6	6	6	6	6	6	
Greece	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	2	1	2	2	2	2	2	2	2	1	1
Grenada	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guatemala	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Guinea	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	2	1	1	1	
Guinea-Bissau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Guyana	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	2	2	2	2	2	2	2	2	2
Haiti	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	1	1	1	1	-	-	-	-	-
Honduras	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hungary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2
Iceland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
India	-	-	-	-	-	1	1	1	1	1	-	1	2	2	2	1	-	-	-	1	10	10	12	11	9	12	12	15	14	13	13	13	13	
Indonesia	-	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	
Iran (Islamic Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	-	-	-	-	-	1	1	1	1	1	1	1	1	1
Iraq	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Ireland	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	2	2	1	1	2	4	4	5	5	3	6	7	7	7	7	5	5	5	
Israel	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	1	1	1	1	1	2	1	1	1	1	1	
Italy	-	-	-	-	-	-	-	-	-	-	-	1	1	1	2	3	3	3	3	3	11	10	14	14	13	13	13	18	18	17	17	17	17	
Jamaica	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2	3	3	2	2	1	1	2	2	2	3	4	5	4	5	5	5	5	5	
Japan	-	-	-	-	-	1	1	1	1	1	-	-	-	-	1	2	2	2	3	8	7	7	8	7	10	10	10	11	11	11	11	11	11	11

Country of nationality	DSG					USG					ASG					D-2					D-1					Total								
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020
Jordan	-	-	-	-	-	1	-	-	-	-	-	-	-	1	1	-	-	-	-	-	3	3	3	3	3	4	3	3	4	4				
Kazakhstan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Kenya	-	-	-	-	-	1	1	1	1	-	1	1	1	1	-	-	-	-	-	2	2	3	3	4	2	4	5	5	6	4				
Kiribati	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Kuwait	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-1	1	1	-	-				
Kyrgyzstan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Lao People's Democratic Republic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Latvia	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1				
Lebanon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	1	1	1	1	-	-				
Lesotho	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Liberia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1				
Libya	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Liechtenstein	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Lithuania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Luxembourg	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Madagascar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Malawi	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Malaysia	-	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1				
Maldives	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Mali	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Malta	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Marshall Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Mauritania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1				
Mauritius	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	2	-				
Mexico	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	1	1	1	2	2	3	3	3	3	3	3	5	5	5	5				
Micronesia (Federated States of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Monaco	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Mongolia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	2	2	1	1	2	2	2	-				
Montenegro	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				

Country of nationality	DSG					USG					ASG					D-2					D-1					Total								
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020
Morocco	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	-	1	-	-	1	1	2					
Mozambique	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	1	1	1	1	-	1	1	1	1	2					
Myanmar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Namibia	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	2	2	1	1					
Nauru	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Nepal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Netherlands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	2	2	2	8	7	6	6	5	10	9	8	8	7				
New Zealand	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	2	2	1	1	1	3	3	1	1	1						
Nicaragua	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Niger	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Nigeria	-	-	-	-	1	1	1	1	1	-	-	-	-	-	-	-	-	-	2	2	2	2	2	3	3	3	3	3	3					
North Macedonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Norway	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	1	1	-	-	1	1	1	1	-	3	2	2	1	-					
Oman	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Pakistan	-	-	-	-	-	1	-	-	-	-	-	-	-	-	2	2	2	2	2	2	2	4	4	4	5	4	6	6	6					
Palau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Panama	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	-	-	1	1	2	1	1	2	2					
Papua New Guinea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	1	1	-	-	-						
Paraguay	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Peru	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1					
Philippines	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	2	2	2	2	2	3	3	2	2	2						
Poland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-						
Portugal	-	-	-	-	-	1	1	1	1	1	1	1	-	-	-	-	1	1	2	2	2	1	1	4	4	3	3	3						
Qatar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Republic of Korea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	1	-	-	-	1	1	2	2	1	2	2						
Republic of Moldova	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Romania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1						
Russian Federation	-	-	-	-	-	2	2	3	2	2	1	1	1	1	2	2	1	1	2	5	4	5	5	7	10	9	10	9	12					
Rwanda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Saint Kitts and Nevis	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	3	3	3	2	3	3	3	3	3						
Saint Lucia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					

Country of nationality	DSG					USG					ASG					D-2					D-1					Total									
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
Saint Vincent and the Grenadines	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Samoa	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1	1	1		
San Marino	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Sao Tome and Principe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Saudi Arabia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Senegal	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	2	2	-	-	-	-	-	
Serbia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1	1	1		
Seychelles	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	1	1	-	-	-	-	
Sierra Leone	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	
Singapore	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	2	2	2	1	1	1	1	1	1	3	3	3	3	3	3	3	3	
Slovakia	-	-	-	-	-	1	1	1	1	1	1	1	1	1	-	-	-	-	-	-	1	1	1	1	1	1	3	3	3	3	3	3	3		
Slovenia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Solomon Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Somalia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
South Africa	-	-	-	-	-	1	-	-	-	-	-	-	-	-	3	3	3	3	3	1	1	1	2	3	5	4	4	4	5	6	-	-	-	-	
South Sudan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Spain	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	1	1	-	-	5	5	6	5	7	7	6	7	5	7	-	-	-	-	-	
Sri Lanka	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	1	1	1	-	1	2	2	2	-	-	-	-	-	
Sudan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	1	1	1	1	1	2	2	1	1	1	-	-	-	-	-	
Suriname	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	
Sweden	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	1	1	2	1	1	1	1	1	1	1	1	1	
Switzerland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
Syrian Arab Republic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	1	1	-	1	1	1	1	1	1	1	1	
Tajikistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Thailand	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	
Timor-Leste	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Togo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Tonga	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-
Trinidad and Tobago	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	3	3	3	3	1	4	4	4	4	4	2	-	-	-	-	-
Tunisia	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	1	1	1	-	-	1	1	2	1	1	-	-	-	-	-	

Country of nationality	DSG					USG					ASG					D-2					D-1					Total								
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020
Türkiye	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	1	1	1	1	-					
Turkmenistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Tuvalu	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Uganda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	2	2	2	2	2	2	2					
Ukraine	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	2	2	2	2	3	3	3	2	2	3					
United Arab Emirates	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
United Kingdom of Great Britain and Northern Ireland	-	-	-	-	-	2	2	1	1	1	1	2	1	1	2	8	8	8	8	7	13	9	8	8	12	24	21	18	18	22				
United Republic of Tanzania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	1	1	1	-	-					
United States of America	-	-	-	-	-	1	1	2	2	2	4	4	5	4	5	6	10	10	9	7	28	27	26	28	27	39	42	43	43	41				
Uruguay	-	-	-	-	-	-	-	-	-	-	2	1	1	1	-	1	1	1	1	1	2	2	1	1	2	5	4	3	3	3				
Uzbekistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	1	1					
Vanuatu	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Venezuela (Bolivarian Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	1	1	1	1	1					
Viet Nam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Yemen	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-					
Zambia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1					
Zimbabwe	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	1	1	2	1	2	1	1	2	1					
<b>Total</b>	-	-	-	-	<b>1</b>	<b>31</b>	<b>28</b>	<b>31</b>	<b>32</b>	<b>31</b>	<b>22</b>	<b>24</b>	<b>25</b>	<b>24</b>	<b>83</b>	<b>87</b>	<b>87</b>	<b>78</b>	<b>85</b>	<b>232</b>	<b>219</b>	<b>235</b>	<b>245</b>	<b>233</b>	<b>368</b>	<b>358</b>	<b>378</b>	<b>380</b>	<b>374</b>					

Table 2.C  
**Staff in the Professional category in posts with special language requirements by nationality, gender and grade, including appointments and separations, as at 31 December 2020 and 31 December 2021**

(Population: 856)

Country of nationality	Gender	As at 31 December 2020		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021				
		Total	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total										
Afghanistan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Albania	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Algeria	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	2
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	3
Andorra	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Angola	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Antigua and Barbuda	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Argentina	Women	9	-	-	-	-	1	-	-	-	-	-	1	-	-	2	4	4	-	-	10
	Men	3	-	-	-	-	-	(1)	-	-	-	-	-	(1)	-	1	1	-	-	-	2
	All	12	-	-	-	-	1	(1)	-	-	-	-	1	(1)	-	3	5	4	-	-	12
Armenia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2020		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021					
		Total	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total											
Australia	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2
Austria	Women	3	-	-	-	(1)	-	-	-	-	-	-	-	(1)	-	-	1	1	-	-	2	
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	3		
	All	6	-	-	-	(1)	-	-	-	-	-	-	-	(1)	-	3	2	-	-	5		
Azerbaijan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bahamas	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bahrain	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bangladesh	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Barbados	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Belarus	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	2	
	Men	2	-	-	-	-	-	-	-	-	-	-	-	2	2	-	2	-	-	4		
	All	4	-	-	-	-	-	-	-	-	-	-	-	2	2	1	3	-	-	6		
Belgium	Women	9	-	-	-	-	1	-	-	-	-	-	1	-	-	3	6	1	-	-	10	
	Men	5	-	-	-	-	2	-	-	-	-	2	-	(1)	-	-	6	-	-	6		
	All	14	-	-	-	-	3	-	-	-	-	3	-	(1)	3	6	7	-	-	16		
Belize	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Country of nationality	Gender	As at 31 December 2020		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021				
		Total	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total										
Benin	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
Bhutan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bolivia (Plurinational State of)	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
Bosnia and Herzegovina	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Botswana	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Brazil	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Brunei Darussalam	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bulgaria	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Burkina Faso	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
Burundi	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2020		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021				
		Total	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total										
Cabo Verde	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cambodia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cameroon	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	2
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	2
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	1	-	-	4
Canada	Women	11	-	-	-	-	-	-	-	-	-	-	-	-	-	2	5	4	-	-	11
	Men	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	1	-	-	6
	All	17	-	-	-	-	-	-	-	-	-	-	-	-	-	2	10	5	-	-	17
Central African Republic	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chad	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chile	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	(1)	-	-	-	-	-	(1)	-	-	-	-	-	-	-
	All	1	-	-	-	-	-	(1)	-	-	-	-	-	(1)	-	-	-	-	-	-	-
China	Women	69	-	-	-	-	2	(1)	-	-	-	-	2	(1)	-	12	28	30	-	-	70
	Men	65	-	(2)	1	(1)	2	-	-	-	-	3	(3)	(1)	17	32	15	-	-	64	
	All	134	-	(2)	1	(1)	4	(1)	-	-	-	5	(4)	(1)	29	60	45	-	-	134	
Colombia	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	2
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	2
Comoros	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2020		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021				
		Total	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total										
Congo	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Costa Rica	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Côte d'Ivoire	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Croatia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cuba	Women	5	-	-	-	(2)	-	-	-	-	-	-	-	(2)	-	1	1	1	-	-	3
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	5	-	-	-	(2)	-	-	-	-	-	-	-	(2)	-	1	1	1	-	-	3
Cyprus	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Czechia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Democratic People's Republic of Korea	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Democratic Republic of the Congo	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Denmark	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2020	P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021					
		Total	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total								
Djibouti	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dominica	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dominican Republic	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ecuador	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
Egypt	Women	14	-	-	-	(1)	-	-	-	-	-	-	-	(1)	-	3	6	4	-	-	13
	Men	20	-	-	-	(1)	-	(1)	-	-	-	-	-	(2)	-	1	7	10	-	-	18
	All	34	-	-	-	(2)	-	(1)	-	-	-	-	-	(3)	-	4	13	14	-	-	31
El Salvador	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Equatorial Guinea	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eritrea	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Estonia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eswatini	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2020	P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021					
		Total	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total								
Ethiopia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fiji	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finland	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
France	Women	80	-	(2)	-	(3)	5	(3)	1	-	-	-	6	(8)	(1)	17	30	29	1	-	77
	Men	36	-	(1)	-	(1)	2	-	-	-	-	2	(2)	-	7	17	12	-	-	36	
	All	116	-	(3)	-	(4)	7	(3)	1	-	-	-	8	(10)	(1)	24	47	41	1	-	113
Gabon	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gambia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Georgia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Germany	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2
	Men	1	-	-	-	(1)	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-
	All	3	-	-	-	(1)	-	-	-	-	-	-	-	(1)	-	-	2	-	-	-	2
Ghana	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greece	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1

Country of nationality	Gender	As at 31 December 2020		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021				
		Total	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total										
Grenada	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guatemala	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guinea	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guinea-Bissau	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guyana	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Haiti	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Honduras	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hungary	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Iceland	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
India	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2020		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021				
		Total	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total										
Indonesia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Iran (Islamic Republic of)	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
Iraq	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ireland	Women	4	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	-	-	-	4
	Men	2	-	-	-	-	1	-	-	-	-	-	1	-	-	-	2	1	-	-	3
	All	6	-	-	-	-	1	-	-	-	-	-	1	-	-	1	5	1	-	-	7
Israel	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	1
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	1
Italy	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jamaica	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
Japan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jordan	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	-	3
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	-	-	-	5
Kazakhstan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2020	P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021					
		Total	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total								
Kenya	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
Kiribati	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kuwait	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kyrgyzstan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lao People's Democratic Republic	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Latvia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lebanon	Women	24	-	-	-	-	-	-	-	-	-	-	-	-	-	5	12	7	-	-	24
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	2
	All	26	-	-	-	-	-	-	-	-	-	-	-	-	-	5	13	8	-	-	26
Lesotho	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Liberia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Libya	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2020		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021				
		Total	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total										
Liechtenstein	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lithuania	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Luxembourg	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Madagascar	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
Malawi	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Malaysia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maldives	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mali	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Malta	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Marshall Islands	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2020	P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021					
		Total	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total								
Mauritania	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	2
Mauritius	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mexico	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	2
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	3
Micronesia (Federated States of)	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monaco	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mongolia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Montenegro	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Morocco	Women	8	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	2	-	-	8
	Men	26	-	-	-	-	-	-	-	-	-	-	-	-	-	8	11	7	-	-	26
	All	34	-	-	-	-	-	-	-	-	-	-	-	-	-	12	13	9	-	-	34
Mozambique	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Myanmar	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2020		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021					
		Total	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total											
Namibia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nauru	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nepal	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Netherlands	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	-	1	-	-	1
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	(1)	-	1	1	-	-	2
New Zealand	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
Nicaragua	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Niger	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
Nigeria	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
North Macedonia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Norway	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Country of nationality	Gender	As at 31 December 2020		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021				
		Total	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total										
Oman	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pakistan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Palau	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Panama	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Papua New Guinea	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Paraguay	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Peru	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Philippines	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
Poland	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Portugal	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1

Country of nationality	Gender	As at 31 December 2020		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021				
		Total	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total										
Qatar	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Republic of Korea	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Republic of Moldova	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Romania	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Russian Federation	Women	51	-	-	-	-	-	(2)	2	-	-	-	2	(2)	(1)	6	19	23	2	-	50
	Men	78	-	(1)	-	(2)	1	(2)	-	-	-	-	1	(5)	-	29	34	11	-	-	74
	All	129	-	(1)	-	(2)	1	(4)	2	-	-	-	3	(7)	(1)	35	53	34	2	-	124
Rwanda	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
Saint Kitts and Nevis	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saint Lucia	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
Saint Vincent and the Grenadines	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Samoa	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2020		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021				
		Total	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total										
San Marino	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sao Tome and Principe	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saudi Arabia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senegal	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
Serbia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Seychelles	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sierra Leone	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Singapore	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slovakia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slovenia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2020		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021				
		Total	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total										
Solomon Islands	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Somalia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South Africa	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	2
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	2
South Sudan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Spain	Women	61	-	(2)	-	-	1	-	-	-	-	-	1	(2)	(1)	8	33	17	1	-	59
	Men	42	-	-	-	-	2	-	-	-	-	-	2	-	-	12	16	16	-	-	44
	All	103	-	(2)	-	-	3	-	-	-	-	-	3	(2)	(1)	20	49	33	1	-	103
Sri Lanka	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sudan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	4	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	1	-	-	4
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	1	-	-	4
Suriname	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sweden	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switzerland	Women	9	-	-	-	(1)	-	-	-	-	-	-	-	(1)	-	-	7	1	-	-	8
	Men	6	-	(1)	-	-	-	(1)	-	-	-	-	-	(2)	-	1	1	2	-	-	4
	All	15	-	(1)	-	(1)	-	(1)	-	-	-	-	-	(3)	-	1	8	3	-	-	12

Country of nationality	Gender	As at 31 December 2020		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021					
		Total	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total											
Syrian Arab Republic	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	-	3
	Men	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	-	-	5
	All	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	3	-	-	8
Tajikistan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Thailand	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Timor-Leste	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Togo	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tonga	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Trinidad and Tobago	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	2
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	2
Tunisia	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3
	Men	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	-	-	4
	All	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	1	-	-	7
Türkiye	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Turkmenistan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2020	P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021					
		Total	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total								
Tuvalu	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uganda	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukraine	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	3
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	3
United Arab Emirates	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
United Kingdom of Great Britain and Northern Ireland	Women	40	-	-	-	-	1	(1)	-	-	-	-	1	(1)	-	10	18	12	-	-	40
	Men	33	-	-	-	-	-	-	-	-	-	-	-	-	-	5	13	15	-	-	33
	All	73	-	-	-	-	1	(1)	-	-	-	-	1	(1)	-	15	31	27	-	-	73
United Republic of Tanzania	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
United States of America	Women	36	-	-	-	(1)	-	(1)	-	-	-	-	-	(2)	-	6	12	15	1	-	34
	Men	28	-	-	-	(1)	2	-	-	-	-	-	2	(1)	1	8	13	9	-	-	30
	All	64	-	-	-	(2)	2	(1)	-	-	-	-	2	(3)	1	14	25	24	1	-	64
Uruguay	Women	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	5
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	6
Uzbekistan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vanuatu	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2020	P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2021					
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Venezuela (Bolivarian Republic of)	Women	1	-	(1)	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	1	-	(1)	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-
Viet Nam	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Yemen	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Zambia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Zimbabwe	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Subtotal</b>	<b>Women</b>	<b>472</b>	<b>-</b>	<b>(5)</b>	<b>-</b>	<b>(9)</b>	<b>11</b>	<b>(8)</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>14</b>	<b>(22)</b>	<b>(3)</b>	<b>89</b>	<b>208</b>	<b>159</b>	<b>5</b>	<b>-</b>	<b>461</b>
	<b>Men</b>	<b>399</b>	<b>-</b>	<b>(5)</b>	<b>1</b>	<b>(7)</b>	<b>12</b>	<b>(6)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>13</b>	<b>(18)</b>	<b>1</b>	<b>97</b>	<b>175</b>	<b>123</b>	<b>-</b>	<b>-</b>	<b>395</b>
	<b>All</b>	<b>871</b>	<b>-</b>	<b>(10)</b>	<b>1</b>	<b>(16)</b>	<b>23</b>	<b>(14)</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>27</b>	<b>(40)</b>	<b>(2)</b>	<b>186</b>	<b>383</b>	<b>282</b>	<b>5</b>	<b>-</b>	<b>856</b>
State of Palestine	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stateless	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>Women</b>	<b>472</b>	<b>-</b>	<b>(5)</b>	<b>-</b>	<b>(9)</b>	<b>11</b>	<b>(8)</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>14</b>	<b>(22)</b>	<b>(3)</b>	<b>89</b>	<b>208</b>	<b>159</b>	<b>5</b>	<b>-</b>	<b>461</b>
	<b>Men</b>	<b>399</b>	<b>-</b>	<b>(5)</b>	<b>1</b>	<b>(7)</b>	<b>12</b>	<b>(6)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>13</b>	<b>(18)</b>	<b>1</b>	<b>97</b>	<b>175</b>	<b>123</b>	<b>-</b>	<b>-</b>	<b>395</b>
	<b>All</b>	<b>871</b>	<b>-</b>	<b>(10)</b>	<b>1</b>	<b>(16)</b>	<b>23</b>	<b>(14)</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>27</b>	<b>(40)</b>	<b>(2)</b>	<b>186</b>	<b>383</b>	<b>282</b>	<b>5</b>	<b>-</b>	<b>856</b>

Table 3  
Secretariat staff by category, grade and funding source as at 31 December 2021

<i>Category/grade</i>	<i>Regular budget<sup>a</sup></i>	<i>Peacekeeping budget</i>	<i>Extrabudgetary</i>	<i>Position funding from other assessed and jointly funded activities</i>	<i>Staff administered by UNDP (not in Umoja)</i>	<i>Total</i>
Professional and higher	–	–	–	–	–	–
DSG	1	–	–	–	–	1
USG	49	4	18	1	–	72
ASG	46	14	9	2	2	73
D-2	102	36	50	5	3	196
D-1	302	103	178	16	2	601
P-5	963	348	505	96	5	1 917
P-4	1 681	950	1 267	391	4	4 293
P-3	1 677	1 136	1 420	376	15	4 624
P-2	450	145	604	91	–	1 290
P-1	13	1	9	4	–	27
INT	200	–	9	181	–	390
R	11	–	–	–	–	11
T	93	–	28	25	–	146
<b>Subtotal</b>	<b>5 588</b>	<b>2 737</b>	<b>4 097</b>	<b>1 188</b>	<b>31</b>	<b>13 641</b>
Field Service	–	–	–	–	–	–
FS-7	6	26	–	–	–	32
FS-6	96	323	2	3	–	424
FS-5	368	1 092	7	23	–	1 490
FS-4	261	889	1	33	–	1 184
FS-3	1	6	–	2	–	9
<b>Subtotal</b>	<b>732</b>	<b>2 336</b>	<b>10</b>	<b>61</b>	<b>–</b>	<b>3 139</b>
General Service and related	–	–	–	–	–	–
NPO-D	13	6	49	2	10	80
NPO-C	110	122	220	17	105	574
NPO-B	304	506	182	15	351	1 358
NPO-A	99	104	44	2	402	651
G-7	566	55	153	87	97	958
G-6	1 573	476	637	685	224	3 595
G-5	1 645	1 966	540	399	121	4 671
G-4	1 090	2 249	159	351	78	3 927
G-3	509	1 151	52	78	135	1 925
G-2	333	89	13	31	333	799
G-1	6	–	–	15	3	24
TC	81	–	–	2	–	83
SS	276	3	–	7	–	286
LT	33	–	–	–	–	33
PIA	18	–	–	–	–	18
<b>Subtotal</b>	<b>6 656</b>	<b>6 727</b>	<b>2 049</b>	<b>1 691</b>	<b>1 859</b>	<b>18 982</b>
<b>Total</b>	<b>12 976</b>	<b>11 800</b>	<b>6 156</b>	<b>2 940</b>	<b>1 890</b>	<b>35 762</b>

<sup>a</sup> The 5,588 Professional staff in posts funded from the regular budget include 3,116 staff members serving against posts subject to geographical distribution.

**Table 4**  
**Summary of high-level changes to previous report, including to tables and figures**

<i>Sections</i>	<i>Main changes</i>
All	<p>Information on the Deputy Secretary-General is presented in separate columns and rows across all tables, rather than being included under the Under-Secretary-General category.</p> <p>The Analytical section introduced in the reports for 2019 (A/75/591) and 2020 (A/76/570 and A/76/570/Corr.1) has been superseded by the recommendation of the Advisory Committee on Administrative and Budgetary Questions to include more analysis of the changes in the staff population, which has been embedded throughout the report.</p> <p>Lines have been added in tables throughout the report to aid the reading of data in tables.</p>
II (“All staff of the Secretariat”)	<p>The following tables and figures have been updated:</p> <ul style="list-style-type: none"> <li>• Table 5: Beirut now shown as a “C” hardship category duty station, a change from “D” in the previous report (A/76/570 and A/76/570/Corr.1)</li> <li>• Table 9: New table introduced to show the number and percentage of staff in the Professional and higher categories by grade as at 31 December for 2017 to 2021</li> <li>• Table 10: “Change from 2020” column added</li> <li>• Figure IV: Comparable data for 2020 provided</li> <li>• Table 12: “Change from 2020” column added</li> <li>• Figure VI: Comparable figure for 2020 removed and data for 2020 added in parentheses</li> <li>• Table 14: “Change from 2020” column added</li> <li>• Table 15: “Change from 2020” column added</li> <li>• Table 16: Comparable data for 2020 provided in columns</li> <li>• Table 31 of the previous report removed</li> </ul>
III (“Staff movements”)	<p>The following tables and figures are new or have been updated:</p> <ul style="list-style-type: none"> <li>• Table 19: Reassignment data included under “Internal movements” with accompanying footnote</li> </ul>
IV (“Staff subject to the system of desirable ranges”)	<p>The following tables and figures are new or have been updated:</p> <ul style="list-style-type: none"> <li>• Table 28: “Change from 2020” added to “Total” column</li> </ul>
Annex	<p>Former table 1.D in the annex to the previous report has been moved to section II as table 8; former table 22 in the previous report has been moved to the annex as new table 1.D</p>