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### Human resources management

## Composition of the Secretariat: staff demographics

### Report of the Secretary-General

#### *Summary*

The present report provides insights into and a summary of trends of the staff composition of the United Nations Secretariat covering the period from 1 January to 31 December 2022. The report is presented to the General Assembly pursuant to its resolution [77/278](#).

Whereas the previous report ([A/77/580](#)) provided highlights of the impact of the completion of the mandate of the African Union-United Nations Hybrid Operation in Darfur, a large entity, which resulted in a reduction in staff and changes in staff demographics in 2021, the present report shows how changes in the operational context, hiring decisions and staff choices continue to have an impact on staff demographics of the Secretariat. During 2022, the Organization experienced a net increase of 1,029 staff (2.9 per cent), with an increase of 1.1 per cent in the ratio of women, as well as an increase in women from developing countries at the Director and higher levels.

The net increase in the staff population was attributable to an increase in external recruitments by 25.5 per cent from 2021 to 2022, combined with a decrease in separations of 15.6 per cent. The resumption of hiring against regular budget posts when the temporary suspension of hiring was lifted in April 2021 was one key factor. The increase in demand for conference services in the post-pandemic environment was a driving factor in increased temporary appointments for the servicing of conferences. Other increases occurred in the Office of the United Nations High Commissioner for Human Rights, the resident coordinator system, the United Nations Environment Programme and the Office for the Coordination of Humanitarian Affairs.

Equitable geographical distribution of Member States under the system of desirable ranges is a high priority. Over the five-year period from 2018 to 2022, the combined number of unrepresented and underrepresented Member States decreased, from 61 in 2018 to 57 in 2022. The number of Member States within range remained unchanged at 105 in 2022, compared with in 2018. During 2022, 33.0 per cent of



geographical appointments were of nationals of unrepresented and underrepresented Member States. The calibrated approach by the Secretariat in the pursuit of progress towards equitable geographical distribution continues to place an emphasis on purposeful partnerships and engagement with Member States to help to increase the number of geographical appointments from unrepresented and underrepresented Member States. Furthermore, the share of all staff from developing countries at the Director and higher levels increased over the five-year period.

With regard to gender parity, the share of women in total staff in the Professional and higher and Field Service categories increased by 1.4 percentage points to 43.6 per cent, compared with 42.2 per cent in 2021 and 41.0 per cent in 2018. The share of women with geographical status gained nearly 2 percentage points, from 48.8 per cent in 2021 to 50.6 per cent in 2022, resulting in the number of women with geographical status being higher than of men for the first time in the past five years. Furthermore, there was a small increase in the share of senior women from developing countries with geographical status at the D-1 and higher levels, reaching 20.0 per cent of all senior staff.

In response to the relevant paragraphs of resolution [77/278](#), a detailed summary of high-level changes to the previous report can be found in table 4 of the annex to the present. In particular, an in-depth analysis of resignations shows that the overall number of resignations increased as compared with the extremely low number thereof during the coronavirus disease (COVID-19) pandemic. However, resignation rates in the Secretariat are, at this point, not a concern requiring talent management interventions.

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
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
GTA	General temporary assistance
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
IIIM-Syria	International, Impartial and Independent Mechanism to Assist in the Investigation and Prosecution of Persons Responsible for the Most Serious Crimes under International Law Committed in the Syrian Arab Republic since March 2011
IM-Myanmar	Independent Investigative Mechanism for Myanmar
INT	Interpreters
IRMCT	International Residual Mechanism for Criminal Tribunals
ITC	International Trade Centre
LT	Language teachers
MINURSO	United Nations Mission for the Referendum in Western Sahara
MINUSCA	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic
MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
NPO	National Professional Officers
OAH	Offices away from Headquarters
OAJ	Office of Administration of Justice
OCHA	Office for the Coordination of Humanitarian Affairs
OCT	Office of Counter-Terrorism
ODA	Office for Disarmament Affairs
OEERC	Office of the United Nations Emergency Ebola Response Coordinator
OHCHR	Office of the United Nations High Commissioner for Human Rights

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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-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-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

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P+	Professional and higher categories
PC	Permanent or continuing
PIA	Public information assistants
PO	Peace operations
POE-CAR	Panel of Experts on the Central African Republic
POE-DPRK	Panel of Experts on the Democratic People's Republic of Korea
POE-Haiti	Panel of Experts on Haiti
POE-Libya	Panel of Experts on Libya
POE-Mali	Panel of Experts on Mali
POE-S. Sudan	Panel of Experts on South Sudan
POE-SOM	Panel of Experts pursuant to resolution <a href="#">2713 (2023)</a>
POE-Sudan	Panel of Experts on the Sudan
POE-Yemen	Panel of Experts on Yemen
R	Revisers
RCNYO	Regional Commissions New York Office
RCS	Resident coordinator system
REC	Regional 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 appointment
TBLDC	Technology Bank for the Least Developed Countries
TC	Trades and Crafts category
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
UNAOC	United Nations Alliance of Civilizations
UNCC	United Nations Compensation Commission
UNCTAD	United Nations Conference on Trade and Development
UNDOF	United Nations Disengagement Observer Force

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UNDP	United Nations Development Programme
UNDRR	United Nations Office for Disaster Risk Reduction
UNEP	United Nations Environment Programme
UNFICYP	United Nations Peacekeeping Force in Cyprus
UNFPA	United Nations Population Fund
UN-Habitat	United Nations Human Settlements Programme
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIFIL	United Nations Interim Force in Lebanon
UNIOGBIS	United Nations Integrated Peacebuilding Office in Guinea-Bissau
UNISFA	United Nations Interim Security Force for Abyei
UNITAD	United Nations Investigative Team to Promote Accountability for Crimes Committed by Da'esh/Islamic State in Iraq and the Levant
UNITAMS	United Nations Integrated Transition Assistance Mission in the Sudan
UNITAR	United Nations Institute for Training and Research
UNJSPF	United Nations Joint Staff Pension Fund
UNLB	United Nations Logistics Base at Brindisi, Italy
UNMHA	United Nations Mission to Support the Hdaydah 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



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UNRGID	United Nations Representative to the Geneva International Discussions
UNROD	United Nations Register of Damage Caused by the Construction of the Wall in the Occupied Palestinian Territory
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNSCO	Office of the United Nations Special Coordinator for the Middle East Peace Process
UNSCOL	Office of the United Nations Special Coordinator for Lebanon
UNSMIL	United Nations Support Mission in Libya
UNSOM	United Nations Assistance Mission in Somalia
UNSOS	United Nations Support Office in Somalia
UNTSO	United Nations Truce Supervision Organization
UNU	United Nations University
UNVMC	United Nations Verification Mission in Colombia
UN-Women	United Nations Entity for Gender Equality and the Empowerment of Women
USG	Under-Secretary-General

## I. Introduction

1. The present annual report of the Secretary-General on the composition of the Secretariat is submitted pursuant to relevant General Assembly resolutions, the most recent of which is resolution [77/278](#). The report covers the one-year period from 1 January to 31 December 2022. For those parts of the report showing trends, the data are current as at 31 December of a given year. The report provides an overview and an analysis of trends of the staff composition, covering demographic variables such as age, gender and nationality, and includes reflections on progress towards gender parity, equitable geographical distribution and rejuvenation. In addition, the report provides an analysis of the workforce structure, covering the distribution of staff among entities, locations, categories and appointment types. It also includes an outlook on expected retirements and covers the inflow and outflow of staff within the Organization. Furthermore, disaggregated data on staff subject to the system of desirable ranges are provided. Lastly, detailed statistical tables on the complete staff population are included in the annex. The report has been revised in several areas in accordance with resolution [77/278](#) (see table 4 in the annex for a list of high-level changes to the previous report).

2. To offer deeper insights into how and why the staff population is evolving, as well as the factors driving any changes, the present report provides additional in-depth analyses across all of its sections. Quantitative data from Umoja are accompanied by qualitative information provided by entities and embedded in various sections of the report. In addition, enhanced visuals continue to be introduced in the report to better capture complex data relationships and to guide the reader through a discovery of patterns and trends.

3. The report is complemented by the new United Nations Secretariat Workforce Portal, which was launched for the benefit of all Member States during 2023. Leveraging the features of a modern business intelligence platform, the new portal provides daily insights into workforce data, allows for the composition of specialized analytics, and enables users to see the most relevant workforce data on one screen and to extract reports with customizable elements. The portal provides the representation status of Member States and staff information, including demographics (e.g. nationality, gender and age) and structural and forecast retirement data. Continuous development and enhancement of the new portal will eventually offer Member States the opportunity to benefit from daily and digital access to Secretariat workforce data, which are currently only available through annual paper-based reporting.

### Overview

4. For the current reporting year (2022), and over the five-year period from 2018 to 2022, the following key figures are presented in the informational summary below.

## Informational summary of the all-staff population of the Secretariat as at 31 December 2022

### United Nations System Population

83,005 staff including in related entities<sup>1</sup> of UN system

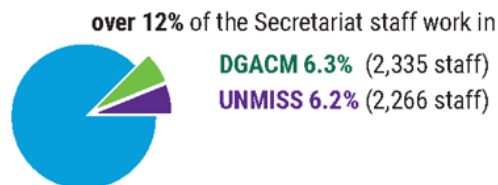


### All-Staff Population of the Secretariat

**114** entities

**474** duty stations

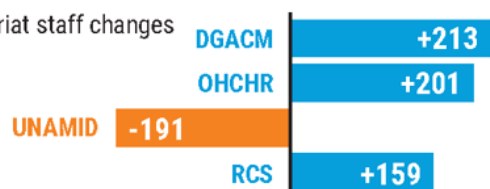
**190** nationalities



The number of Secretariat staff changed since



Most Secretariat staff changes since 2021



### Equitable Geographical Distribution

Of a total of 193 countries, from 2018 to 2022

# of countries within range

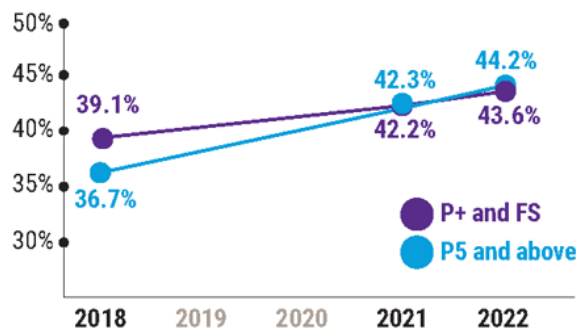


# of countries under & unrepresented



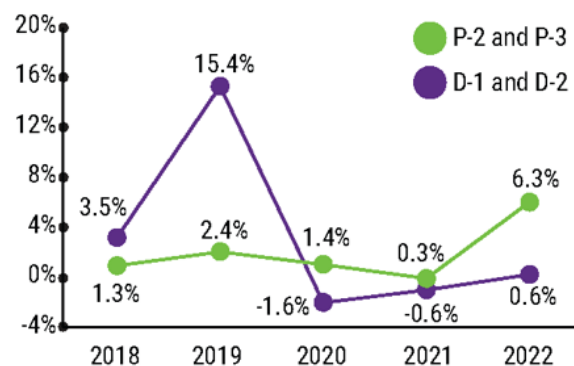
### Gender Balance

Representation of women<sup>2</sup>, from 2018 to 2022



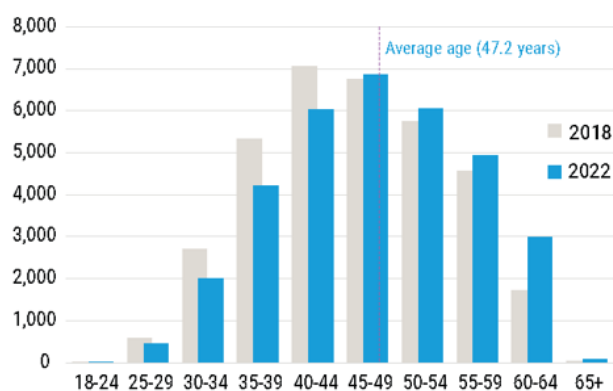
### Staff growth over time

Percentage change from prior period



### Distribution of Staff<sup>2</sup> by Age

Comparison of age distributions: 2018 vs. 2022



<sup>1</sup>Refer to table 3 for the list of related entities of the UN system.

<sup>2</sup>Excludes staff holding a temporary appointment.

5. Table 1 provides an overview of the structure of the report by section. In table 2, an overview is given of trends by demographic variable from December 2018 to 2022. Table 3 shows the number of staff in the Secretariat and related entities in the United Nations system. Comparisons with the previous reporting year are provided in parentheses.

Table 1

**Overview of staff demographics of the Secretariat as at 31 December 2022 and from 1 January to 31 December 2022**

<i>Section</i>	<i>Topic</i>	<i>Population/demographic variable<sup>a</sup></i>	<i>Overview</i>
II	All staff of the Secretariat  As at 31 December 2022 <sup>b</sup>	Population: 36,791 (+2.9 per cent)	All categories of staff holding fixed-term, permanent, continuing or temporary appointments  Member States represented: 190 (para. 13)
		Entity	Number of staff (annex, table 1.D)  Departments/offices, regional commissions and tribunals: <sup>c</sup> 21,374 (-0.2 per cent)  Largest change in number of staff in above-mentioned entity types: DGACM (increase of 213 staff), OHCHR (increase of 201 staff) and UNEP (increase of 94 staff)  Peacekeeping operations, special political missions and other political presences, and the resident coordinator system: 15,417 (+7.4 per cent)  Largest change in number of staff in above-mentioned entity types: UNAMID (decrease of 191 staff), RCS (increase of 159 staff) and UNITAMS (increase of 90 staff)
		Category	Number of staff (table 11)  Professional and higher: 14,458 (+6.0 per cent)  Field Service: 3,016 (-3.9 per cent)  General Service and related: 19,317 (+1.8 per cent)  Largest by grade: P-3: 4,853 (+5.0 per cent)
		Appointment type	Number of staff (table 13)  Permanent or continuing: 9,680 (-3.0 per cent)  Fixed-term: 23,975 (+2.9 per cent)  Temporary: 3,136 (+26.6 per cent)  Largest by grade: fixed-term: G-5: 3,700 (3.5 per cent)
		Gender	Percentage of staff members who are women  Overall: 41.4 per cent (+1.1 percentage points) (table 15)  Departments/offices, regional commissions and tribunals: 50.6 per cent (+0.6 percentage point) (figure VI)

Section	Topic	Population/demographic <sup>a</sup> variable	Overview
			<p>Peacekeeping operations, special political missions and other political presences, and the resident coordinator system: 28.6 per cent (+2.9 percentage points) (figure VI)</p> <p>Department/office, regional commission or tribunal with the highest percentage: OVRA, HUS and BOA-SEC: 83.3 per cent (figure VIII)</p> <p>Peacekeeping operations, special political missions and other political presences, and resident coordinator system entities with the highest percentage: OMBUD, OSESG-SC1559, POE-Libya and POE-Mali (100.0 per cent) (figure IX)</p> <p>Entity grouping with the highest percentage of women in the Professional and higher categories: Headquarters-based entities: 53.4 per cent (+2.2 percentage points) (figure X)</p> <p>Category with the highest percentage: Professional and higher: 48.3 per cent (+1.4 percentage points) (table 15)</p>
		Age	<p>Average age: 47.2 years (+0.2 years) (figure XII)</p> <p>Largest age group: 45–49 years, comprising 7,251 staff members (+2.7 per cent) (figure XIII)</p> <p>Average length of service in the Secretariat: 9.9 years (table 16)</p> <p>Highest average age by appointment type and category: Field Service staff holding permanent or continuing appointments: 53.3 years (+0.7 percentage point) (table 17)</p> <p>Number of forecast staff retirements (table 18)</p> <p>Forecast for 2023–2027: 599 average yearly retirements (+7.3 per cent) (table 19)</p>
III	Staff movements 1 January to 31 December 2022	Inflow and outflow  Population: 34,840 (+2.8 per cent)	<p>Number of staff (table 20)</p> <p>All staff excluding 1,951 staff members<sup>d</sup> not administered in Umoja for the full reporting period</p> <p>Appointments: 5,405 (+25.5 per cent)</p> <p>Separations: 4,522 (-15.6 per cent)</p>
		External and internal recruitments	<p>Number of staff</p> <p>External recruitments: 5,405 (table 21)</p> <p>Internal recruitments: 4,005 (table 22)</p>
		Types of separations	<p>Number of staff (table 23)</p> <p>Appointment expirations: 2,595 (-26.8 per cent)</p> <p>Resignations: 1,001 (+16.7 per cent)</p> <p>Retirements: 396 (+9.1 per cent)</p>

<i>Section</i>	<i>Topic</i>	<i>Population/demographic<sup>a</sup> variable</i>	<i>Overview</i>
			Agreed terminations: 167 (+19.3 per cent)
			Transfers to other United Nations system: 96 (no change)
	Entity		Number of staff (table 25)
			Largest number of appointments in departments/offices, regional commissions and tribunals: DGACM (820)
			Largest number of appointments in peacekeeping operations, special political missions and other political presences, and resident coordinator system: RCS (309)
			Largest number of separations in departments/offices, regional commissions and tribunals: DGACM (620)
			Largest number of separations in peacekeeping operations, special political missions and other political presences, and the resident coordinator system: MONUSCO (200)
	Category		Number of staff (table 26)
			Largest number of appointments by category: Professional and higher (3,291)
			Largest number of appointments by grade: P-3 (1,120)
			Largest number of separations by category: Professional and higher (2,583)
			Largest number of separations by grade: P-3 (712)
	Gender		Appointments: 54.0 per cent women (-0.4 percentage point) (table 26)
			Separations: 47.8 per cent women (+6.6 percentage points) (table 26)
	Age		Appointments (figure XIX)
			Largest number by age group: 30–34 years: 963 (+30.1 per cent)
	Resignations		Resignation rate as a percentage of all staff of the Secretariat: 2.7 per cent (+0.3 percentage point) (figure XX)
			Resignation rate of staff holding fixed-term, permanent or continuing appointments, excluding early retirement: 1.9 per cent (table 28)
			Highest resignation rate by category: General Service and related: 2.2 per cent (table 28)
			Highest resignation rate by level in the Professional and higher categories: D-2: 2.6 per cent; and P-2: 2.5 per cent (table 29)
			Highest resignation rate by entity: UNVMC: 6.5 per cent; and IRMCT: 4.9 per cent (table 30)
			Highest resignation rate by category for women: General Service and related categories: 2.4 per cent (table 29)

<i>Section</i>	<i>Topic</i>	<i>Population/demographic variable</i>	<i>Overview</i>
IV	Staff subject to the system of desirable ranges  As at 31 December 2022 <sup>b</sup>	Population (3,216) (+3.2 per cent)	Staff members with geographical status  Member State representation (table 32)  Unrepresented: 20  Underrepresented: 37  Within range: 105  Overrepresented: 31
		Entity	Largest number of staff with geographical status by entity: OHCHR, DESA, DGC and UNCTAD (table 35)
		Category	Largest percentage of staff with geographical status by grade: P-3 (table 36)
		Appointments	217 new appointments (+56.1 per cent) (table 38)
		Gender	Percentage of staff members who are women: 50.6 per cent (+1.8 percentage points) (figure XXV)
		Age	Average number of yearly staff retirements for the period 2023–2027 (if all retire at age 65): 70 (table 42)

<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 previous report (A/77/580) is provided, where applicable.

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

<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 2018 to 2022**

<i>Section</i>	<i>Population/demographic variable</i>	<i>2018<sup>a</sup></i>	<i>2019<sup>b</sup></i>	<i>2020<sup>c</sup></i>	<i>2021<sup>d</sup></i>	<i>2022</i>	<i>Comments</i>
I	Introduction						
	Staff of the Secretariat and related entities in the United Nations system (table 3)	76 590	77 620	79 605	78 649	83 005	Over the past five periods, the number of staff increased by 8.4 per cent. Although the Secretariat population decreased, the population of staff in related entities increased year-on-year.
II	All staff of the Secretariat						
	Population (table 8 and annex, table 1.D)	37 505	36 574	36 827	35 762	36 791	Over the past five periods, the number of staff of the Secretariat decreased by 1.9 per cent, but increased over the one-year period from 2021 to 2022 by 2.9 per cent. The lifting of the temporary suspension of hiring for regular budget positions allowed recruitment to resume from April 2021 and contributed to the change in the staff population, in addition to the resumption of on-site meetings, operational changes in entities and the development of RCS.

Section	Population/demographic variable	2018 <sup>a</sup>	2019 <sup>b</sup>	2020 <sup>c</sup>	2021 <sup>d</sup>	2022	Comments
Category (table 11)							
	Professional and higher	13 069	13 412	13 554	13 641	14 458	Over the five-year period, the ratio of staff in the Professional and higher categories to total staff increased by 4.5 per cent. Over the one-year period from 2021 to 2022, the ratio increased by 1.1 per cent. The change in ratio was also attributable to the closing of field operations with many locally recruited and Field Service staff. Increases in the Professional category from 2021 to 2022 were most notably at the P-3 level (+229) and at the P-2 level, driven by an increase in Junior Professional Officers (+146), as well as interpreters (+214).
	Field Service	3 577	3 461	3 395	3 139	3 016	The ratio of Field Service staff to total staff decreased over the five-year period by 1.3 per cent and over the one-year period by 0.6 per cent. The decrease over the same one-year period was attributable to retirements; the closure of UNAMID (-34), UNSMIL (-21) and UNAMI (-22); and the ongoing MONUSCO transition plan (-16) and other peacekeeping operations, special political missions and other political presences, and RCS.
	General Service and related	20 859	19 701	19 878	18 982	19 317	Over the five-year period, the ratio of staff in the General Service and related categories to total staff decreased by 3.1 per cent. This was attributable mainly to the closure of field operations with larger numbers of locally recruited staff. There was a net increase of 335 in the General Service and related categories from 2021 to 2022, which was driven by the lifting of the temporary suspension of recruitment and by the recruitment of 132 new General Service and related categories staff in RCS.
Appointment type (table 13)							
	Permanent or continuing	10 905	10 659	10 501	9 979	9 680	Over the five-year period, the ratio of staff on permanent or continuing appointments to total staff decreased by 2.8 percentage points, from 29.1 per cent in 2018 to 26.3 per cent in 2022, owing to retirements and no continuing appointment exercises over the period. Over the one-year period, there was no percentage change in the ratio of fixed-term appointments. Temporary appointments increased by 1.6 percentage points, from 6.9 per cent in 2021 to 8.5 per cent in 2022.
	Fixed-term	23 586	22 789	23 682	23 306	23 975	
	Temporary	3 014	3 126	2 644	2 477	3 136	
Gender (table 15)							
	Staff: women	13 806	14 042	14 233	14 400	15 217	The ratio of staff who are women to total staff increased by 4.6 per cent over the five-year period and by 1.1 per cent over the one-year period. The increases can be attributed to a higher number of appointments in 2022 compared with in 2021, in particular of women, as well as a lower number of separations in 2022.
	Staff: men	23 699	22 532	22 594	21 362	21 574	
	Percentage of staff: women	36.8	38.4	38.6	40.3	41.4	



Section	Population/demographic variable	2018 <sup>a</sup>	2019 <sup>b</sup>	2020 <sup>c</sup>	2021 <sup>d</sup>	2022	Comments
	Age (table 16)						
	Average age (years)	45.7	46.2	46.8	47.0	47.2	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 and remained stable at 0.2 years from 2021 to 2022.
IV	Staff subject to the system of desirable ranges						
	Population (table 35)	3 107	3 158	3 129	3 116	3 216	Over the five-year period, the number of Secretariat staff with geographical status increased by 3.5 per cent. Over the one-year period, it increased by 3.2 per cent. This may be attributable to the increase in the number of regular budget posts subject to the system of desirable ranges, as well as the resumption of hiring against regular budget posts after the lifting of the temporary suspension of hiring.
	Member State representation (table 32)						
	Unrepresented	21	22	20	21	20	Over the five-year period, the number of Member States within range remained stable at 105. The number of underrepresented Member States decreased from 40 to 37.
	Underrepresented	40	34	37	36	37	Over the one-year period, the number of Member States within range decreased from 106 to 105, and the number of underrepresented Member States increased from 36 to 37.
	Within range	105	108	109	106	105	
		27	29	27	30	31	
	Overrepresented						

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

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

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

<sup>d</sup> See A/77/580.

6. The staff population of the Secretariat saw an overall increase of 2.9 per cent during the period from 2021 to 2022, and a decrease of 1.9 per cent for the period from 2018 to 2022. An increase of 1,029 staff was reported during the period from 2021 to 2022, which includes an increase of 2.9 per cent in fixed-term appointments and a substantial increase of 26.6 per cent in temporary appointments. The number of staff with permanent or continuing appointments experienced a decline of 3.0 per cent during the same period. The overall staff population increase was driven by the resumption of hiring for regular budget posts upon the lifting of the temporary suspension in April 2021, the increase in conference-related demand in the post-pandemic environment – which resulted in increased temporary appointments for the servicing of conferences, as well as staff increases in OHCHR, the resident coordinator system, UNEP and OCHA – and a decrease in the number of staff separating.

7. Changes in the composition of staff, in many instances, follow changes in the structure of the Organization (such as the growth or reduction of entities at specific duty stations and with specific functions), which are often the consequence of changes in mandates. The most prevalent drivers of changes in staff composition continue to be: (a) reduction of staff in peacekeeping operations and special political missions; and (b) the inclusion of the resident coordinator system in the Secretariat, a change that results from mandates, such as for OHCHR and short-term conference services

needs. External recruitment to all types of positions affects staff composition, as these appointments involve inflow of new staff. The recruitments, on both a temporary and a fixed-term appointment basis, increased by 25.5 per cent over the one-year period, attributable in part to the lifting of the temporary suspension of hiring for all regular budget vacant positions in April 2021. The outflow of staff who were separating from the Secretariat also affected staff composition. The number of separations decreased by 15.6 per cent, from 5,357 separations in 2021 to 4,522 separations in 2022. Aside from natural attrition owing to retirements across the Secretariat, the Professional and higher categories had the largest share of the total number of recorded separations. The main entities that saw separations were DGACM (620), whose separations were mostly those of temporary appointment holders; OHCHR (242), whose separations were mostly of staff in the Professional and higher categories holding a temporary appointment; MONUSCO (200), with its continuing transition plan through which over half the separations were of staff in the General Service and related categories; UNEP (176), most of whose separations were of staff in the Professional and higher categories; DESA (163), most of whose separating staff were at the P-2 level and were predominantly Junior Professional Officers engaged across the Secretariat; OCHA (154), more than half of whose separations were of staff in the Professional and higher categories with temporary appointments; and UNAMID (152), with the remaining staff concluding the completion of the liquidation.

8. With regard to progress in the representation of women in the Secretariat, the share of women among the staff population increased over the past five reporting years, from 41.0 per cent in 2018 to 42.2 per cent in 2021 and 43.6 per cent in 2022. The increase was reflective of the level of external recruitment taking place as the temporary suspension of hiring was lifted. In addition, the completion of the mandate of UNAMID, which had a significant number of men among its staff population, drove the redistribution of the genders and the subsequent 2.9 per cent increase in women in peacekeeping operations, special political missions and other political presences (see figure VI). While the number of separations was lower in 2022 compared with 2021, the number of retirements was higher, in particular those of men. The robust level of external recruitments in 2022, when the number of recruitments of women outpaced those of men (see table 21), coupled with the overall reduction in the number of separations, were all major drivers of the change in the representation of women as at 31 December 2022.

9. Operational changes also affected the geographical representation of the all-staff population. Changes in the size of peacekeeping operations, special political missions and other political presences, and the resident coordinator system had an impact on the distribution of staff by regional groups of Member States. Whereas the completion of the UNAMID mandate was the main driver of the 1.8 per cent decrease in the percentage of staff from African States from 2020 to 2021, the pace of the decrease of staff from these States slowed significantly from 2021 to 2022, with only a slight reduction of 0.2 of a percentage point (see table 6). Although the number of staff from African States who retired in 2022 was higher than in 2021, the appointment of nationals of African States increased by 30.1 per cent, which had an overall positive effect on their share among all regions. Furthermore, the percentage of staff from Latin American and Caribbean States increased, from a 7.4 per cent share in 2021 to 7.7 per cent in 2022, with a gain of 153 staff across all categories and grades, which was indicative of stronger external recruitment and a lower number of separations in 2022.

10. The population of staff who are subject to the system of desirable ranges increased over both the five-year period from 2018 to 2022 and the one-year period. Over the five-year period, the staff population increased by 3.5 per cent, and over the one-year period, it increased by 3.2 per cent, attributable to the lifting of the

temporary suspension of hiring for regular budget posts in April 2021. From 1 January to 31 December 2022, 217 Secretariat staff who had been recruited externally through a competitive process were appointed to posts subject to geographical distribution. Of those, 32.7 per cent were nationals of unrepresented or underrepresented Member States, and 44.2 per cent were from Member States that were within range as at 31 December 2022.

11. With regard to the all-staff population over the one-year period from 2021 to 2022, that population, by category and grade level, saw a decrease of 3.9 per cent in the Field Service category, attributable to several occurrences, in particular the closure of UNAMID, as well as reductions of staff at UNAMI, UNSMIL and MONUSCO, which continued its transition plan. Consequently, the share of staff in the Professional and higher categories increased by 6.0 per cent from 2021 to 2022, and the share of staff in the General Service and related categories increased by 1.8 per cent, driven by the lifting of the temporary suspension of recruitment against regular budget positions. Over the five-year period from 2018 to 2022, staff in the Professional and higher categories increased by 1.1 per cent, while the Field Service category and the General Service and related categories decreased by 15.7 per cent and 7.4 per cent, respectively.

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 1.2 percentage points from 2021 to 2022. This is attributable to the increase of staff in related entities, in particular UNHCR, UNICEF and UNFPA.

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 2022

Entity	Permanent, continuing or indefinite				Fixed-term				Temporary				Total	Percentage of all staff
	P+	FS	GS+	Subtotal	P+	FS	GS+	Subtotal	P+	FS	GS+	Subtotal		
Secretariat	4 848	1 515	3 317	9 680	7 382	1 423	15 170	23 975	2 228	78	830	3 136	36 791	44.3
Related entities														
UNICEF	1 589	–	3 425	5 014	2 790	–	6 754	9 544	629	–	1 542	2 171	16 729	20.2
UNHCR	–	–	–	1 515	3 114	10	8 417	11 541	639	1	1 784	2 424	15 480	18.6
UNDP	225	–	551	776	2 256	–	4 254	6 510	163	–	106	269	7 555	9.1
UNFPA	64	–	175	239	743	–	2 096	2 839	70	–	92	162	3 240	3.9
UN-Women	20	–	28	48	493	–	578	1 071	86	–	11	97	1 216	1.5
UNOPS	9	–	8	17	427	–	170	597	6	–	–	6	620	0.7
ITC	67	–	36	103	178	–	75	253	51	–	17	68	424	0.5
UNJSPF	55	–	51	106	122	–	110	232	5	–	22	27	365	0.4
UNRWA <sup>b</sup>	–	–	–	2	168	–	8	176	31	–	1	32	210	0.3
UNU	–	–	–	–	85	–	57	142	–	–	–	–	142	0.2
ICJ	24	–	28	52	37	–	28	65	1	–	2	3	120	0.1
UNITAR	–	–	–	–	44	–	10	54	16	–	–	16	70	0.1
ICSC	14	–	12	26	9	–	8	17	–	–	–	–	43	0.1
<b>Subtotal</b>	<b>2 067</b>	<b>–</b>	<b>4 314</b>	<b>7 898</b>	<b>10 466</b>	<b>10</b>	<b>22 565</b>	<b>33 041</b>	<b>1 697</b>	<b>1</b>	<b>3 577</b>	<b>5 275</b>	<b>46 214</b>	<b>55.7</b>
<b>Total</b>	<b>6 915</b>	<b>1 515</b>	<b>7 631</b>	<b>17 578</b>	<b>17 848</b>	<b>1 433</b>	<b>37 735</b>	<b>57 016</b>	<b>3 925</b>	<b>79</b>	<b>4 407</b>	<b>8 411</b>	<b>83 005</b>	<b>100.0</b>

<sup>a</sup> Refers to the general principles of the Staff Regulations of the United Nations that apply to all staff of the United Nations, including 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.

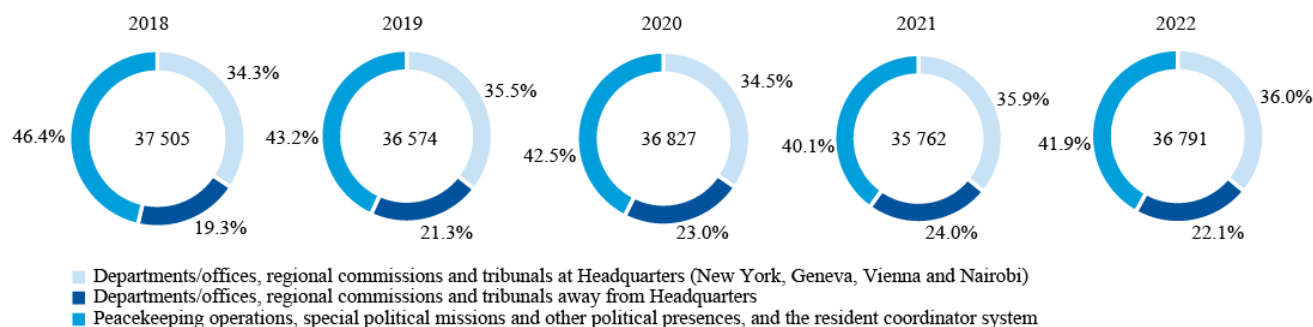
## II. All staff of the Secretariat

13. The total population of the staff of the Secretariat<sup>1</sup> as at 31 December 2022 was 36,791, comprising all categories of staff holding fixed-term, permanent or continuing and temporary contracts, recruited both internationally and locally.<sup>2</sup> The all-staff population includes staff members from 190 Member States (see annex, table 1.A). During the reporting period, the number of represented Member States increased, from 189 to 190.

14. The five-year trend for the total staff of the Secretariat is presented in figure I, broken down by departments/offices, regional commissions and tribunals, and peacekeeping operations, special political missions and other political presences, and the resident coordinator system (see para. 20 onward for a detailed analysis of seven types of entities). An increase of 1,029 staff (2.9 per cent) was observed between 2021 and 2022. An analysis of the change in staff population drivers is presented in the present report.

Figure I  
All staff of the Secretariat from 2018 to 2022 as at 31 December

(Population: 36,791 as at 31 December 2022)



### Distribution of all staff by geography

15. As at 31 December 2022, staff served at 474 duty stations, classified as follows: H (40), A (90), B (56), C (55), D (53), and E (141).<sup>3</sup> Table 4 provides an overview of all staff by hardship classification of duty station. There were changes in the number of staff deployed across duty stations, specifically, a 7.2 per cent increase in staff at C duty stations. The increase was attributable largely to the reclassification of D duty stations, such as Erbil, Iraq, and Karachi, Pakistan, to hardship classification C, coupled with an overall increase in staffing at other C duty stations. Furthermore, there was a 4.2 per cent increase (amounting to 534 staff members) at H duty stations, with Geneva seeing an increase of 366 staff, followed by New York, with 68, and Vienna, with 61. The net increase in the number of staff serving at hardship duty stations classified as E from 2021 to 2022 was attributable to the changing of the classification of a number of duty stations, including in Port-au-Prince and Ukraine, to E. The duty stations given the hardship classification of B, such as Suva (+58), Tegucigalpa (+31) and Ain Ziouani (+13), also saw a net increase, owing to net gains in the number of staff at the stations.

<sup>1</sup> This population is referred to throughout the present report as “all staff” and includes seconded military and police officers.

<sup>2</sup> Excluded: 284 staff on special leave without pay and 119 staff on secondment to other organizations.

<sup>3</sup> International Civil Service Commission hardship classification, effective 1 January 2023. Available at <https://icsc.un.org/Home/DataMobility>. A total of 39 duty stations did not have a hardship classification.

Table 4  
**Secretariat staff from 2018 to 2022 by hardship classification of duty station**

(Population: 36,791 as at 31 December 2022)

<i>Hardship classification</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>
H	12 816	12 909	12 562	12 678	13 212
A	3 354	3 147	3 475	3 702	3 781
B	4 945	5 283	4 965	4 741	4 975
C	2 502	2 370	2 465	3 013	3 231
D	2 877	3 478	4 054	3 446	3 227
E	10 917	9 287	9 205	8 084	8 265
Undefined <sup>a</sup>	94	100	101	98	100
<b>Total</b>	<b>37 505</b>	<b>36 574</b>	<b>36 827</b>	<b>35 762</b>	<b>36 791</b>

<sup>a</sup> Undefined duty stations are those without a defined classification of hardship, in accordance with the International Civil Service Commission hardship classification, effective 1 January 2023.

16. Table 5 shows the 25 duty stations with the largest number of Secretariat staff. Among them, the following entities added the greatest number of staff in 2022. The staff count in Geneva increased by 10.4 per cent, with DGACM adding 178 staff, OHCHR adding 57 and DESA adding 21. The 12.7 per cent (+70) increase in staff at ESCWA, in Beirut, which has a hardship classification of B, was attributable to the impact of the lifting of the temporary suspension of recruitment in 2021 and to the recruitment of a number of regional advisers as a result of increased requests from Member States for technical assistance. In New York, the number of staff grew by +68 (1.1 per cent). DGC added the most staff, with +21, followed by DESA (+19) and DPO (+16). Nairobi, the third largest duty station, increased its staff by 3.3 per cent (+62 staff). UNON and DGACM led the increase, with +45 and +26 staff, respectively. However, some Nairobi entities reduced their staff: UNODC by -11, DSS by -8, and both UN-Habitat and UNSOS by -6. In Vienna, the duty station saw an addition of 61 staff in 2022 compared with 2021. Notably, OHCHR (+37), DGACM (+10) and UNODC (+9) collectively accounted for 92.0 per cent of the entire staff increase in Vienna. With the addition of 49 staff in 2022, Addis Ababa increased its staff count by 5.8 per cent. The primary contributors were ECA, with an addition of 32 staff, followed by both OCHA and OHCHR, which contributed 8 each. Together, these three entities accounted for 98.0 per cent of the total staff increase at the Addis Ababa duty station. In Tripoli, an increase of 20.4 per cent (+45 staff) was attributable to staff increases at UNSMIL, driven by the changes in the mandate of the entity and resulting in an additional 99 positions under its Ceasefire Monitoring Component, effectively triggering the increase in staffing levels for Ceasefire Monitoring Component-funded posts and other posts under the UNSMIL regular budget to support the changed mandate.

Table 5  
**All staff of the Secretariat by duty station as at 31 December 2022<sup>a</sup>**

(Population: 36,791 as at 31 December 2022)

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 2021
			Departments/offices			Regional commissions			Tribunals			Peacekeeping operations and special political missions and other political presences, and the resident coordinator system							
			Women	Men	Subtotal	Women	Men	Subtotal	Women	Men	Subtotal	Women	Men	Subtotal					
New York	H	United States of America	3 494	2 832	6 326	–	–	–	–	–	–	107	69	176	3 601	2 901	6 502	68	
Geneva	H	Switzerland	2 013	1 589	3 602	152	102	254	–	–	–	14	19	33	2 179	1 710	3 889	366	
Nairobi	B	Kenya	951	792	1 743	–	–	–	–	–	–	101	116	217	1 052	908	1 960	62	
Juba	E	South Sudan	33	72	105	–	–	–	–	–	–	327	904	1 231	360	976	1 336	22	
Vienna	H	Austria	691	640	1 331	–	–	–	–	–	–	1	–	1	692	640	1 332	61	
Bamako	D	Mali	18	38	56	–	–	–	–	–	–	297	621	918	315	659	974	(4)	
Bangui	D	Central African Republic	19	69	88	–	–	–	–	–	–	242	595	837	261	664	925	(6)	
Addis Ababa	B	Ethiopia	107	214	321	264	287	551	–	–	–	12	11	23	383	512	895	49	
Naqurah	C	Lebanon	3	7	10	–	–	–	–	–	–	231	556	787	234	563	797	(5)	
Bangkok	A	Thailand	146	176	322	269	175	444	–	–	–	15	7	22	430	358	788	39	
Kinshasa	C	Democratic Republic of the Congo	31	55	86	–	–	–	–	–	–	195	447	642	226	502	728	(38)	
Kabul	E	Afghanistan	23	71	94	–	–	–	–	–	–	105	511	616	128	582	710	(29)	
Goma	D	Democratic Republic of the Congo	10	47	57	–	–	–	–	–	–	136	507	643	146	554	700	33	
Beirut	C	Lebanon	69	119	188	173	146	319	–	–	–	38	75	113	280	340	620	70	
Baghdad	E	Iraq	9	35	44	–	–	–	–	–	–	135	418	553	144	453	597	2	
Santiago	A	Chile	24	51	75	260	192	452	–	–	–	6	4	10	290	247	537	33	
Entebbe	B	Uganda	17	24	41	–	–	–	–	–	–	231	257	488	248	281	529	12	

Duty station <sup>b</sup>	Hardship classification <sup>c</sup>	Country	Number of staff															Change in number of staff since 31 December 2021
			Departments/offices			Regional commissions			Tribunals			Peacekeeping operations and special political missions and other political presences, and the resident coordinator system			Number of women	Number of men	Total	
			Women	Men	Subtotal	Women	Men	Subtotal	Women	Men	Subtotal	Women	Men	Subtotal				
Mogadishu	E	Somalia	12	51	63	–	–	–	–	–	–	116	293	409	128	344	472	7
Brindisi	H	Italy	7	2	9	–	–	–	–	–	–	139	238	377	146	240	386	2
Tripoli	E	Libya	3	14	17	–	–	–	–	–	–	54	195	249	57	209	266	45
Khartoum	C	Sudan	31	53	84	–	–	–	–	–	–	63	118	181	94	171	265	34
The Hague	H	Netherlands (Kingdom of the)	18	8	26	–	–	–	113	117	230	–	–	–	131	125	256	(37)
Pristina	B	Serbia	1	3	4	–	–	–	–	–	–	106	136	242	107	139	246	(1)
Dakar	A	Senegal	64	63	127	13	10	23	–	–	–	40	45	85	117	118	235	21
Bogotá	A	Colombia	42	27	69	1	1	2	–	–	–	78	83	161	121	111	232	18
Other	H–E	Other	1 485	2 188	3 673	159	145	304	87	147	234	1 616	4 787	6 403	3 347	7 267	10 614	205
<b>Total</b>			<b>9 321</b>	<b>9 240</b>	<b>18 561</b>	<b>1 291</b>	<b>1 058</b>	<b>2 349</b>	<b>200</b>	<b>264</b>	<b>464</b>	<b>4 405</b>	<b>11 012</b>	<b>15 417</b>	<b>15 217</b>	<b>21 574</b>	<b>36 791</b>	<b>1 029</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 January 2023. Available at <https://icsc.un.org/Home/DataMobility>.



17. Tables 6 and 7 provide an overview of all staff based on regional grouping of Member States and geographical regions (table 1.A in the annex shows all staff by nationality). While there was an overall increase in the number of staff in all geographical regions in 2022 compared with 2021, this growth was proportionally balanced. As a result, the percentage distribution of staff across geographical regions remained about the same. Table 7 illustrates the changes by geographical region in 2022 compared with 2021.

18. The net change, which resulted in an increase of 274 staff from the African States, was driven by changes at UNITAMS (+70 staff), MONUSCO (-67 staff) and the resident coordinator system (+61 staff). The net change, which resulted in an increase of 278 staff from the Western European and other States, was driven by changes in DGACM (+130), OHCHR (+52) and UNEP (+34). The net change, which resulted in an increase of 191 staff from the Asia-Pacific States, was driven by changes at UNAMA (-51), OHCHR (+42) and the resident coordinator system (+39). The net change, which resulted in an increase of 153 staff from the Latin American and Caribbean States, was concentrated mainly at ECLAC (+32), OHCHR (+30) and the resident coordinator system (+23). The net change, which resulted in an increase of 121 staff from the Eastern European States, was concentrated mainly in DGACM (+28), the resident coordinator system (+24), OCHA (+19) and OHCHR (+18).

Table 6  
Secretariat staff for 2018 to 2022 by regional group of Member States

(Population: 36,791 as at 31 December 2022)

Region <sup>a</sup>	2018		2019		2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
African States	14 727	39.3	13 674	37.4	13 947	37.9	12 927	36.1	13 201	35.9
Asia-Pacific States	7 654	20.4	7 791	21.3	7 829	21.3	7 814	21.9	8 005	21.8
Eastern European States	2 287	6.1	2 333	6.4	2 367	6.4	2 385	6.7	2 506	6.8
Latin American and Caribbean States	2 620	7.0	2 511	6.9	2 601	7.1	2 662	7.4	2 815	7.7
Western European and other States	10 044	26.8	10 091	27.6	9 905	26.9	9 793	27.4	10 071	27.4
Other <sup>b</sup>	173	0.5	174	0.5	178	0.5	181	0.5	193	0.5
<b>Total</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>	<b>36 791</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 2018 to 2022 by geographical region**

(Population: 36,791 as at 31 December 2022)

Region <sup>a</sup>	2018		2019		2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Africa	14 727	39.3	13 674	37.4	13 947	37.9	12 927	36.1	13 201	35.9
Americas	5 804	15.5	5 663	15.5	5 726	15.5	5 718	16.0	5 861	15.9
Asia	7 979	21.3	8 126	22.2	8 172	22.2	8 169	22.8	8 417	22.9
Europe	8 497	22.7	8 597	23.5	8 463	23.0	8 449	23.6	8 814	24.0
Oceania	480	1.3	499	1.4	504	1.4	482	1.3	481	1.3
Other <sup>b</sup>	18	–	15	–	15	–	17	–	17	–
<b>Total</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>	<b>36 791</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>.

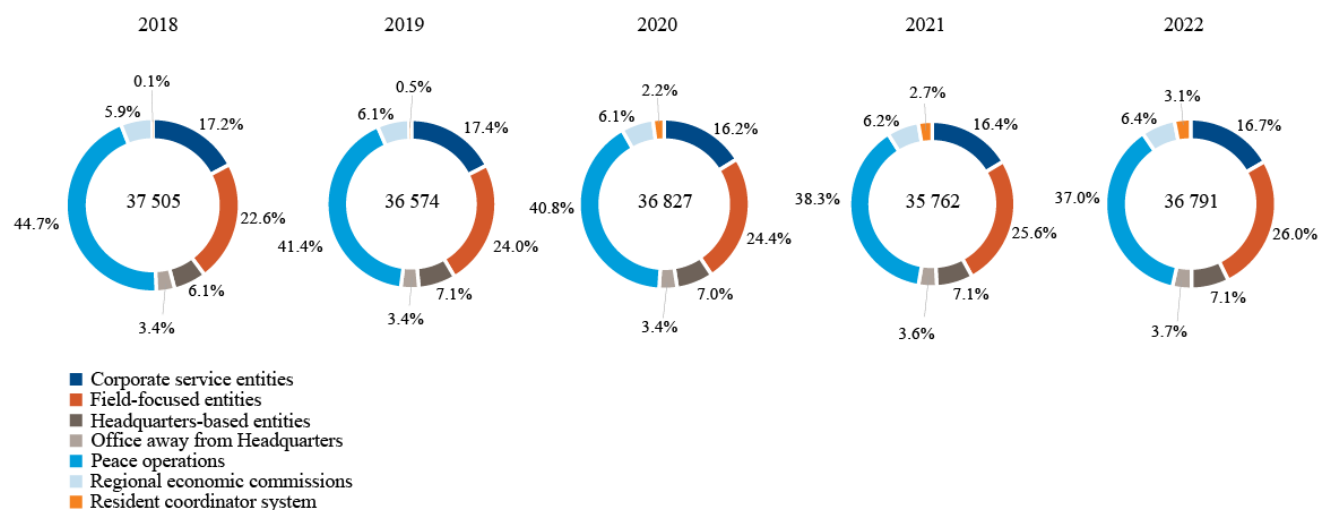
<sup>b</sup> Includes staff who are stateless.

## A. Entity

19. The analysis below provides a breakdown of staff using the seven-entity grouping approach. The groupings include corporate service entities (CS), field-focused entities (FF), Headquarters-based entities (HQ), offices away from Headquarters (OAH), peace operations (PO), regional commissions (REC) and the resident coordinator system (RCS). The exact association of entities to groupings can be found in table 8. The seven-entity groupings offer a further level of disaggregation of the staff population based on the Organization’s diverse operational contexts. Figure II provides the trend for the distribution of staff among the seven-entity groupings from 2018 to 2022.

Figure II  
**All staff of the Secretariat using the seven-entity grouping approach as at 31 December for 2018 to 2022**

(Population: 36,791 as at 31 December 2022)



20. To provide a better understanding of the drivers of change in the staff population in figure II, operational context changes across the seven-entity groupings are considered below.

21. Field-focused entities increased their net staff by 411, an increase of a 0.4 per cent share among the all-staff population over the one-year period. Most notably, in 2022, changes at field-focused entities were the driver of the net staff increase in the overall staff population, comprising 40 per cent of the total net increase in the all-staff population of 1,029 staff compared with the previous reporting period of 2021. Driving the increase among field-focused entities in 2022 were OHCHR, with 379 recruitments, of which 271 were through temporary appointments to support the establishment and expansion of the investigative mechanisms and other field offices; UNEP, with 248 recruitments, of which 126 temporary appointments comprised mostly conference language staff on when-actually-employed contracts owing to seasonal workforce demands; and OCHA, with 158 recruitments, 79 of which were through temporary appointments to support emergency and/or surge workforce demands in many instances. In the previous year, only UNAMID had driven the change across the all-staff population as a result of the completion of its mandate on 31 December 2020 and full withdrawal by 30 June 2021. In OCHA, a relatively large proportion of positions were at hardship duty stations (classifications D and E) to support emergency response operations. Fluctuations in the OCHA staff population were attributable to short-term budget cycles; dependence on voluntary donor funding, which could be unpredictable; and rapid scale-up, transition and closure of field operations. The net increase of 112 fixed-term appointments in 2022 compared with 2021, as well as the reduction of 32 temporary appointments, was attributable to advertising by OCHA of higher numbers of regular job openings compared with temporary job openings. OCHA saw overall net increases, in particular at the National Professional Officer, G-6 and G-7 levels, to support its strengthening of local response in cases of emerging and/or escalating humanitarian crises and to provide longer-term support. Most notably, an increase in OCHA staff in Istanbul, Turkey, was attributable to the establishment of the OCHA Istanbul office to decentralize specific Headquarters-based functions in Istanbul. As a result of this decentralization, OCHA staff moved from Headquarters locations to Istanbul. Furthermore, the scale-up of OCHA humanitarian response in Kabul was attributable to the net increase in OCHA staff, which supported the system-wide scaled-up response. Fluctuations in OCHA staff in Kinshasa and Goma was a result of an OCHA response to the country's humanitarian challenges, which resulted in the opening or closing of sub-offices or the scaling up of existing capacity to support the response through the OCHA office in Kinshasa and field offices in Goma, among others. OCHA saw a net increase in the number of staff in the age ranges of 50–54 years, 55–59 years and 60–64 years, which was attributable to the need to hire staff with substantive experience and seniority in emergency operations primarily in hardship duty stations, to support emergency response.

22. Corporate service entities accounted for 26.9 per cent of the overall net increase in the staff population as at 31 December 2022 compared with the previous reporting period. Of the net increase in staff in corporate services, DGACM was the key driver of the increase, with a change in its staffing component from 2,122 in 2021 to 2,335 in 2022 (a net increase of 213 staff). The increase in DGACM was driven by higher demand for temporary language staff to further support conference services, especially now that the post-pandemic in-person presence has resumed, and staff working as interpreters, translators and retirees on when-actually-employed contracts. Although recorded for administrative purposes as temporary staff, they are on when-actually-employed contracts.

23. Headquarters-based entities saw only nominal net changes to their staff composition. As at 31 December 2022, they experienced a net gain of 70 staff,

primarily as a result of an increase in Junior Professional Officers. Notwithstanding this increase, Headquarters-based entities represent just 7.1 per cent of the total Secretariat population, unchanged from 2021.

24. The staffing population of the resident coordinator system saw a net increase of 142 staff in the General Service and related categories as a result of the addition of 132 posts of Administrative Assistant to provide support to the resident coordinator offices. A notable reduction of 28 National Professional Officers was attributable to a reconfiguration of some resident coordinator offices and other temporary related cost containment measures.

25. Peace operations, which include peacekeeping operations, special political missions and other political presences, saw a net decrease in the staff population owing primarily to operational changes to mandates, including the final reduction of staff at UNAMID, during the reporting period. UNITAMS experienced a net staff increase of 90 staff (61.6 per cent) as at 31 December 2022 compared with the previous reporting year. The expansion of UNITAMS was driven by its efforts to facilitate the political process. In addition, in response to the establishment of the Darfur Permanent Ceasefire Committee, recruitment efforts for both international and national staff were intensified to support the implementation of its mandate. MONUSCO continued its transition plan during 2022, which resulted in a further net reduction of its staffing composition. In Security Council resolution [2612 \(2021\)](#), the MONUSCO mandate was extended by one year and, pursuant to the MONUSCO transition plan and phased drawdown, the Council requested MONUSCO to withdraw from Tanganyika by mid-2022 and to consolidate its footprint in Ituri, North Kivu and South Kivu. As a result, MONUSCO closed its office in Kalemie, which resulted in a reduction of 56 national and 9 international staff.

26. Regional commissions, notably ECA, ECLAC and ESCWA, experienced net staff population changes in December 2022. The net increase in the staff population of ECA after the lifting of the temporary suspension of hiring in 2021 reflected the resumption by ECA of its recruitment activities, which resulted in a net increase in its staff population as at 31 December 2022. The net increase also reflected the use of interpreters through the when-actually-employed contract modality and reliance by ECA on interpreters as a result of the resumption of onsite work at ECA following the coronavirus disease (COVID-19) pandemic. ECLAC saw a net staff increase of 32 staff as at 31 December 2022, attributable to the lifting of the temporary suspension of recruitment in 2021 and the resulting clearing of the backlog of recruitment cases. As a backstopping effort to clear the backlog of recruitment cases, ECLAC relied on temporary job openings as a bridge to ensuring workplan delivery until the cases could be completed and to manage seasonal peaks in workload delivery. Increases in the net staff population at ECLAC in the range of 55 years and older may be attributable to a combination of the recruitment of candidates with more years of experience and of temporary staff in that age range who were backstopping seasonal demand and ongoing activities. Increases in the staff population at ESCWA were attributable to the impact of the lifting of the temporary suspension of recruitment in April 2021 and to the recruitment of several regional advisers as a result of additional requests from Member States for technical assistance.

27. Offices away from Headquarters saw no notable changes during the reporting period.

28. Table 8 displays the changes in the all-staff population by entity and gender from 31 December 2021 to 31 December 2022 using the seven-entity grouping approach. Overall, the Secretariat entities added 1,029 staff during the period, a 2.9 per cent increase compared with 2021.

Table 8  
**Changes in the all-staff population of the Secretariat using the seven-entity grouping approach from 31 December 2021 to 31 December 2022**

(Population: 36,791 as at 31 December 2022)

Entity grouping	2021						2022						Change		
	Number			Percentage			Number			Percentage			Number		
	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>															
DGACM	1 180	942	2 122	8.2	4.4	5.9	1 329	1 006	2 335	8.7	4.7	6.3	149	64	213
DGC	420	306	726	2.9	1.4	2.0	435	325	760	2.9	1.5	2.1	15	19	34
DMSPC	378	253	631	2.6	1.2	1.8	397	268	665	2.6	1.2	1.8	19	15	34
DOS	436	420	856	3.0	2.0	2.4	436	419	855	2.9	1.9	2.3	–	(1)	(1)
ETHICS	8	5	13	0.1	–	–	8	5	13	0.1	–	–	–	–	–
OAJ	35	16	51	0.2	0.1	0.1	32	16	48	0.2	0.1	0.1	(3)	–	(3)
OICT	68	159	227	0.5	0.7	0.6	68	150	218	0.4	0.7	0.6	–	(9)	(9)
OIOS	127	152	279	0.9	0.7	0.8	130	146	276	0.9	0.7	0.8	3	(6)	(3)
OLA	115	69	184	0.8	0.3	0.5	116	68	184	0.8	0.3	0.5	1	(1)	–
RSCE	190	161	351	1.3	0.8	1.0	196	156	352	1.3	0.7	1.0	6	(5)	1
UNLB	148	256	404	1.0	1.2	1.1	152	258	410	1.0	1.2	1.1	4	2	6
UNOMS	18	8	26	0.1	–	0.1	23	8	31	0.2	–	0.1	5	–	5
<b>Subtotal, corporate service entities</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>3 322</b>	<b>2 825</b>	<b>6 147</b>	<b>21.8</b>	<b>13.1</b>	<b>16.7</b>	<b>199</b>	<b>78</b>	<b>277</b>
<b>Field-focused entities</b>															
DPO	232	268	500	1.6	1.3	1.4	251	266	517	1.6	1.2	1.4	19	(2)	17
DPPA	231	155	386	1.6	0.7	1.1	223	145	368	1.5	0.7	1.0	(8)	(10)	(18)
DSS	408	1 368	1 776	2.8	6.4	5.0	427	1 365	1 792	2.8	6.3	4.9	19	(3)	16
IIIM-Syria	40	27	67	0.3	0.1	0.2	49	34	83	0.3	0.2	0.2	9	7	16
IM-Myanmar	30	21	51	0.2	0.1	0.1	35	25	60	0.2	0.1	0.2	5	4	9
OCHA	790	1 256	2 046	5.5	5.9	5.7	810	1 302	2 112	5.3	6.0	5.7	20	46	66
OHCHR	933	719	1 652	6.5	3.4	4.6	1 031	822	1 853	6.8	3.8	5.0	98	103	201
OSC SEA	3	1	4	–	–	–	2	2	4	–	–	–	(1)	1	–
OSCS	2	2	4	–	–	–	2	1	3	–	–	–	–	(1)	(1)
OSRSG-CAAC	12	3	15	0.1	–	–	12	3	15	0.1	–	–	–	–	–

Entity grouping	2021						2022						Change		
	Number			Percentage			Number			Percentage			Number		
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
OSRSG-SVC	13	5	18	0.1	–	0.1	15	5	20	0.1	–	0.1	2	–	2
OSRSG-VAC	7	3	10	–	–	–	7	4	11	–	–	–	–	1	1
OVRA	3	1	4	–	–	–	5	1	6	–	–	–	2	–	2
UNAKRT	15	36	51	0.1	0.2	0.1	11	27	38	0.1	0.1	0.1	(4)	(9)	(13)
UNEP	816	512	1 328	5.7	2.4	3.7	882	540	1 422	5.8	2.5	3.9	66	28	94
UN-HABITAT	183	187	370	1.3	0.9	1.0	178	185	363	1.2	0.9	1.0	(5)	(2)	(7)
UNODC	475	393	868	3.3	1.8	2.4	484	410	894	3.2	1.9	2.4	9	17	26
<b>Subtotal, field-focused entities</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>4 424</b>	<b>5 137</b>	<b>9 561</b>	<b>29.1</b>	<b>23.8</b>	<b>26.0</b>	<b>231</b>	<b>180</b>	<b>411</b>
Headquarters-based entities															
ACABQ-SEC	9	3	12	0.1	–	–	11	4	15	0.1	–	–	2	1	3
BOA-SEC	5	2	7	–	–	–	5	1	6	–	–	–	–	(1)	(1)
DESA	491	350	841	3.4	1.6	2.4	539	350	889	3.5	1.6	2.4	48	–	48
EOSG	89	52	141	0.6	0.2	0.4	88	48	136	0.6	0.2	0.4	(1)	(4)	(5)
GCO	20	5	25	0.1	–	0.1	22	10	32	0.1	–	0.1	2	5	7
HSU	6	1	7	–	–	–	5	1	6	–	–	–	(1)	–	(1)
IAAC-SEC	–	1	1	–	–	–	1	1	2	–	–	–	1	–	1
IRMCT	213	287	500	1.5	1.3	1.4	200	264	464	1.3	1.2	1.3	(13)	(23)	(36)
OCT	86	69	155	0.6	0.3	0.4	98	82	180	0.6	0.4	0.5	12	13	25
ODA	41	39	80	0.3	0.2	0.2	50	36	86	0.3	0.2	0.2	9	(3)	6
OHRLLS	15	15	30	0.1	0.1	0.1	19	14	33	0.1	0.1	0.1	4	(1)	3
OOSA	12	14	26	0.1	0.1	0.1	12	13	25	0.1	0.1	0.1	–	(1)	(1)
OSAA	14	14	28	0.1	0.1	0.1	10	14	24	0.1	0.1	0.1	(4)	–	(4)
OSET	2	2	4	–	–	–	2	2	4	–	–	–	–	–	–
UNAOC	–	–	–	–	–	–	–	1	1	–	–	–	–	1	1
UNCC	2	1	3	–	–	–	2	1	3	–	–	–	–	–	–
UNCTAD	247	259	506	1.7	1.2	1.4	260	270	530	1.7	1.3	1.4	13	11	24
UNDRR	77	55	132	0.5	0.3	0.4	86	59	145	0.6	0.3	0.4	9	4	13
UNOP	10	7	17	0.1	–	–	7	8	15	–	–	–	(3)	1	(2)

Entity grouping	2021						2022						Change			
	Number			Percentage			Number			Percentage			Number			
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	
UNROD	11	8	19	0.1	–	0.1	11	6	17	0.1	–	–	–	(2)	(2)	
TBLDC	9	6	15	0.1	–	–	2	4	6	–	–	–	(7)	(2)	(9)	
<b>Subtotal, Headquarters-based entities</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>1 430</b>	<b>1 189</b>	<b>2 619</b>	<b>9.4</b>	<b>5.5</b>	<b>7.1</b>	<b>71</b>	<b>(1)</b>	<b>70</b>	
Offices away from Headquarters																
UNOG	262	278	540	1.8	1.3	1.5	267	288	555	1.8	1.3	1.5	5	10	15	
UNON	194	162	356	1.3	0.8	1.0	221	180	401	1.5	0.8	1.1	27	18	45	
UNOV	145	241	386	1.0	1.1	1.1	145	246	391	1.0	1.1	1.1	–	5	5	
<b>Subtotal, offices away from Headquarters</b>	<b>601</b>	<b>681</b>	<b>1 282</b>	<b>4.2</b>	<b>3.2</b>	<b>3.6</b>	<b>633</b>	<b>714</b>	<b>1 347</b>	<b>4.2</b>	<b>3.3</b>	<b>3.7</b>	<b>32</b>	<b>33</b>	<b>65</b>	
Peace operations																
ATSMT	3	14	17	–	0.1	–	3	14	17	–	0.1	–	–	–	–	
BINUH	38	51	89	0.3	0.2	0.2	40	63	103	0.3	0.3	0.3	2	12	14	
CNMC	4	5	9	–	–	–	4	6	10	–	–	–	–	1	1	
CTED	31	20	51	0.2	0.1	0.1	29	15	44	0.2	0.1	0.1	(2)	(5)	(7)	
GOE-DRC	1	–	1	–	–	–	1	1	2	–	–	–	–	1	1	
MINURSO	50	164	214	0.3	0.8	0.6	58	166	224	0.4	0.8	0.6	8	2	10	
MINUSCA	296	913	1 209	2.1	4.3	3.4	299	901	1 200	2.0	4.2	3.3	3	(12)	(9)	
MINUSMA	396	1 234	1 630	2.8	5.8	4.6	412	1 202	1 614	2.7	5.6	4.4	16	(32)	(16)	
MONUSCO	458	1 757	2 215	3.2	8.2	6.2	448	1 699	2 147	2.9	7.9	5.8	(10)	(58)	(68)	
OMBUD	2	–	2	–	–	–	2	–	2	–	–	–	–	–	–	
OPESG-WS	–	1	1	–	–	–	1	2	3	–	–	–	1	1	2	
OSASG-Cyprus	10	7	17	0.1	–	–	9	9	18	0.1	–	–	(1)	2	1	
OSASG-POG	11	3	14	0.1	–	–	11	3	14	0.1	–	–	–	–	–	
OSE HoA	6	6	12	–	–	–	7	5	12	–	–	–	1	(1)	–	
OSEH	–	1	1	–	–	–	–	–	–	–	–	–	–	(1)	(1)	
OSESG-GL	10	10	20	0.1	–	0.1	10	15	25	0.1	0.1	0.1	–	5	5	
OSESG-MYR	6	2	8	–	–	–	5	1	6	–	–	–	(1)	(1)	(2)	
OSESG-SC1559	2	–	2	–	–	–	2	–	2	–	–	–	–	–	–	

Entity grouping	2021						2022						Change		
	Number			Percentage			Number			Percentage			Number		
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
OSESG-Syria	22	45	67	0.2	0.2	0.2	24	43	67	0.2	0.2	0.2	2	(2)	–
OSESG-Yemen	18	60	78	0.1	0.3	0.2	21	56	77	0.1	0.3	0.2	3	(4)	(1)
POE-CAR	–	1	1	–	–	–	–	1	1	–	–	–	–	–	–
POE-DPRK	5	–	5	–	–	–	4	1	5	–	–	–	(1)	1	–
POE-Haiti	–	–	–	–	–	–	–	1	1	–	–	–	–	1	1
POE-Libya	1	–	1	–	–	–	2	–	2	–	–	–	1	–	1
POE-Mali	1	–	1	–	–	–	1	–	1	–	–	–	–	–	–
POE-S. Sudan	1	1	2	–	–	–	1	1	2	–	–	–	–	–	–
POE-SOM	3	3	6	–	–	–	3	3	6	–	–	–	–	–	–
POE-Sudan	–	1	1	–	–	–	–	1	1	–	–	–	–	–	–
POE-Yemen	2	5	7	–	–	–	1	6	7	–	–	–	(1)	1	–
SCR 2231	3	3	6	–	–	–	3	3	6	–	–	–	–	–	–
UNAMA	151	856	1 007	1.0	4.0	2.8	158	813	971	1.0	3.8	2.6	7	(43)	(36)
UNAMI	147	562	709	1.0	2.6	2.0	149	548	697	1.0	2.5	1.9	2	(14)	(12)
UNAMID	37	155	192	0.3	0.7	0.5	–	1	1	–	–	–	(37)	(154)	(191)
UNDOF	33	103	136	0.2	0.5	0.4	33	103	136	0.2	0.5	0.4	–	–	–
UNFICYP	69	95	164	0.5	0.4	0.5	66	92	158	0.4	0.4	0.4	(3)	(3)	(6)
UNIFIL	244	550	794	1.7	2.6	2.2	239	551	790	1.6	2.6	2.1	(5)	1	(4)
UNISFA	51	211	262	0.4	1.0	0.7	62	225	287	0.4	1.0	0.8	11	14	25
UNITAD	68	91	159	0.5	0.4	0.4	64	94	158	0.4	0.4	0.4	(4)	3	(1)
UNITAMS	60	86	146	0.4	0.4	0.4	76	160	236	0.5	0.7	0.6	16	74	90
UNMHA	20	70	90	0.1	0.3	0.3	30	85	115	0.2	0.4	0.3	10	15	25
UNMIK	129	186	315	0.9	0.9	0.9	126	185	311	0.8	0.9	0.8	(3)	(1)	(4)
UNMISS	448	1 794	2 242	3.1	8.4	6.3	478	1 788	2 266	3.1	8.3	6.2	30	(6)	24
UNMOGIP	14	54	68	0.1	0.3	0.2	15	52	67	0.1	0.2	0.2	1	(2)	(1)
UNOAU	21	30	51	0.1	0.1	0.1	22	31	53	0.1	0.1	0.1	1	1	2
UNOCA	17	21	38	0.1	0.1	0.1	18	24	42	0.1	0.1	0.1	1	3	4
UNOWAS	27	30	57	0.2	0.1	0.2	33	36	69	0.2	0.2	0.2	6	6	12
UNRCCA	8	22	30	0.1	0.1	0.1	9	21	30	0.1	0.1	0.1	1	(1)	–
UNRGID	2	5	7	–	–	–	2	5	7	–	–	–	–	–	–



Entity grouping	2021						2022						Change		
	Number			Percentage			Number			Percentage			Number		
	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff	Women	Men	All staff
UNSCO	19	45	64	0.1	0.2	0.2	24	39	63	0.2	0.2	0.2	5	(6)	(1)
UNSCOL	18	56	74	0.1	0.3	0.2	21	56	77	0.1	0.3	0.2	3	–	3
UNSMIL	48	175	223	0.3	0.8	0.6	63	204	267	0.4	0.9	0.7	15	29	44
UNSOM	74	183	257	0.5	0.9	0.7	72	191	263	0.5	0.9	0.7	(2)	8	6
UNSOS	151	321	472	1.0	1.5	1.3	157	317	474	1.0	1.5	1.3	6	(4)	2
UNTSO	53	158	211	0.4	0.7	0.6	50	150	200	0.3	0.7	0.5	(3)	(8)	(11)
UNVMC	115	140	255	0.8	0.7	0.7	123	145	268	0.8	0.7	0.7	8	5	13
<b>Subtotal, peace operations</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>3 491</b>	<b>10 134</b>	<b>13 625</b>	<b>22.9</b>	<b>47.0</b>	<b>37.0</b>	<b>87</b>	<b>(172)</b>	<b>(85)</b>
Resident coordinator system	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
RCS	537	443	980	3.7	2.1	2.7	624	515	1 139	4.1	2.4	3.1	87	72	159
<b>Subtotal, resident coordinator system</b>	<b>537</b>	<b>443</b>	<b>980</b>	<b>3.7</b>	<b>2.1</b>	<b>2.7</b>	<b>624</b>	<b>515</b>	<b>1 139</b>	<b>4.1</b>	<b>2.4</b>	<b>3.1</b>	<b>87</b>	<b>72</b>	<b>159</b>
Regional commissions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
ECA	283	346	629	2.0	1.6	1.8	320	344	664	2.1	1.6	1.8	37	(2)	35
ECE	143	103	246	1.0	0.5	0.7	152	103	255	1.0	0.5	0.7	9	–	9
ECLAC	316	241	557	2.2	1.1	1.6	337	252	589	2.2	1.2	1.6	21	11	32
ESCAP	291	216	507	2.0	1.0	1.4	309	210	519	2.0	1.0	1.4	18	(6)	12
ESCWA	147	130	277	1.0	0.6	0.8	173	149	322	1.1	0.7	0.9	26	19	45
RCNYO	3	2	5	–	–	–	2	2	4	–	–	–	(1)	–	(1)
<b>Subtotal, regional commissions</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>1 293</b>	<b>1 060</b>	<b>2 353</b>	<b>8.5</b>	<b>4.9</b>	<b>6.4</b>	<b>110</b>	<b>22</b>	<b>132</b>
<b>Total</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>15 217</b>	<b>21 574</b>	<b>36 791</b>	<b>100.0</b>	<b>100.00</b>	<b>100.00</b>	<b>817</b>	<b>212</b>	<b>1 029</b>

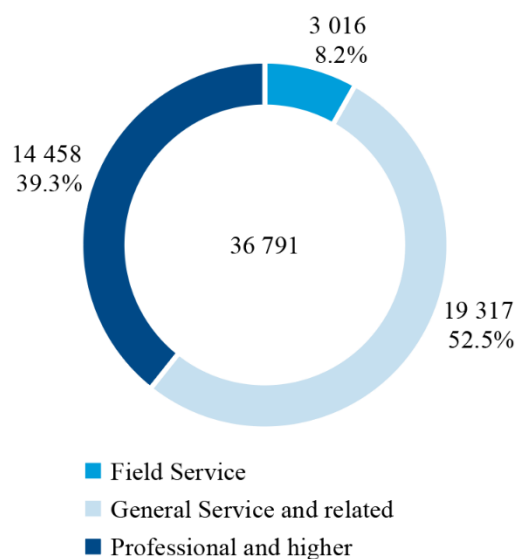
## B. Category

29. Figure III shows the overall number and share of all staff of the Secretariat by category. 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

### Percentage of all staff of the Secretariat by category as at 31 December 2022

(Population: 36,791 as at 31 December 2022)



30. Table 9 shows an increase in the number of staff in the Professional and higher categories from 2018 to 2022, including during the one-year reporting period from 2021 to 2022. Within this group, the share of D-1 and D-2 positions decreased to 5.9 per cent of staff in the Professional and higher categories in 2022, a decrease of 0.3 per cent over the one-year period. The share of staff at the P-1 to P-5 levels increased. The increase was driven by the establishment or expansion of the investigative mechanism of OHCHR (+168), as well as other field offices; DESA (+38), owing to an increase in Junior Professional Officers at the P-2 level, which are recorded under DESA regardless of the hosting entity during the reporting period; and DGACM (+29), owing to its use of temporary staff to support short-term workforce demands for conference services.

Table 9

### Staff in the Professional and higher categories by grade as at 31 December for 2018 to 2022

(Population: 13,490<sup>a</sup> as at 31 December 2022)

Levels	2018		2019		2020		2021		2022	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
D-1 and D-2	706	5.8	815	6.5	802	6.2	797	6.2	802	5.9
P-1, P-2, P-3, P-4 and P-5	11 439	94.2	11 709	93.5	12 050	93.8	12 151	93.8	12 688	94.1
<b>Total</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>	<b>13 490</b>	<b>100.0</b>

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

## 1. Grade and incumbency

31. Table 10 shows the incumbency and vacancy status of active posts in the Secretariat as at 31 December 2022. The table is included in response to General Assembly resolution 77/278, paragraph 45, in which the Assembly requested the Secretary-General to include in reports on the composition of the Secretariat the status of incumbency of positions at the P-2 and higher levels. The types of positions included in the table are based on the following types of posts: (a) established posts; (b) general temporary assistance for a finite duration; (c) general temporary assistance for a finite duration for peacekeeping; (d) voluntary contributions posts; and (e) temporary posts active and funded as at 31 December 2022. As indicated in the table, a total of 15.4 per cent of posts at the P-2 and higher levels in the Professional and higher categories are vacant.

Table 10  
Incumbency status as at 31 December 2022

<i>Category/level</i>	<i>Total number of posts</i>	<i>Number of posts encumbered</i>	<i>Percentage of posts encumbered</i>	<i>Number of posts not encumbered as at 31 December 2022</i>	<i>Percentage of posts vacant as at 31 December 2022</i>
<b>Professional and higher</b>					
USG	62	56	90.3	6	9.7
ASG	78	73	93.6	5	6.4
D-2	209	181	86.6	28	13.4
D-1	670	604	90.1	66	9.9
P-5	1 967	1 757	89.3	210	10.7
P-4	4 319	3 729	86.3	590	13.7
P-3	4 320	3 469	80.3	851	19.7
P-2	928	748	80.6	180	19.4
<b>Total</b>	<b>12 553</b>	<b>10 617</b>	<b>84.6</b>	<b>1 936</b>	<b>15.4</b>

*Note:* Figures are based on the following types of positions: (a) established posts; (b) general temporary assistance for a finite duration; (c) general temporary assistance for a finite duration for peacekeeping; (d) voluntary contributions posts; and (e) temporary posts active and funded as at 31 December 2022.

## 2. Grade and entity groups

32. Table 11 illustrates the distribution of staff by category, grade and entity. The number of staff in the Field Service category decreased by 4 per cent in 2022 compared with 2021. A main driver of the decrease was the reduction of 101 staff members at the FS-4 level, notably at UNAMID (-36) as a result of the completion of its mandate, at UNMISS (-13) and at MONUSCO (-12) owing to its ongoing transition plan. The number of staff in the Professional and higher categories and the General Service and related categories increased by 6 per cent and 1.8 per cent, respectively, compared with 2021. The increase in the Professional and higher categories was driven by the increase in staff at the P-2 level (+146), many of whom were Junior Professional Officers, as well as at the P-3 (+229), P-4 (+108) and P-5 (+54) levels. The staff were concentrated at OHCHR (+168) to support the establishment or expansion of the investigative mechanisms, as well as at other field offices; DESA, which added Junior Professional Officers (+38); and DGACM and UNEP, which added 213 interpreters on when-actually-employed contracts to support conference services, especially given that in-person meetings have resumed post-pandemic.

Table 11  
**All staff of the Secretariat by category, grade and entity as at 31 December 2022**

(Population: 36,791 as at 31 December 2022)

<i>Category/grade</i>	<i>Departments/offices</i>	<i>Regional commissions</i>	<i>Tribunals</i>	<i>Peacekeeping operations, special political missions and other political presences, and the resident coordinator system</i>	<i>Total</i>	<i>Change from 2021</i>
<b>Professional and higher</b>						
DSG	1	–	–	–	1	–
USG	45	5	1	18	69	(3)
ASG	37	–	1	42	80	7
D-2	110	6	–	78	194	(2)
D-1	338	64	1	205	608	7
P-5	1 257	157	12	545	1 971	54
P-4	3 074	278	36	1 013	4 401	108
P-3	3 274	308	80	1 191	4 853	229
P-2	1 123	140	37	136	1 436	146
P-1	23	2	2	–	27	–
INT	478	106	19	–	603	213
R	9	–	–	–	9	(2)
T	199	4	3	–	206	60
<b>Subtotal</b>	<b>9 968</b>	<b>1 070</b>	<b>192</b>	<b>3 228</b>	<b>14 458</b>	<b>817</b>
<b>Field Service</b>						
FS-7	–	–	–	29	29	(3)
FS-6	2	–	2	433	437	13
FS-5	14	1	17	1 427	1 459	(31)
FS-4	8	–	23	1 052	1 083	(101)
FS-3	–	–	2	6	8	(1)
<b>Subtotal</b>	<b>24</b>	<b>1</b>	<b>44</b>	<b>2 947</b>	<b>3 016</b>	<b>(123)</b>
<b>General Service and related</b>						
NPO-D	17	13	–	49	79	(1)
NPO-C	158	22	–	419	599	25
NPO-B	464	16	–	897	1 377	19
NPO-A	422	6	–	219	647	(4)
G-7	676	248	4	57	985	27
G-6	2 652	416	72	741	3 881	286
G-5	1 891	303	64	2 415	4 673	2
G-4	1 100	169	75	2 550	3 894	(33)
G-3	379	64	9	1 521	1 973	48
G-2	386	21	4	369	780	(19)
G-1	21	–	–	5	26	2
TC	85	–	–	–	85	2

<i>Category/grade</i>	<i>Departments/offices</i>	<i>Regional commissions</i>	<i>Tribunals</i>	<i>Peacekeeping operations, special political missions and other political presences, and the resident coordinator system</i>	<i>Total</i>	<i>Change from 2021</i>
SS	265	–	–	–	265	(21)
LT	32	–	–	–	32	(1)
PIA	21	–	–	–	21	3
<b>Subtotal</b>	<b>8 569</b>	<b>1 278</b>	<b>228</b>	<b>9 242</b>	<b>19 317</b>	<b>335</b>
<b>Total</b>	<b>18 561</b>	<b>2 349</b>	<b>464</b>	<b>15 417</b>	<b>36 791</b>	<b>1 029</b>

*Note:* The all-staff population includes temporary and when-actually-employed staff and staff on one-dollar-per-year contracts for special high-level positions.

### 3. Grade, economic grouping and gender

33. Table 12 shows Secretariat staff at the D-1 level and above by economic grouping<sup>4</sup> of the staff member's country of nationality (developed and developing countries) and gender from 2018 to 2022. The share of staff (both men and women) as a percentage from developing countries at the D-1 to Under-Secretary-General levels increased over the five-year period of 2018 to 2022. However, the share of staff (both men and women) as a percentage over the one-year period only increased at the Under-Secretary-General, Assistant Secretary-General and D-2 levels. The share of women from developing countries among all women at the D-1 level and above increased at all levels over both the one-year and the five-year periods. Over the five-year period, the number of Under-Secretaries-General increased by 16.2 per cent, the number of Assistant Secretaries-General increased by 23.5 per cent, staff at the D-2 level increased by 11.8 per cent and staff at the D-1 level increased by 0.9 per cent. Overall, the representation of women from developing countries at the D-1 level and above increased over both the one-year and the five-year periods.

<sup>4</sup> 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 12  
**Distribution of Secretariat staff at the D-1 level and above by economic grouping<sup>a</sup> and gender as at 31 December for 2018 to 2022**

(Population: 36,791 as at 31 December 2022)

Economic grouping	DSG		USG					ASG					D-2					D-1					All staff				
	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
Developing countries (143)																											
Women	1	1	16	17	21	21	20	8	12	15	14	16	19	20	23	29	34	67	79	80	95	97	7 707	7 809	8 079	8 153	8 677
Men	–	–	18	20	19	17	18	24	22	25	20	24	48	56	59	56	53	139	156	158	151	151	17 113	15 979	16 140	15 092	15 219
<b>All</b>	<b>1</b>	<b>1</b>	<b>34</b>	<b>37</b>	<b>40</b>	<b>38</b>	<b>38</b>	<b>32</b>	<b>34</b>	<b>40</b>	<b>34</b>	<b>40</b>	<b>67</b>	<b>76</b>	<b>82</b>	<b>85</b>	<b>87</b>	<b>206</b>	<b>235</b>	<b>238</b>	<b>246</b>	<b>248</b>	<b>24 820</b>	<b>23 788</b>	<b>24 219</b>	<b>23 245</b>	<b>23 896</b>
Developed countries (50)																											
Women	–	–	13	12	12	13	8	26	27	23	20	18	45	55	45	48	48	114	155	161	161	158	6 066	6 198	6 114	6 202	6 487
Men	–	–	24	22	20	21	23	21	21	17	19	22	51	60	59	62	58	220	229	212	190	198	6 446	6 414	6 316	6 134	6 215
<b>All</b>	<b>–</b>	<b>–</b>	<b>37</b>	<b>34</b>	<b>32</b>	<b>34</b>	<b>31</b>	<b>47</b>	<b>48</b>	<b>40</b>	<b>39</b>	<b>40</b>	<b>96</b>	<b>115</b>	<b>104</b>	<b>110</b>	<b>106</b>	<b>334</b>	<b>384</b>	<b>373</b>	<b>351</b>	<b>356</b>	<b>12 512</b>	<b>12 612</b>	<b>12 430</b>	<b>12 336</b>	<b>12 702</b>
Other <sup>a</sup> (2)																											
Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	33	35	40	45	53
Men	–	–	–	–	–	–	–	–	–	–	–	–	1	1	1	1	1	2	3	3	3	3	140	139	138	136	140
<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>–</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>173</b>	<b>174</b>	<b>178</b>	<b>181</b>	<b>193</b>
<b>Subtotal</b>																											
<b>Women</b>	<b>1</b>	<b>1</b>	<b>29</b>	<b>29</b>	<b>33</b>	<b>34</b>	<b>28</b>	<b>34</b>	<b>39</b>	<b>38</b>	<b>34</b>	<b>34</b>	<b>64</b>	<b>75</b>	<b>68</b>	<b>77</b>	<b>82</b>	<b>181</b>	<b>235</b>	<b>242</b>	<b>257</b>	<b>256</b>	<b>13 806</b>	<b>14 042</b>	<b>14 233</b>	<b>14 400</b>	<b>15 217</b>
<b>Men</b>	<b>–</b>	<b>–</b>	<b>42</b>	<b>42</b>	<b>39</b>	<b>38</b>	<b>41</b>	<b>45</b>	<b>43</b>	<b>42</b>	<b>39</b>	<b>46</b>	<b>100</b>	<b>117</b>	<b>119</b>	<b>119</b>	<b>112</b>	<b>361</b>	<b>388</b>	<b>373</b>	<b>344</b>	<b>352</b>	<b>23 699</b>	<b>22 532</b>	<b>22 594</b>	<b>21 362</b>	<b>21 574</b>
<b>Total</b>	<b>1</b>	<b>1</b>	<b>71</b>	<b>71</b>	<b>72</b>	<b>72</b>	<b>69</b>	<b>79</b>	<b>82</b>	<b>80</b>	<b>73</b>	<b>80</b>	<b>164</b>	<b>192</b>	<b>187</b>	<b>196</b>	<b>194</b>	<b>542</b>	<b>623</b>	<b>615</b>	<b>601</b>	<b>608</b>	<b>37 505</b>	<b>36 574</b>	<b>36 827</b>	<b>35 762</b>	<b>36 791</b>

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

## C. Appointment type

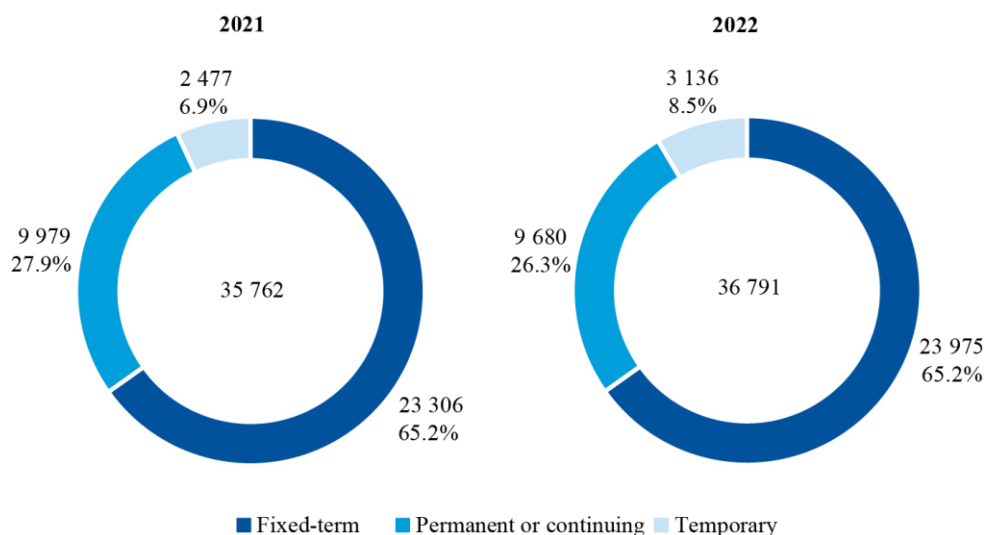
34. Figure IV shows the number and percentage of staff appointed under one of the three appointment types: permanent or continuing,<sup>5</sup> fixed-term or temporary.<sup>6</sup> The number of staff holding a permanent or continuing appointment decreased by 3 per cent, from 9,979 in 2021 to 9,680 in 2022. The decline was attributable to retirements, as well as the absence of continuing appointment exercises during the reporting period. The number of staff holding temporary appointments increased by 26.6 per cent during the one-year period, from 2,477 in 2021 to 3,136 in 2022. DGACM accounted for about a third of the total use of temporary appointments, mostly to support the return to in-person conference servicing in the post-pandemic environment. Other entities driving the increase in the use of temporary appointments during the period included OHCHR (10.3 per cent of the increase in the use of temporary appointments) and UNEP (9.2 per cent).

35. The number of staff holding fixed-term appointments increased by 2.9 per cent, from 23,306 in 2021 to 23,975 in 2022. Nearly half the increases in fixed-term staff were in three entities: OHCHR (16.8 per cent), the resident coordinator system (16.7 per cent) and OCHA (14.3 per cent), which recruited more staff on fixed-term appointments compared with temporary job openings as part of their internal talent management efforts during 2022.

Figure IV

### All staff of the Secretariat by appointment type as at 31 December for 2021 and 2022

(Population as at 31 December 2022: 36,791)



Note: Percentage represents the share of staff holding an appointment type each year.

### 1. Appointment type and entity

36. Figure V shows appointment type by four entity groups as at 31 December 2022. In the annex to the present report, table 1.B provides further details on appointment type by entity. Compared with 2021, the number of staff holding permanent/continuing

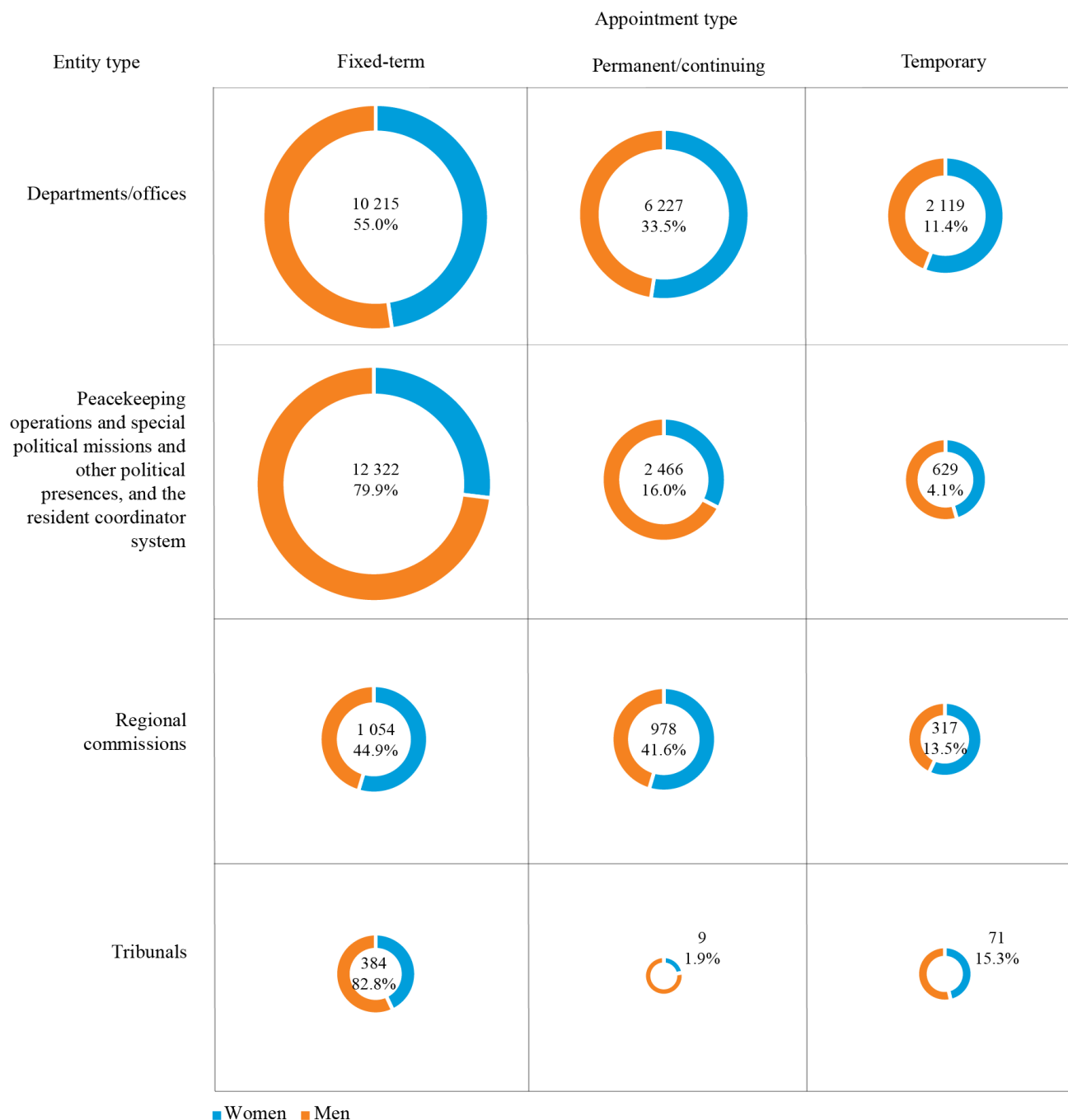
<sup>5</sup> Throughout the present report, the 21 staff with indefinite contracts have been reported under the permanent or continuing appointment type.

<sup>6</sup> Throughout the present report, the 896 staff with when-actually-employed contracts have been reported under the temporary appointment type.

appointments decreased across all entity groups. In addition, the number of staff holding temporary appointments increased across all entity groups except tribunals. The number of staff holding fixed-term appointments increased in regional commissions and peacekeeping operations, special political missions and other political presences, and the resident coordinator system, and it decreased in departments/offices and tribunals.

Figure V  
**All staff of the Secretariat by appointment type, entity group and gender as at 31 December 2022**

(Population: 36,791 as at 31 December 2022)



Note: Percentages are for both women and men and are based on the entity type. For example, the share of staff with fixed-term appointments in departments and offices as at 31 December 2022 was 55.0 per cent.



## 2. Appointment type, category and grade

37. Table 13 shows staff of the Secretariat by appointment type, category and grade as at 31 December 2022, reflecting increases at all levels, except for Under-Secretary-General, D-2 and revisers. Increases in the Professional and higher categories were concentrated at OHCHR (+168), followed by DESA, which added Junior Professional Officers (+38), and DGACM and UNEP, which added 213 temporary and when-actually-employed staff to support in-person conference services. Specifically, there was a net increase of 146 staff (11.3 per cent) at the P-2 level as a result of the reporting of more Junior Professional Officers under DESA and an increase in P-2 staff at OHCHR. At the P-3 level, there was a net increase of 229 staff (4.9 per cent), driven by OHCHR, UNEP and UNCTAD. At the P-4 level, there was a net increase of 108 staff (2.5 per cent), driven by OHCHR, DGACM and UNVMC, and a net increase of 54 staff (2.8 per cent) at the P-5 level, driven by DGACM and OCHA. There were reductions in levels across the Field Service category, which was attributable to the final stages of the liquidation of UNAMID, as well as the ongoing MONUSCO transition plan. The number of staff in the General Service and related categories increased by 335 staff, driven by an overall net increase of 286 staff (11.2 per cent) at the G-6 level, with 121 staff located in the resident coordinator system, attributable to the addition of new administrative assistant positions in 2022.

Table 13

### All staff of the Secretariat by appointment type, category and grade as at 31 December 2022

(Population: 36,791 as at 31 December 2022)

<i>Category/grade</i>	<i>Permanent/ continuing</i>	<i>Fixed-term</i>	<i>Temporary</i>	<i>Total</i>	<i>Change from 2021</i>
<b>Professional and higher</b>					
DSG	–	1	–	1	–
USG	–	55	14	69	(3)
ASG	4	71	5	80	7
D-2	88	102	4	194	(2)
D-1	313	283	12	608	7
P-5	1 104	817	50	1 971	54
P-4	1 883	2 255	263	4 401	108
P-3	1 151	2 916	786	4 853	229
P-2	305	869	262	1 436	146
P-1	–	13	14	27	–
INT	–	–	603	603	213
R	–	–	9	9	(2)
T	–	–	206	206	60
<b>Subtotal</b>	<b>4 848</b>	<b>7 382</b>	<b>2 228</b>	<b>14 458</b>	<b>817</b>
<b>Field Service</b>					
FS-7	22	7	–	29	(3)
FS-6	298	130	9	437	13
FS-5	808	616	35	1 459	(31)

<i>Category/grade</i>	<i>Permanent/ continuing</i>	<i>Fixed-term</i>	<i>Temporary</i>	<i>Total</i>	<i>Change from 2021</i>
FS-4	387	662	34	1 083	(101)
FS-3	–	8	-	8	(1)
<b>Subtotal</b>	<b>1 515</b>	<b>1 423</b>	<b>78</b>	<b>3 016</b>	<b>(123)</b>
General Service and related					
NPO-D	4	74	1	79	(1)
NPO-C	20	549	30	599	25
NPO-B	24	1 295	58	1 377	19
NPO-A	14	601	32	647	(4)
G-7	621	354	10	985	27
G-6	1 436	2 321	124	3 881	286
G-5	747	3 700	226	4 673	2
G-4	229	3 459	206	3 894	(33)
G-3	46	1 872	55	1 973	48
G-2	24	700	56	780	(19)
G-1	–	8	18	26	2
TC	32	52	1	85	2
SS	99	166	–	265	(21)
LT	20	11	1	32	(1)
PIA	1	8	12	21	3
<b>Subtotal</b>	<b>3 317</b>	<b>15 170</b>	<b>830</b>	<b>19 317</b>	<b>335</b>
<b>Total</b>	<b>9 680</b>	<b>23 975</b>	<b>3 136</b>	<b>36 791</b>	<b>1 029</b>

38. Table 14 shows the number of high-level appointments with one-dollar-per-year contracts, showing an increase of one compared with 2021.

Table 14

**High-level appointments with one-dollar-per-year contracts as at 31 December 2022**

(Population: 15 as at 31 December 2022)

<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
OCHA	–	1	1
OSASG-POG	–	1	1
<b>Total</b>	<b>12</b>	<b>3</b>	<b>15</b>

39. During the period from January to December 2022, a total of six positions at the D-1 level and above that were funded by extrabudgetary resources with contracts not exceeding 12 months were authorized (1 Under-Secretary-General, 1 Assistant Secretary-General, 1 D-2 and 3 D-1).

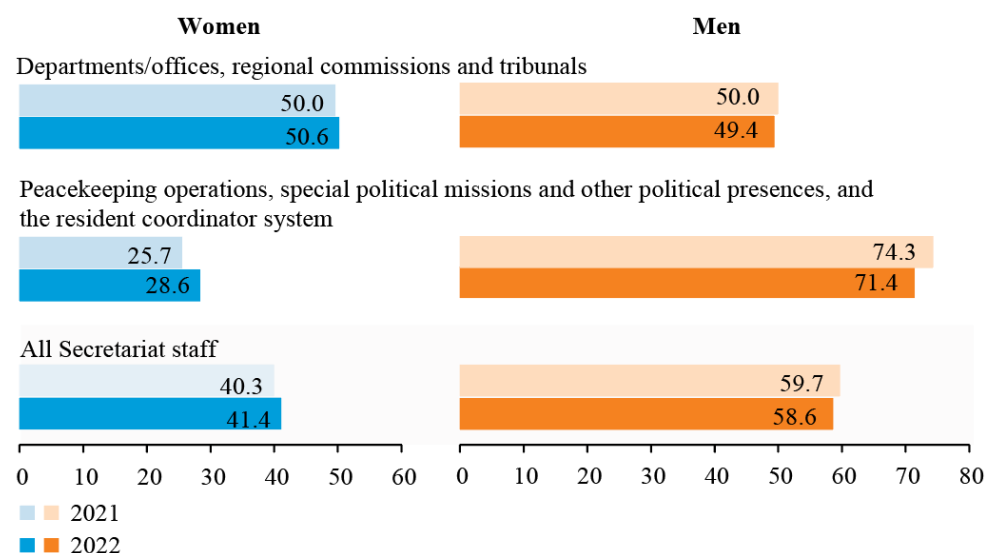
## D. Gender

40. Figure VI shows the overall percentage of women in the all-staff population in 2022, 41.4 per cent, an increase in the share of 1.1 percentage points from 2021. The percentage of women in departments/offices, regional commissions and tribunals was 50.6 per cent (an increase in the share of 0.6 percentage point). In peacekeeping operations, special political missions and other political presences, and the resident coordinator system, the share was 28.6 per cent (an increase in the share of 2.9 percentage points) as at 31 December 2022. The overall increase in the representation of women was a consequence of the increased share of women in peacekeeping operations, special political missions and other political presences, and the resident coordinator system. It reflects the reduction of staff at some peacekeeping operations, which affects men primarily, as well as the increased retirement rates of men. In the annex to the present report, table 1.A provides details on 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 group as at 31 December for 2021 and 2022

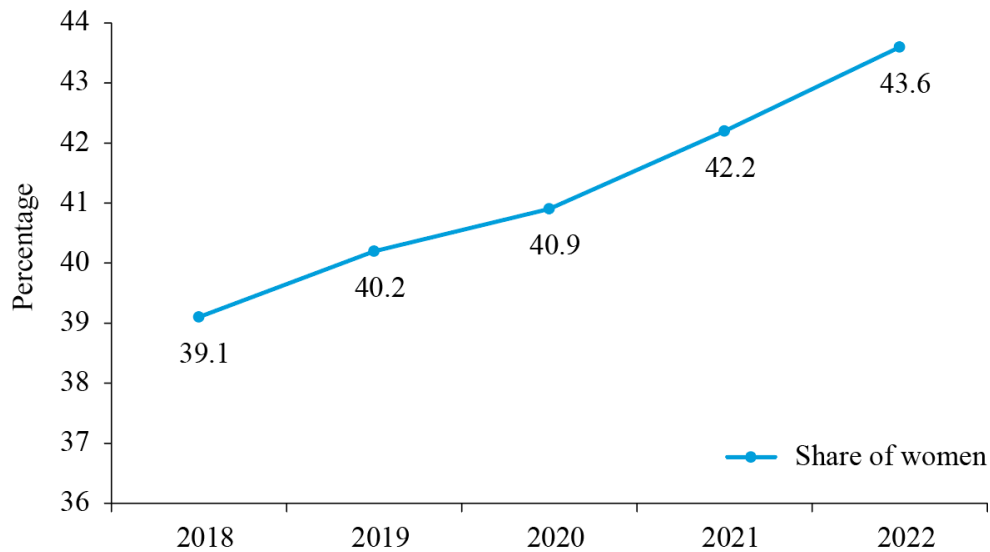
(Population: 36,791 as at 31 December 2022)



41. Commitment to the achievement of gender parity by 2028 remains a priority for the Secretary-General. Overall, progress towards gender parity is evident in the Professional and higher categories and in the Field Service category. As shown in figure VII, there has been a year-on-year increase in this area, from 39.1 per cent in 2018 to 43.6 per cent as at 31 December 2022. Overall, at Headquarters, parity has been achieved in the Professional and higher categories. Challenges in achieving gender parity still exist in certain areas, especially peacekeeping and special political missions, for various reasons, including the difficulty of attracting women to traditionally male-dominated roles, and the living and working conditions at some missions. Current efforts are aimed at sustaining parity when it has been achieved and accelerating progress where gaps persist. The efforts include targeted talent outreach, implementing temporary special measures, strengthening leadership and responsibility, and building enabling environments.

Figure VII  
**Share of women in the Secretariat holding fixed-term, permanent or continuing appointments from 2018 to 2022**

(Population: 15,168 as at 31 December 2022)



#### 1. Gender and entity

42. Figure VIII shows the percentages of women in departments/offices, regional commissions and tribunals, while figure IX provides the same information for peacekeeping operations, special political missions and other political presences, and the resident coordinator system. In the annex to the present report, table 1.B provides details on all staff disaggregated by gender, entity, location, category and appointment type.

Figure VIII  
**Staff of the Secretariat in departments/offices, regional commissions and tribunals by gender and entity as at 31 December 2022**

(Population: 21,374 as at 31 December 2022)

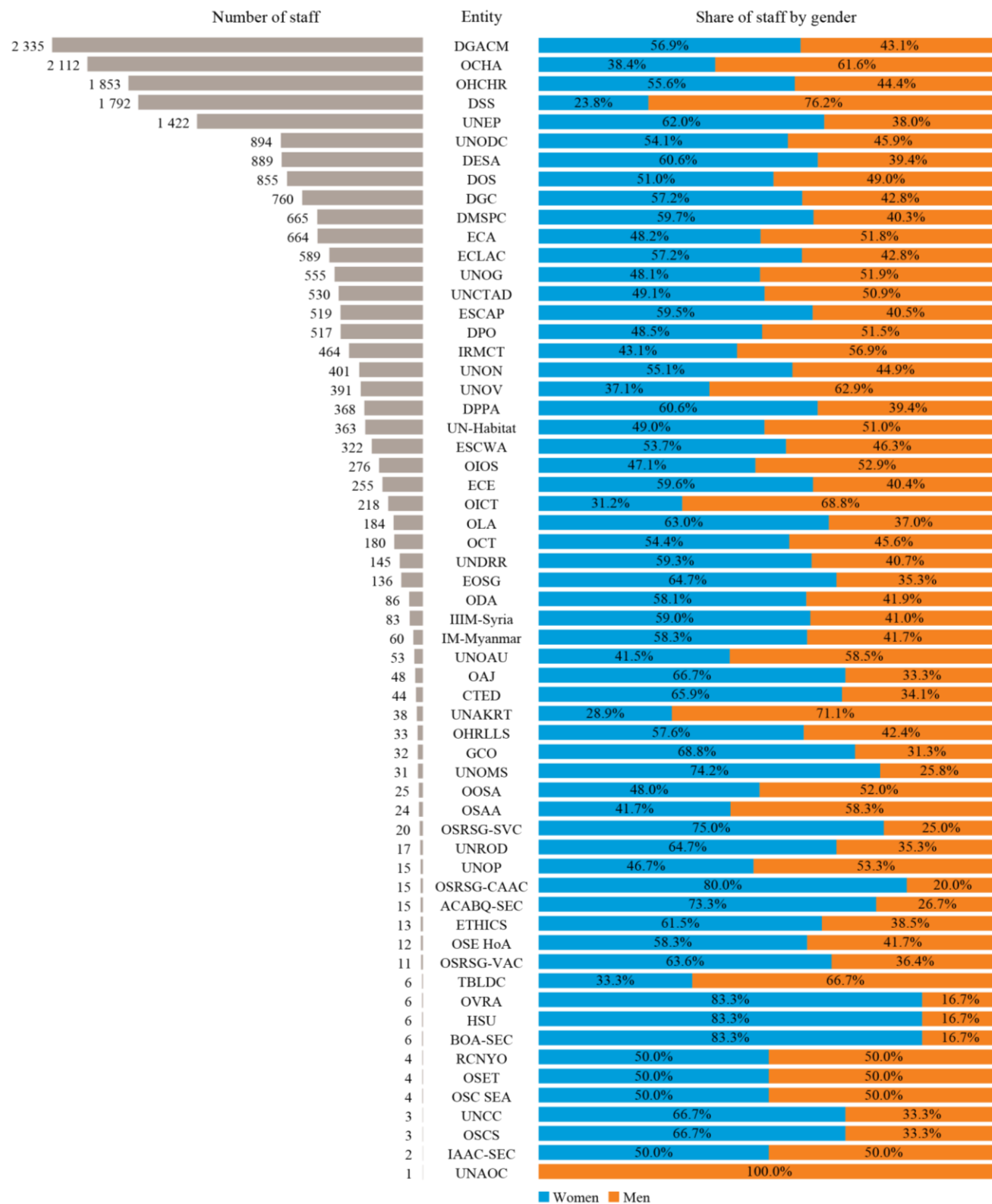
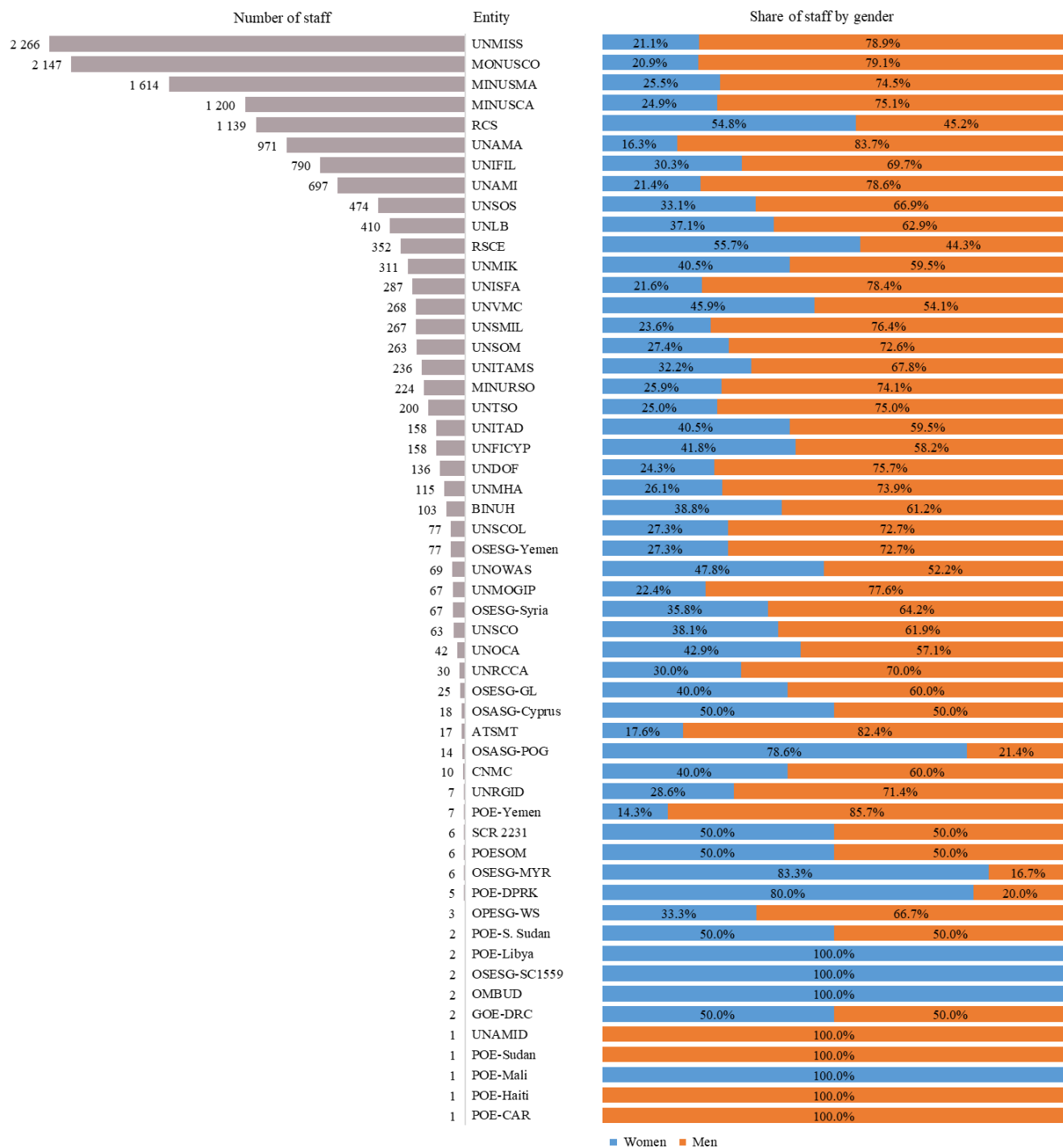


Figure IX  
**Staff of the Secretariat in peacekeeping operations, special political missions and other political presences, and the resident coordinator system by gender and entity as at 31 December 2022**

(Population: 15,417 as at 31 December 2022)

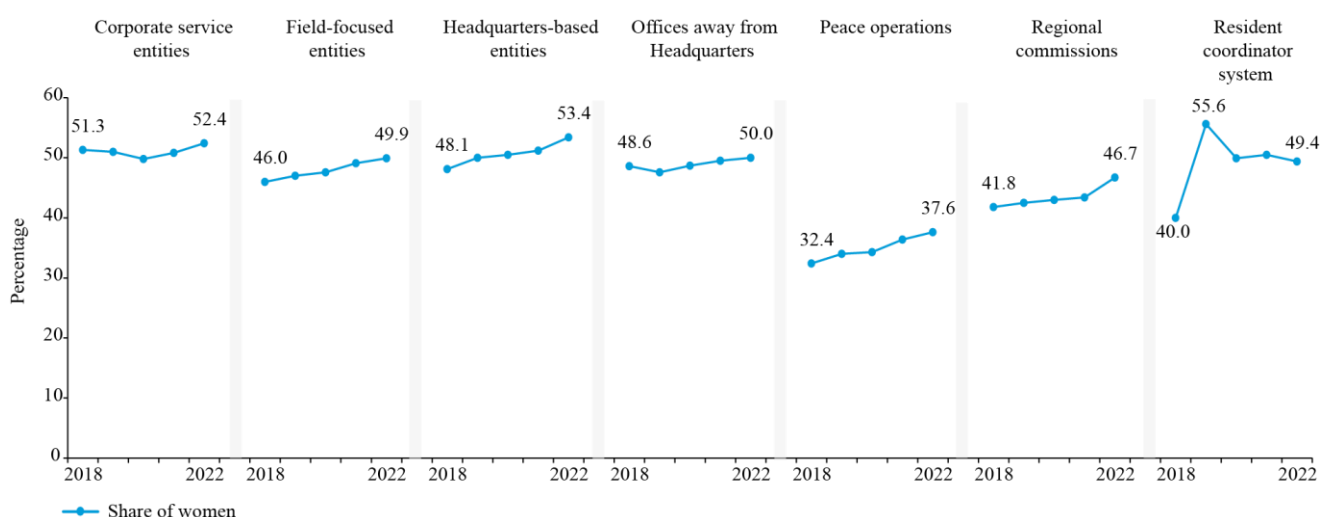


43. Figure X provides a summary of the same information as in figures VIII and IX using the seven-entity grouping approach over a five-year period for a more detailed trend. As shown, the representation of women in the Professional and higher categories increased in all entity groups compared with the five-year period.

Figure X

### Percentage of women in the Professional and higher categories in the Secretariat, using the seven-entity grouping approach as at 31 December for 2018 to 2022

(Population: 36,791 as at 31 December 2022)



## 2. Gender, category and grade

44. Table 15 provides a breakdown of the number and percentage of women and men in the all-staff population by category and grade. The staff population changes are driven by the completion of the mandate of UNAMID, as well as the ongoing MONUSCO transition plan, which contributed to reductions in the Field Service category.

Table 15

### All staff of the Secretariat by gender, category and grade as at 31 December 2022

(Population: 36,791 as at 31 December 2022)

Category/grade	Women		Men		Total	Change from 2021
	Number	Percentage	Number	Percentage		
<b>Professional and higher</b>						
DSG	1	100.0	–	–	1	–
USG	28	40.6	41	59.4	69	(3)
ASG	34	42.5	46	57.5	80	7
D-2	82	42.3	112	57.7	194	(2)
D-1	256	42.1	352	57.9	608	7
P-5	874	44.3	1 097	55.7	1 971	54
P-4	2 001	45.5	2 400	54.5	4 401	108
P-3	2 359	48.6	2 494	51.4	4 853	229
P-2	850	59.2	586	40.8	1 436	146
P-1	14	51.9	13	48.1	27	–

Category/grade	Women		Men		Total	Change from 2021
	Number	Percentage	Number	Percentage		
INT	376	62.4	227	37.6	603	213
R	–	–	9	100.0	9	(2)
T	112	54.4	94	45.6	206	60
<b>Subtotal</b>	<b>6 987</b>	<b>48.3</b>	<b>7 471</b>	<b>51.7</b>	<b>14 458</b>	<b>817</b>
Field Service						
FS-7	5	17.2	24	82.8	29	(3)
FS-6	106	24.3	331	75.7	437	13
FS-5	475	32.6	984	67.4	1 459	(31)
FS-4	295	27.2	788	72.8	1 083	(101)
FS-3	2	25.0	6	75.0	8	(1)
<b>Subtotal</b>	<b>883</b>	<b>29.3</b>	<b>2 133</b>	<b>70.7</b>	<b>3 016</b>	<b>(123)</b>
General Service and related						
NPO-D	25	31.6	54	68.4	79	(1)
NPO-C	234	39.1	365	60.9	599	25
NPO-B	457	33.2	920	66.8	1 377	19
NPO-A	244	37.7	403	62.3	647	(4)
G-7	585	59.4	400	40.6	985	27
G-6	2 237	57.6	1 644	42.4	3 881	286
G-5	2 154	46.1	2 519	53.9	4 673	2
G-4	1 017	26.1	2 877	73.9	3 894	(33)
G-3	216	10.9	1 757	89.1	1 973	48
G-2	64	8.2	716	91.8	780	(19)
G-1	11	42.3	15	57.7	26	2
TC	4	4.7	81	95.3	85	2
SS	63	23.8	202	76.2	265	(21)
LT	23	71.9	9	28.1	32	(1)
PIA	13	61.9	8	38.1	21	3
<b>Subtotal</b>	<b>7 347</b>	<b>38.0</b>	<b>11 970</b>	<b>62.0</b>	<b>19 317</b>	<b>335</b>
<b>Total</b>	<b>15 217</b>	<b>41.4</b>	<b>21 574</b>	<b>58.6</b>	<b>36 791</b>	<b>1 029</b>

Note: The all-staff population includes temporary and when-actually-employed staff, as well as staff on a one-dollar-per-year contract for special high-level positions.

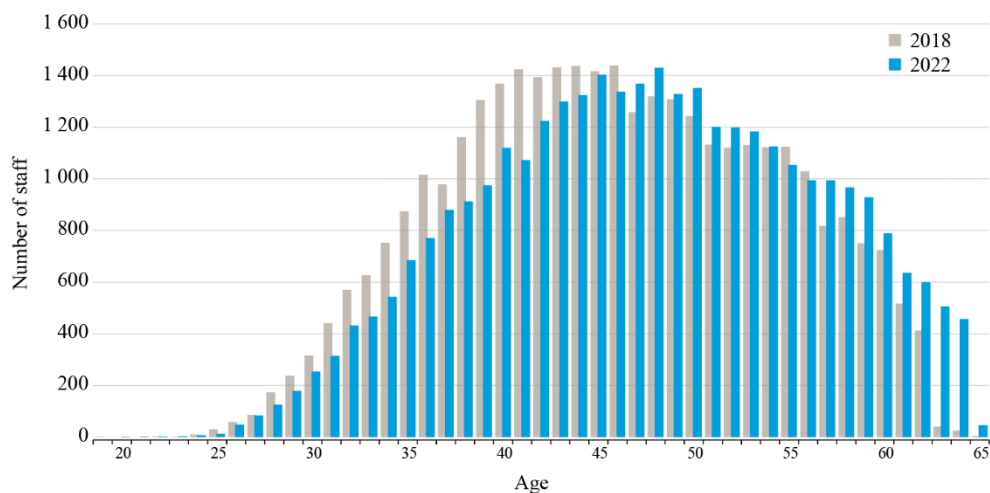
## E. Age

45. As shown in figure XI, the average age of staff members as at 31 December 2022 was 47.2 years, reflecting a slight increase from the 47.0 years recorded on 31 December 2021. Over the past five years, the average age of staff has increased as a result of the implementation of a higher retirement age, which thereby increased the number of staff members above 60 years in the Secretariat. The figure also shows the increase in the number of staff aged 63 and 64 years.



Figure XI  
**Distribution of staff by age (up to 65 years) as at 31 December 2022 compared with the five-year period from 2018 to 2022**

(Population: 36,791 as at 31 December 2022)

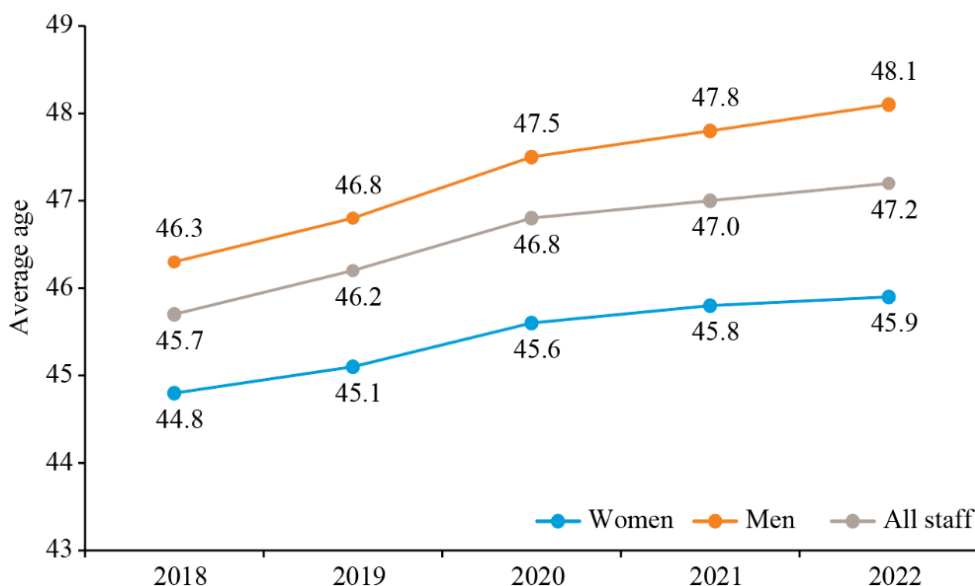


46. In 2022, the increase in the average age of staff was comparable to in previous years because 89.0 per cent of staff employed at the Secretariat in 2021 continued to be employed in 2022, with one additional year of age. The increase was offset by a lower average age of staff joining the Secretariat in 2022 and the number of staff separating owing to retirement or early retirement. The average age of staff who joined the Secretariat in 2022, comprising approximately 10.5 per cent of the 2022 staff population as at 31 December 2022, was 41.6 years. That age was 5.6 years lower than the overall average age of the all-staff population in 2022.

47. As illustrated in figure XII, the average age of men from 2021 to 2022 followed the same trajectory as that seen in 2020 to 2021, whereas women saw a slight deceleration, from 0.2 year in 2020 to 2021 to 0.1 year in 2021 to 2022.

**Figure XII**  
**Average age of all staff of the Secretariat by gender as at 31 December for 2018 to 2022**

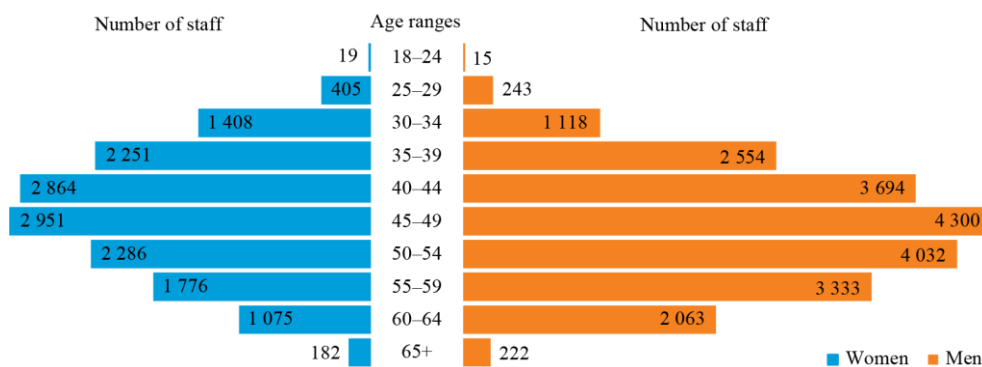
(Population: 36,791 as at 31 December 2022)



48. As illustrated in figure XIII, women had greater representation than men in age group ranging from 18 to 34 as at 31 December 2022. There were more men than women in age group ranging from 35 to 49, and men continued to be represented in a greater share in age groups ranging from 50 to 65+.

**Figure XIII**  
**Number of Secretariat staff by gender and age range as at 31 December 2022**

(Population: 36,791 as at 31 December 2022)



**1. Age by entity group and gender**

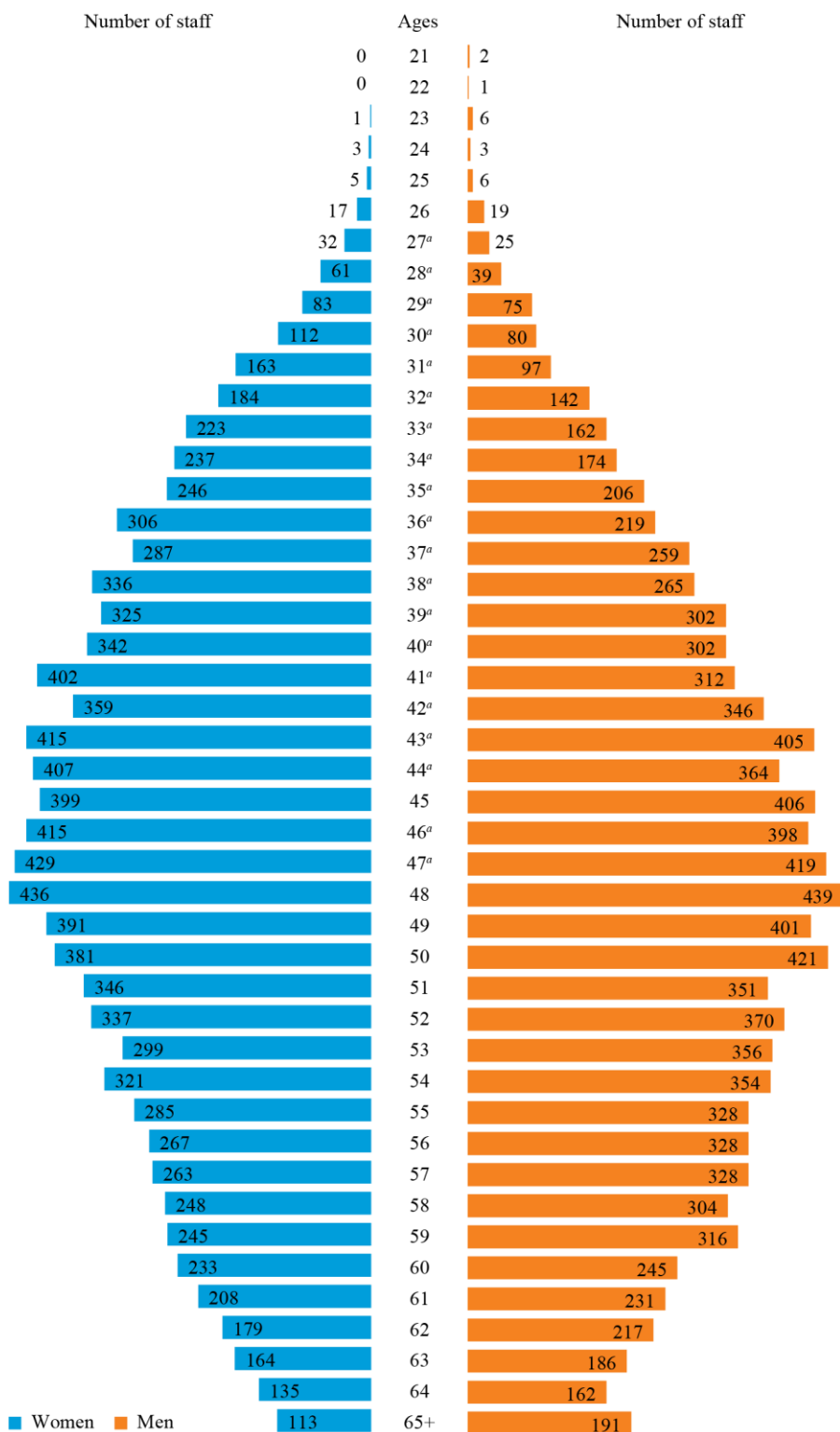
49. The average age of staff of the Secretariat in departments/offices, regional commissions and tribunals was 47 years, and 47.5 years in peacekeeping operations, special political missions and other political presences, and the resident coordinator system. Figures XIV and XV show the distribution of staff of the Secretariat by age and gender in departments/offices, regional commissions and tribunals, and peacekeeping operations, special political missions and other political presences, and the resident coordinator system, respectively.

50. With regard to staff aged 47 years and below, departments/offices, regional commissions and tribunals comprised a larger number of women compared with men, as illustrated in figure XIV. In contrast, with regard to staff aged 48 years and above in the same entities, the presence of men surpassed that of women.

51. Figure XV provides highlights of the age distribution of all staff in peacekeeping operations, special political missions and other political presences, and the resident coordinator system. With regard to staff aged 29 years and below, the number of women surpassed that of men. Conversely, for staff aged 30 years and above, there were more men than women as at 31 December 2022.

**Figure XIV**  
**Distribution of all staff of the Secretariat in departments/offices, regional commissions and tribunals by age and gender as at 31 December 2022**

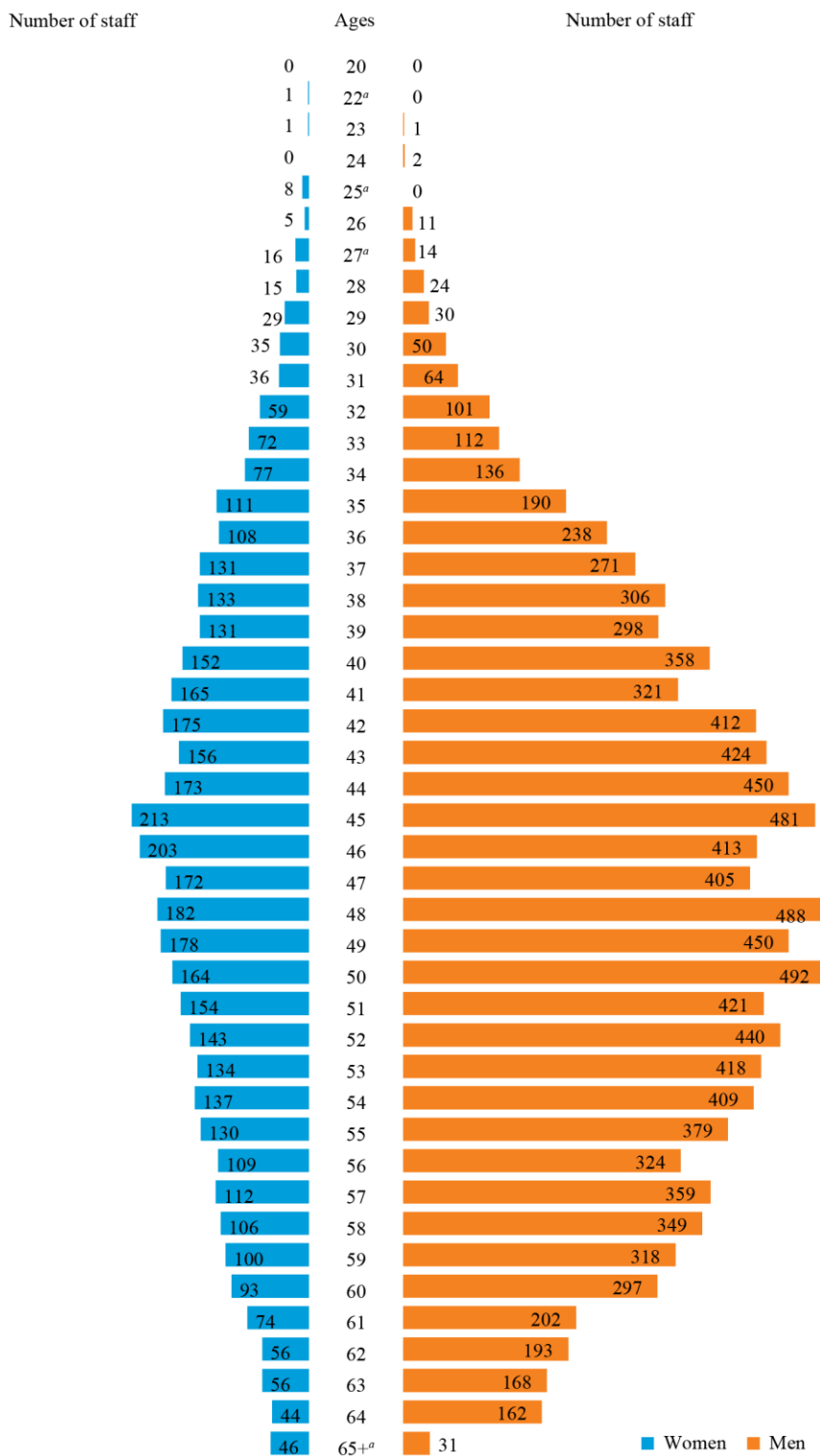
(Population: 21,374 as at 31 December 2022)



<sup>a</sup> There are more women than men at these ages.

Figure XV  
**Distribution of all staff of the Secretariat in peacekeeping operations, special political missions and other political presences, and the resident coordinator system, by age and gender as at 31 December 2022**

(Population: 15,417 as at 31 December 2022)



<sup>a</sup> There are more women than men at these ages.

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

52. Table 16 shows the average age and length of service for all staff by category, grade and gender as at 31 December 2022. The average length of service for all staff in 2022 remained stable at 9.9 years. The longest average length of service was 17.1 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 with very small placement limits and not through the staff selection system. Therefore, many of them remain at the highest level in the General Service and related categories for the remainder of their career.

Table 16

### All staff of the Secretariat by category, grade, average age, average length of service and gender as at 31 December 2022

(Population: 36,791 as at 31 December 2022)

Category/grade	Average age (years)			Change from 2021	Average length of service (years)			Change from 2021
	Women	Men	All staff		Women	Men	All staff	
<b>Professional and higher</b>								
USG <sup>a</sup>	61.6	63.9	62.9	0.8	4.3	5.0	4.7	–
ASG	60.5	60.3	60.4	–	7.0	5.6	6.2	–
D-2	56.4	58.5	57.6	0.4	10.7	12.8	11.9	0.9
D-1	54.7	56.0	55.5	0.2	12.1	13.7	13.0	0.2
P-5	51.6	54.4	53.1	–	13.7	13.7	13.7	0.3
P-4	47.8	51.1	49.6	0.1	10.2	10.5	10.4	0.1
P-3	43.0	46.7	44.9	–	5.9	7.2	6.6	(0.1)
P-2	35.1	38.8	36.6	(0.5)	3.5	4.5	3.9	(0.4)
P-1	32.4	30.0	31.2	(2.8)	0.9	0.6	0.7	(0.7)
INT	53.2	54.9	53.8	0.4	2.0	1.6	1.9	(0.7)
R	–	72.1	72.1	(0.3)	–	4.3	4.3	0.7
T	49.3	57.4	53.0	(0.4)	1.1	1.5	1.3	(0.3)
<b>Average/subtotal</b>	<b>45.9</b>	<b>49.8</b>	<b>47.9</b>	<b>–</b>	<b>7.8</b>	<b>9.1</b>	<b>8.5</b>	<b>(0.2)</b>
<b>Field Service</b>								
FS-7	51.2	55.4	54.7	(0.1)	15.0	16.6	16.3	0.4
FS-6	50.8	53.0	52.5	0.3	12.6	13.6	13.4	0.5
FS-5	50.9	51.8	51.5	0.4	11.6	11.9	11.8	0.6
FS-4	50.1	50.7	50.6	0.5	10.2	10.0	10.1	0.6
FS-3	53.0	53.8	53.6	–	18.3	12.9	14.2	0.8
<b>Average/subtotal</b>	<b>50.6</b>	<b>51.7</b>	<b>51.4</b>	<b>0.5</b>	<b>11.3</b>	<b>11.5</b>	<b>11.5</b>	<b>0.6</b>
<b>General Service and related</b>								
NPO-D	49.3	50.2	49.9	0.6	5.2	5.9	5.7	1.0
NPO-C	44.1	46.8	45.7	0.4	5.3	5.5	5.5	0.4
NPO-B	42.2	45.6	44.4	0.4	5.8	7.1	6.7	0.4
NPO-A	40.6	43.5	42.4	0.4	5.9	6.5	6.3	0.4
G-7	50.8	49.6	50.3	–	17.9	16.0	17.1	(0.2)

Category/grade	Average age (years)			Change from 2021	Average length of service (years)			Change from 2021
	Women	Men	All staff		Women	Men	All staff	
G-6	47.8	47.4	47.6	(0.2)	12.7	11.5	12.2	(0.4)
G-5	45.2	46.1	45.7	0.3	10.0	10.9	10.4	–
G-4	41.5	45.9	44.7	0.3	7.7	11.6	10.6	0.2
G-3	40.4	47.0	46.3	0.6	8.1	10.8	10.5	(0.1)
G-2	42.1	47.0	46.6	0.3	4.2	11.0	10.4	(0.2)
G-1	31.4	38.7	35.6	1.3	1.8	6.2	4.3	(0.1)
TC	35.8	50.5	49.8	(0.2)	6.8	14.0	13.7	(0.3)
SS	43.0	46.5	45.7	0.1	11.8	16.3	15.2	(0.2)
LT	48.0	46.6	47.6	(1.0)	10.0	8.8	9.7	–
PIA	41.1	36.5	39.3	2.1	3.6	2.7	3.3	(0.7)
<b>Average/subtotal</b>	<b>45.4</b>	<b>46.4</b>	<b>46.0</b>	<b>0.2</b>	<b>10.4</b>	<b>10.8</b>	<b>10.6</b>	<b>–</b>
<b>Average/total, all categories</b>	<b>45.9</b>	<b>48.1</b>	<b>47.2</b>	<b>0.2</b>	<b>9.3</b>	<b>10.3</b>	<b>9.9</b>	<b>–</b>

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

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

53. Table 17 shows the average age and length of service for all staff by appointment type and category as at 31 December 2022. The data show an increase in the average length of service from 2021 to 2022 for staff with permanent or continuing appointments, but the average length of service remains about the same for staff who hold temporary and fixed-term appointments.

Table 17  
**All staff of the Secretariat by appointment type, category, average age and average length of service as at 31 December 2022**

(Population: 36,791 as at 31 December 2022)

Appointment type/category	Average age (years)		Average length of service (years)		Number of staff	
	2021	2022	2021	2022	2021	2022
<b>Permanent/continuing</b>						
D+	56.5	56.8	19.1	20.0	416	405
P	50.2	50.7	15.2	16.0	4 669	4 443
FS	52.6	53.3	14.1	15.1	1 609	1 515
GS+	52.7	52.9	21.0	21.0	3 285	3 317
<b>Average/subtotal</b>	<b>51.7</b>	<b>52.1</b>	<b>17.1</b>	<b>17.8</b>	<b>9 979</b>	<b>9 680</b>
<b>Fixed-term</b>						
D+	56.4	56.6	5.3	5.6	493	512
P	45.6	45.4	5.5	5.5	6 304	6 870
FS	49.3	49.7	7.9	8.2	1 454	1 423
GS+	44.5	44.8	8.8	8.9	15 055	15 170
<b>Average/subtotal</b>	<b>45.3</b>	<b>45.5</b>	<b>7.8</b>	<b>7.8</b>	<b>23 306</b>	<b>23 975</b>

<i>Appointment type/category</i>	<i>Average age (years)</i>		<i>Average length of service (years)</i>		<i>Number of staff</i>	
	<i>2021</i>	<i>2022</i>	<i>2021</i>	<i>2022</i>	<i>2021</i>	<i>2022</i>
Temporary						
D+	60.7	60.9	2.7	1.9	34	35
P	45.2	45.9	1.3	1.1	1 725	2 193
FS	45.9	45.1	0.7	0.8	76	78
GS+	40.2	40.4	0.9	0.9	642	830
<b>Average/subtotal</b>	<b>44.2</b>	<b>44.6</b>	<b>1.2</b>	<b>1.1</b>	<b>2 477</b>	<b>3 136</b>
<b>Average/total, all categories</b>	<b>47.0</b>	<b>47.2</b>	<b>9.9</b>	<b>9.9</b>	<b>35 762</b>	<b>36 791</b>

54. The Organization recognizes the value of a diverse workforce that encompasses a variety of age groups, each contributing its unique skills, experiences and knowledge to effectively fulfil the mission of the United Nations. The Organization remains committed to attracting and retaining young talent in support of fulfilling its mandates and to benefit from staff creativity, innovation and skills in future-oriented capabilities. It also continues to leverage existing initiatives, such as the young professionals programme and internships, which remain pivotal in attracting budding talent across entities. To advance rejuvenation, endeavours have included changes to the existing staff selection policy to eliminate criteria that restrict junior staff mobility and pose obstacles for younger professionals. In the future, the Secretariat will pursue concerted efforts towards enhancing staff selection through a focused programme for change entitled staff selection 2.0. Modernizing job descriptions, advancing skills-based recruitment, simplifying the application process and making a variety of assessment methods available to hiring managers should also have a positive impact on the Organization's ability to attract and hire younger talent. The forecast of retirements shown in figure XVI may be viewed as a challenge, but it is also a strategic opportunity to make progress towards diversity goals that span geography, gender and age.

#### 4. Forecast of retirements

55. Table 18 shows the forecast of retirements by category from 1 January 2023 to 31 December 2027 for all staff in the Secretariat based on the mandatory age of separation of staff of 65 years.

Table 18

#### **Forecast of retirements from 1 January 2023 to 31 December 2027 by category for all staff of the Secretariat as at 31 December 2022**

(Population: 33,524<sup>a</sup> as at 31 December 2022)

<i>Category</i>	<i>Average yearly number of staff retirements 2023–2027 (if all retire at 65 years)</i>	<i>Number of staff in category</i>	<i>Retirements as a percentage of category</i>
D+	40	786	5.1
P	201	11 313	1.8
FS	75	2 938	2.6
GS+	282	18 487	1.5
<b>Total</b>	<b>599</b>	<b>33 524</b>	<b>1.8</b>

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



56. As the averages indicated in table 18 do not show the overall trend in forecast retirements or any peaks, table 19 is included to provide a detailed yearly breakdown of the forecast retirements from 1 January 2023 to 31 December 2032 by category and gender, focused on the population used to determine gender parity<sup>7</sup> (i.e. staff in the Professional and higher categories, as well as staff in the Field Service category with fixed-term, permanent or continuing appointments) to allow for anticipating future opportunities for continued progress towards gender parity. Under-Secretaries-General and Assistant Secretaries-General are excluded, as they are not subject to the mandatory age of retirement. Table 19 highlights the fact that the number of forecast retirements increases in all categories over the period. However, more than two thirds of retirees are men, and their absolute retirement numbers peak earlier than those of women as a result of the lower average age of women in the Secretariat. Those retirements provide an opportunity to make progress towards gender parity in those categories and grades, where it is still lacking.

Table 19

**Yearly forecast of retirements from 1 January 2023 to 31 December 2032 for staff of the Secretariat in the Director, Professional and Field Service categories by gender**

(Population: 4,198<sup>a</sup> as at 31 December 2022)

Category	Gender	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	Total
Director	Women	10	11	12	18	19	25	27	22	15	25	184
	Men	25	24	33	33	17	43	24	38	25	36	298
<b>Subtotal</b>		<b>35</b>	<b>35</b>	<b>45</b>	<b>51</b>	<b>36</b>	<b>68</b>	<b>51</b>	<b>60</b>	<b>40</b>	<b>61</b>	<b>482</b>
Professional	Women	32	38	54	64	81	106	99	135	125	109	843
	Men	115	117	158	149	196	227	231	225	201	239	1 858
<b>Subtotal</b>		<b>147</b>	<b>155</b>	<b>212</b>	<b>213</b>	<b>277</b>	<b>333</b>	<b>330</b>	<b>360</b>	<b>326</b>	<b>348</b>	<b>2 701</b>
Field Service	Women	14	21	20	24	27	26	34	27	36	36	265
	Men	45	38	47	62	78	84	100	112	86	100	752
<b>Subtotal</b>		<b>59</b>	<b>59</b>	<b>67</b>	<b>86</b>	<b>105</b>	<b>110</b>	<b>134</b>	<b>139</b>	<b>122</b>	<b>136</b>	<b>1 017</b>
<b>Total, gender</b>	<b>Women</b>	<b>56</b>	<b>70</b>	<b>86</b>	<b>106</b>	<b>127</b>	<b>157</b>	<b>160</b>	<b>184</b>	<b>176</b>	<b>170</b>	<b>1 292</b>
	<b>Men</b>	<b>185</b>	<b>179</b>	<b>238</b>	<b>244</b>	<b>291</b>	<b>354</b>	<b>355</b>	<b>375</b>	<b>312</b>	<b>375</b>	<b>2 908</b>
<b>Total, all staff</b>		<b>241</b>	<b>249</b>	<b>324</b>	<b>350</b>	<b>418</b>	<b>511</b>	<b>515</b>	<b>559</b>	<b>488</b>	<b>545</b>	<b>4 200</b>

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

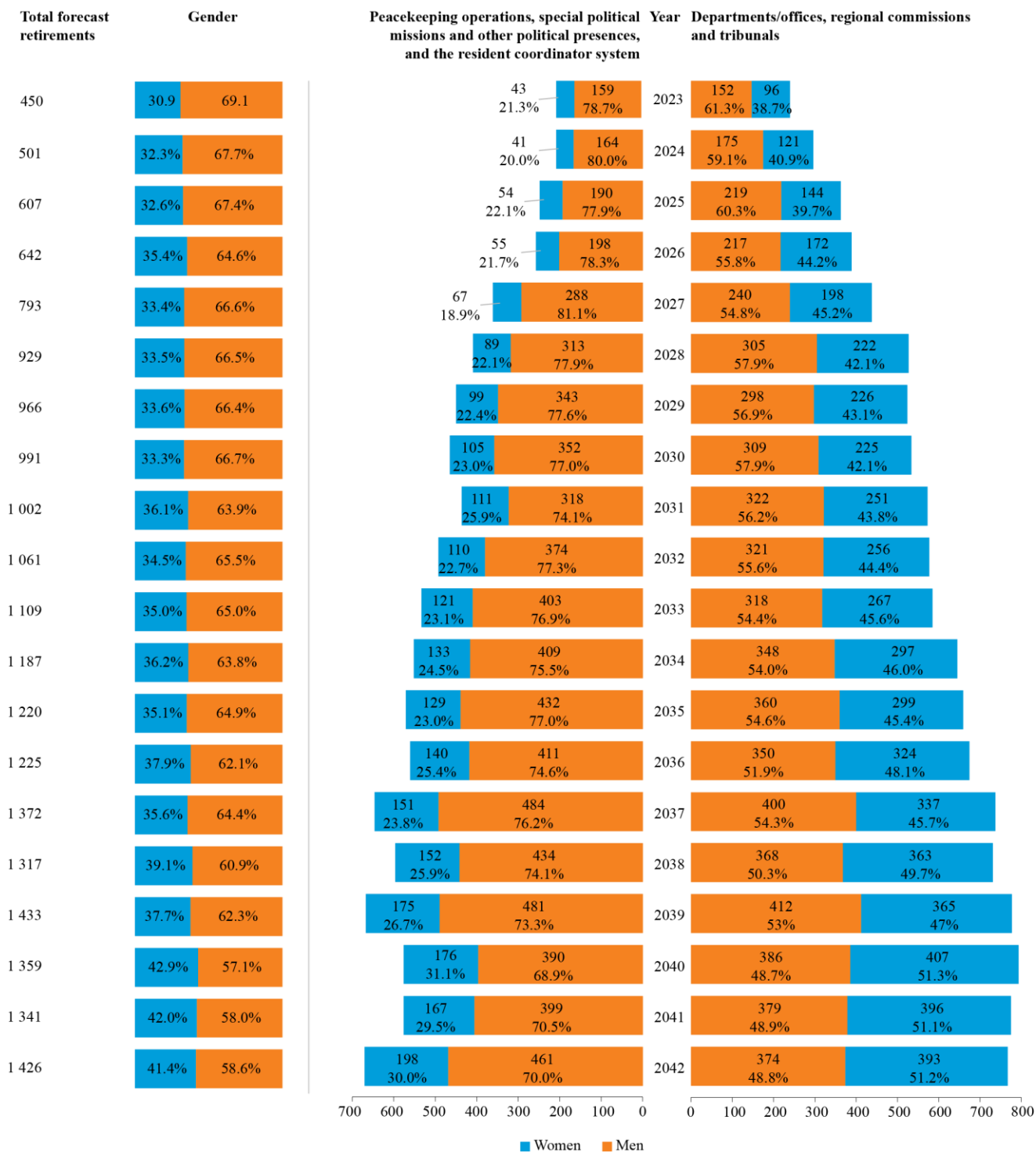
57. Figure XVI provides information on forecast retirements for all staff in all categories and grades by gender for 2023 to 2042 for peacekeeping operations, special political missions and other political presences, and the resident coordinator system, as well as for departments/offices, regional commissions and tribunals. The extension to 2042 has been introduced to identify when retirements are forecast to peak. The forecast annual increase in the number of staff retiring from the Secretariat continues to 2039 and remains at a high level through at least 2042. Beginning in 2028, annual retirements will be twice the current numbers, and by 2036 there will be three times

<sup>7</sup> Small departments or entities – comprising 10 persons or fewer – are excluded from the target measurement approach outlined in the system-wide strategy on gender parity (<https://www.un.org/gender/content/un-secretariat-gender-parity-dashboard>). The present report captures the all-staff population across all entities, as shown in table 8 and the corresponding table in the annex (table 1.D).

as many retirements as currently. By 2042, 11,612 staff, or 54.3 per cent of all current staff in departments/offices, regional commissions and tribunals, will have retired. In peacekeeping operations, special political missions and other political presences, and the resident coordinator system, 9,319 staff are forecast to retire by 2042, comprising 60.4 per cent of the total staff at these entities. As women account for only 36.7 per cent of all forecast retirements up to 2042, opportunities to increase gender parity remain, especially with regard to the composition of staff at peacekeeping operations, special political missions and other political presences.

Figure XVI  
**Yearly forecast of retirements from 1 January 2024 to 31 December 2042 for all staff of the Secretariat by entity group and gender**

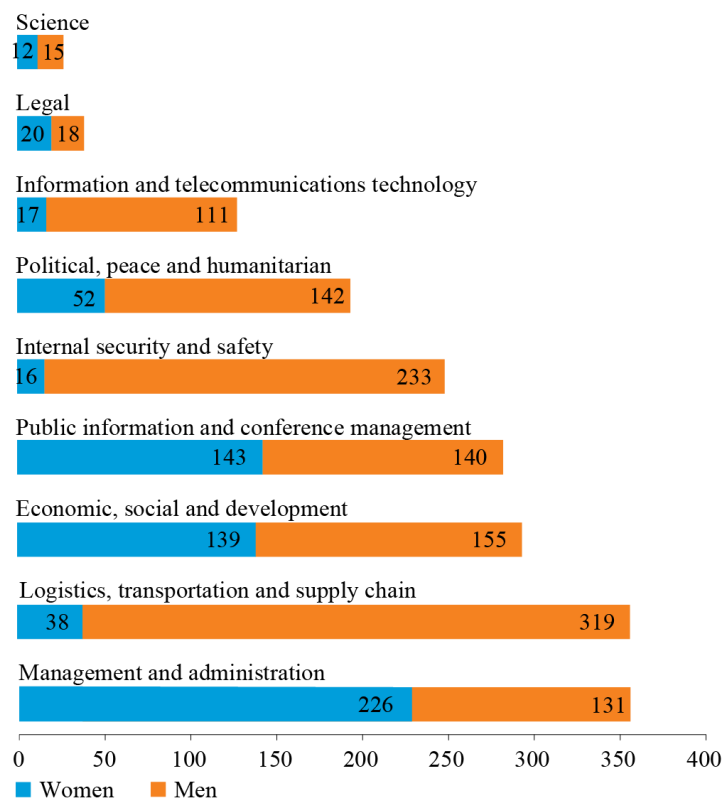
(Population: 20,931 as at 31 December 2022)



58. In the upcoming three-year period 2025–2027, an estimated 2,042 staff members are projected to retire from the Organization. It is forecast that 842 staff are due to retire who are currently concentrated in the job networks of management and administration; logistics, transportation and supply chain; and information and telecommunications technology. Retirements especially in these job networks will allow for revisiting the profiles needed to perform jobs in these areas in the future as a result of digital transformation, increased use of data and the need to innovate. In addition to upskilling serving staff, these retirements allow for seeking new skills and capabilities that may be more readily available in younger cohorts to address skills gaps in new technologies, such as artificial intelligence, machine learning and big data. Similar considerations apply to other job networks in which modalities and tools of work evolve and are innovated. Figure XVII provides details on forecast retirements by gender and job network.

Figure XVII  
**Number of forecast retirements in the period 2025–2027, by gender and job network**

(Population: 2,042 forecast retirements as at 31 December 2022)



*Note:* The figure excludes 115 forecast retirements (27 women and 88 men) for which job network information is not available and excludes the Deputy Secretary-General, Under-Secretaries-General, Assistant Secretaries-General and staff with a temporary appointment.

### III. Staff movements

59. The staff movements section of the present report includes an enhanced analysis of resignations as an initial response to General Assembly resolution 77/278, paragraph 44, specifically in response to paragraph 13 of the same resolution, it introduces new tables on external and internal recruitments.

## A. Inflow and outflow

60. Inflow of staff is comprised of staff appointments, which include initial appointments and reappointments – applying to instances when staff have been appointed to the Secretariat for the first time, which would be an initial appointment, or when staff have had prior appointments but separated and were not serving staff at the time of their reappointment; that is, they had a preceding separation. Outflow of staff is defined by separations, which include different types, such as: (a) appointment expirations; (b) resignations; (c) retirements; (d) agreed terminations; (e) transfer to other organizations in the United Nations common system; and (f) separations owing to death and health reasons. Other forms of inflow and outflow, such as entry to or return from special leave without pay are also considered.

61. The population used for reporting on staff appointments and separations, which is 34,840 as at 31 December 2022, includes only those staff members administered in Umoja. Table 20 provides a summary of staff movements into and out of the Secretariat. Within the population, the number of appointments and other inflows exceeded the number of separations and other outflows by 968 staff during 2022. More women than men were appointed during the reporting period, while more men than women separated. Overall, the share of women in the population of staff increased by 1.2 percentage points compared with 2021. In 2022, DGACM led, with the highest number of both appointments and separations. They recorded 820 appointments, accounting for 15.2 per cent of all Secretariat appointments, and managed 620 separations, making up 13.7 per cent of total separations. Following them, OHCHR brought on board 379 staff members, and the resident coordinator system appointed 309. Together, these two entities contributed to 12.7 per cent of the total appointments. On the other hand, OHCHR experienced 242 separations, followed by MONUSCO (200), UNEP (176), DESA (163), OCHA (154) and UNAMID (152).

Table 20

### Summary of staff movements in and out of the Secretariat by gender from 1 January to 31 December 2022

(Population: 34,840 as at 31 December 2022)

	Women	Percentage of total	Men	Percentage of total	Total
<b>Balance as at 31 December 2021</b>	13 724	40.5	20 148	59.5	33 872
Inflow of staff					
Appointments <sup>a</sup>	2 919	54.0	2 486	46.0	5 405
Others <sup>b</sup>	47	55.3	38	44.7	85
Outflow of staff					
Separations <sup>c</sup>	(2 163)	47.8	(2 359)	52.2	(4 522)
<b>Balance as at 31 December 2022</b>	<b>14 527</b>	<b>41.7</b>	<b>20 313</b>	<b>58.3</b>	<b>34 840</b>

<sup>a</sup> Including initial appointments and reappointments, which also include those of staff members who are appointed as a result of an inter-agency transfer or an inter-agency non-reimbursable loan.

<sup>b</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>c</sup> Separations of staff include: (i) appointment expirations; (ii) resignations; (iii) retirements; (iv) agreed terminations; (v) transfers to other organizations in the United Nations common system; and (vi) separations owing to death and health reasons.

## 1. External and internal recruitment

62. Staff appointments, as presented in table 21, are defined for the purposes of reporting as external recruitments that resulted either in initial appointments or reappointments, meaning that new staff have been appointed to the Secretariat for the first time or new staff have had prior appointments but separated and were not serving staff members at the moment of their reappointment. Internal recruitments, covered in a subsequent table, are promotions, reassignments and transfers of staff serving in the Organization at the time of their movement into a new position. Staff appointments and the above-mentioned movements are the final administrative process of filling a position with a selected candidate.

63. External recruitments, which are defined as both initial appointments and reappointments collectively, showed an upward trend in 2022. 2,611 initial appointments were made during 2022 which was a 39.9 per cent increase from the previous year. For reappointments only, there was an increase of 15.2 per cent as compared with 2021. The main driver of the increase in initial appointments was the resident coordinator system, accounting for nearly 10.0 per cent (259 appointments) of the Secretariat total, followed by DESA (with 196, among them 165 are Junior Professional Officers appointed in 2022) and OHCHR (with 143). Collectively, the resident coordinator system, DESA and OHCHR comprised 45.0 per cent of all Secretariat initial appointments. When disaggregated by levels, the P-3 level appointments constituted 18.2 per cent of all initial appointments, with P-2 at 15.8 per cent and G-6 at 10.7 per cent. For reappointments, DGACM stood out with the highest number in 2022, making up 25.1 per cent (or 701 reappointments, of which 661 were temporary reappointments) of the Secretariat total in support of conference services demands in the post-pandemic environment, followed by OHCHR (236), to support the establishment or expansion of the investigative mechanisms, as well as other field offices, mostly through temporary appointments, and UNEP (118), in support of workforce demands through temporary appointments. Reappointments at the P-3 level made up 23.0 per cent of the total. Notably, the reappointments of interpreters and translators combined represented 26.6 per cent of all reappointments.

64. It is important to note that the numbers in table 20 cover temporary as well as fixed-term appointments and internationally as well as locally recruited staff. To provide further details on various types of reappointments – instances when a former staff member is onboarded following a recruitment – table 21 shows reappointments of staff members moving from a temporary appointment to a fixed-term appointment, which may occur back-to-back; that is, they will be separated one day and reappointed the following day. Although the phrase “without break in service” is used, legally, the continuity of the staff member’s appointment has been broken as a separation is required to move from a temporary to a fixed-term appointment. These reappointments are considered external recruitment, as the new staff member is for the first time recruited through the staff selection system. The table also provides details on reappointments of retired staff members who return to service after they have been separated from the Organization through retirement, or staff members who have resigned and are receiving early retirement pension benefits.

Table 21

**External recruitments by appointment type and gender from 1 January to 31 December 2022**

(Population: 5,405 as at 31 December 2022)

	<i>Women</i>	<i>Percentage</i>	<i>Men</i>	<i>Percentage</i>	<i>Total</i>	<i>Percentage</i>
Initial appointment	1 393	53.3	1 218	46.6	2 611	48.3
Reappointments	1 154	55.2	936	44.8	2 090	38.7
Reappointments after retirement	112	47.6	123	52.3	235	4.3
Reappointments without a break in service	260	55.4	209	44.6	469	8.7
<b>Total</b>	<b>2 919</b>	<b>54.0</b>	<b>2 486</b>	<b>46.0</b>	<b>5 405</b>	<b>100.0</b>

65. Table 22 provides information on internal recruitment during 2022. Those are defined as a permanent move of a serving staff member following their selection against a position advertised through the staff selection system or a competitive examination. Internal recruitment occurs through promotions to one or more level above a staff member's current level, or a reassignment when staff members are selected for a job opening within the same department at the same grade from one post to another, or a transfer between entities at the same grade. It is important to note that all heads of entities have the authority to reassign staff laterally, that is, at the same level, within their entity, including to another unit of the same entity in a different duty station. In addition, organizational restructuring, which may result in creation of a new entity, may be the cause of a transfer of staff member from one entity to another. Both instances of reassignment and transfer are therefore not the consequence of filling a job opening, but are, nevertheless, covered in the data on internal recruitments. There were 1,333 promotions in 2022, reflecting an increase of 167 promotions (12.5 per cent) from 2021. There were 2,092 reassignments in 2022, which was an increase of 370 (21.5 per cent) as compared with 2021. In contrast, there was a slight decrease in the number of recorded transfers (-8 transfers, a reduction of 0.4 per cent compared with 2021).

Table 22

**Internal recruitments by gender from 1 January to 31 December 2022**

(Population: 4,005 as at 31 December 2022)

	<i>Women</i>	<i>Percentage</i>	<i>Men</i>	<i>Percentage</i>	<i>Total</i>	<i>Percentage of total</i>
Promotions	720	54.0	613	46.0	1 333	33.3
Transfers	326	61.2	207	38.8	533	13.3
Reassignments	1 092	52.2	1 000	47.8	2 092	52.2
Other <sup>a</sup>	25	53.2	22	46.8	47	1.2
<b>Total</b>	<b>2 163</b>	<b>54.0</b>	<b>1 842</b>	<b>46.0</b>	<b>4 005</b>	<b>100.0</b>

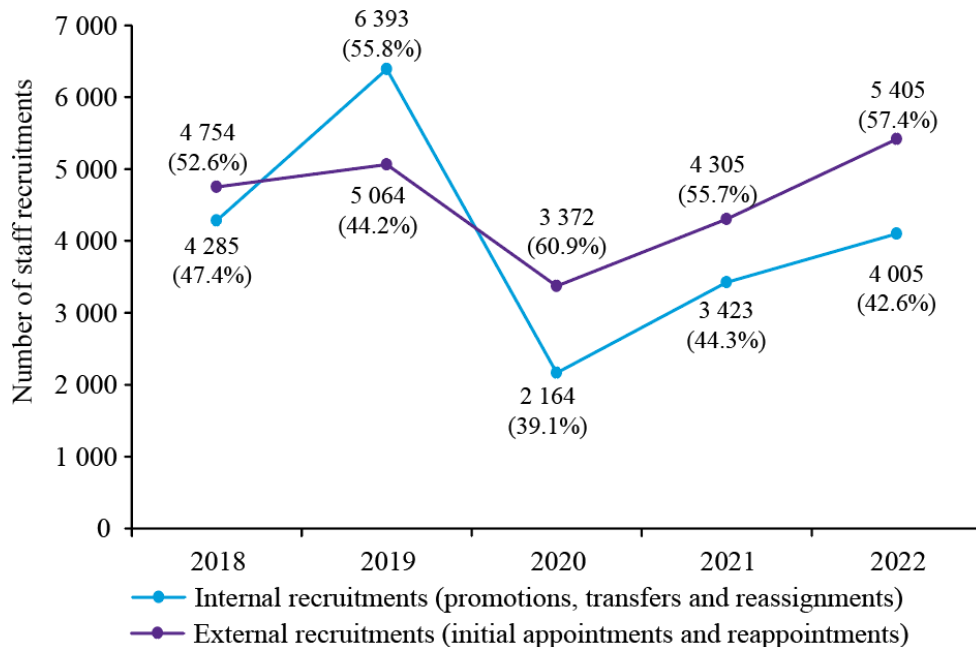
<sup>a</sup> Includes movement between different categories, such as from the General Service and related categories to the Professional category, or from the Field Service category to the Professional category.

66. Compared with the five-year period from 2018 to 2022, the total number of internal and external movements made in 2022 was comparable to 2018. The reduction in the total number of movements in 2020, which began to rebound in 2021, was a result of the COVID-19 pandemic and the temporary suspension of hiring during the period, which affected both internal and external movements into

positions. They continued to rebound in 2022, with an increase from 2021 to 2022 of 1,682 movements into positions (21.7 per cent increase), with twice as many external recruitments compared with internal (1,100 external compared with 582 internal recruitments). In fact, external recruitments in 2022 were at their highest number over the five-year period, with 5,405 initial appointments and reappointments following selection against a position.

Figure XVIII  
**Internal and external recruitments of staff for 2018 to 2022**

(Population: 9,410 as at 31 December 2022)



*Notes:*

- (a) Percentages represent shares internal or external recruitments relative to all recruitments;
- (b) External recruitments include initial appointments and reappointment;
- (c) Internal recruitments include promotions, transfers and reassignments;
- (d) The figure for 2022 internal recruitments includes movement between different categories, such as from the General Service and related categories to the Professional category or from the Field Service category to the Professional category.

## 2. Separations

67. Table 23 shows the various types of separations accounting for the outflow of staff from the Organization on all contract types. Types of separations included are: (a) appointment expirations; (b) resignations; (c) retirements; (d) agreed terminations;<sup>8</sup> (e) transfers to other organizations in the United Nations common system; and (f) separations owing to death and health reasons. To better contextualize the data, the percentage change from 2021 is included for reference. In addition, table 23 shows the number of staff who first separated from the Organization and were then reappointed during the same period of 2022. Most of those cases occur when appointments expire and a staff member is subsequently reappointed. They could also occur when a staff member is resigning – in most cases from a temporary appointment – to take on another opportunity – either as a temporary or a fixed-term appointment. In rare cases,

<sup>8</sup> As outlined in staff regulation 9.3 and staff rules 9.1 and 9.6.



staff members retire and are reappointed in the same year within the restrictions, such as regarding a break in service or earnings threshold.

68. Overall, the data indicate a 15.6 per cent decline in separations from 2021 to 2022, which is driven by the decline in number of separations by men, owing mainly to appointment expirations. That decline in separations of men compared with 2021 is attributable mostly to the significant increase in the separations of men during 2021, which was driven by an increased number of appointment expirations, attributable mostly to the closure of UNAMID, which has ended its activities. The peak in separations abated somewhat during 2022. The share of separations of women only declined 2 per cent compared with 2021. The 4,522 separations are balanced against 1,687 reappointments during the same period, resulting in a net shrinkage of 2,835 staff.

69. When broken down by type of separation, the data highlight the fact that resignations increased over the one-year period from 2021 to 2022 by 16.7 per cent. There were 1,001 resignations as at 31 December 2022, with 811 of the 1,001 resignations being made by staff holding a fixed-term, permanent or continuing appointment. Within the resignation population, there is an increase in resignations from women of 23.2 per cent compared with an increase of 11.2 per cent by men.

70. Retirements increased by 9.1 per cent over the one-year period from 2021 to 2022 and were mostly driven by men. Agreed terminations also increased over the one-year period by 19.3 per cent, again, primarily driven by men with 120 of the 167 cases of agreed termination (71.9 per cent). About half the cases of agreed termination were from five entities: DSS (21), UNAMI (21), UNAMID (17), DGC (14) and DGACM (10). Transfers to other organizations within the United Nations common system remain stable overall – but differences exist by gender. Transfers of women increased by 8.5 per cent, while transfers of men declined by 8.2 per cent. The data also reveal that a higher share of women were reappointed after their appointment expiration in 2022, which is a continuation of the retention trend also observed in the previous reports, and in part a consequence of women having a higher share of temporary appointments in departments/offices and regional commissions.

Table 23  
Separations by type and gender from 1 January to 31 December 2022

(Population: 4,522 as at 31 December 2022)

Type of separation	Number of staff separations			Percentage of change of staff separations from 2021			Percentage of staff separations			Number of staff reappointments <sup>a</sup>			Percentage of change of staff reappointments from 2021		
	Women	Men	Total	Women	Men	Total	Women	Men	Women	Men	Total	Women	Men	Total	
Appointment expiration	1 374	1 221	2 595	(7.9)	(40.6)	(26.8)	53.0	47.1	809	641	1 450	6.4	4.2	5.5	
Resignation	483	518	1 001	23.2	11.2	16.7	48.3	51.8	109	105	214	45.3	15.4	28.9	
Retirement	134	262	396	1.5	13.4	9.1	33.8	66.2	4	6	10	(42.9)	(33.3)	(37.5)	
Agreed termination	47	120	167	–	29.0	19.3	28.1	71.9	–	–	–	–	–	–	
Transfer to other organizations in the United Nations common system	51	45	96	8.5	(8.2)	–	53.1	46.9	–	–	–	(100.0)	–	(100.0)	
Other <sup>b</sup>	74	193	267	(24.5)	(24.6)	(24.6)	27.7	72.3	7	6	13	–	–	–	
<b>Total</b>	<b>2 163</b>	<b>2 359</b>	<b>4 522</b>	<b>(2.0)</b>	<b>(25.1)</b>	<b>(15.6)</b>	<b>47.8</b>	<b>52.2</b>	<b>929</b>	<b>758</b>	<b>1 687</b>	<b>9.3</b>	<b>5.1</b>	<b>7.4</b>	

<sup>a</sup> Defined as staff who separated between 1 January and 31 December 2022 and were reappointed within the same period.

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

71. A more detailed view of the historical trend of retirement trends by category, gender and average age for all staff of the Secretariat from 1 January 2018 to 31 December 2022 in table 24 shows an increase in the number of retirements from 2021 to 2022 in the Professional and General Service and related categories, but mostly driven by the Professional category. The forecast of future retirements, shown previously in figure XVI, indicates that the rate of retirements is forecast to further accelerate starting in 2023, doubling by 2030 and peaking in 2039. The forecast acceleration of retirements is attributable to the fact that the average age of staff is now catching up with the implementation of General Assembly resolution 70/244, in which the mandatory age of separation for staff recruited before 1 January 2014 was increased to 65 years.

Table 24

**Retirements by category, gender and average age from 1 January 2018 to 31 December 2022**

(Population: 396 as at 31 December 2022)

Category	2018 <sup>a</sup>				2019 <sup>b</sup>				2020 <sup>c</sup>				2021 <sup>d</sup>				2022			
	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	5	11	16	63.4	4	7	11	63.4	2	10	12	63.8	11	24	35	64.2	11	19	30	64.6
P	9	27	36	61.5	7	16	23	62.3	10	17	27	63.1	36	92	128	64.3	41	112	153	64.4
FS	5	17	22	61.9	5	6	11	62.4	4	14	18	62.8	13	35	48	64.0	11	33	44	64.4
GS+	29	37	66	61.0	17	16	33	62.6	10	13	23	62.3	71	79	150	64.4	71	98	169	64.3
<b>Total</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>	<b>134</b>	<b>262</b>	<b>396</b>	<b>64.4</b>

Note: Figures exclude Under-Secretaries-General, Assistant Secretaries-General and staff with a temporary appointment.

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

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

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

<sup>d</sup> See A/77/580.

## B. Appointments and separations

### 1. Entity

72. Table 25 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, special political missions and other political presences, and the resident coordinator system. A notable increase was observed in appointments and separations in DSS, which intensified recruitment in both Headquarters and non-Headquarters locations to fill vacant posts resulting from internal promotions, transfers and separations. The resumption of hiring against regular budget positions upon the lifting of the temporary suspension in April 2021 enabled entities to initiate recruitment predominantly in the Headquarters locations. In peacekeeping operations, special political missions and other political presences, the operational effects of the completion of the mandate of UNAMID continued to contribute to separations. In addition, UNAMA contributed to separations through its changing operational context and the relocation of staff. Other entities include DGACM, with an increase in interpreters, ECLAC and the resident coordinator system, with its country office reconfiguration process.

Table 25

**Appointments and separations from 1 January to 31 December 2022 in the 10 entities with the largest number of appointments in departments/offices, regional commissions and tribunals, and in peacekeeping operations, special political missions and other political presences, and the resident coordinator system**

(Population: 34,840 as at 31 December 2022)

Entity	Appointments				Percentage change in appointments to 2021			Separations <sup>a</sup>			Percentage change in separations to 2021			
	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	530	290	820	15.2	26.5	23.4	25.4	391	229	620	13.7	(3.9)	(10.9)	(6.6)
OHCHR	215	164	379	7.0	19.4	23.3	21.1	148	94	242	5.4	8.0	(14.5)	(2.0)
UNEP	159	89	248	4.6	35.9	45.9	39.3	100	76	176	3.9	(2.0)	15.2	4.8
DESA	140	72	212	3.9	64.7	24.1	48.3	96	67	163	3.6	2.1	26.4	10.9
ECLAC	121	55	176	3.3	124.1	22.2	77.8	102	39	141	3.1	161.5	(4.9)	76.3
OCHA	83	75	158	2.9	(14.4)	38.9	4.6	86	68	154	3.4	(3.4)	(12.8)	(7.8)
DGC	90	64	154	2.8	20.0	68.4	36.3	73	45	118	2.6	(7.6)	(10.0)	(8.5)
DSS	53	93	146	2.7	82.8	244.4	160.7	30	100	130	2.9	25.0	35.1	32.7
ECA	82	63	145	2.7	64.0	80.0	70.6	45	62	107	2.4	(6.3)	21.6	8.1
DPO	54	58	112	2.1	1.9	(13.4)	(6.7)	46	59	105	2.3	–	(11.9)	(7.1)
IRMCT	53	59	112	2.1	3.9	59.5	27.3	63	77	140	3.1	(17.1)	14.9	(2.1)
UNODC	59	53	112	2.1	(9.2)	(3.6)	(6.7)	46	40	86	1.9	4.5	25.0	13.2
Other <sup>b</sup>	606	441	1 047	19.4	–	–	–	465	383	848	18.8	–	–	–
<b>Subtotal</b>	<b>2 245</b>	<b>1 576</b>	<b>3 821</b>	<b>70.7</b>	<b>16.9</b>	<b>18.2</b>	<b>17.5</b>	<b>1 691</b>	<b>1 339</b>	<b>3 030</b>	<b>67.0</b>	<b>2.5</b>	<b>(0.6)</b>	<b>1.1</b>
Peacekeeping operations, special political missions and other political presences, and the resident coordinator system														
RCS	181	128	309	5.7	58.8	42.2	51.5	77	52	129	2.9	40.0	73.3	51.8
MONUSCO	49	90	139	2.6	8.9	3.4	5.3	52	148	200	4.4	(21.2)	(4.5)	(9.5)
MINUSMA	49	65	114	2.1	(15.5)	(32.3)	(26.0)	24	79	103	2.3	(40.0)	2.6	(12.0)
UNMISS	53	53	106	2.0	60.6	8.2	29.3	22	59	81	1.8	(4.3)	(11.9)	(10.0)
UNITAMS	23	82	105	1.9	(25.8)	41.4	18.0	10	17	27	0.6	100.0	21.4	42.1

Entity	Appointments				Percentage change in appointments to 2021			Separations <sup>a</sup>			Percentage change in separations to 2021			
	Women	Men	Total	Percentage of total appointments	Women	Men	Total	Women	Men	Total	Percentage of total separations	Women	Men	Total
MINUSCA	37	57	94	1.7	94.7	23.9	44.6	32	69	101	2.2	10.3	(11.5)	(5.6)
UNAMA	34	57	91	1.7	183.3	235.3	213.8	36	102	138	3.1	260.0	75.9	102.9
UNSMIL	15	54	69	1.3	87.5	100.0	97.1	15	38	53	1.2	275.0	8.6	35.9
UNVMC	29	29	58	1.1	70.6	45.0	56.8	15	21	36	0.8	(6.3)	5.0	–
UNITAD	22	26	48	0.9	(26.7)	23.8	(5.9)	24	17	41	0.9	100.0	6.3	46.4
Other <sup>b</sup>	182	269	451	8.3	–	–	–	165	418	583	12.9	–	–	–
<b>Subtotal</b>	<b>674</b>	<b>910</b>	<b>1 584</b>	<b>29.3</b>	<b>59.7</b>	<b>44.4</b>	<b>50.6</b>	<b>472</b>	<b>1 020</b>	<b>1 492</b>	<b>33.0</b>	<b>(15.4)</b>	<b>(43.4)</b>	<b>(36.8)</b>
<b>Total</b>	<b>2 919</b>	<b>2 486</b>	<b>5 405</b>	<b>100.0</b>	<b>24.6</b>	<b>26.6</b>	<b>25.6</b>	<b>2 163</b>	<b>2 359</b>	<b>4 522</b>	<b>100.0</b>	<b>(2.0)</b>	<b>(25.1)</b>	<b>(15.6)</b>

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

<sup>b</sup> The percentage change from 2021 is not provided for “Other” because the composition of entities in 2021 differs from that in 2022. The resident coordinator system was previously reported under “Departments/offices, regional commissions and tribunals”.

## 2. Category

73. Table 26 provides information on appointments and separations by category and gender. The inflow of staff coming into the Organization through initial appointments and reappointments increased in 2022, compared with 2021, by 1,112 appointments (25.9 per cent). The outflow of staff through the various types of separations that are captured in Umoja, including retirements, decreased by 835 (15.6 per cent) in 2022 compared with 2021. It is important to note that all types of appointments, including temporary appointments, are included.

74. In the Professional and higher categories, there was an increase of 567 appointments (20.7 per cent) in 2022, and a decrease of 40 separations (1.5 per cent) in 2022 compared with the same period in 2021. The data show an increase in appointments at the Assistant Secretary-General and the P-1 to P-5 levels. At the P-2 level specifically, there was a 33.7 per cent increase in appointments in 2022, which was driven by an increase in young professionals programme and Junior Professional Officers appointments compared with the previous reporting period, as well as an increase in temporary P-2 appointments. The acceleration of appointments at the P-2 level contrasts with a similar decrease of 35.7 per cent of appointments at the D-2 level, highlighting that as the junior grade has grown during the reporting year, the senior level has reduced.

75. The General Service and related categories saw an overall increase of 522 appointments (36.6 per cent) in 2022 compared with 2021, and a decrease in the overall number of separations of 687 (29.2 per cent) compared with 2021. The 687 separations were driven by the resident coordinator system as a result of country office reconfigurations and some cost containment measures, DSS, UNAMA, DGACM, ECLAC and DGC.

Table 26

### Appointments and separations by category, grade and gender from 1 January to 31 December 2022

(Population: 34,840 as at 31 December 2022)

Category/grade	Appointments			Percentage change in appointments from 2021			Separations <sup>a</sup>			Percentage change in separations from 2021		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Professional and higher												
USG	3	9	12	(25.0)	(25.0)	(25.0)	8	8	16	100.0	(33.3)	–
ASG	7	17	24	40.0	88.9	71.4	9	9	18	(10.0)	(43.8)	(30.8)
D-2	4	14	18	(69.2)	(6.7)	(35.7)	9	29	38	(40.0)	26.1	–
D-1	31	35	66	6.9	150.0	53.5	37	39	76	12.1	(38.1)	(20.8)
P-5	62	81	143	31.9	19.1	24.3	70	156	226	16.7	15.6	15.9
P-4	205	249	454	(1.0)	21.5	10.2	200	278	478	8.7	(8.6)	(2.0)
P-3	630	490	1 120	18.4	14.2	16.5	375	337	712	(3.6)	(17.4)	(10.7)
P-2	375	192	567	43.1	12.3	30.9	224	143	367	8.7	7.5	8.3
P-1	14	16	30	(17.6)	128.6	25.0	17	11	28	30.8	450.0	86.7
INT	353	178	531	23.4	24.5	23.8	227	113	340	(3.4)	(13.7)	(7.1)
R	3	8	11	50.0	(20.0)	(8.3)	3	9	12	–	(10.0)	(7.7)
T	189	126	315	29.5	22.3	26.5	165	107	272	18.7	12.6	16.2
<b>Subtotal</b>	<b>1 876</b>	<b>1 415</b>	<b>3 291</b>	<b>21.0</b>	<b>19.3</b>	<b>20.3</b>	<b>1 344</b>	<b>1 239</b>	<b>2 583</b>	<b>4.1</b>	<b>(7.0)</b>	<b>(1.5)</b>

Category/grade	Appointments			Percentage change in appointments from 2021			Separations <sup>a</sup>			Percentage change in separations from 2021		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
<b>Field Service</b>												
FS-7	–	–	–	–	–	–	–	5	5	–	66.7	66.7
FS-6	7	14	21	–	55.6	31.3	7	34	41	40.0	13.3	17.1
FS-5	28	40	68	16.7	11.1	13.3	33	81	114	(23.3)	(36.7)	(33.3)
FS-4	18	59	77	(28.0)	40.5	14.9	24	92	116	(57.1)	(22.0)	(33.3)
FS-3	–	–	–	–	–	–	–	1	1	–	(50.0)	(50.0)
<b>Subtotal</b>	<b>53</b>	<b>113</b>	<b>166</b>	<b>(5.4)</b>	<b>29.9</b>	<b>16.1</b>	<b>64</b>	<b>213</b>	<b>277</b>	<b>(38.5)</b>	<b>(24.2)</b>	<b>(28.1)</b>
<b>General Service and related</b>												
NPO-D	3	4	7	(40.0)	(63.6)	(56.3)	2	6	8	(33.3)	20.0	–
NPO-C	24	56	80	(45.5)	12.0	(14.9)	15	34	49	(46.4)	–	(21.0)
NPO-B	43	57	100	–	(12.3)	(7.4)	34	57	91	(29.2)	(36.7)	(34.1)
NPO-A	18	25	43	125.0	(19.4)	10.3	13	15	28	44.4	(34.8)	(12.5)
G-7	17	19	36	6.3	90.0	38.5	47	33	80	27.0	32.0	29.0
G-6	254	143	397	93.9	85.7	90.9	163	119	282	13.2	19.0	15.6
G-5	296	212	508	27.0	19.1	23.6	236	215	451	0.4	(27.4)	(15.1)
G-4	220	206	426	30.2	48.2	38.3	148	215	363	(15.4)	(45.3)	(36.1)
G-3	62	172	234	44.2	132.4	100.0	42	117	159	(40.0)	(61.0)	(57.0)
G-2	32	37	69	52.4	(7.5)	13.1	33	60	93	(21.4)	(74.1)	(66.1)
G-1	10	8	18	(9.1)	100.0	20.0	12	4	16	20.0	(63.6)	(23.8)
TC	1	6	7	–	200.0	133.3	–	6	6	–	50.0	50.0
SS	–	8	8	(100.0)	60.0	33.3	3	25	28	200.0	31.6	40.0
LT	3	–	3	–	(100.0)	(25.0)	5	–	5	66.7	–	66.7
PIA	7	5	12	–	66.7	20.0	2	1	3	(75.0)	(75.0)	(75.0)
<b>Subtotal</b>	<b>990</b>	<b>958</b>	<b>1 948</b>	<b>34.5</b>	<b>38.8</b>	<b>36.6</b>	<b>755</b>	<b>907</b>	<b>1 662</b>	<b>(7.1)</b>	<b>(41.0)</b>	<b>(29.2)</b>
<b>Total</b>	<b>2 919</b>	<b>2 486</b>	<b>5 405</b>	<b>24.6</b>	<b>26.6</b>	<b>25.6</b>	<b>2 163</b>	<b>2 359</b>	<b>4 522</b>	<b>(2.0)</b>	<b>(25.1)</b>	<b>(15.6)</b>

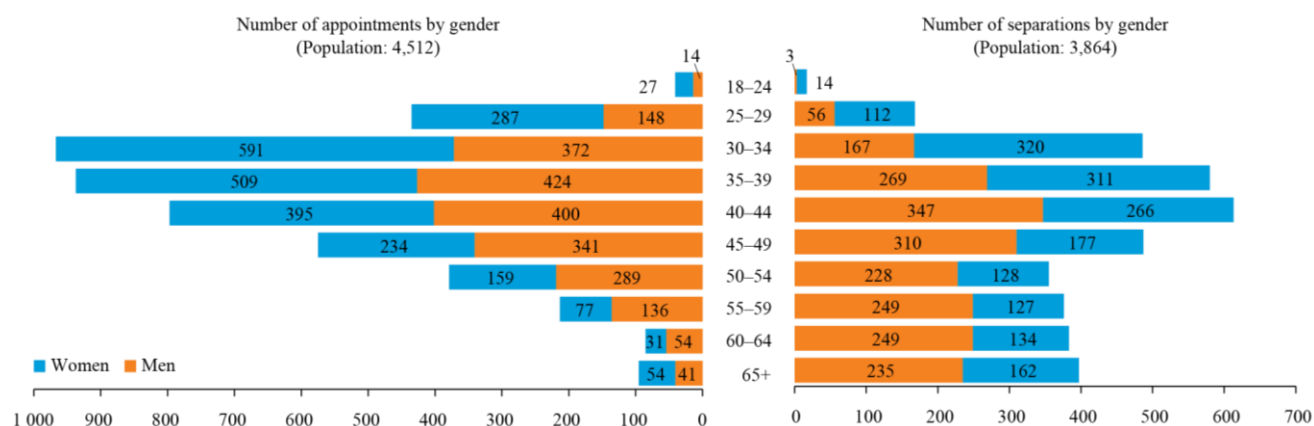
<sup>a</sup> The figures for appointments and separations include all types of separations. Separations include resignations and retirements. Appointments include all types of contractual appointments.

76. 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 2022, three 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.

### 3. Age

77. Figure XIX shows that, in terms of flow of staff into the Organization, most staff are appointed in the 30–34 age group and, for the flow of staff out of the Organization, separated staff are mostly in the 40–44 age group. This broadly corresponds with the largest staff populations at the P-3 and P-4 as well as G-5 and G-6 levels. More women than men are appointed at a lower age, with a turning point observed at the 40–44 age group, when men start to be appointed at higher rates than women.

Figure XIX

**Distribution of appointments and separations by age from 1 January to 31 December 2022**(Population: 8,376<sup>a</sup> as at 31 December 2022)

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

78. Table 27 shows appointments (initial appointments and reappointments) of staff by age range and level. It shows that, for the Professional and higher categories and the General Service and related categories, the greatest number of appointments were made in age ranges of 30–34 years and 35–39 years. For Field Service category appointments, it was in the age range of 40–44 years.

Table 27

**Appointments by category, grade and age group from 1 January to 31 December 2022**

(Population: 5,405 as at 31 December 2022)

Category/grade	Age range												Total
	18-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	>75	
<b>Professional and higher categories</b>													
USG	–	–	–	–	–	–	1	2	2	3	3	1	12
ASG	–	–	–	–	1	–	2	9	5	7	–	–	24
D-2	–	–	–	–	1	2	2	7	3	2	1	–	18
D-1	–	–	–	1	4	13	18	23	2	2	3	–	66
P-5	–	–	–	14	31	41	25	22	4	6	–	–	143
P-4	–	–	25	79	137	100	53	34	15	7	2	2	454
P-3	–	25	269	308	221	136	92	40	16	8	3	2	1120
P-2	1	161	252	91	33	12	10	4	2	1	–	–	567
P-1	1	19	4	2	1	–	2	1	–	–	–	–	30
INT	3	17	44	55	75	49	44	57	51	71	45	20	531
T	1	18	36	19	47	26	22	21	30	61	22	12	315
R	–	–	–	–	–	–	–	–	–	1	9	1	11
<b>Subtotal</b>	<b>6</b>	<b>240</b>	<b>630</b>	<b>569</b>	<b>551</b>	<b>379</b>	<b>271</b>	<b>220</b>	<b>130</b>	<b>169</b>	<b>88</b>	<b>38</b>	<b>3 291</b>

Category/grade	Age range												Total
	18–24	25–29	30–34	35–39	40–44	45–49	50–54	55–59	60–64	65–69	70–74	>75	
<b>Field Service category</b>													
FS-6	–	–	–	3	7	2	6	2	1	–	–	–	21
FS-5	–	–	5	8	18	18	16	2	–	–	1	–	68
FS-4	–	5	9	18	18	15	5	7	–	–	–	–	77
<b>Subtotal</b>	<b>–</b>	<b>5</b>	<b>14</b>	<b>29</b>	<b>43</b>	<b>35</b>	<b>27</b>	<b>11</b>	<b>1</b>	<b>–</b>	<b>1</b>	<b>–</b>	<b>166</b>
<b>General Service and related categories</b>													
NPO-D	–	–	–	2	2	2	1	–	–	–	–	–	7
NPO-C	–	1	7	23	19	16	7	5	2	–	–	–	80
NPO-B	–	7	26	26	21	10	7	2	–	1	–	–	100
NPO-A	1	7	7	9	8	4	4	2	1	–	–	–	43
G-7	–	–	5	8	9	5	3	3	1	1	1	–	36
G-6	–	17	72	106	82	53	30	10	9	13	5	–	397
G-5	4	53	115	108	81	65	39	14	9	13	6	1	508
G-4	14	77	107	84	50	37	22	14	9	9	3	–	426
G-3	8	34	42	30	39	33	27	14	7	–	–	–	234
G-2	3	16	13	4	9	8	6	5	4	1	–	–	69
G-1	6	8	1	1	1	–	1	–	–	–	–	–	18
TC	–	2	1	1	–	–	1	2	–	–	–	–	7
SS	–	2	3	3	–	–	–	–	–	–	–	–	8
LT	–	–	–	2	–	–	–	–	–	–	–	1	3
PIA	3	1	–	2	3	3	–	–	–	–	–	–	12
<b>Subtotal</b>	<b>39</b>	<b>225</b>	<b>399</b>	<b>409</b>	<b>324</b>	<b>236</b>	<b>148</b>	<b>71</b>	<b>42</b>	<b>38</b>	<b>15</b>	<b>2</b>	<b>1 948</b>
<b>Total</b>	<b>45</b>	<b>470</b>	<b>1 043</b>	<b>1 007</b>	<b>918</b>	<b>650</b>	<b>446</b>	<b>302</b>	<b>173</b>	<b>207</b>	<b>104</b>	<b>40</b>	<b>5 405</b>

79. For the period from 1 January to 31 December 2022, the average age of staff of the Secretariat at the time of separation was 47.5 years.

### C. Resignations

80. In response to the request by the General Assembly contained in paragraph 44 of its resolution [77/278](#), an expanded analysis of resignations has been provided for the present report. The analysis covers variables relevant for equitable geographical distribution, gender parity and age.

81. The total number of resignations presented in table 23 includes various types of resignations, such as those owing to early retirement or those of temporary appointment holders who found other opportunities. For the purposes of the present analysis, the overall resignation population also does not include staff resignations above the D-2 level, nor does it include resignations of Junior Professional Officers, whose appointments are for limited periods. From a talent management perspective, staff resignations for reasons other than those mentioned above are of primary concern, as they may indicate underlying factors that need to be addressed and that could represent an undesired loss of talent.

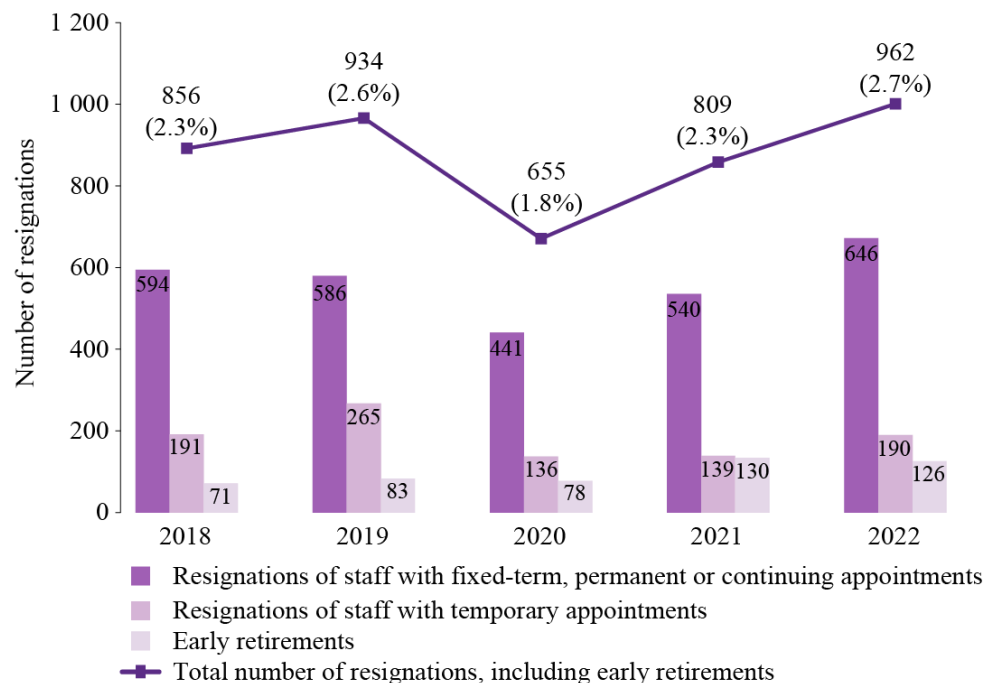


82. To provide an overview of the different types of resignations, figure XX shows the breakdown of resignations in three groups during the period 2018–2022: (a) those of staff members with fixed-term, permanent or continuing appointments; (b) those of staff members with temporary appointments; and (c) early retirements. This breakdown allows for a more focused analysis of staff resignations that are of concern for talent management, namely, those of staff members holding fixed-term, permanent or continuing appointments, but who were not resigning as a result of early retirement, were not holding temporary contracts, were not Junior Professional Officers and were not holding appointments at the Assistant Secretary-General level or higher.

83. The deviation that occurred in 2020, with 279 fewer resignations than in 2019 (a decrease of 29.9 per cent), coincided with the onset of the COVID-19 pandemic. That decrease is attributed to a 15.0 per cent reduction, from 2019 to 2020, in the number of staff members holding temporary appointments, which, in turn, led to a decrease of almost 50.0 per cent (from 265 to 136) in staff resignations for this group. Within the all-staff population, staff members who were holding temporary appointments and who had been engaged for finite periods of time were expected to leave the Organization. In addition, more than half of the drop in resignations observed in 2020 were among staff members holding fixed-term, permanent or continuing appointments resigning for reasons other than early retirement, as shown in figure XX (145 of 279 staff members). That data point is important, because the number of staff in that group remained stable during 2019 and 2020 (0.7 per cent increase), indicating possible hesitancy on the part of staff to make resignation decisions during the pandemic, whereas staff resigning before the mandatory age of separation (early retirement) usually do so to conclude their career and stop working altogether. Overall, the number of resignations due to early retirement within the all-staff population was lower in 2022 compared with 2021; however, the number of resignations due to early retirement in each of 2021 and 2022 was higher than in 2018. That may be further evidence of the post-pandemic environment, with staff members eligible to take early retirement doing so in greater numbers than in the pre-pandemic era, in particular among women.

Figure XX  
**Resignations of Secretariat staff with fixed-term, permanent, continuing or temporary appointments, including as a percentage of all staff in the Secretariat up to and including the D-2 level, 2018 to 2022**

(Population: 36,339 as at 31 December 2022)



*Note:* The percentages enclosed in parentheses indicate the proportion of resignations relative to the total staff population within the Secretariat. The total population excludes staff members in the Deputy Secretary-General, Under-Secretary-General and Assistant Secretary-General categories and Junior Professional Officers.

84. Table 28 shows that, of the total 962 resignations in 2022, 646 were by staff members holding fixed-term, permanent or continuing appointments who resigned for reasons other than early retirement. This represents an increase of 18.9 per cent compared with 2021 and is attributable to the emergence from the COVID-19 pandemic. Those 646 resignations also represent an increase of 12.4 per cent compared with 2018, although the staff population holding fixed-term, permanent or continuing appointments decreased by 2.2 per cent over the same five-year period. Another measure is the resignation rate, namely, the percentage of resignations among the comparable all-staff population: the overall resignation rate increased from 1.7 per cent in 2018 to 1.9 per cent in 2022, as shown in table 28. Future exit interviews will offer insights into reasons for resignation decisions to allow for preventive action to be taken, if applicable.

Table 28

**Resignations of Secretariat staff with fixed-term, permanent or continuing appointments, excluding those due to early retirement, and as a percentage of staff in the same group, by category and gender, 2018 to 2022**

(Population: 33,143 as at 31 December 2022)

Category and gender	2018			2019			2020			2021			2022		
	Number of resignations	Number of staff	Percentage of staff having resigned	Number of resignations	Number of staff	Percentage of staff having resigned	Number of resignations	Number of staff	Percentage of staff having resigned	Number of resignations	Number of staff	Percentage of staff having resigned	Number of resignations	Number of staff	Percentage of staff having resigned
<b>Director</b>															
Women	3	241	1.2	1	301	0.3	6	302	2.0	4	331	1.2	5	336	1.5
Men	4	447	0.9	6	488	1.2	6	481	1.2	9	451	2.0	6	450	1.3
<b>Subtotal</b>	<b>7</b>	<b>688</b>	<b>1.0</b>	<b>7</b>	<b>789</b>	<b>0.9</b>	<b>12</b>	<b>783</b>	<b>1.5</b>	<b>13</b>	<b>782</b>	<b>1.7</b>	<b>11</b>	<b>786</b>	<b>1.4</b>
<b>Professional</b>															
Women	87	4 231	2.1	93	4 434	2.1	84	4 656	1.8	84	4 816	1.7	106	5 098	2.1
Men	77	5 678	1.4	94	5 717	1.6	68	5 876	1.2	81	5 805	1.4	92	5 834	1.6
<b>Subtotal</b>	<b>164</b>	<b>9 909</b>	<b>1.7</b>	<b>187</b>	<b>10 151</b>	<b>1.8</b>	<b>152</b>	<b>10 532</b>	<b>1.4</b>	<b>165</b>	<b>10 621</b>	<b>1.6</b>	<b>198</b>	<b>10 932</b>	<b>1.8</b>
<b>Field Service</b>															
Women	15	944	1.6	8	921	0.9	10	912	1.1	9	866	1.0	11	853	1.3
Men	20	2 527	0.8	24	2 437	1.0	22	2 384	0.9	25	2 197	1.1	25	2 085	1.2
<b>Subtotal</b>	<b>35</b>	<b>3 471</b>	<b>1.0</b>	<b>32</b>	<b>3 358</b>	<b>1.0</b>	<b>32</b>	<b>3 296</b>	<b>1.0</b>	<b>34</b>	<b>3 063</b>	<b>1.1</b>	<b>36</b>	<b>2 938</b>	<b>1.2</b>
<b>General Service and related</b>															
Women	132	6 533	2.0	157	6 429	2.4	99	6 743	1.5	145	6 759	2.1	165	6 926	2.4
Men	256	13 473	1.9	203	12 247	1.7	146	12 349	1.2	183	11 581	1.6	236	11 561	2.0
<b>Subtotal</b>	<b>388</b>	<b>20 006</b>	<b>1.9</b>	<b>360</b>	<b>18 676</b>	<b>1.9</b>	<b>245</b>	<b>19 092</b>	<b>1.3</b>	<b>328</b>	<b>18 340</b>	<b>1.8</b>	<b>401</b>	<b>18 487</b>	<b>2.2</b>
<b>Total, women</b>	<b>237</b>	<b>11 949</b>	<b>2.0</b>	<b>259</b>	<b>12 085</b>	<b>2.1</b>	<b>199</b>	<b>12 613</b>	<b>1.6</b>	<b>242</b>	<b>12 772</b>	<b>1.9</b>	<b>287</b>	<b>13 213</b>	<b>2.2</b>
<b>Total, men</b>	<b>357</b>	<b>22 125</b>	<b>1.6</b>	<b>327</b>	<b>20 889</b>	<b>1.6</b>	<b>242</b>	<b>21 090</b>	<b>1.1</b>	<b>298</b>	<b>20 034</b>	<b>1.5</b>	<b>359</b>	<b>19 930</b>	<b>1.8</b>
<b>Total, all staff</b>	<b>594</b>	<b>34 074</b>	<b>1.7</b>	<b>586</b>	<b>32 974</b>	<b>1.8</b>	<b>441</b>	<b>33 703</b>	<b>1.3</b>	<b>540</b>	<b>32 806</b>	<b>1.6</b>	<b>646</b>	<b>33 143</b>	<b>1.9</b>

Note: Also excludes resignations of staff members in the Deputy Secretary-General, Under-Secretary-General and Assistant Secretary-General categories, Junior Professional Officers and staff members holding temporary appointments.

85. For each of the past five reporting periods, the overall number of men holding fixed-term, permanent or continuing appointments who resigned for reasons other than early retirement exceeded the number of women in the same group who did the same. However, in the Professional category specifically, as seen in table 28, more women than men resigned in each of the past five reporting years, with the resignation rate of women in the Professional category in 2022 standing at 2.1 per cent, as compared with 1.6 per cent for men in the same category, although there were more men than women in the staff population for each of those five years. The difference in resignation rates between men and women has been steady over the past five years.

86. As shown in table 29, resignations of women in the Professional and Director categories in 2022 were driven by staff in the P-2, P-3 and D-2 levels, who resigned at rates slightly above the overall all-staff average for the Secretariat of 1.9 per cent and the overall average for women in the Secretariat of 2.2 per cent.

87. While resignation rates are very similar for women and men in Field Service posts (1.3 per cent for women and 1.2 per cent for men), the resignation rate for General Service and related categories is higher for women than for men, in particular at the National Professional Officer B level (3.4 per cent for women as compared with 2.1 per cent for men). The higher resignation rates among National Professional Officers resulted from the cumulative effects of the liquidation of UNAMID and operational changes in entities such as MONUSCO, owing to its ongoing transition plan, UNAMA, owing to the relocation of international staff; and the resident coordinator system, owing to the reconfiguration of some country offices.

Table 29

**Resignations of Secretariat staff with fixed-term, permanent or continuing appointments, excluding those due to early retirement, and as a percentage of staff in the same group, by level and gender, 2022**

(Population: 33,143)

Category and grade	Number of resignations			Number of staff			Percentage of staff having resigned		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
<b>Professional and higher</b>									
D-2	3	2	5	82	108	190	3.7	1.9	2.6
D-1	2	4	6	254	342	596	0.8	1.2	1.0
P-5	8	14	22	857	1 064	1 921	0.9	1.3	1.1
P-4	35	34	69	1 880	2 258	4 138	1.9	1.5	1.7
P-3	50	37	87	1 932	2 122	4 054	2.6	1.7	2.1
P-2	13	7	20	424	385	809	3.1	1.8	2.5
P-1	–	–	–	5	5	10	–	–	–
<b>Subtotal</b>	<b>111</b>	<b>98</b>	<b>209</b>	<b>5 434</b>	<b>6 284</b>	<b>11 718</b>	<b>2.0</b>	<b>1.6</b>	<b>1.8</b>
<b>Field Service</b>									
FS-7	–	–	–	5	24	29	–	–	–
FS-6	2	3	5	103	325	428	1.9	0.9	1.2
FS-5	5	14	19	461	963	1 424	1.1	1.5	1.3
FS-4	4	8	12	282	767	1 049	1.4	1.0	1.1
FS-3	–	–	–	2	6	8	–	–	–
<b>Subtotal</b>	<b>11</b>	<b>25</b>	<b>36</b>	<b>853</b>	<b>2 085</b>	<b>2 938</b>	<b>1.3</b>	<b>1.2</b>	<b>1.2</b>

Category and grade	Number of resignations			Number of staff			Percentage of staff having resigned		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
General Service and related									
NPO-D	–	3	3	25	53	78	–	5.7	3.8
NPO-C	6	15	21	222	347	569	2.7	4.3	3.7
NPO-B	15	19	34	435	884	1 319	3.4	2.1	2.6
NPO-A	5	6	11	230	385	615	2.2	1.6	1.8
G-7	13	4	17	582	393	975	2.2	1.0	1.7
G-6	42	40	82	2 167	1 590	3 757	1.9	2.5	2.2
G-5	56	61	117	2 019	2 428	4 447	2.8	2.5	2.6
G-4	19	46	65	919	2 769	3 688	2.1	1.7	1.8
G-3	3	26	29	196	1 722	1 918	1.5	1.5	1.5
G-2	–	8	8	35	689	724	–	1.2	1.1
G-1	–	–	–	1	7	8	–	–	–
TC	–	–	–	4	80	84	–	–	–
SS	2	7	9	63	202	265	3.2	3.5	3.4
PIA	2	1	3	6	3	9	33.3	33.3	33.3
LT	2	–	2	22	9	31	9.1	–	6.5
<b>Subtotal</b>	<b>165</b>	<b>236</b>	<b>401</b>	<b>6 926</b>	<b>11 561</b>	<b>18 487</b>	<b>2.4</b>	<b>2.0</b>	<b>2.2</b>
<b>Total</b>	<b>287</b>	<b>359</b>	<b>646</b>	<b>13 213</b>	<b>19 930</b>	<b>33 143</b>	<b>2.2</b>	<b>1.8</b>	<b>1.9</b>

*Note:* Also excludes resignations of staff members in the Deputy Secretary-General, Under-Secretary-General and Assistant Secretary-General categories, Junior Professional Officers and staff members holding temporary appointments.

88. Table 30 shows the 2022 resignation rates, by entity, of the 646 staff members with fixed-term, permanent or continuing appointments who resigned for reasons other than early retirement. Of the top 20 entities by number of resignations, 12 had resignation rates above the 1.9 per cent average for the Secretariat, as seen in table 28. Many of the entities with larger resignation rates were special political missions or peacekeeping operations: UNVMC (6.5 per cent); UNAMA (5.4 per cent), owing to relocation-related operational changes; MONUSCO (2.4 per cent), owing to its ongoing transition plan; and MINUSMA (2.2 per cent). Those rates may reflect the life cycle of the entities or specific operational challenges leading to staff members resigning at somewhat elevated levels, as they sought to transition out of those entities. Notable among the other entities with resignation rates above the 1.9 per cent average for the Secretariat were IRMCT (4.9 per cent); the resident coordinator system (4.6 per cent), in particular at the G-6 and National Professional Officer C levels; ESCAP (4.3 per cent), in particular at the P-4 and G-5 levels; and UNEP (2.8 per cent). The data show no pattern with regard to grade level and entity that might point towards systemic issues. As some of the numbers are relatively small, particular cases might drive some of the details observed.

Table 30  
**Resignations of Secretariat staff with fixed-term, permanent or continuing appointments, excluding those due to early retirement, and as a percentage of staff in the same group, for the top 20 entities by number of resignations, 2022**

(Population: 33,143)

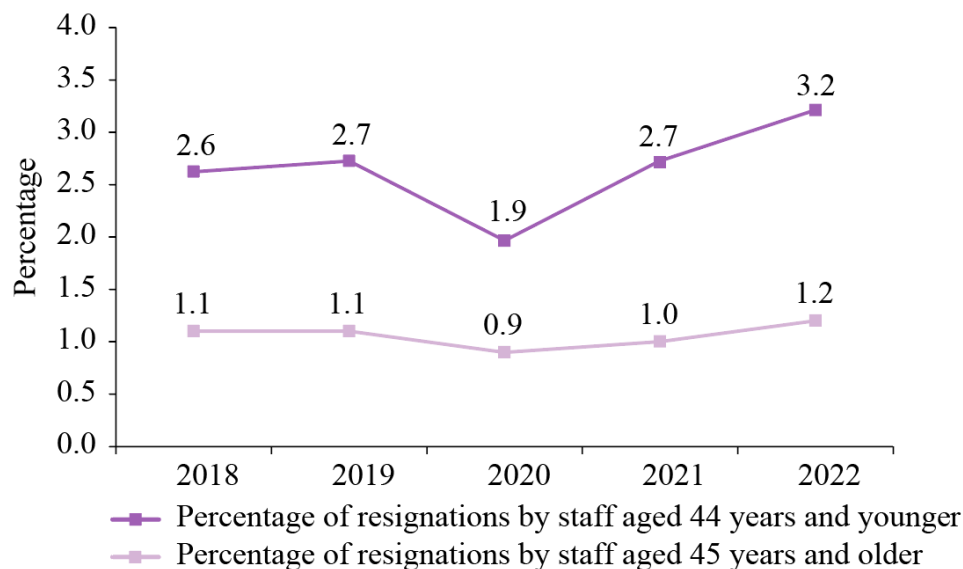
<i>Entity</i>	<i>Number of resignations</i>	<i>Number of staff</i>	<i>Percentage of staff having resigned</i>
MONUSCO	50	2 098	2.4
RCS	50	1 083	4.6
UNAMA	49	905	5.4
DSS	36	1 753	2.1
MINUSMA	34	1 556	2.2
UNEP	31	1 243	2.5
DGACM	27	1 609	1.7
ESCAP	21	491	4.3
IRMCT	19	391	4.9
MINUSCA	19	1 162	1.6
OCHA	19	1 970	1.0
DOS	17	794	2.1
UNAMI	15	679	2.2
UNODC	15	832	1.8
UNVMC	15	232	6.5
OHCHR	14	1 582	0.9
UNMISS	14	2 242	0.6
DGC	11	673	1.6
ECA	11	586	1.9
UNON	11	355	3.1
Other entities	168	10 907	1.5
<b>Total</b>	<b>646</b>	<b>33 143</b>	<b>1.9</b>

*Note:* Also excludes resignations of staff members in the Deputy Secretary-General, Under-Secretary-General and Assistant Secretary-General categories, Junior Professional Officers and staff members holding temporary appointments.

89. As shown in figure XXI, staff members who were 44 years of age or younger at the time of resignation resigned at a higher rate than those who were 45 years of age or older in each of the five reporting periods.

Figure XXI  
**Resignations of Secretariat staff with fixed-term, permanent or continuing appointments, excluding those due to early retirement, as a percentage of staff in the same group, by age range (44 years and younger as compared with 45 years and older), 2018 to 2022**

(Population: 33,143 as at 31 December 2022)



*Note:* Also excludes resignations of staff members in the Deputy Secretary-General, Under-Secretary-General and Assistant Secretary-General categories and Junior Professional Officers.

90. Figure XXI shows a decrease in staff resignation rates for both age ranges from 2019 to 2020, in particular among those who were 44 years of age or younger at the time of resignation, from 2.7 per cent in 2019 to 1.9 per cent in 2020. That period coincided with the COVID-19 pandemic and the temporary suspension on hiring against regular budget positions, which was lifted in April 2021. Figure XXI also shows that resignation rates increased for both age groups from 2020 to 2022, in particular for those in the 44 years or younger age range, to 2.7 per cent in 2021, and then to 3.2 per cent in 2022. Further monitoring is required to determine whether this is a trend of concern or just normalization following the COVID-19 pandemic.

91. Among resignations of staff in the Professional and higher categories holding fixed-term, permanent or continuing appointments, excluding those resulting from early retirement, nationals of Member States in the Group of Western European and other States drove the number of resignations by regional group (139 staff members, or 66.8 per cent, resigned in 2022), as the Group has the largest number of staff by regional group among the overall staff population. The Group also had the largest resignation rate of all the regional groups during the five reporting periods. Its rate of 2.7 per cent in 2022 was nearly double that of other groups and above the average resignation rate of 2.0 per cent for the five-year period.

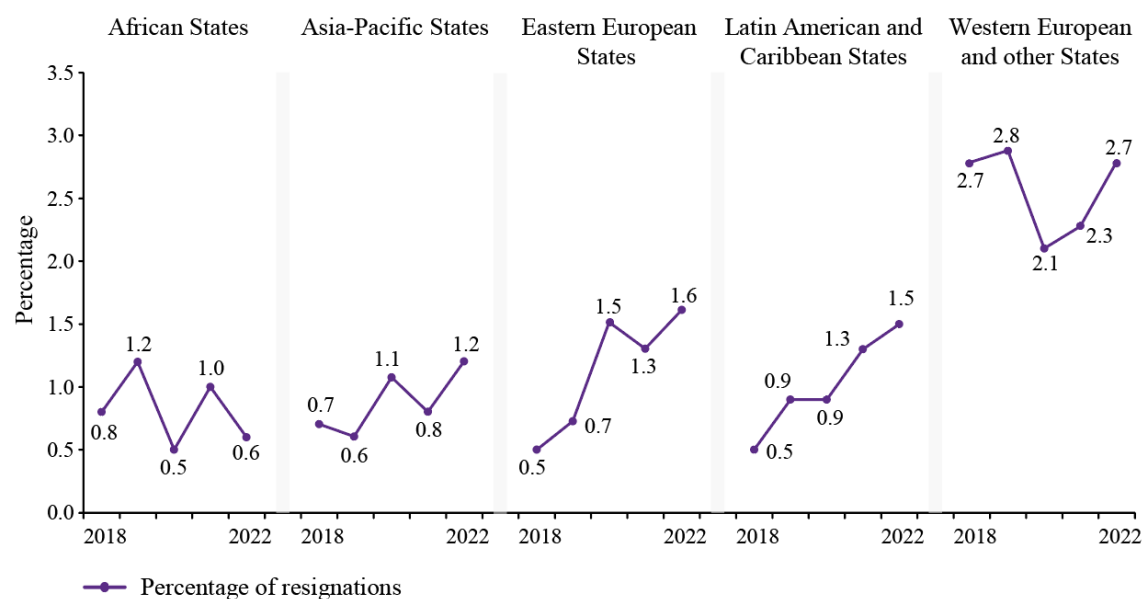
92. As shown in figure XXII, resignations of staff in the Professional and higher categories holding fixed-term, permanent or continuing appointments, excluding those resulting from early retirement, among nationals of Member States in the Group of Eastern European States increased from 0.5 per cent of the staff population in 2018 to 1.6 per cent in 2022, which was similar to resignations rates among nationals of Latin American and Caribbean States, which increased from 0.5 per cent to 1.5 per cent during that five-year period. An increase from 0.7 to 1.2 per cent over the same

period was also noted among nationals of Asia-Pacific States. While nationals of those Member States recorded increasing numbers of resignations, their overall resignation rates remained below the average rate of 2.0 per cent across all nationals. In contrast, nationals of African States had the lowest staff resignation rates compared with all other nationals. After resignations almost doubled between 2020 and 2021, owing to the completion of the mandate of UNAMID during that period, they decelerated once again in 2022.

Figure XXII

**Resignations of Secretariat staff in the Professional and higher categories with fixed-term, permanent or continuing appointments, excluding those due to early retirement, as a percentage of staff in the same group, by regional group, 2018 to 2022**

(Population: 33,143 as at 31 December 2022)



*Note:* Also excludes resignations of staff members in the Deputy Secretary-General, Under-Secretary-General and Assistant Secretary-General categories and Junior Professional Officers.

93. Overall, the trend showing an increase in resignations of staff in the population in question calls for continued monitoring to determine whether it simply reflects a rebound from the artificially low resignation numbers seen during the COVID-19 pandemic or whether the increase in resignations in 2022 becomes a matter of concern. Nevertheless, at present, the level of resignations does not necessitate an intervention, as resignation rates are within comparative numbers. Future exit interviews should offer insights into reasons for resignation decisions among particular groups and allow for preventative actions to be taken, as applicable. A global approach to exit interviews is currently under development.

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

94. As at 31 December 2022, there were 3,216 Secretariat staff members 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. The number of posts subject to geographical distribution was 3,734. The difference between the number of posts



subject to geographical distribution (3,734) and the number of staff with geographical status serving against a geographical post (3,216) is accounted for by 306 posts that were vacant, 260 posts that were temporarily encumbered by staff without geographical status and 51 personnel with limited appointments. In addition, the total number of staff with geographical status (3,216) includes 95 staff members in the young professional programme serving against non-geographical posts and 4 staff members holding liens against geographical positions.

95. Table 31 provides a summary of the status of posts subject to geographical distribution over the five-year reporting period from 2018 to 2022. The incumbency of those posts is broken down to illustrate the evolution in the number of staff with geographical status over the past five years as compared with the number of posts subject to geographical distribution. The table does not include staff who were recruited to non-geographical posts but who had geographical status as a result of having been recruited under the young professional programme.

96. Although the number of staff with geographical status increased from 2018 to 2022 broadly in line with the growth in the number of posts subject to geographical distribution, the increase in the number of posts that were vacant on the respective reporting date (31 December) for each year in 2020 and 2021 resulted in a decelerated increase in the number of staff members with geographical status. The 416 vacant posts reported for 2020 and 2021 resulted from the temporary suspension on hiring on regular budget posts and reduced hiring during the pandemic. Some of those effects also extended into 2022.

Table 31

**Summary of posts subject to geographical distribution as at 31 December for 2018 to 2022**

(Population: 3,734 as at 31 December 2022)

<i>Status</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>
Posts encumbered by staff with geographical status	3 062	3 110	3 059	3 033	3 117
Posts temporarily encumbered by staff without geographical status	279	174	159	200	260
Limited appointment status	51	51	47	44	51
Vacant	212	276	416	416	306
<b>Total</b>	<b>3 604</b>	<b>3 611</b>	<b>3 681</b>	<b>3 693</b>	<b>3 734</b>

97. The representation status of Member States falls into four groups: unrepresented, underrepresented, within range and overrepresented. A Member State is considered “unrepresented” when none of its nationals, even after having gone through the established selection process, is serving in a post subject to geographical distribution. It is considered “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 considered “within range” when the number of its nationals appointed to such posts is between the lower and upper limits of the desirable range. It is considered “overrepresented” when the number of its nationals appointed to such posts exceeds the upper limit of the desirable range.

98. The representation of Member States under the system of desirable ranges over the past five periods is shown in table 32. 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 32  
**Representation of Member States under the system of desirable ranges as at  
 31 December for 2018 to 2022**

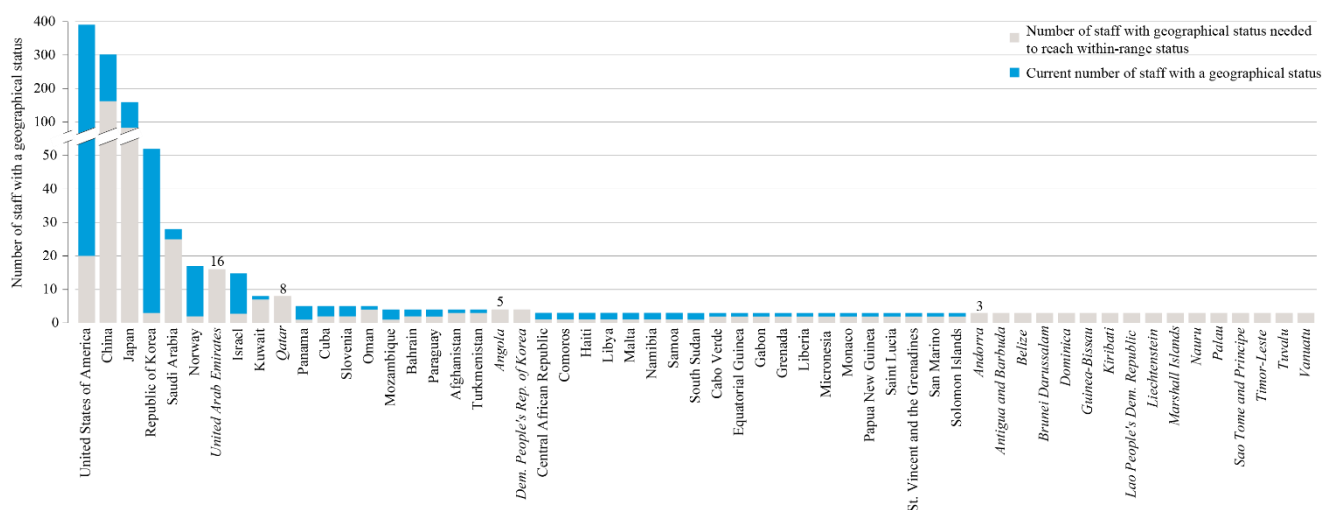
(Population: 193 Member States)

Year	Unrepresented	Underrepresented	Within range	Overrepresented
December 2018	21	40	105	27
December 2019	22	34	108	29
December 2020	20	37	109	27
December 2021	21	36	106	30
December 2022	20	37	105	31

99. Addressing paragraph 22 of General Assembly resolution [77/278](#) and concerns about the geographical staffing gap that Member States would need to close to reach within-range status, information on the severity of gaps for all underrepresented and unrepresented Member States is presented in figure XXIII. Table 2.A (see annex) also provides a detailed breakdown of Secretariat staff with geographical status by nationality, grade and gender, including information on appointments, separations and balances, as well as the number of staff members with geographical status required for each Member State to have achieved within-range status as at 31 December 2022. Of the 20 unrepresented Member States, the United Arab Emirates has the largest deficit, requiring an addition of 16 staff members. For the underrepresented States, China needs 174 staff members, followed by Japan (80), Saudi Arabia (25) and the United States of America (20) to achieve within-range status. Conversely, among the overrepresented States, Kenya exceeds the range by 54 staff members, followed by Italy (43) and Canada and France (25 each).

Figure XXIII  
**Current number of Secretariat staff holding geographical status and the gap to reaching within-range status under the system of desirable ranges as at 31 December 2022**

(Population: staff from underrepresented and unrepresented Member States)



Note: Names of unrepresented Member States are presented in italics.

100. Table 33 shows the representation status of individual Member States as at 31 December 2022 and, if it differed, as at 31 December 2021. For ease of reference in addressing paragraph 22 of General Assembly resolution [77/278](#) and the concern with regard to the geographical gap that a Member State would need to close to reach within-range status, the relevant data points have been reflected in the table.

Table 33

**Representation status of Member States under the system of desirable ranges as at 31 December 2022**

(Population: 193 Member States)

*Unrepresented (20 Member States)*

Andorra (+3)	Guinea-Bissau (+3) (December 2021: under)	Qatar (+8)
Angola (+4)	Kiribati (+3)	Sao Tome and Principe (+3)
Antigua and Barbuda (+3)	Lao People's Democratic Republic (+3)	Timor-Leste (+3)
Belize (+3)	Liechtenstein (+3)	Tuvalu (+3)
Brunei Darussalam (+3)	Marshall Islands (+3)	United Arab Emirates (+16)
Democratic People's Republic of Korea (+4)	Nauru (+3)	Vanuatu (+3)
Dominica (+3)	Palau (+3)	

*Underrepresented (37 Member States)*

Afghanistan (+3)	Kuwait (+7)	Republic of Korea (+3)
Bahrain (+2)	Liberia (+2)	Saint Lucia (+2) (December 2021: un)
Cabo Verde (+2)	Libya (+1)	Saint Vincent and the Grenadines (+2)
Central African Republic (+1) (December 2021: within)	Malta (+1) (December 2021: within)	Samoa (+1) (December 2021: within)
China (+174)	Micronesia (Federated States of) (+2)	San Marino (+2)
Comoros (+1)	Monaco (December 2021: un) (+2)	Saudi Arabia (+25)
Cuba (+2)	Mozambique (December 2021: within) (+1)	Slovenia (+2) (December 2021: within)
Equatorial Guinea (+2)	Namibia (+1)	Solomon Islands (+2)
Gabon (+2)	Norway (+2)	South Sudan (+1)
Grenada (+2)	Oman (+4)	Turkmenistan (+3)
Haiti (+1)	Panama (+1) (December 2021: within)	United States of America (+20)
Israel (+3)	Papua New Guinea (+2)	
Japan (+80)	Paraguay (+2) (December 2021: within)	

*Within range (105 Member States)*

Albania	Germany	Pakistan
Algeria	Greece	Peru
Armenia	Guatemala	Poland
Azerbaijan	Guinea	Portugal (December 2021: over)
Bahamas	Guyana	Republic of Moldova
Bangladesh	Honduras	Romania (December 2021: over)
Barbados	Hungary	Russian Federation
Belarus	Iceland	Rwanda
Benin	India	Saint Kitts and Nevis
Bhutan	Indonesia	Senegal
Bolivia (Plurinational State of)	Iran (Islamic Republic of)	Serbia
Bosnia and Herzegovina	Iraq	Seychelles
Botswana	Jamaica	Sierra Leone
Burkina Faso	Kazakhstan	Singapore
Burundi	Kyrgyzstan	Slovakia
Cambodia (December 2021: under)	Latvia	Somalia (December 2021: under)
Chad	Lesotho (December 2021: under)	Sri Lanka
Colombia	Lithuania	Sudan
Congo	Luxembourg (December 2021: under)	Suriname
Costa Rica	Madagascar	Sweden
Côte d'Ivoire	Malawi	Switzerland
Croatia	Malaysia	Syrian Arab Republic
Cyprus	Maldives	Tajikistan
Democratic Republic of the Congo	Mali	Thailand
Denmark	Mauritania	Togo
Djibouti (December 2021: under)	Mauritius	Tonga
Dominican Republic	Mongolia	Trinidad and Tobago (December 2021: over)
El Salvador	Montenegro	Türkiye (December 2021: under)
Eritrea	Myanmar	Ukraine
Estonia	Nepal	United Kingdom of Great Britain and Northern Ireland (December 2021: over)
Eswatini	New Zealand	United Republic of Tanzania
Fiji	Nicaragua	Venezuela (Bolivarian Republic of) (December 2021: under)
Finland (December 2021: over)	Niger	Viet Nam
Gambia	Nigeria	Yemen
Georgia	North Macedonia	Zambia

*Overrepresented (31 Member States)*

Argentina (-3) (December 2021: within)	Egypt (-3)	Netherlands (Kingdom of the) (-1)
Australia (-10) (December 2021: within)	Ethiopia (-7)	Philippines (-1) (December 2021: within)
Austria (-6)	France (-25)	South Africa (-4)
Belgium (-2)	Ghana (-1) (December 2021: within)	Spain (-22)
Brazil (-11) (December 2021: within)	Ireland (-1)	Tunisia (-1) (December 2021: within)
Bulgaria (-5)	Italy (-43)	Uganda (-14)
Cameroon (-12)	Jordan (-1)	Uruguay (-2)
Canada (-25)	Kenya (-54)	Uzbekistan (-4)
Chile (-9)	Lebanon (-18)	Zimbabwe (-1)
Czechia (-1)	Mexico (-15)	
Ecuador (-3)	Morocco (-2)	

*Note:* The number in parentheses represents the number of staff with geographical status needed for an unrepresented or underrepresented country (positive number) or overrepresented country (negative number) to reach or return to within-range status. The status in parentheses indicates the Member State's representation status as at 31 December 2021, if different from its status as at 31 December 2022 ("un" = unrepresented; "under" = underrepresented; "within" = within range; "over" = overrepresented).

101. The objective of the Geographical Diversity Strategy established by the Secretary-General will continue to be consistent with his commitment to achieve greater geographical distribution and to recruiting staff from as wide a geographical basis as possible, in line with Article 101 of the Charter of the United Nations, while focusing on equitable distribution for geographical posts. The Secretary-General continues to include a performance indicator on recruitment from unrepresented and underrepresented Member States for geographical posts in his compacts with senior managers. The longer-term objective will be to have every Member State represented and to bring as many underrepresented Member States as possible to within range. A phased approach targeting unrepresented and underrepresented Member States aimed at reducing their number through incremental gains of 10.0 per cent each year is being pursued. However, such progress can often be offset by challenges that influence the rate at which Member States can reach within-range status, such as the supply of applicants from unrepresented and underrepresented Member States, unanticipated geographical separations, a widening of the current geographical base or a change to the desirable range of a Member State that may have increased its contributions. In addition, the value proposition of careers at the United Nations for the future workforce is imperative across current and future global labour markets, which are evolving with generational shifts.

102. The lessons learned from the implementation of the Geographical Diversity Strategy demonstrated that targeted and sustained efforts are essential for outreach activities as part of implementing the Strategy. Such efforts require resources, specific location-based tertiary knowledge, access to universities and alumni programmes, awareness of civil society organizations or professional institutions and local or regional advertising and marketing platforms, all of which can only be attained through active partnerships with Member States and relevant stakeholders. Greater emphasis is placed on "purposeful partnerships", which can lead to mutual benefits and long-term and sustained results. Those efforts to enhance outreach on the supply side will be complemented by planned changes to the Organization's recruitment process through the staff selection 2.0 programme. The analysis provided in previous

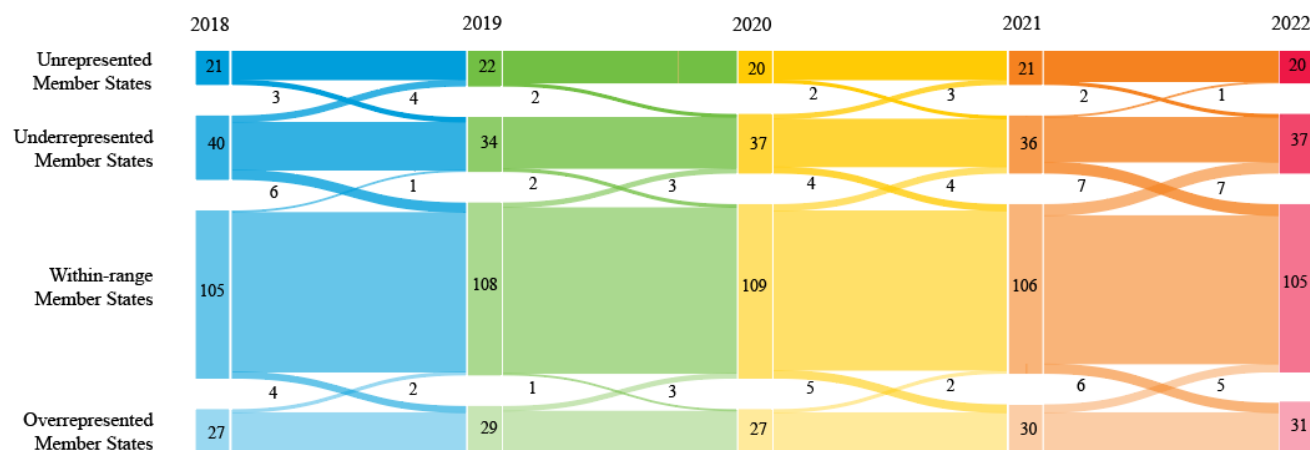
reports (A/75/591, A/76/570 and A/77/590) pointed towards obstacles in recruiting a diverse workforce under the current staff selection system. By revising the way the Secretariat describes jobs and determines requirements, the way candidates can apply and the way they are screened, assessed and finally recommended, a streamlined, fair and effective recruitment process is expected to lead to staff being recruited from as wide a geographical basis as possible, in line with Article 101 of the Charter.

103. Figure XXIV offers a visualization of the flow of Member State representation under the system of desirable ranges during the period 2018–2022. It illustrates fluctuations in representation status during the period, which resulted in an overall decrease in the number of underrepresented and unrepresented Member States between 2018 and 2022, an increase in the number of overrepresented Member States and no net change in the number of Member States that were within range. The visual illustrates yearly multidirectional fluctuations and highlights that most changes reflect movement by Member States from underrepresented to within range and vice versa. Those changes are driven by movements into vacant geographical posts, separations of staff members with geographical status because of events such as retirements or transfers to other organizations, transfers, reassignment or promotions to non-geographical posts within the Secretariat or the start of or return to special leave by staff members. Consequently, the same number of Member States (7) that moved from being underrepresented to within range in 2022 also moved in the other direction to become underrepresented, illustrating the difficulty with regard to achieving linear progress.

Figure XXIV

### Multidirectional movement patterns of representation status under the system of desirable ranges as at 31 December for 2018 to 2022

(Population: 193 Member States)



104. Table 34 shows Secretariat staff with geographical status by economic grouping (developed countries and developing countries).

Table 34  
**Distribution of Secretariat staff with geographical status by economic grouping  
as at 31 December 2022**

(Population: 3,216)

<i>Representation status</i>	<i>Developed</i>		<i>Developing</i>	
	<i>Number of staff</i>	<i>Number of countries</i>	<i>Number of staff</i>	<i>Number of countries</i>
Unrepresented	–	2	–	18
Underrepresented	476	8	220	29
Within range	621	29	659	76
Overrepresented	683	11	557	20
<b>Total</b>	<b>1 780</b>	<b>50</b>	<b>1 436</b>	<b>143</b>

## A. Entity

105. Table 35 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 35  
**Distribution of Secretariat staff with geographical status by entity and grade as at  
31 December 2022**

(Population: 3,216)

<i>Entity<sup>a</sup></i>	<i>DSG</i>	<i>USG</i>	<i>ASG</i>	<i>D-2</i>	<i>D-1</i>	<i>P-5</i>	<i>P-4</i>	<i>P-3</i>	<i>P-2</i>	<i>Total (change from 2021)</i>
OHCHR	–	1	2	3	10	39	100	149	22	326 (+23)
DESA	–	1	2	7	25	59	80	55	35	264 (+1)
DGC	–	1	–	–	14	24	63	102	39	243 (-4)
UNCTAD	–	1	1	4	16	44	54	63	26	209 (+8)
ECA	–	–	–	2	12	38	53	57	17	179 (+6)
ECLAC	–	1	–	1	10	25	47	43	33	160 (+6)
ESCAP	–	1	–	1	15	28	49	32	31	157 (+9)
DMSPC	–	1	2	7	15	25	48	32	26	156 (+3)
DPPA	–	1	3	6	8	33	42	27	14	134 (-1)
ECE	–	1	–	1	8	17	35	34	21	117 (+1)
DGACM	–	1	1	6	15	19	27	34	6	109 (+7)
UNODC	–	1	–	3	8	13	32	27	11	95 (+4)
OLA	–	1	1	4	6	19	18	23	14	86 (+6)
ESCWA	–	1	–	1	7	20	22	22	12	85 (+1)
UNEP	–	1	1	3	8	22	35	11	1	82 (-3)
OICT	–	–	1	1	5	11	24	31	8	81 (+2)
UNOG	–	1	–	1	5	10	19	24	20	80 (-)
DOS	–	1	1	5	5	11	15	14	14	66 (-)
OIOS	–	1	1	2	1	11	16	14	9	55 (+3)
OCHA	–	1	2	2	3	9	11	21	5	54 (+11)

Entity <sup>a</sup>	DSG	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total (change from 2021)
DSS	–	1	1	1	3	6	14	13	8	47 (+6)
UN-Habitat	–	1	–	1	3	10	17	11	4	47 (-2)
UNON	–	1	–	1	4	6	11	16	3	42 (+3)
ODA	–	1	–	1	5	10	8	7	3	35 (+2)
IIIM-Syria	–	–	1	–	1	3	7	19	1	32 (–)
Other <sup>b</sup>	1	8	5	19	19	54	68	76	25	275
<b>Total<sup>b</sup></b>	<b>1</b>	<b>30</b>	<b>25</b>	<b>83</b>	<b>231</b>	<b>566</b>	<b>915</b>	<b>957</b>	<b>408</b>	<b>3 216 (+100)</b>

<sup>a</sup> Comprises the 25 entities with the largest number of such staff, with the remaining entities grouped under “Other”.

<sup>b</sup> The change in number as compared with 2021 is not provided for “Other” because the composition of entities in 2021 differed from that in 2022.

## B. Category

### 1. Grades

106. As shown in table 36, the P-3 grade is the largest group of staff with geographical status, as has been the case in previous reporting periods. Collectively, the P-3 and P-4 grades represent more than half of the subpopulation of Secretariat staff with geographical status. Table 2.A (see annex) provides details on all Secretariat staff with geographical status by grade and nationality.

Table 36

#### Distribution of Secretariat staff with geographical status by grade and gender as at 31 December 2022

(Population: 3,216)

Grade	Women	Men	Total	Percentage of total staff with geographical status by grade
DSG	1	–	1	–
USG	18	12	30	0.9
ASG	16	9	25	0.8
D-2	34	49	83	2.6
D-1	100	131	231	7.2
P-5	264	302	566	17.6
P-4	451	464	915	28.5
P-3	522	435	957	29.8
P-2	220	188	408	12.7
<b>Total</b>	<b>1 626</b>	<b>1 590</b>	<b>3 216</b>	<b>100.0</b>



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

107. Table 37 shows the distribution of Secretariat staff with geographical status at the D-1 level and above by economic grouping (developed countries as compared with developing countries) and gender as at 31 December for 2018 to 2022. The number of women from developing countries grew over the five-year period, from 575 women in 2018 to 714 in 2022, with a more significant increase occurring from 2021 to 2022. Although the representation of women in that grouping at the Under-Secretary-General level declined, dropping from 16 women in 2021 to 12 in 2022, as a result of retirements, women in the same economic grouping saw a rise in representation at other levels: by 2 at the Assistant Secretary-General level and by 3 at the D-2 level.

108. 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 37

**Distribution of Secretariat staff with geographical status at the D-1 level and above by economic grouping and gender as at 31 December for 2018 to 2022**

(Population: 3,216 as at 31 December 2022)

<i>Economic grouping and gender</i>	<i>DSG</i>		<i>USG</i>					<i>ASG</i>					<i>D-2</i>					<i>D-1</i>					<i>All staff with geographical status</i>				
	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
Developing countries (143)																											
Women	1	1	14	15	17	16	12	2	3	4	5	7	11	12	9	13	16	35	36	36	39	38	575	609	601	632	714
Men	–	–	3	4	4	4	5	8	7	7	4	4	21	20	19	20	20	55	61	67	59	58	739	737	742	736	722
<b>Subtotal</b>	<b>1</b>	<b>1</b>	<b>17</b>	<b>19</b>	<b>21</b>	<b>20</b>	<b>17</b>	<b>10</b>	<b>10</b>	<b>11</b>	<b>9</b>	<b>11</b>	<b>32</b>	<b>32</b>	<b>28</b>	<b>33</b>	<b>36</b>	<b>90</b>	<b>97</b>	<b>103</b>	<b>98</b>	<b>96</b>	<b>1 314</b>	<b>1 346</b>	<b>1 343</b>	<b>1 368</b>	<b>1 436</b>
Developed countries (50)																											
Women	–	–	5	6	6	6	6	9	9	8	8	9	28	29	24	21	18	54	57	64	61	62	908	918	907	890	912
Men	–	–	6	6	5	5	7	5	6	6	7	5	27	26	26	31	29	75	81	78	74	73	885	894	879	858	868
<b>Subtotal</b>	<b>–</b>	<b>–</b>	<b>11</b>	<b>12</b>	<b>11</b>	<b>11</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>14</b>	<b>15</b>	<b>14</b>	<b>55</b>	<b>55</b>	<b>50</b>	<b>52</b>	<b>47</b>	<b>129</b>	<b>138</b>	<b>142</b>	<b>135</b>	<b>135</b>	<b>1 793</b>	<b>1 812</b>	<b>1 786</b>	<b>1 748</b>	<b>1 780</b>
<b>Subtotal, women</b>	<b>1</b>	<b>1</b>	<b>19</b>	<b>21</b>	<b>23</b>	<b>22</b>	<b>18</b>	<b>11</b>	<b>12</b>	<b>12</b>	<b>13</b>	<b>16</b>	<b>39</b>	<b>41</b>	<b>33</b>	<b>34</b>	<b>34</b>	<b>89</b>	<b>93</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>1 483</b>	<b>1 527</b>	<b>1 508</b>	<b>1 522</b>	<b>1 626</b>
<b>Subtotal, men</b>	<b>–</b>	<b>–</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>9</b>	<b>48</b>	<b>46</b>	<b>45</b>	<b>51</b>	<b>49</b>	<b>130</b>	<b>142</b>	<b>145</b>	<b>133</b>	<b>131</b>	<b>1 624</b>	<b>1 631</b>	<b>1 621</b>	<b>1 594</b>	<b>1 590</b>
<b>Total</b>	<b>1</b>	<b>1</b>	<b>28</b>	<b>31</b>	<b>32</b>	<b>31</b>	<b>30</b>	<b>24</b>	<b>25</b>	<b>25</b>	<b>24</b>	<b>25</b>	<b>87</b>	<b>87</b>	<b>78</b>	<b>85</b>	<b>83</b>	<b>219</b>	<b>235</b>	<b>245</b>	<b>233</b>	<b>231</b>	<b>3 107</b>	<b>3 158</b>	<b>3 129</b>	<b>3 116</b>	<b>3 216</b>

## C. Appointments

109. From 1 January to 31 December 2022, 217 Secretariat staff members, who had been recruited through a competitive process under rule 4.15 of the Staff Regulations and Rules of the United Nations, were appointed to posts subject to geographical distribution, as shown in table 38. During the same period, 78 Secretariat staff members were appointed through the young professionals programme, as shown in table 40, 76 of whom were placed against posts subject to geographical distribution. With regard to reporting on progress towards equitable geographical distribution, as requested by the General Assembly in paragraph 26 of its resolution 77/278, the share of appointments of nationals from unrepresented and underrepresented Member States decreased slightly, from 34.0 to 33.0 per cent of all appointments to posts subject to geographical distribution during the reporting period. Meanwhile, the number of geographical appointments tripled from 2020 to 2022, owing mainly to the lifting of the suspension of hiring for regular budget positions. The number of staff from unrepresented and underrepresented Member States who were appointed to geographical posts grew in similar proportion, from 25 as at 31 December 2021 to 71 as at 31 December 2022.

110. Table 38 shows information on both initial appointments and reappointments, by economic grouping, representation status and gender. During the reporting period in 2022, there were more appointments of women than men, as well as more appointments of nationals from developing countries (123 appointments, or 56.7 per cent) than from developed countries (94 appointments, or 43.3 per cent). There were 71 appointments from unrepresented and underrepresented Member States, amounting to a 32.7 per cent share in the total appointments made 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, separations and balances, between 31 December 2021 and 31 December 2022.

Table 38

### Appointment of Secretariat staff to posts subject to geographical distribution by gender, representation status and economic grouping, from 1 January to 31 December 2022

(Population: 217)

Representation status as at 31 December 2021	Economic grouping as at December 2022						Total
	Number of women appointed			Number of men appointed			
	Developing countries	Developed countries	Subtotal	Developing countries	Developed countries	Subtotal	
Unrepresented	1	–	1	–	–	–	1
Underrepresented	22	24	46	12	12	24	70
Within range	41	18	59	22	15	37	96
Overrepresented	19	13	32	6	12	18	50
<b>Total</b>	<b>83</b>	<b>55</b>	<b>138</b>	<b>40</b>	<b>39</b>	<b>79</b>	<b>217</b>

Note: Includes initial appointments and reappointments. Appointments of staff to posts subject to geographical distribution also include those who successfully participated in the young professionals programme examinations, but does not include those recruited into the Professional category from the General Service and related categories.

111. A summary of the gender distribution of the appointments to posts subject to geographical distribution by grade is shown in table 39. 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 2021 and 2022.

Table 39  
**Appointment of Secretariat staff to posts subject to geographical distribution by gender, grade and number of nationalities represented, from 1 January to 31 December 2022**

(Population: 217)

Grade	Women appointed		Men appointed		Total	
	Number appointed	Percentage of grade total	Number appointed	Percentage of grade total	Number appointed	Number of nationalities represented
USG	1	25.0	3	75.0	4	4
ASG	2	66.7	1	33.3	3	3
D-2	2	66.7	1	33.3	3	3
D-1	7	70.0	3	30.0	10	9
P-5	13	68.4	6	31.6	19	17
P-4	23	79.3	6	20.7	29	22
P-3	46	63.0	27	37.0	73	44
P-2	43	58.9	30	41.1	73	20
P-1	1	33.3	2	66.7	3	3
<b>Total</b>	<b>138</b>	<b>63.6</b>	<b>59</b>	<b>36.4</b>	<b>217</b>	<b>78</b>

112. In 2022, 64 Member States were invited to participate in the young professionals programme: Afghanistan, Andorra, Angola, Antigua and Barbuda, Bahrain, Belize, Brunei Darussalam, Cabo Verde, Cambodia, Central African Republic, China, Comoros, Cuba, Cyprus, 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, Panama, Papua New Guinea, Paraguay, Qatar, Republic of Korea, Russian Federation, Saint Lucia, Saint Vincent and the Grenadines, Samoa, San Marino, Sao Tome and Principe, Saudi Arabia, Solomon Islands, Somalia, South Sudan, Thailand, Timor-Leste, Turkmenistan, Tuvalu, United Arab Emirates, United States of America, Vanuatu and Viet Nam. These Member States were unrepresented, underrepresented or considered at risk of becoming unrepresented or underrepresented. Examinations were conducted at the "job family" level for 2022, rather than within broad job networks.<sup>9</sup> The young professionals programme exercise for the examination on management and administration, which remained pending in 2020, was concluded in 2022 and resulted in a new roster being established, with 91 rostered candidates. This was in addition to the 93 candidates added to the Global Communications and the Political Affairs and Human Rights rosters following the 2020 exercise, concluded in 2021. The 2021 examinations on statistics and data science resulted in 36 rostered candidates and the examinations on social affairs/social policy and development resulted in 41 rostered candidates.

113. Table 40 shows that 78 candidates (44 women and 34 men) from the young professionals programme rosters were placed with various entities during the period. The placements were either made through an initial appointment, as a first assignment under the young professionals programme, or as a placement through the managed

<sup>9</sup> For the 2022 young professionals programme, examinations were held on the topics of legal affairs and library and information management.

reassignment programme, usually for a second assignment under the young professionals programme, between 1 January and 31 December 2022.

Table 40

**Young professionals programme placements at the P-2 level by entity and gender, from 1 January to 31 December 2022**

(Population: 78)

<i>Entity</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
DESA	5	2	7
DGACM	1	–	1
DGC	2	3	5
DMSPC	1	2	3
DOS	–	1	1
DPPA	1	1	2
DSS	2	–	2
ECA	3	–	3
ECE	2	1	3
ECLAC	6	10	16
ESCAP	6	3	9
ESCWA	2	2	4
IIIM-Syria	–	1	1
IM-Myanmar	1	–	1
OCHA	2	1	3
OHCHR	3	4	7
OHRLLS	1	–	1
OICT	1	–	1
OIOS	–	1	1
OLA	–	1	1
UNCTAD	2	1	3
UNODC	1	–	1
UNOG	1	–	1
UNON	1	–	1
<b>Total</b>	<b>44</b>	<b>34</b>	<b>78</b>

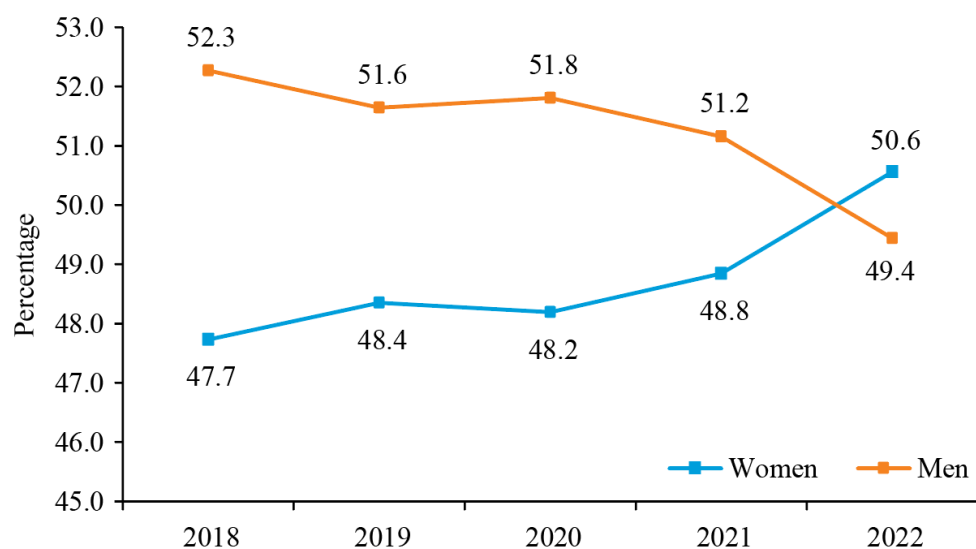
*Note:* Of the 78 programme candidates, 76 were placed on posts subject to geographical distribution.

## D. Gender

114. The gender distribution of staff of the Secretariat with geographical status for the five periods as at 31 December for 2018 to 2022 is shown in figure XXV. The share of women with geographical status gained nearly two percentage points between 2021 and 2022, from 48.8 per cent as at 31 December 2021 to 50.6 per cent as at 31 December 2022. For the first time in the past five years, the number of women in posts with geographical status in the Secretariat has been higher than the number men in the same category.

Figure XXV  
**Gender distribution of Secretariat staff with geographical status as at 31 December for 2018 to 2022**

(Population: 3,216 as at 31 December 2022)



115. Table 41 shows the number and percentage of men and women Secretariat staff with geographical status by grade as at 31 December 2018 and 31 December 2022. Table 40 shows an increase of women by almost three percentage points, most notably at the Assistant Secretary-General, D-1, P-5, P-4 and P-3 grade levels, driven by the regional commissions, in particular, ECA and ESCAP.

Table 41  
**Gender distribution of Secretariat staff with geographical status by grade as at 31 December for 2018 and 2022**

(Population: 3,216 as at 31 December 2022)

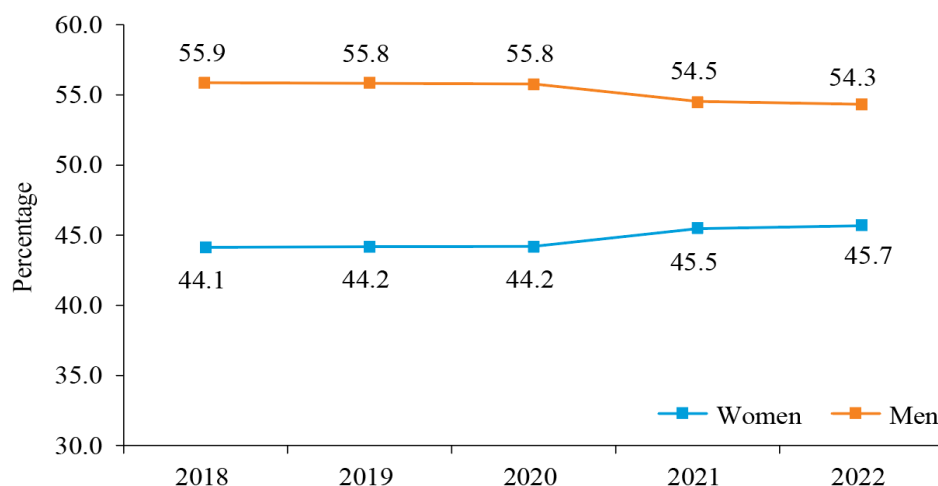
Grade	2018					2022				
	Women		Men		Total	Women		Men		Total
	Number	Percentage	Number	Percentage		Number	Percentage	Number	Percentage	
DSG <sup>a</sup>	–	–	–	–	–	1	100.0	–	–	1
USG	19	67.9	9	32.1	28	18	60.0	12	40.0	30
ASG	11	45.8	13	54.2	24	16	64.0	9	36.0	25
D-2	39	44.8	48	55.2	87	34	41.0	49	59.0	83
D-1	89	40.6	130	59.4	219	100	43.3	131	56.7	231
P-5	240	40.9	347	59.1	587	264	46.6	302	53.4	566
P-4	405	46.0	475	54.0	880	451	49.3	464	50.7	915
P-3	437	51.0	420	49.0	857	522	54.5	435	45.5	957
P-2	243	57.2	182	42.8	425	220	53.9	188	46.1	408
<b>Total</b>	<b>1 483</b>	<b>47.7</b>	<b>1 624</b>	<b>52.3</b>	<b>3 107</b>	<b>1 626</b>	<b>50.6</b>	<b>1 590</b>	<b>49.4</b>	<b>3 216</b>

<sup>a</sup> Until 2020, staff in the Deputy Secretary-General category were included in the Under-Secretary-General category.

116. Figure XXVI shows the gender distribution of Secretariat staff subject to geographical status in posts at the D-1 level and above.

Figure XXVI  
**Gender distribution of Secretariat staff with geographical status at the D-1 level and above as at 31 December for 2018 to 2022**

(Population: 370 as at 31 December 2022)



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

117. The present report provides a 5- and 10-year forecast of retirements of staff under the system of desirable ranges. Between 1 January and 31 December 2022, 52 staff members with geographical status retired.

118. Table 42 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 forecasted that an average of 70 Secretariat staff with geographical status will retire yearly from 2023 to 2027.

Table 42

#### Forecast of retirements from 1 January 2023 to 31 December 2027 by category for all Secretariat staff with geographical status as at 31 December 2022

(Population: 3,160)

Category	Average yearly number of staff retirements 2023–2027 (if all retire at age 65)	Number of staff in category	Retirements as a percentage of category
D	21	314	6.6
P	49	2 846	1.7
<b>Total</b>	<b>70</b>	<b>3 160</b>	<b>2.2</b>

Note: Excludes staff in the Deputy Secretary-General, Under-Secretary-General and Assistant Secretary-General categories, as they are not subject to the mandatory age of separation.

119. Table 43 shows the percentage of staff members with geographical status forecast to retire during the period from 1 January 2023 to 31 December 2027 by Member State. It also shows the representation status of Member States whose status could change at the end of the five-year period as a result of their nationals retiring as forecast, assuming that there are no new recruitments from that Member State within the period.

Table 43

**Percentage of Secretariat staff with geographical status forecast to retire during the period from 1 January 2023 to 31 December 2027, by Member State**

(Population: 193 Member States)

*No forecast retirements (93 Member States)*

Afghanistan	Eritrea	North Macedonia
Albania	Eswatini	Oman
Algeria	Gabon	Palau
Andorra	Greece	Panama
Angola	Grenada	Papua New Guinea
Antigua and Barbuda	Guinea	Paraguay
Armenia	Guinea-Bissau	Qatar
Bahrain	Guyana	Republic of Moldova
Barbados	Haiti	Saint Lucia
Belarus	Honduras	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	Slovakia
Cabo Verde	Libya	Slovenia
Cambodia	Liechtenstein	Solomon Islands
Central African Republic	Lithuania	Somalia
Chad	Madagascar	Suriname
Colombia	Maldives	Sweden
Comoros	Malta	Tajikistan
Congo	Marshall Islands	Timor-Leste
Côte d'Ivoire	Mauritius	Tonga
Democratic People's Republic of Korea	Monaco	Turkmenistan
Djibouti	Montenegro	Tuvalu
Dominica	Myanmar	United Arab Emirates
Ecuador	Nauru	Uzbekistan
El Salvador	Nicaragua	Vanuatu
Equatorial Guinea	Niger	Yemen



*Less than 20 per cent of currently serving staff with geographical status forecast to retire (67 Member States)*

Argentina (2)	Indonesia (1)	Portugal (3)
Australia (2)	Iran (Islamic Republic of) (3)	Republic of Korea (4)
Austria (3)	Iraq (1)	Romania (3)
Bangladesh (1)	Ireland (3) (over/within)	Rwanda (1)
Belgium (3) (over/within)	Israel (1)	Senegal (1)
Brazil (2)	Italy (13)	Serbia (2)
Bulgaria (3)	Jamaica (1)	Singapore (2)
Burundi (1)	Japan (8)	South Africa (2)
Cameroon (3)	Jordan (over/within) (2)	Spain (5)
Canada (18)	Kenya (7)	Sri Lanka (1)
China (9)	Lebanon (1)	Switzerland (2)
Costa Rica (1)	Malawi (1)	Thailand (2) (within/under)
Croatia (1)	Malaysia (2)	Togo (1)
Czechia (3) (over/within)	Mali (1)	Tunisia (1) (over/within)
Denmark (3)	Mexico (4)	Türkiye (1)
Dominican Republic (1)	Morocco (1)	United Kingdom of Great Britain and Northern Ireland (20)
Egypt (2)	Netherlands (Kingdom of the) (7) (over/within)	United States of America (42)
Ethiopia (2)	New Zealand (1)	Uruguay (2) (over/within)
Fiji (1)	Norway (1)	Venezuela (Bolivarian Republic of) (1)
Finland (1)	Pakistan (3)	Viet Nam (1)
France (12)	Peru (1)	Zambia (1)
Germany (14)	Philippines (2) (over/within)	
India (8)	Poland (1)	

*20 to 40 per cent of currently serving staff with geographical status forecast to retire (24 Member States)*

Azerbaijan (2)	Georgia (1)	Russian Federation (11) (within/under)
Bahamas (1)	Ghana (5) (over/within)	Saint Kitts and Nevis (1)
Benin (1)	Hungary (3) (within/under)	Syrian Arab Republic (1)
Chile (6)	Luxembourg (1) (within/under)	Trinidad and Tobago (3)
Cyprus (1) (within/under)	Mauritania (2)	Uganda (8)
Democratic Republic of the Congo (2)	Mozambique (1)	Ukraine (4)
Estonia (2)	Nepal (2)	United Republic of Tanzania (2)
Gambia (1)	Nigeria (6)	Zimbabwe (3) (over/within)

*More than 40 per cent of currently serving staff with geographical status forecast to retire (9 Member States)*

Cuba (2)	Liberia (1) (under/un)	Namibia (1)
Guatemala (4) (within/under)	Micronesia (Federated States of) (1) (under/un)	South Sudan (1)
Iceland (3) (within/under)	Mongolia (3)	Sudan (3) (within/under)

*Notes:* 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 2023 to 31 December 2027. Retirement numbers are forecast on the assumption that all staff members will retire at 65 years of age. 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 2022 and as at 31 December 2027 is indicated in parentheses ("un" = unrepresented, "under" = underrepresented, "within" = within range, "over" = overrepresented). Representation status is based on the Member State's desirable ranges as at 31 December 2022. Excludes staff in the Deputy Secretary-General, Under-Secretary-General and Assistant Secretary-General categories.

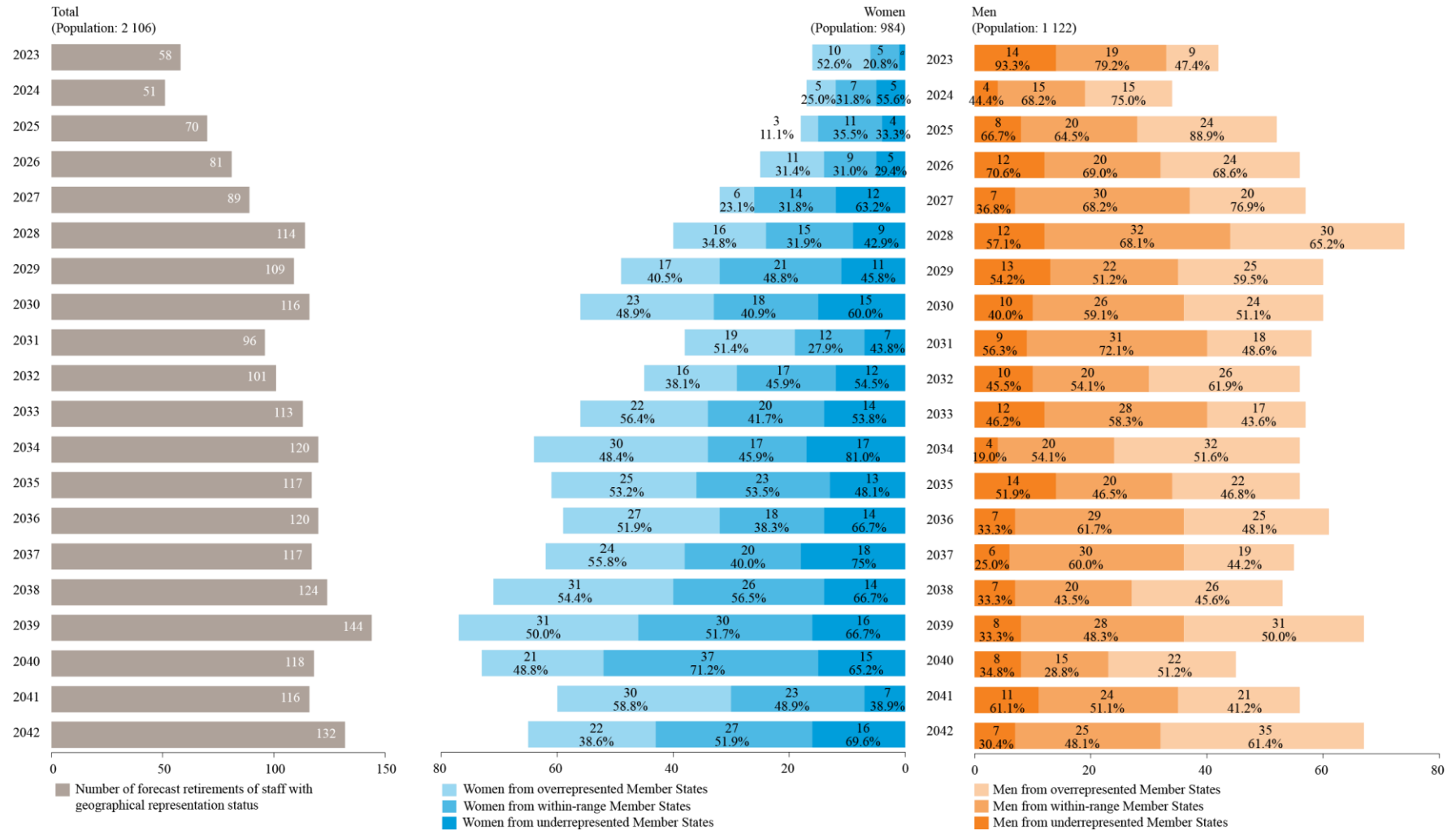
120. Figure XXVII provides the extended forecast of retirements of staff subject to geographical distribution over a 10-year period, to 2032. For forward-looking consideration, the anticipated geographical retirements have been included up to 2042, to reflect how the trend might accelerate or decelerate beyond the 10-year forecast to 2032.

121. As at 31 December 2022, the population of staff with geographical status was 3,216, with 885 staff members in that population (27.5 per cent) expected to retire at their mandatory age of separation by the end of 2032. The forecast in figure XXVII shows particular acceleration among the projected retirements between 2027 and 2032, with 625 of the 885 forecasted staff are expected to retire during that period. The forecast shows an overall increase for men starting from 2025, and a substantial overall increase for women starting from 2026, despite some year-over-year fluctuations. The figure also shows a general upward trend in forecast retirements from 2023 to 2032, despite some year-over-year fluctuations. The largest population of staff expected to retire by 31 December 2032 will be staff from overrepresented Member States. Looking at some of the data points beyond 2032, and based on the current staff population, the trend for retirements among women shows no evidence of peaking before 2039. The forecast retirement rate among men currently in the Organization is expected to reach its peak by 2028, but continues to show some traction until 2042.

122. As a result of expected retirements of staff with geographical status during the period 2023 to 2032, 58 Member States would see a change in their representation status if no additional nationals of those States attain geographical status. Details on the expected changes in representation status for those Member States are shown in table 44.

**Figure XXVII**  
**Yearly forecast retirements of Secretariat staff with geographical status, by representation status and gender, as at 31 December 2022 for 2023 to 2042**

(Population: 2,106 as at 31 December 2022)



*Note:* Percentages for gender are based on each representation type. For example, women’s share of forecast retirements for staff with geographical status from overrepresented Member States in 2023 is 52.6 per cent, and 47.4 per cent for men.

<sup>a</sup> 1 (6.7 per cent).

Table 44  
**Changes in representation status of Member States as a result of expected retirements during the period from 1 January 2023 to 31 December 2032**

(Population: 58 of 193 Member States)

*From within range to underrepresented (30 Member States)*

Bahamas	Germany	Niger
Benin	Guatemala	Nigeria
Chad	Hungary	Russian Federation
Croatia	Iceland	Saint Kitts and Nevis
Cyprus	India	Sudan
Democratic Republic of the Congo	Lesotho	Suriname
Djibouti	Lithuania	Sweden
Eritrea	Luxembourg	Switzerland
Estonia	Madagascar	Thailand
Georgia	Nicaragua	United Kingdom of Great Britain and Northern Ireland

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

Mongolia

*From underrepresented to unrepresented (5 Member States)*

Grenada	Micronesia (Federated States of)	Papua New Guinea
Liberia	Namibia	

*From overrepresented to within range (21 Member States)*

Argentina	Ecuador	Morocco
Australia	Egypt	Philippines
Belgium	Ethiopia	South Africa
Bulgaria	France	Tunisia
Canada	Ghana	Uganda
Chile	Ireland	Uruguay
Czechia	Jordan	Zimbabwe

*From overrepresented to underrepresented (1 Member State)*

Netherlands (Kingdom of the)

123. By the end of 2032, the Secretariat would need to recruit 727 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 2022 and anticipated retirements.

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

124. 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 2022

(Population: 36,791)

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	2	–	1	–	1	59	13	1	61	15	77	0.21
	Men	8	20	3	12	14	2	5	682	29	25	716	34	775	2.11
	All	8	21	5	12	15	2	6	741	42	26	777	49	852	2.32
Albania	Women	10	8	1	–	1	–	1	7	2	11	16	3	30	0.08
	Men	2	2	1	1	–	–	4	4	–	7	6	1	14	0.04
	All	12	10	2	1	1	–	5	11	2	18	22	4	44	0.12
Algeria	Women	9	8	5	–	–	–	3	9	–	12	17	5	34	0.09
	Men	8	11	3	–	–	–	5	9	–	13	20	3	36	0.10
	All	17	19	8	–	–	–	8	18	–	25	37	8	70	0.19
Andorra	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
	All	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
Angola	Women	–	–	–	1	–	–	1	1	–	2	1	–	3	0.01
	Men	1	2	–	5	3	–	–	5	–	6	10	–	16	0.04
	All	1	2	–	6	3	–	1	6	–	8	11	–	19	0.05
Antigua and Barbuda	Women	1	1	1	1	–	–	1	2	–	3	3	1	7	0.02
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	1	1	1	–	–	1	2	–	3	3	1	7	0.02
Argentina	Women	23	29	7	–	1	–	10	24	4	33	54	11	98	0.27
	Men	18	41	9	3	3	–	5	14	3	26	58	12	96	0.26
	All	41	70	16	3	4	–	15	38	7	59	112	23	194	0.53
Armenia	Women	2	6	1	1	1	–	–	8	–	3	15	1	19	0.05
	Men	6	6	1	2	–	–	–	2	1	8	8	2	18	0.05
	All	8	12	2	3	1	–	–	10	1	11	23	3	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		
Australia	Women	27	65	15	2	–	–	3	7	–	32	72	15	119	0.32
	Men	40	64	11	7	6	–	–	8	2	47	78	13	138	0.38
	All	67	129	26	9	6	–	3	15	2	79	150	28	257	0.70
Austria	Women	23	31	12	2	–	–	53	44	12	78	75	24	177	0.48
	Men	29	26	7	4	8	1	49	42	8	82	76	16	174	0.47
	All	52	57	19	6	8	1	102	86	20	160	151	40	351	0.95
Azerbaijan	Women	4	1	–	–	–	–	2	7	–	6	8	–	14	0.04
	Men	6	5	1	1	–	–	1	5	–	8	10	1	19	0.05
	All	10	6	1	1	–	–	3	12	–	14	18	1	33	0.09
Bahamas	Women	6	1	–	–	–	–	–	2	–	6	3	–	9	0.02
	Men	2	–	–	–	1	–	–	–	–	2	1	–	3	0.01
	All	8	1	–	–	1	–	–	2	–	8	4	–	12	0.03
Bahrain	Women	2	3	–	–	–	–	1	–	–	3	3	–	6	0.02
	Men	–	–	–	–	–	–	–	2	–	–	2	–	2	0.01
	All	2	3	–	–	–	–	1	2	–	3	5	–	8	0.02
Bangladesh	Women	5	14	2	–	1	–	2	4	–	7	19	2	28	0.08
	Men	19	60	4	3	3	–	3	6	–	25	69	4	98	0.27
	All	24	74	6	3	4	–	5	10	–	32	88	6	126	0.34
Barbados	Women	7	4	3	–	–	–	3	5	1	10	9	4	23	0.06
	Men	–	2	–	1	1	–	2	2	–	3	5	–	8	0.02
	All	7	6	3	1	1	–	5	7	1	13	14	4	31	0.08
Belarus	Women	5	9	4	–	–	–	1	8	1	6	17	5	28	0.08
	Men	7	8	4	–	–	–	2	3	1	9	11	5	25	0.07
	All	12	17	8	–	–	–	3	11	2	15	28	10	53	0.14
Belgium	Women	20	39	17	1	1	–	13	8	–	34	48	17	99	0.27
	Men	34	53	11	5	–	–	1	6	2	40	59	13	112	0.30
	All	54	92	28	6	1	–	14	14	2	74	107	30	211	0.57
Belize	Women	1	–	–	–	–	–	1	4	–	2	4	–	6	0.02
	Men	–	–	–	–	–	–	–	4	–	–	4	–	4	0.01
	All	1	–	–	–	–	–	1	8	–	2	8	–	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		
Benin	Women	2	8	3	2	4	–	1	8	–	5	20	3	28	0.08
	Men	11	34	3	4	6	–	–	3	–	15	43	3	61	0.17
	All	13	42	6	6	10	–	1	11	–	20	63	6	89	0.24
Bhutan	Women	–	5	–	4	1	1	–	3	1	4	9	2	15	0.04
	Men	2	9	1	3	4	–	–	2	–	5	15	1	21	0.06
	All	2	14	1	7	5	1	–	5	1	9	24	3	36	0.10
Bolivia (Plurinational State of)	Women	4	5	2	–	–	–	3	8	–	7	13	2	22	0.06
	Men	5	11	4	–	–	–	1	5	1	6	16	5	27	0.07
	All	9	16	6	–	–	–	4	13	1	13	29	7	49	0.13
Bosnia and Herzegovina	Women	7	14	3	11	8	1	4	17	1	22	39	5	66	0.18
	Men	13	8	–	15	13	–	8	13	4	36	34	4	74	0.20
	All	20	22	3	26	21	1	12	30	5	58	73	9	140	0.38
Botswana	Women	6	5	–	–	–	–	–	4	–	6	9	–	15	0.04
	Men	2	3	–	–	1	–	–	3	–	2	7	–	9	0.02
	All	8	8	–	–	1	–	–	7	–	8	16	–	24	0.07
Brazil	Women	25	60	19	1	–	–	7	29	6	33	89	25	147	0.40
	Men	30	43	8	3	1	–	6	8	2	39	52	10	101	0.27
	All	55	103	27	4	1	–	13	37	8	72	141	35	248	0.67
Brunei Darussalam	Women	1	–	–	–	–	–	–	–	–	1	–	–	1	–
	Men	1	–	–	–	–	–	–	–	–	1	–	–	1	–
	All	2	–	–	–	–	–	–	–	–	2	–	–	2	0.01
Bulgaria	Women	10	22	3	2	1	–	2	5	3	14	28	6	48	0.13
	Men	13	10	1	2	1	–	2	2	–	17	13	1	31	0.08
	All	23	32	4	4	2	–	4	7	3	31	41	7	79	0.21
Burkina Faso	Women	3	5	1	3	1	–	–	14	–	6	20	1	27	0.07
	Men	6	35	7	4	11	–	–	27	2	10	73	9	92	0.25
	All	9	40	8	7	12	–	–	41	2	16	93	10	119	0.32
Burundi	Women	5	12	5	12	4	1	3	5	–	20	21	6	47	0.13
	Men	7	17	4	8	14	–	–	11	–	15	42	4	61	0.17
	All	12	29	9	20	18	1	3	16	–	35	63	10	108	0.29



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	–	–	–	–	2	–	2	4	1	7	0.02
	All	3	3	1	–	–	–	1	4	–	4	7	1	12	0.03
Cambodia	Women	–	–	1	2	1	–	1	18	2	3	19	3	25	0.07
	Men	4	1	–	–	2	–	2	37	1	6	40	1	47	0.13
	All	4	1	1	2	3	–	3	55	3	9	59	4	72	0.20
Cameroon	Women	10	39	14	9	9	–	7	25	–	26	73	14	113	0.31
	Men	33	72	17	8	7	1	7	27	3	48	106	21	175	0.48
	All	43	111	31	17	16	1	14	52	3	74	179	35	288	0.78
Canada	Women	63	138	44	5	2	–	32	31	3	100	171	47	318	0.86
	Men	69	120	36	13	10	–	14	14	1	96	144	37	277	0.75
	All	132	258	80	18	12	–	46	45	4	196	315	84	595	1.62
Central African Republic	Women	–	1	1	5	–	–	1	128	–	6	129	1	136	0.37
	Men	2	4	–	2	6	–	1	520	2	5	530	2	537	1.46
	All	2	5	1	7	6	–	2	648	2	11	659	3	673	1.83
Chad	Women	2	3	–	–	1	–	1	4	–	3	8	–	11	0.03
	Men	2	9	2	1	1	–	–	30	–	3	40	2	45	0.12
	All	4	12	2	1	2	–	1	34	–	6	48	2	56	0.15
Chile	Women	3	12	27	–	–	–	59	72	36	62	84	63	209	0.57
	Men	15	15	17	2	1	–	33	75	24	50	91	41	182	0.49
	All	18	27	44	2	1	–	92	147	60	112	175	104	391	1.06
China	Women	130	94	48	1	1	–	29	66	6	160	161	54	375	1.02
	Men	109	57	29	3	–	–	11	28	1	123	85	30	238	0.65
	All	239	151	77	4	1	–	40	94	7	283	246	84	613	1.67
Colombia	Women	12	30	16	1	2	–	14	115	9	27	147	25	199	0.54
	Men	7	20	9	3	–	–	18	109	8	28	129	17	174	0.47
	All	19	50	25	4	2	–	32	224	17	55	276	42	373	1.01
Comoros	Women	–	2	–	–	–	–	–	2	–	–	4	–	4	0.01
	Men	1	1	–	–	–	–	–	3	–	1	4	–	5	0.01
	All	1	3	–	–	–	–	–	5	–	1	8	–	9	0.02

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Congo	Women	3	1	–	–	–	–	–	6	–	3	7	–	10	0.03
	Men	4	6	2	2	1	–	2	4	–	8	11	2	21	0.06
	All	7	7	2	2	1	–	2	10	–	11	18	2	31	0.08
Costa Rica	Women	3	9	2	–	–	–	–	7	–	3	16	2	21	0.06
	Men	7	3	4	–	–	–	–	4	–	7	7	4	18	0.05
	All	10	12	6	–	–	–	–	11	–	10	23	6	39	0.11
Côte d'Ivoire	Women	6	11	5	9	27	1	1	8	–	16	46	6	68	0.18
	Men	14	51	11	18	35	3	2	8	–	34	94	14	142	0.39
	All	20	62	16	27	62	4	3	16	–	50	140	20	210	0.57
Croatia	Women	7	8	3	4	1	1	6	10	–	17	19	4	40	0.11
	Men	7	6	3	18	14	–	2	8	–	27	28	3	58	0.16
	All	14	14	6	22	15	1	8	18	–	44	47	7	98	0.27
Cuba	Women	3	–	2	–	–	–	–	10	1	3	10	3	16	0.04
	Men	2	3	–	–	–	–	1	3	1	3	6	1	10	0.03
	All	5	3	2	–	–	–	1	13	2	6	16	4	26	0.07
Cyprus	Women	2	1	–	–	–	–	1	41	–	3	42	–	45	0.12
	Men	2	–	–	–	1	–	–	58	–	2	59	–	61	0.17
	All	4	1	–	–	1	–	1	99	–	5	101	–	106	0.29
Czechia	Women	9	9	2	–	–	–	3	6	–	12	15	2	29	0.08
	Men	5	5	1	2	–	–	9	4	–	16	9	1	26	0.07
	All	14	14	3	2	–	–	12	10	–	28	24	3	55	0.15
Democratic People's Republic of Korea	Women	–	–	–	–	–	–	–	1	–	–	1	–	1	–
	Men	–	–	1	–	–	–	–	–	–	–	–	1	1	–
	All	–	–	1	–	–	–	–	1	–	–	1	1	2	0.01
Democratic Republic of the Congo	Women	5	11	–	8	13	–	2	247	11	15	271	11	297	0.81
	Men	13	36	5	18	33	2	11	1 301	8	42	1 370	15	1 427	3.88
	All	18	47	5	26	46	2	13	1 548	19	57	1 641	26	1 724	4.69
Denmark	Women	18	22	3	–	–	–	2	2	–	20	24	3	47	0.13
	Men	19	8	5	1	1	–	3	2	–	23	11	5	39	0.11
	All	37	30	8	1	1	–	5	4	–	43	35	8	86	0.23

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	3	–	1	–	–	1	3	–	3	6	–	9	0.02
	Men	4	3	1	–	1	–	1	4	–	5	8	1	14	0.04
	All	5	6	1	1	1	–	2	7	–	8	14	1	23	0.06
Dominica	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	1	3	–	2	3	–	5	0.01
	All	1	–	–	–	–	–	1	3	–	2	3	–	5	0.01
Dominican Republic	Women	4	3	1	–	1	1	2	4	1	6	8	3	17	0.05
	Men	3	1	1	–	1	–	1	5	–	4	7	1	12	0.03
	All	7	4	2	–	2	1	3	9	1	10	15	4	29	0.08
Ecuador	Women	8	10	3	–	–	–	4	9	–	12	19	3	34	0.09
	Men	8	6	1	1	–	–	4	4	1	13	10	2	25	0.07
	All	16	16	4	1	–	–	8	13	1	25	29	5	59	0.16
Egypt	Women	19	34	32	1	–	1	3	42	1	23	76	34	133	0.36
	Men	39	56	16	6	14	1	7	34	4	52	104	21	177	0.48
	All	58	90	48	7	14	2	10	76	5	75	180	55	310	0.84
El Salvador	Women	2	6	1	–	–	–	4	11	–	6	17	1	24	0.07
	Men	2	10	–	1	1	–	–	5	–	3	16	–	19	0.05
	All	4	16	1	1	1	–	4	16	–	9	33	1	43	0.12
Equatorial Guinea	Women	1	–	–	–	–	–	–	3	–	1	3	–	4	0.01
	Men	–	–	–	–	–	–	–	5	–	–	5	–	5	0.01
	All	1	–	–	–	–	–	–	8	–	1	8	–	9	0.02
Eritrea	Women	2	2	–	22	8	–	3	4	–	27	14	–	41	0.11
	Men	3	3	2	5	6	–	1	6	–	9	15	2	26	0.07
	All	5	5	2	27	14	–	4	10	–	36	29	2	67	0.18
Estonia	Women	3	3	1	–	–	–	–	1	–	3	4	1	8	0.02
	Men	2	2	2	–	1	1	–	–	–	2	3	3	8	0.02
	All	5	5	3	–	1	1	–	1	–	5	7	4	16	0.04
Eswatini	Women	3	2	–	–	1	–	–	4	–	3	7	–	10	0.03
	Men	2	–	–	–	–	–	1	3	1	3	3	1	7	0.02
	All	5	2	–	–	1	–	1	7	1	6	10	1	17	0.05

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	23	2	14	12	–	111	132	6	133	167	8	308	0.84
	Men	28	33	13	32	17	1	135	217	10	195	267	24	486	1.32
	All	36	56	15	46	29	1	246	349	16	328	434	32	794	2.16
Fiji	Women	7	8	3	1	1	–	2	13	–	10	22	3	35	0.10
	Men	6	9	4	23	13	–	–	11	–	29	33	4	66	0.18
	All	13	17	7	24	14	–	2	24	–	39	55	7	101	0.27
Finland	Women	17	47	9	–	–	–	1	3	–	18	50	9	77	0.21
	Men	6	12	1	2	3	–	1	1	–	9	16	1	26	0.07
	All	23	59	10	2	3	–	2	4	–	27	66	10	103	0.28
France	Women	162	217	137	2	6	–	155	125	14	319	348	151	818	2.22
	Men	115	166	71	5	13	–	123	159	16	243	338	87	668	1.82
	All	277	383	208	7	19	–	278	284	30	562	686	238	1 486	4.04
Gabon	Women	–	–	–	–	–	–	–	9	1	–	9	1	10	0.03
	Men	2	4	1	–	1	–	–	13	–	2	18	1	21	0.06
	All	2	4	1	–	1	–	–	22	1	2	27	2	31	0.08
Gambia	Women	4	9	–	–	3	–	1	3	–	5	15	–	20	0.05
	Men	5	8	–	3	4	–	1	3	–	9	15	–	24	0.07
	All	9	17	–	3	7	–	2	6	–	14	30	–	44	0.12
Georgia	Women	–	8	2	1	–	–	3	4	–	4	12	2	18	0.05
	Men	4	7	–	4	3	–	2	1	–	10	11	–	21	0.06
	All	4	15	2	5	3	–	5	5	–	14	23	2	39	0.11
Germany	Women	102	153	39	1	2	–	13	23	8	116	178	47	341	0.93
	Men	81	113	20	3	3	–	7	8	1	91	124	21	236	0.64
	All	183	266	59	4	5	–	20	31	9	207	302	68	577	1.57
Ghana	Women	6	17	1	5	8	1	12	18	1	23	43	3	69	0.19
	Men	37	68	7	43	21	2	6	14	–	86	103	9	198	0.54
	All	43	85	8	48	29	3	18	32	1	109	146	12	267	0.73
Greece	Women	12	11	8	–	1	–	6	6	1	18	18	9	45	0.12
	Men	10	14	4	–	2	–	1	6	–	11	22	4	37	0.10
	All	22	25	12	–	3	–	7	12	1	29	40	13	82	0.22

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	1	1	–	–	–	–	–	–	–	1	1	–	2	0.01
	All	1	2	–	–	–	–	–	2	–	1	4	–	5	0.01
Guatemala	Women	3	8	5	8	2	–	3	24	–	14	34	5	53	0.14
	Men	4	7	4	6	2	–	1	10	–	11	19	4	34	0.09
	All	7	15	9	14	4	–	4	34	–	25	53	9	87	0.24
Guinea	Women	1	5	–	1	2	–	–	4	–	2	11	–	13	0.04
	Men	6	4	1	4	5	–	–	19	–	10	28	1	39	0.11
	All	7	9	1	5	7	–	–	23	–	12	39	1	52	0.14
Guinea-Bissau	Women	–	1	–	1	–	–	–	4	–	1	5	–	6	0.02
	Men	2	3	–	–	–	–	–	4	–	2	7	–	9	0.02
	All	2	4	–	1	–	–	–	8	–	3	12	–	15	0.04
Guyana	Women	4	6	3	1	–	–	8	10	–	13	16	3	32	0.09
	Men	4	3	–	–	1	–	3	3	–	7	7	–	14	0.04
	All	8	9	3	1	1	–	11	13	–	20	23	3	46	0.13
Haiti	Women	5	5	3	12	17	–	9	31	4	26	53	7	86	0.23
	Men	6	13	4	14	11	2	4	44	2	24	68	8	100	0.27
	All	11	18	7	26	28	2	13	75	6	50	121	15	186	0.51
Honduras	Women	3	5	–	2	–	–	2	15	–	7	20	–	27	0.07
	Men	4	3	–	1	1	–	–	9	–	5	13	–	18	0.05
	All	7	8	–	3	1	–	2	24	–	12	33	–	45	0.12
Hungary	Women	4	12	2	–	–	–	–	12	–	4	24	2	30	0.08
	Men	4	5	–	–	–	–	–	1	2	4	6	2	12	0.03
	All	8	17	2	–	–	–	–	13	2	8	30	4	42	0.11
Iceland	Women	1	1	–	–	–	–	–	–	–	1	1	–	2	0.01
	Men	3	3	–	1	–	–	–	–	–	4	3	–	7	0.02
	All	4	4	–	1	–	–	–	–	–	5	4	–	9	0.02
India	Women	28	75	11	7	4	–	13	51	3	48	130	14	192	0.52
	Men	67	119	13	54	45	3	28	62	2	149	226	18	393	1.07
	All	95	194	24	61	49	3	41	113	5	197	356	32	585	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	11	11	5	2	3	1	4	15	1	17	29	7	53	0.14
	Men	12	14	2	1	3	–	1	12	–	14	29	2	45	0.12
	All	23	25	7	3	6	1	5	27	1	31	58	9	98	0.27
Iran (Islamic Republic of)	Women	6	6	3	–	–	–	2	13	1	8	19	4	31	0.08
	Men	10	11	–	–	–	–	2	9	–	12	20	–	32	0.09
	All	16	17	3	–	–	–	4	22	1	20	39	4	63	0.17
Iraq	Women	4	15	–	12	4	–	2	76	12	18	95	12	125	0.34
	Men	7	12	1	12	14	–	1	428	16	20	454	17	491	1.33
	All	11	27	1	24	18	–	3	504	28	38	549	29	616	1.67
Ireland	Women	13	18	12	–	1	–	11	3	2	24	22	14	60	0.16
	Men	19	40	7	7	–	–	1	11	–	27	51	7	85	0.23
	All	32	58	19	7	1	–	12	14	2	51	73	21	145	0.39
Israel	Women	4	9	–	–	–	–	4	21	3	8	30	3	41	0.11
	Men	11	7	3	–	2	–	5	40	1	16	49	4	69	0.19
	All	15	16	3	–	2	–	9	61	4	24	79	7	110	0.30
Italy	Women	91	150	45	–	3	1	68	64	3	159	217	49	425	1.16
	Men	83	128	24	4	10	–	99	100	4	186	238	28	452	1.23
	All	174	278	69	4	13	1	167	164	7	345	455	77	877	2.38
Jamaica	Women	3	11	3	1	3	–	15	21	–	19	35	3	57	0.15
	Men	4	3	1	2	3	–	6	15	–	12	21	1	34	0.09
	All	7	14	4	3	6	–	21	36	–	31	56	4	91	0.25
Japan	Women	69	68	11	1	–	–	18	23	1	88	91	12	191	0.52
	Men	31	46	8	–	–	–	3	4	2	34	50	10	94	0.26
	All	100	114	19	1	–	–	21	27	3	122	141	22	285	0.77
Jordan	Women	9	16	11	4	2	–	2	44	3	15	62	14	91	0.25
	Men	12	36	8	11	13	1	1	109	3	24	158	12	194	0.53
	All	21	52	19	15	15	1	3	153	6	39	220	26	285	0.77
Kazakhstan	Women	6	14	2	–	–	–	–	18	–	6	32	2	40	0.11
	Men	3	3	–	–	–	–	–	5	–	3	8	–	11	0.03
	All	9	17	2	–	–	–	–	23	–	9	40	2	51	0.14

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	69	115	18	44	32	2	214	402	49	327	549	69	945	2.57
	Men	58	96	9	49	46	3	129	377	55	236	519	67	822	2.23
	All	127	211	27	93	78	5	343	779	104	563	1 068	136	1 767	4.80
Kiribati	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Kuwait	Women	-	2	-	-	-	-	-	3	-	-	5	-	5	0.01
	Men	-	-	1	-	-	-	-	3	-	-	3	1	4	0.01
	All	-	2	1	-	-	-	-	6	-	-	8	1	9	0.02
Kyrgyzstan	Women	-	10	4	-	-	-	-	11	2	-	21	6	27	0.07
	Men	6	10	4	2	-	-	1	11	1	9	21	5	35	0.10
	All	6	20	8	2	-	-	1	22	3	9	42	11	62	0.17
Lao People's Democratic Republic	Women	-	-	-	-	-	-	-	3	-	-	3	-	3	0.01
	Men	-	-	-	-	-	-	1	5	-	1	5	-	6	0.02
	All	-	-	-	-	-	-	1	8	-	1	8	-	9	0.02
Latvia	Women	4	2	2	-	-	-	1	2	2	5	4	4	13	0.04
	Men	1	3	1	-	2	-	-	1	-	1	6	1	8	0.02
	All	5	5	3	-	2	-	1	3	2	6	10	5	21	0.06
Lebanon	Women	41	40	26	5	9	-	54	283	4	100	332	30	462	1.26
	Men	19	26	11	36	48	1	52	563	5	107	637	17	761	2.07
	All	60	66	37	41	57	1	106	846	9	207	969	47	1 223	3.32
Lesotho	Women	2	5	1	-	-	-	-	2	-	2	7	1	10	0.03
	Men	-	-	-	-	-	-	-	4	-	-	4	-	4	0.01
	All	2	5	1	-	-	-	-	6	-	2	11	1	14	0.04
Liberia	Women	3	2	1	9	13	1	1	4	-	13	19	2	34	0.09
	Men	2	11	3	18	20	1	1	13	-	21	44	4	69	0.19
	All	5	13	4	27	33	2	2	17	-	34	63	6	103	0.28
Libya	Women	1	2	-	-	-	-	-	11	1	1	13	1	15	0.04
	Men	1	1	-	-	-	-	-	67	6	1	68	6	75	0.20
	All	2	3	-	-	-	-	-	78	7	2	81	7	90	0.24

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	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	1	–	–	–	–	–	–	–	–	1	–	1	–
Lithuania	Women	3	9	1	–	–	–	–	7	–	3	16	1	20	0.05
	Men	3	3	2	1	–	–	–	–	–	4	3	2	9	0.02
	All	6	12	3	1	–	–	–	7	–	7	19	3	29	0.08
Luxembourg	Women	1	5	2	–	–	–	–	–	–	1	5	2	8	0.02
	Men	4	5	2	–	–	–	–	–	–	4	5	2	11	0.03
	All	5	10	4	–	–	–	–	–	–	5	10	4	19	0.05
Madagascar	Women	4	5	1	–	1	–	3	6	1	7	12	2	21	0.06
	Men	4	2	–	2	1	–	1	8	–	7	11	–	18	0.05
	All	8	7	1	2	2	–	4	14	1	14	23	2	39	0.11
Malawi	Women	3	8	2	–	–	–	3	2	–	6	10	2	18	0.05
	Men	15	8	2	–	–	–	–	5	–	15	13	2	30	0.08
	All	18	16	4	–	–	–	3	7	–	21	23	4	48	0.13
Malaysia	Women	10	13	2	2	–	–	2	3	–	14	16	2	32	0.09
	Men	4	4	2	2	1	–	1	7	–	7	12	2	21	0.06
	All	14	17	4	4	1	–	3	10	–	21	28	4	53	0.14
Maldives	Women	2	1	–	–	–	–	–	3	–	2	4	–	6	0.02
	Men	2	–	–	–	–	–	–	1	–	2	1	–	3	0.01
	All	4	1	–	–	–	–	–	4	–	4	5	–	9	0.02
Mali	Women	4	7	2	3	2	–	1	172	6	8	181	8	197	0.54
	Men	3	13	2	1	3	–	–	718	8	4	734	10	748	2.03
	All	7	20	4	4	5	–	1	890	14	12	915	18	945	2.57
Malta	Women	2	–	–	–	–	–	–	2	1	2	2	1	5	0.01
	Men	4	–	–	–	–	–	–	–	–	4	–	–	4	0.01
	All	6	–	–	–	–	–	–	2	1	6	2	1	9	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	–	1	–	–	–	1	–	4	–	–	5	1	6	0.02
	Men	8	8	1	–	–	–	–	12	–	8	20	1	29	0.08
	All	8	9	1	–	–	1	–	16	–	8	25	2	35	0.10
Mauritius	Women	6	9	1	–	–	–	1	6	1	7	15	2	24	0.07
	Men	6	2	–	1	–	–	–	4	–	7	6	–	13	0.04
	All	12	11	1	1	–	–	1	10	1	14	21	2	37	0.10
Mexico	Women	27	29	8	1	–	–	12	39	11	40	68	19	127	0.35
	Men	30	26	7	–	–	–	8	29	2	38	55	9	102	0.28
	All	57	55	15	1	–	–	20	68	13	78	123	28	229	0.62
Micronesia (Federated States of)	Women	–	–	–	–	–	–	–	1	–	–	1	–	1	–
	Men	1	–	–	–	–	–	–	–	1	1	–	1	2	0.01
	All	1	–	–	–	–	–	–	1	1	1	1	1	3	0.01
Monaco	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	–	–	–	–	–	–	–	1	–	–	1	–
	All	1	–	–	–	–	–	–	–	–	1	–	–	1	–
Mongolia	Women	3	7	1	1	2	–	2	8	2	6	17	3	26	0.07
	Men	4	2	–	–	–	–	1	2	–	5	4	–	9	0.02
	All	7	9	1	1	2	–	3	10	2	11	21	3	35	0.10
Montenegro	Women	2	2	–	–	–	–	–	3	–	2	5	–	7	0.02
	Men	3	2	1	–	–	–	–	5	–	3	7	1	11	0.03
	All	5	4	1	–	–	–	–	8	–	5	12	1	18	0.05
Morocco	Women	17	13	11	6	6	–	9	47	2	32	66	13	111	0.30
	Men	32	19	14	21	24	1	3	117	1	56	160	16	232	0.63
	All	49	32	25	27	30	1	12	164	3	88	226	29	343	0.93
Mozambique	Women	–	1	1	4	–	–	–	6	–	4	7	1	12	0.03
	Men	3	3	5	–	1	–	–	6	–	3	10	5	18	0.05
	All	3	4	6	4	1	–	–	12	–	7	17	6	30	0.08
Myanmar	Women	4	4	1	–	1	–	12	42	–	16	47	1	64	0.17
	Men	4	5	–	4	1	–	8	37	–	16	43	–	59	0.16
	All	8	9	1	4	2	–	20	79	–	32	90	1	123	0.33

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Namibia	Women	2	2	2	1	–	–	2	3	1	5	5	3	13	0.04
	Men	1	2	1	–	1	–	–	1	–	1	4	1	6	0.02
	All	3	4	3	1	1	–	2	4	1	6	9	4	19	0.05
Nauru	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Nepal	Women	1	13	2	2	2	1	–	14	–	3	29	3	35	0.10
	Men	27	53	9	11	25	1	4	14	2	42	92	12	146	0.40
	All	28	66	11	13	27	2	4	28	2	45	121	15	181	0.49
Netherlands (Kingdom of the)	Women	15	52	14	–	–	–	6	19	1	21	71	15	107	0.29
	Men	38	53	9	2	8	–	1	29	2	41	90	11	142	0.39
	All	53	105	23	2	8	–	7	48	3	62	161	26	249	0.68
New Zealand	Women	8	19	6	3	2	–	–	2	1	11	23	7	41	0.11
	Men	15	13	4	10	1	–	–	–	–	25	14	4	43	0.12
	All	23	32	10	13	3	–	–	2	1	36	37	11	84	0.23
Nicaragua	Women	2	2	–	1	–	–	2	–	1	5	2	1	8	0.02
	Men	1	3	1	–	–	–	–	2	–	1	5	1	7	0.02
	All	3	5	1	1	–	–	2	2	1	6	7	2	15	0.04
Niger	Women	3	8	2	–	3	–	2	14	–	5	25	2	32	0.09
	Men	7	28	1	10	6	1	3	38	2	20	72	4	96	0.26
	All	10	36	3	10	9	1	5	52	2	25	97	6	128	0.35
Nigeria	Women	13	32	6	9	2	1	7	25	–	29	59	7	95	0.26
	Men	41	61	8	22	15	–	5	49	–	68	125	8	201	0.55
	All	54	93	14	31	17	1	12	74	–	97	184	15	296	0.80
North Macedonia	Women	2	6	4	2	–	–	1	11	1	5	17	5	27	0.07
	Men	4	10	1	2	3	–	2	4	–	8	17	1	26	0.07
	All	6	16	5	4	3	–	3	15	1	13	34	6	53	0.14
Norway	Women	12	23	2	–	–	–	1	1	–	13	24	2	39	0.11
	Men	6	17	3	5	3	–	2	1	–	13	21	3	37	0.10
	All	18	40	5	5	3	–	3	2	–	26	45	5	76	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	–
	All	1	–	–	–	–	–	–	–	–	1	–	–	1	–
Pakistan	Women	2	12	2	2	1	–	3	21	–	7	34	2	43	0.12
	Men	29	65	5	18	21	1	13	72	1	60	158	7	225	0.61
	All	31	77	7	20	22	1	16	93	1	67	192	9	268	0.73
Palau	Women	–	–	–	–	–	–	–	1	–	–	1	–	1	–
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	–	–	–	–	–	–	–	1	–	–	1	–	1	–
Panama	Women	3	5	3	–	–	–	9	22	3	12	27	6	45	0.12
	Men	2	–	–	–	–	–	–	18	1	2	18	1	21	0.06
	All	5	5	3	–	–	–	9	40	4	14	45	7	66	0.18
Papua New Guinea	Women	–	–	–	–	–	–	–	5	–	–	5	–	5	0.01
	Men	1	–	–	1	–	–	–	2	–	2	2	–	4	0.01
	All	1	–	–	1	–	–	–	7	–	2	7	–	9	0.02
Paraguay	Women	3	2	–	–	–	–	1	7	–	4	9	–	13	0.04
	Men	4	2	–	–	2	–	–	4	–	4	8	–	12	0.03
	All	7	4	–	–	2	–	1	11	–	8	17	–	25	0.07
Peru	Women	6	18	8	1	–	–	26	19	3	33	37	11	81	0.22
	Men	9	11	5	4	–	–	17	12	–	30	23	5	58	0.16
	All	15	29	13	5	–	–	43	31	3	63	60	16	139	0.38
Philippines	Women	25	33	5	22	23	2	112	115	15	159	171	22	352	0.96
	Men	20	39	7	48	33	1	41	59	7	109	131	15	255	0.69
	All	45	72	12	70	56	3	153	174	22	268	302	37	607	1.65
Poland	Women	14	23	4	–	–	–	3	10	1	17	33	5	55	0.15
	Men	13	15	7	1	2	–	2	7	–	16	24	7	47	0.13
	All	27	38	11	1	2	–	5	17	1	33	57	12	102	0.28
Portugal	Women	10	34	8	1	6	–	2	4	–	13	44	8	65	0.18
	Men	15	30	3	3	10	–	6	6	–	24	46	3	73	0.20
	All	25	64	11	4	16	–	8	10	–	37	90	11	138	0.38

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	–	2	1	–	–	–	–	1	–	–	3	1	4	0.01
	All	–	2	1	–	–	–	–	1	–	–	3	1	4	0.01
Republic of Korea	Women	22	64	11	1	1	–	4	21	2	27	86	13	126	0.34
	Men	22	22	3	–	1	–	2	8	–	24	31	3	58	0.16
	All	44	86	14	1	2	–	6	29	2	51	117	16	184	0.50
Republic of Moldova	Women	5	7	2	–	–	–	1	10	1	6	17	3	26	0.07
	Men	1	9	8	–	–	–	–	9	–	1	18	8	27	0.07
	All	6	16	10	–	–	–	1	19	1	7	35	11	53	0.14
Romania	Women	11	28	8	–	8	–	7	39	–	18	75	8	101	0.27
	Men	14	25	4	5	73	4	10	40	–	29	138	8	175	0.48
	All	25	53	12	5	81	4	17	79	–	47	213	16	276	0.75
Russian Federation	Women	62	59	42	13	6	–	53	54	8	128	119	50	297	0.81
	Men	108	61	55	15	10	–	6	14	1	129	85	56	270	0.73
	All	170	120	97	28	16	–	59	68	9	257	204	106	567	1.54
Rwanda	Women	3	13	5	7	12	1	6	11	3	16	36	9	61	0.17
	Men	13	45	11	16	18	2	4	16	10	33	79	23	135	0.37
	All	16	58	16	23	30	3	10	27	13	49	115	32	196	0.53
Saint Kitts and Nevis	Women	3	–	–	–	–	–	–	–	–	3	–	–	3	0.01
	Men	2	–	–	–	–	–	–	1	–	2	1	–	3	0.01
	All	5	–	–	–	–	–	–	1	–	5	1	–	6	0.02
Saint Lucia	Women	1	4	–	–	–	–	1	2	1	2	6	1	9	0.02
	Men	1	3	–	–	–	–	–	–	–	1	3	–	4	0.01
	All	2	7	–	–	–	–	1	2	1	3	9	1	13	0.04
Saint Vincent and the Grenadines	Women	1	1	–	–	–	–	–	1	–	1	2	–	3	0.01
	Men	–	–	–	–	–	–	1	–	–	1	–	–	1	–
	All	1	1	–	–	–	–	1	1	–	2	2	–	4	0.01
Samoa	Women	–	1	–	2	–	–	–	4	–	2	5	–	7	0.02
	Men	1	1	–	1	–	–	–	4	1	2	5	1	8	0.02
	All	1	2	–	3	–	–	–	8	1	4	10	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	-	-	-	3	-	1	3	-	4	0.01
	Men	-	-	-	-	-	-	1	3	-	1	3	-	4	0.01
	All	-	-	-	1	-	-	1	6	-	2	6	-	8	0.02
Saudi Arabia	Women	2	6	3	-	-	-	-	3	-	2	9	3	14	0.04
	Men	-	10	-	-	-	-	-	5	-	-	15	-	15	0.04
	All	2	16	3	-	-	-	-	8	-	2	24	3	29	0.08
Senegal	Women	11	18	5	2	4	-	4	50	1	17	72	6	95	0.26
	Men	16	39	17	7	7	3	5	66	2	28	112	22	162	0.44
	All	27	57	22	9	11	3	9	116	3	45	184	28	257	0.70
Serbia	Women	8	15	7	16	11	3	3	102	3	27	128	13	168	0.46
	Men	14	29	5	43	34	1	9	149	3	66	212	9	287	0.78
	All	22	44	12	59	45	4	12	251	6	93	340	22	455	1.24
Seychelles	Women	1	2	-	1	-	-	1	-	-	3	2	-	5	0.01
	Men	3	2	-	-	-	-	-	1	-	3	3	-	6	0.02
	All	4	4	-	1	-	-	1	1	-	6	5	-	11	0.03
Sierra Leone	Women	2	14	1	32	5	2	1	2	1	35	21	4	60	0.16
	Men	19	25	3	44	32	-	-	8	1	63	65	4	132	0.36
	All	21	39	4	76	37	2	1	10	2	98	86	8	192	0.52
Singapore	Women	12	8	3	-	-	-	-	3	-	12	11	3	26	0.07
	Men	8	1	-	-	-	-	-	-	-	8	1	-	9	0.02
	All	20	9	3	-	-	-	-	3	-	20	12	3	35	0.10
Slovakia	Women	3	10	4	-	-	-	2	8	-	5	18	4	27	0.07
	Men	1	4	3	-	-	-	4	1	1	5	5	4	14	0.04
	All	4	14	7	-	-	-	6	9	1	10	23	8	41	0.11
Slovenia	Women	5	2	2	-	1	-	1	2	-	6	5	2	13	0.04
	Men	3	1	4	-	-	-	1	4	-	4	5	4	13	0.04
	All	8	3	6	-	1	-	2	6	-	10	10	6	26	0.07

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	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	1	–	2	–	–	–	–	1	–	1	1	2	4	0.01
	All	1	–	2	–	–	–	–	1	–	1	1	2	4	0.01
Somalia	Women	1	1	–	–	–	–	–	23	–	1	24	–	25	0.07
	Men	3	4	–	2	–	–	1	193	2	6	197	2	205	0.56
	All	4	5	–	2	–	–	1	216	2	7	221	2	230	0.63
South Africa	Women	15	30	6	–	2	–	4	15	1	19	47	7	73	0.20
	Men	13	29	2	17	11	1	3	8	–	33	48	3	84	0.23
	All	28	59	8	17	13	1	7	23	1	52	95	10	157	0.43
South Sudan	Women	–	–	2	–	–	1	–	228	7	–	228	10	238	0.65
	Men	2	4	–	1	–	–	–	1 188	23	3	1 192	23	1 218	3.31
	All	2	4	2	1	–	1	–	1 416	30	3	1 420	33	1 456	3.96
Spain	Women	93	92	66	1	3	–	23	44	8	117	139	74	330	0.90
	Men	87	122	43	3	10	1	9	42	4	99	174	48	321	0.87
	All	180	214	109	4	13	1	32	86	12	216	313	122	651	1.77
Sri Lanka	Women	4	9	5	–	1	–	8	12	–	12	22	5	39	0.11
	Men	6	11	3	19	7	1	4	14	–	29	32	4	65	0.18
	All	10	20	8	19	8	1	12	26	–	41	54	9	104	0.28
Sudan	Women	3	15	–	2	–	1	6	58	5	11	73	6	90	0.24
	Men	8	15	6	2	11	1	3	257	19	13	283	26	322	0.88
	All	11	30	6	4	11	2	9	315	24	24	356	32	412	1.12
Suriname	Women	1	–	–	1	–	–	–	4	–	2	4	–	6	0.02
	Men	2	–	1	–	–	–	–	2	–	2	2	1	5	0.01
	All	3	–	1	1	–	–	–	6	–	4	6	1	11	0.03
Sweden	Women	28	60	16	1	–	–	4	3	–	33	63	16	112	0.30
	Men	12	30	6	2	2	–	1	1	–	15	33	6	54	0.15
	All	40	90	22	3	2	–	5	4	–	48	96	22	166	0.45
Switzerland	Women	36	48	27	1	–	–	46	43	10	83	91	37	211	0.57
	Men	24	35	8	1	1	–	40	35	5	65	71	13	149	0.40
	All	60	83	35	2	1	–	86	78	15	148	162	50	360	0.98

Country of nationality	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
Syrian Arab Republic	Women	6	7	3	6	3	–	–	54	7	12	64	10	86	0.23
	Men	7	19	6	3	6	–	12	133	4	22	158	10	190	0.52
	All	13	26	9	9	9	–	12	187	11	34	222	20	276	0.75
Tajikistan	Women	1	2	1	4	1	1	2	3	1	7	6	3	16	0.04
	Men	8	5	1	11	3	–	1	7	–	20	15	1	36	0.10
	All	9	7	2	15	4	1	3	10	1	27	21	4	52	0.14
Thailand	Women	6	9	3	1	–	–	100	125	4	107	134	7	248	0.67
	Men	4	8	–	3	1	–	51	100	–	58	109	–	167	0.45
	All	10	17	3	4	1	–	151	225	4	165	243	7	415	1.13
Timor-Leste	Women	–	–	–	–	1	–	–	4	–	–	5	–	5	0.01
	Men	–	–	–	6	6	–	–	6	–	6	12	–	18	0.05
	All	–	–	–	6	7	–	–	10	–	6	17	–	23	0.06
Togo	Women	2	5	1	1	–	–	2	4	–	5	9	1	15	0.04
	Men	8	19	8	–	2	1	1	8	–	9	29	9	47	0.13
	All	10	24	9	1	2	1	3	12	–	14	38	10	62	0.17
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	7	2	3	–	–	24	31	1	38	38	3	79	0.21
	Men	6	9	2	20	2	–	14	17	–	40	28	2	70	0.19
	All	17	16	4	23	2	–	38	48	1	78	66	5	149	0.40
Tunisia	Women	7	22	6	1	–	–	5	16	2	13	38	8	59	0.16
	Men	10	29	10	4	4	–	4	15	1	18	48	11	77	0.21
	All	17	51	16	5	4	–	9	31	3	31	86	19	136	0.37
Türkiye	Women	15	24	4	–	1	–	–	21	–	15	46	4	65	0.18
	Men	15	25	6	–	2	–	3	38	3	18	65	9	92	0.25
	All	30	49	10	–	3	–	3	59	3	33	111	13	157	0.43
Turkmenistan	Women	1	3	–	–	–	–	–	9	–	1	12	–	13	0.04
	Men	2	1	1	–	–	–	–	21	–	2	22	1	25	0.07
	All	3	4	1	–	–	–	–	30	–	3	34	1	38	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	-	-	-	-	-	-	-	1	-	-	1	-	1	-
	All	-	-	-	-	-	-	-	1	-	-	1	-	1	-
Uganda	Women	17	62	9	7	22	-	7	190	18	31	274	27	332	0.90
	Men	29	58	12	18	17	1	4	200	10	51	275	23	349	0.95
	All	46	120	21	25	39	1	11	390	28	82	549	50	681	1.85
Ukraine	Women	3	16	10	-	-	-	2	42	7	5	58	17	80	0.22
	Men	23	32	7	7	12	2	1	58	7	31	102	16	149	0.40
	All	26	48	17	7	12	2	3	100	14	36	160	33	229	0.62
United Arab Emirates	Women	-	-	1	-	-	-	-	-	-	-	-	1	1	-
	Men	-	-	-	-	-	-	-	1	-	-	1	-	1	-
	All	-	-	1	-	-	-	-	1	-	-	1	1	2	0.01
United Kingdom of Great Britain and Northern Ireland	Women	96	99	67	5	2	2	30	38	8	131	139	77	347	0.94
	Men	111	205	70	20	14	-	18	28	2	149	247	72	468	1.27
	All	207	304	137	25	16	2	48	66	10	280	386	149	815	2.22
United Republic of Tanzania	Women	5	18	1	12	7	-	5	37	1	22	62	2	86	0.23
	Men	7	12	2	27	13	-	1	81	5	35	106	7	148	0.40
	All	12	30	3	39	20	-	6	118	6	57	168	9	234	0.64
United States of America	Women	271	313	102	24	18	1	256	290	25	551	621	128	1 300	3.53
	Men	207	288	83	34	17	-	233	265	24	474	570	107	1 151	3.13
	All	478	601	185	58	35	1	489	555	49	1 025	1 191	235	2 451	6.66
Uruguay	Women	13	12	7	-	1	-	9	7	-	22	20	7	49	0.13
	Men	12	24	3	3	2	-	6	5	-	21	31	3	55	0.15
	All	25	36	10	3	3	-	15	12	-	43	51	10	104	0.28
Uzbekistan	Women	8	6	2	-	1	-	1	12	-	9	19	2	30	0.08
	Men	10	14	2	-	-	-	-	16	-	10	30	2	42	0.11
	All	18	20	4	-	1	-	1	28	-	19	49	4	72	0.20
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	8	7	–	–	–	2	11	2	7	19	9	35	0.10
	Men	7	10	3	1	1	–	1	18	2	9	29	5	43	0.12
	All	12	18	10	1	1	–	3	29	4	16	48	14	78	0.21
Viet Nam	Women	4	4	–	–	–	–	4	7	–	8	11	–	19	0.05
	Men	4	7	–	–	–	–	–	3	–	4	10	–	14	0.04
	All	8	11	–	–	–	–	4	10	–	12	21	–	33	0.09
Yemen	Women	2	3	2	–	–	–	1	22	5	3	25	7	35	0.10
	Men	4	10	6	1	5	–	2	141	14	7	156	20	183	0.50
	All	6	13	8	1	5	–	3	163	19	10	181	27	218	0.59
Zambia	Women	3	18	–	2	–	–	4	10	–	9	28	–	37	0.10
	Men	6	11	2	4	2	–	3	8	1	13	21	3	37	0.10
	All	9	29	2	6	2	–	7	18	1	22	49	3	74	0.20
Zimbabwe	Women	3	23	6	7	5	–	3	8	–	13	36	6	55	0.15
	Men	24	34	3	10	6	–	3	5	–	37	45	3	85	0.23
	All	27	57	9	17	11	–	6	13	–	50	81	9	140	0.38
<b>Subtotal</b>	<b>Women</b>	<b>2 257</b>	<b>3 486</b>	<b>1 231</b>	<b>460</b>	<b>387</b>	<b>30</b>	<b>1 882</b>	<b>5 012</b>	<b>419</b>	<b>4 599</b>	<b>8 885</b>	<b>1 680</b>	<b>15 164</b>	<b>41.22</b>
	<b>Men</b>	<b>2 581</b>	<b>3 865</b>	<b>989</b>	<b>1 043</b>	<b>1 025</b>	<b>48</b>	<b>1 421</b>	<b>10 054</b>	<b>408</b>	<b>5 045</b>	<b>14 944</b>	<b>1 445</b>	<b>21 434</b>	<b>58.26</b>
	<b>All</b>	<b>4 838</b>	<b>7 351</b>	<b>2 220</b>	<b>1 503</b>	<b>1 412</b>	<b>78</b>	<b>3 303</b>	<b>15 066</b>	<b>827</b>	<b>9 644</b>	<b>23 829</b>	<b>3 125</b>	<b>36 598</b>	<b>99.48</b>
State of Palestine	Women	2	8	2	3	3	–	–	31	2	5	42	4	51	0.14
	Men	8	22	6	9	8	–	5	66	1	22	96	7	125	0.34
	All	10	30	8	12	11	–	5	97	3	27	138	11	176	0.48
Stateless	Women	–	1	–	–	–	–	–	1	–	–	2	–	2	0.01
	Men	–	–	–	–	–	–	9	6	–	9	6	–	15	0.04
	All	–	1	–	–	–	–	9	7	–	9	8	–	17	0.05
<b>Total</b>	<b>Women</b>	<b>2 259</b>	<b>3 495</b>	<b>1 233</b>	<b>463</b>	<b>390</b>	<b>30</b>	<b>1 882</b>	<b>5 044</b>	<b>421</b>	<b>4 604</b>	<b>8 929</b>	<b>1 684</b>	<b>15 217</b>	<b>41.36</b>
	<b>Men</b>	<b>2 589</b>	<b>3 887</b>	<b>995</b>	<b>1 052</b>	<b>1 033</b>	<b>48</b>	<b>1 435</b>	<b>10 126</b>	<b>409</b>	<b>5 076</b>	<b>15 046</b>	<b>1 452</b>	<b>21 574</b>	<b>58.64</b>
	<b>All</b>	<b>4 848</b>	<b>7 382</b>	<b>2 228</b>	<b>1 515</b>	<b>1 423</b>	<b>78</b>	<b>3 317</b>	<b>15 170</b>	<b>830</b>	<b>9 680</b>	<b>23 975</b>	<b>3 136</b>	<b>36 791</b>	<b>100.00</b>

Table 1.B  
**All staff by entity, location, gender, category and appointment type as at 31 December 2022**

(Population: 36,791)

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
<b>Departments/offices, regional commissions and tribunals</b>																
ACABQ-SEC	Headquarters	Women	6	1	–	–	–	–	3	1	–	9	2	–	11	0.03
		Men	1	3	–	–	–	–	–	–	–	1	3	–	4	0.01
		All	7	4	–	–	–	–	3	1	–	10	5	–	15	0.04
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	<b>Subtotal</b>	<b>Women</b>	<b>6</b>	<b>1</b>	–	–	–	–	<b>3</b>	<b>1</b>	–	<b>9</b>	<b>2</b>	–	<b>11</b>	<b>0.03</b>
		<b>Men</b>	<b>1</b>	<b>3</b>	–	–	–	–	–	–	–	<b>1</b>	<b>3</b>	–	<b>4</b>	<b>0.01</b>
		<b>All</b>	<b>7</b>	<b>4</b>	–	–	–	–	<b>3</b>	<b>1</b>	–	<b>10</b>	<b>5</b>	–	<b>15</b>	<b>0.04</b>
BOA-SEC	Headquarters	Women	1	1	–	–	–	–	1	2	–	2	3	–	5	0.01
		Men	–	–	–	–	–	–	1	–	–	1	–	–	1	–
		All	1	1	–	–	–	–	2	2	–	3	3	–	6	0.02
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	<b>Subtotal</b>	<b>Women</b>	<b>1</b>	<b>1</b>	–	–	–	–	<b>1</b>	<b>2</b>	–	<b>2</b>	<b>3</b>	–	<b>5</b>	<b>0.01</b>
		<b>Men</b>	–	–	–	–	–	–	<b>1</b>	–	–	<b>1</b>	–	–	<b>1</b>	–
		<b>All</b>	<b>1</b>	<b>1</b>	–	–	–	–	<b>2</b>	<b>2</b>	–	<b>3</b>	<b>3</b>	–	<b>6</b>	<b>0.02</b>
CTED	Headquarters	Women	8	10	4	–	–	–	2	5	–	10	15	4	29	0.08
		Men	6	8	–	–	–	–	1	–	–	7	8	–	15	0.04
		All	14	18	4	–	–	–	3	5	–	17	23	4	44	0.12
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	<b>Subtotal</b>	<b>Women</b>	<b>8</b>	<b>10</b>	<b>4</b>	–	–	–	<b>2</b>	<b>5</b>	–	<b>10</b>	<b>15</b>	<b>4</b>	<b>29</b>	<b>0.08</b>
		<b>Men</b>	<b>6</b>	<b>8</b>	–	–	–	–	<b>1</b>	–	–	<b>7</b>	<b>8</b>	–	<b>15</b>	<b>0.04</b>
		<b>All</b>	<b>14</b>	<b>18</b>	<b>4</b>	–	–	–	<b>3</b>	<b>5</b>	–	<b>17</b>	<b>23</b>	<b>4</b>	<b>44</b>	<b>0.12</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	218	9	-	-	-	75	49	3	184	267	12	463	1.26
		Men	98	132	11	-	-	-	29	32	1	127	164	12	303	0.82
		All	207	350	20	-	-	-	104	81	4	311	431	24	766	2.08
	Other offices	Women	1	68	-	-	-	-	-	7	-	1	75	-	76	0.21
		Men	2	40	-	-	-	-	-	5	-	2	45	-	47	0.13
		All	3	108	-	-	-	-	-	12	-	3	120	-	123	0.33
	<b>Subtotal</b>	<b>Women</b>	<b>110</b>	<b>286</b>	<b>9</b>	-	-	-	<b>75</b>	<b>56</b>	<b>3</b>	<b>185</b>	<b>342</b>	<b>12</b>	<b>539</b>	<b>1.47</b>
		<b>Men</b>	<b>100</b>	<b>172</b>	<b>11</b>	-	-	-	<b>29</b>	<b>37</b>	<b>1</b>	<b>129</b>	<b>209</b>	<b>12</b>	<b>350</b>	<b>0.95</b>
		<b>All</b>	<b>210</b>	<b>458</b>	<b>20</b>	-	-	-	<b>104</b>	<b>93</b>	<b>4</b>	<b>314</b>	<b>551</b>	<b>24</b>	<b>889</b>	<b>2.42</b>
DGACM	Headquarters	Women	455	71	388	-	-	-	203	160	52	658	231	440	1 329	3.61
		Men	397	42	245	-	-	-	145	138	39	542	180	284	1 006	2.73
		All	852	113	633	-	-	-	348	298	91	1 200	411	724	2 335	6.35
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	<b>455</b>	<b>71</b>	<b>388</b>	-	-	-	<b>203</b>	<b>160</b>	<b>52</b>	<b>658</b>	<b>231</b>	<b>440</b>	<b>1 329</b>	<b>3.61</b>
		<b>Men</b>	<b>397</b>	<b>42</b>	<b>245</b>	-	-	-	<b>145</b>	<b>138</b>	<b>39</b>	<b>542</b>	<b>180</b>	<b>284</b>	<b>1 006</b>	<b>2.73</b>
		<b>All</b>	<b>852</b>	<b>113</b>	<b>633</b>	-	-	-	<b>348</b>	<b>298</b>	<b>91</b>	<b>1 200</b>	<b>411</b>	<b>724</b>	<b>2 335</b>	<b>6.35</b>
DGC	Headquarters	Women	86	39	30	-	-	-	68	84	16	154	123	46	323	0.88
		Men	64	46	19	-	-	-	44	47	13	108	93	32	233	0.63
		All	150	85	49	-	-	-	112	131	29	262	216	78	556	1.51
	Other offices	Women	3	11	2	-	-	-	26	69	1	29	80	3	112	0.30
		Men	10	7	3	-	-	-	25	45	2	35	52	5	92	0.25
		All	13	18	5	-	-	-	51	114	3	64	132	8	204	0.55
	<b>Subtotal</b>	<b>Women</b>	<b>89</b>	<b>50</b>	<b>32</b>	-	-	-	<b>94</b>	<b>153</b>	<b>17</b>	<b>183</b>	<b>203</b>	<b>49</b>	<b>435</b>	<b>1.18</b>
		<b>Men</b>	<b>74</b>	<b>53</b>	<b>22</b>	-	-	-	<b>69</b>	<b>92</b>	<b>15</b>	<b>143</b>	<b>145</b>	<b>37</b>	<b>325</b>	<b>0.88</b>
		<b>All</b>	<b>163</b>	<b>103</b>	<b>54</b>	-	-	-	<b>163</b>	<b>245</b>	<b>32</b>	<b>326</b>	<b>348</b>	<b>86</b>	<b>760</b>	<b>2.07</b>

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
DMSPC	Headquarters	Women	126	79	10	-	-	-	67	93	7	193	172	17	382	1.04
		Men	107	79	7	-	-	-	27	24	4	134	103	11	248	0.67
		All	233	158	17	-	-	-	94	117	11	327	275	28	630	1.71
	Other offices	Women	1	2	-	-	-	-	-	10	2	1	12	2	15	0.04
		Men	3	3	1	-	-	-	-	12	1	3	15	2	20	0.05
		All	4	5	1	-	-	-	-	22	3	4	27	4	35	0.10
	<b>Subtotal</b>	<b>Women</b>	<b>127</b>	<b>81</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>67</b>	<b>103</b>	<b>9</b>	<b>194</b>	<b>184</b>	<b>19</b>	<b>397</b>	<b>1.08</b>
		<b>Men</b>	<b>110</b>	<b>82</b>	<b>8</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>27</b>	<b>36</b>	<b>5</b>	<b>137</b>	<b>118</b>	<b>13</b>	<b>268</b>	<b>0.73</b>
		<b>All</b>	<b>237</b>	<b>163</b>	<b>18</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>94</b>	<b>139</b>	<b>14</b>	<b>331</b>	<b>302</b>	<b>32</b>	<b>665</b>	<b>1.81</b>
DOS	Headquarters	Women	87	87	16	-	-	-	108	125	13	195	212	29	436	1.19
		Men	97	74	24	-	-	-	101	117	6	198	191	30	419	1.14
		All	184	161	40	-	-	-	209	242	19	393	403	59	855	2.32
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	<b>87</b>	<b>87</b>	<b>16</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>108</b>	<b>125</b>	<b>13</b>	<b>195</b>	<b>212</b>	<b>29</b>	<b>436</b>	<b>1.19</b>
		<b>Men</b>	<b>97</b>	<b>74</b>	<b>24</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>101</b>	<b>117</b>	<b>6</b>	<b>198</b>	<b>191</b>	<b>30</b>	<b>419</b>	<b>1.14</b>
		<b>All</b>	<b>184</b>	<b>161</b>	<b>40</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>209</b>	<b>242</b>	<b>19</b>	<b>393</b>	<b>403</b>	<b>59</b>	<b>855</b>	<b>2.32</b>
DPO	Headquarters	Women	57	88	31	-	-	-	16	48	7	73	136	38	247	0.67
		Men	46	154	25	-	-	-	8	19	2	54	173	27	254	0.69
		All	103	242	56	-	-	-	24	67	9	127	309	65	501	1.36
	Other offices	Women	1	-	-	-	-	-	-	3	-	1	3	-	4	0.01
		Men	1	6	3	-	-	-	-	2	-	1	8	3	12	0.03
		All	2	6	3	-	-	-	-	5	-	2	11	3	16	0.04
	<b>Subtotal</b>	<b>Women</b>	<b>58</b>	<b>88</b>	<b>31</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>16</b>	<b>51</b>	<b>7</b>	<b>74</b>	<b>139</b>	<b>38</b>	<b>251</b>	<b>0.68</b>
		<b>Men</b>	<b>47</b>	<b>160</b>	<b>28</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>8</b>	<b>21</b>	<b>2</b>	<b>55</b>	<b>181</b>	<b>30</b>	<b>266</b>	<b>0.72</b>
		<b>All</b>	<b>105</b>	<b>248</b>	<b>59</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>24</b>	<b>72</b>	<b>9</b>	<b>129</b>	<b>320</b>	<b>68</b>	<b>517</b>	<b>1.41</b>

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
DPPA	Headquarters	Women	45	57	26	–	–	–	30	48	11	75	105	37	217	0.59
		Men	47	53	18	–	–	–	5	15	1	52	68	19	139	0.38
		All	92	110	44	–	–	–	35	63	12	127	173	56	356	0.97
	Other offices	Women	–	4	1	–	–	–	–	1	–	–	5	1	6	0.02
		Men	1	4	1	–	–	–	–	–	–	1	4	1	6	0.02
		All	1	8	2	–	–	–	–	1	–	1	9	2	12	0.03
	<b>Subtotal</b>	<b>Women</b>	<b>45</b>	<b>61</b>	<b>27</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>30</b>	<b>49</b>	<b>11</b>	<b>75</b>	<b>110</b>	<b>38</b>	<b>223</b>	<b>0.61</b>
		<b>Men</b>	<b>48</b>	<b>57</b>	<b>19</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>5</b>	<b>15</b>	<b>1</b>	<b>53</b>	<b>72</b>	<b>20</b>	<b>145</b>	<b>0.39</b>
		<b>All</b>	<b>93</b>	<b>118</b>	<b>46</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>35</b>	<b>64</b>	<b>12</b>	<b>128</b>	<b>182</b>	<b>58</b>	<b>368</b>	<b>1.00</b>
DSS	Headquarters	Women	26	32	4	–	–	–	52	146	2	78	178	6	262	0.71
		Men	36	29	7	–	–	–	153	318	5	189	347	12	548	1.49
		All	62	61	11	–	–	–	205	464	7	267	525	18	810	2.20
	Other offices	Women	4	28	5	–	–	–	21	105	2	25	133	7	165	0.45
		Men	36	195	6	–	1	–	98	475	6	134	671	12	817	2.22
		All	40	223	11	–	1	–	119	580	8	159	804	19	982	2.67
	<b>Subtotal</b>	<b>Women</b>	<b>30</b>	<b>60</b>	<b>9</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>73</b>	<b>251</b>	<b>4</b>	<b>103</b>	<b>311</b>	<b>13</b>	<b>427</b>	<b>1.16</b>
		<b>Men</b>	<b>72</b>	<b>224</b>	<b>13</b>	<b>–</b>	<b>1</b>	<b>–</b>	<b>251</b>	<b>793</b>	<b>11</b>	<b>323</b>	<b>1 018</b>	<b>24</b>	<b>1 365</b>	<b>3.71</b>
		<b>All</b>	<b>102</b>	<b>284</b>	<b>22</b>	<b>–</b>	<b>1</b>	<b>–</b>	<b>324</b>	<b>1 044</b>	<b>15</b>	<b>426</b>	<b>1 329</b>	<b>37</b>	<b>1 792</b>	<b>4.87</b>
EOSG	Headquarters	Women	15	32	3	–	–	–	16	21	1	31	53	4	88	0.24
		Men	9	15	5	–	–	–	3	12	–	12	27	5	44	0.12
		All	24	47	8	–	–	–	19	33	1	43	80	9	132	0.36
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	4	–	–	–	–	–	–	–	–	4	4	0.01
		All	–	–	4	–	–	–	–	–	–	–	–	4	4	0.01
	<b>Subtotal</b>	<b>Women</b>	<b>15</b>	<b>32</b>	<b>3</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>16</b>	<b>21</b>	<b>1</b>	<b>31</b>	<b>53</b>	<b>4</b>	<b>88</b>	<b>0.24</b>
		<b>Men</b>	<b>9</b>	<b>15</b>	<b>9</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>3</b>	<b>12</b>	<b>–</b>	<b>12</b>	<b>27</b>	<b>9</b>	<b>48</b>	<b>0.13</b>
		<b>All</b>	<b>24</b>	<b>47</b>	<b>12</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>19</b>	<b>33</b>	<b>1</b>	<b>43</b>	<b>80</b>	<b>13</b>	<b>136</b>	<b>0.37</b>

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
ETHICS	Headquarters	Women	3	3	-	-	-	-	2	-	-	5	3	-	8	0.02
		Men	1	2	-	-	-	-	2	-	-	3	2	-	5	0.01
		All	4	5	-	-	-	-	4	-	-	8	5	-	13	0.04
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>5</b>	<b>3</b>	<b>-</b>	<b>8</b>	<b>0.02</b>
		<b>Men</b>	<b>1</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>5</b>	<b>0.01</b>
		<b>All</b>	<b>4</b>	<b>5</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4</b>	<b>-</b>	<b>-</b>	<b>8</b>	<b>5</b>	<b>-</b>	<b>13</b>	<b>0.04</b>
GCO	Headquarters	Women	2	11	2	-	-	-	-	2	1	2	13	3	18	0.05
		Men	1	4	3	-	-	-	-	1	-	1	5	3	9	0.02
		All	3	15	5	-	-	-	-	3	1	3	18	6	27	0.07
	Other offices	Women	-	3	1	-	-	-	-	-	-	-	3	1	4	0.01
		Men	-	1	-	-	-	-	-	-	-	-	1	-	1	-
		All	-	4	1	-	-	-	-	-	-	-	4	1	5	0.01
	<b>Subtotal</b>	<b>Women</b>	<b>2</b>	<b>14</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>16</b>	<b>4</b>	<b>22</b>	<b>0.06</b>
		<b>Men</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>10</b>	<b>0.03</b>
		<b>All</b>	<b>3</b>	<b>19</b>	<b>6</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>22</b>	<b>7</b>	<b>32</b>	<b>0.09</b>
HSU	Headquarters	Women	2	2	-	-	-	-	1	-	2	3	-	5	0.01	
		Men	-	-	1	-	-	-	-	-	-	-	-	1	1	-
		All	2	2	1	-	-	-	-	1	-	2	3	1	6	0.02
	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>-</b>	<b>1</b>	<b>-</b>	<b>2</b>	<b>3</b>	<b>-</b>	<b>5</b>	<b>0.01</b>
		<b>Men</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>-</b>
		<b>All</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>6</b>	<b>0.02</b>

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff		
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA				
IAAC-SEC	Headquarters	Women	-	-	-	-	-	-	-	-	1	-	-	1	1	-	
		Men	1	-	-	-	-	-	-	-	-	-	1	-	-	1	-
		All	1	-	-	-	-	-	-	-	1	1	-	1	2	0.01	
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	-	-	-	-	-	-	-	-	<b>1</b>	-	-	<b>1</b>	<b>1</b>	-	
		<b>Men</b>	<b>1</b>	-	-	-	-	-	-	-	-	-	<b>1</b>	-	<b>1</b>	-	
		<b>All</b>	<b>1</b>	-	-	-	-	-	-	-	<b>1</b>	<b>1</b>	-	<b>1</b>	<b>2</b>	<b>0.01</b>	
IIM-Syria	Headquarters	Women	3	34	2	-	-	-	3	7	-	6	41	2	49	0.13	
		Men	3	25	4	-	-	-	1	1	-	4	26	4	34	0.09	
		All	6	59	6	-	-	-	4	8	-	10	67	6	83	0.23	
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	<b>Subtotal</b>	<b>Women</b>	<b>3</b>	<b>34</b>	<b>2</b>	-	-	-	<b>3</b>	<b>7</b>	-	<b>6</b>	<b>41</b>	<b>2</b>	<b>49</b>	<b>0.13</b>	
		<b>Men</b>	<b>3</b>	<b>25</b>	<b>4</b>	-	-	-	<b>1</b>	<b>1</b>	-	<b>4</b>	<b>26</b>	<b>4</b>	<b>34</b>	<b>0.09</b>	
		<b>All</b>	<b>6</b>	<b>59</b>	<b>6</b>	-	-	-	<b>4</b>	<b>8</b>	-	<b>10</b>	<b>67</b>	<b>6</b>	<b>83</b>	<b>0.23</b>	
IM-Myanmar	Headquarters	Women	4	18	6	-	-	-	2	5	-	6	23	6	35	0.10	
		Men	4	17	4	-	-	-	-	-	-	4	17	4	25	0.07	
		All	8	35	10	-	-	-	2	5	-	10	40	10	60	0.16	
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	<b>Subtotal</b>	<b>Women</b>	<b>4</b>	<b>18</b>	<b>6</b>	-	-	-	<b>2</b>	<b>5</b>	-	<b>6</b>	<b>23</b>	<b>6</b>	<b>35</b>	<b>0.10</b>	
		<b>Men</b>	<b>4</b>	<b>17</b>	<b>4</b>	-	-	-	-	-	-	<b>4</b>	<b>17</b>	<b>4</b>	<b>25</b>	<b>0.07</b>	
		<b>All</b>	<b>8</b>	<b>35</b>	<b>10</b>	-	-	-	<b>2</b>	<b>5</b>	-	<b>10</b>	<b>40</b>	<b>10</b>	<b>60</b>	<b>0.16</b>	

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
OAJ	Headquarters	Women	4	9	3	-	-	-	4	8	1	8	17	4	29	0.08
		Men	2	8	2	-	-	-	1	1	1	3	9	3	15	0.04
		All	6	17	5	-	-	-	5	9	2	11	26	7	44	0.12
	Other offices	Women	-	2	1	-	-	-	-	-	-	-	2	1	3	0.01
		Men	-	-	1	-	-	-	-	-	-	-	-	1	1	-
		All	-	2	2	-	-	-	-	-	-	-	2	2	4	0.01
	<b>Subtotal</b>	<b>Women</b>	<b>4</b>	<b>11</b>	<b>4</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4</b>	<b>8</b>	<b>1</b>	<b>8</b>	<b>19</b>	<b>5</b>	<b>32</b>	<b>0.09</b>
		<b>Men</b>	<b>2</b>	<b>8</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>9</b>	<b>4</b>	<b>16</b>	<b>0.04</b>
		<b>All</b>	<b>6</b>	<b>19</b>	<b>7</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>5</b>	<b>9</b>	<b>2</b>	<b>11</b>	<b>28</b>	<b>9</b>	<b>48</b>	<b>0.13</b>
OCHA	Headquarters	Women	64	97	16	-	-	-	36	49	5	100	146	21	267	0.73
		Men	50	73	14	-	-	-	20	26	1	70	99	15	184	0.50
		All	114	170	30	-	-	-	56	75	6	170	245	36	451	1.23
	Other offices	Women	47	127	44	-	-	-	12	307	6	59	434	50	543	1.48
		Men	68	182	34	-	-	-	17	801	16	85	983	50	1 118	3.04
		All	115	309	78	-	-	-	29	1 108	22	144	1 417	100	1 661	4.51
	<b>Subtotal</b>	<b>Women</b>	<b>111</b>	<b>224</b>	<b>60</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>48</b>	<b>356</b>	<b>11</b>	<b>159</b>	<b>580</b>	<b>71</b>	<b>810</b>	<b>2.20</b>
		<b>Men</b>	<b>118</b>	<b>255</b>	<b>48</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>37</b>	<b>827</b>	<b>17</b>	<b>155</b>	<b>1 082</b>	<b>65</b>	<b>1 302</b>	<b>3.54</b>
		<b>All</b>	<b>229</b>	<b>479</b>	<b>108</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>85</b>	<b>1 183</b>	<b>28</b>	<b>314</b>	<b>1 662</b>	<b>136</b>	<b>2 112</b>	<b>5.74</b>
OCT	Headquarters	Women	7	33	15	-	-	-	2	18	1	9	51	16	76	0.21
		Men	6	24	9	-	-	-	3	11	-	9	35	9	53	0.14
		All	13	57	24	-	-	-	5	29	1	18	86	25	129	0.35
	Other offices	Women	-	8	6	-	-	-	-	4	4	-	12	10	22	0.06
		Men	4	9	11	-	-	-	-	3	2	4	12	13	29	0.08
		All	4	17	17	-	-	-	-	7	6	4	24	23	51	0.14
	<b>Subtotal</b>	<b>Women</b>	<b>7</b>	<b>41</b>	<b>21</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>22</b>	<b>5</b>	<b>9</b>	<b>63</b>	<b>26</b>	<b>98</b>	<b>0.27</b>
		<b>Men</b>	<b>10</b>	<b>33</b>	<b>20</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>14</b>	<b>2</b>	<b>13</b>	<b>47</b>	<b>22</b>	<b>82</b>	<b>0.22</b>
		<b>All</b>	<b>17</b>	<b>74</b>	<b>41</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>5</b>	<b>36</b>	<b>7</b>	<b>22</b>	<b>110</b>	<b>48</b>	<b>180</b>	<b>0.49</b>



Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
ODA	Headquarters	Women	9	15	3	–	–	–	12	5	1	21	20	4	45	0.12
		Men	14	7	1	–	–	–	3	5	2	17	12	3	32	0.09
		All	23	22	4	–	–	–	15	10	3	38	32	7	77	0.21
	Other offices	Women	–	4	–	–	–	–	–	1	–	–	5	–	5	0.01
		Men	2	2	–	–	–	–	–	–	–	2	2	–	4	0.01
		All	2	6	–	–	–	–	–	1	–	2	7	–	9	0.02
	<b>Subtotal</b>	<b>Women</b>	<b>9</b>	<b>19</b>	<b>3</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>12</b>	<b>6</b>	<b>1</b>	<b>21</b>	<b>25</b>	<b>4</b>	<b>50</b>	<b>0.14</b>
		<b>Men</b>	<b>16</b>	<b>9</b>	<b>1</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>19</b>	<b>14</b>	<b>3</b>	<b>36</b>	<b>0.10</b>
		<b>All</b>	<b>25</b>	<b>28</b>	<b>4</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>15</b>	<b>11</b>	<b>3</b>	<b>40</b>	<b>39</b>	<b>7</b>	<b>86</b>	<b>0.23</b>
OHCHR	Headquarters	Women	157	204	80	–	–	–	64	78	9	221	282	89	592	1.61
		Men	114	113	61	–	–	–	31	37	7	145	150	68	363	0.99
		All	271	317	141	–	–	–	95	115	16	366	432	157	955	2.60
	Other offices	Women	44	110	38	–	–	–	14	222	11	58	332	49	439	1.19
		Men	36	108	53	–	–	–	10	243	9	46	351	62	459	1.25
		All	80	218	91	–	–	–	24	465	20	104	683	111	898	2.44
	<b>Subtotal</b>	<b>Women</b>	<b>201</b>	<b>314</b>	<b>118</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>78</b>	<b>300</b>	<b>20</b>	<b>279</b>	<b>614</b>	<b>138</b>	<b>1 031</b>	<b>2.80</b>
		<b>Men</b>	<b>150</b>	<b>221</b>	<b>114</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>41</b>	<b>280</b>	<b>16</b>	<b>191</b>	<b>501</b>	<b>130</b>	<b>822</b>	<b>2.23</b>
		<b>All</b>	<b>351</b>	<b>535</b>	<b>232</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>119</b>	<b>580</b>	<b>36</b>	<b>470</b>	<b>1 115</b>	<b>268</b>	<b>1 853</b>	<b>5.04</b>
OHRLLS	Headquarters	Women	5	10	–	–	–	–	2	2	–	7	12	–	19	0.05
		Men	5	4	2	–	–	–	–	2	1	5	6	3	14	0.04
		All	10	14	2	–	–	–	2	4	1	12	18	3	33	0.09
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	<b>Subtotal</b>	<b>Women</b>	<b>5</b>	<b>10</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>2</b>	<b>2</b>	<b>–</b>	<b>7</b>	<b>12</b>	<b>–</b>	<b>19</b>	<b>0.05</b>
		<b>Men</b>	<b>5</b>	<b>4</b>	<b>2</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>6</b>	<b>3</b>	<b>14</b>	<b>0.04</b>
		<b>All</b>	<b>10</b>	<b>14</b>	<b>2</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>12</b>	<b>18</b>	<b>3</b>	<b>33</b>	<b>0.09</b>

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
OICT	Headquarters	Women	16	5	1	-	-	-	25	12	-	41	17	1	59	0.16
		Men	44	27	2	-	-	-	30	21	-	74	48	2	124	0.34
		All	60	32	3	-	-	-	55	33	-	115	65	3	183	0.50
	Other offices	Women	1	2	-	-	-	-	-	6	-	1	8	-	9	0.02
		Men	10	12	-	-	-	-	-	4	-	10	16	-	26	0.07
		All	11	14	-	-	-	-	-	10	-	11	24	-	35	0.10
	<b>Subtotal</b>	<b>Women</b>	<b>17</b>	<b>7</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>25</b>	<b>18</b>	<b>-</b>	<b>42</b>	<b>25</b>	<b>1</b>	<b>68</b>	<b>0.18</b>
		<b>Men</b>	<b>54</b>	<b>39</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>30</b>	<b>25</b>	<b>-</b>	<b>84</b>	<b>64</b>	<b>2</b>	<b>150</b>	<b>0.41</b>
		<b>All</b>	<b>71</b>	<b>46</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>55</b>	<b>43</b>	<b>-</b>	<b>126</b>	<b>89</b>	<b>3</b>	<b>218</b>	<b>0.59</b>
OIOS	Headquarters	Women	33	32	7	-	-	-	16	12	-	49	44	7	100	0.27
		Men	41	30	2	-	1	-	7	7	-	48	38	2	88	0.24
		All	74	62	9	-	1	-	23	19	-	97	82	9	188	0.51
	Other offices	Women	5	12	1	-	4	-	1	6	1	6	22	2	30	0.08
		Men	13	35	2	3	3	-	1	1	-	17	39	2	58	0.16
		All	18	47	3	3	7	-	2	7	1	23	61	4	88	0.24
	<b>Subtotal</b>	<b>Women</b>	<b>38</b>	<b>44</b>	<b>8</b>	<b>-</b>	<b>4</b>	<b>-</b>	<b>17</b>	<b>18</b>	<b>1</b>	<b>55</b>	<b>66</b>	<b>9</b>	<b>130</b>	<b>0.35</b>
		<b>Men</b>	<b>54</b>	<b>65</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>-</b>	<b>8</b>	<b>8</b>	<b>-</b>	<b>65</b>	<b>77</b>	<b>4</b>	<b>146</b>	<b>0.40</b>
		<b>All</b>	<b>92</b>	<b>109</b>	<b>12</b>	<b>3</b>	<b>8</b>	<b>-</b>	<b>25</b>	<b>26</b>	<b>1</b>	<b>120</b>	<b>143</b>	<b>13</b>	<b>276</b>	<b>0.75</b>
OLA	Headquarters	Women	33	36	4	-	-	-	20	20	2	53	56	6	115	0.31
		Men	31	25	-	-	-	-	6	6	-	37	31	-	68	0.18
		All	64	61	4	-	-	-	26	26	2	90	87	6	183	0.50
	Other offices	Women	-	1	-	-	-	-	-	-	-	-	1	-	1	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	1	-	-	-	-	-	-	-	-	1	-	1	-
	<b>Subtotal</b>	<b>Women</b>	<b>33</b>	<b>37</b>	<b>4</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>20</b>	<b>20</b>	<b>2</b>	<b>53</b>	<b>57</b>	<b>6</b>	<b>116</b>	<b>0.32</b>
		<b>Men</b>	<b>31</b>	<b>25</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>6</b>	<b>6</b>	<b>-</b>	<b>37</b>	<b>31</b>	<b>-</b>	<b>68</b>	<b>0.18</b>
		<b>All</b>	<b>64</b>	<b>62</b>	<b>4</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>26</b>	<b>26</b>	<b>2</b>	<b>90</b>	<b>88</b>	<b>6</b>	<b>184</b>	<b>0.50</b>

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
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
	Other offices	Women	-	-	-	-	-	-	-	1	-	-	1	-	1	-
		Men	1	-	-	-	-	-	-	-	-	1	-	-	1	-
		All	1	-	-	-	-	-	-	1	-	1	1	-	2	0.01
	<b>Subtotal</b>	<b>Women</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>7</b>	<b>4</b>	<b>1</b>	<b>12</b>	<b>0.03</b>
		<b>Men</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>3</b>	<b>-</b>	<b>6</b>	<b>6</b>	<b>1</b>	<b>13</b>	<b>0.04</b>
		<b>All</b>	<b>10</b>	<b>6</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>4</b>	<b>-</b>	<b>13</b>	<b>10</b>	<b>2</b>	<b>25</b>	<b>0.07</b>
OSAA	Headquarters	Women	2	4	-	-	-	-	2	1	1	4	5	1	10	0.03
		Men	6	7	1	-	-	-	-	-	-	6	7	1	14	0.04
		All	8	11	1	-	-	-	2	1	1	10	12	2	24	0.07
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	<b>2</b>	<b>4</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>10</b>	<b>0.03</b>
		<b>Men</b>	<b>6</b>	<b>7</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>6</b>	<b>7</b>	<b>1</b>	<b>14</b>	<b>0.04</b>
		<b>All</b>	<b>8</b>	<b>11</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>10</b>	<b>12</b>	<b>2</b>	<b>24</b>	<b>0.07</b>
OSC SEA	Headquarters	Women	1	-	-	-	-	-	-	1	-	1	1	-	2	0.01
		Men	1	1	-	-	-	-	-	-	-	1	1	-	2	0.01
		All	2	1	-	-	-	-	-	1	-	2	2	-	4	0.01
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>2</b>	<b>0.01</b>
		<b>Men</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>2</b>	<b>0.01</b>
		<b>All</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>4</b>	<b>0.01</b>

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
OSCS	Headquarters	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Other offices	Women	-	1	-	-	-	-	-	1	-	-	2	-	2	0.01
		Men	-	1	-	-	-	-	-	-	-	-	1	-	1	-
		All	-	2	-	-	-	-	-	1	-	-	3	-	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>All</b>	-	<b>2</b>	-	-	-	-	-	<b>1</b>	-	-	<b>3</b>	-	<b>3</b>	<b>0.01</b>
OSE HoA	Headquarters	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Other offices	Women	1	2	1	-	-	-	-	3	-	1	5	1	7	0.02
		Men	2	1	-	-	-	-	-	2	-	2	3	-	5	0.01
		All	3	3	1	-	-	-	-	5	-	3	8	1	12	0.03
	<b>Subtotal</b>	<b>Women</b>	<b>1</b>	<b>2</b>	<b>1</b>	-	-	-	-	<b>3</b>	-	<b>1</b>	<b>5</b>	<b>1</b>	<b>7</b>	<b>0.02</b>
		<b>Men</b>	<b>2</b>	<b>1</b>	-	-	-	-	-	<b>2</b>	-	<b>2</b>	<b>3</b>	-	<b>5</b>	<b>0.01</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>
OSET	Headquarters	Women	-	1	1	-	-	-	-	-	-	1	1	2	0.01	
		Men	-	2	-	-	-	-	-	-	-	-	2	-	2	0.01
		All	-	3	1	-	-	-	-	-	-	-	3	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>2</b>	<b>0.01</b>
		<b>Men</b>	-	<b>2</b>	-	-	-	-	-	-	-	-	<b>2</b>	-	<b>2</b>	<b>0.01</b>
		<b>All</b>	-	<b>3</b>	<b>1</b>	-	-	-	-	-	-	-	<b>3</b>	<b>1</b>	<b>4</b>	<b>0.01</b>

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
OSRSG-CAAC	Headquarters	Women	1	6	-	-	-	-	1	1	1	2	7	1	10	0.03
		Men	-	1	-	-	-	-	-	1	-	-	2	-	2	0.01
		All	1	7	-	-	-	-	1	2	1	2	9	1	12	0.03
	Other offices	Women	-	1	1	-	-	-	-	-	-	-	1	1	2	0.01
		Men	1	-	-	-	-	-	-	-	-	1	-	-	1	-
		All	1	1	1	-	-	-	-	-	-	1	1	1	3	0.01
	<b>Subtotal</b>	<b>Women</b>	<b>1</b>	<b>7</b>	<b>1</b>	-	-	-	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>8</b>	<b>2</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>2</b>	<b>8</b>	<b>1</b>	-	-	-	<b>1</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>10</b>	<b>2</b>	<b>15</b>	<b>0.04</b>
OSRSG-SVC	Headquarters	Women	3	8	-	-	-	-	2	1	1	5	9	1	15	0.04
		Men	1	1	2	-	-	-	-	-	1	1	1	3	5	0.01
		All	4	9	2	-	-	-	2	1	2	6	10	4	20	0.05
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	<b>3</b>	<b>8</b>	-	-	-	-	<b>2</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>9</b>	<b>1</b>	<b>15</b>	<b>0.04</b>
		<b>Men</b>	<b>1</b>	<b>1</b>	<b>2</b>	-	-	-	-	-	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>0.01</b>
		<b>All</b>	<b>4</b>	<b>9</b>	<b>2</b>	-	-	-	<b>2</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>10</b>	<b>4</b>	<b>20</b>	<b>0.05</b>
OSRSG-VAC	Headquarters	Women	-	5	-	-	-	-	2	-	-	2	5	-	7	0.02
		Men	1	3	-	-	-	-	-	-	-	1	3	-	4	0.01
		All	1	8	-	-	-	-	2	-	-	3	8	-	11	0.03
	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>1</b>	<b>3</b>	-	-	-	-	-	-	-	<b>1</b>	<b>3</b>	-	<b>4</b>	<b>0.01</b>
		<b>All</b>	<b>1</b>	<b>8</b>	-	-	-	-	<b>2</b>	-	-	<b>3</b>	<b>8</b>	-	<b>11</b>	<b>0.03</b>

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
OVRA	Headquarters	Women	-	3	-	-	-	-	2	-	-	5	-	5	0.01	
		Men	1	-	-	-	-	-	-	-	1	-	-	1	-	
		All	1	3	-	-	-	-	2	-	1	5	-	6	0.02	
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	
	<b>Subtotal</b>	<b>Women</b>	-	<b>3</b>	-	-	-	-	-	<b>2</b>	-	-	<b>5</b>	-	<b>5</b>	<b>0.01</b>
		<b>Men</b>	<b>1</b>	-	-	-	-	-	-	-	-	<b>1</b>	-	-	<b>1</b>	-
		<b>All</b>	<b>1</b>	<b>3</b>	-	-	-	-	-	<b>2</b>	-	<b>1</b>	<b>5</b>	-	<b>6</b>	<b>0.02</b>
RCNYO	Headquarters	Women	1	1	-	-	-	-	-	-	1	1	-	2	0.01	
		Men	-	1	-	-	-	-	1	-	-	1	1	-	2	0.01
		All	1	2	-	-	-	-	1	-	-	2	2	-	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>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>2</b>	<b>2</b>	-	<b>4</b>	<b>0.01</b>
UN-Habitat	Headquarters	Women	21	30	9	-	-	-	38	25	2	59	55	11	125	0.34
		Men	22	29	6	-	-	-	10	23	12	32	52	18	102	0.28
		All	43	59	15	-	-	-	48	48	14	91	107	29	227	0.62
	Other offices	Women	4	13	1	-	-	-	3	30	2	7	43	3	53	0.14
		Men	6	22	4	-	-	-	-	51	-	6	73	4	83	0.23
		All	10	35	5	-	-	-	3	81	2	13	116	7	136	0.37
	<b>Subtotal</b>	<b>Women</b>	<b>25</b>	<b>43</b>	<b>10</b>	-	-	-	<b>41</b>	<b>55</b>	<b>4</b>	<b>66</b>	<b>98</b>	<b>14</b>	<b>178</b>	<b>0.48</b>
		<b>Men</b>	<b>28</b>	<b>51</b>	<b>10</b>	-	-	-	<b>10</b>	<b>74</b>	<b>12</b>	<b>38</b>	<b>125</b>	<b>22</b>	<b>185</b>	<b>0.50</b>
		<b>All</b>	<b>53</b>	<b>94</b>	<b>20</b>	-	-	-	<b>51</b>	<b>129</b>	<b>16</b>	<b>104</b>	<b>223</b>	<b>36</b>	<b>363</b>	<b>0.99</b>

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
UN-TBLDC	Headquarters	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Other offices	Women	-	-	1	-	-	-	-	1	-	-	1	1	2	0.01
		Men	-	2	1	-	-	-	-	1	-	-	3	1	4	0.01
		All	-	2	2	-	-	-	-	2	-	-	4	2	6	0.02
	<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>2</b>	<b>1</b>	-	-	-	-	<b>1</b>	-	-	<b>3</b>	<b>1</b>	<b>4</b>	<b>0.01</b>
		<b>All</b>	-	<b>2</b>	<b>2</b>	-	-	-	-	<b>2</b>	-	-	<b>4</b>	<b>2</b>	<b>6</b>	<b>0.02</b>
UNAKRT	Headquarters	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Other offices	Women	-	2	-	-	-	-	-	7	2	-	9	2	11	0.03
		Men	-	3	-	-	2	-	-	21	1	-	26	1	27	0.07
		All	-	5	-	-	2	-	-	28	3	-	35	3	38	0.10
	<b>Subtotal</b>	<b>Women</b>	-	<b>2</b>	-	-	-	-	-	<b>7</b>	<b>2</b>	-	<b>9</b>	<b>2</b>	<b>11</b>	<b>0.03</b>
		<b>Men</b>	-	<b>3</b>	-	-	<b>2</b>	-	-	<b>21</b>	<b>1</b>	-	<b>26</b>	<b>1</b>	<b>27</b>	<b>0.07</b>
		<b>All</b>	-	<b>5</b>	-	-	<b>2</b>	-	-	<b>28</b>	<b>3</b>	-	<b>35</b>	<b>3</b>	<b>38</b>	<b>0.10</b>
UNAOC	Headquarters	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	1	-	-	-	-	-	-	-	-	1	-	1	
		All	-	1	-	-	-	-	-	-	-	-	1	-	1	
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	
	<b>Subtotal</b>	<b>Women</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	
		<b>Men</b>	-	<b>1</b>	-	-	-	-	-	-	-	-	<b>1</b>	-	<b>1</b>	
		<b>All</b>	-	<b>1</b>	-	-	-	-	-	-	-	-	<b>1</b>	-	<b>1</b>	

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
UNCC	Headquarters	Women	1	-	-	-	-	-	1	-	-	2	-	-	2	0.01
		Men	-	1	-	-	-	-	-	-	-	-	1	-	1	-
		All	1	1	-	-	-	-	1	-	-	2	1	-	3	0.01
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>0.01</b>
		<b>Men</b>	<b>-</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>1</b>	<b>-</b>
		<b>All</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>3</b>	<b>0.01</b>
UNCTAD	Headquarters	Women	63	46	33	-	-	-	63	33	5	126	79	38	243	0.66
		Men	100	50	17	-	-	-	20	17	4	120	67	21	208	0.57
		All	163	96	50	-	-	-	83	50	9	246	146	59	451	1.23
	Other offices	Women	-	5	11	-	-	-	-	1	-	-	6	11	17	0.05
		Men	1	26	34	-	-	-	-	1	-	1	27	34	62	0.17
		All	1	31	45	-	-	-	-	2	-	1	33	45	79	0.21
	<b>Subtotal</b>	<b>Women</b>	<b>63</b>	<b>51</b>	<b>44</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>63</b>	<b>34</b>	<b>5</b>	<b>126</b>	<b>85</b>	<b>49</b>	<b>260</b>	<b>0.71</b>
		<b>Men</b>	<b>101</b>	<b>76</b>	<b>51</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>20</b>	<b>18</b>	<b>4</b>	<b>121</b>	<b>94</b>	<b>55</b>	<b>270</b>	<b>0.73</b>
		<b>All</b>	<b>164</b>	<b>127</b>	<b>95</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>83</b>	<b>52</b>	<b>9</b>	<b>247</b>	<b>179</b>	<b>104</b>	<b>530</b>	<b>1.44</b>
UNDRR	Headquarters	Women	8	23	7	-	-	-	2	8	3	10	31	10	51	0.14
		Men	2	15	3	-	-	-	3	7	-	5	22	3	30	0.08
		All	10	38	10	-	-	-	5	15	3	15	53	13	81	0.22
	Other offices	Women	-	17	1	-	-	-	-	14	3	-	31	4	35	0.10
		Men	4	18	2	-	-	-	1	3	1	5	21	3	29	0.08
		All	4	35	3	-	-	-	1	17	4	5	52	7	64	0.17
	<b>Subtotal</b>	<b>Women</b>	<b>8</b>	<b>40</b>	<b>8</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>22</b>	<b>6</b>	<b>10</b>	<b>62</b>	<b>14</b>	<b>86</b>	<b>0.23</b>
		<b>Men</b>	<b>6</b>	<b>33</b>	<b>5</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4</b>	<b>10</b>	<b>1</b>	<b>10</b>	<b>43</b>	<b>6</b>	<b>59</b>	<b>0.16</b>
		<b>All</b>	<b>14</b>	<b>73</b>	<b>13</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>6</b>	<b>32</b>	<b>7</b>	<b>20</b>	<b>105</b>	<b>20</b>	<b>145</b>	<b>0.39</b>



Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
UNEP	Headquarters	Women	80	173	40	–	–	–	102	100	8	182	273	48	503	1.37
		Men	74	115	18	–	–	–	32	64	4	106	179	22	307	0.83
		All	154	288	58	–	–	–	134	164	12	288	452	70	810	2.20
	Other offices	Women	42	127	40	–	–	–	68	101	1	110	228	41	379	1.03
		Men	51	103	34	–	–	–	10	35	–	61	138	34	233	0.63
		All	93	230	74	–	–	–	78	136	1	171	366	75	612	1.66
	<b>Subtotal</b>	<b>Women</b>	<b>122</b>	<b>300</b>	<b>80</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>170</b>	<b>201</b>	<b>9</b>	<b>292</b>	<b>501</b>	<b>89</b>	<b>882</b>	<b>2.40</b>
		<b>Men</b>	<b>125</b>	<b>218</b>	<b>52</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>42</b>	<b>99</b>	<b>4</b>	<b>167</b>	<b>317</b>	<b>56</b>	<b>540</b>	<b>1.47</b>
		<b>All</b>	<b>247</b>	<b>518</b>	<b>132</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>212</b>	<b>300</b>	<b>13</b>	<b>459</b>	<b>818</b>	<b>145</b>	<b>1 422</b>	<b>3.87</b>
UNOAU	Headquarters	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Other offices	Women	1	6	1	1	2	–	–	9	2	2	17	3	22	0.06
		Men	5	13	–	4	1	–	1	7	–	10	21	–	31	0.08
		All	6	19	1	5	3	–	1	16	2	12	38	3	53	0.14
	<b>Subtotal</b>	<b>Women</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>–</b>	<b>–</b>	<b>9</b>	<b>2</b>	<b>2</b>	<b>17</b>	<b>3</b>	<b>22</b>	<b>0.06</b>
		<b>Men</b>	<b>5</b>	<b>13</b>	<b>–</b>	<b>4</b>	<b>1</b>	<b>–</b>	<b>1</b>	<b>7</b>	<b>–</b>	<b>10</b>	<b>21</b>	<b>–</b>	<b>31</b>	<b>0.08</b>
		<b>All</b>	<b>6</b>	<b>19</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>–</b>	<b>1</b>	<b>16</b>	<b>2</b>	<b>12</b>	<b>38</b>	<b>3</b>	<b>53</b>	<b>0.14</b>
UNODC	Headquarters	Women	48	102	13	–	–	–	39	86	5	87	188	18	293	0.80
		Men	57	77	6	–	–	–	11	45	6	68	122	12	202	0.55
		All	105	179	19	–	–	–	50	131	11	155	310	30	495	1.35
	Other offices	Women	8	79	15	–	–	–	8	81	–	16	160	15	191	0.52
		Men	15	95	13	–	–	–	8	74	3	23	169	16	208	0.57
		All	23	174	28	–	–	–	16	155	3	39	329	31	399	1.08
	<b>Subtotal</b>	<b>Women</b>	<b>56</b>	<b>181</b>	<b>28</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>47</b>	<b>167</b>	<b>5</b>	<b>103</b>	<b>348</b>	<b>33</b>	<b>484</b>	<b>1.32</b>
		<b>Men</b>	<b>72</b>	<b>172</b>	<b>19</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>19</b>	<b>119</b>	<b>9</b>	<b>91</b>	<b>291</b>	<b>28</b>	<b>410</b>	<b>1.11</b>
		<b>All</b>	<b>128</b>	<b>353</b>	<b>47</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>66</b>	<b>286</b>	<b>14</b>	<b>194</b>	<b>639</b>	<b>61</b>	<b>894</b>	<b>2.43</b>

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
UNOG	Headquarters	Women	37	38	10	–	–	–	86	80	8	123	118	18	259	0.70
		Men	46	35	12	–	–	–	96	78	19	142	113	31	286	0.78
		All	83	73	22	–	–	–	182	158	27	265	231	49	545	1.48
	Other offices	Women	–	–	–	–	–	–	–	8	–	–	8	–	8	0.02
		Men	–	–	–	–	–	–	–	2	–	–	2	–	2	0.01
		All	–	–	–	–	–	–	–	10	–	–	10	–	10	0.03
	<b>Subtotal</b>	<b>Women</b>	<b>37</b>	<b>38</b>	<b>10</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>86</b>	<b>88</b>	<b>8</b>	<b>123</b>	<b>126</b>	<b>18</b>	<b>267</b>	<b>0.73</b>
		<b>Men</b>	<b>46</b>	<b>35</b>	<b>12</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>96</b>	<b>80</b>	<b>19</b>	<b>142</b>	<b>115</b>	<b>31</b>	<b>288</b>	<b>0.78</b>
		<b>All</b>	<b>83</b>	<b>73</b>	<b>22</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>182</b>	<b>168</b>	<b>27</b>	<b>265</b>	<b>241</b>	<b>49</b>	<b>555</b>	<b>1.51</b>
UNOMS	Headquarters	Women	3	6	1	–	–	–	4	2	–	7	8	1	16	0.04
		Men	1	2	1	–	–	–	–	–	–	1	2	1	4	0.01
		All	4	8	2	–	–	–	4	2	–	8	10	2	20	0.05
	Other offices	Women	–	3	1	1	–	–	–	2	–	1	5	1	7	0.02
		Men	–	3	–	–	1	–	–	–	–	–	4	–	4	0.01
		All	–	6	1	1	1	–	–	2	–	1	9	1	11	0.03
	<b>Subtotal</b>	<b>Women</b>	<b>3</b>	<b>9</b>	<b>2</b>	<b>1</b>	<b>–</b>	<b>–</b>	<b>4</b>	<b>4</b>	<b>–</b>	<b>8</b>	<b>13</b>	<b>2</b>	<b>23</b>	<b>0.06</b>
		<b>Men</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>–</b>	<b>1</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>8</b>	<b>0.02</b>
		<b>All</b>	<b>4</b>	<b>14</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>–</b>	<b>4</b>	<b>4</b>	<b>–</b>	<b>9</b>	<b>19</b>	<b>3</b>	<b>31</b>	<b>0.08</b>
UNON	Headquarters	Women	16	15	4	–	–	–	55	105	25	71	120	29	220	0.60
		Men	11	14	–	–	–	–	46	92	15	57	106	15	178	0.48
		All	27	29	4	–	–	–	101	197	40	128	226	44	398	1.08
	Other offices	Women	–	–	–	–	–	–	–	1	–	–	1	–	1	–
		Men	–	–	–	–	–	–	–	1	1	–	1	1	2	0.01
		All	–	–	–	–	–	–	–	2	1	–	2	1	3	0.01
	<b>Subtotal</b>	<b>Women</b>	<b>16</b>	<b>15</b>	<b>4</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>55</b>	<b>106</b>	<b>25</b>	<b>71</b>	<b>121</b>	<b>29</b>	<b>221</b>	<b>0.60</b>
		<b>Men</b>	<b>11</b>	<b>14</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>46</b>	<b>93</b>	<b>16</b>	<b>57</b>	<b>107</b>	<b>16</b>	<b>180</b>	<b>0.49</b>
		<b>All</b>	<b>27</b>	<b>29</b>	<b>4</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>101</b>	<b>199</b>	<b>41</b>	<b>128</b>	<b>228</b>	<b>45</b>	<b>401</b>	<b>1.09</b>

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
UNOP	Headquarters	Women	2	1	1	-	-	-	2	1	-	4	2	1	7	0.02
		Men	1	2	2	-	-	-	-	2	1	1	4	3	8	0.02
		All	3	3	3	-	-	-	2	3	1	5	6	4	15	0.04
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>7</b>	<b>0.02</b>
		<b>Men</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>8</b>	<b>0.02</b>
		<b>All</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>15</b>	<b>0.04</b>
UNOV	Headquarters	Women	9	15	-	-	-	-	45	73	3	54	88	3	145	0.39
		Men	24	2	-	-	-	-	89	125	6	113	127	6	246	0.67
		All	33	17	-	-	-	-	134	198	9	167	215	9	391	1.06
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	<b>9</b>	<b>15</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>45</b>	<b>73</b>	<b>3</b>	<b>54</b>	<b>88</b>	<b>3</b>	<b>145</b>	<b>0.39</b>
		<b>Men</b>	<b>24</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>89</b>	<b>125</b>	<b>6</b>	<b>113</b>	<b>127</b>	<b>6</b>	<b>246</b>	<b>0.67</b>
		<b>All</b>	<b>33</b>	<b>17</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>134</b>	<b>198</b>	<b>9</b>	<b>167</b>	<b>215</b>	<b>9</b>	<b>391</b>	<b>1.06</b>
UNROD	Headquarters	Women	4	1	-	-	-	-	4	2	-	8	3	-	11	0.03
		Men	3	1	-	-	-	-	2	-	-	5	1	-	6	0.02
		All	7	2	-	-	-	-	6	2	-	13	4	-	17	0.05
	Other offices	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Subtotal</b>	<b>Women</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4</b>	<b>2</b>	<b>-</b>	<b>8</b>	<b>3</b>	<b>-</b>	<b>11</b>	<b>0.03</b>
		<b>Men</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>5</b>	<b>1</b>	<b>-</b>	<b>6</b>	<b>0.02</b>
		<b>All</b>	<b>7</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>6</b>	<b>2</b>	<b>-</b>	<b>13</b>	<b>4</b>	<b>-</b>	<b>17</b>	<b>0.05</b>

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
<b>Subtotal, department/offices</b>	<b>Headquarters</b>	<b>Women</b>	1 669	1 705	780	–	–	–	1 278	1 522	195	2 947	3 227	975	7 149	19.43
		<b>Men</b>	1 579	1 357	535	–	1	–	933	1 297	151	2 512	2 655	686	5 853	15.91
		<b>All</b>	3 248	3 062	1 315	–	1	–	2 211	2 819	346	5 459	5 882	1 661	13 002	35.34
	<b>Other offices</b>	<b>Women</b>	163	638	172	2	6	–	153	1 001	37	318	1 645	209	2 172	5.90
		<b>Men</b>	272	891	207	7	8	–	171	1 789	42	450	2 688	249	3 387	9.21
		<b>All</b>	435	1 529	379	9	14	–	324	2 790	79	768	4 333	458	5 559	15.11
	<b>Subtotal</b>	<b>Women</b>	1 832	2 343	952	2	6	–	1 431	2 523	232	3 265	4 872	1 184	9 321	25.34
		<b>Men</b>	1 851	2 248	742	7	9	–	1 104	3 086	193	2 962	5 343	935	9 240	25.11
		<b>All</b>	3 683	4 591	1 694	9	15	–	2 535	5 609	425	6 227	10 215	2 119	18 561	50.45
<b>Regional commissions</b>																
ECA	Headquarters	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Other offices	Women	28	70	30	–	–	–	112	78	2	140	148	32	320	0.87
		Men	55	63	43	–	–	–	104	76	3	159	139	46	344	0.94
		All	83	133	73	–	–	–	216	154	5	299	287	78	664	1.80
	<b>Subtotal</b>	<b>Women</b>	28	70	30	–	–	–	112	78	2	140	148	32	320	0.87
		<b>Men</b>	55	63	43	–	–	–	104	76	3	159	139	46	344	0.94
		<b>All</b>	83	133	73	–	–	–	216	154	5	299	287	78	664	1.80
ECE	Headquarters	Women	43	29	16	–	–	–	28	27	9	71	56	25	152	0.41
		Men	47	32	9	–	–	–	5	6	3	52	38	12	102	0.28
		All	90	61	25	–	–	–	33	33	12	123	94	37	254	0.69
	Other offices	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	1	–	–	–	–	–	–	–	–	1	1	–
		All	–	–	1	–	–	–	–	–	–	–	–	1	1	–
	<b>Subtotal</b>	<b>Women</b>	43	29	16	–	–	–	28	27	9	71	56	25	152	0.41
		<b>Men</b>	47	32	10	–	–	–	5	6	3	52	38	13	103	0.28
		<b>All</b>	90	61	26	–	–	–	33	33	12	123	94	38	255	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			
ECLAC	Headquarters	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Other offices	Women	31	42	37	-	-	-	78	92	57	109	134	94	337	0.92
		Men	50	54	20	-	-	-	41	58	29	91	112	49	252	0.68
		All	81	96	57	-	-	-	119	150	86	200	246	143	589	1.60
	<b>Subtotal</b>	<b>Women</b>	<b>31</b>	<b>42</b>	<b>37</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>78</b>	<b>92</b>	<b>57</b>	<b>109</b>	<b>134</b>	<b>94</b>	<b>337</b>	<b>0.92</b>
		<b>Men</b>	<b>50</b>	<b>54</b>	<b>20</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>41</b>	<b>58</b>	<b>29</b>	<b>91</b>	<b>112</b>	<b>49</b>	<b>252</b>	<b>0.68</b>
		<b>All</b>	<b>81</b>	<b>96</b>	<b>57</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>119</b>	<b>150</b>	<b>86</b>	<b>200</b>	<b>246</b>	<b>143</b>	<b>589</b>	<b>1.60</b>
ESCAP	Headquarters	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Other offices	Women	49	54	13	-	-	-	92	98	3	141	152	16	309	0.84
		Men	62	45	9	-	-	-	34	58	2	96	103	11	210	0.57
		All	111	99	22	-	-	-	126	156	5	237	255	27	519	1.41
	<b>Subtotal</b>	<b>Women</b>	<b>49</b>	<b>54</b>	<b>13</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>92</b>	<b>98</b>	<b>3</b>	<b>141</b>	<b>152</b>	<b>16</b>	<b>309</b>	<b>0.84</b>
		<b>Men</b>	<b>62</b>	<b>45</b>	<b>9</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>34</b>	<b>58</b>	<b>2</b>	<b>96</b>	<b>103</b>	<b>11</b>	<b>210</b>	<b>0.57</b>
		<b>All</b>	<b>111</b>	<b>99</b>	<b>22</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>126</b>	<b>156</b>	<b>5</b>	<b>237</b>	<b>255</b>	<b>27</b>	<b>519</b>	<b>1.41</b>
ESCWA	Headquarters	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		All	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Other offices	Women	25	20	12	-	-	-	48	66	2	73	86	14	173	0.47
		Men	18	47	16	1	-	-	27	39	1	46	86	17	149	0.40
		All	43	67	28	1	-	-	75	105	3	119	172	31	322	0.88
	<b>Subtotal</b>	<b>Women</b>	<b>25</b>	<b>20</b>	<b>12</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>48</b>	<b>66</b>	<b>2</b>	<b>73</b>	<b>86</b>	<b>14</b>	<b>173</b>	<b>0.47</b>
		<b>Men</b>	<b>18</b>	<b>47</b>	<b>16</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>27</b>	<b>39</b>	<b>1</b>	<b>46</b>	<b>86</b>	<b>17</b>	<b>149</b>	<b>0.40</b>
		<b>All</b>	<b>43</b>	<b>67</b>	<b>28</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>75</b>	<b>105</b>	<b>3</b>	<b>119</b>	<b>172</b>	<b>31</b>	<b>322</b>	<b>0.88</b>

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
<b>Subtotal, regional commissions</b>	<b>Headquarters</b>	<b>Women</b>	43	29	16	–	–	–	28	27	9	71	56	25	152	0.41
		<b>Men</b>	47	32	9	–	–	–	5	6	3	52	38	12	102	0.28
		<b>All</b>	90	61	25	–	–	–	33	33	12	123	94	37	254	0.69
	<b>Other offices</b>	<b>Women</b>	133	186	92	–	–	–	330	334	64	463	520	156	1 139	3.10
		<b>Men</b>	185	209	89	1	–	–	206	231	35	392	440	124	956	2.60
		<b>All</b>	318	395	181	1	–	–	536	565	99	855	960	280	2 095	5.69
	<b>Subtotal</b>	<b>Women</b>	176	215	108	–	–	–	358	361	73	534	576	181	1 291	3.51
		<b>Men</b>	232	241	98	1	–	–	211	237	38	444	478	136	1 058	2.88
		<b>All</b>	408	456	206	1	–	–	569	598	111	978	1 054	317	2 349	6.38
<b>Tribunals</b>																
IRMCT	Headquarters	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
		All	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Other offices	Women	2	78	24	–	15	1	–	72	8	2	165	33	200	0.54
		Men	7	64	17	–	26	2	–	129	19	7	219	38	264	0.72
		All	9	142	41	–	41	3	–	201	27	9	384	71	464	1.26
	<b>Subtotal</b>	<b>Women</b>	2	78	24	–	15	1	–	72	8	2	165	33	200	0.54
		<b>Men</b>	7	64	17	–	26	2	–	129	19	7	219	38	264	0.72
		<b>All</b>	9	142	41	–	41	3	–	201	27	9	384	71	464	1.26
<b>Subtotal, tribunals</b>	<b>Headquarters</b>	<b>Women</b>	–	–	–	–	–	–	–	–	–	–	–	–	–	
		<b>Men</b>	–	–	–	–	–	–	–	–	–	–	–	–	–	
		<b>All</b>	–	–	–	–	–	–	–	–	–	–	–	–	–	
	<b>Other offices</b>	<b>Women</b>	2	78	24	–	15	1	–	72	8	2	165	33	200	0.54
		<b>Men</b>	7	64	17	–	26	2	–	129	19	7	219	38	264	0.72
		<b>All</b>	9	142	41	–	41	3	–	201	27	9	384	71	464	1.26
	<b>Subtotal</b>	<b>Women</b>	2	78	24	–	15	1	–	72	8	2	165	33	200	0.54
		<b>Men</b>	7	64	17	–	26	2	–	129	19	7	219	38	264	0.72
		<b>All</b>	9	142	41	–	41	3	–	201	27	9	384	71	464	1.26

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff	
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA			
<b>Subtotal, departments/ offices, regional commissions and tribunals</b>	<b>Headquarters</b>	<b>Women</b>	<b>1 712</b>	<b>1 734</b>	<b>796</b>	–	–	–	<b>1 306</b>	<b>1 549</b>	<b>204</b>	<b>3 018</b>	<b>3 283</b>	<b>1 000</b>	<b>7 301</b>	<b>19.84</b>
		<b>Men</b>	<b>1 626</b>	<b>1 389</b>	<b>544</b>	–	<b>1</b>	–	<b>938</b>	<b>1 303</b>	<b>154</b>	<b>2 564</b>	<b>2 693</b>	<b>698</b>	<b>5 955</b>	<b>16.19</b>
		<b>All</b>	<b>3 338</b>	<b>3 123</b>	<b>1 340</b>	–	<b>1</b>	–	<b>2 244</b>	<b>2 852</b>	<b>358</b>	<b>5 582</b>	<b>5 976</b>	<b>1 698</b>	<b>13 256</b>	<b>36.03</b>
	<b>Other offices</b>	<b>Women</b>	<b>298</b>	<b>902</b>	<b>288</b>	<b>2</b>	<b>21</b>	<b>1</b>	<b>483</b>	<b>1 407</b>	<b>109</b>	<b>783</b>	<b>2 330</b>	<b>398</b>	<b>3 511</b>	<b>9.54</b>
		<b>Men</b>	<b>464</b>	<b>1 164</b>	<b>313</b>	<b>8</b>	<b>34</b>	<b>2</b>	<b>377</b>	<b>2 149</b>	<b>96</b>	<b>849</b>	<b>3 347</b>	<b>411</b>	<b>4 607</b>	<b>12.52</b>
		<b>All</b>	<b>762</b>	<b>2 066</b>	<b>601</b>	<b>10</b>	<b>55</b>	<b>3</b>	<b>860</b>	<b>3 556</b>	<b>205</b>	<b>1 632</b>	<b>5 677</b>	<b>809</b>	<b>8 118</b>	<b>22.07</b>
	<b>Subtotal</b>	<b>Women</b>	<b>2 010</b>	<b>2 636</b>	<b>1 084</b>	<b>2</b>	<b>21</b>	<b>1</b>	<b>1 789</b>	<b>2 956</b>	<b>313</b>	<b>3 801</b>	<b>5 613</b>	<b>1 398</b>	<b>10 812</b>	<b>29.39</b>
		<b>Men</b>	<b>2 090</b>	<b>2 553</b>	<b>857</b>	<b>8</b>	<b>35</b>	<b>2</b>	<b>1 315</b>	<b>3 452</b>	<b>250</b>	<b>3 413</b>	<b>6 040</b>	<b>1 109</b>	<b>10 562</b>	<b>28.71</b>
		<b>All</b>	<b>4 100</b>	<b>5 189</b>	<b>1 941</b>	<b>10</b>	<b>56</b>	<b>3</b>	<b>3 104</b>	<b>6 408</b>	<b>563</b>	<b>7 214</b>	<b>11 653</b>	<b>2 507</b>	<b>21 374</b>	<b>58.10</b>
<b>Peacekeeping operations, special political missions and other political presences, and the resident coordinator system</b>																
ATSMT	Women	–	–	<b>1</b>	–	–	–	–	<b>1</b>	<b>1</b>	–	<b>1</b>	<b>2</b>	<b>3</b>	<b>0.01</b>	
	Men	<b>4</b>	<b>6</b>	–	–	–	–	–	<b>4</b>	–	<b>4</b>	<b>10</b>	–	<b>14</b>	<b>0.04</b>	
	All	<b>4</b>	<b>6</b>	<b>1</b>	–	–	–	–	<b>5</b>	<b>1</b>	<b>4</b>	<b>11</b>	<b>2</b>	<b>17</b>	<b>0.05</b>	
BINUH	Women	<b>2</b>	<b>13</b>	<b>1</b>	<b>5</b>	–	–	–	<b>19</b>	–	<b>7</b>	<b>32</b>	<b>1</b>	<b>40</b>	<b>0.11</b>	
	Men	<b>5</b>	<b>16</b>	<b>1</b>	<b>10</b>	<b>4</b>	–	–	<b>26</b>	<b>1</b>	<b>15</b>	<b>46</b>	<b>2</b>	<b>63</b>	<b>0.17</b>	
	All	<b>7</b>	<b>29</b>	<b>2</b>	<b>15</b>	<b>4</b>	–	–	<b>45</b>	<b>1</b>	<b>22</b>	<b>78</b>	<b>3</b>	<b>103</b>	<b>0.28</b>	
CNMC	Women	<b>1</b>	<b>1</b>	–	–	–	–	–	<b>2</b>	–	<b>1</b>	<b>3</b>	–	<b>4</b>	<b>0.01</b>	
	Men	<b>1</b>	<b>5</b>	–	–	–	–	–	–	–	<b>1</b>	<b>5</b>	–	<b>6</b>	<b>0.02</b>	
	All	<b>2</b>	<b>6</b>	–	–	–	–	–	<b>2</b>	–	<b>2</b>	<b>8</b>	–	<b>10</b>	<b>0.03</b>	
GOE-DRC	Women	–	<b>1</b>	–	–	–	–	–	–	–	–	<b>1</b>	–	<b>1</b>	–	
	Men	–	–	–	–	<b>1</b>	–	–	–	–	–	<b>1</b>	–	<b>1</b>	–	
	All	–	<b>1</b>	–	–	<b>1</b>	–	–	–	–	–	<b>2</b>	–	<b>2</b>	<b>0.01</b>	
MINURSO	Women	<b>4</b>	<b>5</b>	<b>1</b>	<b>5</b>	<b>4</b>	–	–	<b>38</b>	<b>1</b>	<b>9</b>	<b>47</b>	<b>2</b>	<b>58</b>	<b>0.16</b>	
	Men	<b>7</b>	<b>11</b>	<b>2</b>	<b>19</b>	<b>13</b>	<b>2</b>	–	<b>111</b>	<b>1</b>	<b>26</b>	<b>135</b>	<b>5</b>	<b>166</b>	<b>0.45</b>	
	All	<b>11</b>	<b>16</b>	<b>3</b>	<b>24</b>	<b>17</b>	<b>2</b>	–	<b>149</b>	<b>2</b>	<b>35</b>	<b>182</b>	<b>7</b>	<b>224</b>	<b>0.61</b>	
MINUSCA	Women	<b>19</b>	<b>52</b>	<b>14</b>	<b>47</b>	<b>51</b>	<b>2</b>	–	<b>114</b>	–	<b>66</b>	<b>217</b>	<b>16</b>	<b>299</b>	<b>0.81</b>	
	Men	<b>43</b>	<b>143</b>	<b>14</b>	<b>118</b>	<b>118</b>	<b>3</b>	–	<b>460</b>	<b>2</b>	<b>161</b>	<b>721</b>	<b>19</b>	<b>901</b>	<b>2.45</b>	
	All	<b>62</b>	<b>195</b>	<b>28</b>	<b>165</b>	<b>169</b>	<b>5</b>	–	<b>574</b>	<b>2</b>	<b>227</b>	<b>938</b>	<b>35</b>	<b>1 200</b>	<b>3.26</b>	

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
MINUSMA	Women	21	87	22	38	73	3	–	162	6	59	322	31	412	1.12
	Men	54	130	11	114	198	5	–	683	7	168	1 011	23	1 202	3.27
	All	75	217	33	152	271	8	–	845	13	227	1 333	54	1 614	4.39
MONUSCO	Women	17	71	11	61	33	4	–	245	6	78	349	21	448	1.22
	Men	45	133	16	123	97	4	–	1 277	4	168	1 507	24	1 699	4.62
	All	62	204	27	184	130	8	–	1 522	10	246	1 856	45	2 147	5.84
OMBUD	Women	1	–	–	–	–	–	–	1	–	1	1	–	2	0.01
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	–	–	–	–	–	–	1	–	1	1	–	2	0.01
OPESG-WS	Women	–	–	1	–	–	–	–	–	–	–	–	1	1	–
	Men	–	1	1	–	–	–	–	–	–	–	1	1	2	0.01
	All	–	1	2	–	–	–	–	–	–	–	1	2	3	0.01
OSASG-Cyprus	Women	1	4	–	2	1	–	–	1	–	3	6	–	9	0.02
	Men	2	1	–	1	–	–	–	5	–	3	6	–	9	0.02
	All	3	5	–	3	1	–	–	6	–	6	12	–	18	0.05
OSASG-POG	Women	2	2	4	–	–	–	1	1	1	3	3	5	11	0.03
	Men	2	–	1	–	–	–	–	–	–	2	–	1	3	0.01
	All	4	2	5	–	–	–	1	1	1	5	3	6	14	0.04
OESG-GL	Women	2	2	1	–	1	–	1	3	–	3	6	1	10	0.03
	Men	4	8	–	–	–	–	–	3	–	4	11	–	15	0.04
	All	6	10	1	–	1	–	1	6	–	7	17	1	25	0.07
OESG-MYR	Women	–	3	1	–	–	–	1	–	–	1	3	1	5	0.01
	Men	1	–	–	–	–	–	–	–	–	1	–	–	1	–
	All	1	3	1	–	–	–	1	–	–	2	3	1	6	0.02
OESG-SC1559	Women	1	–	–	–	–	–	1	–	–	2	–	–	2	0.01
	Men	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	All	1	–	–	–	–	–	1	–	–	2	–	–	2	0.01
OESG-Syria	Women	4	5	2	–	1	–	–	12	–	4	18	2	24	0.07
	Men	5	8	3	3	1	–	–	23	–	8	32	3	43	0.12
	All	9	13	5	3	2	–	–	35	–	12	50	5	67	0.18



Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
OSES-G-Yemen	Women	1	6	3	2	1	1	-	6	1	3	13	5	21	0.06
	Men	3	11	2	5	11	-	-	22	2	8	44	4	56	0.15
	All	4	17	5	7	12	1	-	28	3	11	57	9	77	0.21
POE-CAR	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	1	-	-	-	-	-	-	-	-	1	-	1	-
	All	-	1	-	-	-	-	-	-	-	-	1	-	1	-
POE-DPRK	Women	-	1	-	-	-	-	1	2	-	1	3	-	4	0.01
	Men	-	1	-	-	-	-	-	-	-	-	1	-	1	-
	All	-	2	-	-	-	-	1	2	-	1	4	-	5	0.01
POE-Haiti	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	1	-	-	1	-	1	-
	All	-	-	-	-	-	-	-	1	-	-	1	-	1	-
POE-Libya	Women	-	-	1	-	-	-	-	1	-	-	1	1	2	0.01
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	1	-	-	-	-	1	-	-	1	1	2	0.01
POE-Mali	Women	-	1	-	-	-	-	-	-	-	-	1	-	1	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	1	-	-	-	-	-	-	-	-	1	-	1	-
POE-S. Sudan	Women	-	-	-	-	-	-	-	1	-	-	1	-	1	-
	Men	-	-	1	-	-	-	-	-	-	-	-	1	1	-
	All	-	-	1	-	-	-	-	1	-	-	1	1	2	0.01
POE-Sudan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-	-	-	1	-	-	1	-
	All	1	-	-	-	-	-	-	-	-	1	-	-	1	-
POE-Yemen	Women	1	-	-	-	-	-	-	-	-	1	-	-	1	-
	Men	-	-	-	-	4	-	-	2	-	-	6	-	6	0.02
	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		
RCS	Women	22	173	16	–	–	–	27	374	12	49	547	28	624	1.70
	Men	24	174	18	–	–	–	14	278	7	38	452	25	515	1.40
	All	46	347	34	–	–	–	41	652	19	87	999	53	1 139	3.10
RSCE	Women	4	7	6	19	8	2	–	136	14	23	151	22	196	0.53
	Men	7	19	1	23	14	1	–	84	7	30	117	9	156	0.42
	All	11	26	7	42	22	3	–	220	21	53	268	31	352	0.96
SCR 2231	Women	1	1	–	–	–	–	–	1	–	1	2	–	3	0.01
	Men	–	2	–	–	–	–	–	1	–	–	3	–	3	0.01
	All	1	3	–	–	–	–	–	2	–	1	5	–	6	0.02
UNAMA	Women	21	26	10	20	7	4	–	58	12	41	91	26	158	0.43
	Men	23	50	8	46	46	3	–	611	26	69	707	37	813	2.21
	All	44	76	18	66	53	7	–	669	38	110	798	63	971	2.64
UNAMI	Women	8	22	5	15	17	2	–	76	4	23	115	11	149	0.40
	Men	26	50	1	53	46	1	–	369	2	79	465	4	548	1.49
	All	34	72	6	68	63	3	–	445	6	102	580	15	697	1.89
UNAMID	Women	–	–	–	–	–	–	–	–	–	–	–	–	–	–
	Men	–	–	–	1	–	–	–	–	–	1	–	–	1	–
	All	–	–	–	1	–	–	–	–	–	1	–	–	1	–
UNDOF	Women	1	2	–	6	4	1	–	14	5	7	20	6	33	0.09
	Men	8	8	–	14	5	–	7	57	4	29	70	4	103	0.28
	All	9	10	–	20	9	1	7	71	9	36	90	10	136	0.37
UNFICYP	Women	1	8	–	6	1	1	–	49	–	7	58	1	66	0.18
	Men	6	9	–	5	3	–	–	69	–	11	81	–	92	0.25
	All	7	17	–	11	4	1	–	118	–	18	139	1	158	0.43
UNIFIL	Women	12	25	–	35	14	1	–	152	–	47	191	1	239	0.65
	Men	22	30	1	68	26	–	8	393	3	98	449	4	551	1.50
	All	34	55	1	103	40	1	8	545	3	145	640	5	790	2.15
UNISFA	Women	4	10	2	17	8	–	–	11	10	21	29	12	62	0.17
	Men	14	37	4	22	43	3	–	72	30	36	152	37	225	0.61
	All	18	47	6	39	51	3	–	83	40	57	181	49	287	0.78

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNITAD	Women	–	13	14	7	9	1	–	11	9	7	33	24	64	0.17
	Men	2	12	7	6	17	3	–	33	14	8	62	24	94	0.26
	All	2	25	21	13	26	4	–	44	23	15	95	48	158	0.43
UNITAMS	Women	7	25	1	8	8	4	1	20	2	16	53	7	76	0.21
	Men	7	31	6	14	16	8	–	66	12	21	113	26	160	0.43
	All	14	56	7	22	24	12	1	86	14	37	166	33	236	0.64
UNLB	Women	10	21	2	5	1	–	59	53	1	74	75	3	152	0.41
	Men	21	31	4	14	7	4	85	91	1	120	129	9	258	0.70
	All	31	52	6	19	8	4	144	144	2	194	204	12	410	1.11
UNMHA	Women	2	8	3	2	7	–	–	2	6	4	17	9	30	0.08
	Men	–	10	3	4	7	1	–	47	13	4	64	17	85	0.23
	All	2	18	6	6	14	1	–	49	19	8	81	26	115	0.31
UNMIK	Women	9	23	2	3	2	–	–	84	3	12	109	5	126	0.34
	Men	13	25	3	13	2	–	–	127	2	26	154	5	185	0.50
	All	22	48	5	16	4	–	–	211	5	38	263	10	311	0.85
UNMISS	Women	21	99	7	67	55	2	–	226	1	88	380	10	478	1.30
	Men	65	172	9	195	161	–	–	1 185	1	260	1 518	10	1 788	4.86
	All	86	271	16	262	216	2	–	1 411	2	348	1 898	20	2 266	6.16
UNMOGIP	Women	–	–	–	3	3	–	–	9	–	3	12	–	15	0.04
	Men	–	3	–	4	6	–	5	34	–	9	43	–	52	0.14
	All	–	3	–	7	9	–	5	43	–	12	55	–	67	0.18
UNOCA	Women	3	7	–	1	1	–	–	6	–	4	14	–	18	0.05
	Men	2	9	2	3	–	–	–	8	–	5	17	2	24	0.07
	All	5	16	2	4	1	–	–	14	–	9	31	2	42	0.11
UNOWAS	Women	5	12	2	2	1	–	–	11	–	7	24	2	33	0.09
	Men	6	9	1	1	2	–	–	16	1	7	27	2	36	0.10
	All	11	21	3	3	3	–	–	27	1	14	51	4	69	0.19
UNRCCA	Women	–	1	–	–	2	–	–	6	–	–	9	–	9	0.02
	Men	2	3	–	–	–	–	–	16	–	2	19	–	21	0.06
	All	2	4	–	–	2	–	–	22	–	2	28	–	30	0.08

Entity	Gender	P+			FS			GS+			Totals			Total	Percentage of all staff
		PC	FT	TA	PC	FT	TA	PC	FT	TA	PC	FT	TA		
UNRGID	Women	–	2	–	–	–	–	–	–	–	–	2	–	2	0.01
	Men	1	3	–	–	–	–	–	1	–	1	4	–	5	0.01
	All	1	5	–	–	–	–	–	1	–	1	6	–	7	0.02
UNSCO	Women	4	4	–	1	3	–	–	11	1	5	18	1	24	0.07
	Men	3	5	–	5	3	–	–	22	1	8	30	1	39	0.11
	All	7	9	–	6	6	–	–	33	2	13	48	2	63	0.17
UNSCOL	Women	1	4	–	3	–	–	–	13	–	4	17	–	21	0.06
	Men	3	3	1	–	2	–	–	47	–	3	52	1	56	0.15
	All	4	7	1	3	2	–	–	60	–	7	69	1	77	0.21
UNSMIL	Women	5	20	1	12	10	–	–	13	2	17	43	3	63	0.17
	Men	9	36	5	27	56	5	–	61	5	36	153	15	204	0.55
	All	14	56	6	39	66	5	–	74	7	53	196	18	267	0.73
UNSOM	Women	4	32	4	15	6	–	–	11	–	19	49	4	72	0.20
	Men	18	47	1	10	20	–	–	95	–	28	162	1	191	0.52
	All	22	79	5	25	26	–	–	106	–	47	211	5	263	0.71
UNSOS	Women	15	30	1	39	23	–	1	47	1	55	100	2	157	0.43
	Men	33	44	1	86	53	1	–	96	3	119	193	5	317	0.86
	All	48	74	2	125	76	1	1	143	4	174	293	7	474	1.29
UNTSO	Women	2	1	1	12	8	–	–	22	4	14	31	5	50	0.14
	Men	3	5	–	26	6	–	1	106	3	30	117	3	150	0.41
	All	5	6	1	38	14	–	1	128	7	44	148	8	200	0.54
UNVMC	Women	10	29	9	3	6	1	–	60	5	13	95	15	123	0.33
	Men	3	32	10	11	10	2	–	70	7	14	112	19	145	0.39
	All	13	61	19	14	16	3	–	130	12	27	207	34	268	0.73
<b>Subtotal, peacekeeping operations, special political missions and other political presences, and the resident coordinator system</b>	<b>Women</b>	<b>249</b>	<b>859</b>	<b>149</b>	<b>461</b>	<b>369</b>	<b>29</b>	<b>93</b>	<b>2 088</b>	<b>108</b>	<b>803</b>	<b>3 316</b>	<b>286</b>	<b>4 405</b>	<b>11.97</b>
	<b>Men</b>	<b>499</b>	<b>1 334</b>	<b>138</b>	<b>1 044</b>	<b>998</b>	<b>46</b>	<b>120</b>	<b>6 674</b>	<b>159</b>	<b>1 663</b>	<b>9 006</b>	<b>343</b>	<b>11 012</b>	<b>29.93</b>
	<b>All</b>	<b>748</b>	<b>2 193</b>	<b>287</b>	<b>1 505</b>	<b>1 367</b>	<b>75</b>	<b>213</b>	<b>8 762</b>	<b>267</b>	<b>2 466</b>	<b>12 322</b>	<b>629</b>	<b>15 417</b>	<b>41.90</b>
<b>Total</b>	<b>Women</b>	<b>2 259</b>	<b>3 495</b>	<b>1 233</b>	<b>463</b>	<b>390</b>	<b>30</b>	<b>1 882</b>	<b>5 044</b>	<b>421</b>	<b>4 604</b>	<b>8 929</b>	<b>1 684</b>	<b>15 217</b>	<b>41.36</b>
	<b>Men</b>	<b>2 589</b>	<b>3 887</b>	<b>995</b>	<b>1 052</b>	<b>1 033</b>	<b>48</b>	<b>1 435</b>	<b>10 126</b>	<b>409</b>	<b>5 076</b>	<b>15 046</b>	<b>1 452</b>	<b>21 574</b>	<b>58.64</b>
	<b>All</b>	<b>4 848</b>	<b>7 382</b>	<b>2 228</b>	<b>1 515</b>	<b>1 423</b>	<b>78</b>	<b>3 317</b>	<b>15 170</b>	<b>830</b>	<b>9 680</b>	<b>23 975</b>	<b>3 136</b>	<b>36 791</b>	<b>100.00</b>

Table 1.C  
National Professional Officers, by entity as at 31 December for 2018 to 2022

(Population: 2,702 as at 31 December 2022)

Entity	31 December 2018	31 December 2019	31 December 2020	31 December 2021	31 December 2022	Change 2018– 2022
<b>Departments/offices, regional commissions and tribunals</b>						
Departments/offices						
DESA	–	1	1	1	1	1
DGC	–	46	44	42	46	46
DOS	–	3	2	–	–	–
DPO	–	–	–	–	1	1
DSS	4	4	3	1	1	(3)
OCHA	427	477	506	518	544	117
OCT	–	–	–	2	5	5
OHCHR	149	170	214	243	240	91
OSE HoA	–	–	2	2	2	2
UN-Habitat	50	60	61	62	69	19
UNAKRT	10	9	8	8	8	(2)
UNCTAD	2	2	2	2	2	–
UNDRR	–	6	6	7	11	11
UNEP	12	14	14	14	19	7
UNOAU	1	2	2	2	2	1
UNODC	62	69	77	83	87	25
UNON	11	13	18	18	23	12
<b>Subtotal, departments/offices</b>	<b>728</b>	<b>876</b>	<b>960</b>	<b>1 005</b>	<b>1 061</b>	<b>333</b>
Regional commissions						
ECA	28	28	33	32	33	5
ECLAC	3	3	3	4	4	1
ESCAP	7	10	11	14	12	5
ESCWA	4	7	5	8	8	4
<b>Subtotal, regional commissions</b>	<b>42</b>	<b>48</b>	<b>52</b>	<b>58</b>	<b>57</b>	<b>15</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>770</b>	<b>924</b>	<b>1 012</b>	<b>1 063</b>	<b>1 118</b>	<b>348</b>
Peacekeeping operations, special political missions and other political presences, and the resident coordinator system						
BINUH	–	19	21	17	14	14
MINURSO	2	2	2	2	2	–
MINUSCA	100	100	95	95	102	2
MINUSMA	121	130	134	140	135	14

<i>Entity</i>	<i>31 December 2018</i>	<i>31 December 2019</i>	<i>31 December 2020</i>	<i>31 December 2021</i>	<i>31 December 2022</i>	<i>Change 2018– 2022</i>
MONUSCO	192	170	183	186	179	(13)
OSESG-GL	1	1	1	1	–	(1)
OSESG-MYR	–	–	–	1	–	–
OSESG-Syria	–	–	–	1	–	–
OSESG-Yemen	6	9	7	7	8	2
RCS	–	–	354	401	373	373
RSCE	24	25	26	29	26	2
UNAMA	119	119	115	116	113	(6)
UNAMI	113	102	102	104	107	(6)
UNAMID	162	125	121	9	–	(162)
UNDOF	–	–	1	1	1	1
UNFICYP	4	4	6	7	7	3
UNIFIL	42	43	42	41	43	1
UNISFA	3	3	2	5	6	3
UNITAD	–	8	21	24	29	29
UNITAMS	–	–	1	15	29	29
UNMHA	–	2	2	2	6	6
UNMIK	32	33	32	33	32	–
UNMISS	155	158	157	161	161	6
UNOCA	3	3	3	4	3	–
UNOWAS	6	6	6	8	8	2
UNRCCA	4	4	4	4	4	–
UNSCO	5	5	5	5	5	–
UNSCOL	4	5	4	4	5	1
UNSMIL	6	5	5	8	8	2
UNSOM	53	69	67	73	74	21
UNSOS	29	30	32	30	31	2
UNTSO	2	2	1	1	2	–
UNVMC	65	68	61	65	71	6
<b>Subtotal, peacekeeping operations, special political missions and other political presences, and the resident coordinator system</b>	<b>1 253</b>	<b>1 250</b>	<b>1 613</b>	<b>1 600</b>	<b>1 584</b>	<b>331</b>
<b>Total</b>	<b>2 023</b>	<b>2 174</b>	<b>2 625</b>	<b>2 663</b>	<b>2 702</b>	<b>679</b>

Table 1.D

**Change in the all-staff population of the Secretariat by entity from 31 December 2021 to 31 December 2022**

(Population: 36,791; for each entity, absolute numbers are shown in first row and overall percentage of the population is shown in the second)

Entity grouping	2021						2022						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
<b>Departments/offices, regional commissions and tribunals</b>															
<b>Departments/offices</b>															
DGACM (CS)	1 180	942	2 122				1 329	1 006	2 335				149	64	213
	12.7	10.1	11.4	55.6	44.4	5.9	14.3	10.9	12.6	56.9	43.1	6.3	12.6	6.8	10.0
OHCHR (FF)	933	719	1 652				1 031	822	1 853				98	103	201
	10.0	7.7	8.8	56.5	43.5	4.6	11.1	8.9	10.0	55.6	44.4	5.0	10.5	14.3	12.2
RCS (RCS)	537	443	980				624	515	1 139				87	72	159
	5.8	4.7	5.2	54.8	45.2	2.7	6.7	5.6	6.1	54.8	45.2	3.1	16.2	16.3	16.2
UNEP (FF)	816	512	1 328				882	540	1 422				66	28	94
	8.8	5.5	7.1	61.4	38.6	3.7	9.5	5.8	7.7	62.0	38.0	3.9	8.1	5.5	7.1
OCHA (FF)	790	1 256	2 046				810	1 302	2 112				20	46	66
	8.5	13.4	10.9	38.6	61.4	5.7	8.7	14.1	11.4	38.4	61.6	5.7	2.5	3.7	3.2
DESA (HQ)	491	350	841				539	350	889				48	–	48
	5.3	3.7	4.5	58.4	41.6	2.4	5.8	3.8	4.8	60.6	39.4	2.4	9.8	–	5.7
UNON (OAH)	194	162	356				221	180	401				27	18	45
	2.1	1.7	1.9	54.5	45.5	1.0	2.4	1.9	2.2	55.1	44.9	1.1	13.9	11.1	12.6
DGC (CS)	420	306	726				435	325	760				15	19	34
	4.5	3.3	3.9	57.9	42.1	2.0	4.7	3.5	4.1	57.2	42.8	2.1	3.6	6.2	4.7
DMSPC (CS)	378	253	631				397	268	665				19	15	34
	4.1	2.7	3.4	59.9	40.1	1.8	4.3	2.9	3.6	59.7	40.3	1.8	5.0	5.9	5.4
UNODC (FF)	475	393	868				484	410	894				9	17	26
	5.1	4.2	4.6	54.7	45.3	2.4	5.2	4.4	4.8	54.1	45.9	2.4	1.9	4.3	3.0
OCT (HQ)	86	69	155				98	82	180				12	13	25
	0.9	0.7	0.8	55.5	44.5	0.4	1.1	0.9	1.0	54.4	45.6	0.5	14.0	18.8	16.1
UNCTAD (HQ)	247	259	506				260	270	530				13	11	24
	2.6	2.8	2.7	48.8	51.2	1.4	2.8	2.9	2.9	49.1	50.9	1.4	5.3	4.2	4.7
DPO (FF)	232	268	500				251	266	517				19	(2)	17
	2.5	2.9	2.7	46.4	53.6	1.4	2.7	2.9	2.8	48.5	51.5	1.4	8.2	(0.7)	3.4

Entity grouping	2021						2022						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
DSS (FF)	408	1 368	1 776				427	1 365	1 792				19	(3)	16
	4.4	14.6	9.5	23.0	77.0	5.0	4.6	14.8	9.7	23.8	76.2	4.9	4.7	(0.2)	0.9
IIIM-Syria (FF)	40	27	67				49	34	83				9	7	16
	0.4	0.3	0.4	59.7	40.3	0.2	0.5	0.4	0.4	59.0	41.0	0.2	22.5	25.9	23.9
UNOG (OAH)	262	278	540				267	288	555				5	10	15
	2.8	3.0	2.9	48.5	51.5	1.5	2.9	3.1	3.0	48.1	51.9	1.5	1.9	3.6	2.8
UNDRR (HQ)	77	55	132				86	59	145				9	4	13
	0.8	0.6	0.7	58.3	41.7	0.4	0.9	0.6	0.8	59.3	40.7	0.4	11.7	7.3	9.8
IM-Myanmar (FF)	30	21	51				35	25	60				5	4	9
	0.3	0.2	0.3	58.8	41.2	0.1	0.4	0.3	0.3	58.3	41.7	0.2	16.7	19.0	17.6
GCO (HQ)	20	5	25				22	10	32				2	5	7
	0.2	0.1	0.1	80.0	20.0	0.1	0.2	0.1	0.2	68.8	31.3	0.1	10.0	100.0	28.0
ODA (HQ)	41	39	80				50	36	86				9	(3)	6
	0.4	0.4	0.4	51.3	48.8	0.2	0.5	0.4	0.5	58.1	41.9	0.2	22.0	(7.7)	7.5
UNOMS (CS)	18	8	26				23	8	31				5	–	5
	0.2	0.1	0.1	69.2	30.8	0.1	0.2	0.1	0.2	74.2	25.8	0.1	27.8	–	19.2
UNOV (OAH)	145	241	386				145	246	391				–	5	5
	1.6	2.6	2.1	37.6	62.4	1.1	1.6	2.7	2.1	37.1	62.9	1.1	–	2.1	1.3
ACABQ-SEC (HQ)	9	3	12				11	4	15				2	1	3
	0.1	–	0.1	75.0	25.0	–	0.1	–	0.1	73.3	26.7	–	22.2	33.3	25.0
OHRLLS (HQ)	15	15	30				19	14	33				4	(1)	3
	0.2	0.2	0.2	50.0	50.0	0.1	0.2	0.2	0.2	57.6	42.4	0.1	26.7	(6.7)	10.0
OSRSG-SVC (FF)	13	5	18				15	5	20				2	–	2
	0.1	0.1	0.1	72.2	27.8	0.1	0.2	0.1	0.1	75.0	25.0	0.1	15.4	–	11.1
OVRA (FF)	3	1	4				5	1	6				2	–	2
	–	–	–	75.0	25.0	–	0.1	–	–	83.3	16.7	–	66.7	–	50.0
UNOAU (PO)	21	30	51				22	31	53				1	1	2
	0.2	0.3	0.3	41.2	58.8	0.1	0.2	0.3	0.3	41.5	58.5	0.1	4.8	3.3	3.9
IAAC-SEC (HQ)	–	1	1				1	1	2				1	–	1
	–	–	–	–	100.0	–	–	–	–	50.0	50.0	–	–	–	100.0
OSRSG-VAC (FF)	7	3	10				7	4	11				–	1	1
	0.1	–	0.1	70.0	30.0	–	0.1	–	0.1	63.6	36.4	–	–	33.3	10.0
UNAOC (HQ)	–	–	–				–	1	1				–	1	1
	–	–	–	–	–	–	–	–	–	–	100.0	–	–	–	–



Entity grouping	2021						2022						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
ETHICS (CS)	8	5	13				8	5	13				-	-	-
	0.1	0.1	0.1	61.5	38.5	-	0.1	0.1	0.1	61.5	38.5	-	-	-	-
OLA (CS)	115	69	184				116	68	184				1	(1)	-
	1.2	0.7	1.0	62.5	37.5	0.5	1.2	0.7	1.0	63.0	37.0	0.5	0.9	(1.4)	-
OSC SEA (FF)	3	1	4				2	2	4				(1)	1	-
	-	-	-	75.0	25.0	-	-	-	-	50.0	50.0	-	(33.3)	100.0	-
OSE HoA (PO)	6	6	12				7	5	12				1	(1)	-
	0.1	0.1	0.1	50.0	50.0	-	0.1	0.1	0.1	58.3	41.7	-	16.7	(16.7)	-
OSET (HQ)	2	2	4				2	2	4				-	-	-
	-	-	-	50.0	50.0	-	-	-	-	50.0	50.0	-	-	-	-
OSRSG-CAAC (FF)	12	3	15				12	3	15				-	-	-
	0.1	-	0.1	80.0	20.0	-	0.1	-	0.1	80.0	20.0	-	-	-	-
UNCC (HQ)	2	1	3				2	1	3				-	-	-
	-	-	-	66.7	33.3	-	-	-	-	66.7	33.3	-	-	-	-
BOA-SEC (HQ)	5	2	7				5	1	6				-	(1)	(1)
	0.1	-	-	71.4	28.6	-	0.1	-	-	83.3	16.7	-	-	(50.0)	(14.3)
DOS (CS)	436	420	856				436	419	855				-	(1)	(1)
	4.7	4.5	4.6	50.9	49.1	2.4	4.7	4.5	4.6	51.0	49.0	2.3	-	(0.2)	(0.1)
HSU (HQ)	6	1	7				5	1	6				(1)	-	(1)
	0.1	-	-	85.7	14.3	-	0.1	-	-	83.3	16.7	-	(16.7)	-	(14.3)
OOSA (HQ)	12	14	26				12	13	25				-	(1)	(1)
	0.1	0.1	0.1	46.2	53.8	0.1	0.1	0.1	0.1	48.0	52.0	0.1	-	(7.1)	(3.8)
OSCS (FF)	2	2	4				2	1	3				-	(1)	(1)
	-	-	-	50.0	50.0	-	-	-	-	66.7	33.3	-	-	(50.0)	(25.0)
OSEH (PO)	-	1	1				-	-	-				-	(1)	(1)
	-	-	-	-	100.0	-	-	-	-	-	-	-	-	(100.0)	(100.0)
RCNYO (REC)	3	2	5				2	2	4				(1)	-	(1)
	-	-	-	60.0	40.0	-	-	-	-	50.0	50.0	-	(33.3)	-	(20.0)
UNOP (HQ)	10	7	17				7	8	15				(3)	1	(2)
	0.1	0.1	0.1	58.8	41.2	-	0.1	0.1	0.1	46.7	53.3	-	(30.0)	14.3	(11.8)
UNROD (HQ)	11	8	19				11	6	17				-	(2)	(2)
	0.1	0.1	0.1	57.9	42.1	0.1	0.1	0.1	0.1	64.7	35.3	-	-	(25.0)	(10.5)
OAJ (CS)	35	16	51				32	16	48				(3)	-	(3)
	0.4	0.2	0.3	68.6	31.4	0.1	0.3	0.2	0.3	66.7	33.3	0.1	(8.6)	-	(5.9)

Entity grouping	2021						2022						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
OIOS (CS)	127	152	279				130	146	276				3	(6)	(3)
	1.4	1.6	1.5	45.5	54.5	0.8	1.4	1.6	1.5	47.1	52.9	0.8	2.4	(3.9)	(1.1)
OSAA (HQ)	14	14	28				10	14	24				(4)	–	(4)
	0.2	0.1	0.1	50.0	50.0	0.1	0.1	0.2	0.1	41.7	58.3	0.1	(28.6)	–	(14.3)
EOSG (HQ)	89	52	141				88	48	136				(1)	(4)	(5)
	1.0	0.6	0.8	63.1	36.9	0.4	0.9	0.5	0.7	64.7	35.3	0.4	(1.1)	(7.7)	(3.5)
CTED (PO)	31	20	51				29	15	44				(2)	(5)	(7)
	0.3	0.2	0.3	60.8	39.2	0.1	0.3	0.2	0.2	65.9	34.1	0.1	(6.5)	(25.0)	(13.7)
UN-Habitat (FF)	183	187	370				178	185	363				(5)	(2)	(7)
	2.0	2.0	2.0	49.5	50.5	1.0	1.9	2.0	2.0	49.0	51.0	1.0	(2.7)	(1.1)	(1.9)
OICT (CS)	68	159	227				68	150	218				–	(9)	(9)
	0.7	1.7	1.2	30.0	70.0	0.6	0.7	1.6	1.2	31.2	68.8	0.6	–	(5.7)	(4.0)
UN-TBLDC (HQ)	9	6	15				2	4	6				(7)	(2)	(9)
	0.1	0.1	0.1	60.0	40.0	–	–	–	–	33.3	66.7	–	(77.8)	(33.3)	(60.0)
UNAKRT (FF)	15	36	51				11	27	38				(4)	(9)	(13)
	0.2	0.4	0.3	29.4	70.6	0.1	0.1	0.3	0.2	28.9	71.1	0.1	(26.7)	(25.0)	(25.5)
DPPA (FF)	231	155	386				223	145	368				(8)	(10)	(18)
	2.5	1.7	2.1	59.8	40.2	1.1	2.4	1.6	2.0	60.6	39.4	1.0	(3.5)	(6.5)	(4.7)
<b>Subtotal, departments/ offices</b>	<b>9 323</b>	<b>9 373</b>	<b>18 696</b>				<b>9 321</b>	<b>9 240</b>	<b>18 561</b>				<b>(2)</b>	<b>(133)</b>	<b>(135)</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>61.3</b>	<b>42.8</b>	<b>50.4</b>	<b>50.2</b>	<b>49.8</b>	<b>50.4</b>	<b>–</b>	<b>(1.4)</b>	<b>(0.7)</b>
Regional commissions															
ESCWA (REC)	147	130	277				173	149	322				26	19	45
	12.5	12.5	12.5	53.1	46.9	0.8	13.4	14.1	13.7	53.7	46.3	0.9	17.7	14.6	16.2
ECA (REC)	283	346	629				320	344	664				37	(2)	35
	24.0	33.4	28.4	45.0	55.0	1.8	24.8	32.5	28.3	48.2	51.8	1.8	13.1	(0.6)	5.6
ECLAC (REC)	316	241	557				337	252	589				21	11	32
	26.8	23.3	25.1	56.7	43.3	1.6	26.1	23.8	25.1	57.2	42.8	1.6	6.6	4.6	5.7
ESCAP (REC)	291	216	507				309	210	519				18	(6)	12
	24.7	20.8	22.9	57.4	42.6	1.4	23.9	19.8	22.1	59.5	40.5	1.4	6.2	(2.8)	2.4
ECE (REC)	143	103	246				152	103	255				9	–	9
	12.1	9.9	11.1	58.1	41.9	0.7	11.8	9.7	10.9	59.6	40.4	0.7	6.3	–	3.7
<b>Subtotal, regional commissions</b>	<b>1 180</b>	<b>1 036</b>	<b>2 216</b>				<b>1 291</b>	<b>1 058</b>	<b>2 349</b>				<b>111</b>	<b>22</b>	<b>133</b>
	<b>8.2</b>	<b>4.8</b>	<b>6.2</b>	<b>53.2</b>	<b>46.8</b>	<b>6.2</b>	<b>8.5</b>	<b>4.9</b>	<b>6.4</b>	<b>55.0</b>	<b>45.0</b>	<b>6.4</b>	<b>9.4</b>	<b>2.1</b>	<b>6.0</b>

Entity grouping	2021						2022						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
<b>Tribunals</b>															
IRMCT (HQ)	213	287	500	42.6	57.4	1.4	200	264	464	43.1	56.9	1.3	(13)	(23)	(36)
	100.0	100.0	100.0				100.0	100.0	100.0				(6.1)	(8.0)	(7.2)
<b>Subtotal, tribunals</b>	<b>213</b>	<b>287</b>	<b>500</b>	<b>42.6</b>	<b>57.4</b>	<b>1.4</b>	<b>200</b>	<b>264</b>	<b>464</b>	<b>43.1</b>	<b>56.9</b>	<b>1.3</b>	<b>(13)</b>	<b>(23)</b>	<b>(36)</b>
	<b>1.5</b>	<b>1.3</b>	<b>1.4</b>				<b>1.3</b>	<b>1.2</b>	<b>1.3</b>				<b>(6.1)</b>	<b>(8.0)</b>	<b>(7.2)</b>
<b>Subtotal, departments/ offices, regional commissions and tribunals</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>10 812</b>	<b>10 562</b>	<b>21 374</b>	<b>50.6</b>	<b>49.4</b>	<b>58.1</b>	<b>96</b>	<b>(134)</b>	<b>(38)</b>
	<b>74.4</b>	<b>50.1</b>	<b>59.9</b>				<b>71.1</b>	<b>49.0</b>	<b>58.1</b>				<b>0.9</b>	<b>(1.3)</b>	<b>(0.2)</b>
Peacekeeping operations, special political missions and other political presences, and the resident coordinator system															
RCS (RCS)	537	443	980	54.8	45.2	2.7	624	515	1 139	54.8	45.2	3.1	87	72	159
	14.6	4.2	6.8				14.2	4.7	7.4				16.2	16.3	16.2
UNITAMS (PO)	60	86	146	41.1	58.9	0.4	76	160	236	32.2	67.8	0.6	16	74	90
	1.6	0.8	1.0				1.7	1.5	1.5				26.7	86.0	61.6
UNSMIL (PO)	48	175	223	21.5	78.5	0.6	63	204	267	23.6	76.4	0.7	15	29	44
	1.3	1.6	1.6				1.4	1.9	1.7				31.3	16.6	19.7
UNISFA (PO)	51	211	262	19.5	80.5	0.7	62	225	287	21.6	78.4	0.8	11	14	25
	1.4	2.0	1.8				1.4	2.0	1.9				21.6	6.6	9.5
UNMHA (PO)	20	70	90	22.2	77.8	0.3	30	85	115	26.1	73.9	0.3	10	15	25
	0.5	0.7	0.6				0.7	0.8	0.7				50.0	21.4	27.8
UNMISS (PO)	448	1 794	2 242	20.0	80.0	6.3	478	1 788	2 266	21.1	78.9	6.2	30	(6)	24
	12.2	16.8	15.6				10.9	16.2	14.7				6.7	(0.3)	1.1
BINUH (PO)	38	51	89	42.7	57.3	0.2	40	63	103	38.8	61.2	0.3	2	12	14
	1.0	0.5	0.6				0.9	0.6	0.7				5.3	23.5	15.7
UNVMC (PO)	115	140	255	45.1	54.9	0.7	123	145	268	45.9	54.1	0.7	8	5	13
	3.1	1.3	1.8				2.8	1.3	1.7				7.0	3.6	5.1
UNOWAS (PO)	27	30	57	47.4	52.6	0.2	33	36	69	47.8	52.2	0.2	6	6	12
	0.7	0.3	0.4				0.7	0.3	0.4				22.2	20.0	21.1
MINURSO (PO)	50	164	214	23.4	76.6	0.6	58	166	224	25.9	74.1	0.6	8	2	10
	1.4	1.5	1.5				1.3	1.5	1.5				16.0	1.2	4.7

Entity grouping	2021						2022						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
UNLB (CS)	148	256	404				152	258	410				4	2	6
	4.0	2.4	2.8	36.6	63.4	1.1	3.5	2.3	2.7	37.1	62.9	1.1	2.7	0.8	1.5
UNSOM (PO)	74	183	257				72	191	263				(2)	8	6
	2.0	1.7	1.8	28.8	71.2	0.7	1.6	1.7	1.7	27.4	72.6	0.7	(2.7)	4.4	2.3
OSESG-GL (PO)	10	10	20				10	15	25				–	5	5
	0.3	0.1	0.1	50.0	50.0	0.1	0.2	0.1	0.2	40.0	60.0	0.1	–	50.0	25.0
UNOCA (PO)	17	21	38				18	24	42				1	3	4
	0.5	0.2	0.3	44.7	55.3	0.1	0.4	0.2	0.3	42.9	57.1	0.1	5.9	14.3	10.5
UNSCOL (PO)	18	56	74				21	56	77				3	–	3
	0.5	0.5	0.5	24.3	75.7	0.2	0.5	0.5	0.5	27.3	72.7	0.2	16.7	–	4.1
OPESG-WS (PO)	–	1	1				1	2	3				1	1	2
	–	–	–	–	100.0	–	–	–	–	33.3	66.7	–	–	100.0	200.0
UNSOS (PO)	151	321	472				157	317	474				6	(4)	2
	4.1	3.0	3.3	32.0	68.0	1.3	3.6	2.9	3.1	33.1	66.9	1.3	4.0	(1.2)	0.4
CNMC (PO)	4	5	9				4	6	10				–	1	1
	0.1	–	0.1	44.4	55.6	–	0.1	0.1	0.1	40.0	60.0	–	–	20.0	11.1
GOE-DRC (PO)	1	–	1				1	1	2				–	1	1
	–	–	–	100.0	–	–	–	–	–	50.0	50.0	–	–	–	100.0
OSASG-Cyprus (PO)	10	7	17				9	9	18				(1)	2	1
	0.3	0.1	0.1	58.8	41.2	–	0.2	0.1	0.1	50.0	50.0	–	(10.0)	28.6	5.9
POE-Haiti (PO)	–	–	–				–	1	1				–	1	1
	–	–	–	–	–	–	–	–	–	–	100.0	–	–	–	–
POE-Libya (PO)	1	–	1				2	–	2				1	–	1
	–	–	–	100.0	–	–	–	–	–	100.0	–	–	100.0	–	100.0
RSCE (CS)	190	161	351				196	156	352				6	(5)	1
	5.2	1.5	2.4	54.1	45.9	1.0	4.4	1.4	2.3	55.7	44.3	1.0	3.2	(3.1)	0.3
ATSMT (PO)	3	14	17				3	14	17				–	–	–
	0.1	0.1	0.1	17.6	82.4	–	0.1	0.1	0.1	17.6	82.4	–	–	–	–
OMBUD (PO)	2	–	2				2	–	2				–	–	–
	0.1	–	–	100.0	–	–	–	–	–	100.0	–	–	–	–	–
OSASG-POG (PO)	11	3	14				11	3	14				–	–	–
	0.3	–	0.1	78.6	21.4	–	0.2	–	0.1	78.6	21.4	–	–	–	–
OSESG-SC1559 (PO)	2	–	2				2	–	2				–	–	–
	0.1	–	–	100.0	–	–	–	–	–	100.0	–	–	–	–	–

Entity grouping	2021						2022						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
OSESG-Syria (PO)	22	45	67				24	43	67				2	(2)	–
	0.6	0.4	0.5	32.8	67.2	0.2	0.5	0.4	0.4	35.8	64.2	0.2	9.1	(4.4)	–
POE-CAR (PO)	–	1	1				–	1	1				–	–	–
	–	–	–	–	100.0	–	–	–	–	–	100.0	–	–	–	–
POE-DPRK (PO)	5	–	5				4	1	5				(1)	1	–
	0.1	–	–	100.0	–	–	0.1	–	–	80.0	20.0	–	(20.0)	–	–
POE-Mali (PO)	1	–	1				1	–	1				–	–	–
	–	–	–	100.0	–	–	–	–	–	100.0	–	–	–	–	–
POE-S. Sudan (PO)	1	1	2				1	1	2				–	–	–
	–	–	–	50.0	50.0	–	–	–	–	50.0	50.0	–	–	–	–
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	–	–	–	–
POE-Yemen (PO)	2	5	7				1	6	7				(1)	1	–
	0.1	–	–	28.6	71.4	–	–	0.1	–	14.3	85.7	–	(50.0)	20.0	–
SCR 2231 (PO)	3	3	6				3	3	6				–	–	–
	0.1	–	–	50.0	50.0	–	0.1	–	–	50.0	50.0	–	–	–	–
UNDOF (PO)	33	103	136				33	103	136				–	–	–
	0.9	1.0	0.9	24.3	75.7	0.4	0.7	0.9	0.9	24.3	75.7	0.4	–	–	–
UNRCCA (PO)	8	22	30				9	21	30				1	(1)	–
	0.2	0.2	0.2	26.7	73.3	0.1	0.2	0.2	0.2	30.0	70.0	0.1	12.5	(4.5)	–
UNRGID (PO)	2	5	7				2	5	7				–	–	–
	0.1	–	–	28.6	71.4	–	–	–	–	28.6	71.4	–	–	–	–
OSESG-Yemen (PO)	18	60	78				21	56	77				3	(4)	(1)
	0.5	0.6	0.5	23.1	76.9	0.2	0.5	0.5	0.5	27.3	72.7	0.2	16.7	(6.7)	(1.3)
UNITAD (PO)	68	91	159				64	94	158				(4)	3	(1)
	1.8	0.9	1.1	42.8	57.2	0.4	1.5	0.9	1.0	40.5	59.5	0.4	(5.9)	3.3	(0.6)
UNMOGIP (PO)	14	54	68				15	52	67				1	(2)	(1)
	0.4	0.5	0.5	20.6	79.4	0.2	0.3	0.5	0.4	22.4	77.6	0.2	7.1	(3.7)	(1.5)
UNSCO (PO)	19	45	64				24	39	63				5	(6)	(1)
	0.5	0.4	0.4	29.7	70.3	0.2	0.5	0.4	0.4	38.1	61.9	0.2	26.3	(13.3)	(1.6)
OSESG-MYR (PO)	6	2	8				5	1	6				(1)	(1)	(2)
	0.2	–	0.1	75.0	25.0	–	0.1	–	–	83.3	16.7	–	(16.7)	(50.0)	(25.0)

Entity grouping	2021						2022						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
UNIFIL (PO)	244	550	794				239	551	790				(5)	1	(4)
	6.6	5.2	5.5	30.7	69.3	2.2	5.4	5.0	5.1	30.3	69.7	2.1	(2.0)	0.2	(0.5)
UNMIK (PO)	129	186	315				126	185	311				(3)	(1)	(4)
	3.5	1.7	2.2	41.0	59.0	0.9	2.9	1.7	2.0	40.5	59.5	0.8	(2.3)	(0.5)	(1.3)
UNFICYP (PO)	69	95	164				66	92	158				(3)	(3)	(6)
	1.9	0.9	1.1	42.1	57.9	0.5	1.5	0.8	1.0	41.8	58.2	0.4	(4.3)	(3.2)	(3.7)
MINUSCA (PO)	296	913	1 209				299	901	1 200				3	(12)	(9)
	8.0	8.6	8.4	24.5	75.5	3.4	6.8	8.2	7.8	24.9	75.1	3.3	1.0	(1.3)	(0.7)
UNTSO (PO)	53	158	211				50	150	200				(3)	(8)	(11)
	1.4	1.5	1.5	25.1	74.9	0.6	1.1	1.4	1.3	25.0	75.0	0.5	(5.7)	(5.1)	(5.2)
UNAMI (PO)	147	562	709				149	548	697				2	(14)	(12)
	4.0	5.3	4.9	20.7	79.3	2.0	3.4	5.0	4.5	21.4	78.6	1.9	1.4	(2.5)	(1.7)
MINUSMA (PO)	396	1 234	1 630				412	1 202	1 614				16	(32)	(16)
	10.7	11.6	11.4	24.3	75.7	4.6	9.4	10.9	10.5	25.5	74.5	4.4	4.0	(2.6)	(1.0)
UNAMA (PO)	151	856	1 007				158	813	971				7	(43)	(36)
	4.1	8.0	7.0	15.0	85.0	2.8	3.6	7.4	6.3	16.3	83.7	2.6	4.6	(5.0)	(3.6)
MONUSCO (PO)	458	1 757	2 215				448	1 699	2 147				(10)	(58)	(68)
	12.4	16.5	15.4	20.7	79.3	6.2	10.2	15.4	13.9	20.9	79.1	5.8	(2.2)	(3.3)	(3.1)
UNAMID (PO)	37	155	192				–	1	1				(37)	(154)	(191)
	1.0	1.5	1.3	19.3	80.7	0.5	–	–	–	–	100.0	–	(100.0)	(99.4)	(99.5)
<b>Subtotal, peacekeeping operations, special political missions and other political presences, and the resident coordinator system</b>	<b>3 684</b>	<b>10 666</b>	<b>14 350</b>	<b>25.7</b>	<b>74.3</b>	<b>40.1</b>	<b>4 405</b>	<b>11 012</b>	<b>15 417</b>	<b>28.6</b>	<b>71.4</b>	<b>41.9</b>	<b>721</b>	<b>346</b>	<b>1 067</b>
	<b>25.6</b>	<b>49.9</b>	<b>40.1</b>				<b>28.9</b>	<b>51.0</b>	<b>41.9</b>				<b>19.6</b>	<b>3.2</b>	<b>7.4</b>
<b>Total</b>	<b>14 400</b>	<b>21 362</b>	<b>35 762</b>				<b>15 217</b>	<b>21 574</b>	<b>36 791</b>				<b>817</b>	<b>212</b>	<b>1 029</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>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>41.4</b>	<b>58.6</b>	<b>100.0</b>	<b>5.7</b>	<b>1.0</b>	<b>2.9</b>















Country of nationality	Gender	As at 31 December 2021											As at 31 December 2022											Desirable range status	Desirable Gap <sup>a</sup>	Desirable range										
		DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		Movement summary																
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.				Sep.	Others	DSG	USG	ASG	D-2	D-1	P-5	P-4	P-3
Fiji	Women	7	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	1	1	(1)	-	-	1	-	2	-	2	1	-	6	Within	-	3-14	
	Men	7	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	1	-	-	-	-	2	3	2	-	-	7				
	All	14	-	-	-	-	1	-	-	-	1	-	1	-	-	-	-	-	-	1	2	-	-	-	1	-	4	3	4	1	-	13				
Finland	Women	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	10	2	1	16	Within	-	11-21
	Men	7	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	1	1	(2)	-	-	-	-	2	-	3	-	5				
	All	23	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	1	1	(2)	-	-	-	1	1	3	10	5	1	21			
France	Women	70	-	-	-	-	-	-	-	2	-	1	-	2	1	-	-	-	1	5	(3)	-	-	1	2	2	13	18	22	5	63	Over	(25)	83-112		
	Men	70	-	-	-	-	-	-	1	-	-	2	-	1	2	-	-	-	2	4	6	-	1	-	2	7	12	21	26	5	74					
	All	140	-	-	-	-	-	-	1	-	2	-	3	-	3	3	-	-	3	9	3	-	1	1	4	9	25	39	48	10	137					
Gabon	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Under-represented	2	3-14	
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1				
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1				
Gambia	Women	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	2	-	4	Within	-	3-14
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1			
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	3	-	5			
Georgia	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	Within	-	3-14	
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	-	3			
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	1	-	4			
Germany	Women	77	-	-	-	-	-	-	-	2	1	1	-	2	-	-	-	5	1	(3)	-	-	-	1	5	21	22	20	9	78	Within	-	114-154			
	Men	64	-	-	-	-	-	-	1	-	-	1	1	-	-	-	1	2	(1)	-	-	-	4	8	18	9	21	2	62							
	All	141	-	-	-	-	-	-	1	2	1	1	1	3	-	-	6	3	(4)	-	-	-	5	13	39	31	41	11	140							
Ghana	Women	4	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	2	1	5	Over	(1)	4-14	
	Men	10	-	-	-	-	-	1	-	-	-	-	1	-	-	-	1	1	-	-	-	-	-	-	-	2	2	3	-	3	-	10				
	All	14	-	-	-	-	-	1	-	-	-	-	2	-	-	2	1	-	-	-	-	-	-	-	1	2	3	3	-	5	1	15				
Greece	Women	6	-	-	-	-	-	-	1	-	-	-	1	-	-	-	2	1	-	-	-	-	-	-	-	1	1	3	5	Within	-	10-19				
	Men	9	-	-	-	-	-	-	-	-	-	1	2	-	-	2	1	-	-	-	-	-	-	-	-	2	4	3	1	10						
	All	15	-	-	-	-	-	1	-	-	-	2	2	-	-	2	3	1	-	-	-	-	-	-	-	2	5	4	4	15						
Grenada	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Under-represented	2	3-14	
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1					
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1					
Guatemala	Women	3	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	2	2	1	-	5	Within	-	4-14			
	Men	3	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	1	-	1	-	2						
	All	6	-	-	-	-	-	-	-	1	-	-	1	-	-	1	1	1	-	-	-	-	-	-	-	1	2	3	1	-	7					











Country of nationality	Gender	As at 31 December 2021										Movement summary	As at 31 December 2022										Desirable range	Desirable Gap <sup>a</sup>	Desirable range														
		Total	DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		All	All				Others	DSG	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total	status		
			Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.																		Appt.	Sep.
Montenegro	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	1	-	1	Within	-	3-14
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3			
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	2	2	4		
Morocco	Women	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	(1)	-	-	1	-	-	2	1	4	2	10	Over	(2)	5-14			
	Men	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3	1	6							
	All	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	(1)	-	-	1	-	-	3	2	7	3	16						
Mozambique	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Under-represented	1	4-14		
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	1	-	3							
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	1	-	3							
Myanmar	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	Within	-	4-14		
	Men	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	3								
	All	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	(2)	4			
Namibia	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	Under-represented	1	3-14		
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1							
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	2							
Nauru	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Unrepresented	3	3-14		
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Nepal	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	Within	-	4-14		
	Men	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	1	1	8								
	All	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	2	1	9								
Netherlands (Kingdom of the)	Women	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	1	-	2	4	4	1	12	Over	(1)	31-42				
	Men	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	8	7	10	1	31						
	All	43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	10	11	14	2	43						
New Zealand	Women	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	3	2	7	Within	-	9-19				
	Men	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	1	5	1	10							
	All	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	8	3	17							
Nicaragua	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	3	Within	-	3-14				
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1								
	All	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	1	-	4								
Niger	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	Within	-	4-14					
	Men	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	3							
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	4							











Country of nationality	Gender	As at 31 December 2021										Movement summary	As at 31 December 2022										Desirable range		Desirable range													
		Total	DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		All		All		Others	DSG	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Total	status	Gap <sup>a</sup>	Desirable range
			Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.														
Ukraine	Women	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	4	3	-	8	Within	-	5-15	
	Men	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	2	-	6						
	All	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	3	-	6	5	-	14					
United Arab Emirates	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Unrepresented	16	16-26	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
United Kingdom of Great Britain and Northern Ireland	Women	50	-	-	-	-	-	-	2	-	-	-	-	-	1	-	-	-	-	-	-	-	3	(4)	-	-	-	1	5	13	12	10	2	43	Within	-	84-113	
	Men	69	-	-	1	-	-	-	-	-	-	1	-	1	1	1	-	-	2	3	1	-	2	1	4	9	12	16	21	4	69							
	All	119	-	-	1	-	-	-	2	-	-	1	-	2	1	1	-	-	2	6	(3)	-	2	1	5	14	25	28	31	6	112							
United Republic of Tanzania	Women	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	1	3	-	5	Within	-	4-14			
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	2						
	All	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	2	3	-	7					
United States of America	Women	204	-	-	-	-	-	1	-	1	2	2	1	5	1	3	2	4	1	16	7	3	-	2	3	4	12	26	54	67	48	216	Under-represented	20	394-533			
	Men	155	-	-	-	-	-	1	1	2	-	3	-	1	3	-	6	-	10	7	-	-	-	1	3	10	23	44	49	28	158							
	All	359	-	-	-	-	-	1	1	2	4	2	4	5	2	6	2	10	1	26	14	3	-	2	4	7	22	49	98	116	76	374						
Uruguay	Women	11	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	1	-	4	5	-	10	Over	(2)	5-14			
	Men	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	4	1	-	6						
	All	17	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	1	1	-	8	6	-	16					
Uzbekistan	Women	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	1	1	5	4	-	11	Over	(4)	4-14			
	Men	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4	1	7							
	All	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	1	2	6	8	1	18						
Vanuatu	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Unrepresented	3	3-14		
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Venezuela (Bolivarian Republic of)	Women	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	2	-	-	-	-	-	-	1	-	1	2	1	2	7	Within	-	7-17			
	Men	6	-	-	-	-	-	-	-	-	1	-	-	-	1	1	-	1	2	-	-	-	-	-	-	-	-	2	2	-	1	5						
	All	11	-	-	-	-	-	-	-	-	1	-	-	-	1	3	-	3	2	-	-	-	-	-	-	-	1	-	3	4	1	3	12					
Viet Nam	Women	5	-	-	-	-	-	-	-	-	1	-	-	-	1	-	2	-	(1)	-	-	-	-	-	-	-	2	1	1	2	6	Within	-	7-17				
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3						
	All	7	-	-	-	-	-	-	-	-	1	-	-	-	2	-	3	-	(1)	-	-	-	-	-	-	-	2	1	1	5	9							
Yemen	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	1	-	3	Within	-	4-14			
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	3							
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	4	2	-	6						



Country of nationality	Gender	As at 31 December 2021											Movement summary			As at 31 December 2022											Desirable range	Desirable Gap <sup>a</sup>	Desirable range											
		Total	DSG		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		All_	All_	Others	DSG	USG	ASG				D-2	D-1	P-5	P-4	P-3	P-2	Total	status			
			Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.																		Appt.	Sep.	Appt.
Zambia	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	-	4	Within	-	3-14
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	-	-	-	-	-	3				
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	1	-	2	4	-	-	-	-	-	7				
Zimbabwe	Women	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	2	1	-	-	-	-	4	Over	(1)	3-14	
	Men	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	3	3	-	-	-	-	-	11					
	All	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	5	5	4	-	-	-	-	-	15				
<b>Total</b>	<b>Women</b>	<b>1 522</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>10</b>	<b>15</b>	<b>15</b>	<b>22</b>	<b>11</b>	<b>47</b>	<b>12</b>	<b>44</b>	<b>7</b>	<b>139</b>	<b>64</b>	<b>29</b>	<b>1</b>	<b>18</b>	<b>16</b>	<b>34</b>	<b>100</b>	<b>264</b>	<b>451</b>	<b>522</b>	<b>220</b>	<b>1 626</b>	<b>-</b>	<b>-</b>	<b>-</b>				
	<b>Men</b>	<b>1 594</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>5</b>	<b>3</b>	<b>11</b>	<b>6</b>	<b>30</b>	<b>6</b>	<b>26</b>	<b>27</b>	<b>12</b>	<b>30</b>	<b>3</b>	<b>76</b>	<b>89</b>	<b>9</b>	<b>-</b>	<b>12</b>	<b>9</b>	<b>49</b>	<b>131</b>	<b>302</b>	<b>464</b>	<b>435</b>	<b>188</b>	<b>1 590</b>							
	<b>All</b>	<b>3 116</b>	<b>-</b>	<b>-</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>9</b>	<b>9</b>	<b>21</b>	<b>21</b>	<b>45</b>	<b>28</b>	<b>37</b>	<b>74</b>	<b>24</b>	<b>74</b>	<b>10</b>	<b>215</b>	<b>153</b>	<b>38</b>	<b>1</b>	<b>30</b>	<b>25</b>	<b>83</b>	<b>231</b>	<b>566</b>	<b>915</b>	<b>957</b>	<b>408</b>	<b>3 216</b>							

<sup>a</sup> Number of geographical movements needed to reach within range status.

Table 2.B  
**Staff with geographical status at senior levels by nationality and grade as at 31 December for 2018 to 2022**

(Population: 370 as at 31 December 2022)

Country of nationality	DSG					USG					ASG					D-2					D-1					Total				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
Afghanistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Albania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Algeria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Andorra	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Angola	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Antigua and Barbuda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Argentina	-	-	-	-	-	1	1	1	1	1	1	1	1	-	-	-	-	-	-	2	2	1	-	1	4	4	3	1	2	
Armenia	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	
Australia	-	-	-	-	-	1	-	-	-	-	2	2	1	1	2	2	3	2	2	2	6	4	6	4	5	11	9	9	7	9
Austria	-	-	-	-	-	-	-	-	-	1	-	1	1	1	-	-	-	-	-	1	1	3	2	2	1	2	4	3	3	
Azerbaijan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bahamas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bahrain	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Bangladesh	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	2
Barbados	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Belarus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	2	2	1	1	2	2	2	1	
Belgium	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	3	2	2	2	2	2	2	2	1	6	5	5	5	3	
Belize	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Benin	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	1	1	1	1	1
Bhutan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	1	1	1	2	1	1	1	1
Bolivia (Plurinational State of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bosnia and Herzegovina	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Botswana	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Brazil	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	4	5	2	1	1	5	6	3	2	1	
Brunei Darussalam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bulgaria	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	2	2	2	1	2	2	2	2	2
Burkina Faso	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	DSG					USG					ASG					D-2					D-1					Total				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
Burundi	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	1	2	1	1	-	1	2	
Cabo Verde	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1
Cambodia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cameroon	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	-	-	1	1	1	2	2	1	2	2	3	3	2	
Canada	-	-	-	-	-	-	1	1	1	1	-	-	-	1	6	7	7	6	5	6	7	6	4	7	12	15	14	11	14	
Central African Republic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chad	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chile	-	-	-	-	-	1	1	1	1	-	1	-	-	-	-	-	-	-	-	2	2	3	4	3	4	3	4	5	3	
China	-	-	-	-	-	1	1	1	1	1	-	-	-	-	5	5	4	4	4	7	8	8	8	8	13	14	13	13	13	
Colombia	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	-	-	1	1	1	1	1	2	2	
Comoros	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Congo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Costa Rica	-	-	-	-	-	-	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	
Côte d'Ivoire	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Croatia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	2	2	1	-	2	2	2	1	1	
Cuba	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	1	1	1	1	1	
Cyprus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Czechia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	1	1	1	1	2	1	1	2	2	
Democratic People's Republic of Korea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Democratic Republic of the Congo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Denmark	-	-	-	-	-	1	1	1	1	1	-	-	-	-	1	1	1	1	1	-	2	2	1	-	2	4	4	3	2	
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	2	
Ecuador	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1
Egypt	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	-	1	5	4	6	5	4	5	4	7	6	6	
El Salvador	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	1	1	-	-	1	2	
Equatorial Guinea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1	1	
Eritrea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	DSG					USG					ASG					D-2					D-1					Total				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
Estonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Eswatini	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Ethiopia	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	
Fiji	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	3	3	3	3	4	3	3	3	5	
Finland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1	2	2	2	2	
France	-	-	-	-	-	-	1	1	1	1	-	-	1	1	1	5	6	5	5	4	8	10	9	9	9	13	17	16	16	15
Gabon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Gambia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1	1
Georgia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	
Germany	-	-	-	-	-	-	-	-	-	1	1	-	-	-	3	4	4	6	5	12	13	14	13	13	16	18	18	19	18	
Ghana	-	-	-	-	-	1	1	1	1	-	-	-	1	1	3	3	3	3	2	2	2	2	1	3	6	6	6	6	6	
Greece	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	1	-	2	2	2	1	-	
Grenada	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Guatemala	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	
Guinea	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	-	-	1	1	2	1	1	2	1	2	
Guinea-Bissau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	2	-	2	2	2	2	-	
Guyana	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	-	-	-	-	1	1	1	1	1	2	2	2	2	2	
Haiti	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	1	1	1	-	-	
Honduras	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hungary	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1	2	2	2	2	2
Iceland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
India	-	-	-	-	-	1	1	1	1	1	1	2	2	2	2	-	-	-	1	1	10	12	11	9	10	12	15	14	13	14
Indonesia	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	2	
Iran (Islamic Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	1	1	1	1	1	
Iraq	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Ireland	-	-	-	-	-	-	-	-	-	1	1	1	-	-	2	1	1	2	2	4	5	5	3	4	7	7	7	5	6	
Israel	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	1	1	1	1	1	2	1	1	1	
Italy	-	-	-	-	-	-	-	-	-	-	1	1	1	1	3	3	3	3	1	10	14	14	13	14	13	18	18	17	16	
Jamaica	-	-	-	-	-	-	-	-	1	1	-	-	-	-	3	3	2	2	1	1	2	2	2	2	4	5	4	5	4	
Japan	-	-	-	-	-	1	1	1	1	1	-	-	-	-	2	2	2	3	4	7	7	8	7	8	10	10	11	11	13	
Jordan	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	3	3	3	3	2	3	3	4	4	3	

Country of nationality	DSG					USG					ASG					D-2					D-1					Total				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
Kazakhstan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kenya	-	-	-	-	-	1	1	1	-	-	1	1	1	-	-	-	-	2	2	3	3	4	2	3	5	5	6	4	5	
Kiribati	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Kuwait	-	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	
Kyrgyzstan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lao People's Democratic Republic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Latvia	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	
Lebanon	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	1	1	1	-	-	-	-	
Lesotho	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Liberia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	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	1	1	
Maldives	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mali	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	
Malta	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Marshall Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mauritania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1	1	
Mauritius	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	2	2	2	
Mexico	-	-	-	-	-	1	1	1	1	-	-	-	-	-	1	1	1	1	2	3	3	3	2	3	5	5	5	5	3	
Micronesia (Federated States of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Monaco	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mongolia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	2	2	2	2	1	2	2	2	2	2	
Montenegro	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Morocco	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	1	-	-	1	1	2	1	1	

Country of nationality	DSG					USG					ASG					D-2					D-1					Total				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
Mozambique	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	1	1	1	1	1	-	-	1	1	1	2	2	
Myanmar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Namibia	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	2	2	1	1	1
Nauru	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nepal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Netherlands (Kingdom of the)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	2	2	2	7	6	6	5	4	9	8	8	7	6
New Zealand	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	1	2	3	1	1	1	2	
Nicaragua	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Niger	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nigeria	-	-	-	1	1	1	1	1	-	-	-	-	-	-	-	-	-	-	1	2	2	2	2	2	3	3	3	3	4	
North Macedonia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Norway	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	1	1	1	-	-	2	2	1	-	-	
Oman	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Pakistan	-	-	-	-	-	-	-	-	-	-	-	-	1	2	2	2	2	1	2	4	4	4	4	4	4	6	6	6	6	
Palau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Panama	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	-	1	1	-	1	1	2	2	1	
Papua New Guinea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	
Paraguay	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Peru	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	1	1	
Philippines	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	2	2	3	2	2	2	2	2	
Poland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Portugal	-	-	-	-	-	1	1	1	1	1	1	-	-	-	-	-	1	1	1	2	2	1	1	1	4	3	3	3	3	
Qatar	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Republic of Korea	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	1	1	2	4	1	2	2	2	4	
Republic of Moldova	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Romania	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1	1	
Russian Federation	-	-	-	-	-	2	3	2	2	2	1	1	1	1	1	2	1	1	2	2	4	5	5	7	8	9	10	9	12	13
Rwanda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Saint Kitts and Nevis	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3	3	3	2	2	3	3	3	3	3	
Saint Lucia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Country of nationality	DSG					USG					ASG					D-2					D-1					Total				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
Saint Vincent and the Grenadines	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Samoa	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	1	1	1	1	-
San Marino	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sao Tome and Principe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saudi Arabia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senegal	-	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	1	2	2	2
Serbia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1
Seychelles	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	1	1	1
Sierra Leone	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1	2
Singapore	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	2	2	2	1	1	1	1	-	3	3	3	3	2
Slovakia	-	-	-	-	-	1	1	1	1	1	1	1	1	1	-	-	-	-	-	-	1	1	1	1	-	3	3	3	3	2
Slovenia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Solomon Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Somalia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South Africa	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	3	3	3	3	1	1	2	3	3	4	4	5	6	6
South Sudan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1	1
Spain	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	5	6	5	7	7	6	7	5	7	8
Sri Lanka	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	1	1	1	1	1	1	2	2	2	2
Sudan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	1	1	1	1	2	1	1	1	1
Suriname	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	-	1	1	1	1	1
Sweden	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switzerland	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Syrian Arab Republic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	1	1	1	1
Tajikistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Thailand	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	-	1	1	1	1	1
Timor-Leste	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Togo	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tonga	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-
Trinidad and Tobago	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	-	3	3	3	1	1	4	4	4	2	1
Tunisia	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	-	-	-	-	1	1	-	-	1	1	2	1	1	2

Country of nationality	DSG					USG					ASG					D-2					D-1					Total				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
Türkiye	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	1	1	1	-	-		
Turkmenistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Tuvalu	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Uganda	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	2	-	2	2	2	2	-		
Ukraine	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	2	2	3	3	3	2	2		
United Arab Emirates	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
United Kingdom of Great Britain and Northern Ireland	-	-	-	-	-	2	1	1	1	2	2	1	1	2	1	8	8	8	7	5	9	8	8	12	14	21	18	18		
United Republic of Tanzania	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	1	1	-	-	1		
United States of America	-	-	-	-	-	1	2	2	2	2	4	5	4	5	4	10	10	9	7	7	27	26	28	27	22	42	43	43		
Uruguay	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	1	1	1	1	1	2	1	1	2	1	4	3	3		
Uzbekistan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	1		
Vanuatu	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Venezuela (Bolivarian Republic of)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	-	-	-	-	-	1	1	1	1		
Viet Nam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Yemen	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Zambia	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	1	1	1		
Zimbabwe	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	1	1	1	1	1	2		
<b>Total</b>	-	-	-	1	1	28	31	32	31	30	24	25	25	24	25	87	87	78	85	83	219	235	245	233	231	358	378	380		



Table 2.C

**Staff in the Professional category in posts with special language requirements by nationality, gender and grade, including appointments and separations, as at 31 December 2021 and 31 December 2022**

(Population: 869)

Country of nationality	Gender	As at 31 December 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022					
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total	
Afghanistan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Albania	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Algeria	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	2
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	3
Andorra	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Angola	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Antigua and Barbuda	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Argentina	Women	10	-	-	-	-	2	-	1	-	-	-	3	-	-	3	5	4	1	-	13	
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	2	
	All	12	-	-	-	-	2	-	1	-	-	-	3	-	-	4	6	4	1	-	15	
Armenia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Country of nationality	Gender	As at 31 December 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022					
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total	
Australia	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2
Austria	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	2
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	3
	All	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	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	-	-	-	-	1	2	1	-	4
	Men	4	-	-	-	-	-	-	1	-	-	-	1	-	-	2	1	1	1	-	-	5
	All	6	-	-	-	-	1	-	2	-	-	-	3	-	-	2	2	3	2	-	-	9
Belgium	Women	10	-	-	-	-	1	-	-	-	-	-	1	-	-	4	5	2	-	-	-	11
	Men	6	-	-	-	-	2	-	-	-	-	-	2	-	-	-	3	5	-	-	-	8
	All	16	-	-	-	-	3	-	-	-	-	-	3	-	-	4	8	7	-	-	-	19
Belize	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022				
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Benin	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
Bhutan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bolivia (Plurinational State of)	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
Bosnia and Herzegovina	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Botswana	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Brazil	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Brunei Darussalam	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bulgaria	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Burkina Faso	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Burundi	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022				
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Cabo Verde	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cambodia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cameroon	Women	2	-	(1)	-	-	-	-	1	-	-	-	1	(1)	-	-	-	1	1	-	2
	Men	2	-	(1)	-	-	-	-	-	-	-	-	-	(1)	-	1	-	-	-	-	1
	All	4	-	(2)	-	-	-	-	1	-	-	-	1	(2)	-	1	-	1	1	-	3
Canada	Women	11	-	-	-	(2)	-	-	-	-	-	-	-	(2)	-	2	3	4	-	-	9
	Men	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	6
	All	17	-	-	-	(2)	-	-	-	-	-	-	-	(2)	-	2	9	4	-	-	15
Central African Republic	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chad	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chile	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
China	Women	70	-	(1)	-	-	5	-	-	-	-	-	5	(1)	(1)	13	35	25	-	-	73
	Men	64	-	(2)	-	(2)	2	(1)	-	-	-	-	2	(5)	-	18	29	14	-	-	61
	All	134	-	(3)	-	(2)	7	(1)	-	-	-	-	7	(6)	(1)	31	64	39	-	-	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 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022				
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Congo	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Costa Rica	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Côte d'Ivoire	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Croatia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cuba	Women	3	-	-	-	-	-	(1)	-	-	-	-	-	(1)	-	1	1	-	-	-	2
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	3	-	-	-	-	-	(1)	-	-	-	-	-	(1)	-	1	1	-	-	-	2
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 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022				
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Djibouti	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dominica	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dominican Republic	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ecuador	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
Egypt	Women	13	-	-	-	-	1	-	-	-	-	-	1	-	-	3	8	3	-	-	14
	Men	18	-	-	-	-	-	-	1	-	-	-	1	-	-	2	7	9	1	-	19
	All	31	-	-	-	-	1	-	1	-	-	-	2	-	-	5	15	12	1	-	33
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 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022				
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Ethiopia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fiji	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finland	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
France	Women	77	-	(1)	1	-	2	(4)	-	-	-	-	3	(5)	-	18	35	21	1	-	75
	Men	36	-	-	1	(2)	4	-	-	-	-	-	5	(2)	(1)	8	15	15	-	-	38
	All	113	-	(1)	2	(2)	6	(4)	-	-	-	-	8	(7)	(1)	26	50	36	1	-	113
Gabon	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gambia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Georgia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Germany	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2
Ghana	Women	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	1	-	-	1
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	1	-	-	1
Greece	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1

Country of nationality	Gender	As at 31 December 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022						
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Grenada	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guatemala	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guinea	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guinea-Bissau	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Guyana	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Haiti	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Honduras	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hungary	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Iceland	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
India	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



Country of nationality	Gender	As at 31 December 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022				
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Indonesia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Iran (Islamic Republic of)	Women	1	-	(1)	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	1	-	(1)	-	-	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-
Iraq	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ireland	Women	4	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	-	-	-	4
	Men	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	3
	All	7	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	1	-	-	7
Israel	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
	Men	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	1	-	1
	All	1	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	2	-	2
Italy	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jamaica	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	(1)	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-
	All	1	-	-	-	(1)	-	-	-	-	-	-	-	(1)	-	-	-	-	-	-	-
Japan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jordan	Women	3	-	-	-	-	1	-	-	-	-	-	1	-	-	2	1	1	-	-	4
	Men	2	-	-	-	-	1	-	-	-	-	-	1	-	-	-	2	1	-	-	3
	All	5	-	-	-	-	2	-	-	-	-	-	2	-	-	2	3	2	-	-	7
Kazakhstan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022					
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total	
Kenya	Women	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	1	-	1
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
	All	1	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	1	1	2
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	-	-	-	(1)	1	-	-	-	-	-	1	(1)	-	5	15	4	-	-	24	
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	2	
	All	26	-	-	-	(1)	1	-	-	-	-	-	1	(1)	-	5	16	5	-	-	26	
Lesotho	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Liberia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Libya	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022				
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Liechtenstein	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lithuania	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Luxembourg	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Madagascar	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	All	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
Malawi	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Malaysia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Maldives	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mali	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Malta	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Marshall Islands	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022					
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1
Mauritania	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2
Mauritius	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mexico	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	2
	Men	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	2
	All	3	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	1	1	-	-	4
Micronesia (Federated States of)	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monaco	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mongolia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Montenegro	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Morocco	Women	8	-	(1)	-	-	-	-	-	-	-	-	-	-	(1)	-	3	2	2	-	-	7
	Men	26	-	-	-	-	2	-	-	-	-	-	2	-	(1)	9	10	8	-	-	27	
	All	34	-	(1)	-	-	2	-	-	-	-	-	2	(1)	(1)	12	12	10	-	-	34	
Mozambique	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Myanmar	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022				
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Namibia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nauru	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nepal	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Netherlands (Kingdom of the)	Women	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	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 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022				
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Oman	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pakistan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Palau	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Panama	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Papua New Guinea	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Paraguay	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Peru	Women	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	1	-	-	1
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	1	-	-	1
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 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022				
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Qatar	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Republic of Korea	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Republic of Moldova	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Romania	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Russian Federation	Women	50	-	-	-	-	8	-	1	-	-	-	9	-	-	7	25	24	3	-	59
	Men	74	-	(2)	-	(4)	2	-	1	-	-	3	(6)	-	28	29	13	1	-	-	71
	All	124	-	(2)	-	(4)	10	-	2	-	-	12	(6)	-	35	54	37	4	-	-	130
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 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022				
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
San Marino	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sao Tome and Principe	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Saudi Arabia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senegal	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	3	-	-	-	-	1	-	-	-	-	-	1	-	-	-	1	3	-	-	4
	All	3	-	-	-	-	1	-	-	-	-	-	1	-	-	-	1	3	-	-	4
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 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022				
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Solomon Islands	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Somalia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South Africa	Women	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	2
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	2
South Sudan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Spain	Women	59	-	(1)	-	(3)	2	-	-	-	-	-	2	(4)	-	10	35	12	-	-	57
	Men	44	-	(1)	-	-	1	-	1	-	-	-	2	(1)	(1)	13	16	14	1	-	44
	All	103	-	(2)	-	(3)	3	-	1	-	-	-	4	(5)	(1)	23	51	26	1	-	101
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	8	-	-	-	-	1	-	-	-	-	-	1	-	-	2	6	1	-	-	9
	Men	4	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	1	-	-	4
	All	12	-	-	-	-	1	-	-	-	-	-	1	-	-	3	8	2	-	-	13

Country of nationality	Gender	As at 31 December 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022				
		Total	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Syrian Arab Republic	Women	3	-	-	-	-	-	-	-	-	-	-	-	-	-	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	-	-	-	-	-	(1)	-	-	-	-	-	(1)	-	-	3	-	-	-	3
	All	7	-	-	-	-	-	(1)	-	-	-	-	-	(1)	-	-	6	-	-	-	6
Türkiye	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Turkmenistan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022					
		Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Appt.	Sep.	Other	P-5	P-4	P-3	P-2	P-1	Total
Tuvalu	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Uganda	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ukraine	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	3	-	-	-	(1)	-	-	-	-	-	-	-	(1)	-	-	1	1	-	-	-	2
	All	3	-	-	-	(1)	-	-	-	-	-	-	-	(1)	-	-	1	1	-	-	-	2
United Arab Emirates	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
United Kingdom of Great Britain and Northern Ireland	Women	40	-	-	-	1	(1)	-	-	-	-	-	1	(1)	-	12	22	6	-	-	-	40
	Men	33	-	-	-	(1)	1	(2)	-	-	-	-	1	(3)	-	5	14	12	-	-	-	31
	All	73	-	-	-	(1)	2	(3)	-	-	-	-	2	(4)	-	17	36	18	-	-	-	71
United Republic of Tanzania	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
United States of America	Women	34	1	-	1	(1)	1	-	-	-	-	-	3	(1)	(1)	8	13	14	-	-	-	35
	Men	30	-	(2)	-	(1)	-	-	-	-	-	-	-	(3)	2	6	14	9	-	-	-	29
	All	64	1	(2)	1	(2)	1	-	-	-	-	-	3	(4)	1	14	27	23	-	-	-	64
Uruguay	Women	5	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	-	-	-	-	5
	Men	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
	All	6	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	-	-	-	-	6
Uzbekistan	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Vanuatu	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Country of nationality	Gender	As at 31 December 2022		P-5		P-4		P-3		P-2		P-1		Movement summary			As at 31 December 2022				
		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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Viet Nam	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Yemen	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Zambia	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Zimbabwe	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Subtotal</b>	<b>Women</b>	<b>461</b>	<b>1</b>	<b>(6)</b>	<b>2</b>	<b>(7)</b>	<b>29</b>	<b>(6)</b>	<b>5</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>37</b>	<b>(19)</b>	<b>(1)</b>	<b>102</b>	<b>236</b>	<b>132</b>	<b>8</b>	<b>-</b>	<b>478</b>
	<b>Men</b>	<b>395</b>	<b>-</b>	<b>(8)</b>	<b>1</b>	<b>(12)</b>	<b>17</b>	<b>(4)</b>	<b>4</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>22</b>	<b>(24)</b>	<b>(2)</b>	<b>97</b>	<b>171</b>	<b>119</b>	<b>4</b>	<b>-</b>	<b>391</b>
	<b>All</b>	<b>856</b>	<b>1</b>	<b>(14)</b>	<b>3</b>	<b>(19)</b>	<b>46</b>	<b>(10)</b>	<b>9</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>59</b>	<b>(43)</b>	<b>(3)</b>	<b>199</b>	<b>407</b>	<b>251</b>	<b>12</b>	<b>-</b>	<b>869</b>
State of Palestine	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stateless	Women	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Men	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	All	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>Women</b>	<b>461</b>	<b>1</b>	<b>(6)</b>	<b>2</b>	<b>(7)</b>	<b>29</b>	<b>(6)</b>	<b>5</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>37</b>	<b>(19)</b>	<b>(1)</b>	<b>102</b>	<b>236</b>	<b>132</b>	<b>8</b>	<b>-</b>	<b>478</b>
	<b>Men</b>	<b>395</b>	<b>-</b>	<b>(8)</b>	<b>1</b>	<b>(12)</b>	<b>17</b>	<b>(4)</b>	<b>4</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>22</b>	<b>(24)</b>	<b>(2)</b>	<b>97</b>	<b>171</b>	<b>119</b>	<b>4</b>	<b>-</b>	<b>391</b>
	<b>All</b>	<b>856</b>	<b>1</b>	<b>(14)</b>	<b>3</b>	<b>(19)</b>	<b>46</b>	<b>(10)</b>	<b>9</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>59</b>	<b>(43)</b>	<b>(3)</b>	<b>199</b>	<b>407</b>	<b>251</b>	<b>12</b>	<b>-</b>	<b>869</b>

Table 3  
**Secretariat staff by category, grade and funding source as at 31 December 2022**

(Population: 36,791 as at 31 December 2022)

<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>
<b>Professional and higher</b>						
DSG	1	–	–	–	–	1
USG	46	4	18	1	–	69
ASG	49	17	11	1	2	80
D-2	98	38	51	5	2	194
D-1	298	102	187	17	4	608
P-5	1 003	361	511	94	2	1 971
P-4	1 771	915	1 322	388	5	4 401
P-3	1 814	1 124	1 516	368	31	4 853
P-2	535	148	662	88	3	1 436
P-1	10	1	12	4	–	27
INT	339	–	25	239	–	603
R	9	–	–	–	–	9
T	124	–	74	8	–	206
<b>Subtotal</b>	<b>6 097</b>	<b>2 710</b>	<b>4 389</b>	<b>1 213</b>	<b>49</b>	<b>14 458</b>
<b>Field Service</b>						
FS-7	5	24	–	–	–	29
FS-6	106	321	6	4	–	437
FS-5	358	1 068	7	26	–	1 459
FS-4	249	809	2	23	–	1 083
FS-3	1	5	–	2	–	8
<b>Subtotal</b>	<b>719</b>	<b>2 227</b>	<b>15</b>	<b>55</b>	<b>–</b>	<b>3 016</b>
<b>General Service and related</b>						
NPO-D	15	6	45	3	10	79
NPO-C	134	122	222	15	106	599
NPO-B	309	493	184	15	376	1 377
NPO-A	104	106	42	4	391	647
G-7	556	55	170	103	101	985
G-6	1 616	504	798	717	246	3 881
G-5	1 674	1 957	518	407	117	4 673
G-4	1 044	2 236	175	363	76	3 894
G-3	550	1 111	91	88	133	1 973
G-2	328	54	20	34	344	780
G-1	6	–	–	18	2	26
TC	83	–	–	2	–	85
SS	254	2	–	9	–	265
LT	32	–	–	–	–	32
PIA	21	–	–	–	–	21
<b>Subtotal</b>	<b>6 726</b>	<b>6 646</b>	<b>2 265</b>	<b>1 778</b>	<b>1 902</b>	<b>19 317</b>
<b>Total</b>	<b>13 542</b>	<b>11 583</b>	<b>6 669</b>	<b>3 046</b>	<b>1 951</b>	<b>36 791</b>

<sup>a</sup> The 6,097 Professional staff in posts funded from the regular budget include 3,216 staff members serving against posts subject to geographical distribution.

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

<i>Sections</i>	<i>Main changes</i>
All	<p>The following changes have been included in response to relevant paragraphs within General Assembly resolution <a href="#">77/278</a>:</p> <p style="padding-left: 40px;">Table 20, table 21, table 22, figure XVIII and narrative (para. 13)</p> <p style="padding-left: 40px;">Figure XXIII, adjusted table 33 and narrative (para. 22)</p> <p style="padding-left: 40px;">Paragraph 109 (para. 26)</p> <p style="padding-left: 40px;">Paragraphs 41, 54 and 101 (para. 42)</p> <p style="padding-left: 40px;">Section III “Staff movements”, sub-section C “Resignations” (para. 44)</p> <p style="padding-left: 40px;">Table 10 and narrative (para. 45)</p> <p>The figures have been updated in accordance with the official branding guidelines of the United Nations to ensure accuracy and consistency.</p>
II (“All staff of the Secretariat”)	<p>Table 10 was added in response to paragraph 45 of General Assembly resolution <a href="#">77/278</a>, requesting to report on the status of incumbency of posts and positions within the Secretariat.</p> <p>Figure VII on the share of women among the Secretariat staff holding fixed-term, permanent or continuing appointments was added.</p> <p>Figure X on the share of women in the Secretariat, disaggregated by seventy groupings was added; it replaces table IX from previous report.</p> <p>Figure XI on the distribution of staff by age was added. The figure compares the 2022 age distribution and 2018 age distribution.</p> <p>Figure XVII on the number of forecasted retirements in the 2025–2027 period – disaggregated by gender and job network was added.</p>
III (“Staff movements”)	<p>To offer a clearer perspective on staff movements, this section was revised and divided into three sub-sections: (1) Secretariat staff “inflow and outflow” was added, detailing both external and internal recruitments as well as separations; (2) “appointments and separations” analysis breaking down by entity, category and age. Review on gender distributions was embedded in each segment; and (3) an analysis on “resignations” was added, examining the trends, patterns, and detailed demographic breakdowns of staff who have resigned.</p> <p>External recruitment data now only includes appointments and reappointments. Unlike previous reports, where staff transitions from general service to professional or national officer positions were counted as appointments (in both Section III and Section IV (“System of desirable ranges”)), they are now classified as internal movements in the present report.</p> <p>Table 19 of the previous report was broken down into three tables and presented as: (1) table 20 – presenting inflow and outflow of staff in the Secretariat; (2) table 21 – presenting the external movements (inflow) of staff into the Secretariat and (3) table 22 – presenting internal movements of staff in the Secretariat.</p>

*Sections**Main changes*

Figure XVIII was added in the present report – presenting five-year trends of internal and external recruitments in the Secretariat.

Table 27 was added presenting the appointments (initial appointments and re-appointments) of staff broken down by age range and level.

An expanded analysis of resignations (paras. 80–93) was provided in response to the request by the General Assembly in paragraph 44 of its resolution [77/278](#). The following figures and tables were also added: figures XX, XXI and XXII; and data tables 28, 29 and 30.

IV (“System of desirable ranges”) Table 31 was added to provide a summary of status of posts that are subject to geographical distribution over the five-year reporting period.

Table 33 was updated with the number of movements of geographical posts needed for each Member State to achieve within range status.

Figure XXIII presenting current number of staff holding a geographical status and the gap to reach within range status was added.

Annex Two new columns were added to provide the representation status of each Member State and the gap (number of posts) needed reach the “within range” status. This was in response to General Assembly resolution [77/278](#), paragraph 22.