



# General Assembly

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## Human Rights Council

Thirteenth session

Agenda item 2

**Annual report of the United Nations High Commissioner  
for Human Rights and reports of the Office of the  
High Commissioner and the Secretary-General**

### **Composition of the staff of the Office of the United Nations High Commissioner for Human Rights**

**Report of the High Commissioner\***

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\* The present report was submitted after the deadline to ensure incorporation of human resources data up to and including 31 December 2009.

## Introduction

1. The Human Rights Council, in its resolution 10/5, requested the United Nations High Commissioner for Human Rights to “submit a comprehensive and updated report to the Council at its thirteenth session, in accordance with its annual programme of work, following the structure and scope of her report and with a special focus on further measures to correct the imbalance in geographical composition of the staff of the Office”. The present report addresses the composition of the staff of the Office of the United Nations High Commissioner for Human Rights (OHCHR) in 2009.

2. In chapter I of the present report, information is provided on the composition of OHCHR as at 31 December 2009. It includes data on staff members in regular budget posts subject to geographical distribution, as well as data on staff in temporary posts funded from general temporary assistance and extrabudgetary resources, or in technical cooperation project posts, neither of which are included in the definition of posts subject to geographical distribution.

3. Chapter II contains a description of the measures for improvement taken by the High Commissioner aimed at addressing the geographical composition issues identified by the Human Rights Council in resolution 10/5, while fully observing United Nations Secretariat human resources policies, in particular, its recruitment and contractual policies.

## I. Composition of the Office of the United Nations High Commissioner for Human Rights

4. The recruitment of staff members to posts subject to geographical distribution is governed by the system of desirable ranges at the Secretariat level. For that purpose, Member States are grouped into four categories: unrepresented, underrepresented, within range, and overrepresented. A Member State is considered unrepresented when none of its nationals, throughout the entire Secretariat, is serving in a post subject to geographical distribution and filled in accordance with the established selection process. It is underrepresented when the number of its nationals appointed to such posts throughout the entire Secretariat is below the lower limit of the desirable range. It is within range when the number of its nationals appointed to such posts is between the upper and lower limits of the desirable range, and it is overrepresented when the number of its nationals appointed to such posts within the entire Secretariat exceeds the upper limit of the desirable range. The representation status of Member States is affected by many factors, notably turnover of staff and changes in the scale of assessments.

5. The official report on the composition of the Secretariat is submitted annually by the Secretary-General to the General Assembly in accordance with a number of resolutions, the most recent of which are resolutions 57/305, 59/266, 60/238, 61/244 and 63/250.

6. The latest report of the Secretary-General on the composition of the Secretariat was issued in 2009 (A/64/352) and covers the period 1 July 2008 to 30 June 2009. OHCHR is part of the Secretariat and the breakdown of its geographical composition has to be seen against the breakdown of the overall distribution within the Secretariat.

7. Table A1 (annex I) provides a breakdown of all OHCHR staff members in the Professional category and above who have been selected through the established recruitment process (“regular” staff) against both regular budget posts subject to geographical distribution and extrabudgetary posts, by nationality, grade and sex as at 31 December 2009.

8. Table A2 (annex II) provides a breakdown of the following categories of additional OHCHR staff in the Professional category and above not included in table A1 by nationality, grade and sex as at 31 December 2009:

- (a) Staff holding appointments of less than one year;
- (b) Staff charged to general temporary assistance funds;
- (c) Staff employed as technical cooperation project personnel.

9. Paragraph 14 of section IX of General Assembly resolution 63/250 re-emphasizes that the system of geographical ranges is designed to apply to countries rather than to regions or groups. Therefore, the data in this report are provided by country, listed in alphabetical order.

10. As at 31 December 2009, OHCHR had a total of 471 staff in the Professional category and above, of which 347 are considered regular staff. Of the professional staff members, 338 work in Geneva, 14 work in the New York office, while 119 work in 40 different countries in the field.<sup>1</sup>

11. Nationals from 107 countries are represented in the Professional and above workforce. Of these 107 nationalities, 16 are underrepresented in the Secretariat,<sup>2</sup> 73 are considered within range (48 below mid-point<sup>3</sup> and 25 above mid-point<sup>4</sup>), while 18 nationalities are overrepresented<sup>5</sup> in the Secretariat.

## II. Results of efforts undertaken to achieve equitable geographical representation

12. Despite the decision of the General Assembly referenced above not to include references to regions in reporting on staff representation, the Commission on Human Rights, the Human Rights Council and the Joint Inspection Unit have made use of the

<sup>1</sup> Country offices, regional offices and human rights advisers located in Afghanistan, Albania, Belgium, Bolivia (Plurinational State of), Burundi, Cambodia, Cameroon, Chile, Colombia, Democratic Republic of the Congo, Ecuador, Ethiopia, Fiji, Georgia, Guatemala, Guinea, Indonesia, Kenya, Kyrgyzstan, Lebanon, Mexico, Nepal, Nicaragua, Niger, Panama, Papua New Guinea, Qatar, Republic of Moldova, Russian Federation, Rwanda, Senegal, Serbia, South Africa, Sri Lanka, Tajikistan, Thailand, the former Yugoslav Republic of Macedonia, Togo, Uganda and Occupied Palestinian Territories.

<sup>2</sup> Underrepresented (at 31 October 2009): Afghanistan, Angola, Cambodia, Congo, Finland, Iran (Islamic Republic of), Japan, Mexico, Norway, Republic of Korea, Saudi Arabia, Sierra Leone, Slovenia, Solomon Islands, United Kingdom of Great Britain and Northern Ireland and United States of America.

<sup>3</sup> Within range, below mid-point (at 31 October 2009): Albania, Algeria, Bangladesh, Belgium, Benin, Bolivia (Plurinational State of), Bosnia and Herzegovina, Burundi, China, Colombia, Costa Rica, Cyprus, Czech Republic, Democratic Republic of the Congo, Denmark, Eritrea, Estonia, Gambia, Haiti, Hungary, Ireland, Kazakhstan, Kyrgyzstan, Lesotho, Liberia, Lithuania, Madagascar, Malaysia, Maldives, Malta, Mauritania, Mauritius, Mongolia, Morocco, Nepal, Netherlands, New Zealand, Pakistan, Paraguay, Portugal, Saint Vincent and the Grenadines, Serbia, Singapore, Spain, Sri Lanka, Syrian Arab Republic, Togo and Turkey.

<sup>4</sup> Within range, above mid-point (at 31 October 2009): Armenia, Bahamas, Chile, Côte d'Ivoire, Croatia, Ecuador, France, Germany, Ghana, Guatemala, Guyana, India, Indonesia, Jordan, Malawi, Mali, Nigeria, Peru, Senegal, Sudan, Switzerland, Thailand, Tunisia, Uruguay, Uzbekistan.

<sup>5</sup> Overrepresented (at 31 October 2009): Argentina, Australia, Austria, Brazil, Bulgaria, Cameroon, Canada, Egypt, Ethiopia, Italy, Kenya, Philippines, Russian Federation, South Africa, Sweden, Trinidad and Tobago, Uganda, and Venezuela (Bolivarian Republic of).

concept of geographical diversity by regional grouping when assessing the composition of the staff of OHCHR.<sup>6</sup> This difference in approach, terminology and methodology from the report of the Secretary-General on the composition of the Secretariat (A/64/352) has made comparison of data problematic. While being bound by the resolution of the General Assembly on this matter, the High Commissioner has, in order to facilitate a consistent and coherent discussion in the present report, continued to make occasional reference to the regional methodology used by the Human Rights Council and the Joint Inspection Unit in the analysis of the geographical diversity of OHCHR.

13. Improving geographical diversity in OHCHR staff remains one of the High Commissioner's priorities. In line with that objective, OHCHR has continued to vigorously implement the High Commissioner's procedures and framework for improving geographical diversity, in full compliance with Secretariat human resources policies, which were explained in detail to the Commission on Human Rights in February 2006 (E/CN.4/2006/103).

14. The impact of the implementation of the above procedures can be seen clearly in the overall geographical diversity of OHCHR. An analysis of the data contained in the table below, using the methodology employed by the Joint Inspection Unit, shows a steady, continuous and significant increase in the percentage of OHCHR staff from regions identified as requiring better representation within OHCHR over the past three years.

#### Office of the United Nations High Commissioner for Human Rights by region

Region	OHCHR all 31 December 2006		OHCHR all 31 December 2007		OHCHR all 31 December 2008		OHCHR all 31 December 2009	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Africa	44	11.1	55	13.1	64	13.9	65	13.8
Asia	47	11.9	53	12.6	61	13.3	64	13.6
Latin America and Caribbean	38	9.6	50	11.9	53	11.5	62	13.2
Eastern Europe	13	3.3	20	4.8	23	5.0	27	5.7
Western Europe and other	253	64.1	241	57.5	259	56.3	253	53.7
<b>Total</b>	<b>395</b>	<b>100</b>	<b>419</b>	<b>100</b>	<b>460</b>	<b>100</b>	<b>471</b>	<b>100</b>

15. The progress of OHCHR in this matter was highlighted in the latest report of the Joint Inspection Unit entitled "Second follow-up to the management review of the Office of the United Nations High Commissioner for Human Rights" (JIU/REP/2009/2), which indicates that "the efforts made by the current High Commissioner and OHCHR should be recognized by the Council as complying with the JIU recommendations on improving geographical diversity."

16. Among the special measures initiated as a result of General Assembly resolution 62/236, the human rights national competitive examination held in February 2008 focused exclusively on participation from un- and underrepresented countries in regions deemed to require improved representation in OHCHR. Of the 49 Member States invited to participate, 41 responded with applications and a total of 236 candidates sat the

<sup>6</sup> A/59/65-E/2004/48; A/59/65/Add.1-E/2004/48/Add.1, A/61/115, A/61/115/Add.1, A/62/845, A/62/845/Add.1, A/64/94, A/64/94/Add.1.

examination. Of that number, a final total of twenty candidates were successful, all of whom are nationals of un- or underrepresented countries in regions deemed to require improved representation in OHCHR. Between the release of the list by the Office of Human Resources Management (OHRM) on 27 May 2009 and 31 December 2009, OHCHR recruited eight of the successful candidates. OHCHR will continue to recruit from this roster to fill vacant P-2 posts as they arise.

17. OHCHR remains committed to implementing the High Commissioner's procedures and framework for improving geographical diversity (E/CN.4/2006/103), which has proven effective to date. It is anticipated that the positive geographical trends will continue during the current biennium, as OHCHR will endeavour to maximize the opportunity afforded by its continued growth to further increase geographical diversity.

18. While seeking to further improve its geographical distribution, OHCHR will continue to pay special attention to the issue of balance between female and male staff members at all levels, an area in which determination and concerted effort have already brought success. As at 31 December 2009, women represented 52.2 per cent of regular OHCHR staff and 52.4 per cent of temporary staff at the Professional level, equivalent to an overall percentage of 52.2 per cent.

19. Similarly, OHCHR will continue in its commitment to meeting the goals and obligations placed upon it under the system of desirable ranges mandated by the General Assembly. This is reflected in the departmental target relating to the recruitment of nationals from un- and underrepresented Member States established in the Secretariat Human Resources Action Plan.

### **III. Conclusion**

**20. The implementation and results to date of the High Commissioner's procedures and framework to improve geographical diversity reflect the priority that the High Commissioner continues to give to this issue. Noticeable and sustained progress has been achieved towards increasing the geographical diversity of the staff through these measures. OHCHR remains attentive to the need to maintain the emphasis on the broadest possible geographical diversity of its staff, and will continue its efforts in this regard.**

## Annex I

[English only]

### OHCHR regular staff in the Professional and higher categories, by nationality, grade and sex

(as at 31 December 2009)

Country of nationality	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Albania	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Algeria	2	1	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-
Angola	1	0	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Argentina	8	3	-	-	-	-	-	-	-	-	1	2	1	3	1	-	-	-	-	-
Armenia	2	1	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-
Australia	9	4	-	-	-	-	-	-	1	1	2	2	-	2	1	-	-	-	-	-
Austria	6	2	-	-	-	-	-	-	-	1	-	-	-	3	2	-	-	-	-	-
Bahamas	1	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Belgium	5	4	-	-	-	-	-	-	-	-	-	-	4	1	-	-	-	-	-	-
Benin	2	0	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-
Bolivia (Plurinational State of)	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Brazil	3	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1	-	-
Bulgaria	4	1	-	-	-	-	-	-	-	1	-	1	-	1	1	-	-	-	-	-
Burundi	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Cambodia	1	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Cameroon	3	1	-	-	-	-	-	-	-	-	-	2	-	-	1	-	-	-	-	-
Canada	15	6	-	-	-	-	1	-	-	3	-	5	1	1	4	-	-	-	-	-
Chile	2	0	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-
China	4	4	-	-	-	-	-	-	-	-	-	-	2	-	1	-	1	-	-	-
Colombia	3	2	-	-	-	-	-	-	-	-	-	1	1	-	1	-	-	-	-	-
Congo	1	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Costa Rica	2	0	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-
Côte d'Ivoire	2	0	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-
Croatia	2	1	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-
Czech Republic	3	3	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	-	-
Democratic Republic of the Congo	2	0	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-
Denmark	5	2	-	-	-	-	-	-	-	-	-	2	2	1	-	-	-	-	-	-
Ecuador	2	1	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-
Egypt	1	0	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Eritrea	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Estonia	1	0	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Finland	3	1	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	-

Country of nationality	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
France	23	13	-	-	-	-	-	-	1	-	1	-	6	3	2	9	-	1	-	-
Gambia	1	0	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Germany	23	12	-	-	-	-	-	-	1	-	2	-	2	7	4	2	2	3	-	-
Ghana	1	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Guatemala	2	2	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-
Guyana	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Haiti	2	2	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-
India	3	0	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-
Indonesia	1	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Iran (Islamic Republic of)	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Ireland	3	1	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	-	-
Italy	23	12	-	-	-	-	-	-	1	-	3	2	2	8	5	2	-	-	-	-
Japan	10	6	-	-	-	-	-	-	-	-	1	-	2	1	1	3	-	2	-	-
Jordan	3	2	-	-	-	-	-	-	-	1	-	-	1	-	-	1	-	-	-	-
Kazakhstan	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Kenya	4	3	-	-	-	-	-	-	-	-	-	-	1	-	-	3	-	-	-	-
Lithuania	1	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Madagascar	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Malawi	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Malaysia	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Maldives	1	0	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Mali	4	1	-	-	-	-	-	-	-	-	1	-	1	1	1	-	-	-	-	-
Malta	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Mauritania	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Mauritius	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Mexico	7	5	-	-	-	-	-	-	-	-	-	-	1	-	1	1	-	4	-	-
Mongolia	3	1	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	-
Morocco	3	2	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	1	-	-
Nepal	1	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Netherlands	4	2	-	-	-	-	-	-	-	-	1	-	-	1	1	-	-	1	-	-
Nigeria	1	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Norway	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-
Paraguay	2	0	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-
Peru	5	2	-	-	-	-	-	-	-	-	2	1	1	-	-	1	-	-	-	-
Philippines	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Portugal	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	-
Republic of Korea	4	3	-	-	-	1	-	-	-	-	-	-	-	-	1	2	-	-	-	-
Russian Federation	2	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-
Saint Vincent and the Grenadines	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-

Country of nationality	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Saudi Arabia	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Senegal	4	1	-	-	-	-	1	-	-	1	1	-	-	-	1	-	-	-	-	-
Serbia	3	2	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-
Singapore	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Slovenia	1	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Solomon Islands	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
South Africa	3	2	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-
Spain	19	11	-	-	-	-	-	-	-	-	2	5	3	3	6	-	-	-	-	-
Sudan	2	0	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
Sweden	6	5	-	-	-	-	1	-	-	-	-	-	-	2	-	3	-	-	-	-
Switzerland	12	9	-	-	-	-	-	-	-	-	-	-	1	1	2	4	-	4	-	-
Syrian Arab Republic	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Thailand	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Togo	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Trinidad and Tobago	1	0	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Tunisia	2	1	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-
Turkey	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Uganda	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
United Kingdom of Great Britain and Northern Ireland	12	6	-	-	-	-	-	-	1	-	2	3	2	2	1	1	-	-	-	-
United States of America	14	6	-	-	-	-	-	-	2	-	3	2	2	2	1	2	-	-	-	-
Uruguay	5	1	-	-	-	-	-	-	-	-	-	-	2	-	2	1	-	-	-	-
Uzbekistan	3	2	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	-	-
<b>Total</b>	<b>347</b>	<b>181</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>8</b>	<b>3</b>	<b>31</b>	<b>16</b>	<b>56</b>	<b>56</b>	<b>63</b>	<b>76</b>	<b>6</b>	<b>27</b>	<b>0</b>	<b>0</b>

## Annex II

[English only]

### OHCHR non-regular staff in the Professional and higher categories, by nationality, grade and sex

(as at 31 December 2009)

Country of nationality	Total staff																			
	USG		ASG		D-2/L-7		D-1/L-6		P-5/L-5		P-4/L-4		P-3/L-3		P-2/L-2		P-1/L-1			
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Afghanistan	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Argentina	4	2	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	-	1
Australia	3	2	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	1
Bangladesh	1	0	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Belgium	1	0	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Benin	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Bosnia and Herzegovina	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Brazil	3	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	-	-
Bulgaria	3	3	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1	-	-
Cambodia	1	0	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Cameroon	2	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-
Canada	3	3	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1	-	-
Colombia	2	2	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-
Congo	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Croatia	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Cyprus	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Democratic Republic of the Congo	2	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-
Denmark	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Ecuador	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Ethiopia	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
France	11	7	-	-	-	-	-	-	-	-	-	-	-	1	3	3	1	3	-	-
Germany	3	3	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	-	-
Ghana	1	0	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Haiti	1	0	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Hungary	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
India	5	3	-	-	-	-	-	-	-	-	-	-	-	2	2	1	-	-	-	-
Iran (Islamic Republic of)	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Italy	7	4	-	-	-	-	-	-	-	1	-	1	2	-	2	1	-	-	-	-
Japan	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Kazakhstan	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Kyrgyzstan	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Lesotho	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-

Country of nationality	Total																			
	staff		USG		ASG		D-2/L-7		D-1/L-6		P-5/L-5		P-4/L-4		P-3/L-3		P-2/L-2		P-1/L-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Liberia	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-
Malaysia	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Mauritania	1	0	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Mauritius	1	0	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Netherlands	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
New Zealand	2	2	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-
Nigeria	2	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-
Pakistan	2	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-
Peru	1	0	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Portugal	2	0	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-
Republic of Korea	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Russian Federation	1	0	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Sierra Leone	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Singapore	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-
Spain	2	2	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-
Sri Lanka	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Sudan	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Sweden	2	0	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-
Switzerland	6	4	-	-	-	-	-	-	-	1	-	-	-	1	-	-	4	-	-	-
Togo	1	0	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
United Kingdom of Great Britain and Northern Ireland	10	3	-	-	-	-	-	-	-	1	-	3	2	1	1	1	-	1	-	-
United States of America	10	4	-	-	-	-	1	-	-	-	-	3	1	3	1	-	1	-	-	-
Uruguay	1	0	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Uzbekistan	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Venezuela (Bolivarian Republic of)	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
<b>Total</b>	<b>124</b>	<b>65</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>13</b>	<b>15</b>	<b>27</b>	<b>26</b>	<b>14</b>	<b>20</b>	<b>1</b>	<b>2</b>