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Human resources management

Composition of the Secretariat: gratis personnel, retirees and consultants

Report of the Secretary-General

Addendum

Summary

The present report is submitted in compliance with General Assembly resolutions 51/243 and 57/281 B (concerning the employment of gratis personnel), General Assembly decision 51/408 and subsequent resolutions of the Assembly, including 57/305, 59/266 and 61/244 (concerning the employment of retirees) and General Assembly resolutions 57/305, 59/266, 60/266 61/244, and 61/276 (concerning the employment of consultants and individual contractors).

The report presents demographic analysis on the engagements of gratis personnel (4,979), retirees (3,784) and consultants and individual contractors (35,231) who were engaged during the biennium from 1 January 2008 to 31 December 2009.

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

* A/65/150.



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Abbreviations and acronyms used in tables and figures

Abbreviations

ASG	Assistant Secretary-General
HAO	Humanitarian Affairs Officer
IDP	internally displaced person
IMIS	Integrated Management Information System
SSA	special services agreement
USG	Under-Secretary-General

Departments and offices

CTED	Counter-Terrorism Committee Executive Directorate
DDA	Department for Disarmament Affairs
DESA	Department of Economic and Social Affairs
DFS	Department of Field Support
DGACM	Department for General Assembly and Conference Management
DM	Department of Management
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DSS	Department of Safety and Security
EOSG	Executive Office of the Secretary-General
ETHICS	Ethics Office
FS	Field Service
GCO	Global Compact Office
G+	General Service and related categories
INTERORG	Interorganizational bodies, including the secretariat of the Joint Inspection Unit
LT	Language Teacher
NO-C	National Officer, level C
OAJ	Office of Administration of Justice

OCHA	Office for the Coordination of Humanitarian Affairs
ODA	Office of Disarmament Affairs
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHRLLS	Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
OICT	Office of Information and Communications Technology
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
OMBUDSMAN	Office of the Ombudsman
OSAA	Office of the Special Adviser on Africa
OSRSG/CAAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
P+	Professional and higher categories
UNAT	United Nations Administrative Tribunal and its secretariat
UNCC	United Nations Compensation Commission
UNCTAD	United Nations Conference on Trade and Development
UNDAC	United Nations Disaster Assessment and Coordination Team
UNEP	United Nations Environment Programme
UNFIP	United Nations Fund for International Partnerships
UN-Habitat	United Nations Human Settlements Programme
UNHCR	Office of the United Nations High Commissioner for Refugees
UNMOVIC	United Nations Monitoring, Verification and Inspection Commission
UNODC	United Nations Office on Drugs and Crime
UNOG	United Nations Office at Geneva
UNON	United Nations Office at Nairobi
UNOV	United Nations Office at Vienna
PBSO	Peacebuilding Support Office

Field operations

BINUB	United Nations Integrated Office in Burundi
BINUCA	United Nations Integrated Peacebuilding Office in the Central African Republic
CNMC	Cameroon-Nigeria Mixed Commission
MINURCAT	United Nations Mission in the Central African Republic and Chad
MINURSO	United Nations Mission for the Referendum in Western Sahara
MINUSTAH	United Nations Stabilization Mission in Haiti
MONUC	United Nations Organization Mission in the Democratic Republic of the Congo
ONUCI	United Nations Operation in Côte d'Ivoire
UNAMA	United Nations Assistance Mission in Afghanistan
UNAMI	United Nations Assistance Mission for Iraq
UNAMID	African Union-United Nations Hybrid Operation in Darfur
UNDOF	United Nations Disengagement Observer Force
UNFICYP	United Nations Peacekeeping Force in Cyprus
UNIFIL	United Nations Interim Force in Lebanon
UNIPSIL	United Nations Integrated Peacebuilding Office in Sierra Leone
UNLB	United Nations Logistics Base in Brindisi, Italy
UNMIK	United Nations Interim Administration Mission in Kosovo
UNMIL	United Nations Mission in Liberia
UNMIN	United Nations Mission in Nepal
UNMIS	United Nations Mission in the Sudan
UNMIT	United Nations Integrated Mission in Timor-Leste
UNMOGIP	United Nations Military Observer Group in India and Pakistan
UNOGBIS	United Nations Peacebuilding Support Office in Guinea-Bissau
UNOWA	Office of the Special Representative of the Secretary-General for West Africa

UNPOS	United Nations Political Office for Somalia
UNRCCA	United Nations Regional Centre for Preventive Diplomacy for Central Asia
UNSCO	Office of the United Nations Special Coordinator for the Middle East Peace Process
UNSOA	United Nations Support Office for the African Union Mission in Somalia
UNTSO	United Nations Truce Supervision Organization

Regional commissions

ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia

Tribunals

ICTR	International Criminal Tribunal for Rwanda
ICTY	International Tribunal for the Former Yugoslavia

I. Introduction

1. The present biannual report is presented as an addendum to the annual report of the Secretary-General on the composition of the Secretariat, and is submitted pursuant to General Assembly resolutions concerning human resources management, the most recent of which are resolutions 57/305, 59/266, 60/238, 61/244 and 63/250. The report provides demographic analysis¹ on gratis personnel, retirees and consultants from 1 January 2008 to 31 December 2009. The report has been designed to present this demographic analysis, which previously was often in paragraphs of text, in easier-to-understand figures and tables.

2. Table 1 provides an overview of the report showing sections, population, and summary analysis by demographic variables.

Table 1

Overview: Report on gratis personnel, retirees and consultants

<i>Section</i>	<i>Demographic variables</i>	<i>1 January 2008-31 December 2009 summary</i>
II. Gratis personnel	A. Population (4,979 engagements)	<ul style="list-style-type: none"> • United Nations type I gratis personnel (interns, associate experts and technical cooperation experts) and type II (OCHA-administered personnel under the Standby Partnership Programme) • 149 Member States represented (para. 5)
	B. Entity	<ul style="list-style-type: none"> • Type I: 62 per cent of type I gratis personnel work in 10 entities (table 4) 42 entities engaged type I gratis personnel (para. 7) • Type II: all of type II gratis personnel was engaged by OCHA (para. 7)
	C. Gender	<ul style="list-style-type: none"> • Type I: 63 per cent female (para. 8) • Type II: 54 per cent female (para. 8)
	D. Length of service	<ul style="list-style-type: none"> • Type I: 172 days worked (para. 9) • Type II: 172 days worked (figure II)
III. Retirees	A. Population (3,784 engagements)	<ul style="list-style-type: none"> • Staff who are retirees, non-retired former staff and staff retained beyond the mandatory age of separation • 115 Member States represented (para. 14)

¹ The methodology for aggregating the data has been standardized in the three chapters of the present report. The information presented in the report includes all active engagements of persons during the reporting period. This methodology compared to previous reports, A/63/310 Add.1-3, is the same except for only type II gratis personnel.

<i>Section</i>	<i>Demographic variables</i>	<i>1 January 2008-31 December 2009 summary</i>
	B. Entity	<p>Entity with largest number of engagements:</p> <ul style="list-style-type: none"> • Retirees: UNOG: 722 (table 7) • Non-retired former staff: field operations: 64 (table 8) • Staff retained beyond the mandatory age of separation: field operations: 229 (table 9) <p>Function with largest number of engagements</p> <ul style="list-style-type: none"> • Language-related services: 1,186 (table 10)
	C. Category	<p>Category with largest number of engagements (table 12):</p> <ul style="list-style-type: none"> • Retirees: General Service and related: 969 • Non-retired former staff: Directors and Professional: 90 • Staff retained beyond the mandatory age of separation: Directors and Professional: 276
	D. Gender	<p>Number of engagements — percentage female (table 14)</p> <ul style="list-style-type: none"> • Retirees: 46 per cent • Non-retired former staff: 30 per cent • Staff beyond the mandatory age of separation: 42 per cent
	E. Age	<ul style="list-style-type: none"> • Average age of retirees: 65 years old (para. 21) • Average age of non-retired former staff: 63 years old (para. 21) • Average age of staff retained beyond retirement age: 62 years old (para. 21)
IV. Consultants and individual contractors	A. Population (35,231 engagements)	<p>Consultants and individual contractors</p> <p>Engagements:</p> <ul style="list-style-type: none"> • Non-field operations: 18,751 (table 18) • Field operations 16,480 (table 19) <p>Member States represented:</p> <ul style="list-style-type: none"> • Non-field operations: 178 (para. 24) • Field operations: 89 (para. 24)
	B. Entity	<p>Entity with largest number of engagements:</p> <ul style="list-style-type: none"> • Non-field operations: ECLAC: 17 per cent (table 21) • Field operations: UNAMID: 37 per cent (table 22) <p>Purpose of engagement:</p> <ul style="list-style-type: none"> • Non-field operations: administrative services: 46 per cent (table 24)

<i>Section</i>	<i>Demographic variables</i>	<i>1 January 2008-31 December 2009 summary</i>
C. Gender	Persons engaged — percentage female	<ul style="list-style-type: none"> • Non-field operations are female: 38 per cent (para. 27) • Field operations: 15 per cent (para. 27)
D. Appointment		<ul style="list-style-type: none"> • Consultants: 9 per cent non-retired former staff, 3 per cent retirees (figure VII) • Individual contractors: 22 per cent non-retired former staff, 7 per cent retirees (figure VIII)
E. Length of engagement		<ul style="list-style-type: none"> • Highest frequency of length of engagement: • Consultants: 1 to 3 months (figure IX) • Individual contractors: 1 month or less (figure IX)

II. Gratis personnel

A. Population

3. The present section includes analysis on gratis personnel engaged by the United Nations Secretariat during the biennium 2008-2009. Gratis personnel are personnel provided to the Organization by Governments or other entities at no cost to the Organization. Type I gratis personnel consists of interns,² associate experts³ and technical cooperation experts on non-reimbursable loans.⁴ Type II gratis personnel is provided to the Organization by a Government or other entity responsible for the remuneration of the services of such personnel and does not serve under any other established regime. They may be accepted for two purposes and on an exceptional basis only: (a) to provide expertise not available within the Organization for very specialized functions; or (b) to provide temporary and urgent assistance in the case of new and/or expanded mandates of the Organization.⁵ All type II gratis personnel during the reporting period were engaged by the Office for the Coordination of Humanitarian Affairs (OCHA) under the Standby Partnership

² In accordance with administrative instruction ST/AI/2000/9 on the United Nations internship programme, the purpose of the programme is threefold: (a) to provide a framework by which graduate and postgraduate students from diverse academic backgrounds may be assigned to United Nations offices, where their educational experience can be enhanced through practical work assignments; (b) to expose them to the work of the United Nations; and (c) to provide United Nations offices with the assistance of qualified students specialized in various professional fields.

³ Associate experts, as a category, is explained in A/51/688 and Corr.1. They are staff members at the Junior Professional level, subject to the provisions of the Charter and Staff Regulations.

⁴ Technical cooperation experts on non-reimbursable loan, as a category, is explained in A/51/688 and Corr.1, where they are defined as those whose services are accepted on a non-reimbursable-loan basis from Governments to assist in the execution of the technical cooperation programme of the United Nations.

⁵ As detailed in ST/AI/1999/1.

Programme, a mechanism that allows the deployment of surge personnel in emergency situations and for short periods of time.

4. The information for type I and type II, gratis personnel, as shown below in table 2, includes all engagements in the reporting period, regardless of the date when they started working for the organization. The total number of individual gratis personnel employed during the biennium 2008-2009 was 4,796 (4,277 interns, 362 associate experts, 44 technical cooperation experts and 113 type II personnel). This number is less than the cumulative numbers of engagements for gratis personnel (4,979), as one individual gratis personnel may have had several engagements of different types in one or various departments and offices.

5. Nationals from a total of 149 countries served as gratis personnel during the biennium 2008-2009. For a more detailed breakdown of gratis personnel by nationality, see annex I, table A.1 (for type I) and table A.3 (for type II).

Table 2
Engagements of gratis personnel: 2008-2009
(Population: 4,979)

<i>Gratis personnel</i>	<i>Total</i>	<i>Percentage of all</i>
Interns	4 438	89
Associate experts	368	7
Technical cooperation experts	44	1
Type II	129	3
Total	4 979	100

Note: Total number of individuals engaged was 4,796 as some individuals had several engagements of different types in one or more departments and offices.

6. Table 3 shows the trend for gratis personnel during the last three bienniums. This trend shows that the main change is the near doubling of the number of intern engagements. Nearly 41 per cent of this increase is explained by the inclusion of interns engaged by the International Criminal Tribunal for Rwanda and the International Criminal Tribunal for the Former Yugoslavia in the present report (861), while their interns were not previously reported in 2004-2005. Another 16 per cent of the increase can be explained by the approximate increase of 300 intern engagements in the United Nations Office on Drugs and Crime since 2004-2005, while the increased use of interns in the Department of Economic and Social Affairs and the Department of Management since 2004-2005 accounts for another 12 per cent of the increase.

Table 3
Engagement of gratis personnel during the last three bienniums

		2004-2005	2006-2007	2008-2009
Type I gratis personnel				
Number of engagements	Interns	2 356	3 191	4 438
	Associate experts	340	485	368
	Technical cooperation experts	37	43	44
Total		2 733	3 719	4 850
Number of Member States	Interns	129	143	147
	Associate experts	33	34	33
	Technical cooperation experts	9	14	11
Total		131	145	149
Number of departments	Interns	31	34	37
	Associate experts	24	32	25
	Technical cooperation experts	7	7	9
Total		31	40	38
Type II gratis personnel				
Number of engagements		153	77	129
Number of Member States		32	11	14
Average duration of service (months)		2.6	4	5.7

B. Entity

7. A total of 38 receiving entities engaged gratis personnel during the biennium 2008-2009. While type I gratis personnel were engaged by all of these 38 entities, only one entity (OCHA) engaged type II gratis personnel. Table 4 below shows the largest users of gratis personnel by entity. For a more detailed breakdown of type I gratis personnel by entity see annex I, table 1.B.

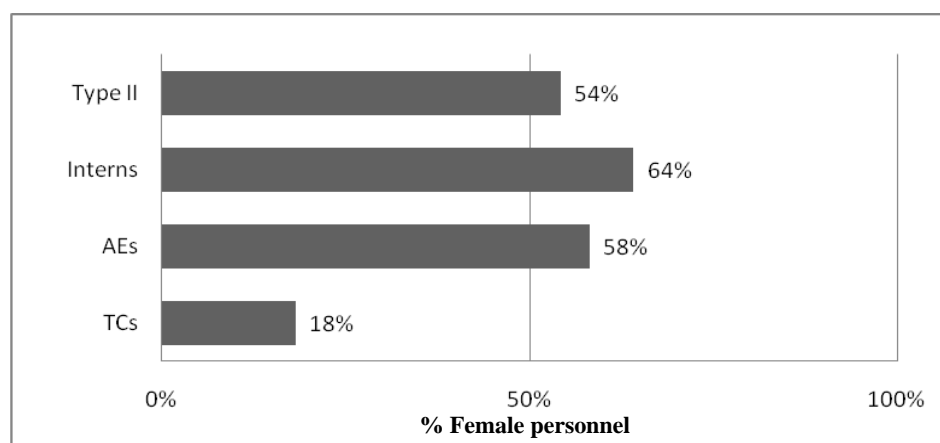
Table 4
Engagement of gratis personnel, by entity: 2008-2009 (10 largest entities by number of engagements)
 (Population: 4,979)

Entity	Type I			Type II	Total no. of engagements	Percentage of all engagements
	No. of interns	No. of associate experts	No. of technical cooperation experts			
ICTY	540	2	0	0	542	11
UNODC	371	47	1	0	419	8
DESA	378	32	6	0	416	8
ICTR	321	0	0	0	321	6
OHCHR	256	49	0	0	305	6
OCHA	87	47	0	129	263	5
ECLAC	248	0	0	0	248	5
UNCTAD	196	12	7	0	215	4
DM	167	12	0	0	179	4
DPA	147	27	1	0	175	4
Other	1 727	140	29	0	1 896	38
Total	4 438	368	44	129	4 979	100

C. Gender

8. During the biennium 2008-2009, 63 per cent of all gratis personnel (both type I and type II) were female. Female personnel represented 63 per cent of type I gratis personnel, while 54 per cent of type II gratis personnel were female. Figure I illustrates the gender breakdown by each group of gratis personnel. For a more detailed breakdown of gender for gratis personnel, see annex I, tables 1.A, 1.B and 2.A.

Figure I
Engagement of gratis personnel, by gender: 2008-2009
 (Population: 4,979)



Abbreviations: AE, associate expert; TC, technical cooperation expert.

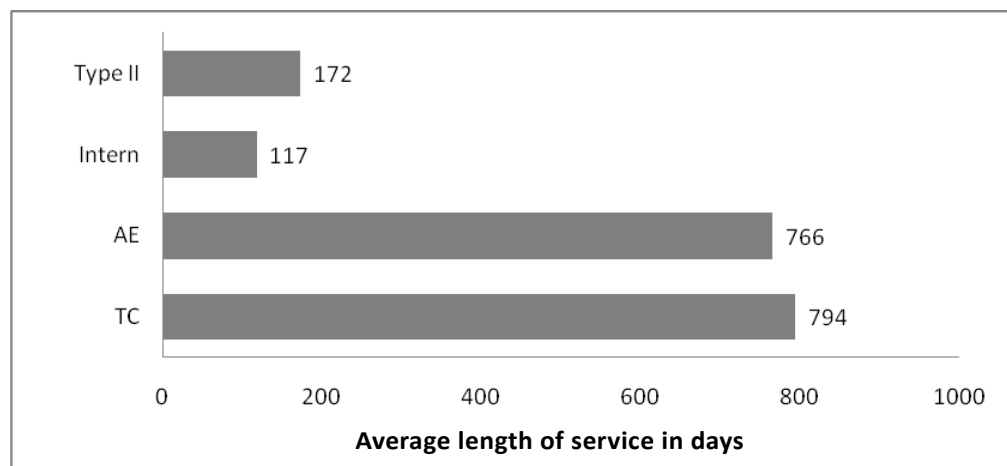
D. Length of service

9. Figure II illustrates the average length of service in days of engagement during the biennium 2008-2009 for each group of gratis personnel. The average length of service for all gratis personnel taken together was 172 days (5.7 months).

Figure II

Engagement of gratis personnel by average length of service, in days: 2008-2009

(Population: 4,979)



Abbreviations: AE, associate expert; TC, technical cooperation expert.

III. Retirees

A. Population

10. The present section reports on three different populations of staff members employed by the Secretariat during the biennium 2008-2009: retirees, non-retired former staff and staff retained beyond the mandatory age of retirement.⁶ Additional details on retirees can be found in annex II, tables 1.A, 1.B, 1.C, 1.D and 2.A. Annex II, tables 3.A and 3.B provide further information on staff members retained beyond mandatory age of retirement.

11. The term retiree, as defined in the report of the Secretary-General of 20 October 1998 (A/53/526), refers to “a former staff member 55 years of age or older who, consequent upon service exceeding five years, is in receipt of a pension benefit from the United Nations Joint Staff Pension Fund”. As is shown in table 5, based on that description, there were 3,163 engagements of retirees during the biennium 2008-2009, with a total of 1,035 persons meeting the definition of retirees working in the United Nations Secretariat during that period.⁷

12. The population of non-retired former staff refers to former staff members, 60 years of age or older, who opted for a withdrawal settlement and were re-employed

⁶ Data were taken from IMIS and includes internationally recruited staff in the field.

⁷ The difference between the number of engagements and the number of persons is caused by the fact that some retirees had various engagements during 2008-2009 in different entities.

for six months or more during the reporting period. In accordance with article 31 of the regulations of the United Nations Joint Staff Pension Fund, a withdrawal settlement is payable to a participant in the Pension Fund whose age on separation is less than the normal retirement age or if the participant is of the normal retirement age or older on separation but is not entitled to a retirement benefit. During the biennium 2008-2009, there were 119 staff members meeting that description, working in a total of 165 engagements in different entities.

13. The third population includes staff retained in service beyond the mandatory age of retirement. Administrative instruction ST/AI/2003/8 sets out the criteria governing the retention of staff beyond the mandatory age of separation, including when: it has not been possible to identify a qualified candidate to discharge the functions of the post in a timely manner; and retention of the staff member is in the interest of the Organization owing to the exigencies of the service concerned. Accordingly, 248 staff members retained beyond the mandatory age of retirement worked during the biennium 2008-2009. These persons were employed by several entities in a total of 456 engagements.

14. Staff members in the three populations included in the present section represented 115 Member States. Retirees employed during the reporting period represented 102 Member States, while non-retired former staff members came from 57 Member States. In the case of staff retained beyond the mandatory retirement age, they represented 68 Member States.

Table 5

Number of engagements and persons engaged: retirees, non-retired former staff and staff retained beyond retirement age: 2008-2009

(Population: 3,784)

<i>Population</i>	<i>Number of engagements</i>	<i>Number of persons engaged</i>	<i>Number of days worked</i>
Retirees	3 163	1 035	189 624
Non-retired former staff	165	119	61 179
Staff retained beyond retirement age	456	248	58 645
Total	3 784	1 402	309 448

15. Table 6 shows the trend for retirees during the last three bienniums. This trend shows that the main change is the near doubling of the number of retirees' days. Six entities (the Department of Economic and Social Affairs, the Department of Field Support, the Department of Management, field operations, OCHA and the United Nations Office at Geneva) account for 56 per cent of the increase.

Table 6
Number of engagements and retirees engaged during the last three bienniums^a

	2004-2005	2006-2007	2008-2009
Number of persons	491	979	1 035
Number of engagements	541	3 022	3 163
Number of days worked	97 406	176 996	189 624
Number of entities that used retirees	25	34	36
Member States represented	74	98	102

^a In its resolution A/63/250, sect. XI, para. 5 the General Assembly requested the Secretary-General to include, in future reports on the employment of retirees, analysis on reasons for patterns and trends that emerge from data presented.

B. Entity

16. During the biennium 2008-2009, retirees worked for 37 entities, while non-retired former staff were employed by 29 entities. Similarly, 29 entities had staff members retained beyond the mandatory age of separation.⁸ Additional information for retirees is available in annex II, table 1.A and additional information for staff retained beyond the mandatory age of separation is available in annex II, table 3.A.

Table 7
Engagement of retirees by entity: 2008-2009

(Population: 3,163)

Entity	Number of engagements			Number of persons engaged			Number of days worked
	Female	Male	Total	Female	Male	Total	
UNOG	306	416	722	84	108	192	28 714
DGACM	299	328	627	108	135	243	40 978
UNOV	83	146	229	23	34	57	10 172
DESA	105	51	156	45	34	79	8 693
DM	102	48	150	48	23	71	14 151
ECLAC	64	59	123	25	30	55	5 785
Field operations	46	71	117	19	32	51	20 563
UNCTAD	25	79	104	11	27	38	4 054
ESCAP	40	51	91	15	20	35	3 852
UNEP	18	64	82	10	32	42	3 833
Other	376	386	762	160	191	351	48 829
Total	1 464	1 699	3 163	548	666	1 214	189 624

Note: The number of persons included in the present table (1,214) does not equal the net number of retirees (1,035 — see table 5) since some persons were employed by more than one department or office.

⁸ While tables 7, 8 and 9 provide further details on the breakdown by entity for each population, the total number of persons engaged does not equal the number included in table 5 because some persons worked in various engagements with different entities.

Table 8
Engagement of non-retired former staff, by entity: 2008-2009

(Population: 165)

Entity	Number of engagements			Number of persons engaged			Number of days worked
	Female	Male	Total	Female	Male	Total	
Field operations	7	57	64	5	37	42	18 608
OCHA	5	5	10	5	4	9	5 181
DPKO		8	8		6	6	3 073
UNOG	7	1	8	7	1	8	4 221
DPI	4	3	7	4	2	6	4 644
Other	27	41	68	22	30	52	25 452
Total	50	115	165	43	80	123	61 179

Note: The number of persons engaged included in the present table (123) does not equal the net number of non-retired former staff found in table 5 (119) because some persons were employed by more than one department or office during the reporting period.

Table 9
Engagement of staff retained beyond the mandatory retirement age, by entity: 2008-2009

(Population: 456)

Entity	Number of engagements			Number of persons engaged			Number of days worked
	Female	Male	Total	Female	Male	Total	
Field operations	65	164	229	30	84	114	30 936
DM	37	22	59	22	10	32	7 018
DGACM	32	14	46	17	11	28	4 443
DFS	8	7	15	4	3	7	2 012
ECA	5	10	15	2	5	7	820
Other	46	46	92	29	35	64	13 416
Total	193	263	456	104	148	252	58 645

Note: The number of persons engaged included in the present table (252) does not equal the number of staff retained beyond mandatory retirement age found in table 5 (248) because four persons were employed by more than one department during the reporting period.

1. Functions and number of days worked for retirees

17. Table 10 includes the number of engagements and retirees engaged during the reporting period by function. Further details on the functions performed by retirees are included in annex II, table 1.B.

Table 10
Engagement of retirees by function: 2008-2009
 (Population: 3,163)

<i>Functions</i>	<i>Number of engagements</i>			<i>Number of persons engaged</i>			<i>Number of days worked</i>
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	
Language-related services	488	698	1 186	137	201	338	59 025
Political, economic, social, environmental, humanitarian, advisory and technical assistance services	58	120	178	28	49	77	20 664
Administrative services	583	230	813	194	83	277	62 241
Other services	335	651	986	164	311	475	47 694
Total	1 464	1 699	3 163	523	644	1 167	189 624

Note: The number of persons engaged in this table (1,167) does not equal the number mentioned in table 5 (1,035) because some retirees were employed in various engagements with different functions.

2. Retirees with an accrued service exceeding two years

18. Table 11 provides details on eight retirees (including three women) who accrued over two years of service during the biennium 2008-2009. The total number of days worked by this group was 8,736.

Table 11
Use of retirees employed for an accrued service period exceeding two years: 2008-2009

<i>Department/office</i>	<i>Functional title</i>	<i>Gender</i>	<i>Category/level</i>
DDA	Political Affairs Officer	Male	P-5
DESA	Population Affairs Officer	Male	P-5
DPKO	Movement Control Officer	Female	P-3
ECLAC	Chief	Male	D-1
OCHA	Administrative services	Male	SSA
OCHA	Administrative services	Male	SSA
OCHA	Administrative services	Female	SSA
UNOV	Supervisor	Female	G-6

C. Category

19. Table 12 provides a breakdown of the number of engagements and persons engaged in each population shown in six different categories.

Table 12

Number of engagements and persons engaged, by category: 2008-2009

Category	Retirees		Non-retired former staff members		Staff members retained beyond retirement age		Total	
	Engagements	Persons engaged	Engagements	Persons engaged	Engagements	Persons engaged	Engagements	Persons engaged
ASGs and USGs	6	3	20	12	7	2	33	17
D and P+	267	109	90	65	276	152	633	326
FS	57	23	8	6	71	38	136	67
G+	969	308	26	22	102	56	1 097	386
Language-related	931	260					931	260
Consultants and independent contractors	933	446	21	15			954	461
Total	3 163	1 149	165	120	456	248	3 784	1 517

Note: The number of persons engaged included in the present table for each population differ from the net numbers of persons provided in table 5 since some persons were employed in various engagements under different categories.

1. Retirees in decision-making positions

20. For purposes of the report, decision-making positions are defined as D-1 grades and above. During the biennium 2008-2009, there were 41 engagements of retirees in decision-making positions. Further information on this subgroup of retirees is available in annex II, table 2.A.

Table 13

Engagement of retirees in decision-making positions: 2008-2009

Entity	Number of staff				
	USG	ASG	D-2	D-1	Total
Field operations		2	15	7	24
DM			1	6	7
DESA	2				2
DFS				2	2
DPA	2				2
OMBUDSMAN				2	2
ECLAC				1	1
UNODC				1	1
Total	4	2	16	19	41

D. Gender

Table 14
Number of engagements and persons engaged by gender: 2008-2009

<i>Population</i>	<i>Female</i>	<i>Female (percentage)</i>	<i>Male</i>	<i>Male (percentage)</i>	<i>Total</i>
Retirees					
Engagements	1 464	46	1 699	54	3 163
Persons	462	45	573	55	1 035
Non-retired former staff					
Engagements	50	30	115	70	165
Persons	42	35	77	65	119
Staff retained beyond age of retirement					
Engagements	193	42	263	58	456
Persons	102	41	146	59	248

E. Age

21. The average age of retirees during the reporting period was 65 years, while the average age for non-retired former staff was 63 years. Staff retained beyond retirement age was on average 62 years old.⁹ The following three tables (tables 15-17) provide a breakdown of each population by age.

Table 15
Retirees employed, by age: 2008-2009

(Population: 3,163)

<i>Age group</i>	<i>Number of engagements</i>			<i>Number of persons engaged</i>		
	<i>F</i>	<i>M</i>	<i>Total</i>	<i>F</i>	<i>M</i>	<i>Total</i>
55 to under 60	60	109	169	28	40	68
60 to under 65	831	727	1 558	289	274	563
65 to under 70	423	551	974	138	197	335
70 to under 75	104	218	322	37	87	124
75 to under 80	37	72	109	12	24	36
Over 80	9	22	31	3	8	11
Total	1 464	1 699	3 163	507	630	1 137

Note: The number of persons in the present table (1,137) does not equal the net number of retirees found in table 5 (1,035) since some persons had different ages when they started various engagements. Thus, some persons are included in two age groups.

⁹ The age of the person at the beginning of the engagement was used in order to calculate the average age in each population.

Table 16
Non-retired former staff employed, by age: 2008-2009
(Population: 165)

<i>Age group</i>	<i>Number of engagements</i>			<i>Number of persons engaged</i>		
	<i>F</i>	<i>M</i>	<i>Total</i>	<i>F</i>	<i>M</i>	<i>Total</i>
55 to under 60						
60 to under 65	41	97	138	37	66	103
65 to under 70	2	12	14	2	8	10
70 to under 75	3	4	7	1	2	3
75 to under 80	2	2	4	1	1	2
Over 80	2		2	2		2
Total	50	115	165	43	77	120

Note: The number of persons in the present table (120) does not equal the net number of non-retired former staff found in table 5 (119) since one person had a different age when she started various engagements. Thus, one person is included in two age groups.

Table 17
Staff retained beyond the mandatory age of separation, by age: 2008-2009
(Population: 456)

<i>Age group</i>	<i>Number of engagements</i>			<i>Number of persons engaged</i>		
	<i>F</i>	<i>M</i>	<i>Total</i>	<i>F</i>	<i>M</i>	<i>Total</i>
55 to under 60						
60 to under 65	187	244	431	99	141	240
65 to under 70	6	16	22	3	8	11
70 to under 75		3	3		1	1
75 to under 80						
Over 80						
Total	193	263	456	102	150	252

Note: The number of persons in the present table (252) does not equal the net number of staff retained beyond mandatory retirement age found in table 5 (248) since some persons had different ages when they started various engagements. Thus, some persons are included in two age groups.

IV. Consultants and individual contractors¹⁰

A. Population

22. The present section contains analysis on the use of consultants¹¹ and individual contractors¹² during the biennium 2008-2009. The details included in annex III, tables 1.A, 1.B, 2.A, 2.B, 2.C, 3.A and 3.B reflect engagements of consultants and individual contractors in non-field operations¹³ with an active contract during the reporting period. Furthermore, annex III, tables 4.A and 4.B include details on the number of engagements of locally recruited consultants and individual contractors in field operations.

23. The total number of engagements of consultants and individual contractors is 35,231. The number of individuals engaged as consultants or individual contractors in non-field operations during the reporting period is 10,080.¹⁴ There were 18,751 different engagements of consultants and individual contractors recruited by non-field operations entities, 11,643 for consultants and 7,108 for individual contractors (see table 18). With regard to field operations, 16,480 engagements were recorded during 2008-2009, 315 for consultants and 16,165 for individual contractors; a total of 250 persons were locally recruited as consultants and a total of 14,528 as individual contractors in field operations (see table 19).

24. Consultants and individual contractors in non-field operations during 2008-2009 came from 178 nationalities; consultants came from 176 Member States, while individual contractors came from 140 Member States. In the case of engagements in field operations, 89 Member States were represented, with consultants coming from 62 Member States and individual contractors from 67 Member States.

¹⁰ Information on institutional contractors is included in annex III, table 5. As detailed in ST/AI/327, institutional contractors are “the temporary services of individuals required by the Organization from time to time may be obtained by their engagement under a contract entered into directly with an institution or a corporation with whom they are affiliated. The functions to be performed by the contractor and a time schedule for execution of the project shall be specified in the contract”.

¹¹ As detailed in ST/AI/1999/7, a consultant is an individual recognized as a specialist in a specific field and engaged by the United Nations under temporary contract in an advisory or consultative capacity to the Secretariat. This person has special skills or knowledge not normally possessed by the regular staff of the organization and for which there is no continuing need in the Secretariat. The functions of a consultant are results-oriented and normally involve analysing problems, directing seminars or training courses, preparing documents for conferences and meetings, or writing reports on the matters within their area of expertise on which their advice or assistance is sought.

¹² As detailed in ST/AI/1999/7, an individual contractor is a person engaged by the Organization from time to time under a temporary contract to provide expertise, skills, or knowledge for the performance of a specific task or piece of work against payment of an all-inclusive fee. The work assignment may involve full-time or part-time functions similar to those of staff members, such as provision of translation, editing, language training, public information, secretarial/clerical and part-time maintenance services, or other functions that could be performed by staff members.

¹³ As recorded in IMIS.

¹⁴ However, the total number of persons included in various tables may differ from this figure owing to the fact that some persons were employed in more than one entity, for different functions, under different contract types, and for more than one engagement. Thus, the same person might appear under different groupings.

Table 18

Consultants and individual contractors in non-field operations, by number of engagements and number of persons engaged: 2008-2009

(Population: 18,751)

	<i>Number of persons engaged</i>	<i>Female</i>	<i>Male</i>	<i>Number of engagements</i>	<i>Number of days worked</i>
Consultants					
Former staff	918	301	617	1 685	127 636
Retirees	261	54	207	503	25 606
Non-retired former staff	657	247	410	1 182	102 030
Others	6 523	2 071	4 452	9 958	1 048 175
Subtotal	7 441	2 372	5 069	11 643	1 175 810
Individual contractors					
Former staff	853	470	383	2 315	102 763
Retirees	209	105	104	436	20 303
Non-retired former staff	644	365	279	1 879	82 460
Others	2 115	1 157	958	4 793	307 299
Subtotal	2 968	1 627	1 341	7 108	410 061
Total	10 409	3 999	6 410	18 751	1 585 872

Note: The sum of the total number of engagements for consultants (11,643) and the number of engagements for individual contractors (7,108) is higher than the sum of the total number of persons engaged as consultants (7,441) and the total number of persons engaged as individual contractors (2,968) because persons worked in several engagements during the reporting period. The net number of persons engaged during the reporting period was 10,080.

Table 19

Engagement of consultants and individual contractors locally recruited in field operations: 2008-2009

(Population: 16,480)

	<i>Number of persons engaged</i>	<i>Female</i>	<i>Male</i>	<i>Number of engagements</i>
Consultants	250	60	187	315
Individual contractors	14 528	2 190	11 897	16 165
Total	14 778	2 250	12 084	16 480

Note: The number of persons (14,778) does not equal the number of engagements (16,480) since some persons had various engagements during the reporting period. Data on gender are not available for 444 persons.

25. Table 20 shows the trend for consultants and individual contractors in non-field operations during the last three bienniums. This trend shows that the main change is the fourfold increase in days worked. The regional commissions accounted for nearly 25 per cent of this increase and OCHA approximately one third of the increase.

Table 20

Engagement of persons engaged as consultants and individual contractors in non-field operations during the last three bienniums

<i>Consultants and individual contractors</i>		<i>2004-2005</i>	<i>2006-2007</i>	<i>2008-2009</i>
Number of persons	Consultants	3 985	7 519	7 441
	Individual contractors	1 316	3 509	2 968
Total		5 301	11 028	10 080
Number of contracts	Consultants	4 516	10 007	11 643
	Individual contractors	1 870	6 238	7 108
Total		6 386	16 245	18 751
Number of Member States represented	Consultants	162	177	179
	Individual contractors	116	141	140
Total		168	180	181
Number of departments	Consultants	40	39	35
	Individual contractors	37	33	32
Total		40	40	36
Number of days worked	Consultants	296 568	781 811	1 175 810
	Individual contractors	103 703	343 524	410 061
Total		400 271	1 125 335	1 585 872

B. Entity

26. Details on the number of engagements of consultants and individual contractors in non-field operations for the 10 entities with the highest number of persons are shown in table 21 — for more detail see annex III, table 2.A. Similarly, the 12 field operations with the highest number of engagements are shown in table 22, and additional information is provided in annex III, table 4.A. Table 23 provides information on the occupational groups with more than 200 engagements in non-field operations during the reporting period and additional information is provided in annex III, table 1.B. In addition, table 24 shows information on the purpose of the engagements in non-field operations.

Table 21
Engagement of consultants and individual contractors in non-field operations: 2008-2009
(10 entities with the largest total number of engagements)

(Population: 18,751)

<i>Entity</i>	<i>Number of engagements: Consultants</i>	<i>Engagements (percentage)</i>	<i>Number of engagements: Individual contractors</i>	<i>Engagements (percentage)</i>	<i>Total engagements</i>	<i>Total engagements (percentage)</i>
ECLAC	1 670	14	1 575	22	3 245	17
UNEP	1 761	15	705	10	2 466	13
ECA	772	7	906	13	1 678	9
UNCTAD	1 027	9	283	4	1 310	7
DESA	986	8	138	2	1 124	6
UNOG	413	4	693	10	1 106	6
OCHA	926	8	102	1	1 028	5
UN-Habitat	884	8	64	1	948	5
UNON	101	1	774	11	875	5
ESCWA	471	4	402	6	873	5
Others	2 632	23	1 466	21	4 098	22
Total	11 643	100	7 108	100	18 751	100

Table 22
Engagement of locally recruited consultants and individual contractors in field operations: 2008-2009 (12 field operations with the largest total number of engagements)

(Population: 16,480)

<i>Field operations</i>	<i>Number of engagements: Consultants</i>	<i>Engagements (percentage)</i>	<i>Number of engagements: Individual contractors</i>	<i>Engagements (percentage)</i>	<i>Total engagements</i>	<i>Total engagements (percentage)</i>
UNAMID	24	8	6 051	37	6 075	37
UNMIS	18	6	4 224	26	4 242	26
MINUSTAH	1	0	2 071	13	2 072	13
MINURCAT		0	750	5	750	5
ONUCI	11	3	710	4	721	4
UNMIL	3	1	433	3	436	3
UNLB	81	26	198	1	279	2
UNMIN	14	4	264	2	278	2
MONUC	14	4	263	2	277	2
BINUB	36	11	226	1	262	2
UNIFIL	8	3	232	1	240	1
UNFICYP	19	6	165	1	184	1
Others	86	27	578	4	664	4
Total	315	100	16 165	100	16 480	100

Table 23

Engagement of consultants and individual contractors in non-field operations by occupational group during 2008-2009 — occupational groups with more than 200 engagements

(Population: 18,751)

<i>Occupational group</i>	<i>Number of engagements: Consultants</i>	<i>Engagements (percentage)</i>	<i>Number of engagements: Individual contractors</i>	<i>Engagements (percentage)</i>	<i>Total engagements</i>	<i>Total engagements (percentage)</i>
Administrative specialists	2 333	20	896	13	3 229	17
Administration-related	1 280	11	1 555	22	2 835	15
Writers, translators, interpreters	624	5	1 825	26	2 449	13
Professional, managerial and technical work	1 877	16	135	2	2 012	11
Economists	1 469	13	102	1	1 571	8
Social scientists	1 078	9	74	1	1 152	6
Education specialists	205	2	464	7	669	4
Environmental specialists	578	5	45	1	623	3
Writing, translation and interpretation-related	89	1	504	7	593	3
Jurists	323	3	41	1	364	2
Dental, nutrition, medical, nursing and veterinary specialists	213	2	113	2	326	2
Architects, engineers	215	2	42	1	257	1
Architecture and engineering-related	27	0	201	3	228	1
Support work related to professional, managerial and technical occupations	143	1	75	1	218	1
Statisticians and mathematicians	201	2	8	0.1	209	1
Social sciences-related	70	1	134	2	204	1
Others	918	8	894	13	1 812	10
Total	11 643	100	7 108	100	18 751	100

Table 24

Engagement of consultants and individual contractors in non-field operations, by purpose of engagement: 2008-2009

(Population: 18,751)

<i>Purpose</i>	<i>Number of engagements: Consultants</i>	<i>Engagements (percentage)</i>	<i>Number of engagements: Individual contractors</i>	<i>Engagements (percentage)</i>	<i>Total engagements</i>	<i>Total engagements (percentage)</i>
Administrative services	4 222	36.3	4 474	62.9	8 696	46.4
Programme implementation	1 309	11.2	383	5.4	1 692	9.0
Advisory services	761	6.5	185	2.6	946	5.0
Special analytical studies	1 186	10.2	517	7.3	1 703	9.1
Drafting of manuscripts	182	1.6	703	9.9	885	4.7
Lectures, training courses	394	3.4	10	0.1	404	2.2
Preparation of meetings	2 371	20.4	697	9.8	3 068	16.4
Programme planning	389	3.3	62	0.9	451	2.4
Programme evaluation	829	7.1	77	1.1	906	4.8
Total	11 643	100	7 108	100	18 751	100

C. Gender

27. Of all individual contractors and consultants in non-field operations during 2008-2009, 38 per cent were female and 62 per cent were male. In the case of engagements of consultants and individual contractors in field operations, 15 per cent were performed by females, and 82 per cent by males, while data on gender were not available for 3 per cent of all engagements. Figures III to VI illustrate the gender breakdown by category for persons engaged as consultants and individual contractors in field and non-field operations.

Figure III
Persons engaged as consultants in non-field operations, by gender: 2008-2009

(Population: 7,441)

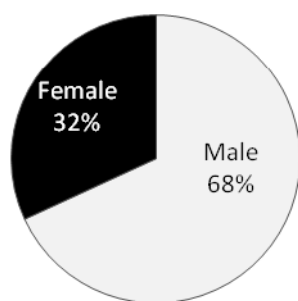


Figure IV
Persons engaged as individual contractors in non-field operations, by gender: 2008-2009

(Population: 2,968)

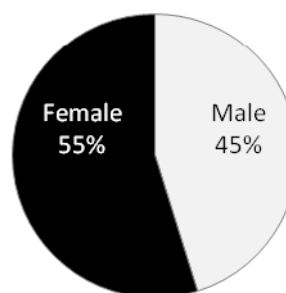
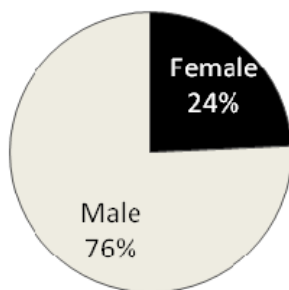


Figure V
Persons engaged as consultants in field operations, by gender: 2008-2009

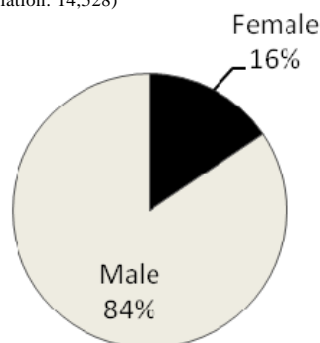
(Population: 250)



Note: Excludes three persons without data on gender.

Figure VI
Persons engaged as individual contractors in field operations, by gender: 2008-2009

(Population: 14,528)



Note: Excludes 441 persons without data on gender.

D. Appointments

28. Figures VII and VIII include the percentage of former staff engaged as consultants and individual contractors in non-field operations during the biennium 2008-2009.

Figure VII
Persons engaged as consultants in non-field operations, by use of former staff

(Population: 7,441)

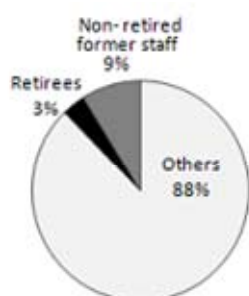
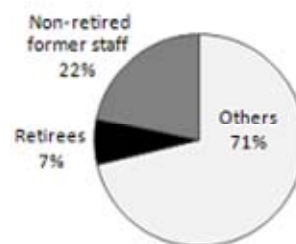


Figure VIII
Persons engaged as individual contractors in non-field operations, by use of former staff

(Population: 2,968)



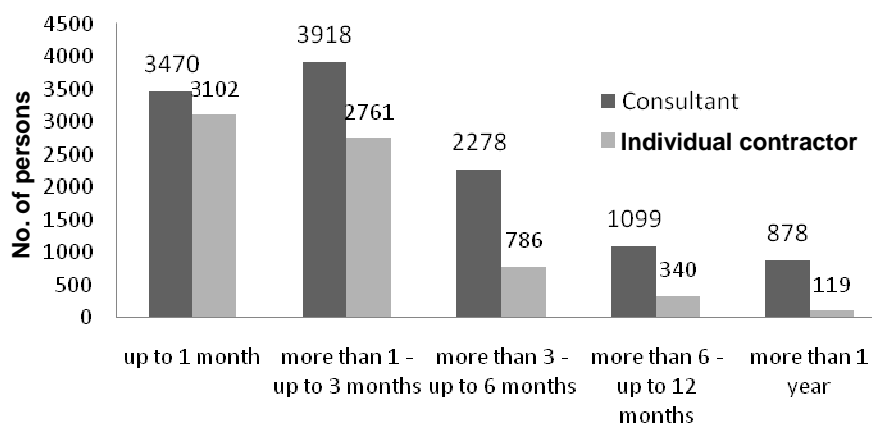
Note: Others are defined as all persons engaged as consultants or individual contractors who are neither retirees nor non-retired former staff.

E. Length of engagement

29. The average length of engagement for consultants and individual contractors in non-field operations was 104 days (3.4 months) in the biennium 2008-2009. Figure IX provides a breakdown of engagements of consultants and individual contractors in non-field operations by length.

Figure IX
Engagement of consultants and individual contractors in non-field operations, by length of engagement: 2008-2009

(Population: 18,751)



Note: Length of engagement is determined by start and end date as recorded in IMIS.

30. Annex III, table 2.C, provides a list of entities that employed individuals engaged as consultants for a period longer than a year during the biennium 2008-2009 (597 persons). That number is lower than the number of engagements of consultants for a period longer than a year (878) as shown in figure IX, since some individuals were engaged more than once during the reporting period. Seventy per cent of the persons that held contracts as consultants for a period longer than one

year had contracts with OCHA (419). Most of these individuals appear under the occupational groups “professional, managerial and technical work” (291), and “relief specialists” (117). Furthermore, 340 of those individuals held US\$ 1 contracts as United Nations Disaster Assessment and Coordination Team (UNDAC) team members. While those individuals held contracts for more than a year, only some were deployed for short periods of time and exclusively in emergency situations.¹⁵

31. In the reporting period, 92 persons from the group of 340 UNDAC consultants with OCHA were deployed as part of UNDAC teams (17 female and 75 male), for a total of 119 deployments with an average duration of 16 days per deployment. For details on UNDAC deployments by nationality of person deployed and emergency situation, refer to annex III, tables 3.A and 3.B.

V. Conclusion

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

¹⁵ By its resolution 46/182 on the strengthening of the coordination of humanitarian emergency assistance of the United Nations, the General Assembly requested the establishment of a central roster of specialized personnel available from within the United Nations system and from Governments to be called upon at short notice. It also called for the establishment of standby arrangements with interested Governments and intergovernmental organizations for access to those relief capacities and resources, including personnel and funding support for the United Nations Disaster Assessment and Coordination Team.

Annex I

Gratis personnel

Table 1.A

Engagement of type I gratis personnel, by nationality, category and gender: 2008-2009

(Population: 4,850)

Country of nationality	Interns			Associate experts			Technical cooperation experts			Total	Percentage of women
	F	M	Subtotal	F	M	Subtotal	F	M	Subtotal		
Afghanistan	1		1							1	100
Albania	3	2	5							5	60
Algeria	5	5	10							10	50
Argentina	13	13	26							26	50
Armenia	1	1	2							2	50
Australia	82	42	124	6	7	13				137	64
Austria	78	43	121	1		1		1	1	123	64
Azerbaijan	2	4	6							6	33
Bahrain	1		1							1	100
Bangladesh	3	5	8							8	38
Barbados	2		2							2	100
Belarus	7	3	10							10	70
Belgium	19	15	34	1	2	3				37	54
Benin	3	2	5							5	60
Bhutan		2	2							2	0
Bolivia (Plurinational State of)	11		11							11	100
Bosnia and Herzegovina	8	4	12							12	67
Brazil	50	36	86	1		1				87	59
Bulgaria	12	4	16							16	75
Burkina Faso	2	3	5							5	40
Burundi	4	4	8							8	50
Cambodia	2	1	3							3	67
Cameroon	19	28	47	1		1				48	42
Canada	109	41	150		2	2				152	72
Chad	2	3	5		1	1				6	33
Chile	59	39	98							98	60
China	131	49	180							180	73

Country of nationality	Interns			Associate experts			Technical cooperation experts			Total	Percentage of women
	F	M	Subtotal	F	M	Subtotal	F	M	Subtotal		
Colombia	20	21	41		1	1				42	48
Congo		3	3							3	0
Costa Rica	3	1	4							4	75
Côte d'Ivoire	6	6	12		1	1				13	46
Croatia	13	4	17							17	76
Cuba	1	2	3							3	33
Czech Republic	4		4							4	100
Democratic Republic of the Congo	2	2	4							4	50
Denmark	24	10	34	10	10	20				54	63
Djibouti		1	1							1	0
Dominican Republic	4	1	5							5	80
Ecuador	4	2	6							6	67
Egypt	11	13	24							24	46
El Salvador	2		2							2	100
Estonia	1		1							1	100
Ethiopia	65	45	110							110	59
Fiji	1		1							1	100
Finland	44	9	53	16	7	23		1	1	77	78
France	213	66	279	31	16	47		2	2	328	74
Gabon		2	2							2	0
Gambia	2		2							2	100
Georgia	10	2	12							12	83
Germany	194	132	326	35	29	64	1	2	3	393	59
Ghana	15	7	22		1	1				23	65
Greece	11	6	17							17	65
Guinea	2	2	4							4	50
Haiti		2	2							2	0
Honduras	2	1	3							3	67
Hungary	6	5	11							11	55
Iceland	4	2	6							6	67
India	38	39	77				1		1	78	50
Indonesia	4	3	7							7	57

Country of nationality	Interns			Associate experts			Technical cooperation experts			Total	Percentage of women
	F	M	Subtotal	F	M	Subtotal	F	M	Subtotal		
Iran (Islamic Republic of)	5	3	8							8	63
Iraq	5		5							5	100
Ireland	16	11	27					1	1	28	57
Israel	14	1	15							15	93
Italy	113	77	190	20	26	46				236	56
Japan	32	15	47	4	2	6	4	4	8	61	66
Jordan	5	1	6							6	83
Kazakhstan	8	2	10							10	80
Kenya	134	126	260							260	52
Kuwait	2		2							2	100
Kyrgyzstan	8	1	9	1		1				10	90
Latvia	3		3							3	100
Lebanon	10	3	13							13	77
Liberia	1	1	2							2	50
Libyan Arab Jamahiriya	1		1							1	100
Liechtenstein				3		3				3	100
Lithuania	1	2	3							3	33
Luxembourg	2		2	2	3	5				7	57
Madagascar	5	1	6							6	83
Malawi	1		1							1	100
Malaysia	2	1	3							3	67
Mali	1		1							1	100
Mauritania		2	2							2	0
Mauritius	2		2							2	100
Mexico	31	24	55							55	56
Mongolia	1	1	2							2	50
Morocco	16	4	20							20	80
Mozambique		1	1							1	0
Myanmar		2	2							2	0
Namibia	2		2							2	100
Nepal	1	8	9							9	11
Netherlands	57	25	82	10	9	19				101	66
New Zealand	9	2	11							11	82
Nicaragua	1	1	2							2	50

Country of nationality	Interns			Associate experts			Technical cooperation experts			Total	Percentage of women
	F	M	Subtotal	F	M	Subtotal	F	M	Subtotal		
Niger	3		3							3	100
Nigeria	28	25	53							53	53
Norway	23	8	31	20	6	26				57	75
Oman		1	1							1	0
Pakistan	6	6	12							12	50
Panama	1		1							1	100
Papua New Guinea	1		1							1	100
Paraguay		2	2							2	0
Peru	9	3	12							12	75
Philippines	13	6	19		1	1		1	1	21	62
Poland	23	7	30		2	2				32	72
Portugal	5	3	8							8	63
Republic of Korea	75	27	102	2	5	7	2	21	23	132	60
Republic of Moldova	6	2	8							8	75
Romania	19	4	23							23	83
Russian Federation	55	5	60							60	92
Rwanda	2	3	5							5	40
Saint Lucia	2		2							2	100
Saint Vincent and the Grenadines	1		1							1	100
Saudi Arabia	3	1	4							4	75
Senegal	7	9	16							16	44
Serbia	13	12	25							25	52
Sierra Leone		1	1							1	0
Singapore	5	2	7							7	71
Slovakia	9	7	16					1	1	17	53
Slovenia	4	1	5							5	80
South Africa	3	5	8	1	1	2				10	40
Spain	32	30	62	13	6	19				81	56
Sri Lanka	5	5	10							10	50
Sudan		2	2							2	0
Suriname					1	1				1	0
Swaziland		1	1							1	0
Sweden	67	14	81	13	6	19				100	80

Country of nationality	Interns			Associate experts			Technical cooperation experts			Total	Percentage of women
	F	M	Subtotal	F	M	Subtotal	F	M	Subtotal		
Switzerland	48	28	76	18	6	24		2	2	102	65
Syrian Arab Republic	1	2	3							3	33
Tajikistan		2	2							2	0
The former Yugoslav Republic of Macedonia	4	1	5							5	80
Thailand	18	6	24							24	75
Togo		2	2		2	2				4	0
Trinidad and Tobago	4		4							4	100
Tunisia	7	2	9							9	78
Turkey	12	9	21							21	57
Turkmenistan	1		1							1	100
Uganda	7	6	13	2	1	3				16	56
Ukraine	20	6	26							26	77
United Arab Emirates	1		1							1	100
United Kingdom of Great Britain and Northern Ireland	89	68	157	1		1				158	57
United Republic of Tanzania	33	27	60							60	55
Uruguay	3		3							3	100
United States of America	329	168	497	2		2				499	66
Uzbekistan	7	8	15							15	47
Venezuela (Bolivarian Republic of)	5	8	13							13	38
Viet Nam	7	1	8							8	88
Yemen		1	1							1	0
Zambia	3		3							3	100
Zimbabwe	3	1	4							4	75
Other											
Palestine	1		1							1	100
Total	2 847	1 591	4 438	214	154	368	8	36	44	4 850	63

Table 1.B

Engagement of type I gratis personnel, by entity, category and gender: 2008-2009

(Population: 4,850)

Entity	Interns			Associate experts			Technical cooperation experts			Total	Percentage of women
	F	M	Subtotal	F	M	Subtotal	F	M	Subtotal		
Department or Office											
CTED	14	6	20							20	70
DESA	270	108	378	18	14	32	4	2	6	416	70
DFS	38	25	63	4		4				67	63
DGACM	58	23	81							81	72
DM	104	63	167	8	4	12				179	63
DPA	85	62	147	14	13	27		1	1	175	57
DPI	113	41	154	2	1	3				157	73
DPKO	60	30	90	12	15	27				117	62
DSS		1	1							1	0
EOSG	28	11	39	4	7	11				50	64
ETHICS	2		2							2	100
OAJ	2	1	3							3	67
OCHA	66	21	87	28	19	47				134	70
ODA	37	14	51	1	4	5		1	1	57	67
OHCHR	185	71	256	35	14	49				305	72
OHRLLS	21	3	24	1	0	1				25	88
OIOS	18	10	28	2	1	3				31	65
OLA	70	64	134							134	52
OMBUDSMAN	10	3	13							13	77
OSAA	11	3	14		1	1				15	73
OSRSG/CAAC	2	1	3	1	1	2				5	60
PBSO	3	2	5							5	60
UNCTAD	126	70	196	6	6	12	1	6	7	215	62
UNEP	66	51	117	22	14	36				153	58
UNFIP	28	10	38	2		2				40	75
UNGCO	14	6	20							20	70
UN-Habitat	75	48	123	12	12	24				147	59
UNODC	251	120	371	30	17	47		1	1	419	67
UNOG	69	32	101							101	68
UNON	62	62	124							124	50
UNOV	31	37	68	3	6	9		2	2	79	43

Entity	Interns			Associate experts			Technical cooperation experts			Total Percentage of women	
	F	M	Subtotal	F	M	Subtotal	F	M	Subtotal		
Regional commissions											
ECA	90	66	156	1	1	2		2	2	160	57
ECE	79	51	130	4	1	5		2	2	137	61
ECLAC	142	106	248							248	57
ESCAP	64	61	125	2	1	3	3	19	22	150	46
Field operations											
BINUB				1	1	2				2	50
Tribunals											
ICTR	202	119	321							321	63
ICTY	351	189	540	1	1	2				542	65
Total	2 847	1 591	4 438	214	154	368	8	36	44	4 850	63

Table 2.A
Engagement of type II gratis personnel, by nationality and gender: 2008-2009
 (Population: 129)

Country of nationality	Number of engagements			Number of months worked (2008-2009)		
	F	M	Total	F	M	Total
Australia	14	7	21	73.6	32.1	105.7
Canada	2	8	10	7.9	31.1	39
Côte d'Ivoire	3	1	4	14.7	5.3	20
Denmark	4	2	6	21.6	8.7	30.3
France		1	1		5.9	5.9
Germany	2		2	10.6		10.6
Iceland	1		1	8.5		8.5
Ireland	4	9	13	17	34.6	51.6
Italy	1		1	2		2
Norway	22	11	33	131	65.8	196.8
Pakistan	1	1	2	6.1	3.1	9.2
Sweden	12	14	26	40.9	63.8	104.7
Switzerland	2	3	5	15.7	18.9	34.6
United Kingdom	2	2	4	6	4	10
Total	70	59	129	356	273	629

Table 2.B

Engagement of type II gratis personnel, by partner agency, location, nationality and function: 2008-2009

(Population: 129)

<i>Partner agency</i>	<i>Location</i>	<i>Country of nationality</i>	<i>Function performed</i>	<i>Number of persons engaged</i>	<i>Number of months worked</i>
AUSTCARE — ActionAid (Australia)	Sudan — El Geneina	Australia	Humanitarian Affairs Office	1	3.7
AUSTCARE — ActionAid (Australia)	Sudan — Nyala	Australia	Humanitarian Affairs Office	1	6.2
AUSTCARE — ActionAid (Australia)	Syrian Arab Republic — Damascus	Australia	Humanitarian Affairs Office	1	3.1
Canadem	Plurinational State of Bolivia — Beni	Italy	Humanitarian Affairs Officer	1	2.0
Canadem	Chad — Abeche	Canada	Civil Military Coord. Officer	1	1.8
Canadem	Côte d'Ivoire — Bouaké	Canada	Field Coordinator	1	3.0
Canadem	Haiti — Cap Haitien	Canada	Humanitarian Affairs Officer	1	3.0
Canadem	Haiti — Les Cayes	Canada	Humanitarian Affairs Officer	1	3.0
Canadem	Madagascar — Antananarivo	Canada	Humanitarian Affairs Officer	1	2.9
Canadem	Occupied Palestinian Territory — Jerusalem	Canada	Advocacy Support Advisor	1	6.8
Canadem	Pakistan — Islamabad	Canada	Reporting Officer	1	5.0
Canadem	Sudan — Juba	Canada	Humanitarian Affairs Officer	2	11.4
Canadem	Yemen — Sana'a	Canada	Humanitarian Affairs Officer	1	2.0
Danish Refugee Council	Afghanistan — Kabul	Denmark	Civil Military Coord. Officer	1	2.5
Danish Refugee Council	Afghanistan — Mazari	Denmark	Humanitarian Affairs Officer	1	6.3
Danish Refugee Council	Somalia — Nairobi	Denmark	Geographical Information Officer	1	6.1
Danish Refugee Council	Somalia — Nairobi	Denmark	Information Management Officer	1	6.1
Danish Refugee Council	Somalia — Nairobi	Denmark	Protection of Civilians Officer	1	3.1
Danish Refugee Council	Somalia — Puntland	Denmark	Humanitarian Affairs Officer	1	6.2
Department for International Development — United Kingdom	Haiti — Gonaives	France	Humanitarian Affairs Officer	1	5.9

<i>Partner agency</i>	<i>Location</i>	<i>Country of nationality</i>	<i>Function performed</i>	<i>Number of persons engaged</i>	<i>Number of months worked</i>
Department for International Development — United Kingdom	Myanmar — Yangon	United Kingdom	Assessment Coordinator	1	0.7
Department for International Development — United Kingdom	Occupied Palestinian Territory — Jerusalem	United Kingdom	Reporting Officer	1	2.9
Department for International Development — United Kingdom	Tajikistan — Dushanbe	United Kingdom	Humanitarian Affairs Officer	1	3.1
Department for International Development — United Kingdom	Tajikistan — Dushanbe	United Kingdom	Information Management Officer	1	3.3
Iceland Crisis Response Unit	Occupied Palestinian Territory — Jerusalem	Iceland	Humanitarian Affairs Officer	1	8.5
Irish Aid	Afghanistan — Kabul	Ireland	Reporting Officer	1	3.6
Irish Aid	Central African Republic — Bangui	Ireland	Public Information Officer	1	5.9
Irish Aid	Colombia — Cucuta	Ireland	Humanitarian Affairs Officer	1	4.6
Irish Aid	Democratic Republic of the Congo — Dungen	Ireland	Humanitarian Affairs Officer	2	7.4
Irish Aid	Ethiopia — Addis Ababa	Ireland	Humanitarian Affairs Officer	1	3.0
Irish Aid	Nepal — Kathmandu	Ireland	Humanitarian Affairs Officer	1	6.1
Irish Aid	Philippines — Manila	Ireland	Humanitarian Affairs Officer	1	1.4
Irish Aid	Sudan — Darfur	Ireland	Civil Military Coordination Officer	1	6.1
Irish Aid	Sudan — El-Fasher	Ireland	Civil Military Coordination Officer	1	1.8
Irish Aid	Sudan — Nyala	Ireland	Civil Military Coordination Officer	3	11.7
Norwegian Refugee Council	Afghanistan — Kabul	Côte d'Ivoire	Team Logistician	1	5.3
Norwegian Refugee Council	Afghanistan — Kabul	Norway	Humanitarian Affairs Officer	3	5.7
Norwegian Refugee Council	Afghanistan — Kabul	Norway	Protection Officer	2	17.8
Norwegian Refugee Council	Afghanistan — Kabul	Norway	Team Logistician	1	3.0
Norwegian Refugee Council	Burkina Faso — Ouagadougou	Norway	Humanitarian Affairs Officer	1	0.8
Norwegian Refugee Council	Central African Republic — Bangui	Côte d'Ivoire	Humanitarian Affairs Officer	1	6.1
Norwegian Refugee Council	Central African Republic — N'délé	Côte d'Ivoire	Humanitarian Affairs Officer	1	6.0

<i>Partner agency</i>	<i>Location</i>	<i>Country of nationality</i>	<i>Function performed</i>	<i>Number of persons engaged</i>	<i>Number of months worked</i>
Norwegian Refugee Council	Chad — N'djamena	Norway	Humanitarian Affairs Officer	1	1.8
Norwegian Refugee Council	Colombia — Bogota	Norway	Reporting Officer	1	5.7
Norwegian Refugee Council	Colombia — Cali	Norway	Humanitarian Affairs Officer	1	5.7
Norwegian Refugee Council	Colombia — Quibdo	Norway	Humanitarian Information Officer	1	6.0
Norwegian Refugee Council	Côte d'Ivoire — Duekoué	Norway	Field Coordinator	1	0.8
Norwegian Refugee Council	Côte d'Ivoire — Abidjan	Norway	Field Coordinator	1	6.1
Norwegian Refugee Council	Côte d'Ivoire — Duekoué	Norway	Field Coordinator	1	6.0
Norwegian Refugee Council	Democratic Republic of the Congo — Moba	Norway	Humanitarian Affairs Officer	1	13.4
Norwegian Refugee Council	Ethiopia — Somali Region	Norway	Humanitarian Affairs Officer	1	5.0
Norwegian Refugee Council	Guinea — Conakry	Côte d'Ivoire	Humanitarian Affairs Officer	1	2.6
Norwegian Refugee Council	Jordan — OCHA Iraq	Norway	Public Information Officer	1	5.9
Norwegian Refugee Council	Jordan — Amman	Norway	Humanitarian Affairs Officer	1	4.1
Norwegian Refugee Council	Jordan — Amman	Norway	Public Information Officer	1	11.2
Norwegian Refugee Council	Myanmar — Yangon	Norway	Field Coordinator	1	16.6
Norwegian Refugee Council	Nepal — Kathmandu	Norway	Humanitarian Affairs Officer IDP Adviser	1	6.1
Norwegian Refugee Council	Occupied Palestinian Territory, physically based in Nepal	Norway	Website Developer	1	10.2
Norwegian Refugee Council	Occupied Palestinian Territory — Jerusalem	Norway	Humanitarian Affairs Officer	1	12.2
Norwegian Refugee Council	Occupied Palestinian Territory — Nablus	Norway	Humanitarian Affairs Officer	1	11.6
Norwegian Refugee Council	Philippines — Manila	Norway	Humanitarian Affairs Officer	1	9.1
Norwegian Refugee Council	South Africa — Johannesburg	Pakistan	Humanitarian Affairs Officer	1	3.1
Norwegian Refugee Council	Somalia — Bossasso	Norway	Humanitarian Affairs Officer	1	2.5
Norwegian Refugee Council	Somalia — Nairobi	Norway	IDP Adviser	1	4.5
Norwegian Refugee Council	Sudan — El-Fasher	Norway	Humanitarian Affairs Officer	1	2.5
Norwegian Refugee Council	Sudan — Nyala (Darfur)	Norway	Camp Coordinator	1	3.0

<i>Partner agency</i>	<i>Location</i>	<i>Country of nationality</i>	<i>Function performed</i>	<i>Number of persons engaged</i>	<i>Number of months worked</i>
Norwegian Refugee Council	Sudan — El-Fasher	Norway	Humanitarian Affairs Officer	1	1.2
Norwegian Refugee Council	Sudan — El-Fasher	Pakistan	Humanitarian Affairs Officer	1	6.1
Norwegian Refugee Council	Sudan — El-Fasher	Sweden	Humanitarian Affairs Office	1	6.1
Norwegian Refugee Council	Sudan — Khartoum	Norway	Humanitarian Affairs Officer	1	2.6
Norwegian Refugee Council	Thailand — Bangkok	Norway	Humanitarian Affairs Officer	1	6.1
Norwegian Refugee Council	Thailand — Bangkok & Myanmar	Norway	Humanitarian Affairs Officer	1	9.7
Norwegian Refugee Council	Yemen — Sana'a	Sweden	Humanitarian Affairs Officer	1	5.1
RedR Australia	Afghanistan — Kabul	Australia	Protection Officer	1	2.2
RedR Australia	Afghanistan — Kabul	Australia	Reporting Officer	1	3.5
RedR Australia	Indonesia — Jakarta	Australia	Humanitarian Affairs Officer	1	1.9
RedR Australia	Jordan — Amman	Australia	Public Information Officer	1	5.5
RedR Australia	Myanmar — Yangon	Australia	Humanitarian Affairs Officer	1	5.8
RedR Australia	Nepal — Biratnagar	Australia	Humanitarian Affairs Officer	1	5.4
RedR Australia	Pakistan — Islamabad	Australia	Humanitarian Affairs Officer	1	3.3
RedR Australia	Philippines — Mindanao	Australia	Humanitarian Affairs Officer	1	4.6
RedR Australia	South Africa — Johannesburg	Australia	Humanitarian Affairs Officer	1	3.1
RedR Australia	Somalia — Nairobi	Australia	Humanitarian Affairs Officer	1	3.3
RedR Australia	Sri Lanka — Trinco	Australia	Humanitarian Affairs Officer	1	5.1
RedR Australia	Sudan — Darfur Nyala	Australia	Humanitarian Affairs Officer	1	9.5
RedR Australia	Sudan — South Sudan Juba	Australia	Humanitarian Affairs Officer	1	2.0
RedR Australia	Sudan — Darfur, El-Fasher	Australia	Civil Military Coordination Officer	1	17.2
RedR Australia	Sudan — El Geneina	Australia	Civil Military Coordination Officer	1	10.2

<i>Partner agency</i>	<i>Location</i>	<i>Country of nationality</i>	<i>Function performed</i>	<i>Number of persons engaged</i>	<i>Number of months worked</i>
RedR Australia	Sudan — Khartoum	Australia	Humanitarian Affairs Officer	1	3.1
RedR Australia	Sudan — Khartoum	Australia	Security Focal Point	1	5.9
RedR Australia	Sudan — Khartoum	Australia	Staff Counsellor	1	1.2
Swedish International Development Cooperation Agency — SRSA — MSB	Afghanistan — Kabul	Sweden	Humanitarian Affairs Officer	1	2.0
Swedish International Development Cooperation Agency — SRSA — MSB	Afghanistan — Kabul	Sweden	Information Management Officer	1	4.8
Swedish International Development Cooperation Agency — SRSA — MSB	Afghanistan — Kabul	Sweden	Team Logistician	1	6.0
Swedish International Development Cooperation Agency — SRSA — MSB	Afghanistan — Mazari	Sweden	Humanitarian Affairs Officer	1	6.1
Swedish International Development Cooperation Agency — SRSA — MSB	Burkina Faso — Ouagadougou	Sweden	Humanitarian Affairs Officer	1	1.7
Swedish International Development Cooperation Agency — SRSA — MSB	Dakar — Senegal	Sweden	Associate Officer	1	3.4
Swedish International Development Cooperation Agency — SRSA — MSB	Democratic Republic of the Congo — Kinshasa	Sweden	Public Information Officer	1	2.5
Swedish International Development Cooperation Agency — SRSA — MSB	Ethiopia — Jijiga	Sweden	Humanitarian Affairs Officer	1	6.0
Swedish International Development Cooperation Agency — SRSA — MSB	Indonesia — Jakarta	Sweden	Information Management Officer	1	4.0
Swedish International Development Cooperation Agency — SRSA — MSB	Kazakhstan — Almaty	Sweden	Information Management Officer	1	2.8
Swedish International Development Cooperation Agency — SRSA — MSB	Nepal — Kathmandu	Sweden	Information Management Officer	1	1.1
Swedish International Development Cooperation Agency — SRSA — MSB	Occupied Palestinian Territory — Jerusalem	Sweden	Humanitarian Affairs Officer	1	3.6
Swedish International Development Cooperation Agency — SRSA — MSB	Occupied Palestinian Territory — Nablus	Sweden	Humanitarian Affairs Officer	1	3.6

<i>Partner agency</i>	<i>Location</i>	<i>Country of nationality</i>	<i>Function performed</i>	<i>Number of persons engaged</i>	<i>Number of months worked</i>
Swedish International Development Cooperation Agency — SRSA — MSB	Occupied Palestinian Territory — Gaza	Sweden	Geographical Information Officer	1	6.0
Swedish International Development Cooperation Agency — SRSA — MSB	Occupied Palestinian Territory — Gaza	Sweden	Information Management Officer	1	5.9
Swedish International Development Cooperation Agency — SRSA — MSB	Occupied Palestinian Territory — Jerusalem	Sweden	Geographical Information Officer	1	3.2
Swedish International Development Cooperation Agency — SRSA — MSB	Occupied Palestinian Territory — Jerusalem	Sweden	Information Management Officer	1	1.3
Swedish International Development Cooperation Agency — SRSA — MSB	Occupied Palestinian Territory — Jerusalem	Sweden	Reporting Officer	1	1.3
Swedish International Development Cooperation Agency — SRSA — MSB	Philippines — Manila	Sweden	Information Management Officer	1	2.3
Swedish International Development Cooperation Agency — SRSA — MSB	Sudan — El Geneina	Sweden	Civil Military Coordination Officer	1	4.1
Swedish International Development Cooperation Agency — SRSA — MSB	Sudan — Juba	Sweden	Field Officer	2	12.7
Swedish International Development Cooperation Agency — SRSA — MSB	Sudan — Khartoum	Sweden	Public Information Officer	1	6.1
Swedish International Development Cooperation Agency — SRSA — MSB	Sudan — Zalingei	Sweden	Civil Military Coordination Officer	1	2.8
Swiss Agency for Development and Cooperation	Ethiopia — Addis Ababa	Switzerland	Field Adviser	1	12.2
Swiss Agency for Development and Cooperation	Ethiopia — Addis Ababa	Switzerland	Humanitarian Affairs Office	1	3.5
Swiss Agency for Development and Cooperation	Occupied Palestinian Territory — Jerusalem	Germany	Research Reporting Officer	1	6.1
Swiss Agency for Development and Cooperation	Occupied Palestinian Territory — Jerusalem	Switzerland	Reporting Officer	1	9.7
Swiss Agency for Development and Cooperation	Pakistan — Islamabad	Germany	Public Information Officer	1	4.6

<i>Partner agency</i>	<i>Location</i>	<i>Country of nationality</i>	<i>Function performed</i>	<i>Number of persons engaged</i>	<i>Number of months worked</i>
Swiss Agency for Development and Cooperation	Sudan — Khartoum	Switzerland	Humanitarian Affairs Officer	1	6.1
Swiss Agency for Development and Cooperation	Yemen — Sana'a	Switzerland	Humanitarian Affairs Officer	1	3.0
Total				129	629

Abbreviations: SRSA, Swedish Rescue Services Agency; MSB, Swedish Civil Contingencies Agency; RedR, Register of Engineers for Disaster Relief.

Annex II

Retirees

Table 1.A

Retirees engaged, by entity, number of engagements, number of days worked and expenditure: 2008-2009

(Population: 3,163)

Entity	Number of engagements			Number of persons engaged			Number of days worked	Expenditure (United States dollars)
	F	M	Total	F	M	Total		
DDA		1	1		1	1	730	357 558
DESA	105	51	156	45	34	79	8 693	2 536 364
DFS	30	18	48	11	4	15	4 652	1 375 266
DGACM	299	329	628	108	136	244	40 991	17 205 517
DM	102	48	150	48	23	71	14 151	3 598 130
DPA	12	11	23	6	9	15	2 811	847 016
DPI	30	16	46	15	7	22	1 981	512 494
DPKO	20	31	51	12	14	26	2 928	969 760
DSS	3	14	17	2	7	9	1 616	494 492
ECA	19	46	65	8	25	33	4 690	1 006 868
ECE	12	25	37	7	9	16	1 417	487 896
ECLAC	64	59	123	25	30	55	5 785	1 249 891
EOSG	27	3	30	6	3	9	940	200 223
ESCAP	40	51	91	15	20	35	3 852	1 082 516
ESCWA	15	48	63	7	19	26	2 079	466 054
Field operations	46	71	117	19	32	51	20 563	8 597 552
INTERORG	2		2	2		2	40	16 018
OCHA	51	25	76	24	11	35	8 941	1 549 414
ODA	7	8	15	4	2	6	1 507	413 871
OHCHR	32	17	49	14	10	24	1 793	651 998
OHRLLS	10	9	19	3	4	7	1 043	251 937
OICT	1	1	2	1	1	2	386	174 212
OIOS	9	7	16	4	5	9	1 224	463 171
OLA	43	5	48	11	3	14	2 030	454 036
OMBUDSMAN	4		4	3		3	279	99 100
OSAA	6	8	14	2	2	4	750	154 035
OSRSG/CAAC		1	1		1	1	70	27 500

Entity	Number of engagements			Number of persons engaged			Number of days worked	Expenditure (United States dollars)
	F	M	Total	F	M	Total		
UNAT		2	2		2	2	48	27 348
UNCC		10	10		5	5	1 020	63 185
UNCTAD	25	79	104	11	27	38	4 054	1 112 663
UNEP	18	64	82	10	32	42	3 833	741 726
UN-Habitat	9	43	52	5	22	27	3 065	788 651
UNODC	1	3	4	1	3	4	464	216 622
UNOG	306	416	722	84	108	192	28 714	10 152 487
UNON	33	33	66	12	21	33	2 312	642 078
UNOV	83	146	229	23	34	57	10 172	3 869 974
Total	1 464	1 699	3 163	548	666	1 214	189 624	62 857 623

Note: The total of engagements (3,163) is different to the total of persons (1,214) because a person can have several engagements during the biennium. Furthermore, the number of persons in this table is higher than the number of retirees (1,035) because some persons worked in various departments or offices during the reporting period.

Table 1.B

Retirees engaged, by function, gender, number of engagements, number of days worked and expenditure: 2008-2009

(Population: 3,163)

Function	Number of engagements			Number of persons engaged			Number of days worked	Expenditure (United States dollars)
	F	M	Total	F	M	Total		
Language-related services								
Editor	32	14	46	10	5	15	2 666	1 293 059
Editorial and Desktop Publishing Assistant	52	36	88	24	18	42	6 459	1 820 638
Editorial Assistant	26	10	36	11	4	15	2 003	562 957
Editorial Clerk	1		1	1		1	59	17 476
Interpreter	35	24	59	5	5	10	359	184 377
Language Reference Assistant	29		29	9		9	1 467	480 684
Language Service Assistant	6		6	3		3	328	69 714
Proofreader	6	5	11	4	3	7	795	243 205
Proofreader/Copy Preparer		3	3		2	2	229	79 970
Reviser	175	539	714	51	151	202	36 837	18 981 022
Reviser/Self-revising Translator	1	2	3	1	2	3	109	56 775
Text Processing Assistant	5		5	2		2	156	48 565
Text Processing Clerk	92	24	116	18	8	26	3 853	1 111 706
Translator	28	38	66	14	18	32	3 551	1 600 875
Verbatim Reporter		3	3		2	2	154	69 336
Subtotal	488	698	1 186	153	218	371	59 025	26 620 359
Political, economic, social, environmental, humanitarian, advisory and technical assistance services								
Adviser	7		7	2		2	1 130	537 607
Architect		5	5		1	1	611	203 085
Chief	1	6	7	1	5	6	1 998	1 172 884
Chief of Section		2	2		1	1	729	291 234
Chief of Service		2	2		1	1	104	57 942
Chief of Unit	3		3	2		2	704	282 773
Civil Affairs Officer		2	2		1	1	729	293 060
Coordinator	2	2	4	1	1	2	462	224 750
Corporal		4	4		2	2	360	65 636
Deputy Director		1	1		1	1	89	45 318
Director		2	2		2	2	379	245 662
Economic Affairs Officer	3	3	6	3	2	5	442	156 365

Function	Number of engagements			Number of persons engaged			Number of days worked	Expenditure (United States dollars)
	F	M	Total	F	M	Total		
Engineer		5	5		2	2	375	147 812
Environmental Affairs Officer		2	2		1	1	57	22 447
Expert		13	13		3	3	916	370 218
First Officer		7	7		5	5	404	160 830
Head		8	8		2	2	1 100	626 847
Human Rights Officer	1	2	3	1	1	2	525	244 825
Humanitarian Affairs Officer	1	2	3	1	1	2	794	270 199
Information Officer	1	4	5	1	2	3	319	127 355
Officer		4	4		2	2	593	239 469
Officer-in-Charge		3	3		2	2	235	138 272
Political Affairs Officer	3	2	5	1	1	2	1 211	585 496
Population Affairs Officer	6	2	8	1	1	2	1 789	847 287
Principal Officer	3		3	1		1	298	166 862
Programme Assistant	15		15	8		8	655	202 468
Programme Officer		4	4		2	2	219	76 063
Programming Assistant		4	4		1	1	126	32 497
Project Coordinator		2	2		1	1	177	69 706
Project Manager		1	1		1	1	294	144 003
Representative	1		1	1		1	283	167 615
Research Assistant	2		2	2		2	100	21 703
Second Officer		3	3		1	1	254	88 701
Senior Officer	1	5	6	1	2	3	296	132 317
Social Affairs Officer	3	1	4	1	1	2	108	48 278
Special Representative of the Secretary-General	2	5	7	1	2	3	1 010	758 290
Statistics Assistant		12	12		4	4	621	176 884
Technical Cooperation Assistant	3		3	1		1	168	47 611
Subtotal	58	120	178	30	55	85	20 664	9 490 371
<i>Administrative services</i>								
Accounting Assistant	6	9	15	2	3	5	1 703	406 616
Administrative Assistant	161	20	181	59	4	63	13 946	3 417 123
Administrative Clerk	2		2	1		1	105	31 101
Administrative Officer	4	6	10	3	4	7	1 855	727 173
Archives Assistant	2		2	1		1	105	34 478

Function	Number of engagements			Number of persons engaged			Number of days worked	Expenditure (United States dollars)
	F	M	Total	F	M	Total		
Archivist		1	1		1	1	4	1 397
Assembly and Binding Equipment Operator		2	2		2	2	189	30 184
Auditing Assistant	5		5	2		2	480	151 802
Auditor	3	6	9	1	3	4	860	364 421
Benefits Assistant	1		1	1		1	84	26 150
Budget and Finance Assistant		1	1		1	1	181	59 434
Budget Assistant	5		5	2		2	331	81 272
Budget Clerk	1		1	1		1	53	10 730
Budget Officer		1	1		1	1	27	12 069
Chief Civilian Personnel Officer		4	4		1	1	349	140 298
Chief of Staff	1	3	4	1	1	2	810	491 250
Clerk	5	2	7	3	1	4	283	79 080
Communications Officer		3	3		1	1	622	205 729
Computer Information Systems Assistant	1	3	4	1	1	2	52	16 188
Customs		1	1		1	1	30	9 367
Deputy Chief		8	8		1	1	559	220 143
Documents Assistant	7		7	4		4	342	96 575
Documents Clerk	6	15	21	3	6	9	1 360	313 104
Documents Management Assistant	9	5	14	3	2	5	486	153 525
Driver		1	1		1	1	91	26 954
Electoral Officer		1	1		1	1	180	72 361
Equipment Technician		1	1		1	1	182	51 542
Facilities Management Assistant		1	1		1	1	180	62 670
Finance Assistant	2	6	8	1	1	2	601	161 806
Finance Officer		4	4		1	1	195	75 144
Helpdesk Assistant	13		13	2		2	902	260 870
Human Resources Assistant	40	2	42	19	1	20	3 566	1 010 119
Human Resources Officer	29	9	38	8	4	12	3 282	1 141 614
IMIS Implementation Coordinator		2	2		1	1	607	244 016
Information Assistant	2		2	1		1	58	13 052
Information Clerk		1	1		1	1	4	1 229
Information Management Assistant		2	2		1	1	182	63 366
Information Management Officer		1	1		1	1	52	20 478
Information Technology Assistant		1	1		1	1	121	34 168

Function	Number of engagements			Number of persons engaged			Number of days worked	Expenditure (United States dollars)
	F	M	Total	F	M	Total		
Information Technology Officer		1	1		1	1	89	21 924
Legal Assistant	1		1	1		1	91	18 423
Liaison Assistant	2		2	1		1	10	3 113
Library Assistant	3		3	1		1	272	61 212
Logistics Assistant		3	3		2	2	208	49 538
Logistics Officer		5	5		2	2	312	121 890
Medical Officer		1	1		1	1	364	178 289
Meetings Services Assistant	18	16	34	12	6	18	2 224	648 804
Meetings Services Clerk	2	2	4	1	1	2	127	37 723
Movement Control Assistant	3		3	1		1	98	29 028
Movement Control Officer	2	3	5	1	2	3	1 640	565 444
Office Assistant	32	11	43	14	3	17	2 047	508 293
Offset Press Operator		1	1		1	1	52	16 188
Operations Officer		2	2		1	1	755	369 803
Personal Assistant	9		9	4		4	662	187 370
Personnel Officer	2		2	1		1	729	239 490
Planning Officer	3		3	1		1	396	159 193
Press Officer	3		3	1		1	94	32 826
Printing Officer		1	1		1	1	11	2 943
Printing Press Operator		5	5		4	4	407	66 211
Printing Services Clerk	2		2	1		1	189	42 018
Procurement Assistant	10	5	15	4	2	6	1 145	295 204
Procurement Officer	4	8	12	2	2	4	1 238	492 504
Production Assistant	1		1	1		1	81	26 597
Protocol Assistant	3	1	4	2	1	3	211	68 133
Public Information Assistant	8		8	3		3	450	102 165
Public Information Officer	3	1	4	1	1	2	173	62 188
Reference Assistant	4		4	2		2	172	56 478
Secretary	76	1	77	31	1	32	3 125	791 083
Secretary of Committee	1		1	1		1	183	108 387
Security Coordination Officer		4	4		2	2	220	88 714
Security Officer		22	22		2	2	205	55 351
Special Assistant to the ASG	1		1	1		1	183	108 387
Special Envoy of the Secretary-General		4	4		2	2	1 458	317 574

Staff Assistant	55		55	14		14	2 664	595 560
Staff Development Officer		1	1		1	1	182	73 165
Supervisor	2		2	1		1	1 094	246 199
Supply Assistant		2	2		1	1	729	206 453
Support Services Assistant	3		3	1		1	394	88 667
Team Assistant	13	2	15	6	1	7	967	212 523
Telephone Operator	2		2	1		1	176	28 851
Transport Officer		4	4		1	1	584	233 307
Travel Assistant	3		3	1		1	211	47 484
Treasury Assistant	4	2	6	2	1	3	483	110 433
Visa Clerk	3		3	1		1	117	34 655
Subtotal	583	230	813	234	93	327	62 241	18 128 383
<i>Other services</i>								
Administrative services	178	297	475	100	150	250	26 887	3 807 636
Advisory services	24	66	90	14	49	63	4 403	903 008
Drafting of manuscripts	6	22	28	5	20	25	1 692	297 528
Lectures training courses	37	39	76	8	21	29	1 133	249 928
Preparation of meetings	29	33	62	17	21	38	1 353	268 959
Programme evaluation	4	26	30	4	19	23	1 551	434 475
Programme implementation	16	99	115	12	64	76	5 136	1 094 431
Programme planning	4	27	31	4	23	27	1 855	489 428
Special analytical studies	4	22	26	4	19	23	1 539	290 296
Title to be determined	33	20	53	15	15	30	2 145	782 821
Subtotal	335	651	986	183	401	584	47 694	8 618 510
Total	1 464	1 699	3 163	523	644	1 167	189 624	62 857 623

Note: Totals for persons in this table do not match the sum of subtotals because a person can have various functions in different engagements. Furthermore, the total of persons in the present table (1,167) is higher than the number of retirees (1,035) because some persons appear in different groups of functions as they worked in various engagements with diverse functions.

Table 1.C

Retirees engaged, by nationality, gender, number of engagements, number of days worked and expenditure: 2008-2009

(Population: 3,163)

Country of nationality	Number of engagements			Number of persons engaged			Number of days worked	Expenditure (United States dollars)
	F	M	Total	F	M	Total		
Afghanistan		2	2		1	1	154	22 000
Algeria		10	10		4	4	838	288 719
Angola		1	1		1	1	4	1 000
Antigua and Barbuda	1		1	1		1	90	12 000
Argentina	28	40	68	11	17	28	5 388	2 062 921
Australia	8	13	21	4	7	11	927	371 034
Austria	15	32	47	6	8	14	3 869	1 090 520
Bahrain		2	2		1	1	22	1 484
Bangladesh	2	14	16	1	3	4	267	53 041
Belarus		3	3		1	1	115	63 543
Belgium	6	15	21	2	5	7	1 839	924 796
Bolivia (Plurinational State of)		6	6		1	1	106	39 930
Brazil		4	4		2	2	712	211 346
Bulgaria	3		3	1		1	148	48 597
Burkina Faso		2	2		2	2	232	100 165
Cambodia		1	1		1	1	90	7 500
Cameroon	2	2	4	1	1	2	237	57 934
Canada	32	57	89	10	24	34	5 164	1 837 471
Chile	70	80	150	22	25	47	7 691	2 012 183
China	22	97	119	7	24	31	4 934	2 263 916
Colombia	18	9	27	5	3	8	1 522	521 046
Cuba	6	1	7	2	1	3	380	197 169
Cyprus		9	9		2	2	976	461 013
Czech Republic		6	6		2	2	236	105 747
Denmark	1	3	4	1	1	2	2 188	2 002
Ecuador	9	4	13	4	2	6	2 145	309 174
Egypt	17	155	172	6	52	58	9 949	4 067 719
El Salvador	2	2	4	1	1	2	271	72 888
Eritrea	4		4	2		2	216	66 066
Ethiopia	25	14	39	9	8	17	2 885	582 412

Country of nationality	Number of engagements			Number of persons engaged			Number of days worked	Expenditure (United States dollars)
	F	M	Total	F	M	Total		
Finland	3	3	6	1	1	2	578	109 098
France	238	108	346	67	28	95	14 955	5 620 455
Gambia		6	6		2	2	583	107 000
Germany	18	20	38	6	8	14	2 400	1 007 812
Ghana		10	10		3	3	727	133 144
Greece	5	10	15	2	2	4	788	150 019
Guatemala		4	4		2	2	249	69 586
Guyana	3	9	12	3	4	7	1 411	525 968
Haiti	12	1	13	5	1	6	847	146 979
Hungary		1	1		1	1	60	15 000
India	8	9	17	3	6	9	1 316	393 844
Indonesia		1	1		1	1	10	500
Iran (Islamic Republic of)	2	5	7	2	2	4	213	71 882
Iraq	7	7	14	3	4	7	411	112 351
Ireland	22		22	5		5	842	225 977
Israel		2	2		1	1	177	69 706
Italy	1	21	22	1	11	12	1 965	558 305
Jamaica	3	1	4	2	1	3	429	94 426
Japan		8	8		5	5	1 541	1 076 716
Jordan	1	6	7	1	3	4	760	369 102
Kenya	22	8	30	5	5	10	2 193	560 247
Lebanon	9	7	16	2	4	6	843	286 348
Madagascar		1	1		1	1	30	1 242
Malaysia	2	3	5	1	1	2	191	84 862
Mali		6	6		1	1	375	153 736
Mauritius	2	7	9	1	3	4	198	80 049
Mexico	8	3	11	2	1	3	632	107 326
Morocco		2	2		1	1	228	37 600
Myanmar		5	5		2	2	575	33 115
Nepal		2	2		2	2	354	164 003
Netherlands	6	7	13	1	6	7	882	49 361
New Zealand	2	10	12	1	3	4	646	253 907
Niger	8		8	2		2	1 181	410 255
Nigeria	2	6	8	1	2	3	554	101 609

Country of nationality	Number of engagements			Number of persons engaged			Number of days worked	Expenditure (United States dollars)
	F	M	Total	F	M	Total		
Norway		3	3		2	2	829	349 649
Pakistan		27	27		6	6	1 258	337 659
Panama	4	6	10	1	2	3	340	109 599
Paraguay	5		5	1		1	195	101 569
Peru	16	8	24	5	4	9	1 177	449 043
Philippines	139	12	151	39	4	43	12 596	3 021 463
Poland	2	19	21	2	6	8	2 074	887 689
Portugal	1	2	3	1	1	2	1 503	734 626
Russian Federation	26	102	128	9	32	41	7 305	2 779 268
Rwanda		1	1		1	1	60	10 000
Saudi Arabia	1	1	2	1	1	2	157	7 600
Senegal	2	7	9	1	3	4	880	249 251
Serbia		1	1		1	1	95	16 219
Sierra Leone	2	2	4	2	1	3	89	40 850
Singapore	3		3	1		1	270	124 589
Slovakia		2	2		1	1	14	850
Somalia		4	4		2	2	154	70 187
Spain	30	93	123	6	27	33	6 821	2 651 876
Sri Lanka	3	16	19	1	5	6	934	260 705
Sudan		8	8		3	3	362	161 330
Sweden	1	8	9	1	5	6	590	281 736
Switzerland	29	32	61	10	10	20	2 295	811 349
Syrian Arab Republic	3	43	46	1	9	10	2 050	961 732
Thailand	27	14	41	9	4	13	2 464	551 055
Trinidad and Tobago	8	6	14	2	2	4	1 700	410 880
Tunisia	7	14	21	2	4	6	1 270	516 823
Turkey	4	7	11	2	2	4	359	120 816
Uganda		5	5		3	3	414	55 459
Ukraine	4	2	6	2	1	3	495	170 411
United Kingdom	156	112	268	33	31	64	8 093	2 986 007
United Republic of Tanzania	1	3	4	1	2	3	416	58 115
United States	315	219	534	116	75	191	36 585	11 569 447
Uruguay	4	11	15	2	5	7	1 273	331 855
Venezuela (Bolivarian Republic of)	13	3	16	3	2	5	726	169 321

<i>Country of nationality</i>	<i>Number of engagements</i>			<i>Number of persons engaged</i>			<i>Number of days worked</i>	<i>Expenditure (United States dollars)</i>
	<i>F</i>	<i>M</i>	<i>Total</i>	<i>F</i>	<i>M</i>	<i>Total</i>		
Viet Nam		3	3		1	1	120	46 804
Yemen		6	6		2	2	361	172 405
Zambia		2	2		1	1	64	22 000
Zimbabwe	3		3	1		1	183	56 969
Other								
Palestine		12	12		1	1	314	163 551
Total	1 464	1 699	3 163	468	580	1 048	189 624	62 857 623

Note: Total for persons (1,048) does not equal the number of retirees (1,035) engaged in the biennium as 13 persons changed their nationality during the reporting period.

Table 1.D

Retirees engaged, by nationality, gender, number of engagements, number of days worked and expenditure: 2008-2009 (for language-related services)

(Population: 1,186)

Country of nationality	Number of engagements			Number of persons engaged			Number of days worked	Expenditure (United States dollars)
	F	M	Total	F	M	Total		
Argentina	14	17	31	5	6	11	2 098	985 914
Australia	3		3	1		1	178	92 714
Austria	2	23	25	2	4	6	1 079	517 259
Belgium	5	4	9	2	2	4	507	209 878
Canada	14	12	26	6	1	7	830	283 084
Chile	14	20	34	3	5	8	1 847	892 135
China	14	84	98	5	21	26	4 566	2 104 765
Colombia	11	4	15	4	1	5	926	344 582
Cuba	6	1	7	2	1	3	380	197 169
Czech Republic		2	2		1	1	51	26 564
Ecuador	4	3	7	2	1	3	471	183 453
Egypt	15	113	128	5	46	51	8 378	3 755 590
Ethiopia		2	2		1	1	85	44 273
France	134	45	179	34	11	45	8 730	3 964 635
Germany	7		7	2		2	280	97 950
Greece		1	1		1	1	53	22 156
Haiti	4		4	2		2	214	43 939
Iraq	2		2	1		1	93	26 262
Ireland	10		10	1		1	179	53 022
Israel		2	2		1	1	177	69 706
Jordan		6	6		3	3	700	364 602
Lebanon	5	2	7	1	1	2	338	167 782
Malaysia		2	2		1	1	120	62 504
Mali		3	3		1	1	164	85 421
Panama		4	4		1	1	163	53 524
Paraguay	5		5	1		1	195	101 569
Peru	6	2	8	2	1	3	545	242 260
Philippines	3	4	7	2	1	3	370	83 983
Poland	1		1	1		1	61	20 030
Russian Federation	18	45	63	6	13	19	3 542	1 594 201

Country of nationality	Number of engagements			Number of persons engaged			Number of days worked	Expenditure (United States dollars)
	F	M	Total	F	M	Total		
Senegal		4	4		1	1	227	118 235
Spain	19	64	83	4	20	24	4 353	2 060 725
Sudan		6	6		1	1	261	130 264
Switzerland	9	19	28	1	4	5	681	319 395
Syrian Arab Republic		36	36		8	8	1 842	905 837
Thailand	3		3	1		1	44	9 902
Tunisia	6	7	13	1	3	4	774	403 148
United Kingdom	68	65	133	13	12	25	3 064	1 435 012
United States	86	78	164	29	29	58	9 667	4 163 564
Uruguay		3	3		1	1	190	69 792
Yemen		5	5		1	1	331	172 405
Other								
Palestine		10	10		1	1	271	141 154
Total	488	698	1 186	139	206	345	59 025	26 620 359

Table 2.A

Retirees in decision-making position by entity, level, functional title, period worked, number of days worked and expenditure: 2008-2009

(Population: 41)

<i>Entity</i>	<i>Level</i>	<i>Functional title</i>	<i>Gender</i>	<i>From</i>	<i>To</i>	<i>Number of days worked</i>	<i>Expenditure (United States dollars)</i>
DESA	USG	Special Envoy of the Secretary-General	Male	01/01/2008	31/12/2008	365	1
	USG	Special Envoy of the Secretary-General	Male	01/01/2009	31/12/2009	364	1
Subtotal						729	2
DFS	D-1	Officer-in-Charge	Male	06/05/2009	17/06/2009	42	24 876
	D-1	Officer-in-Charge	Male	18/06/2009	17/12/2009	182	107 795
Subtotal						224	132 671
DM	D-2	Director	Male	20/07/2009	19/01/2010	183	118 618
	D-1	Principal Officer	Female	01/04/2009	30/09/2009	182	107 795
	D-1	Secretary of Committee	Female	17/03/2008	16/09/2008	183	108 387
	D-1	Special Assistant to the ASG	Female	12/03/2008	11/09/2008	183	108 387
	D-1	Chief of Service	Male	01/10/2008	14/11/2008	44	22 405
	D-1	Chief of Service	Male	15/05/2009	14/07/2009	60	35 537
	D-1	Officer-in-Charge	Male	20/07/2009	31/07/2009	11	5 601
Subtotal						846	506 730
DPA	USG	Special Envoy of the Secretary-General	Male	01/01/2008	31/12/2008	365	317 571
	USG	Special Envoy of the Secretary-General	Male	01/01/2009	31/12/2009	364	1
Subtotal						729	317 572
ECLAC	D-1	Chief	Male	06/12/2008	05/12/2010	729	431 772
Field operations	ASG	Special Representative of the Secretary-General	Male	29/10/2008	28/10/2009	364	287 751
	ASG	Special Representative of the Secretary-General	Male	01/11/2009	31/10/2010	364	287 751
	D-2	Chief	Male	05/03/2007	04/03/2008	365	236 588
	D-2	Chief	Male	05/04/2008	04/03/2009	333	215 846
	D-2	Chief of Staff	Male	24/09/2008	23/09/2009	364	235 940
	D-2	Chief of Staff	Male	24/09/2009	23/03/2010	180	97 763
	D-2	Special Representative of the Secretary-General	Female	21/04/2008	23/07/2008	93	60 281
	D-2	Special Representative of the Secretary-General	Female	24/07/2008	30/09/2008	68	44 077
	D-2	Head	Male	18/08/2007	17/04/2008	243	157 509

<i>Entity</i>	<i>Level</i>	<i>Functional title</i>	<i>Gender</i>	<i>From</i>	<i>To</i>	<i>Number of days worked</i>	<i>Expenditure (United States dollars)</i>
	D-2	Head	Male	18/04/2008	17/10/2008	182	117 970
	D-2	Head	Male	18/10/2008	17/11/2008	30	19 446
	D-2	Head	Male	18/11/2008	31/01/2009	74	47 966
	D-2	Head	Male	01/02/2009	28/02/2009	27	17 501
	D-2	Special Representative of the Secretary-General	Male	01/06/2009	31/08/2009	91	58 985
	D-2	Special Representative of the Secretary-General	Male	01/09/2009	30/09/2009	29	18 797
	D-2	Special Representative of the Secretary-General	Male	01/10/2009	01/10/2009	1	648
	D-2	Director	Male	01/01/2008	15/07/2008	196	127 044
	D-1	Deputy Director	Male	23/12/2009	22/03/2010	89	45 318
	D-1	Administrative Officer	Male	12/02/2007	11/02/2008	364	215 590
	D-1	Administrative Officer	Male	12/02/2008	30/04/2008	78	46 198
	D-1	Title to be Determined	Male	01/08/2007	31/01/2008	183	108 387
	D-1	Chief of Staff	Male	01/02/2008	23/09/2008	235	139 186
	D-1	Chief of Staff	Female	20/03/2008	20/04/2008	31	18 361
	D-1	Chief	Male	17/08/2009	16/08/2010	364	215 590
Subtotal						4 348	2 820 493
OMBUDSMAN	D-1	Principal Officer	Female	06/10/2009	30/11/2009	55	28 006
	D-1	Principal Officer	Female	01/12/2009	31/01/2010	61	31 061
Subtotal						116	59 067
UNODC	D-1	Representative	Female	22/11/2007	31/08/2008	283	167 615
Total						8 004	4 435 922

Note: For purposes of this report, retirees in decision-making positions are defined as those at the D-1 level and above.

Table 3.A
Staff retained in service beyond the mandatory age of separation, by entity and gender: 2008-2009

(Population: 248)

Entity	Number of staff		
	F	M	Total
DESA	2	2	4
DFS	4	3	7
DGACM	17	11	28
DM	22	10	32
DPA	4	1	5
DPI	4	2	6
DPKO		1	1
DSS		1	1
ECA	2	5	7
ECE	2	6	8
ECLAC		2	2
EOSG	1	1	2
ESCAP	1	2	3
ESCWA	1	1	2
Field operations	30	84	114
INTERORG	1		1
OCHA	1	1	2
ODA	1	2	3
OHCHR	1	1	2
OIOS	2	3	5
OLA		2	2
OMBUDSMAN	1		1
UNEP	2	1	3
UNFIP	1		1
UNMOVIC	1		1
UNODC	1		1

<i>Entity</i>	<i>Number of staff</i>		
	<i>F</i>	<i>M</i>	<i>Total</i>
UNOG	1	2	3
UNON		3	3
UNOV	1	1	2
Total	104	148	252

Note: The total in this table is higher than the actual number of individuals in this population (248) because 4 persons worked in two entities during the biennium.

Table 3.B
Staff retained in service beyond the mandatory age of separation, by entity and grade: 2008-2009

(Population: 248)

Entity	Number of staff by grade																											
	ASG	D-2	D-1	P-5	P-4	P-3	P-2	L-7	L-6	L-5	L-3	LT-1	NO-C	G-7	G-6	G-5	G-4	G-3	S-6	S-5	S-3	FS-7	FS-6	FS-5	FS-4	FS-3	Total	
DESA		1	1	1	1																							4
DFS		1		1	1												3	1										7
DGACM		1	1	10	6	1								4	1	4	1											29
DM		1	1	5	3	2						1		6	5	7	1											32
DPA	1			1											2	1												5
DPI			1			1	1								1	1		1										6
DPKO				1																								1
DSS					1																							1
ECA			3	1											1	1	1											7
ECE			2	4	2																							8
ECLAC														1				1										2
EOSG				1											1													2
ESCAP										1	1						1											3
ESCWA				1	1																							2
Field operations		3	16	26	19	10	1						1									1	6	16	13	2		114
INTERORG					1																							1
OCHA	1									1																		2
ODA		1		1										1														3
OHCHR		1		1																								2
OIOS		1	1	1											1		1											5
OLA		1		1																								2
OMBUDSMAN																1												1
UNEP									1	1					1													3
UNFIP															1													1
UNMOVIC														1														1
UNODC			1																									1
UNOG		1	1									2																4
UNON					1	1								1														3
UNOV			1		1																							2
Total	2	12	29	56	37	15	2	0	1	3	1	3	1	14	14	18	6	2	0	0	0	1	6	16	13	2	254	

Note: The total in the present table (254) does not match the number of persons in this population (248) because 2 persons worked in two engagements with a different grade and 4 persons worked for two different entities during the reporting period.

Annex III

Consultants and individual contractors

Table 1.A
Consultants and individual contractors by nationality in non-field operations: 2008-2009

(Population: 18,751)

Country of nationality	Consultants				Individual contractors				Total			
	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)
Afghanistan	6	8	619	109 245	1	1	5	1 515	7	9	624	110 760
Albania	4	8	554	77 524	2	2	254	28 572	6	10	808	106 096
Algeria	11	15	930	292 236	4	17	508	102 923	14	32	1 438	395 159
Andorra												
Angola	6	6	208	13 700	2	2	59	8 927	8	8	267	22 627
Antigua and Barbuda	3	3	463	26 000					3	3	463	26 000
Argentina	224	425	33 978	3 609 294	71	155	8 432	729 536	288	580	42 411	4 338 831
Armenia	12	12	1 880	72 648	2	3	115	10 690	14	15	1 995	83 338
Australia	176	302	27 288	3 410 964	29	51	2 340	400 589	201	353	29 628	3 811 552
Austria	49	61	13 699	608 580	43	71	14 839	666 595	90	132	28 538	1 275 175
Azerbaijan	8	8	1 347	30 001	1	1	61	12 000	9	9	1 408	42 001
Bahamas												
Bahrain	17	26	2 073	177 241	3	14	896	33 913	19	40	2 969	211 154
Bangladesh	37	45	3 510	567 676	2	3	356	36 288	39	48	3 866	603 964
Barbados	11	12	2 048	109 569	1	16	190	42 917	12	28	2 238	152 487
Belarus	7	7	330	31 064	3	8	617	62 109	10	15	947	93 174
Belgium	64	84	12 847	1 409 782	18	55	1 705	243 636	81	139	14 551	1 653 418
Belize	2	3	151	19 200					2	3	151	19 200
Benin	13	18	1 320	391 462	2	2	368	47 558	15	20	1 688	439 020
Bhutan	5	6	843	165 200					5	6	843	165 200
Bolivia (Plurinational State of)	28	52	7 972	473 204	8	19	1 129	133 509	35	71	9 101	606 713
Bosnia and Herzegovina	6	9	729	44 119	3	3	240	47 772	8	12	969	91 891
Botswana	3	5	150	43 500					3	5	150	43 500
Brazil	144	202	17 409	1 627 645	56	98	5 237	541 282	199	300	22 646	2 168 927
Brunei Darussalam												
Bulgaria	6	11	378	102 279	5	12	928	117 398	11	23	1 306	219 676

Country of nationality	Consultants				Individual contractors				Total			
	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)
Burkina Faso	18	19	1 800	210 755	3	6	592	81 022	18	25	2 392	291 777
Burundi	6	8	346	41 000	2	6	272	11 971	8	14	618	52 971
Cambodia	54	156	14 569	1 118 791	3	3	171	13 497	55	159	14 740	1 132 288
Cameroon	54	85	5 836	702 709	19	31	2 311	212 030	68	116	8 147	914 739
Canada	290	448	40 059	6 946 519	100	240	12 605	1 817 181	367	688	52 664	8 763 700
Cape Verde	5	5	391	100 500	1	1	151	0	6	6	542	100 500
Central African Republic	3	3	111	9 000					3	3	111	9 000
Chad	4	6	257	41 529					4	6	257	41 529
Chile	269	561	32 217	3 508 646	277	893	37 295	2 051 484	530	1 454	69 511	5 560 130
China	88	105	20 094	1 179 740	62	134	8 393	730 295	145	239	28 487	1 910 035
Colombia	124	203	17 795	1 644 734	21	39	3 737	247 735	141	242	21 532	1 892 469
Comoros					1	1	27	11 408	1	1	27	11 408
Congo	3	6	639	179 336	2	5	118	15 621	5	11	757	194 956
Costa Rica	45	61	10 073	437 218	12	29	861	85 406	54	90	10 933	522 624
Côte d'Ivoire	13	18	1 678	467 806	1	2	393	66 513	14	20	2 071	534 319
Croatia	13	18	1 493	193 792	2	2	182	14 586	15	20	1 674	208 378
Cuba	9	12	2 734	170 547	5	13	495	35 193	14	25	3 229	205 740
Cyprus	3	3	662	42 220	1	1	50	8 000	4	4	712	50 220
Czech Republic	8	11	541	100 960	2	2	49	13 582	9	13	590	114 542
Democratic People's Republic of Korea	4	4	1 026	55 571					4	4	1 026	55 571
Democratic Republic of the Congo	18	24	2 842	577 581	8	12	1 389	23 706	25	36	4 231	601 287
Denmark	34	52	13 849	413 559	6	7	389	62 646	40	59	14 238	476 205
Djibouti												
Dominica												
Dominican Republic	8	10	4 501	39 448	2	2	70	12 437	10	12	4 571	51 885
Ecuador	39	50	6 398	551 146	5	6	637	94 926	43	56	7 035	646 072
Egypt	91	131	9 802	910 208	61	188	7 484	1 204 012	146	319	17 286	2 114 221
El Salvador	12	14	1 454	92 048	2	2	231	32 672	13	16	1 685	124 720
Equatorial Guinea	2	3	105	7 500					2	3	105	7 500
Eritrea	1	2	302	143 641	1	1	11	2 145	2	3	313	145 786

Country of nationality	Consultants				Individual contractors				Total			
	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)
Estonia	7	12	7 343	12 947					7	12	7 343	12 947
Ethiopia	136	343	35 248	1 673 257	175	787	59 601	1 597 468	284	1 130	94 849	3 270 725
Fiji	17	24	7 463	95 088	1	1	30	10 185	17	25	7 493	105 273
Finland	21	33	8 465	371 811	6	10	946	77 660	27	43	9 411	449 471
France	263	525	34 532	6 332 075	230	569	29 640	3 922 759	478	1 094	64 172	10 254 833
Gabon	4	5	494	19 075	3	3	159	10 734	7	8	653	29 809
Gambia	8	14	2 075	251 851	2	3	143	10 060	9	17	2 218	261 911
Georgia	3	3	262	49 200	2	4	331	52 334	5	7	593	101 534
Germany	190	283	33 179	3 208 596	51	80	6 779	788 757	237	363	39 959	3 997 353
Ghana	39	54	4 367	1 081 125	7	17	882	110 110	46	71	5 249	1 191 235
Greece	24	37	2 800	285 980	9	29	763	135 770	31	66	3 562	421 750
Grenada	6	6	1 475	81 276					6	6	1 475	81 276
Guatemala	23	35	6 454	265 179	7	11	243	52 776	29	46	6 696	317 955
Guinea	7	11	1 931	294 754	1	3	200	17 625	7	14	2 131	312 379
Guinea-Bissau												
Guyana	10	11	746	92 694	6	10	661	136 789	16	21	1 406	229 482
Haiti	21	30	7 357	247 874	4	8	540	63 966	25	38	7 897	311 839
Honduras	5	15	725	112 522	3	3	181	9 501	8	18	906	122 023
Hungary	9	9	1 251	67 551	3	4	1 462	14 698	12	13	2 713	82 249
Iceland	6	7	3 670	20 705	1	1	182	44 991	7	8	3 852	65 696
India	185	260	25 742	3 460 538	22	26	2 027	155 269	204	286	27 769	3 615 807
Indonesia	47	55	6 663	613 165	5	5	304	26 740	52	60	6 967	639 905
Iran (Islamic Republic of)	12	24	1 525	342 808	3	4	454	44 436	15	28	1 979	387 244
Iraq	76	94	8 662	1 485 585	3	3	180	3 836	78	97	8 842	1 489 421
Ireland	53	72	10 526	1 222 905	20	45	2 480	444 696	69	117	13 006	1 667 601
Israel	16	22	5 279	102 297	1	2	84	19 122	17	24	5 363	121 419
Italy	249	421	31 624	3 976 927	82	135	12 356	1 298 009	325	556	43 979	5 274 936
Jamaica	24	26	1 473	334 904	10	13	1 047	39 026	32	39	2 520	373 930
Japan	51	63	13 299	479 427	7	9	175	30 694	58	72	13 474	510 121
Jordan	49	69	4 596	858 753	14	33	1 259	127 392	62	102	5 855	986 146
Kazakhstan	9	12	289	38 579	4	9	363	110 437	13	21	652	149 016
Kenya	205	327	23 556	3 617 440	144	296	19 385	1 170 587	329	623	42 941	4 788 027

Country of nationality	Consultants				Individual contractors				Total			
	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)
Kiribati	1	1	42	7 000					1	1	42	7 000
Kuwait	8	9	316	28 600					8	9	316	28 600
Kyrgyzstan	9	10	770	68 600	3	6	62	14 120	12	16	832	82 720
Lao People's Democratic Republic	11	16	1 237	75 500					11	16	1 237	75 500
Latvia	1	1	27	5 600					1	1	27	5 600
Lebanon	128	178	13 754	1 109 791	110	330	11 042	677 828	229	508	24 796	1 787 619
Lesotho												
Liberia	2	2	750	9 001					2	2	750	9 001
Libyan Arab Jamahiriya	4	4	282	15 942	1	3	726	12 920	5	7	1 008	28 862
Liechtenstein												
Lithuania					1	1	132	30 096	1	1	132	30 096
Luxembourg	1	1	14	40 186					1	1	14	40 186
Madagascar	7	7	746	100 100	7	14	1 032	124 799	12	21	1 778	224 899
Malawi	4	6	245	64 482					4	6	245	64 482
Malaysia	34	41	4 676	296 235	4	4	117	20 235	37	45	4 793	316 471
Maldives	3	4	613	69 800	1	1	8	6 000	4	5	621	75 800
Mali	17	19	2 652	312 191	3	6	333	45 042	19	25	2 985	357 233
Malta	2	3	484	30 772	2	2	392	97 013	4	5	876	127 785
Marshall Islands												
Mauritania	14	18	975	342 925	1	1	42	4 000	15	19	1 017	346 925
Mauritius	8	12	530	121 813	4	14	406	60 591	12	26	936	182 404
Mexico	116	189	14 624	1 945 798	49	120	5 818	395 027	163	309	20 442	2 340 825
Micronesia (Federated States of)												
Monaco												
Mongolia	12	16	6 215	43 007					12	16	6 215	43 007
Montenegro	2	3	308	23 146					2	3	308	23 146
Morocco	29	40	2 837	442 815	10	18	955	118 259	38	58	3 791	561 074
Mozambique	10	10	589	72 410	3	4	51	5 928	13	14	640	78 338
Myanmar	8	11	1 143	148 836	5	9	935	92 052	11	20	2 078	240 888
Namibia	1	1	30	5 000	1	2	731	360	2	3	761	5 360

Country of nationality	Consultants				Individual contractors				Total			
	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)
Nauru	1	1	20	5 000					1	1	20	5 000
Nepal	47	62	6 016	611 831	4	6	643	104 630	51	68	6 659	716 461
Netherlands	107	163	20 155	2 307 139	17	24	2 384	280 277	116	187	22 539	2 587 415
New Zealand	55	85	18 016	978 824	3	4	157	49 822	58	89	18 173	1 028 646
Nicaragua	26	35	6 945	178 377	3	3	555	43 710	29	38	7 500	222 087
Niger	7	9	1 964	378 333	6	7	410	13 325	13	16	2 373	391 658
Nigeria	65	81	5 388	1 072 732	13	16	702	78 778	76	97	6 090	1 151 510
Norway	34	50	12 303	472 893	7	8	684	102 647	41	58	12 987	575 540
Oman	5	5	1 579	7 002	0	0	0	0	5	5	1 579	7 002
Pakistan	25	35	2 120	361 253	4	7	841	44 178	29	42	2 961	405 431
Palau												
Panama	33	57	11 336	234 851	10	16	1 195	40 777	42	73	12 531	275 628
Papua New Guinea	4	5	927	27 883					4	5	927	27 883
Paraguay	22	27	6 848	162 581	1	2	151	11 373	23	29	6 999	173 954
Peru	60	96	11 676	627 054	21	36	1 855	145 692	78	132	13 531	772 745
Philippines	93	128	20 477	1 514 446	21	36	1 786	276 165	112	164	22 263	1 790 611
Poland	15	28	1 159	294 446	5	8	1 011	114 200	19	36	2 170	408 646
Portugal	22	39	4 115	588 658	11	17	972	54 338	31	56	5 087	642 996
Qatar	2	2	78	1 000					2	2	78	1 000
Republic of Korea	52	57	9 920	589 923	10	12	2 743	291 761	60	69	12 662	881 684
Republic of Moldova	12	13	291	61 030	4	4	58	14 199	16	17	349	75 229
Romania	20	38	2 168	345 137	7	7	340	54 735	27	45	2 507	399 872
Russian Federation	63	90	12 944	1 536 696	57	169	8 943	1 310 244	114	259	21 887	2 846 939
Rwanda	26	40	3 965	578 155	5	7	285	18 182	30	47	4 250	596 337
Saint Kitts and Nevis	5	5	1 331	39 000					5	5	1 331	39 000
Saint Lucia	3	5	1 255	92 001					3	5	1 255	92 001
Saint Vincent and the Grenadines	2	4	2 360	5 002					2	4	2 360	5 002
Samoa	5	9	2 321	103 201					5	9	2 321	103 201
San Marino												
Sao Tome and Principe	3	3	90	6 000					3	3	90	6 000
Saudi Arabia	7	9	895	263 820					7	9	895	263 820

Country of nationality	Consultants				Individual contractors				Total			
	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)	Number of persons	Number of engagements	Days worked	Expenditure (United States dollars)
Senegal	36	45	5 324	1 039 401	7	7	237	45 687	42	52	5 561	1 085 088
Serbia	16	21	2 330	442 550	3	4	864	16 725	18	25	3 194	459 275
Seychelles	1	2	60	4 000	1	1	61	8 000	2	3	121	12 000
Sierra Leone	9	16	988	144 574	1	1	5	2 500	10	17	993	147 074
Singapore	39	56	22 840	490 351	2	2	333	29 700	41	58	23 173	520 051
Slovakia	4	6	331	42 007	7	12	3 857	100 288	11	18	4 188	142 295
Slovenia	4	7	1 106	147 028	2	3	884	19 845	6	10	1 990	166 873
Solomon Islands	4	6	2 260	11 503					4	6	2 260	11 503
Somalia	3	4	379	76 306	1	3	191	22 327	4	7	570	98 632
South Africa	89	124	12 377	1 737 787	7	11	1 190	67 143	96	135	13 567	1 804 930
Spain	87	121	11 804	1 268 236	72	209	12 687	1 475 259	154	330	24 491	2 743 495
Sri Lanka	45	66	4 997	648 855	1	4	88	19 185	46	70	5 085	668 040
Sudan	31	60	2 820	588 966	3	8	608	11 174	34	68	3 427	600 140
Suriname	1	2	25	6 250	1	3	51	16 800	1	5	76	23 050
Swaziland												
Sweden	73	93	18 455	1 516 385	7	15	1 169	191 003	78	108	19 624	1 707 388
Switzerland	94	258	20 025	2 004 292	69	152	9 749	1 216 558	157	410	29 774	3 220 850
Syrian Arab Republic	44	81	7 525	349 742	23	59	1 856	267 521	64	140	9 380	617 262
Tajikistan	2	2	61	3 000					2	2	61	3 000
Thailand	52	61	4 760	528 355	70	116	7 719	402 052	118	177	12 479	930 407
The former Yugoslav Republic of Macedonia	2	2	272	37 250	1	1	120	22 305	3	3	392	59 555
Timor-Leste	2	2	111	26 370					2	2	111	26 370
Togo	5	5	951	50 633					5	5	951	50 633
Tonga	3	5	2 924	5 003					3	5	2 924	5 003
Trinidad and Tobago	30	36	2 381	308 908	24	55	1 652	184 810	52	91	4 033	493 718
Tunisia	35	69	7 420	958 076	12	14	769	136 535	45	83	8 189	1 094 611
Turkey	18	24	1 950	387 183	2	7	519	67 956	19	31	2 469	455 139
Turkmenistan	1	1	30	2 000					1	1	30	2 000
Tuvalu	2	2	34	8 000					2	2	34	8 000
Uganda	44	54	3 518	640 612	4	8	530	51 259	47	62	4 049	691 871
Ukraine	14	20	1 244	87 716	12	21	1 339	128 295	23	41	2 583	216 011
United Arab Emirates	3	3	41	5 500					3	3	41	5 500

United Kingdom	557	908	73 327	12 567 253	166	389	16 421	2 537 592	693	1 297	89 747	15 104 845
United Republic of Tanzania	44	57	4 280	791 044	8	18	904	100 785	51	75	5 183	891 829
United States	723	1 025	85 588	18 094 663	276	571	29 731	4 790 800	962	1 596	115 318	22 885 463
Uruguay	58	88	9 464	1 158 634	39	111	3 708	249 702	96	199	13 172	1 408 336
Uzbekistan	7	8	289	23 500	1	1	27	4 627	8	9	316	28 127
Vanuatu	4	4	447	57 334					4	4	447	57 334
Venezuela (Bolivarian Republic of)	34	67	7 933	556 916	7	17	921	74 487	40	84	8 854	631 403
Viet Nam	29	38	2 460	320 107	4	7	218	19 163	32	45	2 678	339 270
Yemen	17	19	1 535	90 250	22	29	1 546	70 700	39	48	3 081	160 950
Zambia	20	27	2 362	637 919	4	10	582	33 997	24	37	2 944	671 916
Zimbabwe	30	42	3 043	773 892	4	11	1 286	50 147	34	53	4 329	824 039
Subtotal	7 404	11 568	1 167 945	131 857 696	2 958	7 086	409 351	37 830 451	10 034	18 654	1 577 296	169 688 147
Others												
Palestine	27	65	7 373	474 396	5	7	302	9 338	32	72	7 675	483 734
Stateless	2	2	70	12 000	2	6	63	7 458	4	8	133	19 458
Unknown	8	8	423	87 693	3	9	346	14 727	10	17	769	102 420
Subtotal	37	75	7 865	574 089	10	22	711	31 523	46	97	8 576	605 612
Total	7 441	11 643	1 175 810	132 431 785	2 968	7 108	410 061	37 861 974	10 080	18 751	1 585 872	170 293 759

Notes:

1. Differences between the number of persons engaged (10,080) and the number of engagements (18,751) occur due to the fact that a person can work in various engagements during the reporting period. Differences between the number of consultants (7,441), individual contractors (2,968) and the total (10,080) occur because some persons worked both as consultants and individual contractors.
2. Data on engagements refer to individual recruitments of consultants and individual contractors to perform specific duties during a period of time. The term engagement is used in the present report since a contract refers to obligations, and in some instances these obligations have been used to record assignments for different persons with diverse duties.

Table 1.B

Consultants and individual contractors, by occupational group in non-field operations: 2008-2009

(Population: 18,751)

<i>Occupational group</i>	<i>Consultants</i>		<i>Individual contractors</i>		<i>Total</i>	
	<i>Number of engagements</i>	<i>Percentage of engagements</i>	<i>Number of engagements</i>	<i>Percentage of engagements</i>	<i>Number of engagements</i>	<i>Percentage of engagements</i>
Administration related	1 280	11	1 555	22	2 835	15
Administrative specialists	2 333	20	896	13	3 229	17
Architects, engineers	215	2	42	1	257	1
Architecture and engineering related	27	0	201	3	228	1
Archiving, curating, information and library related	30	0	20	0	50	0
Archivists, curators, information specialists and librarians	15	0	22	0	37	0
Artists	14	0	20	0	34	0
Arts related	8	0	77	1	85	1
Dental, nutrition, medical, nursing and veterinary specialists	213	2	113	2	326	2
Dentistry, nutrition, medicine, nursing and veterinary science related	14	0	12	0	26	0
Economics related	68	1	101	1	169	1
Economists	1 469	13	102	1	1 571	8
Education related	6	0	6	0	12	0
Education specialists	205	2	464	7	669	4
Electronic communications related			37	1	37	0
Electronic communications specialists	2	0			2	0
Environmental science related	69	1	18	0	87	1
Environmental specialists	578	5	45	1	623	3
Finishing			19	0	19	0
General building maintenance	14	0	154	2	168	1
Jurists	323	3	41	1	364	2
Law related	90	1	10	0	100	1
Life science related	12	0	17	0	29	0
Life scientists	89	1	16	0	105	1
Machine maintenance and repair			3	0	3	0
Not specified	115	1	67	1	182	1
Physical sciences related	5	0	9	0	14	0
Physical scientists	75	1	4	0	79	0

<i>Occupational group</i>	<i>Consultants</i>		<i>Individual contractors</i>		<i>Total</i>	
	<i>Number of engagements</i>	<i>Percentage of engagements</i>	<i>Number of engagements</i>	<i>Percentage of engagements</i>	<i>Number of engagements</i>	<i>Percentage of engagements</i>
Printing	10	0	47	1	57	0
Production, service and transport work for which no job family exists	1	0			1	0
Professional, managerial and technical specialist for which no job family exists	37	0	6	0	43	0
Professional, managerial and technical work	1 877	16	135	2	2 012	11
Relief specialists	132	1	4	0	136	1
Sales and marketing related	1	0		0	1	0
Sales and marketing specialists	4	0	1	0	5	0
Security and safety operations	3	0	1	0	4	0
Social sciences related	70	1	134	2	204	1
Social scientists	1 078	9	74	1	1 152	6
Statisticians and mathematicians	201	2	8	0	209	1
Statistics and mathematics related	63	1	57	1	120	1
Storing and warehousing	1	0	2	0	3	0
Structural and physical plant construction and maintenance	1	0	3	0	4	0
Support work for which no job family exists	9	0	143	2	152	1
Support work related to professional, managerial and technical occupations	143	1	75	1	218	1
Transport		0	8	0	8	0
Transportation related	19	0	6	0	25	0
Transportation specialists	11	0	4	0	15	0
Writers, translators, interpreters	624	6	1 825	26	2 449	13
Writing, translation and interpretation related	89	1	504	7	593	3
Total	11 643	100	7 108	100	18 751	100

Table 2.A

Consultants and individual contractors, by entity in non-field operations: 2008-2009(Population: 10,080)^a

Entity	Consultants			Individual contractors			Total		
	Number of persons engaged	Number of females engaged	Number of days worked	Number of persons engaged	Number of females engaged	Number of days worked	Number of persons engaged	Number of females engaged	Number of days worked
CTED				14	7	350	14	7	350
DESA	695	225	48 105	107	57	6 799	787	274	54 904
DFS	20	5	5 845				20	5	5 845
DGACM	7	3	346	2	1	216	9	4	562
DM	190	79	18 540	131	71	22 578	315	146	41 118
DPA	148	29	28 843	21	9	1 306	166	37	30 148
DPI	7	1	229	166	91	20 391	172	91	20 621
DPKO	158	55	16 501	7	4	651	165	59	17 151
DSS	15	5	2 001				15	5	2 001
ECA	465	114	63 833	241	95	67 694	663	193	131 527
ECE	121	41	5 692	57	29	4 572	172	66	10 264
ECLAC	1 009	349	110 708	535	312	63 348	1 521	651	174 056
EOSG	44	15	8 171	41	23	3 634	80	36	11 805
ESCAP	557	153	44 904	101	60	13 359	651	211	58 263
ESCWA	368	104	29 670	158	88	12 159	519	188	41 828
ETHICS	1	1	87	1	1	109	1	1	196
INTERORG	4		77	3	2	175	7	2	253
OCHA	568	159	417 552	77	43	8 436	633	200	425 988
ODA	30	13	7 322	2	1	61	30	13	7 382
OHCHR	174	87	10 285	104	73	7 165	275	158	17 449
OHRLLS	5		344	5	4	325	10	4	669
OIOS	57	17	2 664				57	17	2 664
OLA	30	8	1 991	13	9	819	41	16	2 811
OMBUDSMAN	4	2	95	8	4	199	12	6	294
OSAA	12	3	718	2	1	182	13	4	899
OSRSG/CAAC	11	5	517	3	2	45	14	7	562
UNAT	3		148	1		137	4		285
UNCC	9	2	2 037	3		432	12	2	2 469
UNCTAD	623	133	61 757	138	75	15 502	742	202	77 258
UNEP	1 154	420	151 314	368	208	43 440	1 430	577	194 755

Entity	Consultants			Individual contractors			Total		
	Number of persons engaged	Number of females engaged	Number of days worked	Number of persons engaged	Number of females engaged	Number of days worked	Number of persons engaged	Number of females engaged	Number of days worked
UNFIP	10	7	966	4		482	13	7	1 448
UN-Habitat	638	201	86 101	43	18	6 192	665	212	92 293
UNODC	191	65	18 251	88	53	11 360	270	114	29 611
UNOG	68	42	2 853	210	104	33 841	275	144	36 694
UNON	60	27	5 185	375	202	22 112	424	226	27 297
UNOV	218	74	22 161	109	67	41 996	323	138	64 157
Total	7 674	2 444	1 175 810	3 138	1 714	410 061	10 520	4 023	1 585 872

Note: Differences between the numbers of persons engaged in this table (10,520 total of persons) and the net numbers of persons (10,080) are due to the fact that some individuals worked for several entities during the reporting period. Differences between the number of consultants (7,674), individual contractors (3,138) and the total (10,520) occur because some persons worked both as consultants and individual contractors during the reporting period.

^a Data not available for ICTR or ICTY.

Table 2.B

Consultants and individual contractors, by entity and expenditure in non-field operations: 2008-2009

(Population: 18,751)

Entity	Contractors			Individual contractors			Total		
	Expenditure (RB)	Expenditure (XB)	Total expenditure (United States dollars)	Expenditure (RB)	Expenditure (XB)	Total expenditure (United States dollars)	Expenditure (RB)	Expenditure (XB)	Total expenditure (United States dollars)
CTED				69 444		69 444	69 444		69 444
DESA	1 678 919	7 231 031	8 909 949	724 515	675 740	1 400 254	2 403 433	7 906 770	10 310 204
DFS	1 348 100	190 291	1 538 391				1 348 100	190 291	1 538 391
DGACM	34 350	2 500	36 850	46 320		46 320	80 670	2 500	83 170
DM	2 744 353	2 222 637	4 966 990	1 179 692	1 159 835	2 339 527	3 924 045	3 382 472	7 306 517
DPA	8 107 185	1 344 928	9 452 113	157 570	8 065	165 634	8 264 755	1 352 993	9 617 747
DPI	17 200	123 437	140 637	1 796 722	455 632	2 252 354	1 813 922	579 069	2 392 991
DPKO	2 331 055	2 869 833	5 200 887	82 564	68 906	151 470	2 413 619	2 938 739	5 352 357
DSS	4 000	348 236	352 236				4 000	348 236	352 236
ECA	2 862 248	3 487 607	6 349 855	1 736 214	388 539	2 124 754	4 598 462	3 876 146	8 474 609
ECE	295 958	919 267	1 215 225	157 701	467 385	625 086	453 659	1 386 651	1 840 310
ECLAC	1 528 333	8 976 208	10 504 541	1 418 511	2 176 027	3 594 538	2 946 844	11 152 235	14 099 079
EOSG	533 271	1 254 785	1 788 057	80 800	452 561	533 361	614 072	1 707 346	2 321 418
ESCAP	1 549 293	3 857 464	5 406 758	269 737	436 340	706 077	1 819 030	4 293 804	6 112 834
ESCWA	1 379 737	681 343	2 061 080	459 406	264 279	723 685	1 839 144	945 622	2 784 765
ETHICS		43 250	43 250		54 250	54 250		97 500	97 500
INTERORG		49 390	49 390		50 149	50 149		99 539	99 539
OCHA	139 936	6 626 668	6 766 604	53 834	991 869	1 045 703	193 770	7 618 537	7 812 307
ODA	2 531 433	245 564	2 776 997		8 000	8 000	2 531 433	253 564	2 784 997
OHCHR	682 769	1 723 705	2 406 474	420 477	897 822	1 318 299	1 103 246	2 621 528	3 724 773
OHRLLS	86 500	24 000	110 500	41 520	33 000	74 520	128 020	57 000	185 020
OIOS	763 581	485 664	1 249 245				763 581	485 664	1 249 245
OLA	289 235	182 772	472 008	154 646	26 390	181 036	443 882	209 162	653 044
OMBUDSMAN	28 100	9 750	37 850	16 324	45 680	62 004	44 424	55 430	99 854
OSAA	161 000		161 000	29 000		29 000	190 000		190 000
OSRSG/CAAC	36 600	138 625	175 225	9 521		9 521	46 121	138 625	184 746
UNAT	56 169		56 169	22 511		22 511	78 680		78 680
UNCC		112 837	112 837		37 652	37 652		150 488	150 488
UNCTAD	810 161	9 724 469	10 534 630	537 429	1 834 637	2 372 066	1 347 590	11 559 106	12 906 696

Entity	Contractors			Individual contractors			Total		
	Expenditure (RB)	Expenditure (XB)	Total expenditure (United States dollars)	Expenditure (RB)	Expenditure (XB)	Total expenditure (United States dollars)	Expenditure (RB)	Expenditure (XB)	Total expenditure (United States dollars)
UNEP	174 045	24 002 837	24 176 882	36 200	4 713 014	4 749 214	210 245	28 715 851	28 926 096
UNFIP		164 448	164 448		23 671	23 671		188 119	188 119
UN-Habitat	142 326	17 302 828	17 445 154		644 579	644 579	142 326	17 947 407	18 089 733
UNODC	550 655	3 510 454	4 061 109	167 643	1 803 633	1 971 276	718 298	5 314 088	6 032 385
UNOG	67 273	694 755	762 028	5 578 055	713 940	6 291 995	5 645 328	1 408 694	7 054 023
UNON	404 640	515 836	920 476	135 427	2 440 405	2 575 832	540 067	2 956 241	3 496 308
UNOV		2 025 940	2 025 940	540 612	1 067 581	1 608 192	540 612	3 093 521	3 634 133
Total	31 338 426	101 093 359	132 431 785	15 922 394	21 939 580	37 861 974	47 260 820	123 032 939	170 293 759

Abbreviations: RB, regular budget; XB, extrabudgetary.

Table 2.C

Entities and occupational groups where consultants were hired for a period of more than one year in non-field operations: 2008-2009

(Population: 597)

<i>Entity</i>	<i>Occupational group</i>	<i>Number of consultants</i>
DESA	Administration related	7
DFS	Professional, managerial and technical work	7
DM	Arts related	1
	Administrative specialists	1
	Archivists, curators, information specialists and librarians	1
	Not specified	3
	Administrative specialists	3
	Dental, nutrition, medical, nursing and veterinary specialists	4
	Administrative specialists	1
Subtotal		14
DPA	Administrative specialists	1
	Professional, managerial and technical work	7
Subtotal		8
DPKO	Administrative specialists	1
	Professional, managerial and technical work	3
	Writers, translators, interpreters	1
Subtotal		5
DSS	Administration related	2
ECLAC	Administrative specialists	1
	Economists	6
Subtotal		7
EOSG	Administrative specialists	4
	Not specified	1
	Professional, managerial and technical work	2
	Social scientists	1
Subtotal		8
ESCAP	Administrative specialists	4
	Archiving, curating, information and library related	1
	Economics related	3
	Economists	4

<i>Entity</i>	<i>Occupational group</i>	<i>Number of consultants</i>
	Professional, managerial and technical work	1
	Sales and marketing specialists	1
	Writers, translators, interpreters	2
	Writing, translation and interpretation related	1
Subtotal		17
ESCWA	Administration related	1
	Administrative specialists	4
	Architects, engineers	2
	Economists	2
	Jurists	1
	Life scientists	1
	Physical scientists	1
	Social scientists	2
	Transportation specialists	1
Subtotal		15
OCHA	Administration related	3
	Administrative specialists	4
	Archiving, curating, information and library related	1
	Environmental specialists	1
	Professional, managerial and technical specialists for which no job family exists	1
	Professional, managerial and technical work	291
	Relief specialists	117
	Support work related to professional, managerial and technical occupations	1
Subtotal		419
ODA	Administrative specialists	1
	Education specialists	2
	Law related	6
Subtotal		9
OLA	Jurists	1
UNCC	Environmental specialists	1
UNEP	Administrative specialists	12
	Archiving, curating, information and library related	1
	Economists	1

<i>Entity</i>	<i>Occupational group</i>	<i>Number of consultants</i>
	Environmental science related	5
	Environmental specialists	4
	Life scientists	2
	Professional, managerial and technical work	8
	Social scientists	2
	Support work related to professional, managerial and technical occupations	2
Subtotal		37
UNFIP	Administrative specialists	1
UN-Habitat	Administrative specialists	3
	Architects, engineers	2
	Professional, managerial and technical work	18
	Social scientists	8
Subtotal		31
UNODC	Jurists	1
	Social scientists	4
Subtotal		5
UNON	Architects, engineers	1
UNOV	Administrative specialists	1
	Professional, managerial and technical work	1
Subtotal		2
Total		597

Table 3.A
Deployments of United Nations Disaster Assessment and Coordination Team members with special services agreement contracts, by nationality: 2008-2009
 (Population: 119)

Country or area of nationality	Number of engagements			Average duration per engagement (days)		
	F	M	Total	F	M	Total
Argentina	2	1	3	18	22	19
Australia	1	2	3	13	12	12
Austria	1	2	3	14	16	15
Belgium		1	1		29	29
Bolivia (Plurinational State of)		4	4		17	17
Brazil	2	1	3	15	22	17
Canada	1	1	2	17	11	14
China		1	1		15	15
Costa Rica		3	3		19	19
Denmark		6	6		15	15
Ecuador	3	1	4	19	17	19
Estonia		2	2		16	16
Ethiopia		1	1		17	17
Fiji		1	1		13	13
Finland	1		1	13		13
France		1	1		15	15
Germany		2	2		22	22
Guatemala		1	1		15	15
Haiti	1		1	29		29
Iceland		2	2		16	16
India		1	1		15	15
Ireland	1	1	2	15	15	15
Israel	2	3	5	13	14	14
Italy		1	1		15	15
Japan		1	1		13	13
Malaysia	1		1	22		22
Netherlands		2	2		15	15
New Zealand		4	4		15	15
Nicaragua	2	4	6	19	17	18
Norway		1	1		17	17
Panama		4	4		18	18

<i>Country or area of nationality</i>	<i>Number of engagements</i>			<i>Average duration per engagement (days)</i>		
	<i>F</i>	<i>M</i>	<i>Total</i>	<i>F</i>	<i>M</i>	<i>Total</i>
Paraguay		2	2		16	16
Peru		1	1		18	18
Philippines	2	1	3	18	15	17
Republic of Korea		2	2		16	16
Russian Federation		2	2		15	15
Singapore		6	6		16	16
South Africa	1		1	14		14
Spain		2	2		15	15
Sweden		3	3		15	15
Switzerland		2	2		15	15
Tonga		1	1		13	13
Tunisia		2	2		16	16
United Kingdom	1	11	12	15	15	15
United States		4	4		20	20
Uruguay	3		3	15		15
Total	25	94	119	17	16	16

Table 3.B
Deployments of United Nations Disaster Assessment and Coordination Team members with special services agreement contracts, by emergency: 2008-2009
(Population: 119)

<i>Emergency</i>	<i>Number of engagements</i>			<i>Average duration per engagement (days)</i>		
	<i>F</i>	<i>M</i>	<i>Total</i>	<i>F</i>	<i>M</i>	<i>Total</i>
Albania: ammunition depot explosion		5	5		15	15
Benin: floods	1	2	3	13	13	13
Bhutan: disaster response preparedness		3	3		15	15
Bolivia: floods	1	6	7	23	23	23
Burkina Faso: floods		2	2		15	15
Cambodia: disaster response preparedness		4	4		15	15
China: Typhoon Morakot		1	1		8	8
Democratic Republic of the Congo: earthquake	1	5	6	15	15	15
Ecuador: floods		4	4		22	22
El Salvador: mudslides and flash floods	1	3	4	18	18	18
Haiti: Hurricane Hanna	1	2	3	29	29	29
Honduras: disaster response preparedness	3	4	7	17	17	17
Honduras: floods	2	2	4	19	19	19
Indonesia: earthquake	1	7	8	15	15	15
Myanmar: floods/Tropical Cyclone Nargis	2	1	3	22	22	22
Namibia: floods	2	2	4	14	14	14
Nepal: Koshi River floods		3	3		15	15
Nicaragua: Hurricane Ida	2		2	17		17
Panama: floods	1	5	6	14	14	14
Papua New Guinea: sea swell	1	1	2	10	10	10
Peru: disaster response preparedness	2	5	7	13	13	13
Philippines: Typhoon Ketsana	1	4	5	16	16	16
Philippines: Typhoon Lupit		5	5		16	16
Papua New Guinea: disaster response preparedness	2	4	6	13	13	13
Samoa: earthquake/tsunami		1	1		16	16
Turks and Caicos: Hurricane Ike		3	3		15	15
Uganda: disaster response preparedness	1	6	7	17	17	17
Yemen: floods		1	1		16	16
Zanzibar: power outage		3	3		11	11
Total	25	94	119	17	16	16

Table 4.A
**Engagements of locally recruited consultants and individual contractors in field operations:
 2008-2009**

(Population: 16,480)

Field operation	Consultants				Individual contractors				Total
	F	M	Not available	Subtotal	F	M	Not available	Subtotal	
BINUB	4	32		36	58	168		226	262
BINUCA	2			2	5	37		42	44
CNMC	2	26		28					28
MINURCAT					27	723		750	750
MINURSO						11		11	11
MINUSTAH		1		1	355	1 716		2 071	2 072
MONUC	5	9		14	16	247		263	277
ONUCI	4	7		11	61	649		710	721
UNAMA	1	17		18	7	53		60	78
UNAMI	1	2		3	22	51		73	76
UNAMID	4	20		24	1 103	4 948		6 051	6 075
UNDOF					3	10		13	13
UNFICYP	1	18		19	64	93	8	165	184
UNIFIL	3	5		8	55	177		232	240
UNOGBIS					1	13		14	14
UNIPSIL	3			3	9	42		51	54
UNLB	39	42		81	40	158		198	279
UNMIK					12	98		110	110
UNMIL			3	3			433	433	436
UNMIN	4	10		14	34	230		264	278
UNMIS	7	11		18	517	3 707		4 224	4 242
UNMIT	6	11		17	12	37		49	66
UNMOGIP					5	4		9	9
UNOWA		6		6					6
UNPOS		5		5	2	4		6	11
UNRCCA					24	39		63	63

<i>Field operation</i>	<i>Consultants</i>				<i>Individual contractors</i>				<i>Total</i>
	<i>F</i>	<i>M</i>	<i>Not available</i>	<i>Subtotal</i>	<i>F</i>	<i>M</i>	<i>Not available</i>	<i>Subtotal</i>	
UNSCO	1	1		2	2	12		14	16
UNSCOL		2		2	1	4		5	7
UNSOA					3	15		18	18
UNTSO					8	32		40	40
Total	87	225	3	315	2 446	13 278	441	16 165	16 480

Note: Data on gender not available for UNMIL (3 consultants and 433 individual contractors), and for eight individual contractors in UNFICYP. Data sources for the present report included submissions from field missions.

Table 4.B

Engagements of locally recruited consultants and individual contractors in field operations, by country or area of nationality: 2008-2009

(Population: 16,480)

Country of nationality	Consultants				Individual contractors				Total
	F	M	Not available	Subtotal	F	M	Not available	Subtotal	
Afghanistan	1	17		18	5	50		55	73
Argentina					1			1	1
Armenia					1			1	1
Australia		5		5	4			4	9
Austria		1		1	1	1		2	3
Belgium		2		2					2
Benin	1	3		4		1		1	5
Bulgaria					1			1	1
Burkina Faso		2		2		7		7	9
Burundi	3	20		23	60	172		232	255
Cameroon		2		2					2
Canada	2	8		10		1		1	11
Central African Republic	2			2	5	37		42	44
Chad					28	724		752	752
Colombia					11			11	11
Congo		3		3					3
Côte d'Ivoire	4	8		12	57	623		680	692
Croatia					2			2	2
Cyprus					14	47	7	68	68
Democratic Republic of the Congo	3	2		5	16	247		263	268
Denmark	1	1		2					2
Ecuador	2			2					2
Egypt		1		1	1	4		5	6
Eritrea		2		2		2		2	4
Ethiopia		2		2	2	13		15	17
Finland		5		5		10		10	15
France	6	12		18	3	1		4	22
Georgia					1			1	1
Germany	4	3		7		1		1	8
Ghana	1	3		4		2		2	6

Country of nationality	Consultants				Individual contractors				Total
	F	M	Not available	Subtotal	F	M	Not available	Subtotal	
Greece						15		15	15
Guatemala	2			2					2
Guinea		2		2					2
Guinea-Bissau					1	9		10	10
Guyana						1		1	1
Haiti		1		1	355	1 716		2 071	2 072
India	2			2	6	10		16	18
Indonesia	1			1					1
Iraq					4	25		29	29
Ireland					10	4		14	14
Israel						3		3	3
Italy	21	11		32	52	159		211	243
Jamaica					4			4	4
Jordan	1	2		3	2	15		17	20
Kazakhstan	1			1					1
Kenya	1	2		3	5	16		21	24
Kuwait					1	1		2	2
Lebanon	1		1	2	62	196		258	260
Liberia		1	2	3			433	433	436
Malaysia	1			1					1
Mauritania		3		3		2		2	5
Mexico		1		1					1
Morocco						11		11	11
Nepal		4		4	34	230		264	268
Netherlands		5		5					5
New Zealand		1		1					1
Niger		4		4		1		1	5
Nigeria		1		1		1		1	2
Norway		1		1					1
Pakistan		1		1	5	8		13	14
Peru	1			1					1
Philippines	2	4		6	7	5		12	18
Poland		1		1					1

Country of nationality	Consultants				Individual contractors				Total
	F	M	Not available	Subtotal	F	M	Not available	Subtotal	
Portugal	4	1		5					5
Romania		6		6					6
Saudi Arabia						1		1	1
Senegal		4		4		5		5	9
Serbia		1		1	8	86		94	95
Sierra Leone					9	42		51	51
Singapore	1			1					1
Slovakia						2		2	2
Somalia	1	2		3	1			1	4
South Africa		1		1		1		1	2
Spain		5		5		1		1	6
Sri Lanka						1		1	1
Sudan		4		4	1 616	8 638		10 254	10 258
Sweden	1	1		2					2
Switzerland	1			1		4		4	5
Syrian Arab Republic					5	11		16	16
Tajikistan					2			2	2
The former Yugoslav Republic of Macedonia					1	9		10	10
Timor-Leste					12	37		49	49
Togo		2		2	1	1		2	4
Turkmenistan					22	39		61	61
Uganda	1	1		2		1		1	3
United Kingdom	2	18		20	2	16		18	38
United States of America	12	28		40	1	1		2	42
Uruguay		1		1					1
Venezuela (Bolivarian Republic of)						1		1	1
Other									
Palestine		1		1	2	9		11	12
Unknown		2		2	3	1	1	5	7
Total	87	225	3	315	2 446	13 278	441	16 165	16 480

Note: Data on gender not available for 3 consultants from Lebanon (1) and Liberia (2), and for 441 individual contractors from Cyprus (7), Liberia (433) and 1 with no available nationality. Data sources for the present report included submissions from field missions.

Table 5
Institutional contractors, by entity: 2008-2009

(Population: 174)

<i>Entity</i>	<i>Number of contractors</i>	<i>Number of contracts</i>	<i>Number of days worked</i>	<i>Expenditure (United States dollars)</i>
CTED	1	1	2	6 000
DESA	28	34	2 320	988 029
DM	6	6	2 267	133 741
DPA	1	2	6	30 000
DPI	3	3	101	63 500
DPKO	5	5	178	141 999
DSS	1	2	1 168	100 726
ECLAC	7	7	966	180 416
EOSG	1	1	2	10 000
ESCAP	17	22	3 595	492 016
ESCWA	12	13	3 259	123 515
OICT	1	1	6	19 000
OCHA	1	1	106	45 000
OIOS	2	2	272	50 022
UNEP	56	68	11 924	2 403 792
UN-Habitat	1	1	132	2 500
UNOV	31	32	9 002	4 540 926
Total	174	201	35 306	9 331 182

Note: Data include institutional contractors agreements with institutions or corporations for the provision of outside expertise or professional services as recorded in IMIS; it excludes purchase orders with institutions or corporations. The number of contracts (201) is higher than the number of contractors (174) since one contractor can have various contracts during the reporting period.