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

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

Report of the United Nations High Commissioner for Human Rights

I. Introduction

1. The Human Rights Council, in its resolution 16/10, requested the United Nations High Commissioner for Human Rights to submit a comprehensive and updated report to the Council at its nineteenth session, in accordance with its annual programme of work, following the structure and scope of her report and with a special focus on further measures to correct the imbalance in geographical composition of the staff of the Office of the High Commissioner (OHCHR). The present report addresses the composition of the staff of the Office as at 31 December 2011.

2. Chapter II of the present report includes data on staff members in regular budget posts subject to geographical distribution, as well as data on staff in temporary posts funded from general temporary assistance and extrabudgetary resources or in technical cooperation project posts, neither of which are included in the definition of posts subject to geographical distribution.

3. Chapter III contains a description of the measures for improvement taken by the High Commissioner bearing in mind the issues identified by the Human Rights Council in resolution 16/10, while fully observing United Nations Secretariat human resources policies, in particular, its recruitment and contractual policies.

II. Composition of the staff of the Office of the United Nations High Commissioner for Human Rights

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

5. The official report on the composition of the Secretariat is submitted annually by the Secretary-General to the General Assembly in accordance with a number of resolutions, the most recent being Assembly resolutions 57/305, 59/266, 60/238, 61/244, 63/250 and 65/247.

6. The latest report of the Secretary-General on the composition of the Secretariat (A/66/347) covers the period from 1 July 2010 to 30 June 2011. OHCHR is part of the Secretariat and the breakdown of its geographical composition has to be seen against the breakdown of the overall distribution within the Secretariat.

7. The table in annex I provides a breakdown of all OHCHR staff members in the Professional category and above who have been selected through the established recruitment process ("regular" staff) against both regular budget posts subject to geographical distribution and extrabudgetary posts, by nationality, grade and sex as at 31 December 2011.

8. The table in annex II provides a breakdown of the following categories of additional OHCHR staff in the Professional category and above not included in the table in annex I by nationality, grade and sex as at 31 December 2011:

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

9. In paragraph 14, section IX, of its resolution 63/250, the General Assembly re-emphasized that the system of geographical ranges was designed to apply to countries rather than to regions or groups. The data in the present report are therefore provided by country and listed in alphabetical order.

10. As at 31 December 2011, OHCHR had a total of 537 staff members in the Professional category and above, of whom 444 are considered regular staff. Of the Professional staff members, 375 work in Geneva, 16 work in the New York office, while 145 work in 49 different countries in the field.¹

11. Nationals from 116 countries are represented in the Professional and above workforce, in both geographic and non-geographic posts. The latter comprise extrabudgetary posts that are not included under the system of desirable ranges (see paragraph 4 above). Of these 116 nationalities, one is officially unrepresented in the Secretariat,² 34 are underrepresented,³ 74 are considered within range (57 below mid-point⁴ and 17 above mid-point⁵), while seven nationalities are overrepresented⁶ in the Secretariat.

¹ Country offices, regional offices, human rights advisers and integrated offices are located in Afghanistan, Azerbaijan, Belgium, Bolivia (Plurinational State of), Burundi, Cambodia, Cameroon, Chad, Chile, Colombia, the Democratic Republic of the Congo, Ecuador, Ethiopia, Fiji, Georgia, Guatemala, Guinea, Haiti, Honduras, Kazakhstan, Kenya, Kyrgyzstan, Lebanon, Libya, Madagascar, Mauritania, Mexico, Nepal, the Niger, Panama, Papua New Guinea, Paraguay, Qatar, the Republic of Moldova, the Russian Federation, Rwanda, Senegal, Serbia, South Africa, Sri Lanka, Tajikistan, Thailand, the former Yugoslav Republic of Macedonia, Togo, Tunisia, Uganda, Ukraine and in the Occupied Palestinian Territory.

² Unrepresented at 31 October 2011: Afghanistan.

³ Underrepresented at 31 October 2011: Algeria, Angola, Australia, Belgium, Brazil, China, Colombia, Cyprus, Czech Republic, Finland, France, Germany, Hungary, India, Indonesia, Israel, Italy, Japan, Liberia, Lithuania, Netherlands, Norway, Poland, Portugal, Republic of Korea, Saudi Arabia, Slovenia, Spain, Sweden, Switzerland, Tonga, Turkey, United States of America, United Kingdom of Great Britain and Northern Ireland.

⁴ Within range, below mid-point at 31 October 2011: Albania, Armenia, Austria, Azerbaijan, Bahamas, Belarus, Benin, Bolivia (Plurinational State of), Bosnia and Herzegovina, Botswana, Burundi, Cambodia, Chile, Congo, Costa Rica, Côte d'Ivoire, Democratic Republic of the Congo, Denmark, Eritrea, Estonia, Gambia, Guatemala, Haiti, Iran (Islamic Republic of), Iraq, Kazakhstan, Kyrgyzstan, Madagascar, Malaysia, Maldives, Mali, Malta, Mauritania, Mauritius, Mexico, Mongolia, Myanmar, Nepal, New Zealand, Nigeria, Pakistan, Panama, Paraguay, Peru, Republic of Moldova, Senegal, Serbia, Sierra Leone, Singapore, Solomon Islands, Sudan, Syrian Arab Republic, Thailand, Togo, Uruguay, Uzbekistan, Venezuela (Bolivarian Republic of).

⁵ Within range, above mid-point at 31 October 2011: Bangladesh, Canada, Croatia, Ecuador, Egypt, Ghana, Guyana, Ireland, Jordan, Malawi, Morocco, Russian Federation, South Africa, Sri Lanka, Trinidad and Tobago, Tunisia, Uganda.

⁶ Overrepresented at 31 October 2011: Argentina, Bulgaria, Cameroon, Ethiopia, Kenya, Lebanon, Philippines.

III. Results of efforts made to achieve equitable geographical representation

12. Although the General Assembly stated in its resolution 63/250 that the system of geographical ranges for staff representation is designed to apply to countries rather than to regions or groups, the Commission on Human Rights, the Human Rights Council and the Joint Inspection Unit have focused on regional groups when assessing the geographical diversity of the staff of OHCHR, further including reference to extrabudgetary staff whose posts are not subject to the system of desirable ranges.⁷ This difference in approach, terminology and methodology from the report of the Secretary-General on the composition of the Secretariat (A/66/347) has made comparison of data problematic. While being bound by the Assembly resolution on this matter, the High Commissioner has, in order to facilitate a consistent and coherent discussion in the present report, continued to make reference to regional groups in the analysis of the geographical diversity of OHCHR.

13. Improving the geographical diversity of OHCHR staff remains one of the High Commissioner's priorities. In line with that objective, OHCHR has continued to vigorously implement the High Commissioner's procedures and framework for improving geographical diversity, in full compliance with Secretariat human resources policies, which were explained in detail to the Commission on Human Rights in February 2006.⁸

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

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

| <i>Region</i> | <i>31 December 2006</i> | <i>31 December 2007</i> | <i>31 December 2008</i> | <i>31 December 2009</i> | <i>31 December 2010</i> | <i>31 December 2011</i> |
|--------------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| | <i>Percentage</i> | <i>Percentage</i> | <i>Percentage</i> | <i>Percentage</i> | <i>Percentage</i> | <i>Percentage</i> |
| Africa | 11.1 | 13.1 | 13.9 | 13.8 | 14.5 | 16.0 |
| Asia | 11.9 | 12.6 | 13.3 | 13.6 | 15.8 | 16.7 |
| Latin America and Caribbean | 9.6 | 11.9 | 11.5 | 13.2 | 13.7 | 12.5 |
| Eastern Europe | 3.3 | 4.8 | 5.0 | 5.7 | 6.9 | 7.5 |
| Western Europe and other | 64.1 | 57.5 | 56.3 | 53.7 | 49.1 | 47.3 |
| Total | 100 | 100 | 100 | 100 | 100 | 100 |

15. OHCHR remains committed to implementing the High Commissioner's procedures and framework for improving geographical diversity,⁹ which has proven effective to date. Current measures have included expanding the pool of qualified candidates from the widest possible range of countries and backgrounds, and developing recruitment outreach activities with United Nations country teams, OHCHR field offices, permanent missions in Geneva,

⁷ A/59/65-E/2004/48, A/59/65/Add.1-E/2004/48/Add.1, A/61/115, A/61/115/Add.1, A/62/845, A/62/845/Add.1, A/64/94, A/64/94/Add.1.

⁸ See E/CN.4/2006/103.

⁹ See note 8.

other United Nations entities and local partners in the field. The positive geographical trend is therefore expected to continue during the current biennium.

16. While seeking to improve further its geographical distribution, OHCHR will continue to pay special attention to the issue of balance between female and male staff members at all levels, an area in which determination and concerted effort have already brought success. As at 31 December 2011, women accounted for 54.1 per cent of regular staff and 53.8 per cent of non-regular staff at the Professional level, equivalent to an overall proportion of 54 per cent.

17. Similarly, OHCHR will continue its commitment to meet the goals and obligations placed upon it under the system of desirable ranges mandated by the General Assembly. This is reflected in the departmental target relating to the recruitment of nationals from unrepresented and underrepresented Member States established in the Secretariat Human Resources Scorecard and in the High Commissioner's Compact. At the end of 2011, the percentage of recruitments from unrepresented and underrepresented Member States and Member States at risk of becoming underrepresented compared with all geographical appointments in OHCHR, excluding P-2 posts, was 56 per cent, which is almost triple the Secretariat target of 20 per cent for such recruitments. The 2010 National Competitive Recruitment Examination, which included the human rights occupational group, yielded another group of excellent candidates from unrepresented and underrepresented Member States from which OHCHR will be able to recruit.

IV. Conclusion

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

Annex I

[English only]

**Regular staff of the Office of the United Nations High
Commissioner for Human Rights in the Professional and
higher categories, by nationality, grade and sex**

(as at 31 December 2011)

| Country of nationality | Total staff | | USG | | ASG | | D-2 | | D-1 | | P-5 | | P-4 | | P-3 | | P-2 | | P-1 | |
|----------------------------------|-------------|---|-----|---|-----|---|-----|---|-----|---|-----|---|-----|---|-----|---|-----|---|-----|---|
| | All | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Afghanistan | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Albania | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - |
| Algeria | 3 | 2 | - | - | - | - | - | - | - | - | 1 | - | - | - | - | 2 | - | - | - | - |
| Angola | 1 | 0 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - |
| Argentina | 9 | 4 | - | - | - | - | - | - | - | - | 2 | 2 | - | 3 | 2 | - | - | - | - | - |
| Armenia | 3 | 1 | - | - | - | - | - | - | - | - | 1 | - | - | 1 | 1 | - | - | - | - | - |
| Australia | 9 | 4 | - | - | - | - | - | - | - | 1 | 3 | 1 | 1 | 1 | 1 | 1 | - | - | - | - |
| Austria | 5 | 2 | - | - | - | - | - | - | - | - | 1 | - | - | - | 2 | 2 | - | - | - | - |
| Bahamas | 1 | 1 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - |
| Bangladesh | 1 | 0 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - |
| Belarus | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Belgium | 6 | 4 | - | - | - | - | - | - | - | - | - | - | 1 | 4 | 1 | - | - | - | - | - |
| Benin | 4 | 0 | - | - | - | - | - | - | - | - | 2 | - | - | - | 2 | - | - | - | - | - |
| Bolivia (Plurinational State of) | 1 | 0 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - |
| Bosnia and Herzegovina | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Botswana | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - |
| Brazil | 4 | 1 | - | - | - | - | - | - | - | - | - | - | 1 | - | 2 | 1 | - | - | - | - |
| Bulgaria | 6 | 3 | - | - | - | - | - | - | - | - | 2 | - | - | - | 1 | 3 | - | - | - | - |
| Burundi | 2 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | 1 | - | - | - | - |
| Cambodia | 1 | 1 | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - | - |
| Cameroon | 4 | 1 | - | - | - | - | - | - | - | - | - | - | 2 | - | 1 | 1 | - | - | - | - |
| Canada | 16 | 9 | - | - | - | - | 1 | - | - | 3 | 1 | 3 | 2 | 1 | 5 | - | - | - | - | - |
| Chile | 2 | 1 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | 1 | - | - | - | - |
| China | 4 | 3 | - | - | - | - | - | - | - | - | - | - | 1 | 2 | - | 1 | - | - | - | - |
| Colombia | 5 | 4 | - | - | - | - | - | - | - | - | - | - | 1 | 2 | - | 2 | - | - | - | - |
| Congo | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | 1 | - | - |
| Costa Rica | 2 | 0 | - | - | - | - | - | - | - | - | 1 | - | - | - | 1 | - | - | - | - | - |
| Côte d'Ivoire | 3 | 0 | - | - | - | - | - | - | - | - | - | - | 1 | - | 2 | - | - | - | - | - |
| Croatia | 3 | 1 | - | - | 1 | - | - | - | - | - | - | - | - | 1 | 1 | - | - | - | - | - |

| Country of nationality | Total staff | | USG | | ASG | | D-2 | | D-1 | | P-5 | | P-4 | | P-3 | | P-2 | | P-1 | |
|----------------------------------|-------------|----|-----|---|-----|---|-----|---|-----|---|-----|---|-----|----|-----|----|-----|---|-----|---|
| | All | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Cyprus | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - |
| Czech Republic | 4 | 3 | - | - | - | - | - | - | - | - | 1 | - | - | 1 | - | 1 | - | 1 | - | - |
| Democratic Republic of the Congo | 4 | 1 | - | - | - | - | - | - | - | - | - | - | 2 | - | 1 | 1 | - | - | - | - |
| Denmark | 5 | 2 | - | - | - | - | - | - | - | - | 1 | - | 2 | 1 | - | 1 | - | - | - | - |
| Ecuador | 2 | 1 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | 1 | - | - |
| Egypt | 3 | 0 | - | - | - | - | - | - | 2 | - | - | - | - | - | 1 | - | - | - | - | - |
| Eritrea | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - |
| Estonia | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Finland | 3 | 1 | - | - | - | - | - | - | - | - | 1 | 1 | 1 | - | - | - | - | - | - | - |
| France | 25 | 15 | - | - | - | - | - | - | 1 | - | 1 | 1 | 5 | 4 | 3 | 10 | - | - | - | - |
| Gambia | 1 | 0 | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - | - | - |
| Germany | 24 | 14 | - | - | - | - | - | - | 1 | - | - | 2 | 5 | 5 | 4 | 7 | - | - | - | - |
| Ghana | 3 | 2 | - | - | - | - | - | - | - | - | - | - | - | 1 | 1 | 1 | - | - | - | - |
| Guatemala | 3 | 2 | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | 1 | 1 | - | - |
| Guyana | 2 | 1 | - | - | - | - | - | - | - | - | - | - | - | 1 | 1 | - | - | - | - | - |
| Haiti | 3 | 2 | - | - | - | - | - | - | - | - | - | - | - | 1 | - | 1 | 1 | - | - | - |
| India | 6 | 3 | - | - | - | - | - | - | - | - | 1 | - | 1 | 2 | 1 | 1 | - | - | - | - |
| Indonesia | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Iran (Islamic Republic of) | 3 | 3 | - | - | - | - | - | - | - | - | - | - | - | 2 | - | - | - | 1 | - | - |
| Iraq | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Ireland | 3 | 1 | - | - | - | - | - | - | - | - | - | - | - | 1 | 2 | - | - | - | - | - |
| Italy | 24 | 14 | - | - | - | - | - | - | 1 | - | 3 | 3 | 2 | 10 | 4 | 1 | - | - | - | - |
| Japan | 12 | 8 | - | - | - | - | - | - | - | - | 1 | - | 2 | 1 | 1 | 5 | - | 2 | - | - |
| Jordan | 4 | 3 | - | - | - | - | - | - | - | 1 | - | - | 1 | 2 | - | - | - | - | - | - |
| Kazakhstan | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | 2 | - | - | - | - |
| Kenya | 3 | 2 | - | - | - | - | - | - | - | - | 1 | - | - | - | - | 2 | - | - | - | - |
| Kyrgyzstan | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - |
| Lebanon | 3 | 2 | - | - | - | - | - | - | - | - | - | - | - | 1 | 1 | 1 | - | - | - | - |
| Liberia | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - |
| Lithuania | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - |
| Madagascar | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - |
| Malawi | 2 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | 1 | - | - |
| Malaysia | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | 1 | - | 1 | - | - | - | - |
| Maldives | 1 | 0 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - |
| Mali | 2 | 0 | - | - | - | - | - | - | - | - | 1 | - | 1 | - | - | - | - | - | - | - |
| Malta | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | 2 | - | - | - | - |
| Mauritania | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Mauritius | 2 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | 1 | - | - |

| Country of nationality | Total staff | | USG | | ASG | | D-2 | | D-1 | | P-5 | | P-4 | | P-3 | | P-2 | | P-1 | |
|------------------------|-------------|----|-----|---|-----|---|-----|---|-----|---|-----|---|-----|---|-----|---|-----|---|-----|---|
| | All | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Mexico | 11 | 8 | - | - | - | - | - | - | - | - | - | - | 1 | 1 | 2 | 3 | - | 4 | - | - |
| Mongolia | 3 | 1 | - | - | - | - | - | - | - | - | 1 | - | - | 1 | 1 | - | - | - | - | - |
| Morocco | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | 1 | - | - | |
| Myanmar | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | |
| Nepal | 3 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 2 | - | 1 | - | - | |
| Netherlands | 5 | 2 | - | - | - | - | - | - | - | - | 1 | 1 | - | - | 1 | - | 1 | 1 | - | - |
| New Zealand | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | 2 | - | - | - | - |
| Nigeria | 6 | 4 | - | - | - | - | - | - | - | - | 1 | 2 | 1 | 1 | - | 1 | - | - | - | - |
| Norway | 3 | 3 | - | - | - | - | - | - | - | - | - | - | - | - | - | 3 | - | - | - | - |
| Pakistan | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - |
| Panama | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - |
| Paraguay | 2 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 2 | - | - | - | - | - |
| Peru | 7 | 2 | - | - | - | - | - | - | - | - | 2 | 1 | 2 | 1 | 1 | - | - | - | - | - |
| Philippines | 3 | 2 | - | - | - | - | - | - | - | - | - | - | - | 1 | 1 | 1 | - | - | - | - |
| Portugal | 3 | 2 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | 2 | - | - | - | - |
| Republic of Korea | 6 | 5 | - | - | - | 1 | - | - | - | - | - | 1 | 1 | - | - | 3 | - | - | - | - |
| Republic of Moldova | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - |
| Russian Federation | 4 | 1 | - | - | - | - | - | - | - | - | 1 | - | 2 | - | - | - | - | 1 | - | - |
| Saudi Arabia | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - |
| Senegal | 2 | 0 | - | - | - | - | 1 | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Serbia | 3 | 2 | - | - | - | - | - | - | - | - | - | - | - | 1 | 1 | 1 | - | - | - | - |
| Sierra Leone | 1 | 1 | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - | - |
| Singapore | 2 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | 1 | - | - | - | - |
| Slovenia | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 2 | - | - |
| Solomon Islands | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - |
| South Africa | 5 | 3 | - | 1 | - | - | - | - | - | - | - | - | 2 | - | - | 2 | - | - | - | - |
| Spain | 22 | 13 | - | - | - | - | - | - | - | - | - | 3 | 5 | 2 | 4 | 8 | - | - | - | - |
| Sri Lanka | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - |
| Sudan | 2 | 0 | - | - | - | - | - | - | - | - | 1 | - | - | - | 1 | - | - | - | - | - |
| Sweden | 7 | 5 | - | - | - | - | 1 | - | - | - | - | - | - | 3 | 1 | 2 | - | - | - | - |
| Switzerland | 13 | 10 | - | - | - | - | - | - | - | - | - | - | 2 | 2 | 1 | 8 | - | - | - | - |
| Syrian Arab Republic | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - |
| Thailand | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Tonga | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - |
| Trinidad and Tobago | 2 | 1 | - | - | - | - | - | - | - | 1 | 1 | - | - | - | - | - | - | - | - | - |
| Tunisia | 2 | 1 | - | - | - | - | - | - | - | - | 1 | - | - | 1 | - | - | - | - | - | - |
| Turkey | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - |
| Uganda | 3 | 1 | - | - | - | - | - | - | - | - | - | - | 1 | - | 1 | 1 | - | - | - | - |

| <i>Country of nationality</i> | <i>Total staff</i> | | <i>USG</i> | | <i>ASG</i> | | <i>D-2</i> | | <i>D-1</i> | | <i>P-5</i> | | <i>P-4</i> | | <i>P-3</i> | | <i>P-2</i> | | <i>P-1</i> | |
|--|--------------------|------------|------------|----------|------------|----------|------------|----------|------------|----------|------------|-----------|------------|-----------|------------|------------|------------|-----------|------------|----------|
| | <i>All</i> | <i>F</i> | <i>M</i> | <i>F</i> | <i>M</i> | <i>F</i> | <i>M</i> | <i>F</i> | <i>M</i> | <i>F</i> | <i>M</i> | <i>F</i> | <i>M</i> | <i>F</i> | <i>M</i> | <i>F</i> | <i>M</i> | <i>F</i> | <i>M</i> | <i>F</i> |
| United Kingdom of Great Britain and Northern Ireland | 14 | 8 | - | - | - | - | - | - | 1 | - | 2 | 2 | 2 | 3 | 1 | 3 | - | - | - | - |
| United States of America | 17 | 6 | - | - | - | - | - | - | 3 | - | 3 | 2 | 3 | 1 | 2 | 2 | - | 1 | - | - |
| Uruguay | 3 | 1 | - | - | - | - | - | - | - | - | - | - | 1 | - | 1 | 1 | - | - | - | - |
| Uzbekistan | 6 | 3 | - | - | - | - | - | - | - | - | - | - | - | - | 3 | 3 | - | - | - | - |
| Venezuela (Bolivarian Republic of) | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Subtotal | 443 | 240 | 0 | 1 | 1 | 1 | 2 | 1 | 9 | 3 | 40 | 25 | 65 | 74 | 77 | 113 | 9 | 22 | 0 | 0 |
| Other Palestinian | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Subtotal | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Total | 444 | 240 | 0 | 1 | 1 | 1 | 2 | 1 | 9 | 3 | 40 | 25 | 65 | 74 | 78 | 113 | 9 | 22 | 0 | 0 |

Annex II

[English only]

Non-regular staff of the Office of the United Nations High Commissioner for Human Rights in the Professional and higher categories, by nationality, grade and sex

(as at 31 December 2011)

| Country of nationality | Total staff | | USG | | ASG | | D-2/L-7 | | D-1/L-6 | | P-5/L-5 | | P-4/L-4 | | P-3/L-3 | | P-2/L-2 | | P-1/L-1 | |
|----------------------------------|-------------|---|-----|---|-----|---|---------|---|---------|---|---------|---|---------|---|---------|---|---------|---|---------|---|
| | All | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F |
| Argentina | 3 | 3 | - | - | - | - | - | - | - | - | - | - | - | 1 | - | 1 | - | 1 | - | - |
| Australia | 3 | 2 | - | - | - | - | - | - | - | - | - | - | - | 1 | 1 | 1 | - | - | - | - |
| Azerbaijan | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Bangladesh | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - |
| Benin | 1 | 0 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - |
| Bosnia and Herzegovina | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - |
| Brazil | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - |
| Bulgaria | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | 1 | - | 1 | - | - | - | - |
| Cambodia | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - |
| Cameroon | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| China | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 |
| Colombia | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Congo | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Côte d'Ivoire | 1 | 0 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - |
| Czech Republic | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Democratic Republic of the Congo | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - |
| Denmark | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Egypt | 2 | 1 | - | - | - | - | - | - | - | - | - | - | 1 | 1 | - | - | - | - | - | - |
| Ethiopia | 3 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | 2 | - | - | - | - |
| France | 4 | 3 | - | - | - | - | - | - | - | - | - | - | - | 1 | 1 | 1 | - | 1 | - | - |
| Germany | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | 2 | - | - | - | - |
| Guatemala | 1 | 0 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - |
| Hungary | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - |
| India | 2 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | - | 2 | - | - | - | - |
| Ireland | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Israel | 3 | 3 | - | - | - | - | - | - | - | - | - | - | - | - | - | 2 | - | 1 | - | - |
| Italy | 5 | 2 | - | - | - | - | - | - | - | - | - | - | 1 | 1 | 2 | 1 | - | - | - | - |
| Japan | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - |
| Jordan | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |

| <i>Country of nationality</i> | <i>Total staff</i> | | <i>USG</i> | | <i>ASG</i> | | <i>D-2/L-7</i> | | <i>D-1/L-6</i> | | <i>P-5/L-5</i> | | <i>P-4/L-4</i> | | <i>P-3/L-3</i> | | <i>P-2/L-2</i> | | <i>P-1/L-1</i> | |
|--|--------------------|-----------|------------|----------|------------|----------|----------------|----------|----------------|----------|----------------|----------|----------------|-----------|----------------|-----------|----------------|----------|----------------|----------|
| | <i>All</i> | <i>F</i> | <i>M</i> | <i>F</i> | <i>M</i> | <i>F</i> | <i>M</i> | <i>F</i> | <i>M</i> | <i>F</i> | <i>M</i> | <i>F</i> | <i>M</i> | <i>F</i> | <i>M</i> | <i>F</i> | <i>M</i> | <i>F</i> | <i>M</i> | <i>F</i> |
| Kazakhstan | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - |
| Kyrgyzstan | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - |
| Malaysia | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - |
| Mauritania | 1 | 0 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - |
| Mauritius | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 |
| Mongolia | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - |
| Nepal | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Netherlands | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - |
| Pakistan | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - |
| Poland | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - |
| Portugal | 2 | 1 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | 1 | - | - | - | - |
| Republic of Moldova | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - |
| Russian Federation | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Sierra Leone | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| South Africa | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - |
| Spain | 3 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | 1 | - | 1 | - | - |
| Sweden | 4 | 2 | - | - | - | - | - | - | - | - | - | - | 1 | - | - | 2 | 1 | - | - | - |
| Switzerland | 3 | 3 | - | - | - | - | - | - | - | - | - | - | - | 1 | - | 2 | - | - | - | - |
| Togo | 1 | 0 | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - | - | - | - | - |
| Tunisia | 4 | 2 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | 2 | 1 | - | - | - |
| United Kingdom of Great Britain and Northern Ireland | 7 | 2 | - | - | - | - | - | - | - | - | - | - | 3 | 2 | 1 | - | 1 | - | - | - |
| United States of America | 6 | 3 | - | - | - | - | - | - | - | - | - | - | 2 | 2 | 1 | 1 | - | - | - | - |
| Uzbekistan | 1 | 0 | - | - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | - | - |
| Total | 93 | 50 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 13 | 13 | 21 | 30 | 8 | 5 | 0 | 2 |