



General Assembly

Distr.: General
29 August 2016

Original: English

Seventy-first session

Item 139 of the provisional agenda*

Human resources management

Composition of the Secretariat: gratis personnel, retired staff and consultants and individual contractors

Report of the Secretary-General

Addendum

Summary

The present report is submitted pursuant to the request of the General Assembly in its resolution 67/255, and in compliance with previous resolutions of the Assembly, including resolutions 51/243, 57/281 B, 57/305, 59/266, 61/244, 63/250 and 65/247, concerning the engagement of consultants, individual contractors, gratis personnel and retired staff.

The report presents a demographic analysis of the engagement of gratis personnel (5,091), retired staff (3,628) and consultants and individual contractors (65,551) during the biennium 2014-2015.

* A/71/150.



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Abbreviations and acronyms used in tables and figures

ASG	Assistant Secretary-General
ATSMT	Analytical Support and Sanctions Monitoring Team pursuant to resolutions 1526 (2004) and 2253 (2015) concerning ISIL (Da'esh), Al-Qaida and the Taliban and associated individuals and entities; and the Office of the Ombudsperson established pursuant to resolution 1904 (2009)
BINUCA	United Nations Integrated Peacebuilding Office in the Central African Republic
BNUB	United Nations Office in Burundi
CNMC	Cameroon-Nigeria Mixed Commission
CTED	Counter-Terrorism Committee Executive Directorate
D	Director level 1 and 2
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
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
ETHICS	Ethics Office
FS	Field Services
G+	General Service and related categories
IC	Individual Contractor
ICTR	International Criminal Tribunal for Rwanda
ICTY	International Tribunal for the Former Yugoslavia
IMIS	Integrated Management Information System

IRM	International Residual Mechanism
MENUB	United Nations Electoral Observation Mission in Burundi
MGSE	Monitoring Group on Somalia and Eritrea
MINURSO	United Nations Mission for the Referendum in Western Sahara
MINUSCA	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic
MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali
MINUSTAH	United Nations Stabilization Mission in Haiti
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
OAJ	Office of Administration of Justice
OCHA	Office for the Coordination of Humanitarian Affairs
ODA	Office for 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
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
OSAA	Office of the Special Adviser on Africa
OSASG-CYPRUS	Office of the Special Adviser of the Secretary-General on Cyprus
OSEE	Office of the Special Envoy on Ebola
OSESG-SAHEL	Office of the Special Envoy for the Sahel
OSESG-SC1559	Office of the Special Envoy of the Secretary-General for the implementation of Security Council resolution 1559 (2004)
OSESG-GL	Office of the Special Envoy of the Secretary-General for the Great Lakes Region
OSESG-SYRIA	Office of the Special Envoy of the Secretary-General for Syria
OSRSG-CAAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
OSRSG-SVC	Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict
P	Professional category
P+	Professional and higher categories

PBSO	Peacebuilding Support Office
POE-IRAN	Panel of Experts on the Islamic Republic of Iran established pursuant to resolution 1929 (2010)
POE-LIBERIA	Panel of Experts on Liberia established pursuant to resolution 1521 (2003)
RSCE	Regional Service Centre — Entebbe
SESG	Special Envoy of the Secretary-General
UNAKRT	United Nations Assistance to the Khmer Rouge Trials
UNAMA	United Nations Assistance Mission in Afghanistan
UNAMI	United Nations Assistance Mission for Iraq
UNAMID	African Union-United Nations Hybrid Operation in Darfur
UNCC	United Nations Compensation Commission
UNCTAD	United Nations Conference on Trade and Development
UNDAC	United Nations Disaster Assessment and Coordination Team
UNDOF	United Nations Disengagement Observer Force
UNEP	United Nations Environment Programme
UNFICYP	United Nations Peacekeeping Force in Cyprus
UNFIP	United Nations Fund for International Partnerships
UNGM	United Nations Global Marketplace
UN-Habitat	United Nations Human Settlements Programme
UNICRI	United Nations Interregional Crime and Justice Research Institute
UNIFIL	United Nations Interim Force in Lebanon
UNIOGBIS	United Nations Integrated Peacebuilding Office in Guinea-Bissau
UNIPSIL	United Nations Integrated Peacebuilding Office in Sierra Leone
UNISDR	United Nations International Strategy for Disaster Reduction
UNISFA	United Nations Interim Security Force for Abyei
UNLB	United Nations Logistics Base in Brindisi, Italy
UNMEER	United Nations Mission for Ebola Emergency Response
UNMIK	United Nations Interim Administration Mission in Kosovo
UNMIL	United Nations Mission in Liberia
UNMISS	United Nations Mission in South Sudan
UNMOGIP	United Nations Military Observer Group in India and Pakistan

UNOAU	United Nations Office to the African Union
UNOCA	United Nations Regional Office for Central Africa
UNOCI	United Nations Operation in Côte d'Ivoire
UNODC	United Nations Office on Drugs and Crime
UNOG	United Nations Office at Geneva
UNOMS	Office of the United Nations Ombudsman and Mediation Services
UNON	United Nations Office at Nairobi
UNOP	United Nations Office for Partnerships
UNOPCW	Organization for the Prohibition of Chemical Weapons- United Nations Joint Mission for the Elimination of the Chemical Weapons Programme of the Syrian Arab Republic
UNOSDP	United Nations Office on Sport for Development and Peace
UNOV	United Nations Office at Vienna
UNOWA	United Nations Office for West Africa
UNPOS	United Nations Political Office for Somalia
UNRCCA	United Nations Regional Centre for Preventive Diplomacy for Central Asia
UNRoD	United Nations Register of Damage Caused by the Construction of the Wall in the Occupied Palestinian Territory
UNSCO	Office of the United Nations Special Coordinator for the Middle East Peace Process
UNSCOL	United Nations Special Coordinator for Emergency Relief Operations in Liberia
UNSMIL	United Nations Support Mission in Libya
UNSOM	United Nations Assistance Mission in Somalia
UNSOS	United Nations Support Office in Somalia
UNTSO	United Nations Truce Supervision Organization
USG	Under-Secretary-General

I. Introduction

1. The present report is submitted pursuant to the request of the General Assembly in its resolution 67/255, and in compliance with previous resolutions of the Assembly, including resolutions 51/243, 57/281 B, 57/305, 59/266, 61/244, 63/250 and 65/247. The report provides demographic analysis on the engagement¹ of gratis personnel and the employment of retired staff, consultants and individual contractors from 1 January 2014 to 31 December 2015.

2. Table 1 provides an overview of the structure of the report, by section, including demographic variables. The organizational structure in this report has been aligned with the budgets. In previous reports the organizational structure was presented following the respective entity providing the administrative support. The day-to-day operational and management arrangements will remain the same.

Table 1

Overview: report on gratis personnel, retired staff, consultants and individual contractors

<i>Section</i>	<i>Demographic variable</i>	<i>1 January 2014-31 December 2015 summary</i>
II. Gratis personnel	A. Population	<ul style="list-style-type: none"> • 5,091 engagements of United Nations type I gratis personnel (interns, associate experts and technical cooperation experts) and type II (OCHA-administered personnel under the Standby Partnerships Programme) (table 2) • 149 Member States represented (para. 5)
	B. Entity	<ul style="list-style-type: none"> • Type I: 65.1 per cent of type I gratis personnel work in 10 entities (table 4) • Type I: 43 entities engaged type I gratis personnel (para. 7) • Type II: 95 per cent of type II gratis personnel were engaged by OCHA (table 4)
	C. Gender	<ul style="list-style-type: none"> • Type I: 67 per cent female — No. of engagements (para. 8) • Type II: 33 per cent female — No. of engagements (para. 8)
	D. Average length of service	<ul style="list-style-type: none"> • Type I: 172 days worked (para. 9) • Type II: 162 days worked (figure II)

¹ In general, data is presented in terms of the number of engagements supported by the number of people employed in selected tables. These two figures may not be exactly the same in each instance, as one person may be engaged more than once. In addition, in certain tables that break down the number of people by various demographic variables, the subtotal of people may be higher than the total figure because a person can be classified under more than one variable, for example, in the case of a person who has been engaged by two or more entities during the reporting period.

<i>Section</i>	<i>Demographic variable</i>	<i>1 January 2014-31 December 2015 summary</i>
III. Retired staff	A. Population	<ul style="list-style-type: none"> • 3,628 engagements of retirees, non-retired former staff members and staff retained beyond the mandatory age of separation (table 5) • 114 Member States represented (table 6)
	B. Entity	Entity with largest number of engagements: <ul style="list-style-type: none"> • Retirees: DGACM: 998 (table 7) • Non-retired former staff members: UNOG: 125 (table 8) • Staff retained beyond the mandatory age of separation: UNAMID: 25 (table 9)
	C. Category	Category with largest number of engagements (table 11): <ul style="list-style-type: none"> • Retirees: language-related: 899 engagements • Non-retired former staff members, consultants and independent contractors: 190 engagements • Staff retained beyond the mandatory age of separation: D and P+: 128 engagements
	D. Gender	Number of engagements: percentage female (table 13): <ul style="list-style-type: none"> • Retirees: 44.6 per cent • Non-retired former staff members: 36.2 per cent • Staff beyond the mandatory age of separation: 22.8 per cent
	E. Age	<ul style="list-style-type: none"> • Average age of retirees: 66 (para. 20) • Average age of non-retired former staff members: 65 (para. 20) • Average age of staff retained beyond retirement age: 62 (para. 20)
IV. Consultants and individual contractors	A. Population	65,551 engagements of consultants and individual contractors (para. 22) <ul style="list-style-type: none"> • Non-field operations: 20,732 (table 17) • Field operations:^a 44,819 (table 18)

Section	Demographic variable	1 January 2014-31 December 2015 summary
		Member States represented:
		<ul style="list-style-type: none"> • Non-field operations: 180 (para. 23) • Field operations: 107 (para. 23)
	B. Entity	Entity with largest number of engagements:
		<ul style="list-style-type: none"> • Non-field operations: UNEP: 2,778 (table 20) • Field operations: UNAMID: 14,030 (table 21)
		Job network ^b with largest number of engagements:
		<ul style="list-style-type: none"> • Management and operations support: 32.1 per cent (table 22)
	C. Gender	Persons engaged: percentage female:
		<ul style="list-style-type: none"> • Non-field operations: 41 per cent (table 23) • Field operations: 19 per cent (table 23)
	D. Appointment	<ul style="list-style-type: none"> • Consultants: 3.8 per cent retirees (table 24) • Individual contractors: 6.9 per cent retirees (table 24)
	E. Length of engagement	Most frequent length of engagement:
		<ul style="list-style-type: none"> • Consultants: 1 to 3 months (5,693 engagements) (figure III) • Individual contractors: up to 1 month (3,248 engagements) (figure III)

^a Field operations include peacekeeping missions, RSCE, UNLB and special political missions, excluding the Counter-Terrorism Committee Executive Directorate, the Personal Envoy of the Secretary-General for Western Sahara (included in the Department of Political Affairs) and support for the Security Council Committee established pursuant to resolution 1540 (2004) on the non-proliferation of all weapons of mass destruction (included in the Office for Disarmament Affairs).

^b Tables in the previous report (A/69/292/Add.1) that showed occupational group/purpose are now reported by job network. A job network is a grouping of job families with closely linked mandates or programmes of work and which require similar skill sets (A/67/324/Add.1). Some tables show "Other services" under "Job network"; that category was used where job codes had not been implemented.

II. Gratis personnel

A. Population

3. The present section includes an analysis of gratis personnel engaged by the United Nations Secretariat during the biennium 2014-2015.² Gratis personnel are personnel seconded to the United Nations by Governments or other entities at no cost to the Organization. Type I gratis personnel consists of interns, associate experts³ and technical cooperation experts on non-reimbursable loans.⁴ Type II gratis personnel are provided to the Organization by Governments or other entities responsible for the remuneration of their services. 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

4. The information for type I and type II gratis personnel, as shown in table 2, includes all engagements during the reporting period.

5. Nationals from a total of 149 Member States served as gratis personnel during the biennium 2014-2015. For a more detailed breakdown of gratis personnel by nationality, see annex I, table 1.A (for type I), and annex I, table 2.A (for type II).

Table 2

Engagement of gratis personnel: 2014-2015

(Population: 5,091 engagements)

<i>Gratis personnel</i>	<i>Person</i>		<i>Engagement</i>	
	<i>Total</i>	<i>Percentage of all</i>	<i>Total</i>	<i>Percentage of all</i>
Intern	4 475	89.4	4 534	89.1
Associate experts	345	6.9	345	6.8
Technical cooperation experts	40	0.8	40	0.8
Type II	148	3	172	3.3
Total	5 008	100.0	5 091	100.0

6. Table 3 shows the trend for gratis personnel during the past three bienniums. It indicates that the number of type I gratis personnel engagements in 2014-2015 has increased 11 per cent compared to the previous biennium. As shown in annex I, table 1.B, of the current report and the previous biennial report ([A/69/292/Add.1](#)),

² Data obtained directly from the entities engaging gratis personnel.

³ The category of associate experts is explained in document [A/51/688](#) and Corr.1. Such experts are staff members at the Junior Professional Officer level, subject to the provisions of the Charter of the United Nations and the United Nations Staff Regulations and Staff Rules.

⁴ The category of technical cooperation experts on non-reimbursable loan is explained in document [A/51/688](#) and Corr.1, in which such experts are defined as individuals whose services are accepted on a non-reimbursable-loan basis from Governments to assist in the execution of the technical cooperation programmes of the United Nations.

⁵ See [ST/AI/1999/6](#), para. 2.1 (b).

22 entities had an increase in the number of type I gratis personnel engagements and 12 entities experienced a decrease.

Table 3
Engagement of gratis personnel during the past three bienniums

		2010-2011	2012-2013	2014-2015
Type I gratis personnel				
Number of engagements	Interns	4 422	4 018	4 534
	Associate experts	364	353	345
	Technical cooperation experts	54	58	40
Total		4 840	4 429	4 919
Number of Member States	Interns	144	139	149
	Associate experts	33	27	21
	Technical cooperation experts	14	16	10
Total		145	141	149
Number of entities	Interns	36	32	40
	Associate experts	26	26	29
	Technical cooperation experts	9	10	8
Total		40	35	43
Female percentage	Interns	66%	68%	67%
	Associate experts	63%	65%	68%
	Technical cooperation experts	26%	31%	20%
Total		66%	67%	67%
Type II gratis personnel				
Number of engagements		102	102	172
Number of Member States		27	33	45
Average duration of service (days)		146	175	162
Female percentage		53	34	33

B. Entity

7. A total of 43 entities engaged type I gratis personnel during the biennium 2014-2015, but most type II personnel were engaged by OCHA. Table 4 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: 2014-2015 (10 largest entities by number of engagements)

(Population: 5,091 engagements)

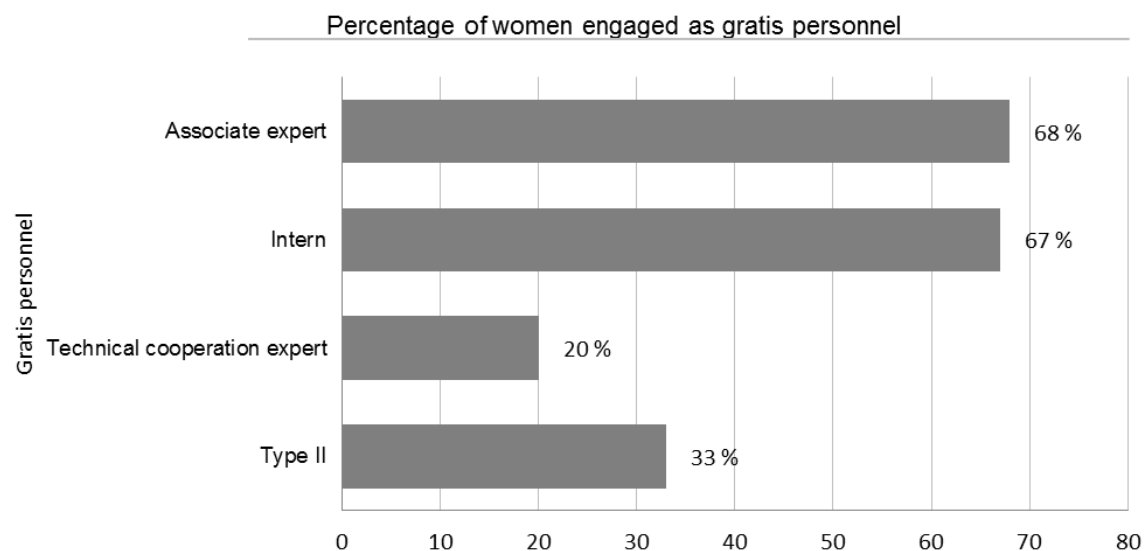
Entity	Type I			Type II	Total no. of engagements	Percentage of all engagements
	No. of interns	No. of associate experts	No. of technical cooperation experts			
ESCAP	407	1	11		419	8.2
UNEP	377	21	4	1	403	7.9
ICTY	395				395	7.8
DESA	363	14	2	1	380	7.5
OHCHR	325	44			369	7.2
UNODC	307	30	8		345	6.8
OCHA	80	41		164	285	5.6
DPI	249	5			254	5.0
DM	219	23			242	4.8
ECLAC	223	1			224	4.4
Other	1 589	165	15	6	1 775	34.9
Total	4 534	345	40	172	5 091	100.0

C. Gender

8. During the biennium 2014-2015, 66 per cent of all gratis personnel engaged (both type I and type II) were female. Female personnel made up 67 per cent of type I engagements, while 33 per cent of those engaged under type II arrangements were female. Figure I illustrates the gender breakdown by each group of gratis personnel. For a more detailed breakdown of the gender of gratis personnel, see annex I, tables 1.A, 1.B and 2.A.

Figure I
Engagement of gratis personnel, by gender: 2014-2015

(Population: 5,091 engagements)

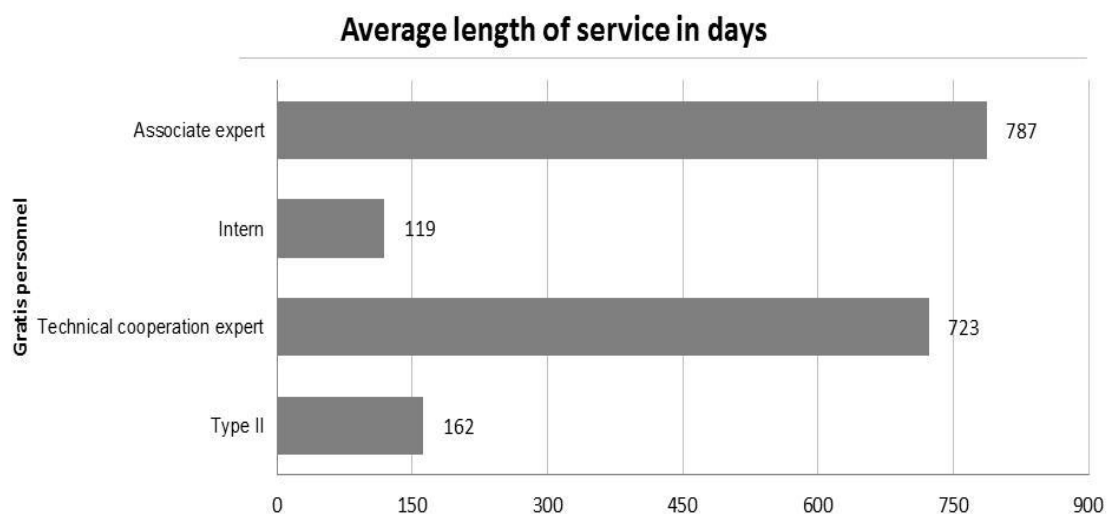


D. Length of service

9. Figure II illustrates the average length of service by number of days employed during the biennium 2014-2015 for each group of gratis personnel. The average length of service for type I gratis personnel was 172 days and for type II was 162 days.

Figure II
Engagement of gratis personnel by average length of service, in days: 2014-2015

(Population: 5,091 engagements)



III. Retired staff

A. Population

10. There were three different populations of retired staff members⁶ employed by the United Nations Secretariat during the biennium 2014-2015: retirees, non-retired former staff members and staff retained beyond the mandatory age of separation. Additional details on retirees can be found in annex II, tables 1.A, 1.B, 1.C, 1.D and 2.A. Further information on non-retired former staff members is provided in annex II, table 3.A. Further information on staff members retained beyond the mandatory age of separation is provided in annex II, table 3.B.

11. A 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 shown in table 5, on the basis of that description, there were 3,103 engagements of retirees during the biennium 2014-2015, including a total of 1,193 persons who met the definition of retirees who were working in the Secretariat during that period.

12. The population of non-retired former staff members comprises former staff members who are of the normal retirement age or older, who previously opted for a withdrawal settlement and were re-employed 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 participants in the Pension Fund whose age on separation is less than the normal retirement age, or in the event that the participants are of the normal retirement age or older on separation but are not entitled to a retirement benefit. During the biennium 2014-2015, there were 117 staff members meeting that description working on a total of 376 engagements.

13. The third population includes staff retained in service beyond the mandatory age of separation. Administrative instruction [ST/AI/2003/8](#), Amend.1 and Amend.2 sets out the criteria governing the retention of staff beyond the mandatory age of separation, including when: (a) it has not been possible to identify a qualified candidate to discharge the functions of the post in a timely manner; and (b) retention of the staff member is in the interest of the Organization owing to the exigencies of the service concerned. Accordingly, 96 staff members retained beyond the mandatory age of separation worked during the 2014-2015 biennium on a total of 149 engagements.

⁶ Data includes only staff members administered in IMIS or Umoja.

Table 5
Number of engagements and persons engaged: retirees, non-retired former staff members and staff retained beyond retirement age: 2014-2015

(Population: 3,628 engagements)

<i>Population</i>	<i>Number of engagements</i>	<i>Number of persons engaged</i>	<i>Number of days worked</i>
Retirees	3 103	1 193	185 447
Non-retired former staff	376	117	30 588
Staff members retained beyond retirement age	149	96	15 234
Total	3 628	1 390	231 269

14. Table 6 shows the trend regarding the engagement of retired staff during the past three bienniums. The number of days worked increased by 11 per cent in 2014-2015 compared to the previous biennium.

Table 6
Number of engagements and number of retirees engaged during the past three bienniums

<i>Retired staff</i>		<i>2010-2011</i>	<i>2012-2013</i>	<i>2014-2015</i>
Number of persons	Retirees	825	1 133	1 193
	Non-retired former staff	225	73	117
	Staff members retained beyond retirement age	108	95	96
Total		1 120	1 290	1 390
Number of engagements	Retirees	2 361	2 630	3 103
	Non-retired former staff	605	209	376
	Staff members retained beyond retirement age	224	212	149
Total		3 190	3 051	3 628
Number of Member States represented	Retirees	83	113	105
	Non-retired former staff	65	26	43
	Staff members retained beyond retirement age	53	47	50
Total		103	116	114
Number of entities	Retirees	39	37	66
	Non-retired former staff	26	25	38
	Staff members retained beyond retirement age	11	11	36
Total		41	38	74

<i>Retired staff</i>		<i>2010-2011</i>	<i>2012-2013</i>	<i>2014-2015</i>
Number of days worked	Retirees	132 338	166 990	185 447
	Non-retired former staff	84 062	17 233	30 588
	Staff members retained beyond retirement age	22 156	24 726	15 234
Total		238 556	208 949	231 269
Female percentage	Retirees	48	44	46
	Non-retired former staff	44	36	33
	Staff members retained beyond retirement age	25	21	27
Total		46	42	45

B. Entity

15. During the biennium 2014-2015, retirees worked for 66 entities, non-retired former staff members were employed by 38 entities and 36 entities employed staff members who were retained beyond the mandatory age of separation. Additional information on retirees by entity is available in annex II, table 1.A; additional information on non-retired former staff by entity is available in annex II, table 3.A; and additional information for staff retained beyond the mandatory age of separation is available in annex II, table 3.B.

Table 7

Engagement of retirees, by entity: 2014-2015 (10 largest entities by number of engagements)

(Population: 3,103 engagements)

<i>Entity</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>	
DGACM	430	568	998	165	189	354	45 843
UNOG	216	357	573	67	109	176	25 397
DM	126	45	171	66	25	91	19 151
ECLAC	73	71	144	26	35	61	10 403
UNOV	58	69	127	23	30	53	5 444
ECA	42	78	120	19	38	57	6 665
DESA	74	45	119	40	26	66	6 113
UNEP	36	55	91	20	32	52	5 516
DFS	18	52	70	13	34	47	4 925
ESCAP	29	39	68	11	24	35	4 537
Other	283	339	622	175	212	387	51 453
Total	1 385	1 718	3 103	554	639	1 193	185 447

Table 8
Engagement of non-retired former staff members, by entity: 2014-2015
(10 largest entities by number of engagements)

(Population: 377 engagements)

<i>Entity</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>	
UNOG	62	63	125	12	13	25	6 143
DGACM	36	26	62	15	11	26	4 024
ECLAC	18	28	46	4	5	9	2 692
UNOV		21	21		7	7	1 076
ESCAP	1	18	19	1	6	7	1 169
ECA		8	8		4	4	572
OHCHR	2	5	7	2	2	4	336
DSS		6	6		4	4	221
ESCWA		6	6		3	3	435
MINUSCA	1	5	6	1	3	4	1 103
Other	16	54	70	13	34	47	12 817
Total	136	240	376	39	78	117	30 588

Table 9
Staff retained beyond the mandatory retirement age, by entity: 2014-2015
(10 largest entities by number of engagements)

(Population: 149 engagements)

<i>Entity</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>	
UNAMID	6	19	25	5	11	16	2 304
MINUSTAH	6	10	16	2	5	7	981
UNMIL	2	7	9	1	6	7	782
UNMISS	1	8	9	1	4	5	935
DFS	2	6	8	1	2	3	477
DGACM		8	8		4	4	720
UNMIK		8	8		5	5	538
DM	4	2	6	4	2	6	957
UNOCI	1	5	6	1	3	4	657
MINUSCA	2	3	5	1	2	3	634
Other	10	39	49	10	28	38	6 249
Total	34	115	149	26	70	96	15 234

1. Job networks and number of days worked by retirees

16. Table 10 includes information on the number of engagements and the number of retirees engaged during the reporting period by job network. Further details on the job networks that retirees have performed in are included in annex II, table 1.B.

Table 10

Engagement of retirees by job network: 2014-2015

(Population: 3,103 engagements)

<i>Job network</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>	
Conference Management Network	557	967	1 524	187	266	453	61 174
Economics, Social and Development Network	48	173	221	37	120	157	11 343
Information Systems and Communication Technology Network	30	36	66	15	20	35	3 958
Legal Network	6	8	14	5	7	12	1 042
Management and Operations Support Network	420	238	658	228	165	393	46 786
Political, Peace and Security Network	12	6	18	9	6	15	1 381
Public Information and External Relations Network	83	26	109	43	23	66	7 516
Security and Safety Network		9	9		6	6	1 364
Other services	229	255	484	180	200	380	50 883
Total	1 385	1 718	3 103	554	639	1 193	185 447

2. Retirees with an accrued service exceeding two years

17. There was no retiree who accrued over two years of service during a period that included the biennium 2014-2015.

C. Category

18. Table 11 provides a breakdown of the number of engagements and the number of persons engaged in six different categories.

Table 11
Number of retiree engagements and persons engaged, by category: 2014-2015
 (Population: 3,628 engagements)

Category	Number of engagements				Number of persons engaged			
	Retirees	Non-retired former staff	Staff members retained beyond retirement age	Total	Retirees	Non-retired former staff	Staff members retained beyond retirement age	Total
USG and ASG	18	14		32	13	13		26
D and P+	193	19	128	340	117	17	79	213
FS	37	4	13	54	18	4	9	31
G+	586	40	8	634	292	11	8	311
Language-related	899	109		1 008	334	32		366
Consultants and independent contractors	1 370	190		1 560	504	42		546
Total	3 103	376	149	3 628	1 193	117	96	1 390

Retirees employed in decision-making positions

19. For the purpose of the present report, decision-making positions are defined as being at the D-1 level and above. During the biennium 2014-2015, there were 35 retirees employed in decision-making positions. Further information on this subgroup of retirees is available in annex II, table 2.A.

Table 12
Number of retirees in decision-making positions: 2014-2015
 (Population: 35 persons)

Entity	Number of staff				
	USG	ASG	D-2	D-1	Total
DSS	1	1	0	2	4
DESA	1	0	0	2	3
DGACM	0	0	1	2	3
DPA	1	2	0	0	3
DPI	0	0	0	2	2
ECLAC	0	0	0	2	2
OESG-SYRIA	1	0	0	1	2
UNAMID	0	0	1	1	2
DFS	0	0	0	1	1
DM	0	0	0	1	1
ECA	0	0	0	1	1
EOSG	1	0	0	0	1
ESCAP	1	0	0	0	1
MINUSCA	0	0	0	1	1

<i>Entity</i>	<i>Number of staff</i>				
	<i>USG</i>	<i>ASG</i>	<i>D-2</i>	<i>D-1</i>	<i>Total</i>
OESG-GL	1	0	0	0	1
OESG-SC1559	1	0	0	0	1
UN-Habitat	0	0	0	1	1
UNIFIL	0	0	1	0	1
UNIPSIL	0	1	0	0	1
UNOCI	0	1	0	0	1
UNOG	1	0	0	0	1
UNSCOL	0	1	0	0	1
Total	9	6	3	17	35

D. Gender

Table 13

Number of retired engagements and persons engaged, by gender: 2014-2015

(Population: 3,628 engagements)

	<i>Number of engagements</i>			<i>Number of engagements (percentage)</i>		<i>Number of persons engaged</i>			<i>Number of persons engaged (percentage)</i>	
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>
Retirees	1 385	1 718	3 103	44.6	55.4	554	639	1 193	46.4	53.6
Non-retired former staff	136	240	376	36.2	63.8	39	78	117	33.3	66.7
Staff members retained beyond the mandatory retirement age	34	115	149	22.8	77.2	26	70	96	27.1	72.9
Total	1 555	2 073	3 628	42.9	57.1	613	777	1 390	44.1	55.9

E. Age

20. The average age⁷ of retirees engaged during the reporting period was 66, while the average age for non-retired former staff members engaged was 65. Staff retained beyond the mandatory retirement age were of an average age of 62. The following three tables (tables 14, 15 and 16) provide a breakdown of each population by age.

⁷ The age of the person at the beginning of the engagement was used in order to calculate the average age in each population.

Table 14
Retirees, by age: 2014-2015
 (Population: 3,103 engagements)

<i>Age group</i>	<i>Number of engagements</i>			<i>Number of persons engaged</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
55 to under 60	29	43	72	18	23	41
60 to under 65	697	624	1 321	298	298	596
65 to under 70	402	552	954	208	227	435
70 to under 75	168	291	459	63	112	175
75 to under 80	62	167	229	18	35	53
80 and over	27	41	68	8	14	22
Total	1 385	1 718	3 103	554	639	1 193

Table 15
Non-retired former staff members employed, by age: 2014-2015
 (Population: 376 engagements)

<i>Age group</i>	<i>Number of engagements</i>			<i>Number of persons engaged</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
60 to under 65	39	133	172	24	46	70
65 to under 70	77	71	148	14	26	40
70 to under 75	14	34	48	4	12	16
75 to under 80	6	2	8	2	2	4
Total	136	240	376	39	78	117

Table 16
Staff retained beyond the mandatory age of separation, by age: 2014-2015
 (Population: 149 engagements)

<i>Age group</i>	<i>Number of engagements</i>			<i>Number of persons engaged</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
60 to under 65	34	114	148	26	70	96
65 to under 70		1	1		1	1
Total	34	115	149	26	70	96

IV. Consultants and individual contractors

A. Population

21. The present section contains an analysis of the use of consultants and individual contractors⁸ during the biennium 2014-2015.⁹ The data contained in annex III, tables 1.A, 1.B, 2.A, 2.B and 2.C, provide further information on the engagement of consultants and individual contractors in non-field operations on contract during the reporting period. Annex III, tables 3.A and 3.B, provides further information on UNDAC engagements. Annex III, tables 4.A and 4.B, includes additional details on the number of engagements of consultants and individual contractors at field operations. Annex III, table 5, in the previous report, showed data on institutional contractors, which are now not separately recorded in Umoja and have been replaced by contracts for services.

22. The total number of engagements of consultants and individual contractors is 65,551. There were 20,732 engagements of consultants and individual contractors recruited by non-field operations entities, 12,764 for consultants and 7,968 for individual contractors (see table 17). With regard to field operations, 44,819 engagements were recorded during the biennium 2014-2015, 1,634 for consultants and 43,185 for individual contractors. In terms of the number of persons, a total of 10,537 individuals were engaged as consultants or individual contractors at non-field operations during the reporting period, and a total of 18,334 persons were recruited as consultants or individual contractors at field operations (see table 18).

23. Consultants and individual contractors employed at non-field operations during the biennium 2014-2015 were from 180 Member States; consultants came from 177 Member States; and individual contractors came from 139 Member States. Consultants and individual contractors employed at field operations during the biennium 2014-2015 were from 107 Member States; consultants came from 85 Member States; and individual contractors came from 90 Member States.

Table 17

Consultants and individual contractors at non-field operations, by number of engagements and number of persons engaged: 2014-2015

(Population: 20,732 engagements)

	<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>	
Consultants					
Retirees	509	85	225	310	20 408
Others	12 255	2 845	4 927	7 772	862 967
Subtotal	12 764	2 930	5 152	8 082	883 375

⁸ See [ST/AI/2013/4](#) for definition of consultant and individual contractor.

⁹ Data for consultants and individual contractors for non-field entities have been gathered from IMIS or Umoja. Data for consultants and individual contractors for field entities have been gathered from Umoja or provided by the relevant entities.

	Number of engagements	Number of persons engaged			Number of days worked
		Female	Male	Total	
Individual contractors					
Retirees	824	106	95	201	21 098
Others	7 144	1 551	1 168	2 719	332 519
Subtotal	7 968	1 657	1 263	2 920	353 617
Total	20 732	4 328	6 209	10 537	236 992

Table 18
Engagement of consultants and individual contractors at field operations by gender: 2014-2015

(Population: 44,819 engagements)

Consultant type	Number of engagements	Number of persons engaged		
		Female	Male	Total
Consultant	1 634	254	880	1 134
Individual contractor	43 185	3 299	14 545	17 844
Total	44 819	3 413	14 921	18 334

24. Table 19 shows the trend for consultants and individual contractors at non-field operations during the past three bienniums. It shows that the number of days worked during the biennium 2014-2015 increased 5.9 per cent compared to the previous biennium. As shown in annex III, table 2.A, and the previous biennial report (A/69/292/Add.1), 26 entities had an increase in the number of days worked by consultants and individual contractors at non-field operations, while 12 entities experienced a decrease.

Table 19
Engagement of consultants and individual contractors at non-field operations during the past three biennium

Consultants and individual contractors		2010-2011	2012-2013	2014-2015
Number of persons	Consultants	7 142	7 958	8 082
	Individual contractors	2 844	2 838	2 920
Total		9 660	10 410	10 537
Number of engagements	Consultants	10 664	12 465	12 764
	Individual contractors	6 954	6 850	7 968
Total		17 618	19 315	20 732

<i>Consultants and individual contractors</i>		<i>2010-2011</i>	<i>2012-2013</i>	<i>2014-2015</i>
Number of Member States represented	Consultants	176	176	176
	Individual contractors	136	141	138
Total		180	178	179
Number of entities	Consultants	41	38	41
	Individual contractors	40	35	38
Total		42	39	42
Number of days worked	Consultants	673 713	821 957	883 375
	Individual contractors	320 254	345 807	353 617
Total		993 967	1 167 764	1 236 992
Female percentage	Consultants	33	35	36
	Individual contractors	56	55	57
Total		39	40	41

B. Entity

25. Details on the number of engagements of consultants and individual contractors at non-field operations for the 12 entities with the highest number of persons are shown in table 20. Further details are provided in annex III, table 2.A. The 12 field operations with the highest number of engagements are shown in table 21, and additional information is provided in annex III, table 4.A. Table 22 provides information on job networks at non-field operations during the reporting period.

Table 20

Engagement of consultants and individual contractors at non-field operations: 2014-2015 (12 entities with the largest number of engagements)

(Population: 20,732 engagements)

<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 number of engagements</i>	<i>Total number of engagements (percentage)</i>
UNEP	2 348	18.4	430	5.4	2 778	13.4
ECA	1 001	7.8	1 456	18.3	2 457	11.9
ECLAC	1 155	9.0	950	11.9	2 105	10.2
UN-Habitat	1 159	9.1	113	1.4	1 272	6.1
UNOG	176	1.4	1 084	13.6	1 260	6.1
UNCTAD	937	7.3	295	3.7	1 232	5.9
UNODC	1 045	8.2	185	2.3	1 230	5.9
DGACM	42	0.3	1 161	14.6	1 203	5.8
ESCAP	810	6.3	237	3.0	1 047	5.1

<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 number of engagements</i>	<i>Total number of engagements (percentage)</i>
DESA	863	6.8	183	2.3	1 046	5.0
ESCWA	351	2.7	390	4.9	741	3.6
DM	405	3.2	275	3.5	680	3.3
Other	2 472	19.4	1 209	15.2	3 681	17.8
Total	12 764	100.0	7 968	100.0	20 732	100.0

Table 21

**Engagement of consultants and individual contractors at field operations by entity: 2014-2015
(12 entities with the largest number of engagements)**

(Population: 44,819 engagements)

<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 number of engagements</i>	<i>Total number of engagements (percentage)</i>
UNAMID	141	8.6	13 889	32.2	14 030	31.3
UNMISS	61	3.7	9 741	22.6	9 802	21.9
UNOCI	19	1.2	4 027	9.3	4 046	9.0
MINUSTAH	92	5.6	3 649	8.4	3 741	8.3
MINUSMA	540	33.0	2 882	6.7	3 422	7.6
UNISFA	1	0.1	2 603	6.0	2 604	5.8
MINUSCA	60	3.7	1 751	4.1	1 811	4.0
UNMIL	56	3.4	1 523	3.5	1 579	3.5
UNSOS	248	15.2	567	1.3	815	1.8
UNDOF			406	0.9	406	0.9
UNMEER	8	0.5	325	0.8	333	0.7
MENUB	34	2.1	223	0.5	257	0.6
Other	374	22.9	1 599	3.7	1 973	4.6
Total	1 634	100.0	43 185	100.0	44 819	100.0

Table 22
Engagement of consultants and individual contractors at non-field operations, by job network: 2014-2015
 (Population: 20,732 engagements)

<i>Job network</i>	<i>Number of engagements: consultants</i>	<i>Number of engagements: consultants (percentage)</i>	<i>Number of engagements: individual contractors</i>	<i>Number of engagements: individual contractors (percentage)</i>	<i>Total number of engagements</i>	<i>Total Engagements (percentage)</i>
Conference Management Network	668	5.2	3 649	45.8	4 317	20.8
Economics, Social and Development Network	5 084	39.8	665	8.3	5 749	27.7
Information Systems and Communication Technology Network	846	6.6	768	9.6	1 614	7.8
Legal Network	478	3.7	48	0.6	526	2.5
Management and Operations Support Network	4 672	36.6	1 979	24.8	6 651	32.1
Political, Peace and Security Network	166	1.3	27	0.3	193	0.9
Public Information and External Relations Network	203	1.6	343	4.3	546	2.6
Security and Safety Network	1				1	
Other services	646	5.1	489	6.1	1 135	5.5
Total	12 764	100.0	7 968	100.0	20 732	100.0

C. Gender

26. Table 23 provides a gender breakdown by category for persons engaged as consultants and individual contractors at field and non-field operations.

Table 23
Number of consultants and individual contractors at field and non-field operations, by gender: 2014-2015
 (Population: 28,871 persons)

<i>Population</i>	<i>Consultant type</i>	<i>Female Total (percentage)</i>	<i>Male Total (percentage)</i>	<i>Female Total persons</i>	<i>Male Total persons</i>	<i>Total persons</i>
Field operations	Individual contractors	18	82	3 299	14 545	17 844
	Consultants	22	78	254	880	1 134
Subtotal		19	81	3 413	14 921	18 334
Non-field operations	Individual contractors	57	43	1 657	1 263	2 920
	Consultants	36	64	2 930	5 152	8 082
Subtotal		41	59	4 328	6 209	10 537
Total		27	73	7 741	21 130	28 871

D. Appointments

27. Table 24 includes the percentages of retirees engaged as consultants and individual contractors at non-field operations during the biennium 2014-2015.

Table 24

Retirees engaged as consultants and individual contractors at non-field operations: 2014-2015

(Population: 10,537 persons)

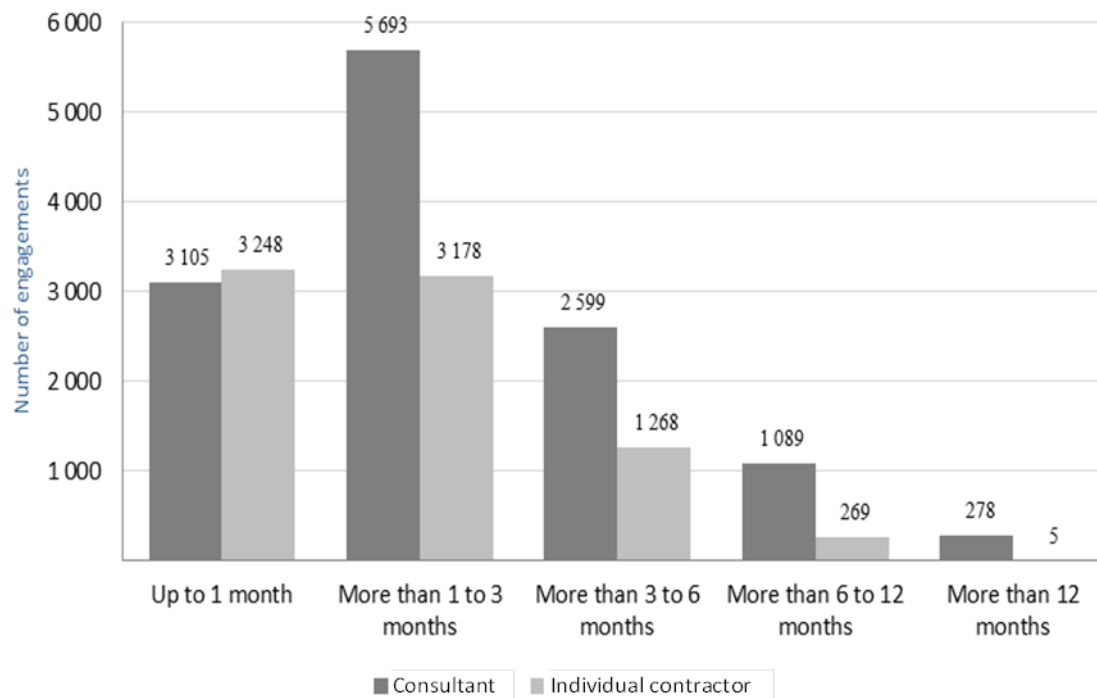
<i>Population</i>	<i>Number of persons</i>	<i>Number of engagements</i>	<i>Number of days worked</i>	<i>Persons (percentage)</i>
Retirees engaged as consultants	310	509	20 408	3.8
Other consultants	7 772	12 255	862 967	96.2
Consultants total	8 082	12 764	883 375	100.0
Retirees engaged as individual contractors	201	824	21 098	6.9
Other individual contractors	2 719	7 144	332 519	93.1
Individual contractors total	2 920	7 968	353 617	100.0
Total	10 537	20 732	1 236 992	100.0

E. Length of engagement

28. The average length of engagement for consultants and individual contractors employed at non-field operations was 86 days during the 2014-2015 biennium. Figure III provides a breakdown of engagements of consultants and individual contractors at non-field operations by length of engagement.

Figure III
Engagement of consultants and individual contractors at non-field operations, by length of engagement: 2014-2015

(Population: 20,732 engagements)



29. Annex III, table 2.C, provides a list of non-field operations that employed consultants for a period longer than a year during the biennium 2014-2015. As requested by the General Assembly in its resolution 67/255, paragraph 69, information is provided on the job network, the number of days worked and the incurred expenditure.

30. During the reporting period, 88 persons from the group of UNDAC¹⁰ consultants with OCHA were deployed as part of UNDAC teams (26 females and 62 males), for a total of 106 deployments, with an average duration of 20 days per deployment. Details on UNDAC deployments by nationality of person deployed and emergency situation are provided in annex III, tables 3.A and 3.B.

V. Conclusion

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

¹⁰ 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 UNDAC.

Annex I**Gratis personnel**

Table 1.A

Engagement of type I gratis personnel, by nationality, category and gender: 2014-2015

(Population: 4,922 engagements)

Country of nationality	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
	Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
Afghanistan				1	1	2				2	50.0
Albania				6	1	7				7	85.7
Algeria				4	5	9				9	44.4
Andorra				1		1				1	100.0
Angola				1		1				1	100.0
Argentina				18	4	22				22	81.8
Armenia				5		5				5	100.0
Australia	3	1	4	90	43	133	1		1	138	68.1
Austria	6	1	7	44	28	72				79	63.3
Azerbaijan				4	5	9				9	44.4
Bahrain				2	1	3				3	66.7
Bangladesh				4	5	9				9	44.4
Barbados				2		2				2	100.0
Belarus				16	4	20				20	80.0
Belgium				33	20	53				53	62.3
Benin					1	1				1	0.0
Bhutan				1		1				1	100.0
Bolivia (Plurinational State of)				2	2	4				4	50.0
Bosnia and Herzegovina				19	9	28				28	67.9
Botswana				1		1				1	100.0
Brazil				38	23	61				61	62.3
Bulgaria				11	3	14				14	78.6
Burkina Faso				1	3	4				4	25.0
Burundi				3	1	4				4	75.0

Country of nationality	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
	Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
Cambodia				1		1				1	100.0
Cameroon				10	6	16				16	62.5
Canada				102	65	167				167	61.1
Central African Republic				1		1				1	100.0
Chile				54	53	107				107	50.5
China	1	1	2	409	108	517	2	1	3	522	78.9
Colombia				24	10	34				34	70.6
Congo				4		4				4	100.0
Costa Rica				2		2				2	100.0
Côte d'Ivoire				5	5	10				10	50.0
Croatia				20	8	28				28	71.4
Cuba					1	1				1	0.0
Cyprus				3		3				3	100.0
Czechia				6		6				6	100.0
Democratic Republic of the Congo				3		3				3	100.0
Denmark	19	10	29	16	11	27				56	62.5
Djibouti				1	1	2				2	50.0
Dominican Republic				4		4				4	100.0
Ecuador				9	4	13				13	69.2
Egypt				10	12	22				22	45.5
El Salvador				3		3				3	100.0
Eritrea				1	1	2				2	50.0
Estonia				2	1	3				3	66.7
Ethiopia				7	3	10				10	70.0
Finland	23	3	26	26	5	31				57	86.0
France	21	13	34	228	86	314	1	1	2	350	71.4
Gabon				1		1				1	100.0
Gambia					2	2				2	0.0
Georgia				6	2	8				8	75.0
Germany	50	26	76	152	74	226		1	1	303	66.7
Ghana				4	2	6				6	66.7

<i>Country of nationality</i>	<i>Associate experts</i>			<i>Interns</i>			<i>Technical cooperation experts</i>			<i>Total</i>	<i>Percentage of women</i>
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>		
Greece				16	6	22				22	72.7
Guatemala					1	1				1	0.0
Guinea				1	2	3				3	33.3
Haiti				2		2				2	100.0
Honduras					1	1				1	0.0
Hungary	1		1	6	3	9				10	70.0
Iceland				6	1	7				7	85.7
India				63	30	93				93	67.7
Indonesia				6	3	9				9	66.7
Iran (Islamic Republic of)				7	6	13				13	53.8
Iraq					2	2				2	0.0
Ireland				9	13	22				22	40.9
Israel	1		1	3	2	5				6	66.7
Italy	9	7	16	98	76	174				190	56.3
Jamaica				5	2	7				7	71.4
Japan	15	3	18	26	15	41	2	4	6	65	66.2
Jordan				4	2	6				6	66.7
Kazakhstan				12	4	16				16	75.0
Kenya				155	123	278				278	55.8
Kyrgyzstan				3	1	4				4	75.0
Latvia				2	2	4				4	50.0
Lebanon				42	23	65				65	64.6
Lesotho				1		1				1	100.0
Liberia					2	2				2	0.0
Libya					1	1				1	0.0
Lithuania				3	1	4				4	75.0
Luxembourg	2		2	4		4				6	100.0
Madagascar				4	1	5				5	80.0
Malawi				2		2				2	100.0
Malaysia				4	3	7				7	57.1
Malta				1	1	2				2	50.0

Country of nationality	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
	Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
Mauritius				3	1	4				4	75.0
Mexico				34	13	47				47	72.3
Mongolia				2		2				2	100.0
Montenegro				1	1	2				2	50.0
Morocco				5	6	11				11	45.5
Myanmar				1	1	2				2	50.0
Nepal				6	7	13				13	46.2
Netherlands	14	12	26	43	15	58	1		1	85	68.2
New Zealand				9	3	12				12	75.0
Nicaragua					3	3				3	0.0
Niger					1	1				1	0.0
Nigeria				13	13	26				26	50.0
Norway	23	11	34	13	9	22		5	5	61	59.0
Oman				2		2				2	100.0
Pakistan				9	7	16				16	56.3
Paraguay					1	1				1	0.0
Peru				13	5	18				18	72.2
Philippines				14	2	16				16	87.5
Poland				13	7	20				20	65.0
Portugal				5	4	9		1	1	10	50.0
Republic of Korea	11	5	16	109	50	159	1	16	17	192	63.0
Republic of Moldova				3		3				3	100.0
Romania				15	6	21				21	71.4
Russian Federation				110	25	135				135	81.5
Rwanda				3	4	7				7	42.9
Saint Lucia				1	1	2				2	50.0
Saint Vincent and the Grenadines					1	1				1	0.0
San Marino				1		1				1	100.0
Saudi Arabia	2	2	4	1	1	2				6	50.0
Senegal					1	1				1	0.0
Serbia				21	6	27				27	77.8

<i>Country of nationality</i>	<i>Associate experts</i>			<i>Interns</i>			<i>Technical cooperation experts</i>			<i>Total</i>	<i>Percentage of women</i>
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>		
Singapore				10	4	14				14	71.4
Slovakia				11	5	16				16	68.8
Slovenia				2	2	4				4	50.0
Somalia					1	1				1	0.0
South Africa				3		3				3	100.0
Spain	2		2	66	36	102				104	65.4
Sri Lanka				6	3	9				9	66.7
State of Palestine				2	1	3				3	66.7
Stateless					1	1				1	0.0
Sudan				2	1	3				3	66.7
Sweden	7	4	11	43	13	56		3	3	70	71.4
Switzerland	22	12	34	43	12	55				89	73.0
Syrian Arab Republic				4	4	8				8	50.0
Tajikistan				1		1				1	100.0
Thailand				17	7	24				24	70.8
The former Yugoslav Republic of Macedonia				4		4				4	100.0
Togo					2	2				2	0.0
Trinidad and Tobago				1	1	2				2	50.0
Tunisia				7	4	11				11	63.6
Turkey				11	4	15				15	73.3
Turkmenistan				3		3				3	100.0
Uganda				5	3	8				8	62.5
Ukraine				27	5	32				32	84.4
United Arab Emirates					1	1				1	0.0
United Kingdom of Great Britain and Northern Ireland	1		1	87	53	140				141	62.4
United Republic of Tanzania				23	19	42				42	54.8
United States of America	3	1	4	282	152	434				438	65.1
Uruguay				6	1	7				7	85.7
Uzbekistan				4		4				4	100.0
Venezuela (Bolivarian Republic of)				5	6	11				11	45.5

Country of nationality	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
	Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
Viet Nam				9	4	13				13	69.2
Yemen					1	1				1	0.0
Zambia				2	1	3				3	66.7
Zimbabwe				4	1	5				5	80.0
Total	236	112	348	3 046	1 488	4 534	8	32	40	4 922	66.8

Table 1.B
Engagement of type I gratis personnel, by entity, category and gender: 2014-2015

(Population: 4,919 engagements)

Entity group	Entity	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
		Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
Departments/offices	CTED				24	12	36				36	66.7
	DESA	11	3	14	257	106	363	1	1	2	379	71.0
	DFS	4	6	10	19	12	31				41	56.1
	DGACM	1	1	2	84	27	111				113	75.2
	DM	15	8	23	167	52	219				242	75.2
	DPA	24	23	47	18	19	37				84	50.0
	DPI	3	2	5	188	61	249				254	75.2
	DPKO	22	12	34	63	23	86				120	70.8
	DSS					1	1				1	0.0
	EOSG	10	5	15	10	8	18				33	60.6
	OAJ				1		1				1	100.0
	OCHA	32	9	41	57	23	80				121	73.6
	ODA	5	2	7	57	32	89				96	64.6
	OHCHR	35	9	44	252	73	325				369	77.8
	OHRLLS	2		2	14	12	26				28	57.1
	OIOS	1	1	2	6	2	8				10	70.0
	OLA				71	35	106		2	2	108	65.7
	OSAA				11	2	13				13	84.6

Entity group	Entity	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
		Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
	OSEE					2	2				2	0.0
	OSRSG-CAAC	2	2	4	1	1	2				6	50.0
	OSRSG-SVC	2		2	2		2				4	100.0
	PBSO				5		5				5	100.0
	UNCTAD	1	1	2	76	46	122		6	6	130	59.2
	UNEP	15	6	21	247	130	377	2	2	4	402	65.7
	UN-Habitat	8	8	16	92	46	138				154	64.9
	UNISDR	2		2	14	5	19				21	76.2
	UNOAU	1		1							1	100.0
	UNODC	23	7	30	211	96	307	2	6	8	345	68.4
	UNOG	3	2	5	125	35	160				165	77.6
	UNOMS		1	1							1	0.0
	UNON				63	65	128				128	49.2
	UNOP	1		1							1	100.0
	UNOSDP				9	5	14		1	1	15	60.0
	UNOV	4	1	5	51	31	82	2	4	6	93	61.3
	UNRoD				11	9	20				20	55.0
	Subtotal	227	109	336	2 206	971	3 177	7	22	29	3 542	68.9
Regional commissions	ECA				11	6	17				17	64.7
	ECE	6		6	97	43	140				146	70.5
	ECLAC		1	1	123	100	223				224	54.9
	ESCAP	1		1	236	171	407	1	10	11	419	56.8
	ESCWA	1		1	56	39	95				96	59.4
	Subtotal	8	1	9	523	359	882	1	10	11	902	59.0
Tribunals	ICTR				42	34	76				76	55.3
	ICTY				271	124	395				395	68.6
	IRM				4		4				4	100.0
	Subtotal				317	158	475				475	66.7
Total		235	110	345	3 046	1 488	4 534	8	32	40	4 919	66.9

Table 2.A
Engagement of type II gratis personnel, by nationality and gender: 2014-2015
 (Population: 172 engagements)

<i>Country of nationality</i>	<i>No. of engagements</i>			<i>No. of months worked</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
Angola		1	1		5.5	5.5
Australia	12	15	27	40.9	52.2	93.0
Austria		1	1		12.0	12.0
Belgium		2	2		12.1	12.1
Cameroon		3	3		15.0	15.0
Canada	6	12	18	33.1	54.6	87.7
Central African Republic		1	1		2.0	2.0
Côte d'Ivoire	1	1	2	6.0	5.9	12.0
Democratic Republic of the Congo		2	2		12.2	12.2
Denmark		2	2		13.0	13.0
Egypt		1	1		6.0	6.0
Ethiopia		3	3		20.8	20.8
France	1	3	4	2.8	24.0	26.8
Georgia		1	1		6.0	6.0
Germany	2	1	3	7.9	3.0	10.8
Greece		1	1		5.9	5.9
India		2	2		11.7	11.7
Indonesia	1	1	2	12.0	4.9	17.0
Iraq		1	1		12.0	12.0
Ireland	1	6	7	3.0	21.9	24.9
Italy	2	5	7	10.0	30.2	40.2
Jordan	1		1	5.9		5.9
Kenya		1	1		5.9	5.9
Lebanon		1	1		11.5	11.5
Nepal		2	2		7.4	7.4
Netherlands	1	1	2	5.8	12.0	17.8
New Zealand		1	1		5.7	5.7
Norway	3	2	5	17.7	6.5	24.3
Pakistan		6	6		33.2	33.2
Philippines	2	1	3	11.4	2.7	14.1
Poland		1	1		46.9	46.9
Republic of Korea		1	1		29.1	29.1
Romania	1		1	5.9		5.9
Rwanda		1	1		2.9	2.9
Senegal		2	2		13.1	13.1
South Africa		1	1		6.0	6.0

<i>Country of nationality</i>	<i>No. of engagements</i>			<i>No. of months worked</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
Sudan		4	4		25.6	25.6
Sweden	12	5	17	52.9	12.9	65.8
Switzerland		7	7		36.7	36.7
Tajikistan	2		2	9.0		9.0
The former Yugoslav Republic of Macedonia		2	2		9.0	9.0
Uganda		1	1		6.0	6.0
United Kingdom of Great Britain and Northern Ireland	6	5	11	30.7	21.5	52.2
United States of America	2	3	5	11.9	7.6	19.5
Zimbabwe	1	2	3	3.0	7.9	10.9
Total	57	115	172	269.9	641.0	911.0

Annex II

Retired staff

Table 1.A

Retirees engaged, by entity, number of engagements, number of days worked and expenditure: 2014-2015

(Population: 3,103 engagements)

Entity group	Entity	No. of engagements			No. of persons engaged			No. of days worked	Expenditure (United States dollars)
		Female	Male	Total	Female	Male	Total		
Departments/offices	DESA	74	45	119	40	26	66	6 113	1 840 675
	DFS	18	52	70	13	34	47	4 925	1 592 320
	DGACM	430	568	998	165	189	354	45 843	20 057 319
	DM	126	45	171	66	25	91	19 151	6 206 074
	DPA	22	16	38	16	13	29	2 222	758 924
	DPI	35	23	58	21	11	32	3 002	907 162
	DPKO	25	29	54	14	19	33	4 726	1 487 839
	DSS	5	15	20	5	13	18	2 126	927 998
	EOSG	5	2	7	4	2	6	2 125	328 830
	OAJ	3	2	5	3	2	5	269	143 400
	OCHA	35	8	43	23	5	28	4 040	1 186 730
	ODA	6	9	15	5	6	11	1 905	468 507
	OHCHR	16	6	22	11	4	15	1 259	421 095
	OHRLS	4	4	8	4	4	8	330	132 280
	OIOS	10	3	13	7	3	10	1 316	419 913
	OLA	8	6	14	4	2	6	786	186 960
	OSAA	1	6	7	1	3	4	1 233	331 682
	OSRSG-CAAC	1		1	1		1	85	25 118
	PBSO	5	3	8	4	3	7	649	172 467
	UNAKRT		1	1		1	1	705	232 968
UNCC		4	4		2	2	178	72 765	
UNCTAD	12	28	40	6	17	23	1 294	488 490	
UNEP	36	55	91	20	32	52	5 516	1 303 780	
UNFIP	1	2	3	1	2	3	244	53 408	

Entity group	Entity	No. of engagements			No. of persons engaged			No. of days worked	Expenditure (United States dollars)
		Female	Male	Total	Female	Male	Total		
	UN-Habitat	7	16	23	5	14	19	2 577	999 895
	UNISDR		2	2		2	2	72	27 000
	UNODC	8	16	24	5	13	18	1 200	369 541
	UNOG	216	357	573	67	109	176	25 397	11 231 190
	UNOMS	2	1	3	2	1	3	56	20 958
	UNON	15	6	21	10	6	16	1 318	280 555
	UNOV	58	69	127	23	30	53	5 444	2 208 011
	UNRoD		2	2		1	1	73	28 028
	Subtotal	1 184	1 401	2 585	546	594	1 140	146 179	54 911 882
Regional commissions	ECA	42	78	120	19	38	57	6 665	1 565 340
	ECE	2	19	21	2	9	11	593	192 171
	ECLAC	73	71	144	26	35	61	10 403	2 116 488
	ESCAP	29	39	68	11	24	35	4 537	1 089 065
	ESCWA	4	22	26	3	12	15	1 143	226 913
	Subtotal	150	229	379	61	118	179	23 341	5 189 977
Tribunals	ICTR	15	2	17	4	2	6	2 136	675 286
	ICTY	3	1	4	3	1	4	94	17 864
	Subtotal	18	3	21	7	3	10	2 230	693 150
Field operations	BNUB		3	3		3	3	192	6 477
	CNMC	2	4	6	1	2	3	885	378 444
	MENUB		6	6		3	3	757	78 240
	MINUSCA	2	5	7	2	4	6	1 388	558 276
	MINUSMA		10	10		7	7	522	207 511
	MINUSTAH	5	8	13	3	4	7	1 230	496 255
	MONUSCO		1	1		1	1	73	29 438
	OSESG-GL	1		1	1		1	71	48 816
	OSESG-SC1559		1	1		1	1	729	
	OSESG-SYRIA		3	3		3	3	606	429 389
	UNAMA		2	2		1	1	180	79 409

Entity group	Entity	No. of engagements			No. of persons engaged			No. of days worked	Expenditure (United States dollars)
		Female	Male	Total	Female	Male	Total		
	UNAMI		2	2		2	2	104	32 256
	UNAMID	11	8	19	5	4	9	1 785	603 241
	UNIFIL		1	1		1	1	1	
	UNIOGBIS	2		2	1		1	22	12 000
	UNIPSIL		1	1		1	1	89	63 318
	UNLB	1	3	4	1	3	4	181	63 882
	UNMEER	3	4	7	3	4	7	1 074	369 039
	UNMIK	1		1	1		1	42	20 000
	UNMIL	2	4	6	1	4	5	915	280 330
	UNMISS		5	5		3	3	488	178 912
	UNOCI		1	1		1	1	452	299 870
	UNOPCW		5	5		2	2	391	155 718
	UNSCOL		1	1		1	1	544	366 137
	UNSMIL		1	1		1	1	84	22 000
	UNSOM	1		1	1		1	61	24 126
	UNSOS	2	6	8	2	2	4	831	219 198
Subtotal		33	85	118	22	58	80	13 697	5 022 282
Total		1 385	1 718	3 103	554	639	1 193	185 447	65 817 290

Table 1.B

Retirees, by job network, title, number of engagements, gender, number of days worked and expenditure: 2014-2015

(Population: 3,103 engagements)

<i>Job network</i>	<i>Function</i>	<i>No. of engagements</i>			<i>No. of persons engaged</i>			<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
		<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>		
Conference Management Network	Conference Affairs Officer	1		1	1		1	10	3 217
	Conference Services Assistant	1		1	1		1	7	1 127
	Conference Typist	1		1	1		1	113	14 514
	Documents Assistant		1	1		1	1	13	1 568
	Documents Management Assistant	1	2	3	1	1	2	192	49 300
	Documents Management Officer	1		1	1		1	53	28 435
	Editor	56	30	86	23	15	38	5 172	2 585 569
	Editorial Assistant	13	2	15	8	2	10	1 004	222 898
	Interpreter	93	112	205	50	62	112	10 348	8 011 510
	Language Reference Assistant	8	2	10	6	1	7	555	149 259
	Language Service Assistant	1		1	1		1	204	46 648
	Meetings Services Assistant	32	6	38	19	3	22	1 500	410 189
	Proofreader	3	1	4	2	1	3	200	32 081
	Proofreader/Copy Preparer		1	1		1	1	29	14 687
	Reviser	64	276	340	35	104	139	19 894	10 395 285
	Text Processing Assistant	4		4	1		1	258	42 035
	Text Processing Clerk	4		4	3		3	277	102 519
	Title to be determined	236	422	658	42	76	118	12 723	2 268 854
	Translator	30	99	129	16	51	67	6 968	3 165 407
	Verbatim Reporter	8	13	21	5	7	12	1 654	1 075 737
Subtotal		557	967	1 524	187	266	453	61 174	28 620 839

<i>Job network</i>	<i>Function</i>	<i>No. of engagements</i>			<i>No. of persons engaged</i>			<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
		<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>		
Economics, Social and Development Network	Chief of Division		1	1		1	1	213	62 867
	Coordination Officer	1		1	1		1	168	66 322
	Coordinator		1	1		1	1	242	104 782
	Economic Affairs Officer	1	4	5	1	3	4	449	234 462
	Human Settlements Officer		1	1		1	1	169	111 139
	Planning Officer		1	1		1	1	197	98 179
	Programme Assistant	8	5	13	5	1	6	1 188	341 295
	Programme Management Officer	1		1	1		1	132	46 164
	Programme Officer		1	1		1	1	19	11 095
	Research Assistant	2		2	1		1	178	47 860
	Title to be determined	35	159	194	28	111	139	8 388	2 531 588
	Subtotal	48	173	221	37	120	157	11 343	3 655 753
Information Systems and Communication Technology Network	Audio Redactor	1		1	1		1	287	68 855
	Information Systems and Telecommunication Technology Officer		3	3		1	1	325	114 504
	Information Systems Officer		2	2		2	2	221	59 286
	Information Technology Assistant	3		3	2		2	272	30 511
	Library Assistant	2		2	2		2	108	25 216
	Printing Press Operator		1	1		1	1	60	24 772
	Programming Assistant	1		1	1		1	3	1 905
	Telecommunications Engineer		1	1		1	1	59	24 550
	Telecommunications Officer		2	2		2	2	738	283 518
	Title to be determined	23	27	50	10	14	24	1 885	292 841
	Subtotal	30	36	66	15	20	35	3 958	925 958
Legal Network	Court Reporter	1		1	1		1	30	8 352
	Legal Adviser		1	1		1	1	90	41 805
	Legal Assistant	3		3	2		2	166	38 576
	Legal Officer		1	1		1	1	364	166 624
		Title to be determined	2	6	8	2	6	8	392
	Subtotal	6	8	14	5	7	12	1 042	413 162

<i>Job network</i>	<i>Function</i>	<i>No. of engagements</i>			<i>No. of persons engaged</i>			<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
		<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>		
Management and Operations Support Network	Accountant		1	1		1	1	58	25 584
	Accounting Assistant	7	15	22	6	5	11	1 665	458 892
	Administrative and Finance Officer	1		1	1		1	57	32 521
	Administrative Assistant	57	2	59	36	2	38	7 114	1 706 425
	Administrative Management Officer		1	1		1	1	62	36 059
	Administrative Officer	15	4	19	3	3	6	1 443	643 199
	Air Operations Assistant		1	1		1	1	180	49 124
	Assistant Secretary-General	1	2	3	1	2	3	784	549 394
	Auditor		1	1		1	1	363	176 215
	Budget and Finance Officer			2		2	2	485	126 397
	Budget Assistant	7		7	4		4	390	103 372
	Budget Officer		1	1		1	1	14	2 285
	Chief		1	1		1	1	113	53 286
	Chief of Office			3		1	1	117	62 947
	Director	1	2	3	1	2	3	481	282 937
	Driver		1	1		1	1	363	
	Expert			2		2	2	414	120 106
	Facilities Management Assistant			1		1	1	90	23 856
	Finance and Budget Assistant	3	1	4	3	1	4	464	107 241
	Finance and Budget Officer	1		1	1		1	40	17 043
	Finance Assistant	5	1	6	3	1	4	449	104 785
	Finance Officer	2	7	9	1	4	5	857	313 260
	First Officer			2		2	2	109	36 796
	Foreman		1	1		1	1	90	25 366
	Head	1	4	5	1	2	3	610	468 101
	Heating, Ventilation and A/C Technician		1	1		1	1	91	23 019
	Human Resources Assistant	43	3	46	22	2	24	4 009	1 092 052
	Human Resources Officer	13	5	18	8	4	12	1 971	972 216
	Investigator	1		1	1		1	196	22 482
	Language Teacher	1		1	1		1	88	27 927
	Medical Officer		4	4		3	3	348	147 208
	Movement Control Officer	1		1	1		1	89	36 714
Nurse	1		1	1		1	4	2 994	
Office Assistant	7		7	5		5	671	169 104	

Job network	Function	No. of engagements			No. of persons engaged			No. of days worked	Expenditure (United States dollars)
		Female	Male	Subtotal	Female	Male	Subtotal		
	Officer-In-Charge		1	1		1	1	58	35 970
	Payroll Assistant	1		1	1		1	78	19 696
	Personal Assistant	1		1	1		1	293	82 157
	Principal Officer	2	1	3	2	1	3	525	349 201
	Procurement Assistant	4	1	5	3	1	4	279	82 954
	Procurement Officer	3	5	8	2	3	5	513	220 810
	Programme Budget Officer	2		2	1		1	145	57 533
	Reference Assistant	1		1	1		1	88	32 317
	Reference Clerk	5		5	1		1	502	196 214
	Reports Officer	1		1	1		1	70	20 911
	Secretary	24		24	13		13	733	296 929
	Senior Officer	2	3	5	1	2	3	139	73 298
	Senior Staff Assistant	2		2	2		2	238	55 909
	Staff Assistant	16	1	17	9	1	10	2 291	506 141
	Team Assistant	25	1	26	18	1	19	2 302	473 923
	Title to be determined	161	153	314	95	115	210	13 444	3 601 338
	Transport Assistant		2	2		1	1	486	122 736
	Travel Assistant	2		2	1		1	143	22 906
	Under-Secretary-General		1	1		1	1	180	144 914
	Subtotal	420	238	658	228	165	393	46 786	14 414 764
Political, Peace and Security Network	Chef de Cabinet		1	1		1	1	272	171 967
	Chief of Staff	1		1	1		1	116	61 067
	Civil Affairs Officer	1		1	1		1	30	15 073
	Corrections Officer		1	1		1	1	182	82 561
	Director, Political Affairs		1	1		1	1	1	
	Executive Representative of the Secretary-General		1	1		1	1	89	63 318
	Representative		1	1		1	1	272	87 975
	Special Adviser to the Secretary-General	1		1	1		1	44	22 873
	Special Envoy of the Secretary-General	1		1	1		1	71	48 816
	Title to be determined	8	1	9	5	1	6	304	109 750
	Subtotal	12	6	18	9	6	15	1 381	663 400

<i>Job network</i>	<i>Function</i>	<i>No. of engagements</i>			<i>No. of persons engaged</i>			<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
		<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>		
Public Information and External Relations Network	Editor	1		1	1		1	39	28 103
	Editorial and Desktop Publishing Assistant	58	13	71	28	12	40	5 759	1 052 698
	Press Officer		3	3		3	3	134	52 214
	Protocol Assistant	7		7	4		4	511	127 305
	Public Information Assistant	8	1	9	4	1	5	319	59 953
	Public Information Clerk	1		1	1		1	8	4 867
	Public Information Officer		1	1		1	1	317	138 443
	Title to be determined	8	8	16	5	6	11	429	119 379
Subtotal		83	26	109	43	23	66	7 516	1 582 962
Security and Safety Network	Security Coordination Officer		3	3		2	2	323	177 157
	Security Coordinator		1	1		1	1	253	128 910
	Security Officer		4	4		2	2	745	204 981
	Title to be determined		1	1		1	1	43	22 000
Subtotal			9	9		6	6	1 364	533 048
Other services	Title to be determined	229	255	484	180	200	380	50 883	15 007 405
Subtotal		229	255	484	180	200	380	50 883	15 007 405
Total		1 385	1 718	3 103	554	639	1 193	185 447	65 817 290

Table 1.C

Retirees engaged by nationality, number of engagements, number of persons engaged, gender, number of days worked and expenditure: 2014-2015

(Population: 3,103 engagements)

Country of nationality	No. of engagements			No. of persons employed			No. of days worked	Expenditure (United States dollars)
	Female	Male	Subtotal	Female	Male	Subtotal		
Algeria	2	8	10	1	3	4	419	154 078
Antigua and Barbuda		1	1		1	1	552	281 876
Argentina	24	41	65	8	16	24	2 556	713 928
Armenia	1		1	1		1	168	66 322
Australia	5	10	15	2	7	9	728	278 558
Austria	13	36	49	6	4	10	919	227 267
Bahamas	1		1	1		1	13	3 203
Bangladesh	1	3	4	1	2	3	249	65 000
Barbados	4		4	2		2	170	43 852
Belarus		19	19		7	7	1 409	607 057
Belgium	15	26	41	5	8	13	2 334	935 890
Benin		4	4		1	1	298	126 129
Bosnia and Herzegovina	1		1	1		1	1	630
Brazil	1	1	2	1	1	2	37	22 902
Bulgaria		6	6		2	2	363	196 984
Burkina Faso	3	6	9	1	2	3	373	122 847
Burundi		6	6		2	2	300	11 115
Cameroon	2	7	9	1	3	4	600	369 809
Canada	33	50	83	15	14	29	4 637	1 717 829
Chile	61	45	106	18	20	38	7 662	1 500 817
China	30	86	116	14	28	42	6 713	3 384 481
Colombia	9	9	18	6	3	9	1 641	611 945
Congo	2	5	7	1	2	3	763	318 095
Côte d'Ivoire		2	2		1	1	336	109 975
Cuba	58	7	65	3	2	5	889	244 163
Denmark		6	6		3	3	1 010	867 999
Ecuador	6	1	7	2	1	3	140	54 472
Egypt	16	163	179	10	29	39	6 856	2 696 054
El Salvador	2		2	1		1	201	49 842
Ethiopia	31	23	54	12	7	19	3 427	617 856
France	200	102	302	51	34	85	12 197	4 403 548
Gambia		2	2		2	2	349	105 380
Germany	16	19	35	8	6	14	1 690	566 425
Ghana	2	15	17	2	10	12	1 768	584 069
Greece	1	4	5	1	1	2	235	40 835

<i>Country of nationality</i>	<i>No. of engagements</i>			<i>No. of persons employed</i>			<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>		
Guatemala	2	2	4	1	2	3	340	141 176
Guyana	13	4	17	6	3	9	1 137	627 184
Haiti	11		11	3		3	931	199 026
Hungary		3	3		2	2	138	44 660
India	11	22	33	6	11	17	1 659	505 116
Indonesia	9		9	2		2	570	283 172
Iraq		4	4		2	2	206	24 471
Ireland	15	8	23	5	5	10	1 531	404 035
Israel		7	7		3	3	551	268 764
Italy	4	42	46	2	7	9	1 125	604 159
Jamaica	3	5	8	3	3	6	679	189 396
Japan	2	3	5	1	2	3	243	58 023
Jordan	5	5	10	2	3	5	444	140 598
Kazakhstan		6	6		1	1	218	47 810
Kenya	30	5	35	14	5	19	3 935	760 445
Lebanon	3	9	12	2	5	7	792	354 015
Libya		2	2		1	1	118	57 821
Madagascar	7	8	15	1	1	2	915	184 447
Malaysia	5	2	7	3	1	4	407	81 073
Mali		7	7		2	2	442	217 507
Mauritania		2	2		2	2	105	42 000
Mauritius	11	1	12	2	1	3	1 090	287 752
Mexico	14	5	19	7	5	12	1 339	338 525
Mongolia	1		1	1		1	85	8 000
Morocco	2	4	6	2	2	4	313	142 936
Nepal		12	12		5	5	1 328	417 202
Netherlands	6	19	25	3	9	12	1 165	539 193
New Zealand	3	2	5	2	2	4	728	468 577
Niger	1	4	5	1	2	3	731	133 890
Nigeria		9	9		6	6	627	278 050
Norway		1	1		1	1	729	
Pakistan		9	9		7	7	1 610	204 433
Panama		3	3		2	2	189	61 336
Paraguay	6		6	2		2	288	141 969
Peru	25	11	36	13	5	18	2 614	718 833
Philippines	89	8	97	42	3	45	10 897	3 258 046
Poland	2	4	6	1	2	3	260	69 840
Portugal	2		2	2		2	139	41 733
Republic of Korea		1	1		1	1	42	21 000

<i>Country of nationality</i>	<i>No. of engagements</i>			<i>No. of persons employed</i>			<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>		
Romania	4		4	1		1	260	58 940
Russian Federation	36	169	205	11	56	67	10 534	4 873 051
Rwanda	1		1	1		1	130	21 996
Senegal	1	16	17	1	10	11	1 167	451 787
Serbia		2	2		2	2	41	15 000
Sierra Leone	9		9	3		3	493	99 097
Singapore	1	1	2	1	1	2	61	34 773
Solomon Islands	1		1	1		1	120	81 295
Somalia		1	1		1	1	36	11 000
South Africa	1	2	3	1	2	3	195	109 640
Spain	11	86	97	5	14	19	2 719	844 399
Sri Lanka	4	5	9	3	3	6	1 247	420 636
State of Palestine	2	12	14	1	3	4	966	372 705
Stateless		1	1		1	1	108	8 965
Sudan		17	17		5	5	967	483 520
Sweden	1	2	3	1	1	2	35	14 350
Switzerland	24	13	37	8	9	17	1 539	753 514
Syrian Arab Republic	7	26	33	3	8	11	1 994	1 042 557
Thailand	22	8	30	9	7	16	2 225	339 397
Trinidad and Tobago	12	2	14	3	2	5	416	114 046
Tunisia	3	34	37	1	8	9	1 904	864 006
Turkey		6	6		3	3	109	38 566
Uganda	15	9	24	6	4	10	1 713	473 109
Ukraine	1	13	14	1	5	6	772	414 318
United Kingdom of Great Britain and Northern Ireland	80	73	153	33	30	63	6 828	2 716 188
United Republic of Tanzania	2	7	9	2	3	5	1 322	425 299
United States of America	309	236	545	147	113	260	41 165	14 828 777
Uruguay	10	6	16	4	3	7	2 118	678 309
Venezuela (Bolivarian Republic of)	3	6	9	1	3	4	385	158 826
Viet Nam		3	3		2	2	396	201 477
Yemen		3	3		1	1	157	83 933
Zambia		2	2		2	2	260	112 962
Zimbabwe	3	5	8	2	2	4	402	203 408
Total	1 385	1 718	3 103	554	639	1 193	185 447	65 817 290

Table 1.D

Retirees engaged by nationality, number of engagements, number of persons engaged, gender, number of days worked and expenditure: 2014-2015 (for language-related services)

(Population: 1,118 engagements)

Country of nationality	No. of engagements			No. of persons employed			No. of days worked	Expenditure (United States dollars)
	Female	Male	Subtotal	Female	Male	Subtotal		
Algeria		1	1		1	1	52	45 676
Argentina	15	27	42	4	10	14	1 448	452 334
Austria	1	2	3	1	1	2	171	73 159
Belarus		13	13		4	4	1 078	473 858
Belgium	8	19	27	3	4	7	1 210	559 721
Benin		4	4		1	1	298	126 129
Brazil	1		1	1		1	31	22 302
Bulgaria		2	2		1	1	207	153 384
Burkina Faso		4	4		1	1	227	87 447
Cameroon	2	5	7	1	2	3	123	58 139
Canada	15	11	26	5	5	10	857	465 446
Chile	23	11	34	7	3	10	1 561	470 289
China	12	62	74	7	19	26	4 535	2 823 982
Colombia	4	2	6	2	2	4	385	216 874
Cuba	8	5	13	3	2	5	677	144 481
Egypt	16	49	65	10	18	28	4 347	2 223 873
Ethiopia	1	7	8	1	1	2	356	139 899
France	55	69	124	22	19	41	6 030	2 573 234
Germany	4		4	3		3	187	52 724
Ghana		1	1		1	1	34	21 194
Greece		4	4		1	1	192	31 843
Guatemala	2		2	1		1	150	109 176
Guyana	3		3	2		2	64	53 420
Haiti	10		10	2		2	349	80 229
Ireland	7		7	2		2	223	108 935
Israel		7	7		3	3	551	268 764
Italy	2		2	1		1	151	81 613
Jordan	2	1	3	1	1	2	198	51 615
Kazakhstan		5	5		1	1	192	47 810
Kenya	2		2	1		1	225	33 678
Lebanon		4	4		3	3	314	159 039
Libya		2	2		1	1	118	57 821
Madagascar		8	8		1	1	390	30 837
Mali		5	5		1	1	74	24 093
Mauritius	10		10	1		1	314	90 770

<i>Country of nationality</i>	<i>No. of engagements</i>			<i>No. of persons employed</i>			<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>		
Mexico	2	1	3	1	1	2	146	104 084
Morocco		2	2		1	1	183	129 666
New Zealand	2		2	1		1	74	61 529
Niger		1	1		1	1	10	5 407
Pakistan		2	2		1	1	44	16 000
Panama		1	1		1	1	42	13 502
Paraguay	6		6	2		2	288	141 969
Peru	10	4	14	4	1	5	649	263 341
Philippines	1		1	1		1	45	10 250
Portugal	1		1	1		1	60	26 500
Russian Federation	10	133	143	4	40	44	6 660	3 549 828
Senegal		7	7		3	3	518	194 176
Solomon Islands	1		1	1		1	120	81 295
Spain	4	36	40	2	11	13	1 946	599 500
State of Palestine		11	11		3	3	796	343 686
Sudan		8	8		3	3	738	426 568
Switzerland	12	5	17	5	3	8	609	388 921
Syrian Arab Republic	4	23	27	2	8	10	1 592	954 273
Trinidad and Tobago	2		2	1		1	28	2 450
Tunisia	3	26	29	1	7	8	1 537	745 860
Uganda		3	3		1	1	145	24 250
Ukraine		9	9		3	3	651	337 094
United Kingdom of Great Britain and Northern Ireland	24	42	66	12	15	27	2 792	1 328 234
United States of America	100	80	180	42	41	83	9 469	5 255 230
Uruguay	4		4	1		1	264	124 615
Yemen		3	3		1	1	157	83 933
Zimbabwe		2	2		1	1	122	48 747
Total	389	729	1 118	162	253	415	57 004	27 674 697

Table 2.A
Retirees in decision-making positions, by entity, level, title, gender, period worked, number of days worked and expenditure: 2014-2015
 (Population: 43 engagements)

<i>Entity group</i>	<i>Entity</i>	<i>Level</i>	<i>Functional Title</i>	<i>Gender</i>	<i>From</i>	<i>To</i>	<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
Departments/offices	DESA	D-1	Economic Affairs Officer	Male	2014-03-24	2014-05-31	68	42 646
		D-1	Expert	Male	2014-09-04	2014-10-24	50	25 859
		USG	Title to be determined	Female	2014-08-09	2015-12-31	509	3 638
	DFS	D-1	Investigator	Female	2014-01-01	2014-07-16	196	22 482
	DGACM	D-1	Director	Male	2015-04-06	2015-10-05	182	118 279
		D-1	Officer-in-Charge	Male	2014-04-03	2014-05-31	58	35 970
		D-1	Title to be determined	Male	2015-10-06	2015-12-31	86	51 623
		D-2	Chef de Cabinet	Male	2014-01-01	2014-09-30	272	171 967
	DM	D-1	Principal Officer	Female	2014-01-01	2014-12-31	364	224 863
	DPA	ASG	Assistant Secretary-General	Male	2014-11-01	2015-04-30	180	132 302
		ASG	Head	Male	2014-01-01	2014-12-31	41	28 707
		ASG	Head	Male	2015-01-01	2015-12-31	35	24 572
		USG	Title to be determined	Male	2015-11-13	2015-12-31	48	
	DPI	D-1	Title to be determined	Male	2015-03-30	2015-12-31	276	197 384
		D-1	Title to be determined	Male	2015-04-01	2015-12-08	251	154 415
	DSS	ASG	Assistant Secretary-General	Female	2015-11-01	2015-12-31	60	50 955
		D-1	Principal Officer	Female	2014-01-01	2014-12-31	43	35 388
		D-1	Title to be determined	Female	2015-12-01	2015-12-31	30	18 788
		USG	Under-Secretary-General	Male	2014-01-01	2014-06-30	180	144 914
	EOSG	USG	Title to be determined	Male	2014-01-01	2015-12-31	729	
UN-Habitat	D-1	Title to be determined	Male	2014-01-01	2015-07-07	552	281 876	
UNOG	USG	Head	Male	2014-01-01	2014-05-10	129	137 955	
	USG	Head	Male	2014-05-11	2014-10-31	173	162 974	
	USG	Title to be determined	Male	2014-11-01	2015-12-31	425	363 050	
Subtotal							4 937	2 430 607

<i>Entity group</i>	<i>Entity</i>	<i>Level</i>	<i>Functional Title</i>	<i>Gender</i>	<i>From</i>	<i>To</i>	<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
Regional commissions	ECA	D-1	Director	Female	2014-01-01	2014-08-31	242	132 403
	ECLAC	D-1	Chief of Division	Male	2015-04-01	2015-10-31	213	62 867
		D-1	Chief of Office	Male	2014-11-06	2015-01-05	60	31 007
		D-1	Chief of Office	Male	2015-02-01	2015-02-28	27	16 186
		D-1	Chief of Office	Male	2015-03-01	2015-03-31	30	15 754
		D-1	Title to be determined	Male	2015-07-02	2015-12-31	182	44 242
		D-1	Title to be determined	Male	2015-11-01	2015-12-31	60	30 248
	ESCAP	USG	Special Adviser to the Secretary-General	Female	2014-01-01	2014-12-31	44	22 873
Subtotal							858	355 580
Field operations	MINUSCA	D-1	Title to be determined	Male	2015-11-17	2015-12-31	44	
	OSESG-GL	USG	Special Envoy of the Secretary-General	Female	2014-01-01	2014-12-31	71	48 816
	OSESG-SC1559	USG	Title to be determined	Male	2014-01-01	2015-12-31	729	
		D-1	Principal Officer	Male	2014-01-02	2014-04-30	118	88 950
		USG	Title to be determined	Male	2014-09-01	2015-12-31	486	338 339
	UNAMID	D-1	Civil Affairs Officer	Female	2014-01-01	2014-01-31	30	15 073
		D-2	Director	Male	2014-08-04	2014-09-30	57	32 255
	UNIFIL	D-2	Director, Political Affairs	Male	2014-01-01	2014-01-01	1	
	UNIPSIL	ASG	Executive Representative of the Secretary-General	Male	2014-01-01	2014-03-31	89	63 318
	UNOCI	ASG	Title to be determined	Male	2014-10-05	2015-12-31	452	299 870
UNSCOL	ASG	Assistant Secretary-General	Male	2014-02-02	2015-07-31	544	366 137	
Subtotal							2 621	1 252 758
Total							8 416	4 038 945

Note: For the purpose of the present report, retired staff employed in decision-making positions are defined as those at the D-1 level and above.

Table 3.A
Non-retired former staff by entity, gender and grade: 2014-2015

(Population: 117 staff)

Entity group	Entity	Gender description	No. of staff by grade																		Total		
			USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Interpreter	Reviser	Translator	FS-5	FS-4	G-6	G-5	G-4	G-3	G-2		Consultant	
Departments/ offices	CTED	Female																					
		Male		1																			
	Subtotal			1																			1
	DESA	Female																					
		Male				1																	
	Subtotal					1																	1
	DFS	Female																					1
		Male																					
	Subtotal																						2
	DGACM	Female										1	11					1	1				2
		Male											8				1						2
	Subtotal											1	19				1	1	1				4
	DM	Female																1					1
		Male		2																			
	Subtotal			2														1					1
	DPI	Female																					
		Male									1												
	Subtotal										1												1
	DPKO	Female																	1				1
		Male																					
	Subtotal																		1				1

Entity group	Entity	Gender description	No. of staff by grade																			Total			
			USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Interpreter	Reviser	Translator	FS-5	FS-4	G-6	G-5	G-4	G-3	G-2	Consultant				
	DSS	Female																							
		Male																					1	3	
	Subtotal																						1	3	4
	EOSG	Female																							
		Male		1																					1
	Subtotal		1																						1
	ODA	Female																							
		Male																						1	1
	Subtotal																						1	1	1
	OHCHR	Female																							
		Male																						1	2
	Subtotal																						1	1	4
	OHRLLS	Female																							
		Male																						1	1
	Subtotal																						1	1	1
	OLA	Female																							
		Male																						1	1
	Subtotal																						1	1	1
	UNCTAD	Female																							
		Male																						1	3
	Subtotal																						1	3	4
	UNEP	Female																							
		Male																						1	2
	Subtotal																						1	1	4

Entity group	Entity	Gender description	No. of staff by grade																			Total	
			USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Interpreter	Reviser	Translator	FS-5	FS-4	G-6	G-5	G-4	G-3	G-2	Consultant		
	ESCAP	Female	1																			1	
		Male																				6	6
	Subtotal		1																			6	7
	ESCWA	Female																					
		Male																				3	3
	Subtotal																					3	3
Subtotal			2		1					1						1						18	23
Field operations	BNUB	Female																					
		Male																				1	1
	Subtotal																					1	1
	CNMC	Female																					
		Male																				1	1
	Subtotal																					1	1
	MENUB	Female																					
		Male																				1	1
	Subtotal																					1	1
	MINUSCA	Female																					1
		Male			1		1	2	1														3
	Subtotal			1		1	3	1															4
	MINUSTAH	Female						1		1													2
		Male																			1		1
	Subtotal							1		1											1		3
	MONUSCO	Female																					
		Male			1																		1
	Subtotal			1																			1

Entity group	Entity	Gender description	No. of staff by grade																				
			USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Interpreter	Reviser	Translator	FS-5	FS-4	G-6	G-5	G-4	G-3	G-2	Consultant	Total	
	UNAMA	Female																				1	
		Male	1																				1
	Subtotal		1																				1
	UNAMI	Female																					
		Male	1			1																	2
	Subtotal		1		1																		2
	UNAMID	Female												1									1
		Male		1			1										1						3
	Subtotal			1		1								1		1							4
	UNMIK	Female														1							1
		Male																					
	Subtotal															1							1
	UNMISS	Female	1																				1
		Male															1						1
	Subtotal		1													1							2
	UNSOM	Female		1																			1
		Male							1														1
	Subtotal			1					1														2
	UNSOS	Female																					1
		Male																					1
	Subtotal																						1 1
	Subtotal		3	3	1	1	3	4	2					1	3					1		4	24
	Total female		3	2			1	2	2		1	2	12	1	1	1	1	1	2	2		8	39
	Total male		5	3	1	3	2	5	3	1	6	3	10		2		1		1	4	34	78	
	Total		8	5	1	3	3	7	5	1	7	5	22	1	3	1	2	2	3	4	42	117	

Table 3.B
Staff retained in service beyond the mandatory age of separation, by entity, gender and grade: 2014-2015

(Population: 96 persons)

Entity group	Entity	Gender description	No. of staff by grade																
			D-2	D-1	P-5	P-4	P-3	P-2	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	LT-1	NO-C	Consultant	Total
Departments/ offices	DFS	Female			1														1
		Male		2															2
	Subtotal			2	1														3
	DGACM	Female																	
		Male		2	1													1	4
	Subtotal			2	1													1	4
	DM	Female			1			1						1				1	4
		Male	1		1														2
	Subtotal		1		2			1						1				1	6
	DPA	Female																	
		Male	1																1
	Subtotal		1																1
	DPI	Female																	
		Male		1															1
	Subtotal			1															1
	DPKO	Female										1							1
		Male		1															1
	Subtotal			1							1								2
	EOSG	Female																	
		Male	1																1
	Subtotal		1																1

Entity group	Entity	Gender description	No. of staff by grade																Total		
			D-2	D-1	P-5	P-4	P-3	P-2	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	LT-1	NO-C Consultant				
	ETHICS	Female	1																	1	
		Male																			
	Subtotal		1																		1
	OLA	Female																			
		Male	1																		1
	Subtotal		1																		1
	UNFIP	Female																			
		Male		1																	1
	Subtotal			1																	1
	UNICRI	Female																			
		Male	1																		1
	Subtotal		1																		1
	UNOG	Female												1	1						2
		Male		1																	1
	Subtotal			1										1	1						3
	UNOV	Female																		1	1
		Male																			
	Subtotal																			1	1
Subtotal			6	8	4				1			1		1	2				2	1	26
Regional commissions	ECA	Female																			1
		Male																			1
	Subtotal																			1	1
Subtotal																				1	1

Entity group	Entity	Gender description	No. of staff by grade																
			D-2	D-1	P-5	P-4	P-3	P-2	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	LT-1	NO-C	Consultant	Total
Tribunals	ICTR	Female				1													1
		Male				2	1												3
Subtotal					3	1													4
Subtotal					3	1													4
Field operations	BINUCA	Female																	
		Male																1	1
Subtotal																			1
	BNUB	Female																	
		Male				1													
Subtotal					1														1
	MENUMB	Female																	
		Male					1												
Subtotal						1													1
	MINURSO	Female																	
		Male				1													
Subtotal					1														1
	MINUSCA	Female			1														1
		Male					1												1
Subtotal					1		1												3
	MINUSTAH	Female				1	1												2
		Male			1		4												
Subtotal					1		5	1											7
	MONUSCO	Female						1	1										2
		Male					1						1						
Subtotal					1			1	1				1						4

Entity group	Entity	Gender description	No. of staff by grade														Total			
			D-2	D-1	P-5	P-4	P-3	P-2	FS-7	FS-6	FS-5	FS-4	G-7	G-6	G-5	LT-1		NO-C	Consultant	
	UNMISS	Female																1	1	
		Male	1	1	1			1												4
	Subtotal		1	1	1			1												5
	UNOCI	Female						1												1
		Male			1	1	1													3
	Subtotal				1	1	2													4
	UNRCCA	Female																		
		Male					1													1
	Subtotal						1													1
	UNSOM	Female																		
		Male						1												1
	Subtotal							1												1
	UNSOS	Female																		
		Male						1		1										2
	Subtotal							1		1										2
	UNTSO	Female																		
		Male		1				1												2
	Subtotal			1				1												2
	Subtotal		5	12	14	15	10	1	1	3	4	1							1	67
	Total female		1	3	5	5	2	2			2	1	1	2	1	1				26
	Total male		10	17	13	12	9		1	3	2					2		1		70
	Total		11	20	18	17	11	2	1	3	4	1	1	2	3	1	1			96

Annex III

Consultants and individual contractors

Table 1.A
Consultants and individual contractors at non-field operations, by nationality: 2014-2015

(Population: 20,732 engagements)

Country of nationality	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)
Afghanistan	31	52	3 646	492 243	1	1	104	24 825	32	53	3 750	517 068
Albania	12	15	768	193 507	3	7	448	52 958	15	22	1 216	246 465
Algeria	15	23	1 525	408 098	8	18	719	219 625	23	41	2 244	627 723
Andorra	1	2	120	34 500					1	2	120	34 500
Angola					1	1	16	2 880	1	1	16	2 880
Antigua and Barbuda	2	2	102	12 500					2	2	102	12 500
Argentina	166	281	15 352	3 227 681	64	207	8 704	1 012 688	230	488	24 056	4 240 370
Armenia	14	19	1 086	129 893	3	13	381	81 171	17	32	1 467	211 064
Australia	189	324	18 826	5 754 576	22	49	2 780	416 728	211	373	21 606	6 171 304
Austria	60	94	4 859	1 381 140	64	168	9 028	870 095	124	262	13 887	2 251 235
Azerbaijan	9	14	834	161 449	2	7	338	95 387	11	21	1 172	256 836
Bahamas	2	2	47	12 750					2	2	47	12 750
Bahrain	5	6	494	67 752					5	6	494	67 752
Bangladesh	53	68	9 243	897 831	2	3	291	55 352	55	71	9 534	953 183
Barbados	10	14	1 571	533 682	1	1	14	2 349	11	15	1 585	536 031
Belarus	21	28	927	273 494	8	19	906	125 880	29	47	1 833	399 374
Belgium	61	100	8 382	2 469 761	30	82	2 252	441 805	91	182	10 634	2 911 566
Belize	2	3	239	30 000					2	3	239	30 000
Benin	16	22	2 137	512 774	4	9	329	59 228	20	31	2 466	572 002
Bhutan	5	5	300	33 500					5	5	300	33 500
Bolivia (Plurinational State of)	30	44	2 528	658 939	1	4	194	10 835	31	48	2 722	669 774
Bosnia and Herzegovina	5	5	339	53 269	1	2	104	21 424	6	7	443	74 693
Botswana	4	5	284	39 000					4	5	284	39 000

Country of nationality	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)
Brazil	311	613	38 970	4 963 397	39	64	5 004	782 176	350	677	43 974	5 745 574
Bulgaria	18	23	924	282 297	3	4	267	45 848	21	27	1 191	328 145
Burkina Faso	14	28	2 010	424 228	2	3	260	69 279	16	31	2 270	493 507
Burundi	9	13	783	240 595	3	4	172	27 936	12	17	955	268 531
Cabo Verde	3	3	78	45 000					3	3	78	45 000
Cambodia	74	206	16 576	1 902 147	4	5	179	46 860	78	211	16 755	1 949 007
Cameroon	38	50	3 764	907 380	14	25	1 188	206 235	52	75	4 952	1 113 615
Canada	264	429	31 351	10 905 184	95	281	8 463	1 610 435	359	710	39 814	12 515 619
Central African Republic					2	2	65	1 608	2	2	65	1 608
Chad	1	1	22	3 000					1	1	22	3 000
Chile	206	361	20 559	3 934 214	193	538	18 998	1 637 004	399	899	39 557	5 571 218
China	81	118	11 749	2 981 439	75	273	9 010	1 179 581	156	391	20 759	4 161 020
Colombia	146	209	14 737	3 091 715	24	36	2 169	289 956	170	245	16 906	3 381 671
Comoros	1	1	130	31 300					1	1	130	31 300
Congo	10	16	2 075	489 295	4	10	423	81 479	14	26	2 498	570 774
Costa Rica	31	46	2 548	509 054	9	11	465	77 074	40	57	3 013	586 128
Côte d'Ivoire	14	22	1 876	463 372	2	9	201	65 622	16	31	2 077	528 994
Croatia	7	9	441	106 202	8	12	722	241 278	15	21	1 163	347 480
Cuba	15	21	1 316	307 947	7	67	1 046	170 243	22	88	2 362	478 189
Cyprus	2	3	130	40 660	1	3	173	42 771	3	6	303	83 431
Czech Republic	16	19	1 254	393 717	3	3	55	12 896	19	22	1 309	406 613
Democratic People's Republic of Korea	3	3	635	153 000					3	3	635	153 000
Democratic Republic of the Congo	28	42	2 710	555 979	4	6	248	40 218	32	48	2 958	596 197
Denmark	31	41	2 334	766 992	6	9	528	92 301	37	50	2 862	859 293
Djibouti	3	10	453	155 125					3	10	453	155 125
Dominica	1	1	55	20 000					1	1	55	20 000
Dominican Republic	12	13	954	183 500	4	4	282	46 100	16	17	1 236	229 600
Ecuador	44	72	5 272	950 956	5	10	549	63 411	49	82	5 821	1 014 367
Egypt	71	99	6 012	1 441 127	44	217	4 781	778 461	115	316	10 793	2 219 587

Country of nationality	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)
El Salvador	16	23	1 569	190 336	2	5	112	12 292	18	28	1 681	202 628
Eritrea					3	3	183	42 890	3	3	183	42 890
Estonia	9	12	279	80 146					9	12	279	80 146
Ethiopia	145	273	19 128	2 562 336	340	1 132	79 846	4 165 469	485	1 405	98 974	6 727 805
Fiji	6	8	602	100 400					6	8	602	100 400
Finland	21	35	2 091	537 745	6	10	730	165 833	27	45	2 821	703 578
France	351	644	45 554	12 261 603	223	805	29 522	5 208 337	574	1 449	75 076	17 469 941
Gabon	2	2	83	20 000					2	2	83	20 000
Gambia	6	10	874	311 800					6	10	874	311 800
Georgia	13	22	700	190 813	2	2	8	2 190	15	24	708	193 003
Germany	222	353	24 964	7 423 385	47	75	4 541	829 141	269	428	29 505	8 252 526
Ghana	51	71	4 618	1 406 247	7	10	554	140 619	58	81	5 172	1 546 866
Greece	35	48	2 861	815 306	14	22	1 492	290 414	49	70	4 353	1 105 720
Grenada	2	6	408	104 114	1	2	130	27 000	3	8	538	131 114
Guatemala	23	31	2 078	611 412	1	2	35	6 025	24	33	2 113	617 437
Guinea	5	6	457	114 950	1	1	65	4 000	6	7	522	118 950
Guinea-Bissau	1	1	33	9 900	1	1	16	2 880	2	2	49	12 780
Guyana	8	16	680	163 041	3	6	99	34 045	11	22	779	197 086
Haiti	16	18	1 028	601 917	3	11	457	96 371	19	29	1 485	698 288
Honduras	4	6	243	40 255					4	6	243	40 255
Hungary	17	21	1 009	242 002	8	15	1 603	172 742	25	36	2 612	414 744
Iceland	5	7	259	102 012					5	7	259	102 012
India	238	378	32 961	6 964 267	33	48	3 193	633 542	271	426	36 154	7 597 809
Indonesia	27	40	3 266	554 538	5	9	485	72 806	32	49	3 751	627 344
Iran (Islamic Republic of)	14	22	2 002	589 919	3	3	58	10 630	17	25	2 060	600 549
Iraq	47	59	5 918	1 136 007	3	5	274	36 955	50	64	6 192	1 172 962
Ireland	54	87	6 751	1 985 080	9	26	760	156 629	63	113	7 511	2 141 709
Israel	9	14	759	205 498	3	5	363	47 100	12	19	1 122	252 598
Italy	238	388	20 116	5 668 759	70	147	4 981	954 999	308	535	25 097	6 623 758
Jamaica	17	23	1 598	403 054	8	11	640	84 239	25	34	2 238	487 293
Japan	57	76	6 809	1 567 538	9	12	856	141 799	66	88	7 665	1 709 337

Country of nationality	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)
Jordan	58	77	5 973	1 315 859	15	43	854	112 595	73	120	6 827	1 428 454
Kazakhstan	21	29	1 748	324 236	7	16	1 121	71 532	28	45	2 869	395 768
Kenya	248	352	30 644	6 451 490	138	215	18 441	1 634 576	386	567	49 085	8 086 066
Kiribati	3	3	313	25 595					3	3	313	25 595
Kuwait	3	3	251	101 000					3	3	251	101 000
Kyrgyzstan	17	22	923	166 370	2	3	143	23 000	19	25	1 066	189 370
Lao People's Democratic Republic	10	11	900	92 300	2	2	23	4 800	12	13	923	97 100
Latvia	2	4	512	111 830					2	4	512	111 830
Lebanon	86	110	8 641	1 938 940	128	294	9 483	1 381 985	214	404	18 124	3 320 925
Lesotho	7	7	394	88 800	1	1	64	8 559	8	8	458	97 359
Liberia	1	1	22	7 500	1	1	152	39 877	2	2	174	47 377
Libya	1	2	238	24 114	1	3	26	9 191	2	5	264	33 305
Lithuania	10	15	410	136 110					10	15	410	136 110
Luxembourg	2	6	520	151 200					2	6	520	151 200
Madagascar	9	11	699	165 729	2	10	490	38 933	11	21	1 189	204 662
Malawi	16	17	1 597	429 061					16	17	1 597	429 061
Malaysia	22	25	1 839	282 205					22	25	1 839	282 205
Maldives	2	2	160	47 500					2	2	160	47 500
Mali	8	8	281	68 769	1	5	74	24 093	9	13	355	92 862
Malta	3	3	60	4 131					3	3	60	4 131
Marshall Islands	2	2	23	2 875					2	2	23	2 875
Mauritania	10	12	504	152 733					10	12	504	152 733
Mauritius	11	11	1 228	366 291	2	23	291	75 288	13	34	1 519	441 579
Mexico	172	247	16 934	3 270 759	33	73	3 617	404 327	205	320	20 551	3 675 086
Mongolia	6	7	423	38 000	4	5	69	11 850	10	12	492	49 850
Montenegro	7	10	948	163 076	2	8	543	43 997	9	18	1 491	207 073
Morocco	42	68	5 652	1 491 213	17	50	2 041	355 571	59	118	7 693	1 846 784
Mozambique	11	13	650	124 300	2	7	79	23 234	13	20	729	147 534
Myanmar	12	15	1 410	91 775	1	1	30	2 670	13	16	1 440	94 445
Namibia	7	7	377	88 820	1	8	70	19 166	8	15	447	107 986

Country of nationality	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)
Nauru	1	1	195	12 793					1	1	195	12 793
Nepal	34	39	3 154	513 209	2	2	217	55 800	36	41	3 371	569 009
Netherlands	152	227	15 567	5 014 768	17	33	1 844	335 790	169	260	17 411	5 350 558
New Zealand	38	60	3 249	937 001	7	17	914	149 591	45	77	4 163	1 086 592
Nicaragua	13	20	1 106	130 605	2	4	273	4 477	15	24	1 379	135 082
Niger	22	38	3 211	591 275	3	12	1 083	54 900	25	50	4 294	646 175
Nigeria	45	70	4 815	1 579 227	1	3	25	2 286	46	73	4 840	1 581 513
Norway	32	49	3 250	945 238	2	3	231	68 332	34	52	3 481	1 013 570
Oman	3	3	63	7 588	1	6	92	19 585	4	9	155	27 173
Pakistan	36	47	4 299	1 258 278	7	10	748	151 378	43	57	5 047	1 409 656
Panama	31	38	4 157	665 394	3	3	238	20 375	34	41	4 395	685 769
Papua New Guinea	1	2	35	12 250	1	1	195	17 698	2	3	230	29 948
Paraguay	14	17	1 202	204 912	1	6	93	19 801	15	23	1 295	224 713
Peru	50	87	5 694	1 170 214	3	16	510	95 422	53	103	6 204	1 265 636
Philippines	84	128	9 903	2 241 325	15	37	1 180	226 195	99	165	11 083	2 467 520
Poland	21	40	2 506	713 868	4	9	543	78 018	25	49	3 049	791 886
Portugal	24	32	2 200	672 187	11	31	1 067	228 066	35	63	3 267	900 253
Republic of Korea	68	91	11 165	2 068 335	17	19	1 245	137 506	85	110	12 410	2 205 840
Republic of Moldova	18	29	1 587	246 353	2	2	192	36 034	20	31	1 779	282 387
Romania	27	63	5 573	1 693 758	10	20	1 264	219 420	37	83	6 837	1 913 178
Russian Federation	80	119	9 574	3 070 500	95	508	9 625	1 848 678	175	627	19 199	4 919 178
Rwanda	11	15	1 174	115 021	6	11	893	55 719	17	26	2 067	170 740
Saint Lucia	8	15	1 751	219 743	1	2	163	15 410	9	17	1 914	235 153
Samoa	3	3	272	34 000	1	1	130	36 000	4	4	402	70 000
Saudi Arabia	11	13	1 415	473 389	1	1	30	6 000	12	14	1 445	479 389
Senegal	39	55	4 245	1 012 210	3	4	213	33 959	42	59	4 458	1 046 168
Serbia	33	54	2 774	495 933	21	57	3 632	359 230	54	111	6 406	855 163
Seychelles	5	5	351	116 950					5	5	351	116 950
Sierra Leone	7	10	703	148 690	2	4	327	42 471	9	14	1 030	191 161
Singapore	16	24	1 189	244 005	1	1	48	16 500	17	25	1 237	260 505
Slovakia	8	17	990	256 278	5	10	1 263	71 378	13	27	2 253	327 656

Country of nationality	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)
Slovenia	5	7	462	134 040	2	4	743	55 837	7	11	1 205	189 877
Solomon Islands	2	4	263	48 900					2	4	263	48 900
Somalia	7	7	842	90 363	3	3	118	26 700	10	10	960	117 063
South Africa	94	151	11 094	4 069 592	5	9	733	142 798	99	160	11 827	4 212 390
Spain	163	233	19 040	4 777 493	91	384	12 161	1 970 240	254	617	31 201	6 747 734
Sri Lanka	36	60	3 952	927 446	5	8	354	67 795	41	68	4 306	995 241
State of Palestine	19	28	1 818	332 023	10	12	642	108 136	29	40	2 460	440 159
Stateless					3	9	708	80 358	3	9	708	80 358
Sudan	44	51	2 197	637 130	9	45	601	115 662	53	96	2 798	752 792
Swaziland	4	4	83	16 800					4	4	83	16 800
Sweden	53	73	4 548	1 461 953	14	19	1 658	308 396	67	92	6 206	1 770 349
Switzerland	92	180	9 609	2 851 830	37	111	3 512	771 772	129	291	13 121	3 623 602
Syrian Arab Republic	55	66	3 276	756 326	20	37	1 673	319 603	75	103	4 949	1 075 929
Tajikistan	13	16	536	124 705					13	16	536	124 705
Thailand	70	103	12 880	1 638 667	79	115	7 642	598 190	149	218	20 522	2 236 857
The former Yugoslav Republic of Macedonia	10	16	853	238 858	1	1	56	14 373	11	17	909	253 231
Timor-Leste	2	2	368	46 120					2	2	368	46 120
Togo	10	14	569	137 600					10	14	569	137 600
Tonga	1	1	45	10 400					1	1	45	10 400
Trinidad and Tobago	16	30	2 507	779 266	13	20	998	102 273	29	50	3 505	881 539
Tunisia	58	110	5 885	1 501 673	13	24	669	160 400	71	134	6 554	1 662 073
Turkey	10	16	998	265 907	4	11	705	117 679	14	27	1 703	383 586
Turkmenistan	2	4	133	43 092					2	4	133	43 092
Uganda	46	73	5 396	1 237 321	7	12	762	123 364	53	85	6 158	1 360 685
Ukraine	29	43	1 530	344 495	11	21	1 056	108 929	40	64	2 586	453 424
United Arab Emirates	1	1	261	5					1	1	261	5
United Kingdom of Great Britain and Northern Ireland	659	1 095	69 221	23 080 523	147	333	13 192	2 732 674	806	1 428	82 413	25 813 197
United Republic of Tanzania	37	52	3 294	744 595	8	13	547	75 468	45	65	3 841	820 03

<i>Country of nationality</i>	<i>Consultants</i>				<i>Individual contractors</i>				<i>Total</i>			
	<i>No. of persons</i>	<i>No. of engagements</i>	<i>Days worked</i>	<i>Expenditure (United States dollars)</i>	<i>No. of persons</i>	<i>No. of engagements</i>	<i>Days worked</i>	<i>Expenditure (United States dollars)</i>	<i>No. of persons</i>	<i>No. of engagements</i>	<i>Days worked</i>	<i>Expenditure (United States dollars)</i>
United States of America	816	1 222	78 405	25 780 546	212	490	21 559	3 997 050	1 028	1 712	99 964	29 777 596
Unspecified	9	26	1 614	284 769	3	6	236	23 474	12	32	1 850	308 243
Uruguay	49	89	5 151	873 154	22	73	1 803	212 447	71	162	6 954	1 085 601
Uzbekistan	11	12	994	288 242	1	2	45	4 029	12	14	1 039	292 271
Vanuatu	3	8	630	119 355					3	8	630	119 355
Venezuela (Bolivarian Republic of)	18	30	1 423	480 674	8	11	477	82 965	26	41	1 900	563 639
Viet Nam	11	15	570	56 790	5	5	258	58 185	16	20	828	114 975
Yemen	8	13	833	90 080	1	1	10	2 047	9	14	843	92 127
Zambia	25	30	1 768	432 350	6	12	956	116 244	31	42	2 724	548 594
Zimbabwe	38	68	5 659	1 578 139	12	21	995	172 466	50	89	6 654	1 750 605
Total	8 082	12 764	883 375	221 460 641	2 920	7 968	353 617	45 801 766	10 537	20 732	1 236 992	267 262 406

Table 2.A
Consultants and individual contractors at non-field operations, by entity, gender and days worked: 2014-2015

(Population: 10,537 persons)

Entity group	Entity	Consultant			Individual contractor			Total		
		No. of persons	No. of female	No. of days worked	No. of persons	No. of female	No. of days worked	No. of persons	No. of female	No. of days worked
Departments/offices	CTED	2		67	2	1	27	4	1	94
	DESA	509	183	47 736	133	94	12 383	631	270	60 119
	DFS	64	12	3 538	10	9	827	73	21	4 365
	DGACM	19	8	626	117	58	5 233	127	61	5 859
	DM	267	117	54 096	72	47	15 747	337	162	69 843
	DPA	251	80	60 872	15	8	2 081	262	86	62 953
	DPI	9	8	295	145	77	11 661	151	82	11 956
	DPKO	105	44	8 123	14	11	856	119	55	8 979
	DSS	10	2	602	23	21	402	32	22	1 004
	EOSG	36	15	3 864	21	13	1 235	57	28	5 099
	ETHICS	6	4	687				6	4	687
	OAJ	11	5	814	2	1	155	13	6	969
	OCHA	184	73	14 372	69	40	6 944	243	106	21 316
	ODA	45	18	6 266	4	4	520	49	22	6 786
	OHCHR	211	124	19 907	109	66	8 354	307	181	28 261
	OHRLLS	16	7	679	4	3	353	20	10	1 032
	OIOS	69	26	3 585				69	26	3 585
	OLA	36	9	1 535	11	5	582	47	14	2 117
	OSAA	7	1	675	4	2	116	11	3	791
	OSRSG-CAAC	8	5	169	3	2	30	9	6	199
	OSRSG-SVC	1	1	347				1	1	347
	PBSO	18	10	784	6	5	55	24	15	839
	UNCC	4	2	100	3		153	7	2	253
	UNCTAD	571	154	41 708	148	93	11 875	704	235	53 583
	UNEP	1 569	655	202 376	281	158	25 990	1 775	771	228 366
	UNFIP	16	9	1 857				16	9	1 857
	UN-Habitat	767	328	98 807	65	32	9 331	801	341	108 138

Entity group	Entity	Consultant			Individual contractor			Total		
		No. of persons	No. of female	No. of days worked	No. of persons	No. of female	No. of days worked	No. of persons	No. of female	No. of days worked
	UNICRI	121	42	2 449	26	15	1 618	147	57	4 067
	UNISDR	90	29	7 375	20	12	1 220	110	41	8 595
	UNODC	598	195	52 343	133	80	11 531	692	253	63 874
	UNOG	50	19	4 467	227	118	41 359	276	137	45 826
	UNOMS	15	9	2 135	7	5	71	22	14	2 206
	UNON	58	26	5 294	93	44	11 466	127	56	16 760
	UNOSDP	6	3	1 257	5	3	404	9	5	1 661
	UNOV	22	11	530	61	44	11 550	82	54	12 080
	Subtotal	5 596	2 164	650 337	1 716	1 004	194 129	7 009	2 982	844 466
Regional commissions	ECA	648	145	72 937	445	197	91 158	1 031	320	164 095
	ECE	311	114	16 932	47	27	3 449	353	139	20 381
	ECLAC	761	264	66 402	356	217	37 780	1 080	463	104 182
	ESCAP	612	203	57 292	168	89	13 215	751	277	70 507
	ESCWA	274	77	19 462	192	126	13 520	453	194	32 982
	Subtotal	2 585	794	233 025	1 207	655	159 122	3 645	1 382	392 147
Tribunals	ICTY				9	8	322	9	8	322
	IRM	1		13	2	1	44	3	1	57
	Subtotal	1		13	11	9	366	12	9	379
	Total	8 082	2 930	883 375	2 920	1 657	353 617	10 537	4 328	1 236 992

Table 2.B
Consultants and individual contractors at non-field operations, by entity and expenditure: 2014-2015

(Population: 20,732 engagements)

Entity group	Entity	Consultants			Individual contractors			Total		
		Expenditure (United States dollars) (RB)	Expenditure (United States dollars) (Other)	Total expenditure (United States dollars)	Expenditure (United States dollars) (RB)	Expenditure (United States dollars) (Other)	Total expenditure (United States dollars)	Expenditure (United States dollars) (RB)	Expenditure (United States dollars) (Other)	Total expenditure (United States dollars)
Departments/offices	DPKO	253 850	2 272 030	2 525 880		162 829	162 829	253 850	2 434 859	2 688 709
	OAJ	482 360	7 500	489 860	45 275		45 275	527 635	7 500	535 135
	UNOG	654 970	779 434	1 434 404	6 462 547	1 054 911	7 517 458	7 117 517	1 834 345	8 951 862
	UNOMS	51 851	81 445	133 296	14 200	6 348	20 548	66 051	87 793	153 844
	UNON	52 930	1 124 893	1 177 823		652 669	652 669	52 930	1 777 562	1 830 492
	DESA	1 511 484	10 551 210	12 062 694	1 904 950	1 275 147	3 180 097	3 416 434	11 826 357	15 242 791
	DFS	77 716	1 049 570	1 127 286	11 520	147 587	159 107	89 236	1 197 157	1 286 393
	EOSG	110 957	1 283 998	1 394 955		283 833	283 833	110 957	1 567 831	1 678 788
	ODA	3 036 495	425 958	3 462 453		88 998	88 998	3 036 495	514 956	3 551 451
	OHRLLS	189 400	105 000	294 400	99 312	8 280	107 592	288 712	113 280	401 992
	UNEP	202 608	52 732 551	52 935 158	35 500	4 482 444	4 517 944	238 108	57 214 995	57 453 103
	UNICRI		933 403	933 403		301 208	301 208		1 234 611	1 234 611
	CTED	35 649		35 649	7 362	3 000	10 362	43 011	3 000	46 011
	DGACM	190 029	14 827	204 856	369 370	859 200	1 228 570	559 398	874 027	1 433 425
	DM	3 168 931	10 747 714	13 916 645	921 684	586 430	1 508 114	4 090 615	11 334 144	15 424 759
	DPA	18 303 808	3 887 030	22 190 838	362 973		362 973	18 666 781	3 887 030	22 553 811
	DPI	44 426	17 204	61 630	1 888 060	250 690	2 138 750	1 932 486	267 894	2 200 380
	DSS	10 300	195 362	205 662	31 452	59 810	91 262	41 752	255 172	296 924
	OCHA	159 612	4 110 237	4 269 849	79 372	1 210 607	1 289 979	238 984	5 320 844	5 559 828
	OLA	90 924	570 105	661 029	54 536	123 726	178 262	145 460	693 831	839 291
	OSAA	298 000		298 000	27 024		27 024	325 024		325 024
	OSRSG-CAAC	55 821		55 821	6 348		6 348	62 169		62 169
	PBSO	267 622	87 398	355 020	11 638		11 638	279 260	87 398	366 658
	UNCC		42 140	42 140		49 816	49 816		91 956	91 956
	UNCTAD	831 789	10 454 313	11 286 102	592 164	1 991 598	2 583 762	1 423 953	12 445 911	13 869 864
	UNISDR		1 817 969	1 817 969		198 461	198 461		2 016 430	2 016 430

Entity group	Entity	Consultants			Individual contractors			Total		
		Expenditure (United States dollars) (RB)	Expenditure (United States dollars) (Other)	Total expenditure (United States dollars)	Expenditure (United States dollars) (RB)	Expenditure (United States dollars) (Other)	Total expenditure (United States dollars)	Expenditure (United States dollars) (RB)	Expenditure (United States dollars) (Other)	Total expenditure (United States dollars)
	UNOSDP		365 200	365 200		91 480	91 480		456 680	456 680
	ETHICS	45 000	284 118	329 118				45 000	284 118	329 118
	OHCHR	2 335 458	3 464 638	5 800 097	652 971	1 414 964	2 067 935	2 988 430	4 879 602	7 868 032
	OIOS	790 585	626 450	1 417 035				790 585	626 450	1 417 035
	OSRSG-SVC		103 500	103 500					103 500	103 500
	UNFIP		561 342	561 342					561 342	561 342
	UN-Habitat	471 750	17 850 122	18 321 872	15 492	1 063 289	1 078 781	487 242	18 913 411	19 400 653
	UNODC	479 133	16 956 414	17 435 547	137 927	2 269 712	2 407 639	617 060	19 226 125	19 843 185
	UNOV	44 358	117 787	162 145	585 523	269 573	855 096	629 881	387 360	1 017 241
	Subtotal	34 247 815	143 620 861	177 868 677	14 317 201	18 906 609	33 223 810	48 565 016	162 527 471	211 092 487
Regional commissions	ECA	6 132 775	9 784 046	15 916 821	4 667 975	976 635	5 644 611	10 800 750	10 760 681	21 561 432
	ECLAC	1 683 319	8 836 649	10 519 967	1 876 527	1 370 066	3 246 593	3 559 846	10 206 714	13 766 560
	ESCWA	1 571 096	2 241 164	3 812 260	977 172	868 599	1 845 770	2 548 268	3 109 763	5 658 030
	ECE	556 455	3 598 787	4 155 242	60 514	498 679	559 193	616 969	4 097 466	4 714 435
	ESCAP	2 994 541	6 187 282	9 181 823	300 568	875 809	1 176 378	3 295 109	7 063 092	10 358 201
	Subtotal	12 938 186	30 647 928	43 586 114	7 882 757	4 589 787	12 472 544	20 820 942	35 237 716	56 058 658
Tribunals	ICTY					97 924	97 924		97 924	97 924
	IRM		5 850	5 850		7 487	7 487		13 337	13 337
	Subtotal		5 850	5 850		105 411	105 411		111 261	111 261
	Total	47 186 001	174 274 640	221 460 641	22 199 958	23 601 808	45 801 766	69 385 959	197 876 448	267 262 406

Abbreviations: RB: regular budget; Other: extrabudgetary and peacekeeping operations.

Table 2.C

Consultants hired for a period of more than one year^a at non-field operations, by entity and job network: 2014-2015

(Population: 270 persons)

<i>Entity</i>	<i>Job network</i>	<i>No. of consultants</i>	<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>	
Departments/offices	DESA	Legal Network	1	273	11 567
		Management and Operations Support Network	1	325	112 500
	Subtotal		2	598	124 067
	DFS	Other services	1	498	15 000
	Subtotal		1	498	15 000
DM		Conference Management Network	2	867	96 024
		Information Systems and Communication Technology Network	25	11 489	2 028 285
		Management and Operations Support Network	10	4 788	1 264 992
		Other services	22	12 220	3 879 523
	Subtotal		59	29 364	7 268 824
	DPA	Management and Operations Support Network	49	22 797	6 581 924
	Subtotal		49	22 797	6 581 924
	DPKO	Other services	1	390	190 296
	Subtotal		1	390	190 296
	EOSG	Information Systems and Communication Technology Network	1	520	4 200
	Subtotal		1	520	4 200
	ETHICS	Management and Operations Support Network	1	282	136 173
	Subtotal		1	282	136 173
OCHA		Information Systems and Communication Technology Network	2	703	129 248
		Political, Peace and Security Network	2	522	10
	Subtotal		4	1 225	129 258
	ODA	Conference Management Network	1	282	10 000
	Subtotal		1	282	10 000

<i>Entity</i>	<i>Job network</i>	<i>No. of consultants</i>	<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
OLA	Legal Network	1	714	454 850
Subtotal		1	714	454 850
OSRSG-SVC	Other services	1	347	103 500
Subtotal		1	347	103 500
UNEP	Conference Management Network	4	1 170	184 000
	Economics, Social and Development Network	30	11 309	2 106 311
	Information Systems and Communication Technology Network	4	1 459	310 057
	Management and Operations Support Network	27	10 475	2 132 537
	Other services	5	1 306	404 640
	Public Information and External Relations Network	1	347	99 840
Subtotal		71	26 066	5 237 385
UNFIP	Information Systems and Communication Technology Network	1	520	168 000
	Management and Operations Support Network	1	477	129 000
Subtotal		2	997	297 000
UN-Habitat	Economics, Social and Development Network	12	4 365	851 100
	Information Systems and Communication Technology Network	3	1 149	152 979
	Management and Operations Support Network	16	7 838	550 580
	Other services	8	2 219	517 810
	Political, Peace and Security Network	1	476	23 100
	Public Information and External Relations Network	1	477	11 909
Subtotal		41	16 524	2 107 478
UNOMS	Management and Operations Support Network	2	736	15 960
Subtotal		2	736	15 960
Subtotal		237	101 340	22 675 915
Regional commissions ECA	Management and Operations Support Network	3	1 060	272 888
Subtotal		3	1 060	272 888

<i>Entity</i>	<i>Job network</i>	<i>No. of consultants</i>	<i>No. of days worked</i>	<i>Expenditure (United States dollars)</i>
ECE	Management and Operations Support Network	1	308	60 000
Subtotal		1	308	60 000
ECLAC	Economics, Social and Development Network	3	1 105	125 900
	Information Systems and Communication Technology Network	1	290	14 400
	Public Information and External Relations Network	1	325	50 750
Subtotal		5	1 720	191 050
ESCAP	Economics, Social, and Development Network	8	2 857	462 650
	Information Systems & Communication Technology	5	2 102	300 158
	Management and Operations Support Network	9	3 793	362 380
	Other services	1	282	29 500
	Public Information and External Relations Network	1	422	73 521
Subtotal		24	9 456	1 228 209
Subtotal		33	12 544	1 752 147
Total		270	113 884	24 428 062

^a Includes engagements of more than one year where a year is defined as 260 working days.

Table 3.A
Deployment of members of the United Nations Disaster Assessment and Coordination Team with special service agreement contracts, by nationality: 2014-2015

(Population: 106 engagements)

<i>Country of nationality</i>	<i>No. of contracts</i>			<i>Average duration per contract (days)</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
Argentina		3	3		16	16
Australia	1	3	4	4	16	13
Austria		5	5		19	19
Belgium		2	2		16	16
Bolivia (Plurinational State of)		1	1		19	19
Botswana		1	1		21	21
Brazil	1		1	12		12
Burkina Faso	1		1	21		21
Canada	1	2	3	20	24	23
Costa Rica		1	1		12	12
Denmark		5	5		11	11
Dominican Republic		2	2		18	18
Ecuador	2		2	12		12
Estonia		3	3		19	19
Finland	6	3	9	76	25	59
France		4	4		13	13
Germany	1	3	4	21	21	21
Guatemala		3	3		12	12
Honduras	3		3	16		16
India		1	1		22	22
Indonesia		3	3		11	11
Israel	1	2	3	12	21	18
Italy		1	1		28	28
Japan	3		3	22		22
Jordan		1	1		14	14
Liberia	1		1	18		18
Mali		1	1		21	21

<i>Country of nationality</i>	<i>No. of contracts</i>			<i>Average duration per contract (days)</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
Mexico		2	2		18	18
Mozambique		1	1		16	16
Netherlands		4	4		14	14
New Zealand	2		2	14		14
Nigeria	1		1	22		22
Norway	2	2	4	16	17	16
Peru		1	1		12	12
Republic of Korea		1	1		35	35
Russian Federation	1		1	21		21
Spain		1	1		12	12
Sweden	2	3	5	28	20	23
Thailand	1		1	4		4
Tonga		1	1		22	22
Tunisia		2	2		21	21
Ukraine		1	1		21	21
United Kingdom of Great Britain and Northern Ireland	1	2	3	15	18	17
United States of America		2	2		15	15
Uruguay	1		1	24		24
Zimbabwe		1	1		21	21
Total	32	74	106	28	17	20

Table 3.B

Deployment of members of the United Nations Disaster Assessment and Coordination Team with special service agreement contracts, by emergency: 2014-2015

(Population: 106 engagements)

<i>Emergency</i>	<i>No. of contracts</i>			<i>Average duration per contract (days)</i>		
	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>
Bahamas: Hurricane Joaquin		2	2		5	5
Bangladesh: oil spill	1	1	2	23	23	23
Bolivia (Plurinational State of): floods	1	1	2	24	24	24
Cabo Verde: Fogo volcano		1	1		16	16
Chile: floods	1	3	4	19	19	19
Ghana: Ebola response	1	3	4	35	25	27
Jordan: Syrian border monitoring mechanism	2	4	6	21	26	24
Liberia: Ebola response	2	2	4	18	18	18
Malawi: floods	4	8	12	21	21	21
Mali: Ebola response	1	3	4	21	17	18
Micronesia (Federated States of): Typhoon Maysak	2	2	4	14	14	14
Myanmar: floods		3	3		17	17
Nepal: Earthquake	2	9	11	22	22	22
Palestine (State of): disaster response preparedness mission	1	2	3	14	14	14
Panama: inter-agency disaster risk reduction assessment mission	1	1	2	13	13	13
Paraguay: emergency response capacity assessment mission	2	6	8	12	12	12
Paraguay: floods	1	3	4	17	17	17
Peru: support to United Nations assessment mission of disaster risk management implementation	1	1	2	13	13	13
Philippines: Tropical Cyclone Hagupit	2	3	5	4	4	4
Sao Tome & Principe: Capacity for Disaster Reduction Initiative assessment mission	1	2	3	12	12	12
Serbia: floods		3	3		14	14
Sierra Leone: Ebola response	1		1	52		52
Turkey: Syrian border monitoring mechanism	3	5	8	120	19	57
Vanuatu: Tropical Cyclone Pam	1	3	4	22	22	22
Yemen: Cyclone Chapala	1	3	4	15	15	15
Total	32	74	106	28	17	20

Table 4.A
Engagement of consultants and individual contractors at field operations by gender and entity: 2014-2015
(Population: 44,819 engagements)

<i>Field operation</i>	<i>Consultant</i>			<i>Individual contractor</i>			<i>Total</i>
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	
ATSMT		3	3				3
BNUB	7	23	30	5	51	56	86
CNMC	8	26	34	4	54	58	92
MENUB	7	27	34	52	171	223	257
MGSE	1	7	8				8
MINURSO				13	65	78	78
MINUSCA	13	47	60	251	1 500	1 751	1 811
MINUSMA	55	485	540	472	2 410	2 882	3 422
MINUSTAH	28	64	92	523	3 126	3 649	3 741
MONUSCO	6	19	25	1	150	151	176
OSASG-CYPRUS	8	12	20	3	2	5	25
OSESG-GL	1		1	7	6	13	14
OSESG-SAHEL	4	17	21		15	15	36
OSESG-SYRIA		12	12	10	15	25	37
POE-IRAN	2	1	3				3
POE-LIBERIA		1	1				1
RSCE		7	7	91	63	154	161
UNAMA		2	2	1	142	143	145
UNAMI	1	10	11	4	39	43	54
UNAMID	75	66	141	3 149	10 740	13 889	14 030
UNDOF				52	354	406	406
UNFICYP				11	23	34	34
UNIFIL				2	112	114	114
UNIOGBIS	7	23	30	14	137	151	181
UNISFA	1		1	405	2 198	2 603	2 604
UNLB	24	43	67	76	92	168	235
UNMEER		8	8	44	281	325	333
UNMIK	39	23	62	12	53	65	127
UNMIL	22	34	56	75	1 448	1 523	1 579
UNMISS	18	43	61	2 133	7 608	9 741	9 802
UNMOGIP	1	3	4	1	12	13	17
UNOCA				26	48	74	74
UNOCI	3	16	19	58	3 969	4 027	4 046
UNOWA	6	20	26	2	34	36	62

<i>Field operation</i>	<i>Consultant</i>			<i>Individual contractor</i>			<i>Total</i>
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	
UNRCCA				4		4	4
UNSCO				3	21	24	24
UNSCOL	1		1		16	16	17
UNSMIL		4	4	11	93	104	108
UNSOM				2	24	26	26
UNSOS	63	185	248	112	455	567	815
UNTSO		2	2	1	28	29	31
Total	401	1 233	1 634	7 630	35 555	43 185	44 819

Table 4.B
**Engagement of consultants and individual contractors at field operations, by gender and nationality:
 2014-2015**

(Population: 44,819 engagements)

Country of nationality	Consultants			Individual contractors			Total
	Female	Male	Subtotal	Female	Male	Subtotal	
Afghanistan		1	1		143	143	144
Andorra					3	3	3
Australia	25	4	29	7		7	36
Austria		2	2		2	2	4
Bangladesh					2	2	2
Belgium	20	2	22	4		4	26
Benin	1	5	6	6	4	10	16
Bhutan		1	1	4		4	5
Bolivia (Plurinational State of)	2		2				2
Bosnia and Herzegovina		1	1		4	4	5
Brazil	1		1				1
Bulgaria	1		1	2		2	3
Burkina Faso		5	5	5	12	17	22
Burundi	17	48	65	58	226	284	349
Cabo Verde					2	2	2
Cameroon	1	5	6	1	18	19	25
Canada	8	7	15	5	4	9	24
Central African Republic	4	40	44	240	1 472	1 712	1 756
Chad		2	2		2	2	4
Chile		1	1		1	1	2
China		1	1	7	18	25	26
Colombia		2	2				2
Comoros		1	1		2	2	3
Congo	2	1	3		5	5	8
Côte d'Ivoire		11	11	56	3 959	4 015	4 026
Cyprus	7	2	9	14	27	41	50
Democratic Republic of the Congo	1	4	5	3	163	166	171
Denmark		1	1				1
Djibouti					2	2	2
Dominican Republic		1	1	3	9	12	13
Egypt	1	1	2		6	6	8
El Salvador					2	2	2
Eritrea				1	8	9	9
Ethiopia		2	2	28	18	46	48
Fiji					1	1	1
Finland		1	1		1	1	2

<i>Country of nationality</i>	<i>Consultants</i>			<i>Individual contractors</i>			<i>Total</i>
	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	<i>Female</i>	<i>Male</i>	<i>Subtotal</i>	
France	6	13	19	1	5	6	25
Gabon				26	48	74	74
Gambia	1	1	2	5	4	9	11
Georgia		13	13				13
Germany	3	7	10		4	4	14
Ghana	5	12	17	19	66	85	102
Greece		8	8		1	1	9
Guatemala					3	3	3
Guinea	1	5	6	5	43	48	54
Guinea-Bissau	5	21	26	14	131	145	171
Guyana	2		2				2
Haiti	7	42	49	521	3 117	3 638	3 687
Hungary	9	22	31	4	1	5	36
India		8	8	1	25	26	34
Indonesia	1		1	3	4	7	8
Iran (Islamic Republic of)				1		1	1
Iraq				2	30	32	32
Ireland	1	6	7		2	2	9
Israel	1	23	24	24	201	225	249
Italy	17	36	53	75	117	192	245
Japan		2	2				2
Jordan		3	3		23	23	26
Kenya	26	52	78	75	308	383	461
Lebanon				2	127	129	129
Liberia	3	23	26	76	1 459	1 535	1 561
Libya				5	60	65	65
Luxembourg		1	1				1
Malawi	8	1	9				9
Mali	50	452	502	458	2 357	2 815	3 317
Mauritania	1	2	3				3
Mexico		4	4				4
Morocco				17	55	72	72
Nepal		5	5	1	8	9	14
Netherlands		5	5	1	1	2	7
New Zealand		3	3				3
Niger		3	3		2	2	5
Nigeria		3	3	1	19	20	23
Pakistan	1	6	7		20	20	27
Philippines	2	4	6	7	19	26	32
Poland	1	25	26	6		6	32

Country of nationality	Consultants			Individual contractors			Total
	Female	Male	Subtotal	Female	Male	Subtotal	
Portugal	10	18	28		1	1	29
Romania	1	16	17		1	1	18
Russian Federation	1	3	4	1	6	7	11
Rwanda	1	3	4		8	8	12
Senegal	5	41	46	5	76	81	127
Serbia	1		1	6	41	47	48
Sierra Leone	1	8	9	20	200	220	229
Slovenia	5		5				5
Somalia		17	17	7	94	101	118
South Africa		3	3	2	6	8	11
South Sudan	1	2	3	2 315	8 590	10 905	10 908
Spain	13	28	41		4	4	45
Sri Lanka					2	2	2
State of Palestine		1	1	1	11	12	13
Sudan	67	56	123	3 259	11 739	14 998	15 121
Sweden	1	1	2		3	3	5
Syrian Arab Republic				34	173	207	207
The former Yugoslav Republic of Macedonia		2	2				2
Timor-Leste				3	3	6	6
Togo	3	2	5				5
Trinidad and Tobago		3	3				3
Tunisia					8	8	8
Turkey				1		1	1
Turkmenistan				4		4	4
Uganda	6	9	15	141	141	282	297
Ukraine		1	1	3	2	5	6
United Kingdom of Great Britain and Northern Ireland	12	29	41	13	25	38	79
United Republic of Tanzania		1	1		13	13	14
United States of America	27	23	50	7	30	37	87
Unspecified		2	2				2
Uzbekistan				7		7	7
Vanuatu				1		1	1
Venezuela (Bolivarian Republic of)		1	1				1
Zimbabwe	4		4	6	2	8	12
Total	401	1 233	1 634	7 630	35 555	43 185	44 819