



REPORT BY THE DIRECTOR-GENERAL

ANNUAL REPORT ON THE COMPOSITION OF THE TECHNICAL SECRETARIAT

Introduction

1. The Executive Council (hereinafter “the Council”) at its Sixty-Second Session (EC-62/DEC.4, dated 6 October 2010) decided to request the Director-General to provide an annual report on the composition of the Technical Secretariat (hereinafter “the Secretariat”), with the first such report to be submitted to the Council for consideration at its Sixty-Fifth Session (EC-65/DG.6, dated 22 June 2011 and Corr.1, dated 13 July 2011).
2. The twelfth annual report on the composition of the Secretariat is hereby submitted to the Council for its consideration. The information is broken down into five tables, as requested by the Council. The report on the composition of the Secretariat will be submitted annually to the Council, in accordance with EC-62/DEC.4.

General human resources and recruitment policy

3. As stated in paragraph 44 of Article VIII of the Chemical Weapons Convention (hereinafter “the Convention”):

“The Director-General shall be responsible to the Conference and the Executive Council for the appointment of the staff and the organization and functioning of the Technical Secretariat. The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Only citizens of States Parties shall serve as the Director-General, as inspectors or as other members of the professional and clerical staff. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible. Recruitment shall be guided by the principle that the staff shall be kept to a minimum necessary for the proper discharge of the responsibilities of the Technical Secretariat.”

4. The appointment of staff through the OPCW recruitment and selection process in the Secretariat reflects the faithful implementation of paragraph 44 of Article VIII of the Convention, and the Staff Regulations. The Staff Regulations, as decided by the Conference of the States Parties, further stipulate the need to take into account considerations of gender balance in the OPCW recruitment process. Turnover of personnel in the Secretariat is



dynamic, as new vacancies are continuously generated through natural attrition, including resignations and retirements, and through the implementation of the OPCW tenure policy.

5. Vacancy notices open for recruitment are posted on the OPCW intranet and internet websites for internal and external recruitment, as well as proactively on various social media platforms. The purpose of the vacancy notice is to publicly and openly announce the availability of a post at the OPCW and to solicit applications from candidates. At its level and within its resources and mandate, the Secretariat consistently endeavours to increase the number of qualified applicants from OPCW Member States.
6. Interested applicants must respond to a specific vacancy notice by submitting an OPCW candidate application form online, duly completed in accordance with the information provided in the vacancy notice, to the OPCW before the deadline for the receipt of applications.
7. Applications that meet the minimum required criteria specified in the vacancy notice are reviewed and assessed by a diverse selection recommendation panel. The panel is comprised of Secretariat staff charged with providing to the appointing official a list of recommended candidates to be considered for appointment. The assessment and selection of candidates are made on a transparent and competitive basis.
8. Appointments for posts in the professional and higher categories are made by the Director-General. The authority to make appointments for posts in the general-service category is delegated to the Deputy Director-General.

Annex (English only): Annual Report on the Composition of the Technical Secretariat

Member State	DG	DDG	D2	D1	P5	P4	P3	P2	P1	GS7	GS6	GS5	GS4	GS3	TOTAL	Short-Term		
Hungary						3									3	0	3	
India						3	11								16	2	18	
Iran (Islamic Republic of)						1						1			0	2	2	
Ireland						2	4	1				1	3	4	4	5	9	
Italy					1	2	2	1	3		1	1			6	4	10	
Japan			1	1											1	1	2	
Jordan						2	2	2							4	0	4	
Kenya							1	1			1	1	1		1	3	4	
Kyrgyzstan													1	1	0	1	1	
Lithuania												2	2	1	0	3	3	
Luxembourg							1								1	0	1	
Mexico						2	2								2	0	2	
Morocco						1	1	1							2	0	2	
Nepal														1	1	1	0	1
Netherlands					1	1	2	4	1	4	1	1	2	2	12	39	28	67
New Zealand							1								1	0	1	
Nigeria						1	1	2				1			2	2	4	
Pakistan						1	1	3				1		1	6	0	6	
Panama																		1
Philippines																		
Poland						2	2	1	3		1	2	1		1	4	5	
Portugal						1									4	1	5	
Republic of Korea							3	1	4	1					1	0	1	
Romania						2	2	1	1						4	1	5	
Russian Federation						3	3	1	1		1	4	4		2	2	4	
Rwanda			1			1					1			2	7	5	12	
Samoa						1	1								1	0	1	
Serbia						3	3	1						1	1	0	1	
Sierra Leone												2	2		4	2	6	
Singapore												1		1	1	0	1	
Slovakia						1	1								1	0	1	
Slovenia															2	1	3	
South Africa					1	1	2	2	1	3					0	1	1	
Spain	1					2	2	4		4	1	2	3	3	5	3	8	1
Sweden						1	1	1		1					4	10	14	
Trinidad and Tobago											1				1	1	2	
Tunisia						1	1	1			1				1	1	2	
Türkiye						1	1	1				2	2		1	3	4	
						1	1	1				1	1	1	3	1	4	

Member State	DG	DDG	D2	D1	P5	P4	P3	P2	P1	GS7	GS6	GS5	GS4	GS3	TOTAL	Short-Term																										
Uganda							1					1			2	0	2																									
Ukraine						1							1		1	1	2																									
United Kingdom of Great Britain and Northern Ireland			1		1	3	1	4	2	1	3	4	1	1	1	8	12	20																								
United Republic of Tanzania											1	1	1	2		2	2	4																								
United States of America			1		2	1	3	1	4	3	4	7	2	2	10	9	19																									
Venezuela (Bolivarian Republic of)											1	1	1	2	1	2	3																									
Zambia						1	1					1			2	0	2																									
Zimbabwe						2	1	3	2	5			1	1	5	4	9																									
Total:	1	0	1	0	1	1	12	10	22	68	14	82	68	31	99	7	9	16	1	0	1	2	6	8	8	22	30	25	51	76	8	15	23	20	4	24	225	167	392	1	3	4

TABLE 2: COMPOSITION OF THE TECHNICAL SECRETARIAT BY DIVISION, NATIONALITY, AND GRADE AS AT 15 FEBRUARY 2022*

Division Name	Primary Citizenship	No.	Grade
Verification Division	Australia	1	P-5
	Austria	1	P-3
	Belgium	1	P-5
	Bosnia and Herzegovina	1	P-3
	Brazil	1	P-3
		1	P-4
	China	2	GS-5
		2	P-4
	Colombia	1	GS-5
	Croatia	1	P-4
	Ethiopia	1	P-4
	India	1	P-2
		1	P-3
	Iran (Islamic Republic of)	1	P-4
	Ireland	1	GS-5
		1	P-4
	Kenya	1	GS-5
	Lithuania	2	GS-5
	Mexico	1	P-4
	Netherlands	2	GS-6
		1	P-3
		1	P-4
		1	P-5
	Republic of Korea	1	P-2
	Romania	1	GS-7
	Russian Federation	2	GS-5
		1	P-4
	Rwanda	1	P-4
	Serbia	1	GS-5
		1	P-3
	Slovakia	1	P-2
		1	P-4
	South Africa	1	P-3
		2	P-4
	Spain	1	P-3
	Trinidad and Tobago	1	GS-6
	Türkiye	1	P-4
	United Kingdom of Great Britain and Northern Ireland	1	D-2
		1	GS-5
		2	P-4
United Republic of Tanzania	1	GS-4	
United States of America	1	P-5	
Venezuela (Bolivarian Republic of)	1	GS-4	

* Fixed-term contracts only, all grade levels.

Division Name	Primary Citizenship	No.	Grade
Inspectorate Division	Australia	1	P-3
		2	P-4
	Bangladesh	1	P-3
	Belgium	2	P-3
		1	P-4
		1	P-5
	Bosnia and Herzegovina	1	GS-5
	Brazil	1	D-2
		1	GS-6
		4	P-3
		2	P-4
	Cameroon	1	GS-5
	Canada	1	GS-5
		3	P-3
		1	P-4
	China	2	P-3
		1	P-4
	Ecuador	1	P-4
	France	1	P-3
		1	P-4
	Germany	3	P-3
		1	P-5
	Hungary	3	P-4
	India	7	P-3
		2	P-4
	Iran (Islamic Republic of)	1	GS-5
	Ireland	1	P-4
	Italy	2	P-3
	Jordan	2	P-3
		1	P-4
	Kenya	1	P-3
	Mexico	1	P-4
	Netherlands	11	GS-5
		1	GS-6
		2	P-4
	Nigeria	1	P-3
	Pakistan	3	P-3
		1	P-4
	Philippines	1	GS-5
	Poland	2	P-3
	Portugal	1	P-4
	Republic of Korea	2	P-3
Romania	1	P-3	
	2	P-4	
Russian Federation	1	P-4	

Division Name	Primary Citizenship	No.	Grade
	Serbia	3	P-4
	South Africa	1	P-3
	Spain	1	GS-6
		1	P-3
	Sweden	1	P-3
		1	P-4
	Tunisia	1	P-3
	Uganda	1	P-3
	United Kingdom of Great Britain and Northern Ireland	2	GS-5
		1	GS-6
		2	P-3
	United States of America	1	P-2
		3	P-3
		2	P-4
	Zimbabwe	4	P-3
		3	P-4
International Cooperation and Assistance Division	Algeria	1	GS-5
	Argentina	1	GS-4
	Australia	1	P-3
	Belarus	1	P-4
	Brazil	1	GS-4
	Chile	1	P-4
	China	1	P-5
	France	1	P-2
	Germany	1	P-5
	India	1	P-3
	Italy	1	GS-4
		1	P-4
	Japan	1	D-2
	Luxembourg	1	P-3
	Netherlands	1	GS-5
	Nigeria	1	GS-5
		1	P-3
	Philippines	1	GS-5
		1	P-3
	Poland	1	P-4
	Republic of Korea	1	P-3
	Spain	1	GS-5
		1	P-4
	Ukraine	1	P-4
	United Kingdom of Great Britain and Northern Ireland	1	P-5
	Venezuela (Bolivarian Republic of)	1	GS-4
Zimbabwe	1	GS-4	

Division Name	Primary Citizenship	No.	Grade
Secretariat for the Policy-Making Organs	Belgium	1	P-2
	Bosnia and Herzegovina	1	GS-6
	Bulgaria	1	GS-3
	China	1	GS-5
		2	P-3
		1	P-4
	France	1	GS-5
		2	P-3
		1	P-4
		1	P-5
	Greece	1	GS-5
	Italy	1	P-2
	Kenya	1	GS-6
	Morocco	1	P-3
		1	P-4
	Netherlands	1	GS-4
		1	GS-5
	Russian Federation	1	D-2
		1	GS-5
		1	P-3
		1	P-4
	Slovakia	1	GS-4
	Spain	1	GS-5
		2	P-3
		1	P-4
	Tunisia	2	GS-5
	United Kingdom of Great Britain and Northern Ireland	1	GS-7
		1	P-4
United States of America	2	P-3	
External Relations Division	Australia	1	GS-5
		1	P-3
	Canada	1	P-2
	China	1	D-2
		1	GS-5
	Georgia	1	GS-5
	Germany	1	P-5
	Ghana	1	P-5
	Kyrgyzstan	1	GS-4
	Netherlands	2	GS-4
		1	GS-6
	Poland	1	P-3
Slovenia	1	P-3	
United States of America	1	P-2	
Executive Management <i>Office of the Director-General</i>	Fiji	1	GS-3
	France	1	D-1
	Germany	1	P-4
	India	1	P-3
	Ireland	1	P-3
	Japan	1	P-5

Division Name	Primary Citizenship	No.	Grade
	Nepal	1	GS-3
	Netherlands	8	GS-3
		4	GS-5
		2	GS-7
		1	P-5
	Pakistan	1	GS-3
		1	GS-5
	Philippines	1	GS-4
	Russian Federation	2	GS-3
	Samoa	1	GS-3
	Sierra Leone	1	GS-3
	Spain	1	DG
	Türkiye	1	GS-3
		1	P-3
	United Kingdom of Great Britain and Northern Ireland	1	GS-3
		1	P-3
	United States of America	1	GS-7
1		P-3	
1		P-5	
Executive Management <i>Office of the Deputy Director-General</i>	Australia	1	P-5
	Austria	1	P-4
	Cameroon	1	DDG
	Ireland	1	GS-5
	New Zealand	1	P-3
	Philippines	1	GS-6
	South Africa	1	P-5
	United Kingdom of Great Britain and Northern Ireland	1	P-4
	United States of America	1	GS-5
	Venezuela (Bolivarian Republic of)	1	GS-6
Executive Management <i>Office of Strategy and Policy</i>	Bosnia and Herzegovina	1	GS-5
	Czech Republic	1	D-2
	Ireland	1	P-4
	Poland	1	P-4
	Russian Federation	1	GS-5
	Spain	1	P-4
	United States of America	1	P-4
Executive Management <i>Office of Internal Oversight</i>	Argentina	1	D-2
	China	1	GS-6
	Czech Republic	1	GS-5
	India	1	P-4
	Ireland	1	GS-5
	Nigeria	1	P-4
	United Kingdom of Great Britain and Northern Ireland	1	GS-3
	Zambia	1	P-4

Division Name	Primary Citizenship	No.	Grade
Executive Management <i>Office of the Legal Adviser</i>	India	1	P-2
	Italy	1	P-5
	Netherlands	1	GS-6
		2	P-3
	Spain	1	P-4
	United States of America	1	P-4
Executive Management <i>Investigation and Identification Team</i>	Canada	1	P-5
	Ireland	1	P-4
	Italy	1	P-4
		1	P-5
	Republic of Korea	1	P-3
	South Africa	1	GS-6
Administration Division	Albania	2	GS-5
	Algeria	1	GS-5
	Austria	1	P-2
	Azerbaijan	1	P-4
	Bosnia and Herzegovina	1	P-3
	Bulgaria	1	GS-3
		2	GS-4
	Canada	1	P-3
	Colombia	1	P-1
		1	P-3
	Croatia	1	GS-4
		1	GS-5
	Dominican Republic	1	P-2
	Ethiopia	1	P-3
	Finland	1	GS-5
	France	1	P-2
		1	P-3
	Germany	1	GS-4
		1	GS-6
		1	P-5
	Greece	1	P-4
	India	2	GS-6
		1	P-3
	Ireland	1	GS-5
	Italy	1	GS-5
		1	P-3
	Jordan	1	P-4
	Kenya	1	GS-4
	Lithuania	1	GS-4
	Netherlands	4	GS-3
		1	GS-4
		6	GS-5
		6	GS-6
		2	GS-7
2		P-2	
1		P-3	
2		P-4	

Division Name	Primary Citizenship	No.	Grade
	Russian Federation	1	GS-6
	Serbia	1	GS-5
	Singapore	1	GS-5
	South Africa	1	GS-7
		1	P-3
	Spain	1	GS-5
		1	GS-6
	Trinidad and Tobago	1	P-2
	Tunisia	1	P-4
	Türkiye	1	GS-5
	Uganda	1	GS-5
	Ukraine	1	GS-4
	United Kingdom of Great Britain and Northern Ireland	1	GS-4
		3	GS-6
	United Republic of Tanzania	1	GS-4
		1	GS-5
		1	GS-6
	United States of America	1	D-2
		1	P-3
		1	P-5
	Zambia	1	GS-5
	Zimbabwe	1	P-3
Total:		392	

TABLE 3: COMPOSITION OF THE TECHNICAL SECRETARIAT BY REGION, NATIONALITY, AND JOB CATEGORY FOR EACH GRADE LEVEL SEPARATELY AS AT 15 FEBRUARY 2022¹

Regional Group	Countries Per Group	Staff Members in the Group	Group Percentage of Grand Total	Citizenship Country	Percentage of Group Total	Staff Members Per Country																	
						Number of Staff and Percentage of Grade Total in the Secretariat																	
						DG	DDG	D-2	D-1	P-5	P-4	P-3	P-2	P-1									
Africa	12	29	12.55	Cameroon	3.4		1 100																
				Ethiopia	6.9							1 1.22	1 1.01										
				Ghana	3.4						1 4.55												
				Kenya	3.4										1 1.01								
				Morocco	6.9									1 1.22	1 1.01								
				Nigeria	10.3										1 1.22	2 2.02							
				Rwanda	3.4										1 1.22								
				South Africa	20.7										1 4.55	2 2.44	3 3.03						
				Tunisia	6.9											1 1.22	1 1.01						
				Uganda	3.4												1 1.01						
				Zambia	3.4											1 1.22							
				Zimbabwe	27.6											3 3.66	5 5.05						

¹ Fixed-term contracts, professional and higher grade.

Regional Group	Countries Per Group	Staff Members in the Group	Group Percentage of Grand Total	Citizenship Country	Percentage of Group of Total	Staff Members Per Country												
						DG	DDG	D-2	D-1	P-5	P-4	P-3	P-2	P-1				
Western Europe & Others	18	110	47.62	Colombia	11.1							1 1.01				1 100		
				Dominican Republic	5.6										1 6.25			
				Ecuador	5.6								1 1.22					
				Mexico	11.1								2 2.44					
				Trinidad and Tobago	5.6											1 6.25		
				Australia	6.4							2 9.09	2 2.44		3 3.03			
				Austria	2.7								1 1.22		1 1.01		1 6.25	
				Belgium	5.5							2 9.09	1 1.22		2 2.02		1 6.25	
				Canada	6.4							1 4.55	1 1.22		4 4.04		1 6.25	
				France	9.1							1 100	1 4.55		4 4.04		2 12.50	
				Germany	7.3							4 18.18	1 1.22		3 3.03			
				Greece	0.9								1 1.22					

Regional Group	Countries Per Group	Staff Members in the Group	Group Percentage of Grand Total	Citizenship Country	Percentage of Group Total	Staff Members Per Country															
						DG	DDG	D-2	D-1	P-5	P-4	P-3	P-2	P-1							
				Ireland	4.5							4	4.88	1	1.01						
				Italy	7.3						2	2.44	3	3.03	1	6.25					
				Luxembourg	0.9									1	1.01						
				Netherlands	11.8						2	6.10	4	4.04	2	12.50					
				New Zealand	0.9									1	1.01						
				Portugal	0.9							1	1.22								
				Spain	8.2	1	100					4	4.88	4	4.04						
				Sweden	1.8							1	1.22	1	1.01						
				Türkiye	1.8							1	1.22	1	1.01						
				United Kingdom of Great Britain and Northern Ireland	8.2						1	4.88	3	3.03							
				United States of America	15.5						1	4.88	3	7.07	2	12.50					
						1					1	8	1	1	22	82	99	16	1		
																				60	
																					231

Total Per Grade:**Total Number of Countries:****Total Number of Staff Members:**

TABLE 4: COMPOSITION OF THE TECHNICAL SECRETARIAT – DETAILS OF APPLICATIONS OF ELIGIBLE CANDIDATES FOR EMPLOYMENT, BY COUNTRY AND GENDER, FOR EACH GRADE LEVEL SEPARATELY, RECEIVED DURING THE CALENDAR YEAR 2021*

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
D-2	Africa	Botswana	0	1	1
		Cameroon	2	0	2
		Ghana	0	1	1
		Kenya	0	3	3
		Mauritania	1	0	1
		Nigeria	3	1	4
		Seychelles	1	1	2
		South Africa	4	0	4
		Sudan	0	1	1
		Uganda	4	1	5
		United Republic of Tanzania	0	1	1
		Zambia	2	1	3
		Asia	Bahrain	1	0
	China		2	1	3
	India		3	1	4
	Iran (Islamic Republic of)		1	1	2
	Iraq		1	0	1
	Jordan		1	1	2
	Lebanon		2	3	5
	Maldives		1	0	1
	Pakistan		2	0	2
	Saudi Arabia		2	1	3
	Singapore		0	1	1
	Eastern Europe	Bulgaria	1	0	1
		Hungary	1	0	1
		Latvia	0	1	1
	Latin America and the Caribbean	Argentina	1	0	1
		Ecuador	0	1	1
		Suriname	1	0	1
	Western Europe & Others	Australia	2	1	3
		Austria	1	0	1
		Belgium	1	0	1
		Canada	4	0	4
		Denmark	1	0	1
France		3	3	6	
Germany		3	1	4	
Ireland		1	0	1	

* Fixed-term contracts, professional and higher grade.

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
		Italy	3	2	5
		Netherlands	9	4	13
		Norway	1	0	1
		Spain	4	1	5
		Switzerland	1	0	1
		Türkiye	1	1	2
		United Kingdom of Great Britain and Northern Ireland	5	2	7
		United States of America	7	3	10
P-2	Africa	Algeria	2	0	2
		Angola	1	0	1
		Cameroon	4	1	5
		Comoros	1	0	1
		Democratic Republic of the Congo	1	0	1
		Ethiopia	2	1	3
		Gambia	3	0	3
		Ghana	1	3	4
		Guinea	1	0	1
		Kenya	20	17	37
		Lesotho	0	1	1
		Malawi	0	1	1
		Mauritius	0	1	1
		Nigeria	7	6	13
		Rwanda	2	0	2
		Seychelles	1	3	4
		Sierra Leone	0	1	1
		Somalia	1	0	1
		South Africa	0	2	2
		Sudan	3	1	4
		Tunisia	0	2	2
		Uganda	2	5	7
	United Republic of Tanzania	2	1	3	
	Zambia	5	5	10	
	Asia	Bangladesh	4	3	7
		China	2	10	12
		Cyprus	0	1	1
		India	4	3	7
		Indonesia	0	3	3
Iran (Islamic Republic of)		0	1	1	
Iraq		1	0	1	
Japan	0	1	1		

Grade	Regional Group	Countries in Group	Applications Per Country			
			M	F	T	
		Jordan	9	0	9	
		Kyrgyzstan	0	1	1	
		Lebanon	5	1	6	
		Malaysia	1	2	3	
		Nepal	3	2	5	
		Pakistan	6	0	6	
		Philippines	1	2	3	
		Republic of Korea	0	5	5	
		Saudi Arabia	4	5	9	
		Singapore	1	1	2	
		State of Palestine	0	1	1	
		Syrian Arab Republic	0	1	1	
		Tajikistan	0	1	1	
		Thailand	0	2	2	
		Eastern Europe	Albania	1	2	3
		Bosnia and Herzegovina	0	2	2	
		Bulgaria	0	1	1	
		Georgia	1	0	1	
		Hungary	2	4	6	
		North Macedonia	0	1	1	
		Poland	0	4	4	
		Republic of Moldova	1	1	2	
		Romania	0	9	9	
		Russian Federation	2	2	4	
		Serbia	1	3	4	
		Slovakia	0	1	1	
		Slovenia	0	1	1	
		Ukraine	0	1	1	
		Latin America and the Caribbean	Argentina	2	2	4
			Barbados	0	1	1
			Bolivia (Plurinational State of)	0	1	1
			Brazil	3	3	6
			Chile	0	3	3
			Colombia	0	4	4
			Costa Rica	1	1	2
			Ecuador	0	1	1
		Mexico	1	6	7	
		Panama	0	1	1	
		Peru	1	1	2	
		Venezuela (Bolivarian Republic of)	0	1	1	

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
	Western Europe & Others	Australia	0	1	1
		Austria	5	0	5
		Belgium	1	0	1
		Canada	2	2	4
		France	1	7	8
		Germany	2	4	6
		Greece	3	6	9
		Ireland	1	2	3
		Italy	4	8	12
		Malta	1	1	2
		Netherlands	9	18	27
		Portugal	4	1	5
		Spain	4	5	9
		Sweden	1	3	4
		Switzerland	0	2	2
		Türkiye	2	7	9
		United Kingdom of Great Britain and Northern Ireland	3	8	11
		United States of America	4	10	14
P-3	Africa	Algeria	5	0	5
		Benin	2	0	2
		Botswana	4	3	7
		Burkina Faso	3	0	3
		Burundi	1	1	2
		Cameroon	20	4	24
		Central African Republic	1	0	1
		Chad	1	0	1
		Congo	2	1	3
		Côte d'Ivoire	2	0	2
		Democratic Republic of the Congo	4	0	4
		Djibouti	0	1	1
		Eswatini	1	1	2
		Ethiopia	9	3	12
		Gabon	1	0	1
		Gambia	3	4	7
		Ghana	17	3	20
		Guinea	1	0	1
		Kenya	23	22	45
		Liberia	6	0	6
Libya	1	0	1		
Madagascar	1	0	1		

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
		Malawi	1	1	2
		Mali	1	0	1
		Mauritania	1	0	1
		Mauritius	2	1	3
		Morocco	8	6	14
		Mozambique	1	0	1
		Namibia	1	0	1
		Niger	3	0	3
		Nigeria	24	7	31
		Rwanda	5	0	5
		Senegal	4	0	4
		Seychelles	0	1	1
		Sierra Leone	3	0	3
		Somalia	2	0	2
		South Africa	8	4	12
		Sudan	6	6	12
		Togo	0	1	1
		Tunisia	12	3	15
		Uganda	12	14	26
		United Republic of Tanzania	8	4	12
		Zambia	35	17	52
	Asia	Afghanistan	10	1	11
		Bahrain	1	1	2
		Bangladesh	55	3	58
		Bhutan	1	0	1
		Brunei Darussalam	0	1	1
		Cambodia	1	0	1
		China	14	13	27
		Cyprus	2	0	2
		Fiji	2	1	3
		India	48	14	62
		Indonesia	4	5	9
		Iran (Islamic Republic of)	3	2	5
		Iraq	4	1	5
		Japan	4	8	12
		Jordan	19	4	23
		Kazakhstan	6	9	15
		Kyrgyzstan	2	3	5
		Lebanon	16	15	31
		Malaysia	1	3	4
		Mongolia	2	0	2

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
		Nepal	3	1	4
		Oman	1	0	1
		Pakistan	37	3	40
		Philippines	5	4	9
		Qatar	1	0	1
		Republic of Korea	7	8	15
		Saudi Arabia	24	5	29
		Singapore	2	0	2
		Sri Lanka	6	1	7
		State of Palestine	4	2	6
		Syrian Arab Republic	9	5	14
		Tajikistan	1	0	1
		Turkmenistan	1	2	3
		United Arab Emirates	1	2	3
		Uzbekistan	3	1	4
		Yemen	5	0	5
		Eastern Europe	Albania	1	1
	Armenia	1	1	2	
	Azerbaijan	4	5	9	
	Belarus	3	5	8	
	Bosnia and Herzegovina	8	2	10	
	Bulgaria	3	7	10	
	Croatia	4	8	12	
	Czech Republic	1	1	2	
	Estonia	0	1	1	
	Georgia	4	2	6	
	Hungary	5	7	12	
	Latvia	2	3	5	
	Lithuania	1	4	5	
	Montenegro	2	0	2	
	North Macedonia	2	2	4	
	Poland	5	3	8	
	Republic of Moldova	1	1	2	
	Romania	15	9	24	
	Russian Federation	30	46	76	
	Serbia	18	6	24	
	Slovakia	3	3	6	
	Slovenia	0	2	2	
	Ukraine	19	21	40	
	Latin America and the Caribbean	Argentina	7	11	18
	Bahamas	0	1	1	
	Barbados	1	1	2	

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
		Bolivia (Plurinational State of)	0	1	1
		Brazil	13	14	27
		Colombia	2	5	7
		Costa Rica	2	2	4
		Cuba	1	0	1
		Dominican Republic	1	1	2
		Ecuador	1	2	3
		Grenada	1	0	1
		Guatemala	0	3	3
		Guyana	0	1	1
		Haiti	1	0	1
		Honduras	0	1	1
		Jamaica	0	1	1
		Mexico	2	9	11
		Nicaragua	1	0	1
		Panama	0	3	3
		Peru	6	4	10
		Trinidad and Tobago	4	8	12
		Uruguay	1	4	5
		Venezuela (Bolivarian Republic of)	4	3	7
	Western Europe & Others	Australia	9	6	15
		Austria	1	2	3
		Belgium	11	2	13
		Canada	17	16	33
		Denmark	2	2	4
		Finland	2	5	7
		France	26	42	68
		Germany	9	6	15
		Greece	11	9	20
		Ireland	7	3	10
		Italy	22	25	47
		Luxembourg	1	0	1
		Malta	0	1	1
		Netherlands	46	57	103
		New Zealand	6	1	7
		Norway	1	0	1
		Portugal	3	5	8
		Spain	23	71	94
		Sweden	5	3	8
		Switzerland	4	1	5
		Türkiye	20	12	32
		United Kingdom of Great Britain and Northern Ireland	31	10	41
		United States of America	34	18	52

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
P-4	Africa	Algeria	4	0	4
		Angola	3	0	3
		Benin	0	1	1
		Botswana	1	3	4
		Burkina Faso	5	0	5
		Cameroon	12	1	13
		Congo	1	0	1
		Côte d'Ivoire	2	0	2
		Democratic Republic of the Congo	3	0	3
		Ethiopia	7	1	8
		Gambia	2	2	4
		Ghana	8	5	13
		Guinea	1	0	1
		Kenya	19	17	36
		Lesotho	0	1	1
		Liberia	1	0	1
		Libya	2	0	2
		Madagascar	3	0	3
		Malawi	5	1	6
		Mali	1	0	1
		Mauritania	1	0	1
		Mauritius	2	0	2
		Morocco	2	1	3
		Mozambique	0	1	1
		Namibia	0	2	2
		Niger	2	0	2
		Nigeria	34	18	52
		Rwanda	3	1	4
		Senegal	2	0	2
		Seychelles	2	1	3
		Sierra Leone	1	3	4
		Somalia	2	0	2
		South Africa	8	3	11
	Sudan	8	1	9	
	Togo	2	0	2	
	Tunisia	8	0	8	
	Uganda	12	6	18	
	United Republic of Tanzania	6	0	6	
	Zambia	24	17	41	
	Asia	Afghanistan	2	0	2
		Bahrain	1	0	1
		Bangladesh	38	5	43
		China	10	11	21

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
		Cyprus	0	1	1
		India	50	6	56
		Indonesia	2	2	4
		Iran (Islamic Republic of)	10	1	11
		Iraq	3	0	3
		Japan	2	5	7
		Jordan	32	5	37
		Kazakhstan	4	0	4
		Kyrgyzstan	5	1	6
		Lao People's Democratic Republic	0	2	2
		Lebanon	11	3	14
		Malaysia	2	3	5
		Mongolia	0	1	1
		Myanmar	0	1	1
		Nepal	1	0	1
		Pakistan	21	3	24
		Philippines	5	6	11
		Republic of Korea	1	3	4
		Saudi Arabia	26	6	32
		Singapore	2	6	8
		Sri Lanka	8	0	8
		State of Palestine	2	1	3
		Syrian Arab Republic	5	1	6
		Tajikistan	1	0	1
		Thailand	0	3	3
		Timor-Leste	1	0	1
		United Arab Emirates	1	0	1
		Uzbekistan	1	1	2
		Viet Nam	0	1	1
		Yemen	1	1	2
	Eastern Europe	Albania	1	0	1
		Armenia	1	1	2
		Azerbaijan	3	1	4
		Belarus	1	1	2
		Bosnia and Herzegovina	2	1	3
		Bulgaria	3	9	12
		Croatia	2	1	3
		Czech Republic	3	1	4
		Estonia	1	0	1
		Georgia	3	1	4
		Hungary	4	1	5
		Latvia	0	1	1
		Lithuania	2	0	2
		North Macedonia	1	1	2
		Poland	6	3	9

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
		Republic of Moldova	3	1	4
		Romania	5	6	11
		Russian Federation	8	9	17
		Serbia	10	6	16
		Slovakia	2	3	5
		Slovenia	1	2	3
		Ukraine	9	5	14
	Latin America and the Caribbean	Argentina	4	6	10
		Barbados	1	0	1
		Belize	1	0	1
		Bolivia (Plurinational State of)	1	0	1
		Brazil	16	8	24
		Chile	1	0	1
		Colombia	3	3	6
		Costa Rica	2	3	5
		Cuba	1	1	2
		Dominican Republic	0	1	1
		Ecuador	4	2	6
		El Salvador	1	1	2
		Guatemala	1	0	1
		Jamaica	0	2	2
		Mexico	3	3	6
		Nicaragua	0	1	1
		Panama	1	0	1
		Paraguay	0	1	1
		Peru	1	0	1
		Trinidad and Tobago	1	2	3
	Uruguay	0	1	1	
	Venezuela (Bolivarian Republic of)	3	0	3	
	Western Europe & Others	Australia	7	2	9
		Austria	7	1	8
		Belgium	11	5	16
		Canada	20	9	29
		Denmark	2	2	4
		Finland	2	3	5
		France	15	13	28
		Germany	17	7	24
		Greece	12	1	13
		Iceland	0	2	2
		Ireland	5	4	9
		Italy	19	12	31
		Luxembourg	1	0	1
		Netherlands	49	35	84
		New Zealand	3	2	5
	Norway	0	1	1	

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
		Portugal	2	6	8
		Spain	8	11	19
		Sweden	5	0	5
		Switzerland	1	0	1
		Türkiye	8	7	15
		United Kingdom of Great Britain and Northern Ireland	31	13	44
		United States of America	32	25	57
P-5	Africa	Algeria	2	0	2
		Benin	1	0	1
		Botswana	1	0	1
		Burkina Faso	1	0	1
		Cameroon	2	0	2
		Chad	2	0	2
		Côte d'Ivoire	1	0	1
		Ethiopia	3	0	3
		Ghana	5	2	7
		Guinea	1	0	1
		Kenya	9	6	15
		Liberia	1	0	1
		Madagascar	0	1	1
		Malawi	5	0	5
		Morocco	4	0	4
		Mozambique	1	0	1
		Nigeria	8	4	12
		Rwanda	2	2	4
		Senegal	2	0	2
		Seychelles	0	1	1
	South Africa	2	3	5	
	Sudan	3	0	3	
	Togo	1	0	1	
	Tunisia	5	2	7	
	Uganda	3	2	5	
	United Republic of Tanzania	6	0	6	
	Zambia	11	3	14	
	Asia	Afghanistan	1	0	1
		Bangladesh	9	1	10
		China	2	3	5
		Cyprus	1	0	1
		India	26	5	31
		Indonesia	1	1	2
Iran (Islamic Republic of)		3	1	4	
Japan		2	1	3	
Jordan		5	0	5	
Kazakhstan		2	1	3	
Lebanon		2	2	4	
Malaysia		0	1	1	
Myanmar		0	1	1	

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
		Nepal	0	1	1
		Pakistan	8	0	8
		Philippines	1	3	4
		Saudi Arabia	10	1	11
		Sri Lanka	1	0	1
		State of Palestine	1	1	2
		Syrian Arab Republic	2	0	2
		Tonga	0	1	1
		Uzbekistan	1	1	2
		Viet Nam	0	1	1
		Yemen	1	1	2
		Eastern Europe	Albania	0	1
	Azerbaijan		2	1	3
	Belarus		1	0	1
	Bosnia and Herzegovina		1	0	1
	Bulgaria		1	1	2
	Hungary		1	0	1
	North Macedonia		2	2	4
	Poland		4	0	4
	Republic of Moldova		1	0	1
	Romania		9	1	10
	Russian Federation		2	6	8
	Serbia		2	1	3
	Slovenia	0	1	1	
	Ukraine	1	1	2	
	Latin America and the Caribbean	Argentina	1	1	2
		Barbados	1	0	1
		Brazil	6	4	10
		Chile	1	1	2
		Costa Rica	0	1	1
		Dominica	0	1	1
		Ecuador	1	1	2
		Guatemala	1	0	1
		Guyana	0	1	1
		Jamaica	1	1	2
		Mexico	4	3	7
		Panama	1	1	2
		Trinidad and Tobago	1	0	1
		Venezuela (Bolivarian Republic of)	2	0	2
	Western Europe & Others	Australia	5	4	9
		Austria	1	0	1
		Belgium	3	1	4
Canada		12	3	15	
Denmark		2	0	2	
Finland		1	2	3	

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
		France	21	13	34
		Germany	16	5	21
		Greece	1	3	4
		Ireland	2	1	3
		Italy	16	8	24
		Netherlands	29	20	49
		New Zealand	2	1	3
		Norway	1	0	1
		Portugal	1	0	1
		Spain	7	4	11
		Sweden	2	1	3
		Türkiye	8	0	8
		United Kingdom of Great Britain and Northern Ireland	30	10	40
		United States of America	25	7	32
Total Number of Countries:			165		
Total Number of Applications:			4,079		

TABLE 4(A): COMPOSITION OF THE TECHNICAL SECRETARIAT – DETAILS OF APPLICATIONS OF ELIGIBLE CANDIDATES FOR EMPLOYMENT, BY COUNTRY AND GENDER, FOR EACH GRADE LEVEL SEPARATELY, RECEIVED DURING THE CALENDAR YEAR 2021*

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
D-2	Africa	Botswana	0	1	1
		Cameroon	2	0	2
		Ghana	0	1	1
		Kenya	0	3	3
		Mauritania	1	0	1
		Nigeria	3	1	4
		Seychelles	1	1	2
		South Africa	4	0	4
		Sudan	0	1	1
		Uganda	4	1	5
		United Republic of Tanzania	0	1	1
		Zambia	2	1	3
		Asia	Bahrain	1	0
	China		2	1	3
	India		3	1	4
	Iran (Islamic Republic of)		1	1	2
	Iraq		1	0	1
	Jordan		1	1	2
	Lebanon		2	3	5
	Maldives		1	0	1
	Pakistan		2	0	2
	Saudi Arabia		2	1	3
	Singapore		0	1	1
	Eastern Europe	Bulgaria	1	0	1
		Hungary	1	0	1
		Latvia	0	1	1
	Latin America and the Caribbean	Argentina	1	0	1
		Ecuador	0	1	1
		Suriname	1	0	1
	Western Europe & Others	Australia	2	1	3
		Austria	1	0	1
		Belgium	1	0	1
		Canada	4	0	4
		Denmark	1	0	1
		France	3	3	6
		Germany	3	1	4
		Ireland	1	0	1

* Fixed-term contracts, professional and higher grade.

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
		Italy	3	2	5
		Netherlands	9	4	13
		Norway	1	0	1
		Spain	4	1	5
		Switzerland	1	0	1
		Türkiye	1	1	2
		United Kingdom of Great Britain and Northern Ireland	5	2	7
		United States of America	7	3	10
Total Number of Countries:			45		
Total Number of Applications:			124		

TABLE 4(B): COMPOSITION OF THE TECHNICAL SECRETARIAT – DETAILS OF APPLICATIONS OF ELIGIBLE CANDIDATES FOR EMPLOYMENT, BY COUNTRY AND GENDER, FOR EACH GRADE LEVEL SEPARATELY, RECEIVED DURING THE CALENDAR YEAR 2021*

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
P-5	Africa	Algeria	2	0	2
		Benin	1	0	1
		Botswana	1	0	1
		Burkina Faso	1	0	1
		Cameroon	2	0	2
		Chad	2	0	2
		Côte d'Ivoire	1	0	1
		Ethiopia	3	0	3
		Ghana	5	2	7
		Guinea	1	0	1
		Kenya	9	6	15
		Liberia	1	0	1
		Madagascar	0	1	1
		Malawi	5	0	5
		Morocco	4	0	4
		Mozambique	1	0	1
		Nigeria	8	4	12
		Rwanda	2	2	4
		Senegal	2	0	2
		Seychelles	0	1	1
		South Africa	2	3	5
		Sudan	3	0	3
		Togo	1	0	1
		Tunisia	5	2	7
	Uganda	3	2	5	
	United Republic of Tanzania	6	0	6	
	Zambia	11	3	14	
	Asia	Afghanistan	1	0	1
		Bangladesh	9	1	10
		China	2	3	5
		Cyprus	1	0	1
		India	26	5	31
		Indonesia	1	1	2
Iran (Islamic Republic of)		3	1	4	
Japan		2	1	3	
Jordan		5	0	5	

* Fixed-term contracts, professional and higher grade.

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
		Kazakhstan	2	1	3
		Lebanon	2	2	4
		Malaysia	0	1	1
		Myanmar	0	1	1
		Nepal	0	1	1
		Pakistan	8	0	8
		Philippines	1	3	4
		Saudi Arabia	10	1	11
		Sri Lanka	1	0	1
		State of Palestine	1	1	2
		Syrian Arab Republic	2	0	2
		Tonga	0	1	1
		Uzbekistan	1	1	2
		Viet Nam	0	1	1
		Yemen	1	1	2
		Eastern Europe	Albania	0	1
	Azerbaijan		2	1	3
	Belarus		1	0	1
	Bosnia and Herzegovina		1	0	1
	Bulgaria		1	1	2
	Hungary		1	0	1
	North Macedonia		2	2	4
	Poland		4	0	4
	Republic of Moldova		1	0	1
	Romania		9	1	10
	Russian Federation		2	6	8
	Serbia		2	1	3
	Slovenia		0	1	1
	Ukraine		1	1	2
	Latin America and the Caribbean	Argentina	1	1	2
		Barbados	1		1
		Brazil	6	4	10
		Chile	1	1	2
		Costa Rica	0	1	1
		Dominica	0	1	1
		Ecuador	1	1	2
		Guatemala	1	0	1
		Guyana	0	1	1
		Jamaica	1	1	2
		Mexico	4	3	7
Panama		1	1	2	
Trinidad and Tobago		1	0	1	
Venezuela (Bolivarian Republic of)		2	0	2	

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
	Western Europe & Others	Australia	5	4	9
		Austria	1	0	1
		Belgium	3	1	4
		Canada	12	3	15
		Denmark	2	0	2
		Finland	1	2	3
		France	21	13	34
		Germany	16	5	21
		Greece	1	3	4
		Ireland	2	1	3
		Italy	16	8	24
		Netherlands	29	20	49
		New Zealand	2	1	3
		Norway	1	0	1
		Portugal	1	0	1
		Spain	7	4	11
		Sweden	2	1	3
		Türkiye	8	0	8
		United Kingdom of Great Britain and Northern Ireland	30	10	40
		United States of America	25	7	32
Total Number of Countries:			99		
Total Number of Applications:			559		

TABLE 4(C): COMPOSITION OF THE TECHNICAL SECRETARIAT – DETAILS OF APPLICATIONS OF ELIGIBLE CANDIDATES FOR EMPLOYMENT, BY COUNTRY AND GENDER, FOR EACH GRADE LEVEL SEPARATELY, RECEIVED DURING THE CALENDAR YEAR 2021*

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
P-4	Africa	Algeria	4	0	4
		Angola	3	0	3
		Benin	0	1	1
		Botswana	1	3	4
		Burkina Faso	5	0	5
		Cameroon	12	1	13
		Congo	1	0	1
		Côte d'Ivoire	2	0	2
		Democratic Republic of the Congo	3	0	3
		Ethiopia	7	1	8
		Gambia	2	2	4
		Ghana	8	5	13
		Guinea	1	0	1
		Kenya	19	17	36
		Lesotho	0	1	1
		Liberia	1	0	1
		Libya	2	0	2
		Madagascar	3	0	3
		Malawi	5	1	6
		Mali	1	0	1
		Mauritania	1	0	1
		Mauritius	2	0	2
		Morocco	2	1	3
		Mozambique	0	1	1
		Namibia	0	2	2
		Niger	2	0	2
		Nigeria	34	18	52
		Rwanda	3	1	4
		Senegal	2	0	2
		Seychelles	2	1	3
		Sierra Leone	1	3	4
		Somalia	2	0	2
		South Africa	8	3	11
		Sudan	8	1	9
Togo	2	0	2		
Tunisia	8	0	8		
Uganda	12	6	18		
United Republic of Tanzania	6	0	6		
Zambia	24	17	41		

* Fixed-term contracts, professional and higher grade.

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
	Asia	Afghanistan	2	0	2
		Bahrain	1	0	1
		Bangladesh	38	5	43
		China	10	11	21
		Cyprus	0	1	1
		India	50	6	56
		Indonesia	2	2	4
		Iran (Islamic Republic of)	10	1	11
		Iraq	3	0	3
		Japan	2	5	7
		Jordan	32	5	37
		Kazakhstan	4		4
		Kyrgyzstan	5	1	6
		Lao People's Democratic Republic	0	2	2
		Lebanon	11	3	14
		Malaysia	2	3	5
		Mongolia	0	1	1
		Myanmar	0	1	1
		Nepal	1	0	1
		Pakistan	21	3	24
		Philippines	5	6	11
		Republic of Korea	1	3	4
		Saudi Arabia	26	6	32
		Singapore	2	6	8
		Sri Lanka	8	0	8
	State of Palestine	2	1	3	
	Syrian Arab Republic	5	1	6	
	Tajikistan	1	0	1	
	Thailand	0	3	3	
	Timor-Leste	1	0	1	
	United Arab Emirates	1	0	1	
	Uzbekistan	1	1	2	
	Viet Nam	0	1	1	
	Yemen	1	1	2	
	Eastern Europe	Albania	1	0	1
Armenia		1	1	2	
Azerbaijan		3	1	4	
Belarus		1	1	2	
Bosnia and Herzegovina		2	1	3	
Bulgaria		3	9	12	
Croatia		2	1	3	
Czech Republic		3	1	4	
Estonia		1	0	1	

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
		Georgia	3	1	4
		Hungary	4	1	5
		Latvia	0	1	1
		Lithuania	2	0	2
		North Macedonia	1	1	2
		Poland	6	3	9
		Republic of Moldova	3	1	4
		Romania	5	6	11
		Russian Federation	8	9	17
		Serbia	10	6	16
		Slovakia	2	3	5
		Slovenia	1	2	3
		Ukraine	9	5	14
		Latin America and the Caribbean	Argentina	4	6
	Barbados		1	0	1
	Belize		1	0	1
	Bolivia (Plurinational State of)		1	0	1
	Brazil		16	8	24
	Chile		1	0	1
	Colombia		3	3	6
	Costa Rica		2	3	5
	Cuba		1	1	2
	Dominican Republic		0	1	1
	Ecuador		4	2	6
	El Salvador		1	1	2
	Guatemala		1	0	1
	Jamaica		0	2	2
	Mexico		3	3	6
	Nicaragua		0	1	1
	Panama		1	0	1
	Paraguay		0	1	1
	Peru	1	0	1	
	Trinidad and Tobago	1	2	3	
	Uruguay	0	1	1	
	Venezuela (Bolivarian Republic of)	3	0	3	
	Western Europe & Others	Australia	7	2	9
Austria		7	1	8	
Belgium		11	5	16	
Canada		20	9	29	
Denmark		2	2	4	
Finland		2	3	5	
France		15	13	28	
Germany		17	7	24	

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
		Greece	12	1	13
		Iceland	0	2	2
		Ireland	5	4	9
		Italy	19	12	31
		Luxembourg	1	0	1
		Netherlands	49	35	84
		New Zealand	3	2	5
		Norway	0	1	1
		Portugal	2	6	8
		Spain	8	11	19
		Sweden	5	0	5
		Switzerland	1	0	1
		Türkiye	8	7	15
		United Kingdom of Great Britain and Northern Ireland	31	13	44
		United States of America	32	25	57
Total Number of Countries:			140		
Total Number of Applications:			1,235		

TABLE 4(D): COMPOSITION OF THE TECHNICAL SECRETARIAT – DETAILS OF APPLICATIONS OF ELIGIBLE CANDIDATES FOR EMPLOYMENT, BY COUNTRY AND GENDER, FOR EACH GRADE LEVEL SEPARATELY, RECEIVED DURING THE CALENDAR YEAR 2021*

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
P-3	Africa	Algeria	5	0	5
		Benin	2	0	2
		Botswana	4	3	7
		Burkina Faso	3	0	3
		Burundi	1	1	2
		Cameroon	20	4	24
		Central African Republic	1	0	1
		Chad	1	0	1
		Cong	2	1	3
		Côte d'Ivoire	2	0	2
		Democratic Republic of the Congo	4	0	4
		Djibouti	0	1	1
		Eswatini	1	1	2
		Ethiopia	9	3	12
		Gabon	1	0	1
		Gambia	3	4	7
		Ghana	17	3	20
		Guinea	1	0	1
		Kenya	23	22	45
		Liberia	6	0	6
		Libya	1	0	1
		Madagascar	1	0	1
		Malawi	1	1	2
		Mali	1	0	1
		Mauritania	1	0	1
		Mauritius	2	1	3
		Morocco	8	6	14
		Mozambique	1	0	1
		Namibia	1	0	1
		Niger	3	0	3
		Nigeria	24	7	31
		Rwanda	5	0	5
		Senegal	4	0	4
Seychelles	0	1	1		
Sierra Leone	3	0	3		
Somalia	2	0	2		
South Africa	8	4	12		

* Fixed-term contracts, professional and higher grade.

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
		Sudan	6	6	12
		Togo	0	1	1
		Tunisia	12	3	15
		Uganda	12	14	26
		United Republic of Tanzania	8	4	12
		Zambia	35	17	52
	Asia	Afghanistan	10	1	11
	Bahrain	1	1	2	
	Bangladesh	55	3	58	
	Bhutan	1	0	1	
	Brunei Darussalam	0	1	1	
	Cambodia	1	0	1	
	China	14	13	27	
	Cyprus	2	0	2	
	Fiji	2	1	3	
	India	48	14	62	
	Indonesia	4	5	9	
	Iran (Islamic Republic of)	3	2	5	
	Iraq	4	1	5	
	Japan	4	8	12	
	Jordan	19	4	23	
	Kazakhstan	6	9	15	
	Kyrgyzstan	2	3	5	
	Lebanon	16	15	31	
	Malaysia	1	3	4	
	Mongolia	2	0	2	
	Nepal	3	1	4	
	Oman	1	0	1	
	Pakistan	37	3	40	
	Philippines	5	4	9	
	Qatar	1	0	1	
	Republic of Korea	7	8	15	
	Saudi Arabia	24	5	29	
	Singapore	2	0	2	
	Sri Lanka	6	1	7	
State of Palestine	4	2	6		
Syrian Arab Republic	9	5	14		
Tajikistan	1	0	1		
Turkmenistan	1	2	3		
United Arab Emirates	1	2	3		
Uzbekistan	3	1	4		
Yemen	5	0	5		
Eastern Europe	Albania	1	1	2	
Armenia	1	1	2		
Azerbaijan	4	5	9		

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
		Belarus	3	5	8
		Bosnia and Herzegovina	8	2	10
		Bulgaria	3	7	10
		Croatia	4	8	12
		Czech Republic	1	1	2
		Estonia	0	1	1
		Georgia	4	2	6
		Hungary	5	7	12
		Latvia	2	3	5
		Lithuania	1	4	5
		Montenegro	2	0	2
		North Macedonia	2	2	4
		Poland	5	3	8
		Republic of Moldova	1	1	2
		Romania	15	9	24
		Russian Federation	30	46	76
		Serbia	18	6	24
		Slovakia	3	3	6
		Slovenia	0	2	2
		Ukraine	19	21	40
	Latin America and the Caribbean	Argentina	7	11	18
		Bahamas	0	1	1
		Barbados	1	1	2
		Bolivia (Plurinational State of)	0	1	1
		Brazil	13	14	27
		Colombia	2	5	7
		Costa Rica	2	2	4
		Cuba	1	0	1
		Dominican Republic	1	1	2
		Ecuador	1	2	3
		Grenada	1	0	1
		Guatemala	0	3	3
		Guyana	0	1	1
		Haiti	1	0	1
		Honduras	0	1	1
		Jamaica	0	1	1
		Mexico	2	9	11
		Nicaragua	1	0	1
		Panama	0	3	3
		Peru	6	4	10
	Trinidad and Tobago	4	8	12	
	Uruguay	1	4	5	
	Venezuela (Bolivarian Republic of)	4	3	7	

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
	Western Europe & Others	Australia	9	6	15
		Austria	1	2	3
		Belgium	11	2	13
		Canada	17	16	33
		Denmark	2	2	4
		Finland	2	5	7
		France	26	42	68
		Germany	9	6	15
		Greece	11	9	20
		Ireland	7	3	10
		Italy	22	25	47
		Luxembourg	1	0	1
		Malta	0	1	1
		Netherlands	46	57	103
		New Zealand	6	1	7
		Norway	1	0	1
		Portugal	3	5	8
		Spain	23	71	94
		Sweden	5	3	8
		Switzerland	4	1	5
		Türkiye	20	12	32
		United Kingdom of Great Britain and Northern Ireland	31	10	41
United States of America	34	18	52		
Total Number of Countries:					148
Total Number of Applications:					1,759

TABLE 4(E): COMPOSITION OF THE TECHNICAL SECRETARIAT – DETAILS OF APPLICATIONS OF ELIGIBLE CANDIDATES FOR EMPLOYMENT, BY COUNTRY AND GENDER, FOR EACH GRADE LEVEL SEPARATELY, RECEIVED DURING THE CALENDAR YEAR 2021*

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
P-2	Africa	Algeria	2	0	2
		Angola	1	0	1
		Cameroon	4	1	5
		Comoros	1	0	1
		Democratic Republic of the Congo	1	0	1
		Ethiopia	2	1	3
		Gambia	3	0	3
		Ghana	1	3	4
		Guinea	1	0	1
		Kenya	20	17	37
		Lesotho	0	1	1
		Malawi	0	1	1
		Mauritius	0	1	1
		Nigeria	7	6	13
		Rwanda	2	0	2
		Seychelles	1	3	4
		Sierra Leone	0	1	1
		Somalia	1	0	1
		South Africa	0	2	2
		Sudan	3	1	4
		Tunisia	0	2	2
		Uganda	2	5	7
	United Republic of Tanzania	2	1	3	
	Zambia	5	5	10	
	Asia	Bangladesh	4	3	7
		China	2	10	12
		Cyprus	0	1	1
		India	4	3	7
		Indonesia	0	3	3
		Iran (Islamic Republic of)	0	1	1
		Iraq	1	0	1
		Japan	0	1	1
		Jordan	9	0	9
Kyrgyzstan		0	1	1	
Lebanon		5	1	6	
Malaysia	1	2	3		
Nepal	3	2	5		

* Fixed-term contracts, professional and higher grade.

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
		Pakistan	6	0	6
		Philippines	1	2	3
		Republic of Korea	0	5	5
		Saudi Arabia	4	5	9
		Singapore	1	1	2
		State of Palestine	0	1	1
		Syrian Arab Republic	0	1	1
		Tajikistan	0	1	1
		Thailand	0	2	2
	Eastern Europe	Albania	1	2	3
		Bosnia and Herzegovina	0	2	2
		Bulgaria	0	1	1
		Georgia	1	0	1
		Hungary	2	4	6
		North Macedonia	0	1	1
		Poland	0	4	4
		Republic of Moldova	1	1	2
		Romania	0	9	9
		Russian Federation	2	2	4
		Serbia	1	3	4
		Slovakia	0	1	1
		Slovenia	0	1	1
	Ukraine	0	1	1	
	Latin America and the Caribbean	Argentina	2	2	4
		Barbados	0	1	1
		Bolivia (Plurinational State of)	0	1	1
		Brazil	3	3	6
		Chile	0	3	3
		Colombia	0	4	4
		Costa Rica	1	1	2
		Ecuador	0	1	1
		Mexico	1	6	7
		Panama	0	1	1
		Peru	1	1	2
	Venezuela (Bolivarian Republic of)	0	1	1	
	Western Europe & Others	Australia	0	1	1
Austria		5	0	5	
Belgium		1	0	1	
Canada		2	2	4	
France		1	7	8	
Germany		2	4	6	
Greece		3	6	9	
Ireland		1	2	3	
Italy		4	8	12	

Grade	Regional Group	Countries in Group	Applications Per Country		
			M	F	T
		Malta	1	1	2
		Netherlands	9	18	27
		Portugal	4	1	5
		Spain	4	5	9
		Sweden	1	3	4
		Switzerland	0	2	2
		Türkiye	2	7	9
		United Kingdom of Great Britain and Northern Ireland	3	8	11
		United States of America	4	10	14
Total Number of Countries:			90		
Total Number of Applications:			402		

TABLE 5: COMPOSITION OF THE TECHNICAL SECRETARIAT – NUMBER OF VACANCIES DURING THE CALENDAR YEAR 2021*

Post Grade	Post Title	No. of Posts
D-2	Director, External Relations	1
	Legal Adviser (Director)	1
P-5	Head, Assistance and Protection Branch	1
	Head, Budget and Finance	1
	Head, Human Resources	1
	Head, Industry Inspection Cell	1
	Head, Laboratory	1
	Head, Operations and Planning	1
	Head, Public Affairs & OPCW Spokesperson	1
	Senior Legal Officer	1
P-4	Head, Accounts and Reporting	1
	Head, Documents, Registration and Archiving Section	1
	Inspector (Promotion)	6
	Inspector Rehire	5
	Senior Analytical Chemist	2
	Senior Coordination and Planning Officer	1
	Senior Industry Officer	3
	Senior Legal Officer	1
	Senior Mission Planning Coordinator	1
	Senior Policy Officer	1
	Senior Political Affairs Officer	1
	Senior Programme Officer	2
	Senior Public Affairs Officer	1
P-3	Contract Management Officer	1
	Human Resources Policy Officer	1
	Implementation Support Officer	1
	Information Systems Officer	1
	Inspector	10
	Linguist (Arabic)	1
	Linguist (French)	1
	Linguist (Russian)	1
	Linguist (Spanish)	1
	Protocol Officer	1
	Security Coordination Officer	1
	Software Architect	1
	Technical Support Officer	2

* Number of vacancy notices for fixed-term posts.

Post Grade	Post Title	No. of Posts
P-2	Diversity and Inclusion Officer	1
	Employee Engagement Officer	1
	Treasury Officer/Associate Accountant	1
Subtotals P:		62
GS-7	Equipment Store Team Leader	1
	Principal Communications Technician	1
	Senior Equipment Specialist	1
	Team Lead Staff Administration	1
GS-6	Electrical & Audiovisual Technician	1
	Software Developer	1
GS-5	Senior Administrative Assistant	1
	Technical Laboratory Assistant	1
GS-4	Administrative Assistant (Staff Council) <i>internal post</i>	1
	Conference Services Assistant	1
Subtotals GS:		10
Total:		72