



## **RAPPORT DU DIRECTEUR GÉNÉRAL**

### **RAPPORT ANNUEL SUR LA COMPOSITION DU SECRÉTARIAT TECHNIQUE**

#### **Introduction**

1. À sa soixante-deuxième session (EC-62/DEC.4 du 6 octobre 2010), le Conseil exécutif ("le Conseil") a décidé de demander au Directeur général de présenter un rapport annuel sur la composition du Secrétariat technique ("le Secrétariat") et de faire en sorte que le premier rapport de ce genre lui soit soumis pour examen à sa soixante-cinquième session (EC-65/DG.6 du 22 juin 2011 et Corr.1, en anglais seulement, du 13 juillet 2011).
2. Le deuxième rapport annuel sur la composition du Secrétariat est ici transmis au Conseil pour examen. Les informations sont ventilées en cinq tableaux, comme demandé par le Conseil. Conformément aux dispositions du document EC-62/DEC.4, le rapport sur la composition du Secrétariat sera présenté chaque année au Conseil à sa troisième session ordinaire.

#### **Politique générale en matière de ressources humaines et de recrutement**

3. Comme indiqué au paragraphe 44 de l'Article VIII de la Convention sur l'interdiction des armes chimiques ("la Convention") :

"Le Directeur général est chargé de la nomination des membres du personnel ainsi que de l'organisation et du fonctionnement du Secrétariat technique, et en répond auprès de la Conférence et du Conseil exécutif. La considération dominante dans le recrutement et la définition des conditions d'emploi du personnel est la nécessité d'assurer les plus hautes qualités d'efficacité, de compétence et d'intégrité. Seuls des nationaux des États parties peuvent être nommés directeur général ou engagés comme inspecteurs, collaborateurs, cadres ou employés d'administration. Est dûment prise en considération l'importance d'un recrutement effectué sur une base géographique aussi large que possible. Aux fins du recrutement, il est tenu compte du principe suivant lequel les effectifs doivent être maintenus au minimum nécessaire pour que le Secrétariat technique puisse s'acquitter convenablement de ses responsabilités."



4. Le processus de recrutement et de sélection en vigueur à l'OIAC pour nommer le personnel du Secrétariat respecte scrupuleusement les dispositions du paragraphe 44 de l'Article VIII de la Convention. La rotation du personnel au Secrétariat est dynamique : des postes se libèrent continuellement en raison de l'attrition naturelle, y compris à cause des démissions et départs à la retraite, et en raison de l'application de la politique de la durée de service de l'OIAC.
5. Les avis de vacance de postes sont publiés sur les sites intranet et internet de l'OIAC pour couvrir les postes vacants par un recrutement interne ou externe. En outre, pour les postes d'administrateurs et de fonctionnaires de rang supérieur, les avis de vacance sont distribués aux États membres et publiés dans des médias gratuits. Un avis de vacance de poste a pour objectif d'annoncer publiquement et en toute transparence qu'un poste est disponible à l'OIAC et de solliciter des dépôts de candidature.
6. Les candidats intéressés doivent répondre à un avis de vacance précis en envoyant à l'OIAC une notice personnelle, dûment remplie suivant les informations fournies dans l'avis de vacance, avant la date limite de réception des candidatures.
7. Toutes les candidatures sont ensuite transmises à un jury de sélection chargé de les passer en revue afin d'émettre des recommandations et de communiquer au responsable du recrutement les noms des candidats qualifiés afin d'envisager leur nomination.
8. Les nominations à des postes d'administrateurs et de fonctionnaires de rang supérieur incombent au Directeur général. La responsabilité des nominations à des postes de la catégorie des services généraux est déléguée à la Directrice générale adjointe.

Annexe (en anglais seulement) :

Annual Report on the Composition of the Technical Secretariat (Rapport annuel sur la composition du Secrétariat technique)



Member State	DG			DDG			D2			D1			P5			P4			P3			P2			GS7			GS6			GS5			GS4			GS3			Total			Short-Term																
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T														
Georgia																				1			1														1	1	1	1	2																		
Germany														1	1	3	3	6		1	1		1	1					1	1				1	1	3	9	12	1		1																		
Ghana														1				1																				1		1																			
Greece																	1		1																				1		1																		
Hungary																																											1	1															
India									1		1		5		5	13	1	14	5	3	8																			24	4	28																	
Iran (Islamic Republic of)																1		1		1																					2		2																
Ireland												1		1												1	1				3	4	7							4	6	10																	
Italy																	1	1										1													1	1	2	1	1	2													
Japan												1	1	2	2		2			1	1																					3	2	5		1	1												
Jordan																1		1	1		1	1			1																	3		3															
Kenya												1		1			1	1					1		1					1	1											4	2	6		1	1												
Kyrgyzstan																					1		1																			1		1															
Malaysia																						1		1																				1		1													
Malta																					1		1																					1		1													
Mexico							1		1							1		1												1	1				1	1								2	2	4													
Mongolia																1		1																										1		1													
Morocco																							1		1																				1		1												
Nepal																1		1																								1		1		2		2											
Netherlands												3	1	4	2	1	3	3	3	6								2	1	3	7	6	13	13	12	25	2	4	6	12	3	15	44	31	75	4	4	8											
New Zealand												1		1					5		5																										6		6										
Nigeria																	1		1											1	1																	1	1	2									
Norway									1		1																																					1		1									
Pakistan									1		1	2		2	4	1	5																													7	1	8	2		2								
Peru																				1		1																										1	1	2		1	1						
Philippines																													1	1	1	3	4								1										2	6	8						
Poland							1		1						1	1	2	2			2																												4	2	6								
Portugal															1	1	2	1																																	2	1	3						
Republic of Korea															1		1			1	2		2																											4		4							
Republic of Moldova																																																							1	1			
Romania																	2		2	1	1	2	1						1	1																						4	4	8					
Russian Federation							1		1	1		1		1		6	1	7	2	2	4																																	11	7	18	1		1



**TABLE 2: COMPOSITION OF THE TECHNICAL SECRETARIAT BY DIVISION, NATIONALITY, AND GRADE AS AT 15 FEBRUARY 2012\***

Division Name	Primary Citizenship	No.	Grade	
Verification Division	Bosnia and Herzegovina	1	P4	
	Brazil	1	P4	
	Cameroon	1	GS4	
	China		2	P4
			1	P3
			1	GS5
	Colombia	1	P4	
	Cuba	1	P3	
	France		1	D2
			1	D1
			1	P4
	Germany	1	GS5	
	Greece	1	P4	
	India	5	P4	
	Ireland		1	P3
			1	GS5
	Italy	1	P4	
	Japan	1	P4	
	Kenya		1	P2
			1	GS5
	Netherlands		2	GS6
			1	GS5
	Norway	1	D1	
	Philippines	1	GS5	
	Poland	1	P4	
	Romania	1	P4	
	Russian Federation		1	P4
			1	GS5
	Serbia		1	P4
			1	P3
	Singapore	1	GS6	
	South Africa	1	GS5	
	Spain		1	P4
			1	GS5
	Sweden	1	P4	
	Tunisia	1	GS5	
	Turkey	1	P4	
	United Kingdom		1	D1
			3	P4
			1	P3
			2	GS6
			1	GS5
		1	GS4	
United States		1	D1	
		1	P5	
		2	P4	
Uruguay	1	P3		

\* Fixed-term contracts only, all grade levels

Division Name	Primary Citizenship	No.	Grade
Inspectorate	Australia	1	P5
		1	P3
	Austria	1	P4
	Bangladesh	1	P4
	Bosnia and Herzegovina	1	GS5
	Brazil	4	P5
		1	P3
		1	GS5
	Bulgaria	2	P5
		1	P4
	Cameroon	1	P3
	Canada	1	P5
		3	P4
		2	P3
	China	1	P5
		4	P4
		1	P3
	Colombia	1	P5
	Cuba	1	P5
	Ethiopia	1	P4
	Finland	1	P4
	France	1	P4
	Germany	4	P4
		1	P2
	India	5	P5
		8	P4
		5	P3
	Iran (Islamic Republic of)	1	P4
		1	P3
	Ireland	1	P5
		1	GS6
		1	GS5
	Japan	1	P5
		1	P4
	Jordan	1	P4
		1	P3
	Kyrgyzstan	1	P3
	Malaysia	1	P3
	Malta	1	P3
	Mexico	1	P4
	Mongolia	1	P4
	Netherlands	1	P5
		2	P4
		3	P3
		1	GS7
		8	GS5
	New Zealand	1	P5
		5	P3
	Nigeria	1	P4
	Pakistan	1	P5
		3	P4
	Peru	1	P3
1		GS5	
Philippines	1	P3	
	1	GS5	

Division Name	Primary Citizenship	No.	Grade
	Poland	1	P4
		2	P3
	Portugal	1	P4
	Republic of Korea	1	P5
		1	P4
		2	P3
	Romania	2	P5
		1	P4
	Russian Federation	4	P4
		2	P3
	Serbia	2	P5
		4	P4
	Singapore	1	P3
	Slovakia	1	P4
	South Africa	2	P4
		1	P3
	Spain	2	P5
		1	P3
		2	GS5
	Sweden	1	P3
	Thailand	1	P4
	Tunisia	2	P4
	Uganda	1	P3
	Ukraine	1	P4
	United Kingdom	3	P5
		2	P4
		4	P3
		1	GS7
		2	GS5
	United States	3	P4
		2	P3
		1	GS5
	Uzbekistan	1	P4
Zimbabwe	1	P3	
International Cooperation and Assistance Division	Algeria	1	GS5
	Argentina	1	GS4
	Botswana	1	P4
	Ghana	1	P4
	India	1	D1
	Netherlands	1	P3
	Pakistan	1	P4
	Philippines	1	GS5
	Portugal	1	P4
	Russian Federation	1	D1
		1	P4
	South Africa	1	D1
	Spain	1	GS5
	Sri Lanka	1	GS4
	Tunisia	1	P3
	Ukraine	1	P4
	United Kingdom	1	P3
	Zimbabwe	1	GS4



<b>Division Name</b>	<b>Primary Citizenship</b>	<b>No.</b>	<b>Grade</b>
Secretariat for the Policy-Making Organs	Argentina	1	GS3
	Belgium	1	P4
	Bosnia and Herzegovina	1	GS6
	Bulgaria	1	GS5
		1	GS3
	Canada	1	P3
	China	1	P4
		2	P3
		1	GS5
	Cuba	1	P3
	France	2	P3
		1	GS5
	Georgia	1	GS3
	Kenya	1	GS6
	Morocco	1	P3
	Netherlands	1	GS3
	Russian Federation	1	D2
		1	P5
		1	P4
		2	P3
		1	GS5
	Serbia	1	GS5
	Slovenia	1	GS4
	Spain	1	P4
		1	P3
	Sudan	1	P3
	Tunisia	1	P4
		1	GS5
	United Kingdom	2	P4
		1	P3
		1	GS7
		1	GS3
	United States	1	P3
1		GS5	
Uruguay	1	GS5	
External Relations Division	Belgium	1	P2
	Canada	2	P2
	China	1	D2
		1	GS5
	Germany	1	P3
	Kenya	1	P4
	Netherlands	1	GS6
		2	GS5
		2	GS4
	Pakistan	1	P5
	Spain	1	GS4
	United Kingdom	1	GS5
	United States	1	P5
Executive Management <i>Director-General</i>	Australia	2	P4
	Belarus	1	GS3
	Fiji	1	GS3
	France	1	GS7
	Gambia	1	GS3
	Germany	1	GS3
	India	1	P3

Division Name	Primary Citizenship	No.	Grade
	Ireland	1	GS5
	Nepal	1	GS3
	Netherlands	1	P4
		1	GS6
		6	GS5
		8	GS3
	Philippines	1	GS3
	Romania	1	GS3
	Samoa	1	GS3
	Turkey	1	DG
		1	P4
		1	GS3
	Uganda	1	GS3
	United Kingdom	1	D1
		1	P5
		1	GS3
	United Republic of Tanzania	1	GS3
	United States	1	GS7
		1	GS5
	Venezuela (Bolivarian Republic of)	1	GS5
1		GS4	
Zambia	1	GS3	
Executive Management <i>Deputy Director-General</i>	Canada	1	D1
	Colombia	1	P5
	Ireland	1	GS5
	Kenya	1	P5
	Netherlands	1	P5
		1	P3
		1	GS4
	Philippines (the)	1	GS6
	Romania	1	P3
	Sri Lanka	1	DDG
	United Kingdom	1	GS7
	United States	1	P5
		1	GS5
Executive Management <i>Office of Internal Oversight</i>	Bulgaria	1	P4
	China	1	GS6
	India	1	P4
	Ireland	1	GS5
	Nepal	1	P4
	Netherlands	1	P5
		1	GS5
	Senegal	1	D2
	United Kingdom	1	GS3
Executive Management <i>Office of the Legal Adviser</i>	Colombia	1	P2
	Finland	1	P4
	France	1	P3
	Japan	1	P3
	Mexico	1	D2
		1	GS5
	Netherlands	1	GS6
	United Republic of Tanzania	1	P5
Executive Management <i>Office of Special Projects</i>	Georgia	1	P3
	Poland	1	D2
	Russian Federation	1	GS5

<b>Division Name</b>	<b>Primary Citizenship</b>	<b>No.</b>	<b>Grade</b>
Administration Division	Algeria	1	GS5
	Austria	1	P5
	Brazil	1	P4
		1	GS6
	Bulgaria	1	GS5
		1	GS4
	Canada	1	GS6
	Croatia	1	GS5
		1	GS3
	Dominican Republic	1	P2
	Ecuador	1	GS6
	Ethiopia	1	P4
	France	1	P3
		1	GS7
	Gambia	1	P3
	Germany	1	P5
		2	P4
		1	GS4
	India	2	P3
	Ireland	2	GS5
	Italy	1	GS5
	Japan	1	P5
	Jordan	1	P2
	Kenya	1	GS5
	Mexico	1	GS4
	Netherlands	1	P5
		1	P3
		2	GS7
		8	GS6
		7	GS5
		3	GS4
		6	GS3
	Nigeria	1	GS5
	Pakistan	1	D1
		1	P4
	Philippines	1	P3
		1	GS5
	Poland	1	GS4
	Portugal	1	P3
	Romania	1	GS5
		1	GS4
	Russian Federation	1	GS6
	Singapore	1	GS5
	South Africa	1	P4
		2	GS6
	Spain	1	P4
		2	GS5
Sri Lanka	1	GS5	
Sweden	1	P3	
Switzerland	1	D1	
Turkey	1	GS4	
Ukraine	1	P4	

<b>Division Name</b>	<b>Primary Citizenship</b>	<b>No.</b>	<b>Grade</b>	
	United Kingdom	1	P2	
		1	GS7	
		1	GS6	
		2	GS5	
	United Republic of Tanzania	1	P2	
		1	GS6	
		1	GS4	
	United States	1	D2	
		2	P4	
		1	GS7	
		1	GS5	
		Zimbabwe	1	P3
	<b>Total:</b>		<b>455</b>	

**TABLE 3: COMPOSITION OF THE TECHNICAL SECRETARIAT BY REGION, NATIONALITY, AND JOB CATEGORY FOR EACH GRADE LEVEL SEPARATELY AS AT 15 FEBRUARY 2012\***

Regional Group	Countries in the Group	Staff Members in the Group	Group Percentage of Grand Total <sup>1</sup>	Citizenship Country	Percentage of Group Total	Staff Members per Country <i>Number of Staff and Percentage of Grade Total in the TS<sup>2</sup></i>									
						DG	DDG	D-2	D-1	P-5	P-4	P-3	P-2		
Africa	15	27	9.75	Botswana	3.70						1 0.84				
				Cameroon	3.70							1 1.22			
				Ethiopia	7.41							2 1.68			
				Gambia	3.70								1 1.22		
				Ghana	3.70							1 0.84			
				Kenya	11.11					1 2.17		1 0.84		1 10.00	
				Morocco	3.70								1 1.22		
				Nigeria	3.70								1 0.84		
				Senegal	3.70						1 14.29				
				South Africa	18.52						1 9.09		3 2.52	1 1.22	
				Sudan	3.70									1 1.22	
Tunisia	14.81									3 2.52	1 1.22				

\* Fixed-term contracts, professional and higher grade  
<sup>1</sup> Percentage of staff members of total professional staff in the Secretariat  
<sup>2</sup> Percentage of total of staff members at given grade

Regional Group	Countries in the Group	Staff Members in the Group	Group Percentage of Grand Total <sup>1</sup>	Citizenship Country	Percentage of Group Total	Staff Members per Country <i>Number of Staff and Percentage of Grade Total in the TS<sup>2</sup></i>								
						DG	DDG	D-2	D-1	P-5	P-4	P-3	P-2	
				Uganda	3.70							1 1.22		
				United Republic of Tanzania	7.41					1 2.17			1 10.00	
				Zimbabwe	7.41							2 2.44		
Asia	16	73	26.35	Bangladesh	1.37							1 0.84		
				China	17.81			1 14.29		1 2.17	7 5.88	4 4.88		
				India	38.36				1 9.09	5 10.87	14 11.76	8 9.76		
				Iran (Islamic Republic of)	2.74						1 0.84	1 1.22		
				Japan	6.85						2 4.35	2 1.68	1 1.22	
				Jordan	4.11							1 0.84	1 1.22	1 10.00
				Malaysia	1.37								1 1.22	
				Mongolia	1.37								1 0.84	
				Nepal	1.37								1 0.84	
				Pakistan	10.96						1 9.09	2 4.35	5 4.20	
Philippines	2.74									2 2.44				

Regional Group	Countries in the Group	Staff Members in the Group	Group Percentage of Grand Total <sup>1</sup>	Citizenship Country	Percentage of Group Total	Staff Members per Country <i>Number of Staff and Percentage of Grade Total in the TS<sup>2</sup></i>							
						DG	DDG	D-2	D-1	P-5	P-4	P-3	P-2
				Republic of Korea	5.48					1 2.17	1 0.84	2 2.44	
				Singapore	1.37							1 1.22	
				Sri Lanka	1.37		1 100.00						
				Thailand	1.37						1 0.84		
				Uzbekistan	1.37						1 0.84		
Eastern Europe	10	43	15.52	Bosnia and Herzegovina	2.33						1 0.84		
				Bulgaria	9.30					2 4.35	2 1.68		
				Georgia	2.33							1 1.22	
				Kyrgyzstan	2.33							1 1.22	
				Poland	11.63			1 14.29			2 1.68	2 2.44	
				Romania	11.63					2 4.35	2 1.68	1 1.22	
				Russian Federation	32.56			1 14.29	1 9.09	1 2.17	7 5.88	4 4.88	
				Serbia	18.60					2 4.35	5 4.20	1 1.22	
				Slovakia	2.33						1 0.84		

Regional Group	Countries in the Group	Staff Members in the Group	Group Percentage of Grand Total <sup>1</sup>	Citizenship Country	Percentage of Group Total	Staff Members per Country <i>Number of Staff and Percentage of Grade Total in the TS<sup>2</sup></i>							
						DG	DDG	D-2	D-1	P-5	P-4	P-3	P-2
				Ukraine	6.98						3 2.52		
<b>Latin America</b>	7	19	6.86	Brazil	36.84					4 8.70	2 1.68	1 1.22	
				Colombia	21.05					2 4.35	1 0.84		1 10.00
				Cuba	15.79					1 2.17		2 2.44	
				Dominican Republic	5.26								1 10.00
				Mexico	10.53			1 14.29		1 0.84			
				Peru	5.26							1 1.22	
				Uruguay	5.26							1 1.22	
<b>Western Europe &amp; Others</b>	21	115	41.52	Australia	3.48					1 2.17	2 1.68	1 1.22	
				Austria	1.74					1 2.17	1 0.84		
				Belgium	1.74						1 0.84		1 10.00
				Canada	8.70			1 9.09	1 2.17	3 2.52	3 3.66	2 20.00	
				Finland	1.74					2 1.68			
				France	6.96			1 14.29	1 9.09		2 1.68	4 4.88	
				Germany	7.83					1 2.17	6 5.04	1 1.22	1 10.00



Regional Group	Countries in the Group	Staff Members in the Group	Group Percentage of Grand Total <sup>1</sup>	Citizenship Country	Percentage of Group Total	Staff Members per Country <i>Number of Staff and Percentage of Grade Total in the TS<sup>2</sup></i>							
						DG	DDG	D-2	D-1	P-5	P-4	P-3	P-2
				Greece	0.87						1 0.84		
				Ireland	1.74					1 2.17		1 1.22	
				Italy	0.87						1 0.84		
				Malta	0.87							1 1.22	
				Netherlands	11.30					4 8.70	3 2.52	6 7.32	
				New Zealand	5.22					1 2.17		5 6.10	
				Norway	0.87				1 9.09				
				Portugal	2.61						2 1.68	1 1.22	
				Spain	6.09					2 4.35	3 2.52	2 2.44	
				Sweden	2.61						1 0.84	2 2.44	
				Switzerland	0.87				1 9.09				
				Turkey	2.61	1 100.00					2 1.68		
				United Kingdom	18.26				2 18.18	4 8.70	7 5.88	7 8.54	1 10.00
				United States	13.04			1 14.29	1 9.09	3 6.52	7 5.88	3 3.66	
<b>Totals per grade:</b>						<b>1</b>	<b>1</b>	<b>7</b>	<b>11</b>	<b>46</b>	<b>119</b>	<b>82</b>	<b>10</b>
<b>Total number of countries:</b>						<b>69</b>							
<b>Total number of staff members:</b>						<b>277</b>							

**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 2011\***

Grade	Regional Group	Countries in Group	Applications per Country			
			M	F	T	
D1	Africa	Botswana	0	1	1	
		Cameroon	1	0	1	
		Ethiopia	1	0	1	
		Kenya	2	2	4	
		Nigeria	1	0	1	
		South Africa	1	0	1	
		Sudan	1	0	1	
		Tunisia	0	2	2	
		Uganda	0	1	1	
		United Republic of Tanzania	1	2	3	
		Zimbabwe	3	0	3	
		Asia	Bangladesh	7	0	7
	China		0	3	3	
	India		22	2	24	
	Indonesia		0	1	1	
	Iran (Islamic Republic of)		1	0	1	
	Iraq		3	0	3	
	Japan		1	3	4	
	Jordan		5	0	5	
	Malaysia		1	0	1	
	Mongolia		1	1	2	
	Pakistan		5	0	5	
	Philippines		1	0	1	
	Republic of Korea		1	0	1	
	Saudi Arabia		4	0	4	
	Sri Lanka		1	0	1	
	Eastern Europe		Azerbaijan	1	0	1
			Bulgaria	2	0	2
			Croatia	3	0	3
		Georgia	1	0	1	
		Poland	3	1	4	
		Romania	1	1	2	
		Russian Federation	2	1	3	
		Slovakia	1	1	2	
		The former Yugoslav Republic of Macedonia	0	2	2	
		Ukraine	2	0	2	
	Latin America	Argentina	2	0	2	
		Bahamas	1	0	1	
		Belize	1	0	1	
		Bolivia (Plurinational State of)	2	0	2	
		Brazil	3	1	4	
		Chile	1	0	1	
		Costa Rica	1	0	1	
		Cuba	2	0	2	
Ecuador		0	1	1		
El Salvador		2	0	2		
Guatemala		1	0	1		

\* Fixed-term contracts, professional and higher grade

Grade	Regional Group	Countries in Group	Applications per Country		
			M	F	T
	Western Europe & Others	Mexico	0	2	2
		Peru	1	0	1
		Australia	0	1	1
		Austria	1	0	1
		Canada	3	5	8
		Denmark	0	1	1
		France	5	0	5
		Germany	4	1	5
		Greece	8	3	11
		Iceland	1	0	1
		Ireland	2	0	2
		Italy	6	2	8
		Netherlands	6	2	8
		New Zealand	1	0	1
		Portugal	1	1	2
		Spain	3	0	3
		Sweden	2	0	2
		Switzerland	0	1	1
		Turkey	4	0	4
		United Kingdom	6	2	8
United States	15	7	22		
P5	Africa	Burkina Faso	1	0	1
		Gambia	1	0	1
		Ghana	1	0	1
		Kenya	1	4	5
		Malawi	1	0	1
		Mauritius	2	1	3
		Nigeria	7	0	7
		Senegal	5	0	5
		South Africa	1	0	1
		Sudan	5	0	5
		Tunisia	2	2	4
		Uganda	0	2	2
		Zimbabwe	2	0	2
		Asia	Bangladesh	4	0
	China		2	2	4
	India		19	2	21
	Indonesia		3	3	6
	Iran (Islamic Republic of)		2	0	2
	Iraq		2	0	2
	Japan		0	2	2
	Jordan		4	0	4
	Lebanon		1	0	1
	Mongolia		1	0	1
	Pakistan		7	0	7
	Philippines		3	2	5
	Republic of Korea	1	0	1	
	Singapore	0	1	1	
	Eastern Europe	Albania	2	0	2
		Armenia	0	1	1
		Bosnia and Herzegovina	0	1	1
		Bulgaria	5	1	6
		Croatia	1	0	1

Grade	Regional Group	Countries in Group	Applications per Country			
			M	F	T	
		Estonia	1	0	1	
		Georgia	3	0	3	
		Hungary	2	0	2	
		Kazakhstan	0	1	1	
		Kyrgyzstan	1	0	1	
		Poland	3	1	4	
		Romania	5	2	7	
		Russian Federation	5	2	7	
		Serbia	1	1	2	
		Slovakia	2	0	2	
		Slovenia	1	0	1	
		The former Yugoslav Republic of Macedonia	0	2	2	
		Ukraine	1	1	2	
		Latin America	Bolivia (Plurinational State of)	2	0	2
		Brazil	2	0	2	
		Colombia	3	0	3	
		Cuba	2	1	3	
		Guatemala	1	0	1	
		Jamaica	0	1	1	
		Mexico	1	2	3	
		Trinidad and Tobago	0	1	1	
		Venezuela (Bolivarian Republic of)	0	1	1	
		Western Europe & Others	Australia	3	1	4
			Austria	1	1	2
			Belgium	2	1	3
			Canada	4	4	8
			Denmark	1	0	1
			France	4	2	6
			Germany	5	1	6
			Greece	5	4	9
			Iceland	1	0	1
			Ireland	0	1	1
			Italy	8	2	10
			Netherlands	12	11	23
			New Zealand	1	1	2
			Portugal	1	0	1
			Spain	4	1	5
			Sweden	1	0	1
			Turkey	2	1	3
			United Kingdom	9	0	9
			United States	16	11	27
	P4	Africa	Algeria	4	0	4
			Botswana	1	1	2
			Burkina Faso	1	0	1
			Ethiopia	9	0	9
			Gambia	1	0	1
			Ghana	2	0	2
		Kenya	14	2	16	
		Lesotho	0	1	1	
		Libya	1	0	1	
		Madagascar	1	0	1	
		Malawi	2	0	2	
		Mauritius	2	0	2	

Grade	Regional Group	Countries in Group	Applications per Country		
			M	F	T
		Morocco	2	2	4
		Nigeria	10	0	10
		Rwanda	1	0	1
		Senegal	2	0	2
		Sierra Leone	1	0	1
		South Africa	5	0	5
		Sudan	6	0	6
		Tunisia	2	0	2
		Uganda	1	2	3
		Zimbabwe	7	1	8
		Asia	Bangladesh	16	0
	China	5	0	5	
	India	70	4	74	
	Iran (Islamic Republic of)	11	0	11	
	Iraq	3	1	4	
	Japan	2	1	3	
	Jordan	5	0	5	
	Lebanon	5	0	5	
	Malaysia	3	0	3	
	Mongolia	1	0	1	
	Nepal	3	0	3	
	Oman	3	0	3	
	Pakistan	16	1	17	
	Philippines	6	3	9	
	Republic of Korea	6	0	6	
	Singapore	2	1	3	
	Sri Lanka	2	0	2	
	United Arab Emirates	1	0	1	
	Uzbekistan	0	1	1	
	Yemen	2	0	2	
	Eastern Europe	Albania	1	0	1
	Armenia	3	0	3	
	Belarus	2	1	3	
	Bosnia and Herzegovina	1	1	2	
	Bulgaria	2	3	5	
	Croatia	5	1	6	
	Czech Republic	1	1	2	
	Georgia	1	0	1	
	Hungary	1	0	1	
	Kyrgyzstan	1	0	1	
	Lithuania	1	0	1	
Montenegro	1	0	1		
Poland	3	2	5		
Republic of Moldova	0	1	1		
Romania	8	4	12		
Russian Federation	11	6	17		
Serbia	3	1	4		
The former Yugoslav Republic of Macedonia	0	1	1		
Ukraine	2	1	3		
Latin America	Argentina	1	1	2	
Bolivia (Plurinational State of)	1	0	1		
Brazil	12	4	16		
Colombia	1	0	1		

Grade	Regional Group	Countries in Group	Applications per Country		
			M	F	T
		Cuba	2	0	2
		Dominican Republic	1	0	1
		El Salvador	1	0	1
		Guatemala	1	0	1
		Haiti	1	0	1
		Jamaica	1	1	2
		Mexico	4	2	6
		Paraguay	0	2	2
		Peru	1	0	1
		Suriname	1	0	1
		Trinidad and Tobago	2	2	4
		Uruguay	1	0	1
		Venezuela (Bolivarian Republic of)	1	0	1
		Western Europe & Others	Australia	2	1
	Austria		3	1	4
	Canada		6	3	9
	Denmark		2	0	2
	France		14	4	18
	Germany		8	4	12
	Greece		9	5	14
	Iceland		1	0	1
	Ireland		5	0	5
	Italy		9	4	13
	Malta		1	0	1
	Netherlands		26	10	36
	New Zealand		4	2	6
	Portugal		6	1	7
	Spain		14	3	17
	Sweden		6	0	6
	Switzerland		1	0	1
	Turkey		7	0	7
	United Kingdom		23	3	26
	United States	32	7	39	
P3	Africa	Algeria	2	0	2
		Benin	1	0	1
		Botswana	1	2	3
		Burundi	1	0	1
		Cameroon	2	0	2
		Djibouti	1	0	1
		Eritrea	0	1	1
		Ethiopia	10	0	10
		Ghana	4	0	4
		Guinea	2	0	2
		Kenya	14	6	20
		Madagascar	3	1	4
		Malawi	2	0	2
		Mauritius	2	5	7
		Morocco	2	1	3
		Nigeria	13	3	16
		Rwanda	0	1	1
		Senegal	6	0	6
		Sierra Leone	1	0	1
South Africa	6	2	8		

Grade	Regional Group	Countries in Group	Applications per Country		
			M	F	T
		Sudan	7	1	8
		Tunisia	5	3	8
		Uganda	3	2	5
		United Republic of Tanzania	5	3	8
		Zimbabwe	7	5	12
	Asia	Bangladesh	14	0	14
		Bhutan	1	0	1
		Brunei Darussalam	1	0	1
		Cambodia	1	0	1
		China	2	2	4
		India	45	5	50
		Indonesia	2	1	3
		Iran (Islamic Republic of)	4	0	4
		Iraq	2	0	2
		Japan	3	4	7
		Jordan	11	1	12
		Lebanon	4	1	5
		Mongolia	0	1	1
		Nepal	5	0	5
		Pakistan	28	3	31
		Philippines	6	6	12
		Republic of Korea	2	1	3
		Singapore	2	2	4
		Sri Lanka	1	0	1
		Tajikistan	3	0	3
	Viet Nam	0	1	1	
	Eastern Europe	Albania	1	0	1
		Armenia	1	0	1
		Azerbaijan	3	0	3
		Belarus	0	5	5
		Bosnia and Herzegovina	4	1	5
		Bulgaria	3	6	9
		Croatia	2	1	3
		Czech Republic	6	0	6
		Georgia	1	1	2
		Hungary	1	0	1
		Kazakhstan	2	1	3
		Kyrgyzstan	2	0	2
		Latvia	0	3	3
		Lithuania	3	3	6
		Poland	3	2	5
		Republic of Moldova	1	1	2
Romania		15	12	27	
Russian Federation		6	5	11	
Serbia		6	2	8	
Slovakia		2	0	2	
Slovenia	0	1	1		
The former Yugoslav Republic of Macedonia	2	0	2		
Ukraine	6	1	7		

Grade	Regional Group	Countries in Group	Applications per Country		
			M	F	T
	Latin America	Bolivia (Plurinational State of)	2	0	2
		Brazil	5	4	9
		Chile	3	0	3
		Colombia	1	2	3
		Cuba	0	1	1
		Ecuador	2	1	3
		Guatemala	3	0	3
		Haiti	1	0	1
		Jamaica	0	1	1
		Mexico	1	2	3
		Panama	0	1	1
		Peru	2	0	2
		Suriname	3	3	6
		Trinidad and Tobago	4	2	6
		Uruguay	1	0	1
	Venezuela (Bolivarian Republic of)	2	1	3	
	Western Europe & Others	Australia	1	1	2
		Austria	5	2	7
		Belgium	2	0	2
		Canada	6	8	14
		Denmark	2	0	2
		Finland	1	1	2
		France	14	7	21
		Germany	6	4	10
		Greece	18	8	26
		Iceland	1	1	2
		Ireland	2	2	4
		Italy	19	10	29
		Luxembourg	2	0	2
		Malta	1	0	1
		Netherlands	21	18	39
		New Zealand	3	1	4
		Portugal	5	6	11
		Spain	10	12	22
Sweden		7	0	7	
Switzerland		0	1	1	
Turkey	8	1	9		
United Kingdom	21	16	37		
United States	28	14	42		
P2	Africa	Algeria	1	0	1
		Côte d'Ivoire	1	0	1
		Nigeria	1	2	3
		Sierra Leone	1	0	1
		South Africa	0	1	1
		Uganda	1	0	1
	Asia	Afghanistan	1	0	1
		Brunei Darussalam	1	0	1
		China	1	1	2
		India	4	3	7
		Indonesia	0	1	1
		Lebanon	0	1	1
		Pakistan	1	0	1
		Philippines	1	1	2



Grade	Regional Group	Countries in Group	Applications per Country		
			M	F	T
		Republic of Korea	0	2	2
		Singapore	0	1	1
		Uzbekistan	1	1	2
	Eastern Europe	Armenia	1	0	1
		Bulgaria	0	2	2
		Croatia	0	1	1
		Georgia	0	1	1
		Hungary	0	1	1
		Latvia	1	1	2
		Poland	0	1	1
		Romania	2	2	4
		Slovenia	1	0	1
		The former Yugoslav Republic of Macedonia	1	0	1
		Latin America	Brazil	0	3
	Colombia		0	1	1
	Haiti		1	0	1
	Mexico		2	1	3
	Trinidad and Tobago		0	1	1
	Western Europe & Others	Austria	1	1	2
		Belgium	1	0	1
		Canada	5	2	7
		Denmark	1	1	2
		Finland	1	1	2
		France	6	3	9
		Germany	4	3	7
		Greece	5	4	9
		Italy	3	4	7
		Netherlands	1	3	4
		Portugal	0	1	1
		Spain	0	4	4
Switzerland		1	0	1	
Turkey		0	1	1	
United Kingdom		5	2	7	
United States		6	9	15	
<b>Total number of countries:</b>			<b>129</b>		
<b>Total number of applications:</b>			<b>1994</b>		

**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 2011\***

Grade	Regional Group	Countries in Group	Applications per Country			
			M	F	T	
D1	Africa	Botswana	0	1	1	
		Cameroon	1	0	1	
		Ethiopia	1	0	1	
		Kenya	2	2	4	
		Nigeria	1	0	1	
		South Africa	1	0	1	
		Sudan	1	0	1	
		Tunisia	0	2	2	
		Uganda	0	1	1	
		United Republic of Tanzania	1	2	3	
		Zimbabwe	3	0	3	
	Asia	Bangladesh	7	0	7	
		China	0	3	3	
		India	22	2	24	
		Indonesia	0	1	1	
		Iran (Islamic Republic of)	1	0	1	
		Iraq	3	0	3	
		Japan	1	3	4	
		Jordan	5	0	5	
		Malaysia	1	0	1	
		Mongolia	1	1	2	
		Pakistan	5	0	5	
		Philippines	1	0	1	
		Republic of Korea	1	0	1	
		Saudi Arabia	4	0	4	
		Sri Lanka	1	0	1	
		Eastern Europe	Azerbaijan	1	0	1
			Bulgaria	2	0	2
	Croatia		3	0	3	
	Georgia		1	0	1	
	Poland		3	1	4	
	Romania		1	1	2	
	Russian Federation		2	1	3	
	Slovakia		1	1	2	
	The former Yugoslav Republic of Macedonia		0	2	2	
	Ukraine		2	0	2	
	Latin America	Argentina	2	0	2	
		Bahamas	1	0	1	
		Belize	1	0	1	
		Bolivia (Plurinational State of)	2	0	2	
		Brazil	3	1	4	
		Chile	1	0	1	
		Costa Rica	1	0	1	
Cuba		2	0	2		
Ecuador		0	1	1		
El Salvador		2	0	2		
Guatemala	1	0	1			

\* Fixed-term contracts, professional and higher grade

Grade	Regional Group	Countries in Group	Applications per Country		
			M	F	T
		Mexico	0	2	2
		Peru	1	0	1
	Western Europe & Others	Australia	0	1	1
		Austria	1	0	1
		Canada	3	5	8
		Denmark	0	1	1
		France	5	0	5
		Germany	4	1	5
		Greece	8	3	11
		Iceland	1	0	1
		Ireland	2	0	2
		Italy	6	2	8
		Netherlands	6	2	8
		New Zealand	1	0	1
		Portugal	1	1	2
		Spain	3	0	3
		Sweden	2	0	2
		Switzerland	0	1	1
		Turkey	4	0	4
		United Kingdom	6	2	8
	United States	15	7	22	
<b>Total number of countries:</b>			<b>68</b>		
<b>Total number of applications:</b>			<b>219</b>		

**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 2011\***

Grade	Regional Group	Countries in Group	Applications per Country			
			M	F	T	
P5	Africa	Burkina Faso	1	0	1	
		Gambia	1	0	1	
		Ghana	1	0	1	
		Kenya	1	4	5	
		Malawi	1	0	1	
		Mauritius	2	1	3	
		Nigeria	7	0	7	
		Senegal	5	0	5	
		South Africa	1	0	1	
		Sudan	5	0	5	
		Tunisia	2	2	4	
		Uganda	0	2	2	
		Zimbabwe	2	0	2	
		Asia	Bangladesh	4	0	4
	China		2	2	4	
	India		19	2	21	
	Indonesia		3	3	6	
	Iran (Islamic Republic of)		2	0	2	
	Iraq		2	0	2	
	Japan		0	2	2	
	Jordan		4	0	4	
	Lebanon		1	0	1	
	Mongolia		1	0	1	
	Pakistan		7	0	7	
	Philippines		3	2	5	
	Republic of Korea		1	0	1	
	Singapore		0	1	1	
	Eastern Europe		Albania	2	0	2
			Armenia	0	1	1
			Bosnia and Herzegovina	0	1	1
		Bulgaria	5	1	6	
		Croatia	1	0	1	
		Estonia	1	0	1	
		Georgia	3	0	3	
		Hungary	2	0	2	
		Kazakhstan	0	1	1	
		Kyrgyzstan	1	0	1	
		Poland	3	1	4	
		Romania	5	2	7	
		Russian Federation	5	2	7	
		Serbia	1	1	2	
	Slovakia	2	0	2		
Slovenia	1	0	1			

\* Fixed-term contracts, professional and higher grade.

Grade	Regional Group	Countries in Group	Applications per Country		
			M	F	T
		The former Yugoslav Republic of	0	2	2
		Ukraine	1	1	2
	Latin America	Bolivia (Plurinational State of)	2	0	2
		Brazil	2	0	2
		Colombia	3	0	3
		Cuba	2	1	3
		Guatemala	1	0	1
		Jamaica	0	1	1
		Mexico	1	2	3
		Trinidad and Tobago	0	1	1
		Venezuela (Bolivarian Republic of)	0	1	1
	Western Europe & Others	Australia	3	1	4
		Austria	1	1	2
		Belgium	2	1	3
		Canada	4	4	8
		Denmark	1	0	1
		France	4	2	6
		Germany	5	1	6
		Greece	5	4	9
		Iceland	1	0	1
		Ireland	0	1	1
		Italy	8	2	10
		Netherlands	12	11	23
		New Zealand	1	1	2
		Portugal	1	0	1
		Spain	4	1	5
		Sweden	1	0	1
		Turkey	2	1	3
		United Kingdom	9	0	9
	United States	16	11	27	
<b>Total number of countries:</b>					<b>73</b>
<b>Total number of applications:</b>					<b>284</b>

**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 2011\***

Grade	Regional Group	Countries in Group	Applications per Country		
			M	F	T
P4	Africa	Algeria	4	0	4
		Botswana	1	1	2
		Burkina Faso	1	0	1
		Ethiopia	9	0	9
		Gambia	1	0	1
		Ghana	2	0	2
		Kenya	14	2	16
		Lesotho	0	1	1
		Libya	1	0	1
		Madagascar	1	0	1
		Malawi	2	0	2
		Mauritius	2	0	2
		Morocco	2	2	4
		Nigeria	10	0	10
		Rwanda	1	0	1
		Senegal	2	0	2
		Sierra Leone	1	0	1
		South Africa	5	0	5
		Sudan	6	0	6
		Tunisia	2	0	2
	Uganda	1	2	3	
	Zimbabwe	7	1	8	
	Asia	Bangladesh	16	0	16
		China	5	0	5
		India	70	4	74
		Iran (Islamic Republic of)	11	0	11
		Iraq	3	1	4
		Japan	2	1	3
		Jordan	5	0	5
		Lebanon	5	0	5
		Malaysia	3	0	3
		Mongolia	1	0	1
		Nepal	3	0	3
		Oman	3	0	3
		Pakistan	16	1	17
		Philippines	6	3	9
		Republic of Korea	6	0	6
		Singapore	2	1	3
		Sri Lanka	2	0	2
		United Arab Emirates	1	0	1
		Uzbekistan	0	1	1
		Yemen	2	0	2
	Eastern Europe	Albania	1	0	1
Armenia		3	0	3	
Belarus		2	1	3	
Bosnia and Herzegovina		1	1	2	
Bulgaria		2	3	5	

\* Fixed-term contracts, professional and higher grade

Grade	Regional Group	Countries in Group	Applications per Country		
			M	F	T
		Croatia	5	1	6
		Czech Republic	1	1	2
		Georgia	1	0	1
		Hungary	1	0	1
		Kyrgyzstan	1	0	1
		Lithuania	1	0	1
		Montenegro	1	0	1
		Poland	3	2	5
		Republic of Moldova	0	1	1
		Romania	8	4	12
		Russian Federation	11	6	17
		Serbia	3	1	4
		The former Yugoslav Republic of Macedonia	0	1	1
		Ukraine	2	1	3
	Latin America	Argentina	1	1	2
		Bolivia (Plurinational State of)	1	0	1
		Brazil	12	4	16
		Colombia	1	0	1
		Cuba	2	0	2
		Dominican Republic	1	0	1
		El Salvador	1	0	1
		Guatemala	1	0	1
		Haiti	1	0	1
		Jamaica	1	1	2
		Mexico	4	2	6
		Paraguay	0	2	2
		Peru	1	0	1
		Suriname	1	0	1
		Trinidad and Tobago	2	2	4
		Uruguay	1	0	1
		Venezuela (Bolivarian Republic of)	1	0	1
	Western Europe & Others	Australia	2	1	3
		Austria	3	1	4
		Canada	6	3	9
		Denmark	2	0	2
		France	14	4	18
		Germany	8	4	12
		Greece	9	5	14
		Iceland	1	0	1
		Ireland	5	0	5
		Italy	9	4	13
		Malta	1	0	1
		Netherlands	26	10	36
		New Zealand	4	2	6
		Portugal	6	1	7
		Spain	14	3	17
		Sweden	6	0	6
		Switzerland	1	0	1
		Turkey	7	0	7
		United Kingdom	23	3	26
		United States	32	7	39
<b>Total number of countries:</b>			<b>98</b>		
<b>Total number of applications:</b>			<b>599</b>		

**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 2011\***

Grade	Regional Group	Countries in Group	Applications per Country		
			M	F	T
P3	Africa	Algeria	2	0	2
		Benin	1	0	1
		Botswana	1	2	3
		Burundi	1	0	1
		Cameroon	2	0	2
		Djibouti	1	0	1
		Eritrea	0	1	1
		Ethiopia	10	0	10
		Ghana	4	0	4
		Guinea	2	0	2
		Kenya	14	6	20
		Madagascar	3	1	4
		Malawi	2	0	2
		Mauritius	2	5	7
		Morocco	2	1	3
		Nigeria	13	3	16
		Rwanda	0	1	1
		Senegal	6	0	6
		Sierra Leone	1	0	1
		South Africa	6	2	8
	Sudan	7	1	8	
	Tunisia	5	3	8	
	Uganda	3	2	5	
	United Republic of Tanzania	5	3	8	
	Zimbabwe	7	5	12	
	Asia	Bangladesh	14	0	14
		Bhutan	1	0	1
		Brunei Darussalam	1	0	1
		Cambodia	1	0	1
		China	2	2	4
		India	45	5	50
		Indonesia	2	1	3
		Iran (Islamic Republic of)	4	0	4
		Iraq	2	0	2
		Japan	3	4	7
		Jordan	11	1	12
Lebanon		4	1	5	
Mongolia		0	1	1	
Nepal		5	0	5	
Pakistan		28	3	31	
Philippines		6	6	12	
Republic of Korea	2	1	3		
Singapore	2	2	4		

\* Fixed-term contracts, professional and higher grade



Grade	Regional Group	Countries in Group	Applications per Country		
			M	F	T
		Sri Lanka	1	0	1
		Tajikistan	3	0	3
		Viet Nam	0	1	1
	Eastern Europe	Albania	1	0	1
		Armenia	1	0	1
		Azerbaijan	3	0	3
		Belarus	0	5	5
		Bosnia and Herzegovina	4	1	5
		Bulgaria	3	6	9
		Croatia	2	1	3
		Czech Republic	6	0	6
		Georgia	1	1	2
		Hungary	1	0	1
		Kazakhstan	2	1	3
		Kyrgyzstan	2	0	2
		Latvia	0	3	3
		Lithuania	3	3	6
		Poland	3	2	5
		Republic of Moldova	1	1	2
		Romania	15	12	27
		Russian Federation	6	5	11
		Serbia	6	2	8
		Slovakia	2	0	2
		Slovenia	0	1	1
		The former Yugoslav Republic of	2	0	2
		Ukraine	6	1	7
	Latin America	Bolivia (Plurinational State of)	2	0	2
		Brazil	5	4	9
		Chile	3	0	3
		Colombia	1	2	3
		Cuba	0	1	1
		Ecuador	2	1	3
		Guatemala	3	0	3
		Haiti	1	0	1
		Jamaica	0	1	1
		Mexico	1	2	3
		Panama	0	1	1
		Peru	2	0	2
		Suriname	3	3	6
		Trinidad and Tobago	4	2	6
		Uruguay	1	0	1
		Venezuela (Bolivarian Republic of)	2	1	3
Western Europe & Others	Australia	1	1	2	
	Austria	5	2	7	
	Belgium	2	0	2	
	Canada	6	8	14	
	Denmark	2	0	2	
	Finland	1	1	2	
	France	14	7	21	

Grade	Regional Group	Countries in Group	Applications per Country		
			M	F	T
		Germany	6	4	10
		Greece	18	8	26
		Iceland	1	1	2
		Ireland	2	2	4
		Italy	19	10	29
		Luxembourg	2	0	2
		Malta	1	0	1
		Netherlands	21	18	39
		New Zealand	3	1	4
		Portugal	5	6	11
		Spain	10	12	22
		Sweden	7	0	7
		Switzerland	0	1	1
		Turkey	8	1	9
		United Kingdom	21	16	37
		United States	28	14	42
<b>Total number of countries:</b>			<b>108</b>		
<b>Total number of applications:</b>			<b>760</b>		

**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 2011\***

Grade	Regional Group	Countries in Group	Applications per Country		
			M	F	T
P2	Africa	Algeria	1	0	1
		Côte d'Ivoire	1	0	1
		Nigeria	1	2	3
		Sierra Leone	1	0	1
		South Africa	0	1	1
		Uganda	1	0	1
	Asia	Afghanistan	1	0	1
		Brunei Darussalam	1	0	1
		China	1	1	2
		India	4	3	7
		Indonesia	0	1	1
		Lebanon	0	1	1
		Pakistan	1	0	1
		Philippines	1	1	2
		Republic of Korea	0	2	2
		Singapore	0	1	1
	Uzbekistan	1	1	2	
	Eastern Europe	Armenia	1	0	1
		Bulgaria	0	2	2
		Croatia	0	1	1
		Georgia	0	1	1
		Hungary	0	1	1
		Latvia	1	1	2
		Poland	0	1	1
		Romania	2	2	4
		Slovenia	1	0	1
		The former Yugoslav Republic of	1	0	1
	Latin America	Brazil	0	3	3
		Colombia	0	1	1
		Haiti	1	0	1
		Mexico	2	1	3
		Trinidad and Tobago	0	1	1
	Western Europe & Others	Austria	1	1	2
		Belgium	1	0	1
		Canada	5	2	7
		Denmark	1	1	2
		Finland	1	1	2
		France	6	3	9
		Germany	4	3	7
		Greece	5	4	9
Italy		3	4	7	
Netherlands		1	3	4	
Portugal	0	1	1		

\* Fixed-term contracts, professional and higher grade

Grade	Regional Group	Countries in Group	Applications per Country		
			M	F	T
		Spain	0	4	4
		Switzerland	1	0	1
		Turkey	0	1	1
		United Kingdom	5	2	7
		United States	6	9	15
<b>Total number of countries:</b>			<b>48</b>		
<b>Total number of applications:</b>			<b>132</b>		

**TABLE 5: COMPOSITION OF THE TECHNICAL SECRETARIAT – NUMBER OF VACANCIES DURING THE CALENDAR YEAR 2011\***

Post Grade	Post Title	No. of Posts
D-1	Head, Human Resources	3
	Senior Planning Officer	
	Special Adviser on International Cooperation and Assistance	
P-5	Head, Health and Safety	5
	Head, Protocol and Visa	
	Science Policy Adviser	
	Senior Safety Officer	
	Special Adviser to the Deputy Director-General	
P-4	Head of IS Software Development & Business Integration	9
	Head, Declaration Validation and Evaluation (Industry)	
	Head, IS Operations and Infrastructure	
	Senior Analytical Chemist	
	Senior Chemical Demilitarisation Officer	
	Senior Chemical Demilitarisation Officer	
	Senior Coordination/Planning Officer	
	Senior Industry Officer	
	Senior Training and Staff Development Officer	
P-3	Budget Management Officer	11
	Coordination and Planning Officer	
	Evaluation Officer (CW)	
	Evaluation Officer (Industry)	
	Head, Disbursements	
	Information Security Officer (Confidentiality)	
	Inspector (Advanced Health and Safety Specialist)	
	Policy Officer	
	Political Affairs Officer	
	Records Officer	
	Technical Support Officer	
P-2	Media and Public Affairs Officer	1
<b>Subtotal (P-level):</b>		<b>29</b>
GS-6	Finance Assistant	4
	Budget Assistant	
	Human Resources Assistant (Human Resources Services)	
	Senior Occupational Health Nurse	
GS-5	Media Designer	9
	Senior Data Processing Clerk (Chinese)	
	Senior Data Processing Clerk (French)	9
	Senior Finance Clerk	
	Senior Information Technology Training Clerk	
	Senior Procurement Clerk	
	Senior Research Clerk	
	Senior Secretary (ERD)	
	Senior Secretary (ODG)	
GS-4	Finance Clerk	1
GS-3	Documentation Counter Clerk	2
	Security Badge Clerk	
<b>Subtotal (GS-level):</b>		<b>16</b>
<b>Total:</b>		<b>45</b>

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\* Number of vacancy notices for fixed-term posts