



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 second 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 at its third regular session, 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 in the Secretariat reflects the faithful implementation of paragraph 44 of Article VIII of the Convention through the OPCW recruitment and selection 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. In addition, vacancy notices for posts in the professional and higher categories are circulated to Member States and published in free-of-charge media. 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.
6. Interested applicants must respond to a specific vacancy notice by submitting a personal history form, duly completed in accordance with the information provided in the vacancy notice, to the OPCW before the deadline for the receipt of applications.
7. All applications are then submitted to a selection recommendation panel for review, in order for it to make recommendations and provide to the appointing official the suitable candidates to be considered for appointment.
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:

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

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

Division Name	Primary Citizenship	No.	Grade
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

Division Name	Primary Citizenship	No.	Grade
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	

Division Name	Primary Citizenship	No.	Grade	
	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
	Total:		455	

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 ¹	Citizenship Country	Percentage of Group Total	Staff Members per Country																
						DG	DDG	D-2	D-1	P-5	P-4	P-3	P-2									
Africa	15	27	9.75	Botswana	3.70								1									
				Cameroon	3.70								0.84									
				Ethiopia	7.41											2						
				Gambia	3.70											1.68						
				Ghana	3.70											1						
				Kenya	11.11											1					1	
				Morocco	3.70												0.84				10.00	
				Nigeria	3.70												1					
				Senegal	3.70																	
				South Africa	18.52																	
Sudan	3.70																					
Tunisia	14.81																					

* Fixed-term contracts, professional and higher grade
1 Percentage of staff members of total professional staff in the Secretariat
2 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 ¹	Citizenship Country	Percentage of Group Total	Staff Members per Country									
						Number of Staff and Percentage of Grade Total in the TS ²									
						DG	DDG	D-2	D-1	P-5	P-4	P-3	P-2		
				Uganda	3.70							1			
				United Republic of Tanzania	7.41					1				1	
				Zimbabwe	7.41					2.17				10.00	
				Bangladesh	1.37							1			
				China	17.81			1		1	7	4			
				India	38.36			14.29	1	2.17	5.88	4.88			
				Iran (Islamic Republic of)	2.74				1	5	14	8			
				Japan	6.85				9.09	10.87	11.76	9.76			
				Jordan	4.11							1	1	1	
				Malaysia	1.37							0.84	1.22	10.00	
				Mongolia	1.37							1			
				Nepal	1.37							0.84			
				Pakistan	10.96				1	2	5				
				Philippines	2.74				9.09	4.35	4.20				
												2	2.44		

Regional Group	Countries in the Group	Staff Members in the Group	Group Percentage of Grand Total ¹	Citizenship Country	Percentage of Group Total	Staff Members per Country												
						Number of Staff and Percentage of Grade Total in the TS ²												
						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	10.00	1
	United States				13.04					1	14.29	3	6.52	7	5.88	3		
Totals per grade:						1	1	7	11	46	119	82	10	69	277			
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 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	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
		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	
Latin America	Serbia	3	1	4	
	The former Yugoslav Republic of Macedonia	0	1	1	
	Ukraine	2	1	3	
	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	
Total number of countries:			129		
Total number of applications:			1994		

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	
Total number of countries:			68		
Total number of applications:			219		

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	
Total number of countries:					73
Total number of applications:					284

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
Total number of countries:			98		
Total number of applications:			599		

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
Total number of countries:			108		
Total number of applications:			760		

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
Total number of countries:			48		
Total number of applications:			132		

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
Subtotal (P-level):		29
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	
Subtotal (GS-level):		16
Total:		45

- - - 0 - - -

* Number of vacancy notices for fixed-term posts