

**UN Environment's HUMAN RESOURCES MANAGEMENT REPORT
31 December 2017**

This report is submitted to the Committee of Permanent Representatives to describe the staffing situation of UN Environment as at 31 December 2017.

Staffing

As at 31 December 2017, UN Environment employed 1,174 staff members (UN Environment Secretariat 870; UN Environment hosted MEAs* and Conventions 304) of which 700 were Professional staff and 474 General Service staff.

Table 1 below provides the distribution of UN Environment administered staff by source of funding. 9% of the staff was funded by the Regular Budget. 32% of the staff was funded by the Environment Fund. 74% of the staff was working for UN Environment, while 26% of the staff was working for Secretariats of MEA's, Funds and Regional Conventions hosted by UN Environment.

Table 1: UN Environment Staff by Source of Funding*

| UN Environment | Professional | NO-C | GS | Total | % |
|---|--------------|----------|------------|-------------|-------------|
| Regular budget | 92 | | 16 | 108 | 9% |
| Environment Fund | 190 | 2 | 178 | 370 | 32% |
| Extra-Budgetary Resources (Trust & Earmarked funds) | 173 | 1 | 70 | 244 | 21% |
| GEF Trust Funds | 45 | | 31 | 76 | 6% |
| Program Support Fund-UN Environment | 12 | | 41 | 53 | 6% |
| Sub Total | 529 | 3 | 338 | 870 | 74% |
| MEAs and Conventions | | | | | |
| Trust Funds supporting MEAs and Regional Seas Secretariats | 12 | | 41 | 53 | 5% |
| Program Support Fund -MEAs and Regional Seas Secretariats | 156 | | 95 | 251 | 21% |
| Sub Total | 168 | | 136 | 304 | 26% |
| Grand Total | 697 | 3 | 474 | 1174 | 100% |

*Please refer to Annex 4 for clarification of used acronyms and explanation of the different sources of funding

Gender Distribution

UN Environment Secretariat

Overall in the UN Environment Secretariat, the gender representation is 60% female and 40% male. The female representation at the professional level within the UN Environment Secretariat is 51% which is above the UN target of 50%. Within the UN Environment Secretariat there is a higher ratio of female to male staff at the junior and medium professional levels (NO-C – P-4). The representation of female staff at the senior level (P-5 – D-2) is 38%. UN Environment will continue its efforts to attract more female staff members at middle and senior management levels as articulated in the UN Environment Gender Parity Strategy 2018-19 and ensuring that Gender Parity targets will be met, particularly at the D1 and P5 levels.

Table 2: Gender Distribution – UN Environment Secretariat

| Gender | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | P-1 | NO-C | P Total | GS Total | Grand Total |
|--------------------|----------|----------|----------|-----------|-----------|------------|------------|-----------|----------|----------|------------|------------|-------------|
| Female | | | 3 | 12 | 38 | 74 | 95 | 45 | 1 | 2 | 270 | 254 | 524 |
| Male | 1 | 2 | 0 | 31 | 56 | 94 | 63 | 16 | | 1 | 264 | 82 | 346 |
| Grand Total | 1 | 2 | 3 | 43 | 94 | 168 | 158 | 61 | 1 | 3 | 534 | 336 | 870 |
| Female | 0% | 0% | 100% | 28% | 40% | 44% | 60% | 74% | 100% | 67% | 51% | 76% | 60% |
| Male | 100% | 100% | 0% | 72% | 60% | 56% | 40% | 26% | 0% | 33% | 49% | 24% | 40% |

MEA's and Conventions

For the MEAs and Conventions the overall gender representation is 61% female and 39% male. The female representation at the professional level overall is 48% while the male representation is 52%. At the junior and medium professional level (P2-P4) the female representation is 51% and the male representation is 49%. For the senior level (P5 – D2) the female representation is 38% and male representation is 62%.

Table 3: Gender Distribution – MEAs and Conventions

| Gender | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | P Total | GS Total | Grand Total |
|--------------------|----------|----------|----------|-----------|-----------|-----------|-----------|------------|------------|-------------|
| Female | 1 | 1 | 3 | 12 | 22 | 22 | 19 | 80 | 106 | 186 |
| Male | | 3 | 5 | 18 | 26 | 22 | 12 | 86 | 32 | 118 |
| Grand Total | 1 | 4 | 8 | 30 | 48 | 44 | 31 | 166 | 138 | 304 |
| Female | 100% | 25% | 38% | 40% | 46% | 50% | 61% | 48% | 77% | 61% |
| Male | 0% | 75% | 63% | 60% | 54% | 50% | 39% | 52% | 23% | 39% |

Age Distribution

Over half of UN Environment’s staff is between the age of 41 and 55, while 28% of the staff is 40 years or younger. Based on the mandatory retirement age of 65, about 17% of the staff will reach retirement age within the next 9 years.

Table 4: Age Distribution

| Age Category | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | P-1 | NO-C | G-7 | G-6 | G-5 | G-4 | G-3 | G-2 | Grand Total |
|--------------------|----------|----------|----------|-----------|------------|------------|------------|-----------|----------|----------|-----------|------------|------------|-----------|-----|----------|-------------|
| ≤ 30 | | | | | | | 1 | 7 | 1 | | | 3 | 6 | 6 | | | 24 |
| 31-35 | | | | | | | 15 | 40 | | | 2 | 18 | 17 | 8 | 1 | | 101 |
| 36-40 | | | | | 2 | 24 | 55 | 23 | | | 5 | 43 | 30 | 17 | 1 | | 200 |
| 41-45 | | | | 7 | 15 | 45 | 63 | 16 | | 2 | 13 | 26 | 25 | 10 | 1 | 1 | 224 |
| 46-50 | | 1 | 2 | 4 | 35 | 60 | 31 | 2 | | 1 | 11 | 37 | 22 | 16 | 5 | | 227 |
| 51-55 | | | | 14 | 37 | 51 | 18 | 2 | | | 8 | 27 | 24 | 8 | | 1 | 190 |
| 56-60 | | 2 | 3 | 22 | 27 | 30 | 13 | 2 | | | 15 | 31 | 17 | 2 | | 1 | 165 |
| ≥ 61 | 1 | | 2 | 4 | 8 | 6 | 6 | | | | 2 | 9 | 3 | 2 | | | 43 |
| Grand Total | 1 | 3 | 7 | 51 | 124 | 216 | 202 | 92 | 1 | 3 | 56 | 194 | 144 | 69 | | 3 | 1174 |

Geographical Distribution

The top 10 most represented nationalities in the Professional category are presented in the table below. It should be noted that UN Environment aims to recruit staff members from as wide a geographical base as possible. The organization currently employs staff members from a total of 109 different countries. A comprehensive list of staff representation of all nationalities is enclosed as Annex 2.

Table 5: Geographical Distribution of Staff in the Professional and above categories

| Nationality | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | P-1 | Total |
|-------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| British | | | | 5 | 11 | 16 | 11 | 2 | | 45 |
| German | | | | 3 | 6 | 10 | 8 | 18 | | 45 |
| Kenyan | | | | 1 | 3 | 12 | 20 | 7 | | 43 |
| American | | | | 7 | 10 | 5 | 11 | 4 | | 37 |
| French | | | | 1 | 5 | 9 | 13 | 5 | 1 | 34 |
| Canadian | | | | 5 | 3 | 9 | 9 | 5 | | 31 |
| Italian | | | | 3 | 2 | 8 | 10 | 5 | | 28 |
| Finnish | | | | 3 | 2 | 6 | 6 | 6 | | 23 |
| Japanese | | | | 1 | 4 | 8 | 3 | 6 | | 22 |
| Spanish | | | | 1 | 1 | 8 | 8 | 4 | | 22 |

Gratis Personnel

Gratis Personnel can be engaged in UN Environment only for specialized functions and for a limited and specified duration. Gratis personnel in UN Environment can be engaged through different arrangements: Personnel engaged under trust fund agreements (e.g. Junior Professional Officers) and Technical Cooperation Experts on non-reimbursable loans.

The overall objective for engaging gratis personnel in UN Environment is to enable the organization to acquire supplementary up-to-date academic knowledge and expertise required to fulfill its mandate and implement its Programme of Work. On 31 December 2017, UN Environment employed 34 JPO's, financed by 11 different governments and hosted 10 employees through non-reimbursable loan agreements.

Table 6: Gratis Personnel

| Financing Country | JPOs | | | Other | | |
|-------------------|-----------|-----------|-----------|----------|----------|-----------|
| | Male | Female | Total | Male | Female | Total |
| Belgium | 1 | | 1 | | | |
| Finland | 1 | 4 | 5 | | | |
| France | | 2 | 2 | | 1 | 1 |
| Germany | 4 | 4 | 8 | | 1 | 1 |
| Italy | 1 | 1 | 2 | | | |
| Japan | 2 | 4 | 6 | | | |
| Korea | | 3 | 3 | 1 | | 1 |
| Mexico | | | | | 3 | 3 |
| Netherlands | | 1 | 1 | 1 | | 1 |
| Norway | 1 | 2 | 3 | | | |
| Spain | | 1 | 1 | | | |
| Sweden | | 2 | 2 | | 1 | 1 |
| Switzerland | | | | 1 | | 1 |
| Uruguay | | | | | 1 | 1 |
| TOTAL | 10 | 24 | 34 | 3 | 7 | 10 |

Annex 1 - Staff Distribution by Duty Station

| Duty Station | P+ | | NO | | GS | | Grand Total |
|--------------------|------------|------------|----------|----------|------------|------------|-------------|
| | Female | Male | Female | Male | Female | Male | |
| Abidjan | 1 | 2 | | | 1 | 1 | 5 |
| Abu Dhabi | 2 | 2 | | | 1 | | 5 |
| Addis Ababa | 1 | 1 | | | 1 | | 3 |
| Almaty (Alma Ata) | 1 | | | | | | 1 |
| Apia | | 2 | | | | | 2 |
| Athens | 5 | 5 | | | 8 | 2 | 20 |
| Bangkok | 15 | 16 | | | 18 | 3 | 52 |
| Beijing | | | 1 | | 1 | | 2 |
| Bogota | | 1 | | | | | 1 |
| Bonn | 18 | 13 | | | 23 | 4 | 58 |
| Brasilia | 1 | | | | 1 | | 2 |
| Brussels | 4 | 1 | | | 2 | | 7 |
| Busan | | 1 | | | 1 | | 2 |
| Cambridge | 1 | 1 | | | | | 2 |
| Copenhagen | 1 | 5 | | | 2 | | 8 |
| Dar es Salaam | | | 1 | | | | 1 |
| El Fasher | | 1 | | | | | 1 |
| Geneva | 65 | 64 | | | 38 | 19 | 186 |
| Hanoi | | | | 1 | | | 1 |
| Jakarta | | 1 | | | | | 1 |
| Juba | | 1 | | | | | 1 |
| Kabul | | 1 | | | | | 1 |
| Khartoum | | 2 | | | | | 2 |
| Kingston | 2 | 3 | | | 7 | 3 | 15 |
| Les Cayes | | 1 | | | | | 1 |
| Manama | 4 | 8 | | | 8 | 3 | 23 |
| Mexico City | 1 | | | | | | 1 |
| Montevideo | | 1 | | | | | 1 |
| Montreal | 30 | 36 | | | 43 | 11 | 120 |
| Moscow | | 1 | | | 1 | | 2 |
| Nairobi | 125 | 120 | | | 150 | 57 | 452 |
| New Delhi | | 1 | | | | | 1 |
| New York | 4 | 4 | | | 4 | 1 | 13 |
| Osaka | 1 | 4 | | | 4 | | 9 |
| Panama City | 12 | 14 | | | 13 | 3 | 42 |
| Paris | 42 | 28 | | | 28 | 5 | 103 |
| Port-au-Prince | | 1 | | | | | 1 |
| Pretoria | 1 | | | | 1 | | 2 |
| Rome | | 2 | | | | | 2 |
| Toyama | | 1 | | | 1 | | 2 |
| Vienna | | 3 | | | 2 | | 5 |
| Washington DC | 10 | 2 | | | 2 | 1 | 15 |
| Grand Total | 347 | 350 | 2 | 1 | 361 | 113 | 1174 |

Annex 2: Professional Staff Distribution by Nationality

| Nationality | USG | | ASG | | D-2 | | D-1 | | P-5 | | P-4 | | P-3 | | P-2 | | P-1 | | NO-C | | Grand Total |
|--------------|-----|---|-----|---|-----|---|-----|---|-----|----|-----|----|-----|---|-----|---|-----|---|------|--|-------------|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | | |
| Albanian | | | | | | | | | 2 | | | | | | | | | | | | 2 |
| Algerian | | | | | | | | | | | 1 | | 1 | | | | | | | | 2 |
| American | | | | | | 3 | 4 | 3 | 7 | 3 | 2 | 7 | 4 | 3 | 1 | | | | | | 37 |
| Argentinian | | | | | | | | 1 | 1 | 2 | | | 2 | 1 | | | | | | | 7 |
| Australian | | | | | 1 | | | | | 3 | 3 | 1 | 1 | | | | | | | | 9 |
| Austrian | | | | | | | | | 1 | 1 | 2 | 2 | 1 | | 1 | | | | | | 8 |
| Azerbaijani | | | | | | | | | | | 1 | | | | | | | | | | 1 |
| Bahamian | | | | | | | | | | 1 | | | | | | | | | | | 1 |
| Bahraini | | | | | | | | | | | 1 | | 1 | | | | | | | | 2 |
| Bangladeshi | | | | | | | | | | | | 1 | 1 | | | | | | | | 2 |
| Barbadian | | | | | | 1 | | | 1 | | | | | | | | | | | | 2 |
| Belgian | | | | | | | | 1 | 1 | 2 | 1 | 1 | 1 | | 1 | | | | | | 8 |
| Beninese | | | | | | 1 | | | | | 1 | | | | | | | | | | 2 |
| Bhutanese | | | | | | 1 | | | | | | | | 1 | | | | | | | 2 |
| Bolivian | | | | | | | | | | | 1 | | | | | | | | | | 1 |
| Botswana | | | | | | | | | | | 1 | | | | | | | | | | 1 |
| Brazilian | | | | | | | | 1 | | 3 | 1 | 4 | 1 | 2 | | | | | | | 12 |
| British | | | | | | 5 | 2 | 9 | 5 | 11 | 6 | 5 | 2 | | | | | | | | 45 |
| Bulgarian | | | | | | | | 1 | | | | 1 | 1 | | | | | | | | 3 |
| Burkina Faso | | | | | | | | | | 1 | 1 | | 1 | | | | | | | | 3 |
| Cameroonian | | | | | | | | 1 | | 1 | 1 | 1 | 1 | 1 | 1 | | | | | | 7 |
| Canadian | | | | | 1 | 4 | | 3 | 4 | 5 | 5 | 4 | 2 | 3 | | | | | | | 31 |
| Cape Verdean | | | | | | | | | | | 1 | | | | | | | | | | 1 |
| Chilean | | | | | | | | | | 1 | | 1 | | | | | | | | | 2 |
| Chinese | | | | | | 1 | | 1 | | 4 | 1 | 4 | 1 | | | | 1 | | | | 13 |
| Colombian | | | | | | | | 1 | 3 | 1 | 3 | | 1 | | | | | | | | 9 |
| Costa Rican | | | | | | | | | | | | 2 | | | | | | | | | 2 |
| Cuban | | | | | | | | | 1 | | | | 1 | | 1 | | | | | | 3 |
| Czech | | | | | | | 2 | | | | | | | | | | | | | | 2 |
| Danish | | | | 1 | | | 3 | | 1 | 1 | 1 | | | | | | | | | | 7 |
| Djibouti | | | | | | | | | | | 1 | | | | | | | | | | 1 |
| Dutch | | | | | | | | 1 | 6 | 3 | 4 | 3 | 2 | 2 | | | | | | | 21 |
| Ecuadorian | | | | | | | | | | 1 | | | | | | | | | | | 1 |
| Egyptian | | | | | | | | | | 1 | 1 | 1 | 1 | 1 | | | | | | | 5 |
| Ethiopian | | | | | | | | | 1 | 1 | 2 | | | | | | | | | | 4 |
| Fijian | | | | | | | | | 1 | | | | 1 | | | | | | | | 2 |
| Filipino | | | | | | | | 2 | | 1 | | 2 | 2 | | | | | | | | 7 |
| Finnish | | | | | | 1 | 2 | 1 | 1 | 4 | 2 | 6 | | 5 | 1 | | | | | | 23 |
| French | | | | | | 1 | | 5 | | 4 | 5 | 10 | 3 | 5 | | | 1 | | | | 34 |

| Nationality | USG | | ASG | | D-2 | | D-1 | | P-5 | | P-4 | | P-3 | | P-2 | | P-1 | | NO-C | | Grand Total |
|---------------|-----|---|-----|---|-----|---|-----|---|-----|---|-----|---|-----|----|-----|---|-----|---|------|---|-------------|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | F | M | F | M | |
| Gambian | | | | | | | | | | | | | | 1 | | | | | | | 1 |
| Georgian | | | | | | | | | | | | 1 | | | | 1 | | | | | 2 |
| German | | | | | | | 1 | 2 | 1 | 5 | 3 | 7 | 5 | 3 | 13 | 5 | | | | | 45 |
| Ghanaian | | | | | | | | | | | | 1 | 1 | | | | | | | | 2 |
| Greek | | | | 1 | | | | | 1 | | 1 | 2 | 2 | 1 | | | | | | | 8 |
| Guatemalan | | | | | | | | | | | | | | 1 | | | | | | | 1 |
| Guyanese | | | | | | | | | | | | 1 | | | | | | | | | 1 |
| Honduran | | | | | | | | | | | 1 | | | | | | | | | | 1 |
| Hungarian | | | | | | | | | | | | | | | 1 | | | | | | 1 |
| Indian | | | | 1 | | | | | 1 | 4 | | 5 | 1 | 1 | | 1 | | | | | 14 |
| Indonesian | | | | | | | | | | 1 | | 1 | | | | | | | | | 2 |
| Iranian | | | | | | | | | 1 | 1 | | | | | 1 | | | | | | 3 |
| Iraqi | | | | | | | | | | | | 1 | | | | | | | | | 1 |
| Irish | | | | | | | | | | 1 | 2 | 2 | 2 | 1 | | | | | | | 8 |
| Italian | | | | | | | | 3 | 2 | | 4 | 4 | 5 | 5 | 4 | 1 | | | | | 28 |
| Ivoirian | | | | | | | | | | 1 | | | | | | | | | | | 1 |
| Jamaican | | | | | | | | | 1 | | | | | | | | | | | | 1 |
| Japanese | | | | | | 1 | | | 2 | 2 | 8 | | | 1 | 2 | 4 | 2 | | | | 22 |
| Jordanian | | | | | | | | 1 | | | | | | | 1 | | | | | | 2 |
| Kazakh | | | | | | | | | | | | | | | 1 | | | | | | 1 |
| Kenyan | | | | | | 1 | | | 2 | 1 | 6 | 6 | 10 | 10 | 5 | 2 | | | | | 43 |
| Lebanese | | | | | | | | 1 | | | | | 1 | 1 | 2 | | | | | | 5 |
| Libyan | | | | | | | | | | | | | | | 2 | | | | | | 2 |
| Lithuanian | | | | | | | | | | | | | | | | 1 | | | | | 1 |
| Luxembourgian | | | | | | | | | | | | | | | 1 | | | | | | 1 |
| Malawian | | | | | | | | | | | | | 1 | | | | | | | | 1 |
| Malaysian | | | | | | | | | 1 | | | | | | 1 | | | | | | 2 |
| Mauritanian | | | | 1 | | | | | | | 2 | | | | | | | | | | 3 |
| Mauritian | | | | | | | | | | | | 1 | | | 1 | | | | | | 2 |
| Mexican | | | | | 1 | | 1 | | 2 | | 1 | | | | 1 | | | | | | 6 |
| Mongolian | | | | | | | | | 1 | | | | | | 1 | | | | | | 2 |
| Montenegrin | | | | | | | | | | | | 1 | | | | | | | | | 1 |
| Moroccan | | | | | | | | | 1 | 1 | 3 | 1 | | | | 1 | | | | | 7 |
| Nepalese | | | | | | | | | | | | 1 | 1 | 1 | | | | | | | 3 |
| New Zealander | | | | | | | | | | 2 | 1 | | | | 2 | | | | | | 5 |
| Niger | | | | | | | | | | | | | 2 | | | | | | | | 2 |
| Nigerian | | | | | | | | | 1 | | | 1 | 1 | | | | 1 | | | | 4 |

| Nationality | USG | | ASG | | D-2 | | D-1 | | P-5 | | P-4 | | P-3 | | P-2 | | P-1 | | NO-C | | Grand Total |
|--------------------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|------------|------------|-----------|-----------|-----------|----------|----------|----------|------|------------|-------------|
| | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | F | M | | | |
| Norwegian | 1 | | | | | | | | | | | | | | 2 | 2 | | | | | 5 |
| Pakistani | | | | | | | 1 | | | | | 2 | | 1 | | 1 | | | | | 5 |
| Peruvian | | | | | | | | | 1 | | | | | | | | | | | | 1 |
| Portuguese | | | | | | | 1 | | | | | 1 | | | | | | | | | 2 |
| Rep.of Korea | | | | | | | | | | | 4 | | 1 | 1 | 2 | 1 | | | | | 9 |
| Romanian | | 1 | | | | | | | 1 | | | | 1 | | | | | | | | 3 |
| Russian | | | | | | | | 1 | 2 | | | | 1 | | | 1 | | | | | 5 |
| Rwandan | | | | | | | | | | | | | 1 | | | | | | | | 1 |
| Saint Lucian | | | | | | | | | | | | 1 | 1 | | | | | | | | 2 |
| Saudi Arabian | | | | | | | | | | | | | 1 | 1 | | | | | | | 2 |
| Senegalese | | | | | | | | 1 | | | | 2 | | | | | | | | | 3 |
| Seychelles | | | | | 1 | | | | | | | | | | | | | | | | 1 |
| Sierra Leonean | | | | | | | | | 2 | | | | | | 1 | | | | | | 3 |
| Singaporean | | | | | | | | | | | | 1 | | | | | | | | | 1 |
| Slovakian | | | | | | | | | | | | 1 | | | | | | | | | 1 |
| South African | | | | | | 1 | | 3 | 3 | 1 | 1 | | | | | | | | | | 9 |
| Spanish | | | | | | | 1 | | 1 | 2 | 6 | 5 | 3 | 3 | 1 | | | | | | 22 |
| Sri Lankan | | | | | | | | | 1 | | | 1 | | 1 | | | | | | | 3 |
| Stateless | | | | | | | | | | | | | | 1 | | | | | | | 1 |
| Swazi | | | | | | | | | | | | | 1 | | | | | | | | 1 |
| Swedish | | | | | | 2 | | | 3 | 2 | | | 3 | | 3 | 1 | | | | | 14 |
| Swiss | | | | | | | | | 2 | | 2 | 3 | 2 | | | | | | | | 9 |
| Syrian | | | | | | | | | | | | | | 1 | | | | | | | 1 |
| Tanzanian | | | | 1 | | | | | 1 | 1 | 1 | | | | | | | | 1 | | 5 |
| Thai | | | | | | | | | | | | | 2 | 1 | | | | | | | 3 |
| Trini&Tobago | | | 1 | | | | 1 | | | | 1 | | | | | | | | | | 3 |
| Turkish | | | | | | | | | 1 | | | 1 | | 1 | | | | | | | 3 |
| Ugandan | | | | | | | 1 | 1 | 1 | 1 | 4 | 1 | | | | | | | | | 9 |
| Uruguayan | | | | | | | | 1 | | 2 | 1 | | | | | | | | | | 4 |
| Venezuelan | | | | | | | | | | 1 | 1 | | | | | | | | | | 2 |
| Vietnamese | | | | | | | | | | | | | | 1 | | | | | | 1 | 2 |
| Yemeni | | | | | | | | | | | | 1 | | | | | | | | | 1 |
| Zambian | | | | | | | | | | | 1 | | | | | | | | | | 1 |
| Zimbabwean | | | | | | | 2 | | | | | | | 1 | | | | | | | 3 |
| Grand Total | 1 | 1 | 2 | 4 | 3 | 15 | 36 | 50 | 74 | 96 | 120 | 117 | 85 | 64 | 28 | 1 | 2 | 1 | | 700 | |

Annex 3: Comparison Staff Distribution (2011- 2016)

As at 31 December 2011

UN Environment Secretariat and Multilateral Environmental Agreements (MEAs)

| Gender | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | P-1 | NO-C | NO-D | Total Professional | GS | Grand Total |
|--------------|----------|----------|-----------|-----------|------------|------------|------------|-----------|----------|----------|----------|--------------------|------------|--------------|
| Female | 0 | 2 | 5 | 11 | 32 | 82 | 92 | 67 | 2 | 2 | 1 | 296 | 377 | 673 |
| Male | 1 | 1 | 6 | 39 | 85 | 115 | 97 | 28 | 1 | 0 | 0 | 373 | 105 | 478 |
| Total | 1 | 3 | 11 | 50 | 117 | 197 | 189 | 95 | 3 | 2 | 1 | 669 | 482 | 1,151 |

As at 31 December 2012

UN Environment Secretariat

| Gender | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | P-1 | NO-C | Total Professional | GS | Grand Total |
|--------------|----------|----------|----------|-----------|-----------|------------|------------|-----------|----------|----------|--------------------|------------|-------------|
| Female | 0 | 1 | 3 | 10 | 22 | 61 | 72 | 39 | 0 | 2 | 210 | 261 | 471 |
| Male | 1 | 0 | 3 | 28 | 58 | 85 | 70 | 22 | 0 | 2 | 269 | 69 | 338 |
| Total | 1 | 1 | 6 | 38 | 80 | 146 | 142 | 61 | 0 | 4 | 479 | 330 | 809 |

Multilateral Environmental Agreements (MEAs)

| Gender | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | P-1 | NO-C | Total Professional | GS | Grand Total |
|--------------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|----------|----------|--------------------|------------|-------------|
| Female | 0 | 0 | 2 | 1 | 8 | 22 | 20 | 16 | 1 | 0 | 70 | 111 | 181 |
| Male | 0 | 1 | 3 | 8 | 22 | 28 | 23 | 6 | 0 | 0 | 91 | 37 | 128 |
| Total | 0 | 1 | 5 | 9 | 30 | 50 | 43 | 22 | 1 | 0 | 161 | 148 | 309 |

As at 31 December 2013

UN Environment Secretariat

| Gender | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | P-1 | NO-C | Total Professional | GS | Grand Total |
|--------------|----------|----------|----------|-----------|-----------|------------|------------|-----------|----------|----------|--------------------|------------|-------------|
| Female | 0 | 0 | 2 | 12 | 20 | 69 | 76 | 44 | 0 | 2 | 225 | 264 | 489 |
| Male | 1 | 1 | 4 | 27 | 59 | 85 | 60 | 20 | 1 | 1 | 259 | 80 | 339 |
| Total | 1 | 1 | 6 | 39 | 79 | 154 | 136 | 64 | 1 | 3 | 484 | 344 | 828 |

Multilateral Environmental Agreements (MEAs)

| Gender | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | P-1 | NO-C | Total Professional | GS | Grand Total |
|--------------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|----------|----------|--------------------|------------|-------------|
| Female | 0 | 0 | 2 | 2 | 10 | 21 | 23 | 20 | 0 | 0 | 78 | 110 | 188 |
| Male | 0 | 1 | 3 | 8 | 20 | 29 | 24 | 4 | 0 | 0 | 89 | 36 | 125 |
| Total | 0 | 1 | 5 | 10 | 30 | 50 | 47 | 24 | 0 | 0 | 167 | 146 | 313 |

As at 31 December 2014

UN Environment Secretariat

| Gender | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | P-1 | NO-C | Total Professional | GS | Grand Total |
|--------------|----------|----------|----------|-----------|-----------|------------|------------|-----------|----------|----------|--------------------|------------|-------------|
| Female | 0 | 0 | 5 | 10 | 29 | 61 | 79 | 46 | 1 | 2 | 233 | 279 | 512 |
| Male | 1 | 1 | 3 | 31 | 57 | 83 | 59 | 20 | | 1 | 256 | 83 | 339 |
| Total | 1 | 1 | 8 | 41 | 86 | 144 | 138 | 66 | 1 | 3 | 489 | 363 | 851 |

Multilateral Environment Agreements (MEAs)

| Gender | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | P-1 | NO-C | Total Professional | GS | Grand Total |
|--------------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|----------|----------|--------------------|------------|-------------|
| Female | 0 | 0 | 1 | 3 | 10 | 21 | 20 | 18 | 0 | 0 | 73 | 106 | 179 |
| Male | 0 | 1 | 3 | 8 | 19 | 29 | 23 | 6 | 0 | 0 | 89 | 37 | 126 |
| Total | 0 | 1 | 4 | 11 | 29 | 50 | 43 | 24 | 0 | 0 | 162 | 143 | 305 |

As at 31 May 2015

UN Environment Secretariat

| Gender | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | P-1 | NO-C | Total Professional | GS | Grand Total |
|--------------|----------|----------|----------|-----------|-----------|------------|------------|-----------|----------|----------|--------------------|------------|-------------|
| Female | | | 5 | 8 | 31 | 64 | 75 | 49 | 1 | 2 | 235 | 278 | 513 |
| Male | 1 | 2 | 2 | 32 | 55 | 90 | 59 | 23 | | 1 | 265 | 82 | 347 |
| Total | 1 | 2 | 7 | 40 | 86 | 154 | 134 | 72 | 1 | 3 | 500 | 360 | 860 |
| Female | 0% | 0% | 71% | 20% | 36% | 42% | 56% | 68% | 100% | 67% | 47% | 77% | 59% |
| Male | 100% | 100% | 29% | 80% | 64% | 58% | 44% | 32% | 0% | 33% | 53% | 23% | 41% |

Multilateral Environment Agreements (MEAs)

| Gender | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total Professional | GS | Grand Total |
|--------------|----------|----------|-----------|-----------|-----------|-----------|-----------|--------------------|------------|-------------|
| Female | | 1 | 4 | 9 | 22 | 26 | 15 | 77 | 110 | 187 |
| Male | 1 | 3 | 7 | 18 | 29 | 23 | 6 | 87 | 41 | 128 |
| Total | 1 | 4 | 11 | 27 | 51 | 49 | 21 | 164 | 151 | 315 |
| Female | 0% | 25% | 36% | 33% | 43% | 52% | 65% | 46% | 74% | 59% |
| Male | 100% | 75% | 64% | 67% | 57% | 48% | 35% | 54% | 26% | 41% |

As at 31 December 2015

UN Environment Secretariat

| Gender | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | NO-C | Total Professional | GS | Grand Total |
|--------------|----------|----------|----------|-----------|-----------|------------|------------|-----------|----------|--------------------|------------|-------------|
| Female | 0 | 0 | 5 | 9 | 35 | 63 | 80 | 48 | 2 | 242 | 272 | 514 |
| Male | 1 | 2 | 0 | 31 | 60 | 98 | 65 | 22 | 1 | 280 | 85 | 365 |
| Total | 1 | 2 | 5 | 40 | 95 | 161 | 145 | 70 | 3 | 522 | 357 | 879 |
| Female | 0% | 0% | 100% | 23% | 37% | 39% | 55% | 69% | 67% | 46% | 76% | 58% |
| Male | 100% | 100% | 0% | 77% | 63% | 61% | 45% | 31% | 33% | 54% | 24% | 42% |

MEAs and Conventions

| Gender | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | Total Professional | GS | Grand Total |
|--------------|----------|----------|-----------|-----------|-----------|-----------|-----------|--------------------|------------|-------------|
| Female | 0 | 1 | 4 | 8 | 22 | 24 | 15 | 74 | 104 | 178 |
| Male | 1 | 3 | 8 | 21 | 27 | 23 | 10 | 93 | 32 | 125 |
| Total | 1 | 4 | 12 | 29 | 49 | 47 | 25 | 167 | 136 | 303 |
| Female | 0% | 25% | 33% | 28% | 45% | 51% | 60% | 44% | 76% | 59% |
| Male | 100% | 75% | 67% | 72% | 55% | 49% | 40% | 56% | 24% | 41% |

As at 31 December 2016

UN Environment Secretariat

| Gender | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | NO-C | P Total | GS Total | Grand Total |
|--------------------|----------|----------|----------|-----------|-----------|------------|------------|-----------|----------|------------|------------|-------------|
| Female | | | 5 | 10 | 34 | 72 | 85 | 46 | 2 | 254 | 253 | 507 |
| Male | 1 | 2 | | 30 | 59 | 92 | 55 | 23 | 1 | 263 | 83 | 346 |
| Grand Total | 1 | 2 | 5 | 40 | 93 | 164 | 140 | 69 | 3 | 517 | 336 | 853 |
| Female | 0% | 0% | 100% | 25% | 37% | 44% | 61% | 67% | 67% | 49% | 75% | 59% |
| Male | 100% | 100% | 0% | 75% | 63% | 56% | 39% | 33% | 33% | 51% | 25% | 41% |

MEAs and Conventions

| Gender | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | P-Total | GS Total | Grand Total |
|--------------------|----------|----------|-----------|-----------|-----------|-----------|-----------|------------|------------|-------------|
| Female | | 1 | 5 | 11 | 19 | 27 | 17 | 80 | 106 | 186 |
| Male | 1 | 3 | 5 | 20 | 23 | 24 | 13 | 89 | 35 | 124 |
| Grand Total | 1 | 4 | 10 | 31 | 42 | 51 | 30 | 169 | 141 | 310 |
| Female | 0 | 0.25 | 50% | 35% | 45% | 53% | 57% | 47% | 75% | 60% |
| Male | 100% | 0.75 | 50% | 65% | 55% | 47% | 43% | 53% | 25% | 40% |

As at 30 June 2017

UN Environment Secretariat

| Gender | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | P-1 | NO-C | P Total | GS Total | Grand Total |
|--------------------|----------|----------|----------|-----------|-----------|------------|------------|-----------|----------|----------|------------|------------|-------------|
| Female | | | 4 | 11 | 37 | 73 | 91 | 45 | 1 | 2 | 264 | 248 | 512 |
| Male | 1 | 2 | | 31 | 59 | 95 | 61 | 21 | | 1 | 271 | 79 | 350 |
| Grand Total | 1 | 2 | 4 | 42 | 96 | 168 | 152 | 66 | 1 | 3 | 535 | 327 | 862 |
| Female | 0% | 0% | 100% | 26% | 39% | 43% | 60% | 68% | 100% | 67% | 49% | 76% | 59% |
| Male | 100% | 100% | 0% | 74% | 61% | 57% | 40% | 32% | 0% | 33% | 51% | 24% | 41% |

MEAs and Conventions

| Gender | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | P Total | GS Total | Grand Total |
|--------------------|----------|----------|----------|-----------|-----------|-----------|-----------|------------|------------|-------------|
| Female | 1 | 1 | 3 | 12 | 21 | 21 | 17 | 76 | 105 | 181 |
| Male | | 3 | 6 | 18 | 25 | 25 | 12 | 89 | 32 | 121 |
| Grand Total | 1 | 4 | 9 | 30 | 46 | 46 | 29 | 165 | 137 | 302 |
| Female | 100% | 25% | 33% | 40% | 46% | 46% | 59% | 46% | 77% | 60% |
| Male | 0% | 75% | 67% | 60% | 54% | 54% | 41% | 54% | 23% | 40% |

Annex 4: Abbreviations used and explanation of source of funding:

Abbreviations

- USG - Under Secretary General
- ASG - Assistant Secretary General
- GEF - Global Environment Facility
- JPO - Junior Professional Officer
- MEAs - Multilateral Environmental Agreements
- NO-C - National Officer Category C

Explanation of source of funding

- Regular Budget - This is funded from assessed contributions and approved by the United Nations General Assembly to support UN Environment's programme of work
- Environment fund - This is the core fund into which voluntary contributions are made by member states to support UN Environment's programme of work. It was established by the United Nations General Assembly Resolution 2997(XXXVII) of 15 December 1972
- Extra-budgetary resources - These are voluntary contributions by member states to various funds for earmarked programmes or activities
- Programme Support Fund - This is funded by recoverable charges (also known as programme support cost) against programmes and activities funded from extra-budgetary resources
- GEF - Funding received by UN Environment as an implementing agency of the GEF, to cover the costs of management oversight and reporting on UN Environment's portfolio of GEF projects and for GEF corporate activities. This includes an annual corporate budget to cover the GEF's Scientific and Technical Advisory Panel (STAP) Secretariat which is housed within UN Environment