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**FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY THE EXECUTIVE BOARD
AND THE GENERAL CONFERENCE AT THEIR PREVIOUS SESSIONS**

PART IV

HUMAN RESOURCES ISSUES

ADDENDUM

COMMENTS OF THE INTERNATIONAL STAFF ASSOCIATION OF UNESCO (ISAU)

SUMMARY

B. Use of affiliate personnel, including consultants and service contract holders, for 2023–2024

Pursuant to item 9.2.7 of the UNESCO Human Resources Manual, the International Staff Association of UNESCO (ISAU) submits its comments on human resources issues (document 222 EX/4.IV.B).

1. ISAU takes note of the document presented by the Administration on the use of affiliate personnel. While this document does provide some information, it does not give a consolidated overview of the situation. Unlike the report submitted at the 217th session, which included detailed graphs and tables, notably of the overall UNESCO workforce ([Annex II, Table 1](#)), the current report is limited to a presentation by type of contract. This approach, which is too partial, limits our capacity for analysis and makes it more difficult to identify structural trends and levers for improvement. A more complete and coherent presentation would be desirable to enable Member States to fully evaluate the issues involved in the use of affiliate personnel, and to consider appropriate corrective measures.



Job: 2500904E

2. In its 2024 annual report, the Ethics Office pointed out that the disproportionate use of affiliate personnel “erodes the independence and exclusively international character of the Secretariat and jeopardizes the sustainability of the international civil service”¹. The report also noted that this disproportionate use led to high turnover, constant training needs, loss of institutional memory and redundant efforts to instil a culture of ethics. ISAU fully shares this view and reaffirms that budgetary constraints cannot justify the gradual dismantling of our Organization.

3. Finally, ISAU notes a regrettable confusion in the structuring of documents: certain elements relating to affiliate personnel now appear only in the document on geographical distribution ([222 EX/4.IV.C](#), Annex V). It would have been appropriate, however, for this data to have been included in the document being commented on, to ensure better visibility and coherent reading. The dispersal of information makes it difficult for Member States to analyse data and take appropriate decisions.

Service contracts

4. While service contracts have the advantage of allowing flexibility in clearly defined cases, they are by nature precarious and open to abuse. Excessive use accentuates these risks. This fragility is even more pronounced for contracts in the field, which are not subject to any time limit. In practice, many colleagues have been on service contracts for several consecutive years, taking on permanent functions without enjoying the rights of staff. The absence of upper limits in field offices accentuates an inequality of treatment already denounced by ISAU. There is no objective justification for such a disparity. As we have already pointed out, we urgently need to harmonize these conditions to avoid further penalizing field staff, who are even more exposed to job insecurity.

5. The absence of the table showing the length of uninterrupted service of service contract holders (included in document [217 EX/4.IV.A](#), Annex II, Table 6) is a step backwards in terms of transparency. However, this information is essential for identifying posts for which there is a continuing need and envisaging their regularization. Such an omission weakens the credibility of the analysis and seems to reflect an implicit desire to minimize the scale of the problem.

6. The Administration reports a 1% increase in service contracts in 2023–2024, following a 4% increase in 2021–2022. Eighty per cent of these contracts concern field offices, thus revealing a persistent and disproportionate reliance on this type of arrangement in these offices.

7. Although some improvements have been noted, ISAU points out that the measures announced for the reform of service contracts are insufficient and do not meet the demands of Member States. The Director-General was invited to “develop a short- and mid-term policy to address the recurrent practice of employing non-staff both at Headquarters and in the field”². Unfortunately, we fail to see how the revised policy will solve the problem of long-term precarious contracts. Moreover, no concrete figures are provided to assess the real impact. Furthermore, whereas in 2023 the Administration detailed a series of “key enhancements” (paternity leave, part-time employment, danger allowance), the 2025 report confines itself to vague, general formulations. This reduction in the scope of measures, combined with the absence of figures, gives the impression of a step backwards from the initial ambitions.

¹ [Annual report of the Ethics Office, 2024, para. 40.](#)

² [202 EX/Decision 5.IV.A.](#)

8. The Administration cites the Joint Inspection Unit (JIU) report on the use of non-staff personnel ([JIU/REP/2023/8](#)) as validation of its “good practice” with regard to service contracts. However, the JIU also highlighted these findings: dependence on extrabudgetary funding leading to a tendency to use more affiliate personnel (§43); the erroneous application of the employment relationship principle as a criterion for determining which contractual modality to use (§74); and affiliate personnel sometimes working for more than five years without the associated benefits due to staff members. These findings cannot be ignored. A selective reading of the report is not enough: the Administration is invited to respond in a transparent and structured way to the substantial criticisms made, by proposing concrete and verifiable measures to remedy the situations identified.

9. It should be recalled that recruitment on service contracts is not submitted to the Appointment Review Board (ARB), which fuels opacity in selection procedures and reduces the guarantees offered in terms of transparency and accountability.

Individual consultant contracts

10. In 2024, 3,034 consultants were recruited (+1% in relation to 2023) for a total of 4,891 contracts (+5%). The increase is particularly marked at Headquarters, while field offices remain structurally dependent on these contracts. This trend confirms the massive and growing use of a temporary workforce, which raises questions about team stability, project continuity and skills development within the Organization.

11. It should be emphasized that consultants are recruited directly by the sectors, without the systematic involvement of HRM. While this mode of operation allows a certain degree of agility, it nevertheless raises important questions in terms of transparency, consistency of practice and the guaranteed quality of the profiles selected. The absence of centralized control can lead to disparities in hiring conditions and undermine the recruitment standards expected in an international organization.

12. It is also worrying to note that the remuneration rates applied to consultants are still based on scales dating back to 2013. In a context of high inflation and increased competition on the international market, this salary stagnation weakens UNESCO’s attractiveness and may compromise the Organization’s ability to recruit qualified profiles. It also contributes to a form of silent casualization, where highly competent professionals are recruited under conditions that reflect neither their level of expertise nor the demands of the missions entrusted to them.

Conclusion

13. ISAU invites Member States to ask the Administration to put forward concrete proposals for a more balanced use of affiliated contracts and a tangible improvement in the working conditions of the staff concerned. It is essential for the Organization to recognize that many affiliate personnel perform functions of a permanent nature. It is unacceptable that colleagues with several years of continuous service at UNESCO should still be considered as temporary staff, without access to the fundamental rights accorded to staff members.

14. These staff, as well as holders of Project Appointments (PAs), should be considered as **internal candidates** for recruitment purposes, in line with the spirit of Recommendation 3 of the JIU report³. This involves, first and foremost, identifying critical posts of a continuous nature for the possible establishment of staff posts, insofar as available resources so permit.

15. In addition, the prolonged use of affiliate personnel raises a structural issue with regard to the pension scheme: by occupying permanent positions without contributing to the pension funds, these

³ “The executive heads of the United Nations system organizations should conduct periodic reviews of their non-staff contractual modalities with a view to identifying critical positions of a continuous nature for the possible establishment of staff positions, funds permitting”.

staff involuntarily contribute to an imbalance in the system of intergenerational solidarity. This phenomenon can lead to:

- a loss of income for the pension funds, which do not receive the contributions associated with posts that have nevertheless been held continuously;
- social insecurity for the individuals concerned, who are deprived of pension rights despite their long-term appointment;
- a weakening of the international civil service, whose stability depends on consistent and inclusive social protection mechanisms.

16. It is therefore recommended that the Administration:

- assess the financial and institutional impact of the prolonged use of non-contributing staff;
- identify the permanent functions performed by affiliate personnel;
- explore mechanisms for partial affiliation or gradual regularization, in consultation with the social partners.

17. Finally, as long as the Administration continues to prioritize budgetary flexibility over the stability and coherence of the statutory framework, reliance on affiliate personnel will persist – at the cost of the independence, continuity and equity that should characterize UNESCO's action. The time has come for structural reform based on recognition of real contributions, transparency of contractual practices and respect for the fundamental principles of the international civil service.



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PART IV

HUMAN RESOURCES ISSUES

SUMMARY

**B. Use of affiliate personnel, including consultants and
service contract holders, for the period 2023-2024**

Pursuant to 217 EX/Decision 4.IV.A, the Director-General submits the report on the use of contracts for affiliate personnel, including those for Individual Consultants, over the period 2023-2024.

Decision required: paragraph 15.



Job: 2500765E

INTRODUCTION

1. This report is submitted pursuant to [217 EX/Decision 4.IV.A](#), reporting on the use of contracts for affiliate personnel in 2023 and 2024 at Headquarters and in field offices.
2. The data on the affiliate personnel relate to individuals hired as Service Contract (SC) holders (Part 1), Individual Consultants (Part 2), and Short-Term Contract (STC) holders (Part 3), and do not include other affiliate personnel contractual modalities, such as loans, UN Volunteers, sponsored trainees and stand-by personnel. These data are based on the overall number of individuals and contracts awarded over the calendar years 2023 and 2024.¹

Part 1 - Service Contracts

Purpose

3. Service Contracts (SC) are used to hire local personnel to temporarily support administrative, IT, programme support and project assistance activities which cannot be carried out in the normal course of duty by staff members. The minimum duration of the contract is one month and a maximum of 12 months, renewable. At Headquarters, SC cannot exceed an overall duration of 24 months over a 36-month period; this limit does not apply to SC awarded in the field.
4. [Annex I](#) sets out information on the number of, and spending on SC awarded during 2023 and 2024, while [Annex IV](#) shows the nationalities of the SC holders hired. [Key findings](#) include:
 - 1,190 individuals were hired on SC during 2024, 1% higher than 2023. They are generally hired locally. Eighty percent (80%) of SC holders worked in field offices in 2023 and 2024;
 - Total spending on SC was US \$28 million in 2024 (71% in field offices), compared to \$25 million in 2023 (73%). Overall, 69% of SC were funded by voluntary contributions in 2024 (70% in 2023);
 - Programme Sectors issued 58% of SC in 2024, two thirds of which were issued by the Culture and Education Sectors. Forty-two percent (42%) of SC were used for administrative support;
 - Women represented 54% of SC holders hired in 2023 and 2024, while retired UNESCO/UN staff members represented 0.3% of SC holders hired in the same period.

SC Policy issues

5. The revised SC policy was launched in January 2023, introducing enhancements designed to improve conditions of service e.g. improved leave entitlements, an end-of-service grant and a revised salary structure and methodology.
6. The UN Joint Inspection Unit (JIU) issued in 2023 its report entitled "*Review of the Use of Non-Staff Personnel and related Contractual Modalities in UN System Organizations*" ([JIU/REP/2023/8](#)). JIU cited UNESCO's end-of-service grant and detailed statistical reporting to its Executive Board as examples of good practice that other UN agencies should consider. JIU also referred to the common approach adopted by UNESCO, WFP and UNFPA for the SC salary methodology as a good practice of alignment of policies and conditions of service across the UN Common System. JIU's report also highlighted the importance of identifying critical positions of a continuous nature for the possible establishment of staff positions, albeit with funds permitting.

¹ Consequently, these data do not represent a full-time equivalent employment of affiliate personnel as many contracts are awarded to deliver a specific output or service rather than established on a work time-basis.

7. The Secretariat continued to explore ways to identify a global medical insurance scheme for SC holders in field offices, which would address the issues personnel and individual offices face to identify appropriate schemes locally. However, the costs associated with the preferred provider were estimated at \$500,000 a year, over and above the 5% of salary already paid by the Organization towards medical insurance; additional funding would therefore need to be identified for this purpose.

Part 2 – Individual Consultant contracts

Purpose

8. Individual consultants are recognized specialists providing the skills, expertise and knowledge needed for the delivery of a specific service or product. They possess specialist skills and knowledge not readily available in UNESCO, and for which there is only a temporary, short-term need.

9. Annex II sets out information on the number of, and spending on consultant contracts during 2023 and 2024, while Annex IV shows the nationalities of the consultants hired. Key findings include:

- 3,034 individuals were awarded consultant contracts in 2024, 1% higher than in 2023, while a total of 4,891 contracts² were awarded in 2024, 5% higher than in 2023.
- Total spending on consultant contracts was \$40.8 million in 2024 (53% in field offices), 11% higher than 2023. 75% was financed from voluntary contributions in 2024 (82% in 2023).
- 97% of total spending on consultant contracts by field offices in 2024 concerned programme sector activities, and 77% at Headquarters. These were similar to the levels reported in 2023.
- Although consultants are not part of the geographical distribution quota, the consultant policy requires managers to take into account geographical distribution and gender balance in cases of equal qualifications among candidates; they are encouraged to seek local expertise for local projects, wherever possible.
- Overall, 30% of consultants hired in 2024 were from Group I countries, 9% from Group II, 21% from Group III, 16% from Group IV, 17% from Group V (a), and 8% from Group V (b).
- In 2024, 58% of the consultants hired at Headquarters and 44% of those hired in field offices were women. In addition, 19 retired staff members of UNESCO/UN were hired in 2024 (0.6% of the overall total), mainly at Headquarters.

Individual Consultants Policy issues

10. As part of the ongoing commitment to efficiency and consistency, the Contract Management Tool was enhanced to include automated alert features, which guide and support users in proactively aligning with relevant policy provisions. The terms and conditions of contracts relating to protection of personal data were amended, while text was clarified to increase the awareness of consultants to the medical and other insurance provisions associated with this contract modality.

11. The rates applicable to consultant contracts remain at 2013 levels. The Secretariat keeps the rates under review to ensure that UNESCO can still attract the quality of consultants that it requires.

² An individual consultant can be awarded several contracts, but the overall duration is limited to 11 months in any consecutive 12-month period (whether full-time or part-time, and irrespective of the source of funding).

Part 3 – Short-Term Contracts (Headquarters only)

Purpose

12. The duration of Short-Term Contracts (STC), which are only issued at Headquarters, runs from half-day to a maximum of 180 days per year. They provide short term assistance, related mainly to the organization and hosting of events such as statutory meetings, conferences, performances and exhibitions. Annex III sets out information on the number of, and spending on STC in 2023 and 2024. Key findings include:

- 334 STC were issued in 2024, 13% less than in 2023.
- Overall spending on STC in 2024 was \$4.1 million, 23% lower than 2023.

Conclusion

13. As a source of time-limited and/or specialized support, affiliate personnel are a key component of the implementation and delivery of UNESCO's programme. Their contracts do not carry with them the pay, benefits and entitlements available for staff members. While this makes affiliate personnel contracts financially attractive for managers, UN organizations have increasingly come to recognize the need to review and update the conditions or service provided under these contract types, which were reinforced by the findings and recommendations in the 2023 report by JIU on affiliate personnel.

14. UNESCO keeps the conditions of employment of affiliate personnel under review, periodically benchmarking and harmonizing policies and best practices with other organizations across the UN common system wherever possible, although enhancements (e.g. global medical insurance scheme for SC holders, update of consultant rates) remain contingent on budget availability.

Proposed draft decision

15. In light of the above, the Executive Board may wish to adopt a decision along the following lines:

The Executive Board,

1. Recalling 217 EX/Decision 4.IV.A,
2. Having examined document 222 EX/4.IV.B,
3. Takes note of the data, analyses and qualitative information presented therein;
4. Encourages the Director-General to continue efforts to ensure wider geographical distribution and improved gender balance when hiring consultants, where qualifications are equal;
5. Also encourages the Director-General to improve the conditions of service of affiliate personnel as appropriate, while being mindful of the related costs;
6. Invites the Director-General to continue reporting to it every two years on the use of affiliate personnel.

ANNEX I

SERVICE CONTRACTS¹ (SC)

Table 1 – Number of SC holders, Number of Service Contracts and Spending in 2023-2024

	Number of SC holders		Evolution 2023-2024	Number of SC contracts		Evolution 2023-2024	Spending on SCs (thousands of US \$)		Evolution 2023-2024
	2023	2024		2023	2024		2023	2024	
HQ	229	235	+3%	446	436	-2%	6 772	7 970	+18%
%HQ	20%	20%		20%	19%		27%	29%	
FO	944	955	+1%	1783	1878	+5%	18 359	19 984	+9%
%FO	80%	80%		80%	81%		73%	71%	
Total	1173	1190	+1%	2229	2314	+4%	25 132	27 954	+11%

Table 2 - Spending on Service Contracts in 2023-2024, by source of funding (US thousands)

	2023						2024						Evolution 2023-2024	
	RP	%RP	VC	%VC	Total	%	RP	%RP	VC	%VC	Total	%	RP	VC
	HQ	2 711	40%	4 062	60%	6 772	27%	3 476	44%	4 494	56%	7 970	29%	28%
FO	4 933	27%	13 427	73%	18 359	73%	5 182	26%	14 803	74%	19 984	71%	5%	10%
Total	7 643	30%	17 488	70%	25 132	100%	8 657	31%	19 297	69%	27 954	100%	13%	10%

Table 3 - Spending on Service Contracts 2023-2024, by Sector/Bureau (US thousands)

	HQ				FO				HQ and FO			
	2023		2024		2023		2024		2023		2024	
	Spending	%	Spending	%	Spending	%	Spending	%	Spending	%	Spending	%
ED	1 241	18%	1 320	17%	6 338	35%	6 991	35%	7 578	30%	8 311	30%
SC	455	7%	484	6%	1 104	6%	1 386	7%	1 559	6%	1 870	7%
IOC	30	0%	38	0%	72	0%	96	0%	102	0%	134	0%
SHS	361	5%	687	9%	393	2%	565	3%	754	3%	1 252	4%
CLT	1 818	27%	1 967	25%	2 491	14%	2 837	14%	4 309	17%	4 804	17%
CI	35	1%	14	0%	1 174	6%	1 318	7%	1 209	5%	1 332	5%
Support	2 833	42%	3 459	43%	6 787	37%	6 792	34%	9 620	38%	10 251	37%
Total	6 772	100%	7 970	100%	18 359	100%	19 984	100%	25 132	100%	27 954	100%

Table 4 - Number of Service Contract holders hired in 2023-2024, by gender

	HQ		FO		TOTAL	
	2023	2024	2023	2024	2023	2024
F	165	158	474	489	639	647
% F	72%	67%	50%	51%	54%	54%
M	64	77	470	466	534	543
Total	229	235	944	955	1173	1 190

¹ All data on Service Contract holders exclude UBO and category 1 institutes.

ANNEX II

INDIVIDUAL CONSULTANT CONTRACTS¹

Table 5 - Number of Individual Consultants and Consultant contracts issued in 2023-2024

	No. of Consultant Contracts		No. of Consultants	
	2023	2024	2023	2024
HQ	2183	2341	1115	1122
%HQ	47%	48%	37%	37%
FO	2473	2550	1876	1912
%FO	53%	52%	63%	63%
Total	4656	4891	2991	3034

Table 6 - Spending on Consultant contracts in 2023-2024, by funding source - USD thousands

	2023					2024				
	RP	%RP	VC	%VC	Total	RP	%RP	VC	%VC	Total
HQ	3 367	22%	11 966	78%	15 333	6 007	32%	13 015	68%	19 022
FO*	3 215	15%	18 134	85%	21 350	4 300	20%	17 517	80%	21 817
Total	6 582	18%	30 101	82%	36 683	10 307	25%	30 532	75%	40 838

Table 7 - Number of Consultant contracts and spending 2023-2024, by Sector/Bureau (Headquarters and field offices)

	2023				2024			
	Number of contracts	%	Amount (US Thousands)	%	Number of contracts	%	Amount (US Thousands)	%
ED	1 680	36%	15 640	43%	1 581	32%	15 595	38%
SC	461	10%	4 253	12%	486	10%	5 207	13%
IOC	96	2%	1 948	5%	119	2%	2 482	6%
SHS	342	7%	2 815	8%	287	6%	3 563	9%
CLT	675	14%	5 443	15%	819	17%	5 715	14%
CI	284	6%	2 417	7%	297	6%	3 072	8%
Management and Support Services	1 118	24%	4 166	11%	1 302	27%	5 204	13%
Total	4 656	100%	36 683	100%	4 891	100%	40 838	100%

¹ All data on Individual Consultants exclude UBO and category 1 institutes.

Table 8 - Nationality of Consultants hired 2023-2024, by Regional group of hiring office

		Regional group where office is located					
		Europe and North America (incl. HQ)	Central and Latin America	Asia and the Pacific	Africa	Arab States	Total
Consultants' regional groups	Group I ²	57%	6%	14%	10%	19%	30%
	Group II	9%	0,1%	23%	0,3%	1%	8%
	Group III	10%	93%	0,4%	0,4%	0,2%	21%
	Group IV	11%	-	62%	0,3%	3%	16%
	Group V (a)	8%	1%	0,4%	88%	2%	16%
	Group V (b)	5%	0,1%	0,1%	1%	75%	8%
	Total	100%	100%	100%	100%	100%	100%

Table 9 - Number of Consultants hired in 2023-2024, by gender

	HQ		FO		TOTAL	
	2023	2024	2023	2024	2023	2024
F	621	649	836	847	1 457	1 496
% F	56%	58%	45%	44%	49%	49%
M	494	473	1 040	1 065	1 534	1 538
Total	1115	1122	1876	1912	2991	3034

² Group I: Europe and North America; Group II: Eastern Europe; Group III: Latin American and the Caribbean; Group IV: Asia and Pacific; Group V (a): Africa; Group V (b): Arab States.

ANNEX III

SHORT-TERM CONTRACTS (STC)

Table 10 - Short-term contracts (STC) at Headquarters¹

	2023	2024	Evolution 2023-2024
No. of STC holders	382	334	-13%
No. of contracts	4 208	3 724	-12%
Contract spending (US\$ Thousands)	5 414	4 143	-23%
No. of days employed per STC holder (averaged over year)	30	26	-4 days

¹ Data on STC include free-lance interpreters and translators employed under a special STC contract modality.

ANNEX IV

DISTRIBUTION OF CONSULTANTS AND SERVICE CONTRACT HOLDERS,
BY NATIONALITY⁷

Nationality	2023		2024	
	Consultants	SC holders	Consultants	SC holders
Afghanistan	18	44	25	39
Albania	2	-	2	-
Algeria	9	3	12	3
Andorra	1	-	1	-
Angola	4	2	-	1
Argentina	59	7	56	7
Armenia	2	-	1	-
Australia	42	2	39	1
Austria	3	-	7	-
Azerbaijan	3	-	2	-
Bangladesh	6	11	12	14
Barbados	5	1	3	1
Belgium	17	1	21	4
Belize	2	-	1	-
Benin	12	2	12	1
Bhutan	-	-	2	-
Bolivia (Plurinational State of)	4	1	14	-
Bosnia and Herzegovina	6	4	9	4
Botswana	4	1	5	1
Brazil	35	-	37	1
Brunei Darussalam	1	-	-	-
Bulgaria	2	2	3	1
Burkina Faso	16	2	13	4
Burundi	3	7	5	8
Cabo Verde	3	-	2	-
Cambodia	3	20	5	15
Cameroon	35	54	27	52
Canada	64	-	54	1
Central African Republic	2	-	3	-
Chad	8	12	3	10
Chile	74	17	75	15
China	61	27	48	25
Colombia	31	6	38	4
Comoros	1	-	1	-
Congo	15	10	11	11
Costa Rica	16	6	16	6
Côte d'Ivoire	30	16	22	16
Croatia	4	-	4	-
Cuba	19	26	21	28
Cyprus	1	-	1	1
Czechia	3	-	2	-

⁷ Excluding UBO and category 1 institutes.

Nationality	2023		2024	
	Consultants	SC holders	Consultants	SC holders
Democratic People's Republic of Korea	1	-	-	-
Democratic Republic of the Congo	17	17	30	23
Denmark	5	-	3	-
Djibouti	1	-	2	-
Dominica	1	1	-	1
Dominican Republic	5	-	3	-
Ecuador	24	14	24	7
Egypt	30	20	37	16
El Salvador	6	1	5	2
Equatorial Guinea	-	-	1	-
Estonia	1	-	1	-
Eswatini	3	1	2	1
Ethiopia	17	8	13	7
Fiji	5	-	5	-
Finland	6	2	2	2
France	276	115	300	119
Gabon	10	16	6	7
Gambia	-	3	2	2
Georgia	-	-	3	-
Germany	33	12	39	7
Ghana	18	9	12	15
Greece	16	1	14	2
Grenada	1	-	3	-
Guatemala	27	8	14	11
Guinea	5	3	3	4
Guinea-Bissau	1	1	2	1
Guyana	1	-	-	-
Haiti	26	14	33	16
Honduras	3	-	5	-
Hungary	1	1	3	-
Iceland	1	-	1	-
India	53	24	52	22
Indonesia	11	23	15	25
Iran (Islamic Republic of)	7	10	14	11
Iraq	14	32	3	25
Ireland	12	3	14	1
Israel	1	-	1	-
Italy	79	17	88	14
Jamaica	26	6	14	7
Japan	14	3	17	1
Jordan	19	15	8	12
Kazakhstan	33	12	38	15
Kenya	38	22	44	28
Kuwait	2	-	1	-
Kyrgyzstan	13	2	9	2
Lao People's Democratic Republic	4	-	4	-
Latvia	1	-	2	-

Nationality	2023		2024	
	Consultants	SC holders	Consultants	SC holders
Lebanon	64	13	40	10
Lesotho	1	1	1	2
Liberia	4	3	-	2
Libya	1	-	1	-
Lithuania	5	-	3	-
Madagascar	15	11	19	18
Malawi	4	3	3	1
Malaysia	11	-	9	-
Maldives	-	-	1	-
Mali	16	36	14	35
Malta	3	1	1	1
Mauritania	10	3	8	2
Mauritius	4	-	3	-
Mexico	104	19	117	20
Mongolia	4	-	5	3
Montenegro	3	-	1	-
Morocco	49	16	48	18
Mozambique	21	12	18	9
Myanmar	55	11	64	12
Namibia	5	6	9	8
Nepal	20	17	22	18
Netherlands (Kingdom of the)	22	1	15	3
New Zealand	4	-	9	-
Nicaragua	1	1	-	3
Niger	6	-	5	-
Nigeria	31	7	48	9
North Macedonia	1	-	3	-
Norway	6	-	9	-
Oman	1	-	-	-
Pakistan	11	17	8	15
Panama	2	-	1	-
Paraguay	8	-	7	-
Peru	106	12	93	13
Philippines	20	4	19	4
Poland	6	-	6	2
Portugal	19	2	13	3
Qatar	1	-	-	-
Republic of Korea	19	3	11	3
Republic of Moldova	1	-	1	-
Romania	1	1	7	2
Russian Federation	18	1	14	2
Rwanda	-	-	1	-
Saint Kitts and Nevis	1	-	1	-
Saint Vincent and the Grenadines	1	-	-	-
Samoa	1	3	-	5
Sao Tome and Principe	3	-	10	2
Saudi Arabia	-	-	3	1

Nationality	2023		2024	
	Consultants	SC holders	Consultants	SC holders
Senegal	36	13	31	18
Serbia	3	-	2	1
Sierra Leone	-	-	2	-
Singapore	6	-	8	-
Slovakia	-	-	3	-
Slovenia	-	-	1	-
Solomon Islands	1	-	1	-
Somalia	1	-	-	-
South Africa	23	2	24	3
South Sudan	8	11	11	11
Spain	57	17	63	18
Sri Lanka	5	2	1	4
State of Palestine	17	17	11	16
Sudan	17	9	14	8
Suriname	-	-	1	-
Sweden	1	1	5	1
Switzerland	15	3	7	3
Syrian Arab Republic	10	3	5	3
Tajikistan	36	3	62	4
Thailand	28	30	15	24
Timor-Leste	1	4	3	3
Togo	4	2	2	4
Tonga	2	-	1	-
Trinidad and Tobago	5	-	4	-
Tunisia	19	10	29	9
Türkiye	9	-	9	-
Turkmenistan	-	-	1	1
Uganda	17	4	19	4
Ukraine	48	6	62	24
United Kingdom of Great Britain and Northern Ireland	132	3	122	2
United Republic of Tanzania	17	14	17	15
United States of America	116	4	118	10
Uruguay	30	14	27	11
Uzbekistan	67	23	77	22
Vanuatu	1	-	-	-
Venezuela (Bolivarian Republic of)	9	3	10	2
Viet Nam	21	16	32	15
Yemen	13	-	13	-
Zambia	5	9	12	9
Zimbabwe	28	46	31	39
Total	2 991	1 173	3 034	1 190