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24 October 2016
RESTRICTED
ENGLISH only



Organization for Security and Co-operation in Europe

The Secretary General

Vienna, 24 October 2016

To: All Heads of Delegations

Subject: Statistics

Please find attached a detailed table providing information on internationally recruited staff in the Secretariat, Institutions and Field Operations, as well as the locally recruited staff in the Secretariat and Institutions, by nationality, grade and sex as of 30 September 2016.

Statistics on Special Monitoring Mission in Ukraine and Observer Mission at the two Russian Checkpoints are available upon request.

STATISTICS AND GENDER DISTRIBUTION OF OSCE SECONDED AND CONTRACTED FIXED-TERM STAFF
as of 30 September 2016
(Including Staff Financed from ExB Contributions)

Nationality	International Staff in Field Operations																								
	Mission in Kosovo					Mision to Bosnia & Herzegovina					Mission to Skopje					Mission to Serbia					Mission to Montenegro				
	Seconded		Contracted		TOTAL	Seconded		Contracted		TOTAL	Seconded		Contracted		TOTAL	Seconded		Contracted		TOTAL	Seconded		Contracted		TOTAL
	M	F	M	F		M	F	M	F		M	F	M	F		M	F	M	F		M	F	M	F	
Albania	2	1			3																				
Andorra																									
Armenia																									
Austria	1				1						1				1		1			1					
Azerbaijan																									
Belarus																									
Belgium																									
Bosnia and Herzegovina	7	2			9						1				1							1			1
Bulgaria																									
Canada	3	3			6	1	1			2						1				1					
Croatia		1			1																				
Cyprus																									
Czech Republic	1	1			2						1				1							1			1
Denmark																									
Estonia																									
Finland		1			1							1			1										
France	1				1																				
Georgia	1				1																				
Germany	2	1			3	2				2	1				1	2				2					
Greece		2	1		3						2	1			3										
Holy See																									
Hungary	1		2		3						2	1			3										
Iceland																									
Ireland	3				3	1	1		2	4	2	1			3						1				1
Italy	6	8			14	5	1			6	2	2			4	5	2			7		1			1
Kazakhstan																									
Kyrgyzstan	1	2			3														1	1					
Latvia																									
Liechtenstein																									
Lithuania																									
Luxembourg																									
Macedonia, The Former Yugoslav Republic of	7	8		2	17		1			1															
Malta																									
Moldova, Republic of		1			1						1				1	1				1					
Monaco																									
Mongolia																									
Montenegro			1		1																				
Netherlands								1		1	1				1										
Norway																									
Poland		1			1						2	1			3										
Portugal																									
Romania	1				1																				
Russian Federation						2				2	1				1						1				1
San Marino																									
Serbia																						1			1
Slovakia		1			1		1			1	1				1										
Slovenia																									
Spain		2			2		2	1		3	1				1										
Sweden	3				3											1				1					
Switzerland	1				1											2				2					
Tajikistan		1			1																				
Turkey	2				2						1				1										
Turkmenistan																									
Ukraine	1				1																				
United Kingdom	6	6			12	3				3	3	1	1		5		1			1	1				1
United States	3			1	4	2	1		1	4	3	1			4	1	2	1		4					
Uzbekistan																									
TOTAL	53	42	4	3	102	16	8	2	3	29	26	9	1	0	36	13	6	1	1	21	3	3	1	0	7

STATISTICS AND GENDER DISTRIBUTION OF OSCE SECONDED AND CONTRACTED FIXED-TERM STAFF
as of 30 September 2016
(Including Staff Financed from ExB Contributions)

Nationality	International Staff in Field Operations																					
	Presence in Albania					Office in Yerevan					Minsk Conf.				Mission to Moldova				Project Co-ord. in Ukraine			
	Seconded		Contracted		TOTAL	Seconded		Contracted		TOTAL	Seconded		Contracted		TOTAL	Seconded		Contracted		TOTAL		
	M	F	M	F		M	F	M	F		M	F	M	F		M	F	M	F			
Albania																						
Andorra																						
Armenia		1			1																	
Austria	1				1	1				1												
Azerbaijan																						
Belarus																						
Belgium																						
Bosnia and Herzegovina	1				1																	
Bulgaria											1				1							
Canada																						
Croatia																						
Cyprus																						
Czech Republic							1			1	1				1							
Denmark																1				1		
Estonia																1				1		
Finland																						
France																						
Georgia																						
Germany		1			1	1				1						1	1			2		
Greece																						
Holy See																						
Hungary	1				1											1				1		
Iceland																						
Ireland	1				1																	
Italy	2	1			3																	
Kazakhstan																						
Kyrgyzstan																1				1		
Latvia																						
Liechtenstein																						
Lithuania																		1		1		
Luxembourg																						
Macedonia, The Former Yugoslav Republic of	1				1																	
Malta																						
Moldova, Republic of			1		1						1				1							
Monaco																						
Mongolia																						
Montenegro	1	1			2																	
Netherlands																						
Norway																						
Poland											1				1							
Portugal																						
Romania																						
Russian Federation						1				1												
San Marino																						
Serbia		1			1																	
Slovakia																						
Slovenia																						
Spain		1			1																	
Sweden												1			1	1	1			3		
Switzerland																						
Tajikistan																						
Turkey																						
Turkmenistan																						
Ukraine																						
United Kingdom	2	1			3						1				1	1	1			2		
United States		1			1	1	1			2					2	1				3		
Uzbekistan									1	1												
TOTAL	10	8	1	0	19	4	2	0	1	7	5	0	1	0	6	9	4	1	0	14		

STATISTICS AND GENDER DISTRIBUTION OF OSCE SECONDED AND CONTRACTED FIXED-TERM STAFF
as of 30 September 2016
(Including Staff Financed from ExB Contributions)

Nationality	International Staff in Field Operations																								
	Programme Office in Astana					Centre in Ashgabat					Centre in Bishkek					Office in Tajikistan					Project Co-ord. In Uzbekistan				
	Seconded		Contracted		TOTAL	Seconded		Contracted		TOTAL	Seconded		Contracted		TOTAL	Seconded		Contracted		TOTAL	Seconded		Contracted		TOTAL
	M	F	M	F		M	F	M	F		M	F	M	F		M	F	M	F		M	F	M	F	
Albania																1				1					
Andorra																									
Armenia											1	1			2										
Austria												1			1	1				1					
Azerbaijan												1			1										
Belarus							1			1															
Belgium																									
Bosnia and Herzegovina																		1		1					
Bulgaria				1		1											1			1					
Canada																					1				1
Croatia																									
Cyprus																									
Czech Republic																									
Denmark																									
Estonia																									
Finland																1				1					
France																									
Georgia	1				1							1			1		1			1					
Germany	1				1	1				1			1		1	1	2			3	1				1
Greece																1	1			2					
Holy See																									
Hungary	1				1																				
Iceland																									
Ireland																		1		1					
Italy		1			1						2				2	1				1					
Kazakhstan																									
Kyrgyzstan																									
Latvia																									
Liechtenstein																									
Lithuania																									
Luxembourg																									
Macedonia, The Former Yugoslav Republic of																	1			1					
Malta																									
Moldova, Republic of											1	2			3	1	1			2					
Monaco																									
Mongolia																									
Montenegro											1				1										
Netherlands																									
Norway																1				1					
Poland						1				1							1			1					
Portugal																									
Romania																									
Russian Federation											4			1	5	2		1		3					
San Marino																									
Serbia							1			1			1		1										
Slovakia						1				1															
Slovenia																		1		1					
Spain																	1			1					
Sweden																									
Switzerland																									
Tajikistan											1				1										
Turkey																									
Turkmenistan																			1	1					
Ukraine																									
United Kingdom																1				1					
United States	1				1						1				1	3				3					
Uzbekistan									1	1															
TOTAL	4	1	1	0	6	3	2	0	1	6	11	6	2	1	20	14	9	4	1	28	2	0	0	0	2

STATISTICS AND GENDER DISTRIBUTION OF OSCE SECONDED AND CONTRACTED FIXED-TERM STAFF
as of 30 September 2016
(Including Staff Financed from ExB Contributions)

Nationality	International Staff in Field Operations																													
	Contracted										Seconded												Total for Field Operations							
	P5		P4		P3		P2		P1		HOM		DHOM		S4		S3		S2		S1		Contracted		Seconded		Total		Grand Total	
M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
Albania																2		1		1						3	1	3	1	4
Andorra																														
Armenia																1	1			1					1	2	1	2	3	
Austria																1		3	2	1					5	2	5	2	7	
Azerbaijan																1										1		1	1	
Belarus												1														1		1	1	
Belgium																														
Bosnia and Herzegovina			1													2		3	2	4	1	1			9	3	10	3	13	
Bulgaria							1											1	1			1			1	1	2	1	3	
Canada												1			1			1	2	3	2				6	4	6	4	10	
Croatia																				1						1		1	1	
Cyprus																														
Czech Republic												1						2	1	1	1				3	3	3	3	6	
Denmark																		1							1		1		1	
Estonia																		1							1		1		1	
Finland												1		1				1							1	2	1	2	3	
France												1													1		1		1	
Georgia																	2	2							2	2	2	2	4	
Germany					1								1	1	3	2	7	1	1	1	1	1	1		13	5	14	5	19	
Greece			1															3	3		1	1			3	4	4	4	8	
Holy See																														
Hungary	1		1									1						4		1	1	2			6	1	8	1	9	
Iceland	1																													
Ireland						1	1			1				1	2		3	1	2	1	1	2			8	2	9	4	13	
Italy													1	3	2	9	2	7	5	3	7				23	16	23	16	39	
Kazakhstan																														
Kyrgyzstan						1												1		2				1	2	2	2	3	5	
Latvia																														
Liechtenstein																														
Lithuania												1													1		1		1	
Luxembourg																														
Macedonia, The Former Yugoslav Republic of					2												1	4	3	4	6			2	8	10	8	12	20	
Malta																														
Moldova, Republic of						1										2	1	3	3			1			5	4	6	4	10	
Monaco																														
Mongolia																														
Montenegro				1														1	1	1		1			2	1	3	1	4	
Netherlands					1											1						1			1		2		2	
Norway																		1							1		1		1	
Poland												1				1	1		2	1		1			4	3	4	3	7	
Portugal																														
Romania																1									1		1		1	
Russian Federation						1		1				2	1				4		4			1	1		11		12	1	13	
San Marino																														
Serbia								2									1		1			2				2	2	2	4	
Slovakia																1		1	1		1				2	2	2	2	4	
Slovenia							1															1				1		1		
Spain	1																2		2	1	2	1			1	6	2	6	8	
Sweden								2								1	3					2			5	1	7	1	8	
Switzerland												1						1							3		3		3	
Tajikistan																		1	1						1	1	1	1	2	
Turkey																					3				3		3		3	
Turkmenistan								1															1					1	1	
Ukraine																1									1		1		1	
United Kingdom								1					3	1	1	4	1	6	5	4	3	1			18	10	19	10	29	
United States						1	1			1	2		2	1			8	3	5	3	1	1	2		18	7	19	9	28	
Uzbekistan							1		2															3			3		3	
TOTAL	2	0	5	2	4	4	8	4	0	2	10	3	8	2	11	5	41	18	74	40	31	32	19	12	175	100	194	112	306	

STATISTICS AND GENDER DISTRIBUTION OF OSCE SECONDED AND CONTRACTED FIXED-TERM STAFF
as of 30 September 2016
(Including Staff Financed from ExB Contributions)

Nationality	Internationally Recruited Staff in the Secretariat and Institutions																						
	Secretariat, Vienna																Total for Secretariat						
	Head of Inst		D2		D1		P5		P4		P3		P2		P1		Contracted		Seconded		Total		Grand Total
M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Albania							1			1							1	1			1	1	2
Andorra																							
Armenia												1						1				1	1
Austria									1	1	2	2	1	1			4	4	1		5	4	9
Azerbaijan														1				1				1	1
Belarus												1			1		1	1			1	1	2
Belgium											1						1				1		1
Bosnia and Herzegovina									1		1	2		1			2	3			2	3	5
Bulgaria											1						1				1		1
Canada						1	1						2				1	3			1	3	4
Croatia										1								1				1	1
Cyprus																							
Czech Republic									1								1		1		2		2
Denmark																							
Estonia																							
Finland												1						1	2	1	2	2	4
France							1		2	1	1	3			1		5	4	1	3	6	7	13
Georgia												2	1	1			1	3			1	3	4
Germany			1				1		2	2		1	1	1			5	4	10	8	15	12	27
Greece									1	1	1						2	1			2	1	3
Holy See																							
Hungary									1		1						2				2		2
Iceland									1								1				1		1
Ireland							2		1		1		1				5		1		6		6
Italy	1								4		2	2					7	2	3	1	10	3	13
Kazakhstan									1								1			2	1	2	3
Kyrgyzstan																							
Latvia																							
Liechtenstein																							
Lithuania							1											1				1	1
Luxembourg							1											1				1	1
Macedonia, The Former Yugoslav Republic of												1	2				1	2			1	2	3
Malta										1								1				1	1
Moldova, Republic of									2			1			1		3	1			3	1	4
Monaco																							
Mongolia																							
Montenegro																							
Netherlands					1				2			1					3	1			3	1	4
Norway			1														1		1	2	2	2	4
Poland										1		1						2				2	2
Portugal																							
Romania						1								1			1	1			1	1	2
Russian Federation									2			2	1				3	2	2		5	2	7
San Marino																							
Serbia							1					1						2		1		3	3
Slovakia			1											1			1	1			1	1	2
Slovenia								1					1				2				2		2
Spain									1			2	1				2	2	1		3	2	5
Sweden										1	1						1	1	3		4	1	5
Switzerland							1									1	1	1	4	1	5	2	7
Tajikistan																	1	1					
Turkey			1							2							1	2	1		2	2	4
Turkmenistan														1			1				1		1
Ukraine							1				2		1	1			4	1			4	1	5
United Kingdom									1		3	1					4	1			4	1	5
United States								2	1	1	1	1					2	4	2	1	4	5	9
Uzbekistan												1	1				1	1			1	1	2
TOTAL	1	0	4	0	1	1	8	6	26	12	21	29	10	9	2	1	73	58	33	20	106	78	184

STATISTICS AND GENDER DISTRIBUTION OF OSCE SECONDED AND CONTRACTED FIXED-TERM STAFF
as of 30 September 2016
(Including Staff Financed from ExB Contributions)

Nationality	Internationally Recruited Staff in the Secretariat and Institutions																							
	Representative on Freedom of the Media, Vienna																Total for FOM							
	Head of Inst		D2		D1		P5		P4		P3		P2		P1		Contracted		Seconded		Total		Grand Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Albania																								
Andorra																								
Armenia																								
Austria															1		1						1	1
Azerbaijan																								
Belarus																								
Belgium																								
Bosnia and Herzegovina	1																1						1	1
Bulgaria																								
Canada																								
Croatia																								
Cyprus																								
Czech Republic																								
Denmark																								
Estonia																								
Finland																								
France													1				1						1	1
Georgia																								
Germany																			1				1	1
Greece																								
Holy See																								
Hungary												1					1						1	1
Iceland																								
Ireland																								
Italy																								
Kazakhstan													1				1						1	1
Kyrgyzstan																								
Latvia																								
Liechtenstein																								
Lithuania																								
Luxembourg																								
Macedonia, The Former Yugoslav Republic of																								
Malta																								
Moldova, Republic of																								
Monaco																								
Mongolia																								
Montenegro																								
Netherlands																		1					1	1
Norway																								
Poland																								
Portugal																								
Romania																								
Russian Federation									1								1						1	1
San Marino																								
Serbia																								
Slovakia																								
Slovenia																								
Spain																								
Sweden																			1				1	1
Switzerland																								
Tajikistan																								
Turkey																								
Turkmenistan																								
Ukraine																								
United Kingdom					1												1						1	1
United States																			1	1			1	2
Uzbekistan																								
TOTAL	0	1	0	0	1	0	0	0	1	0	0	1	2	0	0	1	4	3	3	2	7	5	12	

STATISTICS AND GENDER DISTRIBUTION OF OSCE SECONDED AND CONTRACTED FIXED-TERM STAFF
as of 30 September 2016
(Including Staff Financed from ExB Contributions)

Nationality	Internationally Recruited Staff in the Secretariat and Institutions																									
	HCNM																Total for HCNM									
	Head of Inst		D2		D1		P5		P4		P3		P2		P1		Contracted		Seconded		Total		Grand Total			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F				
Albania																										
Andorra																										
Armenia																										
Austria																			1			1		1		
Azerbaijan											1						1				1			1		
Belarus																										
Belgium																										
Bosnia and Herzegovina																										
Bulgaria																										
Canada																										
Croatia												1					1					1		1		
Cyprus																										
Czech Republic																										
Denmark																										
Estonia																										
Finland																			1			1		1		
France								1		1							2					2		2		
Georgia																										
Germany																			1	1		1	1	2		
Greece																										
Holy See																										
Hungary																										
Iceland																										
Ireland																										
Italy									2		1						2	1				2	1	3		
Kazakhstan																										
Kyrgyzstan																										
Latvia																										
Liechtenstein																										
Lithuania																										
Luxembourg																										
Macedonia, The Former Yugoslav Republic of											1						1					1		1		
Malta																										
Moldova, Republic of									1								1					1		1		
Monaco																										
Mongolia																										
Montenegro																										
Netherlands								1									1					1		1		
Norway																										
Poland																										
Portugal																										
Romania																										
Russian Federation									1								1					1		1		
San Marino																										
Serbia																										
Slovakia																										
Slovenia																										
Spain																										
Sweden																										
Switzerland																										
Tajikistan																										
Turkey																										
Turkmenistan																										
Ukraine																										
United Kingdom									1								1					1		1		
United States									1	1							1	1				1	1	2		
Uzbekistan																										
TOTAL	0	0	0	0	0	0	1	1	6	2	2	2	0	0	0	0	9	5	1	3	10	8		18		

STATISTICS AND GENDER DISTRIBUTION OF OSCE SECONDED AND CONTRACTED FIXED-TERM STAFF
as of 30 September 2016
(Including Staff Financed from ExB Contributions)

Nationality	Internationally Recruited Staff in the Secretariat and Institutions																														
	ODIHR																Total for ODIHR						Total for Secr. & Inst.								
	Head of Inst		D2		D1		P5		P4		P3		P2		P1		Contracted		Seconded		Total		Grand Total	Contracted		Seconded		Total		Grand Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		M	F	M	F	M	F		M
Albania																									1	1			1	1	2
Andorra																															
Armenia											1							1				1	1		2				2	2	
Austria										2								2				2	2		4	7	1	1	5	8	13
Azerbaijan											1							1				1	1		2	1			2	1	3
Belarus							1						1			1	2	1			2	1	3	3	2			3	2	5	
Belgium									1								1		1		2	2	2	2	2		1		3		3
Bosnia and Herzegovina										1	1	2		1			1	4			1	4	5	3	8			3	8	11	
Bulgaria						1											1				1		1	2				2		2	
Canada									2					1			3				3		3	4	3			4	3	7	
Croatia																									2				2		2
Cyprus																															
Czech Republic											1						1				1		1	2		1		3		3	
Denmark																															
Estonia																															
Finland										1								1		1		2	2		2	2	3	2	5	7	
France													2					2		1		3	3	6	8	1	4	7	12	19	
Georgia													1		1			2				2	2	1	5			1	5	6	
Germany	1									1	1						2	1	3	1	5	2	7	7	5	14	11	21	16	37	
Greece																								2	1			2	1	3	
Holy See																															
Hungary												1						1				1	1	2	2			2	2	4	
Iceland																								1				1		1	
Ireland																								5		1		6		6	
Italy									1								1		1	2	2	2	4	10	3	4	3	14	6	20	
Kazakhstan																								2			2	2	4		
Kyrgyzstan														1				1				1	1		1			1	1	1	
Latvia											1						1				1		1	1				1		1	
Liechtenstein																															
Lithuania																									1				1		1
Luxembourg																									1				1		1
Macedonia, The Former Yugoslav Republic of													1		1		2				2		2	4	2			4	2	6	
Malta																									1				1		1
Moldova, Republic of																								4	1			4	1	5	
Monaco																															
Mongolia																															
Montenegro																															
Netherlands									1		1						2		1		3		3	6	1	2		8	1	9	
Norway																			1	1	1	1	2	1		2	3	3	3	6	
Poland						1	1					1	2	2	1	1	4	5			4	5	9	4	7			4	7	11	
Portugal																															
Romania											1		1				2				2		2	3	1			3	1	4	
Russian Federation											1		1	1		1	2	2			2	2	4	7	4	2		9	4	13	
San Marino																															
Serbia											1						1				1		1	1	2		1	1	3	4	
Slovakia																								1	1			1	1	2	
Slovenia											1						1				1		1	3				3		3	
Spain																								2	2	1		3	2	5	
Sweden																			1		1		1	1	1	5		6	1	7	
Switzerland																				2		2	2	1	1	4	3	5	4	9	
Tajikistan																															
Turkey																								1	2	1		2	2	4	
Turkmenistan																								1				1		1	
Ukraine											1	1	1				1	2			1	2	3	5	3			5	3	8	
United Kingdom									3	1	1		1				5	1			5	1	6	11	2			11	2	13	
United States							1				1	3	1				2	4		1	2	5	7	5	9	3	3	8	12	20	
Uzbekistan																								1	1			1	1	2	
TOTAL	1	0	0	0	0	1	3	1	8	8	15	12	9	5	0	3	36	30	8	9	44	39	83	122	96	45	34	167	130	297	

STATISTICS AND GENDER DISTRIBUTION OF OSCE SECONDED AND CONTRACTED FIXED-TERM STAFF
as of 30 September 2016
(Including Staff Financed from ExB Contributions)

Nationality	Locally Recruited Staff in the Secretariat and Institutions														
	Contracted												Total for Secr & Inst		
	Secretariat Vienna			Freedom of Media Vienna			HCNM The Hague			ODHR Warsaw			Total Contracted		Grand Total
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL	M	F	
Albania		1	1											1	1
Andorra															
Armenia															
Austria	30	35	65		1	1							30	36	66
Azerbaijan															
Belarus		1	1					1	1					2	2
Belgium		1	1											1	1
Bosnia and Herzegovina	5	3	8				1		1		1	1	6	4	10
Bulgaria	2	2	4					1	1				2	3	5
Canada	2	2	4				1		1				3	2	5
Croatia		9	9											9	9
Cyprus															
Czech Republic	3	6	9										3	6	9
Denmark	1		1										1		1
Estonia															
Finland		1	1											1	1
France	2	3	5										2	3	5
Georgia	1	2	3					1	1				1	3	4
Germany		4	4		1	1								5	5
Greece		1	1											1	1
Holy See															
Hungary		3	3											3	3
Iceland															
Ireland	2	2	4					1	1				2	3	5
Italy	1	7	8								1	1	1	8	9
Kazakhstan		2	2											2	2
Kyrgyzstan		2	2											2	2
Latvia		1	1											1	1
Liechtenstein															
Lithuania											1	1		1	1
Luxembourg															
Macedonia, The Former Yugoslav Republic of	4	1	5										4	1	5
Malta								1	1					1	1
Moldova, Republic of		1	1				1		1		1	1	1	2	3
Monaco															
Mongolia															
Montenegro															
Netherlands	1	1	2					3	3				1	4	5
Norway															
Poland		3	3		1	1				18	47	65	18	51	69
Portugal															
Romania		3	3							1		1	1	3	4
Russian Federation		4	4								1	1		5	5
San Marino															
Serbia	5	5	10										5	5	10
Slovakia	1	3	4										1	3	4
Slovenia	2	1	3										2	1	3
Spain		1	1											1	1
Sweden															
Switzerland															
Tajikistan	1		1										1		1
Turkey		1	1											1	1
Turkmenistan															
Ukraine		1	1					2	2	1	2	3	1	5	6
United Kingdom	5	4	9					1	1				5	5	10
United States		7	7											7	7
Uzbekistan	1		1										1		1
TOTAL	69	124	193	0	3	3	3	11	14	20	54	74	92	192	284

STATISTICS AND GENDER DISTRIBUTION OF OSCE SECONDED AND CONTRACTED FIXED-TERM STAFF
as of 30 September 2016
(Including Staff Financed from ExB Contributions)

Nationality	International staff/mission members																											
	Field Operations														Secretariat & Institutions													
	Seconded						Contracted						Total	Seconded						Contracted						Total		
	M	M%	F	F%	Total	%	M	M%	F	F%	Total	%	M	F	M	M%	F	F%	Total	%	M	M%	F	F%	Total	%	M	F
Albania	3	2	1	1	4	1							3	1							1	1	1	1	2	1	1	1
Andorra																												
Armenia	1	1	2	2	3	1							1	2									2	2	2	1		2
Austria	5	3	2	2	7	3							5	2	1	2	1	3	2	3	4	3	7	7	11	5	5	8
Azerbaijan			1	1	1	0								1							2	2	1	1	3	1	2	1
Belarus			1	1	1	0								1							3	2	2	2	5	2	3	2
Belgium															1	2			1	1	2	2			2	1	3	
Bosnia and Herzegovina	9	5	3	3	12	4	1	5			1	3	10	3							3	2	8	8	11	5	3	8
Bulgaria	1	1	1	1	2	1	1	5			1	3	2	1							2	2			2	1	2	
Canada	6	3	4	4	10	4							6	4							4	3	3	3	7	3	4	3
Croatia			1	1	1	0								1									2	2	2	1		2
Cyprus																												
Czech Republic	3	2	3	3	6	2							3	3	1	2			1	1	2	2			2	1	3	
Denmark	1	1			1	0							1															
Estonia	1	1			1	0							1															
Finland	1	1	2	2	3	1							1	2	2	4	3	9	5	6			2	2	2	1	2	5
France	1	1			1	0							1		1	2	4	12	5	6	6	5	8	8	14	6	7	12
Georgia	2	1	2	2	4	1							2	2							1	1	5	5	6	3	1	5
Germany	13	7	5	5	18	7	1	5			1	3	14	5	14	31	11	32	25	32	7	6	5	5	12	6	21	16
Greece	3	2	4	4	7	3	1	5			1	3	4	4							2	2	1	1	3	1	2	1
Holy See																												
Hungary	6	3	1	1	7	3	2	11			2	6	8	1							2	2	2	2	4	2	2	2
Iceland																					1	1			1	0	1	
Ireland	8	5	2	2	10	4	1	5	2	17	3	10	9	4	1	2			1	1	5	4			5	2	6	
Italy	23	13	16	16	39	14							23	16	4	9	3	9	7	9	10	8	3	3	13	6	14	6
Kazakhstan																	2	6	2	3	2	2			2	1	2	2
Kyrgyzstan	2	1	2	2	4	1			1	8	1	3	2	3									1	1	1	0		1
Latvia																					1	1			1	0	1	
Liechtenstein																												
Lithuania	1	1			1	0							1										1	1	1	0		1
Luxembourg																							1	1	1	0		1
Macedonia, The Former Yugoslav Republic of	8	5	10	10	18	7			2	17	2	6	8	12							4	3	2	2	6	3	4	2
Malta																							1	1	1	0		1
Moldova, Republic of	5	3	4	4	9	3	1	5			1	3	6	4							4	3	1	1	5	2	4	1
Monaco																												
Mongolia																												
Montenegro	2	1	1	1	3	1	1	5			1	3	3	1														
Netherlands	1	1			1	0	1	5			1	3	2		2	4			2	3	6	5	1	1	7	3	8	1
Norway	1	1			1	0							1		2	4	3	9	5	6	1	1			1	0	3	3
Poland	4	2	3	3	7	3							4	3							4	3	7	7	11	5	4	7
Portugal																												
Romania	1	1			1	0							1								3	2	1	1	4	2	3	1
Russian Federation	11	6			11	4	1	5	1	8	2	6	12	1	2	4			2	3	7	6	4	4	11	5	9	4
San Marino																												
Serbia			2	2	2	1	2	11			2	6	2	2			1	3	1	1	1	1	2	2	3	1	1	3
Slovakia	2	1	2	2	4	1							2	2							1	1	1	1	2	1	1	1
Slovenia							1	5			1	3	1								3	2			3	1	3	
Spain	1	1	6	6	7	3	1	5			1	3	2	6	1	2			1	1	2	2	2	2	4	2	3	2
Sweden	5	3	1	1	6	2	2	11			2	6	7	1	5	11			5	6	1	1	1	1	2	1	6	1
Switzerland	3	2			3	1							3		4	9	3	9	7	9	1	1	1	1	2	1	5	4
Tajikistan	1	1	1	1	2	1							1	1														
Turkey	3	2			3	1							3		1	2			1	1	1	1	2	2	3	1	2	2
Turkmenistan									1	8	1	3		1							1	1			1	0	1	
Ukraine	1	1			1	0							1								5	4	3	3	8	4	5	3
United Kingdom	18	10	10	10	28	10	1	5			1	3	19	10							11	9	2	2	13	6	11	2
United States	18	10	7	7	25	9	1	5	2	17	3	10	19	9	3	7	3	9	6	8	5	4	9	9	14	6	8	12
Uzbekistan									3	25	3	10		3							1	1	1	1	2	1	1	1
TOTAL	175	64%	100	36%	275	100.0	19	61%	12	39%	31	100.0	194	112	45	57%	34	43%	79	100.0	122	56%	96	44%	218	100.0	167	130

STATISTICS AND GENDER DISTRIBUTION OF OSCE SECONDED AND CONTRACTED FIXED-TERM STAFF
as of 30 September 2016
(Including Staff Financed from ExB Contributions)

Nationality	International staff/mission members					
	Grand Total					
	M	M%	F	F%	Total	Total %
Albania	4	1	2	1	6	1
Andorra						
Armenia	1	0	4	2	5	1
Austria	10	3	10	4	20	3
Azerbaijan	2	1	2	1	4	1
Belarus	3	1	3	1	6	1
Belgium	3	1			3	0
Bosnia and Herzegovina	13	4	11	5	24	4
Bulgaria	4	1	1	0	5	1
Canada	10	3	7	3	17	3
Croatia			3	1	3	0
Cyprus						
Czech Republic	6	2	3	1	9	1
Denmark	1	0			1	0
Estonia	1	0			1	0
Finland	3	1	7	3	10	2
France	8	2	12	5	20	3
Georgia	3	1	7	3	10	2
Germany	35	10	21	9	56	9
Greece	6	2	5	2	11	2
Holy See						
Hungary	10	3	3	1	13	2
Iceland	1	0			1	0
Ireland	15	4	4	2	19	3
Italy	37	10	22	9	59	10
Kazakhstan	2	1	2	1	4	1
Kyrgyzstan	2	1	4	2	6	1
Latvia	1	0			1	0
Liechtenstein						
Lithuania	1	0	1	0	2	0
Luxembourg			1	0	1	0
Macedonia, The Former Yugoslav Republic of	12	3	14	6	26	4
Malta			1	0	1	0
Moldova, Republic of	10	3	5	2	15	2
Monaco						
Mongolia						
Montenegro	3	1	1	0	4	1
Netherlands	10	3	1	0	11	2
Norway	4	1	3	1	7	1
Poland	8	2	10	4	18	3
Portugal						
Romania	4	1	1	0	5	1
Russian Federation	21	6	5	2	26	4
San Marino						
Serbia	3	1	5	2	8	1
Slovakia	3	1	3	1	6	1
Slovenia	4	1			4	1
Spain	5	1	8	3	13	2
Sweden	13	4	2	1	15	2
Switzerland	8	2	4	2	12	2
Tajikistan	1	0	1	0	2	0
Turkey	5	1	2	1	7	1
Turkmenistan	1	0	1	0	2	0
Ukraine	6	2	3	1	9	1
United Kingdom	30	8	12	5	42	7
United States	27	7	21	9	48	8
Uzbekistan	1	0	4	2	5	1
TOTAL	361	60%	242	40%	603	100.0