



Committee on Budget, Finance and Administration

2020 AND 2021 ANNUAL REPORT ON DIVERSITY IN THE WTO SECRETARIAT

1 INTRODUCTION

1.1. This document presents the Annual Report on Diversity in the WTO Secretariat for the year 2020 and 2021. It is the twelfth Annual Report on Diversity prepared by the Secretariat.¹

1.2. Like the previous reports, the 2020/2021 Annual Report provides detailed data on the composition of WTO staff as at 31 December 2020 and 2021 based on WTO Membership and gender, as well as the evolution of staff diversity by country status and region since 1995. Included are trends in staff turnover and composition of staff at Director-level and above since 1995. Data on staff recruitment and gender balance is incorporated, including statistics on applications received, candidates interviewed, and number of appointments. Data on the Young Professionals Programme and six internship programmes are also included.

1.3. Moreover, the Secretariat includes updates in this report showing positive trends on diversity and reinforces the importance of taking forward measures to improve the diversity of the Secretariat as first presented to the Committee on Budget, Finance and Administration in 2010. As a method of increasing the representation from developing and least developed countries (LDCs), colleagues from the Human Resources Division continue to go on outreach missions as well as make presentations on career opportunities offered at the WTO.

1.4. Once recruited, staff are also encouraged to enhance their linguistic skills in the 3 WTO official languages – English, French and Spanish. *Although all Staff members are recruited with the language skills defined as "essential" or "required" to fulfil the duties and responsibilities of their position, proficiency in more than one of the three official languages can be an asset for the Staff's career development and increase chances for placement and mobility. For this reason, the WTO will bear the cost of the training of eligible Staff members in the three official languages up to proficiency level, i.e. C1 level in the Common European Framework of Reference for Languages (CEFR, see Annex). In case of demonstrable organizational needs and provided funds are available, the WTO will also bear the cost of training Staff members up to a higher proficiency level, or training in other languages.* (WTO Language Training Policy)

1.5. The recruitment activities of the WTO Secretariat have continued despite the COVID-19 pandemic. In order to improve diversity, outreach missions have continued to take place virtually. Organizations and governments put in place a hybrid system through specialized platforms which allowed for a smooth outreach. During the pandemic, the WTO started hiring interns outside the Geneva area remotely and on an unpaid basis. On the other hand, local interns (students in the Geneva area) could be hired on a paid basis, which affected the possibility to increase diversity through the internship programme.

2 UPDATE ON THE SECRETARIAT'S ACTIONS TO CONTINUOUSLY IMPROVE DIVERSITY

2.1. The Secretariat continues to outline the progress made on diversity based on the response to measures proposed in a Joint Statement by Brazil, China, Ecuador, Egypt, India, Pakistan and

¹ The previous Annual Reports on Diversity in the WTO Secretariat were provided on 1 March 2010 (WT/BFA/W/195 and WT/BFA/W/195/Corr.2), 28 February 2011 (WT/BFA/W/227), 27 April 2012 (WT/BFA/W/266), 15 May 2013 (WT/BFA/W/292), 11 April 2014 (WT/BFA/W/323), 16 March 2015 (WT/BFA/W/354), 4 April 2016 (WT/BFA/W/387), 22 March 2017 (WT/BFA/W/415 and WT/BFA/W/415/Corr.1), 3 September 2018 (WT/BFA/W/457), 4 June 2019 (WT/BFA/W/483) and 9 October 2020 (WT/BFA/W/533).

South Africa.² The key commitments are to increase awareness of the principles of merit and diversity in the WTO recruitment process and to strengthen outreach activities with the aim of increasing the pool of highly qualified applicants from the full Membership of the WTO.

2.2. The Secretariat's commitment to merit and diversity, in line with the WTO Staff Regulations, is being highlighted in vacancy notices as follows:

"The recruitment policy of the WTO shall be to seek to attract and retain staff members offering the highest standards of competence, efficiency and integrity. As an Equal Opportunities Employer, the WTO gives full regard to merit and diversity."

A short text on merit and diversity in WTO's recruitment policy has also been included in previous WTO Annual Reports.

3 WTO RECRUITMENT POLICY AND PROCESS

3.1. Recruitment in the Secretariat continues to be firmly based on the principles set out in Staff Regulation 3.1, which states the following:

"The recruitment policy of the WTO shall be to seek to attract and retain staff members offering the highest standards of competence, efficiency and integrity. It shall be based on the principle of equal opportunity for all, regardless of gender, nationality, race or religion, with the objective of ensuring the broadest possible diversification of the Secretariat."

3.2. Positions continue to be systematically advertised through social media outlets such as Twitter, LinkedIn, and Facebook to assist in attracting a broader pool of qualified candidates. An average of 203 individuals applied per external vacancy notice in 2020 and 2021.

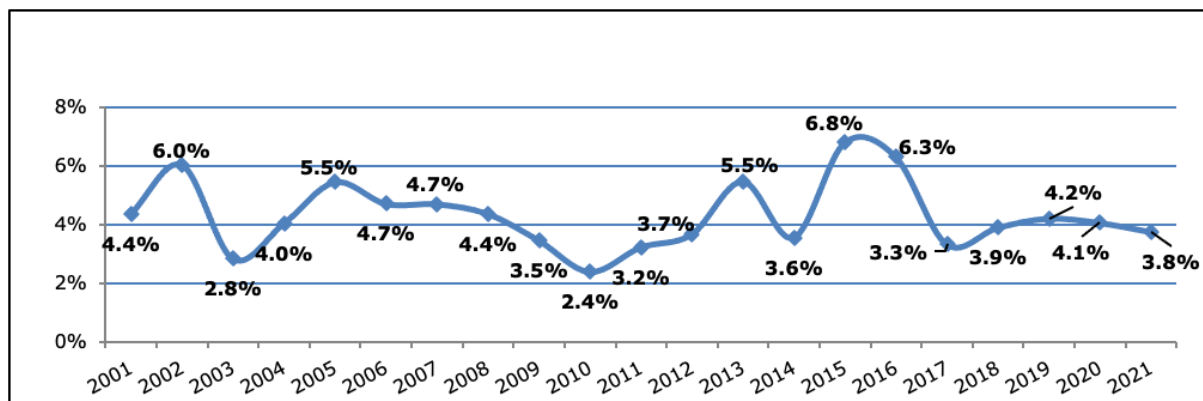
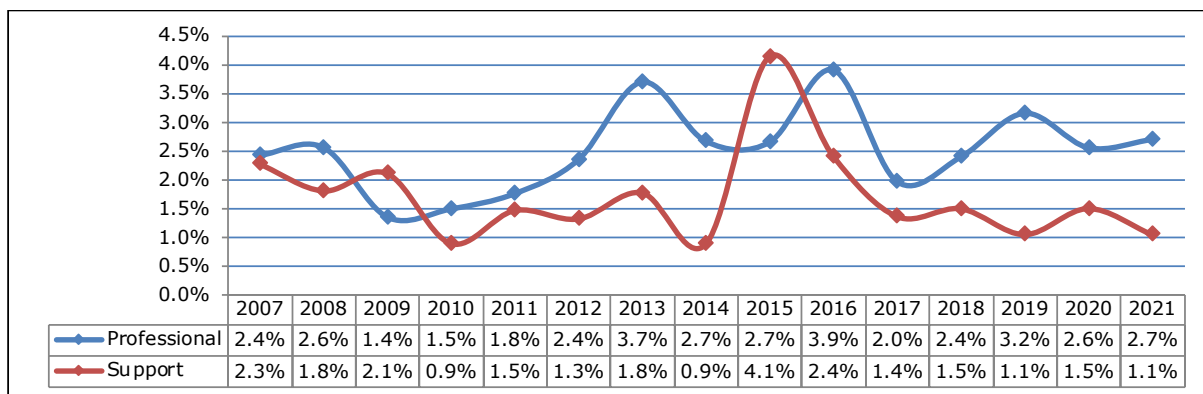
3.3. The Young Professionals Programme (YPP), a new programme established in 2016, is part of the Secretariat's efforts to broaden diversity and increase the number of professionals from unrepresented Members from developing and LDCs. The programme offers targeted training and mentoring to enhance the skills of young professionals (YPs) with graduate degrees and demonstrated interest in a career in international trade. Furthermore, it widens the pool of professionals who can later become more competitive with respect to future recruitment at the WTO, especially at junior professional levels. Details on this programme can be found under Section 8 "Young Professionals and Internship Programmes" as well as in Annexes 11 to 13, and 15.

4 TURNOVER IN RELATION TO DIVERSITY

4.1. Overall turnover of staff in the WTO has been traditionally low as illustrated in Chart 1. From 2001 to 2009, the average annual turnover was 4.4%. Effective 1 January 2010, the extension of the retirement age increased from 62 to 65. This had an initial affect in turnover, lowering the average in the few years following this change. More recently, since 2013, the average turnover increased to 4.9%, mainly due to the number of retirements. In 2020 and 2021, the turnover rate remained stable at 4.1% and 3.8% respectively. 55.8% of separations were due to retirements, 34.6% due to resignations and 7.7% due to staff reaching the end of contract. In addition, there was 1 death of a staff member in the Organization (1.9% of separations).

4.2. Chart 2 illustrates turnover percentages by occupational grouping since 2007. Overall, the trend shows that turnover has generally been higher for professional staff, as was the case in 2020 and 2021. The comparatively significant turnover rate of 4.1% for Support staff in 2015 and 3.9% for professional staff in 2019 are mainly due to retirements.

² 12 April 2010 (WT/BFA/W/198), 17 May 2010 (WT/BFA/W/204), 16 July 2010 (WT/BFA/W/207).

Chart 1 WTO Staff Turnover from 2001 to 2021**Chart 2 WTO Staff Turnover by Occupational Grouping from 2007 to 2021**

5 WTO STAFF BY MEMBER

5.1. While there has been a surge in recruitment activity in the last few years, changes in the composition of WTO staff are not significant from one year to the next. Like in the previous annual reports on diversity, the staffing data (Annexes 1 to 5, and 7) is presented in three main categories: (1) all staff, (2) professional staff and (3) professional staff excluding linguistic staff. This categorization accounts for the fact that a large percentage of support staff are hired in the local area and that staff in the language area (translators, interpreters, revisers) are often drawn from Members with one of WTO's three official languages – English, French and Spanish.

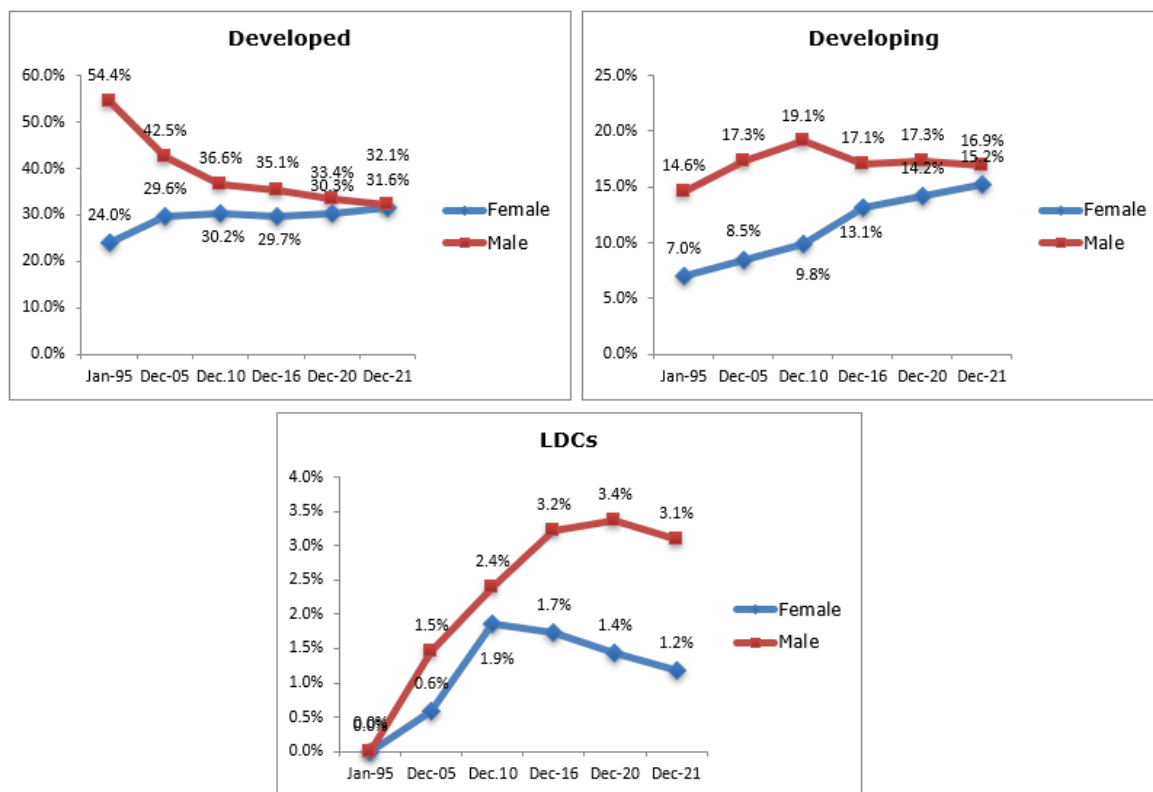
5.2. In 2021, the number of nationalities represented in the Secretariat totals 85 (Annex 1). Since 2019, there was an overall decrease of one in the number of Members represented. Effective in 2017 for statistical purposes, the Secretariat will always consider the staff members' first nationality when hired and will not adjust this should a staff member later acquire Swiss or other nationality. The exception to this would only be if the staff member had to relinquish their first nationality when acquiring another nationality.

5.3. Looking at professional staff (linguistic staff excluded), 82 Members are represented (Annex 3). Except for France (as along with Switzerland is part of the local employment market from which many qualified candidates apply for technical or linguistic positions), the United States of America has the next highest share of staff (6.9%). The highest number of female professionals apart from France are from Spain (4.3%), while the highest number of male professionals are from Germany (3.1%).

5.4. As shown in Chart 3, the share of professional staff represented by developing and LDCs increased from 21.6% in January 1995 to 33.2% in December 2010 to 35.1% in December 2016 to 36.3% in December 2021 (further percentages are shown in Annex 4). Men have generally outnumbered women in developed, developing and LDCs. While the percentage of male staff members from developed countries has decreased (from 54.4% in 1995 to 36.6% in 2010 to 35.1%

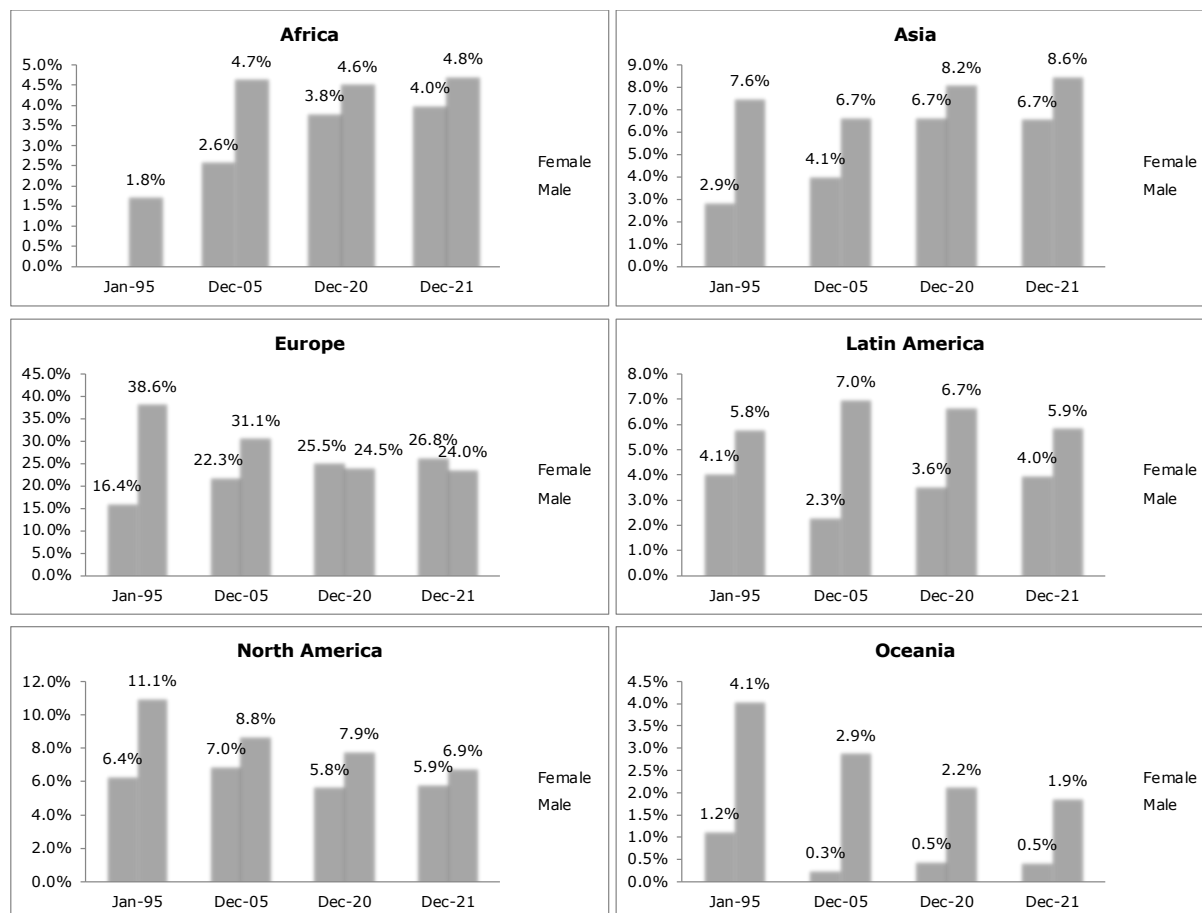
in 2016 to 32.1% in 2021), the percentage of females has increased from developing and LDCs (7% in 1995 to 11.7% in 2010 to 14.8% in 2016 to 16.4% in 2021).

Chart 3 WTO Professional Staff by Member Country Status and Gender



5.5. Chart 4 illustrates that Europe continues to have the highest proportion of professional staff (50.8%) for both males and females. However, the proportion of male professionals from Europe and North America have progressively decreased since 1995 (from 38.6% to 24.0% for Europe and from 11.1% to 6.9% for North America). Generally, female representation has increased since 1995 for Africa, Asia, and Europe.

5.6. In the case of Oceania, the proportion of female professionals decreased from 1.2% in 1995 to 0.5% in 2021. Although, it should be highlighted that this region accounts for the lowest number of staff. Annex 5 provides further percentages illustrating representation by region among total WTO staff as well as professional staff.

Chart 4 WTO Professional Staff by Region and Gender

5.7. As of 31 December 2021, the Secretariat had a total of 28 staff members at Director-level and above (of which 10 are female), shown in Table 1. This comprises the Director-General, Deputy Directors-General, Chef de Cabinet, Head of Office of Internal Oversight and Directors.

5.8. As per the Policy on the Evaluation of Directors issued in the 2nd quarter of 2017, staff members who are appointed Director after the issuance of the policy will be on a probationary assignment for two years and granted a Special Post Allowance at grade 11 with the title of Director. During this period, their grade at the time of appointment (i.e. 10) will remain unchanged. Subject to satisfactory performance and agreement of both the Evaluation Board (comprised of the four Deputy Directors-General and Chef de Cabinet) and the Director-General, the probationary period will end and promotion to grade 11 will take effect, retroactive to the date of the original appointment.

5.9. Referring to regional distribution shown in Annex 6 for Director-level positions and above, Asia continues to have the strongest representation at 25%.

Table 1 Director-level and above, by grade and gender at the end of 2021

Grade	Female		Male		Total Nbr
2020	6	23.1%	20	76.9%	26
DDG	-	0.0%	4	100.0%	4
12	-	0.0%	2	100.0%	2
11	6	31.6%	13	68.4%	19
10	-	0.0%	1	100.0%	1
2021	10	35.7%	18	64.3%	28
DG	1	100.0%	-	0.0%	1
DDG	2	50.0%	2	50.0%	4
12	-	0.0%	2	100.0%	2
11	6	30.0%	14	70.0%	20
10	1	100.0%	-	0.0%	1

6 APPLICATIONS FOR WTO VACANCY NOTICES

6.1. The data on the number of applications, shown in Annex 8, has limited analytical value as all applicants included do not consider the extent to which candidates meet the minimum requirements of a position. It also encompasses applications received from candidates that may have applied for several positions, as well as from vacancy notices that have been reissued. What can be adequately assessed is the general interest in working for the WTO. A candidate can also apply for as many positions as he/she wishes by simply clicking on the vacancy notice(s).

6.2. During the COVID-19 pandemic, the number of applications has been consistent with the previous years. Efforts have been made by HR to increase the visibility of vacancy notices through short, animated job postings on LinkedIn.

6.3. In August 2020 HR embarked on the implementation of a new cloud-based HR information system with self-service functionalities called "Workday", which includes HR and payroll functionalities. It went live for employees in September 2021, incorporating HR core activities of recruitment, absence, payroll, benefits and compensation. Information on how to submit applications after September 2021 was communicated to all staff internally and via the official WTO website for external applicants. Brochures for outreach activities were updated to reflect the change in application system.

6.4. In 2020 and 2021, the Secretariat received a total of 12,022 applications in response to 95 external and internal vacancy notices (VNs). In 2021 specifically, 41 VNs were advertised of which 24 were for professional positions (17 external, 7 internal). From these 41 VNs, the Secretariat received 7,825 applications (shown in Annex 8).

6.5. Table 2 below shows the number of VNs advertised per grade in 2020 and 2021. The highest number of applications received in both years were for entry level Grade 6 Professional positions.

Table 2 Applications received for all vacancy notices in 2020 and 2021

2020

Grade	Nbr of VNs	Total Nbr
Professional	36	3013
10	4	9
9	5	290
8	11	522
7	9	842
6	7	1350
Support	18	1184
7	1	122
6	6	297
5	6	335
4	4	381
3	1	49
Grand Total	54	4197

2021

Grade	Nbr of VNs	Total Nbr
Professional	24	6021
11	1	132
10	2	465
9	4	198
8	5	1314
7	4	408
6	8	3504
Support	17	1804
6	2	95
5	7	618
4	7	974
3	1	117
Grand Total	41	7825

6.6. Annex 8 shows details of applications received by nationality.

6.7. The number of shortlisted candidates gives a better indication of the number of qualified applicants from each Member country (Annex 9). Given the generally low staff turnover at the WTO, and the fact that it is not uncommon for one highly qualified candidate to be shortlisted for more than one vacancy, there is a certain level of variability in the data.

6.8. In terms of the candidates shortlisted for non-linguistic professional positions advertised in 2021, France represented the Member with the highest number (9.8%). This is followed by Italy (6.0%), Spain (3.8%) and Switzerland (3.8%).

6.9. Table 3 below further shows the shortlisted candidates by grade level and gender in 2020 and 2021, as well as the number of VNs advertised per grade.

Table 3 Shortlisted candidates for all vacancy notices issued in 2020 and 2021

2020

Grade	Nbr of VNs	Nbr of Females	%	Nbr of Males	%	Total Nbr
Professional	36	194	80.2%	48	19.8%	242
10	4	6	40.0%	9	60.0%	15
9	5	30	61.2%	19	38.8%	49
8	11	39	79.6%	10	20.4%	49
7	9	51	91.1%	5	8.9%	56
6	7	68	93.2%	5	6.8%	73
Support	18	74	93.7%	5	6.3%	79
7	1	6	100.0%	0	0.0%	6
6	6	30	93.8%	2	6.3%	32
5	6	23	88.5%	3	11.5%	26
4	4	11	100.0%	0	0.0%	11
3	1	4	100.0%	0	0.0%	4
Grand Total	54	268	83.5%	53	16.5%	321

2021

Grade	Nbr of VNs	Nbr of Females	%	Nbr of Males	%	Total Nbr
Professional	24	141	75.4%	46	24.6%	187
11	1	1	25.0%	3	75.0%	4
10	2	23	88.5%	3	11.5%	26
9	4	5	41.7%	7	58.3%	12
8	5	42	72.4%	16	27.6%	58
7	4	25	89.3%	3	10.7%	28
6	8	45	76.3%	14	23.7%	59

Grade	Nbr of VNs	Nbr of Females	%	Nbr of Males	%	Total Nbr
Support	17	79	85.9%	13	14.1%	92
6	2	7	77.8%	2	22.2%	9
5	7	37	84.1%	7	15.9%	44
4	7	31	88.6%	4	11.4%	35
3	1	4	100.0%	0	0.0%	4
Grand Total	41	220	78.9%	59	21.1%	279

6.10. In 2021, the Secretariat appointed 35 staff members. From the 35 staff members appointed, 27 were for professional positions (with 13 of the 27 staff members at the Grade 6 and Grade 7 levels).

6.11. In terms of the number of 2021 appointments for professional positions by member country status, 51.9% (14 of 27) were from developing countries and LDCs (further data with 2020 is shown in Annex 7).

6.12. Looking at professional positions only for 2021, the overall percentage of males and females appointed were 44.4% and 55.6% respectively. Females accounted for a higher number of appointments for professional positions in both 2020 and 2021 (2020 - 6 men, 10 women and 2021 - 12 men, 15 women).

Table 4 Appointments (External Hires) in 2020 and 2021

2020

Grade	Nbr of Females	%	Nbr of Males	%	Total Nbr
Professional	10	62.5%	6	37.5%	16
10		0.0%	1	100.0%	1
9	1	33.3%	2	66.7%	3
8	2	100.0%		0.0%	2
7	3	75.0%	1	25.0%	4
6	4	66.7%	2	33.3%	6
Support	6	60.0%	4	40.0%	10
6	1	50.0%	1	50.0%	2
5		0.0%	1	100.0%	1
4	4	80.0%	1	20.0%	5
3	1	50.0%	1	50.0%	2
Grand Total	16	61.5%	10	38.5%	26

2021

Grade	Nbr of Females	%	Nbr of Males	%	Total Nbr
Professional	15	55.6%	12	44.4%	27
DG	1	100.0%		0.0%	1
DDG	2	50.0%	2	50.0%	4
12		0.0%	1	100.0%	1
11		0.0%	1	100.0%	1
10		0.0%	3	100.0%	3
9	1	50.0%	1	50.0%	2
8	1	50.0%	1	50.0%	2
7	5	83.3%	1	16.7%	6
6	5	71.4%	2	28.6%	7
Support	5	62.5%	3	37.5%	8
7		0.0%	1	100.0%	1
6	2	100.0%		0.0%	2
4	2	66.7%	1	33.3%	3
3	1	50.0%	1	50.0%	2
Grand Total	20	57.1%	15	42.9%	35

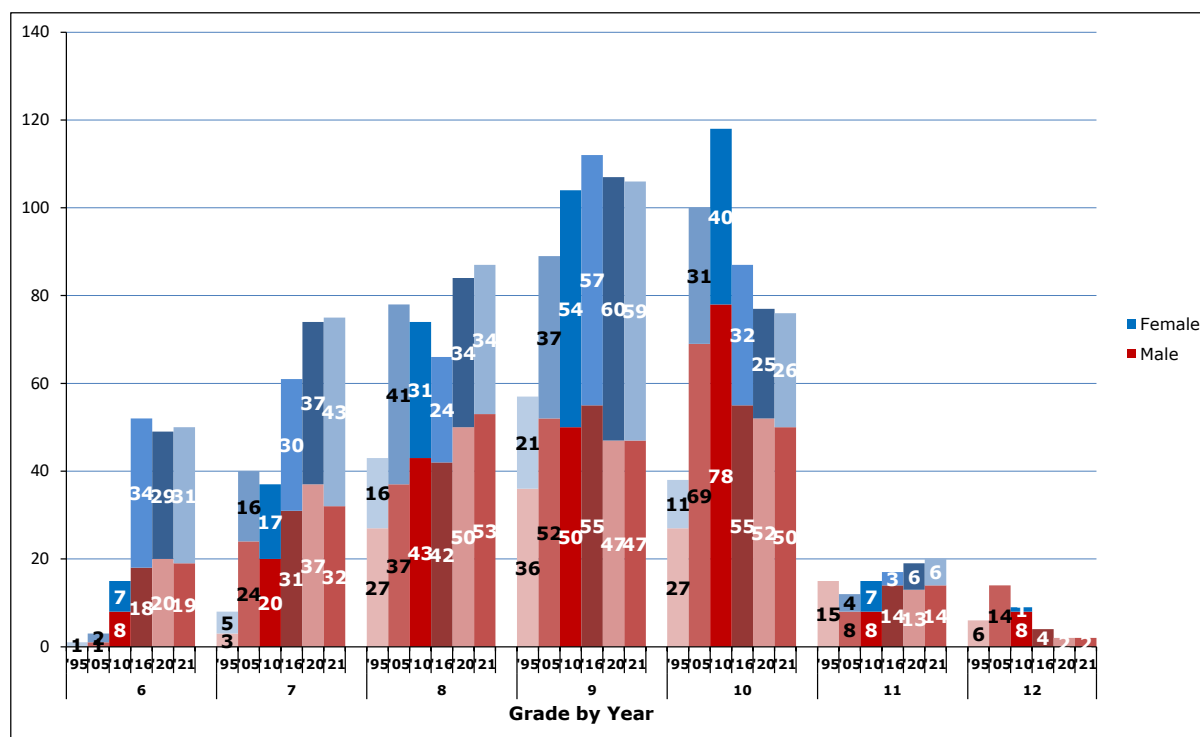
7 GENDER BALANCE

7.1. Women currently represent approximately 55.8% of staff in the organization (see Annex 1 to 3), outnumbering men at the WTO by 372 to 295. Among professional staff, men outnumber women with 219 men and 202 women. This represents a smaller margin than in 2019 where there were 226 men and 190 women. In terms of total staff in 2021, 63.1% are in professional positions. Out of the professional staff population, female representation went from 31% in 1995 to 41.9% in 2010 to 44.6% in 2016 to 48% in 2021 (shown in Annex 10). Of the support staff population, 69.1% are women whereas 30.9% are men. In 1995, 2010 and 2016, the percentages of female support staff are 72.2%, 70.5% and 67.6% respectively. Furthermore, data in Chart 5 shows females as having had a larger increase at the professional level (difference of 17.4%) over males (difference of 4.3%).

7.2. Gender equality will continue to be actively promoted in the WTO Secretariat. To this end, the Director-General has requested that an organizational survey and full gender audit (of policies and practices) be undertaken to identify any existing gaps and implement specific gender-related activities and targets which will be monitored. High on the list of priorities will also be the formulation of a gender policy, aimed at ultimately creating an empowering, safe and inclusive work environment.

7.3. Chart 6 shows that while there was no female representation at grade 11 in 1995, there were 6 females at grade 11 as of December 2021. There has also been notable improvement over the last 20 years in the representation of female professionals, specifically in grades 6, 7, 8 and 9. While gender balance continues to gradually improve, women continue to be underrepresented overall in senior management positions.

Chart 5 WTO Professional Staff by Grade and Gender



8 YOUNG PROFESSIONALS AND INTERNSHIP PROGRAMMES

8.1. In 2020 and 2021, the WTO had the following eight programmes:

- a. Young Professionals Programme
- b. WTO Internship Programme;

- c. China's LDCs and Accessions Programme;
- d. WTO Support Programme for Doctoral Studies;
- e. Netherlands Trainee Programme;
- f. French and Irish Mission Internship Programme;
- g. Regional Coordinator Internship Programme; and
- h. EIF Secondees Internship Programme.

8.2. In 2016, the Secretariat introduced the 12-month YPP to increase the number of professionals from developing and LDCs who are not represented in the Secretariat. The first cohort of five YPs from four unrepresented countries commenced in January 2017. The Secretariat received 4,072 applications for Young Professional positions for 2021. From this selection process, 14 young professionals from 14 unrepresented members were chosen to begin in early 2021 (Annex 13 and Annex 15). The highest number of applications received was from Nigeria (2,856), Kenya (171) and India (135).

8.3. The WTO Internship Programme is designed for post-graduate university students from WTO Members and countries as well as customs territories engaged in accession negotiations who wish to gain practical experience and deeper knowledge of the multilateral trading system.

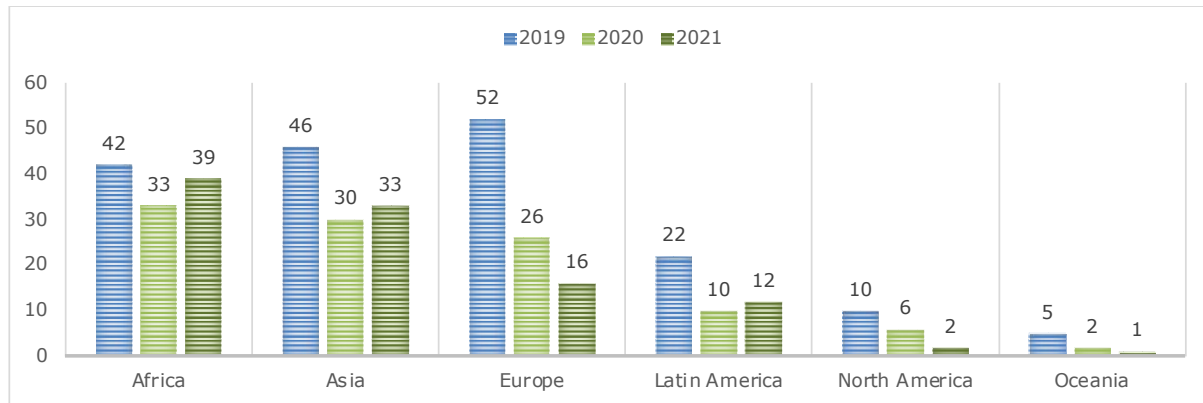
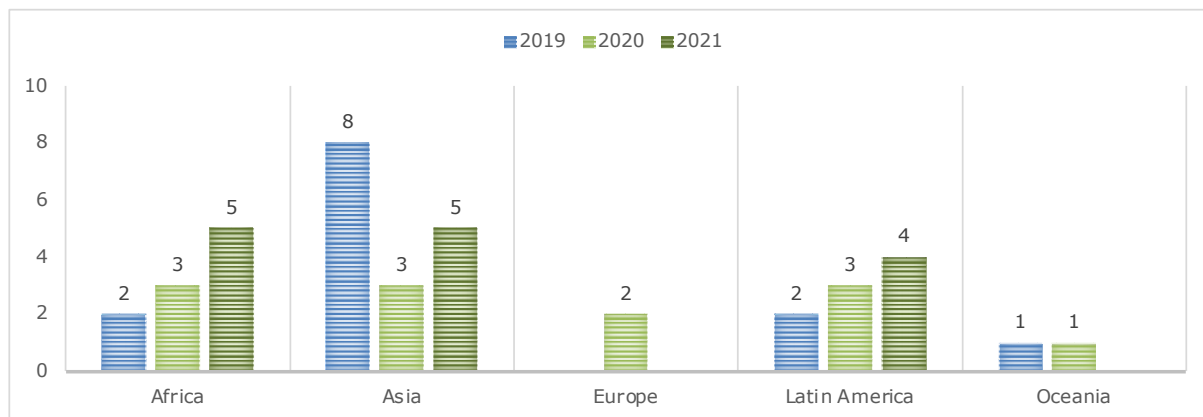
8.4. On 14 July 2011, The People's Republic of China and the WTO signed a Memorandum of Understanding concerning China's LDCs and Accessions Programme, which the WTO implemented in 2012. The aim is to strengthen LDC participation in the WTO and assist acceding LDCs in joining the WTO.

8.5. The five remaining programmes: WTO Support Programme for Doctoral Studies, Netherlands Trainee Programme, French and Irish Mission Internship Programme, Regional Coordinator Internship Programme and EIF Secondees, focus on building sustainable capacity in LDCs and developing countries by providing officials and students from these countries with an opportunity to directly participate in the WTO's work in Geneva.

8.6. Young Professionals and Interns are selected based on merit, qualifications and expertise. Annex 11 provides further details on the above-mentioned programmes, including each programme's purpose, eligibility and duration.

8.1 Overall Participation in the Young Professionals and Internship Programmes

8.7. In 2021, the data relating to the Young Professionals and Internship Programmes illustrates a high number of participants and broad diversity (Annex 12 and 13), with 103 total YPs and interns from 64 countries that participated in the eight programmes. The 64 countries are composed of 61 Member countries and 3 countries in accession negotiations. Out of the 103 YPs and interns, 84.5% were from developing countries and LDCs. Chart 6 below illustrates that Africa has the highest level of representation, followed by Asia, Europe, Latin America, North America and Oceania. Chart 7 shows the regions of the 14 YPs appointed for 2021, representing 14 Members from 11 developing countries and 3 LDCs.

Chart 6 Total Number of Young Professionals and Interns by Region from 2019 to 2021**Chart 7 Young Professionals Programme by Region from 2019 to 2021**

LIST OF ANNEXES

Annex 1: Total WTO Staff by Member

Annex 2: WTO Professional Staff by Member

Annex 3: WTO Professional Staff by Member (Linguistic Staff Excluded)

Annex 4: WTO Staff by Member Country Status

Annex 5: WTO Staff by Region

Annex 6: Director-level and above by Member, Country Status, Region, Gender and Grade

Annex 7: Appointments by Member, Member Country Status, and Gender (1995 – 2021)

Annex 8: Applications Received for Positions Advertised in 2021

Annex 9: Shortlisted Candidates by Gender for Positions Advertised in 2021

Annex 10: WTO Professional and Support Staff by Gender

Annex 11: Description of Young Professionals and Internship Programmes

Annex 12: Number of Young Professionals and Interns by Programme, Country Status, Region and Gender

Annex 13: Number of Young Professionals by Country and Gender in 2020 and 2021

Annex 14: Number of Interns by Country and Gender in 2020 and 2021 (Excluding Young Professionals)

Annex 15: Applications for Young Professionals by Country in 2021

ANNEX 1

TOTAL WTO STAFF BY MEMBER

1 JANUARY 1995				31 DECEMBER 2005			
	Member	Nbr	%		Member	Nbr	%
1	France	109	26.2%	1	France	167	27.0%
2	United Kingdom	62	14.9%	2	United Kingdom	77	12.4%
3	Switzerland	38	9.1%	3	Spain	45	7.3%
4	Spain	26	6.3%	4	Switzerland	39	6.3%
5	United States of America	18	4.3%	5	Canada	28	4.5%
6	Canada	16	3.8%	5	United States of America	28	4.5%
7	Ireland	13	3.1%	7	Germany	16	2.6%
7	Italy	13	3.1%	8	Italy	12	1.9%
9	Germany	9	2.2%	9	India	11	1.8%
9	India	9	2.2%	9	Ireland	11	1.8%
11	Argentina	8	1.9%	11	Australia	10	1.6%
12	Uruguay	7	1.7%	12	China	8	1.3%
13	Australia	5	1.2%	12	Philippines	8	1.3%
13	Brazil	5	1.2%	14	Chile	7	1.1%
13	Chile	5	1.2%	14	Colombia	7	1.1%
13	Greece	5	1.2%	14	Peru	7	1.1%
13	Netherlands	5	1.2%	14	Uruguay	7	1.1%
13	Peru	5	1.2%	18	Argentina	6	1.0%
13	Sri Lanka	5	1.2%	18	Austria	6	1.0%
13	Sweden	5	1.2%	18	Belgium	6	1.0%
21	New Zealand	4	1.0%	18	Netherlands	6	1.0%
22	Austria	3	0.7%	22	Brazil	5	0.8%
22	Colombia	3	0.7%	22	Egypt	5	0.8%
22	Norway	3	0.7%	22	Mexico	5	0.8%
22	Philippines	3	0.7%	22	New Zealand	5	0.8%
22	Poland	3	0.7%	22	Poland	5	0.8%
27	Bolivia, Plurinational State of	2	0.5%	22	Tunisia	5	0.8%
27	Egypt	2	0.5%	28	Finland	4	0.6%
27	Japan	2	0.5%	28	Greece	4	0.6%
27	Mexico	2	0.5%	28	Japan	4	0.6%
27	Portugal	2	0.5%	28	Sri Lanka	4	0.6%
27	Türkiye	2	0.5%	28	Sweden	4	0.6%
33	Belgium	1	0.2%	28	Venezuela, Bolivarian Republic of	4	0.6%
33	Benin	1	0.2%	34	Bolivia, Plurinational State of	3	0.5%
33	Cuba	1	0.2%	34	Malaysia	3	0.5%
33	Czech Republic	1	0.2%	34	Türkiye	3	0.5%
33	Finland	1	0.2%	37	Costa Rica	2	0.3%
33	Ghana	1	0.2%	37	Cuba	2	0.3%
33	Honduras	1	0.2%	37	Denmark	2	0.3%
33	Hong Kong, China	1	0.2%	37	Ghana	2	0.3%
33	Hungary	1	0.2%	37	Korea, Republic of	2	0.3%
33	Malaysia	1	0.2%	37	Mauritius	2	0.3%
33	Morocco	1	0.2%	37	Morocco	2	0.3%
33	Pakistan	1	0.2%	37	Norway	2	0.3%
33	Romania	1	0.2%	37	Portugal	2	0.3%
33	Senegal	1	0.2%	37	Romania	2	0.3%
33	Thailand	1	0.2%	37	Rwanda	2	0.3%
33	Tunisia	1	0.2%	37	Thailand	2	0.3%
33	Venezuela, Bolivarian Republic of	1	0.2%	37	Zimbabwe	2	0.3%
	Total	416	100.0%	50	Bangladesh	1	0.2%
				50	Benin	1	0.2%
				50	Bulgaria	1	0.2%
				50	Côte d'Ivoire	1	0.2%
				50	Democratic Republic of the Congo	1	0.2%
				50	Ecuador	1	0.2%
				50	Estonia	1	0.2%
				50	Honduras	1	0.2%
				50	Hong Kong, China	1	0.2%
				50	Hungary	1	0.2%
				50	Lesotho	1	0.2%
				50	Malawi	1	0.2%
				50	Nigeria	1	0.2%
				50	Pakistan	1	0.2%
				50	Senegal	1	0.2%
				50	Slovenia	1	0.2%
				50	South Africa	1	0.2%
				50	Uganda	1	0.2%
					Total	619	100.0%

31 DECEMBER 2010			
	Member	Nbr	%
1	France	193	28.6%
2	United Kingdom	69	10.2%
3	Spain	45	6.7%
4	Switzerland	38	5.6%
5	United States of America	29	4.3%
6	Canada	24	3.6%
7	Germany	20	3.0%
8	India	14	2.1%
8	Italy	14	2.1%
10	Ireland	12	1.8%
11	Australia	10	1.5%
11	Brazil	10	1.5%
11	China	10	1.5%
11	Colombia	10	1.5%
11	Philippines	10	1.5%
16	Argentina	9	1.3%
17	Netherlands	7	1.0%
17	Peru	7	1.0%
17	Uruguay	7	1.0%
20	Egypt	6	0.9%
20	Finland	6	0.9%
20	Mexico	6	0.9%
20	Tunisia	6	0.9%
24	Austria	5	0.7%
24	Belgium	5	0.7%
24	Greece	5	0.7%
24	New Zealand	5	0.7%
28	Chile	4	0.6%
28	Korea, Republic of	4	0.6%
28	Poland	4	0.6%
28	Sweden	4	0.6%
28	Venezuela, Bolivarian Republic of	4	0.6%
33	Bolivia	3	0.4%
33	Bulgaria	3	0.4%
33	Japan	3	0.4%
33	Malaysia	3	0.4%
33	Morocco	3	0.4%
33	Sri Lanka	3	0.4%
33	Türkiye	3	0.4%
33	Uganda	3	0.4%
41	Costa Rica	2	0.3%
41	Denmark	2	0.3%
41	Ecuador	2	0.3%
41	Ghana	2	0.3%
41	Guinea	2	0.3%
41	Mauritius	2	0.3%
41	Norway	2	0.3%
41	Pakistan	2	0.3%
41	Portugal	2	0.3%
41	Romania	2	0.3%
41	Rwanda	2	0.3%
41	Senegal	2	0.3%
41	Zimbabwe	2	0.3%

31 DECEMBER 2010			
	Member	Nbr	%
54	Bangladesh	1	0.1%
54	Barbados	1	0.1%
54	Benin	1	0.1%
54	Burundi	1	0.1%
54	Côte d'Ivoire	1	0.1%
54	Croatia	1	0.1%
54	Cuba	1	0.1%
54	Democratic Republic of the Congo	1	0.1%
54	Estonia	1	0.1%
54	Guatemala	1	0.1%
54	Honduras	1	0.1%
54	Hong Kong, China	1	0.1%
54	Hungary	1	0.1%
54	Lesotho	1	0.1%
54	Malawi	1	0.1%
54	Nigeria	1	0.1%
54	Paraguay	1	0.1%
54	Saint Lucia	1	0.1%
54	South Africa	1	0.1%
54	Tanzania	1	0.1%
54	Thailand	1	0.1%
54	Trinidad and Tobago	1	0.1%
54	Zambia	1	0.1%
	Total	675	100.0%

31 DECEMBER 2016 (82 Members Represented)							
	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr	%
1	France	99	14.9%	71	10.7%	170	25.5%
2	United Kingdom	41	6.2%	13	2.0%	54	8.1%
3	Switzerland	27	4.1%	23	3.5%	50	7.5%
4	Spain	28	4.2%	11	1.7%	39	5.9%
5	United States of America	21	3.2%	14	2.1%	35	5.3%
6	Germany	9	1.4%	14	2.1%	23	3.5%
6	Italy	10	1.5%	13	2.0%	23	3.5%
8	Canada	4	0.6%	14	2.1%	18	2.7%
9	China	8	1.2%	7	1.1%	15	2.3%
10	Philippines	6	0.9%	8	1.2%	14	2.1%
11	India	3	0.5%	10	1.5%	13	2.0%
12	Brazil	3	0.5%	9	1.4%	12	1.8%
12	Ireland	11	1.7%	1	0.2%	12	1.8%
14	Australia	4	0.6%	6	0.9%	10	1.5%
15	Colombia	3	0.5%	6	0.9%	9	1.4%
15	Peru	5	0.8%	4	0.6%	9	1.4%
17	Mexico	2	0.3%	6	0.9%	8	1.2%
18	Argentina	3	0.5%	4	0.6%	7	1.1%
19	Austria	2	0.3%	3	0.5%	5	0.8%
19	Egypt	3	0.5%	2	0.3%	5	0.8%
19	Netherlands	1	0.2%	4	0.6%	5	0.8%
19	Uruguay	1	0.2%	4	0.6%	5	0.8%
19	Venezuela, Bolivarian Republic of	1	0.2%	4	0.6%	5	0.8%
24	Belgium	2	0.3%	2	0.3%	4	0.6%
24	Greece	3	0.5%	1	0.2%	4	0.6%
24	Japan	2	0.3%	2	0.3%	4	0.6%
24	Korea, Republic of	4	0.6%		0.0%	4	0.6%
24	Morocco	1	0.2%	3	0.5%	4	0.6%
24	Pakistan	1	0.2%	3	0.5%	4	0.6%
24	Portugal	1	0.2%	3	0.5%	4	0.6%
24	Tunisia	2	0.3%	2	0.3%	4	0.6%
24	Türkiye	2	0.3%	2	0.3%	4	0.6%
33	Bulgaria	1	0.2%	2	0.3%	3	0.5%
33	Democratic Republic of the Congo	1	0.2%	2	0.3%	3	0.5%
33	Denmark	2	0.3%	1	0.2%	3	0.5%
33	Finland	2	0.3%	1	0.2%	3	0.5%
33	Hungary	1	0.2%	2	0.3%	3	0.5%
33	Poland	2	0.3%	1	0.2%	3	0.5%
33	Russian Federation	3	0.5%		0.0%	3	0.5%
33	Sweden	1	0.2%	2	0.3%	3	0.5%
33	Uganda	3	0.5%		0.0%	3	0.5%
42	Benin		0.0%	2	0.3%	2	0.3%
42	Chile	2	0.3%		0.0%	2	0.3%
42	Costa Rica	1	0.2%	1	0.2%	2	0.3%
42	Ghana		0.0%	2	0.3%	2	0.3%
42	Guatemala	2	0.3%		0.0%	2	0.3%
42	Guinea	1	0.2%	1	0.2%	2	0.3%
42	Honduras	2	0.3%		0.0%	2	0.3%
42	Malaysia		0.0%	2	0.3%	2	0.3%
42	Mauritius		0.0%	2	0.3%	2	0.3%
42	Nepal		0.0%	2	0.3%	2	0.3%
42	Nigeria		0.0%	2	0.3%	2	0.3%
42	Norway		0.0%	2	0.3%	2	0.3%
42	Romania	2	0.3%		0.0%	2	0.3%
42	Senegal		0.0%	2	0.3%	2	0.3%
42	South Africa		0.0%	2	0.3%	2	0.3%
42	Zimbabwe	2	0.3%		0.0%	2	0.3%
58	Bangladesh		0.0%	1	0.2%	1	0.2%
58	Barbados		0.0%	1	0.2%	1	0.2%
58	Bolivia, Plurinational State of		0.0%	1	0.2%	1	0.2%
58	Botswana	1	0.2%		0.0%	1	0.2%
58	Burundi		0.0%	1	0.2%	1	0.2%
58	Chad		0.0%	1	0.2%	1	0.2%
58	Croatia	1	0.2%		0.0%	1	0.2%
58	Cuba	1	0.2%		0.0%	1	0.2%
58	Czech Republic	1	0.2%		0.0%	1	0.2%
58	Ecuador	1	0.2%		0.0%	1	0.2%
58	Estonia	1	0.2%		0.0%	1	0.2%
58	Jamaica	1	0.2%		0.0%	1	0.2%
58	Jordan	1	0.2%		0.0%	1	0.2%
58	Kenya	1	0.2%		0.0%	1	0.2%
58	Malawi		0.0%	1	0.2%	1	0.2%
58	New Zealand		0.0%	1	0.2%	1	0.2%
58	Paraguay	1	0.2%		0.0%	1	0.2%
58	Rwanda		0.0%	1	0.2%	1	0.2%

31 DECEMBER 2016 (82 Members Represented)						
	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr
58	Sierra Leone		0.0%	1	0.2%	1
58	Tanzania	1	0.2%		0.0%	1
58	The Gambia	1	0.2%		0.0%	1
58	Trinidad and Tobago	1	0.2%		0.0%	1
58	Ukraine	1	0.2%		0.0%	1
58	Viet Nam	1	0.2%		0.0%	1
58	Zambia	1	0.2%		0.0%	1
	Total	357	53.6%	309	46.4%	666

31 DECEMBER 2021 (85 Members Represented)						
	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr
1	France	105	15.7%	66	9.9%	171
2	United Kingdom	35	5.2%	14	2.1%	49
3	Spain	32	4.8%	14	2.1%	46
4	United States of America	23	3.4%	12	1.8%	35
5	Italy	11	1.6%	14	2.1%	25
6	Germany	10	1.5%	13	1.9%	23
7	Switzerland	10	1.5%	9	1.3%	19
8	Canada	6	0.9%	12	1.8%	18
9	Brazil	7	1.0%	9	1.3%	16
10	China	9	1.3%	6	0.9%	15
10	Ireland	13	1.9%	2	0.3%	15
12	India	2	0.3%	12	1.8%	14
13	Philippines	6	0.9%	7	1.0%	13
14	Australia	3	0.4%	7	1.0%	10
15	Colombia	5	0.7%	4	0.6%	9
16	Mexico	2	0.3%	6	0.9%	8
17	Argentina	4	0.6%	3	0.4%	7
17	Peru	4	0.6%	3	0.4%	7
19	Belgium	4	0.6%	2	0.3%	6
19	Bulgaria	2	0.3%	4	0.6%	6
19	Russian Federation	5	0.7%	1	0.1%	6
22	Finland	3	0.4%	2	0.3%	5
22	Greece	3	0.4%	2	0.3%	5
22	Hungary	2	0.3%	3	0.4%	5
22	Japan	2	0.3%	3	0.4%	5
22	Netherlands	1	0.1%	4	0.6%	5
27	Austria	2	0.3%	2	0.3%	4
27	Democratic Republic of the Congo	2	0.3%	2	0.3%	4
27	Egypt	3	0.4%	1	0.1%	4
27	Korea, Republic of	4	0.6%		0.0%	4
27	Morocco	1	0.1%	3	0.4%	4
27	Pakistan	1	0.1%	3	0.4%	4
27	Poland	3	0.4%	1	0.1%	4
27	Portugal		0.0%	4	0.6%	4
27	Sweden	2	0.3%	2	0.3%	4
27	Tunisia	2	0.3%	2	0.3%	4
27	Türkiye	1	0.1%	3	0.4%	4
38	Benin		0.0%	3	0.4%	3
38	Costa Rica	2	0.3%	1	0.1%	3
38	Ecuador	1	0.1%	2	0.3%	3
38	Mauritius		0.0%	3	0.4%	3
38	Nigeria	1	0.1%	2	0.3%	3
38	Trinidad and Tobago	3	0.4%		0.0%	3
38	Uganda	2	0.3%	1	0.1%	3
38	Uruguay		0.0%	3	0.4%	3
38	Venezuela, Bolivarian Republic of		0.0%	3	0.4%	3
47	Bolivia, Plurinational State of		0.0%	2	0.3%	2
47	Chile	2	0.3%		0.0%	2
47	Denmark	1	0.1%	1	0.1%	2
47	Guatemala	2	0.3%		0.0%	2
47	Honduras	2	0.3%		0.0%	2
47	Kenya	2	0.3%		0.0%	2
47	Malawi	1	0.1%	1	0.1%	2
47	Malaysia		0.0%	2	0.3%	2
47	Nepal		0.0%	2	0.3%	2
47	Romania	2	0.3%		0.0%	2
47	Sri Lanka	2	0.3%		0.0%	2
47	Tanzania	2	0.3%		0.0%	2
47	The Gambia	2	0.3%		0.0%	2
47	Zimbabwe	2	0.3%		0.0%	2
61	Armenia	1	0.1%		0.0%	1
61	Bangladesh		0.0%	1	0.1%	1
61	Botswana	1	0.1%		0.0%	1
61	Burkina Faso		0.0%	1	0.1%	1
61	Burundi		0.0%	1	0.1%	1
61	Cameroon	1	0.1%		0.0%	1
61	Croatia	1	0.1%		0.0%	1
61	Czech Republic	1	0.1%		0.0%	1
61	Estonia	1	0.1%		0.0%	1
61	Ghana	1	0.1%		0.0%	1
61	Guinea		0.0%	1	0.1%	1
61	Jamaica	1	0.1%		0.0%	1
61	Jordan	1	0.1%		0.0%	1
61	Lithuania		0.0%	1	0.1%	1
61	New Zealand		0.0%	1	0.1%	1

31 DECEMBER 2021 (85 Members Represented)							
	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr	%
61	Norway		0.0%	1	0.1%	1	0.1%
61	Paraguay	1	0.1%		0.0%	1	0.1%
61	Rwanda		0.0%	1	0.1%	1	0.1%
61	Saint Lucia		0.0%	1	0.1%	1	0.1%
61	Senegal		0.0%	1	0.1%	1	0.1%
61	South Africa		0.0%	1	0.1%	1	0.1%
61	Tajikistan		0.0%	1	0.1%	1	0.1%
61	Ukraine	1	0.1%		0.0%	1	0.1%
61	Viet Nam	1	0.1%		0.0%	1	0.1%
61	Zambia	1	0.1%		0.0%	1	0.1%
	Grand Total	372	55.8%	295	44.2%	667	100.0%

ANNEX 2

WTO PROFESSIONAL STAFF BY MEMBER

1 JANUARY 1995				31 DECEMBER 2005			
	Member	Nbr	%		Member	Nbr	%
1	France	28	16.4%	1	France	50	14.7%
2	United Kingdom	16	9.4%	2	Canada	25	7.3%
3	United States of America	15	8.8%	2	United Kingdom	25	7.3%
4	Canada	14	8.2%	4	Spain	24	7.0%
5	Switzerland	12	7.0%	4	United States of America	24	7.0%
6	Germany	6	3.5%	6	Switzerland	23	6.7%
6	India	6	3.5%	7	Germany	14	4.1%
6	Spain	6	3.5%	8	Italy	10	2.9%
9	Australia	5	2.9%	9	India	8	2.3%
10	Argentina	4	2.3%	10	Australia	7	2.1%
10	Brazil	4	2.3%	10	China	7	2.1%
10	Greece	4	2.3%	10	Philippines	7	2.1%
10	Italy	4	2.3%	13	Colombia	6	1.8%
10	Netherlands	4	2.3%	14	Austria	5	1.5%
10	New Zealand	4	2.3%	14	Egypt	5	1.5%
10	Uruguay	4	2.3%	14	Mexico	5	1.5%
17	Sri Lanka	3	1.8%	14	Netherlands	5	1.5%
17	Sweden	3	1.8%	18	Argentina	4	1.2%
19	Egypt	2	1.2%	18	Brazil	4	1.2%
19	Ireland	2	1.2%	18	Greece	4	1.2%
19	Japan	2	1.2%	18	Ireland	4	1.2%
19	Norway	2	1.2%	18	Japan	4	1.2%
19	Philippines	2	1.2%	18	New Zealand	4	1.2%
19	Türkiye	2	1.2%	18	Uruguay	4	1.2%
25	Austria	1	0.6%	18	Venezuela, Bolivarian Republic of	4	1.2%
25	Belgium	1	0.6%	26	Belgium	3	0.9%
25	Bolivia, Plurinational State of	1	0.6%	26	Chile	3	0.9%
25	Chile	1	0.6%	26	Poland	3	0.9%
25	Colombia	1	0.6%	26	Tunisia	3	0.9%
25	Czech Republic	1	0.6%	26	Türkiye	3	0.9%
25	Ghana	1	0.6%	31	Bolivia, Plurinational State of	2	0.6%
25	Hong Kong, China	1	0.6%	31	Costa Rica	2	0.6%
25	Hungary	1	0.6%	31	Finland	2	0.6%
25	Mexico	1	0.6%	31	Ghana	2	0.6%
25	Pakistan	1	0.6%	31	Korea, Republic of	2	0.6%
25	Peru	1	0.6%	31	Malaysia	2	0.6%
25	Poland	1	0.6%	31	Morocco	2	0.6%
25	Portugal	1	0.6%	31	Sri Lanka	2	0.6%
25	Romania	1	0.6%	31	Sweden	2	0.6%
25	Thailand	1	0.6%	31	Thailand	2	0.6%
25	Venezuela, Bolivarian Republic of	1	0.6%	41	Bangladesh	1	0.3%
	Total	171	100.0%	41	Benin	1	0.3%
				41	Bulgaria	1	0.3%
				41	Cuba	1	0.3%
				41	Democratic Republic of the Congo	1	0.3%
				41	Denmark	1	0.3%
				41	Ecuador	1	0.3%
				41	Estonia	1	0.3%
				41	Hong Kong, China	1	0.3%
				41	Hungary	1	0.3%
				41	Lesotho	1	0.3%
				41	Malawi	1	0.3%
				41	Mauritius	1	0.3%
				41	Nigeria	1	0.3%
				41	Norway	1	0.3%
				41	Pakistan	1	0.3%
				41	Peru	1	0.3%
				41	Portugal	1	0.3%
				41	Romania	1	0.3%
				41	Rwanda	1	0.3%
				41	Slovenia	1	0.3%
				41	South Africa	1	0.3%
				41	Uganda	1	0.3%
				41	Zimbabwe	1	0.3%
					Total	341	100.0%

31 DECEMBER 2010			
	Member	Nbr	%
1	France	57	15.1%
2	United Kingdom	27	7.2%
3	United States of America	24	6.4%
4	Spain	23	6.1%
5	Canada	22	5.8%
6	Germany	18	4.8%
7	Switzerland	17	4.5%
8	India	12	3.2%
9	Italy	11	2.9%
10	China	9	2.4%
11	Australia	8	2.1%
11	Brazil	8	2.1%
11	Colombia	8	2.1%
11	Philippines	8	2.1%
15	Egypt	6	1.6%
15	Netherlands	6	1.6%
17	Austria	5	1.3%
17	Ireland	5	1.3%
17	Mexico	5	1.3%
20	Argentina	4	1.1%
20	Korea, Republic of	4	1.1%
20	New Zealand	4	1.1%
20	Tunisia	4	1.1%
20	Venezuela, Bolivarian Republic of	4	1.1%
25	Bolivia	3	0.8%
25	Bulgaria	3	0.8%
25	Finland	3	0.8%
25	Greece	3	0.8%
25	Japan	3	0.8%
25	Morocco	3	0.8%
25	Sweden	3	0.8%
25	Türkiye	3	0.8%
25	Uganda	3	0.8%
25	Uruguay	3	0.8%
35	Belgium	2	0.5%
35	Chile	2	0.5%
35	Costa Rica	2	0.5%
35	Ecuador	2	0.5%
35	Ghana	2	0.5%
35	Guinea	2	0.5%
35	Malaysia	2	0.5%
35	Pakistan	2	0.5%
35	Poland	2	0.5%
35	Rwanda	2	0.5%
45	Bangladesh	1	0.3%
45	Barbados	1	0.3%
45	Benin	1	0.3%
45	Burundi	1	0.3%
45	Croatia	1	0.3%
45	Democratic Republic of the Congo	1	0.3%
45	Denmark	1	0.3%
45	Estonia	1	0.3%
45	Guatemala	1	0.3%

31 DECEMBER 2010			
	Member	Nbr	%
45	Hong Kong, China	1	0.3%
45	Hungary	1	0.3%
45	Lesotho	1	0.3%
45	Malawi	1	0.3%
45	Mauritius	1	0.3%
45	Nigeria	1	0.3%
45	Norway	1	0.3%
45	Peru	1	0.3%
45	Portugal	1	0.3%
45	Romania	1	0.3%
45	Saint Lucia	1	0.3%
45	Senegal	1	0.3%
45	South Africa	1	0.3%
45	Sri Lanka	1	0.3%
45	Tanzania	1	0.3%
45	Thailand	1	0.3%
45	Trinidad and Tobago	1	0.3%
45	Zambia	1	0.3%
45	Zimbabwe	1	0.3%
	Total	377	100.0%

31 DECEMBER 2016 (78 Members Represented)							
	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr	%
1	France	28	6.9%	25	6.2%	53	13.1%
2	United States of America	14	3.5%	14	3.5%	28	6.9%
3	Switzerland	12	3.0%	15	3.7%	27	6.7%
4	Spain	16	4.0%	8	2.0%	24	5.9%
5	Germany	7	1.7%	14	3.5%	21	5.2%
6	Italy	8	2.0%	12	3.0%	20	5.0%
6	United Kingdom	10	2.5%	10	2.5%	20	5.0%
8	Canada	4	1.0%	14	3.5%	18	4.5%
9	China	7	1.7%	7	1.7%	14	3.5%
10	India	3	0.7%	9	2.2%	12	3.0%
11	Brazil	3	0.7%	8	2.0%	11	2.7%
12	Philippines	5	1.2%	4	1.0%	9	2.2%
13	Australia	2	0.5%	6	1.5%	8	2.0%
14	Colombia	1	0.2%	6	1.5%	7	1.7%
14	Mexico	2	0.5%	5	1.2%	7	1.7%
16	Austria	2	0.5%	3	0.7%	5	1.2%
16	Egypt	3	0.7%	2	0.5%	5	1.2%
18	Ireland	3	0.7%	1	0.2%	4	1.0%
18	Japan	2	0.5%	2	0.5%	4	1.0%
18	Korea, Republic of	4	1.0%		0.0%	4	1.0%
18	Netherlands		0.0%	4	1.0%	4	1.0%
18	Peru	2	0.5%	2	0.5%	4	1.0%
18	Türkiye	2	0.5%	2	0.5%	4	1.0%
18	Venezuela, Bolivarian Republic of	1	0.2%	3	0.7%	4	1.0%
25	Bulgaria	1	0.2%	2	0.5%	3	0.7%
25	Finland	2	0.5%	1	0.2%	3	0.7%
25	Greece	2	0.5%	1	0.2%	3	0.7%
25	Morocco	1	0.2%	2	0.5%	3	0.7%
25	Pakistan	1	0.2%	2	0.5%	3	0.7%
25	Russian Federation	3	0.7%		0.0%	3	0.7%
25	Sweden	1	0.2%	2	0.5%	3	0.7%
25	Tunisia	1	0.2%	2	0.5%	3	0.7%
25	Uganda	3	0.7%		0.0%	3	0.7%
34	Argentina	1	0.2%	1	0.2%	2	0.5%
34	Benin		0.0%	2	0.5%	2	0.5%
34	Costa Rica	1	0.2%	1	0.2%	2	0.5%
34	Denmark	1	0.2%	1	0.2%	2	0.5%
34	Ghana		0.0%	2	0.5%	2	0.5%
34	Guinea	1	0.2%	1	0.2%	2	0.5%
34	Hungary		0.0%	2	0.5%	2	0.5%
34	Malaysia		0.0%	2	0.5%	2	0.5%
34	Nepal		0.0%	2	0.5%	2	0.5%
34	Nigeria		0.0%	2	0.5%	2	0.5%
34	Poland	1	0.2%	1	0.2%	2	0.5%
34	Portugal	1	0.2%	1	0.2%	2	0.5%
34	South Africa		0.0%	2	0.5%	2	0.5%
34	Uruguay		0.0%	2	0.5%	2	0.5%
34	Zimbabwe	2	0.5%		0.0%	2	0.5%
49	Bangladesh		0.0%	1	0.2%	1	0.2%
49	Barbados		0.0%	1	0.2%	1	0.2%
49	Belgium		0.0%	1	0.2%	1	0.2%
49	Bolivia, Plurinational State of		0.0%	1	0.2%	1	0.2%
49	Botswana	1	0.2%		0.0%	1	0.2%
49	Burundi		0.0%	1	0.2%	1	0.2%
49	Chad		0.0%	1	0.2%	1	0.2%
49	Croatia	1	0.2%		0.0%	1	0.2%
49	Czech Republic	1	0.2%		0.0%	1	0.2%
49	Democratic Republic of the Congo		0.0%	1	0.2%	1	0.2%
49	Ecuador	1	0.2%		0.0%	1	0.2%
49	Estonia	1	0.2%		0.0%	1	0.2%
49	Guatemala	1	0.2%		0.0%	1	0.2%
49	Jamaica	1	0.2%		0.0%	1	0.2%
49	Jordan	1	0.2%		0.0%	1	0.2%
49	Kenya	1	0.2%		0.0%	1	0.2%
49	Malawi		0.0%	1	0.2%	1	0.2%
49	Mauritius		0.0%	1	0.2%	1	0.2%
49	New Zealand		0.0%	1	0.2%	1	0.2%
49	Norway		0.0%	1	0.2%	1	0.2%
49	Romania	1	0.2%		0.0%	1	0.2%
49	Rwanda		0.0%	1	0.2%	1	0.2%
49	Senegal		0.0%	1	0.2%	1	0.2%
49	Sierra Leone		0.0%	1	0.2%	1	0.2%
49	Tanzania	1	0.2%		0.0%	1	0.2%
49	The Gambia	1	0.2%		0.0%	1	0.2%
49	Trinidad and Tobago	1	0.2%		0.0%	1	0.2%

31 DECEMBER 2016 (78 Members Represented)							
	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr	%
49	Ukraine	1	0.2%		0.0%	1	0.2%
49	Viet Nam	1	0.2%		0.0%	1	0.2%
49	Zambia	1	0.2%		0.0%	1	0.2%
	Total	180	44.6%	224	55.4%	404	100.0%

31 DECEMBER 2021 (82 Members Represented)							
	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr	%
1	France	35	8.3%	27	6.4%	62	14.7%
2	United States of America	17	4.0%	12	2.9%	29	6.9%
3	Spain	18	4.3%	8	1.9%	26	6.2%
4	Germany	8	1.9%	13	3.1%	21	5.0%
4	Italy	9	2.1%	12	2.9%	21	5.0%
6	Canada	6	1.4%	12	2.9%	18	4.3%
7	United Kingdom	7	1.7%	10	2.4%	17	4.0%
8	China	9	2.1%	6	1.4%	15	3.6%
9	India	2	0.5%	11	2.6%	13	3.1%
10	Brazil	3	0.7%	8	1.9%	11	2.6%
10	Switzerland	6	1.4%	5	1.2%	11	2.6%
12	Philippines	5	1.2%	5	1.2%	10	2.4%
13	Australia	2	0.5%	7	1.7%	9	2.1%
14	Colombia	3	0.7%	4	1.0%	7	1.7%
14	Ireland	5	1.2%	2	0.5%	7	1.7%
14	Mexico	2	0.5%	5	1.2%	7	1.7%
17	Bulgaria	2	0.5%	4	1.0%	6	1.4%
17	Russian Federation	5	1.2%	1	0.2%	6	1.4%
19	Japan	2	0.5%	3	0.7%	5	1.2%
20	Austria	2	0.5%	2	0.5%	4	1.0%
20	Egypt	3	0.7%	1	0.2%	4	1.0%
20	Hungary	1	0.2%	3	0.7%	4	1.0%
20	Korea, Republic of	4	1.0%		0.0%	4	1.0%
20	Netherlands		0.0%	4	1.0%	4	1.0%
20	Sweden	2	0.5%	2	0.5%	4	1.0%
20	Türkiye	1	0.2%	3	0.7%	4	1.0%
27	Argentina	1	0.2%	2	0.5%	3	0.7%
27	Belgium	2	0.5%	1	0.2%	3	0.7%
27	Benin		0.0%	3	0.7%	3	0.7%
27	Costa Rica	2	0.5%	1	0.2%	3	0.7%
27	Ecuador	1	0.2%	2	0.5%	3	0.7%
27	Finland	2	0.5%	1	0.2%	3	0.7%
27	Greece	2	0.5%	1	0.2%	3	0.7%
27	Morocco	1	0.2%	2	0.5%	3	0.7%
27	Nigeria	1	0.2%	2	0.5%	3	0.7%
27	Pakistan	1	0.2%	2	0.5%	3	0.7%
27	Peru	2	0.5%	1	0.2%	3	0.7%
27	Poland	2	0.5%	1	0.2%	3	0.7%
27	Tunisia	1	0.2%	2	0.5%	3	0.7%
27	Uganda	2	0.5%	1	0.2%	3	0.7%
41	Bolivia, Plurinational State of		0.0%	2	0.5%	2	0.5%
41	Malaysia		0.0%	2	0.5%	2	0.5%
41	Mauritius		0.0%	2	0.5%	2	0.5%
41	Nepal		0.0%	2	0.5%	2	0.5%
41	Trinidad and Tobago	2	0.5%		0.0%	2	0.5%
41	Uruguay		0.0%	2	0.5%	2	0.5%
41	Venezuela, Bolivarian Republic of		0.0%	2	0.5%	2	0.5%
41	Zimbabwe	2	0.5%		0.0%	2	0.5%
49	Armenia	1	0.2%		0.0%	1	0.2%
49	Bangladesh		0.0%	1	0.2%	1	0.2%
49	Botswana	1	0.2%		0.0%	1	0.2%
49	Burkina Faso		0.0%	1	0.2%	1	0.2%
49	Burundi		0.0%	1	0.2%	1	0.2%
49	Cameroon	1	0.2%		0.0%	1	0.2%
49	Chile	1	0.2%		0.0%	1	0.2%
49	Croatia	1	0.2%		0.0%	1	0.2%
49	Czech Republic	1	0.2%		0.0%	1	0.2%
49	Democratic Republic of the Congo		0.0%	1	0.2%	1	0.2%
49	Denmark		0.0%	1	0.2%	1	0.2%
49	Estonia	1	0.2%		0.0%	1	0.2%
49	Ghana	1	0.2%		0.0%	1	0.2%
49	Guatemala	1	0.2%		0.0%	1	0.2%
49	Guinea		0.0%	1	0.2%	1	0.2%
49	Jamaica	1	0.2%		0.0%	1	0.2%
49	Jordan	1	0.2%		0.0%	1	0.2%
49	Kenya	1	0.2%		0.0%	1	0.2%
49	Lithuania		0.0%	1	0.2%	1	0.2%
49	Malawi		0.0%	1	0.2%	1	0.2%
49	New Zealand		0.0%	1	0.2%	1	0.2%
49	Norway		0.0%	1	0.2%	1	0.2%
49	Portugal		0.0%	1	0.2%	1	0.2%
49	Romania	1	0.2%		0.0%	1	0.2%
49	Rwanda		0.0%	1	0.2%	1	0.2%
49	Saint Lucia		0.0%	1	0.2%	1	0.2%
49	South Africa		0.0%	1	0.2%	1	0.2%

31 DECEMBER 2021 (82 Members Represented)						
	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr
49	Sri Lanka	1	0.2%		0.0%	1
49	Tajikistan		0.0%	1	0.2%	1
49	Tanzania	1	0.2%		0.0%	1
49	The Gambia	1	0.2%		0.0%	1
49	Ukraine	1	0.2%		0.0%	1
49	Viet Nam	1	0.2%		0.0%	1
49	Zambia	1	0.2%		0.0%	1
	Total	202	48.0%	219	52.0%	421

ANNEX 3

WTO PROFESSIONAL STAFF BY MEMBER (LINGUISTIC STAFF EXCLUDED)

1 JANUARY 1995			
	Member	Nbr	%
1	France	18	12.4%
2	United Kingdom	15	10.3%
3	United States of America	14	9.7%
4	Canada	12	8.3%
5	Switzerland	11	7.6%
6	Germany	6	4.1%
6	India	6	4.1%
8	Australia	5	3.4%
9	Brazil	4	2.8%
9	Greece	4	2.8%
9	Italy	4	2.8%
9	Netherlands	4	2.8%
9	New Zealand	4	2.8%
14	Sri Lanka	3	2.1%
14	Sweden	3	2.1%
16	Egypt	2	1.4%
16	Ireland	2	1.4%
16	Japan	2	1.4%
16	Norway	2	1.4%
16	Philippines	2	1.4%
16	Spain	2	1.4%
16	Türkiye	2	1.4%
16	Uruguay	2	1.4%
24	Argentina	1	0.7%
24	Austria	1	0.7%
24	Belgium	1	0.7%
24	Bolivia, Plurinational State of	1	0.7%
24	Chile	1	0.7%
24	Colombia	1	0.7%
24	Czech Republic	1	0.7%
24	Ghana	1	0.7%
24	Hong Kong, China	1	0.7%
24	Hungary	1	0.7%
24	Mexico	1	0.7%
24	Pakistan	1	0.7%
24	Poland	1	0.7%
24	Portugal	1	0.7%
24	Romania	1	0.7%
24	Thailand	1	0.7%
	Total	145	100.0%

31 DECEMBER 2005			
	Member	Nbr	%
1	France	33	11.2%
2	Canada	24	8.2%
2	United Kingdom	24	8.2%
4	United States of America	20	6.8%
5	Switzerland	17	5.8%
6	Germany	14	4.8%
7	Spain	12	4.1%
8	Italy	10	3.4%
9	India	8	2.7%
10	Australia	7	2.4%
10	China	7	2.4%
10	Philippines	7	2.4%
13	Colombia	6	2.0%
14	Austria	5	1.7%
14	Egypt	5	1.7%
14	Netherlands	5	1.7%
17	Brazil	4	1.4%
17	Greece	4	1.4%
17	Ireland	4	1.4%
17	Japan	4	1.4%
17	Mexico	4	1.4%
17	New Zealand	4	1.4%
23	Argentina	3	1.0%
23	Belgium	3	1.0%
23	Chile	3	1.0%
23	Poland	3	1.0%
23	Tunisia	3	1.0%
23	Türkiye	3	1.0%
23	Uruguay	3	1.0%
23	Venezuela, Bolivarian Republic of	3	1.0%
31	Costa Rica	2	0.7%
31	Finland	2	0.7%
31	Ghana	2	0.7%
31	Korea, Republic of	2	0.7%
31	Malaysia	2	0.7%
31	Morocco	2	0.7%
31	Sri Lanka	2	0.7%
31	Sweden	2	0.7%
31	Thailand	2	0.7%
40	Bangladesh	1	0.3%
40	Benin	1	0.3%
40	Bolivia, Plurinational State of	1	0.3%
40	Bulgaria	1	0.3%
40	Cuba	1	0.3%
40	Democratic Republic of the Congo	1	0.3%
40	Denmark	1	0.3%
40	Estonia	1	0.3%
40	Hong Kong, China	1	0.3%
40	Hungary	1	0.3%
40	Lesotho	1	0.3%
40	Malawi	1	0.3%
40	Mauritius	1	0.3%
40	Nigeria	1	0.3%
40	Norway	1	0.3%
40	Pakistan	1	0.3%
40	Peru	1	0.3%
40	Portugal	1	0.3%
40	Romania	1	0.3%
40	Rwanda	1	0.3%
40	Slovenia	1	0.3%
40	South Africa	1	0.3%
40	Uganda	1	0.3%
40	Zimbabwe	1	0.3%
	Total	294	100.0%

31 DECEMBER 2010			
	Member	Nbr	%
1	France	38	11.7%
2	United Kingdom	25	7.7%
3	Canada	21	6.4%
4	United States of America	20	6.1%
5	Germany	18	5.5%
6	Switzerland	13	4.0%
7	India	12	3.7%
8	Italy	11	3.4%
9	China	9	2.8%
9	Spain	9	2.8%
11	Australia	8	2.5%
11	Brazil	8	2.5%
11	Philippines	8	2.5%
14	Colombia	7	2.1%
15	Egypt	6	1.8%
15	Netherlands	6	1.8%
17	Austria	5	1.5%
17	Ireland	5	1.5%
19	Korea, Republic of	4	1.2%
19	Mexico	4	1.2%
19	New Zealand	4	1.2%
19	Tunisia	4	1.2%
23	Argentina	3	0.9%
23	Bulgaria	3	0.9%
23	Finland	3	0.9%
23	Greece	3	0.9%
23	Japan	3	0.9%
23	Morocco	3	0.9%
23	Sweden	3	0.9%
23	Türkiye	3	0.9%
23	Uganda	3	0.9%
23	Venezuela, Bolivarian Republic of	3	0.9%
33	Belgium	2	0.6%
33	Bolivia	2	0.6%
33	Chile	2	0.6%
33	Costa Rica	2	0.6%
33	Ghana	2	0.6%
33	Guinea	2	0.6%
33	Malaysia	2	0.6%
33	Pakistan	2	0.6%
33	Poland	2	0.6%
33	Rwanda	2	0.6%
33	Uruguay	2	0.6%
44	Bangladesh	1	0.3%
44	Barbados	1	0.3%
44	Benin	1	0.3%
44	Burundi	1	0.3%
44	Croatia	1	0.3%
44	Democratic Republic of the Congo	1	0.3%
44	Denmark	1	0.3%
44	Ecuador	1	0.3%
44	Estonia	1	0.3%
44	Guatemala	1	0.3%

31 DECEMBER 2010			
	Member	Nbr	%
44	Hong Kong, China	1	0.3%
44	Hungary	1	0.3%
44	Lesotho	1	0.3%
44	Malawi	1	0.3%
44	Mauritius	1	0.3%
44	Nigeria	1	0.3%
44	Norway	1	0.3%
44	Peru	1	0.3%
44	Portugal	1	0.3%
44	Romania	1	0.3%
44	Saint Lucia	1	0.3%
44	Senegal	1	0.3%
44	South Africa	1	0.3%
44	Sri Lanka	1	0.3%
44	Tanzania	1	0.3%
44	Thailand	1	0.3%
44	Trinidad and Tobago	1	0.3%
44	Zambia	1	0.3%
44	Zimbabwe	1	0.3%
44	Total	326	100.0%

31 DECEMBER 2016 (78 Members Represented)							
	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr	%
1	France	15	4.2%	20	5.6%	35	9.7%
2	United States of America	12	3.3%	13	3.6%	25	7.0%
3	Switzerland	9	2.5%	13	3.6%	22	6.1%
4	Germany	7	1.9%	14	3.9%	21	5.8%
5	Italy	8	2.2%	12	3.3%	20	5.6%
6	Canada	4	1.1%	14	3.9%	18	5.0%
6	United Kingdom	8	2.2%	10	2.8%	18	5.0%
8	China	7	1.9%	7	1.9%	14	3.9%
9	India	3	0.8%	9	2.5%	12	3.3%
10	Brazil	3	0.8%	8	2.2%	11	3.1%
11	Spain	5	1.4%	5	1.4%	10	2.8%
12	Philippines	5	1.4%	4	1.1%	9	2.5%
13	Australia	2	0.6%	6	1.7%	8	2.2%
14	Mexico	2	0.6%	5	1.4%	7	1.9%
15	Colombia	1	0.3%	5	1.4%	6	1.7%
16	Austria	2	0.6%	3	0.8%	5	1.4%
16	Egypt	3	0.8%	2	0.6%	5	1.4%
18	Ireland	3	0.8%	1	0.3%	4	1.1%
18	Japan	2	0.6%	2	0.6%	4	1.1%
18	Korea, Republic of	4	1.1%		0.0%	4	1.1%
18	Netherlands		0.0%	4	1.1%	4	1.1%
18	Peru	2	0.6%	2	0.6%	4	1.1%
18	Türkiye	2	0.6%	2	0.6%	4	1.1%
24	Bulgaria	1	0.3%	2	0.6%	3	0.8%
24	Finland	2	0.6%	1	0.3%	3	0.8%
24	Greece	2	0.6%	1	0.3%	3	0.8%
24	Morocco	1	0.3%	2	0.6%	3	0.8%
24	Pakistan	1	0.3%	2	0.6%	3	0.8%
24	Russian Federation	3	0.8%		0.0%	3	0.8%
24	Sweden	1	0.3%	2	0.6%	3	0.8%
24	Tunisia	1	0.3%	2	0.6%	3	0.8%
24	Uganda	3	0.8%		0.0%	3	0.8%
24	Venezuela, Bolivarian Republic of		0.0%	3	0.8%	3	0.8%
34	Benin		0.0%	2	0.6%	2	0.6%
34	Costa Rica	1	0.3%	1	0.3%	2	0.6%
34	Denmark	1	0.3%	1	0.3%	2	0.6%
34	Ghana		0.0%	2	0.6%	2	0.6%
34	Guinea	1	0.3%	1	0.3%	2	0.6%
34	Hungary		0.0%	2	0.6%	2	0.6%
34	Malaysia		0.0%	2	0.6%	2	0.6%
34	Nepal		0.0%	2	0.6%	2	0.6%
34	Nigeria		0.0%	2	0.6%	2	0.6%
34	Poland	1	0.3%	1	0.3%	2	0.6%
34	Portugal	1	0.3%	1	0.3%	2	0.6%
34	South Africa		0.0%	2	0.6%	2	0.6%
34	Uruguay		0.0%	2	0.6%	2	0.6%
34	Zimbabwe	2	0.6%		0.0%	2	0.6%
48	Argentina		0.0%	1	0.3%	1	0.3%
48	Bangladesh		0.0%	1	0.3%	1	0.3%
48	Barbados		0.0%	1	0.3%	1	0.3%
48	Belgium		0.0%	1	0.3%	1	0.3%
48	Bolivia, Plurinational State of		0.0%	1	0.3%	1	0.3%
48	Botswana	1	0.3%		0.0%	1	0.3%
48	Burundi		0.0%	1	0.3%	1	0.3%
48	Chad		0.0%	1	0.3%	1	0.3%
48	Croatia	1	0.3%		0.0%	1	0.3%
48	Czech Republic	1	0.3%		0.0%	1	0.3%
48	Democratic Republic of the Congo		0.0%	1	0.3%	1	0.3%
48	Ecuador	1	0.3%		0.0%	1	0.3%
48	Estonia	1	0.3%		0.0%	1	0.3%
48	Guatemala	1	0.3%		0.0%	1	0.3%
48	Jamaica	1	0.3%		0.0%	1	0.3%
48	Jordan	1	0.3%		0.0%	1	0.3%
48	Kenya	1	0.3%		0.0%	1	0.3%
48	Malawi		0.0%	1	0.3%	1	0.3%
48	Mauritius		0.0%	1	0.3%	1	0.3%
48	New Zealand		0.0%	1	0.3%	1	0.3%
48	Norway		0.0%	1	0.3%	1	0.3%
48	Romania	1	0.3%		0.0%	1	0.3%
48	Rwanda		0.0%	1	0.3%	1	0.3%
48	Senegal		0.0%	1	0.3%	1	0.3%
48	Sierra Leone		0.0%	1	0.3%	1	0.3%
48	Tanzania	1	0.3%		0.0%	1	0.3%
48	The Gambia	1	0.3%		0.0%	1	0.3%
48	Trinidad and Tobago	1	0.3%		0.0%	1	0.3%

31 DECEMBER 2016 (78 Members Represented)							
	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr	%
48	Ukraine	1	0.3%		0.0%	1	0.3%
48	Viet Nam	1	0.3%		0.0%	1	0.3%
48	Zambia	1	0.3%		0.0%	1	0.3%
	Total	147	40.9%	212	59.1%	359	100.0%

31 DECEMBER 2021 (82 Members Represented)							
	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr	%
1	France	24	6.2%	24	6.2%	48	12.5%
2	United States of America	16	4.2%	12	3.1%	28	7.3%
3	Germany	8	2.1%	13	3.4%	21	5.5%
3	Italy	9	2.3%	12	3.1%	21	5.5%
5	Canada	5	1.3%	12	3.1%	17	4.4%
6	China	9	2.3%	6	1.6%	15	3.9%
6	United Kingdom	5	1.3%	10	2.6%	15	3.9%
8	India	2	0.5%	11	2.9%	13	3.4%
9	Spain	6	1.6%	6	1.6%	12	3.1%
10	Brazil	3	0.8%	8	2.1%	11	2.9%
10	Switzerland	6	1.6%	5	1.3%	11	2.9%
12	Philippines	5	1.3%	5	1.3%	10	2.6%
13	Australia	2	0.5%	7	1.8%	9	2.3%
14	Ireland	5	1.3%	2	0.5%	7	1.8%
14	Mexico	2	0.5%	5	1.3%	7	1.8%
16	Bulgaria	2	0.5%	4	1.0%	6	1.6%
16	Colombia	3	0.8%	3	0.8%	6	1.6%
16	Russian Federation	5	1.3%	1	0.3%	6	1.6%
19	Japan	2	0.5%	3	0.8%	5	1.3%
20	Austria	2	0.5%	2	0.5%	4	1.0%
20	Egypt	3	0.8%	1	0.3%	4	1.0%
20	Hungary	1	0.3%	3	0.8%	4	1.0%
20	Korea, Republic of	4	1.0%		0.0%	4	1.0%
20	Netherlands		0.0%	4	1.0%	4	1.0%
20	Sweden	2	0.5%	2	0.5%	4	1.0%
20	Türkiye	1	0.3%	3	0.8%	4	1.0%
27	Belgium	2	0.5%	1	0.3%	3	0.8%
27	Benin		0.0%	3	0.8%	3	0.8%
27	Costa Rica	2	0.5%	1	0.3%	3	0.8%
27	Finland	2	0.5%	1	0.3%	3	0.8%
27	Greece	2	0.5%	1	0.3%	3	0.8%
27	Morocco	1	0.3%	2	0.5%	3	0.8%
27	Nigeria	1	0.3%	2	0.5%	3	0.8%
27	Pakistan	1	0.3%	2	0.5%	3	0.8%
27	Peru	2	0.5%	1	0.3%	3	0.8%
27	Poland	2	0.5%	1	0.3%	3	0.8%
27	Tunisia	1	0.3%	2	0.5%	3	0.8%
27	Uganda	2	0.5%	1	0.3%	3	0.8%
39	Bolivia, Plurinational State of		0.0%	2	0.5%	2	0.5%
39	Ecuador	1	0.3%	1	0.3%	2	0.5%
39	Malaysia		0.0%	2	0.5%	2	0.5%
39	Mauritius		0.0%	2	0.5%	2	0.5%
39	Nepal		0.0%	2	0.5%	2	0.5%
39	Trinidad and Tobago	2	0.5%		0.0%	2	0.5%
39	Uruguay		0.0%	2	0.5%	2	0.5%
39	Venezuela, Bolivarian Republic of		0.0%	2	0.5%	2	0.5%
39	Zimbabwe	2	0.5%		0.0%	2	0.5%
48	Argentina		0.0%	1	0.3%	1	0.3%
48	Armenia	1	0.3%		0.0%	1	0.3%
48	Bangladesh		0.0%	1	0.3%	1	0.3%
48	Botswana	1	0.3%		0.0%	1	0.3%
48	Burkina Faso		0.0%	1	0.3%	1	0.3%
48	Burundi		0.0%	1	0.3%	1	0.3%
48	Cameroon	1	0.3%		0.0%	1	0.3%
48	Chile	1	0.3%		0.0%	1	0.3%
48	Croatia	1	0.3%		0.0%	1	0.3%
48	Czech Republic	1	0.3%		0.0%	1	0.3%
48	Democratic Republic of the Congo		0.0%	1	0.3%	1	0.3%
48	Denmark		0.0%	1	0.3%	1	0.3%
48	Estonia	1	0.3%		0.0%	1	0.3%
48	Ghana	1	0.3%		0.0%	1	0.3%
48	Guatemala	1	0.3%		0.0%	1	0.3%
48	Guinea		0.0%	1	0.3%	1	0.3%
48	Jamaica	1	0.3%		0.0%	1	0.3%
48	Jordan	1	0.3%		0.0%	1	0.3%
48	Kenya	1	0.3%		0.0%	1	0.3%
48	Lithuania		0.0%	1	0.3%	1	0.3%
48	Malawi		0.0%	1	0.3%	1	0.3%
48	New Zealand		0.0%	1	0.3%	1	0.3%
48	Norway		0.0%	1	0.3%	1	0.3%
48	Portugal		0.0%	1	0.3%	1	0.3%
48	Romania	1	0.3%		0.0%	1	0.3%
48	Rwanda		0.0%	1	0.3%	1	0.3%
48	Saint Lucia		0.0%	1	0.3%	1	0.3%
48	South Africa		0.0%	1	0.3%	1	0.3%

31 DECEMBER 2021 (82 Members Represented)							
	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr	%
48	Sri Lanka	1	0.3%		0.0%	1	0.3%
48	Tajikistan		0.0%	1	0.3%	1	0.3%
48	Tanzania	1	0.3%		0.0%	1	0.3%
48	The Gambia	1	0.3%		0.0%	1	0.3%
48	Ukraine	1	0.3%		0.0%	1	0.3%
48	Viet Nam	1	0.3%		0.0%	1	0.3%
48	Zambia	1	0.3%		0.0%	1	0.3%
	Grand Total	174	45.2%	211	54.8%	385	100.0%

ANNEX 4**WTO STAFF BY MEMBER COUNTRY STATUS**

TOTAL WTO STAFF BY MEMBER COUNTRY STATUS										
Category	1 January 1995		31 December 2005		31 December 2010		31 December 2016		31 December 2021	
	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%
Developed	346	83.2%	489	79.0%	511	75.7%	485	72.8%	473	70.9%
Developing	68	16.3%	121	19.5%	147	21.8%	158	23.7%	169	25.3%
LDC	2	0.5%	9	1.5%	17	2.5%	23	3.5%	25	3.7%
Total	416	100.0%	619	100.0%	675	100.0%	666	100.0%	667	100.0%

WTO PROFESSIONAL STAFF BY MEMBER COUNTRY STATUS										
Category	1 January 1995		31 December 2005		31 December 2010		31 December 2016		31 December 2021	
	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%
Developed	134	78.4%	246	72.1%	252	66.8%	262	64.9%	268	63.7%
Developing	37	21.6%	88	25.8%	109	28.9%	122	30.2%	135	32.1%
LDC	-	-	7	2.1%	16	4.2%	20	5.0%	18	4.3%
Total	171	100.0%	341	100.0%	377	100.0%	404	100.0%	421	100.0%

WTO PROFESSIONAL STAFF BY MEMBER COUNTRY STATUS (LINGUISTIC STAFF EXCLUDED)										
Category	1 January 1995		31 December 2005		31 December 2010		31 December 2016		31 December 2021	
	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%
Developed	115	79.3%	205	69.7%	208	63.8%	220	61.3%	236	61.3%
Developing	30	20.7%	82	27.9%	102	31.3%	119	33.1%	131	34.0%
LDC	-	-	7	2.4%	16	4.9%	20	5.6%	18	4.7%
Total	145	100.0%	294	100.0%	326	100.0%	359	100.0%	385	100.0%

ANNEX 5**WTO STAFF BY REGION**

TOTAL WTO STAFF BY REGION										
Region	1 January 1995		31 December 2005		31 December 2010		31 December 2016		31 December 2021	
	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%
Africa	7	1.7%	32	5.2%	38	5.8%	45	6.8%	48	7.2%
Asia	25	6.0%	45	7.3%	53	8.0%	65	9.8%	70	10.5%
Europe	302	72.6%	414	66.9%	432	65.5%	422	63.4%	412	61.8%
Latin America	37	8.9%	52	8.4%	64	9.7%	62	9.3%	65	9.7%
North America	36	8.7%	61	9.9%	58	8.8%	61	9.2%	61	9.1%
Oceania	9	2.2%	15	2.4%	15	2.3%	11	1.7%	11	1.6%
Total	416	100.0%	619	100.0%	660	100.0%	666	100.0%	667	100.0%

WTO PROFESSIONAL STAFF BY REGION										
Region	1 January 1995		31 December 2005		31 December 2010		31 December 2016		31 December 2021	
	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%
Africa	3	1.8%	25	7.3%	31	8.4%	39	9.7%	37	8.8%
Asia	18	10.5%	37	10.9%	45	12.3%	57	14.1%	64	15.2%
Europe	94	55.0%	182	53.4%	189	51.5%	208	51.5%	214	50.8%
Latin America	17	9.9%	32	9.4%	40	10.9%	38	9.4%	42	10.0%
North America	30	17.5%	54	15.8%	50	13.6%	53	13.1%	54	12.8%
Oceania	9	5.3%	11	3.2%	12	3.3%	9	2.2%	10	2.4%
Total	171	100.0%	341	100.0%	367	100.0%	404	100.0%	421	100.0%

WTO PROFESSIONAL STAFF BY REGION (LINGUISTIC STAFF EXCLUDED)										
Region	1 January 1995		31 December 2005		31 December 2010		31 December 2016		31 December 2021	
	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%
Africa	3	2.1%	25	8.5%	31	9.8%	39	10.9%	37	9.6%
Asia	18	12.4%	37	12.6%	45	14.2%	57	15.9%	64	16.6%
Europe	78	53.8%	146	49.7%	150	47.3%	169	47.1%	184	47.8%
Latin America	10	6.9%	27	9.2%	35	11.0%	35	9.7%	38	9.9%
North America	27	18.6%	48	16.3%	44	13.9%	50	13.9%	52	13.5%
Oceania	9	6.2%	11	3.7%	12	3.8%	9	2.5%	10	2.6%
Total	145	100.0%	294	100.0%	317	100.0%	359	100.0%	385	100.0%

ANNEX 6**DIRECTOR-LEVEL AND ABOVE BY MEMBER, COUNTRY STATUS, REGION, GENDER AND GRADE**

DIRECTOR-LEVEL AND ABOVE BY MEMBER COUNTRY STATUS										
Country Status	1995		2005		2010		2016		2021	
	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%
Developed	20	80.0%	19	63.3%	15	55.6%	12	42.9%	15	53.6%
Developing	5	20.0%	10	33.3%	9	33.3%	14	50.0%	11	39.3%
LDC	-	-	1	3.3%	3	11.1%	2	7.1%	2	7.1%
Total	25	100.0%	30	100.0%	27	100.0%	28	100.0%	28	100.0%

DIRECTOR-LEVEL AND ABOVE BY REGION										
Region	1995		2005		2010		2016		2021	
	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%
Africa	-	-	3	10.0%	7	25.9%	6	21.4%	4	14.3%
Asia	2	8.0%	3	10.0%	3	11.1%	5	17.9%	7	25.0%
Europe	15	60.0%	11	36.7%	9	33.3%	4	14.3%	5	17.9%
Latin America	2	8.0%	5	16.7%	2	7.4%	6	21.4%	4	14.3%
North America	5	20.0%	7	23.3%	3	11.1%	4	14.3%	5	17.9%
Oceania	1	4.0%	1	3.3%	3	11.1%	3	10.7%	3	10.7%
Total	25	100.0%	30	100.0%	27	100.0%	28	100.0%	28	100.0%

DIRECTOR-LEVEL AND ABOVE BY GENDER										
Gender	1995		2005		2010		2016		2021	
	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%
Female	-	-	5	16.7%	9	33.3%	5	17.9%	10	35.7%
Male	25	100.0%	25	83.3%	18	66.7%	23	82.1%	18	64.3%
Total	25	100.0%	30	100.0%	27	100.0%	28	100.0%	28	100.0%

31 DECEMBER 2021				
Grade	Member	F	M	Total Nbr
DG	Nigeria	1		1
	China		1	1
DDG	Costa Rica	1		1
	France		1	1
	United States of America	1		1
12	Nigeria		1	1
	United States of America		1	1
11	Australia		2	2
	Austria		1	1
	Bolivia, Plurinational State of		1	1
	Botswana	1		1
	Brazil		2	2
	China	1		1
	France		1	1
	India		1	1
	Japan	1	1	2
	Malaysia		1	1
	Nepal		1	1
	New Zealand		1	1
	Spain		1	1
	Switzerland	1		1
	United States of America	1	1	2
	Zambia	1		1

31 DECEMBER 2021				
Grade	Member	F	M	Total Nbr
10	United States of America	1		1
	Total	10	18	28

ANNEX 7

APPOINTMENTS BY MEMBER, MEMBER COUNTRY STATUS, AND GENDER (1995-2021)

TOTAL STAFF APPOINTED FROM 1995 TO 2021														
Country Status	1995-1999		2000-2004		2005-2009		2010-2014		2015-2019		2020-2021		Total	
	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%
Developed	170	82.5%	166	71.9%	132	72.5%	77	57.5%	103	66.9%	40	65.6%	688	71.1%
Developing	32	15.5%	63	27.3%	40	22.0%	46	34.3%	46	29.9%	18	29.5%	245	25.3%
LDC	4	1.9%	2	0.9%	10	5.5%	11	8.2%	5	3.2%	3	4.9%	35	3.6%
Total	206	100.0%	231	100.0%	182	100.0%	134	100.0%	154	100.0%	61	100.0%	968	100.0%

PROFESSIONAL STAFF APPOINTED FROM 1995 TO 2021														
Country Status	1995-1999		2000-2004		2005-2009		2010-2014		2015-2019		2020-2021		Total	
	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%
Developed	89	77.4%	83	60.1%	56	58.3%	52	56.5%	67	60.9%	25	58.1%	372	62.7%
Developing	22	19.1%	54	39.1%	31	32.3%	31	33.7%	39	36.8%	17	39.5%	194	32.7%
LDC	4	3.5%	1	0.7%	9	9.4%	9	9.8%	3	2.3%	1	2.3%	27	4.6%
Total	115	100.0%	138	100.0%	96	100.0%	92	100.0%	109	100.0%	43	100.0%	593	100.0%

PROFESSIONAL STAFF APPOINTED FROM 1995 TO 2021 (LINGUISTIC STAFF EXCLUDED)														
Country Status	1995-1999		2000-2004		2005-2009		2010-2014		2015-2019		2020-2021		Total	
	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%
Developed	73	74.5%	65	56.0%	46	54.1%	46	54.8%	60	58.0%	22	56.4%	312	59.5%
Developing	21	21.4%	50	43.1%	30	35.3%	29	34.5%	39	39.5%	16	41.0%	185	35.3%
LDC	4	4.1%	1	0.9%	9	10.6%	9	10.7%	3	2.5%	1	2.6%	27	5.2%
Total	98	100.0%	116	100.0%	85	100.0%	84	100.0%	102	100.0%	39	100.0%	524	100.0%

TOTAL APPOINTMENTS IN 2020 AND 2021					
	MEMBER	F	M	Total	%
1	France	7	3	10	16.4%
2	Spain	3	2	5	8.2%
3	Switzerland	2	2	4	6.6%
3	United Kingdom	2	2	4	6.6%
5	Italy	1	2	3	4.9%
5	Nigeria	1	2	3	4.9%
5	Russian Federation	2	1	3	4.9%
5	United States of America	2	1	3	4.9%
9	Australia	1	1	2	3.3%
9	Colombia	1	1	2	3.3%
9	Germany	1	1	2	3.3%
12	Armenia	1		1	1.6%
12	Belgium	1		1	1.6%
12	Benin		1	1	1.6%
12	Brazil	1		1	1.6%
12	Canada	1		1	1.6%
12	China		1	1	1.6%
12	Costa Rica	1		1	1.6%
12	Democratic Republic of the Congo	1		1	1.6%

TOTAL APPOINTMENTS IN 2020 AND 2021					
	MEMBER	F	M	Total	%
12	Finland	1		1	1.6%
12	Ghana	1		1	1.6%
12	Hungary	1		1	1.6%
12	India		1	1	1.6%
12	Ireland		1	1	1.6%
12	Japan		1	1	1.6%
12	Kenya	1		1	1.6%
12	Malawi	1		1	1.6%
12	Mauritius		1	1	1.6%
12	Poland	1		1	1.6%
12	Saint Lucia		1	1	1.6%
12	Trinidad and Tobago	1		1	1.6%
	Grand Total	36	25	61	100%

ANNEX 8**APPLICATIONS RECEIVED FOR POSITIONS ADVERTISED IN 2021**

*All Vacancies
(41 Vacancies)*

	Country / Cust. Territ.	Total Nbr	%
1	Nigeria	3292	42.1%
2	India	330	4.2%
3	France	327	4.2%
4	Saudi Arabia	255	3.3%
5	Kenya	229	2.9%
6	Spain	203	2.6%
6	Switzerland	203	2.6%
8	Italy	197	2.5%
9	Ghana	119	1.5%
10	United States of America	118	1.5%
11	Cameroon	113	1.4%
12	Tanzania	92	1.2%
13	Brazil	85	1.1%
14	United Kingdom	83	1.1%
15	Canada	71	0.9%
15	Mexico	71	0.9%
17	Germany	69	0.9%
18	Argentina	65	0.8%
19	China	63	0.8%
20	Uganda	60	0.8%
21	Pakistan	53	0.7%
21	Türkiye	53	0.7%
23	Zimbabwe	51	0.7%
24	Zambia	49	0.6%
25	Russian Federation	48	0.6%
26	Portugal	47	0.6%
27	Colombia	46	0.6%
27	South Africa	46	0.6%
29	Egypt	45	0.6%
29	Rwanda	45	0.6%
31	Afghanistan	43	0.5%
32	Bangladesh	42	0.5%
33	Côte d'Ivoire	39	0.5%
34	Senegal	37	0.5%
35	Burkina Faso	36	0.5%
36	Philippines	32	0.4%
37	Benin	31	0.4%
37	Chile	31	0.4%
39	Albania	30	0.4%
39	Congo, Democratic Republic of the	30	0.4%
39	Greece	30	0.4%
42	Poland	28	0.4%
43	Mali	27	0.3%
44	Malawi	26	0.3%
45	Australia	24	0.3%
46	Peru	23	0.3%
47	Belgium	22	0.3%
48	Botswana	21	0.3%
48	Morocco	21	0.3%
50	Korea, Republic of	19	0.2%
50	Sweden	19	0.2%
52	Tunisia	18	0.2%
53	Bulgaria	17	0.2%
53	Burundi	17	0.2%
53	Indonesia	17	0.2%
56	Ireland	16	0.2%
56	Madagascar	16	0.2%
56	Romania	16	0.2%
56	Togo	16	0.2%
60	Netherlands	15	0.2%
61	Ecuador	14	0.2%
61	Sierra Leone	14	0.2%
63	Gabon	13	0.2%
63	Kazakhstan	13	0.2%
63	Trinidad and Tobago	13	0.2%
66	Japan	12	0.2%
67	Austria	11	0.1%
67	Guatemala	11	0.1%

	Country / Cust. Territ.	Total Nbr	%
67	Haiti	11	0.1%
67	Jordan	11	0.1%
67	Namibia	11	0.1%
72	Cambodia	10	0.1%
72	Hungary	10	0.1%
72	Moldova	10	0.1%
72	Niger	10	0.1%
72	Panama	10	0.1%
72	Sri Lanka	10	0.1%
72	Thailand	10	0.1%
79	Croatia	9	0.1%
79	Malaysia	9	0.1%
79	Ukraine	9	0.1%
79	Uruguay	9	0.1%
83	Armenia	8	0.1%
83	Dominican Republic	8	0.1%
83	Gambia	8	0.1%
83	Kyrgyz Republic	8	0.1%
83	Liberia	8	0.1%
83	Mozambique	8	0.1%
83	North Macedonia	8	0.1%
90	Barbados	7	0.1%
90	Bolivia, Plurinational State of	7	0.1%
90	Chad	7	0.1%
90	Congo, Republic of	7	0.1%
90	Georgia	7	0.1%
90	Honduras	7	0.1%
90	Lesotho	7	0.1%
90	Mauritius	7	0.1%
98	Bolivarian Republic of Venezuela	6	0.1%
98	Chinese Taipei	6	0.1%
98	Finland	6	0.1%
98	Latvia	6	0.1%
98	Lebanon	6	0.1%
98	Mongolia	6	0.1%
98	Norway	6	0.1%
98	Saint Lucia	6	0.1%
98	Venezuela	6	0.1%
107	Guinea	5	0.1%
107	Jamaica	5	0.1%
107	Yemen	5	0.1%
110	Belize	4	0.1%
110	Costa Rica	4	0.1%
110	Czechia	4	0.1%
110	El Salvador	4	0.1%
110	Eswatini	4	0.1%
110	Hong Kong, China	4	0.1%
110	Israel	4	0.1%
110	Kuwait	4	0.1%
110	Nepal	4	0.1%
110	New Zealand	4	0.1%
110	Singapore	4	0.1%
110	Viet Nam	4	0.1%
122	Angola	3	0.0%
122	Antigua and Barbuda	3	0.0%
122	Azerbaijan	3	0.0%
122	Bahrain	3	0.0%
122	Cuba	3	0.0%
122	Djibouti	3	0.0%
122	Maldives	3	0.0%
122	Nicaragua	3	0.0%
122	Papua New Guinea	3	0.0%
122	Paraguay	3	0.0%
122	Tajikistan	3	0.0%
133	Algeria	2	0.0%
133	Central African Republic	2	0.0%
133	Cyprus	2	0.0%
133	Czech Republic	2	0.0%
133	Denmark	2	0.0%
133	Grenada	2	0.0%
133	Iran	2	0.0%
133	Mauritania	2	0.0%
133	Saint Kitts and Nevis	2	0.0%
133	Slovak Republic	2	0.0%
133	Slovenia	2	0.0%
133	Somalia	2	0.0%
145	Dominica	1	0.0%
145	Estonia	1	0.0%

	Country / Cust. Territ.	Total Nbr	%
145	Fiji	1	0.0%
145	Iceland	1	0.0%
145	Libya	1	0.0%
145	Lithuania	1	0.0%
145	Luxembourg	1	0.0%
145	New Caledonia	1	0.0%
145	Oman	1	0.0%
145	Saint Vincent and the Grenadines	1	0.0%
145	South Sudan	1	0.0%
145	United Arab Emirates	1	0.0%
	Total	7825	100.0%

PROFESSIONAL VACANCIES

(24 Vacancies)

	Country / Cust. Territ.	Total Nbr	%
1	Nigeria	2579	42.8%
2	India	257	4.3%
3	France	203	3.4%
4	Saudi Arabia	188	3.1%
5	Kenya	169	2.8%
6	Italy	143	2.4%
7	Spain	131	2.2%
8	Switzerland	124	2.1%
9	United States of America	101	1.7%
10	Ghana	94	1.6%
11	Cameroon	84	1.4%
12	Tanzania	82	1.4%
13	United Kingdom	75	1.2%
14	Brazil	67	1.1%
15	Canada	66	1.1%
16	Germany	60	1.0%
17	Mexico	58	1.0%
18	Türkiye	51	0.8%
18	Uganda	51	0.8%
20	China	47	0.8%
21	Zimbabwe	45	0.7%
22	Argentina	43	0.7%
23	Zambia	41	0.7%
24	Pakistan	39	0.6%
25	Russian Federation	37	0.6%
25	Rwanda	37	0.6%
27	South Africa	36	0.6%
28	Colombia	35	0.6%
29	Egypt	32	0.5%
29	Portugal	32	0.5%
31	Côte d'Ivoire	30	0.5%
31	Senegal	30	0.5%
33	Bangladesh	29	0.5%
34	Afghanistan	28	0.5%
35	Greece	27	0.4%
36	Burkina Faso	26	0.4%
37	Benin	24	0.4%
37	Malawi	24	0.4%
39	Chile	23	0.4%
39	Poland	23	0.4%
41	Belgium	22	0.4%
42	Albania	21	0.3%
42	Australia	21	0.3%
44	Congo, Democratic Republic of the	20	0.3%
45	Botswana	18	0.3%
46	Mali	17	0.3%
46	Philippines	17	0.3%
48	Sweden	16	0.3%
48	Togo	16	0.3%
50	Morocco	15	0.2%
51	Ecuador	14	0.2%
51	Ireland	14	0.2%
51	Korea, Republic of	14	0.2%
54	Bulgaria	13	0.2%
54	Burundi	13	0.2%

	Country / Cust. Territ.	Total Nbr	%
54	Kazakhstan	13	0.2%
54	Netherlands	13	0.2%
54	Peru	13	0.2%
54	Sierra Leone	13	0.2%
54	Tunisia	13	0.2%
61	Indonesia	12	0.2%
62	Austria	10	0.2%
62	Gabon	10	0.2%
62	Haiti	10	0.2%
62	Japan	10	0.2%
62	Jordan	10	0.2%
62	Madagascar	10	0.2%
62	Moldova	10	0.2%
62	Trinidad and Tobago	10	0.2%
70	Cambodia	9	0.1%
70	Romania	9	0.1%
70	Ukraine	9	0.1%
73	Armenia	8	0.1%
73	Gambia	8	0.1%
73	Guatemala	8	0.1%
73	Hungary	8	0.1%
73	Malaysia	8	0.1%
73	Mozambique	8	0.1%
73	Namibia	8	0.1%
73	Panama	8	0.1%
73	Thailand	8	0.1%
82	Barbados	7	0.1%
82	Bolivia, Plurinational State of	7	0.1%
82	Kyrgyz Republic	7	0.1%
82	Lesotho	7	0.1%
82	Liberia	7	0.1%
82	Mauritius	7	0.1%
82	Niger	7	0.1%
82	North Macedonia	7	0.1%
90	Croatia	6	0.1%
90	Georgia	6	0.1%
90	Norway	6	0.1%
90	Uruguay	6	0.1%
94	Chinese Taipei	5	0.1%
94	Dominican Republic	5	0.1%
94	Jamaica	5	0.1%
94	Saint Lucia	5	0.1%
94	Sri Lanka	5	0.1%
99	Belize	4	0.1%
99	Chad	4	0.1%
99	Costa Rica	4	0.1%
99	Finland	4	0.1%
99	Honduras	4	0.1%
99	Hong Kong, China	4	0.1%
99	Israel	4	0.1%
99	Lebanon	4	0.1%
99	New Zealand	4	0.1%
99	Singapore	4	0.1%
99	Venezuela	4	0.1%
99	Yemen	4	0.1%
111	Antigua and Barbuda	3	0.0%
111	Azerbaijan	3	0.0%
111	Bahrain	3	0.0%
111	Bolivarian Republic of Venezuela	3	0.0%
111	Congo, Republic of	3	0.0%
111	Czechia	3	0.0%
111	Djibouti	3	0.0%
111	El Salvador	3	0.0%
111	Eswatini	3	0.0%
111	Guinea	3	0.0%
111	Kuwait	3	0.0%
111	Maldives	3	0.0%
111	Mongolia	3	0.0%
111	Nepal	3	0.0%
111	Nicaragua	3	0.0%
111	Papua New Guinea	3	0.0%
111	Paraguay	3	0.0%
111	Viet Nam	3	0.0%
129	Algeria	2	0.0%
129	Central African Republic	2	0.0%
129	Czech Republic	2	0.0%
129	Denmark	2	0.0%
129	Grenada	2	0.0%

	Country / Cust. Territ.	Total Nbr	%
129	Latvia	2	0.0%
129	Mauritania	2	0.0%
129	Saint Kitts and Nevis	2	0.0%
129	Slovak Republic	2	0.0%
129	Slovenia	2	0.0%
129	Tajikistan	2	0.0%
140	Angola	1	0.0%
140	Cuba	1	0.0%
140	Cyprus	1	0.0%
140	Dominica	1	0.0%
140	Estonia	1	0.0%
140	Iceland	1	0.0%
140	Iran	1	0.0%
140	Lithuania	1	0.0%
140	Luxembourg	1	0.0%
140	New Caledonia	1	0.0%
140	Oman	1	0.0%
140	Saint Vincent and the Grenadines	1	0.0%
140	Somalia	1	0.0%
140	United Arab Emirates	1	0.0%
	Total	6021	100.0%

PROFESSIONAL VACANCIES (EXCLUDING LINGUISTIC STAFF)

(23 Vacancies)

	Country / Cust. Territ.	Total Nbr	%
1	Nigeria	2568	43.0%
2	India	253	4.2%
3	France	194	3.3%
4	Saudi Arabia	188	3.2%
5	Kenya	168	2.8%
6	Italy	143	2.4%
7	Spain	127	2.1%
8	Switzerland	122	2.0%
9	United States of America	100	1.7%
10	Ghana	93	1.6%
11	Cameroon	81	1.4%
11	Tanzania	81	1.4%
13	United Kingdom	75	1.3%
14	Brazil	67	1.1%
15	Canada	65	1.1%
16	Germany	58	1.0%
17	Mexico	57	1.0%
18	Uganda	51	0.9%
19	Türkiye	49	0.8%
20	China	47	0.8%
21	Zimbabwe	45	0.8%
22	Argentina	43	0.7%
23	Zambia	41	0.7%
24	Pakistan	39	0.7%
25	Russian Federation	37	0.6%
26	South Africa	36	0.6%
26	Rwanda	36	0.6%
28	Colombia	35	0.6%
29	Egypt	32	0.5%
30	Portugal	31	0.5%
31	Côte d'Ivoire	30	0.5%
32	Bangladesh	29	0.5%
32	Senegal	29	0.5%
34	Afghanistan	28	0.5%
35	Greece	27	0.5%
36	Burkina Faso	26	0.4%
37	Malawi	24	0.4%
38	Benin	23	0.4%
38	Poland	23	0.4%
38	Chile	23	0.4%
41	Belgium	22	0.4%
42	Albania	21	0.4%
43	Australia	20	0.3%
43	Congo, Democratic Republic of the	20	0.3%
45	Botswana	18	0.3%
46	Philippines	17	0.3%
47	Mali	16	0.3%
47	Sweden	16	0.3%
49	Morocco	15	0.3%
49	Togo	15	0.3%
51	Ireland	14	0.2%
51	Ecuador	14	0.2%
51	Korea, Republic of	14	0.2%
54	Peru	13	0.2%
54	Tunisia	13	0.2%
54	Sierra Leone	13	0.2%
54	Bulgaria	13	0.2%
54	Burundi	13	0.2%
54	Netherlands	13	0.2%
60	Kazakhstan	12	0.2%
60	Indonesia	12	0.2%
62	Haiti	10	0.2%
62	Jordan	10	0.2%
62	Madagascar	10	0.2%
62	Austria	10	0.2%
62	Trinidad and Tobago	10	0.2%
62	Japan	10	0.2%
62	Moldova	10	0.2%
69	Romania	9	0.2%
69	Ukraine	9	0.2%
69	Cambodia	9	0.2%

	Country / Cust. Territ.	Total Nbr	%
69	Gabon	9	0.2%
73	Panama	8	0.1%
73	Thailand	8	0.1%
73	Namibia	8	0.1%
73	Mozambique	8	0.1%
73	Hungary	8	0.1%
73	Armenia	8	0.1%
73	Malaysia	8	0.1%
73	Guatemala	8	0.1%
73	Gambia	8	0.1%
82	Lesotho	7	0.1%
82	Kyrgyz Republic	7	0.1%
82	Liberia	7	0.1%
82	Mauritius	7	0.1%
82	Bolivia, Plurinational State of	7	0.1%
82	Niger	7	0.1%
82	North Macedonia	7	0.1%
82	Barbados	7	0.1%
90	Georgia	6	0.1%
90	Norway	6	0.1%
90	Croatia	6	0.1%
90	Uruguay	6	0.1%
94	Saint Lucia	5	0.1%
94	Dominican Republic	5	0.1%
94	Jamaica	5	0.1%
94	Chinese Taipei	5	0.1%
94	Sri Lanka	5	0.1%
99	Hong Kong, China	4	0.1%
99	Belize	4	0.1%
99	New Zealand	4	0.1%
99	Singapore	4	0.1%
99	Israel	4	0.1%
99	Chad	4	0.1%
99	Finland	4	0.1%
99	Honduras	4	0.1%
99	Venezuela	4	0.1%
99	Lebanon	4	0.1%
99	Yemen	4	0.1%
99	Costa Rica	4	0.1%
111	Congo, Republic of	3	0.1%
111	Czechia	3	0.1%
111	Guinea	3	0.1%
111	Maldives	3	0.1%
111	Nepal	3	0.1%
111	Antigua and Barbuda	3	0.1%
111	El Salvador	3	0.1%
111	Eswatini	3	0.1%
111	Bolivarian Republic of Venezuela	3	0.1%
111	Mongolia	3	0.1%
111	Kuwait	3	0.1%
111	Viet Nam	3	0.1%
111	Papua New Guinea	3	0.1%
111	Bahrain	3	0.1%
111	Paraguay	3	0.1%
111	Azerbaijan	3	0.1%
111	Nicaragua	3	0.1%
128	Latvia	2	0.0%
128	Saint Kitts and Nevis	2	0.0%
128	Algeria	2	0.0%
128	Slovak Republic	2	0.0%
128	Grenada	2	0.0%
128	Slovenia	2	0.0%
128	Central African Republic	2	0.0%
128	Denmark	2	0.0%
128	Mauritania	2	0.0%
128	Djibouti	2	0.0%
128	Tajikistan	2	0.0%
128	Czech Republic	2	0.0%
140	United Arab Emirates	1	0.0%
140	Cuba	1	0.0%
140	Oman	1	0.0%
140	Saint Vincent and the Grenadines	1	0.0%
140	Iceland	1	0.0%
140	Angola	1	0.0%
140	New Caledonia	1	0.0%
140	Somalia	1	0.0%
140	Dominica	1	0.0%
140	Luxembourg	1	0.0%

	Country / Cust. Territ.	Total Nbr	%
140	Cyprus	1	0.0%
140	Estonia	1	0.0%
140	Lithuania	1	0.0%
140	Iran	1	0.0%
	Grand Total	5968	100.0%

ANNEX 9

SHORTLISTED CANDIDATES BY GENDER FOR POSITIONS ADVERTISED IN 2021

*All Vacancies
(41 Vacancies)*

	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr	%
1	France	29	10.4%	6	2.2%	35	12.5%
2	Switzerland	17	6.1%	1	0.4%	18	6.5%
3	Italy	9	3.2%	4	1.4%	13	4.7%
4	Spain	11	3.9%	1	0.4%	12	4.3%
4	United Kingdom	9	3.2%	3	1.1%	12	4.3%
6	Romania	10	3.6%	0	0.0%	10	3.6%
7	Brazil	5	1.8%	3	1.1%	8	2.9%
8	Canada	7	2.5%	0	0.0%	7	2.5%
8	Russian Federation	7	2.5%	0	0.0%	7	2.5%
10	Colombia	3	1.1%	3	1.1%	6	2.2%
10	United States of America	6	2.2%	0	0.0%	6	2.2%
12	Belgium	5	1.8%	0	0.0%	5	1.8%
12	Germany	5	1.8%	0	0.0%	5	1.8%
12	India	2	0.7%	3	1.1%	5	1.8%
12	Ireland	4	1.4%	1	0.4%	5	1.8%
12	Peru	5	1.8%	0	0.0%	5	1.8%
12	Rwanda	1	0.4%	4	1.4%	5	1.8%
12	South Africa	5	1.8%	0	0.0%	5	1.8%
19	Argentina	4	1.4%	0	0.0%	4	1.4%
19	China	4	1.4%	0	0.0%	4	1.4%
19	Ghana	4	1.4%	0	0.0%	4	1.4%
19	Togo	2	0.7%	2	0.7%	4	1.4%
23	Australia	1	0.4%	2	0.7%	3	1.1%
23	Burundi	1	0.4%	2	0.7%	3	1.1%
23	Congo, Democratic Republic of the	1	0.4%	2	0.7%	3	1.1%
23	Greece	3	1.1%	0	0.0%	3	1.1%
23	Mexico	3	1.1%	0	0.0%	3	1.1%
23	Philippines	3	1.1%	0	0.0%	3	1.1%
23	Sierra Leone	3	1.1%	0	0.0%	3	1.1%
23	Sweden	2	0.7%	1	0.4%	3	1.1%
31	Albania	2	0.7%	0	0.0%	2	0.7%
31	Burkina Faso	0	0.0%	2	0.7%	2	0.7%
31	Cambodia	1	0.4%	1	0.4%	2	0.7%
31	Cameroon	2	0.7%	0	0.0%	2	0.7%
31	Côte d'Ivoire	1	0.4%	1	0.4%	2	0.7%
31	Dominica	2	0.7%	0	0.0%	2	0.7%
31	El Salvador	2	0.7%	0	0.0%	2	0.7%
31	Gabon	2	0.7%	0	0.0%	2	0.7%
31	Kenya	2	0.7%	0	0.0%	2	0.7%
31	Korea, Republic of	2	0.7%	0	0.0%	2	0.7%
31	Lesotho	2	0.7%	0	0.0%	2	0.7%
31	Lithuania	1	0.4%	1	0.4%	2	0.7%
31	Madagascar	2	0.7%	0	0.0%	2	0.7%
31	Moldova	2	0.7%	0	0.0%	2	0.7%
31	Morocco	1	0.4%	1	0.4%	2	0.7%
31	Niger	2	0.7%	0	0.0%	2	0.7%
31	Senegal	1	0.4%	1	0.4%	2	0.7%
31	Ukraine	2	0.7%	0	0.0%	2	0.7%
31	Zimbabwe	1	0.4%	1	0.4%	2	0.7%
50	Afghanistan	1	0.4%	0	0.0%	1	0.4%
50	Belize	0	0.0%	1	0.4%	1	0.4%
50	Benin	0	0.0%	1	0.4%	1	0.4%
50	Bolivian Republic of Venezuela	1	0.4%	0	0.0%	1	0.4%
50	Bolivia, Plurinational State of	0	0.0%	1	0.4%	1	0.4%
50	Chad	1	0.4%	0	0.0%	1	0.4%
50	Chile	1	0.4%	0	0.0%	1	0.4%
50	Croatia	1	0.4%	0	0.0%	1	0.4%
50	Cuba	0	0.0%	1	0.4%	1	0.4%
50	Denmark	1	0.4%	0	0.0%	1	0.4%
50	Ecuador	1	0.4%	0	0.0%	1	0.4%
50	Egypt	1	0.4%	0	0.0%	1	0.4%
50	Finland	1	0.4%	0	0.0%	1	0.4%
50	Gambia	0	0.0%	1	0.4%	1	0.4%
50	Guatemala	1	0.4%	0	0.0%	1	0.4%
50	Guinea	0	0.0%	1	0.4%	1	0.4%
50	Haiti	0	0.0%	1	0.4%	1	0.4%
50	Hungary	1	0.4%	0	0.0%	1	0.4%
50	Jamaica	1	0.4%	0	0.0%	1	0.4%

	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr	%
50	Latvia	0	0.0%	1	0.4%	1	0.4%
50	Mali	1	0.4%	0	0.0%	1	0.4%
50	Malta	1	0.4%	0	0.0%	1	0.4%
50	Nigeria	1	0.4%	0	0.0%	1	0.4%
50	Pakistan	1	0.4%	0	0.0%	1	0.4%
50	Poland	0	0.0%	1	0.4%	1	0.4%
50	Sri Lanka	0	0.0%	1	0.4%	1	0.4%
50	Tanzania	0	0.0%	1	0.4%	1	0.4%
50	Thailand	1	0.4%	0	0.0%	1	0.4%
50	Tunisia	0	0.0%	1	0.4%	1	0.4%
50	Türkiye	1	0.4%	0	0.0%	1	0.4%
50	Uganda	1	0.4%	0	0.0%	1	0.4%
50	Zambia	0	0.0%	1	0.4%	1	0.4%
	Total	220	78.9%	59	21.1%	279	100.0%

PROFESSIONAL VACANCIES

(24 Vacancies)

	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr	%
1	France	19	10.2%	2	1.1%	21	11.2%
2	Italy	8	4.3%	3	1.6%	11	5.9%
3	Spain	7	3.7%	0	0.0%	7	3.7%
3	Switzerland	6	3.2%	1	0.5%	7	3.7%
5	Canada	6	3.2%	0	0.0%	6	3.2%
5	Romania	6	3.2%	0	0.0%	6	3.2%
5	United Kingdom	3	1.6%	3	1.6%	6	3.2%
8	Belgium	5	2.7%	0	0.0%	5	2.7%
8	Brazil	2	1.1%	3	1.6%	5	2.7%
8	Colombia	2	1.1%	3	1.6%	5	2.7%
8	Russian Federation	5	2.7%	0	0.0%	5	2.7%
8	Rwanda	1	0.5%	4	2.1%	5	2.7%
8	South Africa	5	2.7%	0	0.0%	5	2.7%
14	Germany	4	2.1%	0	0.0%	4	2.1%
14	Togo	2	1.1%	2	1.1%	4	2.1%
14	United States of America	4	2.1%	0	0.0%	4	2.1%
17	Australia	1	0.5%	2	1.1%	3	1.6%
17	India	0	0.0%	3	1.6%	3	1.6%
17	Philippines	3	1.6%	0	0.0%	3	1.6%
17	Sierra Leone	3	1.6%	0	0.0%	3	1.6%
17	Sweden	2	1.1%	1	0.5%	3	1.6%
22	Burundi	1	0.5%	1	0.5%	2	1.1%
22	Cambodia	1	0.5%	1	0.5%	2	1.1%
22	Cameroon	2	1.1%	0	0.0%	2	1.1%
22	China	2	1.1%	0	0.0%	2	1.1%
22	Côte d'Ivoire	1	0.5%	1	0.5%	2	1.1%
22	Dominica	2	1.1%	0	0.0%	2	1.1%
22	El Salvador	2	1.1%	0	0.0%	2	1.1%
22	Ghana	2	1.1%	0	0.0%	2	1.1%
22	Ireland	1	0.5%	1	0.5%	2	1.1%
22	Kenya	2	1.1%	0	0.0%	2	1.1%
22	Lesotho	2	1.1%	0	0.0%	2	1.1%
22	Lithuania	1	0.5%	1	0.5%	2	1.1%
22	Madagascar	2	1.1%	0	0.0%	2	1.1%
22	Moldova	2	1.1%	0	0.0%	2	1.1%
22	Niger	2	1.1%	0	0.0%	2	1.1%
22	Peru	2	1.1%	0	0.0%	2	1.1%
22	Senegal	1	0.5%	1	0.5%	2	1.1%
22	Zimbabwe	1	0.5%	1	0.5%	2	1.1%
40	Albania	1	0.5%	0	0.0%	1	0.5%
40	Argentina	1	0.5%	0	0.0%	1	0.5%
40	Belize	0	0.0%	1	0.5%	1	0.5%
40	Benin	0	0.0%	1	0.5%	1	0.5%
40	Bolivia, Plurinational State of	0	0.0%	1	0.5%	1	0.5%
40	Burkina Faso	0	0.0%	1	0.5%	1	0.5%
40	Chad	1	0.5%	0	0.0%	1	0.5%
40	Chile	1	0.5%	0	0.0%	1	0.5%
40	Congo, Democratic Republic of the	1	0.5%	0	0.0%	1	0.5%
40	Egypt	1	0.5%	0	0.0%	1	0.5%
40	Gabon	1	0.5%	0	0.0%	1	0.5%
40	Gambia	0	0.0%	1	0.5%	1	0.5%
40	Guatemala	1	0.5%	0	0.0%	1	0.5%
40	Guinea	0	0.0%	1	0.5%	1	0.5%
40	Haiti	0	0.0%	1	0.5%	1	0.5%
40	Hungary	1	0.5%	0	0.0%	1	0.5%
40	Jamaica	1	0.5%	0	0.0%	1	0.5%
40	Korea, Republic of	1	0.5%	0	0.0%	1	0.5%
40	Latvia	0	0.0%	1	0.5%	1	0.5%
40	Mali	1	0.5%	0	0.0%	1	0.5%
40	Mexico	1	0.5%	0	0.0%	1	0.5%
40	Morocco	1	0.5%	0	0.0%	1	0.5%
40	Nigeria	1	0.5%	0	0.0%	1	0.5%
40	Pakistan	1	0.5%	0	0.0%	1	0.5%
40	Poland	0	0.0%	1	0.5%	1	0.5%
40	Tanzania	0	0.0%	1	0.5%	1	0.5%
40	Thailand	1	0.5%	0	0.0%	1	0.5%
40	Tunisia	0	0.0%	1	0.5%	1	0.5%
40	Türkiye	1	0.5%	0	0.0%	1	0.5%
40	Zambia	0	0.0%	1	0.5%	1	0.5%
	Total	141	75.4%	46	24.6%	187	100.0%

PROFESSIONAL VACANCIES (EXCLUDING LINGUISTIC STAFF)

(23 Vacancies)

	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr	%
1	France	16	8.7%	2	1.1%	18	9.8%
2	Italy	8	4.3%	3	1.6%	11	6.0%
3	Switzerland	6	3.3%	1	0.5%	7	3.8%
3	Spain	7	3.8%	0	0.0%	7	3.8%
5	Romania	6	3.3%	0	0.0%	6	3.3%
5	Canada	6	3.3%	0	0.0%	6	3.3%
5	United Kingdom	3	1.6%	3	1.6%	6	3.3%
8	South Africa	5	2.7%	0	0.0%	5	2.7%
8	Colombia	2	1.1%	3	1.6%	5	2.7%
8	Brazil	2	1.1%	3	1.6%	5	2.7%
8	Russian Federation	5	2.7%	0	0.0%	5	2.7%
8	Rwanda	1	0.5%	4	2.2%	5	2.7%
8	Belgium	5	2.7%	0	0.0%	5	2.7%
14	Germany	4	2.2%	0	0.0%	4	2.2%
14	Togo	2	1.1%	2	1.1%	4	2.2%
14	United States of America	4	2.2%	0	0.0%	4	2.2%
17	Sierra Leone	3	1.6%	0	0.0%	3	1.6%
17	Philippines	3	1.6%	0	0.0%	3	1.6%
17	Sweden	2	1.1%	1	0.5%	3	1.6%
17	India	0	0.0%	3	1.6%	3	1.6%
17	Australia	1	0.5%	2	1.1%	3	1.6%
22	Lithuania	1	0.5%	1	0.5%	2	1.1%
22	Côte d'Ivoire	1	0.5%	1	0.5%	2	1.1%
22	Senegal	1	0.5%	1	0.5%	2	1.1%
22	Madagascar	2	1.1%	0	0.0%	2	1.1%
22	Lesotho	2	1.1%	0	0.0%	2	1.1%
22	Moldova	2	1.1%	0	0.0%	2	1.1%
22	Cambodia	1	0.5%	1	0.5%	2	1.1%
22	Zimbabwe	1	0.5%	1	0.5%	2	1.1%
22	Cameroon	2	1.1%	0	0.0%	2	1.1%
22	Peru	2	1.1%	0	0.0%	2	1.1%
22	Dominica	2	1.1%	0	0.0%	2	1.1%
22	Ghana	2	1.1%	0	0.0%	2	1.1%
22	El Salvador	2	1.1%	0	0.0%	2	1.1%
22	Burundi	1	0.5%	1	0.5%	2	1.1%
22	China	2	1.1%	0	0.0%	2	1.1%
22	Niger	2	1.1%	0	0.0%	2	1.1%
22	Kenya	2	1.1%	0	0.0%	2	1.1%
22	Ireland	1	0.5%	1	0.5%	2	1.1%
40	Haiti	0	0.0%	1	0.5%	1	0.5%
40	Argentina	1	0.5%	0	0.0%	1	0.5%
40	Congo, Democratic Republic of the	1	0.5%	0	0.0%	1	0.5%
40	Benin	0	0.0%	1	0.5%	1	0.5%
40	Belize	0	0.0%	1	0.5%	1	0.5%
40	Mali	1	0.5%	0	0.0%	1	0.5%
40	Albania	1	0.5%	0	0.0%	1	0.5%
40	Mexico	1	0.5%	0	0.0%	1	0.5%
40	Tanzania	0	0.0%	1	0.5%	1	0.5%
40	Bolivia, Plurinational State of	0	0.0%	1	0.5%	1	0.5%
40	Türkiye	1	0.5%	0	0.0%	1	0.5%
40	Morocco	1	0.5%	0	0.0%	1	0.5%
40	Egypt	1	0.5%	0	0.0%	1	0.5%
40	Gabon	1	0.5%	0	0.0%	1	0.5%
40	Hungary	1	0.5%	0	0.0%	1	0.5%
40	Nigeria	1	0.5%	0	0.0%	1	0.5%
40	Burkina Faso	0	0.0%	1	0.5%	1	0.5%
40	Pakistan	1	0.5%	0	0.0%	1	0.5%
40	Jamaica	1	0.5%	0	0.0%	1	0.5%
40	Gambia	0	0.0%	1	0.5%	1	0.5%
40	Thailand	1	0.5%	0	0.0%	1	0.5%
40	Chad	1	0.5%	0	0.0%	1	0.5%
40	Tunisia	0	0.0%	1	0.5%	1	0.5%
40	Poland	0	0.0%	1	0.5%	1	0.5%
40	Latvia	0	0.0%	1	0.5%	1	0.5%
40	Chile	1	0.5%	0	0.0%	1	0.5%
40	Zambia	0	0.0%	1	0.5%	1	0.5%
40	Guatemala	1	0.5%	0	0.0%	1	0.5%
40	Guinea	0	0.0%	1	0.5%	1	0.5%
40	Korea, Republic of	1	0.5%	0	0.0%	1	0.5%
	Grand Total	138	75.0%	46	25.0%	184	100.0%

ANNEX 10**WTO PROFESSIONAL AND SUPPORT STAFF BY GENDER**

PERCENTAGE OF WTO PROFESSIONAL STAFF BY GENDER - EVOLUTION SINCE 1995			
Date	Men	Women	Total
1 January 1995	69.0%	31.0%	100.0%
31 December 2005	61.3%	38.7%	100.0%
31 December 2010	58.1%	41.9%	100.0%
31 December 2016	55.4%	44.6%	100.0%
31 December 2019	54.3%	45.7%	100.0%
31 December 2020	54.1%	45.9%	100.0%
31 December 2021	52.0%	48.0%	100.0%

PERCENTAGE OF WTO SUPPORT STAFF BY GENDER - EVOLUTION SINCE 1995			
Date	Men	Women	Total
1 January 1995	27.8%	72.2%	100.0%
31 December 2005	32.0%	68.0%	100.0%
31 December 2010	29.5%	70.5%	100.0%
31 December 2016	32.4%	67.6%	100.0%
31 December 2019	30.4%	69.6%	100.0%
31 December 2020	30.9%	69.1%	100.0%
31 December 2021	30.9%	69.1%	100.0%

ANNEX 11

DESCRIPTION OF YOUNG PROFESSIONALS AND INTERNSHIP PROGRAMMES

	PROGRAMME	PURPOSE	ELIGIBILITY	DURATION
1	Young Professionals Programme (YPP)	To increase the number of professionals in the Secretariat from developing countries and LDCs with no representation. The aim is to offer targeted training and mentoring to enhance the skills of young professionals with graduate degrees and demonstrated interest in a career in international trade. The Programme also widens the pool of professionals who can later be more competitive with respect to future recruitment at the WTO.	Candidates must be from a developing or least developed Member country of the WTO. Preference is given to nationals without any representation at the professional level in the WTO. Must have completed an advanced university degree in law, economics, or other international trade-related subject relevant to WTO work. Minimum of two years' relevant experience necessary. Language requirements include fluency in English; a good working knowledge of one other official WTO language (French or Spanish) would be an advantage. Maximum age is 32 years.	One year without the possibility of extension
WTO INTERNSHIP PROGRAMME				
2	WTO Internship Programme	Designed for post-graduate university students wishing to gain practical experience and deeper knowledge of the multilateral trading system. Assignments given to interns are intended to enhance interns' knowledge and understanding of the WTO and of trade policy more generally.	Candidates from WTO Members and countries as well as customs territories engaged in accession negotiations. Must have completed their undergraduate studies in a relevant discipline (e.g. economics, law, political science, international relations), and shall have completed at least one year of their postgraduate studies. Minimum age is 21 years and the maximum age is 30 years.	From three months to a maximum of six months
DEVELOPING COUNTRY AND LDC-FOCUSED INTERNSHIP PROGRAMMES				
3	China's LDCs and Accessions Programme <i>[sponsored by the Government of China]</i>	China's LDCs and Accessions Programme aims to help young professionals from LDCs and developing countries increase their understanding of the WTO and of trade law, international economics and international relations in general.	Four positions available per year. Candidates from WTO Members and countries as well as customs territories engaged in accession negotiations. Must have completed their undergraduate studies in a relevant discipline (e.g. economics, law, political science, international relations), and shall have completed at least one year of their postgraduate studies. Minimum age is 21 years and the maximum age is 30 years.	Ten months
4	WTO Support Programme for Doctoral Studies	To contribute to a continuing renewal and enlargement of academic WTO expertise in developing countries. The Secretariat will finance and assist doctoral students from developing countries to conduct research at the WTO and to provide them with mentoring/advice in close collaboration with the students' academic supervisors.	Doctoral students from LDCs and developing countries of WTO Members and countries and customs territories engaged in accession negotiations. Undertaking a PhD in economics, law or in a closely-related WTO discipline. Must be in the last year of their PhD and in the writing up stage of the thesis.	From three months to a maximum of six months
5	Netherlands Trainee Programme	To assist in the economic and social development of LDCs, low income countries and comparable poor small and vulnerable economies in areas related to trade policy and to provide essentially junior public officials with the opportunity to learn about matters dealt with within the WTO, under the direction of staff members of the WTO.	Successfully completed a WTO trade policy course and/or attended other WTO short trade policy courses, workshops and training activities and possess at least three years of professional working experience in WTO-related issues. A relevant academic degree and good drafting skills.	Maximum of ten months

	PROGRAMME	PURPOSE	ELIGIBILITY	DURATION
6	French-Irish Mission Internship Programme	To create Internships for Missions in Geneva aimed: (a) at enhancing their knowledge and understanding of the multilateral trading system and of trade policy in general; (b) to strengthen the understanding of the negotiation process at the WTO; and (c) to support the mission in participating more actively in the daily activities of the WTO.	Open to nationals of developing countries including LDCs and economies in transition with a Geneva mission. Qualifications ideally would include: an appropriate economics, trade and/or law degree at the post-graduate level; working experience in the national administration in a trade-related area; good drafting skills. Ideally interns would be between 25 and 35 years of age.	Maximum of ten months
7	Regional Coordinator Internship Programme	Based in the Mission of the rotating coordinator of a designated group, e.g. ACP, African Group, CARICOM, Arab Group and others.	University degree in law, economics, political science or international relations.	Maximum of six months

Note: The administration and coordination of programmes for young professionals and internships are managed by the Human Resources Division. Internship and YP selections are based on merit considering: eligibility criteria, academic qualifications and expertise.

ANNEX 12

NUMBER OF YOUNG PROFESSIONALS AND INTERNS BY PROGRAMME, COUNTRY STATUS, REGION AND GENDER

NUMBER OF YOUNG PROFESSIONALS AND INTERNS BY PROGRAMME FROM 2005 TO 2019																		
Programme	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Total
Young Professionals Programme (YPP) ¹	-	-	-	-	-	-	-	-	-	-	-	-	5	15	13	12	14	59
WTO Internship Programme	66	61	67	63	73	93	75	79	80	75	83	99	98	93	107	50	42	1304
China's LDCs and Accessions Programme	-	-	-	-	-	-	-	4	3	5	7	5	7	8	7	4	1	51
WTO Support Programme for Doctoral Studies	10	11	15	8	8	7	2	1	2	8	4	3	7	6	8	3	5	108
Netherlands Trainee Programme	15	16	9	9	11	13	10	16	15	15	14	17	16	-	13	15	15	219
French and Irish Mission Internship Programme	4	18	7	2	9	16	12	17	22	17	18	18	15	16	20	19	20	250
Regional Coordinator Internship Programme	7	2	5	4	2	7	7	7	10	9	7	7	8	8	9	3	4	106
EIF Secondees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	4
Total	102	108	103	86	103	136	106	124	132	129	133	149	156	146	177	108	103	2101

NUMBER OF YOUNG PROFESSIONALS AND INTERNS BY MEMBER COUNTRY STATUS 2005 - 2020 AND 2021																
	Young Professionals				WTO Internship				Developing Country and LDC Focused Internships*				Total			
	2017 - 2020		2021		2005 - 2020		2021		2005 - 2020		2021		2005 - 2020		2021	
	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%
Developed	0	0.0%	0	0.0%	614	48.5%	14	51.4%	1	0.1%	2	0.0%	615	30.8%	16	15.5%
Developing	36	80.0%	11	69.2%	614	48.5%	25	46.7%	349	50.9%	17	54.4%	999	50.0%	53	51.5%
LDC	9	20.0%	3	30.8%	38	3.0%	3	1.9%	336	49.0%	28	45.6%	383	19.2%	34	33.0%
Total	45	100.0%	14	100.0%	1266	100.0%	42	100.0%	686	100.0%	47	100.0%	1997	100.0%	103	100.0%

¹ A vacancy notice is published annually to recruit YPPs for the following year. The selection process is held jointly by the Institute for Technical Cooperation (ITTC) and the Human Resources Division.

NUMBER OF YOUNG PROFESSIONALS AND INTERNS BY REGION 2005 - 2020 AND 2021																
	Young Professionals				WTO Internship				Developing Country and LDC Focused Internships*				Total			
	2017 - 2020		2021		2005 - 2020		2021		2005 - 2020		2021		2005 - 2020		2021	
	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%
Africa	9	20.0%	5	35.7%	131	10.3%	5	11.9%	357	52.0%	29	61.7%	497	24.9%	39	37.9%
Asia	18	40.0%	5	35.7%	305	24.1%	17	40.5%	188	27.4%	11	23.4%	511	25.6%	33	32.0%
Europe	3	6.7%		0.0%	548	43.3%	14	33.3%	10	1.5%	2	4.3%	561	28.1%	16	15.5%
Latin America	13	28.9%	4	28.6%	144	11.4%	4	9.5%	100	14.6%	4	8.5%	257	12.9%	12	11.7%
North America	0	0.0%		0.0%	123	9.7%	2	4.8%	3	0.4%		0.0%	126	6.3%	2	1.9%
Oceania	2	4.4%		0.0%	15	1.2%		0.0%	28	4.1%	1	2.1%	45	2.3%	1	1.0%
Total	45	100.0%	14	100.0%	1266	100.0%	42	100.0%	686	100.0%	47	100.0%	1997	100.0%	103	100.0%

NUMBER OF YOUNG PROFESSIONALS AND INTERNS BY GENDER 2005 - 2020 AND 2021																
	Young Professionals				WTO Internship				Developing Country and LDC Focused Internships*				Total			
	2017 - 2020		2021		2005 - 2020		2021		2005 - 2020		2021		2005 - 2020		2021	
	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%	Nbr	%
Female	26	57.8%	7	50.0%	719	56.8%	28	66.7%	278	40.5%	22	46.8%	1023	51.2%	57	55.3%
Male	19	42.2%	7	50.0%	547	43.2%	14	33.3%	408	59.5%	25	53.2%	974	48.8%	46	44.7%
Total	45	100.0%	14	100.0%	1266	100.0%	42	100.0%	686	100.0%	47	100.0%	1997	100.0%	103	100.0%

- * Includes the following:
- China's LDCs and Accessions Programme
 - WTO Support Programme for Doctoral Studies
 - Netherlands Trainee Programme
 - French-Irish Mission Internship Programme
 - Regional Coordinator Internship Programme
 - EIF Secondees

ANNEX 13**NUMBER OF YOUNG PROFESSIONALS BY COUNTRY AND GENDER IN 2020 AND 2021**

Member	Nbr of Females	%	Nbr of Males	%	Total Nbr	%
2020	7	100.0%	5	100.0%	12	100.0%
Albania	-	0.0%	1	20.0%	1	8.3%
Bahrain, Kingdom of	1	14.3%	-	0.0%	1	8.3%
Cuba	-	0.0%	1	20.0%	1	8.3%
Dominican Republic	1	14.3%	-	0.0%	1	8.3%
Fiji	1	14.3%	-	0.0%	1	8.3%
Guyana	1	14.3%	-	0.0%	1	8.3%
Israel	-	0.0%	1	20.0%	1	8.3%
Lesotho	-	0.0%	1	20.0%	1	8.3%
Mali	1	14.3%	-	0.0%	1	8.3%
Mozambique	1	14.3%	-	0.0%	1	8.3%
Singapore	-	0.0%	1	20.0%	1	8.3%
The Republic of North Macedonia	1	14.3%	-	0.0%	1	8.3%
2021	7	100.0%	7	100.0%	14	100.0%
Bangladesh	-	0.0%	1	14.3%	1	7.1%
Belize	-	0.0%	1	14.3%	1	7.1%
China	-	0.0%	1	14.3%	1	7.1%
Dominican Republic	1	14.3%	-	0.0%	1	7.1%
Eswatini	-	0.0%	1	14.3%	1	7.1%
Georgia	1	14.3%	-	0.0%	1	7.1%
Guatemala	-	0.0%	1	14.3%	1	7.1%
Indonesia	-	0.0%	1	14.3%	1	7.1%
Malawi	-	0.0%	1	14.3%	1	7.1%
Mauritania	1	14.3%	-	0.0%	1	7.1%
Namibia	1	14.3%	-	0.0%	1	7.1%
Nicaragua	1	14.3%	-	0.0%	1	7.1%
Nigeria	1	14.3%	-	0.0%	1	7.1%
Thailand	1	14.3%	-	0.0%	1	7.1%

ANNEX 14

NUMBER OF INTERNS BY COUNTRY AND GENDER IN 2020 AND 2021 (EXCLUDING YOUNG PROFESSIONALS)

	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr	%
1	India	12	11.7%	5	6.2%	17	9.2%
2	China	9	8.7%	1	1.2%	10	5.4%
3	Switzerland	3	2.9%	5	6.2%	8	4.3%
4	Burkina Faso		0.0%	5	6.2%	5	2.7%
4	Italy	3	2.9%	2	2.5%	5	2.7%
4	Senegal	3	2.9%	2	2.5%	5	2.7%
7	Brazil	2	1.9%	2	2.5%	4	2.2%
7	France	2	1.9%	2	2.5%	4	2.2%
7	Nigeria	2	1.9%	2	2.5%	4	2.2%
7	Spain	2	1.9%	2	2.5%	4	2.2%
7	United States of America	3	2.9%	1	1.2%	4	2.2%
12	Canada	2	1.9%	1	1.2%	3	1.6%
12	Ethiopia		0.0%	3	3.7%	3	1.6%
12	Germany	3	2.9%		0.0%	3	1.6%
12	Lao People's Democratic Republic	2	1.9%	1	1.2%	3	1.6%
12	Romania	3	2.9%		0.0%	3	1.6%
12	Tanzania	1	1.0%	2	2.5%	3	1.6%
12	Zimbabwe	2	1.9%	1	1.2%	3	1.6%
19	Bangladesh	1	1.0%	1	1.2%	2	1.1%
19	Bhutan	2	1.9%		0.0%	2	1.1%
19	Gabon	2	1.9%		0.0%	2	1.1%
19	Ghana	1	1.0%	1	1.2%	2	1.1%
19	Guatemala	1	1.0%	1	1.2%	2	1.1%
19	Guinea		0.0%	2	2.5%	2	1.1%
19	Haiti	1	1.0%	1	1.2%	2	1.1%
19	Hong Kong, China		0.0%	2	2.5%	2	1.1%
19	Kenya	1	1.0%	1	1.2%	2	1.1%
19	Korea, Republic of	2	1.9%		0.0%	2	1.1%
19	Kyrgyz Republic	2	1.9%		0.0%	2	1.1%
19	Lesotho	1	1.0%	1	1.2%	2	1.1%
19	Malawi	2	1.9%		0.0%	2	1.1%
19	Mali		0.0%	2	2.5%	2	1.1%
19	Mauritania		0.0%	2	2.5%	2	1.1%
19	Namibia	2	1.9%		0.0%	2	1.1%
19	Nepal	1	1.0%	1	1.2%	2	1.1%
19	Netherlands		0.0%	2	2.5%	2	1.1%
19	Portugal	1	1.0%	1	1.2%	2	1.1%
19	Rwanda	2	1.9%		0.0%	2	1.1%
19	Samoa	2	1.9%		0.0%	2	1.1%
19	Togo	2	1.9%		0.0%	2	1.1%
19	Ukraine	2	1.9%		0.0%	2	1.1%
19	United Kingdom	2	1.9%		0.0%	2	1.1%
19	Viet Nam	1	1.0%	1	1.2%	2	1.1%
19	Zambia		0.0%	2	2.5%	2	1.1%
45	Afghanistan		0.0%	1	1.2%	1	0.5%
45	Angola	1	1.0%		0.0%	1	0.5%
45	Armenia		0.0%	1	1.2%	1	0.5%
45	Belarus	1	1.0%		0.0%	1	0.5%
45	Belgium		0.0%	1	1.2%	1	0.5%
45	Benin		0.0%	1	1.2%	1	0.5%
45	Botswana		0.0%	1	1.2%	1	0.5%
45	Bulgaria	1	1.0%		0.0%	1	0.5%
45	Cameroon	1	1.0%		0.0%	1	0.5%
45	Chad		0.0%	1	1.2%	1	0.5%
45	Colombia		0.0%	1	1.2%	1	0.5%
45	Comoros		0.0%	1	1.2%	1	0.5%
45	Congo		0.0%	1	1.2%	1	0.5%
45	Côte d'Ivoire		0.0%	1	1.2%	1	0.5%
45	Democratic Republic of the Congo		0.0%	1	1.2%	1	0.5%
45	Dominican Republic	1	1.0%		0.0%	1	0.5%
45	Ecuador	1	1.0%		0.0%	1	0.5%
45	Eswatini	1	1.0%		0.0%	1	0.5%
45	Georgia		0.0%	1	1.2%	1	0.5%
45	Greece	1	1.0%		0.0%	1	0.5%
45	Guyana	1	1.0%		0.0%	1	0.5%
45	Jamaica	1	1.0%		0.0%	1	0.5%
45	Kazakhstan		0.0%	1	1.2%	1	0.5%
45	Madagascar	1	1.0%		0.0%	1	0.5%
45	Mauritius		0.0%	1	1.2%	1	0.5%
45	Mexico	1	1.0%		0.0%	1	0.5%

	Member	Nbr of Females	%	Nbr of Males	%	Total Nbr	%
45	Mozambique		0.0%	1	1.2%	1	0.5%
45	Myanmar		0.0%	1	1.2%	1	0.5%
45	Niger		0.0%	1	1.2%	1	0.5%
45	Pakistan		0.0%	1	1.2%	1	0.5%
45	Russian Federation	1	1.0%		0.0%	1	0.5%
45	Saint Kitts and Nevis		0.0%	1	1.2%	1	0.5%
45	Sri Lanka	1	1.0%		0.0%	1	0.5%
45	Sudan	1	1.0%		0.0%	1	0.5%
45	Tajikistan		0.0%	1	1.2%	1	0.5%
45	Thailand	1	1.0%		0.0%	1	0.5%
45	The Gambia	1	1.0%		0.0%	1	0.5%
45	Türkiye	1	1.0%		0.0%	1	0.5%
45	Uganda		0.0%	1	1.2%	1	0.5%
45	Uruguay		0.0%	1	1.2%	1	0.5%
45	Uzbekistan		0.0%	1	1.2%	1	0.5%
	Total	103	100.0%	81	100.0%	184	100.0%

ANNEX 15**APPLICATIONS FOR YOUNG PROFESSIONALS BY COUNTRY IN 2021**

	Country / Cust. Territ.	Total Nbr	%
1	Nigeria	2856	70.1%
2	Kenya	171	4.2%
3	India	135	3.3%
4	Tanzania	102	2.5%
5	Ghana	68	1.7%
6	Afghanistan	41	1.0%
7	Zambia	36	0.9%
8	Italy	32	0.8%
9	Cameroon	28	0.7%
9	Zimbabwe	28	0.7%
11	Rwanda	25	0.6%
12	South Africa	24	0.6%
13	Spain	21	0.5%
14	Brazil	20	0.5%
14	Pakistan	20	0.5%
16	Argentina	18	0.4%
16	Uganda	18	0.4%
18	China	17	0.4%
19	Colombia	16	0.4%
19	Mexico	16	0.4%
21	Türkiye	15	0.4%
22	Botswana	11	0.3%
22	Burkina Faso	11	0.3%
22	France	11	0.3%
22	Gambia	11	0.3%
26	Congo, Democratic Republic of the	10	0.2%
27	Chinese Taipei	9	0.2%
27	Côte d'Ivoire	9	0.2%
27	United Kingdom	9	0.2%
30	Egypt	8	0.2%
30	Indonesia	8	0.2%
30	Malawi	8	0.2%
30	Namibia	8	0.2%
30	Niger	8	0.2%
30	Philippines	8	0.2%
30	Ukraine	8	0.2%
30	Viet Nam	8	0.2%
38	Barbados	7	0.2%
38	Russian Federation	7	0.2%
38	Sierra Leone	7	0.2%
38	Togo	7	0.2%
38	United States of America	7	0.2%
43	Benin	6	0.1%
43	Mali	6	0.1%
45	Bangladesh	5	0.1%
45	Gabon	5	0.1%
45	Morocco	5	0.1%
45	Peru	5	0.1%
45	Switzerland	5	0.1%
50	Angola	4	0.1%
50	Kazakhstan	4	0.1%
50	Liberia	4	0.1%
50	Nepal	4	0.1%
50	Senegal	4	0.1%
55	Armenia	3	0.1%
55	Belgium	3	0.1%
55	Burundi	3	0.1%
55	Cabo Verde	3	0.1%
55	Canada	3	0.1%
55	Congo, Republic of	3	0.1%
55	Costa Rica	3	0.1%
55	Ecuador	3	0.1%
55	Eswatini	3	0.1%
55	Germany	3	0.1%
55	Jamaica	3	0.1%
55	Malaysia	3	0.1%
55	Moldova	3	0.1%
55	Mozambique	3	0.1%
55	Tajikistan	3	0.1%
55	Uruguay	3	0.1%
71	Albania	2	0.0%

	Country / Cust. Territ.	Total Nbr	%
71	Austria	2	0.0%
71	Belize	2	0.0%
71	Bolivia, Plurinational State of	2	0.0%
71	Bulgaria	2	0.0%
71	Cambodia	2	0.0%
71	Chad	2	0.0%
71	Djibouti	2	0.0%
71	Dominican Republic	2	0.0%
71	El Salvador	2	0.0%
71	Georgia	2	0.0%
71	Greece	2	0.0%
71	Grenada	2	0.0%
71	Guatemala	2	0.0%
71	Guinea	2	0.0%
71	Hungary	2	0.0%
71	Korea, Republic of	2	0.0%
71	Latvia	2	0.0%
71	Lesotho	2	0.0%
71	Netherlands	2	0.0%
71	Papua New Guinea	2	0.0%
71	Poland	2	0.0%
71	Portugal	2	0.0%
71	Saudi Arabia	2	0.0%
71	Trinidad and Tobago	2	0.0%
71	Yemen	2	0.0%
97	Antigua and Barbuda	1	0.0%
97	Australia	1	0.0%
97	Bolivarian Republic of Venezuela	1	0.0%
97	Central African Republic	1	0.0%
97	Chile	1	0.0%
97	Cuba	1	0.0%
97	Guyana	1	0.0%
97	Haiti	1	0.0%
97	Honduras	1	0.0%
97	Hong Kong, China	1	0.0%
97	Ireland	1	0.0%
97	Jordan	1	0.0%
97	Kuwait	1	0.0%
97	Kyrgyz Republic	1	0.0%
97	Madagascar	1	0.0%
97	Mauritius	1	0.0%
97	Mongolia	1	0.0%
97	Nicaragua	1	0.0%
97	North Macedonia	1	0.0%
97	Norway	1	0.0%
97	Oman	1	0.0%
97	Paraguay	1	0.0%
97	Romania	1	0.0%
97	Saint Lucia	1	0.0%
97	Seychelles	1	0.0%
97	Singapore	1	0.0%
97	Sri Lanka	1	0.0%
97	Tunisia	1	0.0%
	Total	4072	100.0%