



Assembly of States Parties

Distr.: General
9 October 2025

Original: English

Twenty-fourth session

The Hague, 1-6 December 2025

Report of the Bureau on equitable geographical representation and gender balance in the recruitment of staff of the International Criminal Court

Contents

I.	Introduction.....	2
II.	Discussions in the New York Working Group	3
III.	Recruitment process.....	3
IV.	Gender balance	4
V.	Geographical representation	4
VI.	Interns, JPOs and visiting professionals.....	5
VII.	Conclusions.....	6
VIII.	Recommendations.....	6
	A. To the Court.....	6
	B. To the Assembly and States Parties	7
Annex I		8
	Proposed text for inclusion in the omnibus resolution.....	8
Annex II		11
	Desirable range by country	11

I. Introduction

1. The Rome Statute provides that the International Criminal Court (“the Court”) shall ensure the highest standards of efficiency, competency and integrity, and shall have regard to fair representation of women and men for all positions, representation of the principal legal systems of the world for legal positions, and equitable geographical representation for positions in the professional category. The selection procedure is determined by the criteria set forth in articles 44(2) and 36(8) of the Rome Statute and resolution ICC-ASP/1/Res.10 of the Assembly of States Parties (“the Assembly”).

2. As decided by the Assembly, the system of desirable ranges applied by the Court is based on the system of the United Nations. The ranges are calculated based on a State’s financial contribution to the budget of the Court and of a State’s population size, both criteria in relation to the total membership of the Rome Statute.

3. At its twenty-third session, in resolution ICC-ASP/23/Res.1 on “Strengthening the International Criminal Court and the Assembly of States Parties”, the Assembly “requests the Bureau to continue engaging with the Court to identify ways to improve equitable geographical representation and gender balance in professional posts, as well as to remain seized of the issue of geographical representation and gender balance, and to report thereon to the twenty-fourth session of the Assembly.”¹ The Assembly took note of the “continued dialogue between the Court and the Bureau with regard to ensuring equitable geographical representation and gender balance in the recruitment of staff members”.² In addition, the Assembly emphasized “the of equitable geographical representation and gender balance in the organs of the Court and, as appropriate, in the work of the Assembly and its subsidiary bodies”.³

4. The mandate on the issue of geographical representation and gender balance is contained in resolution ICC-ASP/23/Res.1, annex I, paragraph 12, which reads as follows:

12. With regard to *recruitment of staff*,

(a) endorses the recommendations of the Committee on Budget and Finance in relation to geographical representation and gender balance contained in the report of its forty fourth session and urges the Court to take the necessary steps to implement it;

(b) requests the Court to submit to the Assembly a comprehensive report on human resources by the end of May 2025, to be considered by the Assembly at its twenty-fourth session, which would include an update on the implementation of the recommendations on the topic made by the Committee in 2024;

(c) also requests the Court to include in that report an outline of its efforts to improve the recruitment process in seeking equitable geographical representation with a particular focus on candidates from non-represented and under-represented States Parties and gender balance, including annual recruitment data;

(d) further requests the Court to report on the implementation of the Strategy on Gender Equality and Workplace Culture by 30 September 2025;

(e) requests the Bureau to continue engaging with the Court to identify ways to improve equitable geographical representation and gender balance in professional posts, as well as to remain seized of the issue of geographical representation and gender balance, and to report thereon to the twenty-fourth session of the Assembly; and

(f) urges the Court to continue to seize the opportunities of the outstanding and future recruitment processes to implement measures that would contribute to the efforts of meeting the desirable ranges of geographical representation and gender balance.

¹ ICC-ASP/23/Res.1, annex I, para. 12(e).

² ICC-ASP/29/Res.1, para. 128.

³ ICC-ASP/29/Res.1, pag. 2.

5. Implementation of the mandate was allocated by the Bureau of the Assembly to the New York Working Group on 15 January 2025, and Mr. Marvin Ikondere (Uganda) was re-appointed as facilitator by the Bureau on 5 February 2025.

II. Discussions in the New York Working Group

6. The facilitation held one meeting⁴ during the intersessional period, open to States Parties, Observer States, the Court and non-governmental organizations.

7. During the meeting, held on 28 August 2025, staff from the Human Resources Section of the Registry presented relevant aspects of the annual report of the Court on Human Resources Management, as well as updated statistics and an overview of the Court's efforts to achieve equitable geographical representation and gender balance. The Registry also presented an update on the progress made through the Gender Equality and Workplace Culture Strategy, and on the positive advancements in the implementation of this Strategy since its introduction in 2023. States Parties were also briefed on the recruitment processes initiated by the Court, with improvements in hiring procedures, reducing new staff onboarding times and expanding outreach in underrepresented regions to attract a more diverse recruitment pool. The Human Resources Section of the Registry also provided information on the Court's policies on fairness in recruitment procedures, career growth opportunities, leadership development training, and workplace culture, including gender parity initiatives, parental leave, and the introduction of tenure limits for senior leadership positions at the P-5 level and above. While presenting a relatively positive picture of advancement in achieving gender parity, it was noted that some challenges remain at senior levels where women remain under-represented. The Human Resources Section also reported that they are finalizing a new Staff Selection Administrative Instruction, with the aim of strengthening transparency, consistency, and procedural compliance in recruitment. In that respect, the need for transparent monitoring, accountability, and continued efforts to enhance inclusivity and workplace trust were acknowledged.

8. The facilitator participated in the meeting of the Study Group on Governance on 27 February 2025, during which the Court provided an update on the implementation of the Independent Expert Review (IER), recommendations R102-R104, R208, R209, and R211.

9. Throughout the reporting period, the facilitator also held bilateral meetings with interested delegations, aimed at providing specific information on staffing statistics relevant to their respective states and geographical regions. As in previous years, the facilitation served, among other purposes, to raise awareness about the staffing of the Court and to emphasize the importance of prioritizing flexibility in managing human resources, enabling effective adaptation to evolving needs, workload fluctuations, and operational demands.

III. Recruitment process

10. As of 31 August 2025, staff members from 95 nationalities were represented in established professional posts of the Court (excluding the elected officials and language staff).⁵ The number of initiated recruitment processes continued to grow, with 217 recruitment processes initiated in 2024, an increase of 13.6 per cent compared to the previous year. In 2024, the Court recorded a turnover (resignation) rate of approximately 7 per cent, reflecting 42 resignations, 4 transfers from established to GTA positions, and 9 separations due to disability, retirement, death, or restructuring. The monthly vacancy rate rose from 13.8 per cent at the end of December 2023 to an average of 16 per cent at the end of December 2024.

11. As in previous years, expeditious recruitment continued to be a key priority for the Court, with a strong focus on enhancing talent acquisition to effectively fulfil the mandate given by the Assembly. Human Resources focused on reducing recruitment timelines, lowering vacancy rates (the number of vacant posts rose from 142 in 2023 to 149 in 2024), and improving the overall candidate experience. To this end, Human Resources advanced the

⁴ 28 August 2025.

⁵ A Human Resources' analytics on the desirable range by country is contained in Annex II.

modernization of the Court's e-Recruitment system, upgrading the SAP SuccessFactors platform to introduce a single sign-on feature, a more user-friendly and mobile-responsive interface, and increased automation. Complementary measures were also undertaken to strengthen transparency and fairness in the recruitment process, including the implementation of revised Administrative Instructions on staff selection and temporary special measures to promote gender parity, as well as broader outreach through vacancy promotion, social-media sourcing, and career events. These efforts are aimed at attracting qualified talent by reinforcing the Court's ability to compete for highly skilled candidates on a global labour market.

12. Despite the high volume of recruitment, the Human Resources Section kept the average recruitment time below the target of 160 days, averaging 150 days for fixed-term appointments and 86 days for short-term appointments.

13. Representatives of the Human Resources Section (HRS) provided States with background information regarding measures to improve geographical representation and gender balance in the recruitment of staff of the Court. The HRS focused its efforts in 2025 upgrading the SAP SuccessFactors e-Recruitment system, enabling greater automation, introducing a modern and mobile-responsive design, reducing manual workload, and improving the candidate experience. It was also implemented measures targeting outreach efforts to address gender and geographical representation via recruitment missions to under-represented States.

14. During the reporting period, the Court also continued to work towards upgrading the e-Recruitment system to further enable greater automation, reduce manual workload, and improve both the recruitment process and candidates' experience.

IV. Gender balance

15. At its forty-seventh session, the Committee on Budget and Finance (CBF) acknowledged significant progress made by the Human Resources section in several strategic areas throughout 2024.⁶ In terms of Human Resources management, the CBF noted that 2024 presented multiple challenges, with an increase in workload driven by a high volume of recruitment, training and other initiatives requiring the Court's immediate attention. The CBF also noted that, despite these obstacles, the Court remained focused on its strategic priorities, including diversity, inclusion and improving the workplace culture by fostering an environment where staff feel engaged, supported, and encouraged to enhance their capacity and performance. Key accomplishments highlighted by the CBF included the establishment of the ICC Core Values, facilitating staff mobility through the development of a skills library, a critical step in generating generic job descriptions and enabling roster recruitment and talent pools for career development, upskilling and workforce planning, as well as leadership development and improvements in workplace culture and Geographical Representation and Gender Balance.

16. As of 31 December 2024, the gender breakdown for Professional and higher grade staff was 49 per cent female staff and 51 per cent male staff.⁷ As of 31 December 2024, female staff constituted 44 per cent of staff at the D-1 level, 56 per cent at the P-5 level and 37 per cent at the P-4 level.⁸ The Human Resources Section continued to work closely with the Court's Focal Point for Gender Equality to redress the remaining imbalance and to further efforts towards more inclusive representation of both genders and nationalities.

V. Geographical representation

17. As of 31 August 2025, of the 95 nationalities represented in the professional staff of the Court: 20 nationalities were in balance with their targets; 26 nationalities were under-

⁶ ICC-ASP/24/2, 5 May 2025.

⁷ Ibid., fig. 22, p. 25.

⁸ Ibid., fig. 23, p. 25.

represented; 24 were over-represented, and 55 were not represented. The remaining 25 nationalities of the professional staff were from States not Parties to the Rome Statute.⁹

18. As of 31 August 2025, in terms of professional post distribution, 80 staff were nationals from the African Group, 35 from the Asia-Pacific Group, 47 from the Eastern European Group, 36 from the Latin American and Caribbean Group (GRULAC), and 271 from the Western European and Others Group (WEOG).

19. As of 31 March 2024, the number of staff per post, per region, was as follows:

- (a) D-1 (6): 1 from the Asia-Pacific Group, 1 from GRULAC, and 4 from WEOG, with the African and Eastern European Groups not represented;
- (b) P-5 (41): 9 from the African Group, 2 from the Asia-Pacific Group, 3 from the Eastern European Group, 1 from GRULAC, and 26 from WEOG;
- (c) P-4 (70): 12 from the African Group, 6 from the Asia-Pacific Group, 6 from the Eastern European Group, 4 from GRULAC, and 42 from WEOG.

20. At its forty-seventh session, the Committee on Budget and Finance observed¹⁰ that there had been a slight increase in the number of imbalanced States during the five-year period from 2019 to 2024. Specifically, the over-represented group increased from 2022 to 2025 by 5, while the under-represented group saw a significant increase from 2019 (at 22) to 2023 (at 31), with a slight reduction in 2024 (at 30). The non-represented category also increased from 2023 (at 53) to 2024 (at 55), while the number of non-ratified States had remained the same between 2023 and 2024 (at 26).

VI. Interns, JPOs and visiting professionals

21. The Assembly has stressed that geographical representation and gender balance is also desirable in the selection of interns, visiting professionals (IVPs) and Junior Professional Officers (JPOs), particularly because IVPs and JPOs are potential candidates for professional postings.¹¹ Measures aimed at promoting equitable geographical distribution in these programmes, such as the establishment by the Court of a programme to fund, through voluntary contributions, the placement of interns and visiting professionals from developing regions, could therefore have a positive impact on the diversification of the pool of applicants for professional postings.

22. The Court confirmed that it sought to address geographical representation challenges through the IVPs programme noting that a diverse group of qualified professionals in this programme will encourage more potentially eligible and interested candidates from those countries for the Court's staff positions, now and in the future. To ensure this programme remains accessible to all, the Court continues to operate a Trust Fund, based on voluntary donations. The Trust Fund has enabled funded placements for persons from developing regions who are also from States Parties, with a preference for those that are non-represented or under-represented.

23. In 2024, the Court's Junior Professional Officer Programme continued its steady growth, reaching a total of 27 placements since its inception in 2016. As of December 2024, the Court has 14 JPOs funded by seven different States Parties (Republic of Korea, 2; Switzerland, 1; Germany, 1; France, 3; Japan, 1; Australia, 2; Spain, 4). Ongoing efforts are directed towards broadening the pool of candidates, with particular emphasis on attracting talent from under-represented and non-represented States Parties.

24. With respect to the Internship and Visiting Professionals programme, the Court welcomed 215 new participants in 2024, 172 interns and 43 visiting professionals, most of whom were nationals of WEOG countries, reflecting the continued challenge of unfunded IVPs positions. Due to contributions from States, as well as donations from elected officials and Court staff, the Court funded seven IVPs from developing countries that are States Parties to the Rome Statute (from Nigeria, Chile, Chad, Kenya, Brazil (2) and the Central African

⁹ Ibid., fig. 17-21, p. 23-24.

¹⁰ Ibid., fig. 17-21, p. 23-24.

¹¹ Ibid., para. 174 and 183.

Republic). Additionally, through the European Commission Grant, eight legal visiting professionals were supported in 2024 (from Kenya, Argentina (2), Mali, Brazil, Mexico, Maldives, South Africa).

25. The Court encouraged States Parties to consider contributing to the Trust Fund for Interns and Visiting Professionals to help further develop and expand these vital opportunities to developing countries that are States Parties to the Rome Statute. Of the total IVPs who undertook a placement with the Court in 2024, 57.7 per cent were from WEOG states, 11.6 per cent from GRULAC states, 4.2 per cent from Eastern Europe, 14.4 per cent from Asia Pacific and 14.4 per cent from Africa. In terms of gender distribution, 76 per cent were female and 24 per cent male.¹²

VII. Conclusions

26. States Parties and civil society have an interest in being kept updated regarding the fluctuations of staffing at the Court, from the perspective of geographical representation and gender balance. A fair representation of male and female staff and equitable geographical distribution benefits the Court by ensuring diversity of perspectives which, internally, increases creativity in the work environment and, externally, remains crucial to addressing perception challenges and advancing the universality of the Rome Statute.

27. Gender balance is progressively moving towards parity amongst the Professional-level staff of the Court. However, imbalance at the senior Professional levels remains, although substantively improved compared to 2023. The Court should continue its efforts to narrow this gap and report on its activities in this regard.

28. With respect to geographical representation, a longstanding and systemic imbalance persists across certain countries and regions. Additionally, within groups that are generally over-represented, specific nationalities remain notably underrepresented among the Court's staff. The Court and the Assembly should undertake more efforts to ensure the visibility of employment opportunities and encourage the application of qualified candidates from non-represented and under-represented countries and regions. The active engagement of the States Parties remains essential in supporting the Court, particularly by facilitating access to a broader pool of qualified candidates from these States. To this end, the Court encourages States Parties to consider providing funding for the Junior Professional Officers (JPOs) from non-represented and under-represented regions, in particular developing countries, and fund JPOs from developing countries. Similarly, the Trust Fund for IVPs, funded by donations from States Parties, was established to provide funded IVP placements to nationals of developing countries that are States Parties" and States Parties are encouraged to consider providing funding to further develop and expand the Trust Fund for IVPs.

VIII. Recommendations

A. To the Court

29. The persistent imbalance in geographical representation and continued disparity of women at senior levels calls for renewed efforts by the Court. Particular attention should be given to identifying, reaching, and recruiting staff from underrepresented regions and States. Continued attention should also be given to recruiting qualified women for senior positions, as well as promoting the professional development and advancement of female staff within the institution.

30. The Court should continue to develop and prioritize outreach activities to attract candidates from non-represented and under-represented countries, particularly developing States. Renewed efforts should be adopted to ensure the participation of representatives from these regions and States in internships, JPO, and visiting professional programmes. This should include focused efforts to encourage voluntary contributions to support these placements. Information on geographical and gender balance regarding these programmes should continue to be made available to the Assembly.

¹² ICC-ASP/23/2, paras. 152-154.

31. The Court should continue strengthening its recruitment practices, including by expanding both in-person and online activities in non-represented and under-represented States. Such efforts are essential to actively source candidates and encourage applications from those States Parties. Vacancy announcements should continue to be published on the Court's website and social media channels, as well as disseminated through periodicals and publications, particularly those reaching non-represented or under-represented countries. Vacancy announcements should be regularly reported to the Assembly to enable States Parties and civil society organizations to further circulate them and should be issued in at least both working languages of the Court.

32. All personnel policies, procedures, and recruitment practices should remain subject to ongoing review and refinement. The Court should continue to reinforce its hiring policies with a view to promoting the selection of qualified candidates from non-represented and under-represented countries, particularly developing States. This includes ensuring the dissemination and full implementation of its Administrative Instruction on Staff Selection, which provides for priority shortlisting of qualified candidates from non-represented and under-represented States Parties.¹³

33. The Court should continue to collect, monitor, analyze, and report data on female applicants and candidates from non-represented and under-represented countries, particularly developing States, with a view to identifying the specific challenges they encounter in securing positions within the Court.¹³

B. To the Assembly and States Parties

34. The persistent imbalance in geographical representation, as well as the underrepresentation of women at senior levels, calls for strengthened and sustained efforts by States Parties.

35. States Parties involved with the Court's JPO programmes are encouraged to provide financial support for participants from non-represented and under-represented regions, particularly those from developing countries.

36. States Parties are also encouraged to consider providing financial support to cover stipends for participants from non-represented and under-represented regions, particularly those from developing countries, in the internship and visiting professional programmes. States Parties, particularly those that are non-represented or under-represented, should develop targeted strategies to facilitate the dissemination of Court vacancy announcements to relevant national institutions and organizations, such as universities, professional associations, chambers, and judicial bodies. States Parties are encouraged to provide financial support to civil society organizations and institutions engaged in relevant capacity-building efforts. States Parties are encouraged to utilize the geographical representation and gender balance facilitation as a focal point for addressing any concerns related to staff representation and balance.

¹³ The Court should ensure that its annual Human Resources Management report contains comprehensive data on the number and nationality of applicants for new posts, updated on a regular basis, together with an explanation of how considerations of geographical representation and gender balance are integrated into the recruitment process.

Annex I

Proposed text for inclusion in the omnibus resolution

1. The following paragraphs of the 2024 omnibus resolution (ICC-ASP/23/Res.1), located in the section on the recruitment of staff, are to be amended as follows:

121. *Takes note* of the Court's report on Human Resources Management¹ and *requests* the Court to further strengthen its efforts, in the recruitment of staff, to seek equitable geographical representation with a particular focus on candidates from non-represented and under-represented States Parties, gender balance and the highest standards of efficiency, competency and integrity, as well as to seek expertise on specific issues, including, but not limited to, trauma-related psycho-social needs and violence against women or children, and *encourages* further progress in this regard;

122. *Calls upon* the Court to report the outcome of its efforts to seek equitable geographical representation with a particular focus on candidates from non-represented and under-represented States Parties and gender balance to the Assembly at its twenty-fourth session, including, but not limited to, improvements in the recruitment process and annual recruitment data;

123. *Welcomes* the efforts by the Registry to implement the outcomes of the Workshop on Geographical Representation and Gender Balance (GRGB) held in 2023;

124. *Takes note* of the continued dialogue between the Court and the Bureau regarding ensuring equitable geographical representation and gender balance in the recruitment of staff members, and *welcomes* the report of the Bureau and its recommendations;²

125. *Urges* States Parties to continue to undertake efforts to identify and enlarge pools of potential applicants to the Court's professional positions from States Parties from non-represented and under-represented regions and countries, including through the financing by the Assembly of the Court's internship and visiting professional programmes, and by States Parties of Junior Professional Officer (JPO) programmes, through targeted outreach initiatives and through the dissemination among relevant national institutions and organizations of the Court's vacancies;

126. *Recalls* the establishment by the Court of a programme to fund, through voluntary contributions, the placement of interns and visiting professionals from developing regions with a particular focus on candidates from non-represented and under-represented States Parties, *welcomes* the voluntary contributions received thus far, *calls upon* States Parties to contribute to this programme, and *requests* the Court to further devise mechanisms that can ensure in a more sustainable and systematic manner the funding of placements of interns and visiting professionals from developing regions;

127. *Also recalls* the Court-wide, Office of the Prosecutor, Registry and Trust Fund for Victims Strategic Plans for 2023-2025, and their strategic goals to improve geographical representation and gender balance as one of the Court's priorities;

128. *Further recalls* the adoption and progress made by the Court on its' first Strategy on Gender Equality and Workplace Culture on 8 December 2022;

2. Paragraph 12 of annex I (Mandates) of the 2024 omnibus resolution (ICC-ASP/24/Res.1) is to be replaced by the following:

¹ ICC-ASP/23/2.

² ICC-ASP/23/28.

Regarding **recruitment of staff**,

(a) *endorses* the recommendations of the Committee on Budget and Finance in relation to geographical representation and gender balance contained in the report of its forty-seventh session and *urges* the Court to take the necessary steps to implement it.

(b) *requests* the Court to submit to the Assembly a comprehensive report on human resources by the end of May 2026, to be considered by the Assembly at its twenty-fifth session, which would include an update on the implementation of the recommendations on the topic made by the Committee in 2025;

(c) *also requests* the Court to include in that report an outline of its efforts to improve the recruitment process in seeking equitable geographical representation with a particular focus on candidates from non-represented and under-represented States Parties and gender balance, including annual recruitment data;

(d) *requests* the Bureau to continue engaging with the Court to identify ways to improve equitable geographical representation and gender balance in professional posts, as well as to remain seized of the issue of geographical representation and gender balance, and to report thereon to the twenty-fifth session of the Assembly; and

(e) *urges* the Court to continue to seize the opportunities of the outstanding and future recruitment processes to implement measures that would contribute to the efforts of meeting the desirable ranges of geographical representation and gender balance;

Annex II - Desirable range by country

Desirable Range

Region	Country	Ratif.	Assessment (%)	Lower	Upper	Target	Actual rep.	Category	Under/Over
African	Algeria	No	0.00000%	0	0	0	1	Non State Party	1
African	Benin	Yes	0.01000%	2	2	2	1	Underrepresented	-1
African	Botswana	Yes	0.02750%	2	2	2	0	Non Represented	-2
African	Burkina Faso	Yes	0.01000%	2	2	2	3	Overrepresented	1
African	Cabo Verde	Yes	0.00210%	1	2	2	0	Non Represented	-1
African	Cameroon	No	0.00000%	0	0	0	7	Non State Party	7
African	Central African Republic	Yes	0.00210%	2	2	2	0	Non Represented	-2
African	Chad	Yes	0.01000%	2	2	2	0	Non Represented	-2
African	Comoros	Yes	0.00210%	2	2	2	0	Non Represented	-2
African	Congo	Yes	0.01060%	2	2	2	0	Non Represented	-2
African	Côte d'Ivoire	Yes	0.05070%	2	3	2	4	Overrepresented	1
African	Democratic Republic o	Yes	0.01000%	2	3	3	6	Overrepresented	3
African	Djibouti	Yes	0.00420%	2	2	2	0	Non Represented	-2
African	Egypt	No	0.00000%	0	0	0	3	Non State Party	3
African	Ethiopia	No	0.00000%	0	0	0	1	Non State Party	1
African	Gabon	Yes	0.02320%	2	2	2	0	Non Represented	-2
African	Gambia (Republic of T	Yes	0.00210%	2	2	2	2	In Balance	
African	Ghana	Yes	0.05280%	2	3	2	4	Overrepresented	1
African	Guinea	Yes	0.00840%	2	2	2	1	Underrepresented	-1
African	Kenya	Yes	0.07820%	2	3	3	5	Overrepresented	2
African	Lesotho	Yes	0.00210%	2	2	2	0	Non Represented	-2
African	Liberia	Yes	0.00210%	2	2	2	0	Non Represented	-2
African	Libya	No	0.00000%	0	0	0	2	Non State Party	2
African	Madagascar	Yes	0.00840%	2	2	2	1	Underrepresented	-1
African	Malawi	Yes	0.00630%	2	2	2	1	Underrepresented	-1
African	Mali	Yes	0.01000%	2	2	2	3	Overrepresented	1

Region	Country	Ratif.	Assessment (%)	Lower	Upper	Target	Actual rep.	Category	Under/Over
African	Mauritius	Yes	0.02110%	2	2	2	1	Underrepresented	-1
African	Morocco	No	0.00000%	0	0	0	1	Non State Party	1
African	Namibia	Yes	0.01480%	2	2	2	0	Non Represented	-2
African	Niger	Yes	0.00840%	2	2	2	1	Underrepresented	-1
African	Nigeria	Yes	0.31700%	4	6	5	4	In Balance	
African	Rwanda	No	0.00000%	0	0	0	1	Non State Party	1
African	Senegal	Yes	0.01000%	2	2	2	5	Overrepresented	3
African	Seychelles	Yes	0.00420%	1	2	2	0	Non Represented	-1
African	Sierra Leone	Yes	0.00210%	2	2	2	2	In Balance	
African	South Africa	Yes	0.53050%	3	5	4	7	Overrepresented	2
African	Sudan	No	0.00000%	0	0	0	1	Non State Party	1
African	Tunisia	Yes	0.03800%	2	2	2	2	In Balance	
African	Uganda	Yes	0.01000%	2	3	2	5	Overrepresented	2
African	United Republic of Tan	Yes	0.01000%	2	3	2	3	In Balance	
African	Zambia	Yes	0.01000%	2	2	2	1	Underrepresented	-1
African	Zimbabwe	No	0.00000%	0	0	0	1	Non State Party	1
Asian	Afghanistan	Yes	0.01000%	2	3	2	1	Underrepresented	-1
Asian	Bangladesh	Yes	0.01000%	3	4	4	0	Non Represented	-3
Asian	Cambodia	Yes	0.01000%	2	2	2	0	Non Represented	-2
Asian	China	No	0.00000%	0	0	0	1	Non State Party	1
Asian	Cook Islands	Yes	0.00210%	1	2	2	0	Non Represented	-1
Asian	Cyprus	Yes	0.07400%	2	2	2	1	Underrepresented	-1
Asian	Fiji	Yes	0.00630%	2	2	2	0	Non Represented	-2
Asian	India	No	0.00000%	0	0	0	2	Non State Party	2
Asian	Indonesia	No	0.00000%	0	0	0	3	Non State Party	3
Asian	Iran (Islamic Republic	No	0.00000%	0	0	0	1	Non State Party	1
Asian	Japan	Yes	14.64620%	40	54	47	8	Underrepresented	-32
Asian	Jordan	Yes	0.04440%	2	2	2	2	In Balance	

Region	Country	Ratif.	Assessment (%)	Lower	Upper	Target	Actual rep.	Category	Under/Over
Asian	Kiribati	Yes	0.00210%	1	2	2	0	Non Represented	-1
Asian	Lebanon	No	0.00000%	0	0	0	3	Non State Party	3
Asian	Malaysia	No	0.00000%	0	0	0	1	Non State Party	1
Asian	Maldives	Yes	0.00850%	2	2	2	0	Non Represented	-2
Asian	Marshall Islands	Yes	0.00210%	1	2	2	0	Non Represented	-1
Asian	Mongolia	Yes	0.00850%	2	2	2	2	In Balance	
Asian	Nauru	Yes	0.00210%	1	2	2	0	Non Represented	-1
Asian	Pakistan	No	0.00000%	0	0	0	1	Non State Party	1
Asian	Palestine (the State of	Yes	0.01160%	2	2	2	2	In Balance	
Asian	Philippines	No	0.00000%	0	0	0	1	Non State Party	1
Asian	Republic of Korea	Yes	4.96450%	15	20	17	0	Non Represented	-15
Asian	Samoa	Yes	0.00210%	1	2	2	0	Non Represented	-1
Asian	Singapore	No	0.00000%	0	0	0	2	Non State Party	2
Asian	Sri Lanka	No	0.00000%	0	0	0	1	Non State Party	1
Asian	Tajikistan	Yes	0.00630%	2	2	2	0	Non Represented	-2
Asian	Timor-Leste	Yes	0.00210%	2	2	2	0	Non Represented	-2
Asian	Uzbekistan	No	0.00000%	0	0	0	2	Non State Party	2
Asian	Vanuatu	Yes	0.00210%	1	2	2	0	Non Represented	-1
Asian	Viet Nam	No	0.00000%	0	0	0	1	Non State Party	1
Eastern European	Albania	Yes	0.02110%	2	2	2	2	In Balance	
Eastern European	Armenia	Yes	0.01480%	2	2	2	0	Non Represented	-2
Eastern European	Belarus	No	0.00000%	0	0	0	1	Non State Party	1
Eastern European	Bosnia and Herzegovina	Yes	0.02960%	2	2	2	4	Overrepresented	2
Eastern European	Bulgaria	Yes	0.15010%	2	3	2	1	Underrepresented	-1
Eastern European	Croatia	Yes	0.18600%	2	3	2	3	In Balance	
Eastern European	Czech Republic	Yes	0.72700%	3	5	4	0	Non Represented	-3
Eastern European	Estonia	Yes	0.09510%	2	2	2	1	Underrepresented	-1
Eastern European	Georgia	Yes	0.01900%	2	2	2	5	Overrepresented	3

Region	Country	Ratif.	Assessment (%)	Lower	Upper	Target	Actual rep.	Category	Under/Over
Eastern European	Hungary	Yes	0.47130%	3	4	3	1	Underrepresented	-2
Eastern European	Latvia	Yes	0.10570%	2	2	2	2	In Balance	
Eastern European	Lithuania	Yes	0.17120%	2	3	2	1	Underrepresented	-1
Eastern European	Montenegro	Yes	0.00850%	2	2	2	0	Non Represented	-2
Eastern European	North Macedonia	Yes	0.01690%	2	2	2	0	Non Represented	-2
Eastern European	Poland	Yes	1.75630%	6	9	7	5	Underrepresented	-1
Eastern European	Republic of Moldova	Yes	0.01270%	2	2	2	2	In Balance	
Eastern European	Romania	Yes	0.75660%	4	5	4	10	Overrepresented	5
Eastern European	Russian Federation	No	0.00000%	0	0	0	1	Non State Party	1
Eastern European	Serbia	Yes	0.08450%	2	2	2	4	Overrepresented	2
Eastern European	Slovakia	Yes	0.31490%	2	3	3	2	In Balance	
Eastern European	Slovenia	Yes	0.16270%	2	3	2	0	Non Represented	-2
Eastern European	Ukraine	Yes	0.15640%	2	3	3	2	In Balance	
GRULAC	Antigua and Barbuda	Yes	0.00420%	1	2	2	0	Non Represented	-1
GRULAC	Argentina	Yes	1.03560%	5	6	5	8	Overrepresented	2
GRULAC	Barbados	Yes	0.01480%	2	2	2	0	Non Represented	-2
GRULAC	Belize	Yes	0.00210%	1	2	2	0	Non Represented	-1
GRULAC	Bolivia (Plurinational State of)	Yes	0.03800%	2	2	2	0	Non Represented	-2
GRULAC	Brazil	Yes	2.98210%	11	15	13	4	Underrepresented	-7
GRULAC	Chile	Yes	0.79040%	4	5	4	1	Underrepresented	-3
GRULAC	Colombia	Yes	0.41630%	3	4	4	6	Overrepresented	2
GRULAC	Costa Rica	Yes	0.13310%	2	3	2	1	Underrepresented	-1
GRULAC	Dominica	Yes	0.00210%	1	2	2	0	Non Represented	-1
GRULAC	Dominican Republic	Yes	0.14580%	2	3	2	0	Non Represented	-2
GRULAC	Ecuador	Yes	0.13740%	2	3	2	0	Non Represented	-2
GRULAC	El Salvador	Yes	0.02750%	2	2	2	0	Non Represented	-2
GRULAC	Grenada	Yes	0.00210%	1	2	2	0	Non Represented	-1
GRULAC	Guatemala	Yes	0.09720%	2	3	2	1	Underrepresented	-1

Region	Country	Ratif.	Assessment (%)	Lower	Upper	Target	Actual rep.	Category	Under/Over
GRULAC	Guyana	Yes	0.02320%	2	2	2	0	Non Represented	-2
GRULAC	Honduras	Yes	0.02110%	2	2	2	0	Non Represented	-2
GRULAC	Jamaica	No	0.00000%	0	0	0	1	Non State Party	1
GRULAC	Mexico	Yes	2.40300%	9	12	10	6	Underrepresented	-3
GRULAC	Panama	Yes	0.18180%	2	3	2	0	Non Represented	-2
GRULAC	Paraguay	Yes	0.04860%	2	2	2	0	Non Represented	-2
GRULAC	Peru	Yes	0.30640%	3	3	3	4	Overrepresented	1
GRULAC	Saint Kitts and Nevis	Yes	0.00210%	1	2	2	0	Non Represented	-1
GRULAC	Saint Lucia	Yes	0.00420%	2	2	2	0	Non Represented	-2
GRULAC	Saint Vincent and the	Yes	0.00210%	1	2	2	0	Non Represented	-1
GRULAC	Suriname	Yes	0.00420%	2	2	2	0	Non Represented	-2
GRULAC	Trinidad and Tobago	Yes	0.06970%	2	2	2	1	Underrepresented	-1
GRULAC	Uruguay	Yes	0.16700%	2	3	2	0	Non Represented	-2
GRULAC	Venezuela, Bolivarian Republic of	Yes	0.14580%	2	3	2	3	In Balance	
WEOG	Andorra	Yes	0.00850%	2	2	2	0	Non Represented	-2
WEOG	Australia	Yes	4.31140%	13	17	15	17	In Balance	
WEOG	Austria	Yes	1.32300%	5	7	6	1	Underrepresented	-4
WEOG	Belgium	Yes	1.63370%	6	8	7	15	Overrepresented	7
WEOG	Canada	Yes	5.37450%	16	21	18	24	Overrepresented	3
WEOG	Denmark	Yes	1.12220%	4	6	5	2	Underrepresented	-2
WEOG	Finland	Yes	0.81580%	4	5	4	7	Overrepresented	2
WEOG	France	Yes	8.15370%	23	31	27	57	Overrepresented	26
WEOG	Germany	Yes	12.02970%	33	45	39	23	Underrepresented	-10
WEOG	Greece	Yes	0.59180%	3	4	4	3	In Balance	
WEOG	Iceland	Yes	0.07400%	2	2	2	0	Non Represented	-2
WEOG	Ireland	Yes	0.99750%	4	6	5	10	Overrepresented	4
WEOG	Italy	Yes	5.94510%	17	23	20	19	In Balance	
WEOG	Liechtenstein	Yes	0.01900%	2	2	2	0	Non Represented	-2

Region	Country	Ratif.	Assessment (%)	Lower	Upper	Target	Actual rep.	Category	Under/Over
WEOG	Luxembourg	Yes	0.15430%	2	3	2	0	Non Represented	-2
WEOG	Malta	Yes	0.04230%	2	2	2	0	Non Represented	-2
WEOG	Netherlands	Yes	2.74330%	9	12	10	26	Overrepresented	14
WEOG	New Zealand	Yes	0.63830%	3	4	4	5	Overrepresented	1
WEOG	Norway	Yes	1.38010%	5	7	6	0	Non Represented	-5
WEOG	Portugal	Yes	0.69320%	3	5	4	6	Overrepresented	1
WEOG	San Marino	Yes	0.00420%	1	2	2	0	Non Represented	-1
WEOG	Spain	Yes	4.00500%	12	16	14	15	In Balance	
WEOG	Sweden	Yes	1.73730%	6	8	7	1	Underrepresented	-5
WEOG	Switzerland	Yes	2.17470%	7	10	8	3	Underrepresented	-4
WEOG	United Kingdom	Yes	8.43480%	24	32	28	26	In Balance	
WEOG	United States of America	No	0.00000%	0	0	0	10	Non State Party	10