International Criminal Court ICC-ASP/25/18

# Assembly of States Parties

Distr.: General
19 October 2026

Original: English

**Twenty-fifth session**

The Hague, 30 November – 7 December 2026

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

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# 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. Against the membership of the Rome Statute, the ranges are calculated by reference to a State's financial contribution to the budget of the Court and a State's population size.

3. At its twenty-fourth session, in resolution ICC-ASP/24/Res.6 "Strengthening the International Criminal Court and the Assembly of States Parties", the Assembly requested "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".[1] The Assembly also took note of the "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 importance of equitable geographical representation and gender balance in the organs of the Court".[3]

4. The mandate concerning geographical representation and gender balance in the staff of the Court is contained in resolution ICC-ASP/24/Res.6, 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-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

[1] ICC-ASP/24/Res.6, annex I, para. 12(d).
[2] ICC-ASP/24/Res.6, para. 134.
[3] ICC-ASP/24/Res.6, p. 3.

(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;

5. Implementation of the mandate was allocated by the Bureau of the Assembly to the New York Working Group on 14 January 2026, and Mr. Marvin Ikondere (Uganda) was re-appointed as facilitator by the Bureau on 1 April 2026.

# II. Discussions in the New York Working Group

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

7. During the first meeting, held on 29 April 2026, staff from the Human Resources Section (HRS) of the Registry presented relevant aspects of the annual report of the Court on Human Resources Management, providing an overview of the Court's efforts to achieve equitable geographical representation and gender balance as well as updated statistics on the staffing at the Court. The presentations addressed the Court's human resources priorities and activities, noting that HRS continued its efforts to improve the recruitment process and to attract a diverse range of candidates for positions. It also worked on the improvement of human resources related policies concerning employee well-being and promotion of a more agile workforce. Particular emphasis was placed on strengthening workforce planning, leadership development, and talent acquisition. The HRS further noted operational challenges linked to external factors which had increased workload.

8. At the first meeting, the Registry, via the Focal Point for Gender Equality, presented the Court-wide Strategy on Gender Equality and Workplace Culture for 2026–2029, which it presented as building on the achievements and lessons learned from the previous strategy cycle. It noted that the review of the 2023–2025 strategy highlighted measurable progress, including significant increases in the representation of women in senior positions, with notable developments at both D-1 and P-5 levels. It further emphasized the introduction of mandatory training on gender equality and harassment prevention for all Court staff and stated that survey results showed improvements in staff gender awareness and respect for diversity and inclusion, and greater knowledge of reporting mechanisms.

9. During the second meeting, held on 4 September 2026, the HRS of the Registry addressed equitable geographical representation and gender balance referencing the Gender Equality and Enabling Environment Strategy for 2026-2029. It also addressed the implementation of the tenure policy for staff members holding positions of P5 and above following the Assembly's adoption of ICC/ASP/23/Res.3.

10. The HRS reported on its continued efforts to improve geographical and gender representation through targeted outreach in the dissemination of vacancy announcements through career events or initiatives, such as the annual Asia-Pacific Forum. HRS also directly engaged with under-represented and non-represented States Parties in career events, held in Switzerland and the Republic of Korea. It also referenced its policy of ensuring diverse recruitment panels and staff completion of mandatory unconscious bias training. HRS noted that positive developments were evident in 2024 and 2025, with the number of under-represented countries reduced from 30 to 25 and an increase in balanced countries from 15 to 21. However, 55 countries remained non-represented and 24 countries were over-represented.

11. HRS further reported that women represented 55 per cent of staff in the Professional and higher categories as at 31 December 2025. HRS credited Talent programmes, which were designed to accelerate skills and career progression of high-potential individuals and candidates, as contributing to this increase. It further reported that 25 per cent of the

168 interns and visiting professionals joining in 2025 came from underrepresented or non-represented countries.

12. The HRS reported that the seven-year tenure policy for applicable P-5 and D-1 positions, which entered into force on 1 January 2025, was applied during 2025 to three new recruits and 12 contract extensions.

13. The HRS also reported on the transition from the 2023-2025 Gender Equality and Workplace Culture Strategy to the 2026-2029 Gender Equality and Enabling Environment Strategy. The HRS noted that the previous strategy had produced measurable progress, including increased representation of women at P-5 and D-1 levels, ensuring greater gender equality. HRS noted that a key aspect of the new strategy was a shift from focusing primarily on workplace culture to addressing broader institutional issues. As such, the new strategy would centre on three priorities: gender-responsive, safe and inclusive processes; gender-equitable work-life balance; and gender parity, diversity and inclusive leadership. Proposed measures included supporting flexible working and family-related policies, intersectional recruitment,[4] mentoring and professional development.

14. Throughout the reporting period, the facilitator also held bilateral meetings with interested delegations, to provide specific information on staffing statistics relevant to their respective states and geographical regions. As in previous years, the facilitation served to raise awareness about the staffing of the Court.

# III. Recruitment process

15. As at 31 March 2026,[5] staff members from 97 nationalities were represented in established professional posts of the Court (excluding the elected officials and language staff). [6] The number of initiated recruitment processes continued to grow, with 219 recruitment processes initiated in 2025, representing an increase of 1 per cent compared to the previous year. In 2025, the Court recorded 19 staff departures due to resignations; 29 staff moved from established posts to GTA positions; and 18 staff separated from the Court due to disability, retirement, death, or restructuring. The average monthly vacancy was 16 per cent, carried over from 2024. Recruitment is identified as one of the Court's highest strategic priorities under the ICC Strategic Plan 2026-2029.[7]

16. As in previous years, recruitment continued to be a key priority for the Court. At the start of 2025, of the 980 established posts approved in the Court's budget 173 were vacant. During 2025, 123 were filled through competitive recruitment processes, including 78 in the OTP, which represented 63.41 per cent of all posts filled Court-wide. Recruitment in 2025 included senior-level positions such as the Chief of the Security and Safety Section (P-5), and the Director of the Secretariat of the Assembly of States Parties (D-1). 173 established posts remained unfilled, reflecting an average vacancy rate of 18 per cent. The Court also maintained 238 positions financed through General Temporary Assistance (GTA).

17. The HRS reported that despite the high volume of recruitment, it kept the average recruitment time of 140 days, for fixed-term positions (compared to 150 days in 2024), and 45 days for short-term appointments (compared to 45 days in 2024). It also reported on its efforts to improve the overall candidate experience through enhanced employer branding and outreach which it reported also strengthened the Court's ability to attract a more diverse and globally representative workforce.

[4] As per the Strategy on Gender Equality and Workplace Culture for the International Criminal Court: "*Intersectionality recognises that people's identities and social positions are shaped by several factors, the intersection of which can lead to unique forms of discrimination or oppression.*"
[5] Based on the Report of the Court on Human Resources Management (ICC-ASP/25/2), dated 31 March 2026, and presented during the fiftieth session of the Committee on Budget and Finance.
[6] A Human Resources' analytics on the desirable range by country in contained in Annex II of this report.
[7] ICC Strategic Plan 2026-2029, available at: 251208-ICC-Strategic-Plan-2026-2029-eng.pdf

# IV. Gender balance

18. At its fiftieth session, the Committee on Budget and Finance (CBF) acknowledged significant progress made by the HRS in several strategic areas throughout 2025 and the first quarter of 2026, including workplace culture and recruitment processes.[8] In terms of gender balance, the CBF noted significant progress across most major programmes, noting the total number of professional staff (including elected officials and language staff) rose from 367 to 534, with the overall female proportion increasing from 47.1 per cent to 54.5 per cent.

19. The CBF further noted notable improvements in female representation at higher grade level, at D-1 with an increase from 9 per cent (1 out of 11) in 2016 to 50 per cent (3 out of 6) in 2026. Similar increases at P-5 and P-4 level, were evident. Women increased from 39 per cent to 45 per cent, and from 34 per cent to 38 per cent, respectively.[9] The CBF also noted that challenges remained, despite these gains and recommended the continuation of targeted efforts to address remaining imbalances in geographical representation.[10]

20. The CBF also noted the activities of the Court in 2026 on core values, leadership development, learning and development, performance management, staff engagement and wellbeing, recruitment and staff selection, legal and policy matters, geographical representation and gender balance. The CBF recommended the Court continue its efforts to lower vacancy rates and continue to review and improve recruitment processes.

# V. Geographical representation

21. As of 31 March 2026, of the 97 nationalities represented in the professional staff of the Court: 20 nationalities were in balance; 28 nationalities were under-represented; 24 were over-represented, and 53 were not represented. The remaining 25 nationalities were from States not Parties to the Rome Statute.[11]

22. As of 31 March 2026, in terms of professional post distribution, 83 staff were nationals from the African Group, 34 from the Asia-Pacific Group, 48 from the Eastern European Group, 38 from the Latin American and Caribbean Group (GRULAC), and 293 from the Western European and Others Group (WEOG).

23. As of 31 March 2026, 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 (42): 9 from the African Group, 2 from the Asia-Pacific Group, 3 from the Eastern European Group, 1 from GRULAC, and 27 from WEOG;

(c) P-4 (68): 11 from the African Group, 4 from the Asia-Pacific Group, 5 from the Eastern European Group, 4 from GRULAC, and 44 from WEOG.

24. At its fiftieth session, the Committee on Budget and Finance observed that there had been a slight increase in the number of imbalanced States during the period from 2016 to 2026. The over-represented States increased from 2022 to 2026 by 5, while the under-represented States decreased from 29 at 2016 to 28 at 2026. The non-represented States decreased from 60 in 2016 to 53 in 2026 while the number of non-States Parties increased from 21 in 2016 to 25 in 2026.[12]

[8] Report of the Committee on Budget and Finance on the work of its fiftieth session, ICC-ASP/25/15, dated 12 June 2026.
[9] Ibid., p. 110-112.
[10] Ibid., p. 8.
[11] Ibid., fig. 17-21, p. 23-24.
[12] Ibid., fig. 17-21, p. 26.

# VI. Interns, JPOs and visiting professionals

25. The Assembly has stressed that geographical representation and gender balance are 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.[13]

26. The Court reported that it continued to address geographical representation challenges through the IVPs programme, noting a diverse group of qualified professionals in this programme. To ensure this programme remains accessible to all, the Court operates 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.

27. In 2025, eight States Parties were participants in the Court's JPO Programme: Japan, the Republic of Korea, Switzerland, Germany, France, Finland, Australia and Spain. In addition, the Court hosted a JPO funded by the UN Developing Countries Candidates (DCC) Trust Fund. Since the establishment of the JPO Programme in 2017 a total of 30 JPOs have been placed at the Court.

28. As at December 2025, the Court had 13 JPOs funded by seven different States Parties and by the Developing Countries Candidates Trust Fund (Republic of Korea, 3; Switzerland, 1; Germany, 1; France, 1; Japan, 2; Australia, 1; Spain, 3; DCC Trust Fund, 1). The Court noted that ongoing efforts are directed towards broadening the pool of candidates, with particular emphasis on attracting candidates from under-represented and non-represented States Parties.

29. In 2025, the Court welcomed 129 interns and 39 visiting professionals, of whom 76.2 per cent were female and 23.8 per cent were male. Most of these interns and visiting professionals were nationals of WEOG countries, reflecting the continued challenge of unfunded positions.

30. The Court funded eight interns and visiting professionals (IVPs) from developing countries that are States Parties to the Rome Statute (Senegal, Tanzania, Colombia, Nigeria, Kenya, Mali, Democratic Republic of the Congo, and Côte d'Ivoire) using contributions from States, as well as donations from elected officials and Court staff.

31. Of the 168 IVPs, who undertook a placement with the Court in 2025, 54.7 per cent came from WEOG, 7.1 per cent from GRULAC, 10.1 per cent from Eastern Europe, 16.6 per cent from Asia Pacific and 11.3 per cent from Africa.

32. The Court continues to encourage States Parties to consider contributing to the Trust Fund for Interns and Visiting Professionals.

# VII. Conclusions

33. With 55% of professional level posts held by women, male staff members are unrepresented at the macro level. The Court has achieved parity at the D1 level and remaining imbalances for women remain at the P5 level, where women hold 45% of the professional posts and at the P4 level where they hold 38%. The Court should continue its efforts to ensure overall gender parity narrow the gap at the P5 and P4 level and report on its activities in this regard.

34. With respect to geographical representation, a longstanding and systemic imbalance persists across certain countries and regions. Additionally, within groups that are generally

[13] Ibid., Report of the Court on Human Resources Management, para. 208-224.

over-represented, specific nationalities remain notably under-represented among the Court's staff. The Court and the Assembly should increase 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 States Parties remains essential in supporting the Court by facilitating access to a broader pool of qualified candidates from these States.

35. The Court encourages States Parties to consider providing funding for JPOs from non-represented and under-represented regions, in particular from developing countries, and to fund JPOs from developing countries as well as funding to further develop and expand the Trust Fund for IVPs.

# VIII. Recommendations

## A. To the Court

1. The persistent imbalance in geographical representation calls for renewed efforts by the Court. Particular attention should be given to identifying, reaching, and recruiting staff from underrepresented regions and States. The recruitment of women at senior levels has substantially improved and the Court should continue to work towards full gender parity at the P5 and P4 level.

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

3. The Court should continue strengthening its recruitment practices, including by expanding both in-person and online activities in non-represented and under-represented States. 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.

4. 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.

5. The Court should continue to collect, monitor, analyze, and report data on 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.[14]

[14] 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.

## B. To the Assembly and States Parties

6. The persistent imbalance in geographical representation calls for strengthened and sustained efforts by States Parties.

7. 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.

8. States Parties are also encouraged to consider providing financial support for participants from non-represented and under-represented regions, in the internship and visiting professional programmes, particularly those from developing countries, States Parties from non-represented or under-represented States 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.

# Annex I

## Proposed text for inclusion in the omnibus resolution

1. The following paragraphs of the 2025 omnibus resolution (ICC-ASP/24/Res.6), located in the section on the recruitment of staff, are to be amended as follows:

131. *Takes note* of the Court's report on Human Resources Management[1] 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;

132. *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-sixth session, including, but not limited to, improvements in the recruitment process and annual recruitment data;

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

134. *Takes 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, and welcomes the report of the Bureau and its recommendations;[2]

135. *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 States, through targeted outreach initiatives and the dissemination among relevant national institutions and organizations of the Court's vacancies;

136. *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 the sustainable and systematic funding of placements of interns and visiting professionals from developing regions;

137. *Urges* States Parties to continue to provide funding in support of candidates from non-represented and under-represented regions and States for the Junior Professional Officer (JPO) programmes;

138. *Recalls* the integrated ICC Strategic Plan 2026-2029, developed by all organs of the Court and Strategic Goal 8 "Foster diversity" which strives to increase equitable geographical representation and gender balance across all staffing levels, in particular in senior positions;

139. *Welcomes* the Court's Gender Equality and Enabling Environment Strategy (2026- 2029), which complements the Strategic Plan for 2026-2029;

[1] ICC-ASP/25/2.
[2] ICC-ASP/25/18.

2. Paragraph 12 of annex I (Mandates) of the 2025 omnibus resolution (ICC-ASP/24/Res.6) is to be replaced by the following:

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 fiftieth 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 2027, to be considered by the Assembly at its twenty-sixth session, which would include an update on the implementation of the recommendations made by the Committee in 2026;

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 parity in senior professional posts, and to remain seized of the issue of geographical representation and gender balance, and to report thereon to the twenty-sixth 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[1] 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 | Under Represented | -1 |
| African | Botswana | Yes | 0.02760% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| African | Burkina Faso | Yes | 0.01000% | 2 | 2 | 2 | 4 | Over Represented | 2 |
| African | Cabo Verde | Yes | 0.00210% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| 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 | 0.05090% | 2 | 3 | 2 | 3 | In Balance | |
| African | Democratic Republic of the Congo | Yes | 0.01000% | 3 | 3 | 3 | 7 | Over Represented | 4 |
| African | Djibouti | Yes | 0.00420% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| African | Egypt | No | 0.00000% | 0 | 0 | 0 | 4 | Non State Party | 4 |
| African | Ethiopia | No | 0.00000% | 0 | 0 | 0 | 1 | Non State Party | 1 |
| African | Gabon | Yes | 0.02330% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| African | Gambia (Republic of The) | Yes | 0.00210% | 2 | 2 | 2 | 2 | In Balance | |
| African | Ghana | Yes | 0.05300% | 2 | 3 | 2 | 4 | Over Represented | 1 |

[1] Based on the Report of the Court on Human Resources Management (ICC-ASP/25/2), dated 31 March 2026.

| Region | Country | Ratif. | Assessment (%) | Lower | Upper | Target | Actual rep. | Category | Under/Over |
|---|---|---|---|---|---|---|---|---|---|
| African | Guinea | Yes | 0.00850% | 2 | 2 | 2 | 1 | Under Represented | -1 |
| African | Kenya | Yes | 0.07840% | 2 | 3 | 3 | 5 | Over Represented | 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 | 0.00850% | 2 | 2 | 2 | 1 | Under Represented | -1 |
| African | Malawi | Yes | 0.00640% | 2 | 2 | 2 | 1 | Under Represented | -1 |
| African | Mali | Yes | 0.01000% | 2 | 2 | 2 | 3 | Over Represented | 1 |
| African | Mauritius | Yes | 0.02120% | 2 | 2 | 2 | 1 | Under Represented | -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 | 0.00850% | 2 | 2 | 2 | 1 | Under Represented | -1 |
| African | Nigeria | Yes | 0.31790% | 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 | Over Represented | 3 |
| African | Seychelles | Yes | 0.00420% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| African | Sierra Leone | Yes | 0.00210% | 2 | 2 | 2 | 2 | In Balance | |
| African | South Africa | Yes | 0.53190% | 4 | 5 | 4 | 8 | Over Represented | 3 |
| African | Tunisia | Yes | 0.03810% | 2 | 2 | 2 | 2 | In Balance | |
| African | Uganda | Yes | 0.01000% | 2 | 3 | 2 | 5 | Over Represented | 2 |
| African | United Republic of Tanzania | Yes | 0.01000% | 2 | 3 | 3 | 4 | Over Represented | 1 |
| African | Zambia | Yes | 0.01000% | 2 | 2 | 2 | 1 | Under Represented | -1 |
| African | Zimbabwe | No | 0.00000% | 0 | 0 | 0 | 1 | Non State Party | 1 |

| Region | Country | Ratif. | Assessment (%) | Lower | Upper | Target | Actual rep. | Category | Under/Over |
|---|---|---|---|---|---|---|---|---|---|
| Asian | Afghanistan | Yes | 0.01000% | 2 | 3 | 2 | 1 | Under Represented | -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% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| Asian | Cyprus | Yes | 0.07420% | 2 | 2 | 2 | 1 | Under Represented | -1 |
| Asian | Fiji | Yes | 0.00640% | 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 of) | No | 0.00000% | 0 | 0 | 0 | 1 | Non State Party | 1 |
| Asian | Japan | Yes | 14.68660% | 41 | 56 | 49 | 8 | Under Represented | -33 |
| Asian | Jordan | Yes | 0.04450% | 2 | 2 | 2 | 2 | In Balance | |
| Asian | Kiribati | Yes | 0.00210% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| Asian | Lebanon | No | 0.00000% | 0 | 0 | 0 | 2 | Non State Party | 2 |
| 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% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| Asian | Mongolia | Yes | 0.00850% | 2 | 2 | 2 | 1 | Under Represented | -1 |
| Asian | Nauru | Yes | 0.00210% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| Asian | Pakistan | No | 0.00000% | 0 | 0 | 0 | 1 | Non State Party | 1 |
| Asian | Palestine (the State of) | Yes | 0.01170% | 2 | 2 | 2 | 2 | In Balance | |
| Asian | Philippines | No | 0.00000% | 0 | 0 | 0 | 1 | Non State Party | 1 |
| Asian | Republic of Korea | Yes | 4.97820% | 15 | 20 | 18 | 1 | Under Represented | -14 |

| Region | Country | Ratif. | Assessment (%) | Lower | Upper | Target | Actual rep. | Category | Under/Over |
|---|---|---|---|---|---|---|---|---|---|
| Asian | Samoa | Yes | 0.00210% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| 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 | 0.00640% | 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% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| Asian | Viet Nam | No | 0.00000% | 0 | 0 | 0 | 1 | Non State Party | 1 |
| Eastern European | Albania | Yes | 0.02120% | 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 | 0.02970% | 2 | 2 | 2 | 4 | Over Represented | 2 |
| Eastern European | Bulgaria | Yes | 0.15050% | 2 | 3 | 2 | 2 | In Balance | |
| Eastern European | Croatia | Yes | 0.18650% | 2 | 3 | 2 | 3 | In Balance | |
| Eastern European | Czech Republic | Yes | 0.72900% | 4 | 5 | 4 | 0 | Non Represented | -4 |
| Eastern European | Estonia | Yes | 0.09540% | 2 | 2 | 2 | 1 | Under Represented | -1 |
| Eastern European | Georgia | Yes | 0.01910% | 2 | 2 | 2 | 5 | Over Represented | 3 |
| Eastern European | Hungary | Yes | 0.19680% | 2 | 3 | 3 | 1 | Under Represented | -1 |
| Eastern European | Latvia | Yes | 0.10600% | 2 | 2 | 2 | 2 | In Balance | |
| Eastern European | Lithuania | Yes | 0.17170% | 2 | 3 | 2 | 1 | Under Represented | -1 |
| Eastern European | Montenegro | Yes | 0.00850% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| Eastern European | North Macedonia | Yes | 0.01700% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| Eastern European | Poland | Yes | 1.76110% | 7 | 9 | 8 | 5 | Under Represented | -2 |

| Region | Country | Ratif. | Assessment (%) | Lower | Upper | Target | Actual rep. | Category | Under/Over |
|---|---|---|---|---|---|---|---|---|---|
| Eastern European | Republic of Moldova | Yes | 0.01270% | 2 | 2 | 2 | 2 | In Balance | |
| Eastern European | Romania | Yes | 0.75870% | 4 | 5 | 4 | 10 | Over Represented | 5 |
| Eastern European | Russian Federation | No | 0.00000% | 0 | 0 | 0 | 1 | Non State Party | 1 |
| Eastern European | Serbia | Yes | 0.08480% | 2 | 2 | 2 | 4 | Over Represented | 2 |
| Eastern European | Slovakia | Yes | 0.31580% | 2 | 3 | 3 | 2 | In Balance | |
| Eastern European | Slovenia | Yes | 0.16320% | 2 | 3 | 2 | 0 | Non Represented | -2 |
| Eastern European | Ukraine | Yes | 0.15680% | 2 | 3 | 3 | 2 | In Balance | |
| GRULAC | Antigua and Barbuda | Yes | 0.00420% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| GRULAC | Argentina | Yes | 1.03840% | 5 | 6 | 6 | 8 | Over Represented | 2 |
| GRULAC | Barbados | Yes | 0.01480% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| GRULAC | Belize | Yes | 0.00210% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| GRULAC | Bolivia (Plurinational State of) | Yes | 0.03810% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| GRULAC | Brazil | Yes | 2.99030% | 11 | 15 | 13 | 4 | Under Represented | -7 |
| GRULAC | Chile | Yes | 0.79260% | 4 | 5 | 4 | 1 | Under Represented | -3 |
| GRULAC | Colombia | Yes | 0.41750% | 3 | 4 | 4 | 6 | Over Represented | 2 |
| GRULAC | Costa Rica | Yes | 0.13350% | 2 | 3 | 2 | 1 | Under Represented | -1 |
| GRULAC | Dominica | Yes | 0.00210% | 2 | 2 | 2 | 1 | Under Represented | -1 |
| GRULAC | Dominican Republic | Yes | 0.14620% | 2 | 3 | 2 | 0 | Non Represented | -2 |
| GRULAC | Ecuador | Yes | 0.13780% | 2 | 3 | 2 | 0 | Non Represented | -2 |
| GRULAC | El Salvador | Yes | 0.02760% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| GRULAC | Grenada | Yes | 0.00210% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| GRULAC | Guatemala | Yes | 0.09750% | 2 | 3 | 2 | 1 | Under Represented | -1 |
| GRULAC | Guyana | Yes | 0.02330% | 2 | 2 | 2 | 0 | Non Represented | -2 |

| Region | Country | Ratif. | Assessment (%) | Lower | Upper | Target | Actual rep. | Category | Under/Over |
|---|---|---|---|---|---|---|---|---|---|
| GRULAC | Honduras | Yes | 0.02120% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| GRULAC | Jamaica | No | 0.00000% | 0 | 0 | 0 | 1 | Non State Party | 1 |
| GRULAC | Mexico | Yes | 2.40960% | 9 | 12 | 11 | 7 | Under Represented | -2 |
| GRULAC | Panama | Yes | 0.18230% | 2 | 3 | 2 | 0 | Non Represented | -2 |
| GRULAC | Paraguay | Yes | 0.04870% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| GRULAC | Peru | Yes | 0.30730% | 3 | 4 | 3 | 4 | In Balance | |
| GRULAC | Saint Kitts and Nevis | Yes | 0.00210% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| GRULAC | Saint Lucia | Yes | 0.00420% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| GRULAC | Saint Vincent and the Grenadines | Yes | 0.00210% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| GRULAC | Suriname | Yes | 0.00420% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| GRULAC | Trinidad and Tobago | Yes | 0.06990% | 2 | 2 | 2 | 1 | Under Represented | -1 |
| GRULAC | Uruguay | Yes | 0.16740% | 2 | 3 | 2 | 0 | Non Represented | -2 |
| GRULAC | Venezuela, Bolivarian Republic of | Yes | 0.14620% | 2 | 3 | 3 | 3 | In Balance | |
| WEOG | Andorra | Yes | 0.00850% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| WEOG | Australia | Yes | 4.32330% | 13 | 18 | 15 | 23 | Over Represented | 5 |
| WEOG | Austria | Yes | 1.32670% | 5 | 7 | 6 | 1 | Under Represented | -4 |
| WEOG | Belgium | Yes | 1.63820% | 6 | 8 | 7 | 16 | Over Represented | 8 |
| WEOG | Canada | Yes | 5.38930% | 16 | 22 | 19 | 24 | Over Represented | 2 |
| WEOG | Denmark | Yes | 1.12530% | 5 | 6 | 5 | 2 | Under Represented | -3 |
| WEOG | Finland | Yes | 0.81800% | 4 | 5 | 4 | 7 | Over Represented | 2 |
| WEOG | France | Yes | 8.17620% | 24 | 32 | 28 | 56 | Over Represented | 24 |
| WEOG | Germany | Yes | 12.06290% | 34 | 46 | 40 | 24 | Under Represented | -10 |
| WEOG | Greece | Yes | 0.59340% | 3 | 4 | 4 | 5 | Over Represented | 1 |

| Region | Country | Ratif. | Assessment (%) | Lower | Upper | Target | Actual rep. | Category | Under/Over |
|---|---|---|---|---|---|---|---|---|---|
| WEOG | Iceland | Yes | 0.07420% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| WEOG | Ireland | Yes | 1.00030% | 4 | 6 | 5 | 11 | Over Represented | 5 |
| WEOG | Italy | Yes | 5.96150% | 18 | 24 | 21 | 22 | In Balance | |
| WEOG | Liechtenstein | Yes | 0.01910% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| WEOG | Luxembourg | Yes | 0.15470% | 2 | 3 | 2 | 0 | Non Represented | -2 |
| WEOG | Malta | Yes | 0.04240% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| WEOG | Netherlands | Yes | 2.75080% | 9 | 12 | 11 | 31 | Over Represented | 19 |
| WEOG | New Zealand | Yes | 0.64000% | 3 | 4 | 4 | 5 | Over Represented | 1 |
| WEOG | Norway | Yes | 1.38390% | 5 | 7 | 6 | 0 | Non Represented | -5 |
| WEOG | Portugal | Yes | 0.69510% | 3 | 5 | 4 | 5 | In Balance | |
| WEOG | San Marino | Yes | 0.00420% | 2 | 2 | 2 | 0 | Non Represented | -2 |
| WEOG | Spain | Yes | 4.01600% | 13 | 17 | 15 | 16 | In Balance | |
| WEOG | Sweden | Yes | 1.74200% | 6 | 8 | 7 | 1 | Under Represented | -5 |
| WEOG | Switzerland | Yes | 2.18070% | 7 | 10 | 9 | 3 | Under Represented | -4 |
| WEOG | Turkey | No | 0.00000% | 0 | 0 | 0 | 1 | Non State Party | 1 |
| WEOG | United Kingdom | Yes | 8.45800% | 24 | 33 | 29 | 31 | In Balance | |
| WEOG | United States of America | No | 0.00000% | 0 | 0 | 0 | 10 | Non State Party | 10 |