



DIVERSITY

BALANCED SCORECARD

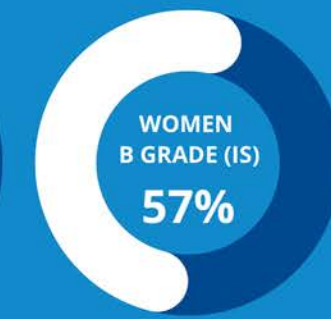
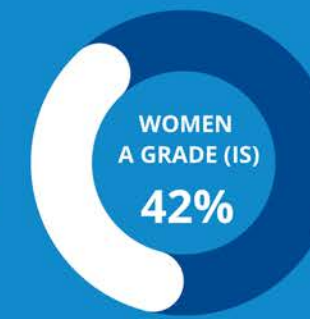
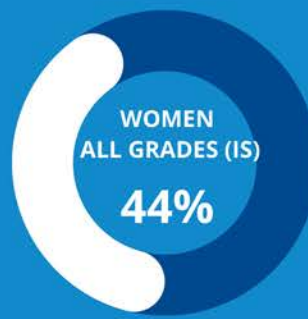
International Staff
January - April 2024

GENDER
DIVERSITY

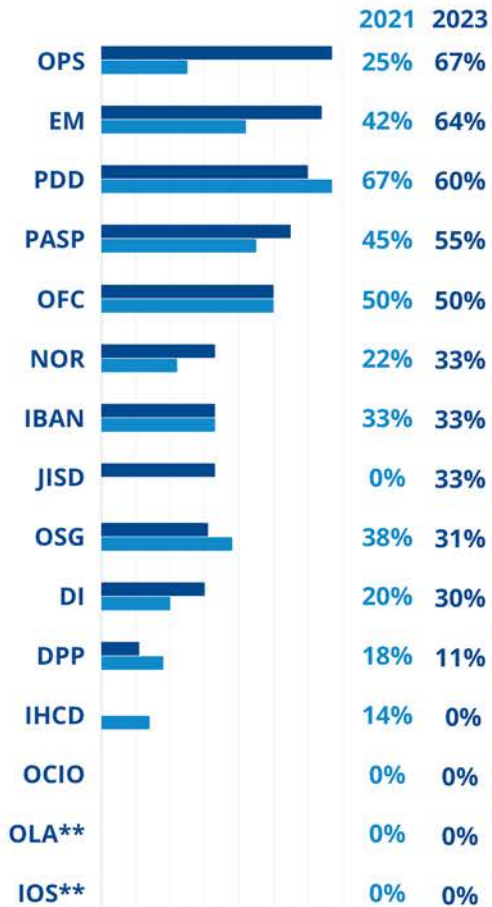
GEOGRAPHIC
DIVERSITY

GENERATIONAL
DIVERSITY

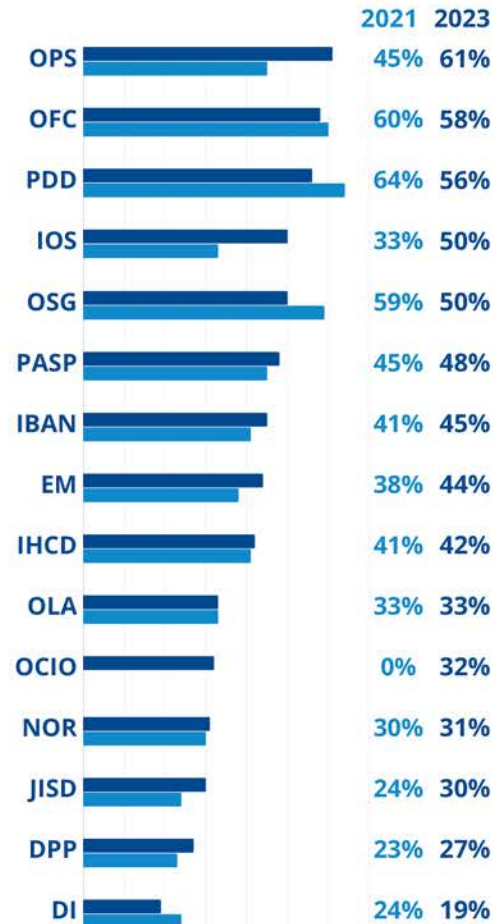
GENDER DIVERSITY



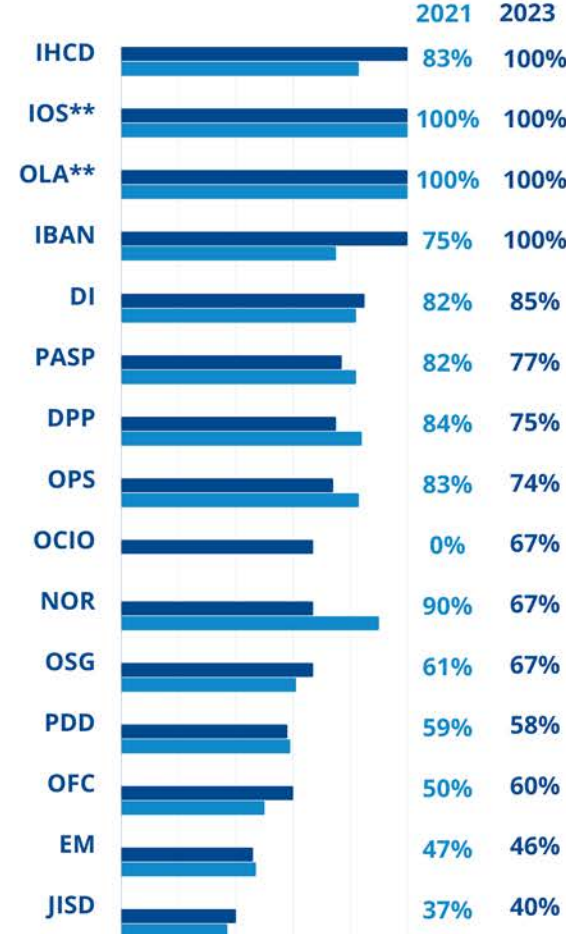
WOMEN IN SENIOR LEADERSHIP*



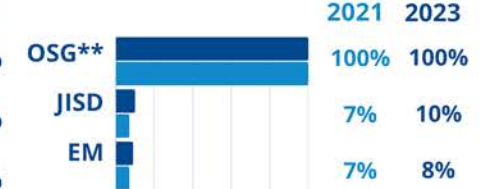
A GRADE LEVEL



B GRADES



C GRADES



L GRADES



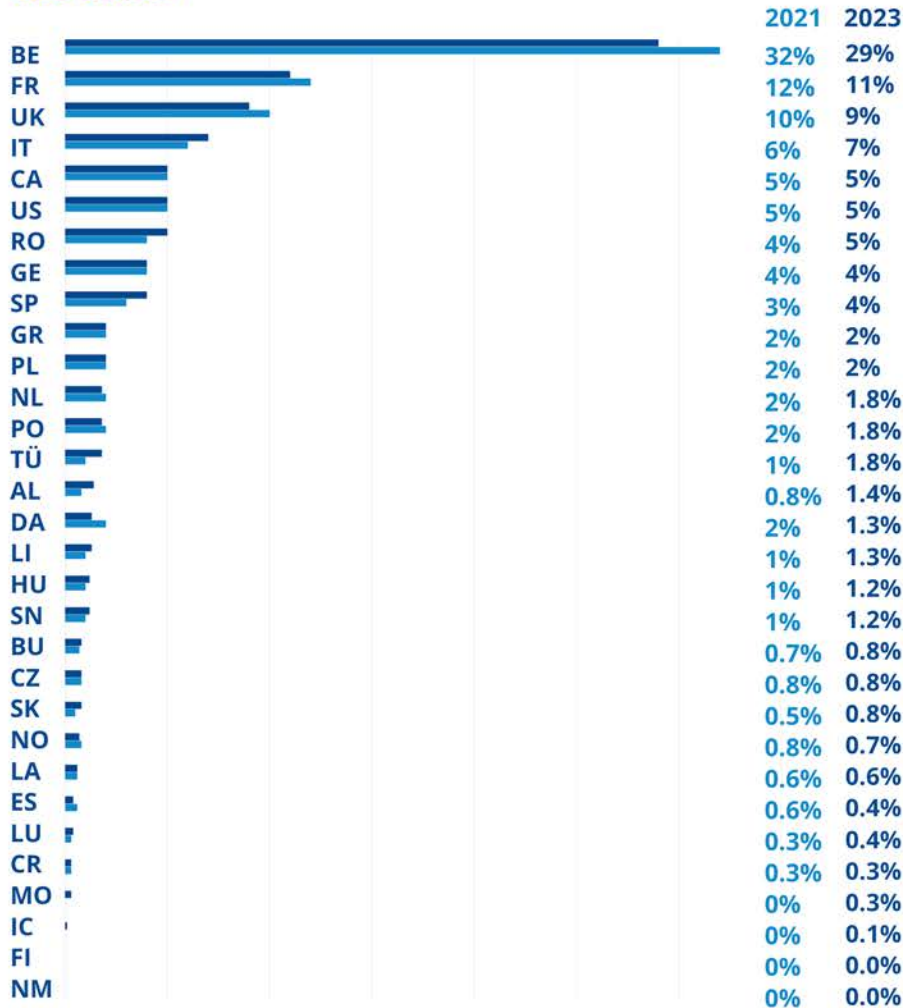
*Senior Leadership: A 5 Grade and Above

**Please note that there are less than 3 posts for these Divisions/IOS for the specific Grades

GEOGRAPHIC DIVERSITY

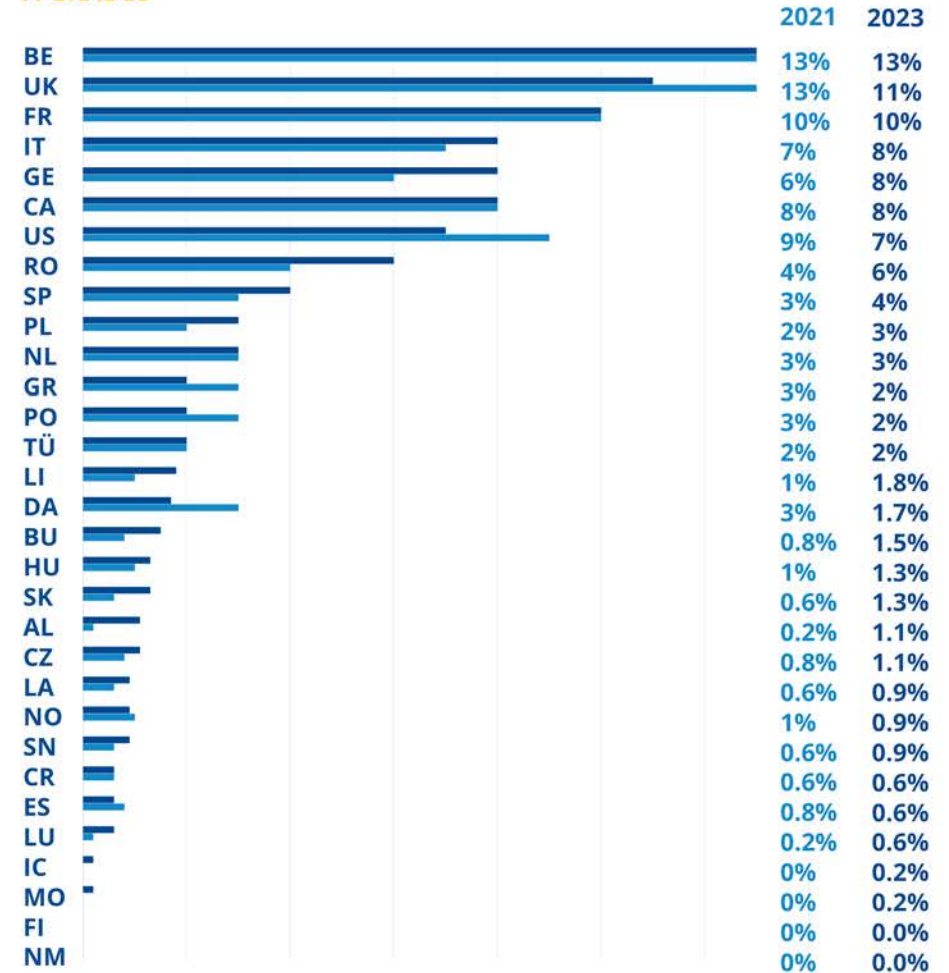
For a Diverse and Inclusive NATO that is reflective of all its allied Nations, at least 1% geographic presence is desirable within the staff.

ALL GRADES



- Nations with less than a 1% presence on staff: North Macedonia, Finland, Iceland, Montenegro, Croatia, Luxembourg, Estonia, Latvia, Norway, Slovakia, Czech Republic and Bulgaria.
- Nations with a declining trend and/or with a low presence: Slovenia, Hungary, Lithuania, Denmark, Albania, Turkey, Portugal and Netherlands.

A GRADES

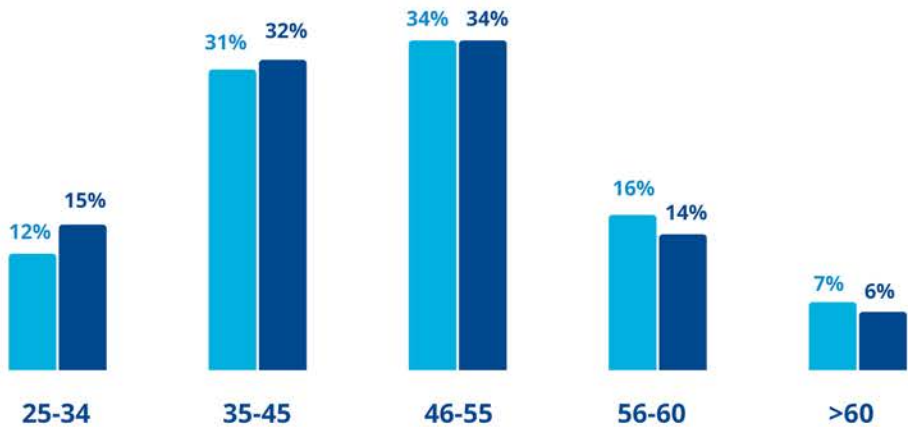


- Nations with less than a 1% presence at A-grade Level: North Macedonia, Finland, Montenegro, Iceland, Luxembourg, Estonia, Croatia, Slovenia, Norway and Latvia.
- Nations with a declining trend and/or with a low presence: Czech Republic, Albania, Slovakia, Hungary, Bulgaria, Denmark and Lithuania.

GENERATIONAL DIVERSITY



ALL GRADES



2021 2023

AVERAGE AGE PER DIVISION

