

Abstract

This thesis attempts to apply the Representative Bureaucracy theory established and developed within the Public Administration scholarship addressing the lack of formal accountability of bureaucratic bodies on the case of the largest international bureaucracy in the world – the United Nations Secretariat. It builds on the normative presumption that it is necessary to staff the bureaucracy proportionally from all the societal groups so that it reflected the values of the society in whole and the policy outcomes corresponded to those produced if all the society participated in the process. Accordingly, we aspire to find out whether the UN Secretariat is a representative sample of the world population in terms of its bureaucrats' national affiliation, and, if not, what are the factors associated with a better relative representation of a Member State in the UN Secretariat. Through the usage of descriptive statistics tools and Ordinary Least Squares Multiple Linear Regression, we find out that the *per capita* representation of different Member States in the UN Secretariat is by no means equal and, thus, the UN Secretariat is not a representative sample of the world population. Moreover, the research identified internal capacity of a country to ensure wellbeing and opportunities of its people and low contributions to the UN budget as two of the factors associated with better passive *per capita* representation of a country in the UN Secretariat. As a result, we concluded that even if the UN strives to promote unity and equality, it does not equally represent all the people living on Earth and, thus, it should start to think about UN Secretariat staffing reform.