



UNITED NATIONS
GENERAL
ASSEMBLY



Distr.
GENERAL

A/10184
28 August 1975

ORIGINAL: ENGLISH

Thirtieth session
Item 105 (a) of the provisional agenda*

PERSONNEL QUESTIONS

Composition of the Secretariat

Report of the Secretary-General

CONTENTS

	<u>Paragraphs</u>	<u>Page</u>
I. INTRODUCTION	1 - 4	3
II. METHODS AND PROCEDURES OF INTERNATIONAL RECRUITMENT	5 - 16	3
III. APPLICATION OF THE PRINCIPLE OF EQUITABLE GEOGRAPHICAL DISTRIBUTION	17 - 31	6
IV. STAFF AT THE SENIOR LEVELS	32	10
V. EMPLOYMENT OF WOMEN	33 - 39	11
VI. YOUTH AND THE UNITED NATIONS	40 - 41	13
VII. RECOMMENDATIONS	42 - 43	14

ANNEX

STATISTICAL TABLES

Annex page

A. REGIONAL TABLES

1. Number of Member States and of nationalities represented in the Secretariat by region	3
2. Number of staff and desirable range by region	3

* A/10150.

CONTENTS (continued)

Annex page

A. REGIONAL TABLES (continued)

3.	Appointments, separations and other staff changes by region	4
4.	Composition of staff by office and region	5
5.	Staff in senior posts by level and region	5
6.	Composition of the staff by sex and region	6

B. NATIONALITY TABLES

7.	Total Professional and higher-level staff	7
8.	Staff in posts subject to geographical distribution (by nationality and level)	8
9.	Staff in posts subject to geographical distribution (by type of appointment).	13
10.	Appointments to posts subject to geographical distribution (by nationality and level)	16
11.	Staff changes in posts subject to geographical distribution (by nationality and type of appointment)	19
12.	Fixed-term staff in posts subject to geographical distribution (by nationality and level)	23
13.	Staff in posts with special language requirements (by nationality and level)	27
14.	Professional and higher-level staff appointed for mission service (by nationality and level)	29
15.	Staff appointed as advisers on technical co-operation projects (by region of origin)	30
16.	Weighted geographical distribution of 2,400 posts and actual staff position (in points)	31
17.	United Nations Development Programme - Changes in geographical distribution of Professional and higher-level staff	39
18.	United Nations Children's Fund - Changes in geographical distribution of Professional and higher-level staff	43
19.	Number of women on the staff of the United Nations and related agencies (Professional category and above)	47
20.	Sex distribution of staff in the United Nations Secretariat (by category, department and office)	48

/...

I. INTRODUCTION

1. At its twenty-ninth session, the General Assembly approved a decision of the Fifth Committee 1/ which (a) reaffirmed the basic principles underlying the recruitment policy of the United Nations; (b) laid down additional considerations to govern the application of that policy; and (c) requested the Secretary-General to study possible changes in the numerical recruitment guides and report on their implications to the General Assembly at its thirtieth session.

2. In a separate resolution entitled "Employment of women by the secretariats of organizations within the United Nations system" (resolution 3352 (XXIX) of 18 December 1974), the General Assembly requested the Secretary-General to report to it at its thirtieth session on the steps that had been taken to achieve the objective of an equitable balance between men and women on the staff of the Secretariat, particularly in senior and policy-making positions.

3. The present report accordingly deals with the issues that have been raised by last year's decisions in addition to those relating to the application of the recruitment policy generally, as required under the terms of General Assembly resolution 1852 (XVII) of 19 December 1962, which laid down the basic principles for that policy. The report also describes the methods and procedures followed in recruiting the staff of the Secretariat. This information has been included in an effort to inform Member States of actions taken to improve recruitment and implement decisions approved by the General Assembly at its last session.

4. In an annex to the report, statistical information is given on the composition of the Professional and senior staff of the Secretariat at the end of the year under review as well as on the changes that have taken place during the year. The annex also included, pursuant to the above-mentioned resolution on the employment of women, a table on the sex distribution of the staff of all organizations in the United Nations system and a special table on the sex distribution of the United Nations staff in the General Service category.

II. METHODS AND PROCEDURES OF INTERNATIONAL RECRUITMENT

5. In reaffirming the principles that should govern the recruitment policy of the United Nations, the General Assembly specifically mentioned the following: 2/

"(a) The need to develop an international civil service based on the highest standards of efficiency, competence and integrity;

"(b) The principle of equitable geographical distribution should be applied to the Secretariat as a whole; and to this end, no post, individual department, division or unit in the Secretariat should be considered as the exclusive preserve of any individual Member State or any region;

1/ Official Records of the General Assembly, Twenty-ninth Session, Annexes, agenda item 81, document A/9980, paras. 43-47.

2/ Ibid., para. 45.

"(c) Bearing in mind the need for equitable geographical distribution, an increased effort should be made to recruit a greater number of qualified women candidates for Professional and senior level posts;

"(d) An increased effort should be made to correct imbalances in the age structure of the Secretariat."

6. Application of these principles has required a careful balancing, at all stages of the recruitment process, of the professional qualifications of candidates having varied educational backgrounds against the factors of nationality, sex and age. As part of the continuing effort to improve the procedures of selecting persons meeting the prescribed standards, increased emphasis has been placed on the principle of competition in the search for candidates and the selection of staff members.

7. The modified vacancy announcement system, introduced in 1974, has provided an effective and inexpensive means of advertising staffing needs. Individual vacancy announcements are sent to all Permanent Missions to the United Nations and, depending upon the type of post to be filled, to selected institutions, professional societies and other organizations. A mailing list of these potential recruitment sources has been built up over the last year and now comprises some 500 addresses, 80 per cent of which are in countries not over-represented in the Secretariat. Between 80 and 90 vacancy announcements are in circulation at any one time. Each has a two-month "open" period for the submission of candidates.

8. The response to vacancy announcements has grown rapidly. Applications for specific vacancies received at Headquarters have risen from 60 a month in mid-1974 to over 200 a month in mid-1975. Five to six per cent of these applications come from Governments. The remainder are from individuals, just under 17 per cent of whom are women. Additionally, an average of 50 responses per month are received by the United Nations Office at Geneva, the regional commissions, UNCTAD and UNIDO for vacant posts in their respective offices.

9. Newspaper advertisements have been used for a few especially hard-to-fill vacancies, e.g. a mineral economist in UNCTAD and a medical officer in New York. Response in both cases was good: 174 economists (including 6 women); 74 doctors (again including 6 women).

10. Recruitment missions continue to be used as a means of interviewing groups of candidates in selected locations and of evaluating their qualifications for particular posts. Although financial constraints have limited the extent to which such travel could be undertaken, a recruitment mission visited Moscow, Kiev and Minsk where 142 candidates were interviewed; and in conjunction with other official travel, recruitment discussions were held in Bonn, Prague and Tokyo. In addition, a team of recruitment officers and economists went to a conference of economists held at San Francisco to interview prospective candidates of various nationalities for posts in the Secretariat. A special approach was subsequently made to 68 women whose curricula vitae were listed with the association which had convened the conference.

/...

11. Competitive examinations for young professionals were held in the Federal Republic of Germany, in September and October 1974, and in Japan, in March and April 1975. Over 740 candidates, reached through advertisements, participated in the examinations. The respective Boards of Examiners have recommended that 24 successful German participants (21 men and 3 women) and 15 Japanese (10 men and 5 women) be considered for appointment to posts in the Secretariat.

12. The long-established practice of recruiting staff with special language skills by means of competitive examinations has again been followed, in the spring of this year, for the selection of Spanish translators. About 1,200 applications were received in response to the newspaper advertisements; 262 candidates were invited to sit for the examinations in seven cities in North America, Latin America and Europe. The competitive examinations held in 19 cities of western Asia and north Africa, in the spring of 1974, resulted in the appointment during the last 12 months of 31 Arabic translators and 19 interpreters to both long-term and temporary posts. This method of selection was similarly used, at the beginning of 1975, to complete the recruitment of Chinese translators and interpreters pursuant to General Assembly resolution 3189 (XXVIII) of 18 December 1973. More recently, competitive examinations were held at Geneva and Vienna for the German translators required to implement General Assembly resolution 3355 (XXIX) of 18 December 1974.

13. In addition to the direct response to vacancy announcements and newspaper advertisements, the Secretariat receives general applications from Governments and from the public. More than 8,000 such applications were received during the past year.

14. The names of qualified candidates who are not recruited are put on the computerized roster which now has more than 4,000 names. The roster serves the Secretariat and technical co-operation programmes alike and thus ensures a maximum pooling of talent. Although still in the developmental stage, and in some ways of greater benefit to technical co-operation recruitment, the roster is now providing more than 12 per cent of the candidates appointed to Professional posts in the Secretariat which are subject to geographical distribution.

15. The increased emphasis on prospecting has begun to produce favourable results. In 1971, the report of the Joint Inspection Unit on personnel problems in the United Nations noted (A/8454, paras. 115 and 116) that a single candidate was considered for a vacant Professional post in more than 63 per cent of cases at Headquarters and more than 23 per cent at Geneva. Last year, one candidate was considered in only 22 per cent of all recruitment actions for Professional posts, while five or more candidates were considered in nearly 40 per cent of the cases. The favourable results are also reflected in the qualifications of new staff members appointed during the year. More than 80 per cent had an advanced academic degree (M.A. or its equivalent and above), and only two (less than 1 per cent) qualified for appointment based on experience alone. The typical recruit is an economist P-3; a young man of about 36, with a postgraduate degree, a Ph.D, who has a working knowledge of two of the official languages of the United Nations.

/...

16. The pace of further progress towards an effective recruitment programme will in large measure depend on the extent to which the Secretariat is enabled to expand the practice of talent scouting in countries which remain significantly under-represented, to select candidates of high potential through competitive examinations which are either specifically organized for the purpose or are regularly conducted for governmental service, and to broaden the scope of co-operation with Member States in securing the services of the very best people. In this respect, the Secretary-General wishes to record his concurrence with the recommendation contained in the report of the Group of Experts on the Structure of the United Nations System ^{3/} that the search for talent should not be limited to foreign ministries and United Nations missions, but should extend to academic and scientific communities, to State enterprises and private corporations.

III. APPLICATION OF THE PRINCIPLE OF EQUITABLE GEOGRAPHICAL DISTRIBUTION

17. In paragraph 1 of its decision on the composition of the Secretariat, the General Assembly reaffirmed the view, previously expressed in its resolution 1852 (XVII) of 19 December 1962, that the principle of equitable geographical distribution was in harmony with the paramount considerations of employment of staff, namely, the necessity of securing the highest standards of efficiency, competence and integrity; recalled that the use of the system of national and regional desirable ranges of posts to gauge equitable geographical distribution was designed to be a flexible tool of management; and called for continued application of the existing guidelines on the determination of the desirable ranges of posts pending consideration of a further report by the Secretary-General on the implications of possible changes in the system, including an increase in the minimum range of posts.

18. The existing system of desirable ranges of posts expresses in numerical terms the principle of the Charter under which the staff is to be recruited on as wide a geographical basis as possible. In accordance with the guidelines laid down by the General Assembly, the desirable ranges are calculated for each Member State and for each of the seven geographical regions into which the Member States are divided. The factors entering into the calculation are: (a) membership in the Organization; (b) population; and (c) contribution to the budget. Under the factor of membership, a minimum of 1 to 6 posts, out of a total of 2,400 Professional and higher level posts not requiring special language skills, is currently allocated for each Member State. The factor of population represents 200 posts which are distributed among the geographical regions. The factor of contribution determines the allocation of the remaining posts to each Member State.

19. As was noted in the previous two reports on the composition of the Secretariat (A/9120 and Corr.1 and 2, A/9724), varying interpretations of the significance of

^{3/} A New United Nations Structure for Global Economic Co-operation
(A/AC.62/9), para. 96 (b).

the figures defining the ranges have arisen over the years. In an effort to simplify the scheme, the Secretary-General last year proposed a modified procedure for calculating the national and regional desirable ranges. ^{4/} The revised formula involved an increase in the minimum range of posts allocated for the factor of membership (2 to 6, instead of 1 to 6) and a single method of calculating all ranges, instead of the dual method now in use. Implicit in the proposal was the original concept of the scheme as a flexible tool of management designed to assist in measuring progress towards the goal of a Secretariat fully representative of the membership of the United Nations.

20. Discussion of the Secretary-General's report in the Fifth Committee, and the voting on the various proposals that led to the adoption of the text of the decision ultimately included in the Committee's report to the General Assembly, revealed that there was broad support for the policy of flexible application of the system of desirable ranges. Consistent with that approach, delegations participating in the debate saw little advantage in seeking an immediate change in the procedure of determining those ranges. Moreover, some delegations tended to favour a re-examination of the basic elements on which the system of desirable ranges was constructed. The essentially procedural issue of adjusting the method of computing the desirable ranges was thus linked with the substantive issue of a possible change in the number and relative weight of the factors to be used in determining the ranges. It was suggested, in this connexion, that since the weight now being given to the factor of contributions had the effect of impeding the participation of nationals of countries with low contributions to the budget in the work of the Secretariat, the minimum range for the factor of membership might be increased.

21. In the course of the discussion, a question was also raised with respect to the validity of the existing division, for purposes of applying the principle of equitable geographical distribution, of Member States into seven regions. The representative of the Secretary-General, after recalling that the regions as currently defined reflected the original concept of the composition of the regional commissions, subject to changes brought about in response to the wishes of the States concerned, indicated that the matter would be dealt with in the next report on the composition of the Secretariat.

^{4/} The proposal was that the membership factor should be 2 to 6 (median 4) instead of 1 to 6, the population factor should continue to be distributed regionally as in the past and the contribution factor should be determined as follows: the number of posts subject to geographical distribution (2,400) less those to be distributed according to the membership factor ($138 \times 4 = 552$) and less those to be distributed according to the population factor (200), i.e. $2,400 - 552 - 200 = 1,648$, should be distributed according to the scale of assessment of each Member State to the regular budget, rounded where necessary to the nearest whole number. A precise number of posts subject to geographical distribution to be filled by nationals of each Member State would then be determined by adding the median of the membership factor (4) and the number of posts derived from the contribution factor. To ensure the necessary measure of flexibility, the desirable range for each Member State would finally be established by extending this number of posts upward and downward by 10 per cent (but not less than 2).

/...

22. A new element has more recently been added to this debate with the submission of the report of the Group of Experts on the Structure of the United Nations System referred to above. Among its recommendations concerning personnel policies and practices, the Group of Experts has included one (E/AC.62/9, para. 93 (b)) that would allow countries in a region or subregion to agree among themselves "to pool the number of Secretariat posts allocated to them for purposes of satisfying the requirements of equitable geographical distribution". Since the concept of pooling would bring about a greater measure of flexibility in the recruitment of nationals in a given region so long as the region itself was not over-represented, its application in practice would amount to a certain shift of emphasis from national to regional balance in the composition of the Secretariat.

23. Having examined these interrelated issues in the light of the discussion in the Fifth Committee, the Secretary-General has come to the conclusion that the numerical recruitment guides represented by the system of desirable ranges of posts will need to be modified in several respects. The base of the system, the number of posts subject to geographical distribution, now 2,400, has already been exceeded by the actual number of staff occupying such posts, 2,469, at 30 June 1975. A further increase in the number of staff is likely to occur as a result of action by the General Assembly at its thirtieth session on the programme budget for 1976-1977. The minimum range of posts allocated for each Member State will have to be changed in the interest of constructing a consistent scheme, as was explained in the previous report, and perhaps also in order to give the factor of membership in the Organization greater weight than it has at present. The over-all weight of this factor in the system of desirable ranges will in any case be affected by the proposed admission of new Member States during the current session. Moreover, the factors of population and contribution to the budget, derived from information submitted to the Committee on Contributions and from the scale of assessments approved by the General Assembly, are expected to be altered significantly by the next triennial review of the scale scheduled to be carried out in 1976.

24. Changes in the present numerical recruitment guides are possible (a) through modifications in the definition of the scope of the guides and (b) through changes in the method of their calculation.

25. The scope of the system is at present limited to Professional and senior posts covered by the 100 series of the Staff Rules of the United Nations, other than those requiring special language qualifications. Clerical, secretarial, manual labour and security posts which are normally filled through local recruitment, are thus excluded, along with the language posts, posts filled after interagency consultation, expert posts under the technical co-operation programme, and posts in the subsidiary organizations. In recent years, questions have been raised about the continuing validity of confining the principle of equitable geographical distribution, as gauged by the numerical guides, to what is a small and decreasing proportion of the total number of posts. In this respect, reference has on occasion been made to the advantages accruing to those Member States whose language is an official or working language of any of the principal organs of the United Nations, as well as to the increase in the locally recruited staff resulting from the establishment of United Nations offices in various parts of the world.

/...

26. If the scope of the system is to be substantially redefined, answers will accordingly have to be provided to such questions as: (a) whether any weight should be given, for purposes of measuring equitable geographical distribution of the staff, to posts other than those whose duties cover research, analysis, formulation of policy proposals, implementation of decisions and over-all direction of the work of the Secretariat; (b) what adjustments in personnel policy would have to be made to meet the needs of any extension in international recruitment; and (c) what additional costs would the proposed changes entail.

27. As regards the method of calculating the numerical guides, the discussion in paragraphs 17 to 21 above suggests that the main issue is one of determining the proper balance between the factors of which the formula is composed. In its present form, the system reflects a changing relationship between the factors of membership, population and contribution to the budget. As the number of Member States increases, the weight of the membership factor rises while that of the contribution factor declines. Similarly, the periodic changes in the scale of assessments bring about corresponding changes in the weight of the population factor, which is calculated on the basis of the allowance made for Member States whose per capita income is below a certain level, and in that of the contribution factor. Using the median of the desirable ranges, the weight of the membership factor is now 20.1 per cent of the total number of posts subject to geographical distribution, with the population factor accounting for 8.3 per cent and the contribution factor 71.7 per cent.

28. If the number of administrative and substantive posts falling under the system were to be changed from 2,400 to 2,600, in order to approximate more nearly the actual situation in the Secretariat, and the minimum of 1 to 6 posts now allowed for each Member State by reason of membership alone were to be raised to 2 to 8, the membership factor, again as measured by the median of the desirable range, would represent 26.5 per cent of the total, the percentages of the population and contribution factors being 8.5 and 65.0 respectively.

29. The table below illustrates the effect of such a change in the weight of the membership factor that would result from an increase in the present membership factor to 2 to 8, with a base figure of 2,600 and the population figure increased proportionately to 220. The figures relate to a membership of 138 and thus do not take into account the further increase in the weight of the membership factor that would come about as a consequence of the admission of new Member States. The simplified method of calculating the desirable ranges proposed in last year's report would produce the figures in the last column if a flexibility factor of 15 per cent (but not less than 3) were added to and subtracted from the precise figure for each Member State to form a consistent set of ranges throughout the system.

/...

Member State with contribution rate	Present system Membership factor 1 - 6	Possible alternative Membership factor 2 - 8	
<u>Percentage</u>	<u>Desirable range</u>	<u>Midpoint</u>	<u>Desirable range</u>
0.02	1 - 6	5	2 - 8
0.04	2 - 7	6	3 - 9
0.77	17 - 17	18	15 - 21
1.20	26 - 22	25	21 - 29
5.50	115 - 83	98	83 - 113
12.97	271 - 189	224	190 - 258
25.00	523 - 358	428	364 - 492

30. These changes in the national desirable ranges are not intended to alter the function of regions in the operation of the system. They would continue to serve as guides to equitable geographical distribution of the staff at the senior levels where a nationality balance is clearly impractical. In addition, to the extent that qualified candidates for service with the United Nations, particularly in the regional commissions, cannot be found in all countries, a regional approach to recruitment would seem to offer an acceptable alternative. To this end, and bearing in mind the recommendation of the Group of Experts on the Structure of the United Nations System referred to in paragraph 21 above, the geographical regions currently in use under the recruitment guidelines could be redefined to reflect the scope of the regional commissions as they are now conceived or that of the regional groupings of States as they exist at the Headquarters of the United Nations. In either case, some adjustments may be necessary to meet individual or group preferences. Specific proposals in line with this approach will be submitted to the General Assembly at its next session in the light of such observations as may be made on this subject during the present session.

31. Finally, the Secretary-General proposes, beginning in 1976, to base the statistical data concerning the staff of the Secretariat on the position at the end of the previous calendar year, rather than the end of June, in an effort to contribute towards the more rational use of the computerized personnel information system.

IV. STAFF AT THE SENIOR LEVELS

32. Appointments to posts at the D-1 and higher levels continue to account for a substantial proportion of total appointments; they accounted for 11.4 per cent of total appointments to posts subject to geographical distribution in 1974-1975. The effects of these appointments during the past five years on the geographical balance of staff in senior categories are shown below in comparison with the mid-point of the desirable ranges of the regions.

/...

D-1 and above staff by region as a percentage of total senior staff

	<u>June 1970</u>	<u>June 1975</u>	<u>June 1975 Mid-point of desirable range</u>
Africa	7.8	9.1	7.8
Asia	14.8	16.3	19.9
Europe (Eastern)	15.6	11.7	16.2
Europe (Western)	26.3	28.3	24.0
Latin America	7.0	8.5	6.7
Middle East	4.1	5.9	3.7
North America	22.2	18.9	21.7
Others	2.2	1.3	-
Total	<u>100.0</u>	<u>100.0</u>	<u>100.0</u>

V. EMPLOYMENT OF WOMEN

33. By its resolution 3352 (XXIX), the General Assembly requested the Secretary-General and the executive heads of the other organizations in the United Nations system "to take all necessary measures in order to ensure, in accordance with the Charter of the United Nations, bearing in mind in particular Article 101, paragraph 3, of the Charter, that an equitable balance between men and women staff members, particularly in senior and policy-making positions, be achieved before the end of the Second United Nations Development Decade at all levels in the United Nations system" and urged them, "in order to obtain this objective, to give increased attention to the recruitment and promotion of women as well as to the assignment given to them".

34. The issue of greater participation of women in the work of the Secretariat was also dealt with in the decision, cited in paragraph 5 above, which the General Assembly approved on the recommendation of the Fifth Committee. Under the terms of that decision, the need for equitable geographical distribution is to be borne in mind when increased efforts are made to recruit a greater number of qualified women candidates for Professional and senior posts in the Secretariat.

35. Special attention has accordingly been directed, at all stages of the recruitment process, to the search for women candidates from countries remaining under-represented in the Secretariat. This has been reflected in the vacancy

/...

notices for individual posts sent out to prospective recruitment sources, and in the arrangements for competitive examinations. As a result, progress has been made in the recruitment of women both in terms of numbers and of levels. In 1973-1974 only 28 women were appointed to all Professional posts (17 to posts subject to geography and 11 to posts with special language requirements). None was above P-3. In 1974-1975 the total was 64 - 37 to posts subject to geographical distribution and 27 to posts with special language requirements. This includes one appointment at P-5 and two appointments at P-4. The net result of these measures so far, however, has been modest: at the end of the year under review the number of women staff members in Professional and senior posts was higher than the year before but the proportion was slightly lower. There is a marked disparity in the availability of women candidates between countries and regions and the Secretary-General believes that no real breakthrough in the employment of women in Professional posts in the Secretariat will be possible so long as the recruitment of women is subject to the guidelines of geographical distribution. Even given greater flexibility in this respect, more positive action programmes will have to be developed and pursued in co-operation with Member States.

36. The Secretary-General, in response to a suggestion advanced in the Fifth Committee during the twenty-ninth session of the General Assembly, has invited the Joint Advisory Committee, the organ responsible under the Staff Regulations for consultation between management and staff representatives on all matters affecting the staff, to review the relevant aspects of personnel administration. The Joint Advisory Committee has decided to set up a Standing Committee on Employment of Women in the Secretariat, with a broadly defined mandate the purpose of which is to bring about such modifications in administrative practices as may be required to ensure that the principle of equal rights of men and women staff members is observed not only in law but also in fact.

37. The legal position with regard to that principle has now been given precise meaning in the statutory provisions governing the employment of the staff. With the adoption by the General Assembly of resolution 3353 (XXIX) of 18 December 1974, all differential treatment based on sex has been eliminated from the Staff Regulations and Staff Rules of the United Nations. Proposals for removing the remaining distinctions under the Pension Fund regulations, which were to be considered by the United Nations Joint Staff Pension Board at its 1975 session in the light of actuarial valuation of the Fund, are expected to be submitted to the General Assembly at its thirtieth session. Consistent with the intent of the above-mentioned resolution, the Secretary-General has instructed his representatives on the Pension Board to seek the extension of the principle of equal treatment of men and women staff members to cover survivor's benefits and the amounts payable to separating or retiring participants who elect full or partial commutation of their benefits. Approval of these proposals will complete the establishment of full equality of rights between the sexes under the provisions governing the staff while in the service of the Organization and after they have retired.

38. In paragraph 3 of resolution 3352 (XXIX), the General Assembly also requested the Secretary-General and the executive heads of the other organizations in the

/...

United Nations system to report to it at its thirtieth session on the steps that had been taken to give effect to the objective set out in the resolution. Pursuant to this request, the Secretary-General brought the matter to the attention of the Administrative Committee on Co-ordination. The matter was taken up at the annual session of the subsidiary body concerned with general administrative and personnel questions. Among the conclusions reached at the end of the review of the employment practices in the organizations and approved by ACC were the following:

(a) There is a scarcity of qualified female candidates in certain professions (e.g., electronics engineers, meteorologists and aviation specialists);

(b) In some areas of the world there are cultural inhibitions to candidacy of women;

(c) In general, Governments, which for some organizations are the exclusive source of candidates, put forward very few names of women;

(d) Family considerations intervene when both spouses are professionals;

(e) Competing priorities, such as geographical distribution, have a bearing on the recruitment of women.

39. The organizations agreed at the same time that special efforts would have to be made to improve the representation of women in the secretariats. Several of them have initiated reviews of their recruitment and career development procedures in order to determine what measures might be taken to bring about a better balance between men and women staff members. The reviews are not concerned solely with the numerical position of women in the secretariat but with the way in which women can participate more fully in the work of the organizations.

VI. YOUTH AND THE UNITED NATIONS

40. By resolution 3024 (XXVII) of 18 December 1972, the General Assembly requested the Secretary-General to report to the Assembly at its thirtieth session on the progress made in the employment and mobility of young people in the United Nations. In so far as employment is concerned, two countervailing factors have been at work this year: firstly and favourably, the influx through the competitive examinations of 13 new staff members under 30 years of age; secondly and unfavourably, the elimination of the professional trainee programme which had brought in 10 to 12 young people each year. The net result has been very little change from previous years in the appointment of young people.

41. Over the past year recruitment at the P-1/P-2 level accounted for about 29 per cent of posts subject to geographical distribution (and some 53.4 per cent of posts with special language requirements). The average age of a P-1 on appointment is 27 and of a P-2 31. While the percentage of P-1/P-2 appointments is a little lower than the average for the past 3 years (about 31 per cent), it still remains at a significant level. The regular annual appointment of from

/...

60 to 90 new staff members at P-1/P-2 to posts subject to geography coupled with a growing number of retirements should have the effect of reducing the average age. The availability of computerized records during the next year will permit an analysis of average age which will be included in the report for 1976.

VII. RECOMMENDATIONS

42. The Secretary-General recommends that the General Assembly take note of the present report on the understanding that, in the light of such comments as may be made during the discussion of the report in the Fifth Committee, definitive proposals for changes in the numerical recruitment guides will be included in the next report on the composition of the Secretariat.

43. The Secretary-General further recommends that, in order to ensure a more rational use of the computerized personnel information system and to bring it into line with the interagency personnel data bank, the effective date of the information to be included in the annual reports on the composition of the Secretariat should in future be the end of the calendar year.

A. REGIONAL TABLES

A/1018A
English
Annex
Page 3

TABLE 1

NUMBER OF MEMBER STATES AND OF NATIONALITIES REPRESENTED IN THE SECRETARIAT
BY STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
(AS AT 30 JUNE 1974 AND 30 JUNE 1975)

R E G I O N	NUMBER OF MEMBER STATES		NUMBER OF NATIONALITIES			
			INCLUDED IN THE SECRETARIAT		NOT INCLUDED IN THE SECRETARIAT	
	30/6/74	30/6/75	30/6/74	30/6/75	30/6/74	30/6/75
AFRICA	42	43	36	37	6	6
ASIA AND THE FAR EAST	20	21	18	19	2	2
EUROPE (EASTERN)	11	11	9	10	2	1
EUROPE (WESTERN)	18	18	18	18	-	-
LATIN AMERICA	20	20	20	20	-	-
MIDDLE EAST	17	17	11	11	6	6
N. AMERICA & CARIBBEAN	7	8	6	7	1	1
SUBTOTAL	135	138	118	122	17	16
OTHERS	-	-	5	4	-	-
TOTAL	135	138	123	126	17	16

TABLE 2

NUMBER OF STAFF AND DESIRABLE RANGE BY REGION
(AS AT 30 JUNE 1974 AND 30 JUNE 1975)

R E G I O N	NUMBER OF STAFF		INCREASE (DECREASE)		MID-POINT OF DESIRABLE RANGE		ACTUAL STAFF POSITION	
			NUMBER	PER CENT	30/6/74	30/6/75	30/6/74	30/6/75
	30/6/74	30/6/75						
AFRICA	262	275	13	5.0	7.7	7.8	11.0	11.1
ASIA AND THE FAR EAST	362	358	(4)	(1.0)	19.8	19.9	15.2	14.5
EUROPE (EASTERN)	278	285	7	2.5	16.3	16.2	11.7	11.5
EUROPE (WESTERN)	566	591	25	4.4	24.1	24.0	23.8	23.9
LATIN AMERICA	210	213	3	1.4	6.7	6.7	8.8	8.6
MIDDLE EAST	104	123	19	18.3	3.7	3.7	4.4	5.0
N. AMERICA & CARIBBEAN	559	579	20	3.6	21.7	21.7	23.5	23.5
SUBTOTAL	2 341	2 424	83	3.5				
OTHERS	41	45	4	9.8			1.7	1.8
TOTAL	2 382	2 469	87	3.7	100.0	100.0	100.0	100.0

TABLE 3
APPOINTMENTS, SEPARATIONS AND OTHER STAFF CHANGES BY REGION
(1 JULY 1974-30 JUNE 1975)

R E G I O N	A P P O I N T M E N T S			S E P A R A T I O N S			O T H E R C H A N G E S ^{a/}
	C A R E E R	F I X E D - T E R M	T O T A L	C A R E E R	F I X E D - T E R M	T O T A L	
AFRICA	1	34	35	3	12	15	- 7
ASIA AND THE FAR EAST	3	24	27	10	20	30	- 2
EUROPE (EASTERN)	-	51	51	-	41	41	+ 3
EUROPE (WESTERN)	19	51	70	20	26	46	+ 1
LATIN AMERICA	5	21	26	11	6	17	- 6
MIDDLE EAST	4	14	18	3	-	3	+ 4
N. AMERICA & CARIBBEAN	12	56	68	23	12	41	- 7
SUBTOTAL	44	251	295	70	123	193	-18
OTHERS	-	3	3	1	2	3	+ 5
TOTAL	44	254	298	71	125	196	-15

a/ NET GAINS (OR LOSSES) RESULTING FROM SUCH ADJUSTMENTS AS TRANSFER OF LANGUAGE STAFF TO 'GEOGRAPHICAL' POSTS, TRANSFER OUT OF 'GEOGRAPHICAL' POSTS AND PROMOTION OF GENERAL SERVICE STAFF TO PROFESSIONAL POSTS.

TABLE 4
COMPOSITION OF STAFF BY OFFICE AND REGION
(AS AT 30 JUNE 1975)

A/10184
English
Annex
Page 5

OFFICES	AFRICA	ASIA & THE FAR EAST	EUROPE EASTERN	EUROPE WESTERN	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS ^{a/}	112	202	142	236	96	56	404	7	1 255
GENEVA ^{b/}	16	5	27	124	13	8	24	12	233
ECE	-	1	38	50	-	2	9	8	108
ESCAP	1	87	7	6	3	5	13	6	128
ECLA	-	4	2	9	71	4	18	-	108
ECA	90	3	7	13	2	2	5	-	122
ECWA	5	3	1	4	1	25	5	1	45
UNCTAD ^{c/}	19	22	14	51	12	4	33	9	164
UNIDO ^{c/}	25	20	42	85	14	16	52	1	255
UNEP ^{c/}	7	7	5	13	1	1	16	1	51
TOTAL	275	358	285	591	213	123	579	45	2 469

^{a/} INCLUDING INFORMATION CENTRES.

^{b/} INCLUDING THE DIVISION OF NARCOTIC DRUGS, THE SECRETARIAT OF THE INTERNATIONAL NARCOTICS CONTROL BOARD, THE OFFICE OF THE UNITED NATIONS DISASTER RELIEF CO-ORDINATOR AND THE CONFERENCE OF THE COMMITTEE ON DISARMAMENT IN GENEVA.

^{c/} INCLUDING LIAISON OFFICES AT OTHER DUTY STATIONS.

TABLE 5
STAFF IN SENIOR POSTS BY LEVEL AND REGION
(AS AT 30 JUNE 1974 AND 30 JUNE 1975)

R E G I O N	30/6/74					30/6/75					INCREASE (DECREASE)
	USG	ASG	D-2	D-1	TOTAL	USG	ASG	D-2	D-1	TOTAL	
AFRICA	2	5	4	16	27	2	4	4	18	28	1
ASIA AND THE FAR EAST	3	2	9	32	46	3	3	7	37	50	4
EUROPE (EASTERN)	2	1	13	18	34	2	1	12	21	36	2
EUROPE (WESTERN)	5	2	20	59	86	4	2	22	59	87	1
LATIN AMERICA	1	3	5	15	24	2	2	5	17	26	2
MIDDLE EAST	1	2	2	10	15	1	2	4	11	18	3
N. AMERICA & CARIBBEAN	3	2	14	41	60	3	2	16	37	58	(2)
SUBTOTAL	17	17	67	191	292	17	16	70	200	303	11
OTHERS	-	-	1	3	4	-	-	1	3	4	-
TOTAL	17	17	68	194	296	17	16	71	203	307	11

TABLE 6

COMPOSITION OF THE STAFF BY SEX AND REGION (AS AT 30 JUNE 1975)

(A) STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

REGION	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/ TOTAL		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	T
AFRICA	2		4		4		17	1	36	2	65	2	78	3	45	10	5	1	256	19	275
																		93.1	6.9		
ASIA AND THE FAR EAST	3		3		7		35	2	64	5	84	2	69	10	34	19	13	8	312	46	358
																		87.2	12.8		
EUROPE (EASTERN)	2		1		11	1	21		42		102		73	3	22	4	3		277	8	285
																		97.2	2.8		
EUROPE (WESTERN)	4		1	1	21	1	58	1	99	8	121	16	100	29	62	42	15	12	481	110	591
																		81.4	18.6		
LATIN AMERICA	2		2		5		16	1	37	2	52	2	36	7	23	16	5	7	178	35	213
																		83.6	16.4		
MIDDLE EAST	1		2		4		11		26	1	31	2	21	5	11	2	4	2	111	12	123
																		90.2	9.8		
N. AMERICA & CARIBBEAN	3		2		16		35	2	74	12	102	37	112	49	75	51	3	6	422	157	579
																		72.9	27.1		
OTHERS					1		3		4		6		11	3	8	4	3	2	36	9	45
																		80.0	20.0		
SUBTOTAL a/	17		15	1	69	2	196	7	382	30	563	61	500	109	280	148	51	38	2073	396	2 469
	100	0.0	93.8	6.3	97.2	2.8	96.6	3.4	92.7	7.3	90.2	9.8	82.1	17.9	65.4	34.6	57.3	42.7	84.0	16.0	
TOTAL	17		16		71		203		412		624		609		428		89		2 469		

(B) STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION	P-5		P-4		P-3		P-2		P-1		SUBTOTAL ^{a/}		TOTAL
	M	F	M	F	M	F	M	F	M	F	M	F	
AFRICA			2		9	3	3	2			14	5	19
											73.7	26.3	
ASIA AND THE FAR EAST	5		25	1	30	5	20	3	3		83	9	92
											90.2	9.8	
EUROPE (EASTERN)	4		25	1	66	4	31				126	5	131
											96.2	3.8	
EUROPE (WESTERN)	18	6	51	31	76	72	30	25		1	175	135	310
											56.5	43.5	
LATIN AMERICA	3	3	20	3	24	20	10	5	1		58	31	89
											65.2	34.8	
MIDDLE EAST	1		4		7	2	5				17	2	19
											89.5	10.5	
N. AMERICA & CARIBBEAN	2	1	13	12	13	17	11	4		2	39	36	75
											52.0	48.0	
OTHERS		1	5	1	2	3	1				8	5	13
											61.5	38.5	
SUBTOTAL ^{a/}	33	11	145	49	227	126	111	39	4	3	520	228	748
	75.0	25.0	74.7	25.3	64.3	35.7	74.0	26.0	57.1	42.9	69.5	30.5	
TOTAL	44		194		353		150		7		748		

(C) TOTAL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

GRAND TOTAL ^{a/}	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL ^{a/}		TOTAL
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
	17		15	1	69	2	196	7	415	41	708	110	727	235	391	187	55	41	2 593	624	3,217
	100.0	0.0	93.8	6.3	97.2	2.8	96.6	3.4	91.0	9.0	86.6	13.4	75.6	24.4	67.6	32.4	57.3	42.7	80.6	19.4	
	17		16		71		203		456		818		962		578		96		3 217		

^{a/} PERCENTAGES ARE GIVEN BENEATH EACH ROW AND COLUMN TOTAL.

8. NATIONALITY TABLES

A/10184
English
Annex
Page 7

TABLE 7

TOTAL PROFESSIONAL AND HIGHER-LEVEL STAFF OF THE SECRETARIAT

(AS AT 30 JUNE 1975)

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION	2 469
STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS	748
STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE	16
STAFF SPECIFICALLY APPOINTED FOR SERVICE WITH THE UNITED NATIONS ENVIRONMENT PROGRAMME	20
STAFF SPECIFICALLY APPOINTED AFTER INTER-AGENCY CONSULTATION TO POSTS FINANCED ON AN INTER-AGENCY BASIS	8
STAFF HAVING PERMANENT RESIDENT STATUS IN THE UNITED STATES OF AMERICA	4
STAFF DETAILED OR ASSIGNED TO A TECHNICAL ASSISTANCE PROJECT	23
STAFF ON SPECIAL LEAVE WITHOUT PAY	24
STAFF ON SECONDMENT TO THE UNITED NATIONS DEVELOPMENT PROGRAMME AND OTHER UNITED NATIONS BODIES	45
TOTAL	3 357

TABLE 8
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND LEVEL
(AS AT 30 JUNE 1975)

REGION AND COUNTRY OF NATIONALITY	NUMBER CF STAFF 30/6/74	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/75	DESIRABLE RANGE
AFRICA												
ALGERIA	11	1			1		3	4	5		14	3-7
BOTSWANA	2								1		1	1-6
BURUNDI	2							1	2		3	1-6
CENTRAL AFR Rp	0							1			1	1-6
CHAD	0										0	1-6
CONGO	4						1	2	1		4	1-6
DAHOMEY	7						3	4	1		8	1-6
EGYPT	27		1	2	5	10	5	2			25	3-8
EQUATL GUINEA	0										0	1-6
ETHIOPIA	13					2	7	2	3		14	1-6
GABON	1										0	1-6
GAMBIA	4							2	3		5	1-6
GHANA	14				2	4	3	3	1	1	14	2-7
GUINEA	4						1	1	2		4	1-6
GUINEA-BISSAU	0										0	1-6
IVORY COAST	0										0	1-6
KENYA	11				1	2	3	3		1	10	1-6
LESOTHO	3								2		2	1-6
LIBERIA	4					1		2	1		4	1-6
LIBYAN ARAB Rp	4						1	1	1	1	4	3-8
MADAGASCAR	4						1	3	2		6	1-6
MALAWI	2								1		1	1-6
MALI	8			1	1	1	3	2	2		10	1-6
MAURITANIA	2						2				2	1-6
MAURITIUS	4						1	2	2	1	6	1-6
MOROCCO	9					1	4	2	1		8	2-7
NIGER	3	1							2		3	1-6
NIGERIA	13		1			6	3	4			14	3-7
RWANDA	0										0	1-6
SENÉGAL	7				1	1	2	2			6	1-6
SIERRA LEONE	8				2		1	7	1		11	1-6
SOMALIA	6		1				1	2	2		6	1-6
SOUTH AFRICA	13				3	3	3		2		11	11-13
SUDAN	11					3	3	3			9	1-6
SWAZILAND	1									1	1	1-6
TOGO	8					1	2	5	1		9	1-6

TABLE 8 (CONTINUED)

A/10184
English
Annex
Page 9

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/74	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/75	DESIRABLE RANGE
AFRICA (CONTINUED)												
TUNISIA	16		1			1	7	4	3		16	1-6
UGANDA	11					2	2	5	4		13	1-6
U REP CAMEROON	6				1		2	1	1	1	6	1-6
U REP TANZANIA	11			1	1		1	6	4		13	1-6
UPPER VOLTA	0							1	1		2	1-6
ZAIRE	6						1	2	3		6	1-6
ZAMBIA	2						1	2			3	1-6
POPULATION RESERVE												20-20
SUBTOTAL	262	2	4	4	18	38	67	81	55	6	275	83-293
ASIA AND THE FAR EAST												
AUSTRALIA	27				3	5	5	11	6		30	26-30
BANGLADESH	(1)				1		1	1			3	3-7
BHUTAN	0										0	1-6
BURMA	10				1	3	4	2			10	2-6
CAMBODIA	6						2	2	2		6	1-6
CHINA	49	1		2	6	11	7	8	11	1	47	83-115
FIJI	2						1	2			3	1-6
INDIA	55	1		3	15	14	10	5	1	3	52	22-26
INDONESIA	16		1		2	2	5	3	1		14	5-9
JAPAN	74		1	1	1	9	17	21	10	5	65	107-150
LAOS	2							1	1		2	1-6
MALAYSIA	11					1	4	5			10	2-7
MALDIVES	0										0	1-6
MONGOLIA	2						2		1		3	1-6
NEPAL	9					3	5	3			11	1-6
NEW ZEALAND	14				2	8	2	2	2		16	7-10
PAKISTAN	19		1		4	5	6	1	1		18	4-8
PHILIPPINES	27					4	5	6	8	6	29	5-8
SINGAPORE	4							1	1	1	3	2-7
SRI LANKA	13	1		1	1	4	7	1	1		16	2-6
THAILAND	22				1		3	4	7	5	20	3-8
POPULATION RESERVE												118-118
SUBTOTAL	362 ^{u/}	3	3	7	37	69	86	79	53	21	358	474-481
EUROPE (EASTERN)												
ALBANIA	0										0	1-6
BULGARIA	10					2	4	3	1		10	4-8
BYELORUSSN SSR	9						2	6	1		9	10-12
CZECHOSLOVAKIA	7				2	1	5		1		9	18-19
GERMAN DEM REP	0							3			3	23-26

^{u/} EXCLUDING BANGLADESH, LOW-NUMBER STAFF ON 30 JUNE 1974.

TABLE 8 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/74	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/75	DESIRABLE RANGE

EUROPE (EASTERN) (CONTINUED)												
HUNGARY	18				3	4	4	4	1		16	8-11
POLAND	29	1			4	7	15	4	1		32	23-27
ROMANIA	15					2	7	4	2		15	7-10
UKRAINIAN SSR	19			1	1		5	7	6		20	30-36
USSR	153	1		10	10	20	54	44	12	3	154	109-271
YUGOSLAVIA	18		1	1	1	6	6	1	1		17	8-11
												POPULATION RESERVE 10-10
SUBTOTAL	278	2	1	12	21	42	102	76	26	3	285	351-427
EUROPE (WESTERN)												
AUSTRIA	22			2	1	6	6	7	1	1	24	13-14
BELGIUM	28	1		1	5	3	5	10	5		30	20-23
DENMARK	16				1	3	3	6	2	2	17	14-15
FINLAND	19		1		1	3		6	5		16	10-12
FRANCE	133	1		6	17	29	28	25	20	6	132	88-124
GERMANY, F R OF	30		1	3	3	2	13	14	9	2	47	105-148
GREECE	14			1		3	4	1	3		12	8-10
ICELAND	2						1		1		2	1-6
IRELAND	10				2	1	2	4	1		10	4-8
ITALY	44	1		1	2	6	11	16	14	8	59	56-76
LUXEMBOURG	5					3	1				4	2-7
MALTA	5						3		1	1	5	1-6
NETHERLANDS	29			1	5	5	9	4	6		30	23-27
NORWAY	16			1	2	6	4	1	2	1	17	10-12
PORTUGAL	6						1	2	2		5	4-8
SPAIN	25				2	4	11	2	3		22	20-21
SWEDEN	36			2	2	7	11	3	6		31	24-28
UNITED KINGDOM	126	1		4	16	26	24	28	23	6	128 ^{b/}	81-112
												POPULATION RESERVE 5-5
SUBTOTAL	566	4	2	22	59	107	137	129	104	27	591	520-631
LATIN AMERICA												
ARGENTINA	29	1		2	7	7	7	3	2		29	17-18
BOLIVIA	11				1	4	2	3	2		12	1-6
BRAZIL	22			1		6	7	6	1		21	17-17
CHILE	27				2	2	7	6	7	5	29	4-8
COLOMBIA	17	1	1	1		6	2	3	2		16	4-8
COSTA RICA	4					1	1				2	1-6
CUBA	5					1	3	1			5	3-8
DOMINICAN REP	5								4	1	5	1-6
ECUADOR	8				3	3	1		1		8	1-6

^{b/} INCLUDES ONE STAFF MEMBER FROM DOMINICA, TWO FROM HONG KONG AND SIX FROM SOUTHERN RHODESIA.

A'10184
English
Annex
Page 11

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/74	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/75	DESIRABLE RANGE
LATIN AMERICA (CONTINUED)												
EL SALVADOR	3						3	1			4	1-6
GUATEMALA	5			1	1		1	2	2		7	2-6
HAITI	10				1	2	4	2	1		10	1-6
HONDURAS	4					1	2				3	1-6
MEXICO	18				1		3	5	3	3	15	18-19
NICARAGUA	5						1	1	1	2	5	1-6
PANAMA	5					1	1	2	2		6	1-6
PARAGUAY	4			1	1	1	1	1			5	1-6
PERU	9					1	3	1	4	1	10	2-7
URUGUAY	15		1			2	5	3	3		14	2-7
VENEZUELA	4					1		3	3		7	8-10
											POPULATION RESERVE	33-33
SUBTOTAL	210	2	2	5	17	39	54	43	39	12	213	122-199
MIDDLE EAST												
AFGHANISTAN	6				1		1	2	2	1	7	1-6
BAHRAIN	0										0	1-6
CYPRUS	7			1	1	3	3			1	9	1-6
DEMOCRAT YEMEN	0										0	1-6
IRAN	15					4	4	5	2	1	16	5-9
IRAQ	12		1		1	4	5	2	1	1	15	2-7
ISRAEL	6				1	2	2	1	1		7	5-9
JORDAN	8			1	1	2	4	1			9	1-6
KUWAIT	0										0	3-7
LEBANON	15				3	4	3	7		1	18	2-6
OMAN	0										0	1-6
QATAR	0										0	1-6
SAUDI ARABIA	2								2		2	2-7
SYRIAN ARAB RP	10			2	1	3	3	1	2	1	13	1-6
TURKEY	19	1		1	2	7	5	3	1		20	7-10
U A EMIRATES	0										0	1-6
YEMEN	4		1				3	1	2		7	1-6
											POPULATION RESERVE	13-13
SUBTOTAL	104	1	2	4	11	27	33	26	13	6	123	49-128
N. AMERICA & CARIBBEAN												
BAHAMAS	0										0	1-6
BARBADOS	4						1	2	1		4	1-6
CANADA	61	2		2	4	8	14	18	11	1	60	50-67
GRENADA	0						1				1	1-6
GUYANA	6						1	1	5		7	1-6

TABLE 8 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/74	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/75	DESIRABLE RANGE

N. AMERICA & CARIBBEAN (CONTINUED)												
JAMAICA	13					4	3	4		1	12	1-6
TRINIDAD TOB	9					1	2	3	4		10	1-6
U S A	466	1	2	14	33	73	117	133	105	7	485	358-523
											POPULATION RESERVE 1-1	
SUBTOTAL	559	3	2	16	37	86	139	161	126	9	579	445-597
OTHERS												
NAMIBIA	1								1		1	
REP OF KOREA	6					1	1	3	1		6	
RP S VIET-NAM	3						1	2		1	4	
SWITZERLAND	28			1	3	3	3	8	10	2	30	
STATELESS	2						1	1		2	4	
SUBTOTAL	41 ^{e/}			1	3	4	6	14	12	5	45	
TOTAL	2 382	17	16	71	203	412	624	609	428	89	2 469	

^{e/} INCLUDING BANGLADESH, NON-MEMBER STATE ON 30 JUNE 1974.

TABLE 9
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY TYPE OF APPOINTMENT
(AS AT 30 JUNE 1975)

A 10184
English
Annex
Page 13

REGION AND COUNTRY OF NATIONALITY	30/6/74					30/6/75				
	PERMANENT	PROBATIONARY	FIXED- TERM	TOTAL	PERCENTAGE OF FIXED-TERM	PERMANENT	PROBATIONARY	FIXED- TERM	TOTAL	PERCENTAGE OF FIXED-TERM

AFRICA										
ALGERIA	6	1	4	11	36.4	7	2	5	14	35.7
BOTSWANA			2	2	100.0			1	1	100.0
BURUNDI	1		1	2	50.0	1		2	3	66.7
CENTRAL AFR RP					0.0			1	1	100.0
CHAD					0.0					0.0
CONGO	3		1	4	25.0	3		1	4	25.0
DAHOMEY	4	2	1	7	14.3	5	2	1	8	12.5
EGYPT	13		14	27	51.9	13		12	25	48.0
EQUATL GUINEA					0.0					0.0
ETHIOPIA	8		5	13	38.5	7		7	14	50.0
GABON			1	1	100.0					0.0
GAMBIA	4			4	0.0	4		1	5	20.0
GHANA	8		6	14	42.9	7		7	14	50.0
GUINEA	4			4	0.0	4			4	0.0
GUINEA-BISSAU					0.0					0.0
IVORY COAST					0.0					0.0
KENYA	4	2	5	11	45.5	5		5	10	50.0
LESOTHO	2		1	3	33.3	2			2	0.0
LIBERIA	2		2	4	50.0	2		2	4	50.0
LIBYAN ARAB RP	1	1	2	4	50.0	2		2	4	50.0
MADAGASCAR	2		2	4	50.0	2	1	3	6	50.0
MALAWI	2			2	0.0	1			1	0.0
MALI	3	1	4	8	50.0	3	1	6	10	60.0
MAURITANIA	1		1	2	50.0	1		1	2	50.0
MAURITIUS	1		3	4	75.0	1	3	2	6	33.3
MOROCCO	7		2	9	22.2	6		2	8	25.0
NIGER		1	2	3	66.7		1	2	3	66.7
NIGERIA	8	1	4	13	30.8	8	1	5	14	35.7
RWANDA					0.0					0.0
SENEGAL	4		3	7	42.9	3		3	6	50.0
SIERRA LEONE	4		4	8	50.0	4		7	11	63.6
SOMALIA	3		3	6	50.0	3	2	1	6	16.7
SOUTH AFRICA	10		3	13	23.1	9		2	11	18.2
SUDAN	6		5	11	45.5	4		5	9	55.6
SWAZILAND			1	1	100.0			1	1	100.0
TOGO	6	1	1	8	12.5	6	1	2	9	22.2
TUNISIA	11		5	16	31.3	11		5	16	31.3
UGANDA	4		7	11	63.6	5		8	13	61.5
U REP CAMEROON	3	1	2	6	33.3	3	1	2	6	33.3
U REP TANZANIA	7	1	3	11	27.3	7	1	5	13	38.5
UPPER VOLTA					0.0			2	2	100.0
ZAIRE	6			6	0.0	6			6	0.0
ZAMBIA	2			2	0.0	2		1	3	33.3
SUBTOTAL	150	12	100	262	38.2	147	16	112	275	40.7
ASIA AND THE FAR EAST										
AUSTRALIA	17	1	9	27	33.3	19	3	8	30	26.7
BANGLADESH			(1)	(1)	(100.0)		1	2	3	66.7
BHUTAN					0.0					0.0
BURMA	4		6	10	60.0	4		6	10	60.0
CAMBODIA	4		2	6	33.3	4		2	6	33.3
CHINA	42	2	5	49	10.2	40	3	4	47	8.5
FIJI	1	1		2	0.0	1	1	1	3	33.3
INDIA	42		13	55	23.6	41		11	52	21.2
INDONESIA	10		6	16	37.5	9		5	14	35.7
JAPAN	30	8	36	74	48.6	30	4	31	65	47.7
LAOS	1		1	2	50.0	1	1		2	0.0
MALAYSIA	7		4	11	36.4	6		4	10	40.0
MALDIVES					0.0					0.0
MONGOLIA			2	2	100.0			3	3	100.0
NEPAL	7		2	9	22.2	7		4	11	36.4
NEW ZEALAND	10		4	14	28.6	10		6	16	37.5
PAKISTAN	10		9	19	47.4	9		9	18	50.0
PHILIPPINES	26		1	27	3.7	28		1	29	3.4
SINGAPORE	2	1	1	4	25.0	3			3	0.0
SRI LANKA	7		6	13	46.2	7		9	16	56.3
THAILAND	17		5	22	22.7	16		4	20	20.0
SUBTOTAL	237	13	112	362	30.9	235	13	110	358	30.7

^{B/} EXCLUDING BANGLADESH, NON-MEMBER STATE ON 30 JUNE 1974.

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	30/6/74				30/6/75			
	PERMANENT	PROBATIONARY	FIXED- TERM	PERCENTAGE OF FIXED-TERM	PERMANENT	PROBATIONARY	FIXED- TERM	PERCENTAGE OF FIXED-TERM

EUROPE (EASTERN)								
ALBANIA				0.0				0.0
BULGARIA	1		9	10	1		9	90.0
BYELORUSSN SSR			9	9			9	100.0
CZECHOSLOVAKIA	1		6	7	1		8	88.9
GERMAN DEM REP				0.0			3	100.0
HUNGARY			18	18			16	100.0
POLAND	7		22	29	7		25	78.1
ROMANIA			15	15			15	100.0
UKRAINIAN SSR			19	19			20	100.0
USSR	1		152	153	1		153	99.4
YUGOSLAVIA	7		11	18	7		10	58.8
SUBTOTAL	17		261	278	17		268	285
EUROPE (WESTERN)								
AUSTRIA	16	1	5	22	17		7	24
BELGIUM	18	2	8	28	19	1	10	30
DENMARK	10	2	4	16	13	1	3	17
FINLAND	9	1	9	19	9		7	16
FRANCE	101	1	31	133	99		33	132
GERMANY, F R OF	2	4	24	30	3	15	29	47
GREECE	8	1	5	14	6		6	12
ICELAND	1			2			1	2
IRELAND	4	2	1	10	4	2	4	10
ITALY	30	1	13	44	30	11	18	59
LUXEMBOURG	5			5	4			4
MALTA	3	2		5	4	1		5
NETHERLANDS	22	1	6	29	22		8	30
NORWAY	13		3	16	14		3	17
PORTUGAL	5		1	6	5			5
SPAIN	17	1	7	25	18		4	22
SWEDEN	20	1	15	36	20	1	10	31
UNITED KINGDOM	99	1	26	126	97	3	28	128
SUBTOTAL	383	21	162	566	385	35	171	591
LATIN AMERICA								
ARGENTINA	17		12	29	17		12	29
BOLIVIA	8		3	11	7		5	12
BRAZIL	15		7	22	13	2	6	21
CHILE	20		7	27	20		9	29
COLOMBIA	13		4	17	11		5	16
COSTA RICA	4			4	2			2
CUBA	5			5	4		1	5
DOMINICAN REP	3		2	5	4		1	5
ECUADOR	8			8	7		1	8
EL SALVADOR	3			3	3	1		4
GUATEMALA	2	1	2	5	2	3	2	7
HAITI	9		1	10	8		2	10
HONDURAS	2		2	4	1		2	3
MEXICO	15		3	18	12	1	2	15
NICARAGUA	4		1	5	4	1		5
PANAMA	3		2	5	3	1	2	6
PARAGUAY	4			4	4	1		5
PERU	4		5	9	5	1	4	10
URUGUAY	9		6	15	7		7	14
VENEZUELA	2		2	4	2		5	7
SUBTOTAL	150	1	59	210	136	11	66	213
MIDDLE EAST								
AFGHANISTAN	2	2	2	6	4		3	7
BAHRAIN				0.0				0.0
CYPRUS	7			7	7		2	9
DEMOCRAT YEMEN				0.0				0.0
IRAN	10		5	15	10	1	5	16
IRAQ	7	1	4	12	9		6	15
ISRAEL	4		2	6	4		3	7
JORDAN	7		1	8	6		3	9
KUWAIT				0.0				0.0
LEBANON	12		3	15	12		6	18
OMAN				0.0				0.0
QATAR				0.0				0.0
SAUDI ARABIA		1	1	2		1	1	2
SYRIAN ARAB RP	6		4	10	6	1	6	13
TURKEY	12		7	19	12		8	20
U A EMIRATES				0.0				0.0
YEMEN	2		2	4	3	2	2	7
SUBTOTAL	69	4	31	104	73	5	45	123

TABLE 9 (CONTINUED)

A/10184
English
Annex
Page 15

REGION AND COUNTRY OF NATIONALITY	30/6/74					30/6/75				
	PERMANENT	PROBATIONARY	FIXED- TERM	TOTAL	PERCENTAGE OF FIXED-TERM	PERMANENT	PROBATIONARY	FIXED- TERM	TOTAL	PERCENTAGE OF FIXED-TERM

N. AMERICA & CARIBBEAN										
BAHAMAS					0.0					0.0
BARBADOS	2		2	4	50.0	2	1	1	4	25.0
CANADA	33	4	24	61	39.3	29	4	27	60	45.0
GRENADA					0.0			1	1	100.0
GUYANA	3	1	2	6	33.3	3	2	2	7	28.6
JAMAICA	11		2	13	15.4	10		2	12	16.7
TRINIDAD TOB	5	1	3	9	33.3	5	2	3	10	30.0
U S A	325	26	115	466	24.7	325	31	129	485	26.6
SUBTOTAL	379	32	148	559	26.5	374	40	165	579	28.5
OTHERS										
NAMIBIA	1			1	0.0	1			1	0.0
REP OF KOREA			6	6	100.0			6	6	100.0
RP S VIET-NAM	1		2	3	66.7	1		3	4	75.0
SWITZERLAND	25		3	28	10.7	28		2	30	6.7
STATELESS	2			2	0.0	4			4	0.0
SUBTOTAL	29		12	41 ^{b/}	29.5	34		11	45	24.4
TOTAL	1 414	83	887	2 384	37.2	1 401	120	948	2 469	38.4

^{b/} INCLUDING BANGLADESH, NON-MEMBER STATE ON 30 JUNE 1974.

TABLE 10
APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND LEVEL
(1 JULY 1974-30 JUNE 1975)

REGION AND COUNTRY OF NATIONALITY	LSG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA										
ALGERIA	1							1		2
BURUNDI								1		1
CENTRAL AFR PP							1			1
EGYPT				1	1			1		3
ETHIOPIA							1	1		2
GAMBIA								1		1
GHANA				1	1			1		3
LIBERIA							1			1
MADAGASCAR							1	1		2
MALI							2			2
MAURITIUS							2			2
NIGERIA		1								1
SIERRA LEONE							2	1		3
SUDAN							1			1
SWAZILAND									1	1
TOGO							1			1
TUNISIA							1			1
UGANDA							2			2
U REP TANZANIA			1					1		2
UPPER VOLTA							1	1		2
ZAMBIA							1			1
SUBTOTAL	1	1	1	2	2		17	10	1	35
ASIA AND THE FAR EAST										
AUSTRALIA						1	2	2		5
BANGLADESH				1			1			2
CHINA								2		2
FIJI						1				1
INDIA				1						1
JAPAN					1	1	3	1	1	7
MONGOLIA						1				1
NEPAL					1		1			2
NEW ZEALAND				1	1			1		3
SRI LANKA							1	1	1	3
SUBTOTAL			3	3	3	5	8	7	1	27
EUROPE (EASTERN)										
BYELORUSSN SSR						2		1		3
CZECHOSLOVAKIA				1	1					2
GERMAN DEM REP							3			3
HUNGARY					1	1				2
POLAND					1	3	1			5
UKRAINIAN SSR			1				2			3
USSR			1	3	3	8	12	4	1	32
YUGOSLAVIA					1					1
SUBTOTAL			2	4	7	14	18	5	1	51

TABLE 10 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	O-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
EUROPE (WESTERN)										
AUSTRIA					1	1				2
BELGIUM						1		1		2
DENMARK								1		1
FINLAND							1			1
FRANCE	1			1			1	4	1	8
GERMANY, F R OF		1	2		2	2	5	7	2	21
GREECE								2		2
IRELAND				1						1
ITALY			1			1	2	7	5	16
NETHERLANDS			1				1			2
NORWAY					1					1
SPAIN								1		1
SWEDEN					1	1	1			3
UNITED KINGDOM					2	1	2	3	1	9
SUBTOTAL	1	1	4	2	7	7	13	26	9	70
LATIN AMERICA										
ARGENTINA				2				1		3
BOLIVIA						1	1			2
BRAZIL					1		1			2
CHILE						1	1			2
COLOMBIA	1									1
CUBA						1				1
ECUADOR					1					1
EL SALVADOR							1			1
GUATEMALA				1			1			2
HAITI								1		1
MEXICO							2			2
PANAMA					1					1
PARAGUAY								1		1
PERU							1	1		2
URUGUAY						1				1
VENEZUELA							2	1		3
SUBTOTAL	1			3	3	4	10	5		26
MIDDLE EAST										
AFGHANISTAN								1		1
CYPRUS					1		1			2
IRAN						1				1
IRAQ						1	1			2
ISRAEL								1		1
JORDAN						2				2
LEBANON					2	1				3
SAUDI ARABIA								1		1
SYRIAN ARAB RP			1			1				2
TURKEY				1						1
YEMEN							1	1		2
SUBTOTAL			1	1	3	6	3	4		18

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
N. AMERICA & CARIBBEAN										
CANADA					2	3	3	1	1	10
GRENADA						1				1
GUYANA								2		2
TRINIDAD TOB							2	1		3
U S A			2	4	4	12	19	8	3	52
SUBTOTAL			2	4	6	16	24	12	4	68
OTHERS										
REP OF KOREA							2			2
SWITZERLAND							1			1
SUBTOTAL							3			3
TOTAL	3	2	10	19	31	52	96	69	16	298

TABLE 11
STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND TYPE OF APPOINTMENT
(1 JULY 1974-30 JUNE 1975)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/74	APPOINTMENTS			SEPARATIONS 2/			ADJUSTMENTS 2/ OF STAFF 30/6/75	SPECIAL CATEGORY 2/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL		
AFRICA									
ALGERIA	11		2	2				+1	14
BOTSWANA	2					1	1		1
BURUNDI	2		1	1					3
CENTRAL AFR RP	0		1	1					1
CHAD	0								0
CONGO	4								4
DAHOMEY	7							+1	8
EGYPT	27		3	3		4	4	-1	25
EQUATL GUINEA	0								0
ETHIOPIA	13		2	2				-1	14
GABON	1					1	1		0
GAMBIA	4		1	1					5
GHANA	14		3	3		2	2	-1	14
GUINEA	4								4
GUINEA-BISSAU	0								0
IVORY COAST	0								0
KENYA	11							-1	10
LESOTHO	3					1	1		2
LIBERIA	4		1	1		1	1		4
LIBYAN ARAB RP	4								4
MADAGASCAR	4		2	2					6
MALAWI	2				1		1		1
MALI	8		2	2					10
MAURITANIA	2								2
MAURITIUS	4	1	1	2					6
MOROCCO	9							-1	8
NIGER	3								3
NIGERIA	13		1	1					14
RWANCA	0								0
SENEGAL	7				1		1		6
SIERRA LEONE	8		3	3					11
SOMALIA	6								6
SOUTH AFRICA	13				1		1	-1	11
SUDAN	11		1	1				-3	9
SWAZILAND	1		1	1		1	1		1
TOGO	8		1	1					9
TUNISIA	16		1	1		1	1		16
UGANDA	11		2	2					13

TABLE 11 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/74	APPOINTMENTS			SEPARATIONS ^{a/}			ADJUSTMENTS ^{b/}	NUMBER OF STAFF 30/6/75	SPECIAL CATEGORY ^{c/}
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL			

AFRICA (CONTINUED)										
U REP CAMERCON	6								6	
U REP TANZANIA	11		2	2					13	
UPPER VOLTA	0		2	2					2	
ZAIRE	6								6	
ZAMBIA	2		1	1					3	
SUBTOTAL	262	1	34	35	3	12	15	- 7	275	

ASIA AND THE FAR EAST										
AUSTRALIA	27	3	2	5	1	3	4	+ 2	30	
BANGLADESH	(1)		2	2					3	
BHUTAN	0								0	
BURMA	10								10	
CAMBODIA	6								6	
CHINA	49		2	2	2		2	- 2	47	
FIJI	2		1	1					3	
INDIA	55		1	1	2	3	5	+ 1	52	
INDONESIA	16					1	1	- 1	14	
JAPAN	74		7	7	4	10	14	- 2	65	
LAOS	2								2	
MALAYSIA	11							- 1	10	
MALDIVES	0								0	
MONGOLIA	2		1	1					3	
NEPAL	9		2	2					11	
NEW ZEALAND	14		3	3		1	1		16	
PAKISTAN	19							- 1	18	
PHILIPPINES	27				1		1	+ 3	29	
SINGAPORE	4					1	1		3	
SRI LANKA	13		3	3					16	
THAILAND	22					1	1	- 1	20	
SUBTOTAL	362 ^{d/}	3	24	27	10	20	30	- 2	358	

EUROPE (EASTERN)										
ALBANIA	0								0	
BULGARIA	10								10	
BYELORUSSN SSR	9		3	3		3	3		9	
CZECHOSLOVAKIA	7		2	2					9	1
GERMAN DEM REP	0		3	3					3	
HUNGARY	18		2	2		4	4		16	
POLAND	29		5	5		2	2		32	1
ROMANIA	15								15	
UKRAINIAN SSR	19		3	3		2	2		20	
USSR	153		32	32		29	29	- 2	154	
YUGOSLAVIA	18		1	1		1	1	- 1	17	
SUBTOTAL	278		51	51		41	41	- 3	285	2

^{d/} EXCLUDING BANGLADESH, NON-MEMBER STATE ON 30 JUNE 1974.

TABLE 11 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/74	APPOINTMENTS			SEPARATIONS &/			ADJUSTMENTS &/	NUMBER OF STAFF 30/6/75	SPECIAL CATEGORYs/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL			

EUROPE (WESTERN)										
AUSTRIA	22		2	2	1		1	+ 1	24	
BELGIUM	28		2	2	1		1	+ 1	30	
DENMARK	16		1	1		1	1	+ 1	17	
FINLAND	19		1	1		3	3	- 1	16	
FRANCE	133	1	7	8	4	4	8	- 1	132	
GERMANY, F R OF	30	8	13	21		4	4		47	
GREECE	14		2	2	2	1	3	- 1	12	
ICELAND	2								2	
IRELAND	10		1	1	1		1		10	
ITALY	44	8	8	16	1		1		59	
LUXEMBOURG	5				1		1		4	
MALTA	5								5	
NETHERLANDS	29		2	2	1		1		30	
NORWAY	16		1	1					17	
PORTUGAL	6					1	1		5	
SPAIN	25		1	1	1	3	4		22	
SWEDEN	36		3	3		6	6	- 2	31	
UNITED KINGDOM	126	2	7	9	7	3	10	- 3	128	
SUBTOTAL	566	19	51	70	20	26	46	+ 1	591	

LATIN AMERICA										
ARGENTINA	29		3	3	1	2	3		29	
BOLIVIA	11		2	2	1		1		12	
BRAZIL	22		2	2	2	1	3		21	
CHILE	27		2	2					29	
COLOMBIA	17		1	1	1		1	- 1	16	
COSTA RICA	4				1		1	- 1	2	
CUBA	5		1	1	1		1		5	1
DOMINICAN REP	5								5	
ECUADOR	8		1	1	1		1		8	
EL SALVADOR	3	1		1					4	
GUATEMALA	5	2		2					7	
HAITI	10		1	1				- 1	10	
HONDURAS	4							- 1	3	
MEXICO	18		2	2	2	2	4	- 1	15	
NICARAGUA	5								5	
PANAMA	5	1		1					6	
PARAGUAY	4	1		1					5	
PERU	9		2	2		1	1		10	
URUGUAY	15		1	1	1		1	- 1	14	
VENEZUELA	4		3	3					7	
SUBTOTAL	210	5	21	26	11	6	17	- 6	213	1

TABLE 11 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/74	APPOINTMENTS			SEPARATIONS ^{a/}			ADJUSTMENTS ^{b/}	NUMBER OF STAFF 30/6/75	SPECIAL CATEGORY ^{c/}
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL			

MIDDLE EAST										
AFGHANISTAN	6		1	1					7	
BAHRAIN	0								0	
CYPRUS	7		2	2					9	
DEMOCRAT YEMEN	0								0	
IRAN	15	1		1					16	
IRAQ	12		2	2				+ 1	15	
ISRAEL	6		1	1					7	
JORDAN	8		2	2	1		1		9	1
KUWAIT	0								0	
LEBANON	15		3	3					18	
OMAN	0								0	
QATAR	0								0	
SAUDI ARABIA	2	1		1	1		1		2	
SYRIAN ARAB RP	10		2	2	1		1	+ 2	13	
TURKEY	19		1	1					20	
U A EMIRATES	0								0	
YEMEN	4	2		2				+ 1	7	
SUBTOTAL	104	4	14	18	3		3	+ 4	123	1

N. AMERICA & CARIBBEAN										
BAHAMAS	0								0	
BARBADOS	4								4	
CANADA	61	1	9	10	5	5	10	- 1	60	
GRENADA	0		1	1					1	
GUYANA	6	1	1	2				- 1	7	
JAMAICA	13							- 1	12	
TRINIDAD TOB	9	1	2	3		1	1	- 1	10	
U S A	466	9	43	52	18	12	30	- 3	485	
SUBTOTAL	559	12	56	68	23	18	41	- 7	579	

OTHERS										
NAMIBIA	1								1	
REP OF KOREA	6		2	2		1	1	- 1	6	
RP S VIET-NAM	3							+ 1	4	
SWITZERLAND	28		1	1	1	1	2	+ 3	30	
STATELESS	2							+ 2	4	
SUBTOTAL	41 ^{d/}		3	3	1	2	3	+ 5	45	

TOTAL	2 382	44	254	298	71	125	196	- 15	2 469	4

^{a/} THIS COLUMN TAKES NOTE OF RESIGNATIONS, RETIREMENTS, COMPLETION OF FIXED-TERM APPOINTMENTS OR SEPARATIONS FOR ANY OTHER CAUSE.

^{b/} THIS COLUMN TAKES NOTE OF SUCH ADJUSTMENTS AS-

1. STAFF TRANSFERRED BETWEEN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS AND POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
2. STAFF WHO HAVE BEEN PLACED ON SPECIAL LEAVE WITHOUT PAY OR HAVE RETURNED FROM SUCH LEAVE
3. STAFF DETAILED OR ASSIGNED TO A TECHNICAL ASSISTANCE PROJECT.
4. SECONDMENTS AND COMPLETION OF SECONDMENTS TO THE UNITED NATIONS DEVELOPMENT PROGRAMME AND OTHER UNITED NATIONS BODIES
5. PROMOTIONS OF GENERAL SERVICE STAFF TO PROFESSIONAL CATEGORY
6. CHANGES IN NATIONALITY STATUS

^{c/} STAFF MEMBERS HAVING PERMANENT RESIDENT STATUS IN THE UNITED STATES OF AMERICA.

^{d/} INCLUDING BANGLADESH, NON-MEMBER STAFF ON 30 JUNE 1974.

TABLE 12
FIXED-TERM STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND LEVEL
(AS AT 30 JUNE 1975)

A/10184
English
Annex
Page 23

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA										
ALGERIA	1					1	1	2		5
BOTSWANA								1		1
BURUNDI								2		2
CENTRAL AFR RP							1			1
CONGO							1			1
DAHOMEY							1			1
EGYPT		1	1	3	5	2				12
ETHIOPIA					1	4	1	1		7
GAMBIA								1		1
GHANA				1	3	1	1	1		7
KENYA				1	1		2		1	5
LIBERIA							2			2
LIBYAN ARAB RP								1	1	2
MADAGASCAR						1	1	1		3
MALI			1		1	1	2	1		6
MAURITANIA						1				1
MAURITIUS							1		1	2
MOROCCO					1			1		2
NIGER	1							1		2
NIGERIA		1			1	2	1			5
SENEGAL				1	1	1				3
SIERRA LEONE						1	5	1		7
SOMALIA		1								1
SOUTH AFRICA						1		1		2
SUDAN					2	2	1			5
SWAZILAND									1	1
TOGO							1	1		2
TUNISIA		1				1	1	2		5
UGANDA					1	1	3	3		8
U REP CAMEROON				1		1				2
U REP TANZANIA			1	1				3		5
UPPER VOLTA							1	1		2
ZAMBIA							1			1
SUBTOTAL	2	4	3	8	17	21	28	25	4	112
ASIA AND THE FAR EAST										
AUSTRALIA					3	2		3		8
BANGLADESH				1			1			2
BURMA					1	3	2			6
CAMBODIA							1	1		2
CHINA	1			1	1	1				4

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
LATIN AMERICA										
ARGENTINA	1			4	2	1	2	2		12
BOLIVIA					1	1	2	1		5
BRAZIL					2	2	2			6
CHILE				1		4	3	1		9
COLOMBIA	1	1	1		1		1			5
CUBA						1				1
DOMINICAN REP								1		1
ECUADOR					1					1
GUATEMALA			1					1		2
HAITI					1			1		2
HONDURAS					1	1				2
MEXICO							2			2
PANAMA						1		1		2
PERU							1	2	1	4
URUGUAY		1			1	3	1	1		7
VENEZUELA							3	2		5
SUBTOTAL	2	2	2	5	10	14	17	13	1	66
MIDDLE EAST										
AFGHANISTAN								2	1	3
CYPRUS					1		1			2
IRAN					1		3		1	5
IRAQ		1		1	1	1	1	1		6
ISRAEL					1	1		1		3
JORDAN						2	1			3
LEBANON					2	2	2			6
SAUDI ARABIA								1		1
SYRIAN ARAB RP			2			2		1	1	6
TURKEY	1			1	4	1	1			8
YEMEN		1						1		2
SUBTOTAL	1	2	2	2	10	9	9	7	3	45
N. AMERICA & CARIBBEAN										
BARBADOS								1		1
CANADA	2		2	2	4	6	8	3		27
GRENADA						1				1
GUYANA								2		2
JAMAICA					2					2
TRINIDAD TOB					1		2			3
U S A	1	2	7	10	18	33	33	22	3	129
SUBTOTAL	3	2	9	12	25	40	43	28	3	165
OTHERS										
REP OF KOREA					1	1	3	1		6
RP S VIET-NAM							2		1	3
SWITZERLAND							1	1		2
SUBTOTAL					1	1	6	2	1	11

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
TOTAL	17	16	40	69	137	247	246	152	24	948

TABLE 13
STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
BY NATIONALITY AND LEVEL
(AS AT 30 JUNE 1975)

A/10184
English
Annex
Page 27

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/74	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/75

AFRICA							
ALGERIA	1			2			2
EGYPT	2		2	9	4		15
MOROCCO	1			1			1
SUDAN	0				1		1
SUBTOTAL	4		2	12	5		19
ASIA AND THE FAR EAST							
AUSTRALIA	2		1	1			2
CHINA	76	5	25	34	21	3	88
INDIA	1						0
MALAYSIA	1				1		1
NEW ZEALAND	1				1		1
SUBTOTAL	81	5	26	35	23	3	92
EUROPE (EASTERN)							
ROMANIA	1						0
UKRAINIAN SSR	1				2		2
USSR	124	4	26	70	29		129
SUBTOTAL	126	4	26	70	31		131
EUROPE (WESTERN)							
AUSTRIA	2			1	1		2
BELGIUM	10		2	6			8
FINLAND	1		1				1
FRANCE	149	12	38	70	34	1	155
IRELAND	5		2	1	1		4
ITALY	2		1	1			2
SPAIN	44	5	12	24	8		49
UNITED KINGDOM	96	7	26	45	11		89
SUBTOTAL	309	24	82	148	55	1	310
LATIN AMERICA							
ARGENTINA	35	1	11	16	6		34
BOLIVIA	3		2	1			3
CHILE	17	2	6	6	2		16
COLOMBIA	3			3	2		5
COSTA RICA	1		1				1
CUBA	3		1	2			3
DOMINICAN REP	1	1					1
ECUADOR	5		1	2	1	1	5
HAITI				1			1

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/74	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/75

LATIN AMERICA (CONTINUED)							
HONDURAS	1						0
MEXICO	5	1		3	1		5
PARAGUAY	3			2	1		3
PERU	4			4			4
URUGUAY	8	1	1	3	2		7
VENEZUELA	1			1			1
SUBTOTAL	90	6	23	44	15	1	89
MIDDLE EAST							
IRAQ	1	1					1
ISRAEL	2		1	2	1		4
JORDAN	2		1	3	1		5
LEBANON	1		1		1		2
SYRIAN ARAB RP	2		1	4	2		7
SUBTOTAL	8	1	4	9	5		19
N. AMERICA & CARIBBEAN							
CANADA	10	1	2	3	3		9
JAMAICA	1			2			2
U S A	68	2	23	25	12	2	64
SUBTOTAL	79	3	25	30	15	2	75
OTHERS							
RP S VIET-NAM	2			1			1
SWITZERLAND	9		5	3			8
STATELESS	3	1	1	1	1		4
SUBTOTAL	14	1	6	5	1		13

TOTAL	711	44	194	353	150	7	748

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/74	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/75
AFRICA											
GHANA	0						1				1
SUBTOTAL	0						1				1
ASIA AND THE FAR EAST											
AUSTRALIA	1	1									1
INDIA	1		1								1
SUBTOTAL	2	1	1								2
EUROPE (EASTERN)											
POLAND	0						1		1		2
SUBTOTAL	0						1		1		2
EUROPE (WESTERN)											
AUSTRIA	1			1		1					2
DENMARK	0					1					1
FINLAND	1		1								1
IRELAND	1		1								1
NETHERLANDS	1								1		1
SWEDEN	1		1								1
SUBTOTAL	5		3	1		2			1		7
LATIN AMERICA											
ARGENTINA	1										0
CHILE	1		1								1
MEXICO	0		1								1
SUBTOTAL	2		2								2
N. AMERICA & CARIBBEAN											
CANADA	1					1					1
SUBTOTAL	1					1					1
OTHERS											
NAMIBIA	1								1		1
SUBTOTAL	1								1		1
TOTAL	11	1	6	1		3	2		3		16

TABLE 15

Staff appointed as advisers on technical co-operation projects

By region of origin
(as at 30 June 1975)

Region	Special technical advisers	Inter- regional advisers	Regional advisers	Total
Africa	3	3	14	20
Asia and the Far East	15	10	25	50
Europe (Eastern)	6	7	5	18
Europe (Western)	73	20	26	119
Latin America	13	5	40	58
Middle East	7	1	4	12
North America and the Caribbean	30	11	9	50
Others	-	-	3	3
TOTAL	78	54	83 ^{a/}	215

^{a/} Assigned as follows: 30 to ECA, 19 to ECLA, 6 to ECWA, 13 to ESCAP, 1 to Geneva, 45 to UNCTAD and 12 to UNIDO.

TABLE 16

Weighted^{a/} geographical distribution of 2,400 posts and
actual staff position

(as at 30 June 1975)

(In points)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
AFRICA			
Algeria	3 - 7	64 - 172	324.7
Botswana	1 - 6	34 - 152	15.8
Burundi	1 - 6	34 - 152	51.3
Central African Republic	1 - 6	34 - 152	19.7
Chad	1 - 6	34 - 152	-
Congo	1 - 6	34 - 152	79.4
Dahomey	1 - 6	34 - 152	167.2
Egypt	3 - 8	84 - 185	777.9
Equatorial Guinea	1 - 6	34 - 152	-
Ethiopia	1 - 6	34 - 152	317.2
Gabon	1 - 6	34 - 152	-
Gambia	1 - 6	34 - 152	86.8
Ghana	2 - 7	44 - 158	351.5
Guinea	1 - 6	34 - 152	75.5
Guinea-Bissau	1 - 6	34 - 152	-
Ivory Coast	1 - 6	34 - 152	-
Kenya	1 - 6	34 - 152	239.7
Lesotho	1 - 6	34 - 152	31.6
Liberia	1 - 6	34 - 152	85.7
Libyan Arab Republic	3 - 8	79 - 181	71.7
Madagascar	1 - 6	34 - 152	114.9
Malawi	1 - 6	34 - 152	15.8

a/ Weighted by starting salary and based on the following percentage distribution of posts by level: P-1 - 3.6; P-2 - 17.3; P-3 - 24.7; P-4 - 25.3; P-5 - 16.7; D-1 - 8.2; D-2 - 2.9; ASG - 0.6; USG - 0.7.

TABLE 16 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
AFRICA (continued)			
Mali	1 - 6	34 - 152	251.2
Mauritania	1 - 6	34 - 152	48.4
Mauritius	1 - 6	34 - 152	107.2
Morocco	2 - 7	54 - 165	182.5
Niger	1 - 6	34 - 152	90.9
Nigeria	3 - 7	74 - 178	387.7
Rwanda	1 - 6	34 - 152	-
Senegal	1 - 6	34 - 152	153.3
Sierra Leone	1 - 6	34 - 152	247.9
Somalia	1 - 6	34 - 152	148.5
South Africa	11 - 13	272 - 310	300.7
Sudan	1 - 6	34 - 152	223.2
Swaziland	1 - 6	34 - 152	12.0
Togo	1 - 6	34 - 152	193.2
Tunisia	1 - 6	34 - 152	379.4
Uganda	1 - 6	34 - 152	271.1
United Republic of Cameroon	1 - 6	34 - 152	130.9
United Republic of Tanzania	1 - 6	34 - 152	282.7
Upper Volta	1 - 6	34 - 152	35.5
Zaire	1 - 6	34 - 152	111.0
Zambia	1 - 6	34 - 152	63.6
<hr/>			
Regional total	63 - 273	1,895 - 6,821	6,447.3
Population reserve	20 - 20	484 - 484	
<hr/>			
GRAND TOTAL	83 - 293	2,379 - 7,305	

TABLE 16 (continued)

A/10184
English
Annex
Page 33

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
ASIA AND THE FAR EAST			
Australia	30 - 26	734 - 616	690.0
Bangladesh	3 - 7	64 - 172	78.9
Bhutan	1 - 6	34 - 152	-
Burma	2 - 6	39 - 155	262.7
Cambodia	1 - 6	34 - 152	119.4
China	115 - 83	2,753 - 1,955	1,201.8
Fiji	1 - 6	34 - 152	63.6
India	26 - 22	619 - 540	1,529.9
Indonesia	5 - 9	118 - 208	380.2
Japan	150 - 107	3,566 - 2,494	1,448.0
Laos	1 - 6	34 - 152	35.5
Malaysia	2 - 7	59 - 168	225.8
Maldives	1 - 6	34 - 152	-
Mongolia	1 - 6	34 - 152	64.2
Nepal	1 - 6	34 - 152	271.6
New Zealand	7 - 10	163 - 237	433.4
Pakistan	4 - 8	94 - 191	526.5
Philippines	5 - 8	113 - 204	559.6
Singapore	2 - 7	44 - 158	47.5
Sri Lanka	2 - 6	39 - 155	463.3
Thailand	3 - 8	79 - 181	357.0
<hr/>			
Regional total	363 - 356	8,722 - 8,498	8,758.9
Population reserve	118 - 118	2,856 - 2,856	
<hr/>			
GRAND TOTAL	481 - 474	11,578 - 11,354	

TABLE 16 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
EUROPE (Eastern)			
Albania	1 - 6	34 - 152	-
Bulgaria	4 - 8	94 - 191	232.7
Byelorussian Soviet Socialist Republic	10 - 12	252 - 297	182.4
Czechoslovakia	19 - 18	466 - 438	237.3
German Democratic Republic	26 - 23	629 - 547	59.1
Hungary	8 - 11	188 - 254	418.4
Poland	27 - 23	644 - 557	870.4
Romania	7 - 10	173 - 244	340.8
Ukrainian Soviet Socialist Republic	36 - 30	872 - 708	430.8
Union of Soviet Socialist Republics	271 - 189	6,443 - 4,403	3,839.5
Yugoslavia	8 - 11	193 - 257	494.1
<hr/>			
Regional total	417 - 341	9,988 - 8,048	7,105.5
Population reserve	10 - 10	242 - 242	
<hr/>			
GRAND TOTAL	427 - 351	10,230 - 8,290	

TABLE 16 (continued)

A/10184
English
Annex
Page 35

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
EUROPE (Western)			
Austria	13 - 14	302 - 329	613.1
Belgium	23 - 20	545 - 491	764.9
Denmark	14 - 15	337 - 353	372.9
Finland	10 - 12	233 - 283	377.0
France	124 - 88	2,926 - 2,069	3,349.5
Germany, Federal Republic of	148 - 105	3,541 - 2,477	1,102.2
Greece	8 - 10	183 - 251	297.5
Iceland	1 - 6	34 - 152	40.0
Ireland	4 - 8	99 - 195	243.5
Italy	76 - 56	1,805 - 1,327	1,253.0
Luxembourg	2 - 7	44 - 158	115.7
Malta	1 - 6	34 - 152	100.4
Netherlands	27 - 23	639 - 553	761.0
Norway	10 - 12	238 - 287	455.2
Portugal	4 - 8	99 - 195	95.2
Spain	21 - 20	515 - 471	545.0
Sweden	28 - 24	664 - 570	787.8
United Kingdom of Great Britain and Northern Ireland	112 - 81	2,653 - 1,889	3,148.5
Regional total	626 - 515	14,891 - 12,202	14,422.4
Population reserve	5 - 5	121 - 121	
GRAND TOTAL	631 - 520	15,012 - 12,323	

TABLE 16 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
LATIN AMERICA			
Argentina	18 - 17	436 - 418	862.1
Bolivia	1 - 6	34 - 152	296.1
Brazil	17 - 17	406 - 399	528.5
Chile	4 - 8	94 - 191	589.2
Colombia	4 - 8	104 - 198	476.8
Costa Rica	1 - 6	34 - 152	54.7
Cuba	3 - 8	79 - 181	122.8
Dominican Republic	1 - 6	34 - 152	75.2
Ecuador	1 - 6	34 - 152	236.5
El Salvador	1 - 6	34 - 152	92.3
Guatemala	2 - 6	39 - 155	172.3
Haiti	1 - 6	34 - 152	248.0
Honduras	1 - 6	34 - 152	78.9
Mexico	19 - 18	451 - 428	289.5
Nicaragua	1 - 6	34 - 152	83.7
Panama	1 - 6	34 - 152	125.7
Paraguay	1 - 6	34 - 152	125.2
Peru	2 - 7	59 - 168	198.0
Uruguay	2 - 7	54 - 165	341.8
Venezuela	8 - 10	183 - 251	137.0
<hr/>			
Regional total	89 - 166	2,245 - 4,074	5,134.3
Population reserve	33 - 33	798 - 798	
<hr/>			
GRAND TOTAL	122 - 199	3,043 - 4,872	

TABLE 16 (continued)

A/10184
English
Annex
Page 37

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
MIDDLE EAST			
Afghanistan	1 - 6	34 - 152	142.2
Bahrain	1 - 6	34 - 152	-
Cyprus	1 - 6	34 - 152	209.2
Democratic Yemen	1 - 6	34 - 152	-
Iran	5 - 9	123 - 211	360.9
Iraq	2 - 7	49 - 162	398.5
Israel	5 - 9	128 - 214	179.9
Jordan	1 - 6	34 - 152	254.6
Kuwait	3 - 7	69 - 175	-
Lebanon	2 - 6	39 - 155	449.5
Oman	1 - 6	34 - 152	-
Qatar	1 - 6	34 - 152	-
Saudi Arabia	2 - 7	54 - 165	31.6
Syrian Arab Republic	1 - 6	34 - 152	346.6
Turkey	7 - 10	168 - 241	580.8
United Arab Emirates	1 - 6	34 - 152	-
Yemen	1 - 6	34 - 152	177.2
Regional total	36 - 115	970 - 2,843	3,131.0
Population reserve	13 - 13	315 - 315	
GRAND TOTAL	49 - 128	1,285 - 3,158	

TABLE 16 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
NORTH AMERICA AND THE CARIBBEAN			
Bahamas	1 - 6	34 - 152	-
Barbados	1 - 6	34 - 152	79.4
Canada	67 - 50	1,597 - 1,188	1,466.0
Grenada	1 - 6	34 - 152	24.2
Guyana	1 - 6	34 - 152	122.9
Jamaica	1 - 6	34 - 152	285.4
Trinidad and Tobago	1 - 6	34 - 152	201.2
United States of America	523 - 358	12,426 - 8,370	11,331.3
Regional total	596 - 444	14,227 - 10,470	13,510.4
Population reserve	1 - 1	24 - 24	
GRAND TOTAL	597 - 445	14,251 - 10,494	

TABLE 17
UNITED NATIONS DEVELOPMENT PROGRAMME

A/10184
English
Annex
Page 39

Changes in geographical distribution of Professional and higher-level staff

Region and country of nationality	Number of staff		Increase (Decrease)	Number of nationalities represented	
	30/6/74	30/6/75		30/6/74	30/6/75
AFRICA					
Algeria	1	1	-		
Dahomey	1	1	-		
Egypt	6	9	3		
Ethiopia	3	4	1		
Gambia	2	3	1		
Ghana	1	1	-		
Kenya	1	1	-		
Malawi	-	1	1		
Mali	1	1	-		
Nigeria	3	3	-		
Senegal	1	2	1		
Sierra Leone	3	3	-		
Somalia	1	1	-		
Sudan	1	1	-		
Togo	2	2	-		
Tunisia	1	2	1		
Uganda	1	2	1		
United Republic of Cameroon	2	3	1		
United Republic of Tanzania	3	2	(1)		
Zaire	-	1	1		
Subtotal	34	44	10	18	20
ASIA AND THE FAR EAST					
Australia	8	6	(2)		
Bangladesh	(1)	1	1		
Burma	2	2	-		
China	2	2	-		
India	24	25	1		
Indonesia	1	1	-		
Japan	15	16	1		
Laos	1	1	-		
Malaysia	-	1	1		
Nepal	1	2	1		
New Zealand	8	8	-		
Pakistan	6	7	1		
Philippines	9	9	-		
Singapore	1	1	-		
Sri Lanka	6	7	1		
Thailand	1	1	-		
Subtotal	85 a/	90	5	14	16

a/ Excluding Bangladesh, non-Member State on 30 June 1974.

TABLE 17 (continued)

Region and country of nationality	Number of staff		Increase (Decrease)	Number of nationalities represented	
	30/6/74	30/6/75		30/6/74	30/6/75
EUROPE (Eastern)					
Byelorussian Soviet Socialist Republic	1	1	-		
Poland	2	3	1		
Romania	1	1	-		
Union of Soviet Socialist Republic	9	10	1		
Yugoslavia	7	7	-		
	—	—	—		
Subtotal	20	22	2	5	5
EUROPE (Western)					
Austria	5	7	2		
Belgium	12	15	3		
Denmark	8	8	-		
Germany, Federal Republic of	23	25	2		
Finland	5	7	2		
France	16	15	(1)		
Greece	7	7	-		
Iceland	1	1	-		
Ireland	8	8	-		
Italy	10	11	1		
Netherlands	29	29	-		
Norway	9	8	(1)		
Portugal	7	7	-		
Spain	6	6	-		
Sweden	28	27	(1)		
United Kingdom of Great Britain and Northern Ireland	63 ^{b/}	67 ^{b/}	4		
	—	—	—		
Subtotal	230	242	12	15	16

b/ Includes one national of Southern Rhodesia.

TABLE 17 (continued)

Region and country of nationality	Number of staff		Increase (Decrease)	Number of nationalities represented	
	30/6/74	30/6/75		30/6/74	30/6/75
LATIN AMERICA					
Argentina	7	8	1		
Bolivia	2	4	2		
Brazil	2	2	-		
Chile	9	13	4		
Colombia	5	6	1		
Cuba	1	1	-		
Dominican Republic	1	1	-		
Ecuador	3	3	-		
Haiti	6	6	-		
Honduras	-	1	1		
Mexico	1	1	-		
Nicaragua	1	1	-		
Panama	1	1	-		
Paraguay	2	2	-		
Peru	5	7	2		
Uruguay	2	5	3		
Subtotal	48	62	14	15	16
MIDDLE EAST					
Afghanistan	2	3	1		
Democratic Yemen	2	2	-		
Iran	4	4	-		
Israel	2	3	1		
Jordan	4	5	1		
Lebanon	4	3	(1)		
Saudi Arabia	1	1	-		
Syrian Arab Republic	6	6	-		
Turkey	4	5	1		
Yemen	1	1	-		
Subtotal	30	33	3	10	10

TABLE 17 (continued)

<u>Region and country of nationality</u>	<u>Number of staff</u>		<u>Increase (Decrease)</u>	<u>Number of nationalities represented</u>	
	<u>30/6/74</u>	<u>30/6/75</u>		<u>30/6/74</u>	<u>30/6/75</u>
NORTH AMERICA AND THE CARIBBEAN					
Barbados	1	1	-		
Canada	25	25	-		
Guyana	1	1	-		
Jamaica	3	4	1		
Trinidad and Tobago	3	5	2		
United States of America	123	120	(3)		
Subtotal	156	156	-	6	6
OTHERS					
Republic of Korea	4	3	(1)		
Republic of South Viet-nam	1	1	-		
Switzerland	8	11	3		
Subtotal	14 ^{c/}	15	1	4	3
TOTAL	617	664	47	87	92

^{c/} Including Bangladesh, non-Member State on 30 June 1974.

TABLE 18

A/10184
English
Annex
Page 43

UNITED NATIONS CHILDREN'S FUND

Changes in geographical distribution of Professional and higher level staff

<u>Region and country of nationality</u>	<u>Number of staff</u>		<u>Increase (Decrease)</u>	<u>Number of nationalities represented</u>	
	30/6/74	30/6/75		30/6/74	30/6/75
I. AFRICA					
Algeria	2	2	-		
Congo	1	1	-		
Egypt	2	2	-		
Ghana	1	1	-		
Kenya	1	1	-		
Madagascar	1	1	-		
Mali	2	2	-		
Senegal	1	1	-		
Togo	1	1	-		
Tunisia	1	1	-		
Uganda	-	2	2		
United Republic of Cameroon	1	1	-		
United Republic of Tanzania	1	1	-		
Sub-total	15	17	2	12	13
Percentage	6.0%	6.5%	Government contribution	1.3%	1.5%

II. ASIA AND THE FAR EAST

Australia	3	3	-		
Bangladesh	(1)	1	1		
China	1	2	1		
India	7	6	(1)		
Indonesia	2	2	-		
Japan	2	2	-		
New Zealand	3	3	-		
Pakistan	3	2	(1)		
Philippines	4	5	1		
Sri Lanka	1	1	-		
Thailand	1	1	-		
Sub-total	27 ^{a/}	28	1	10	11
Percentage	10.8%	10.7%	Government contribution	10.1%	9.1%

/ Excluding Bangladesh, non-Member State on 30 June 1974

TABLE 18 (continued)

<u>Region and country of nationality</u>	<u>Number of staff</u>		<u>Increase (Decrease)</u>	<u>Number of nationalities represented</u>	
	30/6/74	30/6/75		30/6/74	30/6/75
III. EUROPE (EASTERN)					
Iceland	1	0	(1)		
Union of Soviet Socialist Republics	6	5	(1)		
Yugoslavia	2	2	-		
Sub-total	9	7	(2)	3	3
Percentage	3.6%	2.6%	Government contribution	2.8%	2.2%
IV. EUROPE (WESTERN)					
Austria	1	1	-		
Belgium	4	6	2		
Denmark	7	7	-		
France	15	16	1		
Germany, F R of	15	14	(1)		
Greece	1	2	1		
Ireland	1	1	-		
Italy	2	2	-		
Netherlands	7	7	-		
Norway	4	5	1		
Spain	3	2	(1)		
Sweden	12	13	1		
United Kingdom of Great Britain and Northern Ireland	13	16	3		
Sub-total	85	92	7	13	13
Percentage	34.1%	35.2%	Government contribution	53.2%	55.4%

TABLE 18 (continued)

<u>Region and country of nationality</u>	<u>Number of staff</u>		<u>Increase</u>	<u>Number of nationalities represented</u>	
	30/6/74	30/6/75	<u>(Decrease)</u>	30/6/74	30/6/75
V. LATIN AMERICA					
Argentina	2	2	-		
Bolivia	1	1	-		
Brazil	1	1	-		
Chile	4	3	(1)		
Colombia	2	3	1		
Costa Rica	1	1	-		
Guatemala	1	1	-		
Haiti	2	2	-		
Mexico	1	1	-		
Panama	1	2	1		
Paraguay	1	1	-		
Peru	2	2	-		
Sub-total	19	20	1	12	12
Percentage	7.6%	7.6%	Government contribution	1.5%	1.8%
VI. MIDDLE EAST					
Cyprus	1	1	-		
Iran	2	2	-		
Iraq	2	2	-		
Jordan	1	1	-		
Lebanon	3	4	1		
Turkey	3	3	-		
Sub-total	12	13	1	6	6
Percentage	4.8%	4.9%	Government contribution	1.4%	1.9%

TABLE 18 (continued)

<u>Region and country of nationality</u>	<u>Number of staff</u>		<u>Increase (Decrease)</u>	<u>Number of nationalities represented</u>	
	30/6/74	30/6/75		30/6/74	30/6/75
VII. NORTH AMERICA AND THE CARIBBEAN					
Canada	9	11	2		
Jamaica	1	-	(1)		
Trinidad and Tobago	1	1	-		
United States of America	60	63	3		
Sub-total	71	75	4	4	3
Percentage	28.5%	28.7%	Government contribution	27.0%	24.8%
VIII. OTHERS					
Republic of Korea	1	1	-		
Republic of South Vietnam	1	1	-		
Switzerland	8	7	(1)		
Sub-total	11 ^{b/}	9	(1)	4	3
Percentage	4.4%	3.4%	Government contribution	2.7%	3.3%
T O T A L					
	249	261			

^{b/} Including Bangladesh, non-Member State on 30 June 1974.

TABLE 19

Number of women on the staff of the United Nations and related agencies
(Professional category and above)

Organisation	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total	Total staff	Percentage of female staff
United Nations	1	2	7	41	110	235	187	41	624	3,217	19.4
UNDP	-	2	3	5	12	28	27	2	79	664	11.9
UNICEF	-	-	-	2	8	11	13	1	35	261	13.4
UNHCR	-	-	-	2	5	5	6	4	22	157	14.0
UNITAR	-	-	-	-	1	2	2	-	5	16	31.3
ITC	-	-	-	-	2	3	3	3	11	69	15.9
UNRWA	-	-	-	1	-	2	1	-	4	73	5.5
ICJ	-	-	-	-	-	-	2	-	2	14	14.3
ILO	-	-	1	5	18	68	28	8	128	164	16.7
FAO	-	-	2	7	26	42	69	18	164	1,281	12.8
UNESCO	-	-	4	14	45	58	74	12	207	1,022	20.3
WHO	-	-	3	16	85	188	98	22	412	1,953	21.1
IBRD ^{a/} b/	-	-	-	-	-	-	-	-	172	2,002	8.6
IMF ^{b/}	-	-	-	-	-	-	-	-	169	797	21.2
ICAO	-	-	-	-	2	17	7	1	27	251	10.8
UPU	-	-	-	-	1	-	2	-	3	40	7.5
ITU	-	-	-	-	1	7	10	3	21	189	11.1
WMO	-	-	-	-	1	4	4	3	12	114	10.5
IMCO	-	-	-	-	-	6	4	4	14	65	21.5
WIPO	-	1	-	1	1	2	1	-	6	56	10.7
ICITO/GATT	-	-	-	-	4	13	10	2	29	114	25.4
IAEA	-	-	-	1	7	11	20	8	47	358	13.1
TOTAL	1	5	20	95	329	702	568	132	2,193	12,877	17.0

a/ Includes IDA and IFC.

b/ As the grades of IBRD and IMF differ from those of the United Nations common system, only the total figure is given.

TABLE 20

SEX DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT
(BY CATEGORY, DEPARTMENT AND OFFICE)

A. SEX DISTRIBUTION OF PROFESSIONAL AND HIGHER LEVEL STAFF IN THE UNITED NATIONS SECRETARIAT
IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND WITH SPECIAL LANGUAGE REQUIREMENTS

(BY GRADE, DEPARTMENT AND OFFICE)

(AS AT 30 JUNE 1975)

DEPARTMENT OR OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
EXECUTIVE OFFICE OF THE SECRETARY-GENERAL			2		3		4		3		3		1	1	3		1		16	5	21
OFFICE OF THE UNDER-SECRETARIES-GENERAL FOR SPECIAL POLITICAL AFFAIRS	2				1		2				1								6	0	6
OFFICE OF THE ASSISTANT SECRETARY-GENERAL FOR SPECIAL POLITICAL QUESTIONS			1		1								1						3	0	3
OFFICE OF THE UNDER-SECRETARY-GENERAL FOR POLITICAL AND GENERAL ASSEMBLY AFFAIRS 1							1		2	1	3	2	2	1	2	1	1		11	6	17
OFFICE FOR INTER-AGENCY AFFAIRS AND CO-ORDINATION	1				1		1		2		1	1	2						8	1	9
UNITED NATIONS CONFERENCE ON THE LAW OF THE SEA	1						1				3		4	1	2	1			11	2	13
OFFICE OF LEGAL AFFAIRS	1				2		5	1	11	2	9	1	4		7	2	1		40	6	46
DEPARTMENT OF POLITICAL AND SECURITY COUNCIL AFFAIRS	1				3		10		13	3	21	2	7	2	5	7	3		63	14	77
DEPARTMENT OF POLITICAL AFFAIRS, TRUSTESHIP AND DECOLONISATION	1				1		2	1	10		5	2	7	3	2	2	1		28	9	37
DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS	2			1	12		32	2	59	9	87	22	79	23	42	35	4	6	317	98	415
ECONOMIC COMMISSION FOR EUROPE			1		1		9		19	2	25	1	25	4	13	4	3	1	96	12	108
ECONOMIC AND SOCIAL COMMISSION FOR ASIA AND THE PACIFIC			1		1		8		18		43	2	36	3	15	3	6	3	128	11	139
ECONOMIC COMMISSION FOR LATIN AMERICA			1		1		11		18		34		18	7	10	5	4	5	97	17	114
ECONOMIC COMMISSION FOR AFRICA			1		1		8		18		34		39	2	21	3	2	1	124	6	130
ECONOMIC COMMISSION FOR WESTERN ASIA			1		1		2		13		7		12	3	5	1	2	2	43	6	49
SECRETARIAT OF THE UNITED NATIONS CONFERENCE ON TRADE AND DEVELOPMENT	1				6		11		31	1	40	2	37	5	22	6	5	2	153	16	169
SECRETARIAT OF THE UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANISATION	1				6		18	1	41	1	96	3	71	19	31	9	3	1	267	34	301
OFFICE OF THE UNITED NATIONS DISASTER RELIEF CO-ORDINATOR	1				1				1		3								6	0	6
UNITED NATIONS ENVIRONMENT PROGRAMME	1		3		4		5		7	4	13		20	2	5	5	1	2	59	13	72
DEPARTMENT OF ADMINISTRATION AND MANAGEMENT	1						1												2	0	2
OFFICE OF FINANCIAL SERVICES			1		4		5		13	1	11	3	17	2	7	5	6	3	64	14	78
OFFICE OF PERSONNEL SERVICES			1		3		5		10	2	11	3	14	7	4	9	3	1	51	22	73
OFFICE OF GENERAL SERVICES			1		2		7		14	1	24		19	1	18	3		1	85	6	91
ADMINISTRATIVE MANAGEMENT SERVICE					1		3		1	1	5	1	2						12	2	14
INTERNAL AUDIT SERVICE							1		2		5		6		6	1			20	1	21
ELECTRONIC DATA PROCESSING AND INFORMATION SYSTEMS SERVICE					1		2		1		5	1	6		2	1			17	2	19
DEPARTMENT OF CONFERENCE SERVICES	1				2	2	9	2	27	6	92	33	158	102	86	42	4	2	379	189	568
OFFICE OF PUBLIC INFORMATION			1		4		11		30	2	31	8	31	8	24	13	1	1	133	32	165

TABLE 20 (CONTINUED)

DEPARTMENT OR OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
UNITED NATIONS OFFICE AT GENEVA	1				5		17		44	5	86	22	109	37	55	23	6	7	583	94	417
SECRETARIAT OF THE UNITED NATIONS JOINT STAFF PENSION BOARD									1		2		2	2	2				5	4	9
SECRETARIAT OF THE JOINT INSPECTION UNIT							1				1				1	1			3	1	4
SECRETARIAT OF THE CONSULTATIVE COMMITTEE ON ADMINISTRATIVE QUESTIONS																					0
SECRETARIAT OF THE INTERNATIONAL COMPUTING CENTRE																					0
SECRETARIAT OF THE INTER-ORGANISATION BOARD FOR INFORMATION SYSTEMS											1								1	0	1
STAFF DETACHED TO A SPECIAL MISSION					1		4		6		6	1	1		3		1		22	1	23
TOTAL	17		15	1	69	2	196	7	415	41	708	110	727	235	391	187	55	41	2 593	624	3 217

B. SEX DISTRIBUTION OF STAFF IN THE GENERAL SERVICE CATEGORY BY OFFICE

OFFICE	M	F	TOTAL
HEADQUARTERS	1 560	48.1	1 681
UNITED NATIONS OFFICE AT GENEVA	444	47.9	482
ECONOMIC COMMISSION FOR EUROPE	20	20.8	76
ECONOMIC AND SOCIAL COMMISSION FOR ASIA AND THE PACIFIC	213	59.8	143
ECONOMIC COMMISSION FOR LATIN AMERICA	214	52.6	193
ECONOMIC COMMISSION FOR AFRICA	171	47.5	189
ECONOMIC COMMISSION FOR WESTERN ASIA	32	39.0	50
SECRETARIAT OF THE UNITED NATIONS CONFERENCE ON TRADE AND DEVELOPMENT	36	21.6	131
SECRETARIAT OF THE UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANISATION	217	31.5	472
UNITED NATIONS ENVIRONMENT PROGRAMME	58	38.2	94
TOTAL	2 965	45.8	3 511