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PERSONNEL QUESTIONS

Composition of the SecretariatReport of the Secretary-General

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I. INTRODUCTION

1. The annual report of the Secretary-General on the composition of the Secretariat is submitted in accordance with a number of resolutions of the General Assembly, the most recent of which are resolution 42/220 A of 21 December 1987 and 43/224 A of 21 December 1988. The purpose of the report is to facilitate an assessment of the distribution of the staff of the United Nations Secretariat by nationality, sex, grade and type of appointment, in the light of the principles contained in the Charter of the United Nations and the guidelines set forth by the General Assembly. The present report contains information on the staff as at 30 June 1989, as compared with previous years. This information can be found mainly in the statistical tables contained in annexes I and II to the report.

2. In resolution 42/220 A, the General Assembly requested the Secretary-General to review the content and presentation of the annual report on the composition of the Secretariat, taking into account the views expressed by Member States at the forty-second session. A first step to comply with this request was taken at the forty-third session by shortening the text of the report and simplifying its presentation through the grouping of the statistical tables directly related to the text in annex I, and the tables showing in detail the composition of the Secretariat in annex II. This year, for the first time, the report contains graphics designed to complement the text as well as the statistical tables in annex I and II. The content and format of the report will continue to be kept under review with a view to its further improvement.

II. COMPOSITION OF THE SECRETARIAT

A. Staff of the United Nations

3. The power of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which reads:

"The staff shall be appointed by the Secretary-General under regulations established by the General Assembly".

4. Aside from the power of appointment of the Secretary-General, a number of United Nations subsidiary organs enjoy a special status granted by the General Assembly concerning the appointment of their staff. These subsidiary organs are the United Nations Development Programme (UNDP), the Office of the United Nations High Commissioner for Refugees (UNHCR), the United Nations Children's Fund (UNICEF), the United Nations Institute for Training and Research (UNITAR), the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA), the International Trade Centre (ITC), the secretariat of the International Civil Service Commission (ICSC), the United Nations University (UNU) and the Registry of the International Court of Justice (ICJ).

Total staff of the United Nations

5. The total number of staff of the United Nations is 25,311, of whom 13,561 are assigned to the Secretariat of the United Nations and 11,750 to the secretariats of United Nations subsidiary organs (see para. 4 above). As regards funding, 9,751 staff are occupying posts financed from the regular budget and 15,560 staff are in posts financed from extrabudgetary sources. Further details about the composition of the staff, source of funds, category and related information, can be found in table A of annex I. These data are also illustrated in figures 1 to 3.

Principles governing the recruitment and employment of staff

6. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter. This Article reads:

"The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

7. These principles apply to all the staff of the United Nations, including the staff of the secretariats of United Nations subsidiary organs with a special status in matters of appointment (see para. 4 above).

B. Posts subject to geographical distribution

8. A particular group of staff is covered by a system of desirable ranges used as a guideline for estimating the comparative representation of the nationals of each Member State in the staff of the United Nations Secretariat. This system has been established by the General Assembly on the basis of three factors: membership, contribution and population. The staff concerned are referred to as "staff in posts subject to geographical distribution". The special characteristic of this group of staff, who currently number 2,523, is that they are directly appointed by the Secretary-General for at least one year to posts in the Professional category and above.

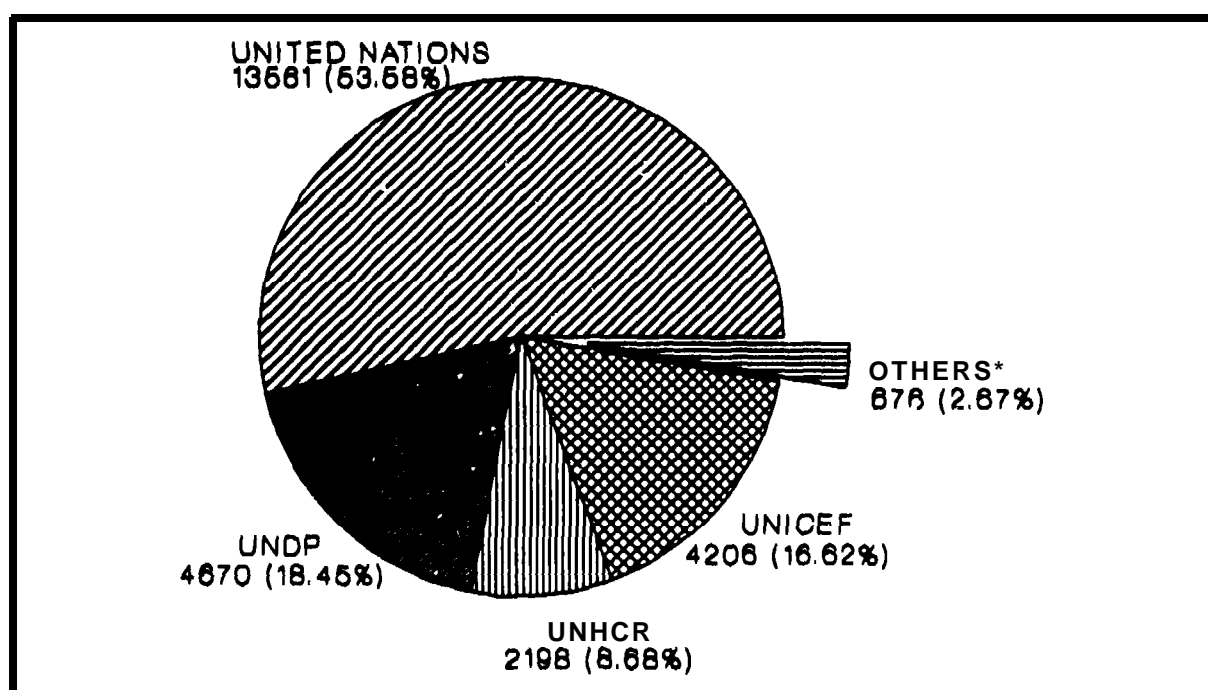
Staff excluded from geographical distribution

9. There are a number of staff members who, for various reasons, are excluded from geographical distribution. The largest group is composed of staff who do not serve in the United Nations Secretariat but in the secretariats of United Nations subsidiary organs with special status in matters of appointment (see para. 4 above).

10. Within the Secretariat, the largest groups excluded are staff in posts with special language requirements and staff in the Field Service, General Service and related categories, namely, Trades and Crafts, Security and Safety and Public Information Assistants. Other groups consist of staff specifically appointed for mission service, staff appointed for service limited to the United Nations

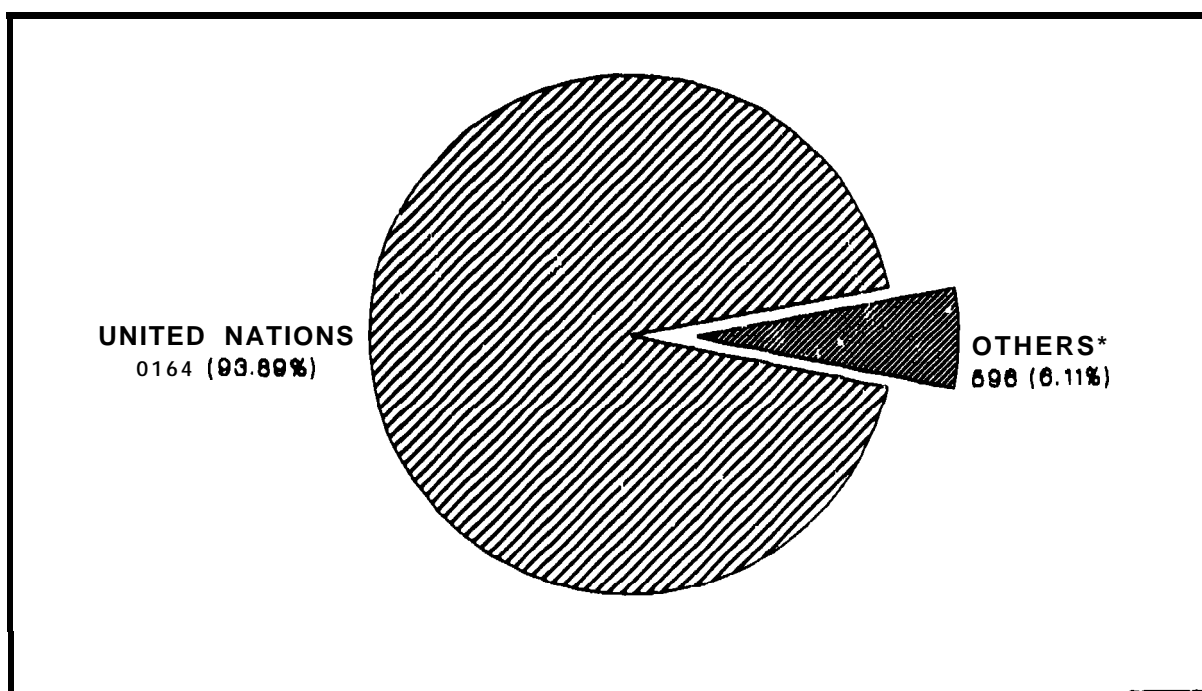
Figure 1

Staff of the United Nations Secretariat
and subsidiary organs
(25,311 staff)



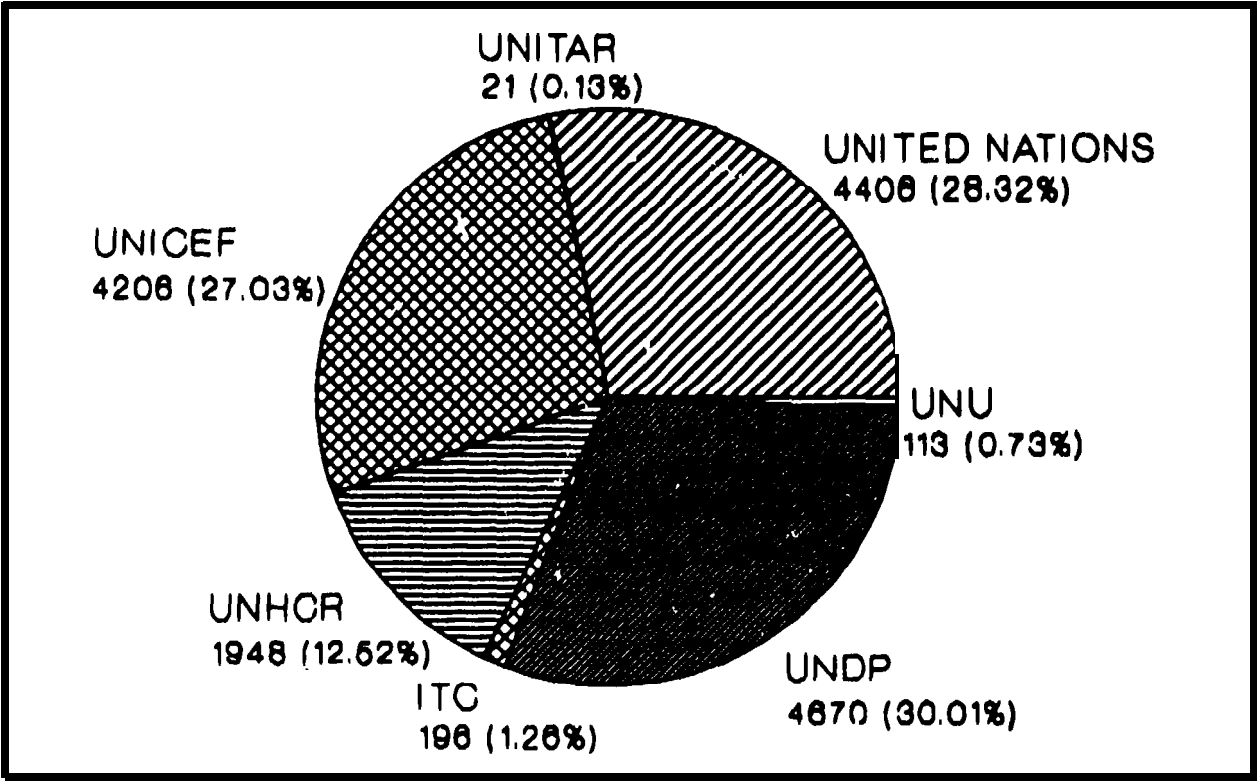
* The others include ICJ, 48; ICSC, 44; ITC, 326; UNITAR, 21; UNRWA, 124 and UNU, 113.

Figure 2
Distribution of staff in posts financed
from the regular budget
(9,751 staff)



* The others include ICJ, 48; ICSC, 44; ITC, 130; UNHCR, 250 and UNRWA, 124.

Figure 3
Distribution of staff in posts financed from
extrabudgetary sources
(15,560 staff)



Environment Programme (UNEP) or to the United Nations Centre on *Human Settlements* (UNCHS), *staff* appointed after inter-agency consultation to posts financed on an inter-agency basis and technical co-operation project personnel.

11. Also excluded are staff with appointments for less than one year, staff on special leave without pay and staff on secondment to other agencies. Detailed information on the numbers of each of these groups of staff can be found in table 1 in annex II.

C. Representation of Member States

12. The representation of Member States is assessed in conformity with the system of desirable ranges. 1/ Member States fall into four categories, resulting from the comparison of their ranges with the number of their nationals subject to geographic distribution: unrepresented; underrepresented; within range) and overrepresented. 2/ The number of staff from each region in geographic posts and the number of unrepresented, underrepresented, within range and overrepresented Member States in each region is shown in table B of annex I.

13. On 30 June 1989, there were 11 unrepresented Member States, one more than on 1 July 1988, the beginning of the reporting year. This Member State is Djibouti, which was underrepresented and is now unrepresented. The unrepresented Member States, accordingly, were Albania, Bahrain, Brunei Darussalam, Djibouti, Dominica, Guinea-Bissau, Kuwait, Maldives, Sao Tome and Principe, Solomon Islands and Vanuatu.

14. On 30 June 1989, there were 26 underrepresented Member States, compared to 27 on 30 June 1988. They were Angola, the Bahamas, Botswana, Brazil, Cape Verde, the Central African Republic, China, the German Democratic Republic, Germany, Federal Republic of, Honduras, Indonesia, Italy, Japan, the Lao People's Democratic Republic, Mongolia, Mozambique, the Netherlands, Norway, Paraguay, Qatar, Romania, Saint Vincent and the Grenadines, Samoa, Saudi Arabia, the United Arab Emirates and Viet Nam. The Member States that were underrepresented and are now within range are Cuba, Denmark and Greece. The Member States that were within range and are now underrepresented are China, the Lao People's Democratic Republic and Honduras. As mentioned above, Djibouti was underrepresented and is now unrepresented.

15. The changes in the representation of Member States during the reporting period result not only from the appointments and separations from service of staff but also from such other factors as adjustments to the desirable ranges resulting from variations in the assessed contribution of individual Member States or in their population, changes in the status of some staff members (consequent upon such actions as movements between posts subject to geographical distribution and posts not subject to geographical distribution, departures on special leave without pay or secondment, returns from secondment and changes of nationality), and the reduction in recruitment activities.

D. Staff at the senior levels

Representation of developing and other countries

16. In resolution 43/224 A, the General Assembly urged the Secretary-General to take additional measures to ensure that the nationals of developing countries are duly represented at the senior levels (Principal Officer (D-1) level and above) in accordance with the relevant resolutions of the Assembly.

17. In the same resolution, the General Assembly also urged the Secretary-General to ensure that the nationals of other countries are also duly represented at the *senior* levels, in accordance with the relevant resolutions of the Assembly.

18. The action taken by the Secretary-General in this regard during the period 1985-1989 is reflected in table C of annex I. In this table, Member States are grouped as follows: Group A - developing countries *in* Africa, Asia and the Middle East; Group B - countries with developed market economies; Group C - developing countries in Latin America *and* the Caribbean; and Group D - countries with centrally planned economies. 3/

Representation of Member States at the higher levels

19. In resolution 37/235 A of 21 December 1982, the General Assembly stressed the importance of having the largest possible number of Member States represented at the higher levels of the Secretariat, that is, at the Director (D-2) level and above.

20. In that resolution, the General Assembly also requested the Secretary-General to include in his annual reports on the composition of the Secretariat information on the progress *made* in respect of the improvement of geographical distribution in the Secretariat, particularly at the higher levels. Table D in annex I contains relevant information on the situation on 30 June 1989 as well as for the years 1985 to 1989.

Representation in the upper echelons

21. In resolution 43/224 A, the General Assembly requested the Secretary-General, in order to preserve the principles of equitable geographical distribution and of rotation in the upper echelons (Assistant Secretary-General, Under-Secretary-General and Director-General) of the Secretariat, to ensure that equal opportunity is given to candidates of all Member States when making appointments to all posts in the upper echelons.

22. During the period under review, only four changes have taken place in the upper echelons of the Secretariat. Nationals of France, Jordan and the Union of Soviet Socialist Republics were replaced by other nationals of France, Jordan and the Union of Soviet Socialist Republics through external recruitment. Nationals of Grenada and the United States of America, who had separated during the reporting period, were not replaced as at 30 June 1989. A national of Peru was appointed to a newly established post.

E. Representation of women

23. In resolution 43/224 C, the General Assembly further requested the Secretary-General to continue his efforts and to consider the introduction of additional measures, if necessary, in order to increase the number of women in posts subject to geographical distribution with a view to achieving, to the extent possible, an overall participation rate of 30 per cent of the total by 1990, without prejudice to the principle of equitable geographical distribution of posts, as was requested in paragraph 3 of resolution 40/258 B of 18 December 1985. 4/

24. Efforts continue to meet the target set out by the Assembly concerning the number of women in posts subject to geographical distribution. As at 30 June 1989, the number of women in such posts was 679, or 26.9 per cent. Table 3A of annex II to the present report shows the distribution of men and women by region and level. In addition, the evolution of the proportion of women in posts subject to geographical distribution between 30 June 1985 - when it was 23.4 per cent - and 30 June 1989 is shown in table E in annex I.

25. The number and percentage of women in posts subject to geographical distribution and in posts with special language requirements on 30 June 1979 and on 30 June 1989 is shown in table F in annex I. The table shows that the proportion of women in language posts, which is 34.2 per cent, continues to be higher than the proportion of those in posts subject to geographical distribution.

26. The distribution of men and women within each organizational element of the Secretariat is shown in table 12 of annex II. This table gives the information separately for posts subject to geographical distribution, language posts and posts in the General Service and related categories.

27. In resolution 37/235 B, the General Assembly also called upon the Secretary-General to include in his annual reports on the composition of the Secretariat statistical analyses on the number and percentage of women by nationality on all appointment lists, specifying women as a percentage of those appointed from outside, within each grade. The number, sex, nationality and level of the staff appointed to posts subject to geographical distribution during the reporting period are accordingly shown in table 6 of annex II. Information on the appointment of men and women is also contained in table G of annex I.

F. Recruitment activities

28. During the reporting period, recruitment continued to be strictly controlled to comply with the retrenchment plan initiated by the Secretary-General pursuant to recommendation 15 of the Group of High-level Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations. 5/ This recommendation called for a substantial reduction in the number of staff members at all levels, but particularly in the higher echelons of the Secretariat. A vacancy management and staff redeployment programme was introduced in December 1986 to fill vacancies with qualified staff already in the Secretariat. Special attention was paid to staff in posts slated for abolition on

31 December 1989 as a result of the retrenchment plan. External candidates were recruited only for posts for which no internal candidates could be identified. During the period, the Secretariat was called upon to staff political missions in Namibia and Nicaragua, in addition to peace-keeping missions,

Appointments to posts subject to geographical distribution during the period from 1 July 1988 to 30 June 1989

29. In resolution 43/224 A, the General Assembly urged the Secretary General, whenever making appointments to posts subject to geographical distribution, to make every effort to recruit nationals of unrepresented and underrepresented Member States and candidates successful in the national competitive examinations, taking into account also paragraph 4 of resolution 41/206 A of 11 December 1986, 6/ in order to ensure that all such countries come closer to the mid-point of their desirable ranges.

30. During the reporting period, from 1 July 1988 to 30 June 1989, 134 appointments were made to posts subject to geographical distribution. 7/ Of these 134 appointments, 39, or 29.11 per cent, were of nationals of underrepresented Member States; 91, or 67.91 per cent, were of nationals of within range Member States; and 4, or 2.98 per cent, were of nationals of overrepresented Member States. 8/ Further details on the number and levels of these appointments can be found in paragraphs 31 and 33 below and in table 6 in annex II of this report.

National competitive examinations

31. These appointments included those of 36 candidates, 16 or 44 per cent of them women, who were successful in national competitive examinations. They were selected through the examinations held in 1985 in Bhutan, Gabon, Equatorial Guinea, Germany, Federal Republic of and Japan; in 1987 in Greece, Japan, Mexico and the Union of Soviet Socialist Republics; and in 1988 in Denmark and Norway. The figure on appointment (36) accounts for 26.86 per cent of all appointments to posts subject to geographical distribution during the reporting period.

Organizational units with high vacancy rates

32. In conformity with the request of the Assembly in resolution 43/224 A, the Secretary-General gives special attention to the filling of posts in organizational units with high vacancy rates, particularly the regional commissions. Of the 134 appointments made during the reporting period, 24, or 17.91 per cent, were to posts in the regional commissions (6 to the Economic Commission for Africa, 7 to the Economic Commission for Europe, 2 to the Economic and Social Commission for Latin America and the Caribbean, 3 to the Economic and Social Commission for Asia and the Pacific, and 6 to the Economic and Social Commission for Western Asia). It is worth noting that of four appointments of nationals of overrepresented countries (see para. 30 above), three were to posts in the regional commissions.

Recruitment of women

33. Between 1 July 1988 and 30 June 1989, 36 women were appointed to posts subject to geographical distribution, representing 26.86 per cent of the 134 appointments made during the reporting period, as compared with 28.8 per cent of the 66 appointments made during the previous reporting period.

Notes

1/ The desirable ranges for the representation of Member States are shown in table 4 of annex II.

2/ Member States are unrepresented when none of their nationals is in a post subject to geographical distribution; underrepresented when the number of their nationals in *these* posts is below the lower limit of their ranges; within range when the number of their nationals in these posts is within the limits of their ranges; and overrepresented when the number of their nationals in these posts exceeds the upper limit of *their* ranges.

3/ See General Assembly resolutions 2152 (XXI) of 17 November 1966 and 39/234 of 18 December 1984.

4/ The text of paragraph 3 of resolution 40/258 B reads: "The General Assembly requests the Secretary-General to take the necessary measures to increase the number of women in posts subject to geographical distribution with a view to achieving, to the extent possible, an overall participation rate of 30 per cent of the total by 1990, without prejudice to the principle of equitable geographical distribution of posts."

5/ Official Records of the General Assembly, Forty-First Session, Supplement No. 49 (A/41/49).

6/ The text of paragraph 4 of resolution 41/206 A reads: "The General Assembly further requests the Secretary-General to make every effort to increase the number of staff recruited from Member States below the mid-point of their desirable ranges in order to bring them closer to their mid-point."

7/ In the compilation of statistics *for* the present report, an appointment to a post subject to geographical distribution is understood as the granting to a staff member of an appointment for one year or more, either through initial or other recruitment involving service for at least this period or through the completion of at least one year of service in such a post.

8/ The figures cited in this paragraph are computed on the basis of the degree of representation of each Member State at the end of the previous reporting year, on 30 June 1988, as communicated to the General Assembly in the latest report of the Secretary-General on the composition of the Secretariat (A/43/659). Although the fluctuations in the representation of Member States during the reporting year are not directly taken into account in this computation, they are estimated monthly and used in monitoring geographical distribution and in planning recruitment.

ANNEX I

Statistical tables

- Table A.** Staff of the United Nations Secretariat and of the secretariats of other United Nations organs by category and source of funds as at 30 June 1989
- Table B.** Number of Member States by region and degree of representation in the Secretariat as at 30 June 1985, 1986, 1987, 1988 and 1989
- Table C.** Distribution of staff in posts subject to geographical distribution among groups A to D from 1985 to 1989 (showing number of women)
- Table D.** Staff in posts subject to geographical distribution at the Director (D-2) level and above, 1985-1989 (showing number of women)
- Table E.** Percentage of women in posts subject to geographical distribution as at 30 June 1985, 1986, 1987, 1988 and 1989 by region of origin
- Table F.** Number and percentage of women at each level in 1979 and 1989 in posts subject to geographical distribution and in posts with special language requirements
- Table G.** Number of appointments to posts subject to geographical distribution between 1 July 1988 and 30 June 1989 by sex, indicating the percentage of total appointments and the number of nationalities appointed at each level

Staff of the United Nations Secretariat and of the secretariats of other United Nations organs
by category and source of funds as at 30 June 1989

Organization	Regular budget				Extrabudgetary sources				Grand total
	Professional and above	Project personnel	General Service and others	Total	Professional and above	Project personnel	General service and others	Total	
UN Secretariat	3 172	138	5 845	9 155	577	858	2 971	4 406	13 561
UNDP					683 <u>a/</u>	561 <u>b/</u>	3 426	4 670	4 670
UNHCR	99	3	148	250	379	236	1 321	1 948	2 198
UNICEF					1 031 <u>c/</u>	440	2 727	4 206	4 206
UNITAR					9	1	11	21	21
UNRWA <u>d/</u>	113	1	10	124					124
ITC <u>e/</u>	57	2	71	130	18	100	78	196	326
ICSC	21		23	44					44
ICJ	19		29	48					48
UNU					28	10	75	113	113
TOTAL	3 481	144	6 126	9 751	2 725	2 214	10 621	15 560	25 311

a/ Includes only UNDP Core Budget.

b/ Includes all other UNDP funds (UNFPA, OPS, JPOs, UNV, UNSO, UNRPNRE, UNCDF, FSSTD, IAPSU, project personnel).

c/ Includes national officers.

d/ UNRWA also has 17,627 (36.2 per cent women) area personnel.

e/ A number of posts in the International Trade Centre (ITC) are financed jointly by the United Nations from the regular budget and by the General Agreement on Tariffs and Trade (GATT).

Table B

Number of Member States by region and degree of representation in the Secretariat as at 30 June 1985, 1986, 1987, 1988 and 1989

Region	Year	Member States	Unrepresented	Under-represented	Within range	Over-represented
<i>Africa</i>	1985	51	4	3	31	13
	1986	51	3	5	31	12
	1987	51	3	6	28	14
	1988	51	2	6	36	7
	1989	51	3	5	37	6
<i>Asia and the Pacific</i>	1985	27	5	4	11	7
	1986	27	5	3	10	9
	1987	27	4	4	10	9
	1988	27	4	4	14	5
	1989	27	4	7	12	4
Europe (Eastern)	1985	11	1	2	8	0
	1986	11	1	4	6	0
	1987	11	1	2	8	0
	1988	11	1	2	8	0
	1989	11	1	2	8	0
Europe (Western)	1985	18	0	3	14	1
	1986	18	0	5	13	0
	1987	18	0	5	11	2
	1988	18	0	6	11	1
	1989	18	0	4	13	1
Latin America	1985	21	0	0	18	3
	1986	21	0	2	16	3
	1987	21	0	2	16	3
	1988	21	0	4	14	3
	1989	21	0	3	15	3
Middle East	1985	17	3	2	8	4
	1986	17	2	3	10	2
	1987	17	2	3	9	3
	1988	17	2	3	11	1
	1989	17	2	3	10	2

/...

Region	Year	Member States	Unrepresented	Under-represented	Within range	Over-represented
North America and the Caribbean	1985	14	0	1	10	3
	1986	14	1	2	8	3
	1987	14	0	3	8	3
	1988	14	1	2	9	2
	1989	14	1	2	9	2
Others	1985	3 a/				
	1986	3 a/				
	1987	3 a/				
	1988	2 a/				
	1989	2 a/				
Total	1985	159 (100%)	13 (8.2%)	15 (9.4%)	100 (62.9%)	31 (19.5%)
	1986	159 (100%)	12 (7.6%)	24 (15.1%)	94 (59.1%)	29 (18.2%)
	1987	159 (100%)	10 (6.3%)	25 (15.7%)	90 (56.6%)	34 (21.4%)
	1988	159 (100%)	10 (6.3%)	27 (17.0%)	103 (64.8%)	19 (11.9%)
	1989	159 (100%)	11 (6.9%)	26 (16.4%)	104 (65.4%)	18 (11.3%)

a/ Non-Member States,

/...

Table C

Distribution of staff in posts subject to geographical distribution
among groups A to D from 1985 to 1989

(Showing number of women)

Group	Year	Combined desirable ranges	Group mid- point	Percent- age	Number of staff	Percent- age	Number at D-1 and above	Percent- age	Number at D-2 and above	Percent- age	Number at ASG and above	Per- cent- age
A	1985	837-1 132	984.6	29.4	955 (162)	31.1 (23.0)	146 (5)	36.0	50 (2)	33.8	18 (1)	31.6
	1986	754-1 020	887.0	29.6	870 (154)	32.1 (23.1)	139 (3)	37.3	50 (1)	35.0	23 (-)	41.8
	1987	679-919	798.9	29.6	836 (157)	32.5 (23.9)	134 (4)	37.5	43 (1)	32.8	18 (-)	37.5
	1988	686-928	807.3	29.9	828 (159)	33.2 (24.3)	132 (3)	37.6	45 (1)	36.6	16 (-)	35.6
	1989	689-932	810.6	30.0	824 (158)	32.9 (23.5)	140 (3)	39.1	42 (1)	33.3	16 (-)	39.0
B	1985	1 376-1 861	1 619.3	48.3	1 468 (438)	47.9 (62.2)	176 (22)	43.3	60 (4)	40.5	29 (2)	50.9
	1986	1 235-1 671	1 453.4	48.4	1 283 (409)	47.4 (61.3)	155 (21)	41.5	57 (4)	39.8	22 (3)	40.0
	1987	1 112-1 504	1 308.0	43.5	1 208 (399)	47.1 (60.6)	153 (24)	42.9	54 (5)	40.5	21 (3)	43.0
	1988	1097-1 484	1 290.8	47.8	1 166 (395)	46.7 (60.3)	156 (22)	44.4	53 (4)	40.3	20 (2)	44.4
	1989	1 098-1 466	1 292.1	47.8	1 153 (398)	46.1 (59.2)	153 (20)	42.7	51 (7)	40.5	18 (2)	43.9
C	1985	302-409	355.4	10.6	339 (93)	11.1 (13.2)	47 (2)	11.6	20 (1)	13.5	6 (1)	10.5
	1986	271-367	319.1	10.6	253 (90)	10.8 (13.5)	43 (2)	11.5	18 (1)	12.6	6 (1)	10.9
	1987	244-330	286.7	10.6	272 (69)	10.6 (13.5)	36 (2)	10.1	17 (1)	13.0	6 (1)	12.5
	1988	254-344	299.2	11.6	262 (88)	10.5 (13.4)	32 (2)	9.1	19 (2)	14.2	6 (1)	13.3
	1989	256-346	301.3	11.2	272 (97)	10.9 (14.5)	32 (1)	9.0	16 (1)	12.7	4 (-)	9.8
D	1985	333-451	392.3	11.7	303 (11)	9.9 (1.6)	37 (-)	9.1	18 (-)	12.2	4 (-)	7.0
	1986	290-392	340.7	11.4	264 (14)	9.7 (2.1)	36 (-)	9.7	18 (-)	12.6	4 (-)	7.3
	1987	263-352	306.2	11.3	251 (13)	9.8 (2.0)	34 (-)	9.5	18 (-)	13.7	3 (-)	6.2
	1988	257-398	302.6	11.2	240 (13)	9.6 (2.0)	31 (-)	8.8	16 (-)	12.0	3 (-)	6.7
	1989	252-340	295.9	11.0	252 (19)	10.1 (2.8)	33 (-)	9.2	17 (-)	13.5	3 (-)	7.3
Total	1985	2 848-3 853	3 350.6	100.0	3 065 (704)	100.0 (100.0)	406 (29)	100.0	148 (7)	100.0	57 (4)	100.0
	1986	2 550-3 450	3 000.2	100.0	2 710 (667)	100.0 (100.0)	373 (26)	100.0	143 (6)	100.0	55 (4)	100.0
	1987	2 295-3 105	2 699.8	100.0	2 567 (658)	100.0 (100.0)	357 (30)	100.0	131 (6)	100.0	48 (4)	100.0
	1988	2 295-3 105	2 699.9	100.0	2 496 (655)	100.0 (100.0)	351 (27)	100.0	134 (8)	100.0	45 (3)	100.0
	1989	2 295-3 105	2 699.9	100.0	2 501 (672)	100.0 (100.0)	358 (24)	100.0	126 (19)	100.0	41 (2)	100.0

Table D

Staff in posts subject to geographical distribution
at the Director (D-2) level and above

1985-1989

(Showing the number of women)

	<u>1985</u>	<u>1986</u>	<u>1987</u>	<u>1988</u>	<u>1989</u>			
	Total a/	Total a/	Total a/	Total a/	USG	ASG	D-2	Total
<u>Africa</u>								
Algeria	3 (1)	1 (1)	1 (1)	1 (1)	-	-	1 (1)	1 (1)
Cameroon		-	1	1	-	-	1	1
Congo	1	-						
Egypt	3	3	3	3	1	1		2
Ghana	4	5	5	6	1	1	4	6
Guinea		-	1	1	-	-	1	1
Mali	1	1			-	-		
Mauritania	1	1	1	1	-	-	1	1
Morocco		1	1	1		-	1	1
Nigeria	3	3	2	2	1	-	1	2
Senegal	1	1	1	1			1	1
Sierra Leone	1	1	1	1		1		1
Somalia	1	1	1	1	1	-		1
Togo	1	1	1	1			1	1
Tunisia	2	2	2	2	1	-	1	2
Uganda		-					1	1
Subtotal	22 (1)	21 (1)	21 (1)	22 (1)	5	3	14 (1)	22 (1)
<u>Asia and the Pacific</u>								
Bangladesh	1	1	1	1	1	-		1
China	3	3	2	2	1	-	1	2
Fiji	1	1	1	1	1	-		1
India	8	8	6	5	2	-	3	5
Indonesia	1	1	1	1			1	1
Japan	6	6	4	5	1	1	3 (1)	5 (1)
Malaysia	1	1	1	1			1	1
Pakistan	4	5	4	3	1	-	2	3
Philippines	1 (1)			a-				
Sri Lanka		-	-	1				
Subtotal	26 (1)	26	20	20	7	1	11 (1)	19 (1)

	1985	1986	1987	1988	1989			
	Total a/	Total a/	Total a/	Total a/	USG	ASG	D-2	Total
Europe (Eastern)								
Hungary	1	1	1	1			1	1
Poland	1	2	2	2	1	-	1	2
Romania	-	-	1	1			1	1
Ukrainian Soviet Socialist Republic							1	1
Union of Soviet Socialist Republics	16	15	14	12	1	1	10	12
Yugoslavia	1	1	1	1		1	-	1
Subtotal	19	19	19	17	2	2	14	18
Europe (Western)								
Austria	3	3	4	2	1	-		1
Belgium	1	1					1	1
Denmark	1	1	1	1		1		1
Finland	1	1	1	1	1	-		1
France	6 b/ (1)	6 b/ (1)	7 b/ (1)	7 b/ (1)	1 b/	1	5 (1)	7 (1)
Germany, Federal Republic of	2	3	3	3	1	-	1	2
Greece	1	1	1	1		1		1
Ireland	-	-	1	1			1	1
Italy	2	2	3	3		1	3	4
Netherlands	2	1	-	-				
Norway	1	1	-	-				
Spain	1	1	1	1			1	1
Sweden	2	3	4	5	1	1	2	4
United Kingdom of Great Britain and Northern Ireland	5 (1)	5 (1)	4 (1)	4 (1)	2 (1)	-	2 (1)	4 (2)
Subtotal	28 (2)	29 (2)	30 (2)	29 (2)	7 (1)	5	16 (2)	28 (3)

	<u>1985</u>	<u>1986</u>	<u>1987</u>	<u>1988</u>	<u>1989</u>			
	Total a/	Total a/	Total a/	Total a/	USG	A	S	G D-2 Total
<u>Latin America</u>								
Argentina	3	3	4	3		1	2	3
Brazil	5	5	4	3		1	1	2
Chile	2	1	1	3			4	4
Colombia	-			1			1	1
Ecuador	1	1	1	1				
Guatemala	1	1	1	1	1	-	-	1
Haiti	1	1	1	1			1	1
Peru	2	1	1	1		1	-	1
Uruguay	1	1						
Venezuela	1	1	1	1				
	(1)	(1)	(1)	(1)				
Subtotal	17 (1)	15 (1)	14 (1)	15 (1)	1	3	9	13
<u>Middle East</u>								
Afghanistan	1	1						
Cyprus	1	1	1	1				
Iran, Islamic								
Republic of	2	2	2	2			2	2
Iraq	1	1	1	1			1	1
Jordan		1	1	1	1	-	-	1
Lebanon				1			1	1
Syrian Arab								
Republic	3	3	1					
Yemen								
Subtotal	8	9	6	7	1	-	4	5
<u>North America and the Caribbean</u>								
Canada	6 (1)	4 (1)	5 (2)	5 (1)	1 (1)	2	1	4 (1)
Grenada	1	1	1	1	-	-	-	-
Guyana	1	1	1	1	-	-	1	1
Jamaica	1	1	1	2 (1)	-	-	2 (1)	2 (1)
Trinidad and Tobago	-	-	-	-	-	-	-	-

	<u>1985</u>	<u>1986</u>	<u>1987</u>	<u>1988</u>	<u>1989</u>			
	Total <u>a/</u>	Total <u>a/</u>	Total <u>a/</u>	Total <u>a/</u>	USG	ASG	D-2	Total
United States of America	19 (1)	17 (1)	13	14 (2)		1	13 (2)	14 (2)
Subtotal	28 (2)	24 (2)	21 (2)	23 (4)	<u>1</u> (1)	3	17 (3)	21 (4)
Total	<u>148</u> (7)	<u>143</u> (6)	<u>131</u> (6)	<u>133</u> (8)	<u>24</u> (2)	<u>17</u>	<u>85</u> (7)	<u>126</u> (9)

a/ The totals for 1985, 1986, 1987, 1988 and 1989 comprise the total number of staff at the D-2 level and above for each State on 30 June of each of these years.

b/ Includes one staff member at the Director-General level.

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Table E

Percentage of women in posts subject to geographical distribution
as at 30 June 1985, 1986, 1987, 1988 and 1989 by region of origin

	1985	1986	1987	1988	1989
<i>Africa</i>	1.90	1.75	1.89	2.02	2.06
<i>Asia and the Pacific</i>	4.35	4.89	5.09	5.23	5.27
<i>Europe (Eastern)</i>	0.39	0.55	0.54	0.56	0.79
<i>Europe (Western)</i>	6.16	6.46	6.48	6.90	7.06
<i>Latin America</i>	2.16	2.30	2.27	2.26	2.62
<i>Middle East</i>	0.74	0.77	0.85	0.83	0.87
<i>North America and the Caribbean</i>	7.00	7.63	8.25	8.17	8.01
<i>Others</i>	0.39	0.33	0.31	0.32	0.24
Total	<u>23.08</u>	<u>24.67</u>	<u>25.67</u>	<u>26.30</u>	<u>26.91</u>
Percentage increase	0.46	1.59	1.00	0.63	0.61

Table F

Number and percentage of women at each level in 1979 and 1989
in posts subject to geographical distribution and in posts
with special language requirements

Level	Posts subject to geographical distribution				Language posts			
	1979		1989		1979		1989	
	Number of Women	Percent- age	Number of Women	Percent- age	Number of Women	Percent- age	Number Of women	Percent- age
USG	0	0.0	2	8.3	-	-	-	-
ASG	3	14.3	0	0.0	-	-	-	-
D-2	2	2.5	7	8.2	-	-	-	-
D-1	13	5.8	15	6.4	-	-		
P-5	41	8.2	64	13.5	12	21.8	41	28.7
P-4	91	12.0	170	24.5	79	32.6	121	35.5
P-3	166	25.0	263	40.3	145	33.4	136	36.4
P-2	170	37.5	141	44.9	54	35.1	26	28.9
P-1	<u>34</u>	<u>48.6</u>	<u>17</u>	<u>58.6</u>	<u>3</u>	<u>75.0</u>	<u>0</u>	<u>0.0</u>
Total	<u>520</u>	<u>18.6</u>	679	<u>26.9</u>	<u>293</u>	<u>33.0</u>	324	<u>34.2</u>

Table G

Number of appointments to posts subject to geographical distribution between 1 July 1988 and 30 June 1989 by sex, indicating the percentage of total appointments and the number of nationalities appointed at each level

	Women			Men		
	Number of women appointed	Percentage of total appointments	Number of nationalities represented	Number of men appointed	Percentage of total appointments	Number of nationalities represented
USG	-	-	-	1	0.7	1
ASG	-	-	-	1	0.7	1
D-2	-	-	-	2	1.5	2
D-1	-	-	-	11	8.2	9
P-5	-	-	-	12	9.0	8
P-4	5	3.7	4	21	15.7	15
P-3	11	8.2	8	27	20.1	17
P-2	20	14.9	10	22	16.4	11
P-1	-	-	-	1	0.7	1
Total	36	<u>26.9</u>	<u>18</u> a/	<u>98</u>	<u>73.1</u>	<u>39</u> a/

a/ It should be noted that this figure is not the sum of the figures for each level, since appointments of staff of some nationalities have been made at more than one level.

ANNEX II

Statistical tables

- Table 1. Total Professional and higher level staff of the Secretariat holding permanent, probationary or fixed-term appointments for one year or more by appointment status and region
- Table 2. Staff in posts subject to geographical distribution by office and region
- Table 3. Staff by region, level and gender:
- (a) *Staff* in posts subject to geographical distribution
 - (b) *Staff* in posts with special language requirements
 - (c) Total staff in posts subject to geographical distribution and posts with special language requirements
- Table 4. Staff in posts subject to geographical distribution by region, nationality and level (showing number of female staff)
- Table 5. Staff in posts subject to geographical distribution by region, nationality and type of appointment
- Table 6. Appointments to posts subject to geographical distribution by region, nationality and level (showing number of female staff)
- Table 7. Staff changes in posts subject to geographical distribution by region, nationality and type of appointment (showing number of female staff)
- Table 8. Staff in posts with special language requirements by region, nationality and level (showing number of female staff)
- Table 9. Professional and higher level staff specifically appointed for mission service by region, nationality and level (showing number of female staff)
- Table 10. Weighted and unweighted distribution of posts subject to geographical distribution and actual staff position in posts
- Table 11. Female staff of the United Nations and related agencies in Professional and higher level posts

Table 12. Sex distribution of staff in the United Nations Secretariat by department or office and by grade:

- (a) Professional and higher level staff in posts subject to geographical distribution
- (b) Professional staff in posts with special language requirements
- (c) Professional and higher level staff in posts subject to geographical distribution and posts with special language requirements
- (d) Staff in the General Service and other related categories

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Abbreviations used in tables

AMIAD	Internal Audit Division
AMOGS	Office of General Services
AMOHRM	Office of Human Resources Management
AMOPBF	Office of Programme Planning, Budget, and Finance
AMUSG	Department of Administration and Management, Office of the Under-Secretary-General
CS	Department of Conference Services
CTC	United Nations Centre on Transnational Corporations
DDA	Department for Disarmament Affairs
DPI	Department of Public Information
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
FAO	Food and Agriculture Organization of the United Nations
FS	Field Service
FSSTD	United Nations Financing System for Science and Technology for Development
HR	Centre for Human Rights
IAEA	International Atomic Energy Agency
IAPSU	Inter-Agency Procurement Services Unit
IBRD/IFC	World Bank/International Finance Corporation
ICAO	International Civil Aviation Organization
ICJ	International Court of Justice

ICSC	International Civil Service Commission
IESA	Department of International Economic and Social Affairs
IFAD	International Fund <i>f o r</i> Agricultural Development
ILO	International Labour Organisation
IMF	International Monetary Fund
IMO	International Maritime Organization
INTORG	Inter-organizational bodies: Joint Inspection Unit (JIU) Consultative Committee on Administrative Questions (CCAQ) International Computing Centre (ICC) Advisory Committee for the Co-ordination of Information Systems (ACCIS)
ITC	International Trade Centre
ITU	International Telecommunication Union
JPOs	Junior professional officers
MISSION	Special Missions
OALOS	Office for Ocean Affairs and the Law of the Sea
ODGDIEC	Office of the Director-General for Development and International Economic Co-operation
OLA	Office of Legal Affairs
OPGS	Office for Political and General Assembly Affairs and Secretariat Services
OPS	Office for Projects Services
ORCI	Office for Research and the Collection of Information
OUSGSPA	Office for Special Political Affairs
PAHO	Pan American Health Organization
PSCA	Department of Political and Security Council Affairs
REGCOM	Regional Commissions Liaison Office
SPQRCDT	Department for Special Political Questions, Regional Co-operation, Decolonization and Trusteeship

SPTASN	Staff on Special Temporary Assignment
TCD	Department of Technical Co-operation for Development
UNCDF	United Nations Capital Development Fund
UNCHS	United Nations Centre for Human Settlements
UNCS	United Nations <i>Common Services</i> (Nairobi)
UNCSTD	Centre <i>for</i> Science and Technology for Development
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Programme
UNDRO	Office of the United Nations Disaster Relief Co-ordinator
UNEP	United <i>Nations</i> Environment Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNHCR	Office of thr United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organization
UNITAR	United Nations Institute for Training and Research
UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNOG	United Nations Office at Geneva
UNOV	United Nations Office at Vienna
UNRFNRE	United Nations Revolving Fund for Natural Resource Exploration
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNSO	United Nations Sudano-Sahelian Office
UNU	United Nations University
UNV	United Nations Volunteers

UPU	Universal Postal Union
WFC	Secretariat of the World Food Council
WHO	World Health Organization
WIPO	World Intellectual Property Organization
WMO	World Meteorological Organization

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A. REGIONAL TABLES

TABLE 1

TOTAL PROFESSIONAL AND HIGHER LEVEL STAFF OF THE SECRETARIAT
HOLDING PERMANENT, PROBATIONARY OR FIXED-TERM APPOINTMENTS FOR ONE YEAR OR MORE
BY APPOINTMENT STATUS AND REGION
(AS AT 30 JUNE 1989)

APPOINTMENT STATUS	REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
GEOGRAPHY a/		427	412	261	572	201	119	509	22	2 523
LANGUAGE b/		132	142	159	256	BB	45	111	15	948
MISSION c/		3	5	1	8	2	3	8	2	33
UNEP d/		32	27	11	48	15	5	18	2	158
INTERAGENCY e/			2		3			4		10
P. RESIDENT f/						1				1
PROJECTS g/		4	2	1	2			4		13
ON LEAVE h/		1	5	2	11	3	1	5		28
S E - i/		5	4		15	4		10		38
TOTAL		604	599	436	916	314	173	669	41	3 752

- a/ Staff in posts subject to geographical distribution.
b/ Staff in posts with special language requirements.
c/ Staff specifically appointed for mission service.
d/ Staff specifically appointed for service with the United Nations Environment Programme or the United Nations Centre for Human Settlements.
e/ Staff specifically appointed after interagency consultation to posts financed on a" interagency basis
f/ Staff having permanent resident status in the United States of America.
g/ Staff detailed or assigned to a technical assistance project.
h/ Staff on special leave without pay.
i/ Staff on secondment to the United Nations Development Programme or other United Nations bodies.

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY OFFICE AND REGION
(AS AT 30 JUNE 1989)

OFFICE	REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS	a,	253	257	152	291	1	10	55	362	5 1 435
ECE	2	4	30	48	1	2	10	1	98	
ESCAP	1	87	B	16	3	16	131			
ECLAC	5	1	22	62	3	22	115			
ECA	143	2	5	B	3	161				
ESCHM	8	1	6	1	30	6	3	55		
UNCTAD	b/	33	22	23	63	14	16	29	10	210
UNEP	b/	2	1	3	3	9	9	222		
UNOG	CI	26	25	26	86	7	9	38	3	222
UNOV	d/	9	8	14	29	6	1	20	87	
TOTAL		427	412	261	572	201	119	509	22	2 523

- a/ Including information centres.
b/ Including liaison offices at other duty stations.
c/ Including the Office of the United Nations Disaster Relief Co-ordinator, the Centre for Human Rights and the Conference of the Committee on Disarmament in Geneva.
d/ Including the Division of Narcotic Drugs and the Secretariat of the International Narcotics Control Board.

TABLE 3
STAFF BY REGION, LEVEL AND GENDER
(AS AT 30 JUNE 1989)

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
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA		5		3	1	13		51	7	85	15	115	21	72	8	29		2	52	375	427		
																			12.2	87.8			
ASIA AND THE PACIFIC		7		1	1	10	3	50	8	52	25	72	51	53	37	30	a	4	133	279	412		
																			32.3	67.7			
EUROPE (EASTERN)		2		2		14		17	2	29	4	73	11	84	3	20			20	241	261		
																			7.7	92.3			
EUROPE (WESTERN)	1	6		5	2	14	7	42	17	97	44	102	58	74	45	51	4	3	178	394	572		
																			31.1	63.9			
LATIN AMERICA		1		3		9		8	8	36	15	35	33	24	8	19	1		66	135	201		
																			32.8	67.2			
MIDDLE EAST		1				a	2	12	4	34	10	27	4	16	2	3			22	97	119		
																			18.5	81.5			
N. AMERICA & CARIBBEAN	1			3	3	14	3	37	16	71	55	97	83	61	37	21	4	3	202	307	509		
																			33.7	60.3			
OTHERS								3	15	2	3	2	5	1					6	16	22		
																			27.3	72.7			
SUBTOTAL a/	2	22		17	7	78		15	220	64	409	170	524	263	389	141	173	17	12	679	1844	2 523	
	3.3	91.7	0.0	100	8.2	91.8	6.4	93.6	13.5	86.5	24.5	75.5	40.3	59.7	44.9	55.1	58.6	41.4	26.9	73.1			
TOTAL	24			17		a5		235		473		694		652		314		29		2 523			

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION	P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA	4	17	8	40	11	46	3	3			26	106	132
											19.7	82.3	
ASIA AND THE PACIFIC		3	17	8	33	13	49	3	16		27	115	142
											19.0	81.0	
EUROPE (EASTERN)			13	1	33	6	66	2	33		5.7	150	159
											94.3		
EUROPE (WESTERN)		20	31	61	57	50	31	4	2		135	121	256
											52.7	67.3	
LATIN AMERICA		9	9	23	19	11	12	2	3		45	43	88
											51.1	48.9	
MIDDLE EAST		1	7	1	7	10	17	1	1		13	32	45
											28.9	71.1	
N. AMERICA & CARIBBEAN		4	6	16	26	32	15	11	1		63	ha	111
											56.8	43.2	
OTHERS			2	3	5	3	2				6	9	15
											40.0	60.0	
SUBTOTAL a/	41	102	121	220	136	238	26				324	624	948
	28.7	71.3	35.5	64.5	36.4	63.6	28.9				34.2	65.8	
TOTAL	143		341		374		90		0		948		

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

	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
GRAND TOTAL a/	22	8.	17	7	78	6.4	220	105	511	291	744	399	627	167	58.7	58.6	17		121 003	2 468	3 471
	91.7	0.0	100.0	8.2	91.8	83.6	17.0	83.0	28.1	71.9	38.8	61.1	41.3					14.4	28.9	71.1	
	24	17	85	235	616	1	035	1	026	404	29	3	471								

at Percentages are given beneath each row and column total.

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B NATIONALITY TABLES
TABLE 4
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION, NATIONALITY AND LEVEL
(SHOWING NUMBER OF FEMALE STAFF)
(AS JUNE 1989)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/89	MID- POINT	DESIRABLE RANGE
AFRICA													
ALGERIA	19 (2)	-	-	1 (1)	6	6	6 (1)			-	18 (2)	9.87	5-14
ANGOLA		-	-				1			-	1	7.20	2-14
BENIN	6 (1)	-	-			3	1	1 (1)		-	6 (1)	7.07	2-14
BOTSWANA		-	-					1		-	1	6.88	2-14
BURKINA FASO	6	-	-		1		5			-	6	7.18	2-14
BURUNDI	6 (1)	-	-		1		1	4 (1)		-	6 (1)	7.09	2-14
CAMEROON	8	-	-	1		2	2	3		-	8	7.24	2-14
CAPE VERDE		-	-					1		-	1	6.96	2-14
CENT AFR REP		-	-					1		-	1	7.02	2-14
CHAD	4	-	-			1		3		-	4	7.09	2-14
COMOROS	2	-	-					2		-	2	6.96	2-14
CONGO	8	-	-			2	4	1		-	7	7.00	2-14
COTE D'IVOIRE	11 (0)	-	-				2	5 (1)	5	-	12 (1)	7.41	3-14
DJIBOUTI		-	-							-	0	6.96	2-14
EGYPT	12 (2)	1	1		1	4 (1)	3 (1)		1	-	11 (2)	9.24	4-14
EQUATL GUINEA	2	-	-						3	-	3	6.96	2-14
ETHIOPIA	25 (5)	-	-		2	5 (1)	5	6 (2)	8 (2)	1	27 (6)	8.24	3-14
GABON	2	-	-						3	-	3	7.27	2-14
GAMBIA	8	-	-		1	3	3	1		-	8	6.97	2-14
GHANA	17 (2)	1	1	4	3	2	5 (2)			-	16 (2)	7.33	3-14
GUINEA	(1)	-	-	1		3	1	7 (1)		-	7 (1)	7.02	2-14
GUINEA-BISSAU	0	-	-								0	6.97	2-14
KENYA	13 (1)	-	-		3	5	3	2 (1)		-	13 (1)	7.59	3-14
LESOTHO	7 (5)	-	-				2 (1)	3 (2)	2 (2)	-	7 (5)	6.99	2-14
LIBERIA	10 (3)	-	-			1	3 (1)	4 (2)	1	-	9 (3)	7.02	2-14
LIBYAN ARAB J	7 (1)				2	1 (1)	7	2		-	7 (1)	11.07	6-16
MADAGASCAR	11 (2)	-	-			2	6	1 (1)	1	-	10 (1)	7.25	2-14
MALAWI	8 (1)	-	-		2	1	4 (1)	1		-	8 (1)	7.16	2-14
MALI	9	-	-			1	5	3		-	9	7.19	2-14
MAURITANIA	4	-	-	1		1		2	1	-	5	7.00	2-14
MAURITIUS	15	-	-		3	3	7	1	1		15	6.98	2-14

TABLE 4 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	DG/ USQ	ASQ	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/89	MID- POINT	DESIRABLE RANGE
AFRICA (CONTINUED)													
MOROCCO	11 (2)	-		1	2	3	1	4 (2)	1 (1)		12 (3)	8.04	3-14
MOZAMBIQUE		-		-	-		1	-			1	7.35	3-14
NIGER	4 (1)	-		-	-		3 (1)	1			4 (1)	7.13	2-14
NIGERIA	18 (1)	1		1	3	8	4	1 (1)	1		17 (1)	12.62	8-17
RWANDA	3	-		-	-		-	3			3	7.13	2-14
S. TOME PRINCE	0	-		-	-		-	-			0	6.96	2-14
SEHML	12 (2)	-		1	2	1	4 (2)	4	1 (1)		13 (3)	7.14	2-14
SEYCHELLES	2	-		-	-			1	1		2	6.95	2-14
SIERRA LEONE	14 (2)	-	1	-	3	4 (1)	4 (1)	2			14 (2)	7.05	2-14
SOMALIA	13 (3)	1		-	1	2	5 (1)	2 (1)			12 (2)	7.14	2-14
SOUTH AFRICA	11 (3)	-		-	-	2 (1)	2 (1)	3	4 (1)		11 (3)	14.39	10-19
SUDAN	11	-		-	2	2	7	1			12	7.69	3-14
SWAZILAND	6 (1)	-		-	-			4 (1)			4 (1)	6.07	2-14
TOGO	8	-		1	1	2	2	1	1		8	7.04	2-14
TUNISIA	20 (1)	1		1	2	12 (1)	4	-		1	21 (1)	7.46	3-14
UGANDA	12 (2)	-		1	1	4 (1)	4	2 (1)			12 (2)	7.41	3-14
U. REP. TANZANIA	19 (4)	-		-	5	3	7 (2)	3 (2)	1		19 (4)	7.60	3-14
ZAIRE	12 (1)	-		-	1	1	6	5 (1)			13 (1)	7.85	3-14
ZAMBIA	10	-		-	1	1	4	1			10	7.15	2-14
ZIMBABWE	6 (1)			-	2	2	1	1 (1)		-	7 (1)	7.34	3-14
SUBTOTAL	424 (51)	5	3	14 (1)	51	92 (7)	30 (15)	93 (21)	37 (8)	2	427 (52)	388.44	330-447
ASIA AND THE PACIFIC													
AUSTRALIA	28 (13)			-	7 (1)	7 (3)	8 (3)	6 (6)		2	0 (13)	30.54	26-35
BANGLADESH	17	1			1	9	5	1	1		18	8.70	5-15
BHUTAN	3	-						1	2	1	4	6.99	2-14
BRUNEI DARUSSALAM	0										0	7.40	3-14
CHINA	41 (15)			1	10 (1)	4	15 (7)	9 (6)	-	-	40 (14)	48.38	41-56
MR. KAMPUCHEA	5	-			1	-	3	1	-	-	4	7.16	2-14
FIJI	6 (1)	1			2	3	-	1 (1)	-		7 (1)	6.97	2-14

TABLE 4 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/89	MID- POINT	DESIRABLE RANGE
ASIA AND THE PACIFIC (CONTINUED)													
INDIA	35 (5)	2	-	3	4	2	7 (1)	13 (3)	5 (1)	1	37 (5)	33.83	29-39
INDONESIA	8 (3)	-	-	1	3	2	-	1 (1)	1 (1)	-	8 (2)	13.76	9-19
JAPAN	90 (25)	1	1	3 (1)	9 (1)	9 (2)	19 (4)	25 (8)	23 (13)	1 (1)	91 (30)	178.97	152-206
LAO P O E M REP	2	-	-	-	-	-	1	-	-	-	1	7.05	2-14
MALAYSIA	15 (3)	-	-	1	1	5	3	4 (2)	1 (1)	-	15 (3)	8.89	4-14
MALDIVES	0	-	-	-	-	-	-	-	-	-	0	6.95	2-14
MONGOLIA	1 (1)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	7.00	2-14
MYANMAR	7	-	-	-	-	1	3	2	1	-	7	8.03	3-14
NEPAL	13	-	-	-	3	4	3	3	-	-	13	7.44	3-14
NEW ZEALAND	9 (4)	-	-	-	1	3 (2)	3 (2)	-	-	-	7 (4)	10.45	6-15
PAKISTAN	16 (2)	1	-	2	4	1	3 (1)	1 (1)	1	-	13 (2)	10.54	6-15
PAPUA N GUINEA	4	-	-	-	-	-	-	-	2	-	2	7.04	2-14
PHILIPPINES	62 (31)	-	-	-	2	4 (1)	12 (5)	22 (12)	16 (11)	6 (4)	62 (33)	9.72	5-15
SAMOA	-	-	-	-	-	-	-	1	-	-	1	6.95	2-14
SINGAPORE	12 (6)	-	-	-	-	3	3 (1)	6 (5)	-	-	12 (6)	8.50	4-14
SOLOMON ISLANDS	0	-	-	-	-	-	-	-	-	-	0	6.96	2-14
SRI LANKA	11 (2)	-	-	-	4	2	1 (1)	-	3 (1)	-	10 (2)	7.40	3-14
THAILAND	30 (19)	-	-	-	1	1	7	8 (6)	8 (7)	3 (3)	28 (16)	9.76	5-15
VANUATU	0	-	-	-	-	-	-	-	-	-	0	6.95	2-14
VIET NAM	4 (2)	-	-	-	-	-	1	-	2 (1)	-	3 (1)	8.68	4-14
SUBTOTAL	420 (132)	7	1	11 (1)	53 (3)	60 (8)	97 (25)	104 (51)	67 (37)	12 (8)	412 (133)	482.09	410-554
EUROPE (EASTERN)													
ALBANIA	0	-	-	-	-	-	-	-	-	-	0	7.03	2-14
BULGARIA	8	-	-	-	-	3	-	4	-	-	7	9.27	4-14
BYELORUSSN SSR	8	-	-	-	-	-	4	5	-	-	9	11.97	7-17
CZECHOSLOVAKIA	14 (0)	-	-	-	-	1 (2)	6 (2)	3	5	-	15 (2)	17.01	12-22
GERMAN DEM REP	13 (2)	-	-	-	3	1 (1)	3	3 (1)	2	-	12 (2)	26.24	21-31
HUNGARY	8	-	-	1	-	2	1	2	1	-	7	10.20	5-15
POLAND	13 (2)	1	-	1	-	2	7	2 (1)	-	-	13 (1)	16.13	11-21

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TABLE 4 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/89	MID- POINT	DESIRABLE RANGE
EUROPE (EASTERN) (CONTINUED)													
ROMANIA	3	-	-	1	1	-	-	1	-	-	3	10.24	5-15
UKRAINIAN SSR	25 (1)	-	-	1	2	1	6	8 (2)	6	-	24 (2)	26.74	22-32
USSR	148 (8)	1	1	10	10	20 (1)	47 (2)	64 (6)	9 (3)	-	162 (12)	161.11	137-185
YUGOSLAVIA	9 (1)		1	-	1	1	3	3 (1)	-	-	9 (1)	14.26	9-19
SUBTOTAL	249 (14)	2	2	14	17	31 (2)	77 (4)	95 (11)	23 (3)	-	261 (20)	310.20	264-357
EUROPE (WESTERN)													
AUSTRIA	21 (8)	1	-	-	4 (1)	6	4 (2)	2 (1)	3 (3)	-	20 (7)	17.99	13-23
BELGIUM	24 (6)	-	-	1	-	6	8 (3)	6 (2)	3 (1)	1	25 (6)	24.43	20-29
DENMARK	12 (4)		1	-	-	1	7 (3)	4 (1)	1 (1)		14 (5)	17.18	12-22
FINLAND	12 (5)	1	-	-	-	2	1	a (4)	1		13 (4)	14.50	10-19
FRANCE	116 (48)	1 a/	1	5 (1)	13 (5)	25 (6)	18 (9)	27 (17)	23 (9)	-	113 (47)	101.05	86-116
GERMANY, F R OF	109 (31)	1	-	1	8 (1)	19 (5)	31 (9)	32 (10)	15 (5)	-	107 (30)	128.35	109-148
GREECE	8 (2)	-	1	-	1	1	3 (1)	1 (1)	6 (2)	-	13 (4)	13.01	8-18
ICELAND	5	-	-	-	-	3	-	2	-	-	5	7.25	2-14
IRELAND	16 (4)	-	-	1	-		4	2 (2)	3 (2)	1	15 (4)	9.57	5-14
ITALY	47 (11)	-	1	3	3	4 (1)	13 (4)	12 (4)	7 (1)	-	46 (10)	67.56	57-78
LUXEMBOURG	4 (2)	-	-	-	-		1	-	3 (2)		4 (2)	7.70	3-14
MALTA	6 (1)	-	-	-	3	1	1	1 (1)	1 (1)		7 (2)	6.96	2-14
NETHERLANDS	26 (2)	-	-	-	1	5	9	5 (2)	3	-	23 (2)	31.68	27-36
NORWAY	3 (0)	-	-	-	1		1	-	6 (3)		8 (3)	15.07	10-20
PORTUGAL	6 (3)	-	-	-	-	2	1 (1)	2 (1)			5 (2)	9.75	5-15
SPAIN	36 (8)	-	-	1	6	2	11 (4)	9 (2)	5 (2)	1 (1)	35 (9)	36.79	31-42
SWEDEN	29 (7)	1	1	2	1	7 (1)	6 (1)	5 (2)	3 (3)	1	27 (7)	24.98	20-30
UNITED KINGDOM b/	88 (32)	2 (1)	-	2 (1)	8	21 (4)	27 (7)	14 (8)	13 (10)	3 (3)	90 (34)	80.46	68-93
SUBTOTAL	568 (174)	7 (1)	5	16 (2)	49 (7)	114 (17)	146 (44)	132 (58)	96 (45)	7 (4)	572 (178)	614.28	522-706

TABLE 4 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/89	MID- POINT	DESIRABLE RANGE
LATIN AMERICA													
ARGENTINA	26 (8)	-	1	2	6	6 (2)	4 (1)	5 (5)	3 (1)	1 (1)	27 (10)	17.46	13-22
BOLIVIA	5	-	-	-	-	2	1	2	-	-	5	7.14	2-14
BRAZIL	25 (7)	-	1	1	-	6 (2)	8 (3)	5 (2)	4 (1)	-	25 (8)	32.22	27-37
CHILE	25 (9)	-	-	4	1	5 (2)	6 (3)	6 (4)	6 (1)	-	28 (10)	8.33	4-14
COLOMBIA	9 (0)	-	-	1	-	1	3	5 (1)	-	-	10 (1)	9.69	e-14
COSTA RICA	3	-	-	-	-	-	3	-	-	-	3	1.17	2-14
CUBA	3 (1)	-	-	-	-	-	3 (1)	1 (1)	1	-	5 (2)	8.42	4-14
DOMINICAN REP	3 (1)	-	-	-	-	-	4 (2)	-	-	-	4 (2)	1.43	3-14
ECUADOR	6 (2)	-	-	-	-	1	1 (1)	1 (1)	1	-	4 (2)	7.62	3-14
EL SALVADOR	5	-	-	-	1	2	1	1	-	-	5	7.09	2-14
GUATEMALA	3	1	-	-	-	2	1	-	-	-	4	7.33	3-14
HAITI	6 (3)	-	-	1	-	1	1 (1)	2 (1)	1 (1)	-	8 (3)	7.10	2-14
HONDURAS	3	-	-	-	-	-	-	-	1	-	1	7.08	2-14
MEXICO	19 (8)	-	-	-	-	3	5 (1)	10 (6)	8 (3)	-	28 (10)	22.98	18-28
NICARAGUA	4 (1)	-	-	-	-	2 (1)	1	-	-	-	3 (1)	7.05	2-14
PANAMA	2	-	-	-	-	1	1	-	-	-	2	7.16	2-14
PARAGUAY	-	-	-	-	-	-	1	-	-	-	1	7.35	3-14
PERU	18 (5)	-	1	-	-	4	4 (1)	6 (3)	1 (1)	-	18 (5)	8.26	3-14
SURINAME	1 (0)	-	-	-	-	-	1	1 (1)	-	-	2 (1)	6.96	2-14
URUGUAY	10 (1)	-	-	-	-	7	-	3 (2)	1	-	11 (2)	7.48	3-14
VENEZUELA	14 (10)	-	-	-	1	2 (2)	1 (1)	9 (6)	-	-	13 (9)	15.76	11-21
SUBTOTAL	189 (57)	1	3	9	8	45 (9)	50 (15)	57 (33)	27 (8)	1 (1)	201 (86)	218.98	184-250
MIDDLE EAST													
AFGHANISTAN	9	-	-	-	-	-	3	-	-	2	9	7.37	3-14
BAHRAIN	0	-	-	-	-	-	-	-	-	-	0	7.11	2-14
CYPRUS	7	-	-	-	2	-	3	-	-	-	6	7.11	2-14
DEMOCRATIC YEMEN	6 (1)	-	-	-	-	1	4 (1)	1	-	-	6 (1)	7.02	2-14
IRAN, ISLAMIC REP OF	18 (6)	-	-	2	3	3 (1)	5 (2)	3 (2)	1 (1)	-	17 (6)	18.46	14-23
IRAQ	14 (1)	-	-	1	2 (1)	5	3 (1)	2	-	-	16 (2)	9.06	4-14

TABLE 4 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	OG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/89	MID- POINT	DESIRABLE RANGE
MIDDLE EAST (CONTINUED)													
ISRAEL	7 (1)		-	-	1	-	2 (1)	3	-	-	6 (1)	10.03	5-15
JORDAN	12	1	-	-	-	3	3	4	1	-	12	7.05	2-14
KUWAIT	0		-	-	-	-	-	-	-	-	0	11.16	6-16
LEBANON	17 (2)		-	1	2	6	7 (2)	2 (1)	1	-	19 (3)	7.02	2-14
OMAN	2 (1)		-	-		2 (1)	-	-	-	-	2 (1)	7.13	2-14
QATAR	1		-	-	-	-	-	-	1	-	1	7.55	3-14
SAUDI ARABIA	4 (4)		-	-		2 (2)	-	1 (1)	1 (1)	-	4 (4)	22.31	1a-27
SYRIAN ARAB RP	8		-	-	1	4	1	-	-	-	6	7.70	3-14
TURKEY	13 (4)		-	-	2 (1)	2	7 (2)	1	-	-	12 (3)	12.97	8-18
U A EMIRATES	1 (1)		-	-	-	-	1 (1)	-	-	-	1 (1)	9.66	5-14
YEMEN	3		-	-	1	1	-	1	-	-	3	7.15	2-14
SUBTOTAL	122 (21)	1	-	4	14 (2)	38 (4)	37 (10)	20 (4)	5 (2)	-	119 (22)	165.66	141-191
N. AMERICA & CARIBBEAN													
ANTIGUA AND BARBUDA	3 (3)		-			-	-	2 (2)	1 (1)	-	3 (3)	6.95	2-14
BAHAMAS	1 (1)		-			-	1 (1)	-	-	-	1 (1)	1.10	2-14
BARBADOS	7 (3)		-			2 (1)	2	2 (2)	-	-	6 (3)	6.96	2-14
BELIZE	2 (2)		-			-	1 (1)	1 (1)	-	-	2 (2)	6.95	2-14
CANADA	55 (11)	1 (1)	2	1	2	13 (1)	16 (1)	11 (4)	4 (3)	-	50 (10)	53.35	45-61
DOMINICA	0		-			-	-	-	-	-	0	6.95	2-14
GRENADA	3		-		1	-	-	-	1	-	2	6.95	2-14
GUYANA	16 (7)		-	1	3	-	7 (5)	4 (1)	1 (1)	-	16 (7)	6.98	2-14
JAMICA	20 (5)		-	2 (1)	1	3	3 (1)	5 (2)	4 (1)	1	20 (5)	7.01	2-14
SAINT KITTS & NEVIS	2 (2)		-			-	-	-	2 (2)	-	2 (2)	6.95	2-14
SAINT LUCIA	4 (2)		-	-	-	-	1	1 (1)	2 (1)	-	4 (2)	6.95	2-14
SAINT VINCENT & GR	1		-	-	-	-	-	1	-	-	1	6.95	2-14
TRINIDAD AND TOBAGO	14 (6)		-	-	2	2 (1)	3 (1)	6 (4)	1	-	14 (6)	7.57	3-14
USA	396 (164)		1	13 (2)	30 (3)	118 (13)	111 (45)	42 (66)	6 (28)	3 (4)	8 (161)	384.41	327-442
SUBTOTAL	524 (206)	1 (1)	3	17 (3)	40 (3)	87 (16)	152 (55)	144 (83)	58 (37)	7 (4)	509 (202)	522.03	444-600

TABLE 4 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	DQ/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/89	MID- POINT	DESIRABLE RANGE
OTHERS													
NAMIBIA	2 (1)	-	-	-	-	-	-	2 (1)	-	-	2 (1)		
PALESTINE	0	-	-	-	-	-	-	-	-	-	0		
REP OF KOREA	0	-	-	-	-	-	-	-	-	-	0		
SWITZERLAND	19 (7)	-	-	-	3	4 (1)	4 (2)	4 (1)	1 (1)		18 (5)		
STATELESS	4	-	-	-	-	2	II	-	-	-	4		
SUBTOTAL	25 (8)	-	-	-	3	6 (1)	6 (2)	7 (2)	1 (1)	-	22 (8)		
TOTAL	2 521 (663)	24 (2)	17 (-)	85 (7)	235 (15)	473 (64)	694 (170)	662 (263)	314 (141)	29 2 (17)	523 (679)		

a/ At Director-General level.

b/ Includes eight staff members from the Territory of Hong Kong.

TABLE 5
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION, NATIONALITY AND TYPE OF APPOINTMENT
(AS AT 30 JUNE 1988 AND 30 JUNE 1989)

REGION AND COUNTRY	30/06/88					30/06/89				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
AFRICA										
ALGERIA	15	2	2	19	10.5	17		2	19	10.5
ANGOLA	1	-		1	0.0	1			1	0.0
BENIN	4	1	1	6	16.5	5		1	6	16.7
BOTSWANA	1	-		1	0.0	1			1	0.0
BURKINA FASO	5	-	1	6	16.7	5		1	6	16.7
BURUNDI	4	-	2	6	33.3	4		2	6	33.3
CAMEROON	5	-	3	8	37.5	4	1	3	8	31.5
CAPE VERDE	1	-		1	0.0	1			1	0.0
CENT AFR REP	1	-		1	0.0	1			1	0.0
CHAD	3	-	1	4	25.0	3		1	4	25.0
COMOROS	2	-		2	0.0	2			2	0.0
CONGO	5	-	3	8	37.5	5	1	1	7	14.3
COTE D'IVOIRE	7	-	4	11	36.4	8		4	12	33.3
DJIBOUTI		-	1	1	100.0					0.0
EGYPT	6	-	6	12	50.0	5		6	11	54.5
EQUATL GUINEA	1	-	1	2	50.0	1	1	1	3	33.3
ETHIOPIA	21	1	3	25	12.0	21	2	4	27	14.8
GABON		-	2	2	100.0			3	3	100.0
GAMBIA	8	-		8	0.0	8			6	0.0
GHANA	10	-	7	17	41.2	9	1	6	16	37.5
GUINEA	5	-	2	7	28.6	5		2	7	26.6
GUINEA-BISSAU		-			0.0					0.0
KENYA	7	-	6	13	46.2	7	2	4	13	30.8
LESOTHO	4	-	3	7	42.9	4	1	2	7	26.6
LIBERIA	6	-		10	40.0	6	2	1	9	11.1
LIBYAN ARAB J	5	-	2	7	28.6	6		1	7	14.3
MADAGASCAR	8	-	3	11	27.3	8	1	1	10	10.0
MALAWI	4	-	4	8	50.0	4	2	2	8	25.0
MALI	5	1	3	9	33.3	6	1	2	9	22.2
MAURITANIA	1	-	3	4	75.0	1	1	3	5	60.0
MAURITIUS	11	1	3	15	20.0	12	2		15	6.7
MOROCCO	7	-	4	11	36.4	8		4	12	33.3
MOZAMBIQUE		-	1	1	100.0			1		100.0
NIGER	3	-	1	4	25.0	3		1	4	25.0
NIGERIA	11	1	6	18	33.3	11		6	17	35.3
RWANDA		-	3	3	100.0	-		3	3	100.0
S TOME PRINCE		-			0.0	-				0.0
SENEGAL	9	-	3	12	25.0	9	1	3	13	23.1

TABLE 6 (CONTINUED)

REGION AND COUNTRY	30/06/88					30/06/89				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		

AFRICA (CONTINUED)										
SEYCHELLES	-	1	1	2	80.0	1	1		2	0.0
SIERRA LEONE	9	-	5	14	38.7	9		2	14	33.7
SOMALIA	8	-	5	13	30.1	7	2	3	12	25.3
SOUTH AFRICA	2	-	9	11	81.8	2		9	11	81.8
SUDAN	6	1	4	11	36.4	7		6	12	41.7
SWAZILAND	.	1	4	5	80.0	1		3	4	16.0
TOGO	5	-	3	8	37.6	6		3	8	37.6
TUNISIA	17		3	20	15.0	12		3	21	14.3
UGANDA	12			12	0.0	12			12	0.0
U REP TANZANIA	14	1	4	19	21.1	15	2	2	19	10.5
ZAIRE	11		1	12	1.3	12	1		13	0.0
ZAMBIA	5	1	4	10	40.0	6	1	3	10	30.0
ZIMBABWE	6		1	7	10.7	6		2	7	28.6
SUBTOTAL	280	12	132	424	31.1	291	28	110	427	25.8
ASIA AND THE PACIFIC										
AUSTRALIA	24	1	3	28	10.7	26	-	3	29	10.7
BANGLADESH	9	-	8	17	47.1	10	-	8	18	44.4
BHUTAN	1	-	2	3	66.7	1	-	3	4	75.0
BRUNEI DARUSSALAM		-			0.0		-			0.0
CHINA	31	-	10	41	24.4	29	-	11	40	27.6
DEM KAMPUCHEA	6	-		6	0.0	4	-		4	0.0
FIJI	3	-	3	6	60.0	4	-	3	7	42.9
INDIA	27	-	8	35	22.9	28	1	8	37	21.6
INDONESIA	3	-	5	8	62.5	3	-	5	8	62.5
JAPAN	61	5	24	90	20.7	62	2	27	91	29.7
LAO P DEM REP	1	-	1	2	50.0	1	-		1	0.0
MALAYSIA	12	-	3	15	20.0	12	1	2	15	13.3
MALDIVES		-			0.0		-	-		0.0
MONGOLIA		-	1	1	100.0		-	1	1	100.0
MYANMAR	4	-	3	7	42.9	4	-	3	7	42.9
NEPAL	9	2	2	13	16.4	11	1	1	13	7.7
NEW ZEALAND	8	-	1	9	11.1	7	-	-	7	0.0
PAKISTAN	7	-	9	16	68.3	5	-	8	13	61.5
PAPUA N GUINEA		-	4	4	100.0		-	2	2	100.0
PHILIPPINES	62	-		62	0.0	62	-	-	62	0.0
SAMOA	1	-	-	1	0.0	1	-	-	1	0.0
SINGAPORE	10	-	2	12	16.7	10	1	1	12	6.3
SOLOMON ISLANDS	-	-	-	-	0.0	-	-	-	-	0.0

TABLE 5 (CON. INJED)

REGION AND COUNTRY	30/08/88					30/08/89				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
ASIA AND THE PACIFIC (CONTINUED)										
SRI LANKA	10		1	11	9.1	9		1	10	10.0
THAILAND	24		6	30	20.0	22		6	21	21.4
VANUATU					0.0					0.0
VIET NAM	2	1	1	4	26.0	2		1	3	33.3
SUBTOTAL	314	9	97	420	23.1	312	6	94	412	22.8
EUROPE (EASTERN)										
ALBANIA					0.0					0.0
BULGARIA	3		5	8	62.5	3		4	7	67.1
BYELORUSSIAN SSR			8	8	100.0			9	9	100.0
CZECHOSLOVAKIA			14	14	100.0			16	16	100.0
GERMAN DEM REP			13	13	100.0			12	12	100.0
HUNGARY			6	6	100.0			7	7	100.0
POLAND			13	13	100.0			13	13	100.0
ROMANIA			3	3	100.0			3	3	100.0
UKRAINIAN SSR			26	26	100.0		1	23	24	95.8
USSR			148	148	100.0		1	161	102	99.4
YUGOSLAVIA	2		7	9	77.0	2	1	6	9	66.7
SUBTOTAL	8		244	249	98.0	5	3	263	261	95.9
EUROPE (WESTERN)										
AUSTRIA	17	1	3	21	14.3	16		4	20	20.0
BELGIUM	16	1	7	24	29.2	16		7	25	20.0
DENMARK	6	2	2	12	16.7	9	1	4	14	28.6
FINLAND	6		6	12	50.0	6	1	7	13	53.8
FRANCE	90	1	25	116	21.6	90	5	16	113	15.9
GERMANY, F.R.G.	70	10	29	109	26.6	78	4	25	107	23.4
GREECE	7		1	8	12.5	6		7	13	53.8
ICELAND	3		2	5	40.0	3	1	1	5	20.0
IRELAND	13		3	16	18.8	13		2	15	13.3
ITALY	37	2	8	47	17.0	38		10	48	20.8
LUXEMBOURG	1		3	4	76.0			3	4	76.0
MALTA	5		1	6	16.7	5		2	7	28.6
NETHERLANDS	14		12	26	46.2	12	2	9	23	38.1
NORWAY	2		1	3	33.3	2	5	1	8	12.5
PORTUGAL	4	1	1	6	16.7	4		1	5	20.0
SPAIN	30		6	36	16.7	29	1	5	35	14.3
SWEDEN	20	1	6	29	27.8	19		6	27	29.6
UNITED KINGDOM	77	3	6	86	9.1	80		10	90	11.1
SUBTOTAL	420	22	126	568	22.2	421	20	124	672	11.7

TABLE 6 (CONTINUED)

REGION AND COUNTRY	30/06/88					30/06/89				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
LATIN AMERICA										
ARGENTINA	25	-	1	26	3. a	26		1	27	3.7
BOLIVIA	4	1		5	0.0	5			5	0.0
BRAZIL	17	1	7	26	26.0	20		5	26	20.0
CHILE	23	1	1	26	4.0	26		3	20	10.7
COLOMBIA	3	2	4	9	44.4	6		5	10	50.0
COSTA RICA	1	-	2	3	66.7	1		2	3	88.7
CUBA	2	1	-	3	0.0	3	1	1	6	20.0
DOMINICAN REP	2	1	-	3	0.0	3	1		4	0.0
ECUADOR	2	-	4	6	66.7	2		2	4	60.0
EL SALVADOR	4	-	1	5	20.0	4		1	5	20.0
GUATEMALA	2	-	1	3	33.3	2		2	4	50.0
HAITI	6	-	-	6	0.0	6			6	0.0
HONDURAS	1	1	1	3	33.3			1	1	100.0
MEXICO	14	-	5	19	26.3	18	1	9	28	34.6
NICARAGUA	3	-	1	4	26.0	3			3	0.0
PANAMA	2	-	-	2	0.0	2			2	0.0
PARAGUAY	1	-	-	1	0.0	1			1	0.0
PERU	10	1	5	16	31.3	11	3	2	16	12.5
SURINAME		-	1	1	100.0			2	2	100.0
URUGUAY	8	-	2	10	20.0	8		3	11	27.3
VENEZUELA	6	1	7	14	50.0	8		5	13	38.5
SUBTOTAL	136	10	43	189	22.8	151	6	44	201	21.9
MIDDLE EAST										
AFGHANISTAN	7		2	9	22.2	7		2	9	27.2
BAHRAIN					0.0					0.0
CYPRUS	6		1	7	14.3	4		1	5	20.0
DEMOCRAT YEMEN	4	1	1	6	16.7	5	1		6	0.0
IRAN, ISLAMIC R OF	14		4	18	77.2	13	1	3	17	17.1
IRAQ	10	1	3	14	21.4	11	1	4	16	25.0
ISRAEL	4	1	2	7	28.6	4		2	6	33.3
JORDAN	5		7	12	68.3	6	1	5	12	41.7
KUWAIT					0.0					0.0
LEBANON	15	1	1	17	6.9	16		3	19	16.8
OMAN			1	2	50.0	1		1	2	50.0
QATAR	-		1	1	100.0			1	1	100.0
SAUDI ARABIA	2	1	1	4	26.0	3		1	4	25.0
SYRIAN ARAB RP	4		4	8	50.0	2		4	6	66.7
TURKEY	7	2	4	13	30.6	7	4	1	12	8.3

TABLE 6
APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION, NATIONALITY AND LEVEL
(SHOWING NUMBER OF FEMALE STAFF)
(1 JULY 1988 - 30 JUNE 1989)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA										
CAMEROON					-		1	-	-	1
COTE D'IVOIRE			-				1 (1)	-	-	1 (1)
EQUATL GUINEA					-	-	-	1	-	1
ETHIOPIA					-	1	-	-	-	1
GABON						-	-	1	-	1
MAURITANIA	-	-					1	-	-	1
SENEGAL		-	-			-	-	1 (1)	-	1 (1)
SUDAN						1	-	-	-	1
UGANDA			-				1	-	-	1
ZIMBABWE	-		-				1	-	-	2
SUBTOTAL	-	-	-	1	-	2	5 (1)	3 (1)	-	11 (2)
ASIA AND THE PACIFIC										
BHUTAN	-	-	-	-	-	-	-	-	1	1
CHINA	-	-	-	1	-	-	-	-	-	1
FIJI	-	-	-	1	-	-	-	-	-	1
INDIA	-	-	-	1	-	-	-	-	-	1
INDONESIA	-	-	-	-	1	-	-	-	-	1
JAPAN	-	-	-	1	-	-	-	10 (6)	-	11 (6)
SUBTOTAL	-	-	-	4	1	-	-	10 (6)	1	16 (6)
EUROPE (EASTERN)										
BYELORUSSN SSR	-	-	-	-	-	1	1	-	-	2
CZECHOSLOVAKIA	-	-	-	-	1	2 (2)	1	-	-	4 (2)
GERMAN DEM REP	-	-	-	1	-	1	1	-	-	3
POLAND	-	-	-	-	1	-	-	-	-	2
UKRAINIAN SSR	-	-	-	-	-	1	2 (1)	-	-	3 (1)
USSR		1	1	2	5	8 (1)	10 (1)	4 (2)	-	31 (4)
SUBTOTAL		1	1	3	7	14 (3)	15 (2)	4 (2)	-	45 (7)

TABLE 8
APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION, NATIONALITY AND LEVEL
(SHOWING NUMBER OF FEMALE STAFF)
(1 JULY 1988 - 30 JUNE 1989)

REGION AND COUNTRY OF NATIONALITY	USQ	ASQ	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA										
CAMEROON			-	-	-	-	1	-	-	1
COTE D'IVOIRE			-	-	-	-	1 (1)	-	-	1 (1)
EQUATL GUINEA			-	-	-	-	-	1	-	1
ETHIOPIA			-	-	-	1	-	-	-	1
GABON			-	-	-	-	-	1	-	1
MAURITANIA			-	-	-	-	1	-	-	1
SENEGAL			-	-	-	-	-	1 (1)	-	1 (1)
SUDAN			-	-	-	1	-	-	-	1
UGANDA			-	-	-	-	1	-	-	1
ZIMBABWE			-	1	-	-	1	-	-	2
SUBTOTAL				I	-	2	5 (1)	3 (1)	-	11 (2)
ASIA AND THE PACIFIC										
BHUTAN							-	-	1	1
CHINA				I	-		-	-	-	1
FIJI				1			-	-	-	1
INDIA				1	-		-	-	-	1
INDONESIA					1		-	-	-	1
JAPAN				I	-		-	10 (8)	-	11 (8)
SUBTOTAL				4	1		-	10 (6)	1	16 (8)
EUROPE (EASTERN)										
BYELORUSSN SSR						1	1	-	-	2
CZECHOSLOVAKIA					1	2 (2)	1	-	-	4 (2)
GERMAN DEM REP				I		1	1	-	-	3
POLAND					1	1	-	-	-	2
UKRAINIAN SSR						1	2 (1)	-	-	3 (1)
USSR	1	1	2	5	8 (1)	10 (1)	4 (2)	-	-	31 (4)
SUBTOTAL	1	1	3	7	14 (3)	18 (2)	4 (2)	-	-	45 (7)

TABLE 6 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
EUROPE (WESTERN)										
AUSTRIA						1	-	-	-	1
DENMARK						1	1	1	-	3 (1)
FINLAND							1	1	-	2
FRANCE					1	-	1	-	-	2
GERMANY, F R OF				1	1	-	2	2	-	6
GREECE								6 (2)	-	6 (2)
ITALY						-	1	1	-	2
NORWAY								5 (3)	-	5 (3)
SWEDEN						1	-	1 (1)	-	2 (1)
UNITED KINGDOM						1		1 (1)		2 (1)
SUBTOTAL				1	2	4	6	18 (8)	1	31 (8)
LATIN AMERICA										
CHILE								1 (1)		1 (1)
COLOMBIA							2 (1)			2 (1)
CUBA						1	-	-	-	1
GUATEMALA						-	-	-	-	1
MEXICO							1 (1)	5 (2)	-	6 (3)
SURINAME						-	1 (1)			1 (1)
URUGUAY							1 (1)			1 (1)
SUBTOTAL					1	1	5 (4)	6 (3)	-	13 (7)
MIDDLE EAST										
IRAQ						1	1			2
JORDAN		1								1
LEBANON					1	1 (1)				2 (1)
SYRIAN ARAB RP						-	-	-	-	1
SUBTOTAL					1	3 (1)	1	-	-	6 (1)

TABLE 6 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	USQ	ASQ	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
N. AMERICA & CARIBBEAN										
USA	-	-	1	2	-	2 (1)	8 (4)	1	-	12 (5)
SUBTOTAL	-	-	1	2	-	2 (1)	8 (4)	1	-	12 (5)
OTHERS										
SUBTOTAL										
TOTAL	1	1	2	11	12	28 (5)	38 (11)	42 (20)	1	134 (38)

TABLE 7
STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION, NATIONALITY AND TYPE OF APPOINTMENT
(SHOWING NUMBER OF FEMALE STAFF)

(1 JULY 1988 - 30 JUNE 1989)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/	NUMBER OF STAFF 30/06/89	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL			
AFRICA										
ALGERIA	19 (2)	-	-	-	-	-	-	-	19 (2)	-
ANGOLA	1	-	-	-	-	-	-	-	1	-
BENIN	6 (1)	-	-	-	-	-	-	-	6 (1)	-
BOTSWANA	1	-	-	-	-	-	-	-	1	-
BURKINA FASO	6	-	-	-	-	-	-	-	6	-
BURUNDI	6 (1)	-	-	-	-	-	-	-	6 (1)	-
CAMEROON	8	-	1	1	1	-	1	-	8	-
CAPE VERDE	1	-	-	-	-	-	-	-	1	-
CENT AFR REP	1	-	-	-	-	-	-	-	1	-
CHAD	4	-	-	-	-	-	-	-	4	-
COMOROS	2	-	-	-	-	-	-	-	2	-
CONGO	8	-	-	-	-	1	1	-	7	-
COTE D'IVOIRE	11 (0)	-	1 (1)	1 (1)	-	-	-	-	12 (1)	-
DJIBOUTI	1	-	-	-	-	-	-	-1	-	-
EGYPT	12 (2)	-	-	-	2	1	3	+2	11 (2)	-
EQUATL GUINEA	2	1	-	1	-	-	-	-	3	-
ETHIOPIA	25 (5)	-	1	1	-	-	-	+1	27 (5)	-
GABON	2	-	1	1	-	-	-	-	3	-
GAMBIA	8	-	-	-	-	-	-	-	8	-
GHANA	17 (2)	-	-	-	1	-	1	-	16 (2)	-
GUINEA	7 (1)	-	-	-	-	-	-	-	7 (1)	-
GUINEA-BISSAU	0	-	-	-	-	-	-	-	-	-
KENYA	13 (1)	-	-	-	-	-	-	-	13 (1)	-
LESOTHO	7 (5)	-	-	-	-	-	-	-	7 (5)	-
LIBERIA	10 (3)	-	-	-	-	1	1	-	9 (3)	-
LIBYAN ARAB J	7 (1)	-	-	-	-	-	-	-	7 (1)	-
MADAGASCAR	11 (2)	-	-	-	-	-	-	-1 (-1)	10 (1)	-
MALAWI	8 (1)	-	-	-	-	-	-	-	8 (1)	-
MALI	9	-	-	-	-	-	-	-	9	-
MAURITANIA	4	-	1	1	-	-	-	-	5	-
MAURITIUS	15	-	-	-	-	-	-	-	15	-
MOROCCO	11 (2)	-	-	-	-	-	-	+1 (+1)	12 (3)	-

TABLE 7 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/	NUMBER OF STAFF 30/06/89	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL			
AFRICA (CONTINUED)										
MOZAMBIQUE	1	-	-	-	-	-	-	-	1	
NIGER	4 (1)	-	-	-	-	-	-	-	4 (1)	
NIGERIA	18 (1)	-	-	-	1	-	1	-	17 (1)	
RWANDA	3	-	-	-	-	-	-	-	3	
S TOMÉ PRÍNCIPE	0	-	-	-	-	-	-	-	-	
SENEGAL	12 (2)	-	1 (1)	1 (1)	-	-	-	-	13 (3)	
SEYCHELLES	2	-	-	-	-	-	-	-	2	
SIERRA LEONE	14 (2)	-	-	-	-	-	-	-	14 (2)	
SOMALIA	13 (3)	-	-	-	-	-	-	-1 (-1)	12 (2)	
SOUTH AFRICA	11 (3)	-	-	-	-	-	-	-	11 (3)	
SUDAN	11	-	1	1	-	-	-	-	12	
SWAZILAND	5 (1)	-	-	-	-	1	1	-	4 (1)	
TOGO	a	-	-	-	-	-	-	-	8	
TUNISIA	20 (1)	-	-	-	-	-	-	• ♦ -	21 (1)	
UGANDA	12 (2)	-	1	1	-	1	1	-	12 (2)	
U REP TANZANIA	19 (4)	-	-	-	-	-	-	-	19 (4)	
ZAIRE	12 (1)	-	-	-	-	-	-	+1	13 (1)	
ZAMBIA	10	-	-	-	-	-	-	-	10	
ZIMBABWE	6 (1)	-	2	2	1	-	1	-	7 (1)	
SUBTOTAL	424 (51)	1	10 (2)	11 (2)	6	5	11	+6 (+1) -1 (-1)	427 (52)	
ASIA AND THE PACIFIC										
AUSTRALIA	28 (13)	-	-	-	-	-	-	-	28 (13)	
BANGLADESH	17	-	-	-	-	-	-	+1	18	
BHUTAN	3	1	1	2	-	-	-	-	4	
BRUNEI DARUSSALAM	0	-	-	-	-	-	-	-	-	
CHINA	41 (15)	1	1	2 (1)	-	-	2 (1)	-	40 (14)	-
DEM KAMPUCHEA	5	-	-	1	-	-	1	-	4	
FIJI	6 (1)	1	1	2	-	-	2	-	6 (1)	
INDIA	35 (5)	1	1	2	-	-	2	+1	37 (5)	
INDONESIA	8 (3)	1	1	2	-	1 (1)	1 (1)	-	8 (2)	-
JAPAN	90 (25)	1 (1)	10 (5)	11 (6)	6 (1)	6 (1)	12 (2)	+5 (+3) -3 (-2)	91 (30)	-

TABLE 7 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/	NUMBER OF STAFF 30/06/89	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	W CAREER	TOTAL			
ASIA AND THE PACIFIC (CONTINUED)										
LAO P DEM REP	2	-	-	-	-	1	1	-	-	1
MALAYSIA	15 (3)	-	-	-	-	-	-	-	-	15 (3)
MALDIVES	0	-	-	-	-	-	-	-	-	-
MONGOLIA	1 (1)	-	-	-	-	-	-	-	-	1 (1)
MYANMAR	7	-	-	-	-	-	-	-	-	7
NEPAL	13	-	-	-	-	-	-	-	-	13
NEW ZEALAND	9 (4)	-	-	-	1	1	2	-	-	7 (4)
PAKISTAN	16 (2)	-	-	-	2	-	2	-	-1	13 (2)
PAPUA N GUINEA	4	-	-	-	-	2	2	-	-	2
PHILIPPINES	62 (31)	-	-	-	3 (1)	-	3 (1)	+3 (+3)	-	62 (33)
SAMOA	1	-	-	-	-	-	-	-	-	1
SINGAPORE	12 (6)	-	-	-	-	-	-	-	-	12 (6)
SOLOMON ISLANDS	0	-	-	-	-	-	-	-	-	-
SRI LANKA	11 (2)	-	-	-	3 (1)	-	3 (1)	+2 (+1)	-	10 (2)
THAILAND	30 (19)	-	-	-	2 (2)	-	2 (2)	-	-	28 (16)
VANUATU	0	-	-	-	-	-	-	-	-	-
VIET NAM	4 (2)	-	-	-	-	-	-	-	-1 (-1)	3 (1)
SUBTOTAL	420 (132)	1 (1)	15 (5)	16 (6)	20 (6)	11 (2)	31 (8)	12 (+7)	-5 (-3)	412 (133)
EUROPE (EASTERN)										
ALBANIA	0	-	-	-	-	-	-	-	-	-
BULGARIA	2	-	-	-	-	-	-	+1	-2	7
BYELORUSSN SSR	2	-	2	2	-	-	1	-	-	9
CZECHOSLOVAKIA	14 (0)	-	4 (2)	4 (2)	-	3	3	-	-	15 (2)
GERMAN DEM REP	13 (2)	-	3	3	-	4	4	-	-	12 (2)
HUNGARY	2	-	-	-	-	1	1	-	-	7
POLAND	13 (2)	-	2	2	-	2 (1)	2 (1)	-	-	13 (1)
ROMANIA	3	-	-	-	-	1	1	-	-	3
UKRAINIAN SSR	11 (2)	-	3 (1)	3 (1)	-	3	3	-	-1	24 (2)
USSR	112 (6)	-	4 (4)	31 (4)	-	19	19	1	-	162 (12)
YUGOSLAVIA	9 (1)	-	-	-	-	-	-	-	-	9 (1)
SUBTOTAL	212 (12)	-	17 (7)	17 (7)	-	34 (1)	34 (1)	4	-3	261 (20)

TABLE 7 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/	NUMBER OF STAFF 30/06/89	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NW-CAREER	TOTAL			
EUROPE (WESTERN)										
AUSTRIA	21 (8)	-	1	1	1	-	1	-1 (-1)	20 (7)	-
BELGIUM	24 (6)	-	-	-	-	-	-	2 -1	25 (6)	-
DENMARK	12 (4)	1 (1)	2	3 (1)	1	-	1	-	14 (5)	-
FINLAND	12 (5)	-	2	2	1 (1)	-	1 (1)	-	13 (4)	-
FRANCE	116 (48)	-	2	2	3	5 (2)	8 (2)	+4 (+2)	-1 (-1)	113 (47)
GERMANY, F R O F	109 (31)	1	5	6	2	4 (1)	6 (1)	-	-2	107 (30)
GREECE	8 (2)	-	6 (2)	6 (2)	1	-	1	-	-	13 (4)
ICELAND	5	-	-	-	-	-	-	-	-	5
IRELAND	16 (4)	-	-	-	2	-	2	+1	-	15 (4)
ITALY	47 (11)	-	2	2	3 (1)	-	3 (1)	+2	-	48 (10)
LUXEMBOURG	4 (2)	-	-	-	-	-	-	-	-	4 (2)
MALTA	6 (1)	-	-	-	-	-	-	+1 (+1)	-	7 (2)
NETHERLANDS	26 (2)	-	-	-	2	1	3	+1	-1	23 (2)
NORWAY	3 (0)	5 (3)	-	5 (3)	-	-	-	-	-	8 (3)
PORTUGAL	6 (3)	-	-	-	2	-	2	1 1 (-1)	-	5 (2)
SPAIN	36 (8)	-	-	-	3 (1)	-	3 (1)	+3 (+3)	-1 (-1)	35 (9)
SWEDEN	29 (7)	-	2 (1)	2 (1)	2 (1)	2	4 (1)	-	-	27 (7)
UNITED KINGDOM	88 (32)	-	2 (1)	2 (1)	3 (1)	-	3 (1)	6 -3 (+3) (-1)	-	90 (34)
SUBTOTAL	568 (174)	7 (4)	24 (4)	31 (8)	15 (5)	12 (3)	38 (8)	122 (+9)	-11 (-5)	572 (178)
LATIN AMERICA										
ARGENTINA	26 (9)	-	-	-	2 (1)	-	2 (1)	+3 (+2)	-	27 (10)
BOLIVIA	5	-	-	-	-	-	-	-	-	5
BRAZIL	25 (7)	-	-	-	-	1	1	+1 (+1)	-	25 (8)
CHILE	25 (9)	-	1 (1)	1 (1)	-	-	-	1	-	28 (10)
COLOMBIA	9 (0)	-	2 (1)	2 (1)	-	1	1	-	-	10 (1)
COSTA RICA	3	-	-	-	-	-	-	-	-	3
CUBA	3 (1)	-	1	1	-	-	-	+1 (+1)	-	5 (2)
DOMINICAN REP	3 (1)	-	-	-	-	-	-	+1 (+1)	-	4 (2)

TABLE 7 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/89	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
LATIN AMERICA (CONTINUED)											
ECUADOR	6 (2)	-	-	-	2	1	3	+3	-2	4 (2)	
EL SALVADOR	5	-	-	-	-	-	-	-	-	5	
GUATEMALA	3	-	1	1	-	-	-	-	-	4	
HAITI	6 (3)	-	-	-	-	-	-	-	-	6 (3)	
HONDURAS	3	-	-	-	1	-	1	-	-1	1	
MEXICO	19 (8)	-	6 (3)	6 (3)	-	- (1)	1 (1)	+2	-	26 (10)	
NICARAGUA	4 (1)	-	-	-	-	1	1	-	-	3 (1)	
PANAMA	2	-	-	-	-	-	-	-	-	2	
PARAGUAY	1	-	-	-	-	-	-	-	-	1	
PERU	16 (5)	-	-	-	-	-	-	-	-	16 (5)	-
SURINAME	1 (0)	-	1 (1)	1 (1)	-	-	-	-	-	2 (1)	
URUGUAY	10 (1)	-	1 (1)	1 (1)	-	-	-	-	-	11 (2)	
VENEZUELA	14 (10)	-	-	-	-	1 (1)	1 (1)	-	-	13 (9)	-
SUBTOTAL	189 (57)	-	13 (7)	13 (7)	5 (1)	6 (2)	11 (3)	+13 (+5)	-3	201 (66)	
MIDDLE EAST											
AFGHANISTAN	9	-	-	-	-	-	-	-	-	9	
BAHRAIN	0	-	-	-	-	-	-	-	-	0	
CYPRUS	7	-	-	-	1	-	1	-	-1	5	-
DEMOCRAT YEMEN	6 (1)	-	-	-	-	-	-	-	-	6 (1)	-
IRAN, ISLAMIC R OF	18 (8)	-	-	-	1	-	1	-	-	17 (6)	-
IRAQ	14 (11)	-	2	2	1	-	1	+1 (+1)	-	16 (2)	-
ISRAEL	7 (1)	-	-	-	1	-	1	-	-	6 (1)	-
JORDAN	12	-	1	1	-	2	2	+1	-	12	
KUWAIT	0	-	-	-	-	-	-	-	-	0	
LIBANON	17 (2)	-	2 (1)	2 (1)	-	-	-	-	-	19 (3)	
OMAN	2 (1)	-	-	-	-	-	-	-	-	2 (1)	
QATAR	-	-	-	-	-	-	-	-	-	1	
SAUDI ARABIA	4 (4)	-	-	-	-	-	-	-	-	4 (4)	
SYRIAN ARAB RP	8	-	1	1	3	-	3	-	-	6	
TURKEY	13 (4)	-	-	-	-	- (1)	- (1)	-	-	12 (3)	

TABLE 7 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/89	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
MIDDLE EAST (CONTINUED)											
U A EMIRATES	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
YEMEN	3	-	-	-	-	-	-	-	-	3	-
SUBTOTAL	122 (21)	-	6 (1)	6 (1)	8 (1)	2	10 (1)	+2 (+1)	-1 (-1)	119 (22)	-
N. AMERICA & CARIBBEAN											
ANTIGUA AND BARBUDA	3 (3)	-	-	-	-	-	-	-	-	3 (3)	-
BAHAMAS	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
BARBADOS	7 (3)	-	-	-	1	-	1	-	-	8 (3)	-
BELIZE	2 (2)	-	-	-	-	-	-	-	-	2 (2)	-
CANADA	55 (11)	-	-	-	4 (1)	1	5 (1)	+1 (+1)	-1 (-1)	50 (10)	-
DOMINICA	0	-	-	-	-	-	-	-	-	-	-
GRENADA	3	-	-	-	-	1	1	-	-	2	-
GUYANA	16 (7)	-	-	-	-	-	-	-	-	16 (7)	-
JAMAICA	20 (5)	-	-	-	1	-	1	+1	-	20 (5)	-
SAINT KITTS & NEVIS	2 (2)	-	-	-	-	-	-	-	-	2 (2)	-
SAINT LUCIA	4 (2)	-	-	-	-	-	-	-	-	4 (2)	-
SAINT VINCENT & GR	1	-	-	-	-	-	-	-	-	1	-
TRINIDAD AND TOBAGO	14 (6)	-	-	-	-	-	-	-	-	14 (6)	-
USA	396 (164)	-	12 (5)	12 (5)	23 (11)	8 (2)	29 (13)	+15 (+1)	-6 (-6)	386 (161)	-
SUBTOTAL	524 (206)	-	12 (5)	12 (5)	29 (12)	8 (2)	37 (14)	+17 (+12)	-9 (-8)	509 (202)	-
OTHERS											
NAMIBIA	2 (1)	-	-	-	-	-	-	-	-	2 (1)	-
SWITZERLAND	19 (7)	-	-	-	3 (2)	-	3 (2)	-	-	16 (5)	-
STATELESS	4	-	-	-	-	-	-	-	-	4	-
SUBTOTAL	26 (8)	-	-	-	3 (2)	-	3 (2)	-	-	22 (6)	-
TOTAL	2 521 (863)	9 (5)	125 (31)	134 (36)	97 (27)	78 (10)	176 (37)	+76 (+35)	-33 (-17)	2 623 (879)	1

a/ These columns include all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

b/ These columns show gains and losses resulting from such changes as movements of staff

1. between posts subject to geographical distribution and posts with special language requirements;

2. placed on special leave without pay or returned from such leave;

3. detailed or assigned to a technical assistance project or returned from such project;

4. seconded to the United Nations Development Programme or other United Nations bodies or returned from such secondment;

5. promoted from the General Service category to the Professional category;

6. after a change of nationality status.

c/ Staff members with permanent resident status in the United States of America

TABLE B
STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
BY REGION, NATIONALITY AND LEVEL
(SHOWING NUMBER OF FEMALE STAFF)
(AS AT 30 JUNE 1989)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	P-5	P-4	P-3	F-Z	P-1	NUMBER OF STAFF 30/06/89
AFRICA							
ALGERIA	4	1	2	1			4
BENIN	1						1
BURUNDI	1				1		1
COTE D'IVOIRE	1				1		1
EGYPT	99 (22)	19 (4)	35 (7)	38 (10)	2 (2)		94 (23)
GHANA	2			2			2
MADAGASCAR	0				1 (1)		1 (1)
MALI	1			1			1
MOROCCO	2			2			2
SENEGAL	5		2	2	1		5
SUDAN	6	1	2	3			6
TUNISIA	14 (2)		7 (1)	7 (1)			14 (2)
SUBTOTAL	136 (24)	21 (4)	46 (8)	57 (11)	6 (3)		132 (28)
ASIA AND THE PACIFIC							
AUSTRALIA	1 (1)	-	1 (1)	1 (1)	-	-	2 (2)
CHINA	136 (24)	20 (3)	39 (7)	60 (12)	19 (3)		138 (25)
MALAYSIA	1		1				1
NEW ZEALAND	1						1
SUBTOTAL	139 (25)	20 (3)	41 (8)	62 (13)	19 (3)		142 (27)
EUROPE (EASTERN)							
BULGARIA	1	-	1	-	-	-	1
BYELORUSSN SSR	0	-	-	-	1	-	1
UKRAINIAN SSR	2	-	1	2	-	-	3
USSR	157 (10)	13	32 (1)	70 (6)	39 (2)		154 (9)
SUBTOTAL	160 (10)	13	34 (1)	72 (6)	40 (2)		159 (9)
EUROPE (WESTERN)							
AUSTRIA	2 (1)	-	-	2 (1)			2 (1)
BELGIUM	10 (4)	1	5 (3)	3	-	-	9 (3)
FRANCE	133 (83)	23 (13)	55 (32)	49 (35)	2	-	129 (80)

TABLE B (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	P-6	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/89
EUROPE (WESTERN) (CONTINUED)							
GERMANY, F A OF	4 (3)	1	1 (1)	2 (2)	-	-	4 (3)
IRELAND	2	1	-	1	-	-	2
ITALY	2 (1)	-	1	-	1 (1)	-	2 (1)
NETHERLANDS	1 (1)	-	-	-	1 (1)	-	1 (1)
SPAIN	34 (8)	6	18 (6)	6 (4)	-	-	30 (9)
UNITED KINGDOM	76 (36)	19 (7)	38 (20)	18 (8)	2 (2)	-	77 (37)
SUBTOTAL	264 (138)	51 (20)	118 (61)	81 (60)	6 (4)	-	266 (138)
LATIN AMERICA							
ARGENTINA	31 (14)	6 (3)	18 (7)	6 (3)	-	-	28 (13)
BOLIVIA	2 (1)	1	1 (1)	-	-	-	2 (1)
CHILE	18 (11)	4 (1)	7 (5)	6 (5)	2	-	19 (11)
COLOMBIA	7 (6)	1 (1)	3 (2)	2 (2)	-	-	6 (5)
COSTA RICA	1	-	-	1	-	-	1
CUBA	4 (1)	-	2	1	-	-	3 (0)
ECUADOR	4 (2)	-	3 (2)	-	-	-	3 (2)
HAITI	1 (1)	1 (1)	-	-	-	-	1 (1)
MEXICO	7 (5)	2 (1)	3 (2)	1 (1)	1 (1)	-	7 (5)
PANAMA	2	-	-	1	-	-	1
PARAGUAY	2 (1)	1 (1)	-	-	-	-	1 (1)
PERU	7 (3)	-	5 (3)	2	1 (1)	-	8 (4)
URUGUAY	9 (3)	2 (1)	2 (1)	2	1	-	7 (2)
VENEZUELA	1	-	-	1	-	-	1
SUBTOTAL	96 (48)	18 (9)	47 (23)	23 (11)	6 (2)	-	88 (45)
MIDDLE EAST							
IRAQ	2	-	1	-	-	-	1
ISRAEL	3 (1)	-	1 (1)	2	-	-	3 (1)
JORDAN	7 (1)	4	-	2 (1)	-	-	6 (1)
LEBANON	6 (2)	1	1	7 (3)	1 (1)	-	10 (4)

TABLE B (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	P-6	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/89
MIDDLE EAST (CONTINUED)							
SYRIAN ARAB RP	23 (7)	- (1)	5	15 (8)	1	-	24 (7)
YEMEN	1	-	-	1	-	-	1
SUBTOTAL	44 (11)	8 (1)	8 (1)	27 (10)	2 (1)	-	46 (13)
N. AMERICA & CARIBBEAN							
ANTIGUA AND BARBUDA	1 (1)	1 (1)	-	-	-	-	1 (1)
CANADA	10 (4)	1	5	4 (3)	3 (3)	-	13 (8)
GUYANA	3 (2)	-	-	3 (2)	-	-	3 (2)
JAMICA	4 (3)	-	3 (2)	2 (2)	-	-	5 (4)
TRINIDAD AND TOBAGO	2 (1)	-	1	1 (1)	-	-	2 (1)
USA	82 (45)	8 (3)	33 (14)	37 (24)	9 (8)	-	87 (49)
SUBTOTAL	102 (58)	10 (4)	42 (18)	47 (32)	12 (11)	-	111 (63)
OTHERS							
PALESTINE	2	-	1	2	-	-	3
SWITZERLAND	11 (8)	2	6 (3)	3 (3)	-	-	11 (8)
STATELESS	1	-	1	-	-	-	1
SUBTOTAL	14 (8)	2	8 (3)	5 (3)	-	-	15 (8)
TOTAL	955 (316)	143 (41)	341 (121)	374 (136)	90 (26)	-	948 (324)

TABLE 9
PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE
BY REGION, NATIONALITY AND LEVEL
(SHOWING NUMBER OF FEMALE STAFF)
(AS AT 30 JUNE 1988)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	USG	ASG	D-2	D-1	P-6	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/89
AFRICA											
GAMBIA	0	-	-	-	-	-	1	-	-	-	1
NIGERIA	0	-	-	-	-	-	1	-	-	-	1
REP. OF TANZANIA	0	-	-	-	-	-	-	1	-	-	1
SUBTOTAL	0	-	-	-	-	-	2	1	-	-	3
ASIA AND THE PACIFIC											
BANGLADESH	0	-	-	-	-	-	-	1	-	-	1
JAPAN	0	-	-	-	-	1	1	-	-	-	2
NEW ZEALAND	0	-	-	-	-	-	1	-	-	-	1
SRI LANKA	0	-	-	-	-	-	-	1	-	-	1
SUBTOTAL	0	-	-	-	-	1	2	2	-	-	5
EUROPE (EASTERN)											
POLAND	1	-	-	-	-	-	-	1	-	-	1
SUBTOTAL	1	-	-	-	-	-	-	1	-	-	1
EUROPE (WESTERN)											
AUSTRIA	1	-	1	-	-	-	-	-	-	-	1
FINLAND	2	-	-	-	-	-	-	-	-	-	0
GERMANY, F.R.G.	0	-	-	-	-	1	-	-	-	-	1
IRELAND	1	-	-	2	-	1	-	-	-	-	3
ITALY	-	-	-	-	-	-	-	1	-	-	1
NORWAY	-	-	1	-	-	-	-	-	-	-	-
SWEDEN	-	-	1	-	-	-	-	-	-	-	-
UNITED KINGDOM	0	-	-	-	-	-	-	1	-	-	1
SUBTOTAL	7	-	3	2	-	2	-	7	-	-	9
LATIN AMERICA											
ARGENTINA	-	1	-	-	-	-	-	-	-	-	1
BRAZIL	0	-	-	1	-	-	-	-	-	-	1
CHILE	1	-	-	-	-	-	-	-	-	-	0
SUBTOTAL	2	1	-	1	-	-	-	-	-	-	2
MIDDLE EAST											
CYPRUS	0	-	1	-	-	-	-	-	-	-	1
IRAN, ISLAMIC REP. OF	1	1	-	-	-	-	-	-	-	-	1
YEMEN	0	-	-	-	-	1	-	-	-	-	1
SUBTOTAL	1	1	1	-	-	1	-	-	-	-	3
N. AMERICA & CARIBBEAN											
CANADA	1 (1)	-	1	-	-	-	2 (1)	-	-	-	3 (1)
JAMAICA	0	-	-	-	-	-	-	1	-	-	1
USA	1 (1)	-	-	-	-	-	2 (2)	2	-	-	4 (2)
SUBTOTAL	2 (2)	-	1	-	-	-	4 (3)	3	-	-	8 (3)

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88											NUMBER OF STAFF 30/06/89	
	USG	ASG	D-2	D-1	P-6	P-4	P-3	P-2	P-1				
OTHERS													
NAMIBIA	1	-	-	-	-	-	1	-	-	1			
SWITZERLAND	0 (0)	-	-	-	-	-	-	1 (1)	-	1 (1)			
SUBTOTAL	1 (0)	-	-	-	-	-	1 (1)	1 (1)	-	2 (1)			
TOTAL	14 (2)	2	6	3	-	4	8 (3)	10 (1)	1 (1)	-	33 (4)		

C OTHER TABLES
Table 10
Weighted* and Unweighted Distribution of Posts Subject to Geographical Distribution
and Actual Staff Position in Points

(As at 30 June 1989)

Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Africa							
Algeria	15%	5-14	9.07	19	231-887	459	1,097
Angola	01%	2-14	7.20	1	114-570	342	46
Bhutan	01%	2-14	7.07	8	107-563	338	287
Botswana	01%	2-14	8.98	1	103-559	332	37
Burkina Faso	01%	2-14	7.18	8	112-568	341	297
Burundi	01%	2-14	7.09	8	108-564	337	261
Cameroon	01%	2-14	7.24	a	116-571	344	397
Cape Verde	01%	2-14	8.56	1	102-558	331	37
Central African Rep.	01%	2-14	7.02	1	105-561	334	37
Chad	01%	2-14	7.09	4	108-564	337	170
Comoros	01%	2-14	8.98	2	102-558	331	74
Congo	01%	2-14	7.00	7	104-560	332	338
Cote d'Ivoire	02%	3-14	7.41	12	124-580	352	426
Djibouti	01%	2-14	8.96	1	102-558	331	0
Egypt	07%	4-14	9.24	11	711-887	439	887
Equatorial Guinea	01%	2-14	8.98	3	102-558	331	89
Ethiopia	01%	3-14	8.24	27	163-619	382	1,135
Gabon	03%	2-14	7.27	3	117-573	346	A9
Gambia	01%	2-14	8.37	a	103-559	331	416
Ghana	01%	3-14	1.33	18	120-576	348	1,052
Guinea	01%	2-14	7.08	7	108-564	337	372
Guinea-Bissau	01%	2-14	8.97	0	103-559	331	0
Kenya	01%	3-14	7.59	13	132-588	361	701
Lesotho	01%	2-14	6.99	7	104-560	332	263
Liberia	01%	2-14	7.02	8	105-561	333	375
Libyan Arab Jamah	28%	8-16	11.07	7	297-753	628	356
Madagascar	01%	2-14	7.25	10	116-572	344	460
Malawi	01%	2-14	7.16	8	112-568	340	412
Mali	01%	2-14	7.19	9	113-569	341	401
Mauritania	01%	2-14	7.00	5	104-560	331	239
Mauritius	01%	2-14	8.98	15	103-559	331	702
Morocco	04%	3-14	8.04	12	153-609	382	607
Mozambique	01%	3-14	7.36	1	121-577	349	46
Niger	01%	2-14	7.13	4	110-566	339	178
Nigeria	20%	8-17	12.62	17	371-827	599	979
Rwanda	01%	2-14	7.13	3	110-566	339	112
Sao Tome and Principe	01%	2-14	8.86	0	102-558	330	0
Senegal	01%	2-14	7.14	13	111-567	339	629
Seychelles	01%	2-14	8.95	2	102-558	330	67
Sierra Leone	01%	2-14	7.05	14	107-563	335	784
Somalia	01%	2-14	7.14	12	111-567	339	851
South Africa	45%	10-19	14.39	11	455-911	684	439
Sudan	01%	3-14	7.59	12	132-588	361	608
Swaziland	01%	2-14	6.97	4	102-558	331	149
Togo	01%	2-14	7.04	8	106-562	334	418
Tunisia	03%	3-14	7.46	21	126-582	354	1,218
Uganda	01%	3-14	7.41	12	124-580	352	634
United Rep. Tanzania	01%	3-14	7.80	19	152-588	361	907
Zaire	01%	3-14	7.85	13	145-601	370	587
Zambia	01%	2-14	7.15	10	111-567	340	457
Zimbabwe	02%	3-14	7.34	7	120-576	349	368
Region Total	1.70%	330-447	388.44	427	15088-21724	18,456	21,189
Asia and the Pacific							
Australia	1.57%	26-35	30.54	28	1222-1678	1,451	1,459
Bangladesh	01%	5-15	9.78	18	236-692	464	872
Bhutan	01%	2-14	6.99	4	103-559	332	119
Brunei Darussalam	04%	3-14	7.40	0	123-579	352	0
China	79%	41-50	49.38	40	1954-2642	2,298	2,099
Democratic Kampuchea	01%	2-14	7.18	4	112-568	340	204
Fiji	01%	2-14	6.97	1	102-558	331	449
India	37%	29-39	33.83	3	1386-1848	1,807	1,797
Indonesia	15%	5-15	13.76	8	425-881	653	457
Japan	11.38%	152-208	178.97	91	7228-9778	8,502	4,056
Lao People's Dem. Rep.	01%	2-14	7.05	1	107-563	335	48
Malaysia	11%	4-14	8.89	15	184-650	427	750
Maldives	01%	2-14	6.95	0	102-558	330	0
Mongolia	01%	2-14	7.00	1	104-560	333	30
Myanmar	01%	3-14	8.03	7	153-609	361	301
Nepal	01%	3-4	7.44	13	125-581	353	680
New Zealand	24%	8-15	10.45	7	268-724	496	379
Pakistan	08%	6-15	10.54	13	272-728	501	785
Papua New Guinea	01%	2-14	7.04	2	106-562	335	59
Philippines	08%	5-16	8.72	62	233-689	482	2,343

TABLE 8
STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
BY REGION, NATIONALITY AND LEVEL
(SHOWING NUMBER OF FEMALE STAFF)
(AS AT 30 JUNE 1989)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/89
AFRICA							
ALGERIA	4	1	2	1			4
BENIN	1			1			1
BURUNDI	1				1		1
COTE D'IVOIRE	1				1		1
EGYPT	99 (22)	19 (4)	35 (7)	38 (10)	2 (2)	-	94 (23)
GHANA	2			2			2
MADAGASCAR	0				1 (1)		1 (1)
MALI	1			1			1
MOROCCO	2			2			2
SENEGAL	5		2	2	1		5
SUDAN	6	1	2	3			6
TUNISIA	14 (2)	-	7 (1)	7 (1)			14 (2)
SUBTOTAL	136 (24)	21 (4)	48 (8)	57 (11)	6 (3)	1	132 (26)
ASIA AND THE PACIFIC							
AUSTRALIA	1 (1)	-	1 (1)	1 (1)	-	-	2 (2)
CHINA	136 (24)	20 (3)	39 (7)	60 (12)	19 (3)	-	138 (25)
MALAYSIA	1		1				1
NEW ZEALAND	1			1			1
SUBTOTAL	139 (25)	20 (3)	41 (8)	62 (13)	19 (3)		142 (27)
EUROPE (EASTERN)							
BULGARIA	1		1				1
BYELORUSSN SSR	0				1		1
UKRAINIAN SSR	2		1	2			3
USSR	157 (10)	13	32 (1)	70 (6)	39 (2)		151 (9)
SUBTOTAL	160 (10)	13	34 (1)	72 (6)	40 (2)		159 (9)
EUROPE (WESTERN)							
AUSTRIA	2 (1)	-	-	2 (1)	-	-	2 (1)
BELGIUM	10 (4)	1	5 (3)	3	-	-	9 (3)
FRANCE	133 (63)	23 (13)	55 (32)	49 (35)	2	-	129 (80)

Table 10
Weighted* and Unweighted Distribution of Posts Subject to Geographical Distribution
and Actual Staff Position in Points

(As at 30 June 1989)

Nationality	Assess- ment	Desirable Range	Mid- Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Middle East							
Afghanistan	.01%	3-14	7.37	9	121-577	350	434
Bahrain	.02%	2-14	7.11	0	109-585	338	0
Cyprus	.02%	2-14	7.11	5	109-585	338	308
Democratic Yemen	.01%	2-14	7.02	6	109-585	333	280
Iran, Islamic Rep of	.59%	14-23	18.46	17	648-110	877	897
Iraq	.12%	4-14	9.06	15	202-558	430	885
Israel	.21%	5-15	10.03	6	246-704	477	270
Jordan	.01%	2-14	7.06	12	107-553	335	597
Kuwait	.29%	6-16	11.16	0	301-757	530	0
Lebanon	.01%	2-14	7.02	19	106-551	334	984
Oman	.02%	2-14	7.13	2	110-555	339	115
Qatar	.05%	3-14	7.55	1	130-555	359	30
Saudi Arabia	1.02%	18-27	22.31	4	831-1287	1,050	183
Syrian Arab Republic	.04%	3-14	7.10	5	137-593	365	344
Turkey	.32%	8-15	12.97	12	387-843	615	605
United Arab Emirates	.19%	11-14	9.55	1	230-555	459	45
Yemen	.01%	2-14	7.15	3	111-557	340	151
Region Total	3.04%	141-191	155.55	119	5599-9053	7,551	5,142
N. America & Caribbean							
Antigua and Barbuda	.01%	2-14	6.95	3	102-555	330	104
Bahamas	.02%	2-14	7.10	1	109-555	337	45
Barbados	.01%	2-14	6.95	5	102-555	330	253
Belize	.01%	2-14	6.95	2	102-555	330	53
Canada	3.09%	45-51	53.35	50	2154-2914	2,534	2,525
Dominica	.01%	2-14	6.95	0	102-555	330	0
Grenada	.01%	2-14	6.95	2	102-555	330	95
Guyana	.01%	2-14	6.95	15	103-559	331	775
Jamaica	.01%	2-14	7.01	20	105-551	333	924
Saint Kitts and Nevis	.01%	2-14	6.95	2	102-555	330	59
Saint Lucia	.01%	2-14	6.95	4	102-555	330	143
Saint Vincent	.01%	2-14	6.95	1	102-555	330	37
Trinidad and Tobago	.05%	3-14	7.57	14	131-557	350	539
United States America	25.00%	327-442	354.41	355	15521-20999	18,251	17,913
Region Total	28.25%	444-500	522.03	509	21077-25515	24,790	23,525

* Weighted by starting salary as follows

Grade	No. of Staff	%	Base 2,700	X \$ O.P.A.	Points
USG	24	.95	25.7	105.3	2,705.2
ASG	17	.67	18.1	95.1	1,721.3
o-2	235	3.37	91.0	75.7	6,979.7
D-1	473	9.31	251.4	105.7	15,517.0
P-5	594	18.75	506.3	50.1	29,416.0
P-4	552	37.51	742.0	45.2	34,317.4
P-3		25.84	697.7	37.2	25,954.4
P-2	314	12.45	330.2	29.6	9,551.5
P-1	29	1.15	31.1	22.2	590.4
	2523	100.00	2,700.3		125,253.9

Average weight per post 47.00 points (125,253.9 / 2700)

Population factor 5,412.5 points (135 K 47.500) 5.0%

Membership factor 51,357.0 points (5.80 K 47.50 K 159) 40.0%

Points to be distributed according to contribution scale

70,484.4 points (125,253.9 - 5,412.5 - 51,357.0) 55.0%

TABLE 8
STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
BY REGION, NATIONALITY AND LEVEL
(SHOWING NUMBER OF FEMALE STAFF)
(AS AT 30 JUNE 1989)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	P-5	P-4	P-3	F-2	P-1	NUMBER OF STAFF 30/06/89
AFRICA							
ALGERIA	4	1	2	1			4
BENIN	1			1			1
BURUNDI	1				1		1
COTE D'IVOIRE	1				1		1
EGYPT	99 (22)	19 (4)	35 (7)	38 (10)	2 (2)		94 (23)
GHANA	2			2			2
MADAGASCAR					1 (1)		1 (1)
MALI	1			1			1
MOROCCO	2			2			2
SENEGAL	5		2	2	1		5
SUDAN	6	1	2	3			6
TUNISIA	14 (2)	-	7 (1)	7 (1)			14 (2)
SUBTOTAL	136 (24)	21 (4)	48 (8)	57 (11)	6 (3)	-	132 (26)
ASIA AND THE PACIFIC							
AUSTRALIA	1 (1)	-	1 (1)	1 (1)	-	-	2 (2)
CHINA	136 (24)	(3)	(7)	(160)	19 (3)		138 (25)
MALAYSIA	1		1				1
NEW ZEALAND	1			1			1
SUBTOTAL	139 (25)	20 (3)	41 (8)	62 (13)	19 (3)		142 (27)
EUROPE (EASTERN)							
BULGARIA	1		1				1
BYELORUSSN SSR	0				1		1
UKRAINTIAN SSR	2		1	2			3
USSR	157 (10)	13	22 (1)	70 (6)	39 (2)		154 (9)
SUBTOTAL	160 (10)	13	34 (1)	72 (6)	40 (2)		159 (9)
EUROPE (WESTERN)							
AUSTRIA	2 (1)	-	-	2 (1)	-	-	2 (1)
BELGIUM	10 (4)	1	5 (3)	3	-	-	9 (3)
FRANCE	133 (83)	23 (13)	55 (32)	49 (35)	2	-	129 (80)

TABLE 8
STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
BY REGION, NATIONALITY AND LEVEL
(SHOWING NUMBER OF FEMALE STAFF)
(AS AT 30 JUNE 1989)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/88	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/89
AFRICA							
ALGERIA	4	1	2	1	-	-	4
BENIN	1	-	-	1	-	-	1
BURUNDI	1	-	-	-	1	-	1
COTE D'IVOIRE	1	-	-	-	1	-	1
EGYPT	99 (22)	19 (4)	35 (7)	38 (10)	2 (2)	-	94 (23)
GHANA	2	-	-	2	-	-	2
MADAGASCAR	0	-	-	-	1 (1)	-	1 (1)
MALI	1	-	-	1	-	-	1
MOROCCO	2	-	-	2	-	-	2
SENEGAL	5	-	2	2	1	-	5
SUDAN	6	1	2	3	-	-	6
TUNISIA	14 (2)	-	7 (1)	7 (1)	-	-	14 (2)
SUBTOTAL	136 (24)	21 (4)	48 (8)	57 (11)	6 (3)	-	132 (26)
ASIA AND THE PACIFIC							
AUSTRALIA	1 (1)	-	1 (1)	1 (1)	-	-	2 (2)
CHINA	136 (24)	20 (3)	39 (7)	60 (12)	19 (3)	-	138 (25)
MALAYSIA	1	-	1	-	-	-	1
NEW ZEALAND	1	-	-	1	-	-	1
SUBTOTAL	139 (25)	20 (3)	41 (8)	62 (13)	19 (3)	-	142 (27)
EUROPE (EASTERN)							
BULGARIA	1	-	1	-	-	-	1
BYELORUSSN SSR	0	-	-	-	1	-	1
UKRAINIAN SSR	2	-	1	2	-	-	3
USSR	157 (10)	13	32 (1)	70 (6)	39 (2)	-	154 (9)
SUBTOTAL	160 (10)	13	34 (1)	72 (6)	40 (2)	-	159 (9)
EUROPE (WESTERN)							
AUSTRIA	2 (1)	-	-	2 (1)	-	-	2 (1)
BELGIUM	10 (4)	1	5 (3)	3	-	-	9 (3)
FRANCE	133 (83)	23 (13)	55 (32)	49 (35)	2	-	129 (80)

TABLE 12 (CONTINUED)
B. PROFESSIONAL STAFF IN POST WITH SPECIAL LANGUAGE REQUIREMENTS
(AS AT 30 JUNE 1989)

DEPARTMENT OR OFFICE	P-6		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M		
OPGS	1	-	2	1	8	-	1	-	-	-	10	1	II	90.9
PSCA	-	-	-	-	-	1	-	-	-	-	-	1	I	0.0
DDA	-	-	-	-	1	-	-	-	-	-	1	-	I	100.0
IESA	-	-	-	-	1	-	-	-	-	-	1	-	I	100.0
ECE	-	-	-	-	2	-	1	-	-	-	3	-	3	100.0
ESCAP	1	-	1	5	2	9	-	3	-	-	4	17	21	19.0
ECLAC	1	-	4	1	-	1	2	-	-	-	7	2	9	17.8
ECA	-	-	-	2	1	6	1	3	-	-	2	II	13	16.4
ESCWA	-	1	1	2	1	-	1	1	-	-	3	4	1	42.9
UNCTAD	-	1	-	2	-	-	1	-	-	-	1	3	4	21.0
UNEP	-	-	-	2	-	3	-	-	-	-	-	5	5	0.0
UNCHS	-	-	-	1	1	1	-	1	-	-	1	3	4	26.0
AMOHRM	-	-	-	-	-	-	2	1	-	-	2	1	3	66.7
CS	26	88	77	115	80	142	14	30	-	-	197	353	550	35.8
DPI	-	1	-	-	-	-	-	-	-	-	-	1	1	0.0
GENEVA	10	31	32	74	37	62	1	25	-	-	80	192	212	20.4
HR	-	-	-	1	-	-	-	-	-	-	-	1	1	0.0
UNOV	1	-	2	3	1	5	-	-	-	-	4	8	12	33.3
WFC	-	-	-	-	-	1	-	-	-	-	-	1	1	0.0
MISSION	1	2	2	11	3	7	2	-	-	-	8	20	28	20.0
TOTAL	41	102	121	220	136	238	26	64	-	-	324	624	948	34.2

TABLE 12 (CONTINUED)
C. PROFESSIONAL AND HIGHER LEVEL STAFF
IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
(AS AT 30 JUNE 1989)

DEPARTMENT/OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL	GRAND TOTAL	% OF WOMEN	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M				
EC66	-	1	-	2	1	6	1	2	-	115	4	-	2	1	1	-	10	18	28	35.7		
DIEC	-	1	-	-	-	2	-	4	-	5	-	-	-	-	-	-	5	9	14	35.7		
SPA	-	1	-	-	1	3	-	-	-	2	-	1	-	-	-	-	2	7	9	22.2		
OPGS	-	-	-	-	-	2	1	1	4	13	4	8	7	2	1	-	18	16	34	52.9		
ORCI	-	-	-	1	-	-	-	5	1	2	3	4	1	2	1	1	-	6	15	21	26.6	
OLA	-	1	-	-	-	2	1	5	2	7	4	3	4	4	4	a	-	15	36	51	29.4	
PSCA	-	1	-	1	-	2	1	9	3	10	5	13	3	6	4	2	-	16	44	60	26.7	
DDA	-	1	-	-	-	4	-	3	1	5	4	3	2	2	2	-	-	9	18	27	33.3	
SPQRCD ^b	-	1	-	-	-	2	-	4	4	6	1	9	3	4	13	-	-	15	29	44	34.1	
IESA	-	1	-	1	-	4	-	15	3	31	13	24	26	18	7	14	1	49	109	158	31.0	
TCD	-	1	-	-	-	4	-	7	4	25	10	30	11	15	5	1	-	30	a3	113	26.5	
ECE	-	1	-	-	-	1	-	7	-	22	3	26	5	21	5	10	-	13	88	101	12.9	
ESCAP	-	1	-	-	-	1	1	11	2	22	2	49	16	29	8	6	2	2	31	121	152	20.4
ECLAC	-	1	-	-	-	1	-	10	1	26	10	29	10	21	5	9	1	26	98	124	21.0	
ECA	-	1	-	-	-	1	-	12	1	27	6	53	9	46	5	12	1	21	153	174	12.1	
ESCWA	-	1	-	-	-	1	-	7	1	16	4	24	3	3	3	2	-	11	60	71	15.5	
REGCOM	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	1	2	50.0	
UNCTAD w	-	1	-	1	-	7	-	20	4	40	6	49	14	46	8	17	1	33	181	214	15.4	
UNDO ^{a/}	-	1	-	-	-	-	-	2	-	7	17	13	4	2	-	-	-	6	22	28	21.4	
UNEP ^{a/}	-	1	-	2	-	3	-	4	15	14	-	3	-	1	1	-	-	3	23	26	11.5	
UNCHS ^{a/}	-	1	-	1	-	1	-	2	-	6	3	12	3	11	2	3	-	6	37	45	17.6	
UNCS	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	1	-	3	3	0.0	
CTC	-	-	-	1	-	2	1	2	-	7	3	8	2	3	12	-	-	7	25	32	21.9	
UNCSTD	-	-	-	1	-	2	-	3	-	2	2	-	-	-	-	-	-	2	9	11	18.2	
DALOS	-	1	-	-	-	1	-	2	2	3	-	4	12	3	1	-	-	6	14	20	30.0	
AM	-	-	-	1	-	-	-	3	3	-	2	1	2	-	-	1	-	7	6	13	53.0	
AMIAD	-	-	-	-	-	1	-	1	-	4	1	6	4	5	4	4	1	-	10	21	31	32.3
AMOPPB ^c	-	-	-	-	1	3	-	8	2	15	9	16	17	11	6	4	-	35	57	92	38.0	
AMOHM	-	-	-	1	1	1	2	4	6	6	7	17	11	7	7	4	1	-	35	40	75	46.7
AMOGS	-	-	-	1	1	2	-	7	2	10	8	23	12	18	6	10	2	-	31	71	102	30.4
CS	-	1	-	-	1	4	3	9	28	70	86	124	109	155	27	36	2	-	256	399	655	39.1
DPi ^{d/}	1	-	-	-	-	6	-	9	9	32	14	26	18	30	14	13	1	2	57	120	177	32.2
GENEVA	-	1	-	1	-	1	3	5	11	47	37	91	47	82	9	39	2	3	109	271	380	28.7
HR	-	-	-	-	-	-	-	3	-	6	6	6	4	11	4	6	-	-	14	32	46	50.4
UNOV ^{e/}	1	-	-	1	1	2	-	10	3	17	5	26	10	12	5	11	2	1	27	80	107	25.2
WFC	-	-	-	1	-	-	-	3	-	2	-	-	-	-	-	-	-	-	1	7	6	12.5
INTORG ^{d/}	-	-	-	-	-	-	1	2	1	7	4	4	7	8	14	-	-	-	14	25	39	35.9
MISSION	-	1	-	-	-	6	-	13	6	21	20	34	24	33	12	9	1	-	117	180	35.0	
SPTASN	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	1	3	4	25.0
TOTAL	2	22		17	7	78	15	220	105	511	291	744	399	627	187	237	17	12	1 003	2 468	3 471	28.9

a/ Including liaison offices at other duty stations.

b/ Including information centres.

c/ Including the Division of Narcotic Drugs and the Secretariat of the International Narcotics Control Board.

d/ Including the Secretariats of CCAQ, ICC, ACCIS and JIU.

TABLE 12 (CONTINUED)

D. STAFF IN THE GENERAL SERVICE AND OTHER RELATED CATEGORIES

(AS AT 30 JUNE 1989)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS ^{1/}				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
EDSG	26	87.5	4	12.5	32	-	0.0	-	0.0	-
DIEC	15	93.8	1	6.3	16	-	0.0	-	0.0	-
SPA	8	100.0	-	0.0	8	-	0.0	-	0.0	-
OPQS	25	90.2	1	3.8	26	-	0.0	-	0.0	-
ORCI	19	88.4	3	13.6	22	-	0.0	-	0.0	-
OLA	63	93.0	4	7.0	67	-	0.0	-	0.0	-
PSCA	41	91.1	4	6.9	45	-	0.0	-	0.0	-
W A	33	84.6	6	15.4	39	-	-	-	0.0	-
SPQRCDT	39	78.5	12	23.5	51	3	75.0	1	26.0	4
IESA	116	70.3	49	29.7	165	-	0.0	-	0.0	-
TCD	230	81.0	54	19.0	284	-	0.0	-	0.0	-
ECE	72	79.1	19	20.9	91	-	0.0	-	0.0	-
FSCAP	271	51.9	251	46.1	522	-	0.0	2	100.0	2
ECLAC	261	64.1	221	45.9	482	-	0.0	-	0.0	-
ECA	251	49.7	254	50.3	505	1	50.0	1	50.0	2
ESGWA	92	46.2	107	53.6	199	2	100.0	-	0.0	2
REGCO ^{2/}	3	100.0	-	0.0	3	-	0.0	-	0.0	-
UNCTAD	157	80.1	39	19.9	196	-	0.0	-	0.0	-
UNDRO	21	84.0	4	16.0	25	-	0.0	-	0.0	-
UNEP	215	63.4	124	36.6	339	1	100.0	-	0.0	1
UNCHS	83	57.2	62	42.0	145	-	0.0	-	0.0	-
UNCS	10	19.2	42	80.6	52	-	0.0	-	0.0	-
CTC	26	89.7	3	10.3	29	-	0.0	-	0.0	-
UNCTAD ^{3/}	9	75.0	3	25.0	12	-	0.0	-	0.0	-
UNDRO ^{3/}	16	80.0	4	20.0	20	-	0.0	-	0.0	-
UNEP ^{3/}	29	90.6	3	9.4	32	-	0.0	-	0.0	-
UNCHS ^{3/}	11	70.6	3	29.4	14	-	0.0	-	0.0	-
AMOPBF	96	71.0	41	29.0	137	1	100.0	-	0.0	1
AMOHFM	123	64.2	23	11.8	146	18	90.0	2	10.0	20
AMOGS	186	45.6	220	54.2	406	8	4.4	173	95.6	181
FS	-	0.0	-	0.0	-	26	6.1	402	93.9	428
CS	375	56.0	295	44.0	670	-	0.0	-	0.0	-
DPI ^{4/}	246	61.2	157	38.8	403	2	10.5	17	89.5	19
GENEVA	452	47.2	506	52.8	958	26	63.9	5	16.1	31
HR	33	97.1	1	2.9	34	-	0.0	-	0.0	-
UNOV ^{5/}	122	50.4	120	49.6	242	1	6.7	14	93.3	15
WFC	12	60.0	3	20.0	15	-	0.0	-	0.0	-
INTORG ^{6/}	50	84.3	27	35.1	77	-	0.0	-	0.0	-
MISSION	254	29.0	822	71.0	1076	32	26.3	97	73.7	129
TOTAL	4087	55.4	3291	44.6	7378	121	14.7	704	85.3	825

^{1/} includes Field Service, Security Service, Trades and Crafts Staff, and Public Information Assistants.
^{2/} Including liaison offices at other duty stations
^{3/} Including information centres
^{4/} Including the Division of Narcotic Drugs and the Secretariat of the International Narcotics Control Board.
^{5/} Including Secretariats CCAQ, ICC, ACCIS and