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PERSONNEL QUESTIONS

COMPOSITION OF THE SECRETARIAT

Report of the Secretary-General

Corrigendum

1. Page 4, paragraphs 7 and 8

Replace the text by the following:

7. The percentage of fixed-term staff to career staff changed little, having gone down over the period from 34.8 to 34.5. The regions in which the percentage increased were Latin America - 3.6 per cent, North America and the Caribbean - 0.9 per cent, Western Europe - 0.4 per cent, and the Middle East - 0.2 per cent. The regions in which the percentage decreased were Eastern Europe - 0.3 per cent, Asia and the Far East - 0.4 per cent, and Africa - 5.1 per cent.

8. The number of female staff in posts subject to geographical distribution decreased slightly over the period from 343 (15.2 per cent) to 336 (14.9 per cent) and in posts with special language requirements from 217 (31.3 per cent) to 213 (30.3 per cent). The total number of female staff in such posts decreased from 560 to 549; from 19 per cent to 18.5 per cent. The appointment of one woman at the level of Assistant Secretary-General took effect subsequent to 30 June 1972.

2. Page 5, paragraph 9

Replace subparagraphs (a), (b) and (d) by the following:

(a) Largely as a result of the factor of membership in the Organization entering into the calculation of the desirable ranges, there has been a steady increase in the number of staff from countries in Africa (192.6 per cent) and

the Middle East (102.0 per cent). The over-all increase in the number of Professional and higher level staff occupying posts subject to geographical distribution has been 78.0 per cent.

(b) At the senior posts of D-1 and above, the increase of staff from countries in Africa has been from five in 1962 to 21 in 1972, Latin America from seven to 23 and the Middle East from none to 11. The total number of staff at these levels has increased from 111 to 266.

...

(d) Concurrently, the desirable proportions of staff from countries in Eastern Europe, Western Europe and North America have decreased from 19.8 per cent to 16.4, from 23.2 to 19.4 and from 31.4 to 25.8, respectively. The actual number of staff from those regions has gone down in the case of Western Europe (from 26.9 to 22.8), has increased slightly in the case of North America (from 22.3 to 23.9), and has remained at about the same level in the case of Eastern Europe (11.4 in 1962 and 11.3 in 1972).

3. Page 6, paragraphs 12 and 13

Replace the text by the following:

12. At the four most senior levels of the Secretariat, five nationals of under-represented Member States (China, Japan, Union of Soviet Socialist Republics) were appointed, two nationals of a Member State within its desirable range (United States of America), and eight nationals of Member States whose representation is above the upper limit of their desirable range (Austria, Ecuador, Finland, France, Poland, Turkey and Uruguay).

13. Of the remaining 162 appointments, 41 were granted to candidates from countries which were below their desirable range, 50 to candidates from countries within their desirable range and 70 to candidates from over-represented countries. Of the 70 appointments of candidates from over-represented countries, 17 were appointments to the regional economic commissions of nationals of countries within their region, 11 to the United Nations Conference on Trade and Development (UNCTAD) and nine to the United Nations Industrial Development Organization (UNIDO). In view of the over-representation of these candidates' nationalities, 63 were granted fixed-term rather than career appointments. Among the staff appointed during the period was one national of a non-member State.

4. Page 7, paragraph 15

Replace the text by the following:

15. In order to achieve a desirable proportion of 75 per cent of staff from the region and 25 per cent from other regions in the regional economic commissions, preference was given to qualified candidates from countries of the

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region which were not fully represented when no qualified candidate could be found within a reasonable period from comparatively under-represented countries. The regional economic commissions have continued to assist in the search for qualified candidates. Of the 49 appointments to the Economic Commission for Africa (ECA), the Economic Commission for Asia and the Far East (ECAFE), the Economic Commission for Europe (ECE) and the Economic Commission for Latin America (ECLA), 30 were of nationals from within the respective region. The proportion of staff from the region in each commission was as follows: ECA 67.7 per cent, ECAFE 74.3 per cent, ECE 82.6 per cent and ECLA 66.4 per cent. Of these regions, Africa is within its regional range for the whole Secretariat, Asia and the Far East and Eastern Europe are below their range and Latin America and Western Europe are above their range.

5. Annex, page 9, table 7

Replace by the attached text.

6. Annex, page 10, table 8

Insert the figure 1 for Asia and the Far East under the heading D-1, F.

7. Annex, page 20, table 10

Replace by the attached text.

8. Annex, page 22, table 11

For El Salvador, insert the figure 1 under the heading Probationary and delete the figure 1 under the heading Fixed-term.

9. Annex, page 30, table 13

For Saudi Arabia, insert the figure 1 under the heading Appointments (non-career) For 6 in the Column Number of staff 30/6/72 for Guyana, read 4.

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TABLE 7
Staff in senior posts
(As at 31 August 1962, 31 August 1971 and 30 June 1972)

Region	1962				1971					1972					1962-1972 Increase
	US	D-2	D-1	Total	USG	ASG	D-2	D-1	Total	USG	ASG	D-2	D-1	Total	
Africa	3	1	1	5	2	2	3	15	22	2	2	4	13	21	16
Asia and the Far East	4	3	9	16	1	4	8	29	42	2	3	7	28	40	24
Europe (Eastern)	4	5	11	20	2	1	15	20	38	2	1	14	19	36	16
Europe (Western)	4	7	27	38	4	3	19	47	73	4	2	18	45	69	31
Latin America	3	1	3	7	2	1	3	14	20	2	1	3	17	23	16
Middle East	-	-	-	-	-	1	2	8	11	1	1	2	8	11	11
North America and the Caribbean	2	10	11	23	1	1	12	45	59	2	1	11	45	59	36
Subtotal	20	27	62	109	12	13	62	178	265	15	11	59	175	259	150
Others	-	-	2	2	-	-	-	5	5	-	-	-	7	7	5
TOTAL	20	27	64	111	12	13	62	183	270	15	11	59	182	266	155

TABLE 10 (continued)

Region and country of nationality	Number of staff 31/8/71	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 30/6/72	Desirable range a/
NORTH AMERICA AND THE CARIBBEAN												
Barbados	3						1		2	1	4	2 - 7
Canada	63	1		1	4	9	11	12	22	1	61	44 - 60
Guyana	4							2	1	1	4	2 - 7
Jamaica	12					4	2	4	2		12	2 - 7
Trinidad and Tobago	9			1			1	3	3		8	2 - 7
United States of America	437	1	1	9	41	57	90	120	115	16	450	398 - 599
Population reserve												0 - 0
Subtotal	528	2	1	11	45	70	105	141	145	19	539	470 - 667

OTHERS												
Federal Republic of Germany	19				3	1	6	7	3		20	
Namibia	1								1		1	
Republic of Korea	5					1	1	3			5	
Republic of Viet-Nam	5						1	2	1		4	
Switzerland	26				4	3	3	3	10	3	26	
Stateless	4					1	1	1			3	
Subtotal	60				7	6	12	16	15	3	59	

TOTAL	2,250	15	11	59	182	372	538	538	437	104	2,256	
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