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PERSONNEL QUESTIONS

Composition of the Secretariat

Report 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 resolutions 39/245 of 19 December 1984 and 40/258 A of 18 December 1985. The present report contains information on recruitment efforts between 1 July 1985 and 30 June 1986, and on the composition of the staff of the United Nations Secretariat as at 30 June 1986, as compared with previous years. This information, which is contained mainly in the statistical tables in the annex to the report, permits an assessment of the distribution of the staff by nationality, sex 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. Reports in response to other requests of the General Assembly in resolution 40/258 A and decision 40/469 of 18 December 1985 are being submitted separately.

2. During the period between 1 July 1985 and 30 June 1986, two major events occurred which have had considerable impact on the current composition of the Secretariat: first, the staff of the United Nations Industrial Development Organization (UNIDO), which became a specialized agency in 1985, ceased to be a part of the United Nations Secretariat on 1 January 1986; and secondly, recruitment was suspended from 21 March 1986 as a result of the current financial crisis.

3. Following the separation of UNIDO's staff on 1 January 1986, four Member States became underrepresented. As of the same date, new desirable ranges have been introduced on an interim basis to reflect the reduction of the Secretariat staff by the 347 UNIDO posts actually occupied which had been subject to geographical distribution. The interim ranges are calculated on a base figure of 3,000 posts rather than the figure of 3,350 posts established by resolution 35/210 of 17 December 1980.

4. The suspension of recruitment also had a bearing on the representation of Member States in the Secretariat. For example, five Member States that were within their desirable ranges on 31 December 1985 have since become underrepresented as at 30 June 1986. A substantial number of recruitment of nationals of unrepresented and underrepresented Member States (see para. 6) and recruitment of women, which were ready for review and approval in March 1986, have been deferred. The recruitment of candidates from the 1985 national competitive examinations - most of them also from unrepresented and underrepresented Member States - was also deferred.

II. RECRUITMENT

A. Principles governing recruitment

5. The principles contained in Article 101, paragraph 3, of the Charter of the United Nations, apply to all the staff of the United Nations, including the staff of the secretariats of United Nations organs with a special status in matters of

appointment. The system of desirable ranges has been established by the General Assembly as a guideline for the geographical distribution of only a group of staff in the Professional category and above, who are appointed by the Secretary-General for at least one year to the Secretariat of the United Nations. They are known as staff in "posts subject to geographical distribution". This group is described in detail in another report of the Secretary-General on the system of desirable ranges. The General Assembly has repeatedly requested that imbalances in the distribution of this group of staff should be corrected as soon as possible and has provided specific guidelines on this matter, most recently in resolution 40/258 A.

6. The representation of Member States in posts subject to geographical distribution in the Secretariat is assessed by comparison with the desirable ranges calculated for each State. The interim ranges in force since 1 January 1986 (see paras. 2 and 3), are indicated in table 9 of the statistical annex to the present report. According to this guideline, Member States fall into four categories: unrepresented, when none of their nationals is serving in a post subject to geographical distribution; underrepresented, when the number of their nationals serving in such posts is lower than the lower limit of their desirable ranges; within range, when the number of their nationals serving in such posts is within the limits of their ranges; and overrepresented, when the number of their nationals serving in such posts exceeds the upper limit of their desirable ranges. Table A shows the number of staff from each region in posts subject to geographical distribution and the number of Member States in each region in each of the above four categories as compared with the previous four years.

Table A

Number of staff and Member States by region and degree of representation
 in the Secretariat as at 30 June 1982, 1983, 1984, 1985 and 1986

<u>Region</u>	<u>Year</u>	<u>Staff</u>	<u>Member States</u>	<u>Unrepre- sented</u>	<u>Under- repre- sented</u>	<u>Within range</u>	<u>Over- repre- sented</u>
Africa	1982	439	51	5	6	31	9
	1983	481	51	4	5	30	12
	1984	495	51	4	5	30	12
	1985	489	51	4	3	31	13
	1986	442	51	3	5	31	12
Asia and the Pacific	1982	494	26	6	2	11	7
	1983	506	26	5	3	10	8
	1984	503	26	5	3	10	8
	1985	508	27	5	4	11	7
	1986	460	27	5	3	10	9
Europe (Eastern)	1982	312	11	1	4	6	0
	1983	319	11	1	4	5	1
	1984	313	11	1	4	6	0
	1985	319	11	1	2	8	0
	1986	273	11	1	4	6	0
Europe (Western)	1982	682	18	0	4	12	2
	1983	696	18	0	5	11	2
	1984	685	18	0	4	13	1
	1985	713	18	0	3	14	1
	1986	619	18	0	5	13	0
Latin America	1982	248	21	1	1	16	3
	1983	265	21	0	2	16	3
	1984	272	21	0	2	14	5
	1985	263	21	0	0	18	3
	1986	224	21	0	2	16	3
Middle East	1982	145	17	3	4	7	3
	1983	148	17	3	4	8	2
	1984	147	17	3	4	7	3
	1985	153	17	3	2	8	4
	1986	131	17	2	3	10	2
North America and the Caribbean	1982	638	13	1	3	7	3
	1983	624	13	1	2	7	3
	1984	640	14	2	2	7	3
	1985	620	14	0	1	10	3
	1986	561	14	1	2	8	3
Others	1982	37*	3**				
	1983	38*	3**				
	1984	35*	3**				
	1985	37*	3**				
	1986	30*	3**				
Total	1982	2 995	157 (100%)	17 (10.8%)	24 (15.3%)	90 (57.3%)	26 (16.6%)
	1983	3 077	157 (100%)	14 (8.9%)	25 (15.9%)	87 (55.4%)	31 (19.8%)
	1984	3 090	158 (100%)	15 (9.5%)	24 (15.2%)	87 (55.0%)	32 (20.3%)
	1985	3 102	159 (100%)	13 (8.2%)	15 (9.4%)	100 (62.9%)	31 (19.5%)
	1986	2 740	159 (100%)	12 (7.6%)	24 (15.1%)	94 (59.1%)	29 (18.2%)

* Including stateless persons.

** Non-Member States.

B. Major recruitment steps taken

7. The measures introduced in 1984 in order to correct more rapidly the existing imbalances in the geographical representation of Member States and in the representation of men and women in the Secretariat were continued until the suspension of recruitment. These measures comprise the establishment of targets for each department or office, the holding of competitive examinations and the systematic use of vacancy announcements.

8. First, specific targets continued to be established every six months in the context of the medium-term recruitment plan for 1986-1987 for each department and office, including the secretariats of regional commissions, for the recruitment of qualified nationals from unrepresented and underrepresented Member States and of qualified women. These targets, as well as the results of the efforts made to implement them in each organizational unit concerned during the period from July 1985 to June 1986, are shown in table B below.

9. Secondly, the provisions of resolution 39/245, section I, paragraph 6 (a), concerning recruitment at the P-1 and P-2 levels exclusively through competitive examinations, as reflected in Secretary-General's Bulletin ST/SGB/210 of 22 January 1985, continued to be applied strictly and the number of exceptions to the examination procedure was reduced. However, because of the suspension of recruitment, most of the successful candidates in the 1985 national competitive examinations have not yet been recruited, thus reducing drastically the number of recruitment from unrepresented and underrepresented countries. The introduction, in 1986, on an experimental basis, of a competitive examination at the P-3 level, approved by the Assembly at its fortieth session, was, however, postponed.

Table B
Targets and results achieved in 1985 for the appointment of nationals of un/underrepresented Member States and of women by major organizational unit

(posts subject to geographical distribution at levels P-3 and above)

Dept.	Un/underrepresented Member States		Women		Total (5)	Un/underrepresented Member States		Women		Total (5)
	(1)	(2)	(3)	(4)		(1)	(2)	(3)	(4)	
AMAMS	1	0	-	0	0	1	0	-	0	1
AMFDPIIS	1	1	1	0	1	-	0	-	0	0
AMIID	1	0	2	0	0	-	0	-	0	0
AMOFIS	1	1	2	0	1	3	3	3	1	6
AMOGS	3	2	2	0	4	-	1	-	0	1
AMOPS	-	1	-	3	3	-	0	-	1	1
AMUSS	-	0	-	0	0	-	0	-	0	0
CS	3	3	5	2	5	-	1	-	0	2
CTC	2	1	2	0	2	-	0	-	1	1
DDA	1	0	2	1	2	1	1	1	2	2
DPI	6	0	5	2	9	2	5	2	0	5
ECA	4	3	4	2	3	1	2	1	0	2
ECE	2	1	3	0	7	-	0	-	0	1
ECLAC	5	1	5	1	5	1	1	1	0	2
ESCWA	5	3	3	1	11	6	5	4	0	14
ESCAP	4	5	4	1	12	-	0	-	0	0
UNCHS	3	2	2	1	5	2	3	1	0	3
HR	1	0	1	0	1	1	0	-	0	0
ICQP	-	0	-	0	0	-	5	-	2	13
IESA	5	3	5	3	8	-	0	-	0	0
INTORG	-	0	-	0	0	3	6	4	3	10
OCN	-	0	-	0	0	1	1	1	0	1
ODG/IEC	1	1	1	0	2	1	1	1	0	3
OFOESA	1	0	-	0	0	1	0	-	0	1
FS	-	0	-	0	0	-	0	-	0	0
MISSIONS	-	0	-	0	0	-	0	-	0	0
OIA	3	3	3	0	1	3	3	3	1	6
EOSG	-	1	-	0	4	-	1	-	0	1
OSPC	-	0	-	3	3	-	0	-	1	1
OSSECS	-	0	-	0	0	-	0	-	0	0
OUSGSPA	-	1	-	2	5	-	1	-	0	2
OUSPGAA	-	0	-	0	2	-	0	-	1	1
PATD	1	1	2	0	2	1	1	1	2	2
PSCA	2	5	2	1	9	2	5	2	0	5
SRILOS	1	2	5	2	3	1	2	1	0	2
TCD	-	0	4	2	7	-	0	-	0	1
UNCSTD	1	1	3	0	5	-	0	-	0	1
UNCTAD	6	5	5	1	11	6	5	4	0	14
UNCUNE	-	0	3	1	4	-	0	-	0	0
UNDRO	2	3	4	1	12	2	3	1	0	3
UNEP	1	1	2	1	5	1	0	-	0	0
UNIDO	-	5	1	0	1	-	5	-	2	13
UNJSPF	-	0	-	0	0	-	0	-	0	0
UNOG	3	6	5	3	8	3	6	4	3	10
UNOV	1	1	-	0	0	1	1	1	0	1
WFC	1	1	1	0	2	1	1	1	0	3

- (1) Targets for appointments from un/underrepresented Member States.
- (2) Number of appointments approved from un/underrepresented Member States.
- (3) Targets for the appointment of women candidates.
- (4) Number of women candidates approved for appointment.
- (5) Total number of candidates approved for appointment (all Member States).

C. Results obtained

10. Between 1 July 1985 and 30 June 1986, 188 appointments were made to posts subject to geographical distribution. Of these 3, or 1.6 per cent, were of nationals from unrepresented Member States; 42, or 22.3 per cent, were of nationals from underrepresented Member States; 131 or 69.7 per cent, were of nationals from Member States that were within range; and 12, or 6.4 per cent, were of nationals from overrepresented Member States. Among these were 22 successful candidates from national competitive examinations organized before 1985.

11. The figures cited in the previous paragraph are computed on the basis of the status of representation of each Member State at the end of the previous reporting year, on 30 June, as communicated to the General Assembly in the reports on the composition of the Secretariat.

12. On 30 June 1986, there were 12 unrepresented Member States, 1/ compared to 13 on 30 June 1985. This has resulted from the appointment of nationals of Djibouti (1) and Qatar (2) and the separation of one national of Antigua and Barbuda during the reporting period. On the same date, 30 June 1986, there also were 24 underrepresented Member States 2/ compared to 15 at the beginning of the reporting year. As explained in paragraphs 3 and 4 above, this increase in the number of underrepresented Member States is primarily due to the change of status of UNIDO and the suspension of recruitment activities.

13. Between 1 July 1985 and 30 June 1986, 34 women were appointed to posts subject to geographical distribution, representing 18.1 per cent of the total recruited, compared with 19.2 per cent the previous year.

III. COMPOSITION OF THE SECRETARIAT

A. Total staff of the United Nations

14. Aside from the power of appointment of the Secretary-General under Article 101 of the Charter, a special status in matters of appointment has been granted by the General Assembly to some United Nations organs. Table C shows, as at 30 June 1986, the total number of staff with appointments for a year or more who are assigned to the Secretariat of the United Nations and to the secretariats of the United Nations organs with special status in matters of appointment. The table distinguishes between staff in the Professional category and above, technical co-operation project personnel, and staff in the General Service and related categories. To permit a correlation of the figures of total staff of the Secretariat with the regular budget of the United Nations, this table further distinguishes between staff in posts financed in whole or in part from the United Nations regular budget and staff in posts financed from extrabudgetary sources.

Table C

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 1986

Organization	Regular budget			Extrabudgetary sources				Grand total	
	Profes- sional and above	Project personnel	General Service and Others	Total	Profes- sional and above	Project personnel	General Service and Others		Total
UN Secretariat	3 553	145	6 984	10 682	322	989	2 228	3 539	14 221
UNDP	-	-	-	-	603 a/	689 b/	4 040	5 332	5 332
UNECR	113	3	166	282	336	149	1 022	1 507	1 789
UNICEF	-	-	-	-	950 c/	344	2 351	3 645	3 645
UNITAR	-	-	-	-	15	5	21	41	41
UNRWA d/	14	-	2	16	69	-	8	77	93
ITC e/	59	-	76	135	18	79	54	151	286
ICSC	23	-	25	48	-	-	-	-	48
ICJ	15	-	26	41	-	-	-	-	41
UNU	-	-	-	-	45	5	79	129	129
TOTAL	3 777	148	7 279	11 204	2 358	2 260	9 803	14 421	25 625

a/ Includes only UNDP Core Budget.

b/ Includes all UNDP other Funds (UNFPA, OPE, JPO's, UNV, UNSO, UNRFPRE, UNCDF, FSSTD, IA/PSU, Project Personnel).

c/ Includes National Officers.

d/ UNRWA has also 16,669 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).

B. Staff at the senior level

15. Table D has been prepared in response to a concern of the General Assembly, which, in resolution 40/258, requested the Secretary-General to continue to ensure the representation of developing countries and other countries in senior and policy-formulating posts, with due regard to equitable geographical distribution, and in accordance with the relevant resolutions of the General Assembly.

16. This table shows the distribution of staff in posts at the senior level (D-1 and above) subject to geographical distribution according to the general criteria for the grouping of Member States resulting from General Assembly resolution 2152 (XXI) of 17 November 1966, as updated in resolution 39/234 of 18 December 1984. 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. The table shows the situation for the years 1982 to 1986, indicating the number of Member States in each group, the sum of the mid-points of their desirable ranges, a range for each group and both the total number of their nationals in posts subject to geographical distribution and in posts at the senior level. The table includes in brackets the number and percentage of women.

17. Table E has been prepared in response to another concern of the General Assembly, which, in resolution 37/235, stressed the importance of having the largest possible number of Member States represented at the higher levels of the Secretariat, that is, the D-2 level and above, and 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. Additional information can be found in table 9 of the annex to this report.

Table D

Distribution of staff in posts subject to geographical distribution among groups A to D from 1982 to 1986

(showing number of women)

<u>Group</u>	<u>Year</u>	<u>Number of Member States</u>	<u>Combined desirable ranges</u>	<u>Group midpoint</u>	<u>Percentage</u>	<u>Number of staff</u>	<u>Percentage</u>	<u>Number of D-1 and above</u>	<u>Percentage</u>
A	1982	90	840-1 136	988.0	29.5	909 (150)	30.7 (22.9)	144 (6)	37.1
	1983	90	829-1 122	975.5	29.1	959 (157)	31.6 (23.3)	148 (7)	36.8
	1984	90	831-1 124	977.1	29.2	961 (157)	31.5 (22.8)	145 (5)	35.3
	1985	91	837-1 132	984.6	29.4	955 (162)	31.1 (23.0)	146 (5)	36.0
	1986	91	754-1 020	887.0	29.6	870 (154)	32.1 (23.1)	139 (3)	37.3
B	1982	25	1 357-1 836	1 596.7	47.6	435 (409)	48.5 (62.3)	161 (13)	41.5
	1983	25	1 386-1 875	1 630.7	48.7	1 443 (416)	47.5 (61.7)	168 (18)	41.8
	1984	25	1 380-1 868	1 624.0	48.5	1 458 (430)	47.7 (62.6)	182 (24)	44.3
	1985	25	1 376-1 861	1 618.3	48.3	1 468 (438)	47.9 (62.2)	176 (22)	43.3
	1986	25	1 235-1 671	1 453.4	48.4	1 283 (409)	47.4 (61.3)	155 (21)	41.5
C	1982	32	292-396	344.1	10.3	320 (83)	10.8 (12.7)	43 (2)	11.1
	1983	32	296-400	348.1	10.4	338 (88)	11.1 (13.1)	47 (3)	11.7
	1984	33	302-409	355.7	10.6	342 (87)	11.2 (12.7)	48 (1)	11.7
	1985	33	302-409	355.4	10.6	339 (93)	11.1 (13.2)	47 (2)	11.6
	1986	33	271-367	319.1	10.6	293 (90)	10.8 (13.5)	43 (2)	11.5
D	1982	10	359-486	422.6	12.6	294 (14)	10.0 (2.1)	40 (1)	10.3
	1983	10	336-455	395.7	11.8	299 (13)	9.8 (1.9)	39 (-)	9.7
	1984	10	334-453	393.5	11.7	294 (13)	9.6 (1.9)	36 (-)	8.7
	1985	10	333-451	392.3	11.7	303 (11)	9.9 (1.6)	37 (-)	9.1
	1986	10	290-392	340.7	11.4	264 (14)	9.7 (2.1)	36 (-)	9.7
Total	1982	157	2 849-3 854	3 351.4	100.0	2 958 (656)	100.0 (100.0)	388 (22)	100.0
	1983	157	2 848-3 853	3 350.0	100.0	3 039 (674)	100.0 (100.0)	402 (28)	100.0
	1984	158	2 848-3 853	3 350.3	100.0	3 055 (687)	100.0 (100.0)	411 (30)	100.0
	1985	159	2 848-3 853	3 350.6	100.0	3 065 (704)	100.0 (100.0)	406 (29)	100.0
	1986	159	2 550-3 450	3 000.2	100.0	2 710 (667)	100.0 (100.0)	373 (26)	100.0

Table E

D-2 and above by region and nationality
as at 30 June 1986

(indicating the number of women)

	<u>USG</u>	<u>ASG</u>	<u>D-2</u>	<u>TOTAL</u>
AFRICA				
Algeria			1 (1)	1 (1)
Egypt	1	1	1	3
Ghana	1		4	5
Mali		1		1
Mauritania			1	1
Morocco			1	1
Nigeria	2		1	3
Senegal			1	1
Sierra Leone		1		1
Somalia	1			1
Togo			1	1
Tunisia	1		1	2
Subtotal	6	3	12 (1)	21 (1)
ASIA AND THE PACIFIC				
Banladesh	1			1
China	1	1	1	3
Fiji	1			1
India	2	2	4	8
Indonesia			1	1
Japan	1	2	3	6
Malaysia			1	1
Pakistan	1	1	3	5
Subtotal	7	6	13	26
EUROPE (EASTERN)				
Hungary			1	1
Poland	1		1	2
Union of Soviet Socialist Republics	1	2	12	15
Yugoslavia		1		1
Subtotal	2	3	14	19

Table E (continued)

	<u>USG</u>	<u>ASG</u>	<u>D-2</u>	<u>TOTAL</u>
EUROPE (WESTERN)				
Austria		1	2	3
Belgium	1			1
Denmark		1		1
Finland	1			1
France	1*	1	4 (1)	6 (1)
Germany, Federal Republic of	1		2	3
Greece		1		1
Italy		1	1	2
Netherlands			1	1
Norway			1	1
Spain	1			1
Sweden	1	1	1	3
United Kingdom of Great Britain and Northern Ireland	1	1 (1)	3	5 (1)
Subtotal	7	7 (1)	15 (1)	29 (2)
LATIN AMERICA				
Argentina	1	1	1	3
Brazil		1	4	5
Chile			1	1
Ecuador	1			1
Guatemala			1	1
Haiti			1	1
Peru			1	1
Uruguay			1	1
Venezuela		1 (1)		1 (1)
Subtotal	2	3 (1)	10	15 (1)
MIDDLE EAST				
Afghanistan			1	1
Cyprus			1	1
Iran (Islamic Republic of)			2	2
Iraq			1	1
Jordan	1			1
Syrian Arab Republic	1	1	1	3
Subtotal	2	1	6	9

Table E (continued)

	<u>USG</u>	<u>ASG</u>	<u>D-2</u>	<u>TOTAL</u>
NORTH AMERICA AND THE CARIBBEAN				
Canada		2 (1)	2	4 (1)
Grenada		1		1
Guyana			1	1
Jamaica			1	1
United States of America	1	2 (1)	14	17 (1)
<hr/>				
Subtotal	1	5 (2)	18	24 (2)
TOTAL	27	28 (4)	88 (2)	<u>143</u> (6)

* At the Director-General level.

C. Representation of women

18. The number of women and men at each level in posts subject to geographical distribution on 30 June 1986 is shown by region in table 7A of the annex to this report. The degree to which the percentage of women in posts subject to geographical distribution has increased for each region between 30 June 1976 and 30 June 1986 is shown in table F below.

Table F

Percentage of women in posts subject to geographical distribution
as at 30 June 1976 to 30 June 1986

	<u>1976</u>	<u>1986</u>	<u>Increase</u>
Africa	6.0	10.9	4.9
Asia and the Pacific	15.5	29.1	13.6
Europe (Eastern)	4.2	5.5	1.3
Europe (Western)	19.2	28.6	9.4
Latin America	16.4	28.1	11.7
Middle East	10.0	16.0	6.0
North America and the Caribbean	28.2	37.3	9.1
Others	21.7	30.0	8.3
Total	16.9	24.7	7.8

19. Table G shows the number of women compared with the total number of staff in posts subject to geographical distribution and in posts with special language requirements at each level compared with the situation in 1976. As shown in this table, the percentage of women in posts with special language requirements continues to be higher than in posts subject to geographical distribution.

20. Table H shows the proportion of women in posts subject to geographical distribution within each organizational element as of 30 June 1986. Table 17 of the annex contains additional information on the distribution by sex of staff in the Professional category and above and in the General Service and related categories.

21. In resolution 37/235, the General Assembly also called upon the Secretary-General to include in this report statistical analyses of 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 staff appointed to posts subject to geographical distribution during the reporting period 1985-1986 are shown in table 11 of the annex. Additional information with respect to the appointment of men and women is contained in table I.

Table G

Number of women and percentage of all staff at each level in 1976 and 1986 in posts subject to geographical distribution and in posts with special language requirements

	<u>Geographic posts</u>				<u>Language posts</u>			
	<u>1976</u>		<u>1986</u>		<u>1976</u>		<u>1986</u>	
	<u>Women</u>	<u>Per-centage</u>	<u>Women</u>	<u>Per-centage</u>	<u>Women</u>	<u>Per-centage</u>	<u>Women</u>	<u>Per-centage</u>
USG	-	-	-	-	-	-	-	-
ASG	1	5.0	4	14.3	-	-	-	-
D-2	2	2.8	2	2.3	-	-	-	-
D-1	8	4.4	20	8.7	-	-	-	-
P-5	31	7.9	48	9.7	14	33.3	39	27.7
P-4	72	12.1	157	21.4	54	26.2	115	33.4
P-3	117	20.8	255	35.0	115	33.0	118	37.2
P-2	149	34.6	167	44.3	57	35.8	49	29.3
P-1	41	46.6	23	65.7	5	71.4	-	-
Total	421	17.9	676	24.7	245	32.1	321	33.1

Table B
Number of staff in posts subject to geographical distribution by department, grade and sex
as at 30 June 1986

	U S G		A S G		D-2		D-1		P-5		P-4		P-3		P-2		P-1		T O T A L				GRAND TOTAL	PPF- C/PFF- AGE OF MOENR
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
SG*	6		4		15	3	2	12	5	11	7	16	9	12	4	5				27	81	168	25.00	
OLA	1				3		1	5		6	5	12	3	9	3	1				12	37	49	24.48	
PSCA	1		1		2		1	12	1	14	6	18	7	10	5	3	1			21	61	82	25.60	
DDA	1				3		1	1	1	8	3	5	3	2		2				7	22	29	24.13	
PATD	1		1					6	3	5	4	5	5	1	2					13	25	38	34.21	
IESA	1		3		6		2	18	7	44	23	55	29	30	14	22	5	3	81	182	263	30.79		
TOD	1				5		1	9	5	25	11	37	13	19	4	5				35	101	136	25.73	
ECE	1				1		1	9		23	4	27	5	26	3	13	1			13	100	113	11.50	
ESCAP	1				1		1	12	1	24	2	48	10	32	18	5		2	32	125	157	20.38		
ECLAC	1				1		1	11		25	2	41	9	26	10	17	1	1	22	123	145	15.17		
ECA	1				1		1	13		29	3	49	5	48	8	16			16	154	172	9.30		
ESCWA	1				1		3			14	2	19	2	18	4	2	1			9	58	67	13.43	
REGCOM	1						1			1	1									1	3	4	25.00	
UNCYAD	1		2		7		23	3	54	5	49	16	55	11	20	1	1	1	36	212	248	14.51		
UNDRO	1				1				9	1	6	1	3	2	1				4	21	25	16.00		
UNEP	1		1		3		3	1	4	4	5	5	2	1					2	19	21	9.52		
UNCTS	1		1		1		4	1	9	4	8	1	9	3	4				9	36	45	20.00		
UNCS	1						1												0	1	1	.00		
AMRSG	1				1		1			1										1	4	5	20.00	
AMOPS	1		1		6		6	2	6	12	8	20	14	16	6	8	3		33	69	102	32.35		
AMOPS	1		1		4		5	1	5	6	11	13	12	14	8	4	1		39	47	66	45.34		
AMOGS	1				2		5	2	10	4	14	10	12	1	10				18	53	71	25.35		
AMRSD	1				1		1	2		6	4	9	4	5					9	27	36	25.00		
AMHAD	1				1		1			2	1	7	2	9	3	3			6	23	29	20.68		
CS	1				4		6	1	7	9	10	34	16	15	6	2	2	66	52	118	55.93			
DPI	1				6		10	4	33	20	33	21	38	19	18	2	1	67	140	207	32.36			
UNOG	1		1		3		3	9	2	16	3	24	15	23	11	13	4		38	90	128	29.68		
HR	1				1		2			8	5	8	4	8	4	7			13	34	47	27.65		
UNOV	1		1		1		8		7	1	14	5	8	3	6	1	2	10	47	57	17.54			
CTC	1				2		3	1	6	2	6	2	4	1	3			6	25	31	19.35			
UNCSTC	1		1		3		3		4	2	1	2	1	1					1	14	15	6.66		
OCN	1		1		1		1		3	4	3	2	3	4				6	16	22	27.27			
OECA	1						1		1	1	1								1	1	2	50.00		
MFC	1		1				1		5	1	3								1	11	12	8.33		
SRIOS	1				1		3	2	2	1	2	1	3		1			4	13	17	23.52			
UNCUNE	1		1		1					1									0	3	3	.00		
ICDAIT	1								1										1	1	2	50.00		
INTORG	1								5	3	3	6	7	2	3				12	18	30	40.00		
MISNS	1		1		1		2		5	1	2	2	1	1					3	13	16	18.75		
SPTASN	1																			1	0	1	100.00	
GRAND TOTAL	27	4	24	2	86	2	211	48	445	157	575	255	474	167	210	23	12	676	2 064	2 740	24.67			

* For the purposes of this table, this office includes FOSG, ODFVIC, OCSGSPA, OSEPC, OCSFGMA, OSSECS and OROESA. The rest of the abbreviations are explained in pages 4f to 42 below.

Table I

Number of appointments to posts subject to geographical distribution between 1 July 1985 and 30 June 1986 by sex, indicating the percentage of total appointments and the number of nationalities appointed at each level

	W o m e n			M e n		
	<u>No. appointed</u>	<u>% of total appointments</u>	<u>Number of nationalities</u>	<u>No. appointed</u>	<u>% of total appointments</u>	<u>Number of nationalities</u>
USG	-	-	-	4	2.1	4
ASG	-	-	-	2	0.1	2
D-2	-	-	-	7	3.7	6
D-1	-	-	-	12	6.4	12
P-5	2	1.1	1	14	7.5	11
P-4	5	2.6	5	38	20.2	22
P-3	15	8.0	9	51	27.1	27
P-2	11	5.9	9	25	13.3	13
P-1	1	0.5	1	1	0.5	1
Total	34	18.1	17*	154	81.9	56*

* 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.

Notes

1/ Albania, Antigua and Barbuda, Bahrain, Brunei Darussalam, Gabon, Guinea-Bissau, Kuwait, Maldives, Mongolia, Sao Tome and Principe, Solomon Islands and Vanuatu.

2/ Angola, Bhutan, Cape Verde, Cuba, Czechoslovakia, Djibouti, Dominica, Equatorial Guinea, German Democratic Republic, Germany, Federal Republic of, Greece, Italy, Japan, Luxembourg, Mozambique, Norway, Paraguay, Qatar, Romania, Saint Vincent and the Grenadines, Samoa, Saudi Arabia, United Arab Emirates and Yugoslavia.

Statistical tables

A. REGIONAL TABLES

TABLE 1

NUMBER OF MEMBER STATES AND OF NATIONALITIES REPRESENTED IN THE SECRETARIAT
BY STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY REGION

(AS AT 30 JUNE 1985 AND 30 JUNE 1986)

R E G I O N	NUMBER OF MEMBER STATES		NUMBER OF NATIONALITIES			
			INCLUDED IN THE SECRETARIAT		NOT INCLUDED IN THE SECRETARIAT	
	30/06/85	30/06/86	30/06/85	30/06/86	30/06/85	30/06/86
AFRICA	51	51	47	48	4	3
ASIA AND THE PACIFIC	27	27	22	22	5	5
EUROPE (EASTERN)	11	11	10	10	1	1
EUROPE (WESTERN)	18	18	18	18	-	-
LATIN AMERICA	21	21	21	21	-	-
MIDDLE EAST	17	17	14	15	3	2
N. AMERICA & CARIBBEAN	14	14	14	13	-	1
SUBTOTAL	159	159	146	147	13	12
OTHERS	-	-	3	3	-	-
TOTAL	159	159	149	150	13	12

TABLE 2

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 1986)

APPOINTMENT STATUS	REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
GEOGRAPHY a/		442	460	273	619	224	131	561	30	2 740
LANGUAGE b/		138	141	152	281	93	47	104	13	969
MISSION c/		-	3	1	7	1	-	3	-	15
UNEP d/		25	22	11	42	12	3	15	2	132
INTERAGENCY e/		1	1	-	3	-	-	3	1	9
P. RESIDENT f/		-	-	-	-	3	-	-	-	3
PROJECTS g/		3	2	-	2	1	-	-	-	8
ON LEAVE h/		1	4	1	9	5	1	6	1	28
SECONDED i/		8	3	-	20	3	1	18	1	50
TOTAL		616	636	438	983	342	183	708	48	3 954

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.

e/ Staff specifically appointed after interagency consultation to posts financed on an 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 3
 STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
 AND MID-POINT OF DESIRABLE RANGE BY REGION
 (AS AT 30 JUNE 1985 AND 30 JUNE 1986)

R E G I O N	NUMBER OF STAFF		INCREASE (DECREASE)		MID-POINT OF DESIRABLE RANGE		ACTUAL STAFF POSITION	
	30/06/85	30/06/86	NUMBER	PER CENT	30/06/85	30/06/86	30/06/85	30/06/86
	AFRICA	488	442	(47)	(9.6)	13.5	13.6	15.7
ASIA AND THE PACIFIC	503	460	(43)	(9.4)	17.8	18.4	18.4	18.8
EUROPE (EASTERN)	318	273	(45)	(14.4)	12.3	11.9	10.3	10.0
EUROPE (WESTERN)	713	619	(94)	(13.2)	23.3	23.1	23.0	22.6
LATIN AMERICA	293	224	(69)	(23.5)	7.8	7.8	8.5	8.2
MIDDLE EAST	153	131	(22)	(14.4)	5.7	5.8	4.9	4.8
N. AMERICA & CARIBBEAN	620	561	(59)	(9.5)	18.5	18.4	20.0	20.4
SUBTOTAL	3 065	2 710	(355)	(11.6)				
OTHERS	37	30	(7)	(18.9)			1.2	1.1
TOTAL	3 102	2 740	(362)	(11.7)	100.0	100.0	100.0	100.0

TABLE 4
 APPOINTMENTS, SEPARATIONS FROM SERVICE AND OTHER STAFF CHANGES
 IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
 BY REGION
 (1 JULY 1985 - 30 JUNE 1986)

R E G I O N	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/	
	CAREER	FIXED-TERM	TOTAL	CAREER	FIXED-TERM	TOTAL	+	-
AFRICA	1	17	18	36	25	61	+9	-13
ASIA AND THE PACIFIC	1	23	24	40	37	77	+11	-6
EUROPE (EASTERN)	-	64	64	4	107	111	+2	-1
EUROPE (WESTERN)	1	41	42	66	57	143	+21	-14
LATIN AMERICA	-	11	11	24	18	42	+5	-13
MIDDLE EAST	-	4	4	14	17	31	+5	-
N. AMERICA & CARIBBEAN	-	23	23	45	44	89	+21	-14
SUBTOTAL	3	183	186	249	305	554	+74	-61
OTHERS	-	-	-	5	2	7	+1	-1
TOTAL	3	183	186	254	307	561	+75	-62

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.

TABLE 5
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY OFFICE AND REGION
(AS AT 30 JUNE 1988)

OFFICE	REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS a/		203	284	163	322	107	59	410	6	1 554
ECE		2	3	34	56	1	1	13	3	113
ESCAP		1	104	8	21	-	3	18	2	157
ECLAC		1	2	4	28	78	2	32	-	145
ECA		147	3	6	10	3	1	2	-	172
ESCWA		10	3	2	8	1	35	5	3	67
UNCTAD b/		41	31	25	69	19	18	36	10	248
UNEP b/		3	4	1	5	3	3	2	-	21
UNOG c/		26	19	23	63	9	9	31	3	208
UNOV d/		8	7	6	19	3	2	12	-	57
TOTAL		442	460	273	619	224	131	561	30	2 740

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 6
STAFF IN SENIOR POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION AND LEVEL
(AS AT 30 JUNE 1985 AND 30 JUNE 1988)

REGION	30/06/85						30/06/88						INCREASE OR DECREASE
	USG	ASG	D-2	D-1	TOTAL	%	USG	ASG	D-2	D-1	TOTAL	%	
AFRICA	6	2	14	44	66	18.2	8	3	12	46	67	18.0	-1
ASIA AND THE PACIFIC	7	7	12	61	87	21.4	7	6	13	51	77	20.6	-10
EUROPE (EASTERN)	2	3	14	21	40	9.8	2	3	14	18	37	9.9	-3
EUROPE (WESTERN)	7	10	11	64	92	22.6	7	7	15	52	81	21.7	-11
LATIN AMERICA	2	3	12	22	39	9.6	2	3	10	18	34	9.1	-5
MIDDLE EAST	1	-	7	15	23	5.7	2	1	6	4	23	6.1	-
N. AMERICA & CARIBBEAN	2	5	21	31	59	14.5	1	5	18	30	54	14.4	-5
SUBTOTAL	27	30	91	258	406	99.8	27	28	68	230	373	99.8	-33
OTHERS	-	-	-	1	1	0.2	-	-	-	1	1	0.2	-
TOTAL	27	30	91	259	407	100.0	27	28	68	231	374	100.0	-33

TABLE 7
 STAFF BY REGION, LEVEL AND SEX
 (AS AT 30 JUNE 1986)

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 #/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA		6		3	1	11		46	1	82	13	112	22	93	11	39		2	48	394	442
																			10.9	89.1	
ASIA AND THE PACIFIC		7		6		13	4	47	5	69	28	72	47	70	44	41	6	1	134	326	460
																			29.1	70.9	
EUROPE (EASTERN)		2		3		4		18	1	30	2	74	10	91	2	28			15	258	273
																			5.5	94.5	
EUROPE (WESTERN)		7	1	6	1	14	6	44	14	111	41	115	62	84	45	59	5	2	177	442	619
																			28.6	71.4	
LATIN AMERICA		2	1	2		10		19	7	33	13	45	26	30	15	19	1	1	63	161	224
																			28.1	71.9	
MIDDLE EAST		2		1		6	2	12		30	0	29	5	26	4	4			21	110	131
																			16.0	84.0	
N. AMERICA & CARIBBEAN		1	2	3		18	6	24	19	65	49	120	60	74	42	21	11	6	209	352	561
																			37.3	62.7	
OTHERS								1	1	5	1	8	3	6	4				9	21	30
																			30.0	70.0	
SUBTOTAL #/	27	4	24	2	76	20	211	48	445	157	575	255	474	167	210	23	12	678	2064	2 740	
	0.0	100	14.3	66.7	2.3	97.7	6.7	91.3	9.7	90.3	21.4	78.6	36.0	65.0	44.3	55.7	66.7	34.3	24.7	75.3	
TOTAL	27	28	88	231	493	732	729	377	35	2 740											

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION	P-5		P-4		P-3		P-2		P-1		SUBTOTAL #/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA	3	13	6	41	11	40	6	18			26	112	138
											18.8	81.2	
ASIA AND THE PACIFIC	4	16	6	36	8	21	8	40			28	113	141
											19.9	80.1	
EUROPE (EASTERN)		15	2	35	4	51	5	40			11	141	152
											7.2	92.8	
EUROPE (WESTERN)	19	34	64	56	19	39	13	7			145	136	281
											51.6	48.4	
LATIN AMERICA	8	12	18	21	11	15	4	4			41	52	93
											44.1	55.9	
MIDDLE EAST		1	6	1	8	6	17	3	5		11	36	47
											23.4	76.6	
N. AMERICA & CARIBBEAN		3	4	13	28	27	15	10	4		53	51	104
											51.0	49.0	
OTHERS		1	2	3	4	2	1				6	7	13
											46.2	53.8	
SUBTOTAL #/	39	102	115	229	118	199	48	118	-	-	321	648	969
	27.7	72.3	33.4	66.6	37.2	62.8	29.3	70.7	00.0	00.0	33.1	66.9	
TOTAL			41	344	317	167					969		

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

GRAND TOTAL #/	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL #/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
	27	4	24	2	86	20	211	48	547	272	804	373	673	216	328	23	12	997	2 712	3 709	
	0.0	100.0	14.3	66.7	2.3	97.7	6.7	91.3	13.7	86.2	25.3	74.7	36.7	64.3	39.7	60.3	66.7	34.3	26.9	73.1	
	27	28	88	231	634	1 076	1 048	544	36	3 709											

TABLE 8
 STAFF APPOINTED AS ADVISERS ON TECHNICAL CO-OPERATION PROJECTS
 (SHOWING NUMBER OF FEMALE STAFF)
 A. BY REGION OF ORIGIN AND FUNCTION
 (AS AT 30 JUNE 1988)

REGION	FUNCTION	TECHNICAL ADVISERS	INTER-REGIONAL ADVISERS	REGIONAL ADVISERS	TOTAL
AFRICA		4 (1)	1	17 (3)	22 (4)
ASIA AND THE PACIFIC		9 (1)	2	1	12 (1)
EUROPE (EASTERN)		1	1		2
EUROPE (WESTERN)		13	7	2 (1)	22 (1)
LATIN AMERICA		1	3	1	5
MIDDLE EAST		2	1	2 (1)	5 (1)
N. AMERICA & CARIBBEAN		3	2	1	6
OTHERS		1			1
TOTAL		34 (2)	17	19 (5)	75 (7)

B BY OFFICE AND REGION

OFFICE	REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS a/		1	11 (1)	2	16	4	3	6	1	44 (1)
ECE							1 (1)			1 (1)
ECA		15 (4)	1		2 (1)					18 (5)
ESCWA		5					1			6
UNCTAD b/		1			2	1				4
UNOV c/					2					2
TOTAL		23 (4)	12 (1)	2	21 (1)	5	5 (1)	6	1	75 (7)

a/ Including information centres.

b/ Including liaison offices at other duty stations.

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

B. NATIONALITY TABLES

TABLE 9

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION, NATIONALITY AND LEVEL

(SHOWING NUMBER OF FEMALE STAFF)

(AS AT 30 JUNE 1986)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/86	OG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/86	MID- POINT	DESIRABLE RANGE
AFRICA													
ALGERIA	22 (2)	-	-	1 (1)	5	5	7	1 (1)	-	-	19 (2)	9.30	4-14
ANGOLA	3	-	-	-	-	-	-	1	-	-	1	7.12	2-12
BENIN	10 (1)	-	-	-	1	4	1	1	3 (1)	-	10 (1)	7.12	2-12
BOTSWANA	2	-	-	-	-	-	-	2	-	-	2	7.12	2-12
BURKINA FASO	8	-	-	-	1	-	3	2	-	-	8	7.12	2-12
BURUNDI	5	-	-	-	-	-	-	4	-	-	4	7.12	2-12
CAMEROON	12	-	-	-	1	2	3	2	-	-	8	7.12	2-12
CAPE VERDE	2 (1)	-	-	-	-	-	-	1	-	-	1	7.12	2-12
CENT AFR REP	3	-	-	-	-	-	-	2	-	-	2	7.12	2-12
CHAD	6	-	-	-	-	-	2	3	-	-	5	7.12	2-12
COMOROS	2	-	-	-	-	-	-	1	1	-	2	7.12	2-12
CONGO	9	-	-	-	-	2	3	3	-	-	8	7.12	2-12
COTE D'IVOIRE	12	-	-	-	-	-	2	1	9	-	12	7.29	2-12
DJIBOUTI	0	-	-	-	-	-	-	1	-	-	1	7.12	2-12
EGYPT	19 (4)	1	1	1	3	3	6 (2)	-	-	-	15 (2)	8.13	3-13
EQUATL GUINEA	1	-	-	-	-	-	-	-	1	-	1	7.12	2-12
ETHIOPIA	26 (4)	-	-	-	3	4	4	5 (2)	6 (2)	2	26 (4)	7.12	2-12
GABON	0	-	-	-	-	-	-	-	-	-	0	7.45	3-12
GAMBIA	9	-	-	-	1	3	1	4	-	-	9	7.12	2-12
GHANA	20 (1)	1	-	4	3	1	6 (1)	3	1	-	19 (1)	7.12	2-12
GUINEA	7 (1)	-	-	-	-	2	1	2 (1)	-	-	5 (1)	7.12	2-12
GUINEA-BISSAU	0	-	-	-	-	-	-	-	-	-	0	7.12	2-12
KENYA	16 (2)	-	-	-	2	3	5	2	1 (1)	-	13 (1)	7.12	2-12
LESOTHO	8 (6)	-	-	-	-	-	2 (1)	3 (2)	2 (2)	-	7 (5)	7.12	2-12
LIBERIA	10 (4)	-	-	-	-	-	4 (1)	5 (2)	1	-	10 (3)	7.12	2-12
LIBYAN ARAB J	8 (1)	-	-	-	2	1 (1)	1	1	2	-	7 (1)	11.32	6-16
MADAGASCAR	12 (1)	-	-	-	-	2	5	1 (1)	2	-	10 (1)	7.12	2-12
MALAWI	9 (1)	-	-	-	1	1	3	3 (1)	-	-	8 (1)	7.12	2-12
MALI	13	-	1	-	2	-	3	6	-	-	12	7.12	2-12
MAURITANIA	4	-	-	1	-	1	-	-	2	-	4	7.12	2-12
MAURITIUS	15	-	-	-	-	6	6	2	1	-	15	7.12	2-12

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/08/85	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/08/86	MID- POINT	DESIRABLE RANGE
AFRICA (CONTINUED)													
MOROCCO	13 (4)	-	-	1	2	3	2	4 (2)	1 (1)	-	13 (3)	7.78	3-13
MOZAMBIQUE	1	-	-	-	-	-	1	-	-	-	1	7.12	2-12
NIGER	6 (1)	-	-	-	-	-	2	3 (1)	-	-	5 (1)	7.12	2-12
NIGERIA	20 (1)	2	-	1	2	7	3	1	2 (1)	-	18 (1)	10.14	5-15
RWANDA	3	-	-	-	-	-	-	3	-	-	3	7.12	2-12
S. TOME PRINCE	0	-	-	-	-	-	-	-	-	-	0	7.12	2-12
SENEGAL	14 (2)	-	-	1	1	3	3 (2)	6	1	-	15 (2)	7.12	2-12
SEYCHELLES	3 (1)	-	-	-	-	-	-	-	2	-	2	7.12	2-12
SIERRA LEONE	18 (4)	-	1	-	2	4	6 (2)	3	-	-	16 (2)	7.12	2-12
SOMALIA	16 (3)	1	-	-	1	2	3	5 (2)	1 (1)	-	13 (3)	7.12	2-12
SOUTH AFRICA	11 (3)	-	-	-	-	1	2 (1)	2 (1)	6 (1)	-	11 (3)	14.34	9-19
SUDAN	12	-	-	-	1	2	6	2	-	-	11	7.12	2-12
SWAZILAND	1 (0)	-	-	-	-	-	-	5 (1)	-	-	5 (1)	7.12	2-12
TOGO	9 (1)	-	-	1	1	1	3	2	1	-	9	7.12	2-12
TUNISIA	22 (1)	1	-	1	2	10	5 (1)	1	-	-	20 (1)	7.45	3-12
UGANDA	16 (2)	-	-	-	1	4	5 (1)	2 (1)	-	-	12 (2)	7.12	2-12
U. REP. TANZANIA	19 (4)	-	-	-	5	2	7 (1)	3 (3)	1	-	18 (4)	7.12	2-12
ZAIRE	15 (1)	-	-	-	1	-	6	5 (1)	-	-	12 (1)	7.12	2-12
ZAMBIA	10	-	-	-	1	1	3	5	-	-	10	7.12	2-12
ZIMBABWE	7 (2)	-	-	-	1	3	-	1	1 (1)	-	6 (1)	7.29	2-12
POPULATION RESERVE												25	

SUBTOTAL	488 (58)	6	3	12 (1)	46	63 (1)	125 (13)	115 (22)	50 (11)	2	442 (48)	407.42	385-521
ASIA AND THE PACIFIC													
AUSTRALIA	43 (17)	-	-	-	6	9 (2)	9 (3)	9 (7)	2 (2)	-	35 (14)	34.64	30-40
BANGLADESH	18	1	-	-	2	6	6	2	-	-	17	7.29	2-12
BHUTAN	1	-	-	-	-	-	-	-	1	-	1	7.12	2-12
BRUNEI DARUSSALAM	0	-	-	-	-	-	-	-	-	-	0	7.62	3-12
BURMA	6	-	-	-	-	2	3	1	-	-	6	7.12	2-12
CHINA	55 (18)	1	1	1	8	6 (1)	14 (6)	14 (6)	3 (3)	-	50 (18)	20.22	15-25

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/85	DG/ USG	AS3	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/86	MID- POINT	DESIRABLE RANGE
ASIA AND THE PACIFIC (CONTINUED)													
DEM KAMPUCHEA	5	-	-	-	1	1	2	1	-	-	5	7.12	2-12
FIJI	6	1	-	-	2	2	1	1	-	-	7 (1)	7.12	2-12
INDIA	44 (4)	2	2	4	4 (1)	7	3 (1)	10 (2)	9 (1)	-	41 (5)	12.83	0-18
INDONESIA	10 (2)	-	-	1	2	2	2 (1)	1 (1)	1 (1)	-	9 (3)	9.30	4-14
JAPAN	121 (29)	1	2	3	10 (3)	13 (2)	16 (4)	28 (9)	25 (9)	1 (1)	101 (28)	189.06	161-217
LAO P DEM REP	2	-	-	-	-	1	1	-	-	-	2	7.12	2-12
MALAYSIA	15 (2)	-	-	1	-	6	3	3 (2)	2 (1)	-	15 (3)	8.63	4-14
MALDIVES	0	-	-	-	-	-	-	-	-	-	0	7.12	2-12
MONGOLIA	0	-	-	-	-	-	-	-	-	-	0	7.12	2-12
NEPAL	11	-	-	-	2	4	2	4	1	-	13	7.12	2-12
NEW ZEALAND	15 (4)	-	-	-	2	1	5 (3)	4 (1)	-	-	12 (4)	10.98	6-16
PAKISTAN	21 (2)	1	1	3	2	4	3	1 (1)	2 (1)	-	17 (2)	7.96	3-13
PAPUA N GUINEA	1	-	-	-	-	-	-	1	1	1	3	7.12	2-12
PHILIPPINES	64 (29)	-	-	-	2	2	14 (8)	21 (9)	20 (11)	4 (4)	63 (32)	8.63	4-14
SAMOA	1	-	-	-	-	-	-	1	-	-	1	7.12	2-12
SINGAPORE	13 (7)	-	-	-	-	1	5 (1)	4 (3)	2 (2)	-	12 (6)	8.63	4-14
SOLOMON ISLANDS	0	-	-	-	-	-	-	-	-	-	0	7.12	2-12
SRI LANKA	15 (3)	-	-	-	6	5	1 (1)	-	2 (1)	-	14 (2)	7.12	2-12
THAILAND	35 (17)	-	-	-	1	-	8	10 (5)	11 (10)	1 (1)	31 (16)	8.46	4-13
VANUATU	0	-	-	-	-	-	-	-	-	-	0	7.12	2-12
VIET NAM	6 (3)	-	-	-	1	-	-	1	3 (2)	-	5 (2)	7.12	2-12

POPULATION RESERVE

117

SUBTOTAL	508 (135)	7	6	13	51 (4)	74 (5)	100 (28)	117 (47)	85 (44)	7 (6)	480 (134)	551.13	515-696
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EUROPE (EASTERN)

ALBANIA	0	-	-	-	-	-	-	-	-	-	0	7.12	2-12
BULGARIA	13	-	-	-	-	3	2	4	-	-	9	9.64	5-15
BYELORUSSN SSR	15	-	-	-	-	-	3	5	-	-	8	12.66	8-18
CZECHOSLOVAKIA	12	-	-	-	1	-	5	3	3	-	12	18.71	14-24
GERMAN DEM REP	18 (2)	-	-	-	3	-	5 (1)	5 (1)	3	-	16 (2)	29.29	24-34
HUNGARY	14 (1)	-	-	1	1	2	1	3	1	-	9	10.66	6-16
POLAND	20 (2)	1	-	1	-	4	6	5 (2)	-	-	17 (2)	17.70	13-23

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/85	OG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/86	MID- POINT	DESIRABLE RANGE
EUROPE (EASTERN) (CONTINUED)													
ROMANIA	6	-	-	-	-	1	2	1	-	-	4	10.14	5-15
UKRAINIAN SSR	29 (2)	-	-	-	3	1	8	10 (2)	8	-	28 (2)	28.45	24-33
USSR	178 (4)	1	2	12	10	18 (1)	42 (1)	61 (4)	15 (2)	-	181 (8)	178.30	152-205
YUGOSLAVIA	16 (1)	-	1	-	-	2	2	4 (1)	-	-	9 (1)	14.68	10-20
POPULATION RESERVE												19	
SUBTOTAL	319 (12)	2	3	14	18	31 (1)	78 (2)	101 (10)	28 (2)	-	273 (15)	358.34	348-471
EUROPE (WESTERN)													
AUSTRIA	40 (17)	-	1	2	4	7 (1)	3 (2)	-	2 (2)	3 (2)	22 (7)	19.38	14-24
BELGIUM	27 (8)	1	-	-	1	6	7 (2)	6 (2)	2 (1)	-	23 (5)	26.77	22-32
DENMARK	19 (2)	-	1	-	-	1	6	6 (2)	-	-	14 (2)	19.05	14-24
FINLAND	19 (8)	1	-	-	-	3 (2)	3 (2)	7 (4)	1	-	15 (8)	15.35	10-20
FRANCE	129 (48)	1a/	1	4 (1)	15 (8)	25 (8)	30 (9)	24 (13)	19 (9)	-	119 (44)	113.96	97-131
GERMANY, F R OF	128 (27)	1	-	2	4	20 (2)	28 (8)	31 (10)	32 (10)	-	118 (31)	145.71	124-168
GREECE	12 (4)	-	1	-	1	1	4 (1)	-	1 (1)	-	8 (2)	14.34	9-19
ICELAND	4	-	-	-	-	2	-	1	1	-	4	7.45	3-12
IRELAND	17 (2)	-	-	-	-	4	6	2 (1)	1 (1)	-	13 (2)	9.97	5-15
ITALY	63 (17)	-	1	1	4	11 (1)	15 (4)	13 (8)	11 (3)	-	58 (14)	70.62	60-81
LUXEMBOURG	1	-	-	-	-	-	1	-	-	-	1	7.79	3-13
MALTA	8 (1)	-	-	-	1	3	1	1	2 (2)	-	8 (2)	7.12	2-12
NETHERLANDS	39 (5)	-	-	1	1	7	8	8 (1)	7 (3)	-	32 (4)	36.18	31-42
NORWAY	12 (3)	-	-	1	2	1	-	2 (2)	3 (1)	1	10 (3)	16.02	11-21
PORTUGAL	15 (4)	-	-	-	-	2	4 (1)	3 (3)	1	-	10 (4)	9.97	5-15
SPAIN	41 (7)	1	-	-	7	8 (1)	6 (2)	18 (4)	5 (1)	-	41 (8)	41.05	35-47
SWEDEN	33 (7)	1	1	1	3	4	7 (1)	6 (2)	3 (3)	1 (1)	27 (7)	27.95	23-33
UNITED KINGDOM G/	106 (35)	1	1 (1)	3	9 (2)	22 (1)	29 (8)	20 (12)	13 (8)	2 (2)	100 (34)	88.80	75-102
POPULATION RESERVE												18	
SUBTOTAL	713 (181)	7	7 (1)	15 (1)	52 (8)	125 (14)	188 (41)	148 (82)	104 (45)	7 (5)	619 (177)	693.22	682-896

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/08/85	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/08/86	MID- POINT	DESIRABLE RANGE
LATIN AMERICA													
ARGENTINA	33 (10)	1	1	1	4	11 (2)	6 (3)	3 (3)	3 (1)	-	30 (9)	17.37	12-22
BOLIVIA	6	-	-	-	1	1	2	2	-	-	6	7.12	2-12
BRAZIL	37 (8)	-	1	4	1	4 (1)	6 (3)	6 (2)	7 (2)	-	29 (8)	30.47	26-35
CHILE	32 (14)	-	-	1	3	6 (2)	5 (3)	7 (4)	9 (4)	-	31 (13)	8.13	3-13
COLOMBIA	14 (2)	-	-	-	2	1	2	5	-	-	10	9.13	4-14
COSTA RICA	8 (1)	-	-	-	-	-	5	1 (1)	-	-	6 (1)	7.29	2-12
CUBA	7 (3)	-	-	-	-	-	1	1 (1)	1	-	3 (1)	8.46	4-13
DOMINICAN REP	4 (1)	-	-	-	-	-	3 (1)	1	-	-	4 (1)	7.45	3-12
ECUADOR	9 (1)	1	-	-	1	1	2	1 (1)	3 (1)	-	9 (2)	7.45	2-12
EL SALVADOR	7 (1)	-	-	-	1	1	2	1	-	-	5	7.12	2-12
GUATEMALA	5	-	-	1	-	-	3	-	-	-	4	7.29	2-12
HAITI	13 (3)	-	-	1	4	1	2	4 (3)	-	-	12 (3)	7.12	2-12
HONDURAS	6	-	-	-	-	-	2	-	2	-	4	7.12	2-12
MEXICO	19 (5)	-	-	-	-	4	2	11 (5)	-	1 (1)	18 (5)	21.90	17-27
NICARAGUA	4 (1)	-	-	-	-	1	3 (1)	-	-	-	4 (1)	7.12	2-12
PANAMA	7 (1)	-	-	-	-	2	3	-	-	-	5	7.29	2-12
PARAGUAY	2	-	-	-	-	-	-	1	-	-	1	7.29	2-12
PERU	21 (5)	-	-	1	-	2	4 (1)	5 (1)	3 (3)	-	15 (5)	8.13	3-13
SURINAME	2 (1)	-	-	-	-	-	1	-	1 (1)	-	2 (1)	7.12	2-12
URUGUAY	13 (1)	-	-	1	1	3	3	1	2 (2)	-	11 (2)	7.62	3-12
VENEZUELA	15 (9)	-	1 (1)	-	1	2 (2)	1 (1)	6 (5)	3 (1)	1	15 (10)	17.03	12-22
POPULATION RESERVE											18		
SUBTOTAL	263 (87)	2	3 (1)	10	19	40 (7)	58 (13)	56 (26)	34 (15)	2 (1)	224 (83)	233.02	220-299
MIDDLE EAST													
AFGHANISTAN	12	-	-	1	-	1	5	3	-	-	10	7.12	2-12
BAHRAIN	0	-	-	-	-	-	-	-	-	-	0	7.29	2-12
CYPRUS	9	-	-	1	2	2	2	1	-	-	8	7.29	2-12
DEMOCRAT YEMEN	5	-	-	-	-	1	3 (1)	2	-	-	6 (1)	7.12	2-12
IRAN, ISLAMIC R OF	25 (7)	-	-	2	3	4	4 (3)	4	3 (3)	-	20 (8)	17.53	13-22

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/86	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/86	MID- POINT	DESIRABLE RANGE
MIDDLE EAST (CONTINUED)													
IRAQ	20 (2)	-	-	1	2 (1)	8	3 (1)	1	-	-	15 (2)	8.97	4-14
ISRAEL	7 (1)	-	-	-	-	1	1	4 (1)	1	-	7 (1)	10.66	6-16
JORDAN	9	1	-	-	1	2	3	2	1	-	10	7.12	2-12
KUWAIT	0	-	-	-	-	-	-	-	-	-	0	11.62	7-17
LEBANON	20 (2)	-	-	-	2	5	3	6 (2)	1	-	17 (2)	7.12	2-13
OMAN	2 (1)	-	-	-	-	1	1 (1)	-	-	-	2 (1)	7.29	2-12
QATAR	0	-	-	-	-	-	1	-	1	-	2	7.62	3-13
SAUDI ARABIA	4 (3)	-	-	-	-	-	2 (2)	1	1 (1)	-	4 (3)	23.25	16-28
SYRIAN ARAB RP	12	1	1	1	1	2	3	-	-	-	9	7.62	3-13
TURKEY	23 (6)	-	-	-	2 (1)	3	6 (2)	5 (1)	-	-	16 (4)	12.66	8-18
U A EMIRATES	1 (1)	-	-	-	-	-	-	1 (1)	-	-	1 (1)	9.97	5-15
YEMEN	4	-	-	-	1	-	2	1	-	-	4	7.12	2-12
POPULATION RESERVE												8	
SUBTOTAL	153 (23)	2	1	6	14 (2)	30	39 (10)	31 (5)	8 (4)	-	131 (21)	175.66	162-220
N. AMERICA & CARIBBEAN													
ANTIGUA AND BARBUDA	1	-	-	-	-	-	-	-	-	-	0	7.12	2-12
BAHAMAS	2 (1)	-	-	-	-	-	-	2 (1)	-	-	2 (1)	7.12	2-12
BARBADOS	8 (3)	-	-	-	-	3 (1)	2	-	2 (2)	-	7 (3)	7.12	2-12
BELIZE	2 (2)	-	-	-	-	-	1 (1)	1 (1)	-	-	2 (2)	7.12	2-12
CANADA	72 (15)	-	2 (1)	2	2	15 (1)	20 (3)	15 (4)	4 (3)	-	60 (12)	58.36	50-67
DOMINICA	2	-	-	-	-	1	-	-	-	-	1	7.12	2-12
GRENADA	4	-	1	-	1	-	-	-	1	-	3	7.12	2-12
GUYANA	16 (6)	-	-	1	1	2	5 (3)	3 (3)	3 (1)	-	15 (7)	7.12	2-12
JAMAICA	17 (4)	-	-	1	3 (1)	2	2	6 (2)	3 (1)	-	17 (4)	7.29	2-12
SAINT CHRISTOPHER N.	2 (2)	-	-	-	-	-	-	-	2 (2)	-	2 (2)	7.12	2-12
SAINT LUCIA	5 (2)	-	-	-	-	-	1	1 (1)	3 (1)	-	5 (2)	7.12	2-12
SAINT VINCENT & GR	2	-	-	-	-	-	-	1	-	-	1	7.12	2-12
TRINIDAD AND TOBAGO	15 (6)	-	-	-	1	3 (1)	2 (1)	4 (1)	4 (3)	-	14 (6)	7.62	3-13
USA	472 (176)	1	2 (1)	14	22 (5)	76 (16)	136 (41)	121 (67)	41 (29)	17 (11)	432 (170)	426.64	363-491
POPULATION RESERVE												12	
SUBTOTAL	620 (217)	1	5 (2)	18	30 (6)	104 (19)	169 (49)	164 (60)	63 (42)	17 (11)	561 (208)	583.41	557-751

TABLE B (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/85	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/86	MID- POINT	DESIRABLE RANGE
OTHERS													
NAMIBIA	4 (1)	-	-	-	-	-	1	1	2	-	4 (1)		
REP OF KOREA	4 (1)	-	-	-	-	1	1 (1)	-	-	-	2 (1)		
SWITZERLAND	26 (10)	-	-	-	1	5 (1)	5	6 (3)	3 (3)	-	20 (7)		
STATELESS	4	-	-	-	-	-	2	2	-	-	4		
SUBTOTAL	37 (12)	-	-	-	1	6 (1)	9 (1)	9 (3)	5 (4)	-	30 (9)		
TOTAL	3 102 (716)	27	26 (4)	66 (2)	231 (20)	493 (46)	732 (157)	729 (255)	377 (167)	35	2 740 (23) (676)		

a/ At the Director-General level.

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

TABLE 10
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION, NATIONALITY AND TYPE OF APPOINTMENT
(AS AT 30 JUNE 1985 AND 30 JUNE 1986)

REGION AND COUNTRY	30/06/85					30/06/86				
	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	14	1	7	22	31.8	15	-	4	18	21.1
ANGOLA	1	1	1	3	33.3	-	-	1	1	100.0
BENIN	5	-	5	10	50.0	5	-	5	10	50.0
BOTSWANA	2	-	-	2	0.0	2	-	-	2	0.0
BURKINA FASO	2	1	5	8	62.5	3	1	2	6	33.3
BURUNDI	4	-	1	5	20.0	3	-	1	4	25.0
CAMEROON	7	2	3	12	25.0	5	-	3	8	37.5
CAPE VERDE	-	1	1	2	50.0	-	-	1	1	100.0
CENT AFR REP	1	1	1	3	33.3	1	-	1	2	50.0
CHAD	4	1	1	6	16.7	4	-	1	5	20.0
COMOROS	2	-	-	2	0.0	2	-	-	2	0.0
CONGO	5	-	4	9	44.4	5	-	3	8	37.5
COTE D'IVOIRE	1	3	8	12	66.7	4	2	6	12	50.0
DJIBOUTI	-	-	-	-	0.0	-	-	1	1	100.0
EGYPT	8	-	11	19	57.9	5	1	9	15	60.0
EQUATL GUINEA	-	-	1	1	100.0	-	1	-	1	0.0
ETHIOPIA	22	-	4	26	15.4	22	-	4	26	15.4
GABON	-	-	-	-	0.0	-	-	-	-	0.0
GAMBIA	6	1	2	9	22.2	7	1	1	9	11.1
GHANA	12	1	7	20	35.0	11	-	8	19	42.1
GUINEA	4	2	1	7	14.3	4	-	1	5	20.0
GUINEA-BISSAU	-	-	-	-	0.0	-	-	-	-	0.0
KENYA	7	-	9	16	56.3	6	-	7	13	53.8
LESOTHO	3	1	4	8	50.0	4	-	3	7	42.9
LIBERIA	4	1	5	10	50.0	5	-	5	10	50.0
LIBYAN ARAB J	5	-	3	8	37.5	4	-	3	7	42.9
MADAGASCAR	8	2	2	12	16.7	9	-	1	10	10.0
MALAWI	3	-	6	9	66.7	2	-	6	8	75.0
MALI	4	1	8	13	61.5	3	1	8	12	66.7
MAURITANIA	-	1	3	4	75.0	1	-	3	4	75.0
MAURITIUS	10	1	4	15	26.7	11	-	4	15	26.7
MOROCCO	7	1	5	13	38.5	8	1	4	13	30.8
MOZAMBIQUE	-	-	1	1	100.0	-	-	1	1	100.0
NIGER	4	-	2	6	33.3	4	-	1	5	20.0
NIGERIA	12	-	8	20	40.0	10	1	7	18	38.9
RWANDA	-	1	2	3	66.7	-	-	3	3	100.0
S TOME PRINCE	-	-	-	-	0.0	-	-	-	-	0.0
SENEGAL	6	-	6	14	42.9	8	-	7	15	46.7

TABLE 10 (CONTINUED)

REGION AND COUNTRY	30/06/86					30/06/86				
	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	-	-	3	3	100.0	-	-	2	2	100.0
SIERRA LEONE	10	-	8	18	44.4	10	-	6	16	37.5
SOMALIA	8	2	6	16	37.5	8	-	5	13	38.5
SOUTH AFRICA	2	-	9	11	81.8	2	-	9	11	81.8
SUDAN	4	1	7	12	58.3	3	-	8	11	72.7
SWAZILAND	-	-	1	1	100.0	-	-	5	5	100.0
TOGO	5	-	4	9	44.4	5	-	4	9	44.4
TUNISIA	17	-	5	22	22.7	16	1	3	20	15.0
UGANDA	11	1	4	16	25.0	9	1	2	12	18.7
U REP TANZANIA	13	1	5	19	26.3	13	1	4	18	22.2
ZAIRE	13	-	2	15	13.3	11	-	1	12	8.3
ZAMBIA	3	1	6	10	60.0	3	2	5	10	50.0
ZIMBABWE	3	1	3	7	42.9	4	-	2	6	33.3
SUBTOTAL	264	31	194	489	39.7	257	14	171	442	38.7
ASIA AND THE PACIFIC										
AUSTRALIA	30	2	11	43	25.8	26	2	7	35	20.0
BANGLADESH	7	-	11	18	61.1	7	2	8	17	47.1
BHUTAN	1	-	-	1	0.0	1	-	-	1	0.0
BRUNEI DARUSSALAM	-	-	-	-	0.0	-	-	-	-	0.0
BURMA	3	-	3	6	50.0	2	2	2	6	33.3
CHINA	34	1	20	55	38.4	34	-	16	50	32.0
DEM KAMPUCHEA	5	-	-	5	0.0	5	-	-	5	0.0
FIJI	3	-	3	6	50.0	3	-	4	7	57.1
INDIA	30	-	14	44	31.8	28	-	13	41	31.7
INDONESIA	5	-	5	10	50.0	4	-	5	9	55.6
JAPAN	57	3	61	121	50.4	52	8	43	101	42.6
LAO P DEM REP	2	-	-	2	0.0	2	-	-	2	0.0
MALAYSIA	12	1	2	15	13.3	12	-	3	15	20.0
MALDIVES	-	-	-	-	0.0	-	-	-	-	0.0
MONGOLIA	-	-	-	-	0.0	-	-	-	-	0.0
NEPAL	8	-	3	11	27.3	8	1	4	13	30.8
NEW ZEALAND	9	1	5	15	33.3	9	-	3	12	25.0
PAKISTAN	11	-	10	21	47.6	8	-	9	17	52.9
PAPUA N GUINEA	-	-	1	1	100.0	-	-	3	3	100.0
PHILIPPINES	61	1	2	64	3.1	62	1	-	63	0.0
SAMOA	-	1	-	1	0.0	1	-	-	1	0.0
SINGAPORE	9	-	4	13	30.8	9	-	3	12	25.0
SOLOMON ISLANDS	-	-	-	-	0.0	-	-	-	-	0.0

TABLE 10 (CONTINUED)

REGION AND COUNTRY	30/08/85					30/08/86				
	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	13	-	2	15	13.3	11	-	3	14	21.4
THAILAND	31	-	4	35	11.4	25	-	6	31	19.4
VANUATU	-	-	-	-	0.0	-	-	-	-	0.0
VIET NAM	2	-	4	6	66.7	1	1	3	5	60.0
SUBTOTAL	333	10	165	508	32.5	310	15	135	460	29.3
EUROPE (EASTERN)										
ALBANIA	-	-	-	-	0.0	-	-	-	-	0.0
BULGARIA	2	1	10	13	76.9	3	-	6	9	66.7
BYELORUSSN SSR	-	-	15	15	100.0	-	-	8	8	100.0
CZECHOSLOVAKIA	-	-	12	12	100.0	-	-	12	12	100.0
GERMAN DEM REP	-	-	18	18	100.0	-	-	16	16	100.0
HUNGARY	-	-	14	14	100.0	-	-	9	9	100.0
POLAND	-	-	20	20	100.0	-	-	17	17	100.0
ROMANIA	-	-	6	6	100.0	-	-	4	4	100.0
UKRAINIAN SSR	-	-	29	29	100.0	-	-	28	28	100.0
USSR	-	-	178	178	100.0	-	-	161	161	100.0
YUGOSLAVIA	4	-	12	16	75.0	-	1	8	9	66.7
SUBTOTAL	6	1	312	319	97.8	3	1	269	273	98.5
EUROPE (WESTERN)										
AUSTRIA	29	2	9	40	22.5	16	-	6	22	27.3
BELGIUM	12	3	12	27	44.4	10	2	11	23	47.8
DENMARK	13	1	5	19	26.3	9	-	5	14	35.7
FINLAND	9	1	9	19	47.4	8	1	6	15	40.0
FRANCE	100	4	25	129	19.4	96	1	22	119	18.5
GERMANY, F. R. OF	63	4	59	126	46.8	55	8	53	116	45.7
GREECE	8	-	4	12	33.3	7	-	1	8	12.5
ICELAND	3	-	1	4	25.0	3	-	1	4	25.0
IRELAND	13	-	4	17	23.5	11	-	2	13	15.4
ITALY	46	3	14	63	22.2	41	1	14	56	25.0
LUXEMBOURG	1	-	-	1	0.0	1	-	-	1	0.0
MALTA	6	-	2	8	25.0	6	-	2	8	25.0
NETHERLANDS	12	4	23	39	59.0	12	3	17	32	53.1
NORWAY	4	-	8	12	66.7	2	-	8	10	60.0
PORTUGAL	7	1	7	15	46.7	5	-	5	10	50.0
SPAIN	24	3	14	41	34.1	26	3	12	41	29.3
SWEDEN	23	1	9	33	27.3	19	-	8	27	29.6
UNITED KINGDOM	66	5	17	108	15.7	65	1	14	100	14.0
SUBTOTAL	459	32	222	713	31.1	412	20	187	619	30.2

TABLE 10 (CONTINUED)

REGION AND COUNTRY	30/06/85					30/06/86				
	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	2	6	33	18.2	26	1	3	30	10.0
BOLIVIA	5	-	1	6	16.7	5	-	1	6	16.7
BRAZIL	18	2	19	37	51.4	14	2	13	29	44.8
CHILE	25	-	4	32	12.5	26	2	3	31	9.7
COLOMBIA	4	1	9	14	64.3	4	-	6	10	60.0
COSTA RICA	3	1	4	8	50.0	3	-	3	6	50.0
CUBA	5	-	2	7	28.6	2	-	1	3	33.3
DOMINICAN REP	3	-	1	4	25.0	3	-	1	4	25.0
ECUADOR	5	1	3	9	33.3	4	-	5	9	55.6
EL SALVADOR	6	-	1	7	14.3	3	1	1	5	20.0
GUATEMALA	4	-	1	5	20.0	4	-	-	4	0.0
HAITI	12	-	1	13	7.7	11	-	1	12	8.3
HONDURAS	1	-	4	5	80.0	1	-	3	4	75.0
MEXICO	14	1	4	19	21.1	14	-	4	18	22.2
NICARAGUA	3	-	1	4	25.0	3	-	1	4	25.0
PANAMA	6	1	-	7	0.0	5	-	-	5	0.0
PARAGUAY	2	-	-	2	0.0	1	-	-	1	0.0
PERU	9	1	11	21	52.4	6	1	8	15	53.3
SURINAME	-	-	2	2	100.0	-	-	2	2	100.0
URUGUAY	7	1	5	13	38.5	5	2	4	11	36.4
VENEZUELA	5	-	10	15	66.7	5	1	9	15	60.0
SUBTOTAL	183	11	89	283	33.8	145	10	89	224	30.8
MIDDLE EAST										
AFGHANISTAN	6	1	5	12	41.7	6	1	3	10	30.0
BAHRAIN	-	-	-	-	0.0	-	-	-	-	0.0
CY-RUS	6	-	1	9	11.1	7	-	1	8	12.5
DEMOCRAT YEMEN	2	-	3	5	60.0	4	-	2	6	33.3
IRAN, ISLAMIC R OF	17	2	6	25	24.0	18	-	4	20	20.0
IRAQ	13	-	7	20	35.0	11	-	4	15	26.7
ISRAEL	2	-	5	7	71.4	3	-	4	7	57.1
JORDAN	3	1	5	9	55.6	5	-	5	10	50.0
KUWAIT	-	-	-	-	0.0	-	-	-	-	0.0
LEBANON	15	-	5	20	25.0	14	1	2	17	11.8
OMAN	1	-	1	2	50.0	1	-	1	2	50.0
QATAR	-	-	-	-	0.0	-	-	2	2	100.0
SAUDI ARABIA	2	-	2	4	50.0	2	-	2	4	50.0
SYRIAN ARAB RP	7	-	5	12	41.7	4	-	5	9	55.6
TURKEY	9	-	14	23	60.9	7	1	8	16	50.0

TABLE 10 (CONTINUED)

REGION AND COUNTRY	30/08/85					30/08/86				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MIDDLE EAST (CONTINUED)										
U.A.E. EMIRATES	-	-	1	1	100.0	1	-	-	1	0.0
YEMEN	3	-	1	4	25.0	3	-	1	4	25.0
SUBTOTAL	88	4	61	153	39.9	84	3	44	131	37.0
N. AMERICA & CARIBBEAN										
ANTIGUA AND BARBUDA	-	-	1	1	100.0	-	-	-	-	0.0
BAHAMAS	1	-	1	2	50.0	1	1	-	2	0.0
BARBADOS	8	-	-	8	0.0	7	-	-	7	0.0
BELIZE	2	-	-	2	0.0	2	-	-	2	0.0
CANADA	38	4	30	72	41.7	33	2	25	60	41.7
DOMINICA	1	-	1	2	50.0	1	-	-	1	0.0
GREYHADA	1	-	3	4	75.0	1	-	2	3	66.7
GUYANA	14	-	2	16	12.5	14	-	1	15	6.7
JAMAICA	17	-	-	17	0.0	17	-	-	17	0.0
SAINT CHRISTOPHER N.	-	-	2	2	100.0	-	-	2	2	100.0
SAINT LUCIA	-	-	5	5	100.0	-	-	5	5	100.0
SAINT VINCENT & GR	1	-	1	2	50.0	1	-	-	1	0.0
TRINIDAD AND TOBAGO	12	2	1	15	6.7	12	1	1	14	7.1
USA	366	14	92	472	19.5	352	9	71	432	16.4
SUBTOTAL	461	20	139	620	22.4	441	13	107	561	19.1
OTHERS										
NAMIBIA	1	-	3	4	75.0	1	1	2	4	50.0
REP. OF KOREA	-	-	4	4	100.0	-	-	2	2	100.0
SWITZERLAND	20	2	3	25	12.0	17	1	2	20	10.0
STATELESS	2	-	2	4	50.0	2	-	2	4	50.0
SUBTOTAL	23	2	12	37	32.4	20	2	8	30	28.7
TOTAL	1 797	111	1 194	3 102	36.5	1 672	78	990	2 740	36.1

TABLE 11
 APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
 BY REGION, NATIONALITY AND LEVEL
 (SHOWING NUMBER OF FEMALE STAFF)
 (1 JULY 1985 - 30 JUNE 1986)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA										
COTE D'IVOIRE	-	-	-	-	-	-	1	-	-	1
DJIBOUTI	-	-	-	-	-	-	1	-	-	1
EGYPT	-	-	-	-	-	1	-	-	-	1
ETHIOPIA	-	-	-	-	-	-	-	1	-	1
GAMBIA	-	-	-	-	-	-	1	-	-	1
GHANA	1	-	-	-	-	-	-	-	-	1
LIBYAN ARAB J	-	-	-	1	-	-	-	-	-	1
MALAWI	-	-	-	-	-	-	-	1	-	1
MOROCCO	-	-	1	-	-	-	-	-	-	1
RWANDA	-	-	-	-	-	-	1	-	-	1
SENEGAL	-	-	-	-	1	-	-	-	-	1
SUDAN	-	-	-	1	-	-	-	-	-	1
SWAZILAND	-	-	-	-	-	-	4 (1)	-	-	4 (1)
TOGO	-	-	-	-	-	1	-	-	-	1
ZAMBIA	-	-	-	-	-	-	1	-	-	1
SUBTOTAL	1	-	1	2	1	2	9 (1)	2	-	16 (1)
ASIA AND THE PACIFIC										
AUSTRALIA	-	-	-	1	-	-	1 (1)	-	-	2 (1)
BANGLADESH	-	-	-	-	-	-	1	-	-	1
BURMA	-	-	-	-	-	1	-	-	-	1
CHINA	-	-	-	1	1	-	-	-	-	2
FIJI	-	-	-	-	-	-	1 (1)	-	-	1 (1)
INDIA	-	-	1	-	-	-	-	1 (1)	-	2 (1)
INDONESIA	-	-	-	1	-	-	-	1 (1)	-	2 (1)
JAPAN	-	-	-	-	-	1	1	2	-	4
MALAYSIA	-	-	-	-	-	-	1 (1)	-	-	1 (1)
NEPAL	-	-	-	-	-	-	-	1	-	3
PAPUA N GUINEA	-	-	-	-	-	-	1	-	-	2
PHILIPPINES	1	-	-	-	-	-	-	-	-	1
SRI LANKA	-	-	-	-	1	-	-	-	-	1
THAILAND	-	-	-	-	-	-	1	-	-	1
SUBTOTAL	1	-	1	3	2	2	9 (3)	5 (2)	1	24 (5)

TABLE 11 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
EUROPE (EASTERN)										
BULGARIA	-	-	-	-	1	-	-	-	-	1
CZECHOSLOVAKIA	-	-	-	-	-	1	1	3	-	5
GERMAN DEM REP	-	-	-	-	-	2	1	-	-	3
HUNGARY	-	-	-	-	-	1	1	1	-	3
POLAND	-	-	1	-	-	2	1	-	-	4
ROMANIA	-	-	-	-	-	1	-	-	-	1
UKRAINIAN SSR	-	-	-	1	1	2	1	2	-	7
USSR	-	-	1	-	5 (1)	10 (1)	22 (2)	2 (1)	-	40 (5)
SUBTOTAL	-	-	2	1	7 (1)	19 (1)	27 (2)	8 (1)	-	64 (5)
EUROPE (WESTERN)										
BELGIUM	-	-	-	-	-	-	1	-	-	1
FINLAND	-	-	-	-	-	-	2 (1)	-	-	2 (1)
FRANCE	-	1	1	-	1 (1)	2 (1)	1	1 (1)	-	7 (3)
GERMANY, F R OF	-	-	2	1	1	3 (1)	1	8 (3)	-	16 (4)
ITALY	-	-	-	-	-	1	-	6 (1)	1 (1)	8 (2)
NETHERLANDS	-	-	-	1	1	-	-	-	-	2
NORWAY	-	-	-	1	1	1	-	1	-	4
SPAIN	-	-	-	-	-	1 (1)	-	-	-	1 (1)
SWEDEN	-	-	-	-	-	-	1	-	-	1
UNITED KINGDOM	1	-	-	-	-	-	1	-	-	2
SUBTOTAL	1	1	3	3	4 (1)	6 (3)	7 (1)	15 (5)	1 (1)	44 (11)

TABLE 11 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
LATIN AMERICA										
BOLIVIA	-	-	-	-	-	-	1	-	-	1
BRAZIL	-	1	-	-	-	1	-	-	-	2
CHILE	-	-	-	-	1	-	-	-	-	1
COLOMBIA	-	-	-	-	-	-	1	-	-	1
EQUADOR	-	-	-	-	-	1	-	1 (1)	-	2 (1)
EL SALVADOR	-	-	-	1	-	-	-	-	-	1
MEXICO	-	-	-	-	-	-	1 (1)	-	-	1 (1)
URUGUAY	-	-	-	-	-	-	-	1 (1)	-	1 (1)
VENEZUELA	-	-	-	-	-	-	1 (1)	-	-	1 (1)
SUBTOTAL	-	1	-	1	1	2	4 (2)	2 (2)	-	11 (4)
MIDDLE EAST										
DEMOCRAT YEMEN	-	-	-	-	-	1	-	-	-	1
JORDAN	1	-	-	-	-	-	-	-	-	1
QATAR	-	-	-	-	-	1	-	1	-	2
SUBTOTAL	1	-	-	-	-	2	-	1	-	4
N. AMERICA & CARIBBEAN										
CANADA	-	-	-	1	-	2	1	-	-	4
SAINT VINCENT & GR	-	-	-	-	-	1	-	-	-	1
USA	-	-	-	1	1	5 (1)	9 (6)	2 (1)	-	18 (8)
SUBTOTAL	-	-	-	2	1	8 (1)	10 (6)	2 (1)	-	23 (8)
OTHERS										
SUBTOTAL	-	-	-	-	-	-	-	-	-	-
TOTAL	4	2	7	12	18 (2)	43 (5)	86 (15)	36 (11)	2 (1)	188 (34)

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/85	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/86	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
ASIA AND THE PACIFIC (CONTINUED)											
FIJI	8 (0)	-	1 (1)	1 (1)	-	-	-	-	-	7 (1)	-
INDIA	44 (4)	-	2 (1)	2 (1)	5	1	6	+2	-1	41 (5)	-
INDONESIA	10 (2)	-	2 (1)	2 (1)	1	2	3	-	-	9 (3)	-
JAPAN	121 (29)	-	4	4	9	15	24	+2	-2 (-1)	101 (28)	-
LAO P. DEM. REP.	2	-	-	-	-	-	-	-	-	2	-
MALAYSIA	15 (2)	-	1 (1)	1 (1)	1	-	1	-	-	15 (3)	-
MALDIVES	0	-	-	-	-	-	-	-	-	0	-
MONGOLIA	0	-	-	-	-	-	-	-	-	0	-
NEPAL	11	-	3	3	1	-	1	-	-	13	-
NEW ZEALAND	15 (4)	-	-	-	1	2	3	-	-	12 (4)	-
PAKISTAN	21 (2)	-	-	-	2	1	3	-	-1	17 (2)	-
PAPUA N. GUINEA	1	-	2	2	-	-	-	-	-	3	-
PHILIPPINES	64 (29)	-	1	1	3	3 (1)	6 (1)	+4 (+4)	-	63 (32)	-
SAMOA	1	-	-	-	-	-	-	-	-	1	-
SINGAPORE	13 (7)	-	-	-	-	1 (1)	1 (1)	-	-	12 (6)	-
SOLOMON ISLANDS	0	-	-	-	-	-	-	-	-	0	-
SRI LANKA	15 (3)	-	1	1	1	-	1	-	-1 (-1)	14 (2)	-
THAILAND	35 (17)	-	1	1	6 (2)	-	6 (2)	+1 (+1)	-	31 (16)	-
VANUATU	0	-	-	-	-	-	-	-	-	0	-
VIET NAM	6 (3)	-	-	-	-	-	-	-	-1 (-1)	5 (2)	-
SUBTOTAL	508 (135)	1 (1)	23 (4)	24 (5)	40 (5)	37 (3)	77 (8)	+11 (+5)	-6 (-3)	480 (134)	-

EUROPE (EASTERN)

ALBANIA	0	-	-	-	-	-	-	-	-	0	-
BULGARIA	13	-	1	1	-	5	5	-	-	9	-
BYELORUSSN SSR	15	-	-	-	-	7	7	-	-	8	-
CZECHOSLOVAKIA	12	-	5	5	-	5	5	-	-	12	-
GERMAN DEM. REP.	18 (2)	-	3	3	-	5	5	-	-	16 (2)	-
HUNGARY	14 (1)	-	3	3	-	8 (1)	8 (1)	-	-	9 (0)	-
POLAND	20 (2)	-	4	4	-	7	7	-	-	17 (2)	-
ROMANIA	6	-	1	1	-	3	3	-	-	4	-
UKRAINIAN SSR	20	-	7	7	-	8	8	-	-	28	-

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/85	APPOINTMENTS			SEPARATIONS ^{a/}			OTHER STAFF CHANGES ^{b/}		NUMBER OF STAFF 30/06/86	SPECIAL CATEGORY ^{c/}
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
EUROPE (EASTERN) (CONTINUED)											
USSR	178 (4)	-	40 (5)	40 (5)	-	56 (1)	56 (1)	+2	-1	161 (8)	-
YUGOSLAVIA	16 (1)	-	-	-	4	3	7	-	-	9 (1)	-
SUBTOTAL	319 (12)	-	64 (5)	64 (5)	4	107 (2)	111 (2)	+2	-1	273 (15)	-
EUROPE (WESTERN)											
AUSTRIA	40 (17)	-	-	-	12 (9)	3 (1)	15 (10)	-	-3	22 (7)	-
BELGIUM	27 (6)	-	1	1	5 (1)	1 (1)	6 (2)	+1 (+1)	-	23 (5)	-
DENMARK	19 (2)	-	-	-	5	1	6	+1	-	14 (2)	-
FINLAND	19 (8)	-	2 (1)	2 (1)	3 (1)	3	6 (1)	-	-	15 (8)	-
FRANCE	129 (46)	-	7 (3)	7 (3)	10 (4)	8 (2)	18 (8)	+2 (+1)	-1	119 (44)	-
GERMANY, F R OF	126 (27)	-	16 (4)	16 (4)	14	12 (1)	26 (1)	+2 (+1)	-2	116 (31)	-
GREECE	12 (4)	-	-	-	1	3 (2)	4 (2)	-	-	8 (2)	-
ICELAND	4	-	-	-	-	-	-	-	-	4	-
IRELAND	17 (2)	-	-	-	2	1	3	-	-1	13 (2)	-
ITALY	63 (17)	1	7 (2)	8 (2)	9 (3)	6 (2)	15 (5)	+2	-2	56 (14)	-
LUXEMBOURG	1	-	-	-	-	-	-	-	-	1	-
MALTA	8 (1)	-	-	-	1	-	1	+1 (+1)	-	8 (2)	-
NETHERLANDS	39 (5)	-	2	2	2 (1)	5	7 (1)	+1	-3	32 (4)	-
NORWAY	12 (3)	-	4	4	1	5	6	+1	-1	10 (3)	-
PORTUGAL	15 (4)	-	-	-	3	2	5	-	-	10 (4)	-
SPAIN	41 (7)	-	1 (1)	1 (1)	1	-	1	-	-	41 (8)	-
SWEDEN	33 (7)	-	1	1	8 (3)	2	10 (3)	+3 (+3)	-	27 (7)	-
UNITED KINGDOM	106 (35)	-	2	2	9 (4)	5 (1)	14 (5)	+7 (+6)	-3 (-2)	100 (34)	-
SUBTOTAL	713 (191)	1	43 (11)	44 (11)	66 (28)	57 (10)	143 (36)	+21 (+13)	-16 (-2)	619 (177)	-
LATIN AMERICA											
ARGENTINA	33 (10)	-	-	-	2 (1)	2	4 (1)	+2	-1	30 (9)	-
BOLIVIA	6	-	1	1	1	-	1	-	-	6	-
BRAZIL	37 (8)	-	2	2	3	4	7	-	-3	29 (8)	-

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/85	APPOINTMENTS			SEPARATIONS ^{a/}			OTHER STAFF CHANGES ^{b/}		NUMBER OF STAFF 30/06/86	SPECIAL CATEGORY ^{c/}
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
MIDDLE EAST (CONTINUED)											
LEBANON	20 (2)	-	-	-	2	1	3	-	-	17 (2)	-
OMAN	2 (1)	-	-	-	-	-	-	-	-	2 (1)	-
QATAR	0	-	2	2	-	-	-	-	-	2	-
SAUDI ARABIA	4 (3)	-	-	-	-	-	-	-	-	4 (3)	-
SYRIAN ARAB RP	12	-	-	-	2	1	3	-	-	9	-
TURKEY	23 (8)	-	-	-	2 (1)	5 (1)	7 (2)	-	-	16 (4)	-
U A EMIRATES	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
YEMEN	4	-	-	-	1	-	1	+1	-	4	-
SUBTOTAL	153 (23)	-	4	4	14 (2)	17 (1)	31 (3)	+5 (+1)	-	131 (21)	-
N. AMERICA & CARIBBEAN											
ANTIGUA AND BARBUDA	1	-	-	-	-	1	1	-	-	0	-
BAHAMAS	2 (1)	-	-	-	-	-	-	-	-	2 (1)	-
BARBADOS	8 (3)	-	-	-	-	-	-	-	-1	7 (3)	-
BELIZE	2 (2)	-	-	-	-	-	-	-	-	2 (2)	-
CANADA	72 (15)	-	4	4	8 (3)	8	16 (3)	-	-	60 (12)	-
DOMINICA	2	-	-	-	-	1	1	-	-	1	-
GRENADA	4	-	-	-	-	1	1	-	-	3	-
GUYANA	16 (6)	-	-	-	1	1	2	+1 (+1)	-	15 (7)	-
JAMAICA	17 (4)	-	-	-	-	-	-	+1	-1	17 (4)	-
SAINT CHRISTOPHER N.	2 (2)	-	-	-	-	-	-	-	-	2 (2)	-
SAINT LUCIA	5 (2)	-	-	-	-	-	-	-	-	5 (2)	-
SAINT VINCENT & GR	2	-	1	1	-	2	2	-	-	1	-
TRINIDAD AND TOBAGO	15 (6)	-	-	-	1	-	1	-	-	14 (6)	-
USA	472 (176)	-	18 (8)	18 (8)	35 (9)	30 (11)	65 (20)	+19 (+12)	-12 (-6)	432 (170)	-
SUBTOTAL	620 (217)	-	23 (8)	23 (8)	45 (12)	44 (11)	89 (23)	+21 (+13)	-14 (-6)	561 (209)	-
OTHERS											
NAMIBIA	4 (1)	-	-	-	-	-	-	-	-	4 (1)	-
REP OF KOREA	4 (1)	-	-	-	-	2	2	-	-	2 (1)	-
SWITZERLAND	25 (10)	-	-	-	5 (3)	-	5 (3)	+1 (+1)	-1 (-1)	20 (7)	-

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/85	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/88	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
OTHERS (CONTINUED)											
STATELESS	4	-	-	-	-	-	-	-	-	4	-
SUBTOTAL	37 (12)	-	-	-	5 (3)	2	7 (3)	+1 (+1)	-1 (-1)	30 (9)	-
TOTAL	3 102 (718)	3 (1)	185 (33)	188 (34)	254 (56)	307 (35)	561 (91)	+75 (+38)	-64 (-19)	2 740 (876)	3

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 13
 STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
 BY REGION, NATIONALITY AND LEVEL
 (SHOWING NUMBER OF FEMALE STAFF)
 (AS AT 30 JUNE 1988)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/85	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/86
ALGERIA	5	1	1	2	-	-	4
BENIN	1	-	-	1	-	-	1
BURUNDI	1	-	-	-	1	-	1
CAMEROON	1 (1)	-	-	1 (1)	-	-	1 (1)
EGYPT	90 (18)	15 (3)	40 (8)	31 (7)	15 (6)	-	101 (22)
GHANA	2	-	-	2	-	-	2
KENYA		-	-	1 (1)	-	-	1 (1)
MALI	1	-	-	1	-	-	1
MOROCCO	0	-	-	1	1	-	2
SENEGAL	4	-	-	4	-	-	4
SUDAN	7	-	2	2	2	-	6
TUNISIA	12 (2)	-	4	5 (2)	5	-	14 (2)
SUBTOTAL	124 (19)	16 (3)	47 (8)	51 (11)	24 (8)	-	138 (28)
ASIA AND THE PACIFIC							
AUSTRALIA	3 (2)	-	-	1 (1)	-	-	1 (1)
CHINA	140 (28)	20 (4)	43 (8)	27 (7)	48 (8)	-	138 (27)
MALAYSIA	1	-	1	-	-	-	1
NEW ZEALAND	1	-	-	1	-	-	1
SUBTOTAL	145 (30)	20 (4)	44 (8)	29 (8)	48 (8)	-	141 (28)
EUROPE (EASTERN)							
BULGARIA	1	-	-	1	-	-	1
UKRAINIAN SSR	1	-	-	1	-	-	1
USSR	187 (18)	15	37 (2)	53 (4)	45 (5)	-	150 (11)
SUBTOTAL	189 (18)	15	37 (2)	55 (4)	45 (5)	-	152 (11)
EUROPE (WESTERN)							
AUSTRIA	3 (1)	-	-	2 (1)	-	-	2 (1)
BELGIUM	14 (4)	1	6 (4)	3	2	-	12 (4)
FRANCE	154 (90)	26 (13)	55 (33)	50 (33)	11 (8)	-	142 (87)
GERMANY, F.R. OF	2 (2)	-	1 (1)	1 (1)	-	-	2 (2)

TABLE 13 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/85	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/86
EUROPE (WESTERN) (CONTINUED)							
IRELAND	4	1	-	1	-	-	2
ITALY	3 (2)	-	1	-	1 (1)	-	2 (1)
NETHERLANDS	1 (1)	-	-	-	1 (1)	-	1 (1)
SPAIN	50 (12)	9	18 (5)	12 (5)	1	-	40 (10)
UNITED KINGDOM	84 (41)	16 (6)	39 (21)	19 (9)	4 (3)	-	78 (39)
SUBTOTAL	315 (153)	53 (19)	120 (64)	88 (48)	20 (13)	-	281 (145)
LATIN AMERICA							
ARGENTINA	35 (11)	8 (3)	17 (5)	5 (3)	4 (2)	-	34 (13)
BOLIVIA	3 (1)	2	1 (1)	-	-	-	3 (1)
CHILE	17 (10)	4 (1)	7 (4)	8 (5)	-	-	17 (10)
COLOMBIA	6 (4)	1 (1)	3 (2)	1 (1)	-	-	5 (4)
COSTA RICA	1	-	-	1	-	-	1
CUBA	4 (1)	-	-	3	- (1)	-	3 (1)
ECUADOR	5 (3)	1	2 (2)	1	-	-	4 (2)
HAITI	1 (1)	1 (1)	-	-	-	-	1 (1)
MEXICO	6 (4)	2 (1)	2 (1)	-	2 (2)	-	6 (4)
PANAMA	1	-	-	1	-	-	1
PARAGUAY	2 (1)	1 (1)	-	1	-	-	2 (1)
PERU	7 (3)	-	4 (2)	2 (1)	1	-	7 (3)
URUGUAY	8 (2)	-	3 (1)	4 (1)	1	-	8 (2)
VENEZUELA	1	-	-	1	-	-	1
SUBTOTAL	97 (41)	20 (8)	39 (18)	28 (11)	8 (4)	-	93 (41)
MIDDLE EAST							
IRAQ	2	-	1	1	-	-	2
ISRAEL	4 (1)	-	1 (1)	3	-	-	4 (1)
JORDAN	8	2	2	1	2 (1)	-	7 (1)
LEBANON	5 (1)	1	1	3 (1)	4 (1)	-	9 (2)
SYRIAN ARAB RP	24 (7)	4 (1)	4	15 (5)	2 (1)	-	25 (7)
SUBTOTAL	41 (9)	7 (1)	9 (1)	23 (6)	8 (3)	-	47 (11)

TABLE 13 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/08/85	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/86
N. AMERICA & CARIBBEAN							
ANTIGUA AND BARBUDA	1 (1)	1 (1)	-	-	-	-	1 (1)
CANADA	12 (4)	1	5	4 (3)	2 (1)	-	12 (4)
GUYANA	0	-	-	1 (1)	1	-	2 (1)
JAMAICA	3 (2)	-	3 (2)	-	1 (1)	-	4 (3)
TRINIDAD AND TOBAGO	1	-	1	-	-	-	1
USA	86 (45)	5 (2)	32 (11)	37 (23)	10 (8)	-	84 (44)
SUBTOTAL	103 (52)	7 (3)	41 (13)	42 (27)	14 (10)	-	104 (53)
OTHERS							
PALESTINE	1	-	-	1	-	-	1
SWITZERLAND	13 (7)	3 (1)	8 (3)	2 (2)	-	-	11 (8)
STATELESS	2	-	1	-	-	-	1
SUBTOTAL	16 (7)	3 (1)	7 (3)	3 (2)	-	-	13 (8)
TOTAL	1 010 (327)	141 (39)	344 (115)	317 (118)	187 (49)	-	989 (321)

TABLE 14

PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE
 BY REGION, NATIONALITY AND LEVEL
 (SHOWING NUMBER OF FEMALE STAFF)
 (AS AT 30 JUNE 1986)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/85	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/86
ASIA AND THE PACIFIC											
AUSTRALIA	1	1	-	-	-	-	-	-	-	-	1
FIJI	0	-	-	-	-	-	1	-	-	-	1
NEPAL	0	-	-	-	-	-	-	1	-	-	1
SUBTOTAL	1	1	-	-	-	-	1	1	-	-	3
EUROPE (EASTERN)											
POLAND	2	-	-	-	-	-	-	1	-	-	1
SUBTOTAL	2	-	-	-	-	-	-	1	-	-	1
EUROPE (WESTERN)											
AUSTRIA	1	-	1	-	-	-	-	-	-	-	1
FINLAND	0	-	1	-	-	-	-	-	-	-	1
FRANCE	1	-	-	-	-	-	-	1	-	-	1
GREECE	0	-	-	-	-	-	-	-	1	-	1
IRELAND	1	-	1	-	-	-	-	-	-	-	1
ITALY	1	-	-	-	-	-	-	-	-	-	0
NORWAY	1	-	-	-	-	-	-	-	-	-	0
SWEDEN	0	-	-	-	-	-	1	-	-	-	1
UNITED KINGDOM	0	-	-	-	-	-	-	1	-	-	1
SUBTOTAL	5	-	3	-	-	-	1	2	1	-	7
LATIN AMERICA											
CHILE	1	-	-	1	-	-	-	-	-	-	1
SUBTOTAL	1	-	-	1	-	-	-	-	-	-	1
N. AMERICA & CARIBBEAN											
CANADA	0	-	-	-	-	-	1	-	-	-	1
							(1)				(1)
USA	2	-	-	-	-	-	1	1	-	-	2
	(1)						(1)				(1)
SUBTOTAL	2	-	-	-	-	-	2	1	-	-	3
	(1)						(2)				(2)
TOTAL	12	1	3	1	-	-	4	5	1	-	15
	(1)						(2)				(2)

TABLE 15
 WEIGHTED AND UNWEIGHTED DISTRIBUTION OF POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
 AND ACTUAL STAFF POSITION IN POINTS
 BY REGION AND NATIONALITY
 (AS AT 30 JUNE 1986)

REGION AND COUNTRY	ASSESSMENT	DESIRABLE RANGE	MID POINT	NO. OF STAFF	WEIGHTED RANGE	MID POINT	STAFF POSITION
AFRICA							
ALGERIA	.14%	4-14	9.30	19	211-679	445	1105
ANGOLA	.01%	2-12	7.12	1	103-571	337	38
BENIN	.01%	2-12	7.12	10	103-571	337	487
BOTSWANA	.01%	2-12	7.12	2	103-571	337	75
BURKINA FASO	.01%	2-12	7.12	6	103-571	337	287
BURUNDI	.01%	2-12	7.12	4	103-571	337	150
CAMEROON	.01%	2-12	7.12	8	103-571	337	409
CAPE VERDE	.01%	2-12	7.12	1	103-571	337	38
CENT AFR REP	.01%	2-12	7.12	2	103-571	337	75
CHAD	.01%	2-12	7.12	5	103-571	337	207
COMOROS	.01%	2-12	7.12	2	103-571	337	67
CONGO	.01%	2-12	7.12	8	103-571	337	376
COTE D'IVOIRE	.02%	2-12	7.29	12	111-580	345	400
DJIBOUTI	.01%	2-12	7.12	1	103-571	337	38
EGYPT	.07%	3-13	8.13	15	153-621	387	987
EQUATL GUINEA	.01%	2-12	7.12	1	103-571	337	30
ETHIOPIA	.01%	2-12	7.12	26	103-571	337	1113
GABON	.03%	3-12	7.45	0	120-588	354	0
GAMBIA	.01%	2-12	7.12	9	103-571	337	450
GHANA	.01%	2-12	7.12	19	103-571	337	1150
GUINEA	.01%	2-12	7.12	5	103-571	337	244
GUINEA-BISSAU	.01%	2-12	7.12	0	103-571	337	0
KEIYA	.01%	2-12	7.12	13	103-571	337	664
LESOTHO	.01%	2-12	7.12	7	103-571	337	267
LIBERIA	.01%	2-12	7.12	10	103-571	337	407
LIBYAN ARAB J	.26%	6-16	11.32	7	311-779	545	345
MADAGASCAR	.01%	2-12	7.12	10	103-571	337	455
MALAWI	.01%	2-12	7.12	8	103-571	337	385
MALI	.01%	2-12	7.12	12	103-571	337	614
MAURITANIA	.01%	2-12	7.12	4	103-571	337	204
MAURITIUS	.01%	2-12	7.12	15	103-571	337	754
MOROCCO	.05%	3-13	7.79	13	136-604	370	680
MOZAMBIQUE	.01%	2-12	7.12	1	103-571	337	47
NIGER	.01%	2-12	7.12	5	103-571	337	207
NIGERIA	.19%	5-15	10.14	18	253-721	487	1130
RWANDA	.01%	2-12	7.12	3	103-571	337	113
S TOME PRINCE	.01%	2-12	7.12	0	103-571	337	0
SENEGAL	.01%	2-12	7.12	15	103-571	337	733
SEYCHELLES	.01%	2-12	7.12	2	103-571	337	60
SIERRA LEONE	.01%	2-12	7.12	16	103-571	337	887
SOMALIA	.01%	2-12	7.12	13	103-571	337	672
SOUTH AFRICA	.44%	9-19	14.34	11	461-929	695	409
SUDAN	.01%	2-12	7.12	11	103-571	337	550
SWAZILAND	.01%	2-12	7.12	5	103-571	337	188
TOGO	.01%	2-12	7.12	9	103-571	337	461
TUNISIA	.03%	3-12	7.45	20	120-588	354	1226
UGANDA	.01%	2-12	7.12	12	103-571	337	625
U REP TANZANIA	.01%	2-12	7.12	18	103-571	337	944
ZATRE	.01%	2-12	7.12	12	103-571	337	542
ZAMBIA	.01%	2-12	7.12	10	103-571	337	461
ZIMBABWE	.02%	2-12	7.29	6	111-580	345	320
POPULATION RESERVE	.00%		25.00			1183	
REGION TOTAL	1.86%	346-469	407.42	442	16428-22226	19327	22076
ASIA AND THE PACIFIC							
AUSTRALIA	1.86%	30-40	34.84	35	1453-1986	1709	1750
BANGLADESH	.02%	2-12	7.29	17	111-580	345	984
BHUTAN	.01%	2-12	7.12	1	103-571	337	30
BRUNEI DR SALAM	.04%	3-13	7.62	0	128-596	362	0
BURMA	.01%	2-12	7.12	6	103-571	337	301
CHINA	.79%	15-25	20.22	50	752-1220	986	2634
DEM KAMPUCHEA	.01%	2-12	7.12	5	103-571	337	263
FIJI	.01%	2-12	7.12	7	103-571	337	467
INDIA	.35%	8-18	12.83	41	386-854	620	2260
INDONESIA	.14%	4-14	9.30	9	211-679	445	506
JAPAN	10.84%	161-217	189.06	101	7943-10746	9344	4745
LAO P DEM REP	.01%	2-12	7.12	2	103-571	337	108
MALAYSIA	.10%	4-14	8.63	15	178-646	412	762
MALDIVES	.01%	2-12	7.12	0	103-571	337	0
MONGOLIA	.01%	2-12	7.12	0	103-571	337	0
NEPAL	.01%	2-12	7.12	13	103-571	337	658
NEW ZEALAND	.24%	6-16	10.98	12	294-762	526	587

TABLE 15
WEIGHTED AND UNWEIGHTED DISTRIBUTION OF POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
AND ACTUAL STAFF POSITION IN POINTS
BY REGION AND NATIONALITY
(AS AT 30 JUNE 1988)

REGION AND COUNTRY	ASSESSMENT	DESIRABLE RANGE	MID POINT	NO. OF STAFF	WEIGHTED RANGE	MID POINT	STAFF POSITION
ASIA AND THE PACIFIC							
PAKISTAN	.08%	3-13	7.98	17	145-813	379	1100
PAPUA N GUINEA	.01%	2-12	7.12	3	103-571	337	90
PHILIPPINES	.10%	4-14	8.63	63	178-846	412	2388
SAMOA	.01%	2-12	7.12	1	103-571	337	38
SINGAPORE	.10%	4-14	8.63	12	178-846	412	507
SOLOMON ISLANDS	.01%	2-12	7.12	0	103-571	337	0
SRI LANKA	.01%	2-12	7.12	14	103-571	337	830
THAILAND	.09%	4-13	8.46	31	169-838	404	1174
VANUATU	.01%	2-12	7.12	0	103-571	337	0
VIET NAM	.01%	2-12	7.12	5	103-571	337	197
POPULATION RESERVE	.00%		117.00			5534	
REGION TOTAL	14.67%	468-834	551.13	480	22819-30802	26610	22449
EUROPE (EASTERN)							
ALBANIA	.01%	2-12	7.12	0	103-571	337	0
BULGARIA	.16%	5-15	9.64	9	228-698	462	427
BYELORUSSN SSR	.34%	8-18	12.66	8	377-846	612	330
CZECHOSLOVAKIA	.70%	14-24	18.71	12	677-1145	911	509
GERMAN DEM REP	1.33%	24-34	28.29	16	1201-1669	1435	723
HUNGARY	.22%	6-16	10.65	9	278-746	512	465
POLAND	.64%	13-23	17.70	17	627-1085	861	919
ROMANIA	.19%	5-15	10.14	4	252-721	487	193
UKRAINIAN SSR	1.28%	24-33	28.45	28	1159-1627	1393	1203
USSR	10.20%	152-205	178.30	181	7490-10134	8812	7853
YUGOSLAVIA	.48%	10-20	14.68	8	477-945	711	474
POPULATION RESERVE	.00%		19.00			898	
REGION TOTAL	15.53%	303-410	356.34	273	14817-20047	17432	13098
EUROPE (WESTERN)							
AUSTRIA	.74%	14-24	19.38	22	710-1178	944	1247
BELGIUM	1.18%	22-32	26.77	23	1076-1544	1310	1172
DENMARK	.72%	14-24	19.05	14	663-1162	928	677
FINLAND	.50%	10-20	15.35	15	510-979	745	738
FRANCE	6.37%	97-131	113.96	119	4783-8471	6627	6016
GERMANY, F R OF	8.26%	124-168	145.71	116	6119-8278	7199	5132
GREECE	.44%	9-19	14.34	8	461-929	695	457
ICELAND	.03%	3-12	7.45	4	120-588	354	189
IRELAND	.18%	5-15	9.97	13	244-713	478	632
ITALY	3.79%	60-81	70.62	56	2959-4003	3481	2664
LUXEMBOURG	.05%	3-13	7.79	1	136-804	370	47
MALTA	.01%	2-12	7.12	8	103-571	337	397
NETHERLANDS	1.74%	31-42	36.18	32	1510-2042	1776	1466
NORWAY	.54%	11-21	16.02	10	544-1012	778	471
PORTUGAL	.18%	5-15	9.97	10	244-713	478	453
SPAIN	2.03%	35-47	41.05	41	1715-2320	2017	2009
SWEDEN	1.25%	23-33	27.95	27	1134-1602	1368	1432
UNITED KINGDOM	4.81%	75-102	88.80	100	3715-5026	4371	4988
POPULATION RESERVE	.00%		16.00			757	
REGION TOTAL	37.87%	588-797	693.28	619	28911-39115	34013	30188
LATIN AMERICA							
ARGENTINA	.82%	12-22	17.37	30	610-1078	844	1745
BOLIVIA	.01%	2-12	7.12	6	103-571	337	300
BRAZIL	1.40%	26-35	30.47	29	1258-1727	1493	1471
CHILE	.07%	3-13	8.13	31	153-621	387	1425
COLOMBIA	.13%	4-14	9.13	10	203-671	437	483
COSTA RICA	.02%	2-12	7.29	6	111-580	345	274
CUBA	.09%	4-13	8.46	3	169-838	404	115
DOMINICAN REP	.03%	3-12	7.45	4	120-588	354	180
ECUADOR	.03%	3-12	7.45	9	120-588	354	473
EL SALVADOR	.01%	2-12	7.12	5	103-571	337	263
GUATEMALA	.02%	2-12	7.29	4	111-580	345	225
HAITI	.01%	2-12	7.12	12	103-571	337	668
HONDURAS	.01%	2-12	7.12	4	103-571	337	154
MEXICO	.89%	17-27	21.90	18	836-1303	1069	774
NICARAGUA	.01%	2-12	7.12	4	103-571	337	203

TABLE 15
 WEIGHTED AND UNWEIGHTED DISTRIBUTION OF POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
 AND ACTUAL STAFF POSITION IN POINTS
 BY REGION AND NATIONALITY
 (AS AT 30 JUNE 1988)

REGION AND COUNTRY	ASSESSMENT	DESIRABLE RANGE	MID POINT	NO. OF STAFF	WEIGHTED RANGE	MID POINT	STAFF POSITION
LATIN AMERICA							
PANAMA	.02%	2-12	7.29	5	111-580	345	284
PARAGUAY	.02%	2-12	7.29	1	111-580	345	38
PERU	.07%	3-13	8.13	15	153-621	387	671
SURINAME	.01%	2-12	7.12	2	103-571	337	77
URUGUAY	.04%	3-13	7.62	11	128-596	362	575
VENEZUELA	.60%	12-22	17.03	15	594-1062	828	683
POPULATION RESERVE	.00%		18.00			851	
REGION TOTAL	4.11%	188-268	233.02	224	9496-12848	11172	11081
MIDDLE EAST							
AFGHANISTAN	.01%	2-12	7.12	10	103-571	337	493
BAHRAIN	.02%	2-12	7.29	0	111-580	345	0
CYPRUS	.02%	2-12	7.29	8	111-580	345	477
DEMOCRAT YEMEN	.01%	2-12	7.12	6	103-571	337	278
IRAN ISLAM REP	.63%	13-22	17.53	20	619-1087	853	1048
IRAQ	.12%	4-14	8.97	15	194-663	429	689
ISRAEL	.22%	6-16	10.65	7	278-746	512	288
JORDAN	.01%	2-12	7.12	10	103-571	337	550
KUWAIT	.29%	7-17	11.62	0	336-804	570	0
LEBANON	.01%	2-12	7.12	17	103-571	337	841
OMAN	.02%	2-12	7.29	2	111-580	345	108
QATAR	.04%	3-13	7.62	2	128-596	362	77
SAUDI ARABIA	.97%	18-28	23.25	4	901-1370	1135	192
SYRIAN ARAB RP	.04%	3-13	7.62	9	128-596	362	645
TURKEY	.34%	8-18	12.66	16	377-846	612	784
U A EMIRATES	.18%	5-15	8.97	1	244-713	478	38
YEMEN	.01%	2-12	7.12	4	103-571	337	202
POPULATION RESERVE	.00%		8.00			378	
REGION TOTAL	2.94%	149-202	175.56	131	7149-9673	8411	6899
N. AMERICA & CARIBBEAN							
ANTIGUA/BARBUDA	.01%	2-12	7.12	0	103-571	337	0
BAHAMAS	.01%	2-12	7.12	2	103-571	337	75
BARBADOS	.01%	2-12	7.12	7	103-571	337	337
BELIZE	.01%	2-12	7.12	2	103-571	337	85
CANADA	3.08%	50-67	58.36	60	2443-3305	2874	3061
DOMINICA	.01%	2-12	7.12	1	103-571	337	61
GRENADA	.01%	2-12	7.12	3	103-571	337	207
GUYANA	.01%	2-12	7.12	15	103-571	337	713
JAMAICA	.02%	2-12	7.29	17	111-580	345	824
ST CHRISTOPHER NEV	.01%	2-12	7.12	2	103-571	337	90
SAINT LUCIA	.01%	2-12	7.12	3	103-571	337	174
SAINT VINCENT	.01%	2-12	7.12	1	103-571	337	38
TRINIDAD TOBAGO	.04%	3-13	7.62	14	128-596	362	616
USA	25.00%	363-491	426.94	432	17953-24269	21121	20361
POPULATION RESERVE	.00%		12.00			568	
REGION TOTAL	28.22%	496-671	663.41	661	24344-32936	28640	26612

a/ Weighted by starting salary as follows

	No. of Staff	%	Base 3,000	Salary \$ G.P.A.	Points
USG	27	.99	29.7	121.0	3,593.7
ASG	28	1.02	30.6	107.1	3,277.3
D-2	86	3.21	95.3	83.2	6,012.2
D-1	231	8.43	252.9	69.8	17,652.4
P-6	493	17.99	539.7	60.6	32,813.6
P-4	732	26.72	801.6	47.3	37,915.7
P-3	729	26.61	798.3	37.6	30,016.1
P-2	377	13.76	412.8	29.8	12,531.4
P-1	35	1.28	38.4	22.3	856.3
	2740	100.01	3,000.3		146,438.9

Model Weight 47.3 points (P-4 level)
 Population Factor 10,169.5 points (215 X 47.3) 6.9%
 Membership Factor 52,266.9 points (5.95 X 47.3 X 159) 36.7%
 Points to be distributed according to Contribution Scale
 84,000.5 points (146,438.9 - 10,169.5 - 52,266.9) 57.4%

C. OTHER TABLES

TABLE 16

FEMALE STAFF OF THE UNITED NATIONS AND RELATED AGENCIES IN PROFESSIONAL AND HIGHER LEVEL POSTS
(INCLUDING PROJECT PERSONNEL)

(AS AT 31 DECEMBER 1985)

ORGANISATION	ASG AND ABOVE	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL	TOTAL STAFF	PERCENTAGE OF FEMALE STAFF
UNITED NATIONS	4	5	23	63	283	392	266	22	1 081	4 280	25.3
UNDP	1	2	9	23	61	60	111	70	337	1 270	26.5
UNICEF	0	3	2	19	44	69	69	32	258	877	29.4
UNHCR	0	0	1	6	10	36	34	9	96	428	22.4
UNITAR	0	0	0	0	0	2	1	0	3	16	18.8
UNRWA	0	0	0	1	1	3	1	0	6	82	7.3
IIC	0	0	0	1	3	6	3	0	13	76	17.1
ICSC	0	0	0	0	1	3	0	0	4	23	17.4
UNU ^{a/}	0	0	0	0	0	5	2	0	7	42	16.7
ICJ	0	0	0	0	0	0	3	0	3	15	20.0
ILO ^{a/}	0	0	1	16	42	55	29	1	144	798	18.0
FAO	0	0	4	13	41	71	73	11	213	1 533	13.9
UNESCO	0	2	5	25	67	85	15	8	247	1 074	23.0
WHO	0	3	3	24	45	61	30	3	169	510	18.8
PAHO	0	0	2	4	11	15	12	15	59	176	33.5
IBRD/IFC ^{b/}	-	-	-	-	-	-	-	-	942	3 927	24.0
IMF ^{b/}	-	-	-	-	-	-	-	-	250	1 064	23.5
ICAO	0	0	0	0	13	21	16	0	50	320	15.6
UPU	0	0	0	1	1	9	1	0	12	73	16.4
ITU	0	0	0	1	6	16	10	0	35	263	13.3
WMO	0	0	0	3	5	12	5	0	25	137	18.2
IMO	0	0	0	1	7	5	1	3	17	87	19.5
WIPO	0	0	0	2	3	4	4	0	13	99	13.1
IFAD	0	0	1	1	2	2	3	2	11	82	13.4
IAEA	0	0	0	6	11	33	23	3	76	633	12.0
ICITO/GATT	0	0	0	4	7	16	10	0	37	140	26.4
TOTAL	5	15	51	217	660	981	782	179	4 108	18 425	22.3

^{a/} Includes figures of female staff for the International Centre for Advanced Technical and Vocational Training, Turin

^{b/} Only the total figures of female staff are given for IBRD/IFC and IMF as their grades differ from those of staff of the organisations applying the United Nations common system of salaries and allowances.

TABLE 17

SEX DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT

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

BY DEPARTMENT OR OFFICE AND BY GRADE

(AS AT 30 JUNE 1986)

DEPARTMENT OR OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
EDSG	-	1	-	1	-	4	-	3	1	2	1	3	3	1	2	1	-	-	7	16	23
ODGIC	-	1	-	-	-	2	-	4	-	2	1	-	1	1	-	-	-	-	2	10	12
OUSGSPA	-	2	-	1	-	4	1	1	-	4	-	3	1	1	-	-	-	-	2	16	18
OSPQ	-	1	-	-	-	2	-	-	1	-	-	-	-	1	-	-	-	-	1	4	5
OUSPGAA	-	1	-	-	-	1	-	2	2	-	3	4	2	4	1	4	-	-	8	16	24
OSSECS	-	-	-	1	-	1	1	-	2	1	3	2	5	2	-	-	-	-	11	7	18
OFOESA	-	-	-	1	-	1	-	1	-	2	2	5	1	2	2	2	-	-	5	14	19
OLA	-	1	-	-	-	3	1	5	-	6	5	12	3	9	3	1	-	-	12	37	49
PSCA	-	1	-	1	-	2	1	12	1	14	6	18	7	10	5	3	1	-	21	81	82
DDA	-	1	-	-	-	3	-	1	1	8	3	5	4	2	-	2	-	-	8	22	30
PATD	-	1	-	1	-	-	-	6	3	5	4	5	6	5	1	2	-	-	14	25	39
JESA	-	1	-	3	1	6	2	18	7	44	23	55	29	30	14	22	5	3	81	182	283
TCD	-	1	1	-	-	5	1	9	5	25	11	37	13	19	4	5	-	-	35	101	136
ECE	-	1	-	-	-	1	-	9	-	23	4	27	6	26	5	13	1	-	18	100	118
ESCAP	-	1	-	-	-	1	1	12	2	24	3	52	11	41	18	10	-	2	35	143	178
ECLAC	-	1	-	-	-	1	-	11	1	25	5	42	9	28	12	18	1	1	28	127	155
ECA	-	1	-	-	-	-	-	13	-	29	3	49	7	58	8	16	-	-	18	166	184
ESCWA	-	1	-	-	-	1	-	3	-	15	2	23	3	19	4	3	1	-	10	65	75
REGCOM	-	-	-	-	-	-	-	1	-	1	1	-	-	1	-	-	-	-	1	3	4
UNCTAD a/	-	1	-	2	-	7	-	23	3	55	5	51	16	50	11	20	1	1	36	215	251
UNDRO a/	-	1	-	-	-	1	-	-	-	8	1	6	1	3	2	1	-	-	4	21	25
UNEP a/	-	1	-	1	-	3	-	3	1	4	2	8	1	5	1	1	-	-	5	26	31
UNCHS	-	1	-	1	-	-	-	4	1	9	4	9	3	10	3	5	-	-	11	39	50
UNCS	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	0	1	1
AMUSG	-	1	-	-	-	1	-	1	-	1	-	-	1	-	-	-	-	-	1	4	5
AMDFS	-	-	-	1	-	6	2	6	-	12	8	20	14	16	6	8	3	-	33	69	102
AMOPS	-	-	1	1	-	4	1	5	5	6	11	13	12	14	10	7	1	-	41	50	91
AMOGS	-	-	1	-	-	2	-	5	2	10	4	14	10	12	1	10	-	-	18	53	71
AMMSD	-	-	-	-	-	1	1	2	-	6	4	9	4	5	-	4	-	-	9	27	36
AMTAD	-	-	-	-	-	1	-	1	-	2	1	7	2	9	3	3	-	-	8	23	29
CS	-	1	-	-	1	4	4	6	27	69	80	133	107	130	54	85	2	2	275	430	705
DPI b/	-	1	-	-	-	6	1	10	4	34	20	33	21	38	19	19	2	1	67	142	209
UNDG	-	1	-	1	-	3	3	9	12	52	37	113	48	79	14	37	4	-	116	295	411
HR	-	-	-	1	-	-	-	2	-	8	5	8	4	9	4	7	-	-	13	35	48
UNDV c/	-	1	-	1	-	-	-	8	-	8	2	15	5	10	3	6	1	2	11	51	62
CTC	-	-	-	1	-	2	-	3	1	6	2	8	2	4	1	3	-	-	6	25	31
UNCSTD	-	-	-	1	-	3	-	3	-	4	-	2	1	-	-	1	-	-	1	14	15
CCN	-	-	-	1	-	1	-	1	-	3	-	4	3	2	3	4	-	-	6	16	22

TABLE 17 (CONTINUED)

DEPARTMENT OR OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
OECA	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1	1	2
WFC	-	-	-	1	-	-	-	1	-	5	1	3	-	1	-	-	-	-	1	11	12
SRLOS	-	1	-	-	-	1	-	3	2	2	1	2	1	3	-	1	-	-	4	13	17
UNCUNE	-	-	-	1	-	1	-	-	-	-	-	1	-	-	-	-	-	-	0	3	3
ICDAIT	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	1	2
INUSPP	-	-	-	-	-	-	-	-	-	2	3	2	5	7	2	1	-	-	10	12	22
GRP-18	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	0	1	1
INTORG J/	-	-	-	-	-	-	-	-	1	3	-	1	1	-	-	2	-	-	2	6	8
MISSION	-	-	-	1	-	1	-	2	-	5	1	2	2	1	-	1	-	-	3	13	16
SPTASH	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	0	1
TOTAL	27	4	24	2	86	20	211	87	547	272	604	373	673	216	328	23	12	997	2 712	3 709	

- 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 17 (CONTINUED)

B. SEX DISTRIBUTION OF STAFF IN THE GENERAL SERVICE AND OTHER RELATED CATEGORIES
 BY DEPARTMENT OR OFFICE
 (AS AT 30 JUNE 1988)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS ^{a/}				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
EOSG	27	93.1	2	6.9	29	-	0.0	1	100.0	1
ODGDIC	13	92.9	1	7.1	14	-	0.0	-	0.0	0
OUSGSPA	16	100.0	-	0.0	16	-	0.0	-	0.0	0
OSPO	9	100.0	-	0.0	9	-	0.0	-	0.0	0
OUSPGAA	14	82.4	3	17.6	17	-	0.0	-	0.0	0
OSSECS	16	88.9	2	11.1	18	-	0.0	-	0.0	0
OFOFSA	22	73.3	8	26.7	30	-	0.0	1	100.0	1
OLA	57	96.6	2	3.4	59	-	0.0	-	0.0	0
PSCA	51	91.1	5	8.9	56	-	0.0	-	0.0	0
DDA	26	92.9	2	7.1	28	-	0.0	-	0.0	0
PATD	31	96.7	1	3.3	32	-	0.0	-	0.0	0
IESA	188	74.3	65	25.7	253	-	0.0	-	0.0	0
TCD	229	91.2	22	8.8	251	-	0.0	-	0.0	0
ECE	81	81.0	19	19.0	100	-	0.0	-	0.0	0
ESCAP	292	51.1	279	48.9	571	1	20.0	4	80.0	5
ECLAC	275	54.9	226	45.1	501	-	0.0	1	100.0	1
ECA	272	50.6	266	49.4	538	1	50.0	1	50.0	2
ESCWA	69	43.4	116	56.6	205	4	100.0	-	0.0	4
REGCOM	3	100.0	-	0.0	3	-	0.0	-	0.0	0
UNCTAD ^{a/}	166	81.0	39	19.0	205	-	0.0	-	0.0	0
UNDRO ^{a/}	20	80.0	5	20.0	25	-	0.0	1	100.0	1
UNEP ^{a/}	217	63.1	127	36.9	344	3	100.0	-	0.0	3
UNCHS	100	56.2	78	43.8	178	-	0.0	-	0.0	0
UNCS	13	21.7	47	78.3	60	-	0.0	1	100.0	1
AMUSG	8	88.9	1	11.1	9	-	0.0	-	0.0	0
AMDFS	101	67.8	48	32.2	149	-	0.0	-	0.0	0
AMOPS	122	80.8	29	19.2	151	17	10.5	2	10.5	19
AMOGS	178	44.1	226	55.9	404	7	1.9	368	98.1	375
AMMSD	25	56.8	19	43.2	44	-	0.0	-	0.0	0
AMIAD	13	68.4	6	31.6	19	-	0.0	-	0.0	0
CS	429	53.2	377	46.8	806	-	0.0	29	100.0	29
DPI ^{b/}	282	60.1	187	39.9	469	35	85.4	6	14.6	41
UNOG	476	46.5	548	53.5	1 024	32	64.2	6	15.8	38
HR	36	97.3	1	2.7	37	-	0.0	-	0.0	0
UNOV ^{c/}	87	40.7	127	59.3	214	1	5.8	17	94.4	18
CTC	30	90.9	3	9.1	33	-	0.0	-	0.0	0
UNCSTD	13	86.7	2	13.3	15	-	0.0	-	0.0	0
OCN	27	77.1	8	22.9	35	-	0.0	-	0.0	0
OEDA	3	100.0	-	0.0	3	-	0.0	-	0.0	0

TABLE 17-B (CONTINUED)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS ^{a/}				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
WFC	13	81.3	3	18.7	16	-	0.0	-	0.0	0
SRLCOS	23	82.1	5	17.9	28	-	0.0	-	0.0	0
UNCUNE	2	100.0	-	0.0	2	-	0.0	-	0.0	0
ICDAIT	1	100.0	-	0.0	1	-	0.0	-	0.0	0
UNJSPF	38	59.0	25	41.0	61	-	0.0	-	0.0	0
GRP-18	2	100.0	-	0.0	2	-	0.0	-	0.0	0
INTORG d/	13	92.9	1	7.1	14	-	0.0	-	0.0	0
FS	-	0.0	-	0.0	-	21	5.0	403	95.0	424
MISSION	96	15.0	546	85.0	642	35	32.1	74	67.9	109
TOTAL	4 243	55.0	3 477	45.0	7 720	157	14.6	915	85.4	1 072

- ^{a/} Includes Field Service, Security Service, Manual Workers and Dispatchers and Guides in the Visitors Services
- ^{b/} Including liaison offices at other duty stations.
- ^{c/} Including information centres.
- ^{d/} Including the Division of Narcotic Drugs and the Secretariat of the International Narcotics Control Board
- ^{e/} Including the Secretariats of CCAQ, ICC, ACCIS and JIU.

Abbreviations of Departments and Divisions

EOSG	Executive Office of the Secretary-General
ODGDIC	Office of the Director-General for Development and International Economic Co-operation
OUSGSPA	Office of the Under-Secretaries-General for Special Political Affairs
OSPQ	Office for Special Political Questions
OUSPGAA	Office of the Under-Secretary-General for Political and General Assembly Affairs
OSSECS	Office of Secretariat Services for Economic and Social Matters
OFOESA	Office for Field Operational and External Support Activities
OLA	Office of Legal Affairs
PSCA	Department of Political and Security Council Affairs
DDA	Department for Disarmament Affairs
PATD	Department of Political Affairs, Trusteeship and Decolonization
IESA	Department of International Economic and Social Affairs
TCD	Department of Technical Co-operation for Development
ECE	Economic Commission for Europe
ESCAP	Economic and Social Commission for Asia and the Pacific
ECLAC	Economic Commission for Latin America and the Caribbean
ECA	Economic Commission for Africa
ESCWA	Economic and Social Commission for Western Asia
REGCOM	Regional Commissions Liaison Office
UNCTAD	United Nations Conference on Trade and Development
UNDRO	Office of the United Nations Disaster Relief Co-ordinator
UNEP	United Nations Environment Programme
UNCHS	United Nations Centre for Human Settlements

UNCS United Nations Common Services

AM/USG Department of Administration and Management, Office of the Under-Secretary-General

AM/OFS Office of Financial Services

AM/OPS Office of Personnel Services

AM/OGS Office of General Services

AM/MSD Management Services Division

AM/IAD Internal Audit Division

CS Department of Conference Services

DPI Department of Public Information

UNOG United Nations Office at Geneva

HR Centre for Human Rights

UNOV United Nations Office at Vienna

CYC United Nations Centre on Transnational Corporations

UNCSTD Centre for Science and Technology for Development

OCN Office of the United Nations Commissioner for Namibia

OEOA Office for Emergency Operations in Africa

WFC Secretariat of the World Food Council

SRLOS Office of the Special Representative of the Secretary-General for the Law of the Sea

UNCUNE United Nations Conference for the Promotion of International Co-operation in the Peaceful Uses of Nuclear Energy

ICDAIT International Conference on Drug Abuse and Illicit Trafficking

UNISPF Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee

GRP-18 Secretariat of the Group of High-level Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations

INTORG Inter-organization Bodies:

 Joint Inspection Unit
 Consultative Committee on Administrative Questions
 International Computing Centre
 Advisory Committee for the Co-ordination of Information Systems

FS Field Service

MISSION Special Missions

SPTASN Staff on Special Temporary Assignment
