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PERSONNEL QUESTIONS

COMPOSITION OF THE SECRETARIAT

Report of the Secretary-General

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I. INTRODUCTION

1. The present report is submitted in accordance with the requests contained in General Assembly resolution 2736 (XXV) of 17 December 1970, on the composition of the Secretariat and resolution 2715 (XXV) of 15 December 1970, on the employment of qualified women in senior and other professional positions by the secretariats of organizations in the United Nations system. Although the latter resolution was adopted on the recommendation of the Third Committee, which had considered the subject in the context of the report of the Economic and Social Council, the Secretary-General has decided to deal with it in the present report because of its substance, which concerns the recruitment policy of the Secretariat, and because of the concurrent request addressed to him by the Fifth Committee in its report on the item entitled "Personnel questions" to the Assembly at its twenty-fifth session. 1/

2. After an interpretation of General Assembly resolution 2736 (XXV) in the light of the basic recruitment policies laid down by the Assembly in its resolution 1852 (XVII), of 19 December 1962, the present report provides a review of the measures taken in application of the guidelines approved in 1970. Section IV refers to resolution 2715 (XXV), while the main changes which have taken place in the composition of the Secretariat over the past year are noted in Section V.

3. Unlike previous reports, this one contains no recommendations for the consideration of the General Assembly at its current session. The Secretary-General believes that it would be preferable to await the outcome of the review entrusted by the Assembly to the Special Committee for the Review of the United Nations Salary System and of the follow-up action proposed by Mr. Maurice Bertrand of the Joint Inspection Unit in his report on personnel problems in the United Nations (A/8454) before new recommendations on recruitment policy are formulated.

4. The statistical tables in the annex below have been arranged in two parts: the first consists of regional summaries which highlight the main trends, and the second gives the customary nationality tables. In addition, as requested in General Assembly resolution 2736 C (XXV), the tables on the composition of the staff of the United Nations Development Programme and the United Nations Children's Fund show the geographical distribution both by nationality and by region.

II. THE 1970 RECRUITMENT GUIDELINES

5. The General Assembly, by resolution 2736 A (XXV), approved a number of guidelines for the recruitment of Professional and higher-level staff in the Secretariat. These guidelines dealt with:

1/ Official Records of the General Assembly, Twenty-fifth Session, Annexes, agenda item 82, document A/8098, para. 31.

(a) Recruitment of staff for posts subject to geographical distribution in general, and for posts in the regional economic commissions in particular;

(b) Recruitment of staff for posts involving complex duties and responsibilities;

(c) Service requirements for transfer of staff after recruitment;
and

(d) Special measures for the recruitment of young entrants.

6. The resolution, in its operative paragraph 2 (a), reiterates the principle that candidates for recruitment who meet the standards of efficiency, competence and integrity laid down in the Charter and are nationals of under-represented countries should be given preference over other candidates. This principle applies to the filling of all administrative and substantive posts, but has particular relevance to those of the higher levels.

7. A new application of the principle of regional balance in the composition of the Secretariat was introduced in paragraph 2 (a) of the resolution, which provided that, in the recruitment of staff for a regional economic commission, preference should be given to candidates who are nationals of countries in the region, first to those who are from under-represented countries and then, if such candidates are not available, to those who are from countries not fully represented. For this purpose, a country may be regarded as not fully represented if the number of its nationals in the Secretariat is below the upper limit of its desirable range. The preference to be given to regional candidates, however, is subject to the over-all limitation indicated by the regional desirable range.

8. The significance of this provision of the resolution lies in the recognition of the policy of staffing the secretariats of the regional economic commissions predominantly by nationals of the countries of the region. That policy, to which the Secretary-General referred in his report on the composition of the Secretariat ^{2/} submitted to the General Assembly at its twenty-fifth session, is designed to achieve a desirable combination of staff, 75 per cent of whom are from the region and 25 per cent from other regions.

9. Under the terms of paragraph 2 (b) of the resolution, posts of complex duties and responsibilities are to be filled preferentially by candidates who are willing to accept a career appointment or a fixed-term appointment of not less than five years, including the probationary period - sufficient duration to permit them to attain a high level of efficiency. This provision elaborates the principle endorsed by the General Assembly in resolution 2539 (XXIV), which recognized that long-term service is conducive to greater efficiency in certain posts of complex duties and responsibilities. The new element introduced in the 1970 resolution is the extension of the concept of probation to fixed-term appointments of five years or more. The intent of the provision is thus to facilitate the recruitment of staff for longer periods by offering them initial periods of five years or more, and by making such appointments subject to review at the end of the trial period.

^{2/} Ibid., document A/8156.

10. In paragraph 2 (c), the resolution establishes the condition of a minimum period of service in the post for which a staff member was recruited before he may be transferred to another post. This provision is intended to meet the problem of higher staff turnover in certain offices and of diminished efficiency resulting from it to which recent reports by the Joint Inspection Unit have drawn attention.

11. Finally, in paragraph 2 (d), the resolution calls for special efforts to be made to recruit young men and women through the development of more objective selection methods, such as competitive examinations. It provides, at the same time, that special allowance should be made for candidates whose mother tongue is not one of the working languages of the Secretariat.

III. APPLICATION OF THE GUIDELINES

12. In applying these guidelines, during the past year, the Secretary-General took into account the basic principles and standards laid down in General Assembly resolution 1852 (XVII), under which the present system of desirable ranges for each nationality and region operates. In conformity with those principles and standards, the 1970 guidelines served as additional indicators of the manner in which the staffing needs of the Secretariat should be met, subject always to the paramount consideration of professional and personal suitability.

13. As part of his continuing effort to recruit staff from under-represented countries, the Secretary-General authorized two special recruitment missions, one to Japan and the other to the Union of Soviet Socialist Republics. In view of the large proportion of vacancies in the field of economic and social development, each mission included both a representative of the Office of Personnel and a member of one of the substantive departments directly concerned. A similar team attended the annual conference of a professional association in the United States of America, which included among its members nationals of many countries. In addition, the regional economic commissions, especially the Economic Commission for Africa, were invited to assist in the search for candidates from under-represented countries. And the annual circular of vacancies, which is sent with three quarterly supplements to all Member States, UNDP resident representatives, specialized agencies and other selective sources, was amended to announce all vacancies anticipated during the year 1971, including posts currently encumbered on a fixed-term basis by nationals of over-represented countries.

14. As a result of these and other endeavours, nearly two thirds of the 238 appointments granted to nationals of Member States ^{3/} for posts subject to geographical distribution were granted to candidates of countries which, on 31 August 1970, had been at or below the lower limit of the desirable range (63 appointments) or to countries within the desirable range (94 appointments). The remaining 81 appointments (34 per cent) were approved for nationals of over-represented countries. As in the past, such appointments were made only after it had become apparent that qualified candidates from other countries

^{3/} Eight additional staff members were appointed from among nationals of non-member States which are members of subsidiary organs of the United Nations and one from a non-self-governing Territory.

were not available or could not be found in time to meet the needs of established work programmes. In most cases, these were fixed-term appointments, thus allowing for the selection of candidates from other countries at the end of the term.

15. Special attention was paid to the improvement of geographical distribution at the senior (Director and Principal Officer) levels. The efforts deployed in this direction resulted in the appointment of three nationals of under-represented countries (one from Mali and two from the USSR) out of a total of 12 appointments made during the year to such posts.

16. Of the 22 staff appointed for posts in the Economic Commission for Africa, 11 were nationals of countries in the region. In recognition of the need for a better linguistic balance in the secretariat of that Commission, 3 more staff members were appointed from French-speaking countries of the region, even though these countries were already over-represented in the Secretariat as a whole.

17. In the filling of posts of complex duties and responsibilities, which are usually those requiring continuity of service before the job is mastered, an effort was made to seek out candidates willing to accept career or long-term appointments. As an insufficient number of such candidates could be found from nationals of under-represented countries, only 21 out of a total of 51 appointments to posts of this kind were on a probationary (19) or long-term (2) basis. This represents 41 per cent of all appointments to those posts, whereas in other areas only 28 per cent of the new staff were appointed for career or long-term service.

18. Many of the posts filled during the year under review required staff of substantial experience in their particular field of work. Nevertheless, 93 (38 per cent) of the 247 recruits were at the age of 35 or below and 11 of that number were recent university graduates.

IV. GENERAL ASSEMBLY RESOLUTION 2715 (XXV)

19. In this resolution, which was adopted on the recommendation of the Third Committee pursuant to resolution 1510 (XLVIII) of the Economic and Social Council, the General Assembly urged the United Nations and its related agencies "to take or continue to take appropriate measures to ensure equal opportunities for the employment of qualified women in senior and other professional positions" and requested the Secretary-General to include, in his report on the composition of the Secretariat, data on the employment of women in such positions.

20. The matter was concurrently raised in the Fifth Committee in the context of its consideration of personnel questions. The Fifth Committee decided to include, in its report to the General Assembly, a paragraph in which it requested the Secretary-General:

(a) To encourage Governments of Member States to make available qualified women for positions in the Secretariat, particularly at the senior level;

(b) To continue to ensure that the appointment and promotion of staff was done without distinction as to sex;

(c) To adhere to the request of the Economic and Social Council in its resolution 1510 (XLVIII) and include in his report to the General Assembly at its twenty-sixth session the data on women employed in the Secretariat.

21. The General Assembly took note of this decision of the Fifth Committee at its 1933rd plenary meeting, on 17 December 1970.

22. Pending a fuller consideration of the subject in accordance with rule 99 of the rules of procedure of the General Assembly, the Secretary-General believes that the two requests referred to above will best be met by appending to the present report, which is concerned only with the United Nations regular Secretariat, a more detailed table on the employment of women in the United Nations and a summary table for the organizations based on the figures provided by them.

V. CHANGES IN THE COMPOSITION OF THE STAFF

23. During the year under review, the number of nationalities represented in the Secretariat increased from 118, including four from non-member States, to 122, of which five were from non-member States. The number of Member States increased during the same period from 126 to 127. Of the 10 nationalities not represented in the Secretariat, six were from countries in Africa.

24. In terms of regional distribution, the largest net increase of staff was registered by North America and the Caribbean (6.7 per cent), followed by Latin America (5.6 per cent), Africa (4.4 per cent), Western Europe (3.0 per cent) and the Middle East (2.0 per cent). The two regions which shared a slight loss were Asia and the Far East (0.6 per cent) and Eastern Europe (0.4 per cent).

25. The latter two regions also declined in relation to the targets represented by the desirable ranges for each geographical region, the proportion of staff from Asia and the Far East having decreased from 15.8 to 15.1 per cent, as compared to the target of 17.0 per cent, and that of Eastern Europe from 12.2 to 11.7 per cent, as compared to the target of 16.5 per cent. During the same period, the third under-represented region, North America and the Caribbean, recorded an increase from 22.8 to 23.5 per cent, while the present target is 26.2. The proportion of staff of the other four regions remains above their targets.

26. Of the factors entering into these regional shifts, the disparity in the rate of separations continues to be one of particular importance. While the largest number of appointments made during the year were granted to nationals of North American countries (64), followed by Western Europe (49) and Eastern Europe (37), the largest number of separations were those of nationals of Western Europe (41), followed by Eastern Europe (40) and North America (37). These figures represent a rate of separation of 15.2 for Eastern Europe, as compared to 8.1 for Western Europe and 7.1 for North America. Moreover, of the 188 staff who were separated during the year, 109 held fixed-term appointments, 38 of whom left before the expiration of their contract. Thus, the rate of resignations for fixed-term staff was 5.0 as against 2.9 for career staff. As the regions differ in their proportion of fixed-term staff, the higher rate of separations in general and of resignations in particular for such staff means that different recruitment efforts are required in the various regions.

27. A significant change in this regard took place during the past year. North America was the only region in which there was an increase in the proportion of fixed-term staff, while in all other regions there was a decrease. These reductions were in part achieved through the conversion of fixed-term appointments to probationary appointments.

28. Another factor in the regional changes was the number of staff in the General Service category who were promoted to Professional posts. Of 39 such promotions during the year, 11 were awarded to nationals of countries in North America, 8 in Western Europe and 5 in Asia and the Far East.

29. Finally, the region with the largest increase in the number of staff holding senior positions was Western Europe (9), followed by Asia and the Far East (6) and North America and the Caribbean (5).

ANNEX
STATISTICAL TABLES

ANNEX
STATISTICAL TABLES

A. REGIONAL TABLES

TABLE 1

Number of nationalities in the Secretariat
(As at 31 August 1970 and 31 August 1971)

<u>Region</u>	<u>Number of Member States</u>		<u>Number of nationalities</u>			
			<u>Included in the Secretariat</u>		<u>Not included in the Secretariat</u>	
	1970	1971	1970	1971	1970	1971
Africa	42	42	34	36	8	6
Asia and the Far East	18	19	16	17	2	2
Europe (Eastern)	10	10	9	9	1	1
Europe (Western)	17	17	17	17	-	-
Latin America	20	20	20	20	-	-
Middle East	13	13	12	12	1	1
North America and the Caribbean	6	6	6	6	-	-
Sub-total	126	127	114	117	12	10
Others			4	5		
TOTAL	126	127	118	122	12	10

TABLE 2

Number of staff by region
(As at 31 August 1970 and 31 August 1971)

<u>Region</u>	<u>1970</u>	<u>1971</u>	<u>Increase or Decrease</u>	
			<u>Number</u>	<u>Per cent</u>
Africa	229	239	10	4.4
Asia and the Far East	342	340	(2)	(0.6)
Europe (Eastern)	264	263	(1)	(0.4)
Europe (Western)	493	508	15	3.0
Latin America	197	208	11	5.6
Middle East	102	104	2	2.0
North America and the Caribbean	495	528	33	6.7
Sub-total	2,122	2,190	68	3.2
Others	48	60	12	25.0
TOTAL	2,170	2,250	80	3.7

TABLE 3
Desirable ranges and actual staff position
(As at 31 August 1970 and 31 August 1971)
(In percentages)

<u>Region</u>	<u>Mid-point of desirable range</u>		<u>Actual staff position</u>	
	1970	1971	1970	1971
Africa	9.6	9.7	10.5	10.6
Asia and the Far East	16.9	17.0	15.8	15.1
Europe (Eastern)	16.5	16.5	12.2	11.7
Europe (Western)	19.7	19.6	22.7	22.6
Latin America	7.4	7.4	9.1	9.2
Middle East	3.6	3.6	4.7	4.6
North America and the Caribbean	26.3	26.2	22.8	23.5
Others			2.2	2.7
TOTAL	100.0	100.0	100.0	100.0

TABLE 4

Number and percentage of staff by type of appointment
(As at 31 August 1970 and 31 August 1971)

<u>Region</u>	<u>Number of staff</u>		<u>Percentage of</u> <u>fixed-term</u>	<u>Number of staff</u>		<u>Percentage of</u> <u>fixed-term</u>
	<u>Career</u>	<u>Fixed-term</u>		<u>Career</u>	<u>Fixed-term</u>	
	<u>1970</u>			<u>1971</u>		
Africa	122	107	46.8	132	107	44.8
Asia and the Far East	233	109	31.9	235	105	30.9
Europe (Eastern)	23	241	91.3	26	237	90.1
Europe (Western)	382	111	22.5	394	114	22.4
Latin America	157	40	20.3	169	39	18.7
Middle East	69	33	32.4	73	31	29.9
North America and the Caribbean	397	98	19.8	408	120	22.7
Sub-total	1,383	739	34.0	1,437	753	34.3
Others	24	24	50.0	30	30	50.0
TOTAL	1,407	763	35.2	1,467	783	34.8

TABLE 5

Appointments, separations and other staff changes
(1 September 1970-31 August 1971)

<u>Region</u>	<u>Appointments</u>			<u>Separations</u>			<u>Other changes</u> ^{a/}
	<u>Career</u>	<u>Fixed-term</u>	<u>Total</u>	<u>Career</u>	<u>Fixed-term</u>	<u>Total</u>	
Africa	8	23	31	5	11	16	-5
Asia and the Far East	3	26	29	13	19	32	+1
Europe (Eastern)	3	34	37	4	36	40	+2
Europe (Western)	13	36	49	24	17	41	+7
Latin America	7	13	20	7	4	11	+2
Middle East	1	7	8	2	6	8	+2
North America and the Caribbean	23	41	64	23	14	37	+6
Sub-total	58	180	238	78	107	185	+15
Others	-	9	9	1	1	2	+5
TOTAL	58	189	247	79	108	187	+20

a/ Net gains (or losses) resulting from such adjustments as transfer of language staff to "geographical" posts, transfer out of "geographical" posts and promotion of General Service staff to Professional posts.

TABLE 6

Composition of the staff by office
(As at 31 August 1971)

<u>Region</u>	<u>Headquarters</u> ^{a/}	<u>Geneva</u> ^{b/}	<u>ECE</u>	<u>ECAFE</u>	<u>ECLA</u>	<u>ECA</u>	<u>UNIDO</u>
Africa	111	21	-	1	-	82	24
Asia and the Far East	203	21	1	88	3	3	21
Europe (Eastern)	139	38	34	3	3	10	36
Europe (Western)	227	134	45	7	14	13	68
Latin America	98	15	-	1	79	2	13
Middle East	73	5	2	6	3	3	12
North America and the Caribbean	412	29	8	10	16	5	48
Sub-total	1,263	263	90	116	118	118	222
Others	6	21	9	6	1	1	16
TOTAL	1,269	284	99	122	119	119	238

a/ Including information centres, the United Nations Economic and Social Office at Beirut, the New York Liaison Office of UNIDO and UNCTAD (New York).

b/ Including UNCTAD, Geneva, the Division of Narcotic Drugs and the Secretariat of the International Narcotics Control Board.

TABLE 7

Staff in senior posts

(As at 31 August 1970 and 31 August 1971)

Region	1970			1971			Increase		
	USG	ASG	Total	USG	ASG	Total			
				D-2	D-1	Total	D-2	D-1	Total
Africa	2	2	19	2	13	19	3	15	22
Asia and the Far East	1	4	36	1	24	36	8	29	42
Europe (Eastern)	2	1	38	2	20	38	15	20	38
Europe (Western)	4	1	64	4	41	64	19	47	73
Latin America	2	1	17	2	11	17	3	14	20
Middle East	-	-	10	-	7	10	2	8	11
North America and the Caribbean	1	1	54	1	38	54	12	45	59
Sub-total	12	10	238	12	154	238	62	178	265
Others	-	-	5	-	4	5	-	5	5
TOTAL	12	10	243	12	158	243	62	183	270

TABLE 8

Composition of the staff by sex (as at 31 August 1971)

(a) Staff in posts subject to geographical distribution

REGION	USO		ASO		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	T
Africa	2		2		3		15		29	2	45	2	67	3	45	7	13	4	221	18	239
Asia and the far East	1		4		8		29		64	5	80	8	54	8	48	11	12	8	300	40	340
Europe (Eastern)	2		1		14	1	20		37	1	105	1	60	2	17	1		1	256	7	263
Europe (Western)	4		3		18	1	46	1	92	5	113	14	76	20	59	35	10	11	421	87	508
Latin America	2		1		3		14		32	1	43	1	58	5	26	8	8	6	187	21	208
Middle East			1		2		8		18	1	26	1	22	4	13	1	5	2	95	9	104
North America and the Caribbean	1		1		11	1	42	3	61	12	83	26	90	50	79	48	9	11	338	190	528
Others							5		7		13		13	3	11	3	1	4	50	10	60
Sub-total	12		13		59	3	179	4	340	27	508	53	440	95	298	114	58	47	1,868	382	2,250
	100%	0.0	100%	0.0	95.2%	4.8%	97.8%	2.2%	92.7%	7.3%	90.6%	9.4%	82.3%	17.7%	72.4%	27.6%	55.2%	44.8%	83.1%	16.9%	
TOTAL	12		13		62		183		367		561		535		412		105		2,250		

B. NATIONALITY TABLES

TABLE 9

Total Professional and higher-level staff of the regular Secretariat
(as at 31 August 1971)

Staff in posts subject to geographical distribution	2,250
Staff in posts with special language requirements	693
Staff specifically appointed for mission service	12
Staff having permanent residence in the United States of America	3
Staff on leave without pay	14
Staff on secondment to the United Nations Development Programme and other United Nations bodies	86
	<hr/>
	3,058

TABLE 10

Staff in posts subject to geographical distribution

(As at 31 August 1971)

(By nationality and level)

Region and country of nationality	Number of staff 31/8/70	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/71	Desirable range a/
AFRICA												
Algeria	6				1			2	5		8	3 - 7
Botswana	-									1	1	2 - 7
Burundi	1								1		1	2 - 7
Cameroon	5					2	1	1	1	1	6	2 - 7
Central African Republic	-										-	2 - 7
Chad	-										-	2 - 7
Congo, Democratic Republic of	9							3	3	1	7	2 - 7
Dahomey	10				1		2	5	3		11	2 - 7
Egypt	23	1		1	3	10	4	3	1		23	4 - 6
Equatorial Guinea	-										-	2 - 7
Ethiopia	16						6	5	2	1	14	2 - 7
Gabon	-										-	2 - 7
Gambia	4								3	2	5	2 - 7
Ghana	15		1		3	1	4	4	1		14	2 - 7
Guinea	5			1				1		3	5	2 - 7
Ivory Coast	-							1			1	2 - 7
Kenya	4					1	1	4		2	8	2 - 7
Lesotho	2									2	2	2 - 7

TABLE 10 (continued)

Region and country of nationality	Number of staff 31/8/70	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/71	Desirable range a/.
AFRICA (continued)												
Liberia	4					1	1		3		5	2 - 7
Libyan Arab Republic	2						1		1		2	2 - 7
Madagascar	4			1				1	2		4	2 - 7
Malawi	1							1			1	2 - 7
Mali	4				2	1		1		1	5	2 - 7
Mauritania	1						1	1			2	2 - 7
Mauritius	2							1		1	2	2 - 7
Morocco	8						3	4	2		9	3 - 7
Niger	2	1									1	2 - 7
Nigeria	17					5	3	3	3		14	3 - 8
People's Republic of the Congo	2							1	1		2	2 - 7
Rwanda	-										-	2 - 7
Senegal	10					2	1	6	1		10	2 - 7
Sierra Leone	6				1		1	2	2		6	2 - 7
Somalia	2							1	2		3	2 - 7
South Africa	13				3	4	3	1		1	12	11 - 13
Sudan	11					2	4	2	3		11	2 - 7
Swaziland	-										-	2 - 7
Togo	7						3	3	1		7	2 - 7
Tunisia	13		1				4	5	4		14	2 - 7

TABLE 10 (continued)

Region and country of nationality	Number of staff 31/8/70	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/71	Desirable range a/
AFRICA (continued)												
Uganda	8				1		3	1	5		10	2 - 7
United Republic of Tanzania	6					1		6	1		8	2 - 7
Upper Volta	2					1					1	2 - 7
Zambia	4						1	1	1	1	4	2 - 7
Population reserve											13 - 13	
Sub-total	229	2	2	3	15	31	47	70	52	17	239	111 - 315

ASIA AND THE FAR EAST												
Australia	39			2	2	9	5	6	9		33	25 - 29
Burma	11		1		1	3	5	1		1	12	2 - 7
Ceylon	10				1	1	5	3	1		11	2 - 7
China	51		1	1	6	11	11	6	14	1	51	57 - 78
Fiji	-								1		1	2 - 7
India	59	1		4	12	21	8	9		1	56	26 - 31
Indonesia	19				1	4	6	6	2		19	6 - 10
Japan	46			1		4	20	16	5	4	50	76 - 104
Khmer Republic	4							2	2		4	2 - 7
Laos	3								1	1	2	2 - 7
Malaysia	10						2	2	5		9	3 - 7
Maldives	-										-	2 - 7

TABLE 10 (continued)

Region and country of nationality	Number of staff 31/8/70	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/71	Desirable range a/
ASIA AND THE FAR EAST (continued)												
Mongolia	-										-	2 - 7
Nepal	7					1	3	4			9	2 - 7
New Zealand	16		1		3	4	4	1	2	1	16	7 - 10
Pakistan	22		1		3	8	7	1	1	1	22	8 - 10
Philippines	21					1	9	1	11	2	24	7 - 10
Singapore	4					1			1	1	3	2 - 7
Thailand	20					1	3	4	4	7	19	4 - 8
Population reserve											75 - 75	
Sub-total	342	1	4	8	29	69	88	62	59	20	340	370 - 377

EUROPE (Eastern)												
Albania	-										-	2 - 7
Bulgaria	8						3	5	1		9	4 - 8
Byelorussian Soviet Socialist Republic	8						3	5	2		10	11 - 13
Czechoslovakia	31	1			4	6	6	3	2		22	18 - 18
Hungary	15				2	3	7	6			18	10 - 12
Poland	29			1	4	7	13	2	2		29	24 - 28
Romania	11					1	6	3	2		12	8 - 11

TABLE 10 (continued)

Region and country of nationality	Number of staff 31/8/70	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/71	Desirable range
EUROPE (Eastern) (continued)												
Ukrainian Soviet Socialist Republic	14				1	2	5	5	1			5
Union of Soviet Socialist Republics	124	1		12	7	15	54	31	7		127	187 - 272
Yugoslavia	24		1	2	2	4	9	2	1	1	22	8 - 11
												Population reserve 4 - 4
Sub-total	264	2	1	15	20	38	106	62	18	1	263	325 - 401

EUROPE (Western)												
Austria	22				2	2	8	8	2	1	23	12 - 13
Belgium	24			1	3	6	3	2	10	1	26	20 - 21
Denmark	13			1	1	4	3	3	3		15	13 - 14
Finland	15		1	1	1	2	3	3	5	1	17	10 - 12
France	128	1		8	16	27	30	25	24	5	136	83 - 115
Greece	11	1			1	3	3	4			12	7 - 10
Iceland	7							1	3		4	2 - 7
Ireland	7					1	3	1	3		8	4 - 8
Italy	31	1			1	6	6	6	11	3	34	51 - 69
Luxembourg	5					1	2	2			5	2 - 7
Malta	3							3			3	2 - 7

TABLE 10 (continued)

Region and country of nationality	Number of staff 31/8/70	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/71	Desirable range a/
EUROPE (Western) (continued)												
Netherlands	30		1	1	2	10	9	3	5	1	32	21 - 24
Norway	17			1	1	5	4	4	2		17	9 - 12
Portugal	5						1		4		5	4 - 8
Spain	21					3	11	5	1	1	21	20 - 21
Sweden	20				3	5	7	5	5	1	26	22 - 25
United Kingdom of Great Britain and Northern Ireland	134 ^{b/}	1	1	6	16	22	34	21	16	7	124 ^{b/}	82 - 114
Population reserve												6 - 6
Sub-total	493	4	3	19	47	97	127	96	94	21	508	403 - 460

LATIN AMERICA												
Argentina	26	1		1	5	5	6	6	1		25	17 - 18
Bolivia	9				2	3		2	2		9	2 - 7
Brazil	24				2	2	7	9	2	2	24	16 - 17
Chile	21				1	3	2	7	5	6	24	5 - 9
Colombia	15			1		3	6	3	3		16	5 - 7
Costa Rica	5					2	2	2	1		7	2 - 8
Cuba	5					1	2	1	2		6	4 - 8
Dominican Republic	4								2		2	2 - 7
Ecuador	11				1	3	5	1	2		12	2 - 7

TABLE 10 (continued)

Region and country of nationality	Number of staff 31/8/70	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/71	Desirable range a/
LATIN AMERICA (continued)												
El Salvador	5			1			2	1	1		5	2 - 7
Guatemala	4							2			2	2 - 7
Haiti	13					2	2	7	2		13	2 - 7
Honduras	2						1	1		1	3	2 - 7
Mexico	20		1		1	2	1	8	7	3	23	18 - 18
Nicaragua	5						1	1		1	3	2 - 7
Panama	2					1		1	2		4	2 - 7
Paraguay	5					2	1	2			5	2 - 7
Peru	8				1	2	3	2			8	3 - 7
Uruguay	8				1	1	3	4	2		11	2 - 7
Venezuela	5	1				1		3		1	6	9 - 11
Population reserve 22 - 22												
Sub-total	197	2	1	3	14	33	44	63	34	14	208	125 - 200

MIDDLE EAST												
Afghanistan	4				1			2	1		4	2 - 7
Cyprus	5				1		1	3	1		6	2 - 7
Iran	15					2	3	4	3	1	13	5 - 9
Iraq	10		1			2	4	2	1		10	2 - 7
Israel	7			1	1	3	2	2	2		11	5 - 9
Jordan	9				2	2	5		1		10	2 - 7

TABLE 10 (continued)

Region and country of nationality	Number of staff 31/8/70	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/71	Desirable range a/
MIDDLE EAST (continued)												
Kuwait	-										-	3 - 7
Lebanon	15				1	2	3	4	4	1	15	2 - 7
People's Democratic Republic of Yemen	2									2	2	2 - 7
Saudi Arabia	2							1		1	2	2 - 7
Syrian Arab Republic	13			1		6	2	1		2	12	2 - 7
Turkey	17				2	2	6	5	1		16	8 - 11
Yemen	3						1	2			3	2 - 7

Population reserve 10 - 10

Sub-total	102	-	1	2	8	19	27	26	14	7	104	49 - 109
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NORTH AMERICA AND THE CARIBBEAN												
Barbados	2						1		2		3	2 - 7
Canada	56	1		1	4	11	11	12	21	2	63	45 - 60
Guyana	3							2	1	1	4	2 - 7
Jamaica	13					4	2	4	1	1	12	2 - 7
Trinidad and Tobago	7			1		1	1	4	2		9	2 - 7
United States of America	414		1	10	41	57	94	118	100	16	437	410 - 604

Population reserve 0 - 0

Sub-total	495	1	1	12	45	73	109	140	127	20	528	483 - 672
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TABLE 10 (continued)

Region and country of nationality	Number of staff 31/8/70	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/71	Desirable range a/
OTHERS												
Federal Republic of Germany	13				2	1	7	6	2	1	19	
Namibia	-								1		1	
Republic of Korea	5					1	1	3			5	
Republic of Viet-Nam	4						1	3	1		5	
Switzerland	22				3	4	2	3	10	4	26	
Stateless	4					1	2	1			4	
Sub-total	48				5	7	13	16	14	5	60	

TOTAL	2,170	12	13	62	183	367	561	535	412	105	2,250	
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TABLE 11

Staff in posts subject to geographical distribution

(As at 31 August 1971)

(By type of appointment)

<u>Region and country</u> <u>of</u> <u>nationality</u>	<u>Perma-</u> <u>nent</u>	<u>Proba-</u> <u>tion-</u> <u>ary</u>	<u>Fixed-</u> <u>term</u>	<u>Total</u>	<u>Region and country</u> <u>of</u> <u>nationality</u>	<u>Perma-</u> <u>nent</u>	<u>Proba-</u> <u>tion-</u> <u>ary</u>	<u>Fixed-</u> <u>term</u>	<u>Total</u>
AFRICA					ASIA AND THE FAR EAST				
Algeria	5		3	8	Australia	15	3	15	33
Botswana			1	1	Burma	6		7	12
Burundi		1		1	Ceylon	6		5	11
Cameroon	1		5	6	China	45	1	5	51
Central African Republic				-	Fiji			1	1
Chad				-	India	45		11	56
Congo Democratic Republic of	5	2		7	Indonesia	11		8	19
Dahomey	7	1	7	11	Japan	23	8	19	50
Egypt	11		12	23	Khmer Republic	2	1	1	4
Equatorial Guinea				-	Laos			2	2
Ethiopia	8		6	14	Malaysia	5	2	2	9
Gabon				-	Maldives				-
Gambia		1	4	5	Mongolia				-
Ghana	8		6	14	Nepal	5	1	2	8
Guinea		1	4	5	New Zealand	8	1	7	16
Ivory Coast			1	1	Pakistan	12		10	22
Kenya	3	1	4	8	Philippines	21		3	24
Lesotho			2	2	Singapore	1		2	3
Liberia	1	2	2	5	Thailand	14		5	19
Libyan Arab Republic	1		1	2	Sub-total	218	17	105	340
Madagascar	1		3	4					
Malawi	1		1	2	EUROPE (Eastern)				
Mali	1	1	3	5	Albania				-
Mauritania	1		1	2	Bulgaria	1		8	9
Mauritius		1	1	2	Byelorussian Soviet Socialist Republic			10	10
Morocco	6	1	2	9	Czechoslovakia	2		20	22
Niger			1	1	Hungary			18	18
Nigeria	7	1	6	14	Poland	11		18	29
People's Republic of the Congo		1	1	2	Romania			12	12
Rwanda				-	Ukrainian Soviet Socialist Republic			14	14
Senegal	5		5	10	Union of Soviet Socialist Republics	1	3	127	127
Sierra Leone	4		2	6	Yugoslavia	8		14	22
Somalia		1	2	3	Sub-total	23	3	237	263
South Africa	10		2	12					
Sudan	6	1	4	11					
Swaziland				-					
Togo	4	2	1	7					
Tunisia	8		6	14					
Uganda		3	7	10					
United Republic of Tanzania	4		1	8					
Upper Volta		1		1					
Zambia	2	1	1	4					
Sub-total	106	26	107	239					

TABLE 11 (continued)

Region and country of nationality	Perma- nent	Proba- tion- ary	Fixed term	Total	Region and country of nationality	Perma- nent	Proba- tion- ary	Fixed- term	Total
EUROPE (Western)					MIDDLE EAST				
Austria	18		5	23	Afghanistan	2		2	4
Belgium	19	2	5	26	Cyprus	5		1	6
Denmark	10		5	15	Iran	9	1	3	13
Finland	6	3	8	17	Iraq	5		5	10
France	99	8	29	136	Israel	3	2	6	11
Greece	8		4	12	Jordan	8	1	1	10
Iceland			4	4	Kuwait				-
Ireland	3	1	4	8	Lebanon	12	1	2	15
Italy	23	6	5	34	People's Democratic Republic of Yemen			2	2
Luxembourg	4	1		5	Saudi Arabia	1		1	2
Malta	3			3	Syrian Arab Republic	7	1	4	12
Netherlands	23	1	8	32	Turkey	13		3	16
Norway	14		3	17	Yemen	2		1	3
Portugal	3	2		5					
Spain	16	1	4	21	Sub-total	67	6	31	104
Sweden	11	6	9	26					
United Kingdom of Great Britain and Northern Ireland	96	7	21	124	NORTH AMERICA AND THE CARIBBEAN				
Sub-total	356	38	114	508	Barbados	2		1	3
					Canada	37	4	22	63
LATIN AMERICA					Guyana	2		2	4
Argentina	17	1	7	25	Jamaica	10		2	12
Bolivia	8		1	9	Trinidad and Tobago	6		3	9
Brazil	15	2	7	24	United States of America	308	39	90	437
Chile	19		5	24	Sub-total	365	43	120	528
Colombia	14		2	16					
Costa Rica	5	2		7	OTHERS				
Cuba	6			6	Federal Republic of Germany	1	1	17	19
Dominican Republic	2			2	Namibia			1	1
Ecuador	10		2	12	Republic of Korea			5	5
El Salvador	4	1		5	Republic of Viet-Nam	1		4	5
Guatemala	2			2	Switzerland	22	1	3	26
Haiti	11		2	13	Stateless	4			4
Honduras	1		2	3	Sub-total	28	2	30	60
Mexico	13	5	5	23					
Nicaragua	3			3					
Panama	3	1		4					
Paraguay	5			5					
Peru	6	1	1	8					
Uruguay	8	1	2	11					
Venezuela	2	1	3	6					
Sub-total	154	15	39	208	TOTAL	1,317	150	783	2,250

Holders of career appointments: 1,467 = 65.2%

Holders of fixed-term appointments: 783 = 34.8%

2,250 100.0%

TABLE 12

Appointments to posts subject to geographical distribution(1 September 1970-31 August 1971)(By nationality and level)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
AFRICA										
Algeria								1		1
Botswana									1	1
Cameroon					1					1
Dahomey				1				1		2
Gambia								1		1
Ghana						1				1
Ivory Coast							1			1
Kenya					1		2		1	4
Liberia					1					1
Libyan Arab Republic								1		1
Madagascar								1		1
Mali				1						1
Mauritania							1			1
Mauritius							1			1
Morocco								1		1
Nigeria							1			1
People's Republic of the Congo							1	1		2
Somalia								1		1
South Africa							1			1

TABLE 12 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
AFRICA (continued)										
Sudan					1					1
Tunisia								1		1
Uganda						1		1		2
United Republic of Tanzania					1		2			3
Sub-total	-	-	-	2	5	2	10	10	2	31

ASIA AND THE FAR EAST										
Australia					2		1			3
Burma						1				1
Ceylon						1	2			3
China								1		1
Fiji								1		1
India					2					2
Japan					1	3	4	2	1	11
Laos								1		1
Nepal						1				1
New Zealand						1	1	1		3
Philippines						1				1
Thailand						1				1
Sub-total					5	9	8	6	1	29

TABLE 12 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
EUROPE (Eastern)										
Bulgaria							2			2
Byelorussian Soviet Socialist Republic							1	1		2
Czechoslovakia						1				1
Hungary						1	2			3
Poland						1		1		2
Romania					1	2				3
Ukrainian Soviet Socialist Republic						1				1
Union of Soviet Socialist Republics			2		2	9	7	2		22
Yugoslavia							1			1
Sub-total	-	-	2	-	3	15	13	4	-	37

EUROPE (Western)										
Austria				1						1
Belgium						1	1	1	1	4
Denmark				1		1		1		3
Finland		1		1			1		1	4
France						4	1	3		8
Greece							1			1
Iceland							1			1
Ireland						2		1		3

TABLE 12 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
EUROPE (Western) (continued)										
Italy					2		1		1	4
Netherlands		1				1	1	1		4
Norway							1			1
Sweden					1	3		1	1	6
United Kingdom of Great Britain and Northern Ireland	1			2		2	1	2	1	9
Sub-total	1	2	-	5	3	14	9	10	5	49

LATIN AMERICA										
Argentina	1									1
Bolivia						1				1
Brazil						1				1
Chile							1			1
Costa Rica						1		1		2
Ecuador						1				1
Haiti						1				1
Honduras									1	1
Mexico					1	1	3		1	6
Panama					1					1
Peru							1			1
Uruguay						2				2
Venezuela									1	1
Sub-total	1	-	-	-	2	8	5	1	3	20

TABLE 12 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
MIDDLE EAST										
Afghanistan							1			1
Cyprus								1		1
Iraq					1					1
Israel					1	1		2		4
Jordan								1		1
Sub-total	-	-	-	-	2	1	1	4	-	8

NORTH AMERICA AND THE CARIBBEAN										
Barbados								1		1
Canada	1						3	4	1	9
Guyana							1			1
Trinidad and Tobago					1					1
United States of America				3	6	12	9	16	6	52
Sub-total	1	-	-	3	7	12	13	21	7	64

TABLE 12 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
OTHERS										
Federal Republic of Germany						4	2			6
Namibia								1		1
Republic of Viet-Nam							1			1
Switzerland					1					1
Sub-total	-	-	-	-	1	4	3	1	-	9

TOTAL	3	2	2	10	28	65	62	57	18	247
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TABLE 13

Staff changes in posts subject to geographical distribution
(By nationality and type)

<u>Region and country of nationality</u>	<u>Number of staff 31/8/70</u>	<u>Appointments</u>			<u>Adjust- ments d/</u>	<u>Number of staff 31/8/71</u>	<u>Special cate- gory e/</u>
		<u>Career</u>	<u>Non- career</u>	<u>Separa- tions c/</u>			
AFRICA							
Algeria	6	-	1	-	+1	8	-
Botswana	-	-	1	-	-	1	-
Burundi	1	-	-	-	-	1	-
Cameroon	5	-	1	-	-	6	-
Central African Republic	-	-	-	-	-	-	-
Chad	-	-	-	-	-	-	-
Congo, Democratic Republic of	9	-	-	1	-1	7	-
Dahomey	10	1	1	-	-1	11	-
Egypt	23	-	-	-	-	23	-
Equatorial Guinea	-	-	-	-	-	-	-
Ethiopia	16	-	-	1	-1	14	-
Gabon	-	-	-	-	-	-	-
Gambia	4	-	1	-	-	5	-
Ghana	15	-	1	1	-1	14	-
Guinea	5	-	-	-	-	5	-
Ivory Coast	-	-	1	-	-	1	-
Kenya	4	1	3	1	+1	8	-
Lesotho	2	-	-	-	-	2	-
Liberia	4	1	-	-	-	5	-
Libyan Arab Republic	2	-	1	1	-	2	-
Madagascar	4	-	1	1	-	4	-
Malawi	1	-	-	-	-	1	-
Mali	4	-	1	-	-	5	-
Mauritania	1	-	1	-	-	2	-
Mauritius	2	1	-	-	-1	2	-
Morocco	8	1	-	-	-	9	-
Niger	2	-	-	1	-	1	-
Nigeria	17	-	1	4	-	14	-
People's Republic of the Congo	2	1	1	1	-1	2	-
Rwanda	-	-	-	-	-	-	-
Senegal	10	-	-	-	-	10	-
Sierra Leone	6	-	-	-	-	6	-
Somalia	2	-	1	-	-	3	-
South Africa	13	-	1	2	-	12	-
Sudan	11	-	1	1	-	11	-
Swaziland	-	-	-	-	-	-	-

TABLE 13 (continued)

<u>Region and country of nationality</u>	<u>Number of staff 31/8/70</u>	<u>Appointments</u>			<u>Adjust- ments d/</u>	<u>Number of staff 31/8/71</u>	<u>Special cate- gory e/</u>
		<u>Career</u>	<u>Non- career</u>	<u>Separa- tions c/</u>			
AFRICA (continued)							
Togo	7	-	-	-	-	7	-
Tunisia	13	-	1	-	-	14	-
Uganda	8	-	2	-	-	10	-
United Republic of Tanzania	6	2	1	1	-	8	-
Upper Volta	2	-	-	-	-1	1	-
Zambia	4	-	-	-	-	4	-
Sub-total	229	8	23	16	-5	239	-
ASIA AND THE FAR EAST							
Australia	39	-	3	8	-1	33	-
Burma	11	-	1	-	-	12	-
Ceylon	10	-	3	2	-	11	-
China	51	1	-	2	+1	51	-
Fiji	-	-	1	-	-	1	-
India	59	-	2	3	-2	56	-
Indonesia	19	-	-	-	-	19	-
Japan	46	2	9	7	-	50	-
Khmer Republic	4	-	-	-	-	4	-
Laos	3	-	1	1	-1	2	-
Malaysia	10	-	-	1	-	9	-
Maldives	-	-	-	-	-	-	-
Mongolia	-	-	-	-	-	-	-
Nepal	7	-	1	-	-	8	-
New Zealand	16	-	3	3	-	16	-
Pakistan	22	-	-	1	+1	22	-
Philippines	21	-	1	2	+4	24	-
Singapore	4	-	-	1	-	3	-
Thailand	20	-	1	1	-1	19	-
Sub-total	342	3	26	32	+1	340	-
EUROPE (Eastern)							
Albania	-	-	-	-	-	-	-
Bulgaria	8	-	2	1	-	9	-
Byelorussian Soviet Socialist Republic	8	-	2	-	-	10	-
Czechoslovakia	31	-	1	10	-	22	1
Hungary	15	-	3	-	-	18	-
Poland	29	-	2	3	+1	29	1
Romania	11	-	3	2	-	12	-

TABLE 13 (continued)

<u>Region and country of nationality</u>	<u>Number of staff 31/8/70</u>	<u>Appointments</u>			<u>Adjust- ments d/</u>	<u>Number of staff 31/8/71</u>	<u>Special cate- gory e/</u>
		<u>Career</u>	<u>Non- career</u>	<u>Separa- tions c/</u>			
EUROPE (Eastern) (continued)							
Ukrainian Soviet Socialist Republic	14	-	1	1	-	14	-
Union of Soviet Socialist Republics	124	3	19	19	-	127	-
Yugoslavia	24	-	1	4	+1	22	-
Sub-total	264	3	34	40	+2	263	2
EUROPE (Western)							
Austria	22	-	1	1	+1	23	-
Belgium	24	1	3	2	-	26	-
Denmark	13	-	3	2	+1	15	-
Finland	15	1	3	2	-	17	-
France	128	2	6	4	+4	136	-
Greece	11	-	1	-	-	12	-
Iceland	7	-	1	3	-1	4	-
Ireland	7	-	3	3	+1	8	-
Italy	31	3	1	1	-	34	-
Luxembourg	5	-	-	-	-	5	-
Malta	3	-	-	-	-	3	-
Netherlands	30	1	3	2	-	32	-
Norway	17	-	1	1	-	17	-
Portugal	5	-	-	-	-	5	-
Spain	21	-	-	2	+2	21	-
Sweden	20	3	3	-	-	26	-
United Kingdom of Great Britain and Northern Ireland	134	2	7	18	-1	124 ^{b/}	-
Sub-total	493	13	36	41	+7	508	-
LATIN AMERICA							
Argentina	26	-	1	2	-	25	-
Bolivia	9	-	1	1	-	9	-
Brazil	24	-	1	1	-	24	-
Chile	21	-	1	-	+2	24	-
Colombia	15	-	-	-	+1	16	-
Costa Rica	5	1	1	-	-	7	-
Cuba	5	-	-	-	+1	6	-
Dominican Republic	4	-	-	1	-1	2	-
Ecuador	11	-	1	-	-	12	-
El Salvador	5	-	-	-	-	5	-
Guatemala	4	-	-	2	-	2	-

TABLE 13 (continued)

<u>Region and country of nationality</u>	<u>Number of staff</u> 31/8/70	<u>Appointments</u>			<u>Adjustments</u> d/	<u>Number of staff</u> 31/8/71	<u>Special category</u> e/
		<u>Career</u>	<u>Non-career</u>	<u>Separations</u> c/			
LATIN AMERICA (continued)							
Haiti	13	-	1	-	-1	13	-
Honduras	2	-	1	-	-	3	-
Mexico	20	2	4	2	-1	23	-
Nicaragua	5	-	-	1	-1	3	-
Panama	2	1	-	-	+1	4	-
Paraguay	5	-	-	-	-	5	-
Peru	8	1	-	1	-	8	-
Uruguay	8	1	1	-	+1	11	-
Venezuela	5	1	-	-	-	6	-
Sub-total	197	7	13	11	+2	208	-
MIDDLE EAST							
Afghanistan	4	-	1	1	-	4	-
Cyprus	5	-	1	-	-	6	-
Iran	15	-	-	2	-	13	-
Iraq	10	-	1	1	-	10	-
Israel	7	1	3	1	+1	11	-
Jordan	9	-	1	-	-	10	1
Kuwait	-	-	-	-	-	-	-
Lebanon	15	-	-	-	-	15	-
People's Democratic Republic of Yemen	2	-	-	-	-	2	-
Saudi Arabia	2	-	-	-	-	2	-
Syrian Arab Republic	13	-	-	2	+1	12	-
Turkey	17	-	-	1	-	16	-
Yemen	3	-	-	-	-	3	-
Sub-total	102	1	7	6	+2	104	1
NORTH AMERICA AND THE CARIBBEAN							
Barbados	2	-	1	-	-	3	-
Canada	56	2	7	3	+1	63	-
Guyana	3	-	1	-	-	4	-
Jamaica	13	-	-	1	-	12	-
Trinidad and Tobago	7	1	-	-	+1	9	-
United States of America	414	20	32	33	+4	437	-
Sub-total	495	23	41	37	+6	528	-

TABLE 13 (continued)

<u>Region and country of nationality</u>	<u>Number of staff 31/8/70</u>	<u>Appointments</u>		<u>Separations</u> c/	<u>Adjustments</u> d/	<u>Number of staff 31/8/71</u>	<u>Special cate- gory</u> e/
		<u>Career</u>	<u>Non- career</u>				
OTHERS							
Federal Republic of Germany	13	-	6	-	-	19	-
Namibia	-	-	1	-	-	1	-
Republic of Korea	5	-	-	-	-	5	-
Republic of Viet-Nam	4	-	1	-	-	5	-
Switzerland	22	-	1	2	+5	26	-
Stateless	4	-	-	-	-	4	-
Sub-total	48	-	9	2	+5	60	-
TOTAL	2,170	58	189	187	+20	2,250	3

TABLE 14

Fixed-term staff in posts subject to geographical distribution(As at 31 August 1971)(By nationality and level)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
AFRICA										
Algeria								3		3
Botswana									1	1
Cameroon					2	1		1	1	5
Dahomey				1		2	3	1		7
Egypt	1		1	2	4	3	1			12
Ethiopia						2	4			6
Gambia								2	2	4
Ghana		1		1		2	2			6
Guinea			1				1		2	4
Ivory Coast							1			1
Kenya					1	1	2			4
Lesotho									2	2
Liberia								2		2
Libyan Arab Republic								1		1
Madagascar			1				1	1		3
Mali				1	1				1	3
Mauritania							1			1
Mauritius									1	1
Morocco						1	1			2
Niger	1									1

TABLE 14 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
AFRICA (continued)										
Nigeria					2	1	2	1		6
People's Republic of the Congo							1			1
Senegal					1	1	3			5
Sierra Leone							1	1		2
Somalia								2		2
South Africa						1	1			2
Sudan					1	1	1	1		4
Togo								1		1
Tunisia		1				1	1	3		6
Uganda				1		3	1	2		7
United Republic of Tanzania					1					1
Zambia						1				1
Sub-total	2	2	3	6	13	21	28	22	10	107

ASIA AND THE FAR EAST										
Australia			1	1	5	3	2	3		15
Burma		1			1	3	1		1	7
Ceylon						2	3			5
China		1				1		3		5
Fiji								1		1
India	1		1		5	1	3			11

TABLE 14 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
ASIA AND THE FAR EAST (continued)										
Indonesia				1	2	2	2	1		8
Japan					1	5	7	3	3	19
Khmer Republic								1		1
Laos								1	1	2
Malaysia						1		1		2
Nepal					1	1				2
New Zealand		1		2		2	1	1		7
Pakistan		1		3	3	3				10
Philippines						2	1			3
Singapore					1				1	2
Thailand						2	1	1	1	5
Sub-total	1	4	2	7	19	28	21	16	7	105

EUROPE (Eastern)										
Bulgaria						2	5	1		8
Byelorussian Soviet Socialist Republic						3	5	2		10
Czechoslovakia	1			3	5	6	3	2		20
Hungary				2	3	7	6			18
Poland				3	2	11	1	1		18
Romania					1	6	3	2		12
Ukrainian Soviet Socialist Republic				1	2	5	5	1		14

TABLE 14 (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) (continued)										
Union of Soviet Socialist Republics	1		12	6	14	52	31	7		123
Yugoslavia		1	2	1	3	6	1			14
Sub-total	2	1	14	16	30	98	60	16		237

EUROPE (Western)										
Austria				2		2		1		5
Belgium						1		3	1	5
Denmark			1	1		1	1	1		5
Finland		1		1	2	1	2	1		8
France	1		2	2	5	10	5	4		29
Greece	1				1	1	1			4
Iceland							1	3		4
Ireland						2		2		4
Italy	1				1	1		1	1	5
Netherlands		1		1		3	1	2		8
Norway						1	2			3
Spain					2	1			1	4
Sweden				2	4	2		1		9
United Kingdom of Great Britain and Northern Ireland	1	1		4	1	7	2	4	1	21
Sub-total	4	3	3	13	16	33	15	23	4	114

TABLE 14 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
LATIN AMERICA										
Argentina	1			1	1	1	2	1		7
Bolivia								1		1
Brazil					1	3	1	1	1	7
Chile				1		1	2		1	5
Colombia			1				1			2
Ecuador						1		1		2
Haiti						1	1			2
Honduras						1			1	2
Mexico		1			1		2		1	5
Peru						1				1
Uruguay						2				2
Venezuela	1						2			3
Sub-total	2	1	1	2	3	11	11	4	4	39

MIDDLE EAST										
Afghanistan							1	1		2
Cyprus								1		1
Iran					1		2			3
Iraq		1			1	1	1	1		5
Israel					2	2	1	1		6
Jordan								1		1
Lebanon						1	1			2
People's Democratic Republic of Yemen									2	2

TABLE 14 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
MIDDLE EAST (continued)										
Saudi Arabia									1	1
Syrian Arab Republic			1			1			2	4
Turkey					1	2				3
Yemen							1			1
Sub-total	-	1	1	-	5	7	7	5	5	31

NORTH AMERICA AND THE CARIBBEAN										
Barbados								1		1
Canada	1			1	6	1	4	9		22
Guyana							1		1	2
Jamaica					2					2
Trinidad and Tobago			1				2			3
United States of America		1	4	8	16	26	21	10	4	90
Sub-total	1	1	5	9	24	27	28	20	5	120

TABLE 14 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
OTHERS										
Federal Republic of Germany				2	1	6	6	2		17
Namibia								1		1
Republic of Korea					1	1	3			5
Republic of Viet-Nam						1	2	1		4
Switzerland				1	1	1				3
Sub-total				3	3	9	11	4		30

TOTAL	12	13	29	56	113	234	181	110	35	783
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TABLE 15

Staff in posts with special language requirements

(As at 31 August 1971)

(By nationality and level)

Region and country of nationality	P-5	P-4	P-3	P-2	P-1	Total
AFRICA						
Algeria				1		1
Egypt		1	1			2
Morocco			1			1
Sub-total		1	2	1		4

ASIA AND THE FAR EAST						
Australia		1	1			2
China	3	19	26	9		57
India		1				1
New Zealand				1		1
Sub-total	3	21	27	10		61

EUROPE (Eastern)						
Poland				1		1
Romania			1			1
Ukrainian Soviet Socialist Republic		2				2
Union of Soviet Socialist Republics	5	27	60	23		115
Sub-total	5	29	61	24		119

TABLE 15 (continued)

<u>Region and country of nationality</u>	P-5	P-4	P-3	P-2	P-1	Total
EUROPE (Western)						
Austria			1	1	1	3
Belgium	1	2	5	2	1	11
Finland		1				1
France	11	35	72	39	2	159
Ireland		2	1	2		5
Italy		1				1
Spain	4	13	16	11	1	45
United Kingdom of Great Britain and Northern Ireland	9	26	23	24	3	85
Sub-total	25	80	118	79	8	310

LATIN AMERICA						
Argentina	2	12	24	4		42
Bolivia		1	1	2		4
Chile	1	4	5	3		13
Colombia		1	1	1		3
Costa Rica		1				1
Cuba		1	2			3
Dominican Republic		1	1			2
Ecuador			2			2
Mexico	1	1	2	2	1	7
Paraguay			1	1		2
Peru			2	2		4

TABLE 15 (continued)

<u>Region and country of nationality</u>	P-5	P-4	P-3	P-2	P-1	Total
LATIN AMERICA (continued)						
Uruguay	1		3	4		8
Venezuela			1			1
Sub-total	5	22	45	19	1	92

MIDDLE EAST						
Iraq		1				1
Israel			3			3
Jordan			1			1
Lebanon		1				1
Syrian Arab Republic			3			3
Sub-total		2	7			9

NORTH AMERICA AND THE CARIBBEAN						
Canada	1	2	2	1		6
Jamaica				1		1
Trinidad and Tobago				1		1
United States of America	5	26	26	15	2	74
Sub-total	6	28	28	18	2	82

TABLE 15 (continued)

<u>Region and country of nationality</u>	P-5	P-4	P-3	P-2	P-1	Total
OTHERS						
Republic of Viet-Nam			1	1		2
Switzerland		3	6		1	10
Stateless		3	1			4
Sub-total		6	8	1	1	16

TOTAL	44	189	296	152	12	693
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TABLE 16

Professional and higher-level staff appointed for mission service

(As at 31 August 1971)

(By nationality and level)

Region and country of nationality	Number of staff 31/8/70	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/71
ASIA AND THE FAR EAST											
Australia	1						1				1
India	1		1								1
Pakistan	1										-
Sub-total	3		1				1				2

EUROPE (Eastern)											
Poland	1								1		1
Sub-total	1								1		1

EUROPE (Western)											
Finland	1		1								1
France	2					2					2
Spain	1				1						1
Sweden	1										-
Sub-total	5		1		1	2					4

TABLE 16 (continued)

Region and country of nationality	Number of staff 31/8/70	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/71
LATIN AMERICA											
Chile	1		1								1
Haiti	-						1				1
Mexico	1		1								1
Sub-total	2		2				1				3

NORTH AMERICA AND THE CARIBBEAN											
Canada	-								1		1
United States of America	1										-
Sub-total	1								1		1

OTHERS											
Namibia	1								1		1
Sub-total	1								1		1

TOTAL	13	-	4	-	1	2	2	-	3	-	12
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Post notes to table 3-18

- 1/ For convenience of comparison, all available figures are presented in ascending order.
- 2/ Includes one staff member from Statistics and five from Southern Rhodesia.
- 3/ This column takes into account the resignation, termination, completion of fixed term appointments or expirations for any other cause.
- 4/ This column takes into account adjustments as:
 - (i) Staff transferred between posts with equal (or higher) requirements and posts subject to geographical distribution
 - (ii) Staff who have been placed on leave without pay or have returned from such leave;
 - (iii) Recruitment and completion of appointments to the United Nations Development Programme and other United Nations bodies;
 - (iv) Termination of General Service staff;
 - (v) Changes in nationality status.
- 5/ Staff members who have permanent residence status in the United States.

TABLE 17

Staff appointed as advisers on technical
co-operation projects

(As at 31 August 1971)

	<u>Special technical advisers</u>	<u>Inter- regional advisers</u>	<u>Regional advisers</u>	<u>Total</u>
Africa	-	1	4	5
Asia and the Far East	2	4	18	24
Europe (Eastern)	5	1	4	10
Europe (Western)	13	14	12	39
Latin America	2	1	12	15
Middle East	1	-	4	5
North America and the Caribbean	9	9	6	24
Others	-	-	-	-
Total	32	30	60 ^{a/}	122

^{a/} Assigned as follows: 18 to ECA, 19 to ECAFE, 19 to ECLA and 4 to the United Nations Economic and Social Office at Beirut.

TABLE 18

Weighted^{a/} geographical distribution of 2,250 posts and actual staff position

(as at 31 August 1971)

(In points)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
AFRICA			
Algeria	3 - 7	49 - 129	114.4
Botswana	2 - 7	32 - 118	9.0
Burundi	2 - 7	32 - 118	11.8
Cameroon	2 - 7	32 - 118	99.0
Central African Republic	2 - 7	32 - 118	-
Chad	2 - 7	32 - 118	-
Congo, Democratic Republic of	2 - 7	32 - 118	88.5
Dahomey	2 - 7	32 - 118	171.1
Egypt	4 - 8	80 - 150	508.2
Equatorial Guinea	2 - 7	32 - 118	-
Ethiopia	2 - 7	32 - 118	214.7
Gabon	2 - 7	32 - 118	-
Gambia	2 - 7	32 - 118	53.4
Ghana	2 - 7	42 - 125	282.8
Guinea	2 - 7	32 - 118	72.9
Ivory Coast	2 - 7	32 - 118	14.7
Kenya	2 - 7	32 - 118	117.6
Lesotho	2 - 7	32 - 118	18.0
Liberia	2 - 7	32 - 118	76.2
Libyan Arab Republic	2 - 7	42 - 125	29.9
Madagascar	2 - 7	32 - 118	69.5
Malawi	2 - 7	32 - 118	14.7

^{a/} Weighted by starting salary and based on the following percentage distribution of posts by level: P-1 - 4.7, P-2 - 18.3, P-3 - 23.8, P-4 - 24.9, P-5 - 16.3, D-1 - 8.1, D-2 - 2.8, ASG - 0.6, USG - 0.5.

TABLE 18 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
AFRICA (continued)			
Mali	2 - 7	32 - 118	98.4
Mauritania	2 - 7	32 - 118	32.8
Mauritius	2 - 7	32 - 118	23.7
Morocco	3 - 7	49 - 129	136.7
Niger	2 - 7	32 - 118	43.7
Nigeria	3 - 8	59 - 136	247.3
People's Republic of the Congo	2 - 7	32 - 118	26.5
Rwanda	2 - 7	32 - 118	-
Senegal	2 - 7	32 - 118	163.5
Sierra Leone	2 - 7	32 - 118	97.1
Somalia	2 - 7	32 - 118	38.3
South Africa	11 - 13	204 - 232	246.8
Sudan	2 - 7	32 - 118	182.6
Swaziland	2 - 7	32 - 118	-
Togo	2 - 7	32 - 118	110.2
Tunisia	2 - 7	32 - 118	232.2
Uganda	2 - 7	32 - 118	154.0
United Republic of Tanzania	2 - 7	32 - 118	122.7
Upper Volta	2 - 7	32 - 118	22.7
Zambia	2 - 7	32 - 118	53.6
Regional total	98 - 302	1,645 - 5,156	3,999.2
Population reserve	13 - 13	235 - 235	
<u>GRAND TOTAL</u>	111 - 315	1,880 - 5,391	

TABLE 18 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
ASIA AND THE FAR EAST			
Australia	29 - 25	523 - 444	603.6
Burma	2 - 7	35 - 120	247.4
Ceylon	2 - 7	35 - 120	195.1
China	78 - 57	1,391 - 1,023	937.5
Fiji	2 - 7	32 - 118	11.8
India	31 - 26	550 - 463	1,243.3
Indonesia	6 - 10	114 - 173	337.2
Japan	104 - 76	1,872 - 1,341	814.2
Khmer Republic	2 - 7	32 - 118	53.0
Laos	2 - 7	32 - 118	20.8
Malaysia	3 - 7	52 - 131	124.6
Maldives	2 - 7	32 - 118	-
Mongolia	2 - 7	32 - 118	-
Nepal	2 - 7	32 - 118	135.8
New Zealand	7 - 10	128 - 182	327.6
Pakistan	8 - 10	135 - 186	460.9
Philippines	7 - 10	125 - 179	348.1
Singapore	2 - 7	35 - 120	43.5
Thailand	4 - 8	63 - 138	246.0
Regional total	295 - 302	5,250 - 5,328	6,150.4
Population reserve	75 - 75	1,358 - 1,358	
<u>GRAND TOTAL</u>	370 - 377	6,608 - 6,686	

TABLE 18 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
EUROPE (Eastern)			
Albania	2 - 7	32 - 118	-
Bulgaria	4 - 8	80 - 150	139.6
Byelorussian Soviet Socialist Republic	11 - 13	190 - 223	151.4
Czechoslovakia	18 - 18	327 - 314	460.2
Hungary	10 - 12	183 - 218	335.0
Poland	28 - 24	502 - 431	582.4
Romania	8 - 11	142 - 191	199.0
Ukrainian Soviet Socialist Republic	36 - 30	659 - 536	247.2
Union of Soviet Socialist Republics	272 - 187	4,882 - 3,344	2,456.3
Yugoslavia	8 - 11	149 - 195	457.4
Regional total	397 - 321	7,146 - 5,720	5,028.5
Population reserve	4 - 4	72 - 72	
<u>GRAND TOTAL</u>	401 - 325	7,218 - 5,792	

TABLE 18 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
EUROPE (Western)			
Austria	12 - 13	207 - 234	392.4
Belgium	21 - 20	379 - 348	456.1
Denmark	13 - 14	231 - 250	281.8
Finland	10 - 12	173 - 211	308.1
France	115 - 83	2,074 - 1,476	2,560.9
Greece	7 - 10	118 - 175	250.9
Iceland	2 - 7	32 - 118	50.1
Ireland	4 - 8	70 - 143	127.1
Italy	69 - 51	1,233 - 917	559.5
Luxembourg	2 - 7	35 - 120	88.3
Malta	2 - 7	32 - 118	44.1
Netherlands	24 - 21	423 - 378	624.3
Norway	9 - 12	166 - 207	325.5
Portugal	4 - 8	73 - 145	65.3
Spain	21 - 20	375 - 346	361.5
Sweden	25 - 22	447 - 394	459.7
United Kingdom of Great Britain and Northern Ireland	114 - 82	2,043 - 1,456	2,361.3
Regional total	454 - 397	8,111 - 7,036	9,316.9
Population reserve	6 - 6	109 - 109	
<u>GRAND TOTAL</u>	460 - 403	8,220 - 7,145	

TABLE 18 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
LATIN AMERICA			
Argentina	18 - 17	310 - 303	527.0
Bolivia	2 - 7	32 - 118	173.1
Brazil	17 - 16	293 - 291	398.0
Chile	5 - 9	87 - 154	346.2
Colombia	5 - 8	83 - 152	287.4
Costa Rica	2 - 7	32 - 118	122.8
Cuba	4 - 8	73 - 145	97.2
Dominican Republic	2 - 7	32 - 118	23.6
Ecuador	2 - 7	32 - 118	222.9
El Salvador	2 - 7	32 - 118	93.9
Guatemala	2 - 7	35 - 120	29.4
Haiti	2 - 7	32 - 118	208.1
Honduras	2 - 7	32 - 118	41.8
Mexico	18 - 18	320 - 310	355.8
Nicaragua	2 - 7	32 - 118	41.8
Panama	2 - 7	32 - 118	61.0
Paraguay	2 - 7	32 - 118	92.9
Peru	3 - 7	52 - 131	155.1
Uruguay	2 - 7	42 - 125	185.4
Venezuela	9 - 11	159 - 202	119.5
Regional total	103 - 178	1,774 - 3,113	3,582.9
Population reserve	22 - 22	398 - 398	
<u>GRAND TOTAL</u>	125 - 200	2,172 - 3,511	

TABLE 18 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
MIDDLE EAST			
Afghanistan	2 - 7	32 - 118	67.2
Cyprus	2 - 7	32 - 118	100.0
Iran	5 - 9	94 - 159	202.9
Iraq	2 - 7	42 - 125	198.1
Israel	5 - 9	87 - 154	214.5
Jordan	2 - 7	32 - 118	199.7
Kuwait	3 - 7	46 - 127	-
Lebanon	2 - 7	35 - 120	240.7
People's Democratic Republic of Yemen	2 - 7	32 - 118	18.0
Saudi Arabia	2 - 7	42 - 125	23.7
Syrian Arab Republic	2 - 7	32 - 118	236.3
Turkey	8 - 11	138 - 189	291.3
Yemen	2 - 7	32 - 118	47.5
Regional total	39 - 99	676 - 1,707	1,839.9
Population reserve	10 - 10	181 - 181	
<u>GRAND TOTAL</u>	49 - 109	857 - 1,888	

TABLE 18 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
NORTH AMERICA AND THE CARIBBEAN			
Barbados	2 - 7	32 - 118	41.7
Canada	60 - 45	1,075 - 812	1,069.9
Guyana	2 - 7	32 - 118	50.2
Jamaica	2 - 7	32 - 118	206.6
Trinidad and Tobago	2 - 7	32 - 118	154.4
United States of America	604 - 410	10,830 - 7,301	7,471.0
Regional total	672 - 483	12,033 - 8,585	8,993.8
Population reserve	0 - 0	0 - 0	
<u>GRAND TOTAL</u>	672 - 483	12,033 - 8,585	

TABLE 19

UNITED NATIONS DEVELOPMENT PROGRAMME

Changes in geographical distribution of international Professional staff by region

<u>Region and country of nationality</u>	<u>Number of Staff</u>		<u>Net Changes</u>	<u>Number of nationalities represented</u>	
	31/8/70	31/8/71		31/8/70	31/8/71
AFRICA					
Dahomey	-	1	1		
Egypt	6	5	-1		
Ethiopia	2	2	-		
Ghana	-	1	1		
Kenya	1	1	-		
Libyan Arab Republic	-	1	1		
Nigeria	2	2	-		
Senegal	1	1	-		
Sierra Leone	-	1	1		
Sudan	1	2	1		
Togo	1	1	-		
Tunisia	2	2	-		
United Republic of Tanzania	1	1	-		
Upper Volta	-	1	1		
TOTAL	17	22	5	9	14
ASIA AND THE FAR EAST					
Australia	8	9	1		
Burma	1	2	1		
Ceylon	4	5	1		
China	1	1	-		
India	16	19	3		
Indonesia	1	1	-		
Japan	3	9	6		
Laos	-	1	1		
Nepal	2	2	-		
New Zealand	7	6	-1		
Pakistan	3	3	-		
Philippines	6	5	-1		
Singapore	1	1	-		
TOTAL	53	64	11	12	13

TABLE 19 (continued)

UNITED NATIONS DEVELOPMENT PROGRAMME

Changes in geographical distribution of international Professional staff by region

Region and country of nationality	Number of Staff		Net Changes	Number of nationalities represented	
	31/8/70	31/8/71		31/8/70	31/8/71
EUROPE (Eastern)					
Bulgaria	1	1	-		
Czechoslovakia	2	1	-1		
Poland	2	3	1		
Romania	1	1	-		
Union of Soviet Socialist Republics	13	12	-1		
Yugoslavia	6	5	-1		
	<u> </u>	<u> </u>	<u> </u>		
TOTAL	25	23	-2	6	6
EUROPE (Western)					
Austria	4	4	-		
Belgium	11	11	-		
Denmark	9	9	-		
Finland	1	3	2		
France	21	19	-2		
Greece	5	6	1		
Iceland	1	2	1		
Ireland	4	6	2		
Italy	4	9	5		
Netherlands	16	20	4		
Norway	8	8	-		
Spain	6	6	-		
Sweden	16	14	-2		
United Kingdom of Great Britain and Northern Ireland	45	44	-1		
	<u> </u>	<u> </u>	<u> </u>		
TOTAL	151	161	10	14	14

TABLE 19 (continued)

UNITED NATIONS DEVELOPMENT PROGRAMME

Changes in geographical distribution of international Professional staff by region

<u>Region and country of nationality</u>	<u>Number of Staff</u>		<u>Net Changes</u>	<u>Number of nationalities represented</u>	
	<u>31/8/70</u>	<u>31/8/71</u>		<u>31/8/70</u>	<u>31/8/71</u>
LATIN AMERICA					
Argentina	5	5	-		
Bolivia	4	3	-1		
Brazil	3	3	-		
Chile	6	6	-		
Colombia	2	1	-1		
Ecuador	4	4	-		
Haiti	5	5	-		
Mexico	1	1	-		
Nicaragua	1	1	-		
Panama	1	1	-		
Paraguay	2	2	-		
Peru	-	1	1		
Uruguay	1	2	1		
TOTAL	35	35	-	12	13
MIDDLE EAST					
Afghanistan	1	1	-		
Cyprus	1	1	-		
Iran	1	2	1		
Iraq	1	1	-		
Israel	3	3	-		
Jordan	3	3	-		
Lebanon	4	5	1		
Syrian Arab Republic	5	7	2		
Turkey	1	5	4		
Yemen	1	1	-		
TOTAL	21	29	8	10	10

TABLE 19 (continued)

UNITED NATIONS DEVELOPMENT PROGRAMME

Changes in geographical distribution of international Professional staff by region

<u>Region and country of nationality</u>	<u>Number of Staff</u>		<u>Net Changes</u>	<u>Number of nationalities reappointed</u>	
	<u>31/8/70</u>	<u>31/8/71</u>		<u>31/8/70</u>	<u>31/8/71</u>
NORTH AMERICA AND THE CARIBBEAN					
Barbados	1	1	-		
Canada	21	21	-		
Guyana	1	1	-		
Jamaica	2	2	-		
Trinidad and Tobago	1	1	-		
United States of America	89	93	4		
TOTAL	115	119	4	6	6
OTHERS					
Federal Republic of Germany	11	14	3		
Republic of Korea	1	2	1		
Republic of Viet-Nam	1	1	-		
Switzerland	10	11	1		
TOTAL	23	28	5	4	4
GRAND TOTAL	440	481	41	73	80

TABLE 20

UNITED NATIONS CHILDREN'S FUND

Geographical distribution of staff in the international professional and higher-level posts (as at 1 September 1971)

<u>Region and country of nationality</u>	<u>Professional staff and above</u>		<u>1970 Government contribution a/</u>
	<u>Number</u>	<u>Percentage</u>	<u>Percentage</u>
AFRICA			
Algeria	2		
Cameroon	1		
Egypt	1		
Ghana	1		
Kenya	1		
Madagascar	1		
People's Republic of the Congo	1		
Senegal	2		
Togo	1		
Tunisia	1		
United Republic of Tanzania	1		
	<u>13</u>	<u>6.7</u>	<u>1.8</u>
ASIA AND THE FAR EAST			
Australia	3		
Ceylon	1		
China	1		
India	8		
Japan	2		
Nepal	1		
New Zealand	2		
Pakistan	3		
Philippines	2		
Thailand	2		
	<u>25</u>	<u>12.9</u>	<u>8.2</u>

a/ See UNICEF "Financial report and statements for the year ended 31 December 1970" (E/ICEF/AB/L.104), schedule A.

TABLE 20 (continued)

UNITED NATIONS CHILDREN'S FUND

Geographical distribution of staff in the international professional and higher-level posts (as at 1 September 1971)

<u>Region and country of nationality</u>	<u>Professional staff and above</u>		<u>1970 Government contribution</u>
	<u>Number</u>	<u>Percentage</u>	<u>Percentage</u>
EUROPE (Eastern)			
Czechoslovakia	1		
Poland	2		
Union of Soviet Socialist Republics	4		
Yugoslavia	2		
	9	4.6	3.8
EUROPE (Western)			
Belgium	4		
Denmark	4		
Finland	1		
France	8		
Greece	1		
Ireland	1		
Italy	2		
Netherlands	6		
Norway	4		
Spain	3		
Sweden	5		
United Kingdom of Great Britain and Northern Ireland	13		
	52	26.8	33.5
LATIN AMERICA			
Argentina	3		
Bolivia	1		
Brazil	2		
Chile	3		

TABLE 20 (continued)

UNITED NATIONS CHILDREN'S FUND

Geographical distribution of staff in the international professional and higher-level posts (as at 1 September 1971)

<u>Region and country of nationality</u>	<u>Professional staff and above</u>		<u>1970 Government contribution</u>
	<u>Number</u>	<u>Percentage</u>	<u>Percentage</u>
LATIN AMERICA (continued)			
Colombia	2		
Costa Rica	1		
Haiti	2		
Peru	3		
	<hr/>	<hr/>	<hr/>
TOTAL	17	8.8	2.0
MIDDLE EAST			
Iran	1		
Israel	1		
Lebanon	3		
Turkey	2		
	<hr/>	<hr/>	<hr/>
TOTAL	7	3.6	1.7
NORTH AMERICA AND THE CARIBBEAN			
Canada	8		
United States of America	46		
	<hr/>	<hr/>	<hr/>
TOTAL	54	27.8	38.5
OTHERS			
Federal Republic of Germany	13		
Switzerland	4		
	<hr/>	<hr/>	<hr/>
TOTAL	17	8.8	10.5
GRAND TOTAL	194	100.0	100.0