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PERSONNEL QUESTIONS

COMPOSITION OF THE SECRETARIAT

Report of the Secretary-General

1. In pursuance of General Assembly resolution 1928 (XVIII) of 11 December 1963, the Secretary-General submitted annual reports on the composition of the Secretariat both at the nineteenth and twentieth sessions. In the course of its session last year, the Fifth Committee considered these reports and at its 1093rd meeting decided to take note of them. The present report is submitted in line with the practice, which has been followed over the years, of keeping the Assembly informed of the progress made in recruiting the staff of the Secretariat on as wide a geographical basis as possible.
2. As in previous years since 1962 when the present principles of staff recruitment were endorsed (General Assembly resolution 1852 (XVII) of 19 December 1962), this report shows the composition of the Secretariat as at the end of the year under review and the developments immediately related to it. The statistical tables included in the report or annexed to it thus represent the position on 31 August 1966, and show what changes have occurred during the year. In addition, an indication is given of the effect which the operation of the recruitment policy now in force has had on the composition of the Secretariat since the modification of the system applied up to 1962.
3. The Secretary-General has not failed from time to time to stress that the formula developed for gauging progress in the geographical distribution of the staff is not a substitute for good administration and the exercise of discretion under the authority conferred upon him by the Charter. It may be timely, nevertheless,

to recall the purposes behind the figures set out in this report. The policies and administrative methods of the Secretariat should reflect, and profit to the highest degree from, assets of the various cultures and the technical competence of all Member nations. The Secretary-General referred to this when he recently stated: "I have striven to make the Secretariat more truly international in outlook and approach and a more energetic and efficient servant of the Governments of Member States. I believe that, within its limitations, the Secretariat has performed well and that with further organizational improvements, it is capable of doing even better."^{1/} It is in this context that the statistics which follow have any importance.

Composition of the Secretariat by nationality

4. On 31 August 1966, the Secretariat of the United Nations comprised staff members who were nationals of 112 States, representing an increase of five nationalities over the figure for last year. This total includes 108 nationalities of Member States and four of non-Member States which have been admitted to membership in certain subsidiary organs of the United Nations. The table below shows the situation in detail.

Table A

Number of nationalities in the Secretariat
as at 31 August 1965 and 31 August 1966

<u>Region</u>	<u>Number of nationalities</u>					
	<u>Number of</u>		<u>Included in the</u>		<u>Not included in the</u>	
	<u>Member States</u>		<u>Secretariat</u>		<u>Secretariat</u>	
	<u>1965</u>	<u>1966</u>	<u>1965</u>	<u>1966</u>	<u>1965</u>	<u>1966</u>
Africa	36	37	28	31	8	6
Asia and Far East	15	18 ^{a/}	14	16	1	2
Europe, Eastern	10	10	9	9	1	1
Europe, Western	17	17	16	17	1	-
Latin America	20	20	20	20	-	-
Middle East	12	12	11	11	1	1
North America and Caribbean	4	4	4	4	-	-
Sub-total	114	118	102	108	12	10
Non-Member States			5	4		

^{a/} Including Indonesia which resumed full participation in the work of the Organization on 28 September 1966.

5. In three of the seven geographical regions established for the purpose of recruitment policy, every Member State has some nationals represented on the staff while in three more only one or two nationalities are still missing. One region (Africa) has yet to reach this degree of participation in the work of the Secretariat. Five of the six States in Africa with no nationals on the staff at the end of the year under review have been admitted to membership in the Organization since 1960. Of the States admitted to membership earlier, only two, one in Africa (Libya) and one in Eastern Europe (Albania), are not now represented on the staff of the Secretariat.

Distribution of the staff by region

6. In the course of the year, the total number of staff occupying posts which are subject to the system of geographical distribution has risen from 1,491 to 1,647,

representing an increase of 156. Of this total, 35 fall within the region of Africa, 27 relate to Asia and the Far East, 34 to Eastern Europe, 24 to Western Europe, 19 to Latin America, 5 to the Middle East and 22 to North America and the Caribbean. In relation to last year's regional totals, the largest increases are in Africa - 28 per cent; and Eastern Europe - 20 per cent. These movements have brought 6 of the 7 regions into reasonable proximity with their desirable ranges; even in Eastern Europe which is still below its range, there has been a marked advance in several countries. The number of staff from non-Member States has fallen by 10.

Table B

Desirable ranges and number of staff as of
31 August 1965 and 31 August 1966

<u>Region</u>	<u>Desirable ranges</u>		<u>Number of staff</u>	
	<u>1965</u>	<u>1966</u>	<u>1965</u>	<u>1966</u>
Africa	90 - 199	91 - 203	124	159
Asia and Far East	235 - 233	244 - 252	236	263
Europe, Eastern	292 - 233	291 - 229	167	201
Europe, Western	316 - 276	313 - 269	343	367
Latin America	98 - 149	95 - 147	159	178
Middle East	36 - 74	35 - 73	67	72
North America and Caribbean	458 - 311	454 - 304	352	374
Sub-total	1,525 - 1,475	1,523 - 1,477	1,448	1,614
Non-Member States			43	33
Total			1,491	1,647

7. It will be recalled that the present system of desirable ranges of posts allocated for each country and geographical region has been in operation for almost four years. Until 1962, the range of posts computed for each country ran from 75 to 125 per cent of the figure given by the share of contributions to the budget, except for the two largest contributors, whose entitlement ranged from 75 to 100 per cent of the figure corresponding to the contributions scale. The new

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ranges, which since 1963 have been computed on the basis of a total of 1,500 posts subject to geographical distribution, included 1 to 5 posts for each country by reason of its membership in the Organization; established a reserve of 100 posts to be used for the recruitment of staff from regions with large populations whose entitlement by reason of the contributions scale was reduced for low per caput income, and apportioned the remaining posts on the basis of the contributions scale. As the growth of the Secretariat has now outrun this base of 1,500 posts, the Secretary-General has it in mind to make this fact an occasion for review in his next report.

8. The table below illustrates the extent to which the modifications in the system of desirable ranges, introduced in 1963, have influenced the "representation" of the various geographical regions on the staff of the Secretariat. While changes in the membership of the Organization and in the scale of contributions to the budget have naturally had some effect, the major influence in the shift of the desirable ranges has been the introduction of the new factors into the formula. In consequence, nearly 80 per cent of the Member States have increased their entitlement to "representation" on the staff of the Secretariat.

Table C

Desirable ranges and actual staff position under previous
and current formulae (in percentages)

<u>Desirable range (median)</u> (31 August)			<u>Region</u>			
<u>1962</u>	<u>1963</u>	<u>1966</u>		<u>1962</u>	<u>1963</u>	<u>1966</u>
4.5	9.1	9.8	Africa	6.4	7.6	9.6
13.5	16.3	16.5	Asia and Far East	17.0	17.4	16.0
19.8	17.5	17.3	Europe, Eastern	11.4	11.8	12.2
23.1	19.6	19.4	Europe, Western	27.0	25.1	22.3
5.8	8.1	8.1	Latin America	9.2	10.1	10.8
1.9	3.6	3.6	Middle East	4.0	4.3	4.4
31.4	25.8	25.3	North America and Caribbean	22.3	21.5	22.7
			Non-member States	2.7	2.2	2.0
<u>100.0</u>	<u>100.0</u>	<u>100.0</u>		<u>100.0</u>	<u>100.0</u>	<u>100.0</u>

Staff turnover

9. The figures in table B above show net increases of staff in every region over the totals for the preceding year. The major factors which enter into these changes are appointments granted to new staff members, separations, promotion from the general service to the professional category and transfer between the geographical and language areas of the Secretariat.

10. As will be seen from table D below, the total number of appointments made last year to posts subject to geographical distribution, which was 234, exceeded that of the previous year by roundly fifty per cent. Of this total, the highest number (51) went to nationals of countries in Eastern Europe, followed by Western Europe (46), Africa (42), North America and the Caribbean (37), Asia and the Far East (27), Latin America (19) and the Middle East (9).

Table D

Appointments in the years ending 31 August 1965
and 31 August 1966

<u>Region</u>	<u>1964-65</u>			<u>1965-66</u>		
	<u>Probationary</u> <u>appointments</u>	<u>Fixed-term</u> <u>appointments</u>	<u>Total</u>	<u>Probationary</u> <u>appointments</u>	<u>Fixed-term</u> <u>appointments</u>	<u>Total</u>
Africa	8	21	29	12	30	42
Asia and Far East	4	15	19	7	20	27
Europe, Eastern	-	37	37	-	51	51
Europe, Western	6	12	18	24	22	46
Latin America	6	11	17	7	12	19
Middle East	3	3	6	5	4	9
North America and Caribbean	9	16	25	22	15	37
Sub-total	36	115	151	77	154	231
Non-member States	1	-	1	-	3	3
Total	37	115	152	77	157	234

11. One significant feature which emerges from these figures is that the Secretary-General's continuing effort to redress imbalances in the composition of

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the Secretariat has effected 40 per cent of all appointments in a year of unusually heavy recruitment from the two regions which last year's report cited as inadequately represented.

12. During the same period, there were 110 staff separations, including 46 resignations. By region, 9 of the separations (including 5 resignations) were of staff from countries in Africa, 16 (7) from Asia and the Far East, 20 (4) from Eastern Europe, 25 (8) from Western Europe, 7 (4) from Latin America, 4 (3) from the Middle East and 26 (14) from North America and the Caribbean. The remaining 3 separations (including 1 resignation) occurred among nationals of non-member States and stateless persons.

13. Of the other factors which affect the net changes in the regional totals, promotion of General Service staff to posts in the professional category accounted for 38 additions: 1 each for Africa, Eastern Europe and the Middle East, 2 for Asia and the Far East, 3 for non-Member States, 5 for Latin America, 7 for Western Europe and 18 for North America and the Caribbean. There were 15 transfers of staff from language posts to posts in the geographical area: 1 from North America and the Caribbean, 2 from Asia and the Far East, 3 each from Eastern Europe and Latin America and 6 from Western Europe.

Proportion of fixed-term staff

14. The Secretary-General has no reason to believe that he should change the provisional target of 25 per cent which he had suggested as a desirable proportion of staff on fixed-term appointments for the immediate future. At the end of the year under review, the actual percentage was 29.7 (against 28.1 a year earlier), or 489 out of 1,647 staff members, as shown in table E below.

Table E

Composition of the staff by type of appointment
as of 31 August 1965 and 31 August 1966

<u>Region</u>	<u>1965</u>				<u>1966</u>			
	<u>Career</u> <u>appoint-</u> <u>ments</u>	<u>Fixed-</u> <u>term</u> <u>appoint-</u> <u>ments</u>	<u>Total</u>	<u>Fixed-</u> <u>term</u> <u>appoint-</u> <u>ments as</u> <u>per cent</u> <u>of total</u>	<u>Career</u> <u>appoint-</u> <u>ments</u>	<u>Fixed-</u> <u>term</u> <u>appoint-</u> <u>ments</u>	<u>Total</u>	<u>Fixed-</u> <u>term</u> <u>appoint-</u> <u>ments as</u> <u>per cent</u> <u>of total</u>
Africa	63	61	124	49.2	82	77	159	48.4
Asia and Far East	179	57	236	24.1	195	68	263	25.9
Europe, Eastern	25	142	167	85.0	22	179	201	89.1
Europe, Western	285	58	343	16.9	304	63	367	17.2
Latin America	123	36	159	22.6	141	37	178	20.8
Middle East	53	14	67	20.9	58	14	72	19.4
North America and Caribbean	308	44	352	12.5	331	43	374	11.5
Sub-total	1,036	412	1,448	28.4	1,133	481	1,614	29.2
Non-member States	36	7	43	16.3	25	8	33	24.2
Total	1,072	419	1,491	28.1	1,158	489	1,647	29.7

15. Three major conditions of recruitment have contributed to this higher level. In the first place, the bulk of the fixed-term appointments have gone to nationals of the two regions which, from preference or need - perhaps temporary - do not readily spare candidates for career service. Secondly, a number of appointments, which would otherwise be offered for career service, were granted on a fixed-term basis to nationals of "over-represented" countries in three regions whose participation in the Secretariat was adequate. Thirdly, in the case of programmes which were still in their formative stages, fixed-term appointments were clearly expedient.

16. On the other hand, two significant developments are beginning to offset the wastage inherent in short-term service. Firstly, there has been a progressive lengthening of the initial term of appointment and a greater acceptance of extensions for additional terms. With the co-operation of Member Governments, it is now possible to appoint for service in the Secretariat officials seconded from national administrations for periods of up to five years in the first instance, subject to extension. Secondly, there has been a decrease both in the number and proportion of resignations among staff holding fixed-term appointments. In the year under review, there were only 17 such resignations, representing 3.6 per cent of the total staff holding fixed-term appointments, as compared with 24 resignations, or 5.7 per cent, for the previous year. The corresponding figures for career staff were 29 resignations, or 2.5 per cent, as against 36, or 3.4 per cent, the year before.

Senior officials

17. As part of the continuing effort to maintain a balanced regional composition of the staff at the senior levels, 11 appointments, including 4 directors (D-2) and 7 principal officers (D-1), were made during the year. Of the directors, one was recruited from Africa (Ethiopia), two from Eastern Europe (USSR and Yugoslavia), and one from North America and the Caribbean (Jamaica). The seven principal officers came from Asia and the Far East (one each from Australia, India, New Zealand and Pakistan), Eastern Europe (USSR), Western Europe (United Kingdom), and North America and the Caribbean (Trinidad and Tobago). The effect of these appointments, together with the other staff changes, notably promotions and separations, is shown in the table below.

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Table F

Staff in senior posts as at 31 August 1965
and 31 August 1966

<u>Region</u>	<u>1965</u>				<u>1966</u>				<u>Increase or (decrease)</u>
	<u>U-S</u>	<u>D-2</u>	<u>D-1</u>	<u>Total</u>	<u>U-S</u>	<u>D-2</u>	<u>D-1</u>	<u>Total</u>	
Africa	3	2	5	10	2	3	5	10	-
Asia and Far East	4	8	11	23	4	8	15	27	4
Europe, Eastern	3	11	16	30	3	13	15	31	1
Europe, Western	4	9	33	46	4	14	29	47	1
Latin America	3	1	3	7	3	3	6	12	5
Middle East	-	-	3	3	-	-	5	5	2
North America and Caribbean	2	11	26	39	2	11	22	35	(4)
Sub-total	19	42	97	158	18	52	97	167	9
Non-member States	-	-	2	2	-	-	1	1	(1)
Total	19	42	99	160	18	52	98	168	8

Staff of subsidiary organs

18. In paragraph 2 of resolution 1852 (XVII) of 19 December 1962, the General Assembly requested the Secretary-General to review periodically the geographical distribution of the staffs of the Technical Assistance Board, the Special Fund and the United Nations Children's Fund and to report annually on this matter. The table below shows the changes that have occurred in the course of the year.

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Table G

Contributions to and staff composition of UNDP and UNICEF
as at 31 August 1965 and 31 August 1966

Region	UNDP						UNICEF					
	1965			1966			1965			1966		
	Contri- bution per cent	Staff No.	per cent	Contri- bution per cent	Staff No.	per cent	Contri- bution per cent	Staff No.	per cent	Contri- bution per cent	Staff No.	per cent
Africa	3.6	13	4.2	3.1	11	3.2	2.0	10	5.8	2.3	11	6.5
Asia and Far East	7.1	48	15.4	6.6	49	14.3	9.5	17	9.8	9.6	17	9.8
Europe, Eastern	3.1	15	4.8	2.9	21	6.1	4.9	8	4.6	4.9	8	4.6
Europe, Western	30.8	105	33.6	31.7	116	33.8	16.9	57	33.0	18.8	52	30.0
Latin America	2.9	29	9.3	2.5	34	9.9	6.3	12	6.9	4.6	13	7.5
Middle East	2.4	18	5.8	2.1	20	5.9	2.5	5	2.9	2.5	6	3.5
North America and Caribbean	43.1	65	20.8	44.5	69	20.1	49.6	47	27.2	49.6	49	28.3
Non-member States	7.0	19	6.1	6.6	23	6.7	8.3	17	9.8	7.7	17	9.8
Total	100.0	312	100.0	100.0	343	100.0	100.0	173	100.0	100.0	173	100.0

19. As compared with 1965, there has been a further broadening of the geographical basis of the staff serving with the United Nations Development Programme; the successor organization of TAB and the Special Fund. On 31 August 1966, the staff of UNDP comprised 64 nationalities: 8 from Africa, 11 from Asia and the Far East, 4 from Eastern Europe, 13 from Western Europe, 13 from Latin America, 8 from the Middle East, 4 from North America and the Caribbean, and 3 from non-member States which participate in the activities of the programme. In the previous year, the number of nationalities was 60. There has been only a minor change in the nationality composition of the staff of UNICEF which at the end of the year under review stood at 47, or one more than the previous year. The regional breakdown of

this total was as follows: Africa - 9, Asia and the Far East - 8, Eastern Europe - 4, Western Europe - 10, Latin America - 10, Middle East - 2, North America and the Caribbean - 2, and non-member States participating in the activities of the Fund - 2.

20. The relatively limited changes that have taken place in the distribution of the staffs of the two programmes have had little effect on the relation between the percentage of staff from each region and the percentage of contribution of each region. While UNDP continues to have a relatively high proportion of staff from Asia and the Far East, Latin America and the Middle East, in the case of UNICEF it is the staff from Africa and Western Europe that represents a relatively high proportion. In both programmes, the percentage of staff, as compared with contributions, remains relatively low for North America and the Caribbean.

21. In connexion with the operation of the United Nations development programmes, regional and inter-regional advisers have continued to be provided outside the establishment for the purpose of assisting Governments, at their request, by undertaking short-term technical assistance assignments and by advising in planning for technical assistance or Special Fund activities. It may be recalled that these additional services to developing countries have been provided in implementation of the various General Assembly resolutions on decentralization of economic and social activities to the regional commissions. A number of special technical advisers have also been employed at Headquarters to provide technical advice in regard to Special Fund projects entrusted to the United Nations in its capacity as executing agency.

22. As at 31 August 1966, there were 91 regional and inter-regional advisers of 31 nationalities, including 69 regional advisers assigned to the economic commissions (ECA - 30, ECLA - 20, ECAFE - 14) and to the Economic and Social Office in Beirut (5), and 22 inter-regional advisers assigned to Headquarters. In terms of regional composition, 6 of the advisers were from Africa, 18 from Asia and the Far East, 5 from Eastern Europe, 29 from Western Europe, 15 from Latin America, 2 from the Middle East, 13 from North America and the Caribbean and 3 from non-member States. Of the 20 special technical advisers, 2 are from Asia and the Far East, 1 from Eastern Europe, 10 from Western Europe, 1 from Latin America and 6 from North America and the Caribbean.

ANNEX

TABLE I

Composition of professional and higher level staff of the Secretariat
as of 31 August 1966

Staff in posts subject to geographical distribution	1647
Staff in posts with special language requirements	531
Staff specifically appointed for mission service	21
Staff having permanent residence status in the United States	7
Staff on leave without pay	17
Staff on secondment to the United Nations Development Programme and other United Nations bodies	86
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TABLE II

Staff in professional and higher level posts subject to geographical distribution as of 31 August 1966

(By nationality and level)

Nationality	Number of staff 31/8/65	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/66	Desirable range
I. AFRICA											
Algeria	3			1				2	1	4	2 - 6
Burundi	-								1	1	2 - 5
Cameroon	2		1			1	1			3	2 - 5
Central African Republic	-							1		1	2 - 5
Chad	-									-	2 - 5
Congo (Brazzaville)	-								2	2	2 - 5
Congo, Democratic Republic of	3							5		5	2 - 5
Dahomey	2						1	2		3	2 - 5
Ethiopia	11		1			1	8	6	1	17	2 - 5
Gabon	1							1		1	2 - 5
Gambia	-									-	2 - 5
Ghana	12	1	1		4	1	5	4	1	17	2 - 6
Guinea	1							1		1	2 - 5
Ivory Coast	-									-	2 - 5
Kenya	6					1	1	3		5	2 - 5
Liberia	1						1			1	2 - 5
Libya	1									-	2 - 5
Madagascar	1								2	2	2 - 5
Malawi	-							1		1	2 - 5
Mali	2				2					2	2 - 5

TABLE II (continued)

Nationality	Number of staff 31/8/65	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/66	Desirable range
I. AFRICA (continued)											
Mauritania	1								1	1	2 - 5
Morocco	4						2	2	1	5	2 - 6
Niger	-									-	2 - 5
Nigeria	8				1	1	1	5		8	3 - 6
Rwanda	1								1	1	2 - 5
Senegal	3					1		4		5	2 - 5
Sierra Leone	4				2		1	2	2	7	2 - 5
Somalia	1						1			1	2 - 5
South Africa	13			2	4	4	3		1	14	8 - 9
Sudan	6					2	1	3		6	2 - 5
Togo	5						2	2		4	2 - 5
Tunisia	4					1	1	3		5	2 - 5
Uganda	1				1		1	1	1	4	2 - 5
United Arab Republic	24	1		2	5	8	9	1	1	27	4 - 7
United Republic of Tanzania	2						1	1	2	4	2 - 5
Upper Volta	1					1				1	2 - 5
Zambia	-									-	2 - 5
Population reserve											8 - 8
Sub-total	124	2	3	5	19	22	40	50	18	159	91 - 203

TABLE II (continued)

Nationality	Number of staff 31/8/65	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/66	Desirable range
II. ASIA AND THE FAR EAST											
Australia	16		1	1	4	5	3	6	1	21	21 - 18
Burma	11	1			2	5	2		1	11	2 - 5
Cambodia	3							3		3	2 - 5
Ceylon	12				1	4	5	1	1	12	2 - 6
China	49	1	2	4	13	12	8	6	3	49	55 - 39
India	63	1	5	5	15	25	8	6		65	25 - 20
Indonesia	13			1		4	3	3	1	12	6 - 8
Japan	27			1	1	4	16	7	1	30	36 - 27
Laos	2							1	1	2	2 - 5
Malaysia	3								1	1	2 - 6
Maldives Islands	-									-	2 - 5
Mongolia	-									-	2 - 5
Nepal	4					1	1	3		5	2 - 5
New Zealand	7	1		2	2	4	1	1		11	6 - 8
Pakistan	14			1	1	6	4		1	13	6 - 8
Philippines	16				3	5	5	3	1	17	5 - 8
Singapore	-								1	1	2 - 5
Thailand	9					3	5		2	10	3 - 6
Population reserve											63 - 63
Sub-total	249	4	8	15	42	78	61	40	15	263	244 - 252

TABLE II (continued)

Nationality	Number of staff 31/8/65	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/66	Desirable range
III. EUROPE (Eastern)											
Albania	-									-	2 - 5
Bulgaria	6					2	3			5	3 - 6
Byelorussian Soviet Socialist Republic	3					4				4	8 - 9
Czechoslovakia	26	1	1	2	4	13	10			31	15 - 14
Hungary	7			1	1	1	3	1		7	8 - 9
Poland	23		1	1	7	10	7			26	20 - 17
Romania	5					1	5			6	5 - 8
Ukrainian Soviet Socialist Republic	10			2	2	3	3	1	1	12	26 - 21
Union of Soviet Socialist Republics	77	1	9	8	12	33	26	7		96	192 - 126
Yugoslavia	10	1	2	1	5	3	1		1	14	6 - 8
Population Reserve											6 - 6
Sub-total	167	3	13	15	31	70	58	9	2	201	291 - 229

TABLE II (continued)

Nationality	Number of staff 31/8/65	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/66	Desirable range
IV. EUROPE (Western)											
Austria	12			1	1	4	4	3	3	16	8 - 9
Belgium	19		1	1	5	7	1	2	1	18	16 - 14
Denmark	9				3	2	4			9	9 - 10
Finland	10			1		2	2	3	1	9	6 - 8
France	78	1	4	8	17	28	14	7	2	81	79 - 54
Greece	6	1			2	5				8	4 - 7
Iceland	1					1			1	2	2 - 5
Ireland	4					2	1	2		5	3 - 6
Italy	26	1		1	1	7	7	6	2	25	33 - 25
Luxembourg	2					1	1	1		3	2 - 5
Malta	-								1	1	2 - 5
Netherlands	21		1	1	8	5	5	1		21	15 - 14
Norway	15		1	1		8	1	4		15	7 - 8
Portugal	2							3		3	3 - 6
Spain	14			1		6	5	5		17	10 - 11
Sweden	14			1	4	3	6			14	17 - 15
United Kingdom of Great Britain and Northern Ireland	110	1	7	13	27	27	27	9	9	120 ^{1/}	93 - 63
Population Reserve											4 - 4
Sub-total	343	4	14	29	68	108	78	46	20	367	313 - 269

TABLE II (continued)

Nationality	Number of staff 31/8/65	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/66	Desirable range
V. LATIN AMERICA											
Argentina	24	1	2	2	4	9	3	4		25	13 - 12
Bolivia	7		1	1		4	1	1	2	10	2 - 5
Brazil	17				3	5	7	4		19	13 - 13
Chile	18				4	2	5	6	2	19	4 - 7
Colombia	13				1	6	4	2	1	14	4 - 7
Costa Rica	4				2	2	1			5	2 - 5
Cuba	4					2	2	1		5	3 - 7
Dominican Republic	3			1			2	1		4	2 - 5
Ecuador	9				2	1	5	1	1	10	2 - 5
El Salvador	3						1	2		3	2 - 5
Guatemala	2	1					1	1		3	2 - 5
Haiti	10					3	1	6	1	11	2 - 5
Honduras	1						1	1		2	2 - 5
Mexico	15			1	1	2	4	3	3	14	11 - 11
Nicaragua	3						1		2	3	2 - 5
Panama	4				1		1	1		3	2 - 5
Paraguay	4				1	1	2	1		5	2 - 5
Peru	6				2	1	5			8	2 - 6
Uruguay	7			1	1	1	3	4		10	2 - 6
Venezuela	5	1				1		2	1	5	7 - 9
Population Reserve											14 - 14
Sub-total	159	3	3	6	22	40	50	41	13	178	95 - 147

TABLE II (continued)

Nationality	Number of staff 31/8/65	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/66	Desirable range
VI. MIDDLE EAST											
Afghanistan	3					2		1	1	4	2 - 5
Cyprus	6				1			3	1	5	2 - 5
Iran	9				3	2	1		2	8	4 - 7
Iraq	6			2			5			7	2 - 6
Israel	6			2	2	2	1			7	3 - 6
Jordan	7				2	3	3			8	2 - 5
Kuwait	-									-	2 - 5
Lebanon	8				2	2	4			8	2 - 5
Saudi Arabia	1					1	1			2	2 - 6
Syrian Arab Republic	8			1		7	1			9	2 - 5
Turkey	11				3	1	6	2		12	5 - 8
Yemen	2						1	1		2	2 - 5
Population Reserve											5 - 5
Sub-total	67			5	13	20	23	7	4	72	35 - 73

TABLE II (continued)

Nationality	Number of staff 31/8/65	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/66	Desirable range
VII. NORTH AMERICA AND THE CARIBBEAN											
Canada	39			1	7	13	9	5	1	36	41 - 31
Jamaica	9		1		2	1	4	2	1	11	2 - 5
Trinidad and Tobago	5			1		1	3	1		6	2 - 5
United States of America	299	2	10	20	49	73	71	79	17	321	409 - 263

Population Reserve

0 - 0

Sub-total	352	2	11	22	58	88	87	87	19	374	454 - 304
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VIII. NON-MEMBER STATES											
Federal Republic of Germany	1				1	2	1			4	
Republic of Korea	2						2			2	
Republic of Viet-Nam	2					1		1		2	
Switzerland	19			1	2	5	2	7	2	19	
Stateless	6				1	1	2	1	1	6	
Sub-total	30			1	4	9	7	9	3	33	

IX. TOTAL	1491	18	52	98	257	435	404	289	94	1647	
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TABLE III

Appointments to posts subject to geographical distribution
(By nationality and level)

(1 September 1965-31 August 1966)

I. AFRICA	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
Algeria						1		1
Burundi							1	1
Cameroon					1			1
Central African Republic						1		1
Congo (Brazzaville)							2	2
Congo, Democratic Republic of						2		2
Dahomey						1		1
Ethiopia	1			1	2	1		5
Ghana				1	1	3		5
Madagascar							1	1
Malawi						1		1
Morocco						1		1
Nigeria			1			3		4
Senegal				1		1		2
Sierra Leone						2		2
South Africa							1	1
Sudan				1				1
Tunisia						1		1
Uganda			1		1	1		3
United Arab Republic			1		2		1	4
United Republic of Tanzania					1		1	2
Sub-Total	1		3	4	8	19	7	42

TABLE III (continued)

II. ASIA AND THE FAR EAST	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
Australia		1	1	2	1	3		8
Ceylon					1	1		2
India		1	1	1				3
Japan				1	4		1	6
Nepal						1		1
New Zealand		1		1	1			3
Pakistan		1		1				2
Philippines			1					1
Singapore							1	1
Sub-Total		4	3	6	7	5	2	27

III. EUROPE (Eastern)								
Bulgaria				1				1
Czechoslovakia				4	3			7
Hungary			1		1			2
Poland			1	2	3			6
Romania					1			1
Ukrainian Soviet Socialist Republic			1	1	1	1		4
Union of Soviet Socialist Republics	1	1	2	12	5	4		25
Yugoslavia	1		2	2				5
Sub-Total	2	1	7	22	14	5		51

TABLE III (continued)

IV. EUROPE (Western)	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
Austria				1		1	2	4
Denmark						1		1
Finland					1	1	1	3
France			1	2	1	2		6
Greece			1	1				2
Iceland							1	1
Ireland				1				1
Italy			1			2		3
Luxembourg						1		1
Malta							1	1
Netherlands					2			2
Portugal						1		1
Spain					1	2		3
Sweden			2		1			3
United Kingdom of Great Britain and Northern Ireland		1	1	4	6	1	1	14 ^{2/}
Sub-Total		1	6	9	12	12	6	46

TABLE III (continued)

V. LATIN AMERICA	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
Argentina				1				1
Bolivia				1				1
Brazil			1	1	1	2		5
Chile			1					1
Colombia				1				1
Costa Rica			1					1
Cuba						1		1
El Salvador					1			1
Guatemala						1		1
Honduras					1			1
Peru					2			2
Uruguay				1	1	1		3
Sub-Total			3	5	6	5		19

VI. MIDDLE EAST								
Afghanistan				1				1
Iraq					2			2
Israel			1					1
Lebanon					1			1
Saudi Arabia					1			1
Syrian Arab Republic				2				2
Turkey					1			1
Sub-Total			1	3	5			9

TABLE III (continued)

VII. NORTH AMERICA AND THE CARIBBEAN	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
Canada				2	1		1	4
Jamaica	1		2					3
Trinidad and Tobago		1						1
United States of America			4	6	8	5	6	29
Sub-Total	1	1	6	8	9	5	7	37

VIII. NON-MEMBER STATES								
Federal Republic of Germany			1	1	1			3
Sub-Total			1	1	1			3

IX. TOTAL	4	7	30	58	62	51	22	234
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TABLE IV

Staff changes in posts subject to geographical distribution

(By nationality and type)

	Number of staff 31/8/65	Appointments Career	Non- Career	Separations 3/	Adjust- ments 4/	Number of Staff 31/8/66	Special Cate- gory 5/
I. AFRICA							
1. Algeria	3	1	-	-	-	4	-
2. Burundi	-	-	1	-	-	1	-
3. Cameroon	2	-	1	-	-	3	-
4. Central African Republic	-	-	1	-	-	1	-
5. Chad	-	-	-	-	-	-	-
6. Congo (Brazzaville)	-	-	2	-	-	2	-
7. Congo, Democratic Republic of	3	1	1	-	-	5	-
8. Dahomey	2	-	1	-	-	3	-
9. Ethiopia	11	-	5	-1	+2	17	-
10. Gabon	1	-	-	-	-	1	-
11. Gambia	-	-	-	-	-	-	-
12. Ghana	12	2	3	-	-	17	-
13. Guinea	1	-	-	-	-	1	-
14. Ivory Coast	-	-	-	-	-	-	-
15. Kenya	6	-	-	-1	-	5	-
16. Liberia	1	-	-	-	-	1	-
17. Libya	1	-	-	-1	-	-	-
18. Madagascar	1	-	1	-	-	2	-
19. Malawi	-	1	-	-	-	1	-
20. Mali	2	-	-	-	-	2	-
21. Mauritania	1	-	-	-	-	1	-
22. Morocco	4	-	1	-	-	5	-
23. Niger	-	-	-	-	-	-	-
24. Nigeria	8	1	3	-3	-1	8	-
25. Rwanda	1	-	-	-	-	1	-
26. Senegal	3	1	1	-	-	5	-
27. Sierra Leone	4	1	1	-	+1	7	-
28. Somalia	1	-	-	-	-	1	-
29. South Africa	13	-	1	-	-	14	-
30. Sudan	6	-	1	-1	-	6	-
31. Togo	5	-	-	-	-1	4	-
32. Tunisia	4	1	-	-	-	5	-
33. Uganda	1	1	2	-	-	4	-
34. United Arab Republic	24	1	3	-1	-	27	-
35. United Republic of Tanzania	2	1	1	-1	+1	4	-
36. Upper Volta	1	-	-	-	-	1	-
37. Zambia	-	-	-	-	-	-	-
Sub-total	124	12	30	-9	+2	159	-

TABLE IV (continued)

	Number of staff 31/8/65	Appointments		Separations 3/	Adjustments 4/	Number of staff 31/8/66	Special Cate- gory 5/
		Career	Non-Career				
II. ASIA AND THE FAR EAST							
38. Australia	16	2	6	-2	-1	21	-
39. Burma	11	-	-	-	-	11	-
40. Cambodia	3	-	-	-	-	3	-
41. Ceylon	12	-	2	-2	-	12	-
42. China	49	-	-	-	-	49	-
43. India	63	-	3	-2	+1	65	-
44. Indonesia	13	-	-	-1	-	12	-
45. Japan	27	2	4	-4	+1	30	-
46. Laos	2	-	-	-	-	2	-
47. Malaysia	3	-	-	-1	-1	1	-
48. Maldives Islands	-	-	-	-	-	-	-
49. Mongolia	-	-	-	-	-	-	-
50. Nepal	4	1	-	-	-	5	-
51. New Zealand	7	1	2	-	+1	11	-
52. Pakistan	14	-	2	-3	-	13	-
53. Philippines	16	-	1	-	-	17	-
54. Singapore	-	1	-	-1	+1	1	-
55. Thailand	9	-	-	-	+1	10	-
Sub-total	249	7	20	-16	+3	263	-
III. EUROPE (Eastern)							
56. Albania	-	-	-	-	-	-	-
57. Bulgaria	6	-	1	-2	-	5	-
58. Byelorussian Soviet Socialist Republic	3	-	-	-	+1	4	-
59. Czechoslovakia	26	-	7	-1	-1	31	1
60. Hungary	7	-	2	-2	-	7	-
61. Poland	23	-	6	-2	-1	26	1
62. Romania	5	-	1	-	-	6	-
63. Ukrainian Soviet Socialist Republic	10	-	4	-2	-	12	-
64. Union of Soviet Socialist Republics	77	-	25	-9	+3	96	-
65. Yugoslavia	10	-	5	-2	+1	14	-
Sub-total	167	-	51	-20	+3	201	2

TABLE IV (continued)

	Number of staff 31/8/65	Appointments Career	Non- Career	Separations 3/	Adjustments 4/	Number of staff 31/8/66	Special Category 5/
IV. EUROPE (Western)							
66. Austria	12	3	1	-	-	16	-
67. Belgium	19	-	-	-2	+1	18	-
68. Denmark	9	1	-	-	-1	9	-
69. Finland	10	1	2	-4	-	9	-
70. France	78	3	3	-4	+1	81	-
71. Greece	6	1	1	-	-	8	-
72. Iceland	1	-	1	-	-	2	-
73. Ireland	4	1	-	-1	+1	5	-
74. Italy	26	2	1	-2	-2	25	-
75. Luxembourg	2	1	-	-	-	3	1
76. Malta	-	-	1	-	-	1	-
77. Netherlands	21	1	1	-3	+1	21	-
78. Norway	15	-	-	-	-	15	-
79. Portugal	2	-	1	-	-	3	-
80. Spain	14	3	-	-	-	17	-
81. Sweden	14	1	2	-3	-	14	-
82. United Kingdom of Great Britain and Northern Ireland	110	6	8	-6	+2	120 ^{1/}	-
Sub-total	343	24	22	-25	+3	367	1
V. LATIN AMERICA							
83. Argentina	24	-	1	-1	+1	25	-
84. Bolivia	7	-	1	-	+2	10	-
85. Brazil	17	1	4	-3	-	19	-
86. Chile	18	-	1	-1	+1	19	-
87. Colombia	13	-	1	-	-	14	-
88. Costa Rica	4	1	-	-	-	5	-
89. Cuba	4	1	-	-	-	5	-
90. Dominican Republic	3	-	-	-	+1	4	-
91. Ecuador	9	-	-	-	+1	10	-
92. El Salvador	3	1	-	-	-1	3	-
93. Guatemala	2	-	1	-	-	3	-
94. Haiti	10	-	-	-	+1	11	-
95. Honduras	1	1	-	-	-	2	-
96. Mexico	15	-	-	-	-1	14	-
97. Nicaragua	3	-	-	-	-	3	-
98. Panama	4	-	-	-1	-	3	-
99. Paraguay	4	-	-	-	+1	5	-
100. Peru	6	-	2	-	-	8	-
101. Uruguay	7	2	1	-	-	10	-
102. Venezuela	5	-	-	-1	+1	5	-
Sub-total	159	7	12	-7	+7	178	-

TABLE IV (continued)

	Number of staff <u>31/8/65</u>	Appointments Non- Career	Appointments Career	Separations <u>3/</u>	Adjust- ments <u>4/</u>	Number of staff <u>31/8/66</u>	Special Cate- gory <u>5/</u>
VI. MIDDLE EAST							
103. Afghanistan	3	-	1	-	-	4	-
104. Cyprus	6	-	-	-1	-	5	-
105. Iran	9	-	-	-2	+1	8	1
106. Iraq	6	1	1	-	-1	7	-
107. Israel	6	-	1	-	-	7	-
108. Jordan	7	-	-	-	+1	8	1
109. Kuwait	-	-	-	-	-	-	-
110. Lebanon	8	-	1	-1	-	8	-
111. Saudi Arabia	1	1	-	-	-	2	-
112. Syrian Arab Republic	8	2	-	-	-1	9	-
113. Turkey	11	1	-	-	-	12	-
114. Yemen	2	-	-	-	-	2	-
Sub-total	67	5	4	-4	-	72	2
VII. NORTH AMERICA AND THE CARIBBEAN							
115. Canada	39	3	1	-7	-	36	1
116. Jamaica	9	-	3	-1	-	11	-
117. Trinidad and Tobago	5	-	1	-	-	6	-
118. United States of America	299	<u>19</u>	10	-18	+11	<u>321</u>	-
Sub-total	352	<u>22</u>	15	-26	+11	<u>374</u>	1
VIII. NON-MEMBER STATES							
119. Federal Republic of Germany	1	-	3	-	-	4	-
120. Republic of Korea	2	-	-	-	-	2	-
121. Republic of Viet-Nam	2	-	-	-	-	2	-
122. Switzerland	19	-	-	-2	+2	19	-
123. Stateless	6	-	-	-1	+1	6	1
Sub-total	30	-	3	-3	+3	33	1
IX. TOTAL	1491	77	157	-110	+32	1647	7

TABLE V

Fixed-term staff in professional and higher level posts subject
to geographical distribution as of 31 August 1966

(By nationality and level)

I. AFRICA	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
Algeria							1		1
Burundi								1	1
Cameroon		1			1	1			3
Central African Republic							1		1
Congo (Brazzaville)								2	2
Congo, Democratic Republic of								2	2
Dahomey						1	2		3
Ethiopia		1			1	2	4		8
Ghana	1	1		3	1	1	1		8
Guinea							1		1
Kenya					1	1			2
Liberia						1			1
Madagascar								2	2
Mali				1					1
Mauritania								1	1
Morocco							2		2
Nigeria				1			2		3
Rwanda								1	1
Senegal					1		2		3
Sierra Leone				1			1	1	3
Somalia						1			1
South Africa						1		1	2
Sudan					1		1		2

TABLE V (continued)

I. AFRICA (continued)	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
Togo						1	1		2
Tunisia					1				1
Uganda				1		1		1	3
United Arab Republic	1		1	3	3	7			15
United Republic of Tanzania						1			1
Upper Volta					1				1
Sub-Total	2	3	1	10	11	19	19	12	77

II. ASIA AND THE FAR EAST									
Australia			1	1	2	2	3		9
Burma	1			1	2				4
Ceylon					1	2	1	1	5
China	1		1			2			4
India	1	3	2	3	6	1			16
Indonesia			1			1			2
Japan				1	1	5	3		10
Laos								1	1
Nepal							1		1
New Zealand	1		2						3
Pakistan			1		3	2			6
Philippines				1	2	1			4
Thailand					1	1		1	3
Sub-Total	4	3	8	7	18	17	8	3	68

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TABLE V (continued)

TABLE V (continued)

IV. EUROPE (Western)(continued)	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
Spain					4	1			5
Sweden				2		2			4
United Kingdom of Great Britain and Northern Ireland	1		3	1	4	6	2	1	18
Sub-Total	4	2	5	4	19	15	10	4	63

V. LATIN AMERICA									
Argentina	1				1	1	1		4
Bolivia		1			1		1		3
Brazil				1	3	4	1		9
Chile				2		2			4
Colombia					2	1	1		4
Guatemala	1						1		2
Haiti					1		1		2
Mexico						2	2		4
Nicaragua								1	1
Peru						2			2
Uruguay						1			1
Venezuela	1								1
Sub-Total	3	1		3	8	13	8	1	37

VI. MIDDLE EAST									
Afghanistan					1			1	2
Iraq			1			2			3
Israel				2					2

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TABLE V (continued)

VI. MIDDLE EAST (continued)	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
Jordan						2			2
Lebanon					1	1			2
Syrian Arab Republic			1						1
Turkey				1					1
Yemen							1		1
Sub-Total			2	3	2	5	1	1	14

VII. NORTH AMERICA AND THE CARIBBEAN									
Canada				1	3	1			5
Jamaica		1		2	1	1			5
Trinidad and Tobago			1			1			2
United States of America	2	1		7	7	10	4		31
Sub-Total	2	2	1	10	11	13	4		43

VIII. NON-MEMBER STATES									
Federal Republic of Germany				1	2	1			4
Republic of Korea						2			2
Republic of Viet-Nam					1				1
Stateless						1			1
Sub-Total				1	3	4			8

IX. TOTAL	18	22	30	62	136	140	59	22	489
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TABLE VI

Staff in posts with special language requirements as of 31 August 1966

(By nationality and level)

AFRICA	P-5	P-4	P-3	P-2	P-1	Total
Morocco			1			1
United Arab Republic			1			1
Sub-Total			2			2

II. ASIA AND THE FAR EAST						
Australia			2			2
China	2	17	30	3	1	53
India				1		1
Philippines			1			1
Sub-Total	2	17	33	4	1	57

III. EUROPE (Eastern)						
Byelorussian Soviet Socialist Republic			1	1		2
Romania			1			1
Ukrainian Soviet Socialist Republic			3	2		5
Union of Soviet Socialist Republics	3	21	36	6		66
Sub-Total	3	21	41	9		74

TABLE VI (continued)

IV. EUROPE (Western)	P-5	P-4	P-3	P-2	P-1	Total
Belgium		3	1	2		6
Finland		1				1
France	11	27	59	33		130
Ireland		1		2		3
Italy			1	1		2
Spain	1	9	15	10		35
Sweden				1		1
United Kingdom of Great Britain and Northern Ireland	8	13	32	18		71
Sub-Total	20	54	108	67		249

V. LATIN AMERICA						
Argentina		8	12	3		23
Bolivia			1			1
Chile		2	6	1		9
Colombia		1				1
Costa Rica		1				1
Cuba			1			1
Dominican Republic		1	1			2
Mexico		2	2			4
Peru			1	1		2
Uruguay		1		1		2
Venezuela			1			1
Sub-Total		16	25	6		47

TABLE VI (continued)

VI. MIDDLE EAST	P-5	P-4	P-3	P-2	P-1	Total
Iraq		1				1
Israel			2	2		4
Lebanon	1	1	1			3
Syrian Arab Republic			2			2
Sub-Total	1	2	5	2		10

VII. NORTH AMERICA AND THE CARIBBEAN						
Canada		3	2	1		6
United States of America	3	24	36	5		68
Sub-Total	3	27	38	6		74

VIII. NON-MEMBERS						
Republic of Viet-Nam			1		1	2
Switzerland		1	5	2		8
Stateless		4	3	1		8
Sub-Total		5	9	3	1	18

IX. TOTAL	29	142	261	97	2	531
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TABLE VII

Staff specifically appointed for mission service as of 31 August 1966

(By nationality and level)

Nationality	Number of staff 31/8/65	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/66
I. AFRICA										
South Africa	1									-
Sub-Total	1									-

II. ASIA AND THE FAR EAST										
Australia	2									-
Ceylon	1				1					1
India	2							1		1
New Zealand	2						2			2
Pakistan	1						1			1
Sub-Total	8				1		3	1		5

III. EUROPE (Western)										
Finland	-	1								1
France	3		1		1		1			3
Italy	1						1			1
Norway	1	1								1
Spain	1						1			1
United Kingdom of Great Britain and Northern Ireland	1				1		1			2
Sub-Total	7	2	1		2		4			9

TABLE VII (continued)

Nationality	Number of staff 31/8/65	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/66
IV. LATIN AMERICA										
Brazil	2	1								1
Chile	-	1								1
Ecuador	1									-
Sub-Total	3	2								2

V. NORTH AMERICA AND THE CARIBBEAN										
Canada	1				1					1
United States of America	1	1				1				2
Sub-Total	2	1			1	1				3

VI. NON-MEMBERS										
Switzerland	2				1	1				2
Sub-Total	2				1	1				2

VII. TOTAL	23	5	1		5	2	7	1		21
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Foot-notes to tables II - VII

- 1/ Includes three staff members from Barbados; one from St. Vincent and four from Southern Rhodesia.
- 2/ Includes one staff member from Southern Rhodesia and one from Barbados.
- 3/ This column takes note of resignations, retirements, completion of fixed-term appointments or separations for any other cause.
- 4/ This column takes note of such adjustments as:
 - (a) Staff transferred between posts with special language requirements and posts subject to geographical distribution.
 - (b) Staff who have been placed on leave without pay or have returned from such leave.
 - (c) Secondments and completion of secondments to the United Nations Development Programme and other United Nations bodies.
 - (d) Promotion of General Service staff.
 - (e) Changes in nationality status.
- 5/ Staff members who have permanent residence status in the United States.
