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PERSONNEL QUESTIONS

Composition of the SecretariatReport of the Secretary-General

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ABBREVIATIONS

ACCIS	Advisory Committee for the Co-ordination of Information Systems
AM/IAS	Internal Audit Service
AM/MSD	Management Services Division
AM/OFS	Office of Financial Services
AM/OGS	Office of General Services
AM/OHRM	Office of Human Resources Management
AM/OPBME	Office for Programme Planning, Budgeting, Monitoring and Evaluation
AM/USG	Department of Administration and Management, Office of the Under-Secretary-General
CCAQ	Consultative Committee on Administrative Questions
CS	Department of Conference Services
CTC	United Nations Centre on Transnational Corporations
DDA	Department for Disarmament Affairs
DPI	Department of Public Information
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
FAO	Food and Agriculture Organization of the United Nations
FS	Field Service
GATT	General Agreement on Tariffs and Trade
HR	Centre for Human Rights
IAEA	International Atomic Energy Agency
IAPSU	Inter-Agency Procurement Services Unit
IBRD	International Bank for Reconstruction and Development
ICAO	International Civil Aviation Organization
ICC	International Computing Centre
ICDAIT	International Conference on Drug Abuse and Illicit Trafficking
ICITO/GATT	Interim Commission for the International Trade Organization (secretariat of the General Agreement on Tariffs and Trade)

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ICJ	International Court of Justice
ICSC	International Civil Service Commission
IESA	Department of International Economic and Social Affairs
IFAD	International Fund for Agricultural Development
IFC	International Finance Corporation
ILO	International Labour Organisation
IMF	International Monetary Fund
IMO	International Maritime Organization
INTORG	Inter-organization bodies
ITC	International Trade Centre
ITU	International Telecommunication Union
JIU	Joint Inspection Unit
JPO	Junior Professional Officers Programme
MISSION	Special missions
OALOS	Office for Ocean Affairs and the Law of the Sea
ODGDIC	Office of the Director-General for Development and International Economic Co-operation
OLA	Office of Legal Affairs
OPE	Office for Projects Execution
OPGS	Office for Political and General Assembly Affairs and Secretariat Services
ORCI	Office for Research and the Collection of Information
OUSGSPA	Office of the Under-Secretaries-General for Special Political Affairs
PAHO	Pan American Health Organization
PSCA	Department of Political and Security Council Affairs
REGCOM	Regional Commissions Liaison Office
SPQRCDT	Department for Special Political Questions, Regional Co-operation, Decolonization and Trusteeship
SPTASN	Staff on special temporary assignment
TCD	Department of Technical Co-operation for Development
UNCDF	United Nations Capital Development Fund
UNCHS	United Nations Centre for Human Settlements (Habitat)
UNCS	United Nations Common Services (Nairobi)
UNCSTD	Centre for Science and Technology for Development
UNCTAD	United Nations Conference on Trade and Development

UNCUNE	United Nations Conference for the Promotion of International Co-operation in the Peaceful Uses of Nuclear Energy
UNDP	United Nations Development Programme
UNDRO	Office of the United Nations Disaster Relief Co-ordinator
UNEP	United Nations Environment Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Fund for Population Activities
UNFSSTD	United Nations Fund for Science and Technology for Development
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organization
UNITAR	United Nations Institute for Training and Research
UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNOG	United Nations Office at Geneva
UNOV	United Nations Office at Vienna
UNRFNRE	United Nations Revolving Fund for Natural Resources Exploration
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNSO	United Nations Sudano-Sahelian Office
UNU	United Nations University
UNV	United Nations Volunteers
UPU	Universal Postal Union
WFC	Secretariat of the World Food Council
WHO	World Health Organization
WIPO	World Intellectual Property Organization
WMO	World Meteorological Organization

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I. INTRODUCTION

1. The annual report of the Secretary-General on the composition of the Secretariat is submitted in accordance with a number of resolutions of the General Assembly, the most recent of which are resolutions 39/245 of 19 December 1984, 40/258 A of 18 December 1985 and 41/206 A of 11 December 1986. The present report contains information on the composition of the staff of the United Nations Secretariat as at 30 June 1987, as compared with previous years. This information, which is contained mainly in the statistical tables in the annex to the report can be used to assess the distribution of the staff by nationality, sex, grade and type of appointment, in the light of the principles contained in the Charter of the United Nations and the guidelines set forth by the General Assembly.

II. STAFF SELECTION

A. Posts subject to geographical distribution

2. Article 101, paragraph 3, of the Charter of the United Nations reads as follows:

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

These principles apply to all the staff of the United Nations, including the staff of the secretariats of United Nations organs with special status in matters of appointment. The system of desirable ranges was established by the General Assembly only as a guideline for the geographical distribution of a group of staff in the Professional category and above who are appointed by the Secretary-General for at least one year to the Secretariat of the United Nations. They are referred to as "staff in posts subject to geographical distribution".

3. Excluded from geographical distribution are staff with appointments for less than one year; staff in posts with special language requirements; staff specifically appointed for mission service; staff specifically appointed for service with the United Nations Environment Programme (UNEP) (see para. 4 below); staff specifically appointed after inter-agency consultation to posts financed on an inter-agency basis; technical co-operation project personnel; staff of the secretariats of the United Nations organs with special status in matters of appointment; staff who have permanent resident status in, but not the nationality of, the country of their duty station; and staff in the General Service and related categories.

4. The source of financing of a post, that is, whether the post is financed from the regular budget or from extrabudgetary sources, does not determine whether the post is subject to geographical distribution. The only exceptions are posts funded

from the United Nations Environment Fund. Staff appointed to posts financed from this Fund are specifically excluded from geographical distribution. These staff are accordingly given appointments limited to service with UNEP.

5. The system of desirable ranges is covered in depth in a report of the Secretary-General to the General Assembly at its forty-second session (A/C.5/42/7). Paragraphs 5 to 8 of that report concern the total number of posts subject to geographical distribution. The maximum number of posts subject to geographical distribution during the biennium 1988-1989 is given in paragraph 6 as 3,059, comprising 2,842 regular budget posts and 217 extrabudgetary posts proposed for the biennium. The base figure of 2,700 currently used to calculate the desirable ranges reflects the 10 per cent staff reduction expected during the biennium. The statistics concerning staff contained in the present report are based on the figure of 2,594, corresponding to the actual number of geographic posts (both regular budget and extrabudgetary) occupied by staff holding appointments for one year or more on 30 June 1987.

6. The desirable ranges for the representation of Member States are indicated in table 9 of the statistical annex to the present report. When the number of their nationals in posts subject to geographical distribution is compared with these ranges, Member States fall into four categories: unrepresented, when none of their nationals is serving in such posts; underrepresented, when the number of their nationals serving in such posts is lower than the lower limit of their ranges; within range, when the number of their nationals serving in such posts is at or between the lower or upper limits of their ranges; and overrepresented, when the number of their nationals serving in such posts exceeds the upper limit of their ranges. Table A below shows the number of staff from each region in posts subject to geographical distribution and the number of Member States in each region in each of the above four categories, compared with the previous four years.

B. Suspension of recruitment

7. Beginning with its first session, the General Assembly has sought, in a number of resolutions, to establish a balance in the representation of Member States in the staff of the Secretariat, particularly as regards those staff occupying posts subject to geographical distribution. The distribution of these staff depends on a number of factors, such as recruitment, internal promotions, changes of status, retirements and other separations. Recruitment is the basic tool of the Secretary-General in the effort to achieve geographical or gender balance, since these considerations can be taken fully into account in the selection of qualified candidates from the outside. As a consequence, recruitment is the area of personnel activity that the Assembly monitors most closely and in respect of which it has issued the most detailed instructions, normally contained in its resolutions and decisions on personnel questions.

Table A

Number of staff and Member States by region and degree of representation
in the Secretariat as at 30 June 1983, 1984, 1985, 1986 and 1987

Region	Year	Staff	Member States	Unrepre-sented	Under-repre-sented	Within range	Over-repre-sented
Africa	1983	481	51	4	5	30	12
	1984	495	51	4	5	30	12
	1985	489	51	4	3	31	13
	1986	442	51	3	5	31	12
	1987	428	51	3	6	28	14
Asia and the Pacific	1983	506	26	5	3	10	8
	1984	503	26	5	3	10	8
	1985	508	27	5	4	11	7
	1986	460	27	5	3	10	9
	1987	426	27	4	4	10	9
Europe (Eastern)	1983	319	11	1	4	5	1
	1984	313	11	1	4	6	0
	1985	319	11	1	2	8	0
	1986	273	11	1	4	6	0
	1987	261	11	1	2	8	0
Europe (Western)	1983	696	18	0	5	11	2
	1984	685	18	0	4	13	1
	1985	713	18	0	3	14	1
	1986	619	18	0	5	13	0
	1987	583	18	0	5	11	2
Latin America	1983	265	21	0	2	16	3
	1984	272	21	0	2	14	5
	1985	263	21	0	0	18	3
	1986	224	21	0	2	16	3
	1987	202	21	0	2	16	3
Middle East	1983	148	17	3	4	8	2
	1984	147	17	3	4	7	3
	1985	153	17	3	2	8	4
	1986	131	17	2	3	10	2
	1987	125	17	2	3	9	3
North America and the Caribbean	1983	624	13	1	2	7	3
	1984	640	14	2	2	7	3
	1985	620	14	0	1	10	3
	1986	561	14	1	2	8	3
	1987	542	14	0	3	8	3
Others	1983	38 a/	3 b/				
	1984	35 a/	3 b/				
	1985	37 a/	3 b/				
	1986	30 a/	3 b/				
	1987	27 a/	3 b/				
Total	1983	3 077	157 (100%)	14 (8.9%)	25 (15.9%)	87 (55.4%)	31 (19.8%)
	1984	3 090	156 (100%)	15 (9.5%)	24 (15.2%)	87 (55.0%)	32 (20.3%)
	1985	3 102	159 (100%)	13 (8.2%)	15 (9.4%)	100 (62.9%)	31 (19.5%)
	1986	2 740	159 (100%)	12 (7.6%)	24 (15.1%)	94 (59.1%)	29 (18.2%)
	1987	2 594	159 (100%)	10 (6.3%)	25 (15.7%)	90 (56.6%)	34 (21.4%)

a/ Including stateless persons.

b/ Non-Member States.

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8. The suspension of recruitment introduced on 21 March 1986 as part of the response to the financial difficulties of the Organization has temporarily left the Secretary-General without his most important means to influence directly the composition of the staff by nationality and sex. The current representation of Member States and of women, therefore, is due less to the limited number of appointments made to achieve the recruitment objectives of the Organization than to the other factors listed in the previous paragraph.

9. In the compilation of statistics for the present report, an appointment to a post subject to geographical distribution is understood as the granting to a staff member of an appointment for one year or more, either through initial or other recruitment or through the completion of at least one year of service in one of these posts.

10. During the reporting period - 1 July 1986 to 30 June 1987 - 49 appointments were made to posts subject to geographical distribution. These included 23 authorized exceptions to the suspension of recruitment, normally made to fill posts, including posts at the upper echelon, considered indispensable for the smooth functioning of the Organization. Other appointments resulted from recruitment action initiated before the suspension of recruitment, the temporary extension of the contracts of current staff beyond one year and the regularization of the status of other staff.

11. Of the 49 appointments made during the reporting period, 1, or 2.0 per cent, was of a national of an unrepresented Member State; 7, or 14.3 per cent, were of nationals of underrepresented Member States; 36, or 73.5 per cent, were of nationals of within-range Member States; and 4, or 8.2 per cent, were of nationals of overrepresented Member States. One staff member was appointed from a non-Member State.

12. The figures cited in the previous paragraph are computed on the basis of the geographical representation of Member States at the end of the previous reporting year, 30 June 1986, as communicated to the General Assembly in the report of the Secretary-General (A/41/627).

13. On 30 June 1987, there were 10 unrepresented Member States, 1/ compared with 12 on 30 June 1986, the beginning of the reporting year. Mongolia, which was unrepresented, is now underrepresented; Antigua and Barbuda, which was also unrepresented, is now within range as a result of the correction of the status of two of its nationals. On 30 June 1987, there were 25 underrepresented Member States, 2/ compared with 24 on 30 June 1986. The Member States that were underrepresented and are now within range are Bhutan, Cuba, Czechoslovakia and Yugoslavia; the Member States that were within range and are now underrepresented are the Bahamas, Botswana, the Lao People's Democratic Republic and Suriname. As stated above, the changes in the representation of Member States during the reporting period are due not only to appointments and separations of staff but also to such other factors as changes in the status of nationals of the Member States concerned, the introduction of new desirable ranges and the suspension of recruitment activities.

14. Between 1 July 1986 and 30 June 1987, 14 women were appointed to posts subject to geographical distribution, accounting for 28.6 per cent of all appointments, compared with 18.1 per cent the previous year. The suspension of recruitment has obviously also had an effect on the number of women appointed.

III. COMPOSITION OF THE SECRETARIAT

A. Total staff of the United Nations

15. Aside from the power of appointment of the Secretary-General under Article 101 of the Charter, special status in matters of appointment has been granted by the General Assembly to some United Nations organs. Table B shows, as at 30 June 1987, the total number of staff with appointments for a year or more who are assigned to the United Nations Secretariat and to the secretariats of the United Nations organs with special status in matters of appointment. The table provides a breakdown by category of staff (Professional category and above, technical co-operation project personnel and General Service and related categories) and, for the purposes of correlating the figures of total staff of the Secretariat with the regular budget of the United Nations, by source of funds (posts financed in whole or in part from the United Nations regular budget and posts financed from extrabudgetary sources).

Table B

Staff of the United Nations Secretariat and of the secretariats of other United Nations organs
by category and source of funds as at 30 June 1987

Organization	Regular budget			Extrabudgetary sources			Grand total		
	Professional and above	Project personnel	General Service and others	Total	Professional and above	Project personnel and others			
United Nations Secretariat	3 489	96	6 650	10 235	331	839	2 676	3 846	14 081
UNDP	-	-	-	-	601	2/ ^{a/}	3 316	4 428	4 428
UNHCR	106	1	155	262	330	170	1 008	1 508	1 770
UNICEF	-	-	-	-	1 026	2/ ^{c/}	381	2 487	3 894
UNITAR	-	-	-	-	11	2	18	31	31
UNRWA ^{d/}	87	-	11	98	-	-	-	-	98
ITC ^{e/}	56	-	76	132	17	90	47	154	286
ICSC	21	-	27	48	-	-	-	-	48
ICJ	14	-	25	39	-	-	-	-	39
UNU	-	-	-	-	37	7	87	131	131
Total	3 773	97	6 944	10 814	2 353	2 000	9 639	13 992	24 806

^{a/} UNDP core budget only.

^{b/} Includes all other UNDP funds (UNFPA, OPE, JPOS, UNV, UNSO, UNRFNKE, UNCDF, UNFSSSTD, IAPSU and project personnel).

^{c/} Includes national officers.

^{d/} UNRWA also has 16,554 area personnel.

^{e/} A number of posts at ITC are financed jointly by the United Nations from the regular budget and by the General Agreement on Tariffs and Trade (GATT).

B. Staff at the senior levels

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

17. This table shows the distribution of staff in senior posts (D-1 and above) subject to geographical distribution according to the groupings of Member States resulting from General Assembly resolutions 2152 (XXI) of 17 November 1966 and 39/234 of 18 December 1984. Member States are grouped as follows: Group A - developing countries in Africa, Asia and the Middle East; Group B - countries with developed market economies; Group C - developing countries in Latin America and the Caribbean; and Group D - countries with centrally planned economies. The table shows the situation for the years 1983 to 1987, indicating the number of Member States in each group, the sum of the mid-points of their desirable ranges, a range for each group and the total number of nationals of each group in posts subject to geographical distribution and in posts at the senior level. The number and percentage of women are given in parentheses.

Table C

Distribution of staff in posts subject to geographical distribution among groups A to D from 1983 to 1987
(number of women shown in parentheses)

Group	Year	Number or Member States	Combined desirable ranges	Group mid- point	Percentage	Number or staff	Percentage	Number at D-1 and above		Per- centage
								Percentage	Percentage	
A	1983	90	829-1 122	975.5	29.1	959 (157)	31.6 (23.3)	148 (7)	36.8	
	1984	90	831-1 124	977.1	29.2	961 (157)	31.5 (22.8)	145 (5)	35.3	
	1985	91	837-1 132	984.6	29.4	955 (162)	31.4 (23.0)	146 (5)	36.0	
	1986	91	754-1 020	887.0	29.6	870 (154)	32.1 (23.1)	139 (3)	37.3	
	1987	91	679-919	796.9	29.6	836 (157)	32.5 (23.9)	134 (4)	37.5	
B	1983	25	1 386-1 875	1 630.7	48.7	1 443 (416)	47.5 (61.7)	168 (18)	41.8	
	1984	25	1 380-1 868	1 624.0	48.5	1 458 (430)	47.7 (62.6)	162 (24)	44.3	
	1985	25	1 376-1 861	1 618.3	48.3	1 468 (438)	47.9 (62.2)	176 (22)	43.3	
	1986	25	1 235-1 671	1 453.4	48.4	1 283 (409)	47.4 (61.3)	155 (21)	41.5	
	1987	25	1 112-1 504	1 308.0	48.5	1 208 (399)	47.1 (60.6)	153 (24)	42.9	
C	1983	32	296-400	348.1	10.4	338 (88)	11.1 (13.1)	47 (3)	11.7	
	1984	33	302-409	355.7	10.6	342 (87)	11.2 (12.7)	48 (1)	11.7	
	1985	33	302-409	355.4	10.6	339 (93)	11.1 (13.2)	47 (2)	11.6	
	1986	33	271-367	319.1	10.6	293 (90)	10.8 (13.5)	43 (2)	11.5	
	1987	33	244-330	286.7	10.6	272 (89)	10.6 (13.5)	36 (2)	10.1	
D	1983	10	336-455	395.7	11.8	299 (13)	9.8 (1.9)	39 (-)	9.7	
	1984	10	334-453	393.5	11.7	294 (13)	9.0 (1.9)	36 (-)	8.7	
	1985	10	333-451	392.3	11.7	303 (11)	9.3 (1.6)	37 (-)	9.1	
	1986	10	290-392	340.7	11.4	264 (14)	9.7 (2.1)	36 (-)	9.7	
	1987	10	260-352	306.2	11.3	251 (13)	9.8 (2.0)	34 (-)	9.5	
Total	1983	157	2 348-3 853	3 350.0	100.0	3 039 (674)	100.0 (100.0)	402 (28)	100.0	
	1984	158	2 848-3 853	3 350.3	100.0	3 055 (687)	100.0 (100.0)	411 (30)	100.0	
	1985	159	2 848-3 853	3 350.6	100.0	3 065 (704)	100.0 (100.0)	406 (29)	100.0	
	1986	159	2 550-3 450	3 000.2	100.0	2 710 (667)	100.0 (100.0)	373 (26)	100.0	
	1987	159	2 295-3 105	2 699.8	100.0	2 567 (658)	100.0 (100.0)	357 (30)	100.0	

18. Table D has been prepared in response to another concern of the General Assembly, which, in resolution 37/235 A of 21 December 1982, stressed the importance of having the largest possible number of Member States represented at the higher levels of the Secretariat, that is, the D-2 level and above, and requested the Secretary-General to include in his annual reports on the composition of the Secretariat information on progress made in respect of improvement of geographical distribution in the Secretariat, particularly at the higher levels. Additional information can be found in table 9 of the annex to the present report.

Table D

Number of posts at the D-2 level and above by region
and nationality as at 30 June 1987

(Number of women shown in parentheses)

	USG	ASG	D-2	Total
AFRICA				
Algeria			1 (1)	1 (1)
Cameroon			1	1
Egypt	1	1	1	3
Ghana	1	1	3	5
Guinea			1	1
Mauritania			1	1
Morocco			1	1
Nigeria	1		1	2
Senegal			1	1
Sierra Leone		1		1
Somalia	1			1
Togo			1	1
Tunisia	1		1	2
Subtotal	5	3	13 (1)	21 (1)
ASIA AND THE PACIFIC				
Bangladesh	1			1
China	1		1	2
Fiji	1			1
India	2	2	2	6
Indonesia			1	1
Japan	1	1	2	4
Malaysia			1	1
Pakistan	1		3	4
Subtotal	7	3	10	20

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Table D (continued)

	USG	ASG	D-2	Total
EUROPE (Eastern)				
Hungary			1	1
Poland	1		1	2
Romania			1	1
Union of Soviet Socialist Republics	1	1	12	14
Yugoslavia		1		1
Subtotal	2	2	15	19
EUROPE (Western)				
Austria	1	1	2	4
Denmark		1		1
Finland	1			1
France	1 <u>a/</u>	1	5 (1)	7 (1)
Germany, Federal Republic of	1		2	3
Greece		1		1
Ireland			1	1
Italy		1	2	3
Spain			1	1
Sweden	1	1	2	4
United Kingdom of Great Britain and Northern Ireland	2 (1)		2	4 (1)
Subtotal	7 (1)	6	17 (1)	30 (2)

Table D (concluded)

	USG	ASG	D-2	Total
LATIN AMERICA				
Argentina	1	1	2	4
Brazil		1	3	4
Chile			1	1
Ecuador	1			1
Guatemala			1	1
Haiti			1	1
Peru			1	1
Venezuela		1 (1)		1 (1)
Subtotal	2	3 (1)	9	14 (1)
MIDDLE EAST				
Cyprus			1	1
Iran (Islamic Republic of)			2	2
Iraq			1	1
Jordan	1			1
Syrian Arab Republic			1	1
Subtotal	1		5	6
NORTH AMERICA AND THE CARIBBEAN				
Canada	1 (1)	3 (1)	1	5 (2)
Grenada		1		1
Guyana			1	1
Jamaica			1	1
United States of America	1	1	11	13
Subtotal	2 (1)	5 (1)	14	21 (2)
Total	26 (2)	22 (2)	83 (2)	131 (6)

a/ At the Director-General level.

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19. In resolution 41/206 B of 11 December 1986, the General Assembly requested the Secretary-General, in order to preserve the principle of equitable geographical distribution and the need for rotation in the composition of the upper echelons of the Secretariat, to ensure that equal opportunity was given to nationals of all Member States when making appointments to all posts at the levels of Under-Secretary-General and Assistant Secretary-General. By the same resolution, the General Assembly called upon the Secretary-General in making appointments at those levels to strive to appoint only a national of a country other than that of the incumbent to be replaced, unless the Secretary-General considered that there were exceptional circumstances, in the light of Article 101, paragraph 3, of the Charter.

20. Since the adoption of resolution 41/206 B, a number of changes have taken place which have directly affected the composition of the upper echelons of the Secretariat. Several top positions have been eliminated or consolidated or have remained vacant in accordance with the decisions of the General Assembly in its resolution 41/213 of 19 December 1986. Only a few cases have involved the appointment of senior officials through outside recruitment, the method that offers the Secretary-General more flexibility in his choice. In these cases, nationals of Austria, Canada, the Union of Soviet Socialist Republics and the United States of America have been appointed to posts previously encumbered by, respectively, nationals of Finland, Japan, the Union of Soviet Socialist Republics and the United States of America. Rotation of nationals of different countries at the upper echelons has also been effected through internal reassignment.

C. Representation of women

21. The number of women and men at each level in posts subject to geographical distribution on 30 June 1987 is shown by region in table 7A of the annex to the present report. The percentage of women in posts subject to geographical distribution for each region each year between 30 June 1983 and 30 June 1987 is shown in table E below.

Table E

Percentage of women in posts subject to geographical distribution
as at 30 June, 1983 to 1987

Region	1983	1984	1985	1986	1987
Africa	1.65	1.72	1.90	1.75	1.89
Asia and the Pacific	3.96	4.08	4.35	4.89	5.09
Europe (Eastern)	0.49	0.45	0.39	0.55	0.54
Europe (Western)	5.75	5.89	6.16	6.46	6.48
Latin America	2.05	2.07	2.16	2.30	2.27
Middle East	0.91	0.87	0.74	0.77	0.85
North America and the Caribbean	7.08	7.15	7.00	7.63	8.25
Others	0.42	0.39	0.39	0.33	0.31
Total	22.33	22.62	23.08	24.67	25.67
Increase (decrease) (Percentage points)	.09	.29	.46	1.59	1.00

22. Table F shows the number and percentage of women in posts subject to geographical distribution and in posts with special language requirements at each level compared with the situation in 1977. This is the first time that the percentage of women in posts subject to geographical distribution has exceeded 25 per cent. The table shows that the percentage of women in posts with special language requirements continues to be higher.

Table F

Number and percentage of women at each level in 1977 and 1987 in posts subject to geographical distribution and in posts with special language requirements

Level	Geographic posts				Language posts			
	1977		1987		1977		1987	
	Number of women	Percent-age	Number of women	Percent-age	Number of women	Percent-age	Number of women	Percent-age
USG	0	0	2	7.7	-	-	-	-
ASG	1	4.8	2	9.1	-	-	-	-
D-2	2	2.5	2	2.4	-	-	-	-
D-1	7	3.3	24	19.5	-	-	-	-
P-5	40	8.4	54	11.4	15	30.6	42	28.4
P-4	71	10.1	149	22.2	63	26.9	112	35.3
P-3	149	23.6	238	34.9	124	33.3	132	34.8
P-2	156	35.9	165	45.2	69	35.2	36	27.7
P-1	51	52.6	30	71.4	4	80.0	1	100.0
Total	477	17.9	666	25.7	275	32.1	323	33.1

23. Table G shows the proportion of women in posts subject to geographical distribution within each organizational element as at 30 June 1987. Table 17 of the annex contains additional information on the distribution by sex of staff in the Professional category and above and in the General Service and related categories.

Table G

Number of staff in posts subject to geographical distribution by department,
grade and sex as at 30 June 1987

Office	<u>OSG</u>		<u>ASG</u>		<u>D-2</u>		<u>D-1</u>		<u>P-5</u>		<u>P-4</u>		<u>P-3</u>		<u>P-2</u>		<u>P-1</u>		<u>Total</u>		Grand	Percentage		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	total	of women		
EOSS	0	1	1	0	5	1	2	0	2	1	2	1	2	1	2	1	0	0	0	15	23	34.76		
ODGDIC	0	1	0	1	0	2	0	4	0	2	1	0	1	1	0	0	0	0	0	2	11	13	15.38	
OUSGSPA	0	2	0	0	0	4	1	2	0	2	1	1	0	1	0	0	0	0	0	2	13	15	13.33	
OPGS	0	1	0	0	0	2	1	1	3	2	5	3	4	0	2	0	0	0	0	9	16	25	36.00	
ORCI	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	2	50.00	
OLA	0	1	0	0	0	0	2	1	5	1	8	5	10	3	8	2	1	0	1	12	36	48	25.00	
PSCA	0	1	0	1	0	2	1	11	2	14	6	14	6	9	5	3	1	0	0	21	55	76	27.63	
DDA	0	1	0	0	0	3	0	3	1	4	3	5	3	2	0	2	1	0	0	8	20	48	28.57	
SPORAD	0	1	0	1	0	3	0	6	4	8	4	10	8	7	5	4	0	0	0	21	42	63	33.33	
IESA	0	1	0	1	1	4	1	15	6	42	19	49	23	28	13	19	5	3	68	162	240	49.57		
TCD	0	1	0	0	0	5	1	11	5	24	10	29	13	20	4	4	0	0	0	33	94	127	25.98	
ECE	0	1	0	0	0	4	1	0	8	0	24	1	24	4	23	3	13	1	0	0	9	91	100	9.00
ESCAP	0	1	0	0	0	5	1	11	1	23	3	45	11	29	17	4	0	1	0	33	115	148	22.30	
ESLAC	0	1	0	0	0	6	0	27	4	34	7	23	8	15	2	1	2	1	0	21	110	131	16.03	
BCA	0	1	0	0	0	1	0	11	0	28	3	53	5	42	7	14	0	0	0	15	150	165	9.09	
UNCTAD	0	1	0	0	0	9	0	20	3	51	6	47	16	53	10	22	2	1	0	37	205	242	15.29	
UNDRO	0	1	0	0	0	1	0	0	7	1	7	1	3	2	2	0	0	0	4	21	25	16.00		
UNEP	0	1	0	0	0	3	0	3	1	4	1	2	0	2	1	0	0	0	0	3	17	20	15.00	
UNCHS	0	1	0	0	0	0	0	1	1	1	2	17	5	15	2	3	1	0	0	11	32	43	25.58	
UNICS	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	-0.00		
CFC	0	0	0	0	0	1	0	2	1	2	0	5	3	6	3	5	1	3	0	6	24	32	25.00	
JNCSTD	0	0	0	0	0	1	0	0	2	0	3	0	3	0	1	1	0	0	0	1	12	13	7.69	
OALOS	0	1	0	0	0	0	0	3	2	2	1	3	1	0	0	1	0	0	4	14	18	22.22		

Table G (concluded)

Office	$\frac{USG}{P-M}$	$\frac{ASG}{P-M}$	$\frac{D-2}{P-M}$	$\frac{D-1}{P-M}$	$\frac{P-5}{P-M}$	$\frac{P-4}{P-M}$	$\frac{P-3}{P-M}$	$\frac{P-2}{P-M}$	$\frac{P-1}{P-M}$	Total	Grand total	Percentage of women
AM/USG	0	1	0	0	0	1	2	0	0	1	0	0
AM/OPBME	0	0	1	0	1	0	5	2	7	3	4	2
AM/OFS	0	0	0	1	0	2	4	0	11	5	15	22
AM/OHRM	0	0	1	1	0	2	2	6	7	9	11	37
AM/OCIS	0	0	0	0	0	2	0	7	3	19	11	40.54
AM/MSD	0	0	0	0	1	1	4	0	6	4	4	54
AM/TAS	0	0	0	0	0	1	0	1	0	2	1	31.65
CS	0	1	0	0	1	4	5	8	1	7	4	84
DPI	1	0	0	0	0	6	1	4	0	4	0	46.43
UNOG	0	1	0	1	0	3	7	2	2	8	4	28
HR	0	0	0	1	0	0	2	0	2	7	2	28
UNOV	1	0	0	1	0	4	5	1	7	8	3	24.32
WFC	0	0	0	1	0	0	0	0	0	0	0	0
UNCUNE	0	0	0	1	0	0	1	0	0	0	0	0
ICDAIT	0	0	1	0	0	0	0	0	1	0	1	0
UNISPF	0	0	0	0	0	0	1	0	0	0	0	0
INTORG ^{a/}	0	0	0	0	0	1	0	0	3	0	1	45.45
MISSION	0	0	0	0	1	0	2	0	3	0	1	12
SPTMASN	0	0	0	0	0	0	2	1	1	0	0	22
Total	2	24	2	20	2	81	24	204	54	421	149	33.33
												25.67

a/ Including the secretariats of CCAQ, ICC, ACCIS and JIU.

24. In resolution 37/235 B of 21 December 1982, the General Assembly called upon the Secretary-General to include in his annual report on the composition of the Secretariat statistical analyses on the number and percentage of women by nationality on all appointment lists, specifying what percentage of those appointed from outside, within each grade, were women. The number, sex, nationality and level of staff appointed to posts subject to geographical distribution during the reporting period 1986-1987 are shown in table 11 of the annex. Additional information with respect to the appointment of men and women is contained in table H. This table should be interpreted in the light of the fact that recruitment has been suspended since March 1986.

Table H

Number of appointments to posts subject to geographical distribution,
percentage of total appointments and number of nationalities
appointed at each level, by sex, 1 July 1986 to 30 June 1987

	Women			Men		
	Number appointed	Percentage of total appointments	Number of nationalities	Number appointed	Percentage of total appointments	Number of nationalities
USG	1	2.04	1	3	6.12	3
ASG	-	-	-	2	4.08	2
D-2	-	-	-	3	6.12	3
D-1	1	2.04	1	5	10.21	5
<hr/>						
P-5	-	-	-	1	2.04	1
P-4	3	6.12	3	5	10.21	5
P-3	4	8.17	3	6	12.24	5
P-2	3	6.12	3	10	20.41	8
P-1	2	4.08	2	-	-	-
<hr/>						
Total	14	28.57	12 a/	35	71.43	26 a/

a/ This figure is not the sum of the figures for each level since appointments of staff of some nationalities were made at more than one level.

/...

Notes

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

2/ Angola, Bahamas, Botswana, Cape Verde, Djibouti, Dominica, Equatorial Guinea, German Democratic Republic, Germany, Federal Republic of, Greece, Italy, Japan, Lao People's Democratic Republic, Luxembourg, Mongolia, Mozambique, Norway, Paraguay, Qatar, Romania, Saint Vincent and the Grenadines, Samoa, Saudi Arabia, Suriname and United Arab Emirates.

ANNEX

Statistical tables

I. REGIONAL TABLES

TABLE 1

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

(AS AT 30 JUNE 1986 AND 30 JUNE 1987)

REGION	NUMBER OF NATIONALITIES					
	NUMBER OF MEMBER STATES		INCLUDED IN THE SECRETARIAT		NOT INCLUDED IN THE SECRETARIAT	
	30/06/86	30/06/87	30/06/86	30/06/87	30/06/86	30/06/87
AFRICA	51	51	48	48	3	3
ASIA AND THE PACIFIC	27	27	22	23	5	4
EUROPE (EASTERN)	11	11	10	10	1	1
EUROPE (WESTERN)	18	18	18	18	-	-
LATIN AMERICA	21	21	21	21	-	-
MIDDLE EAST	17	17	15	15	2	2
NORTH AMERICA AND THE CARIBBEAN	14	14	13	14	1	-
SUBTOTAL	159	159	147	149	12	10
OTHERS	-	-	3	3	-	-
TOTAL	159	159	150	152	12	10

/...

TABLE 2

TOTAL PROFESSIONAL AND HIGHER LEVEL STAFF OF THE SECRETARIAT HOLDING PERMANENT, PROBATIONARY OR FIXED-TERM APPOINTMENTS FOR ONE YEAR OR MORE BY APPOINTMENT STATUS AND REGION

(AS AT 30 JUNE 1987)

APPOINTMENT STATUS	REGION	ASIA						NORTH AMERICA			
		AFRICA	PACIFIC (EASTERN)	EUROPE (WESTERN)	EUROPE (EASTERN)	LATIN AMERICA	MIDDLE EAST	CARIBBEAN	OTHERS	TOTAL	
GEOGRAPHICAL <u>a/</u>	428	426	261	583	202	125	542	27	2 594		
LANGUAGE <u>b/</u>	137	147	159	273	94	47	104	14	975		
MISSION <u>c/</u>	-	2	1	7	1	-	3	-	14		
UNEP <u>d/</u>	31	27	11	44	12	3	19	2	149		
INTER-AGENCY <u>e/</u>	-	2	-	3	-	-	5	1	11		
PERMANENT RESIDENT <u>f/</u>	-	-	-	-	3	-	-	-	3		
PROJECTS <u>g/</u>											
ON LEAVE <u>h/</u>	2	5	-	11	6	1	6	1	32		
SECONDED <u>i/</u>	6	3	-	18	3	-	15	1	46		
TOTAL	604	612	432	939	321	176	694	46	3 824		

a/ Staff in posts subject to geographical distribution.

b/ Staff in posts with special language requirements.

c/ Staff specifically appointed for mission service.

d/ Staff specifically appointed for service with the United Nations Environment Programme.

e/ Staff specifically appointed after inter-agency consultation to posts financed on an interagency basis.

f/ Staff having permanent resident status in the United States of America.

g/ Staff detailed or assigned to a technical assistance project. Information not available at the present time.

h/ Staff on special leave without pay.

i/ Staff on secondment to the United Nations Development Programme or other United Nations bodies.

TABLE 3

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
AND MID-POINT OF DESIRABLE RANGE BY REGION

(AS AT 30 JUNE 1986 AND 30 JUNE 1987)

REGION	NUMBER OF STAFF	INCREASE (DECREASE)		MID-POINT OF DESIRABLE RANGE		ACTUAL STAFF POSITION	
		30/06/86	30/06/87	NUMBER	PERCENTAGE	30/06/86	30/06/87
AFRICA	442	428	(14)	(3.2)	13.6	13.6	16.1
ASIA AND THE PACIFIC	460	426	(34)	(7.4)	18.4	18.4	16.8
EUROPE (EASTERN)	273	261	(12)	(4.4)	11.9	11.9	10.0
EUROPE (WESTERN)	619	583	(36)	(5.8)	23.1	23.1	22.6
LATIN AMERICA	224	202	(22)	(9.8)	7.8	7.8	8.2
MIDDLE EAST	131	125	(5)	(4.6)	5.8	5.8	4.8
NORTH AMERICA AND THE CARIBBEAN	561	542	(19)	(3.4)	19.4	19.4	20.4
SUBTOTAL	2 710	2 567	(143)	(5.3)			
OTHERS	30	27	(3)	(10.0)			
TOTAL	2 740	2 594	(146)	(5.3)	100.0	100.0	100.0

TABLE 4

APPOINTMENTS, SEPARATIONS FROM SERVICE AND OTHER STAFF CHANGES
IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY REGION

(1 JULY 1986-30 JUNE 1987)

REGION	APPOINTMENTS			SEPARATIONS <u>a/</u>			OTHER STAFF CHANGES <u>b/</u>		
	-----			-----			-----		
	FIXED-CAREER	TERM	TOTAL	FIXED-CAREER	TERM	TOTAL	+	-	
<hr/>									
AFRICA	-	4	4	6	11	17	+ 4	- 5	
ASIA AND THE PACIFIC	-	5	5	17	21	38	+ 4	- 5	
EUROPE (EASTERN)	-	9	9	-	25	25	+ 4	-	
EUROPE (WESTERN)	-	17	17	29	21	50	+14	-17	
LATIN AMERICA	-	5	5	17	10	27	+ 7	- 7	
MIDDLE EAST	-	2	2	3	6	9	+ 1	-	
NORTH AMERICA AND THE CARIBBEAN	-	6	6	20	16	36	+21	-10	
SUBTOTAL	-	48	48	92	110	202	+55	-44	
OTHERS	-	1	1	4	1	5	+ 1	-	
TOTAL	-	49	49	96	111	207	+56	-44	
<hr/>									

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

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

- (i) Between posts subject to geographical distribution and posts with special language requirements;
- (ii) Placed on special leave without pay or returned from such leave;
- (iii) Detailed or assigned to a technical assistance project or returned from such project;
- (iv) Seconded to the United Nations Development Programme or other United Nations bodies or returned from such secondment;
- (v) Promoted from the General Service and related categories to the Professional category;
- (vi) After a change of nationality status.

TABLE 5

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY OFFICE AND REGION
(as at 30 JUNE 1987)

OFFICE	REGION	ASIA			NORTH AMERICA AND THE CARIBBEAN			TOTAL
		AFRICA	PACIFIC (EASTERN)	PACIFIC (WESTERN)	LATIN AMERICA EAST	ORDERS		
HEADQUARTERS ^{a/}	196	260	157	302	102	57	400	5 1 479
ECE	2	3	30	51	1	1	10	2 100
ESCAP	-	97	8	21	-	3	17	2 148
ECILAC	1	2	3	2-	69	2	30	- 134
ECA	143	3	0	9	1	1	2	- 165
ESCOMA	10	3	-	5	1	35	7	3 64
UNCTAD ^{b/}	41	29	25	69	16	16	33	11 242
UNEP ^{b/}	3	4	1	6	1	2	3	- 20
CNOG ^{c/}	24	18	25	78	7	7	29	4 192
UNOV	8	7	6	18	2	1	11	- 53
TOTAL	428	426	261	583	202	125	542	27 594

^{a/} Including information centres.

^{b/} Including liaison offices at other duty stations.

^{c/} Including the Office of the United Nations Disaster Relief Co-ordinator, the Centre for Human Rights and the Conference on Disarmament at Geneva.

TABLE 6
STAFF IN SENIOR POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY REGION AND LEVEL
(AS AT 30 JUNE 1986 AND 30 JUNE 1987)

REGION	30/06/86					30/06/87					INCREASE OR DECREASE		
	USG	ASG	D-2	D-1	TOTAL	USG	ASG	D-2	D-1	TOTAL	%		
AFRICA	6	3	12	46	67	18.0	5	3	13	45	66	18.4	- 1
ASIA AND THE PACIFIC	7	6	13	51	77	20.6	7	3	10	46	66	18.4	- 11
EUROPE (EASTERN)	2	3	14	18	37	9.9	2	2	15	17	36	10.0	- 1
EUROPE (WESTERN)	7	7	15	52	81	21.7	7	6	17	52	82	22.8	+ 1
LATIN AMERICA	2	3	10	19	34	9.1	2	3	9	13	27	7.5	- 7
MIDDLE EAST	2	1	6	14	23	6.1	1	-	5	19	25	7.0	+ 2
NORTH AMERICA AND THE CARIBBE-N	1	5	18	30	54	14.4	2	5	14	34	55	15.3	+ 1
SUBTOTAL	27	28	88	230	373	99.8	26	22	83	226	357	99.4	- 16
OTHERS	-	-	1	1	0.2	-	-	-	2	2	0.6	+ 1	
TOTAL	27	28	88	231	374	100.0	26	22	83	228	359	100.0	- 15

TABLE 7
SCAFFOLD POSITION, LEVEL AND

LAS AT 30 JUNE 1987

STAFF IN POSTS SUBJECT TO INSPECTION

TABLE 7 (concluded)

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION		P-5				P-4				P-3				P-2				P-1				SUBTOTAL <u>a/</u>				TOTAL		
		P	M	F	A	P	M	F	A	P	M	F	A	P	M	F	A	P	M	F	A							
AFRICA		3	17	6	35	13	47	3	13	22								25	112	51.6	137							
ASIA AND THE PACIFIC		4	17	7	35	12	45	5	22									19.0	81.0		147							
EUROPE (EASTERN)		13	2	27	6	64	3	44										1.1	448	159								
EUROPE (WESTERN)		22	34	61	52	49	43	9	3									14.1	132	273								
LATIN AMERICA		7	10	19	21	15	17	3	2									44	50	94								
MIDDLE EAST		1	7	4	7	6	16	3	6									1.1	36	47								
NORTH AMERICA AND THE CARIBBEAN		4	6	13	25	28	13	10	4	1								23.4	76.6									
OTHERS		1	2	3	3	3	2											55	49	104								
TOTAL		14.8	317	379	130	130	130	1	975									7	7	14								
SUBTOTAL <u>a/</u>		4.2	106	112	205	132	247	36	94	1	-							32.3	652	975								
		26.4	71.6	35.3	64.7	34.8	65.2	27.7	72.3	100.0	00.0	00.0	00.0	00.0	00.0	00.0	00.0	33.1	66.9									

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

USG	ASG	D-2				D-1				P-5				P-4				P-3				P-2				P-1				SUBTOTAL <u>a/</u>				TOTAL	
		P	M	F	A	P	M	F	A	P	M	F	A	P	M	F	A	P	M	F	A	P	M	F	A	P	M	F	A						
GRAND																																			
TOTAL <u>a/</u>		2	24	2	20	2	81	24	204	96	527	261	727	370	691	201	294	31	12	989	2	580	3	569											

a/ Percentages are given beneath each row and column total.

TABLE 8

STAFF APPOINTED AS ADVISERS ON TECHNICAL CO-OPERATION PROJECTS
(SHOWING NUMBER OF FEMALE STAFF)

A. BY REGION OF ORIGIN AND FUNCTION

(AS AT 30 JUNE 1987)

REGION	FUNCTION	TECHNICAL ADVISERS	INTERREGIONAL ADVISERS	REGIONAL ADVISERS	TOTAL
AFRICA		2 (1)	1	15 (3)	18 (4)
ASIA AND THE PACIFIC		9 (1)	3	1	13 (1)
EUROPE (EASTERN)		1 (1)	1		2 (1)
EUROPE (WESTERN)		10	7	1	18
LATIN AMERICA		2	3	2	7
MIDDLE EAST		2	1	4 (1)	7 (1)
NORTH AMERICA AND THE CARIBBEAN		3	2	1	6
OTHERS		1			1
TOTAL		30 (3)	18	24 (4)	72 (7)

/...

TABLE 8 (concluded)

B. BY OFFICE AND REGION

OFFICE	REGION	NORTH AMERICA						TOTAL
		ASIA AND AFRICA	EUROPE THE PACIFIC (PASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	CARIBBEAN	
HEADQUARTERS a/	1	12 (1)	1	16	6	3	6	1 (1)
ECE			1 (1)		1 (1)		2 (2)	
ECA	12		1		1		14 (4)	
ESCAPA	5				3		8 (4)	
UNCTAD b/				1	1		2	
TOTAL	18 (4)	13 (1)	4 (1)	18 (1)	7	7 (1)	6 (7)	72 (7)

a/ Including information centres.

b/ Including liaison offices at other duty stations.

III. NATIONALITY TABLES

TABLE 9

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY REGION, NATIONALITY AND LEVEL
(SHOWING NUMBER OF FEMALE STAFF)

(AS AT 30 JUNE 1987)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/86										NUMBER OF STAFF 30/06/87	MID- POINT	DESIRABLE RANGE	
	DC/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1					
AFRICA														
ALGERIA	19 (2)	-	-	1 (1)	6	5	6	1 (1)	-	-	19 (2)	8.37	4-13	
ANGOLA	1	-	-	-	-	-	-	1	-	-	1	6.40	2-11	
BERNIN	10 (1)	-	-	-	1	3	1	1	1 (1)	-	7 (1)	6.40	2-11	
BOTSWANA	2	-	-	-	-	-	-	1	-	-	1	6.40	2-11	
BURKINA FASO	6	-	-	-	1	-	4	1	-	-	6	6.40	2-11	
BURUNDI	4	-	-	-	-	-	-	4	-	-	4	6.40	2-11	
CAMEROON	8	-	-	1	-	2	3	2	-	-	8	6.40	2-11	
CAPE VERDE	1	-	-	-	-	-	-	1	-	-	1	6.40	2-11	
CENTRAL AFRICAN REPUBLIC	2	-	-	-	-	-	-	2	-	-	2	6.40	2-11	
CHAD	5	-	-	-	-	-	-	1	3	-	4	6.40	2-11	
COMOROS	2	-	-	-	-	-	-	1	1	-	2	6.40	2-11	
CONGO	8	-	-	-	-	2	3	3	-	-	8	6.40	2-11	
COTE D'IVOIRE	12	-	-	-	-	-	-	2	1	8	-	11	6.55	2-11
DJIBOUTI	1	-	-	-	-	-	-	1	-	-	1	6.40	2-11	
EGYPT	15 (2)	1	1	1	3	3	5 (2)	-	-	-	14 (2)	7.31	3-12	
EQUATORIAL GUINEA	1	-	-	-	-	-	-	-	1	-	1	6.40	2-11	
ETHIOPIA	26 (4)	-	-	-	3	3	4	5 (2)	8 (2)	2	25 (4)	6.40	2-11	
GABON	0	-	-	-	-	-	-	-	-	-	0	6.70	2-11	
GAMBIA	9	-	-	-	1	3	1	3	-	-	8	6.40	2-11	
GHANA	19 (1)	1	1	3	3	1	6 (1)	1	1	-	17 (1)	6.40	2-11	
GUINEA	5 (1)	-	-	1	-	3	1	2 (1)	-	-	7 (1)	6.40	2-11	
GUINEA-BISSAU	0	-	-	-	-	-	-	-	-	-	0	6.40	2-11	
KENYA	13 (1)	-	-	-	2	3	5	2	1 (1)	1 (1)	14 (2)	6.40	2-11	
LESOTHO	7 (5)	-	-	-	-	-	2 (1)	3 (2)	2 (2)	-	7 (5)	6.40	2-11	
LIBERIA	10 (3)	-	-	-	-	-	4 (1)	5 (2)	1	-	10 (3)	6.40	2-11	
LIBYAN ARAB JAMAHIRIYA	7 (1)	-	-	-	2	1 (1)	2	-	2	-	7 (1)	10.18	6-14	
MADAGASCAR	10 (1)	-	-	-	-	2	6	1 (1)	2	-	11 (1)	6.40	2-11	
MALAWI	8 (1)	-	-	-	1	1	3	3 (1)	-	-	8 (1)	6.40	2-11	
MALI	12	-	-	-	1	1	5	4	-	-	11	6.40	2-11	
MAURITANIA	4	-	-	1	-	1	-	-	2	-	4	6.40	2-11	
MAURITIUS	15	-	-	-	-	6	6	2	1	-	15	6.40	2-11	

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TABLE 9 (continued)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/86		% DG/ USG ASG D-2 D-1 P-5 P-4 P-3 P-2 P-1						NUMBER OF STAFF 30/06/87		MID- POINT	DESIRABLE RANGE	
	13 (3)	13 (3)	1	2	3	2	4 (2)	1 (1)	-	13 (3)	7.01	3-11	
AFRICA (continued)													
MOROCCO	13 (3)	-	-	1	2	3	2	4 (2)	1 (1)	-	13 (3)	7.01	3-11
MOZAMBIQUE	1	-	-	-	-	-	1	-	-	-	1	6.40	2-11
NIGER	5 (1)	-	-	-	-	-	3 (1)	2	-	-	5 (1)	6.40	2-11
NIGERIA	18 (1)	1	-	1	2	7	3	1 (1)	2 (1)	-	17 (1)	9.12	5-13
RWANDA	3	-	-	-	-	-	-	3	-	-	3	6.40	2-11
SAO TOME AND PRINCIPE	0	-	-	-	-	-	-	-	-	-	0	6.40	2-11
SENEGAL	15 (2)	-	-	1	1	2	3 (2)	6	-	-	13 (2)	6.40	2-11
SEYCHELLES	2	-	-	-	-	-	-	-	2	-	2	6.40	2-11
SIERRA LEONE	16 (2)	-	1	-	2	3	6 (2)	3	-	-	15 (2)	6.40	2-11
SOMALIA	13 (3)	1	-	-	1	2	4	4 (2)	1 (1)	-	13 (3)	6.40	2-11
SOUTH AFRICA	11 (3)	-	-	-	-	2	1	2 (1)	6 (1)	-	11 (3)	12.90	9-17
SUDAN	11	-	-	-	1	2	6	2	-	-	11	6.40	2-11
SWAZILAND	5 (1)	-	-	-	-	-	-	5 (1)	-	-	5 (1)	6.40	2-11
TOGO	9	-	-	1	1	1	3	1	1	-	8	6.40	2-11
TUNISIA	20 (1)	1	-	1	2	10	5 (1)	1	-	-	20 (1)	6.70	2-11
UGANDA	12 (2)	-	-	-	1	4	5 (1)	2 (1)	-	-	12 (2)	6.40	2-11
UNITED REPUBLIC OF TANZANIA	18 (4)	-	-	-	5	2	7 (1)	3 (3)	1	-	18 (4)	6.40	2-11
ZAIRE	12 (1)	-	-	-	1	-	5	5 (1)	-	-	11 (1)	6.40	2-11
ZAMBIA	10	-	-	-	1	1	4	4	-	-	10	6.40	2-11
ZIMBABWE	6 (1)	-	-	-	1	3	-	1 (1)	1 (1)	-	6 (1)	6.55	2-11
POPULATION RESERVE										23.00			
SUBTOTAL	442 (48)	5	3	13 (1)	45	82 (2)	128 (13)	103 (21)	46 (11)	3 (1)	428 (49)	366.79	312-422
ASIA AND THE PACIFIC													
AUSTRALIA	35 (14)	-	-	-	5 (1)	6 (1)	8 (3)	8 (7)	2 (2)	1 (1)	30 (15)	31.34	27-36
BANGLADESH	17	1	-	-	1	8	4	2	-	-	16	6.55	2-11
BHUTAN	1	-	-	-	-	-	-	-	2	-	2	6.40	2-11
BRUNEI DARUSSALAM	0	-	-	-	-	-	-	-	-	-	0	6.85	3-11
BURMA	6	-	-	-	-	1	3	1	-	-	5	6.40	2-11
CHINA	50 (16)	1	-	1	7 (1)	7 (1)	13 (6)	14 (6)	2 (2)	-	45 (16)	18.19	14-22
DEMOCRATIC KAMPUCHEA	5	-	-	-	1	1	2	1	-	-	5	6.40	2-11
FIJI	7 (1)	1	-	-	1	4	1	1 (1)	-	-	6 (1)	6.40	2-11
INDIA	41 (5)	2	2	2	4 (1)	6	3 (1)	10 (2)	9 (1)	1 (1)	39 (6)	11.54	7-16 /...

TABLE V (continued)

UNION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/86										NUMBER OF STAFF 30/6/87			
	DO/ UBO	ABQ	D-2	D-1	D-5	D-4	D-3	D-2	D-1	MID- POINT	DEMOCRATIC RANKS			
ASIA AND THE PACIFIC (continued)														
INDONESIA	9 (3)	-	-	1	2	4	1	1	1	-	8 (3)	8.37	4-11	
JAPAN	101 (28)	1	1	2	10 (3)	9 (1)	19 (4)	26 (7)	24 (8)	1 (1)	91 (44)	170.07	145-186	
LAO PEOPLE'S DEMOCRATIC REPUBLIC	4	-	-	-	-	-	1	-	-	-	1	6.40	4-11	
MALAYSIA	15 (3)	-	-	1	-	6	3	3 (4)	2 (1)	-	15 (3)	7.76	4-14	
MALDIVES	0	-	-	-	-	-	-	-	-	-	0	6.40	2-11	
MONGOLIA	0 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	6.40	2-11	
NEPAL	13	-	-	-	3	4	1	5	-	-	13	6.40	2-11	
NEW ZEALAND	12 (4)	-	-	-	1	1	5 (3)	2 (1)	-	-	9 (4)	9.88	6-14	
PAKISTAN	17 (4)	1	-	3	2	1	3	1 (1)	2 (1)	-	16 (4)	7.16	3-11	
PAPUA NEW GUINEA	3	-	-	-	-	-	-	1	4	1	4	6.40	2-11	
PHILIPPINES	63 (32)	-	-	-	2	4	13 (7)	40 (8)	19 (11)	4 (4)	60 (30)	7.76	4-14	
SAMOA	1	-	-	-	-	-	-	1	-	-	1	6.40	2-11	
SINGAPORE	12 (6)	-	-	-	-	2	4 (1)	4 (3)	4 (2)	-	14 (6)	7.76	4-14	
SOLOMON ISLANDS	0	-	-	-	-	-	-	-	-	-	0	6.40	2-11	
SRI LANKA	14 (2)	-	-	-	6	4	1 (1)	-	2 (1)	-	13 (2)	6.40	2-11	
THAILAND	31 (16)	-	-	-	1	1	6	10 (6)	11 (10)	1 (1)	30 (17)	7.61	3-14	
VANUATU	0	-	-	-	-	-	-	-	-	-	0	6.40	2-11	
VIET NAM	5 (2)	-	-	-	-	-	-	1	3 (4)	-	4 (4)	6.40	2-11	
POPULATION RESERVE												107.00		
SUBTOTAL	460 (134)	7	3	10	46 (6)	66 (3)	91 (27)	112 (45)	82 (43)	9 (8)	426 (132)	497.44	423-574	
EUROPE (EASTERN)														
ALBANIA	0	-	-	-	-	-	-	-	-	-	0	6.40	2-11	
BULGARIA	9	-	-	-	-	-	3	1	4	-	8	8.67	4-13	
BYELORUSSIAN SOVIET SOCIALIST REPUBLIC	8	-	-	-	-	-	-	2	5	-	-	7	11.19	7-16
CZECHOSLOVAKIA	12	-	-	-	1	-	5	3	4	-	13	16.81	13-21	
GERMAN DEMOCRATIC REPUBLIC	16 (4)	-	-	-	4	-	4 (1)	4 (1)	1	-	13 (4)	46.15	22-31	
HUNGARY	9	-	-	1	1	4	1	2	1	-	8	9.57	5-14	
POLAND	17 (4)	1	-	1	-	4	4	5 (2)	-	-	15 (4)	15.92	12-26	
ROMANIA	4	-	-	1	-	1	1	1	-	-	4	9.12	5-11	
UKRAINIAN SOVIET SOCIALIST REPUBLIC	28 (4)	-	-	-	3	1	7	8 (1)	7	-	46 (1)	25.59	21-30	
UNION OF SOVIET SOCIALIST REPUBLICS	161 (8)	1	1	12	9	18 (1)	40 (1)	61 (4)	11 (4)	-	157 (8)	160.40	116-184	

TABLE IV (continued)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/86										NUMBER OF STAFF 30/06/87			
	DG/ DGS	ADM	D-2	D-1	P-5	P-4	P-3	P-2	P-1	MID- POINT	DESIRABLE NAME			
EUROPE (EASTERN) (continued)														
YUGOSLAVIA	9 (1)	-	1	-	1	1	3	4 (1)	-	-	10 (1)	13.40	9-17	
POPULATION RESERVE												17.00		
BUDGETAL	473 (15)	4	4	15	17	30 (1)	68 (2)	99 (9)	28 (2)	-	261 (14)	320.44	472-369	
EUROPE (WESTERN)														
AUSTRIA	22 (7)	1	1	4	4	7 (1)	3 (2)	-	4 (2)	4 (3)	24 (8)	17.43	13-22	
BELGIUM	43 (9)	-	-	-	2	5	8 (4)	5 (2)	3 (4)	1	24 (6)	24.08	20-28	
DENMARK	19 (4)	-	1	-	-	1	6 (4)	5 (2)	-	-	13 (4)	17.13	13-21	
FINLAND	15 (8)	1	-	-	-	3 (4)	4 (1)	8 (4)	-	-	14 (7)	13.81	10-18	
FRANCE	119 (44)	1 g/	1	5	12	29	43 (8)	41 (12)	21 (9)	1	114 (44)	102.54	87-118	
GERMANY, FEDERAL REPUBLIC OF	116 (31)	1	-	2	5	18 (4)	24 (8)	46 (8)	14 (10)	-	110 (29)	131.08	111-181	
GREECE	8 (2)	-	1	-	1	1	4 (1)	-	1 (1)	-	8 (2)	12.90	9-17	
ICELAND	4	-	-	-	-	3	-	1	1	-	3	6.70	2-11	
IRELAND	13 (1)	-	-	-	-	3	7 (1)	2 (1)	1 (1)	-	14 (4)	8.97	8-13	
ITALY	56 (14)	-	1	2	4	10 (1)	12 (3)	11 (6)	10 (4)	-	51 (12)	63.54	54-73	
LUXEMBOURG	1	-	-	-	-	-	1	-	-	-	1	7.01	5-11	
MALTA	8 (4)	-	-	-	2	3	1	1	2 (4)	-	9 (4)	6.40	4-11	
NETHERLANDS	34 (4)	-	-	-	2	7	9 (1)	6 (1)	5 (1)	-	49 (4)	32.95	28-37	
NORWAY	10 (3)	-	-	-	2	1	1	-	-	1	8 (0)	14.41	10-19	
PORTUGAL	10 (4)	-	-	-	-	2	3 (1)	4 (3)	-	-	9 (4)	8.97	5-13	
SPAIN	41 (8)	-	-	1	7	4	6 (1)	14 (4)	5 (1)	-	37 (6)	36.93	31-42	
SWEDEN	47 (7)	1	1	2	3	4	6 (1)	6 (2)	3 (1)	1	47 (7)	45.16	41-49	
UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND g/	100 (34)	2 (1)	-	4	9 (4)	17 (4)	28 (7)	14 (7)	14 (11)	3 (3)	89 (33)	79.70	68-94	
POPULATION RESERVE												14.00		
BUDGETAL	619 (177)	7 (1)	6	17 (1)	54 (8)	118 (17)	144 (17)	126 (22)	104 (45)	11 (7)	583 (168)	623.26	530-717	
LATIN AMERICA														
ARGENTINA	10 (9)	1	1	4	4	11 (3)	4 (2)	1 (3)	3 (1)	-	28 (9)	15.64	11-20	
BOLIVIA	6	-	-	-	1	1	2	2	-	-	6	6.40	4-11	
BRAZIL	29 (8)	-	1	3	-	5 (1)	5 (1)	6 (4)	7 (2)	-	27 (8)	27.41	23-34	
CHILE	31 (13)	-	-	1	1	5 (2)	5 (3)	6 (1)	7 (1)	-	47 (11)	7.31	3-12	
COLOMBIA	10	-	-	-	2	1	-	5	-	-	10	8.21	4-12	

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TABLE 9 (continued)

NATION AND COUNTRY OF NATIONALITY	NUMBER OF BRAFF 30/06/86	NUMBER OF BRAFF 30/06/87								NUMBER OF BRAFF 30/06/87	MID- POINT	DISTRIBUTION RANGE	
		D-1	D-2	D-3	P-5	P-4	P-3	P-2	P-1				
LATIN AMERICA (continued)													
COSTA RICA	6 (1)	-	-	-	-	-	-	1	-	-	-	6.55 4-11	
CUBA	1 (1)	-	-	-	-	-	-	1	1 (1)	1	-	7.61 3-14	
DOMINICAN REPUBLIC	4 (2)	-	-	-	-	-	-	1 (1)	1	-	-	6.70 4-11	
ECUADOR	9 (2)	1	-	-	1	1	1 (1)	-	1 (1)	-	9 (4)	6.70 4-11	
EL SALVADOR	5	-	-	-	1	2	1	1	-	-	5	6.40 4-11	
GUATEMALA	4	-	-	1	-	-	2	-	-	-	4	6.55 2-11	
HAITI	12 (1)	-	-	1	1	-	4 (4)	4	-	-	7 (2)	6.40 4-11	
HONDURAS	4	-	-	-	-	-	-	1	-	2	-	6.40 2-11	
MEXICO	18 (6)	-	-	-	-	3	3 (1)	12 (6)	1	1 (1)	20 (8)	19.70 15-24	
NICARAGUA	4 (1)	-	-	-	-	2 (1)	2	-	-	-	4 (1)	6.40 4-11	
PANAMA	5	-	-	-	-	2	2	-	-	-	4	6.55 4-11	
PARAGUAY	1	-	-	-	-	-	-	1	-	-	1	6.55 4-11	
PERU	15 (5)	-	-	1	-	3 (1)	3 (1)	5 (3)	3 (3)	-	15 (9)	7.31 3-14	
SURINAM	4 (1)	-	-	-	-	-	1	-	-	-	1 (0)	6.40 4-11	
URUGUAY	11 (4)	-	-	-	-	5	2	1	1 (1)	-	9 (1)	6.85 3-11	
VENEZUELA	15 (10)	-	1 (1)	-	1	2 (4)	1 (1)	6 (5)	1 (1)	-	14 (10)	15.34 11-20	
POPULATION RESERVE													
SUBTOTAL	224 (64)	2 (1)	3	9	13	43 (9)	47 (10)	51 (23)	31 (12)	1 (1)	202 (59)	209.34	178-241
MIDDLE EAST													
AFGHANISTAN	10	-	-	-	-	2	4	3	-	-	9	6.40 4-11	
BAHRAIN	0	-	-	-	-	-	-	-	-	-	0	6.55 4-11	
CYPRUS	8	-	-	1	2	2	2	1	-	-	8	6.55 4-11	
DEMOCRATIC YEMEN	6 (1)	-	-	-	-	1	3 (1)	2	-	-	6 (1)	6.30 4-11	
IRAN (ISLAMIC REPUBLIC OF)	20 (6)	-	-	2	5	4 (3)	4 (1)	5 (3)	3 (3)	-	21 (7)	15.77 12-20	
IRAQ	15 (4)	-	-	1	3 (1)	1	1 (1)	1	-	-	15 (4)	8.06 4-14	
IRAN	7 (1)	-	-	-	1	-	1	1 (1)	1	-	6 (1)	9.57 5-14	
JORDAN	10	1	-	-	1	2	4	2	1	-	11	6.40 4-11	
KUWAIT	0	-	-	-	-	-	-	-	-	-	0	10.61 6-19	
LEBANON	17 (2)	-	-	-	2	5	3	6 (2)	1	-	17 (2)	6.40 4-11	
OMAN	2 (1)	-	-	-	-	1	1 (1)	-	-	-	2 (1)	6.55 4-11	
QATAR	2	-	-	-	-	-	-	-	1	-	6.85 3-11		
SAUDI ARABIA	4 (1)	-	-	-	-	1 (1)	1 (1)	1 (1)	-	-	3 (1)	20.91 17-25	

TABLE V...continued

NATION AND COUNTRY OR NATIONALITY	NUMBER OF STAFF 30/06/86	NUMBER OF STAFF 30/06/87										MID- POINT	DESIRABLE RANK
		DU/ UBI	ABU	D-2	D-1	P-8	P-6	P-3	P-4	P-1			
MIDDLE EAST (continued)													
SYRIAN ARAB REPUBLIC	9	-	-	1	2	1	3	-	-	-	7	6.85	3-11
TURKEY	16 (4)	-	-	-	2 (1)	3	5 (2)	6 (1)	-	-	15 (4)	11.39	7-16
UNITED ARAB EMIRATES	1 (1)	-	-	-	-	-	-	1 (1)	-	-	1 (1)	8.87	5-13
YEMEN	4	-	-	-	1	-	1	1	-	-	3	6.40	2-11
POPULATION RESERVE												7.00	
SUBTOTAL	131 (24)	1	-	5	19 (2)	27 (1)	35 (9)	31 (7)	7 (3)	-	125 (24)	157.05	134-181
NORTH AMERICA AND THE CARIBBEAN													
ANTIGUA AND BARBUDA	0 (0)	-	-	-	-	-	-	2 (2)	-	-	2 (2)	6.40	2-11
BAHAMAS	4 (1)	-	-	-	-	-	-	1 (1)	-	-	1 (1)	6.40	2-11
BARBADOS	7 (3)	-	-	-	-	3 (1)	4	1 (1)	1 (1)	-	7 (2)	6.40	2-11
BELIZE	4 (4)	-	-	-	-	-	1 (1)	1 (1)	-	-	2 (2)	6.40	2-11
CANADA	60 (12)	1 (1)	3 (1)	1	3	13 (1)	18 (3)	15 (4)	4 (3)	-	51 (13)	54.49	45-60
DOMINICA	1	-	-	-	-	1	-	-	-	-	1	6.40	2-11
grenada	3	-	1	-	1	-	-	-	-	-	3	6.40	2-11
GUYANA	15 (7)	-	-	1	1	4 (4)	6 (2)	2 (1)	3 (1)	-	15 (7)	6.40	2-11
JAMAICA	17 (4)	-	-	1	3 (1)	3	1	5 (2)	4 (4)	-	17 (5)	6.55	2-11
SAINT KITTS AND NEVIS	2 (2)	-	-	-	-	-	-	-	2 (2)	-	2 (2)	6.40	2-11
SAINT LUCIA	5 (4)	-	-	-	-	-	1	1 (1)	3 (1)	-	5 (2)	6.40	2-11
SAINT VINCENT AND THE GRENADINES	1	-	-	-	-	-	-	1	-	-	1	6.40	2-11
TRINIDAD AND TOBAGO	14 (6)	-	-	-	1	3 (1)	4 (1)	4 (1)	4 (3)	-	14 (6)	6.85	3-11
UNITED STATES OF AMERICA	434 (170)	1	1	11	45 (7)	78 (17)	119 (37)	118 (69)	43 (32)	18 (13)	414 (171)	384.06	326-442
POPULATION RESERVE												11.00	
SUBTOTAL	561 (209)	4 (1)	5 (1)	14	34 (8)	103 (20)	150 (46)	151 (80)	65 (45)	18 (13)	544 (214)	524.95	446-604
OTHERS													
NAMIBIA	4 (1)	-	-	-	-	-	-	1	1 (1)	-	2 (1)		
REPUBLIC OF KOREA	2 (1)	-	-	-	-	1	1	-	-	-	2 (1)		
SWITZERLAND	20 (7)	-	-	-	2	5 (1)	5 (1)	4 (1)	3 (1)	-	19 (6)		
STATELESS	4	-	-	-	-	-	2	2	-	-	0		
SUBTOTAL:	30 (9)	-	-	-	2	6 (1)	8 (2)	7 (1)	4 (1)	-	27 (8)		
TOTAL	2 740 (677)	26	44	83	426	475	671	682	365	42	2 594 (666)		

a/ At the Director-General level.

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

TABLE 10

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION, NATIONALITY AND TYPE OF APPOINTMENT

(AS AT 30 JUNE 1986 AND 30 JUNE 1987)

REGION AND COUNTRY	30/06/86						30/06/87					
	TYPE OF APPOINTMENT			PERCENTAGE			TYPE OF APPOINTMENT			PERCENTAGE		
	PERMANENT PROBATIONARY		FIXED-TERM	TOTAL OF		FIXED-TERM	PERMANENT PROBATIONARY		FIXED-TERM	TOTAL OF		FIXED-TERM
AFRICA												
ALGERIA	15	-	4	19	41.1	15	-	4	19	41.1	-	-
ANGOLA	-	-	1	1	100.0	1	-	-	1	0.0	-	-
BENIN	5	-	5	10	50.0	5	1	1	7	14.3	-	-
BOTSWANA	2	-	-	2	0.0	1	-	-	1	0.0	-	-
BURKINA FASO	3	1	2	6	33.3	3	4	1	6	16.7	-	-
BURUNDI	3	-	1	4	25.0	3	1	-	4	0.0	-	-
CAMEROON	9	-	3	8	37.5	5	-	3	8	37.5	-	-
CAPÉ VERDE	-	-	1	1	100.0	-	1	-	1	0.0	-	-
CENTRAL AFRICAN REPUBLIC	1	-	1	2	50.0	1	1	-	2	0.0	-	-
CHAD	4	-	1	5	20.0	3	-	1	4	25.0	-	-
COMOROS	2	-	-	2	0.0	2	-	-	2	0.0	-	-
CONGO	5	-	3	8	37.5	5	-	3	8	37.5	-	-
CÔTE D'IVOIRE	4	2	6	12	50.0	5	2	4	11	36.4	-	-
DJIBOUTI	-	-	1	1	100.0	-	-	1	1	100.0	-	-
Egypt	5	-	9	15	60.0	6	-	8	14	57.1	-	-
EQUATORIAL GUINEA	-	1	-	1	0.0	1	-	-	1	0.0	-	-
ETHIOPIA	22	-	4	26	15.4	41	-	4	45	16.0	-	-
GABON	-	-	-	-	0.0	-	-	-	-	0.0	-	-
GAMBIA	7	1	1	9	11.1	8	-	-	8	0.0	-	-
GHANA	11	-	8	19	42.1	11	-	6	17	35.3	-	-
GUINEA	4	-	1	5	20.0	5	-	2	7	28.6	-	-
GUINEA-BISSAU	-	-	-	-	0.0	-	-	-	-	0.0	-	-
KENYA	6	-	7	13	53.8	9	1	8	14	57.1	-	-
LEBOWTHO	4	-	3	7	44.4	4	-	3	7	44.4	-	-
LIBERIA	5	-	5	10	50.0	5	1	4	10	40.0	-	-
LIBYAN ARAB JAMAHIRIYA	4	-	3	7	44.4	4	1	2	7	28.6	-	-
MADAGASCAR	9	-	1	10	10.0	9	-	2	11	18.2	-	-
MALAWI	2	-	6	8	75.0	2	2	4	8	50.0	-	-
MALI	3	1	8	12	66.7	5	-	6	11	54.5	-	-
Mauritania	1	-	3	4	75.0	1	-	3	4	75.0	-	-
Mauritius	11	-	4	15	26.7	11	1	3	15	20.0	-	-
MOROCCO	8	1	4	13	30.8	9	-	4	13	30.8	-	-
MUZAMBIQUE	-	-	1	1	100.0	-	-	1	1	100.0	-	-
NIGER	4	-	1	5	40.0	4	-	1	5	40.0	-	-

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TABLE 10 (continued)

NATION AND COUNTRY	30/06/86						30/06/87					
	TYPE OF APPOINTMENT			PERCENTAGE			TYPE OF APPOINTMENT			PERCENTAGE		
	TOTAL OF PERMANENT PROBATIONARY		FIXED-TERM	TOTAL OF FIXED-TERM		PERMANENT PROBATIONARY	TOTAL OF FIXED-TERM		PERMANENT PROBATIONARY	TOTAL OF FIXED-TERM		PERMANENT PROBATIONARY
AFRICA (continued)												
NIGERIA	10	1	7	18	38.9	11	-	6	17	35.3	-	-
RWANDA	-	-	3	3	100.0	-	-	3	3	100.0	-	-
SAO TOME AND PRINCIPE	-	-	-	-	0.0	-	-	-	-	0.0	-	-
SENEGAL	8	-	7	15	46.7	7	3	3	13	43.1	-	-
SEYCHELLES	-	-	2	4	100.0	-	1	1	2	50.0	-	-
SIERRA LEONE	10	-	6	16	37.5	9	1	5	15	33.3	-	-
SOMALIA	8	-	5	13	38.5	8	-	5	13	38.5	-	-
SOUTH AFRICA	2	-	9	11	81.8	2	-	9	11	81.8	-	-
SUDAN	3	-	8	11	74.7	5	1	5	11	45.5	-	-
SWAZILAND	-	-	5	5	100.0	-	-	5	5	100.0	-	-
TOGO	5	-	4	9	44.4	5	-	3	8	37.5	-	-
TUNISIA	16	1	3	20	15.0	17	-	3	20	15.0	-	-
UGANDA	9	1	2	14	16.7	10	4	-	14	0.0	-	-
UNITED REPUBLIC OF TANZANIA	13	1	4	18	44.4	14	-	4	18	44.4	-	-
ZAIRE	11	-	1	12	8.3	10	-	1	11	9.1	-	-
ZAMBIA	3	2	5	10	50.0	5	-	5	10	50.0	-	-
ZIMBABWE	4	-	2	6	33.3	4	1	1	6	16.7	-	-
SUBTOTAL	257	14	171	442	38.7	267	23	138	428	32.2	-	-
ASIA AND THE PACIFIC												
AUSTRALIA	26	2	7	35	20.0	44	1	5	30	16.7	-	-
BANGLADESH	7	4	8	17	47.1	9	-	7	16	43.8	-	-
BHUTAN	1	-	-	1	0.0	1	-	1	2	50.0	-	-
BRUNEI DARUSSALAM	-	-	-	-	0.0	-	-	-	-	0.0	-	-
BURMA	2	2	2	6	33.3	3	-	4	5	40.0	-	-
CHINA	34	-	16	50	32.0	31	-	14	45	31.1	-	-
DEMOCRATIC KAMBOUCHEA	5	-	-	5	0.0	5	-	-	5	0.0	-	-
FIJI	3	-	4	7	57.1	3	-	3	6	50.0	-	-
INDIA	28	-	13	41	31.7	28	-	11	39	28.2	-	-
INDONESIA	4	-	5	9	55.6	3	-	5	8	62.5	-	-
JAPAN	52	6	43	101	42.6	58	7	26	81	28.6	-	-
LAO PEOPLE'S DEMOCRATIC REPUBLIC	2	-	-	2	0.0	1	-	-	1	0.0	-	-
MALAYSIA	14	-	3	15	20.0	12	-	3	15	20.0	-	-
MALDIVES	-	-	-	-	0.0	-	-	-	-	0.0	-	-
MONGOLIA	-	-	-	-	0.0	-	-	1	1	100.0	-	-
NEPAL	8	1	4	13	30.8	9	1	3	13	23.1	-	-

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TABLE 10 (continued)

REGION AND COUNTRY	30/06/86						30/06/87					
	TYPE OF APPOINTMENT			PERCENTAGE			TYPE OF APPOINTMENT			PERCENTAGE		
	TOTAL OF PERMANENT PROBATIONARY FIXED-TERM		FIXED-TERM	TOTAL OF PERMANENT PROBATIONARY FIXED-TERM		FIXED-TERM	TOTAL OF PERMANENT PROBATIONARY FIXED-TERM		FIXED-TERM	TOTAL OF PERMANENT PROBATIONARY FIXED-TERM		FIXED-TERM
ASIA AND THE PACIFIC (continued)												
NEW ZEALAND	9	-	3	12	25.0	8	-	1	9	11.1		
PAKISTAN	8	-	9	17	54.9	8	-	8	16	50.0		
PAPOA NEW GUINEA	-	-	3	3	100.0	-	-	4	4	100.0		
PHILIPPINES	62	1	-	63	0.0	59	1	-	60	0.0		
SAMOA	1	-	-	1	0.0	1	-	-	1	0.0		
SINGAPORE	9	-	3	12	25.0	9	1	4	12	16.7		
SOLOMON ISLANDS	-	-	-	-	0.0	-	-	-	-	0.0		
SRI LANKA	11	-	3	14	21.4	11	-	2	13	15.4		
THAILAND	25	-	6	31	19.4	25	-	5	30	16.7		
VANUATU	-	-	-	-	0.0	-	-	-	-	0.0		
VIET NAM	1	1	3	5	60.0	4	-	4	4	50.0		
SUBTOTAL	310	15	135	460	29.3	310	11	105	426	24.6		
EUROPE (EASTERN)												
ALBANIA	-	-	-	-	0.0	-	-	-	-	-	0.0	
BULGARIA	3	-	6	9	66.7	3	-	5	8	62.5		
BYELORUSSIAN SOVIET SOCIALIST REPUBLIC	-	-	8	8	100.0	-	-	7	7	100.0		
CZECHOSLOVAKIA	-	-	12	14	100.0	-	-	13	13	100.0		
GERMAN DEMOCRATIC REPUBLIC	-	-	16	16	100.0	-	-	13	13	100.0		
HUNGARY	-	-	9	9	100.0	-	-	8	8	100.0		
POLAND	-	-	17	17	100.0	-	-	15	15	100.0		
ROMANIA	-	-	4	4	100.0	-	-	4	4	100.0		
UKRAINIAN SOVIET SOCIALIST REPUBLIC	-	-	28	28	100.0	-	-	26	26	100.0		
UNION OF SOVIET SOCIALIST REPUBLICS	-	-	161	161	100.0	-	-	157	157	100.0		
YUGOSLAVIA	-	1	8	9	88.9	3	-	7	10	70.0		
SUBTOTAL	3	1	269	273	98.5	6	-	255	261	97.7		
EUROPE (WESTERN)												
AUSTRIA	16	-	6	22	27.3	17	1	6	24	45.0		
BELGIUM	10	2	11	23	47.8	12	3	9	24	37.5		
DENMARK	9	-	5	14	35.7	8	2	3	13	23.1		
FINLAND	8	1	6	15	40.0	7	1	6	14	42.9		
FRANCE	96	1	22	119	18.5	90	1	23	114	20.2		
GERMANY, FEDERAL REPUBLIC OF	55	8	93	116	45.7	63	8	39	110	35.5		
GREECE	7	-	1	8	12.5	7	-	1	8	12.5		

TABLE 10 (continued)

REGION AND COUNTRY	30/06/86					30/06/87				
	TYPE OF APPOINTMENT			TOTAL OF PERMANENT PROBATIONARY FIXED-TERM	PERCENTAGE OF TOTAL OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL OF PERMANENT PROBATIONARY FIXED-TERM	PERCENTAGE OF TOTAL OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
EUROPE (WESTERN) (continued)										
ICELAND	3	-	1	4	25.0	3	-	2	5	40.0
IRELAND	11	-	2	13	18.4	10	-	4	14	48.6
ITALY	41	1	14	56	25.0	38	4	11	51	21.6
LUXEMBOURG	1	-	-	1	0.0	1	-	-	1	0.0
MALTA	6	-	2	8	25.0	6	1	2	9	22.2
NETHERLANDS	12	3	17	32	53.1	14	1	16	29	55.2
NORWAY	2	-	8	10	80.0	1	1	3	5	60.0
PORTUGAL	5	-	5	10	50.0	5	-	4	9	44.4
SPAIN	46	3	12	41	29.3	28	2	7	37	18.9
SWEDEN	19	-	8	27	29.6	19	-	8	27	29.6
UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND	85	1	14	100	14.0	76	2	11	89	12.4
SUBTOTAL	412	20	187	619	30.2	403	23	135	583	26.6
LATIN AMERICA										
ARGENTINA	26	1	3	30	10.0	24	1	3	28	10.7
BOLIVIA	5	-	1	6	16.7	5	-	1	6	16.7
BRAZIL	14	2	13	29	44.8	16	2	9	27	33.3
CHILE	26	2	3	31	9.7	22	4	1	27	3.7
COLOMBIA	4	-	6	10	60.0	4	-	6	10	60.0
COSTA RICA	3	-	3	6	50.0	1	-	2	3	66.7
CUBA	2	-	1	3	33.3	4	-	1	3	33.3
DOMINICAN REPUBLIC	3	-	1	4	25.0	2	1	-	3	0.0
ECUADOR	1	-	5	9	55.6	4	-	5	9	55.6
EL SALVADOR	3	1	1	5	20.0	4	-	1	5	20.0
GUATEMALA	4	-	-	4	0.0	3	-	-	3	0.0
HAITI	11	-	1	12	8.3	7	-	-	7	0.0
HONDURAS	1	-	3	4	75.0	1	-	4	3	66.7
MEXICO	14	-	4	18	22.2	14	1	5	20	25.0
NICARAGUA	3	-	1	4	25.0	3	-	1	4	25.0
PANAMA	5	-	-	5	0.0	4	-	-	4	0.0
PARAGUAY	1	-	-	1	0.0	1	-	-	1	0.0
PERU	6	1	8	15	53.3	7	2	6	15	40.0
SURINAME	-	-	4	4	100.0	-	-	1	1	100.0
URUGUAY	5	2	4	11	36.4	7	-	2	9	22.2
VENEZUELA	5	1	9	15	60.0	5	1	8	14	57.1
SUBTOTAL	145	10	69	224	30.8	136	12	54	202	26.7

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TABLE 10 (continued)

REGION AND COUNTRY	30/06/86						30/06/87					
	TYPE OF APPOINTMENT			PERCENTAGE			TYPE OF APPOINTMENT			PERCENTAGE		
	PERMANENT	PROMOTIONARY	FIXED-TERM	TOTAL	OF	FIXED-TERM	PERMANENT	PROMOTIONARY	FIXED-TERM	TOTAL	OF	FIXED-TERM
MIDDLE EAST												
AFGHANISTAN	6	1	3	10	30.0	7	-	2	9	22.2		
BAHRAIN	-	-	-	-	0.0	-	-	-	-	-	0.0	
CYPRUS	7	-	1	8	12.5	7	-	1	8	12.5		
DEMOCRATIC YEMEN	4	-	2	6	33.3	4	-	1	6	33.3		
IRAN (ISLAMIC REPUBLIC OF)	16	-	4	20	20.0	16	-	5	21	23.8		
IRAQ	11	-	4	15	20.0	11	-	4	15	20.0		
ISRAEL	3	-	4	7	57.1	3	1	2	6	33.3		
JORDAN	5	-	5	10	50.0	5	-	0	11	54.5		
KUWAIT	-	-	-	-	0.0	-	-	-	-	-	0.0	
LEBANON	14	1	2	17	11.8	15	-	2	17	11.8		
OMAN	1	-	1	2	50.0	1	-	1	2	50.0		
QATAR	-	-	2	2	100.0	-	-	1	1	100.0		
SAUDI ARABIA	4	-	2	6	50.0	2	-	1	3	33.3		
SYRIAN ARAB REPUBLIC	4	-	5	9	55.6	4	-	3	7	42.9		
TURKEY	7	1	8	16	50.0	8	2	5	15	33.3		
UNITED ARAB EMIRATES	1	-	-	1	0.0	1	-	-	1	0.0		
YEMEN	3	-	1	4	25.0	2	-	1	3	33.3		
SUBTOTAL	84	3	44	131	37.0	86	3	36	125	28.8		
NORTH AMERICAN AND THE CARIBBEAN												
ANTIGUA AND BARBUDA	-	-	-	-	0.0	2	-	-	2	0.0		
BAHAMAS	1	1	-	2	0.0	1	-	-	1	0.0		
BARBADOS	1	-	-	2	0.0	1	-	-	2	0.0		
BELIZE	2	-	-	2	0.0	2	-	-	2	0.0		
CANADA	33	4	25	60	41.7	33	2	43	58	39.7		
DOMINICA	1	-	-	1	0.0	1	-	-	1	0.0		
GRENADE	1	-	2	3	66.7	1	-	2	3	66.7		
GUYANA	14	-	1	15	6.7	14	1	-	15	6.7		
JAMAICA	17	-	-	17	0.0	17	-	-	17	0.0		
SAINT KITTS AND NEVIS	-	-	2	2	100.0	-	-	2	2	100.0		
SAINT LUCIA	-	-	5	5	100.0	-	1	4	5	80.0		
SAINT VINCENT AND THE GRENADINES	1	-	-	1	0.0	1	-	-	1	0.0		
TRINIDAD AND TOBAGO	14	1	1	14	7.7	13	-	1	14	7.1		
UNITED STATES OF AMERICA	352	9	71	432	16.3	348	11	55	414	13.3		
SUBTOTAL	441	13	107	561	19.1	440	15	87	542	16.1		

TABLE 10 (continued)

REGION AND COUNTRY	30/06/86					30/06/87				
	TYPE OF APPOINTMENT			PERCENTAGE TOTAL OF PERMANENT PROBATIONARY FIXED-TERM	TYPE OF APPOINTMENT	TYPE OF APPOINTMENT			TOTAL OF FIXED-TERM PERMANENT PROBATIONARY FIXED-TERM	PERCENTAGE TOTAL OF FIXED-TERM
	PERMANENT PROBATIONARY FIXED-TERM	FIXED-TERM PERMANENT PROBATIONARY	FIXED-TERM							
OTHERS										
NAMIBIA	1	1	2	4	50.0	1	-	1	2	50.0
REPUBLIC OF KOREA	-	-	4	4	100.0	-	-	4	4	100.0
SWAZILAND	17	1	4	20	10.0	16	-	3	19	15.8
STATELESS	4	-	4	4	50.0	4	-	4	4	50.0
BUDGETAL	20	4	8	30	46.7	19	-	8	17	49.0
TOTAL	1 672	78	980	2 740	56.1	1 667	89	838	2 594	54.3

TABLE II

APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION, NATIONALITY AND LEVEL
(SHOWING NUMBER OF FEMALE STAFF)
(1 JULY 1986 - 30 JUNE 1987)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA										
KENYA	-	-	-	-	-	1	-	-	1 (1)	4 (1)
MADAGASCAR	-	-	-	-	-	1	-	-	-	1
UNITED REPUBLIC OF TANZANIA	-	-	-	-	-	-	-	1	-	1
SUBTOTAL	-	-	-	-	-	2	-	1	1 (1)	4 (1)
ASIA AND THE PACIFIC										
AUSTRALIA	-	-	-	-	-	-	-	-	1 (1)	1 (1)
BHUTAN	-	-	-	-	-	-	-	1	-	1
CHINA	-	-	-	1 (1)	-	-	-	-	-	1 (1)
MONGOLIA	-	-	-	-	-	-	-	1 (1)	-	1 (1)
PAPUA NEW GUINEA	-	-	-	-	-	-	-	1	-	1
SUBTOTAL	-	-	-	1 (1)	-	-	-	3 (1)	1 (1)	5 (3)
EUROPE (EASTERN)										
BYELORUSSIAN SOVIET SOCIALIST REPUBLIC	-	-	-	-	-	-	1	-	-	1
CZECHOSLOVAKIA	-	-	-	-	-	-	-	1	-	1
ROMANIA	-	-	1	-	-	-	-	-	-	1
UKRAINIAN SOVIET SOCIALIST REPUBLIC	-	-	-	-	-	-	1	-	-	1
UNION OF SOVIET SOCIALIST REPUBLICS	1	-	1	-	-	-	3	-	-	5 2
SUBTOTAL	1	-	2	-	-	-	5	1	-	9
EUROPE (WESTERN)										
AUSTRIA	1	-	-	-	-	-	-	-	-	1
BELGIUM	-	-	-	-	-	-	-	1 (1)	-	1 (1)
DENMARK	-	-	-	-	-	1 (1)	-	-	-	1 (1)
FINLAND	-	-	-	-	-	-	1	-	-	1
FRANCE	-	-	-	-	-	1 (1)	-	2	-	3 (1)
GERMANY, FEDERAL REPUBLIC OF	-	-	-	-	-	-	-	2	-	2
ICELAND	-	-	-	-	1	-	-	-	-	1
IRELAND	-	-	-	1	-	1	-	-	-	2
MALTA	-	-	-	1	-	-	-	-	-	1
NETHERLANDS	-	-	-	1	-	-	-	-	-	1
NORWAY	-	-	-	-	-	1	-	-	-	1
SWEDEN	-	-	1	1	-	-	-	-	-	2
SUBTOTAL	1	-	1	4	1	4 (2)	1	5 (1)	-	17 (3)

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TABLE II (concluded)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
LATIN AMERICA										
BRAZIL	-	-	-	-	-	-	-	1 (1)	-	1 (1)
MEXICO	-	-	-	-	-	1 (1)	1 (1)	1	-	3 (2)
PARAGUAY	-	-	-	-	-	-	1	-	-	1
SUBTOTAL	-	-	-	-	-	1 (1)	2 (1)	2 (1)	-	5 (3)
MIDDLE EAST										
IRAN (ISLAMIC REPUBLIC OF)	-	-	-	-	-	-	1 (1)	-	-	1 (1)
JORDAN	-	-	-	-	-	1	-	-	-	1
SUBTOTAL	-	-	-	-	-	1	1 (1)	-	-	2 (1)
NORTH AMERICA AND THE CARIBBEAN										
CANADA	1 (1)	1	-	-	-	-	-	-	-	2 (1)
UNITED STATES OF AMERICA	1	1	-	-	-	-	2 (2)	-	-	4 (2)
SUBTOTAL	2 (1)	2	-	-	-	-	2 (2)	-	-	6 (3)
OTHERS										
SWITZERLAND	-	-	-	1	-	-	-	-	-	1
SUBTOTAL	-	-	-	1	-	-	-	-	-	1
TOTAL	4 (1)	2	3	6 (1)	1	8 (3)	11 (4)	12 (3)	2 (2)	49 (14)

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TABLE I4

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

(1 JULY 1986 - 30 JUNE 1987)

Table 12 (continued)

NATION AND COUNTRY OR NATIONALITY	NUMBER ON STAFF 30/06/86	APPOINTMENTS			PREPARATIONS &/			OTHER STAFF CHANGING + -	NUMBER ON STAFF 30/06/87	SPECIAL CAPACITY &/
		CARRIER	NON-CARRIER	TOTAL	CARRIER	NON-CARRIER	TOTAL			
AFRICA (continued)										
MOROCCO	13 (3)	-	-	-	-	-	-	-	13 (3)	-
MOZAMBIQUE	1	-	-	-	-	-	-	-	1	-
NIGER	5 (1)	-	-	-	-	-	-	-	5 (1)	-
NIGERIA	18 (1)	-	-	-	-	1	1	-	17 (1)	-
RWANDA	3	-	-	-	-	-	-	-	3	-
SAO TOME AND PRINCIPE	0	-	-	-	-	-	-	-	0	-
SENEGAL	10 (4)	-	-	-	1	-	1	-1	13 (2)	-
SINGAPORE	4	-	-	-	-	-	-	-	4	-
SOMALIA	16 (4)	-	-	-	1	-	1	-	15 (4)	-
SOMALIA	13 (3)	-	-	-	-	-	-	-	13 (3)	-
SOUTH AFRICA	11 (3)	-	-	-	-	-	-	-	11 (3)	-
SUDAN	11	-	-	-	-	-	-	-	11	-
SWAZILAND	5 (1)	-	-	-	-	-	-	-	5 (1)	-
TOGO	0	-	-	-	-	1	1	-	0	-
TUNISIA	20 (1)	-	-	-	-	-	-	-	20 (1)	-
UGANDA	14 (4)	-	-	-	-	-	-	-	14 (4)	-
UNITED REPUBLIC OF TANZANIA	18 (4)	-	1	1	-	1	1	-	18 (4)	-
WALES	12 (1)	-	-	-	-	-	-	-1	11 (1)	-
ZAMBIA	10	-	-	-	-	-	-	-	10	-
ZIMBABWE	6 (1)	-	-	-	-	-	-	-	6 (1)	-
NUMBER TOTAL	444 (48)	-	4 (1)	4 (1)	6	11	17	+6 -5	428 (49)	-
ASIA AND THE PACIFIC										
AUSTRALIA	35 (14)	-	1 (1)	1 (1)	3	1	4	-4	30 (15)	-
BANGLADESH	17	-	-	-	-	1	1	-	16	-
BRUNEI DARUSSALAM	1	-	1	1	-	-	-	-	1	-
BURMA	0	-	-	-	-	-	-	-	0	-
CHINA	50 (16)	-	1 (1)	1 (1)	4	3	5	-1 (-1)	45 (16)	-
DEMOCRATIC KAMPUCHEA	5	-	-	-	-	-	-	-	5	-
Fiji	7 (1)	-	-	-	-	1	1	-	6 (1)	-

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TABLE 17 (continued)

REGION AND COUNTRY OR NATIONALITY	NUMBER OF STAFF 30/06/86	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/ +	NUMBER OF STAFF 30/06/87	SPECIAL CATEGORY c/
		CARRIER	NON-CARRIER	TOTAL	CARRIER	NON-CARRIER	TOTAL			
ASIA AND THE PACIFIC (continued)										
INDIA	41 (5)	-	-	-	1	4	3	+1 (1)	-	39 (6)
INDONESIA	9 (3)	-	-	-	1	-	-	-	-	8 (3)
JAPAN	101 (28)	-	-	-	(1)	(1)	(2)	+1 (-2)	-2 (-2)	91 (24)
LAO PEOPLE'S DEMOCRATIC REPUBLIC	2	-	-	-	1	-	1	-	-	1
MALAYSIA	15 (3)	-	-	-	-	-	-	-	-	15 (3)
MALDIVES	0	-	-	-	-	-	-	-	-	0
MONGOLIA	0	-	1 (1)	1 (1)	-	-	-	-	-	1 (1)
NEPAL	13	-	-	-	-	-	-	-	-	13
NEW ZEALAND	12 (4)	-	-	-	1	4	3	+1 (-1)	-1 (-1)	9 (4)
PAKISTAN	17 (4)	-	-	-	-	1	1	-	-	16 (2)
PAPUA NEW GUINEA	1	-	1	1	-	-	-	-	-	4
PHILIPPINES	61 (14)	-	-	-	3 (4)	-	3 (4)	-	-	60 (30)
SAMOA	1	-	-	-	-	-	-	-	-	1
SINGAPORE	14 (6)	-	-	-	-	-	-	-	-	12 (6)
SOLOMON ISLANDS	0	-	-	-	-	-	-	-	-	0
SRI LANKA	14 (4)	-	-	-	-	1	1	-	-	13 (2)
THAILAND	31 (16)	-	-	-	4 (1)	1	4 (1)	+4 (+4)	-	30 (17)
VANUATU	0	-	-	-	-	-	-	-	-	0
VIET NAM	9 (2)	-	-	-	1	-	1	-	-	4 (2)
TOTAL	460 (114)	-	5 (1)	5 (1)	17 (4)	41 (1)	48 (5)	+6 (+3)	-5 (-3)	426 (114)
EUROPE (RAFFERTY)										
ARMENIA	0	-	-	-	-	-	-	-	-	0
BHARATIA	9	-	-	-	-	1	1	-	-	8
BYELORUSSIAN SOVIET SOCIALIST REPUBLIC	0	-	1	1	-	4	4	-	-	7
CZECHOSLOVAKIA	12	-	1	1	-	-	-	-	-	13
GERMAN DEMOCRATIC REPUBLIC	16 (4)	-	-	-	-	1	3	-	-	13 (2)
HUNGARY	9	-	-	-	-	1	1	-	-	8
POLAND	17 (4)	-	-	-	-	2	2	-	-	15 (4)
ROMANIA	4	-	1	1	-	1	1	-	-	4
UKRAINIAN SOVIET SOCIALIST REPUBLIC	20 (4)	-	1	1	-	(1)	(1)	-	-	16 (1)

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TABLE 12 (continued)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/86	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/ +	NUMBER OF STAFF 30/06/87	SPECIAL CATEGORY c/
		CARRIER	NON-CARRIER	TOTAL	CARRIER	NON-CARRIER	TOTAL			
EUROPE (EASTERN) (continued)										
UNION OF SOVIET SOCIALIST REPUBLICS	161 (8)	-	5	5	-	12	14	+3	-	157 (8)
YUGOSLAVIA	9 (1)	-	-	-	-	-	-	+1	-	10 (1)
SUBTOTAL	273 (15)	-	9	9	-	45 (1)	54 (1)	+4	-	261 (14)
EUROPE (WESTERN)										
AUSTRIA	22 (7)	-	1	1	-	-	-	+1 (+1)	-	24 (8)
BELGIUM	23 (5)	-	1 (1)	1 (1)	-	2	4	+2	-	24 (6)
DENMARK	14 (4)	-	1 (1)	1 (1)	2	1	3	+1 (+1)	-	13 (4)
FINLAND	15 (8)	-	1	1	2 (1)	1	3 (1)	+1	-	14 (7)
FRANCE	119 (44)	-	3 (1)	3 (1)	7	1	8	+2 (-1)	-2	114 (44)
GERMANY, FEDERAL REPUBLIC OF	116 (31)	-	2	2	2	4 (4)	6 (4)	-4	-	110 (29)
GREECE	8 (4)	-	-	-	-	-	-	-	-	8 (4)
ICELAND	4	-	1	1	-	-	-	-	-	5
IRELAND	13 (4)	-	2	2	1	-	1	-	-	14 (4)
ITALY	56 (14)	-	-	-	2 (1)	1 (1)	3 (4)	-2	-	51 (14)
LUXEMBURG	1	-	-	-	-	-	-	-	-	1
MALTA	8 (2)	-	1	1	-	-	-	-	-	9 (2)
NETHERLANDS	34 (4)	-	1	1	2 (2)	1	4 (4)	-	-	29 (4)
NORWAY	10 (3)	-	1	1	2 (1)	1 (1)	3 (3)	-	-1	5 (0)
PORUGAL	10 (4)	-	-	-	-	-	-	-	-1	9 (4)
SPAIN	41 (8)	-	-	-	1 (1)	2 (1)	3 (4)	-	-1	37 (6)
SWEDEN	27 (7)	-	2	2	-	1	1	+1	-2	27 (7)
UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND										
	100 (34)	-	-	-	7 (3)	4 (1)	11 (4)	+6 (+6)	-6 (-3)	89 (33)
SUBTOTAL	619 (177)	-	17 (1)	17 (1)	29 (9)	21 (7)	50 (16)	+14 (+8)	-17 (-4)	583 (168)
LATIN AMERICA										
ARGENTINA	30 (9)	-	-	-	3	-	3	+1	-	28 (8)
BOLIVIA	6	-	-	-	-	-	-	-	-	6
BRAZIL	29 (8)	-	1 (1)	1 (1)	4	3 (1)	5 (1)	+3	-1	27 (8)

TABLE 12 (continued)

REGION AND COUNTRY OR NATIONALITY	NUMBER OF STAFF 10/06/86	APPOINTMENTS			DISPARATIONS a/			OTHER STAFF CHANGES b/	NUMBER OF STAFF 10/06/87	SPECIAL CATEGORY c/
		CARRIER	NON-CARRIER	TOTAL	CARRIER	NON-CARRIER	TOTAL			
LATIN AMERICA (continued)										
CHILE	31 (11)	-	-	-	4 (2)	-	4 (2)	+1 (+1)	-1 (-1)	41 (11)
COLOMBIA	10	-	-	-	-	-	-	-	-	10
COSTA RICA	6 (1)	-	-	-	1	1	2	-	-1 (-1)	4 (0)
CUBA	3 (1)	-	-	-	-	-	-	-	-	3 (1)
DOMINICAN REPUBLIC	4 (4)	-	-	-	-	-	-	-	-1 (-1)	3 (1)
ECUADOR	9 (4)	-	-	-	-	-	-	-	-	9 (4)
EL SALVADOR	5	-	-	-	-	-	-	-	-	5
GUATEMALA	4	-	-	-	1	-	1	-	-	3
HAITI	14 (3)	-	-	-	4	-	4	-	-1 (-1)	7 (2)
HONDURAS	4	-	-	-	-	-	1	-	-	3
MEXICO	10 (6)	-	1 (4)	1 (4)	-	1	1	-	-	10 (6)
NICARAGUA	4 (1)	-	-	-	-	-	-	-	-	4 (1)
PANAMA	5	-	-	-	1	-	1	-	-	4
PARAGUAY	1	-	1	1	-	1	1	-	-	1
PERU	15 (5)	-	-	-	1	-	1	+1 (+1)	-	15 (5)
GUINEA-BISSAU	4 (1)	-	-	-	-	1 (1)	1 (1)	-	-	1 (0)
URUGUAY	11 (2)	-	-	-	-	1	1	-	-1 (-1)	9 (1)
VENEZUELA	15 (10)	-	-	-	-	1	1	+1 (+1)	-1 (-1)	14 (10)
SUBTOTAL	424 (64)	-	5 (1)	5 (1)	17 (4)	10 (4)	27 (4)	+7 (+4)	-7 (-6)	402 (59)
MIDDLE EAST										
ARMENIAN SSR	10	-	-	-	1	-	1	-	-	9
BAHRAIN	0	-	-	-	-	-	-	-	-	0
CYPRUS	8	-	-	-	-	-	-	-	-	8
DEMOCRATIC YEMEN	6 (1)	-	-	-	-	-	-	-	-	6 (1)
IRAN (ISLAMIC REPUBLIC OF)	20 (6)	-	1 (1)	1 (1)	-	-	-	-	-	21 (7)
IRAQ	15 (4)	-	-	-	-	-	-	-	-	15 (4)
LEBANON	7 (1)	-	-	-	-	1	1	-	-	6 (1)
JORDAN	10	-	1	1	-	-	-	-	-	11
KUWAIT	0	-	-	-	-	-	-	-	-	0

TABLE 12 (continued)

REGION AND COUNTRY OR NATIONALITY	NUMBER OF STAFF 30/06/86	APPOINTMENTS			SEPARATIONS a/ 30/06/86			OTHER STAFF CHANGES b/ 30/06/87	NUMBER OF STAFF 30/06/87	SPECIAL CATEGORY c/ 30/06/87
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL			
MIDDLE EAST (continued)										
LEBANON	17 (4)	-	-	-	1	-	1	+1	-	17 (4)
OMAN	4 (1)	-	-	-	-	-	4	-	-	4 (1)
QATAR	4	-	-	-	-	1	1	-	-	4
Saudi ARABIA	4 (3)	-	-	-	-	1	1	-	-	4 (3)
SYRIAN ARAB REPUBLIC	9	-	-	-	-	4	4	-	-	7
TURKEY	16 (4)	-	-	-	-	1	1	-	-	15 (4)
UNITED ARAB EMIRATES	1 (1)	-	-	-	-	-	-	-	-	1 (1)
YEMEN	4	-	-	-	1	-	1	-	-	3
BURUNDI	131 (21)	-	4 (1)	4 (1)	3	6	9	+1	-	125 (24)
NORTH AMERICA AND THE CARIBBEAN										
ANTIGUA AND BARBUDA	0	-	-	-	-	-	-	+2 (+4)	-	4 (4)
BANGLADESH	2 (1)	-	-	-	1	-	1	-	-	1 (1)
BARBADOS	7 (3)	-	-	-	-	-	-	-	-	7 (3)
BELIZE	4 (4)	-	-	-	-	-	-	-	-	4 (4)
CANADA	60 (12)	-	4 (1)	4 (1)	3 (1)	3	6 (1)	+3 (+4)	-1 (-1)	58 (13)
DOMINICA	1	-	-	-	-	-	-	-	-	1
GRENADA	3	-	-	-	-	-	-	-	-	3
GUATEMALA	15 (7)	-	-	-	-	-	-	-	-	15 (7)
JAMAICA	17 (4)	-	-	-	1	-	1	+1 (+1)	-	17 (9)
HAITI R. DOMINICAN REP.	2 (1)	-	-	-	-	-	-	-	-	2 (1)
HONDURAS	5 (2)	-	-	-	-	-	-	-	-	5 (2)
SAINT VINCENT AND THE GRENADINES	1	-	-	-	-	-	-	-	-	1
TRINIDAD AND TOBAGO	14 (6)	-	-	-	-	-	-	-	-	14 (6)
UNEP/RD UNITED STATES OF AMERICA	432 (170)	-	4 (4)	4 (4)	15 (6)	11 (3)	28 (9)	+15 (+14)	-9 (-6)	414 (174)
BURUNDI	561 (209)	-	6 (3)	6 (3)	40 (7)	10 (1)	40 (10)	+11 (+10)	-10 (-7)	562 (214)

TABLE 12 (concluded)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/86	APPOINTMENTS			SEPARATIONS ^{a/}			OTHER STAFF CHANGES ^{b/}	NUMBER OF STAFF 30/06/87	SPECIAL CATEGORY ^{c/}
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL			
OTHERS										
NAMIBIA	4 (1)	-	-	-	1 (1)	1	2	-	2 (1)	-
REPUBLIC OF KOREA	2 (1)	-	-	-	-	-	-	-	2 (1)	-
SWITZERLAND	20 (7)	-	1	1	3 (2)	-	3 (2)	+1 (+1)	-	19 (6)
STATELESS	4	-	-	-	-	-	-	-	4	-
SUBTOTAL	30 (9)	-	1	1	4 (2)	1	5 (2)	+1 (+1)	-	27 (8)
TOTAL	2 740 (677)	-	49 (14)	49 (14)	96 (24)	111 (15)	207 (39)	+56 (+34)	-44 (-20)	2 594 (666)

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

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

(i) Between posts subject to geographical distribution and posts with special language requirements;

(ii) Placed on special leave without pay or returned from such leave;

(iii) Detailed or assigned to a technical assistance project or returned from such project;

(iv) Seconded to the United Nations Development Programme or other United Nations bodies or returned from such secondment;

(v) Promoted from the General Service and related categories to the Professional category;

(iv) After a change of nationality status.

^{c/} Staff members with permanent resident status in the United States of America.

TABLE 13

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS BY REGION,
NATIONALITY AND LEVEL (SHOWING NUMBER OF FEMALE STAFF)

(AS AT 30 JUNE 1987)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/86						NUMBER OF STAFF 30/06/87
		P-5	P-4	P-3	P-2	P-1	
AFRICA							
ALGERIA	4	1	1	2	-	-	4
BENIN	1	-	-	1	-	-	1
BURUNDI	1	-	-	-	1	-	1
CAMEROON	1 (1)	-	-	-	-	-	0
EGYPT	101 (22)	18 (3)	35 (6)	38 (10)	9 (3)	-	100 (22)
GHANA	2	-	-	2	-	-	2
KENYA	1 (1)	-	-	1 (1)	-	-	1 (1)
MALI	1	-	-	1	-	-	1
MOROCCO	2	-	-	1	1	-	2
SENEGAL	4	-	-	4	-	-	4
SUDAN	6	1	1	3	1	-	6
TUNISIA	14 (2)	-	4	7 (2)	4	-	15 (2)
SUBTOTAL	138 (26)	20 (3)	41 (6)	60 (13)	16 (3)	-	137 (25)

TABLE 13 (continued)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF						NUMBER OF STAFF 30/06/87
	30/06/86	P-5	P-4	P-3	P-2	P-1	
ASIA AND THE PACIFIC							
AUSTRALIA	1 (1)	-	-	1 (1)	-	-	1 (1)
CHINA	138 (27)	21 (4)	41 (7)	55 (11)	27 (5)	-	144 (27)
MALAYSIA	1	-	1	-	-	-	1
NEW ZEALAND	1	-	-	1	-	-	1
SUBTOTAL	141 (28)	21 (4)	42 (7)	57 (12)	27 (5)	-	147 (28)
EUROPE (EASTERN)							
BULGARIA	1	-	-	1	-	-	1
UKRAINIAN SOVIET SOCIALIST REPUBLIC	1	-	-	1	-	-	1
UNION OF SOVIET SOCIALIST REPUBLICS	150 (11)	13	29 (2)	68 (6)	47 (3)	-	157 (11)
SUBTOTAL	152 (11)	13	29 (2)	70 (6)	47 (3)	-	159 (11)
EUROPE (WESTERN)							
AUSTRIA	2 (1)	-	-	2 (1)	-	-	2 (1)
BELGIUM	12 (4)	1	6 (4)	3	1	-	11 (4)
FRANCE	142 (87)	27 (16)	52 (31)	51 (33)	6 (5)	-	136 (85)
GERMANY, FEDERAL REPUBLIC OF	2 (2)	1	1 (1)	2 (2)	-	-	4 (3)

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TABLE 13 (continued)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF						NUMBER OF STAFF 30/06/87
	30/06/86	P-5	P-4	P-3	P-2	P-1	
EUROPE (WESTERN) (continued)							
IRELAND	2	1	-	1	-	-	2
ITALY	2 (1)	-	1	-	1 (1)	-	2 (1)
NETHERLANDS	1 (1)	-	-	-	1 (1)	-	1 (1)
SPAIN	40 (10)	8	17 (5)	11 (3)	1 (1)	-	37 (9)
UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND	29 (39)	18 (6)	36 (20)	22 (10)	2 (1)	-	78 (37)
SUBTOTAL	261 (145)	56 (22)	113 (61)	92 (49)	12 (9)	-	273 (141)
LATIN AMERICA							
ARGENTINA	34 (13)	7 (3)	17 (5)	7 (5)	2 (1)	-	14 (14)
BOLIVIA	3 (1)	1	1 (1)	-	-	-	2 (1)
CHILE	17 (10)	4 (1)	7 (4)	6 (5)	-	-	17 (10)
COLOMBIA	5 (4)	1 (1)	3 (2)	2 (2)	-	-	6 (5)
COSTA RICA	1	-	-	1	-	-	1
CUBA	3	-	-	3	-	-	3
ECUADOR	4 (2)	1	2 (2)	1	-	-	4 (2)
HAITI	1 (1)	-	-	-	-	-	0

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TABLE 13 (continued)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF						NUMBER OF STAFF 30/06/87
	30/06/86	P-5	P-4	P-3	P-2	P-1	
LATIN AMERICA (continued)							
MEXICO	6 (4)	2 (1)	3 (2)	1 (1)	1 (1)	-	7 (5)
PANAMA	1	-	-	2	-	-	2
PARAGUAY	2 (1)	1 (1)	-	1	-	-	2 (1)
PERU	7 (3)	-	4 (2)	3 (1)	-	-	7 (3)
URUGUAY	8 (2)	-	3 (1)	4 (1)	2 (1)	-	9 (3)
VENEZUELA	1	-	-	1	-	-	1
SUBTOTAL	93 (41)	17 (7)	40 (19)	32 (15)	5 (3)	-	94 (44)
MIDDLE EAST							
IRAQ	2	-	1	1	-	-	2
ISRAEL	4 (1)	-	1 (1)	3	-	-	4 (1)
JORDAN	7 (1)	3	1	1	3 (1)	-	6 (1)
LEBANON	9 (2)	1	1	3 (1)	3 (1)	-	8 (2)
SYRIAN ARAB REPUBLIC	25 (7)	4 (1)	4	14 (5)	2 (1)	-	24 (7)
YEMEN	0	-	-	-	1	-	1
SUBTOTAL	47 (11)	8 (1)	8 (1)	22 (6)	9 (3)	-	47 (11)

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TABLE 13 (concluded)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF						NUMBER OF STAFF 30/06/87
	30/06/86	P-5	P-4	P-3	P-2	P-1	
NORTH AMERICA AND THE CARIBBEAN							
ANTIGUA AND BARBUDA	1 (1)	1 (1)	-	-	-	-	1 (1)
CANADA	12 (4)	1	4	4 (3)	2 (1)	-	11 (4)
GUYANA	2 (1)	-	-	2 (2)	1	-	3 (2)
JAMAICA	4 (3)	-	3 (2)	-	1 (1)	-	4 (3)
TRINIDAD AND TOBAGO	1 (0)	-	1	1 (1)	-	-	2 (1)
UNITED STATES OF AMERICA	84 (44)	8 (3)	30 (11)	34 (22)	10 (8)	1 (1)	83 (45)
SUBTOTAL	104 (53)	10 (4)	38 (13)	41 (28)	14 (10)	1 (1)	104 (56)
OTHERS							
PALESTINE	1	-	-	2	-	-	2
SWITZERLAND	11 (6)	3 (1)	5 (3)	3 (3)	-	-	11 (7)
STATELESS	1	-	1	-	-	-	1
SUBTOTAL	13 (6)	3 (1)	6 (3)	5 (3)	-	-	14 (7)
TOTAL	969 (321)	148 (42)	317 (112)	379 (132)	130 (36)	1 (1)	975 (323)

TABLE 14

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

(AS AT 30 JUNE 1987)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/86	NUMBER OF STAFF 30/06/87								
		UBG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1
ASIA AND THE PACIFIC										
AUSTRALIA	1	-	-	-	-	-	-	-	-	0
FIJI	1	-	-	-	-	-	1	-	-	1
NEPAL	1	-	-	-	-	-	-	1	-	1
SUBTOTAL	3	-	-	-	-	-	1	1	-	2
EUROPE (EASTERN)										
POLAND	1	-	-	-	-	-	-	1	-	1
SUBTOTAL	1	-	-	-	-	-	-	1	-	1
EUROPE (WESTERN)										
AUSTRIA	1	-	1	-	-	-	-	-	-	1
FINLAND	1	-	1	-	-	-	-	-	-	1
FRANCE	1	-	-	-	-	-	-	-	-	0
GREECE	1	-	-	-	-	-	-	1	-	1
IRELAND	1	-	-	-	-	-	-	-	-	0
NORWAY	0	-	1	1	-	-	-	-	-	2
SWEDEN	1	-	1	-	-	-	1	-	-	2
UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND	1	-	-	-	-	-	-	-	-	0
SUBTOTAL	7	-	4	1	-	-	1	1	-	7
LATIN AMERICA										
CHILE	1	-	-	1	-	-	-	-	-	1
SUBTOTAL	1	-	-	1	-	-	-	-	-	1

/...

TABLE 14 (concluded)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/86							NUMBER OF STAFF 30/06/87				
	USG	ABG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	30/06/87		
NORTH AMERICA AND THE CARIBBEAN												
CANADA	1 (1)	-	-	-	-	-	-	1 (1)	-	-	-	1 (1)
UNITED STATES OF AMERICA	2 (1)	-	-	-	-	-	-	1 (1)	1 (1)	-	-	2 (1)
SUBTOTAL	3 (2)	-	-	-	-	-	-	2 (2)	1 (2)	-	-	3 (2)
TOTAL	15 (2)	-	4	2	-	-	-	4 (2)	4 (2)	-	-	14 (2)

TABLE 15

WEIGHTED* AND UNWEIGHTED DISTRIBUTION OF POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND ACTUAL STAFF POSITION IN POINTS BY REGION AND NATIONALITY

(AS AT 30 JUNE 1987)

REGION/ NATIONALITY	ASSESS- MENT	DEIRABLE RANGE	MID- POINT	NUMBER OF STAFF	WEIGHTED RANGE	MID- POINT	STAFF POSITION
AFRICA							
ALGERIA	.148	4-13	8.37	19	400-602	401	1 127
ANGOLA	.018	2-11	6.40	1	102-504	303	38
BENIN	.018	2-11	6.40	7	102-504	303	367
BOTSWANA	.018	2-11	6.40	1	102-504	303	38
BURKINA FABO	.018	2-11	6.40	6	102-504	303	297
BURUNDI	.018	2-11	6.40	4	102-504	303	150
CAMEROON	.018	2-11	6.40	8	102-504	303	422
CAPE VERDE	.018	2-11	6.40	1	102-504	303	38
CENTRAL AFRICAN REPUBLIC	.018	2-11	6.40	2	102-504	303	75
CHAD	.018	2-11	6.40	4	102-504	303	160
COMOROS	.018	2-11	6.40	2	102-504	303	67
CONGO	.018	2-11	6.40	8	102-504	303	176
COTE D'IVOIRE	.028	2-11	6.55	11	110-512	311	371
DJIBOUTI	.018	2-11	6.40	1	102-504	303	38
Egypt	.078	3-12	7.31	14	147-549	348	940
EQUATORIAL GUINEA	.018	2-11	6.40	1	102-504	303	30
ETHIOPIA	.018	2-11	6.40	25	102-504	303	1 052
GABON	.038	2-11	6.70	0	117-519	318	0
GAMBIA	.018	2-11	6.40	8	102-504	303	412
GHANA	.018	2-11	6.40	17	102-504	303	1 099
GUINEA	.018	2-11	6.40	7	102-504	303	388
GUINEA-BISSAU	.018	2-11	6.40	0	102-504	303	0
KENYA	.018	2-11	6.40	14	102-504	303	686
LESOTHO	.018	2-11	6.40	7	102-504	303	467
LIBERIA	.018	2-11	6.40	10	102-504	303	407
LIBYAN ARAB JAMAHIRIYA	.268	5-14	10.18	7	490-693	492	355
MADAGASCAR	.018	2-11	6.40	11	102-504	303	503
MALAWI	.018	2-11	6.40	8	102-504	303	385
MALI	.018	2-11	6.40	11	102-504	303	918
MAURITANIA	.018	2-11	6.40	4	102-504	303	204
MAURITIUS	.018	2-11	6.40	15	102-504	303	754
MOROCCO	.058	3-11	7.01	13	132-534	333	680
MOZAMBIQUE	.018	2-11	6.40	1	102-504	303	47
NIGER	.018	2-11	6.40	5	102-504	303	217
NIGERIA	.198	5-13	9.12	17	238-640	439	1 009
RWANDA	.018	2-11	6.40	3	102-504	303	113
SAO TOME AND PRINCIP	.018	2-11	6.40	0	102-504	303	0
SENEGAL	.018	2-11	6.40	13	192-504	303	644
SEYCHELLES	.018	2-11	6.40	2	102-504	303	60
SERRA LEONE	.018	2-11	6.40	15	102-504	303	846
SOMALIA	.018	2-11	6.40	13	102-504	303	684
SOUTH AFRICA	.448	9-17	12.90	11	426-828	627	423
SUDAN	.018	2-11	6.40	11	102-504	303	550
SWAZILAND	.018	2-11	6.40	5	102-504	303	189
TOGO	.018	2-11	6.40	8	102-504	303	423
TUNISIA	.038	2-11	6.70	20	117-519	318	1 226
UGANDA	.018	2-11	6.40	12	102-504	303	625
UNITED REPUBLIC OF TANZANIA	.018	2-11	6.40	18	102-504	303	944
ZAIRE	.018	2-11	6.40	11	102-504	303	494
ZAMBIA	.018	2-11	6.40	10	102-504	303	470
ZIMBABWE	.028	2-11	6.55	6	110-512	311	320
POPULATION RESERVE			23.00			1 088	
REGION TOTAL	1.668	312-422	366.79	428	14 798-20 020	17 409	21 503

TABLE 15 (continued)

REGION/ NATIONALITY	ABSENCE- MENT	DESIREEABLE RANGE	MID- POINT	NUMBER OF STAFF	WEIGHTED RANGE	MID- POINT	STAFF POSITION
ASIA AND THE PACIFIC							
AUSTRALIA	1.660	27-36	31.34	30	1 314-1 778	1 546	1 475
BANGLADESH	.020	2-11	6.55	16	110-512	311	942
BHUTAN	.010	2-11	6.40	2	102-504	303	60
BRUNEI DARUSSALAM	.060	3-11	6.85	0	125-527	326	0
BURMA	.010	2-11	6.40	5	102-504	303	440
CHINA	.790	14-22	18.19	45	690-1 092	891	4 319
DEMOCRATIC KAMPUCHEA	.010	4-11	6.40	5	102-504	303	463
FIJI	.010	2-11	6.40	6	102-504	303	397
INDIA	.350	7-16	11.54	39	358-760	559	4 075
INDONESIA	.140	4-13	8.37	8	200-802	401	459
JAPAN	10.040	145-196	170.07	91	7 193-9 731	8 464	4 194
LAO PEOPLE'S DEMOCRATIC REPUBLIC	.010	2-11	6.40	1	102-504	303	47
MALAYSIA	.100	4-14	7.76	15	170-572	371	764
MALDIVES	.010	2-11	6.40	0	102-504	303	0
MONGOLIA	.010	2-11	6.40	1	102-504	303	30
NEPAL	.010	2-11	6.40	13	102-504	303	688
NEW ZEALAND	.240	6-14	9.68	9	275-677	476	441
PAKISTAN	.060	3-11	7.16	16	140-542	341	993
PAPUA NEW GUINEA	.010	2-11	6.40	4	102-504	303	120
PHILIPPINES	.100	4-12	7.76	60	170-572	371	4 284
SAMOA	.010	2-11	6.40	1	102-504	303	38
SINGAPORE	.100	4-12	7.76	12	170-572	371	541
SOLOMON ISLANDS	.010	2-11	6.40	0	102-504	303	0
SRI LANKA	.010	2-11	6.40	13	102-504	303	769
THAILAND	.090	3-12	7.61	30	162-564	363	1 141
VANUATU	.010	2-11	6.40	0	102-504	303	0
VIET NAM	.010	2-11	6.40	4	102-504	303	147
POPULATION RESERVE			107.00			5 061	
REGION TOTAL	14.670	423-572	497.44	426	20 478-47 706	24 094	20 386
EUROPE (EASTERN)							
ALBANIA	.010	2-11	6.40	0	102-504	303	0
BULGARIA	.160	4-13	8.67	8	215-617	416	380
BYELORUSSIAN SOVIET SOCIALIST REPUBLIC	.340	7-16	11.39	7	351-753	552	283
CZECHOSLOVAKIA	.700	13-21	16.83	13	622-1 024	823	538
GERMAN DEMOCRATIC REPUBLIC	1.330	24-31	26.35	13	1 097-1 499	1 298	569
HUNGARY	.220	5-14	9.57	8	260-662	463	427
POLAND	.640	12-20	15.92	15	577-979	778	825
ROMANIA	.190	5-13	9.12	4	238-643	439	229
UKRAINIAN SOVIET SOCIALIST REPUBLIC	1.280	21-30	25.59	26	1 059-1 461	1 260	1 111
UNION OF SOVIET SOCIALIST REPUBLICS	10.200	136-184	160.40	157	6 783-9 177	7 980	7 597
YUGOSLAVIA	.460	9-17	13.20	10	441-843	642	530
POPULATION RESERVE			17.00			804	
REGION TOTAL	15.530	472-369	320.44	261	13 393-18 119	15 756	12 489
EUROPE (WESTERN)							
AUSTRIA	.740	13-42	17.43	24	652-1 054	853	1 390
BELGIUM	1.180	20-28	24.08	24	984-1 386	1 185	1 122
DENMARK	.720	13-21	17.13	13	637-1 039	838	640
FINLAND	.500	10-18	13.81	14	471-873	672	699
FRANCE	6.370	87-118	102.52	114	4 330-5 859	5 095	5 771
GERMANY, FEDERAL REPUBLIC OF	8.260	111-151	131.08	110	5 541-7 496	6 518	4 857
GREECE	.440	9-17	12.90	8	426-828	527	457
ICELAND	.030	2-11	6.70	5	117-519	318	250

TABLE 15 (continued)

REGION/ NATIONALITY	ABOVE- MENT	DEIRABLES RANGE	MID- POINT	NUMBER OF STAFF	WEIGHTED RANGE	MID- POINT	STAFF POSITION
EUROPE (WESTERN) (continued)							
IRELAND	.186	5-13	8.97	14	230-632	431	704
ITALY	3.798	54-73	63.53	51	4 678-3 624	3 151	2 445
LUXEMBOURG	.056	3-11	7.01	1	134-534	333	47
MALTA	.016	2-11	6.40	9	102-504	303	467
NETHERLANDS	1.748	28-37	32.55	49	1 366-1 847	1 606	1 366
NORWAY	.546	10-19	14.41	5	501-903	704	470
PORTUGAL	.186	5-13	8.97	9	230-632	431	414
SPAIN	3.038	31-42	36.93	37	1 551-2 099	1 845	1 774
SWEDEN	1.256	21-29	25.14	27	1 036-1 438	1 237	1 468
UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND							
POPULATION RESERVE	4.806	68-97	79.70	89	3 363-4 551	3 957	4 405
				14.00		662	
REGION TOTAL	34.876	530-717	623.26	583	46 132-30 052	30 744	28 544
LATIN AMERICA							
ARGENTINA	.626	11-20	15.62	28	562-964	763	1 664
BOLIVIA	.016	2-11	6.40	6	102-504	303	300
BRAZIL	1.406	43-54	47.41	47	1 148-1 553	1 350	1 331
CHILE	.076	3-12	7.31	27	147-549	348	1 267
COLOMBIA	.136	4-12	8.41	10	193-595	394	483
COSTA RICA	.026	2-11	6.55	3	110-512	311	142
CUBA	.096	3-12	7.61	3	164-564	303	214
DOMINICAN REPUBLIC	.036	2-11	6.70	3	117-519	310	132
ECUADOR	.036	2-11	6.70	9	117-519	318	483
EL SALVADOR	.016	2-11	6.40	5	102-504	303	476
GUATEMALA	.026	2-11	6.55	3	110-512	311	178
HAITI	.016	2-11	6.40	7	102-504	303	360
HONDURAS	.016	2-11	6.40	3	102-504	303	107
MEXICO	.896	15-24	19.70	20	765-1 167	966	828
NICARAGUA	.016	2-11	6.40	4	102-504	303	416
PANAMA	.026	2-11	6.55	4	110-512	311	216
PARAGUAY	.026	2-11	6.55	1	110-512	311	38
PERU	.076	3-12	7.31	19	147-549	348	685
SURINAME	.016	2-11	6.40	1	102-504	303	47
URUGUAY	.046	3-11	6.85	9	125-527	326	466
VENEZUELA	.606	11-20	15.34	14	547-949	748	661
POPULATION RESERVE				16.00		757	
REGION TOTAL	4.116	178-241	209.34	202	8 552-11 570	10 061	9 995
MIDDLE EAST							
AFGHANISTAN	.016	2-11	6.40	9	102-504	303	444
BAHRAIN	.026	2-11	6.55	0	110-512	311	0
CYPRUS	.026	2-11	6.55	8	110-512	311	471
DEMOCRATIC YEMEN	.016	2-11	6.40	6	102-504	303	278
IRAN (ISLAMIC REPUBLIC OF)	.636	12-20	15.77	21	569-971	770	1 104
IRAQ	.126	4-12	8.06	15	185-587	386	898
ISRAEL	.226	5-14	9.57	6	260-662	461	460
JORDAN	.016	2-11	6.40	11	102-504	303	607
KUWAIT	.296	6-15	10.63	0	313-715	514	0
LEBANON	.016	2-11	6.40	17	102-504	303	841
OMAN	.026	2-11	6.55	4	110-512	311	108
QATAR	.046	3-11	6.85	1	125-527	326	30
SAUDI ARABIA	.976	17-25	20.91	3	825-1 227	1 026	146
SYRIAN ARAB REPUBLIC	.046	3-11	6.85	7	125-527	326	420
TURKEY	.346	7-16	11.39	15	551-753	592	747

TABLE 15 (continued)

REGION/ NATIONALITY	ADMISSION- MENT	DEIRABLE RANGE	MID- POINT	NUMBER OF STAFF	WEIGHTED RANGE	MID- POINT	STAFF POSITION
MIDDLE EAST (continued)							
UNITED ARAB EMIRATES	.18%	5-13	8.97	1	110-634	431	38
YEMEN	.01%	2-11	6.40	3	102-504	303	155
POPULATION RESERVE			7.00			331	
REGION TOTAL	2.94%	134-181	157.65	125	6 435-8 707	7 571	6 539
NORTH AMERICA AND THE CARIBBEAN							
ANTIGUA AND BARBUDA	.01%	2-11	6.40	2	102-504	303	75
BAHAMAS	.01%	2-11	6.40	1	102-504	303	38
BARBADOS	.01%	2-11	6.40	1	102-504	303	344
BELIZE	.01%	2-11	6.40	2	102-504	303	85
CANADA	3.06%	45-60	52.49	58	4 411-4 991	4 604	3 060
DOMINICA	.01%	2-11	6.40	1	102-504	303	61
GREENADA	.01%	2-11	6.40	3	102-504	303	207
GUYANA	.01%	2-11	6.40	15	102-504	303	723
JAMAICA	.04%	2-11	6.55	17	110-512	311	830
SAINT KITTS AND NEVIS	.01%	2-11	6.40	2	102-504	303	60
SAINT LUCIA	.01%	2-11	6.40	5	102-504	303	174
SAINT VINCENT AND THE GRENADINES	.01%	2-11	6.40	1	102-504	303	38
TRINIDAD AND TOBAGO	.04%	2-11	6.85	14	125-527	326	616
UNITED STATES OF AMERICA	25.00%	340-442	384.06	414	16 260-21 999	19 130	19 379
POPULATION RESERVE			11.00			520	
REGION TOTAL	28.22%	440-604	526.95	542	22 030-29 806	25 918	25 690

* Weighted by starting salary as follows:

Number of staff	Percentage	Base 2 700	X	\$ Q.P.A.	=	Points
0-6	1.00	47.0	X	121.0	=	5 267.0
ABU	.85	43.0	X	107.1	=	4 463.3
D-2	3.20	86.4	X	88.4	=	7 188.5
D-1	4.28	137.3	X	69.8	=	16 565.5
P-5	475	18.31	X	494.4	=	30 059.5
P-4	671	25.87	X	698.5	=	33 039.1
P-3	682	46.49	X	709.8	=	26 688.5
P-2	365	14.07	X	379.9	=	11 321.0
P-1	62	1.62	X	43.7	=	974.5
	2 594	100.00	X	2 700.0	=	131 564.9
Modal weight 47.3 points (P-4 level)						
Population factor 9,423.5 points (195 X 47.3)						
Membership factor 67,004.4 points (6.25 X 47.3 X 159)						
Points to be distributed according to contribution scale						
75,337.0 points (131,564.9 - 9,423.5 - 67,004.4)						
57.1%						

III. OTHER TABLES

TABLE 16

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

(AS AT 31 DECEMBER 1986)

ORGANIZATION	ABC AND ABOVE								TOTAL STAFF	PERCENTAGE OF FEMALE STAFF
	D-2	D-1	P-5	P-4	P-3	P-2	P-1			
UNITED NATIONS	4	4	21	87	290	390	218	28	1 042	3 865 27.0
UNDP	1	1	9	22	65	58	96	40	292	1 146 25.5
UNICEF	0	3	3	27	42	79	106	42	302	934 32.3
UNHCR	0	0	1	6	9	39	37	13	105	449 23.4
UNITAR	0	0	0	0	0	2	1	0	3	14 21.4
UNRWA	0	0	0	1	1	2	1	0	5	84 6.0
ITC	0	0	0	1	4	6	5	0	14	77 18.4
ICBC	0	0	0	0	4	3	0	0	5	23 21.7
UNU	0	0	0	0	1	4	4	0	7	40 17.5
ILO ^{a/}	0	0	3	17	42	52	31	1	146	791 18.5
FAO	0	0	4	14	50	74	83	5	428	1 536 14.8
UNESCO	0	4	4	20	-	78	62	9	230	984 23.4
WHO	0	4	2	34	53	70	33	6	402	991 20.4
PANHO	0	0	2	4	9	14	12	16	57	181 31.5
IBRD/IFC ^{b/}	-	-	-	-	-	-	-	-	1 006	4 144 24.3
IMF ^{b/}	-	-	-	-	-	-	-	-	247	1 054 23.4
ICAO	0	0	0	0	13	22	15	3	53	325 16.3
UPU	0	0	0	0	2	7	1	0	10	71 14.1
ITU	0	0	1	0	11	15	11	0	38	295 12.9
WMO	0	0	0	2	5	15	5	0	26	135 14.3
IMO	0	0	0	0	7	6	3	2	18	97 18.6
WIPO	0	0	0	2	4	4	4	0	12	102 11.8
IFAD	0	0	1	1	4	1	6	0	13	80 16.3
UNIDO	0	0	4	3	25	32	11	1	74	432 17.1
IABA	0	0	0	8	12	33	21	2	76	654 11.6
ICITI/GATT	0	0	0	3	12	10	10	1	36	140 25.7
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TOTAL	5	14	53	250	714	1 015	777	169	4 250	18 659 22.8

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

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

TABLE 17

SEX DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT

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

(AS AT 30 JUNE 1987)

DEPARTMENT OR OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL			GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
EOSG	-	1	-	1	-	5	1	2	-	2	1	2	3	1	2	1	1	-	8	15	23	
ODGDIC	-	1	-	1	-	2	-	4	-	2	1	-	1	1	-	-	-	-	2	11	13	
OSGSSPA	-	2	-	-	-	4	1	2	-	2	-	2	1	1	-	-	-	-	2	13	15	
OPGS	-	1	-	-	-	2	1	1	5	1	3	6	8	5	-	3	-	-	17	19	36	
ONCI	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	1	2	
OLA	-	1	-	-	-	2	1	5	1	8	5	10	3	8	2	1	-	1	12	36	48	
PSCA	-	1	-	1	-	2	1	11	2	14	6	14	6	9	5	3	1	-	21	55	76	
DDA	-	1	-	-	-	3	-	3	1	6	3	5	4	2	-	2	1	-	9	20	29	
SPQRHCDT	-	1	-	1	-	3	-	8	4	8	4	10	9	7	5	4	-	-	22	42	64	
IESA	-	1	-	1	1	4	1	15	6	42	19	49	23	28	13	19	5	3	68	162	230	
TCD	-	1	-	-	-	5	1	11	5	24	10	29	13	20	4	4	-	-	33	94	127	
ECE	-	1	-	-	-	1	-	8	-	21	1	24	6	23	5	13	1	-	13	91	104	
ESCAP	-	1	-	-	-	1	1	11	2	23	4	50	12	38	17	8	-	1	36	133	169	
ECLAC	-	1	-	-	-	1	-	8	1	27	7	35	7	25	10	17	2	1	27	115	142	
ECA	-	1	-	-	-	1	-	11	-	28	3	54	5	51	7	16	-	-	15	162	177	
ESCWA	-	1	-	-	-	1	-	5	1	12	2	20	6	17	2	3	1	-	12	59	71	
REGCOM	-	-	-	-	-	-	-	1	-	1	1	-	-	-	-	-	-	-	1	2	3	
UNCTAD ^{a/}	-	1	-	1	-	9	-	20	3	52	6	49	16	53	10	22	2	1	37	208	245	
UNDRO ^{a/}	-	1	-	-	-	1	-	-	-	7	1	7	1	3	2	2	-	-	4	21	25	
UNBEP ^{a/}	-	1	-	2	-	3	-	3	1	4	3	5	-	7	1	2	-	-	5	27	32	
UNCHS	-	1	-	1	-	-	-	3	1	9	4	8	3	8	4	4	1	-	13	34	47	
UNCS	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	1	
CTC	-	-	-	1	-	2	1	2	-	5	3	6	3	5	1	3	-	-	8	24	32	
UNCSTD	-	-	-	1	-	2	-	3	-	3	-	1	1	-	-	2	-	-	1	12	13	
DALOS	-	1	-	-	-	1	-	3	2	2	1	3	1	3	-	1	-	-	4	14	18	
AM/USG	-	1	-	-	-	1	-	-	1	2	-	-	1	-	-	-	-	-	2	4	6	
AM/OPBME	-	-	-	1	-	1	-	5	2	7	3	4	7	3	2	1	1	-	15	22	37	
AM/OPS	-	-	-	1	-	2	2	4	-	11	5	15	10	14	5	7	3	-	25	54	79	
AM/OHRM	-	-	1	1	-	2	2	6	7	7	9	11	12	14	9	6	1	-	41	47	89	
AM/OGS	-	-	-	-	-	2	-	7	3	9	3	19	11	15	4	11	-	-	21	63	84	
AM/MSD	-	-	-	-	-	1	1	4	-	6	4	9	4	4	-	4	-	-	9	28	37	
AM/VIAS	-	-	-	-	-	1	-	1	-	2	2	7	2	8	4	3	-	-	8	22	30	
CS	-	1	-	-	1	4	5	8	27	73	77	114	114	161	42	58	2	3	268	422	690	
DPI ^{b/}	1	-	-	-	-	6	1	8	5	32	19	32	16	38	20	18	3	-	65	134	199	
UNOG	-	1	-	1	-	3	3	7	14	48	40	101	48	91	14	36	4	1	123	289	412	
HR	-	-	-	1	-	-	-	2	-	7	4	6	3	9	5	8	-	-	12	33	45	
UNOV	1	-	-	1	-	1	-	6	-	7	2	13	5	11	4	8	1	1	13	48	61	
WFC	-	-	-	1	-	-	-	1	-	5	1	2	-	1	-	-	1	-	2	10	12	
UNCUNS	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	
ICDAIT	-	-	1	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	1	2	3	

TABLE 17 (continued)

DEPARTMENT OR OFFICE	UBU		ASG		D-2		D-1		P-3		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
UNISPP	-	-	-	-	-	-	-	-	1	2	3	2	4	6	2	2	-	-	10	12	22	
INTORG g/	-	-	-	-	-	-	1	-	-	3	-	1	1	-	-	1	-	-	4	5	7	
MISSION	-	-	-	-	-	-	1	-	2	-	3	-	1	-	1	-	-	-	-	9	9	
SPTABN	-	-	-	-	-	-	-	-	2	1	1	-	-	-	-	-	-	-	-	1	3	4
TOTAL	3	24	2	20	2	81	24	204	96	527	461	727	370	691	201	294	31	12	989	4580	3569	

a/ Including liaison offices at other duty stations.

b/ Including information centres.

g/ Including the secretariats of CCAQ, ICC, ACCIB and JIU.

B. SEX DISTRIBUTION OF STAFF IN THE GENERAL SERVICE AND OTHER CATEGORIES BY DEPARTMENT OR OFFICE

(AS AT 30 JUNE 1987)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS b/				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
EOSG	27	84.4	5	15.6	32	-	0.0	-	0.0	0
ODGDIC	14	93.3	1	6.7	15	-	0.0	-	0.0	0
OUSGSPA	13	100.0	-	0.0	13	-	0.0	-	0.0	0
OPGS	29	90.6	3	9.4	32	-	0.0	-	0.0	0
ORCI	1	100.0	-	0.0	1	-	0.0	-	0.0	0
OLA	54	94.7	3	5.3	57	-	0.0	-	0.0	0
PSCA	45	90.0	5	10.0	50	-	0.0	-	0.0	0
DDA	28	93.3	2	6.7	30	-	0.0	-	0.0	0
SPQRCDT	58	85.3	10	14.7	68	2	100.0	-	0.0	2
IESA	170	74.6	58	25.4	228	-	0.0	-	0.0	0
TCD	218	91.2	21	8.8	239	-	0.0	-	0.0	0
ECE	74	78.7	20	21.3	94	-	0.0	-	0.0	0
ESCAP	294	51.9	273	48.1	567	1	20.0	4	80.0	5
ECLAC	275	54.5	230	45.5	505	-	0.0	-	0.0	0
ECA	260	49.7	263	50.3	523	1	50.0	1	50.0	2
ESCOM	94	45.2	114	54.8	208	-	0.0	-	0.0	0
REGCOM	3	100.0	-	0.0	3	-	0.0	-	0.0	0
UNCTAD b/	165	80.5	40	19.5	205	-	0.0	-	0.0	0
UNDRO b/	21	80.8	5	19.2	26	-	0.0	1	100.0	1
UNEP b/	226	64.0	127	36.0	353	-	0.0	-	0.0	0
UNCHS	101	56.7	77	43.3	178	-	0.0	-	0.0	0
UNC	13	20.0	52	80.0	65	-	0.0	1	100.0	1
CTC	27	84.4	5	15.6	32	-	0.0	-	0.0	0
UNCSTD	12	85.7	2	14.3	14	-	0.0	-	0.0	0
DALOS	18	81.8	4	18.2	22	-	0.0	-	0.0	0
AM/USG	5	83.3	1	16.7	6	-	0.0	-	0.0	0
AM/OPBME	22	88.0	3	12.0	25	-	0.0	-	0.0	0
AM/OPS	89	68.5	41	31.5	130	-	0.0	-	0.0	0
AM/OHRM	111	80.4	27	19.6	138	17	89.5	2	10.5	19
AM/OCS	189	46.1	221	53.9	410	7	2.0	349	98.0	356
AM/MSD	25	55.6	20	44.4	45	-	0.0	-	0.0	0
AM/IAD	~	13	68.4	6	31.6	19	-	0.0	-	0.0
CS	398	54.1	337	45.9	735	6	9.7	56	90.3	62

TABLE 17 (concluded)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS a/				
	F	S	M	B	TOTAL	F	S	M	B	TOTAL
DPI c/	267	58.9	186	41.1	453	11	91.7	1	8.3	12
UNOG	475	48.0	515	52.0	990	29	82.9	6	17.1	35
HR	34	97.1	1	2.9	35	-	0.0	-	0.0	0
UNOV	93	41.5	131	58.5	224	1	5.6	17	94.4	18
WPC	12	80.0	3	20.0	15	-	0.0	-	0.0	0
UNCUNE	2	100.0	-	0.0	2	-	0.0	-	0.0	0
ICDAIT	2	66.7	1	33.3	3	-	0.0	-	0.0	0
UNJSPP	34	59.6	23	40.4	57	-	0.0	-	0.0	0
INTORG g/	13	92.9	1	7.1	14	-	0.0	-	0.0	0
FS	-	0.0	-	0.0	-	28	6.8	385	93.2	413
MISSION	96	15.2	537	84.8	633	33	33.7	65	66.3	98
SPTASN	1	100.0	-	0.0	1	-	0.0	-	0.0	0
TOTAL	4 121	55.0	3 374	45.0	7 495	136	13.3	888	86.7	1 024

a/ Including liaison offices at other duty stations.

b/ Including information centres.

c/ Including the secretariats of CCAQ, ICC, ACCIS and JIU.

g/ Includes Field Service, Security Service, Trades and Crafts (Manual Workers) and public information assistants in the Visitors Services.
