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## ADVANCEMENT OF WOMEN

Improvement of the status of women in the SecretariatReport of the Secretary-General

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## I. INTRODUCTION

1. In its resolutions 47/93 of 16 December 1992 and 47/226 C of 30 April 1993, the General Assembly reaffirmed the goals set in previous resolutions, namely, resolutions 46/100, 45/125 and 45/239 C on the improvement of the status of women in the Secretariat. In those resolutions the Assembly urged the Secretary-General to continue his efforts to achieve, by 1995, an overall participation rate of 35 per cent women in posts subject to geographical distribution and increase the participation rate of women in posts at the D-1 level and above to 25 per cent by the end of that same year.

2. In resolution 47/93, the Assembly, welcoming the evaluation and analysis of the main obstacles to the improvement of the status of women in the Secretariat, described in the Secretary-General's report (A/47/509), urged the Secretary-General to use the opportunity offered by the United Nations reorganization process to promote more women into senior level positions. The Assembly strongly encouraged Member States to support the efforts of the United Nations to increase the percentage of women in Professional posts and requested the Secretary-General to ensure that a progress report is given to the General Assembly at its forty-eighth session.

3. Section II of the present report describes the current situation and provides statistical data on the status of women in the Secretariat as at 30 June 1993. Section III describes developments that took place during the period from July 1992 to June 1993 which affected the status of women.

## II. CURRENT SITUATION

4. The percentage of women in the United Nations Secretariat in posts subject to geographical distribution rose by almost a percentage point, from 30.6 per cent in June 1992 to 31.3 per cent in June 1993. This rise was achieved despite the continuing freeze on regular recruitment during the whole of the reporting period. However, if the overall goal of 35 per cent by 1995 is to be reached, the one per cent growth rate envisaged in the medium-term plan for the period 1992-1997 will have to more than double and the efforts of the Organization be increased.

5. Although overall figures are disappointing, significant progress has been made in increasing the numbers of women in the higher echelons and in the decision-making levels. There are now three women at the Under-Secretary-General level, while at June 1992, there were none. The number of women at the Assistant Secretary-General and D-2 levels remains comparable to last year. However, women at the D-1 level now number 31, an increase from 26 a year ago. There are now 103 women at the P-5 level, up from the 94 a year earlier. Table 1 gives a detailed breakdown of staff in posts subject to geographical distribution for the one-year period ending June 1993. The figures in table 1 although showing improvement, do not take into account the results of the just completed 1992 promotion exercise, which adds significantly to the number of women at the P-3, P-4 and P-5 levels (see table 4). Table 2 provides data and percentage figures of women in posts subject to geographic distribution. The percentages, especially at the decision-making levels and at the P-4 level, show a steady rise and the consequent and welcome decrease at the P-2 and P-3 levels.

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Table 1  
Number and percentage of women in posts subject to  
geographical distribution  
(as at 30 June 1992 and 30 June 1993)

| Level | 30 June 1992 |       |       |            | 30 June 1993 |       |       |            |
|-------|--------------|-------|-------|------------|--------------|-------|-------|------------|
|       | Women        | Men   | Total | Percentage | Women        | Men   | Total | Percentage |
| USG   | 0            | 19    | 19    | 0          | 3            | 18    | 21    | 14.3       |
| ASG   | 1            | 14    | 15    | 6.7        | 1            | 14    | 15    | 6.7        |
| D-2   | 10           | 70    | 80    | 12.5       | 9            | 57    | 66    | 13.6       |
| D-1   | 26           | 216   | 242   | 10.7       | 31           | 211   | 242   | 12.8       |
| P-5   | 94           | 388   | 482   | 19.5       | 103          | 372   | 475   | 21.7       |
| P-4   | 212          | 475   | 687   | 30.9       | 203          | 463   | 666   | 30.5       |
| P-3   | 252          | 395   | 647   | 38.9       | 239          | 396   | 635   | 37.7       |
| P-2   | 194          | 227   | 421   | 46.1       | 209          | 237   | 446   | 46.9       |
| P-1   | 8            | 7     | 15    | 53.3       | 6            | 1     | 7     | 60.0       |
| Total | 797          | 1 811 | 2 608 | 30.6       | 804          | 1 769 | 2 573 | 31.3       |

Table 2  
Number and percentage of women in posts subject to geographic  
distribution a/ as from June 1986 to 30 June 1993

| LEVEL |       | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 | 1992 | 1993 |
|-------|-------|------|------|------|------|------|------|------|------|
| USG   | Men   | 27   | 24   | 24   | 22   | 24   | 25   | 19   | 18   |
|       | Women | 0    | 2    | 2    | 2    | 2    | 2    | 0    | 3    |
|       | TOTAL | 27   | 26   | 26   | 24   | 26   | 27   | 19   | 21   |
|       | %     | 0    | 7.6  | 7.6  | 8.3  | 7.7  | 7.4  | 0    | 14.3 |
| ASG   | Men   | 24   | 20   | 18   | 17   | 18   | 18   | 14   | 14   |
|       | Women | 4    | 2    | 1    | 0    | 0    | 0    | 1    | 1    |
|       | TOTAL | 28   | 22   | 19   | 17   | 18   | 17   | 15   | 15   |
|       | %     | 14.2 | 9.1  | 5.2  | 0    | 0    | 0    | 6.7  | 6.7  |
| D-2   | Men   | 86   | 81   | 83   | 78   | 71   | 75   | 70   | 57   |
|       | Women | 2    | 2    | 5    | 7    | 8    | 10   | 10   | 9    |
|       | TOTAL | 88   | 83   | 88   | 85   | 79   | 85   | 80   | 66   |
|       | %     | 2.3  | 2.4  | 5.6  | 8.2  | 10.1 | 11.8 | 12.5 | 14.3 |

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| LEVEL          |       | 1986  | 1987  | 1988  | 1989  | 1990  | 1991  | 1992  | 1993  |
|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| D-1            | Men   | 211   | 204   | 201   | 220   | 221   | 223   | 216   | 211   |
|                | Women | 20    | 24    | 19    | 15    | 16    | 20    | 26    | 31    |
|                | TOTAL | 231   | 228   | 220   | 235   | 237   | 243   | 242   | 242   |
|                | %     | 8.6   | 10.5  | 8.6   | 6.3   | 6.8   | 8.2   | 10.7  | 12.8  |
| P-5            | Men   | 445   | 421   | 416   | 409   | 338   | 387   | 388   | 372   |
|                | Women | 48    | 54    | 59    | 64    | 73    | 75    | 94    | 103   |
|                | TOTAL | 493   | 475   | 475   | 473   | 461   | 462   | 482   | 475   |
|                | %     | 9.7   | 11.4  | 12.4  | 13.5  | 15.8  | 16.2  | 19.5  | 21.7  |
| P-4            | Men   | 575   | 522   | 533   | 524   | 493   | 483   | 475   | 463   |
|                | Women | 157   | 149   | 162   | 170   | 180   | 214   | 212   | 203   |
|                | TOTAL | 732   | 671   | 695   | 694   | 673   | 697   | 687   | 666   |
|                | %     | 21.4  | 22.2  | 23.3  | 24.5  | 26.7  | 30.7  | 30.9  | 30.5  |
| P-3            | Men   | 474   | 444   | 393   | 389   | 408   | 408   | 395   | 396   |
|                | Women | 255   | 238   | 251   | 263   | 261   | 248   | 252   | 239   |
|                | TOTAL | 729   | 687   | 644   | 652   | 669   | 656   | 647   | 635   |
|                | %     | 35.0  | 34.6  | 39.0  | 40.3  | 39.0  | 37.8  | 38.9  | 37.7  |
| P-2            | Men   | 210   | 200   | 180   | 173   | 207   | 214   | 227   | 237   |
|                | Women | 167   | 165   | 137   | 141   | 175   | 182   | 194   | 209   |
|                | TOTAL | 377   | 365   | 317   | 314   | 382   | 396   | 421   | 446   |
|                | %     | 44.3  | 45.2  | 43.2  | 44.9  | 45.8  | 46.0  | 46.1  | 46.9  |
| P-1            | Men   | 12    | 12    | 10    | 12    | 6     | 9     | 7     | 1     |
|                | Women | 23    | 30    | 27    | 17    | 10    | 8     | 8     | 6     |
|                | TOTAL | 35    | 42    | 37    | 29    | 16    | 17    | 15    | 7     |
|                | %     | 65.7  | 71.4  | 73.0  | 41.3  | 62.5  | 47.0  | 53.3  | 60.0  |
| GRAND<br>TOTAL | Men   | 2 064 | 1 928 | 1 858 | 1 844 | 1 836 | 1 841 | 1 811 | 1 769 |
|                | Women | 676   | 666   | 663   | 679   | 725   | 759   | 797   | 804   |
|                | TOTAL | 2 740 | 2 594 | 2 521 | 2 523 | 2 561 | 2 600 | 2 608 | 2 573 |
|                | %     | 24.7  | 25.7  | 26.3  | 26.9  | 28.3  | 29.2  | 30.6  | 31.3  |

a/ Data was extracted from the annual report of the Secretary-General entitled "Composition of the Secretariat", which will be before the Assembly at its current session.

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A. Distribution of women by region of origin

6. In terms of region of origin, the proportion of women in posts subject to geographical distribution continues to be uneven. Women from the African, Middle Eastern and Eastern European regions remain below the overall 31 per cent. Table 3 gives the breakdown by region for the 12-month period ending June 1993 and that of a year earlier.

7. As of June 1993, no women from the following 76 Member States were in posts subject to geographical distribution: Afghanistan, Albania, Angola, Armenia, Azerbaijan, Bahrain, Bangladesh, Belarus, Bhutan, Bolivia, Bosnia and Herzegovina, Brunei Darussalam, Bulgaria, Cambodia, Cape Verde, Central African Republic, Chad, Comoros, Congo, Costa Rica, Cyprus, Democratic People's Republic of Korea, Djibouti, Dominica, El Salvador, Equatorial Guinea, Eritrea, Estonia, Gabon, Georgia, Grenada, Guinea-Bissau, Honduras, Kazakhstan, Kuwait, Kyrgyzstan, Lao People's Democratic Republic, Latvia, Liechtenstein, Lithuania, Macedonia, Maldives, Mali, Malta, Marshall Islands, Mauritania, Mauritius, Micronesia, Monaco, Mozambique, Myanmar, Namibia, Nepal, Panama, Papua New Guinea, Paraguay, Poland, Qatar, Republic of Moldova, Romania, Rwanda, Sao Tome and Principe, Samoa, San Marino, Seychelles, Slovakia, Slovenia, Solomon Islands, Sudan, Syrian Arab Republic, Tajikistan, Togo, Turkmenistan, Uzbekistan, Vanuatu, and Zambia. Of these, 27 had no staff members in posts subject to geographical distribution. However, it should be noted that of these 76, 23 are new Members of the United Nations.

8. The annex to the present report includes additional tables and figures that provide further details on staff in posts subject to geographical distribution by nationality, gender and level. The tables are reproduced from the report of the Secretary-General on the composition of the Secretariat, to be submitted to the Assembly at its current session.

Table 3

Professional staff in posts subject to geographical distribution,  
by region and gender

| Region                             | 30 June 1992 |       |       |            | 30 June 1993 |       |       |            |
|------------------------------------|--------------|-------|-------|------------|--------------|-------|-------|------------|
|                                    | Women        | Men   | Total | Percentage | Women        | Men   | Total | Percentage |
| Africa                             | 73           | 362   | 435   | 16.8       | 74           | 360   | 424   | 17.5       |
| Asia and Pacific                   | 161          | 268   | 429   | 37.5       | 163          | 252   | 415   | 39.3       |
| Eastern Europe                     | 26           | 234   | 260   | 10.0       | 21           | 216   | 237   | 8.9        |
| Western Europe                     | 200          | 396   | 596   | 33.6       | 204          | 404   | 608   | 33.6       |
| Latin America                      | 77           | 146   | 223   | 34.5       | 78           | 144   | 222   | 36.1       |
| Middle East                        | 28           | 103   | 131   | 21.4       | 29           | 103   | 132   | 22.0       |
| North America and<br>the Caribbean | 227          | 289   | 516   | 44.0       | 228          | 280   | 508   | 44.9       |
| Others                             | 5            | 13    | 18    | 27.8       | 7            | 20    | 27    | 25.9       |
| Total                              | 797          | 1 811 | 2 608 | 30.6       | 804          | 1 779 | 2 573 | 31.3       |

#### B. Promotion

9. During the reporting period, the promotion system changed from that of the Vacancy Management and Redeployment System in force from 1988 to 1992 to that involving a once a year grade by grade promotion review of eligible staff. In the near future, however, a new Placement and Promotion System will be introduced and will provide for a review of candidates as vacancies occur. Vacancies will be advertised widely and all interested staff encouraged to submit their applications. The system will allow for an ongoing more efficient and thorough review of staff - both women and men - and will permit managers to fill posts in a more timely fashion.

10. As indicated in paragraph 4 above, the results of the promotion review, which was completed in June 1993, significantly changes the historic picture of women who for the most part were hitherto clustered below the P-4 level. As table 4 shows, a significant number of women were promoted to the P-5 level. Out of 94 promotions from P-4 to P-5, 39 were women, or 42 per cent. Promotions to the P-4 and P-3 level are also significant. Once these promotions are implemented, a big step will have been taken towards shifting the glass ceiling for women from the present P-4 level to that of P-5. A critical mass of women at the P-5 level will be in place for eventual promotion to the D-1 level and above. Additionally, in July of 1993, the Senior Review Group, which was appointed in 1990 to review all promotions to the Director level, recommended the addition of two more women to the D-2 level, bringing the number of women at that level to 11.

11. Table 4 gives comparative data on promotions from P-2 through D-1 over the past decade. The first column shows aggregate promotions between 1982 and 1987 during which time grade by grade annual promotion reviews took place. Between

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Promotion of Professional staff occupying posts subject to geographical distribution by gender and grade between 1982 to 1993

a/ Aggregate of regular annual promotion review 1982-1987.

b/ Aggregate promotions under the Vacancy Management and Redeployment System 1988-1992.

Annual Promotion Review 1993.

1988 and 1992 the Vacancy Management and Redeployment System was in place and aggregate promotions taking place under that system are shown in column 2. Column 3 shows the results of the 1992 promotion exercise.

### C. Recruitment

12. During the 12-month period ending 30 June 1993, 44 of the 119 staff members appointed, or 37 per cent, were women. This percentage share is lower than that of last year. Comparable figures for the previous 12-month period were 50 women out of a total 128 staff recruited, or 39.1 per cent. The distribution by grade and gender covering recruitment between July 1992 and June 1993 is given in table 5 below. In this context, it should be noted that the necessary recruitment freeze while the restructuring of the Organization is in progress has not helped the situation vis-à-vis women. The recruitment figures cited constitute exceptions to the freeze, and as such are responses to emergencies. As table 5 shows, of the 119 staff appointed in 1993, only 44 were women. Clearly this trend even under "freeze conditions" will have to change. The figures do not take into account any planned or targeted recruitment strategy which is impossible under a recruitment freeze. Furthermore, the figures reflect the fact that the many mechanisms in place to ensure the search for qualified women candidates have played no part during emergency recruitment conditions.

Table 5  
Recruitment for posts subject to geographic distribution  
1 July 1992-30 June 1993

| Levels  | Women     | Men       | Total     | Percentage  |
|---------|-----------|-----------|-----------|-------------|
| USG     | 3         | 4         | 7         | 42.9        |
| ASG     | 1         | 1         | 2         | 50          |
| D-2     | 0         | 4         | 4         | 0           |
| D-1     | 1         | 7         | 8         | 12.5        |
| P-5     | 1         | 13        | 14        | 7.6         |
| P-4     | 6         | 11        | 17        | 35.3        |
| P-3     | 7         | 11        | 18        | 38.8        |
| P-2/P-1 | <u>25</u> | <u>24</u> | <u>49</u> | <u>51.0</u> |
| Total   | 44        | 75        | 119       | 37.0        |

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13. Table 6 gives a historic picture of recruitment over the past eight years. The table shows that, although the trend has been one of an increase in the numbers of women recruited over the past years, much remains to be done to improve the numerical numbers of women.

Table 6

Appointment of staff on posts subject to geographic  
distribution by gender and grade a/

| LEVEL | GENDER | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 | 1992 | 1993 |
|-------|--------|------|------|------|------|------|------|------|------|
| USG   | Men    | 4    | 3    | 0    | 1    | 2    | 2    | 3    | 4    |
|       | Women  | 0    | 1    | 0    | 0    | 0    | 0    | 0    | 3    |
|       | Total  | 4    | 4    | 0    | 1    | 2    | 2    | 3    | 7    |
|       | %      | 0    | 25   | 0    | 0    | 0    | 0    | 0    | 42   |
| ASG   | Men    | 2    | 2    | 1    | 1    | 1    | 1    | 1    | 1    |
|       | Women  | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 1    |
|       | Total  | 2    | 2    | 1    | 1    | 1    | 1    | 1    | 2    |
|       | %      | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 50   |
| D-2   | Men    | 7    | 3    | 4    | 2    | 6    | 6    | 1    | 4    |
|       | Women  | 0    | 0    | 0    | 0    | 0    | 1    | 0    | 0    |
|       | Total  | 7    | 3    | 4    | 2    | 6    | 7    | 1    | 4    |
|       | %      | 0    | 0    | 0    | 0    | 0    | 14.2 | 0    | 0    |
| D-1   | Men    | 12   | 5    | 6    | 11   | 3    | 9    | 2    | 7    |
|       | Women  | 0    | 1    | 0    | 0    | 0    | 3    | 1    | 1    |
|       | Total  | 12   | 6    | 6    | 11   | 3    | 12   | 3    | 8    |
|       | %      | 0    | 16.7 | 0    | 0    | 0    | 25   | 33.3 | 12.5 |
| P-5   | Men    | 14   | 1    | 8    | 12   | 7    | 17   | 6    | 13   |
|       | Women  | 2    | 0    | 1    | 0    | 0    | 1    | 5    | 1    |
|       | Total  | 16   | 1    | 9    | 12   | 7    | 18   | 11   | 14   |
|       | %      | 12.5 | 0    | 11.1 | 0    | 0    | 6.6  | 45.5 | 7.6  |
| P-4   | Men    | 38   | 5    | 9    | 21   | 23   | 21   | 18   | 11   |
|       | Women  | 5    | 3    | 1    | 5    | 7    | 15   | 9    | 6    |
|       | Total  | 43   | 8    | 10   | 26   | 30   | 36   | 27   | 17   |
|       | %      | 11.6 | 37.5 | 10   | 19.2 | 23.3 | 41.7 | 33.3 | 35.6 |

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| LEVEL   | GENDER | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 | 1992 | 1993 |
|---------|--------|------|------|------|------|------|------|------|------|
| P-3     | Men    | 51   | 6    | 4    | 27   | 41   | 32   | 16   | 11   |
|         | Women  | 15   | 4    | 3    | 11   | 15   | 14   | 11   | 7    |
|         | Total  | 66   | 10   | 7    | 38   | 56   | 46   | 27   | 18   |
|         | %      | 22.7 | 40   | 42.9 | 28.9 | 26.7 | 30.4 | 40.7 | 38.8 |
| P-2/P-1 | Men    | 26   | 10   | 15   | 22   | 57   | 25   | 31   | 24   |
|         | Women  | 12   | 5    | 14   | 20   | 41   | 23   | 24   | 25   |
|         | Total  | 38   | 15   | 29   | 42   | 98   | 48   | 55   | 49   |
|         | %      | 31.6 | 33.3 | 48.3 | 47.6 | 41.8 | 47.9 | 43.6 | 51.0 |
| TOTAL   | Men    | 154  | 35   | 47   | 98   | 138  | 113  | 78   | 75   |
|         | Women  | 34   | 14   | 19   | 36   | 63   | 57   | 50   | 44   |
|         | Total  | 188  | 49   | 66   | 134  | 202  | 170  | 128  | 119  |
|         | %      | 18.1 | 28.5 | 28.8 | 28.9 | 31.2 | 33.5 | 39.1 | 37.0 |

a/ Data was extracted from the annual report of the Secretary-General "Composition of the Secretariat".

### III. DEVELOPMENTS DURING THE PERIOD JULY 1992 TO JUNE 1993

14. In October 1992, the Secretary-General accepted the recommendations contained in the sixth report of the Steering Committee for the Improvement of the Status of Women in the Secretariat and informed the staff (ST/SGB/252 of 20 October 1992) that he had accepted its recommendations on appointment and promotion procedures and directed that they be incorporated into administrative instructions, which in turn, would form an integral part of the appointment and promotion process. The measures on promotion and recruitment direct that in departments and offices with less than 35 per cent women and less than 25 per cent women at levels P-5 and above vacancies will be filled, when there are one or more female candidates whose qualifications match all the requirements for a vacant post, by one of these female candidates. With regard to recruitment, two exceptions apply. The first is when the post has been vacant for 12 months and despite the best efforts of all concerned it has not been possible to identify or secure a qualified woman, and the second, when the post is being filled through a competitive examination. Because of the recruitment freeze, it has not been possible to apply this procedure, since exceptions involve emergency or exceptional recruitment to fill an immediate need. Once the freeze is lifted, this policy will be fully applied to recruitment.

15. Administrative Instruction ST/AI/382 of 3 March 1993 includes the Steering Committee's recommendations made in its sixth report on appointment and promotion. In addition, the instruction stipulates that since the present gender distribution within the Secretariat does not provide a sufficient pool of women candidates who could be promoted to higher-level posts between now and 1995, qualified women presently in the service of the Organization under any

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type of appointment, with a good performance record and at least one year's experience in the United Nations system including the United Nations programmes, will be regarded as internal candidates for available professional vacancies. Similar considerations will apply to qualified women serving with specialized agencies and subsidiary organs within the common system. This measure has not had wide application to date, since the restructuring exercise running contiguously with the recruitment freeze has limited the number of vacancies. However, the names of qualified staff from the programmes and the agencies have been added to the roster.

16. During October 1992, circulars on measures to prevent and investigate cases of sexual harassment were issued. These circulars included the Secretary-General's bulletin entitled "The Promotion of Equal Treatment of Men and Women in the Secretariat and Prevention of Sexual Harassment", an information circular entitled "Guidelines for Promoting Equal Treatment of Men and Women in the Secretariat" and an Administrative Instruction setting out procedures for dealing with sexual harassment. These circulars were distributed to all United Nations Secretariat staff as well as to the heads of the United Nations Children's Fund, the United Nations Population Fund, the United Nations Relief and Works Agency for Palestine Refugees in the Near East, the United Nations Development Programme, the United Nations University and the Office of the United Nations High Commissioner for Refugees. They formed part of the documentation of the recent session of the Consultative Committee on Administrative Questions and were thus shared with other organizations in the United Nations system.

17. In his November 1992 statement to the Fifth Committee of the General Assembly, the Secretary-General referred to the shortage of women in managerial posts and said that he intended to do all he could to bring the balance in policy-level positions as close to parity as possible by 1995. Since the Secretary-General's last report on the advancement of women, four senior women have been appointed, three at the Under-Secretary-General level and one at the Assistant Secretary-General level. One, as Under-Secretary-General for Administration and Management, is in a pivotal position to bring about gender equity in the Organization. Three out of four heads of offices in the Department of Administration and Management are women at the Director-level rank.

18. At the request of the Secretary-General, the Office of Human Resources Management of the Secretariat prepared a plan of action for 1993 and 1994 in the context of improving the status of women. Elements of this plan, which include several elements of prior plans, include succession planning, the wide use of advertising vacant posts in professional journals in order to attract qualified women to fill vacant posts, and increasing the number of posts available for successful candidates from competitive examinations. Since women do well in competitive examinations, and since virtually all entry level posts (P-1/P-2) are filled as a result of either the competitive examination for staff in the General Service and related categories to compete for posts in the Professional category or the national competitive examinations given in unrepresented or underrepresented countries, it is essential that there be as many posts as possible at this entry level in order to enable the Organization to take on as many able women and men as possible.

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19. Supervisory training programmes for all staff with supervisory roles are in progress. This training includes the issue of gender sensitivity and the need to promote equality.

20. The 1995 Fourth World Conference on Women is now only two years away and despite progress in increasing the number of women at the decision-making levels, the targets mandated by the Assembly are not yet in sight. Intensified efforts on the part of the administration, programme managers as well as the cooperation of Member States are needed for the attainment of these goals.

21. Given the commitment of the Secretary-General and his recent appointments of women in pivotal positions, the Organization expects to come closer to the goals set by the General Assembly by the time the Conference convenes in Beijing in 1995.

ANNEX

Statistical tables\*

| TABLE D1  |       |       |                        |       |       |
|---|-------|-------|------------------------|-------|-------|
| Women in posts subject to geographical distribution<br>as a percentage of all staff<br>as of 30 June 1989 through 30 June 1993<br>(by region of origin) |       |       |                        |       |       |
| YEAR  | 1989  | 1990  | 1991                   | 1992  | 1993  |
| REGION  |       |       |                        |       |       |
| Africa  | 2.06  | 2.50  | 2.78                   | 2.80  | 2.88  |
| Asia and<br>the Pacific   | 5.27  | 5.46  | 5.65                   | 6.17  | 6.33  |
| Europe<br>(Eastern)   | 0.79  | 0.94  | 1.00                   | 1.00  | 0.82  |
| Europe<br>(Western)   | 7.06  | 7.65  | 7.46                   | 7.67  | 7.93  |
| Latin<br>America  | 2.62  | 2.73  | 2.85                   | 2.95  | 3.03  |
| Middle East   | 0.87  | 0.94  | 1.04                   | 1.07  | 1.13  |
| North<br>America and<br>the<br>Caribbean  | 8.01  | 7.88  | 8.23                   | 8.70  | 8.86  |
| Others  | 0.24  | 0.20  | 0.19                   | 0.19  | 0.27  |
| TOTAL   | 26.91 | 28.30 | 29.19                  | 30.56 | 31.25 |
| Increase<br>(decrease)<br>(Percentage<br>points)  | 0.61  | 1.39  | 0.89                   | 1.37  | 0.69  |
| TOTAL STAFF: 2573   |       |       | TOTAL WOMEN STAFF: 804 |       |       |

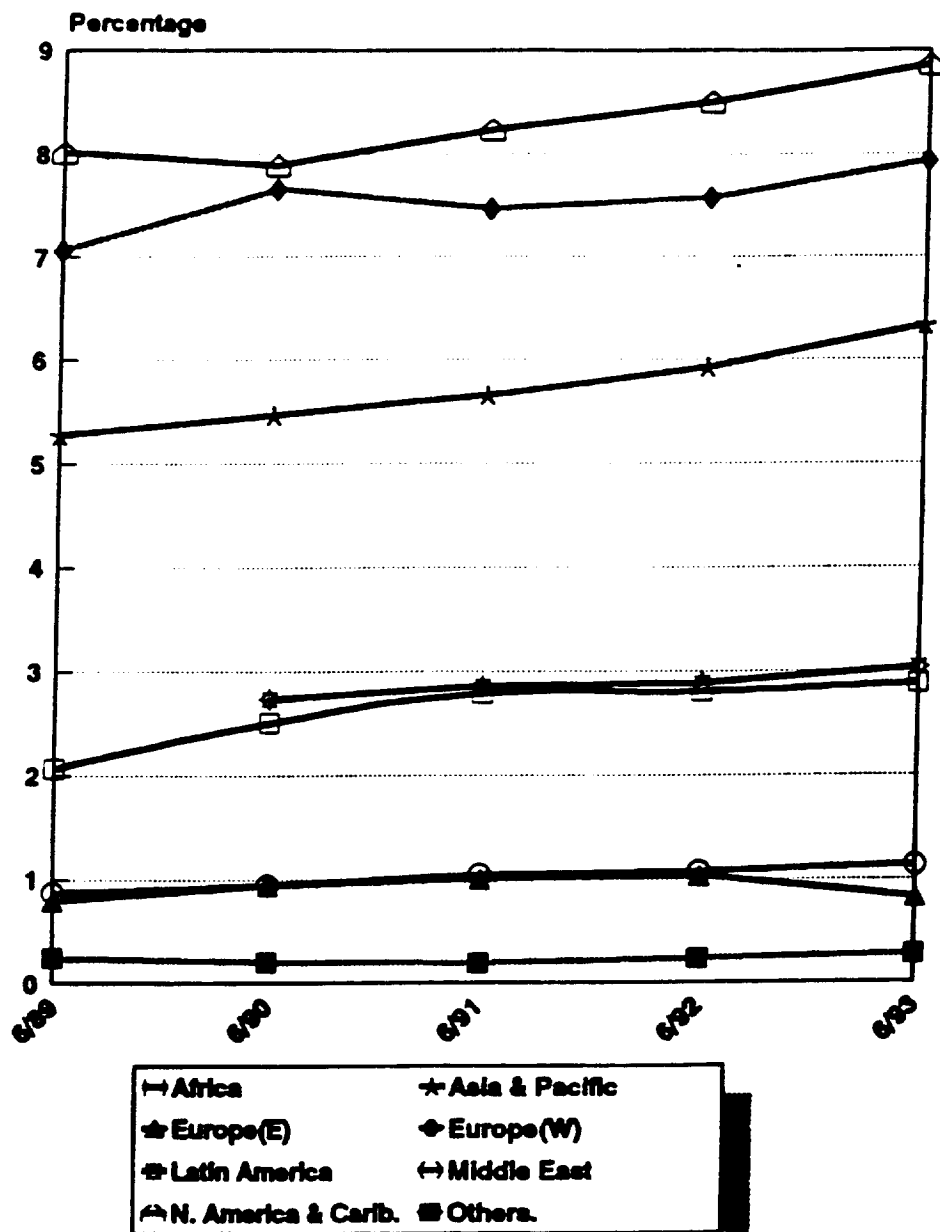
\* The numbering of the tables and figures in this annex reflects that in the report of the Secretary-General on the composition of the Secretariat, to be submitted to the Assembly at its current session.

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| TABLE D2   |        |        |        |        |        |
|--|--------|--------|--------|--------|--------|
| Women in posts subject to geographical distribution<br>as of 30 June 1989 through 30 June 1993<br>as a percentage of women staff only<br>(by region of origin) |        |        |        |        |        |
| YEAR   | 1989   | 1990   | 1991   | 1992   | 1993   |
| REGION   |        |        |        |        |        |
| Africa   | 7.66   | 8.83   | 9.49   | 9.16   | 9.20   |
| Asia and the Pacific   | 19.59  | 19.31  | 19.37  | 20.20  | 20.27  |
| Europe (Eastern)   | 2.94   | 3.31   | 3.42   | 3.26   | 2.61   |
| Europe (Western)   | 26.22  | 27.03  | 25.56  | 25.09  | 25.37  |
| Latin America  | 9.72   | 9.66   | 9.75   | 9.66   | 9.70   |
| Middle East  | 3.24   | 3.31   | 3.56   | 3.51   | 3.61   |
| North America and the Caribbean  | 29.75  | 27.86  | 28.19  | 28.48  | 28.36  |
| Others   | 0.88   | 0.69   | 0.66   | 0.63   | 0.87   |
| TOTAL  | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 |
| TOTAL WOMEN STAFF:   | 679    | 725    | 759    | 797    | 804    |

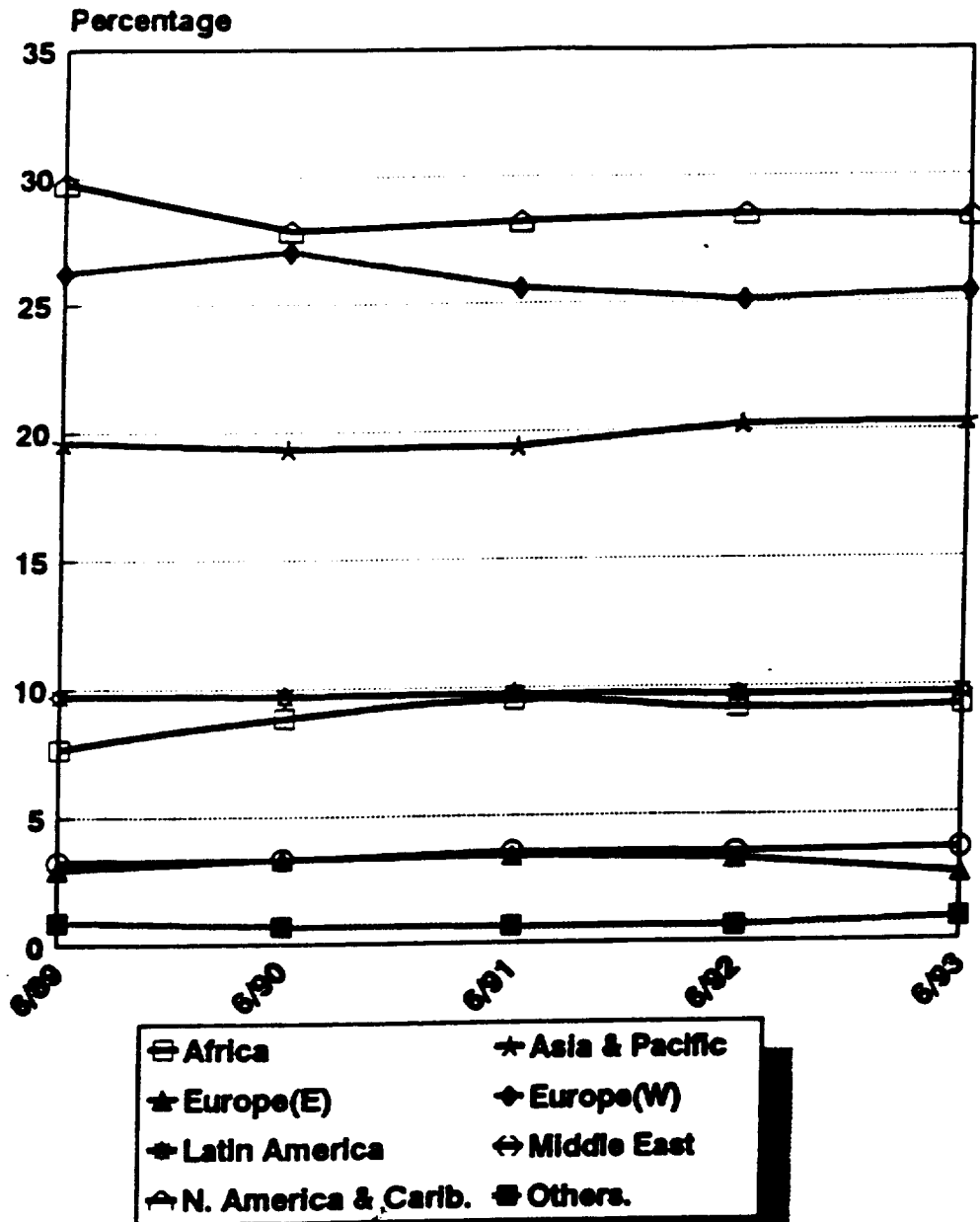
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**Figure 5**  
**Women as Percentage of all Staff**  
**By Region and Year**  
(June 1989 - June 1993)



/...

**Figure 6**  
**Women as Percentage of All Women Staff**  
**By Region and Year**  
(June 1989 - June 1993)





| Table E   |                 |                 |                 |                 |                 |                 |                 |                 |
|---|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Number and percentage of women at each level<br>in 1983 and 1993 in posts subject to geographical distribution<br>and in posts with special language requirements |                 |                 |                 |                 |                 |                 |                 |                 |
| Geographic Posts  |                 |                 |                 |                 | Language Posts  |                 |                 |                 |
| 1983  |                 |                 | 1993            |                 | 1983            |                 | 1993            |                 |
| LEVEL   | No. of<br>women | Percen-<br>tage | No. of<br>Women | Percen-<br>tage | No. of<br>Women | Percen-<br>tage | No. of<br>Women | Percen-<br>tage |
| USG   | 1               | 3.6             | 3               | 14.3            | -               | -               | -               | -               |
| ASG   | 2               | 8.0             | 1               | 6.7             | -               | -               | -               | -               |
| D-2   | 4               | 4.5             | 9               | 13.6            | -               | -               | -               | -               |
| D-1   | 21              | 8.0             | 31              | 12.8            | -               | -               | -               | -               |
| P-5   | 42              | 7.4             | 103             | 21.7            | 41              | 28.3            | 37              | 27.8            |
| P-4   | 141             | 17.7            | 203             | 30.5            | 111             | 34.8            | 128             | 37.5            |
| P-3   | 238             | 30.8            | 239             | 37.6            | 115             | 33.7            | 118             | 33.2            |
| P-2   | 205             | 43.6            | 209             | 46.9            | 50              | 31.8            | 25              | 49.0            |
| P-1   | 33              | 47.8            | 6               | 85.7            | -               | -               | -               | -               |
| TOTAL   | 687             | 22.3            | 804             | 31.2            | 317             | 33.0            | 308             | 35.0            |

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**Figure 7**  
**Representation of women in posts subject to**  
**geographical distribution: 1983 - 1993**

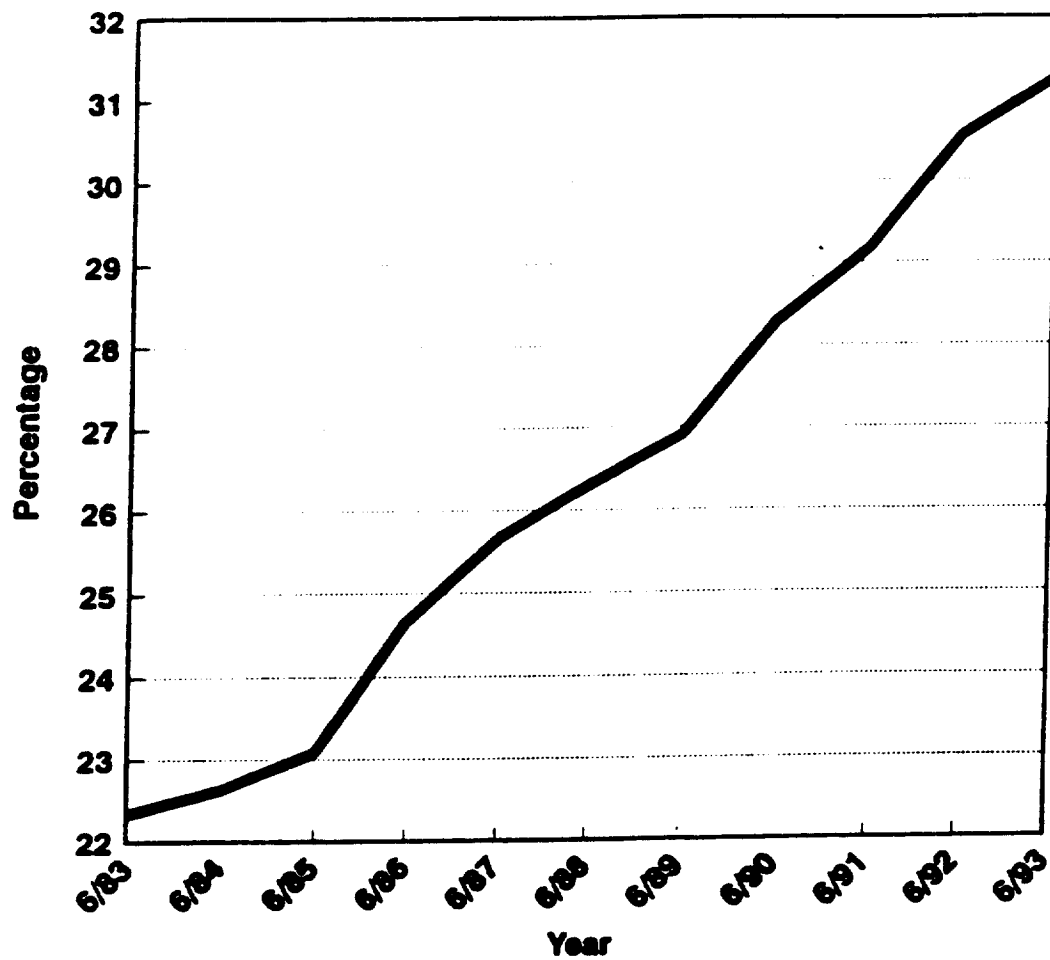


TABLE 1

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 1993)

| APPOINTMENT STATUS | REGION | AFRICA | ASIA & THE PACIFIC | EUROPE (EASTERN) | EUROPE (WESTERN) | LATIN AMERICA | MIDDLE EAST | NORTH AMERICA & CARIBBEAN | OTHERS | TOTAL |
|--------------------|--------|--------|--------------------|------------------|------------------|---------------|-------------|---------------------------|--------|-------|
| GEOGRAPHY a/       |        | 424    | 415                | 237              | 608              | 222           | 132         | 508                       | 27     | 2 573 |
| LANGUAGE b/        |        | 127    | 131                | 146              | 237              | 80            | 40          | 106                       | 13     | 880   |
| MISSION c/         |        | 16     | 20                 | 16               | 46               | 18            | 3           | 38                        | 2      | 157   |
| UNEP d/            |        | 66     | 47                 | 18               | 75               | 23            | 9           | 27                        | 3      | 267   |
| INTERAGENCY e/     |        | 2      | -                  | 1                | 1                | -             | -           | 4                         | -      | 8     |
| P. RESIDENT f/     |        | -      | -                  | -                | -                | 1             | -           | -                         | -      | 1     |
| PROJECTS g/        |        | 5      | -                  | 1                | 3                | -             | 3           | -                         | -      | 12    |
| ON LEAVE h/        |        | 4      | 4                  | 3                | 13               | 4             | 3           | 8                         | 1      | 40    |
| SECONDED i/        |        | 5      | 3                  | -                | 20               | 3             | 1           | 10                        | -      | 42    |
| TOTAL              |        | 648    | 620                | 422              | 1 003            | 351           | 191         | 699                       | 46     | 3 980 |

- 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, the United Nations Centre for Human Settlements or the United Nations Conference on Environment and Development.  
e/ Staff specifically appointed after interagency consultation to posts financed on an interagency basis.  
f/ Staff having permanent resident status in the United States of America.  
g/ Staff detailed or assigned to a technical assistance project.  
h/ Staff on special leave without pay.  
i/ Staff on secondment to the United Nations Development Programme or other United Nations bodies.

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION  
BY OFFICE AND REGION  
(AS AT 30 JUNE 1993)

| OFFICE          | REGION | AFRICA | ASIA & THE PACIFIC | EUROPE (EASTERN) | EUROPE (WESTERN) | LATIN AMERICA | MIDDLE EAST | NORTH AMERICA & CARIBBEAN | OTHERS | TOTAL |
|-----------------|--------|--------|--------------------|------------------|------------------|---------------|-------------|---------------------------|--------|-------|
| HEADQUARTERS a/ |        | 181    | 247                | 140              | 294              | 106           | 51          | 342                       | 5      | 1 366 |
| ECE             |        | 2      | 3                  | 30               | 45               | 2             | 2           | 9                         | 1      | 94    |
| ESCAP           |        | 2      | 61                 | 8                | 19               | 1             | 2           | 16                        | -      | 129   |
| ECLAC           |        | -      | 5                  | 3                | 28               | 72            | 3           | 26                        | -      | 135   |
| ECA             |        | 146    | 6                  | 5                | 10               | 3             | 1           | 9                         | 1      | 181   |
| ESCWA           |        | 9      | 3                  | 1                | 1                | -             | 37          | 10                        | 3      | 64    |
| UNCTAD b/       |        | 33     | 20                 | 17               | 64               | 17            | 18          | 20                        | 9      | 198   |
| UNEP/UNCHS b/   |        | 14     | 10                 | 3                | 21               | 4             | 7           | 15                        | 1      | 75    |
| UNOG c/         |        | 26     | 27                 | 21               | 82               | 10            | 10          | 40                        | 4      | 220   |
| UNOV            |        | 11     | 13                 | 9                | 46               | 7             | 1           | 21                        | 3      | 111   |
| TOTAL           |        | 424    | 415                | 237              | 608              | 222           | 132         | 508                       | 27     | 2 573 |

- a/ Including information centres.  
b/ Including liaison offices at other duty stations.  
c/ Including the Office of the United Nations Disaster Relief Co-ordinator, the Centre for Human Rights and the Conference of the Committee on Disarmament in Geneva.

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TABLE 3  
STAFF BY REGION, LEVEL AND GENDER  
(AS AT 30 JUNE 1993)

A. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

| REGION                 | USG |      | ASG |      | D-2 |     | D-1 |      | P-5 |      | P-4 |      | P-3 |      | P-2 |      | P-1 |      | SUBTOTAL a/ |      | TOTAL |      |  |      |  |      |  |      |  |      |  |      |    |      |     |       |     |      |     |      |  |       |
|------------------------|-----|------|-----|------|-----|-----|-----|------|-----|------|-----|------|-----|------|-----|------|-----|------|-------------|------|-------|------|--|------|--|------|--|------|--|------|--|------|----|------|-----|-------|-----|------|-----|------|--|-------|
|                        | F   | M    | F   | M    | F   | M   | F   | M    | F   | M    | F   | M    | F   | M    | F   | M    | F   | M    | F           | M    |       |      |  |      |  |      |  |      |  |      |  |      |    |      |     |       |     |      |     |      |  |       |
| AFRICA                 |     | 4    |     | 1    |     | 2   |     | 1    |     | 11   |     | 2    |     | 47   |     | 8    |     | 78   |             | 20   |       | 103  |  | 24   |  | 73   |  | 18   |  | 31   |  |      | 1  |      | 74  |       | 350 |      | 424 |      |  |       |
|                        |     |      |     |      |     |     |     |      |     |      |     |      |     |      |     |      |     |      |             |      |       |      |  |      |  |      |  |      |  |      |  |      |    |      |     | 17.5  |     | 82.5 |     |      |  |       |
| ASIA AND THE PACIFIC   |     | 5    |     |      |     | 3   |     | 2    |     | 6    |     | 5    |     | 37   |     | 11   |     | 36   |             | 33   |       | 65   |  | 57   |  | 59   |  | 54   |  | 41   |  | 1    |    | 163  |     | 252   |     | 415  |     |      |  |       |
|                        |     |      |     |      |     |     |     |      |     |      |     |      |     |      |     |      |     |      |             |      |       |      |  |      |  |      |  |      |  |      |  |      |    |      |     | 39.3  |     | 60.7 |     |      |  |       |
| EUROPE (EASTERN)       |     | 1    |     |      |     |     |     | 1    |     | 6    |     |      |     | 19   |     | 1    |     | 21   |             | 8    |       | 65   |  | 6    |  | 75   |  | 5    |  | 29   |  |      |    | 21   |     | 216   |     | 237  |     |      |  |       |
|                        |     |      |     |      |     |     |     |      |     |      |     |      |     |      |     |      |     |      |             |      |       |      |  |      |  |      |  |      |  |      |  |      |    |      |     | 8.9   |     | 91.1 |     |      |  |       |
| EUROPE (WESTERN)       |     | 6    |     |      |     | 3   |     | 2    |     | 15   |     | 10   |     | 48   |     | 26   |     | 97   |             | 43   |       | 87   |  | 56   |  | 83   |  | 64   |  | 87   |  | 3    |    | 204  |     | 404   |     | 608  |     |      |  |       |
|                        |     |      |     |      |     |     |     |      |     |      |     |      |     |      |     |      |     |      |             |      |       |      |  |      |  |      |  |      |  |      |  |      |    |      |     | 33.8  |     | 66.4 |     |      |  |       |
| LATIN AMERICA          |     | 1    |     |      |     | 3   |     |      |     | 6    |     | 2    |     | 11   |     | 15   |     | 39   |             | 17   |       | 27   |  | 22   |  | 27   |  | 20   |  | 30   |  | 2    |    | 78   |     | 144   |     | 222  |     |      |  |       |
|                        |     |      |     |      |     |     |     |      |     |      |     |      |     |      |     |      |     |      |             |      |       |      |  |      |  |      |  |      |  |      |  |      |    |      |     | 35.1  |     | 64.9 |     |      |  |       |
| MIDDLE EAST            |     | 1    |     |      |     |     |     | 2    |     | 2    |     | 4    |     | 16   |     | 5    |     | 26   |             | 10   |       | 34   |  | 3    |  | 15   |  | 7    |  | 7    |  |      | 29 |      | 103 |       | 132 |      |     |      |  |       |
|                        |     |      |     |      |     |     |     |      |     |      |     |      |     |      |     |      |     |      |             |      |       |      |  |      |  |      |  |      |  |      |  |      |    |      |     | 22.0  |     | 78.0 |     |      |  |       |
| N. AMERICA & CARIBBEAN |     | 3    |     |      |     |     |     | 1    |     | 3    |     | 11   |     | 7    |     | 34   |     | 36   |             | 67   |       | 69   |  | 78   |  | 71   |  | 61   |  | 39   |  | 28   |    | 228  |     | 280   |     | 508  |     |      |  |       |
|                        |     |      |     |      |     |     |     |      |     |      |     |      |     |      |     |      |     |      |             |      |       |      |  |      |  |      |  |      |  |      |  |      |    |      |     | 44.9  |     | 55.1 |     |      |  |       |
| OTHERS                 |     |      |     |      |     |     |     |      |     | 1    |     | 1    |     | 1    |     | 8    |     | 3    |             | 4    |       |      |  |      |  | 3    |  | 2    |  | 4    |  |      | 7  |      | 20  |       | 27  |      |     |      |  |       |
|                        |     |      |     |      |     |     |     |      |     |      |     |      |     |      |     |      |     |      |             |      |       |      |  |      |  |      |  |      |  |      |  |      |    |      |     | 25.9  |     | 74.1 |     |      |  |       |
| SUBTOTAL a/            |     | 3    |     | 18   |     | 1   |     | 14   |     | 9    |     | 57   |     | 31   |     | 211  |     | 103  |             | 372  |       | 203  |  | 463  |  | 239  |  | 396  |  | 208  |  | 237  |    | 6    |     | 1     |     | 804  |     | 1769 |  | 2 573 |
|                        |     | 14.3 |     | 85.7 |     | 6.7 |     | 93.3 |     | 13.6 |     | 86.4 |     | 12.8 |     | 87.2 |     | 21.7 |             | 78.3 |       | 30.5 |  | 69.5 |  | 37.6 |  | 62.4 |  | 46.9 |  | 53.1 |    | 85.7 |     | 14.3  |     | 31.2 |     | 68.8 |  | .     |
| TOTAL                  |     | 21   |     |      |     | 15  |     |      |     | 66   |     |      |     | 242  |     |      |     | 475  |             |      |       | 666  |  |      |  | 636  |  |      |  | 446  |  |      | 7  |      |     | 2 573 |     |      |     |      |  |       |

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

| REGION                 | P-5  |      | P-4  |      | P-3  |      | P-2  |      | P-1 |     | SUBTOTAL a/ |      | TOTAL |
|------------------------|------|------|------|------|------|------|------|------|-----|-----|-------------|------|-------|
|                        | F    | M    | F    | M    | F    | M    | F    | M    | F   | M   | F           | M    |       |
| AFRICA                 | 2    | 15   | 10   | 43   | 11   | 43   | 1    | 2    |     |     | 24          | 103  | 127   |
|                        |      |      |      |      |      |      |      |      |     |     | 18.9        | 81.1 |       |
| ASIA AND THE PACIFIC   | 2    | 16   | 10   | 31   | 16   | 51   | 2    | 1    |     |     | 32          | 99   | 131   |
|                        |      |      |      |      |      |      |      |      |     |     | 24.4        | 75.6 |       |
| EUROPE (EASTERN)       |      | 14   | 1    | 40   | 4    | 85   |      | 2    |     |     | 5           | 141  | 146   |
|                        |      |      |      |      |      |      |      |      |     |     | 3.4         | 96.6 |       |
| EUROPE (WESTERN)       | 22   | 27   | 60   | 51   | 36   | 24   | 10   | 7    |     |     | 128         | 109  | 237   |
|                        |      |      |      |      |      |      |      |      |     |     | 54.0        | 46.0 |       |
| LATIN AMERICA          | 7    | 11   | 22   | 13   | 13   | 7    |      | 7    |     |     | 42          | 38   | 80    |
|                        |      |      |      |      |      |      |      |      |     |     | 52.5        | 47.5 |       |
| MIDDLE EAST            | 1    | 5    | 2    | 10   | 8    | 10   | 1    | 3    |     |     | 12          | 28   | 40    |
|                        |      |      |      |      |      |      |      |      |     |     | 30.0        | 70.0 |       |
| N. AMERICA & CARIBBEAN | 3    | 6    | 19   | 22   | 26   | 15   | 11   | 4    |     |     | 59          | 47   | 106   |
|                        |      |      |      |      |      |      |      |      |     |     | 55.7        | 44.3 |       |
| OTHERS                 |      | 2    | 4    | 3    | 2    | 2    |      |      |     |     | 6           | 7    | 13    |
|                        |      |      |      |      |      |      |      |      |     |     | 46.2        | 53.8 |       |
| SUBTOTAL a/            | 37   | 96   | 128  | 213  | 118  | 237  | 25   | 26   |     |     | 308         | 572  | 880   |
|                        | 27.8 | 72.2 | 37.5 | 62.5 | 33.2 | 66.8 | 49.0 | 51.0 | 0.0 | 0.0 | 35.0        | 65.0 |       |
| TOTAL                  | 133  |      | 341  |      | 365  |      | 51   |      | 0   |     | 880         |      |       |

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

| GRAND<br>TOTAL a/ | USG  |      | ASG |      | D-2  |      | D-1  |      | P-5  |      | P-4   |      | P-3  |      | P-2  |      | P-1  |      | SUBTOTAL a/ |      | TOTAL |
|-------------------|------|------|-----|------|------|------|------|------|------|------|-------|------|------|------|------|------|------|------|-------------|------|-------|
|                   | F    | M    | F   | M    | F    | M    | F    | M    | F    | M    | F     | M    | F    | M    | F    | M    | F    | M    | F           | M    |       |
|                   | 14.3 | 85.7 | 6.7 | 93.3 | 13.6 | 86.4 | 12.8 | 87.2 | 23.0 | 77.0 | 32.9  | 67.1 | 36.1 | 63.9 | 47.1 | 52.9 | 85.7 | 14.3 | 32.2        | 67.8 |       |
|                   | 21   |      | 15  |      | 66   |      | 242  |      | 608  |      | 1 007 |      | 990  |      | 497  |      | 7    |      | 3 453       |      |       |

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

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## B. NATIONALITY TABLES

A/48/513

English

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TABLE 4

## STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

## BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1993)

| COUNTRY<br>OF NATIONALITY | NUMBER<br>OF<br>STAFF<br>30/06/92 | USG      | ASG | D-2      | D-1      | P-5       | P-4       | P-3      | P-2       | P-1      | NUMBER<br>OF<br>STAFF<br>30/06/93 | MID-<br>POINT | DESIRABLE<br>RANGE |
|---------------------------|-----------------------------------|----------|-----|----------|----------|-----------|-----------|----------|-----------|----------|-----------------------------------|---------------|--------------------|
| MEMBER STATES             |                                   |          |     |          |          |           |           |          |           |          |                                   |               |                    |
| Afghanistan               | 9                                 | -        | -   | -        | -        | 4         | 4         | 1        | -         | -        | 9                                 | 8.52          | 2-14               |
| Albania                   | 0                                 | -        | -   | -        | -        | -         | -         | 1        | -         | -        | 1                                 | 8.13          | 2-14               |
| Algeria                   | 18<br>(2)                         | 1        | -   | 2<br>(1) | 4        | 6         | 5<br>(1)  | -        | -         | -        | 18<br>(2)                         | 8.93          | 4-14               |
| Angola                    | 1                                 | -        | -   | -        | -        | -         | 1         | -        | -         | -        | 1                                 | 6.31          | 2-14               |
| Antigua and Barbuda       | 3<br>(3)                          | -        | -   | -        | 1<br>(1) | -         | 1<br>(1)  | 1<br>(1) | 1<br>(1)  | -        | 4<br>(4)                          | 6.05          | 2-14               |
| Argentina                 | 27<br>(10)                        | -        | -   | 1        | 5        | 7<br>(2)  | 5<br>(2)  | 4<br>(3) | 4<br>(2)  | -        | 28<br>(9)                         | 15.19         | 10-20              |
| Armenia                   | 0                                 | -        | -   | -        | -        | -         | -         | -        | -         | -        | 0                                 | 7.92          | 3-14               |
| Australia                 | 34<br>(15)                        | -        | -   | -        | 7<br>(1) | 4<br>(2)  | 7<br>(3)  | 3<br>(2) | 10<br>(8) | -        | 31<br>(14)                        | 28.76         | 24-34              |
| Austria                   | 20<br>(8)                         | 1        | -   | 1        | 1<br>(1) | 6<br>(1)  | 5<br>(3)  | 5<br>(2) | 2<br>(2)  | -        | 21<br>(9)                         | 17.23         | 12-22              |
| Azerbaijan                | 0                                 | -        | -   | -        | -        | -         | -         | -        | -         | -        | 0                                 | 9.35          | 5-14               |
| Bahamas                   | 1<br>(1)                          | -        | -   | -        | -        | -         | 1<br>(1)  | -        | -         | -        | 1<br>(1)                          | 6.20          | 2-14               |
| Bahrain                   | 0                                 | -        | -   | -        | -        | -         | -         | -        | -         | -        | 0                                 | 6.36          | 2-14               |
| Bangladesh                | 15                                | -        | -   | -        | 1        | 6         | 4         | 1        | 1         | -        | 13                                | 9.01          | 4-14               |
| Barbados                  | 6<br>(4)                          | -        | -   | -        | -        | 2<br>(1)  | 3<br>(2)  | 1<br>(1) | -         | -        | 6<br>(4)                          | 6.06          | 2-14               |
| Belarus                   | 13                                | -        | -   | -        | -        | 1         | 4         | 5        | 3         | -        | 13                                | 13.28         | 8-18               |
| Belgium                   | 23<br>(8)                         | -        | -   | 1        | 1        | 7<br>(1)  | 9<br>(3)  | 4<br>(2) | 2         | -        | 24<br>(8)                         | 21.89         | 17-27              |
| Belize                    | 2<br>(2)                          | -        | -   | -        | -        | 1<br>(1)  | -         | 1<br>(1) | 1         | -        | 3<br>(2)                          | 6.05          | 2-14               |
| Benin                     | 6<br>(1)                          | -        | -   | -        | 1        | 1         | 2         | 1        | 1<br>(1)  | -        | 6<br>(1)                          | 6.17          | 2-14               |
| Bhutan                    | 4                                 | -        | -   | -        | -        | -         | -         | 2        | 2         | -        | 4                                 | 6.09          | 2-14               |
| Bolivia                   | 6                                 | -        | -   | -        | -        | 3         | -         | 2        | -         | -        | 5                                 | 6.24          | 2-14               |
| Bosnia Herzegovina        | 0                                 | -        | -   | -        | -        | -         | -         | -        | -         | -        | 0                                 | 6.80          | 2-14               |
| Botswana                  | 1<br>(1)                          | -        | -   | -        | -        | -         | -         | -        | 1<br>(1)  | -        | 1<br>(1)                          | 6.08          | 2-14               |
| Brazil                    | 34<br>(12)                        | -        | -   | 1        | -        | 7<br>(3)  | 7<br>(3)  | 9<br>(2) | 12<br>(5) | 1<br>(1) | 37<br>(14)                        | 33.39         | 28-38              |
| Brunei Darussalam         | 0                                 | -        | -   | -        | -        | -         | -         | -        | -         | -        | 0                                 | 6.36          | 2-14               |
| Bulgaria                  | 8                                 | -        | -   | -        | 2        | 1         | 1         | 4        | -         | -        | 8                                 | 8.05          | 3-14               |
| Burkina Faso              | 7<br>(1)                          | -        | -   | -        | 1        | 2         | 2         | 1<br>(1) | 1         | -        | 7<br>(1)                          | 6.28          | 2-14               |
| Burundi                   | 11<br>(2)                         | -        | -   | -        | 1        | 1         | 2         | 3<br>(1) | 4<br>(1)  | -        | 11<br>(2)                         | 6.19          | 2-14               |
| Cambodia                  | 3                                 | -        | -   | -        | 1        | -         | 1         | -        | -         | -        | 2                                 | 6.27          | 2-14               |
| Cameroon                  | 14<br>(3)                         | -        | -   | -        | 1        | 1         | 5         | 5<br>(1) | 2<br>(2)  | -        | 14<br>(3)                         | 6.35          | 2-14               |
| Canada                    | 56<br>(15)                        | 1<br>(1) | -   | 2        | 5<br>(1) | 13<br>(1) | 22<br>(3) | 7<br>(5) | 8<br>(8)  | -        | 58<br>(17)                        | 52.76         | 45-61              |

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| COUNTRY<br>OF NATIONALITY | NUMBER<br>OF<br>STAFF<br>30/06/92 | USG | ASG | D-2      | D-1       | P-5       | P-4        | P-3        | P-2       | P-1      | NUMBER<br>OF<br>STAFF<br>30/06/93 | MID-<br>POINT | DESIRABLE<br>RANGE |
|---------------------------|-----------------------------------|-----|-----|----------|-----------|-----------|------------|------------|-----------|----------|-----------------------------------|---------------|--------------------|
| MEMBER STATES (CONTINUED) |                                   |     |     |          |           |           |            |            |           |          |                                   |               |                    |
| Cape Verde                | 1                                 | -   | -   | -        | -         | -         | 1          | -          | -         | -        | 1                                 | 6.06          | 2-14               |
| Central African Rep       | 5                                 | -   | -   | -        | -         | -         | 1          | -          | 3         | -        | 4                                 | 6.13          | 2-14               |
| Chad                      | 3                                 | -   | -   | -        | -         | 1         | 1          | 1          | -         | -        | 3                                 | 6.20          | 2-14               |
| Chile                     | 28<br>(9)                         | -   | -   | 3        | 3         | 5<br>(4)  | 3<br>(1)   | 3<br>(3)   | 9<br>(1)  | 1<br>(1) | 27<br>(10)                        | 7.43          | 3-14               |
| China                     | 42<br>(15)                        | 1   | -   | 2        | 7<br>(1)  | 8<br>(2)  | 13<br>(8)  | 12<br>(5)  | -         | -        | 43<br>(16)                        | 46.79         | 40-54              |
| Colombia                  | 10<br>(1)                         | -   | -   | 1        | -         | 4         | 3          | 2<br>(1)   | -         | -        | 10<br>(1)                         | 8.66          | 4-14               |
| Comoros                   | 2                                 | -   | -   | -        | -         | -         | -          | 2          | -         | -        | 2                                 | 6.06          | 2-14               |
| Congo                     | 6                                 | -   | -   | -        | -         | 1         | 3          | 1          | -         | -        | 5                                 | 6.11          | 2-14               |
| Costa Rica                | 3                                 | -   | -   | -        | -         | 1         | 1          | -          | 1         | -        | 3                                 | 6.13          | 2-14               |
| Cote d'Ivoire             | 12<br>(2)                         | -   | -   | -        | -         | -         | 4          | 8<br>(2)   | 2         | -        | 12<br>(2)                         | 6.52          | 2-14               |
| Croatia                   | 0<br>(0)                          | -   | -   | 1<br>(1) | -         | -         | 1<br>(1)   | -          | -         | -        | 2<br>(2)                          | 7.95          | 3-14               |
| Cuba                      | 11<br>(4)                         | -   | -   | -        | -         | -         | 4<br>(2)   | 1          | 5<br>(2)  | -        | 10<br>(4)                         | 7.51          | 3-14               |
| Cyprus                    | 5                                 | -   | 1   | -        | 3         | 1         | -          | -          | -         | -        | 5                                 | 8.22          | 2-14               |
| Czech Republic            | 0<br>(0)                          | -   | -   | -        | -         | -         | 3<br>(1)   | 1          | 1         | -        | 5<br>(1)                          | 11.65         | 7-18               |
| Dem Peo Rep Korea         | 0                                 | -   | -   | -        | -         | -         | -          | -          | -         | -        | 0                                 | 7.20          | 2-14               |
| Denmark                   | 17<br>(5)                         | -   | -   | -        | 1         | 3<br>(1)  | 2<br>(1)   | 4<br>(1)   | 3<br>(1)  | -        | 13<br>(4)                         | 15.68         | 11-20              |
| Djibouti                  | 1                                 | -   | -   | -        | -         | -         | -          | -          | 1         | -        | 1                                 | 6.06          | 2-14               |
| Dominica                  | 1                                 | -   | -   | -        | -         | 1         | -          | -          | -         | -        | 1                                 | 6.06          | 2-14               |
| Dominican Republic        | 8<br>(2)                          | -   | -   | -        | -         | -         | 4<br>(2)   | 2<br>(1)   | 1         | -        | 7<br>(3)                          | 6.38          | 2-14               |
| Ecuador                   | 4<br>(1)                          | -   | -   | -        | -         | 2<br>(1)  | -          | 1          | 1         | -        | 4<br>(1)                          | 6.61          | 2-14               |
| Egypt                     | 13<br>(2)                         | -   | 1   | -        | 3<br>(1)  | 6<br>(1)  | 1          | 2          | 1         | -        | 14<br>(2)                         | 8.31          | 4-14               |
| El Salvador               | 4                                 | -   | -   | -        | 1         | 1         | 1          | 1          | -         | -        | 4                                 | 6.18          | 2-14               |
| Equatorial Guinea         | 3                                 | -   | -   | -        | -         | -         | -          | -          | 3         | -        | 3                                 | 6.06          | 2-14               |
| Erithrea                  | 0                                 | -   | -   | -        | -         | -         | -          | -          | -         | -        | 0                                 | 6.11          | 2-14               |
| Estonia                   | 0                                 | -   | -   | -        | -         | -         | -          | -          | -         | -        | 0                                 | 6.98          | 2-14               |
| Ethiopia                  | 30<br>(7)                         | -   | -   | -        | -         | 2         | 6          | 9<br>(3)   | 9<br>(3)  | -        | 26<br>(6)                         | 7.35          | 3-14               |
| Fiji                      | 8<br>(1)                          | -   | -   | -        | 2         | 2         | -          | 1<br>(1)   | -         | -        | 5<br>(1)                          | 6.07          | 2-14               |
| Finland                   | 11<br>(3)                         | -   | -   | 1        | -         | 2         | 3<br>(1)   | 4<br>(1)   | -         | -        | 10<br>(2)                         | 14.49         | 10-19              |
| France                    | 111<br>(47)                       | 1   | 1   | 4<br>(1) | 12<br>(6) | 24<br>(5) | 23<br>(13) | 31<br>(14) | 17<br>(7) | -        | 113<br>(48)                       | 96.42         | 82-111             |
| Gabon                     | 2                                 | -   | -   | -        | -         | -         | -          | -          | 2         | -        | 2                                 | 6.23          | 2-14               |
| Gambia                    | 8<br>(1)                          | -   | -   | -        | 2         | 2         | 3<br>(1)   | -          | -         | -        | 7<br>(1)                          | 6.07          | 2-14               |

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| COUNTRY<br>OF NATIONALITY | NUMBER<br>OF<br>STAFF<br>30/06/92 | USG | ASG | D-2      | D-1       | P-5       | P-4       | P-3        | P-2        | P-1 | NUMBER<br>OF<br>STAFF<br>30/06/93 | MID-<br>POINT | DESIRED<br>RANGE |
|---------------------------|-----------------------------------|-----|-----|----------|-----------|-----------|-----------|------------|------------|-----|-----------------------------------|---------------|------------------|
| MEMBER STATES (CONTINUED) |                                   |     |     |          |           |           |           |            |            |     |                                   |               |                  |
| Georgia                   | 0                                 | -   | -   | -        | -         | -         | -         | -          | -          | -   | 0                                 | 9.16          | 4-14             |
| Germany                   | 125<br>(37)                       | 1   | -   | 3<br>(1) | 11<br>(1) | 26<br>(8) | 25<br>(8) | 39<br>(11) | 23<br>(11) | -   | 128<br>(38)                       | 140.51        | 119-162          |
| Ghana                     | 15<br>(1)                         | 2   | -   | 3        | 3         | 2         | 4<br>(1)  | 1          | -          | -   | 15<br>(1)                         | 6.45          | 2-14             |
| Greece                    | 13<br>(5)                         | -   | 1   | -        | 2         | -         | 3<br>(2)  | 2<br>(1)   | 5<br>(3)   | -   | 13<br>(8)                         | 11.35         | 7-18             |
| Grenada                   | 3                                 | -   | -   | -        | 1         | -         | -         | 1          | 1          | -   | 3                                 | 6.05          | 2-14             |
| Guatemala                 | 7<br>(1)                          | 1   | -   | -        | -         | 2         | 1<br>(1)  | 2          | 1          | -   | 7<br>(1)                          | 6.44          | 2-14             |
| Guinea                    | 6<br>(1)                          | -   | -   | 1        | -         | 1         | 2         | 2<br>(1)   | -          | -   | 6<br>(1)                          | 6.20          | 2-14             |
| Guinea-Bissau             | 1                                 | -   | -   | -        | -         | -         | -         | -          | 1          | -   | 1                                 | 6.07          | 2-14             |
| Guyana                    | 16<br>(7)                         | -   | -   | 1        | 3         | 4<br>(3)  | 5<br>(3)  | 3<br>(1)   | -          | -   | 16<br>(7)                         | 6.07          | 2-14             |
| Haiti                     | 6<br>(4)                          | -   | 1   | -        | 2<br>(1)  | -         | 1<br>(1)  | 1<br>(1)   | 1<br>(1)   | -   | 6<br>(4)                          | 6.22          | 2-14             |
| Honduras                  | 2                                 | -   | -   | -        | -         | -         | -         | 2          | 1          | -   | 3                                 | 6.18          | 2-14             |
| Hungary                   | 9<br>(3)                          | -   | -   | -        | -         | -         | 2<br>(1)  | 1          | 4<br>(1)   | -   | 7<br>(2)                          | 6.83          | 4-14             |
| Iceland                   | 9<br>(1)                          | -   | -   | -        | -         | 2         | 1         | -          | 4<br>(1)   | -   | 7<br>(1)                          | 6.35          | 2-14             |
| India                     | 42<br>(9)                         | 2   | -   | 2        | 1         | 3<br>(1)  | 8<br>(2)  | 16<br>(8)  | 10<br>(1)  | -   | 42<br>(10)                        | 33.05         | 28-38            |
| Indonesia                 | 8<br>(3)                          | -   | -   | -        | 3         | 1         | -         | -          | 2<br>(2)   | -   | 6<br>(2)                          | 13.02         | 8-18             |
| Iran, Islamic Rep         | 20<br>(6)                         | -   | 1   | 1        | 4<br>(1)  | 3<br>(1)  | 5<br>(3)  | 5<br>(1)   | -          | -   | 18<br>(6)                         | 18.75         | 14-24            |
| Iraq                      | 14<br>(2)                         | -   | -   | -        | 1<br>(1)  | 8<br>(1)  | 3         | -          | -          | -   | 12<br>(2)                         | 8.31          | 4-14             |
| Ireland                   | 13<br>(4)                         | -   | -   | 1        | 2         | 4         | 1         | 4<br>(3)   | 3<br>(1)   | -   | 15<br>(4)                         | 6.66          | 4-14             |
| Israel                    | 15<br>(4)                         | -   | -   | -        | 1         | 1<br>(1)  | 2<br>(1)  | 3          | 8<br>(3)   | -   | 15<br>(5)                         | 9.44          | 5-14             |
| Italy                     | 55<br>(17)                        | 1   | 1   | 1        | 4         | 8<br>(4)  | 15<br>(4) | 16<br>(8)  | 19<br>(10) | -   | 65<br>(24)                        | 71.04         | 60-82            |
| Jamaica                   | 18<br>(6)                         | -   | -   | 2<br>(1) | 1         | 2         | -         | 8<br>(3)   | 5<br>(3)   | -   | 18<br>(7)                         | 6.11          | 2-14             |
| Japan                     | 89<br>(42)                        | 1   | 1   | 2<br>(2) | 4<br>(1)  | 5<br>(3)  | 19<br>(5) | 28<br>(12) | 26<br>(18) | -   | 86<br>(41)                        | 193.87        | 165-223          |
| Jordan                    | 14<br>(1)                         | -   | -   | -        | 2         | 1         | 7         | 3          | 2<br>(1)   | -   | 15<br>(1)                         | 6.16          | 2-14             |
| Kazakhstan                | 0                                 | -   | -   | -        | -         | -         | -         | -          | -          | -   | 0                                 | 11.52         | 7-18             |
| Kenya                     | 14<br>(2)                         | -   | -   | -        | 2         | 3         | 5<br>(1)  | 1          | 1<br>(1)   | -   | 12<br>(2)                         | 6.72          | 2-14             |
| Kuwait                    | 0                                 | -   | -   | -        | -         | -         | -         | -          | -          | -   | 0                                 | 9.66          | 5-14             |
| Kyrgyzstan                | 0                                 | -   | -   | -        | -         | -         | -         | -          | -          | -   | 0                                 | 6.90          | 2-14             |
| Lao People's Dem Rep      | 1                                 | -   | -   | -        | -         | -         | 1         | -          | -          | -   | 1                                 | 6.16          | 2-14             |
| Latvia                    | 0                                 | -   | -   | -        | -         | -         | -         | -          | -          | -   | 0                                 | 7.90          | 3-14             |

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| COUNTRY<br>OF NATIONALITY | NUMBER<br>OF<br>STAFF<br>30/06/92 | USG | ASG | D-2 | D-1      | P-5      | P-4      | P-3      | P-2       | P-1 | NUMBER<br>OF<br>STAFF<br>30/06/93 | MID-<br>POINT | DESIRABLE<br>RANGE |
|---------------------------|-----------------------------------|-----|-----|-----|----------|----------|----------|----------|-----------|-----|-----------------------------------|---------------|--------------------|
| MEMBER STATES (CONTINUED) |                                   |     |     |     |          |          |          |          |           |     |                                   |               |                    |
| Lebanon                   | 20<br>(5)                         | -   | -   | 1   | 2        | 5        | 6<br>(1) | 4<br>(2) | 2<br>(2)  | -   | 20<br>(5)                         | 6.12          | 2-14               |
| Lesotho                   | 7<br>(5)                          | -   | -   | -   | -        | -        | 3<br>(2) | 3<br>(2) | 1<br>(1)  | -   | 7<br>(5)                          | 6.10          | 2-14               |
| Liberia                   | 8<br>(3)                          | -   | -   | -   | -        | 2        | 3<br>(2) | 3<br>(1) | -         | -   | 8<br>(3)                          | 6.11          | 2-14               |
| Libyan Arab Jamahiriya    | 7<br>(1)                          | -   | -   | -   | 1        | 2<br>(1) | 2        | 1        | -         | -   | 6<br>(1)                          | 9.59          | 5-14               |
| Liechtenstein             | 0                                 | -   | -   | -   | -        | -        | -        | -        | -         | -   | 0                                 | 6.05          | 2-14               |
| Lithuania                 | 0                                 | -   | -   | -   | -        | -        | -        | -        | -         | -   | 0                                 | 8.22          | 3-14               |
| Luxembourg                | 4<br>(1)                          | -   | -   | -   | -        | -        | 1        | -        | 3<br>(1)  | -   | 4<br>(1)                          | 6.80          | 2-14               |
| Madagascar                | 9<br>(1)                          | -   | -   | -   | 1        | 1        | 5        | 1<br>(1) | 1         | -   | 9<br>(1)                          | 6.37          | 2-14               |
| Malawi                    | 9<br>(1)                          | -   | -   | -   | 1        | 4<br>(1) | 2        | 3        | -         | -   | 10<br>(1)                         | 6.27          | 2-14               |
| Malaysia                  | 15<br>(3)                         | -   | 1   | -   | 2        | 5        | 3        | 4<br>(3) | -         | -   | 15<br>(3)                         | 8.13          | 3-14               |
| Maldives                  | 0                                 | -   | -   | -   | -        | -        | -        | -        | -         | -   | 0                                 | 6.06          | 2-14               |
| Mali                      | 10                                | -   | -   | -   | 1        | 1        | 5        | 3        | -         | -   | 10                                | 6.29          | 2-14               |
| Malta                     | 6<br>(1)                          | -   | -   | -   | 4        | 1        | 1        | -        | -         | -   | 6<br>0                            | 6.06          | 2-14               |
| Marshall Islands          | 0                                 | -   | -   | -   | -        | -        | -        | -        | -         | -   | 0                                 | 6.05          | 2-14               |
| Mauritania                | 5                                 | -   | -   | 1   | -        | 1        | -        | 3        | 1         | -   | 6                                 | 6.10          | 2-14               |
| Mauritius                 | 12                                | -   | -   | 1   | 2        | 4        | 3        | 1        | -         | -   | 11                                | 6.08          | 2-14               |
| Mexico                    | 28<br>(13)                        | -   | -   | -   | 1<br>(1) | 6<br>(1) | 4<br>(2) | 7<br>(4) | 6<br>(3)  | -   | 24<br>(11)                        | 21.19         | 16-28              |
| Micronesia                | 0                                 | -   | -   | -   | -        | -        | -        | -        | -         | -   | 0                                 | 6.05          | 2-14               |
| Monaco                    | 0                                 | -   | -   | -   | -        | -        | -        | -        | -         | -   | 0                                 | 6.05          | 2-14               |
| Mongolia                  | 1<br>(1)                          | -   | -   | -   | -        | -        | -        | 1<br>(1) | -         | -   | 1<br>(1)                          | 6.11          | 2-14               |
| Morocco                   | 11<br>(3)                         | -   | -   | -   | 2        | 3        | 2<br>(1) | 4<br>(3) | -         | -   | 11<br>(4)                         | 7.00          | 2-14               |
| Mozambique                | 1                                 | -   | -   | -   | -        | -        | 1        | -        | -         | -   | 1                                 | 6.42          | 2-14               |
| Myanmar                   | 6                                 | -   | -   | -   | -        | -        | 4        | 2        | -         | -   | 6                                 | 7.13          | 2-14               |
| Namibia                   | 0                                 | -   | -   | -   | -        | -        | -        | -        | -         | -   | 0                                 | 6.09          | 2-14               |
| Nepal                     | 12                                | -   | -   | -   | 2        | 1        | 3        | 2        | -         | -   | 8                                 | 6.56          | 2-14               |
| Netherlands               | 32<br>(2)                         | -   | -   | -   | 1        | 10       | 6<br>(1) | 6<br>(1) | 13<br>(2) | -   | 36<br>(4)                         | 28.55         | 24-33              |
| New Zealand               | 11<br>(5)                         | -   | -   | -   | 3<br>(1) | 2<br>(1) | 3<br>(1) | -        | 4<br>(2)  | -   | 12<br>(5)                         | 9.55          | 5-14               |
| Nicaragua                 | 4<br>(2)                          | -   | -   | -   | -        | 2<br>(1) | 1        | -        | 4<br>(4)  | -   | 7<br>(5)                          | 6.15          | 2-14               |
| Niger                     | 5<br>(2)                          | -   | -   | -   | 1<br>(1) | -        | 2<br>(1) | 1        | -         | -   | 4<br>(2)                          | 6.25          | 2-14               |
| Nigeria                   | 16<br>(1)                         | -   | -   | 1   | 4        | 4        | 4        | 2<br>(1) | -         | 1   | 16<br>(1)                         | 11.74         | 7-17               |

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| COUNTRY<br>OF NATIONALITY      | NUMBER<br>OF<br>STAFF<br>30/06/92 | USG | ASG | D-2 | D-1      | P-5       | P-4       | P-3        | P-2        | P-1      | NUMBER<br>OF<br>STAFF<br>30/06/93 | MID-<br>POINT | DESIRABLE<br>RANGE |
|--------------------------------|-----------------------------------|-----|-----|-----|----------|-----------|-----------|------------|------------|----------|-----------------------------------|---------------|--------------------|
| MEMBER STATES (CONTINUED)      |                                   |     |     |     |          |           |           |            |            |          |                                   |               |                    |
| Norway                         | 13<br>(7)                         | -   | -   | -   | -        | -         | -         | 1          | 12<br>(7)  | -        | 13<br>(7)                         | 14.17         | 9-19               |
| Oman                           | 2<br>(1)                          | -   | -   | -   | 1        | 1<br>(1)  | -         | -          | -          | -        | 2<br>(1)                          | 8.39          | 2-14               |
| Pakistan                       | 14<br>(3)                         | 1   | 1   | 1   | 2        | 1         | 4<br>(2)  | 2<br>(1)   | 1          | -        | 13<br>(3)                         | 9.66          | 5-14               |
| Panama                         | 3                                 | -   | -   | -   | -        | 1         | 1         | -          | 1          | -        | 3                                 | 6.26          | 2-14               |
| Papua New Guinea               | 3                                 | -   | -   | -   | -        | -         | -         | 2          | -          | -        | 2                                 | 6.15          | 2-14               |
| Paraguay                       | 1                                 | -   | -   | -   | -        | -         | 1         | -          | -          | -        | 1                                 | 6.31          | 2-14               |
| Peru                           | 16<br>(6)                         | -   | 2   | -   | -        | 6<br>(1)  | 2<br>(1)  | 5<br>(3)   | 2<br>(1)   | -        | 17<br>(6)                         | 7.35          | 3-14               |
| Philippines                    | 68<br>(39)                        | -   | -   | -   | 2<br>(1) | 5<br>(1)  | 20<br>(9) | 22<br>(15) | 21<br>(14) | 1<br>(1) | 71<br>(41)                        | 8.53          | 4-14               |
| Poland                         | 15<br>(1)                         | -   | -   | 1   | -        | 1         | 8         | 2          | 1          | -        | 13<br>0                           | 13.83         | 9-19               |
| Portugal                       | 3<br>(2)                          | -   | -   | -   | -        | 2<br>(1)  | 1<br>(1)  | 1          | 1          | -        | 5<br>(2)                          | 9.12          | 4-14               |
| Qatar                          | 1                                 | -   | -   | -   | -        | -         | -         | -          | 1          | -        | 1                                 | 8.65          | 2-14               |
| Republic of Korea              | 0<br>(0)                          | -   | -   | -   | -        | -         | -         | -          | 1<br>(1)   | -        | 1<br>(1)                          | 17.23         | 12-22              |
| Republic of Moldova            | 0                                 | -   | -   | -   | -        | -         | -         | -          | -          | -        | 0                                 | 8.24          | 3-14               |
| Romania                        | 5                                 | -   | -   | 1   | 1        | -         | 1         | -          | 2          | -        | 5                                 | 9.00          | 4-14               |
| Russian Federation             | 157<br>(14)                       | 1   | -   | 3   | 11       | 16<br>(1) | 46<br>(4) | 55<br>(4)  | 13<br>(4)  | -        | 145<br>(13)                       | 109.23        | 93-126             |
| Rwanda                         | 3<br>(0)                          | -   | -   | -   | -        | -         | -         | 4<br>(1)   | -          | -        | 4<br>(1)                          | 6.24          | 2-14               |
| Saint Kitts & Nevis            | 1<br>(1)                          | -   | -   | -   | -        | -         | -         | -          | 2<br>(2)   | -        | 2<br>(2)                          | 6.05          | 2-14               |
| Saint Lucia                    | 4<br>(2)                          | -   | -   | -   | -        | -         | 1         | 1<br>(1)   | 2<br>(1)   | -        | 4<br>(2)                          | 6.05          | 2-14               |
| Saint Vincent & the Grenadines | 2<br>(1)                          | -   | -   | -   | -        | -         | -         | 1          | 2<br>(1)   | -        | 3<br>(1)                          | 6.05          | 2-14               |
| Samoa                          | 2                                 | -   | -   | -   | -        | -         | -         | 2          | -          | -        | 2                                 | 6.05          | 2-14               |
| San Marino                     | 0                                 | -   | -   | -   | -        | -         | -         | -          | -          | -        | 0                                 | 6.05          | 2-14               |
| Sao Tome & Principe            | 0                                 | -   | -   | -   | -        | -         | -         | -          | -          | -        | 0                                 | 6.05          | 2-14               |
| Saudi Arabia                   | 4<br>(4)                          | -   | -   | -   | 1<br>(1) | 1<br>(1)  | 1<br>(1)  | -          | 1<br>(1)   | -        | 4<br>(4)                          | 20.55         | 16-25              |
| Senegal                        | 16<br>(6)                         | -   | 1   | -   | 1        | 3<br>(1)  | 2<br>(1)  | 5          | 3<br>(3)   | -        | 15<br>(5)                         | 6.24          | 2-14               |
| Seychelles                     | 2                                 | -   | -   | -   | -        | -         | -         | 2          | -          | -        | 2                                 | 6.05          | 2-14               |
| Sierra Leone                   | 15<br>(4)                         | 1   | -   | -   | 2        | 5<br>(1)  | 6<br>(3)  | 1          | -          | -        | 15<br>(4)                         | 6.16          | 2-14               |
| Singapore                      | 13<br>(7)                         | -   | -   | -   | 1        | 2<br>(1)  | 4<br>(3)  | 4<br>(3)   | -          | -        | 11<br>(7)                         | 7.75          | 3-14               |
| Slovakia                       | 0                                 | -   | -   | -   | -        | -         | -         | -          | 2          | -        | 2                                 | 6.70          | 4-14               |
| Slovenia                       | 0                                 | -   | -   | -   | -        | 1         | -         | -          | -          | -        | 1                                 | 7.29          | 2-14               |
| Solomon Islands                | 0                                 | -   | -   | -   | -        | -         | -         | -          | -          | -        | 0                                 | 6.06          | 2-14               |

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| COUNTRY<br>OF NATIONALITY | NUMBER<br>OF<br>STAFF<br>30/06/92 | USG      | ASG      | D-2      | D-1       | P-5        | P-4         | P-3         | P-2        | P-1      | NUMBER<br>OF<br>STAFF<br>30/06/93 | MID-<br>POINT | DESIRABLE<br>RANGE |
|---------------------------|-----------------------------------|----------|----------|----------|-----------|------------|-------------|-------------|------------|----------|-----------------------------------|---------------|--------------------|
| MEMBER STATES (CONTINUED) |                                   |          |          |          |           |            |             |             |            |          |                                   |               |                    |
| Somalia                   | 10<br>(2)                         | -        | -        | -        | 1         | 3          | 4<br>(2)    | 1           | -          | -        | 9<br>(2)                          | 6.28          | 2-14               |
| South Africa              | 11<br>(3)                         | -        | -        | -        | -         | 2<br>(1)   | 2<br>(1)    | 3           | 4<br>(1)   | -        | 11<br>(3)                         | 12.98         | 8-18               |
| Spain                     | 28<br>(12)                        | -        | -        | 1        | 4         | 1<br>(1)   | 7<br>(2)    | 8<br>(3)    | 7<br>(6)   | -        | 28<br>(12)                        | 36.27         | 31-42              |
| Sri Lanka                 | 10<br>(2)                         | -        | -        | 1        | 3         | -          | -           | 2<br>(1)    | 3<br>(1)   | -        | 9<br>(2)                          | 6.48          | 2-14               |
| Sudan                     | 9                                 | -        | -        | -        | 1         | 1          | 4           | 1           | 1          | -        | 8                                 | 6.71          | 2-14               |
| Suriname                  | 3<br>(2)                          | -        | -        | -        | -         | -          | 1           | 1<br>(1)    | 1<br>(1)   | -        | 3<br>(2)                          | 6.06          | 2-14               |
| Swaziland                 | 4<br>(2)                          | -        | -        | -        | -         | -          | -           | 4<br>(2)    | -          | -        | 4<br>(2)                          | 6.07          | 2-14               |
| Sweden                    | 24<br>(7)                         | 1        | -        | 2        | 1<br>(1)  | 9<br>(1)   | 5           | 5<br>(5)    | 1          | -        | 24<br>(7)                         | 22.60         | 18-27              |
| Syrian Arab Republic      | 6                                 | 1        | -        | -        | 1         | 4          | 3           | -           | -          | -        | 9                                 | 6.82          | 2-14               |
| Tajikistan                | 0                                 | -        | -        | -        | -         | -          | -           | -           | -          | -        | 0                                 | 6.78          | 2-14               |
| Thailand                  | 27<br>(15)                        | -        | -        | -        | 1         | 2          | 3           | 9<br>(7)    | 13<br>(8)  | -        | 28<br>(15)                        | 8.97          | 4-14               |
| The F.Y.R. Macedonia      | 0                                 | -        | -        | -        | -         | -          | -           | -           | -          | -        | 0                                 | 6.10          | 2-14               |
| Togo                      | 4                                 | -        | -        | -        | 1         | 1          | 1           | 1           | 1          | -        | 5                                 | 6.14          | 2-14               |
| Trinidad and Tobago       | 18<br>(6)                         | -        | -        | -        | 2         | 1<br>(1)   | 5<br>(2)    | 7<br>(3)    | 3<br>(2)   | -        | 18<br>(8)                         | 6.67          | 2-14               |
| Tunisia                   | 19<br>(1)                         | -        | -        | 2        | 2         | 9<br>(1)   | 2           | 1           | 1          | -        | 17<br>(1)                         | 6.55          | 2-14               |
| Turkey                    | 11<br>(3)                         | -        | -        | -        | 2<br>(1)  | 1          | 7<br>(2)    | 1           | -          | -        | 11<br>(3)                         | 11.37         | 7-16               |
| Turkmenistan              | 0                                 | -        | -        | -        | -         | -          | -           | -           | -          | -        | 0                                 | 6.88          | 2-14               |
| Uganda                    | 15<br>(4)                         | -        | -        | -        | 3         | 4<br>(1)   | 3           | 2<br>(1)    | 2<br>(2)   | -        | 14<br>(4)                         | 6.51          | 2-14               |
| Ukraine                   | 25<br>(3)                         | -        | -        | 1        | 2         | 1          | 5           | 12<br>(2)   | 3          | -        | 24<br>(2)                         | 34.96         | 30-40              |
| United Arab Emirates      | 1<br>(1)                          | -        | -        | -        | -         | -          | 1<br>(1)    | -           | -          | -        | 1<br>(1)                          | 9.06          | 4-14               |
| United Kingdom a/         | 89<br>(35)                        | 1        | -        | 2        | 12<br>(1) | 18<br>(3)  | 22<br>(6)   | 9<br>(6)    | 16<br>(12) | 3<br>(3) | 83<br>(31)                        | 81.88         | 70-94              |
| United Rep. Tanzania      | 19<br>(5)                         | -        | 1<br>(1) | 1        | 4         | 1          | 8<br>(2)    | 3<br>(2)    | 1<br>(1)   | -        | 19<br>(6)                         | 6.74          | 2-14               |
| United States of America  | 387<br>(179)                      | 2<br>(2) | 1        | 9<br>(2) | 28<br>(5) | 79<br>(29) | 109<br>(57) | 101<br>(55) | 42<br>(23) | -        | 371<br>(173)                      | 383.47        | 326-441            |
| Uruguay                   | 12<br>(3)                         | -        | -        | -        | -         | 6<br>(1)   | 1           | 3<br>(1)    | -          | -        | 10<br>(2)                         | 6.57          | 2-14               |
| Uzbekistan                | 0                                 | -        | -        | -        | -         | -          | -           | -           | -          | -        | 0                                 | 10.13         | 5-15               |
| Vanuatu                   | 0                                 | -        | -        | -        | -         | -          | -           | -           | -          | -        | 0                                 | 6.05          | 2-14               |
| Venezuela                 | 10<br>(7)                         | -        | -        | -        | 1         | 1<br>(1)   | 3<br>(2)    | 3<br>(2)    | -          | -        | 8<br>(5)                          | 13.68         | 9-18               |
| Viet Nam                  | 3<br>(1)                          | -        | -        | -        | -         | -          | 1           | 1           | 1<br>(1)   | -        | 3<br>(1)                          | 7.77          | 3-14               |
| Yemen                     | 9<br>(1)                          | -        | -        | -        | 2         | 1          | 5<br>(1)    | 1           | -          | -        | 9<br>(1)                          | 6.33          | 2-14               |

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| COUNTRY<br>OF NATIONALITY | NUMBER<br>OF<br>STAFF<br>30/06/92 | USG       | ASG       | D-2       | D-1         | P-5          | P-4          | P-3          | P-2          | P-1                  | NUMBER<br>OF<br>STAFF<br>30/06/93 | MID-<br>POINT | DESIRABLE<br>RANGE |
|---------------------------|-----------------------------------|-----------|-----------|-----------|-------------|--------------|--------------|--------------|--------------|----------------------|-----------------------------------|---------------|--------------------|
| MEMBER STATES (CONTINUED) |                                   |           |           |           |             |              |              |              |              |                      |                                   |               |                    |
| Yugoslavia                | 14<br>(3)                         | -         | -         | -         | 3           | 1            | 2<br>(1)     | -            | 5            | -                    | 11<br>(1)                         | 8.45          | 4-14               |
| Zaire                     | 15<br>(2)                         | -         | -         | -         | 1           | 3            | 7<br>(1)     | 3            | 1<br>(1)     | -                    | 15<br>(2)                         | 7.04          | 2-14               |
| Zambia                    | 9                                 | -         | -         | -         | 1           | 2            | 3            | 3            | -            | -                    | 9                                 | 6.26          | 2-14               |
| Zimbabwe                  | 6<br>(1)                          | -         | -         | -         | 1           | 1            | 1            | 3<br>(1)     | -            | -                    | 6<br>(1)                          | 6.31          | 2-14               |
| -----                     |                                   |           |           |           |             |              |              |              |              |                      |                                   |               |                    |
| SUBTOTAL                  | 435<br>(790)                      | 21<br>(3) | 15<br>(1) | 66<br>(9) | 240<br>(30) | 468<br>(102) | 659<br>(200) | 632<br>(239) | 440<br>(207) | 7 2 546<br>(6) (797) | 359.47                            | 306-413       |                    |
| OTHERS                    |                                   |           |           |           |             |              |              |              |              |                      |                                   |               |                    |
| Former Czechoslovakia b/  | 14<br>(2)                         | -         | -         | -         | -           | 1            | 2<br>(1)     | 1            | 4            | -                    | 8<br>(1)                          |               |                    |
| Palestine                 | 0                                 | -         | -         | -         | -           | -            | -            | -            | -            | -                    | 0                                 |               |                    |
| Stateless                 | 5<br>(0)                          | -         | -         | -         | -           | 2            | 1            | 1            | 1<br>(1)     | -                    | 5<br>(1)                          |               |                    |
| Switzerland               | 13<br>(5)                         | -         | -         | -         | 2<br>(1)    | 6<br>(1)     | 4<br>(2)     | 1            | 1<br>(1)     | -                    | 14<br>(5)                         |               |                    |
| -----                     |                                   |           |           |           |             |              |              |              |              |                      |                                   |               |                    |
| SUBTOTAL                  | 32<br>(7)                         | -         | -         | -         | 2<br>(1)    | 9<br>(1)     | 7<br>(3)     | 3            | 6<br>(2)     | -                    | 27<br>(7)                         |               |                    |
| TOTAL                     |                                   |           |           |           |             |              |              |              |              |                      |                                   |               |                    |
|                           | 2 608<br>(797)                    | 21<br>(3) | 15<br>(1) | 66<br>(9) | 242<br>(31) | 475<br>(103) | 668<br>(203) | 635<br>(239) | 446<br>(209) | 7 2 573<br>(6) (804) |                                   |               |                    |

a/ Includes ten staff members from the Territory of Hong Kong.  
b/ Pending determination of nationality (Czech Rep or Slovakia).

TABLE 4A  
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION  
BY REGION AND LEVEL  
(SHOWING NUMBER OF WOMEN STAFF)  
(AS AT 30 JUNE 1993)

| REGION                 | NUMBER<br>OF<br>STAFF<br>30/06/92 | USG       | ASG       | D-2       | D-1         | P-5          | P-4          | P-3          | P-2          | P-1        | NUMBER<br>OF<br>STAFF<br>30/06/93 | MID-<br>POINT | DESIRABLE<br>RANGE |
|------------------------|-----------------------------------|-----------|-----------|-----------|-------------|--------------|--------------|--------------|--------------|------------|-----------------------------------|---------------|--------------------|
| AFRICA                 | 435<br>(73)                       | 4         | 3<br>(1)  | 12<br>(1) | 49<br>(2)   | 86<br>(8)    | 123<br>(20)  | 97<br>(24)   | 49<br>(18)   | 1          | 424<br>(74)                       | 359.47        | 306-413            |
| ASIA AND THE PACIFIC   | 429<br>(161)                      | 5         | 3         | 8<br>(2)  | 42<br>(5)   | 47<br>(11)   | 98<br>(33)   | 116<br>(57)  | 95<br>(54)   | 1<br>(1)   | 415<br>(163)                      | 514.70        | 437-592            |
| EUROPE (EASTERN)       | 248<br>(24)                       | 1         | -         | 7<br>(1)  | 19          | 22<br>(1)    | 73<br>(8)    | 81<br>(8)    | 34<br>(5)    | -          | 237<br>(21)                       | 354.27        | 301-407            |
| EUROPE (WESTERN)       | 596<br>(200)                      | 6         | 3         | 17<br>(2) | 56<br>(10)  | 123<br>(26)  | 130<br>(43)  | 139<br>(56)  | 131<br>(64)  | 3<br>(3)   | 608<br>(204)                      | 621.51        | 528-715            |
| LATIN AMERICA          | 223<br>(77)                       | 1         | 3         | 6         | 13<br>(2)   | 54<br>(15)   | 44<br>(17)   | 49<br>(22)   | 50<br>(20)   | 2<br>(2)   | 222<br>(78)                       | 196.20        | 167-225            |
| MIDDLE EAST            | 131<br>(28)                       | 1         | 2         | 2         | 20<br>(4)   | 31<br>(5)    | 44<br>(10)   | 18<br>(3)    | 14<br>(7)    | -          | 132<br>(29)                       | 144.66        | 123-166            |
| N. AMERICA & CARIBBEAN | 518<br>(227)                      | 3<br>(3)  | 1         | 14<br>(3) | 41<br>(7)   | 103<br>(36)  | 147<br>(66)  | 132<br>(71)  | 67<br>(39)   | -          | 508<br>(228)                      | 509.85        | 433-586            |
| OTHERS                 | 32<br>(7)                         | -         | -         | -         | 2<br>(1)    | 9<br>(1)     | 7<br>(3)     | 3            | 6<br>(2)     | -          | 27<br>(7)                         |               |                    |
| TOTAL                  | 2 608<br>(797)                    | 21<br>(3) | 15<br>(1) | 66<br>(9) | 242<br>(31) | 475<br>(103) | 866<br>(203) | 835<br>(239) | 446<br>(209) | 7 2<br>(6) | 573<br>(804)                      |               |                    |

TABLE 5  
STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS  
BY NATIONALITY AND LEVEL  
(SHOWING NUMBER OF WOMEN STAFF)  
(AS AT 30 JUNE 1993)

| COUNTRY OF NATIONALITY | NUMBER<br>OF STAFF<br>30/06/92 | P-5        | P-4        | P-3        | P-2      | P-1 | NUMBER<br>OF STAFF<br>30/06/93 |
|------------------------|--------------------------------|------------|------------|------------|----------|-----|--------------------------------|
| MEMBER STATES          |                                |            |            |            |          |     |                                |
| Algeria                | 3                              | -          | 1          | 2          | -        | -   | 3                              |
| Antigua and Barbuda    | 1<br>(1)                       | -          | -          | -          | -        | -   | 0<br>(0)                       |
| Argentina              | 24<br>(13)                     | 6<br>(3)   | 12<br>(7)  | 6<br>(3)   | 3        | -   | 27<br>(13)                     |
| Australia              | 1<br>(1)                       | -          | 1<br>(1)   | -          | -        | -   | 1<br>(1)                       |
| Austria                | 2<br>(1)                       | -          | 2<br>(1)   | 1          | -        | -   | 3<br>(1)                       |
| Belarus                | 6                              | -          | 2          | 4          | -        | -   | 6                              |
| Belgium                | 12<br>(5)                      | 2          | 4<br>(3)   | 6<br>(1)   | 2<br>(2) | -   | 14<br>(6)                      |
| Benin                  | 1                              | -          | -          | 1          | -        | -   | 1                              |
| Bolivia                | 1<br>(1)                       | -          | 1<br>(1)   | -          | -        | -   | 1<br>(1)                       |
| Bulgaria               | 2<br>(1)                       | -          | 1          | -          | -        | -   | 1<br>(0)                       |
| Canada                 | 12<br>(5)                      | -          | 3<br>(1)   | 7<br>(3)   | 2<br>(1) | -   | 12<br>(5)                      |
| Chile                  | 16<br>(8)                      | 4<br>(1)   | 8<br>(5)   | 2<br>(2)   | 2        | -   | 16<br>(8)                      |
| China                  | 131<br>(31)                    | 18<br>(2)  | 39<br>(9)  | 68<br>(18) | 3<br>(2) | -   | 128<br>(31)                    |
| Colombia               | 7<br>(6)                       | 2<br>(1)   | 2<br>(2)   | 3<br>(3)   | -        | -   | 7<br>(6)                       |
| Costa Rica             | 1                              | -          | -          | 1          | -        | -   | 1                              |
| Cote d'Ivoire          | 1                              | -          | -          | 1          | -        | -   | 1                              |
| Cuba                   | 4<br>(1)                       | -          | 3<br>(1)   | -          | 1        | -   | 4<br>(1)                       |
| Ecuador                | 2<br>(1)                       | -          | 2<br>(1)   | -          | -        | -   | 2<br>(1)                       |
| Egypt                  | 87<br>(22)                     | 16<br>(2)  | 40<br>(9)  | 31<br>(10) | 2<br>(1) | -   | 89<br>(22)                     |
| France                 | 115<br>(74)                    | 23<br>(14) | 48<br>(30) | 34<br>(28) | 7<br>(3) | -   | 112<br>(75)                    |
| Germany                | 4<br>(2)                       | 2<br>(1)   | 1<br>(1)   | -          | -        | -   | 3<br>(2)                       |
| Ghana                  | 2                              | -          | 1          | 1          | -        | -   | 2                              |
| Guatemala              | 1<br>(1)                       | -          | -          | 1<br>(1)   | -        | -   | 1<br>(1)                       |
| Guyana                 | 3<br>(2)                       | -          | -          | 3<br>(2)   | -        | -   | 3<br>(2)                       |
| Iraq                   | 1                              | -          | 1          | -          | -        | -   | 1                              |
| Ireland                | 1                              | -          | -          | 1          | 1<br>(1) | -   | 2<br>(1)                       |
| Israel                 | 3<br>(1)                       | -          | 1          | 1          | -        | -   | 2<br>(0)                       |
| Italy                  | 2<br>(1)                       | -          | 1          | 1<br>(1)   | -        | -   | 2<br>(1)                       |

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| COUNTRY OF NATIONALITY    | NUMBER<br>OF STAFF<br>30/06/92 | P-5         | P-4          | P-3          | P-2        | P-1 | NUMBER<br>OF STAFF<br>30/06/93 |
|---------------------------|--------------------------------|-------------|--------------|--------------|------------|-----|--------------------------------|
| MEMBER STATES (CONTINUED) |                                |             |              |              |            |     |                                |
| Jamaica                   | 3<br>(3)                       | -           | 1<br>(1)     | 2<br>(2)     | -          | -   | 3<br>(3)                       |
| Jordan                    | 6<br>(1)                       | 3           | -            | 1<br>(1)     | 1          | -   | 5<br>(1)                       |
| Lebanon                   | 7<br>(3)                       | 1           | 1<br>(1)     | 5<br>(3)     | 2<br>(1)   | -   | 9<br>(5)                       |
| Madagascar                | 1<br>(1)                       | -           | -            | 1<br>(1)     | -          | -   | 1<br>(1)                       |
| Malaysia                  | 1                              | -           | 1            | -            | -          | -   | 1                              |
| Mali                      | 1                              | -           | -            | 1            | -          | -   | 1                              |
| Mexico                    | 5<br>(3)                       | 2           | 2<br>(2)     | 1<br>(1)     | -          | -   | 5<br>(3)                       |
| Morocco                   | 2                              | -           | -            | 2            | 1          | -   | 3                              |
| Netherlands               | 2<br>(1)                       | -           | -            | 1            | 1<br>(1)   | -   | 2<br>(1)                       |
| New Zealand               | 1                              | -           | -            | 1            | -          | -   | 1                              |
| Panama                    | 1                              | -           | -            | 1            | -          | -   | 1                              |
| Paraguay                  | 1<br>(1)                       | 1<br>(1)    | -            | -            | -          | -   | 1<br>(1)                       |
| Peru                      | 9<br>(5)                       | 1           | 3<br>(2)     | 4<br>(2)     | -          | -   | 8<br>(4)                       |
| Russian Federation        | 135<br>(5)                     | 14          | 38<br>(1)    | 79<br>(4)    | 2          | -   | 133<br>(5)                     |
| Senegal                   | 6                              | -           | 2            | 4            | -          | -   | 6                              |
| Spain                     | 25<br>(6)                      | 6<br>(1)    | 13<br>(3)    | 7<br>(4)     | 4<br>(1)   | -   | 30<br>(9)                      |
| Sudan                     | 6                              | 1           | 2            | 3            | -          | -   | 6                              |
| Syrian Arab Republic      | 22<br>(6)                      | 2<br>(1)    | 9<br>(1)     | 10<br>(4)    | 1          | -   | 22<br>(6)                      |
| Trinidad and Tobago       | 2<br>(1)                       | 1           | -            | 1<br>(1)     | -          | -   | 2<br>(1)                       |
| Tunisia                   | 14<br>(2)                      | -           | 7<br>(1)     | 8            | -          | -   | 13<br>(1)                      |
| Ukraine                   | 6                              | -           | -            | 6            | -          | -   | 6                              |
| United Kingdom            | 70<br>(31)                     | 16<br>(6)   | 42<br>(22)   | 9<br>(2)     | 2<br>(2)   | -   | 69<br>(32)                     |
| United States of America  | 88<br>(50)                     | 8<br>(3)    | 37<br>(17)   | 28<br>(18)   | 13<br>(10) | -   | 86<br>(48)                     |
| Uruguay                   | 6<br>(3)                       | 2<br>(1)    | 2<br>(1)     | 1<br>(1)     | 1          | -   | 6<br>(3)                       |
| Yemen                     | 1                              | -           | -            | 1            | -          | -   | 1                              |
| Zimbabwe                  | 0                              | -           | -            | 1            | -          | -   | 1                              |
| SUBTOTAL                  | 867<br>(300)                   | 131<br>(37) | 334<br>(124) | 351<br>(116) | 51<br>(25) | -   | 867<br>(302)                   |
| OTHERS                    |                                |             |              |              |            |     |                                |
| Palestine                 | 2                              | -           | -            | 2            | -          | -   | 2                              |
| Stateless                 | 1                              | -           | 1            | -            | -          | -   | 1                              |

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| COUNTRY OF NATIONALITY | NUMBER<br>OF STAFF<br>30/06/92 | P-5         | P-4          | P-3          | P-2        | P-1 | NUMBER<br>OF STAFF<br>30/06/93 |
|------------------------|--------------------------------|-------------|--------------|--------------|------------|-----|--------------------------------|
| OTHERS (CONTINUED)     |                                |             |              |              |            |     |                                |
| Switzerland            | 10<br>(6)                      | 2           | 6<br>(4)     | 2<br>(2)     | -          | -   | 10<br>(6)                      |
| SUBTOTAL               | 13<br>(6)                      | 2           | 7<br>(4)     | 4<br>(2)     | -          | -   | 13<br>(6)                      |
| TOTAL                  | 880<br>(306)                   | 133<br>(37) | 341<br>(128) | 355<br>(118) | 51<br>(25) | -   | 880<br>(308)                   |

TABLE 6A  
STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS  
BY REGION AND LEVEL  
(SHOWING NUMBER OF WOMEN STAFF)  
(AS AT 30 JUNE 1993)

| REGION                 | NUMBER<br>OF STAFF<br>30/06/92 | P-5         | P-4          | P-3          | P-2        | P-1 | NUMBER<br>OF STAFF<br>30/06/93 |
|------------------------|--------------------------------|-------------|--------------|--------------|------------|-----|--------------------------------|
| AFRICA                 | 124<br>(25)                    | 17<br>(2)   | 53<br>(10)   | 54<br>(11)   | 3<br>(1)   | -   | 127<br>(24)                    |
| ASIA AND THE PACIFIC   | 134<br>(32)                    | 18<br>(2)   | 41<br>(10)   | 69<br>(18)   | 3<br>(2)   | -   | 131<br>(32)                    |
| EUROPE (EASTERN)       | 149<br>(6)                     | 14          | 41<br>(1)    | 89<br>(4)    | 2          | -   | 146<br>(5)                     |
| EUROPE (WESTERN)       | 233<br>(121)                   | 49<br>(22)  | 111<br>(60)  | 60<br>(36)   | 17<br>(10) | -   | 237<br>(128)                   |
| LATIN AMERICA          | 78<br>(43)                     | 18<br>(7)   | 35<br>(22)   | 20<br>(13)   | 7          | -   | 80<br>(42)                     |
| MIDDLE EAST            | 40<br>(11)                     | 6<br>(1)    | 12<br>(2)    | 18<br>(8)    | 4<br>(1)   | -   | 40<br>(12)                     |
| N. AMERICA & CARIBBEAN | 109<br>(62)                    | 9<br>(3)    | 41<br>(19)   | 41<br>(26)   | 15<br>(11) | -   | 106<br>(59)                    |
| OTHERS                 | 13<br>(6)                      | 2           | 7<br>(4)     | 4<br>(2)     | -          | -   | 13<br>(6)                      |
| TOTAL                  | 880<br>(306)                   | 133<br>(37) | 341<br>(128) | 355<br>(118) | 51<br>(25) | -   | 880<br>(308)                   |

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TABLE 7  
PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE  
BY NATIONALITY AND LEVEL  
(SHOWING NUMBER OF WOMEN STAFF)  
(AS AT 30 JUNE 1993)

| COUNTRY OF NATIONALITY | NUMBER<br>OF STAFF<br>30/06/92 | USG | ASG | D-2 | D-1 | P-5      | P-4      | P-3      | P-2      | P-1 | NUMBER<br>OF STAFF<br>30/06/93 |
|------------------------|--------------------------------|-----|-----|-----|-----|----------|----------|----------|----------|-----|--------------------------------|
| MEMBER STATES          |                                |     |     |     |     |          |          |          |          |     |                                |
| Afghanistan            | 1                              | -   | -   | -   | -   | -        | 1        | -        | -        | -   | 1                              |
| Argentina              | 1                              | -   | -   | -   | -   | -        | -        | -        | -        | -   | 0                              |
| Australia              | 2                              | -   | 1   | -   | -   | 1        | 1        | -        | -        | -   | 3                              |
| Austria                | 1                              | -   | -   | -   | -   | -        | -        | -        | -        | -   | 0                              |
| Bangladesh             | 1                              | -   | -   | 1   | -   | -        | -        | -        | -        | -   | 1                              |
| Belgium                | 0                              | -   | -   | -   | -   | -        | 1        | -        | -        | -   | 1                              |
| Benin                  | 0                              | -   | -   | -   | -   | -        | 1        | -        | -        | -   | 1                              |
| Bolivia                | 0                              | -   | -   | -   | -   | -        | -        | 1        | -        | -   | 1                              |
| Brazil                 | 0<br>(0)                       | -   | 1   | -   | -   | -        | -        | 1<br>(1) | -        | -   | 2<br>(1)                       |
| Bulgaria               | 1                              | -   | -   | -   | -   | -        | 3        | -        | -        | -   | 3                              |
| Burkina Faso           | 0                              | -   | -   | -   | -   | -        | 1        | -        | -        | -   | 1                              |
| Burundi                | 0                              | -   | -   | -   | -   | -        | 1        | -        | -        | -   | 1                              |
| Canada                 | 2<br>(0)                       | -   | -   | -   | -   | 1<br>(1) | 4<br>(1) | 3<br>(2) | 2        | -   | 10<br>(4)                      |
| Chile                  | 0<br>(0)                       | -   | -   | -   | -   | 1        | -        | 2<br>(2) | 2        | -   | 5<br>(2)                       |
| China                  | 0<br>(0)                       | -   | -   | -   | -   | -        | 1<br>(1) | -        | -        | -   | 1<br>(1)                       |
| Colombia               | 0<br>(0)                       | -   | -   | -   | -   | 1<br>(1) | -        | -        | -        | -   | 1<br>(1)                       |
| Cyprus                 | 1                              | -   | -   | -   | 1   | -        | -        | -        | -        | -   | 1                              |
| Denmark                | 0<br>(0)                       | -   | -   | -   | -   | -        | -        | -        | 1<br>(1) | -   | 1<br>(1)                       |
| El Salvador            | 0                              | -   | -   | -   | -   | -        | -        | 1        | -        | -   | 1                              |
| Ethiopia               | 2                              | -   | -   | -   | -   | -        | 1        | 1        | -        | -   | 2                              |
| Fiji                   | 0                              | -   | -   | -   | -   | -        | -        | 1        | -        | -   | 1                              |
| Finland                | 1                              | -   | -   | -   | -   | -        | -        | -        | -        | -   | 0                              |
| France                 | 2<br>(0)                       | -   | -   | 1   | 1   | 1        | 2        | 4<br>(2) | -        | -   | 9<br>(2)                       |
| Germany                | 0<br>(0)                       | -   | -   | -   | -   | 1        | 1<br>(1) | 2<br>(2) | -        | -   | 4<br>(3)                       |
| Ghana                  | 0                              | -   | 1   | -   | -   | -        | 4        | -        | -        | -   | 5                              |
| Grenada                | 1                              | 1   | -   | -   | -   | -        | -        | -        | -        | -   | 1                              |
| Iceland                | 0                              | -   | -   | -   | -   | -        | 1        | -        | -        | -   | 1                              |
| India                  | 1                              | -   | -   | -   | -   | 1        | -        | -        | -        | -   | 1                              |
| Indonesia              | 0                              | -   | -   | -   | -   | -        | -        | -        | 1        | -   | 1                              |
| Ireland                | 1<br>(0)                       | -   | 1   | -   | -   | -        | 1        | 1<br>(1) | 1        | -   | 4<br>(1)                       |
| Italy                  | 0<br>(0)                       | -   | -   | -   | -   | 1        | -        | 1<br>(1) | 4<br>(1) | -   | 6<br>(1)                       |
| Jamaica                | 0<br>(0)                       | -   | -   | -   | -   | -        | -        | 1<br>(1) | -        | -   | 1<br>(1)                       |
| Japan                  | 1                              | -   | -   | -   | 1   | 1        | 1        | -        | -        | -   | 3                              |

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| COUNTRY OF NATIONALITY    | NUMBER<br>OF STAFF<br>30/06/92 | USG | ASG | D-2 | D-1 | P-5       | P-4       | P-3        | P-2       | P-1      | NUMBER<br>OF STAFF<br>30/06/93 |
|---------------------------|--------------------------------|-----|-----|-----|-----|-----------|-----------|------------|-----------|----------|--------------------------------|
| MEMBER STATES (CONTINUED) |                                |     |     |     |     |           |           |            |           |          |                                |
| Kazakhstan                | 0                              | -   | -   | -   | -   | -         | 1         | -          | -         | -        | 1                              |
| Malaysia                  | 0                              | -   | -   | -   | -   | -         | 1         | -          | -         | -        | 1                              |
| Myanmar                   | 0                              | -   | -   | -   | -   | -         | -         | -          | 2         | -        | 2                              |
| Nepal                     | 0                              | -   | 1   | -   | -   | -         | 1         | -          | -         | -        | 2                              |
| Netherlands               | 1<br>(0)                       | -   | -   | 1   | -   | -         | -         | -          | -         | 1<br>(1) | 2<br>(1)                       |
| Nigeria                   | 1                              | -   | -   | -   | -   | -         | -         | -          | -         | -        | 0                              |
| Norway                    | 0                              | -   | 1   | -   | -   | -         | -         | -          | -         | -        | 1                              |
| Pakistan                  | 1                              | 1   | -   | -   | -   | -         | -         | -          | -         | -        | 1                              |
| Paraguay                  | 0                              | -   | -   | -   | -   | 1         | -         | -          | -         | -        | 1                              |
| Peru                      | 1                              | -   | -   | -   | -   | -         | -         | 2          | 1         | -        | 3                              |
| Poland                    | 4                              | -   | 1   | -   | -   | -         | 3         | -          | -         | -        | 4                              |
| Russian Federation        | 0                              | -   | -   | -   | -   | 1         | 3         | -          | 1         | -        | 5                              |
| Sao Tome & Principe       | 0                              | -   | -   | -   | -   | -         | -         | 1          | -         | -        | 1                              |
| Sierra Leone              | 0                              | -   | -   | -   | -   | -         | 1         | -          | -         | -        | 1                              |
| Spain                     | 3<br>(0)                       | -   | -   | 1   | -   | 1         | 1         | -          | 2         | 1<br>(1) | 6<br>(1)                       |
| Sri Lanka                 | 1                              | -   | -   | -   | -   | 2         | -         | 1          | -         | -        | 3                              |
| Sudan                     | 0                              | -   | -   | -   | -   | -         | 1         | -          | -         | -        | 1                              |
| Sweden                    | 3                              | -   | 1   | -   | 1   | -         | -         | -          | -         | -        | 2                              |
| Tunisia                   | 0<br>(0)                       | -   | -   | -   | -   | -         | -         | -          | 1<br>(1)  | -        | 1<br>(1)                       |
| Turkey                    | 1                              | -   | 1   | -   | -   | -         | -         | -          | -         | -        | 1                              |
| United Kingdom            | 1<br>(0)                       | -   | -   | -   | -   | 1         | 1         | 1<br>(1)   | 5<br>(3)  | 1        | 9<br>(4)                       |
| United States of America  | 4<br>(1)                       | -   | -   | 1   | 1   | 2         | 7<br>(5)  | 6<br>(2)   | 6<br>(2)  | 1        | 24<br>(9)                      |
| Uruguay                   | 1<br>(0)                       | -   | -   | 3   | -   | -         | -         | 1<br>(1)   | -         | -        | 4<br>(1)                       |
| Yugoslavia                | 0                              | -   | -   | -   | -   | -         | 1         | 1          | 1         | -        | 3                              |
| Zambia                    | 0                              | -   | -   | -   | -   | 1         | -         | -          | -         | -        | 1                              |
| Zimbabwe                  | 1                              | -   | -   | 1   | -   | -         | -         | -          | -         | -        | 1                              |
| SUBTOTAL                  | 42<br>(1)                      | 2   | 9   | 9   | 5   | 18<br>(2) | 46<br>(8) | 32<br>(15) | 30<br>(8) | 4<br>(2) | 155<br>(35)                    |
| OTHERS                    |                                |     |     |     |     |           |           |            |           |          |                                |
| Switzerland               | 0                              | -   | -   | -   | -   | -         | -         | 1          | -         | 1        | 2                              |
| SUBTOTAL                  | 0                              | -   | -   | -   | -   | -         | -         | 1          | -         | 1        | 2                              |
| TOTAL                     | 42<br>(1)                      | 2   | 9   | 9   | 5   | 18<br>(2) | 46<br>(8) | 33<br>(15) | 30<br>(8) | 5<br>(2) | 157<br>(35)                    |

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TABLE 7A  
PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE  
BY REGION AND LEVEL  
(SHOWING NUMBER OF WOMEN STAFF)  
(AS AT 30 JUNE 1993)

| REGION                 | NUMBER<br>OF STAFF<br>30/06/92 | USG | ASG | D-2 | D-1 | P-5       | P-4       | P-3        | P-2       | P-1      | NUMBER<br>OF STAFF<br>30/06/93 |
|------------------------|--------------------------------|-----|-----|-----|-----|-----------|-----------|------------|-----------|----------|--------------------------------|
| AFRICA                 | 4<br>(0)                       | -   | 1   | 1   | -   | 1         | 10        | 2          | 1<br>(1)  | -        | 16<br>(1)                      |
| ASIA AND THE PACIFIC   | 7<br>(0)                       | 1   | 2   | 1   | 1   | 5         | 5<br>(1)  | 2          | 3         | -        | 20<br>(1)                      |
| EUROPE (EASTERN)       | 5                              | -   | 1   | -   | -   | 1         | 11        | 1          | 2         | -        | 16                             |
| EUROPE (WESTERN)       | 13<br>(0)                      | -   | 3   | 3   | 2   | 5         | 8<br>(1)  | 9<br>(6)   | 13<br>(5) | 3<br>(2) | 48<br>(14)                     |
| LATIN AMERICA          | 3<br>(0)                       | -   | 1   | 3   | -   | 3<br>(1)  | -         | 8<br>(4)   | 3         | -        | 18<br>(5)                      |
| MIDDLE EAST            | 3                              | -   | 1   | -   | 1   | -         | 1         | -          | -         | -        | 3                              |
| N. AMERICA & CARIBBEAN | 7<br>(1)                       | 1   | -   | 1   | 1   | 3<br>(1)  | 11<br>(6) | 10<br>(5)  | 8<br>(2)  | 1        | 36<br>(14)                     |
| OTHERS                 | 0                              | -   | -   | -   | -   | -         | -         | 1          | -         | 1        | 2                              |
| TOTAL                  | 42<br>(1)                      | 2   | 9   | 9   | 5   | 18<br>(2) | 46<br>(8) | 33<br>(15) | 30<br>(8) | 5<br>(2) | 157<br>(35)                    |

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## C OTHER TABLES

TABLE 9

## WOMEN STAFF OF THE UNITED NATIONS AND RELATED AGENCIES IN PROFESSIONAL AND HIGHER LEVEL POSTS

(AS AT 31 DECEMBER 1992)

| ORGANISATION   | ASG AND ABOVE | D-2 | D-1 | P-5 | P-4 | P-3   | P-2 | P-1 | TOTAL | TOTAL STAFF | PERCENTAGE OF WOMEN STAFF |
|----------------|---------------|-----|-----|-----|-----|-------|-----|-----|-------|-------------|---------------------------|
| UNITED NATIONS | 1             | 12  | 31  | 149 | 361 | 414   | 253 | 43  | 1 264 | 4 002       | 31.6                      |
| UNDP           | 2             | 7   | 13  | 73  | 90  | 123   | 144 | 44  | 496   | 1 473       | 33.7                      |
| UNICEF         | 1             | 1   | 6   | 28  | 53  | 44    | 32  | 5   | 170   | 395         | 43.0                      |
| UNHCR          | 1             | 0   | 2   | 15  | 33  | 29    | 70  | 22  | 172   | 509         | 33.8                      |
| UNITAR         | 0             | 0   | 0   | 0   | 1   | 0     | 2   | 0   | 3     | 12          | 25.0                      |
| UNRWA          | 0             | 0   | 2   | *   | 3   | 8     | 8   | 0   | 22    | 141         | 15.6                      |
| ITC            | 0             | 0   | 0   | *   | 6   | 5     | 4   | 0   | 16    | 66          | 24.2                      |
| IOSC           | 0             | 0   | 1   | 0   | 3   | 0     | 3   | 0   | 7     | 19          | 36.8                      |
| UNU            | 0             | 0   | 0   | 0   | 0   | 1     | 2   | 0   | 3     | 23          | 13.0                      |
| ICJ            | 0             | 0   | 0   | 0   | 1   | 0     | 4   | 0   | 5     | 17          | 29.4                      |
| ILO a/         | 1             | 2   | 7   | 16  | 72  | 73    | 20  | 0   | 191   | 752         | 25.4                      |
| FAO            | 0             | 1   | 3   | 25  | 65  | 90    | 69  | 2   | 255   | 1 383       | 18.4                      |
| UNESCO         | *             | 1   | 9   | 31  | 80  | 85    | 68  | 10  | 265   | 917         | 28.9                      |
| WHO            | 0             | 4   | 9   | 68  | 81  | 80    | 28  | 8   | 276   | 1 112       | 24.8                      |
| PAHO           | 0             | 0   | 1   | 8   | 13  | 20    | 11  | 8   | 61    | 187         | 32.6                      |
| IBRD/IFC b/    | -             | -   | -   | -   | -   | -     | -   | -   | 1 215 | 4 515       | 26.9                      |
| IMF b/         | -             | -   | -   | -   | -   | -     | -   | -   | 331   | 936         | 35.4                      |
| ICAO           | 0             | 0   | 0   | 6   | 13  | 19    | 22  | 0   | 60    | 310         | 19.4                      |
| UPU            | 0             | 0   | 0   | 0   | 4   | 10    | 0   | 0   | 14    | 83          | 16.9                      |
| ITU            | 0             | 0   | 1   | 2   | 13  | 16    | 6   | 1   | 39    | 280         | 13.9                      |
| WMO            | 0             | 1   | 0   | 2   | 14  | 11    | 0   | 0   | 28    | 136         | 20.6                      |
| IMO            | 0             | 0   | 1   | 1   | 13  | 7     | 5   | 0   | 27    | 106         | 25.5                      |
| WIPO           | 0             | 0   | 1   | 2   | 12  | 10    | 5   | 1   | 31    | 139         | 22.3                      |
| IFAD           | 0             | 0   | 1   | 5   | 4   | 12    | 4   | 0   | 26    | 116         | 22.4                      |
| UNIDO          | 0             | 1   | 0   | 9   | 37  | 31    | 16  | 0   | 94    | 399         | 23.6                      |
| IAEA           | 0             | 0   | 3   | 11  | 20  | 45    | 20  | 0   | 99    | 699         | 14.2                      |
| ICITO/GATT     | 0             | 0   | 0   | 10  | 19  | 18    | 6   | 0   | 53    | 168         | 31.5                      |
| TOTAL          | 7             | 30  | 91  | 463 | 991 | 1 151 | 802 | 142 | 5 223 | 18 895      | 27.6                      |

a/ Includes figures of women staff for the International Centre for Advanced Technical and Vocational Training, Tunis.

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

\* National Officers are included in the total.