



General Assembly

Distr.
GENERALA/36/495
29 September 1981

ORIGINAL: ENGLISH

Thirty-sixth session
Agenda item 107

PERSONNEL QUESTIONS

Composition of the SecretariatReport of the Secretary-GeneralCONTENTS

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I. INTRODUCTION

1. The importance attached by Member States to personnel questions - geographical distribution of the staff, recruitment standards and procedures, personnel administration, personnel policy reforms and others - is attested to by the keen interest with which these matters are discussed in various United Nations bodies. Personnel questions have thus been examined during the deliberations of a number of committees, conferences, governing boards and other bodies inside and outside the Organization and touched upon in reports prepared by departments and offices, including regional commissions, for submission to these bodies. But under the Charter of the United Nations it is in the General Assembly and more specifically, in the Assembly's Fifth (Administrative and Budgetary) Committee that personnel questions are thoroughly reviewed and discussed by the Member States, and it is from the General Assembly that, each year, resolutions and decisions emanate that set forth the Organization's personnel objectives the Secretary-General is requested to meet and the guidelines he is required to follow in meeting such objectives.

2. The basic principles of the Organization with respect to personnel questions are contained in Chapter XV of the Charter of the United Nations, entitled "The Secretariat". Article 97 states that the Secretariat "shall comprise a Secretary-General and such staff as the Organization may require" and that the Secretary-General "shall be the chief administrative officer of the Organization". Articles 100 and 101 read as follows:

"Article 100

"1. In the performance of their duties the Secretary-General and the staff shall not seek or receive instructions from any government or from any other authority external to the Organization. They shall refrain from any action which might reflect on their position as international officials responsible only to the Organization.

"2. Each Member of the United Nations undertakes to respect the exclusively international character of the responsibilities of the Secretary-General and the staff and not to seek to influence them in the discharge of their responsibilities.

"Article 101

"1. The staff shall be appointed by the Secretary-General under regulations established by the General Assembly.

"2. Appropriate staffs shall be permanently assigned to the Economic and Social Council, the Trusteeship Council, and, as required, to other organs of the United Nations. These staffs shall form a part of the Secretariat.

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

3. It is on the basis of these Articles of the Charter that the General Assembly approves the staff regulations, reviews the annual reports of the Secretary-General on personnel questions and adopts resolutions and decisions defining specific objectives and guidelines to be followed in attaining them. The present report contains an account of the measures taken or envisaged by the Secretary-General to comply with the requirements of the Charter and with the requests formulated by the General Assembly in a number of resolutions and decisions concerning personnel questions, of which the most recent is resolution 35/210 of 17 December 1980.

4. The report is arranged under four headings reflecting the main sets of concerns of the General Assembly: composition of the Secretariat, recruitment of professional staff, staff administration and employment of women.

5. Under section II (Composition of the Secretariat), the report reviews the distribution of the staff at the end of the reporting year 1 July 1980-30 June 1981, as compared with previous years, according to the main objectives established by the General Assembly: equitable distribution by nationality and by sex, particularly at the senior and policy-making levels, representation of developing countries and reduction of the average age of staff at the entry levels. Particular emphasis is placed on staff in the Professional category and above in posts subject to geographical distribution. Because of its characteristics, this group of staff, which is defined in this part of the report, is that in relation with which success in complying with the directives of the General Assembly is most accurately gauged.

6. Whereas section II of the report describes the situation as of a specific date, section III (Recruitment of Professional Staff) describes the ongoing efforts to attain the objectives laid down by the General Assembly in connexion with the composition of the Secretariat, particularly with respect to the recruitment of nationals of Member States that are unrepresented, under-represented and below the mid-point of their desirable ranges, and of women. Section III of the report also covers the planning of recruitment, with emphasis on the establishment of annual work plans, and the use of recruitment methods and tools, such as competitive methods of selection and the computerized roster of external candidates.

7. Section IV (Staff administration) deals essentially with the continuing implementation of personnel policy reforms approved by the General Assembly since 1974. These reforms derive both from requests made by the Assembly and from proposals formulated by the International Civil Service Commission (ICSC), the Joint Inspection Unit (JIU) and the Secretary-General. Although no separate part of the report has been devoted to staff in General Service and related categories, a number of measures taken with respect to them are reviewed in this part of the report. Because the conditions of employment of these staff are in general subject to local conditions at more than 100 duty stations where they serve, some of these measures apply to all of them and some only to those at certain duty stations. Thus, the introduction of competitive examinations for passage to the Professional category applies to all these staff, and has already resulted in the selection of a number of them to take up professional functions in conformity with the guidelines established by the General Assembly. On the other hand, the introduction of job-classification schemes for posts in the General Service and related categories

is effected by individual duty station. In New York, in particular, such a scheme is at its first stages of development. Its purpose, which the Secretary-General considers of the utmost importance, is to review the present structure of those categories with a view to the establishment of proper levels of remuneration and just and rewarding career opportunities.

8. Section V (Employment of women) deals with the efforts made to facilitate the recruitment of women through the offering of better conditions of employment and to bring about full equality of opportunity between female and male staff members.

II. COMPOSITION OF THE SECRETARIAT

A. Total staff of the United Nations

9. Aside from the powers of appointment of the Secretary-General under Article 101 of the Charter, which are exercised mostly with respect to the staff of the United Nations Secretariat, a special status in matters of appointment has been granted by the General Assembly to some United Nations organs with respect to their staff. Table A shows, as at 30 June 1981, the total number of staff with appointments for a year or more who are assigned to the Secretariat of the United Nations and to the secretariats of United Nations organs with special status in matters of appointment. The table distinguishes between staff in the Professional category and above, technical co-operation project personnel, and staff in the General Service and related categories. To permit a correlation of the figures of total staff of the Secretariat with the regular budget of the United Nations, table A further distinguishes between staff in posts financed in whole or in part 1/ from the United Nations regular budget and staff in posts financed from extrabudgetary sources.

1/ A number of posts in the International Trade Centre (ITC) are financed jointly by the United Nations from the regular budget and by the General Agreement on Tariffs and Trade (GATT).

TABLE A

Staff of the United Nations Secretariat and of the secretariats of other United Nations organs by category and source of funds as at 30 June 1981

Organization	Regular budget			Total	Extrabudgetary sources			Total	Grand total
	Professional and above	Project personnel	Other		Professional and above	Project personnel	Other		
UNITED NATIONS	3 272	143	7 102	10 517	511	1 808	2 482	4 801	15 318
UNDP					791	394	4 656	5 841	5 841
UNHCR	108	1	196	305	212	78	470	760	1 065
UNICEF					435	164	1 779	2 378	2 373
UNITAR					18		22	40	40
UNRWA*	67		9	76					76
ITC	56		64	120	18	64	44	126	246
ICSC	14		23	37					37
ICJ	14		17	31					31
UNU					29		60	89	89
TOTAL	3 531	144	7 411	11 086	2 014	2 508	9 513	14 035	25 121

* UNRWA has also approximately 16 700 area personnel paid from voluntary funds.

B. Geographical distribution of the Secretariat

10. The principles contained in Article 101, paragraph 3, of the Charter, apply to all the staff of the Secretariat of the United Nations and to the staff of the secretariats of United Nations organs with special status in matters of appointment (see para. 9 above). The system of desirable ranges for Member States, however, has been established by the General Assembly as a guideline for the geographical distribution of only a group of staff in the Secretariat of the United Nations who are all appointed by the Secretary-General, known as staff in "posts subject to geographical distribution". This group consists of staff of the Secretariat in the Professional category and above holding appointments for one year or more. Excluded from it are staff in posts with special language requirements; staff specifically appointed for mission service; staff specifically appointed for service with the United Nations Environment Programme; staff specifically appointed after interagency consultation to posts financed on an interagency basis; technical co-operation project personnel; staff of the secretariats of United Nations organs with special status in matters of appointment; staff who have permanent resident status in, but not the nationality of, the country of their duty station; and staff in the General Service and related categories.

C. Representation of Member States

11. As stated in paragraph 10 above, the system of desirable ranges has been established by the General Assembly as a guideline for the geographical distribution of a group of staff in the Secretariat of the United Nations who are appointed by the Secretary-General. At its thirty-fifth session, the General Assembly requested the Secretary-General to calculate new desirable ranges for all Member States, to apply from 1 January 1981, on the basis of the following initial criteria:

- (a) Base figure for the calculations will be 3,350 posts;
- (b) Membership factor will be based on 7.75 as the midpoint of the minimum desirable range;
- (c) Population factor, to which 240 posts shall be allocated, will be directly related to the populations of the various regions and be distributed among the regions in proportion to their populations;
- (d) Contribution factor will be based on the distribution of the remaining posts in proportion to the scale of assessments;
- (e) Upper and lower limits of each range will be based on a flexibility of 15 per cent up or down from the midpoint but not less than 5.75 posts up or down.

12. In compliance with that request new desirable ranges for the geographical distribution of the staff of the United Nations Secretariat were put into effect on 1 January 1981. The new ranges and their midpoints are used in the tables contained in the annex to the present report as a yardstick to assess the

representation of Member States in posts subject to geographical distribution in the Secretariat. In particular, table 1 shows, by region, the number of Member States and of nationalities represented in the Secretariat by staff in posts subject to geographical distribution as at 30 June 1980 and 30 June 1981. Table B shows the number of staff from each region in posts subject to geographical distribution and the number of Member States in each region which are unrepresented, under-represented, within their desirable range or above it on 30 June 1981, as compared with the situation in previous years. This comparison, however, is affected directly by the introduction of the new desirable ranges.

13. At the beginning of the reporting year, there were 18 Member States that were not represented by any of their nationals in posts subject to geographical distribution. The recruitment of nationals of Cape Verde and Mozambique resulted in these Member States ceasing to be unrepresented but still being under-represented in the Secretariat. The separations from service of nationals of Kuwait and Mongolia left these Member States unrepresented. A newly admitted Member State, Saint Vincent and the Grenadines, is also unrepresented. At the end of the reporting year, on 30 June 1981, there were 19 unrepresented Member States. 2/

14. At the beginning of the reporting year, there were 21 Member States that were under-represented, i.e., the number of their nationals in posts subject to geographical distribution was less than the lower limit of their desirable range. At the end of this year, on 30 June 1981, there were 26 under-represented Member States. 3/ It should be noted that, as a consequence of the new desirable ranges introduced in January 1981, the representation of certain Member States, as gauged by the number of their nationals in posts subject to geographical distribution against their desirable ranges, changed half-way through the reporting year. The number of over-represented Member States became much smaller and several adequately represented Member States became under-represented as the lower limit of their ranges was raised. It is, therefore, extremely difficult to give meaningful figures on the recruitment of nationals of under-represented, within-range and over-represented States during the reporting year.

15. The recruitment of nationals of Member States that are unrepresented, under-represented or below the midpoint of their desirable ranges continues to be one of the major objectives of the Secretariat.

2/ List of unrepresented Member States as at 30 June 1981: Albania, Bahrain, Bhutan, Djibouti, Equatorial Guinea, Gabon, Guinea-Bissau, Kuwait, Maldives, Mongolia, Papua New Guinea, Qatar, Saint Lucia, Saint Vincent and the Grenadines, Samoa, Sao Tomé and Príncipe, Seychelles, Solomon Islands and Suriname.

3/ List of under-represented Member States as at 30 June 1981: Brazil, Byelorussian Soviet Socialist Republic, Cape Verde, Central African Republic, Czechoslovakia, Dominica, German Democratic Republic, Germany, Federal Republic of, Israel, Italy, Ivory Coast, Japan, Luxembourg, Mauritania, Mozambique, Netherlands, Norway, Oman, Saudi Arabia, South Africa, Spain, Swaziland, Ukrainian Soviet Socialist Republic, United Arab Emirates, Union of Soviet Socialist Republics and Venezuela.

TABLE B

Number of staff and Member States by region and degree of representation in the Secretariat
1977, 1978, 1979, 1980 and 1981

Region	Year	Staff	Member States	Unrepre- sented	Under- repre- sented	Within range	Above range
Africa	1977	292	49	11	3	18	17
	1978	327	50	11	6	14	19
	1979	362	50	8	7	14	21
	1980	377	50	8	4	17	21
	1981		51	6	7	28	10
Asia and the Pacific	1977	387	23	4	3	6	10
	1978	401	24	4	3	7	10
	1979	418	25	5	3	5	12
	1980	413	25	5	2	5	13
	1981	456	25	6	1	11	7
Europe (Eastern)	1977	317	11	1	4	5	1
	1978	316	11	1	4	5	1
	1979	303	11	1	3	5	2
	1980	303	11	1	4	4	2
	1981	296	11	1	5	5	0
Europe (Western)	1977	632	18	0	3	9	6
	1978	639	18	0	3	9	6
	1979	649	18	0	3	8	7
	1980	657	18	0	4	8	6
	1981	682	18	0	6	9	3
Latin America	1977	230	21	1	2	10	8
	1978	238	21	1	2	9	9
	1979	252	21	0	2	10	9
	1980	239	21	1	2	9	9
	1981	239	21	1	2	15	3

TABLE B (continued)

Region	Year	Staff	Member States	Unrepre- sented	Under- repre- sented	Within range	Above range
Middle East	1977	126	17	6	1	3	7
	1978	132	17	5	2	2	8
	1979	138	17	4	3	3	7
	1980	137	17	2	5	4	6
	1981	143	17	3	4	6	4
North America and the Caribbean	1977	614	8	1	0	3	3
	1978	621	8	1	0	4	3
	1979	642	9	1	1	3	4
	1980	626	10	1	1	5	3
	1981	642	11	2	1	5	3
Others	1977	47	(including stateless persons)		4	(Non-member States)	
	1978	40	(including stateless persons)		3	(Non-member States)	
	1979	38	(including stateless persons)		3	(Non-member States)	
	1980	44	(including stateless persons)		4	(Non-member States)	
	1981	36	(including stateless persons)		3	(Non-member States)	
Total	1977	2 645	147 (100%)	24 (16.3%)	17 (11.6%)	54 (36.7%)	52 (35.4%)
	1978	2 714	149 (100%)	23 (15.4%)	20 (13.4%)	50 (33.6%)	56 (37.6%)
	1979	2 802	151 (100%)	19 (12.6%)	22 (14.6%)	48 (32.8%)	62 (41.0%)
	1980	2 796	152 (100%)	18 (11.8%)	22 (14.5%)	52 (34.2%)	60 (39.5%)
	1981	2 894	154 (100%)	19 (12.3%)	26 (16.9%)	79 (51.3%)	30 (19.5%)

D. Staff at the senior level

16. In resolution 35/210 of 17 December 1980, the General Assembly reaffirmed the need to increase the representation of developing countries in senior and policy-formulating posts, while safeguarding the principle of equitable geographical distribution in accordance with the relevant resolutions of the General Assembly. In response to this concern of the Assembly, recent reports on the composition of the Secretariat have included tables showing the distribution of staff posts subject to geographical distribution according to the groups of Member States established by the Assembly in resolution 2152 (XXI) of 17 November 1966. These groups represent developing countries in Asia and Africa (Group A), countries with developed market economies (Group B), developing countries in Latin America and the Caribbean (Group C), and socialist countries (Group D). Table C shows the situation for the years 1977 to 1981, indicating the number of Member States in each group, the sum of the midpoints of their desirable ranges, a range for each group and both the total number of their nationals in posts subject to geographical distribution and in posts at the senior level. The table includes in brackets the number and percentage of female staff members.

TABLE C

Distribution of staff in posts subject to geographical distribution
among groups A to D from 1977 to 1981

(showing number of female staff)

Group	Year	Number of Member States	Combined desirable ranges	Group mid- point	Per- centage	Number of staff	Per- centage	Number at D-1 and above	Per- centage
A	1977	85	657-880	768.5	28.5	689 (75)	26.3 (16.1)	94 (3)	28.5
	1978	87	654-879	766.5	28.4	727 (85)	27.2 (18.0)	103 (3)	29.6
	1979	88	647-871	759.0	28.1	764 (97)	27.7 (19.0)	107 (5)	30.8
	1980	88	587-785	686.0	25.4	784 (97)	28.6 (18.7)	132 (4)	36.4
	1981	89	834-1128	980.6	29.3	850 (129)	29.8 (20.9)	134 (6)	35.7
B	1977	25	1131-1539	1335.0	49.4	1361 (326)	51.8 (69.8)	172 (4)	52.1
	1978	25	1133-1543	1338.0	49.6	1367 (321)	51.1 (67.9)	173 (7)	49.7
	1979	25	1140-1549	1344.5	49.8	1405 (333)	51.0 (65.3)	169 (9)	48.7
	1980	25	1177-1604	1390.5	51.5	1378 (341)	50.2 (66.0)	167 (11)	46.0
	1981	25	1372-1856	1613.9	48.2	1421 (396)	49.7 (64.2)	169 (11)	45.1
C	1977	27	195-263	229.0	8.5	271 (49)	10.3 (10.5)	30 (2)	9.1
	1978	27	189-255	222.0	8.2	282 (53)	10.6 (11.2)	36 (3)	10.35
	1979	28	192-261	226.5	8.4	304 (63)	11.0 (12.4)	38 (4)	11.0
	1980	29	221-299	260.0	9.7	299 (63)	10.9 (12.2)	35 (3)	9.6
	1981	30	280-378	329.1	9.8	307 (74)	10.7 (12.0)	36 (1)	9.6
D	1977	10	314-423	368.5	13.6	305 (17)	11.6 (3.6)	34 (1)	10.3
	1978	10	317-427	372.0	13.8	298 (14)	11.1 (2.9)	36 (-)	10.35
	1979	10	314-425	370.0	13.7	285 (17)	10.3 (3.3)	33 (-)	9.5
	1980	10	309-416	362.5	13.4	284 (16)	10.3 (3.1)	29 (-)	8.0
	1981	10	363-491	427.0	12.7	280 (18)	9.8 (2.9)	36 (-)	9.6
Total	1977	147	2297-3105	2701.0	100.0	2626 (467)	100.0 (100.0)	330 (10)	100.0
	1978	149	2293-3104	2698.5	100.0	2674 (473)	100.0 (100.0)	348 (13)	100.0
	1979	151	2294-3106	2700.0	100.0	2758 (510)	100.0 (100.0)	347 (18)	100.0
	1980	152	2294-3104	2699.0	100.0	2745 (517)	100.0 (100.0)	363 (18)	100.0
	1981	154	2848-3853	3350.6	100.0	2858 (617)	100.0 (100.0)	375 (19)	100.0

E. Proportion of men and women

17. In resolution 35/210, the General Assembly requested the Secretary-General to continue to take the necessary measures to implement fully the provisions of resolution 33/143 of 20 December 1978. In this resolution, the General Assembly had called for an increase in the number of women in posts subject to geographical distribution to 25 per cent of the total over a four-year period in accordance with the principle of equitable geographical distribution. The number of female and male staff members at each level in posts subject to geographical distribution on 30 June 1981 is shown by region in table 7 A of the annex to this report. The percentage of female staff in such posts increased from 15.2 per cent on 30 June 1971 to 17.8 per cent on 30 June 1978, that is to say, an increase of 2.6 percentage points over a seven-year period. As a result of the measures taken following the adoption of resolution 33/143, this proportion has been further raised to 21.6 per cent on 30 June 1981, or an increase of 3.8 percentage points over a period of less than three years. The recruitment of women continues to be one of the major objectives of the Secretariat.

18. During the reporting year 1980-1981, of 294 appointments to posts subject to geographical distribution, 71 (or 24.4 per cent) were of women, as compared with 1979-1980, when out of 269 such appointments 58 (or 21.6 per cent) were of women. Appointments of women during 1980-1981 included 1 at the Assistant Secretary-General level, 1 at the Principal Officer (D-1) level, 3 at the Senior Officer (P-5) level and 7 at the First Officer (P-4) level. In addition, 21 women were appointed to posts with special language requirements and 26 women were promoted to posts at the P-1 and P-2 levels of the Professional category subject to geographical distribution as a result of internal competitive examinations (see paras. 96-98 below). Table D shows the number of female staff compared with the total number of staff in posts subject to geographical distribution and in posts with special language requirements at each level compared with the situation in 1971.

TABLE D

Number of female staff and percentage of all staff at each level in 1971 and 1981 in posts subject to geographical distribution and in posts with special language requirements

	<u>Geographic posts</u>				<u>Language posts</u>			
	1971		1981		1971		1981	
	Female staff	Percent-age	Female staff	Percent-age	Female staff	Percent-age	Female staff	Percent-age
USG	0	0.0	0	0.0				
ASG	0	0.0	2	8.7				
D-2	3	4.8	4	4.8				
D-1	4	2.2	13	5.2				
P-5	27	7.4	51	9.1	6	14.3	23	27.4
P-4	53	9.4	115	14.7	52	27.5	100	35.6
P-3	95	17.8	216	30.8	95	32.1	129	33.3
P-2	114	27.7	195	47.4	57	37.5	39	29.0
P-1	47	44.8	30	49.2	7	58.3	-	-
Total	343	15.2	626	21.6	217	31.3	292	32.8

F. Age distribution

19. In resolution 33/143, the Secretary-General was requested to reduce the average age of staff at the P-1 and P-2 levels to 35 by taking necessary measures for recruitment of young professional persons and the enhancement of their career opportunities within the United Nations. During the year, 95 staff members appointed at the P-1 and P-2 levels filled 59 posts subject to geographical distribution and 36 posts with special language requirements. Table E shows the number of staff appointed during the period at each level by age group. It also shows the average age of staff in geographic and language posts at the P-1 and P-2 levels over the last five years.

TABLE E

1. Staff appointed at the P-1 and P-2 levels to posts subject to geographical distribution and to posts with special language requirements between 1 July 1980 and 30 June 1981 by level and age group

	Geographic posts			Language posts			Total		
	P-1	P-2	Total	P-1	P-2	Total	P-1	P-2	Total
Under 25	-	-	-	-	12	12	-	12	12
25-29	2	8	10	-	7	7	2	15	17
30-34	5	29	34	-	5	5	5	34	39
35-39	-	7	7	-	7	7	-	14	14
Over 40	1	7	8	-	5	5	1	12	13
	8	51	59	-	36	36	8	87	95

2. Average age of staff at the P-1 and P-2 levels in posts subject to geographical distribution and in posts with special language requirements by grade and year

	1977	1978	1979	1980	1981
Geographic					
P-2	40.07	39.97	40.28	39.63	40.20
P-1	37.12	37.51	37.98	35.74	35.98
Language					
P-2	33.52	33.96	33.97	34.12	34.96
P-1	28.44	32.04	33.51	30.03	-

III. RECRUITMENT OF PROFESSIONAL STAFF

A. Recruitment planning

20. The primary means to achieve a Secretariat whose staff meet the highest standards of efficiency, competence and integrity and are equitably distributed by nationality and by sex, in conformity with the requirements of the Charter and the objectives set forth by the General Assembly, is the formulation and application of a systematic approach to recruitment on both a long-term and a short-term basis. The long-term approach is represented by measures designed to meet continuing objectives and to develop methods aimed at enhancing and modernizing recruitment activities. The short-term approach is addressed primarily to the immediate objectives established by the General Assembly with respect to the recruitment of nationals of Member States that are unrepresented or under-represented, and of women.

21. In the annex to resolution 35/210, the Assembly requested the establishment of an annual work plan of recruitment to facilitate the search for, and the appointment of, qualified candidates, particularly those mentioned above. This section covers the progress of long-term recruitment activities during the reporting year 1 July 1980-30 June 1981. The work plan of recruitment established for 1982 is covered in paragraphs 43-52 below.

22. The fundamental aspects of recruitment activities described in the following paragraphs are: (a) vacancy projection; (b) recruitment monitoring system; (c) vacancy announcement and publicity; (d) methods to achieve balanced distribution by nationality and by sex; (e) establishment of pools of suitable candidates by occupational group.

(a) Vacancy projection

23. The projection of vacancies is probably the most important of recruitment methods. Its purpose is to identify, in advance, the nature and approximate number of posts in the Professional category and above to be filled by recruitment each year, taking into account the nature of human resources needed for the Secretariat.

24. A system of vacancy projection has been used since 1979, pursuant to resolution 33/143, to issue semi-annual vacancy bulletins containing a statement of all existing vacancies as well as all those expected to arise in the course of the following year. The system has improved substantially, and departments and offices have co-operated in its maintenance, in conformity with resolution 35/210, which in section I of its annex requested them to make known to the Office of Personnel Services all pending departures of staff as far in advance as possible of the actual departure date. Departments have also co-operated by observing section I of the annex of the resolution, which stated that no prior commitments for appointments should be made by them. The rapid identification of suitable candidates depends to a large extent on the further refinement of the system: the earlier the future occurrence of a vacancy is known, the longer the period during which suitable candidates can be sought, and, consequently, the greater the possibility of identifying them. As a first step to accomplish this, the system of vacancy projection will be computerized.

/...

(b) Recruitment monitoring system

25. To plan recruitment effectively, complete information is needed regarding the number and nature of vacancies, their recruitment status, and the nationality and sex of prospective candidates. This information is currently available only through a manually-maintained report on the status of recruitment that does not suffice to monitor over-all recruitment activities. To facilitate monitoring, a new computerized system is being designed to produce the report on the status of recruitment. This system will permit the detection, even on a weekly basis, of any elements detrimental to the achievement of recruitment objectives such as unexplained delays or absence of enough suitable candidates under consideration, and the prompt adoption of remedial actions.

(c) Vacancy announcement and publicity

26. In the annex of resolution 35/210, the General Assembly requested that vacancy announcements for all posts should be issued without delay as soon as vacancies were known. The Assembly also requested that vacancy announcements for all posts should incorporate the existing job description.

27. A vacancy announcement incorporating a summary of the corresponding job description is issued by the Office of Personnel Services as soon as a post becomes open for recruitment. Exceptions to this rule are made in cases in which a suitable candidate from the roster is identified or when the post is earmarked for specific objectives (such as the recruitment of nationals of unrepresented and under-represented Member States and women) or for competitive examinations for posts at the P-1 and P-2 levels, in accordance with other requests of the General Assembly.

28. The announcement and publicity of vacancies is an extremely important means for the Secretariat to receive applications from suitable candidates, particularly those meeting the specific requirements of the General Assembly. Efforts have been made further to improve the system of vacancy announcement with a view to speeding up as much as possible the recruitment process. The first change envisaged is an earlier announcement of vacancies based on the computerized projection of vacancies described above. This change will allow potential candidates to review vacancies well in advance of the recruitment deadlines. It should be noted that these announcements are also addressed to internal candidates, in accordance with staff regulation 4.4 and staff rule 104.14(a) (ii).

29. The success of these efforts depends to a large extent on continued centralization of the issuance of vacancy announcements and uniformity in the methods used in preparing them.

30. In the annex of resolution 35/210, the General Assembly requested that, in order to increase the number of candidates from unrepresented and under-represented countries and of women candidates, timely and frequent publicity should be made regarding vacancies and recruitment of personnel, in co-operation with Member States, through information media, United Nations offices, universities and professional organizations, including women's organizations whenever appropriate, so as to enable the Office of Personnel Services to implement the personnel and recruitment policies adopted by States Members of the Organization.

31. Measures to publicize vacancies along the lines suggested by the General Assembly are taken by the Secretariat on a regular basis, subject to the availability of resources. At the national level, the assistance of Governments has been relied on, particularly through Permanent Missions, to make opportunities of employment at the United Nations known to the nationals of Member States, especially those that are unrepresented and under-represented.

32. Lists have been established of research institutions and universities that could serve as possible sources of candidates and vacancy announcements are sent to them. These lists are constantly examined and revised. Publicity at universities is geared to students without work experience who are predominantly suitable for posts at the P-1 and P-2 levels. Since these posts should now be filled, as a rule, through competitive examinations organized on a national basis, the nature of contacts to be sought with these institutions is being reviewed.

(d) Methods to achieve balanced distribution by nationality and by sex

33. In resolution 35/210, the General Assembly requested the Secretary-General to continue to establish a target of 40 per cent of all vacancies arising in professional posts subject to geographical distribution during the period 1981-1982 for the appointment of nationals of unrepresented and under-represented countries, in order to ensure that all such countries achieve their desirable ranges during that biennium, while ensuring that the representation of countries which are within desirable ranges does not decrease. The Assembly also requested the Secretary-General to establish and pursue an active recruitment policy in order to raise the levels of personnel recruited from unrepresented and under-represented countries and countries below the midpoint of their desirable ranges to the extent possible towards this midpoint. In addition, resolution 35/210 reaffirmed resolution 33/143, in which the General Assembly had requested the Secretary-General to take the necessary measures to increase the number of women in posts subject to geographical distribution to 25 per cent of the total over a four-year period in accordance with the principle of equitable geographical distribution.

34. In compliance with these requests, measures were taken to ensure that 40 per cent of all vacancies subject to geographical distribution were filled by nationals of unrepresented and under-represented Member States. Discussions were held between representatives of the Office of Personnel Services and representatives of Departments and Offices at all duty stations to establish a list of vacancies earmarked for the recruitment of nationals of these Member States. Other measures included earmarking vacancies for women candidates, with due regard to the principle of equitable geographical distribution, and paying special attention to the recruitment of nationals of Member States below the midpoint of their desirable ranges.

35. The projection and earmarking of vacancies must be supplemented by systematic efforts to identify suitable candidates. To this end, contacts have been established with the Governments of Member States, particularly those that are unrepresented, under-represented or below the midpoint of their ranges. In addition, surveys of the availability of qualified candidates from unrepresented

and under-represented Member States have been conducted since 1979. The objective of these surveys is to identify the most appropriate types of posts that could be earmarked for individual States.

36. One of the difficulties encountered is that many Member States can, at present, offer better employment conditions than the United Nations. There is also a number of States whose needs for their own qualified personnel to assist in their development are so great that recruitment of their nationals must be conducted with extreme care, lest the Organization should set itself in competition with its Members to secure the services of their best cadres. The Secretariat is trying to reach some mutually beneficial arrangement with the Governments of these States.

(e) Establishment of pools of suitable candidates by occupational group

37. Resolution 35/210 contained a number of provisions relating to the use of the concept of occupations and occupational groups. In the context of recruitment, this concept will be used to identify and establish pools of candidates with comparable qualifications, experience and skills, suitable for posts within a given occupational group. The Secretary-General considers, however, that actual recruitment should continue to be done on a post-by-post basis, bearing in mind the special requirements of each post for particular qualifications, experience or skills. The candidates identified through the use of occupational descriptions will be subject to the recruitment procedures established by the General Assembly. Their applications will be entered in the roster of external candidates. Candidates for posts at the entry level will also be invited, if appropriate, to participate in competitive examinations. Special emphasis will be placed, in co-operation with the Governments concerned, on the establishment of pools of candidates who are nationals of Member States that are unrepresented, under-represented or below the midpoint of their desirable ranges, nationals of developing countries, or women. Information on the categorization of posts by occupational group is given in paragraphs 83-91 below.

38. In resolution 35/210, the General Assembly requested that, for each post open to recruitment, a dossier, to be made available to the Appointment and Promotion Committee and the Appointment and Promotion Board, should be established comprising:

(a) A list drawn from the roster of all potential qualified candidates, indicating their name, nationality, sex, age and qualifications;

(b) Their ranking by order of preference, established by the substantive department concerned in consultation with the Office of Personnel Services;

(c) A summary of the interviews of the candidates considered most suitable.

39. Pursuant to this request, a procedure has been instituted initially at Headquarters for eventual adoption at all duty stations. Under this procedure, a dossier for each post open to recruitment is made available to the appointment and promotion bodies.

40. The Assembly also established that, if the substantive department and the Office of Personnel Services agreed on the selection of one candidate, this recommended candidate would be proposed for appointment, in accordance with the Staff Regulations and Rules of the United Nations. If there was no agreement, the matter should be submitted for advice to the Appointment and Promotion Committee and the Appointment and Promotion Board. If no solution was found, the Secretary-General or his designated representative would make the final decision.

41. This procedure has been instituted. So far, there has been no need to have recourse to the higher stages of the procedure, i.e., direct intervention by the appointment and promotion bodies or the Secretary-General.

42. The Assembly also requested that the qualifications, nationality and sex of selected candidates should be indicated on a list to be published twice a year and communicated to the delegations of Member States. The first such list, comprising all staff recruited for posts subject to geographical distribution during the period from January to June 1981, will be published as a conference room paper. Subsequent lists will be published in April and October of each year.

B. Annual Work Plan of Recruitment

43. In the annex of resolution 35/210, the General Assembly requested that, in order to facilitate the search for and the appointment of qualified candidates, particularly from unrepresented and under-represented countries and from among women, an annual work plan of recruitment should be established. The plan should indicate:

(a) General data on the estimated number of recruitments by grade and broad occupational groups;

(b) The targets to be reached during the year as to the number of candidates to be recruited from unrepresented and under-represented countries and among women, in accordance with the targets established by the relevant resolutions of the General Assembly;

(c) The various means by which recruitment will be undertaken, such as competitive examinations, publicity or recruitment missions.

44. In accordance with this request, the first annual plan will cover the period from 1 January to 31 December 1982.

(a) General data on the estimated number of recruitments by grade and broad occupational group

45. These data are given in table F. They are based on the review of appointments over the four-year period from July 1976 to June 1980, vacancy projections for the period from April 1981 to April 1982, and retirement forecasts. Approximately 270 posts will be open for recruitment during 1982. The estimates presented in table F

must be considered only as a representation of trends, not as information on individual posts. This information differs from that in vacancy bulletins, which report individual posts.

46. Vacancies arise in various ways, which must all be treated differently in projecting vacancies: (a) new posts; (b) promotions and transfers; (c) resignations; (d) retirements; and (e) expirations of fixed-term contracts and other separations. The financial situation, General Assembly directives and administrative policies and practices all affect projections in a different manner.

47. As a consequence of the zero-growth-budget policy for 1982-1983, the number of new posts will be limited.

48. To facilitate the projection of vacancies resulting from the expiration of fixed-term contracts, substantive Departments and Offices have been requested to co-operate with the Office of Personnel Services by notifying it well in advance of whether they intend to renew such contracts. Of all vacancies, those arising from retirements have become the most reliable information in estimating the number of posts to be open for recruitment, largely as a result of the strict application of the regulations on the age of retirement (see paras. 92-95 below).

(b) Targets to be achieved in 1982

49. At least 40 per cent of all vacancies arising in professional posts subject to geographical distribution during the period 1981-1982 should be filled by nationals of unrepresented and under-represented Member States. In addition, the number of women in these posts should be increased to 25 per cent by the end of 1982.

50. Efforts to identify and earmark the posts at all levels necessary to meet the target of 40 per cent of recruitments of nationals of unrepresented and under-represented Member States have already begun in consultation with departments and offices. In particular, 35 posts at the P-1 and P-2 levels have already been earmarked for competitive examinations (see paras. 63-65 below).

51. The over-all proportion of women in posts subject to geographical distribution in the Secretariat as at 30 June 1981 is 21.6 per cent. A comprehensive review of the current situation reveals that while in many departments and offices the target of 25 per cent has already been surpassed in several others, including regional commissions, the number of women is well below this target. Special efforts are being made to increase the number of women in these departments and offices.

(c) Various means by which recruitment will be undertaken

52. Information on continuing recruitment activities, such as vacancy announcements and publicity, is given in paragraphs 22-37 above. Information on the first stages of the programme of competitive examinations for junior professionals is given in paragraphs 63-65 below.

TABLE F

Estimated number of recruitments by level
and occupational group
1982

Occupational group <u>4/</u>	<u>Level 5/</u>			<u>Total</u>
	<u>Entry</u>	<u>Middle</u>	<u>Senior</u>	
1. Administration	18	14	2	34
2. Economics	24	64	32	120
3. Electronic data processing	-	2	3	5
4. Information	6	11	2	19
5. Legal and related work	6	4	1	11
6. Library and related work	5	1	-	6
7. Political affairs and related work	3	7	4	14
8. Science and technology	2	10	7	19
9. Social development	8	11	5	24
10. Statistics	3	14	1	18
Grand Total	75	138	57	270

4/ Occupational groups are arranged according to the listing developed for internal use throughout the Secretariat (see para. 90 below).

5/ The estimated number of vacancies is shown by level rather than by grade to allow for changes in the grades of posts resulting from internal transfers, promotions and other staff changes.

C. Inheritance of posts

53. In resolution 35/210, the General Assembly reaffirmed that no post should be considered the exclusive preserve of any Member State, or group of States, and requested the Secretary-General to ensure that this principle is applied faithfully in accordance with the principle of equitable geographical distribution. The General Assembly also requested the Secretary-General to continue to permit replacement by candidates of the same nationality within a reasonable time-frame in respect of posts held by staff members on fixed-term contracts, whenever this is necessary to ensure that the representation of Member States whose nationals serve primarily on fixed-term contracts is not adversely affected.

54. To comply with these requests of the Assembly, the Secretary-General continued to ensure that, whenever a post subject to geographical distribution became vacant as a result of its incumbent leaving the Secretariat, candidates recruited from outside were, whenever possible, of another nationality. This policy is followed in particular with respect to nationals of Member States above the midpoint of their ranges. Replacement by a candidate of the same nationality is permitted in respect of nationals of Member States whose nationals serve primarily on fixed-term contracts. On the basis of forecasts of expirations of fixed-term contracts held by nationals of these Member States, at least the same number of posts - but not necessarily the same posts - are reserved for candidates of the same nationality so that the representation of these Member States should not be adversely affected. This practice will be followed until the Member State concerned reaches the midpoint of its desirable range.

D. Roster of external candidates

55. In the annex of resolution 35/210, the General Assembly requested that all applications received from candidates meeting the minimum standards established by the Office of Personnel Services for posts and occupations should be put into the roster of external candidates, and that this roster should be modernized rapidly and rendered operational and efficient.

56. The roster of external candidates, which serves the needs of both the Secretariat and technical co-operation projects, continues to be improved and modernized. Substantial progress has been achieved in the four phases of improvement described in the 1980 report of the Secretary-General on the implementation of personnel policy reforms (A/C.5/35/10, para. 38), namely: (a) establishment of new occupational codes and descriptors; (b) establishment of a new coding scheme and recoding of already rostered candidates; (c) new computerized roster system - implementation, installation, documentation of new system and user training; and (d) establishment of a new "review" system, procedure and implementation.

57. As at 30 June 1981, the total number of candidates for posts in the Secretariat kept on the roster was approximately 6,000. To increase the efficacy of the roster, it has been decided to limit the number of years candidates remain on the roster, as a rule, to a maximum of three. After that period, candidates

never considered for appointment will be reviewed with a view to determining whether they should remain on the roster. In addition, a comprehensive review of all rostered candidates is being conducted to update information on them, particularly as regards their continued availability.

58. A new roster is being introduced that will allow for more computerized background information on the education, skills and experience of each candidate, up to as much as 10 times the amount of data currently coded. Priority is being given to candidates from unrepresented and under-represented States and women candidates, who will be placed on the new roster beginning in November 1981, while other candidates will be kept on the old roster. Until the review of all rostered candidates is completed, the two rosters will be used simultaneously in searching for candidates.

59. Since the recruitment activities of the Secretariat cover geographically dispersed duty stations, accessibility to the roster is of the first importance. Arrangements are being made to link computer operations at Headquarters with those at Geneva in 1982. The resulting direct access will serve better the recruitment needs of departments and offices in Geneva and later in Vienna.

E. Use of competitive methods of selection at the P-1 and P-2 levels

60. In the annex of resolution 35/210, the General Assembly recommended that at the P-1 and P-2 levels recruitment should be made as a rule through competitive examinations. This principle was to apply both to the movement of staff in the General Service and related categories to the Professional category (see paras. 96-100 below) and to the recruitment of external candidates. Of the total number of posts available at these levels, 30 per cent should be earmarked for internal examinations for General Service staff. For the remaining 70 per cent, a transitional plan ending 31 December 1982 should be established for applying progressively the method of competitive examination, with due regard paid to the principle of equitable geographical distribution. The General Assembly also recommended that competitive examinations under the plan should be devised on a national basis, in consultation with the Governments concerned. They should contain measures to protect the confidentiality and objectivity of the methods of selection and to ensure that the methods of testing take into account the cultural and linguistic diversity of the membership of the United Nations. They should be geared to candidates with at least a first-level university degree. The examinations should be based on written tests in one of the official languages of the United Nations, including a general test, specialized examination by occupational groups and personal interview. They may be organized simultaneously by groups of countries, but a given number of vacancies should be defined and offered to each country in advance, taking into account the geographical representation of each Member State. A reserve list should be established from which all P-1 and P-2 posts would be filled.

61. Following the adoption of resolution 35/210, the programme of competitive examinations for posts at the P-1 and P-2 levels entered a transitional period during which the Secretariat would, on the one hand, complete the examinations arranged for prior to the resolution and, on the other hand, devise a plan for examinations in conformity with the General Assembly's request.

62. In accordance with previous arrangements, competitive examinations for the recruitment of staff members of French and Japanese nationalities at the P-1 and P-2 levels were held in April 1981. Nine posts were earmarked for Japanese nationals in two occupational groups: seven in economics and two in electronic data processing; the two posts earmarked for French nationals were in economics. Of 82 Japanese candidates who applied for the examination, 51 were convoked by the Central Recruitment Examination Board, and 33 actually sat for the core and specialized papers. Of 53 French applicants, 47 were convoked, and 31 sat for the papers. Candidates were interviewed in July. The recruitment of successful candidates is expected to begin in September 1981.

63. A transitional plan has been established for examinations in which a number of unrepresented and under-represented Member States will participate. As a first step, recruitment for newly-vacated posts subject to geographical distribution at the P-1 and P-2 levels was suspended effective 3 April 1981. Vacancy announcements for such posts were not issued or, if already issued, were withdrawn, unless a suitable candidate from an unrepresented or under-represented Member State or a woman had already been identified.

64. These posts were then reviewed to ascertain which of them could be arranged according to occupational groups for the purpose of organizing examinations. One of the criteria followed in this selection was the number of available and foreseen vacancies in each occupational group. Of a total of 69 posts reviewed, 35 were selected for the examinations, arranged according to the following broad occupational groups: administration (3 posts); economics (23 posts); electronic data processing (5 posts); and social development (4 posts). The posts are located at Headquarters and at other duty stations, including Addis Ababa, Bangkok, Baghdad/Beirut, Geneva, Santiago and Vienna. Posts which because of their characteristics did not justify their inclusion in the programme of examinations were reopened for recruitment under normal procedures, but on the understanding that only nationals of unrepresented and under-represented Member States and women who were not nationals of over-represented Member States would be considered.

65. Examinations are being organized for the nationals of 6 Member States in Africa, Latin America and Western Europe: Brazil, Germany, Federal Republic of, Italy, Ivory Coast, Mauritania and Suriname. Of these States, Suriname was unrepresented on 30 June 1981 and the others were under-represented. The written part of the examinations will be given in each of these Member States in January 1982.

IV. STAFF ADMINISTRATION

A. Job classification

66. In the annex of resolution 35/210, the General Assembly requested that all changes in existing job descriptions and the content of job descriptions of new posts should be submitted for approval to the Office of Personnel Services, justified by references to changes in programmes approved by intergovernmental bodies.

67. This procedure is followed by the Office of Personnel Services, which reviews all job descriptions - new or revised - to classify posts at their proper levels. The following paragraphs contain additional information on the classification procedures followed with respect to the Professional category, as well as with respect to the General Service and related categories at Headquarters and at other duty stations.

1. Professional category

68. Since 1 January 1981, posts in the Professional category and above, including the Director (D-2) level, are classified according to the Master Standard (Tier I) developed by the International Civil Service Commission (ICSC). The policies and procedures established for the introduction of the ICSC classification system were outlined in administrative instruction ST/AI/227 of 10 November 1980, and information circular ST/IC/81/13 of 4 March 1981.

69. The job-description form previously used for posts in the Professional category was revised to conform to the ICSC system. Procedures were also revised, or new procedures were developed, with a view to integrating the classification system with other administrative and financial processes. Posts which become vacant are classified prior to being filled through recruitment, transfer, or promotion. Posts are also reviewed to determine their appropriate level when their reclassification or establishment is proposed in the biennium budget. Approximately 75 posts in the Professional category and above are classified each month using the Master Standard.

70. Other measures taken in connexion with the introduction of the system include the establishment of a Classification Review and Appeals Committee and the organization of training seminars on the preparation of job descriptions for officers who are responsible for approving or authorizing job descriptions, or for training staff in preparing them.

71. The system as at present applied relies exclusively on the classification of individual posts. Available resources do not suffice to conduct comprehensive reviews of all posts within an occupational group or organizational unit for the purpose of classifying these posts in relation to one another. As a result of this post-by-post approach, discrepancies in the grades of posts may continue to exist between organizational units or duty stations and even within them. This has been recognized by ICSC, which, at its twelfth session, agreed that additional resources were required by organizations to apply fully and maintain the job-classification system.

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2. General Service and related categories at Headquarters

72. At its twelfth session, held in August 1980, ICSC requested the Secretary-General to co-ordinate his efforts to develop job classification standards for posts in the General Service and related categories in New York with UNDP and UNICEF. Pursuant to this request, a Co-ordination Committee composed of representatives of the administration and staff of the United Nations, UNDP and UNICEF was established in February 1981. At its thirteenth session, held the same month, ICSC acceded to a request of the Committee that members of the ICSC secretariat should provide technical advice to the Committee.

73. The Committee adopted a work plan for developing job-classification standards for the General Service and related categories, under which job-information forms for all jobs in these categories would be prepared and reviewed on the basis of existing standards (including those used at Vienna and Geneva and by UNICEF in New York). Draft standards for New York would then be developed and tested, with a view to their submission to ICSC in mid-1982. Bench-marks will be available by the time the next New York General Service salary survey, scheduled for 1983, is carried out. If the job-classification standards and related salary scales are approved during 1983, the standards will be applied from 1984.

3. General Service and related categories at other duty stations

74. In Geneva, all General Service posts at the United Nations Office at Geneva, ECE and UNCTAD were tentatively classified by July 1981. The next stage involves the final review and classification of these posts by the Joint Classification Committee and the submission of its results to the Director-General of the United Nations Office at Geneva for approval. It is expected that this process will be completed by the end of 1981 and the relevant requests of the General Assembly formulated in resolutions 31/193 B and 33/143 will then be fully met.

75. In Vienna, 238 posts in the General Service and Manual Worker categories at UNIDO have been classified since the approval of the classification scheme in September 1980. The results of this classification are being considered by the classification review body, which is required to review 50 per cent of the first 50 posts classified, 20 per cent of the second 50 posts classified and 10 per cent of each 100 posts classified thereafter. The working group on classification established by the UNIDO Joint Advisory Committee (JAC) is establishing standards for posts in the Manual Worker category. The UNIDO-JAC is considering standards for Security posts. It is estimated that the classification of UNIDO posts will be completed in October 1982 and work will then start on posts in other United Nations units at Vienna.

B. Career development

76. In his bulletin ST/SGB/166 of 18 May 1978, the Secretary-General defined career development as a series of assignments spanning a staff member's career,

with two objectives: the systematic development of the potential of staff members to perform the current and future functions assigned to the Organization, and the satisfaction of the needs and aspirations of staff members for challenging and rewarding careers.

77. This definition contains all the basic elements of a career development system in the Secretariat. It takes into account, in the first place, the need for career management, i.e., career development viewed from the perspective of the Organization and its requirements; secondly, it emphasizes the concurrent need for career planning, i.e., career development viewed from the perspective of the staff and their requirements. The third element is mobility, since the increased usefulness of staff members to the Organization and their advancement in their career entail their ability to undertake successfully a series of progressively more complex and demanding assignments. In the case of Professional staff, the request of the General Assembly in resolutions 33/143 and 35/210 concerning staff mobility - that these staff should be encouraged to work at more than one duty station - must also be borne in mind, and for this purpose, posts in all secretariat offices at all duty stations have to be taken into consideration when managing and planning the careers of staff members in a fashion that is beneficial both to the Organization and to them.

78. At present, career-development objectives are met through the placement and reassignment of staff. Approximately 200 staff members in the Professional category are reassigned every year between departments and offices at all duty stations. Further steps have to be taken to bring placement and career development into full operation in conformity with the requests of the General Assembly and the policies established by the Secretary-General.

79. Measures to enhance career-development opportunities for staff in posts with special language requirements have been taken during the reporting year in accordance with the provisions of General Assembly resolution 35/225 of 17 December 1980.

C. Roster of internal candidates

80. As a first step to facilitate and enhance placement and career-development activities, a computerized roster of internal candidates is being developed. The data on staff members being entered into computer files relate to their educational background, work experience prior to joining the Organization and United Nations career. This information is organized according to the listings of occupational groups developed for use throughout the Secretariat (see para. 90 below).

81. The computerized roster is expected to be an extremely useful tool in the placement and career development of the staff. It will facilitate the optimum deployment of human resources in the Secretariat through the rapid identification of staff members suitable for reassignment. In accordance with resolution 35/210, the roster of internal candidates is being developed in harmony with the roster of external candidates. The objective is to allow for the information on a candidate's

qualifications recorded on the roster of external candidates to be entered on the roster of internal candidates after the candidate's appointment. Efforts have also been made to link these rosters so as to establish a unified and comparable data-base for consideration of both external and internal candidates in filling vacancies.

82. The roster is expected to be operational in 1982 through the modification of the existing personnel data system by the introduction of direct retrieval of information from the roster by means of computer terminals.

D. Occupations and occupational groups

83. General Assembly resolution 35/210 contained a number of provisions relating to the use of the concept of occupations and occupational groups. In section I of the annex of the resolution, the General Assembly requested that all posts should be classified at each level of grades by occupation, this concept meaning "posts having largely comparable functions and the same entrance level qualifications", and that this classification should be published. The Assembly further requested that distinction should be made between:

(a) Occupations for which it is reasonable to expect several vacancies each year;

(b) Those for which recruitment will be open only at widely spaced intervals.

84. The Assembly also requested that, for posts falling under (a) above, job descriptions should be complemented by an "occupational description", which would outline the main functions, the minimum level of qualifications and the desirable supplementary qualifications.

85. In section IV of the annex, the General Assembly requested that the list of occupations for which it is reasonable to expect several vacancies each year should be communicated to Member States, together with the corresponding "occupational description" not later than 1 October of the preceding year, and applications for candidatures should be requested on this basis.

86. The General Assembly also requested, in section II of the annex, that the annual work plan of recruitment to be drawn up by the Secretariat should indicate general data on the estimated number of recruitments by grade and broad occupational groups.

87. In addition, under section III of the annex of the resolution, competitive examinations for posts at the P-1 and P-2 levels should include specialized examinations by occupational group (see paras. 63-65 above and 96-100 below).

88. The question of occupations and occupational groups was the subject of a comprehensive review designed, first, to meet the requests of the General Assembly and, secondly, to develop clear and uniform concepts of occupations and

occupational groups to be used in recruitment, recruitment planning, rostering of external and internal candidates, career development and staff mobility, organization of examinations for external recruitment and internal promotion from the General Service and related categories, training and job classification.

89. To meet the first request of the Assembly, posts in the Professional category subject to geographical distribution were analysed on the basis of the job descriptions used for job classification purposes. This analysis was aimed at identifying those posts which, regardless of their functional titles or the departments or offices where they were located, had largely comparable functions and the same entrance level qualifications. In accordance with the resolution, special attention was paid to those types of posts for which it would be reasonable, founded on past recruitment experience, to expect several vacancies a year.

90. As groups of posts were identified that met the requirements of the definition, occupational descriptions were prepared for these groups. The listing of occupational descriptions is as follows: administration; economics; electronic data processing; engineering and architecture; finance, information, language; legal; library; political affairs; publishing and printing; science and technology; social development; and statistics.

91. As requested, all occupational descriptions will be published for use by Member States for recruitment purposes, as well as throughout the Secretariat. This publication will be supplemented by yearly lists of occupational groups for which it would be reasonable to expect several vacancies. These occupational descriptions will also be used, in the annual work plan of recruitment to be drawn up by the Secretariat in conformity with resolution 35/210 (see paras. 43-52 above), to indicate general data on the estimated number of recruitments by occupational group.

E. Application of the regulations concerning the age of retirement

92. In section I of resolution 35/210, the General Assembly reaffirmed the need, first expressed in resolution 33/143 to apply the regulations regarding retirement and not to grant exceptions beyond six months after the established age of retirement. Under staff regulation 9.5, the age of retirement for United Nations staff is 60 years. The regulation authorizes the Secretary-General to retain staff beyond that age in exceptional cases when it is in the interests of the Organization to do so. During its thirty-fourth session, in 1979, the General Assembly agreed to a proposal of the Secretary-General that it might be in the best interests of the Organization if - whenever it was strictly necessary - a certain amount of flexibility could be used in applying the policy on retirement age to staff in posts with special language requirements and to a group of staff in the General Service and related categories.

93. In section VI of resolution 35/210, the General Assembly further decided that the application of the provisions of General Assembly resolutions dealing with

mandatory retirement at the age of 60 should not be rigorously applied to locally recruited General Service staff who were already employed by the Organization prior to December 1978 and would have less than 20 years' contributory service to the United Nations Joint Staff Pension Fund at the age of 60.

94. In conformity with these requests, extensions beyond the age of 60 years have been granted since 1979 up to six months only and solely for the purpose of finding replacements for retiring staff. This policy applies to all staff in the Secretariat, with the exception of staff in posts with special language requirements and General Service staff with special technical skills, with regard to whom a greater degree of flexibility is applied. No difficulties have been experienced in the application of this policy.

95. The number of staff in different categories up to the D-2 level who were retained in active service beyond the age of 60 years from 1977 to 1981, as at 30 June each year, is shown in table G. It can be seen from the table that the policy being applied pursuant to the request of the General Assembly in 1978 has already resulted in a drastic reduction in the number of extensions beyond the retirement age.

TABLE G

Staff retained in service beyond the age of 60 on 30 June from
1977 to 1981 by grade, appointment status and year

	<u>1977</u>	<u>1978</u>	<u>1979</u>	<u>1980</u>	<u>1981</u>
Geographic staff					
D-2	9	13	12	6	4
D-1	19	12	14	7	10
P-5	25	15	13	3	7
P-4	7	9	7	5	2
P-3	15	9	6	-	2
P-2	3	4	2	1	1
P-1	-	1	-	-	-
Total	78	63	54	22	26
Language staff					
P-5	5	8	6	1	2
P-4	15	11	8	6	7
P-3	9	10	11	5	2
P-2	1	-	-	-	-
P-1	-	-	-	-	-
Total	30	29	25	12	11
Other staff					
Total	74	40	8	15	24
Grand total	182	132	87	49	61

F. Competitive examinations for the passage from the General Service and related categories to the Professional category

96. In his report on the implementation of personnel policy reforms, submitted to the General Assembly at its thirty-fifth session (A/C.5/35/10, paras. 53-60), the Secretary-General gave an account of the first competitive examination for the passage of staff in the General Service and other categories to the Professional category, which was held in 1979/1980. At the time the report was submitted, in October 1980, the competitive examination was at the final stage of completion.

97. During this stage, the Central Examination Board convoked 157 staff members serving at 19 different duty stations to be interviewed by the specialized Boards of Examiners for the seven occupational groups tested for in the examination. These interviews were held in New York, Geneva, Vienna and Addis Ababa over the period June to September 1980.

98. Following completion of the interviews, the highest ranking candidates were placed and promoted. A total of 48 staff members in the General Service and related categories were promoted to the Professional category as a result of the competitive examination. A report on the examination, containing detailed information on its organization and results, was issued on 8 July 1981 as information circular ST/IC/81/51.

99. The second competitive examination for the passage of staff in the General Service and related categories to the Professional category was held in April 1981. It consisted of a written part and an interview. Thirty posts were made available for the examination, distributed among occupations as follows: administration, 13; archives and library sciences, 2; information, 6; social and political sciences, 5; and mathematics and statistics, 4. 6/

100. Of approximately 700 staff members who applied, 650, serving at 30 different duty stations, were convoked to take the written part of the examination. Of these, 460 sat for the examination at nine centres. The recommendations of the Boards concerning the list of candidates to be convoked for interviews are expected to be available by October 1981.

G. Training

101. The Staff Development Programme at Headquarters, which is also open to staff from other duty stations on assignment or mission, offers approximately 200 occupational training courses and seminars each year, in addition to the Language Training Programme, which is the subject of a separate report (A/C.5/36/2). The broad subjects covered include induction and orientation; management development;

^{6/} This listing will be replaced in the future organization of examinations by the new listing developed for use throughout the Secretariat (see para. 90 above).

supervision and communication; and United Nations administration and secretarial skills. Other training is offered under the External Studies Programme. Table H shows the number of staff participating in both Programmes.

102. During 1981, special emphasis was placed on the development of courses to meet specific departmental and organizational needs, on the training of staff in the General Service and related categories and on the development of managerial skills for staff in the Professional category. These courses included special seminars on the use of Electronic Data Processing Techniques for the Office of Financial Services and a second seminar on the Servicing of Meetings of Principal Organs of the United Nations, and supervisory workshops for staff in the Security and Safety Service and in the Buildings Management Service. Participation in the Programme for New Entrants to the Professional category is now mandatory for all entrants, whether recruited from the outside or promoted as a result of competitive examinations. Several new courses for middle-level professional staff have been introduced. This constitutes a first step towards a comprehensive management-training programme in line with recent recommendations of the ICSC.

103. Basic components of selected training courses given at Headquarters have been adapted to the special needs of other duty stations to facilitate the organization of training courses with limited staff resources as well as to offer a framework susceptible of being modified according to the availability of speakers and the current areas of emphasis on substantive programmes at different duty stations.

104. Staff members may also participate in the external studies programme, which was described in detail in the report of the Secretary-General on the implementation of personnel policy reforms (A/C.5/35/10) submitted to the General Assembly at its thirty-fifth session. The procedure governing the administration of this programme now emphasizes the need for specific studies in terms of benefit to departments and offices as well as to individual candidates.

105. The introduction of a computerized system in late 1979 has made it possible to record attendance at both in-house and external training courses and the results of tests related to the acquisition of language, secretarial, typing and other skills. The data generated by the recording procedure also facilitate analysis of patterns of attendance at training courses as well as the organization of training activities for specific groups of staff.

TABLE H

NUMBER OF STAFF PARTICIPATING IN THE OCCUPATIONAL TRAINING PROGRAMME
AND THE EXTERNAL STUDIES PROGRAMME

	<u>1979/1980</u>	<u>1980/1981</u>
<u>Occupational training programme</u>		
Staff of the Secretariat	978	1,190
Staff of subsidiary organs	<u>391</u>	<u>461</u>
Total students	1,369	1,651
<u>External studies programme</u>		
Staff of the Secretariat	<u>56</u>	<u>91</u>
Grand Total	<u>1,425</u>	<u>1,742</u>

H. Staff-management relations

106. Under staff regulation 8.2, Joint Advisory Committees in which the staff and the administration are represented have been established over the years at major duty stations. These committees advise on personnel policies and general questions of staff welfare and may make proposals for amendment of the Staff Regulations and Rules. For the main purpose of achieving a better co-ordination and participation in the discussion of matters affecting the interests of the staff throughout the Organization, the Secretary-General established in June 1980 a Secretariat-wide Staff-Management Co-ordination Committee (SMCC). The Committee is composed of a Chairman; nine members designated by the Staff Councils or Staff Committees or, where such bodies do not exist, by other officially recognized staff bodies at all major locations; and nine members representing the Secretary-General, with due regard to the need for representation from different duty stations. SMCC identifies, examines and monitors Secretariat-wide issues concerning staff-management relations, administration and welfare of staff, and matters affecting conditions of service and staff morale. It is also to undertake an over-all and continuing review of article VIII of the Staff Regulations and chapter VIII of the Staff Rules, with a view to proposing such changes as may be required in the nature of the relationship between the staff and the Secretary-General, with particular reference to the type of joint bodies necessary for staff-management relations and their mandate.

107. Although SMCC was established only recently, it has already proved to be a useful and important forum for staff-management relations. Its first two sessions were held in September 1980 and June 1981. One of the most important issues considered by the Committee under its terms of reference is the introduction of the amendments to the Staff Rules and Regulations which may be required to reflect the existing structure of staff representation and staff-management relations, including the establishment of SMCC and the relationship between SMCC and the local Joint Advisory Committees. Other items on the current agenda of SMCC relate to the rights and obligations of staff representatives and the facilities to be provided to them in the performance of their functions, to part-time employment, to competitive examinations for passage to the Professional category of staff in the General Service and related categories and to the performance evaluation system. SMCC met again in New York in September 1981.

V. EMPLOYMENT OF WOMEN

108. In resolution 35/210, the General Assembly requested the Secretary-General to continue to take the necessary measures to implement fully the provisions of section III of General Assembly resolution 33/143. The Assembly also called upon the Secretary-General and the executive heads of the other organizations of the United Nations system to end all forms of discrimination based on sex, in conditions of employment, recruitment, assignment, training and promotion. In pursuit of these objectives, the Secretary-General and the executive heads were requested:

(a) To increase the proportion of women, particularly at the senior levels, in accordance with the principle of equitable geographical distribution, and on personnel advisory and administrative boards, so as to meet the target set in General Assembly resolution 33/143 and in resolution 24 of the World Conference of the United Nations Decade for Women;

(b) To amend staff rules which inhibit the employment of spouses in the same organization or duty station and to extend the practice of part-time employment and flexible working hours as soon as possible;

(c) To ensure that staff members employed in organizations of the United Nations system are not subject to sexual harassment in or in connexion with their place of work;

(d) To ensure further that women employed in the organizations of the United Nations system are not discriminated against because of their sex;

(e) To intensify efforts to eliminate prejudices and other factors which work against the recognition of women's capabilities and the improvement of their status within organizations of the United Nations system;

109. The General Assembly also requested the Secretary-General and the executive heads of the other organizations of the United Nations system to examine additional measures that would advance the attainment of the policy directives concerning the appointment, promotion and assignment of women in the secretariats, including the possibility of designating a senior official to co-ordinate these functions.

110. For a number of years the Secretary-General has been taking measures to end any possible form of discrimination based on sex, in conformity with several General Assembly resolutions. Detailed information on these measures, which cover recruitment, conditions of employment, assignment, training and promotion, and even attitudes, behaviour and language that female staff members generally feel to be incompatible with their equal status, is contained in previous annual reports of the Secretary-General on the composition of the Secretariat.

111. The policy of the Secretary-General on the equality of men and women in the Secretariat was laid down in his bulletin ST/SGB/154 of 8 March 1977. This bulletin was supplemented on 8 March 1979 by information circular ST/IC/79/17, which contains guidelines for promoting equal treatment for men and women in the Secretariat. In addition, all allegations of discriminatory treatment are investigated by the Panel established by the Secretary-General in 1977 by administrative instruction ST/AI/246. Other measures have included drawing the attention of Heads of Departments and Offices to the need to increase the proportion of women in the Secretariat and to offer women equal opportunity in assignments, earmarking posts for the recruitment of women and instructing the appointment and promotion bodies to pay special attention to women in the annual

promotion reviews. The staff rules governing maternity leave and the employment of spouses have been amended to facilitate the employment of women in the Secretariat. 7/

112. Efforts have also been directed towards increasing the proportion of women in personnel, advisory and administrative boards. Table I shows, as at 30 June 1981, the membership of each of these bodies at Headquarters and the proportion of women in them. Taking as a guideline for equitable representation of women the objective set forth by the General Assembly in resolution 33/143 - 25 per cent of posts subject to geographical distribution - it can be seen that the proportion of women in these bodies not only conforms to the objective sought, but goes well beyond it. Women constitute more than 25 per cent of the membership of each body individually considered and also account for 33.5 per cent of their total membership (58 out of 173).

113. The question of introducing part-time employment and flexible working-hour schemes is under study. A part-time employment scheme has been in existence for some time at UNIDO, where General Service staff may work on a half-day basis. The introduction of similar schemes has also been considered for the United Nations Office in Geneva, the Office of ECLA in Mexico City and some areas of the Department of Conference Services at Headquarters. A comprehensive scheme for application throughout the Secretariat has been developed for consideration by the Staff-Management Co-ordination Committee (see paras. 106-107 above) at its meeting in September 1981. The possibility is also being considered of establishing a flexible working-hour scheme to be applied at all duty stations under similar conditions.

7/ See administrative instructions ST/AI/219/Rev.1 of 17 December 1979, on maternity leave, and ST/AI/273 of 4 March 1980, on the employment of spouses, as well as the latest edition of the Staff Rules (Rev.5/Am.1) containing the amended text of the relevant rules.

TABLE I

Proportion of women in personnel, advisory and administrative bodies

BODIES	TOTAL NUMBER OF MEMBERS (100%)	TOTAL NUMBER OF WOMEN (%)	TOTAL NUMBER OF MEN (%)
Appointment and Promotion Board	13	4 (30.77%)	9 (69.23%)
Appointment and Promotion Committee	21	7 (33.33%)	14 (66.67%)
Appointment and Promotion Panel	57	20 (35.09%)	37 (64.91%)
Classification Appeals and Review Committee	6	2 (33.33%)	4 (66.67%)
Joint Advisory Committee	15	5 (33.33%)	10 (66.67%)
Panel on Discrimination	7	3 (42.86%)	4 (57.14%)
Joint Appeals Board	33	12 (36.36%)	21 (63.64%)
Joint Disciplinary Committee	21	6 (28.57%)	15 (71.43%)
TOTAL	173	58 (33.53%)	115 (66.47%)

A. REGIONAL TABLES

TABLE 1

NUMBER OF MEMBER STATES AND OF NATIONALITIES REPRESENTED IN THE SECRETARIAT
BY STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY REGION
(AS AT 30 JUNE 1980 AND 30 JUNE 1981)

R E G I O N	NUMBER OF MEMBER STATES		NUMBER OF NATIONALITIES			
			INCLUDED IN THE SECRETARIAT		NOT INCLUDED IN THE SECRETARIAT	
	30/06/80	30/06/81	30/06/80	30/06/81	30/06/80	30/06/81
AFRICA	50	51	42	45	8	6
ASIA AND THE PACIFIC	25	25	20	19	5	6
EUROPE (EASTERN)	11	11	10	10	1	1
EUROPE (WESTERN)	18	18	18	18	-	-
LATIN AMERICA	21	21	20	20	1	1
MIDDLE EAST	17	17	15	14	2	3
N. AMERICA & CARIBBEAN	10	11	9	9	1	2
SUBTOTAL	152	154	134	135	18	19
OTHERS	-	-	4	3	-	-
TOTAL	152	154	138	138	18	19

TABLE 2

TOTAL PROFESSIONAL AND HIGHER LEVEL STAFF OF THE SECRETARIAT
HOLDING PERMANENT, PROBATIONARY OR FIXED-TERM APPOINTMENTS FOR ONE YEAR OR MORE
BY APPOINTMENT STATUS AND REGION
(AS AT 30 JUNE 1981)

APPOINTMENT STATUS	REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
GEOGRAPHY a/		400	456	296	682	239	143	642	36	2 894
LANGUAGE b/		75	105	147	335	89	26	96	17	890
MISSION c/		1	2	-	9	4	-	2	-	18
UNEP d/		23	16	8	33	6	5	15	-	106
INTERAGENCY e/		-	-	-	2	-	1	4	-	7
P.RESIDENT f/		-	-	2	-	2	1	-	-	5
PROJECTS g/		3	5	-	2	3	1	3	-	17
ON LEAVE h/		6	6	-	12	3	3	3	2	35
SECONDED i/		4	4	-	19	8	5	9	-	49
TOTAL		512	594	453	1 094	354	185	774	55	4 021

- a/ Staff in posts subject to geographical distribution.
b/ Staff in posts with special language requirements.
c/ Staff specifically appointed for mission service.
d/ Staff specifically appointed for service with the United Nations Environment Programme.
e/ Staff specifically appointed after interagency consultation to posts financed on an interagency basis.
f/ Staff having permanent resident status in the United States of America.
g/ Staff detailed or assigned to a technical assistance project.
h/ Staff on special leave without pay.
i/ Staff on secondment to the United Nations Development Programme or other United Nations bodies.

TABLE 3
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
AND MID-POINT OF DESIRABLE RANGE BY REGION
(AS AT 30 JUNE 1980 AND 30 JUNE 1981)

R E G I O N	NUMBER OF STAFF		INCREASE (DECREASE)		MID-POINT OF DESIRABLE RANGE		ACTUAL STAFF POSITION	
	30/06/80	30/06/81	NUMBER	PER CENT	30/06/80	30/06/81	30/06/80	30/06/81
AFRICA	377	400	23	6.1	10.9	13.5	13.5	13.8
ASIA AND THE PACIFIC	413	456	43	10.4	17.6	18.1	14.8	15.8
EUROPE (EASTERN)	303	296	(7)	(2.2)	13.8	13.2	10.9	10.2
EUROPE (WESTERN)	657	602	25	3.8	23.9	22.8	23.6	23.6
LATIN AMERICA	239	239		0.0	8.2	7.7	8.6	8.3
MIDDLE EAST	137	143	6	4.4	5.2	5.5	4.9	4.9
N. AMERICA & CARIBBEAN	626	602	16	2.6	20.4	19.2	22.4	22.2
SUBTOTAL	2 752	2 850	106	3.9				
OTHERS	37	36	(1)	(2.6)			1.3	1.2
TOTAL	2 789	2 886	105	3.8	100.0	100.0	100.0	100.0

TABLE 4
APPOINTMENTS, SEPARATIONS FROM SERVICE AND OTHER STAFF CHANGES
IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION
(1 JULY 1980 - 30 JUNE 1981)

R E G I O N	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/	
	CAREER	FIXED- TERM	TOTAL	CAREER	FIXED- TERM	TOTAL	+	-
AFRICA	3	39	42	9	12	21	+10	-8
ASIA AND THE PACIFIC	2	51	53	14	19	33	+31	-8
EUROPE (EASTERN)	-	70	70	-	77	77	+2	-2
EUROPE (WESTERN)	3	46	49	26	18	44	+34	-14
LATIN AMERICA	-	19	19	13	11	24	+8	-3
MIDDLE EAST	-	13	13	4	4	8	+6	-5
N. AMERICA & CARIBBEAN	5	42	47	31	34	65	+36	-4
SUBTOTAL	13	280	293	97	175	272	+129	-44
OTHERS	-	1	1	-	1	1	+3	-4
TOTAL	13	281	294	97	176	273	+132	-48

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

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

1. between posts subject to geographical distribution and posts with special language requirements;
2. placed on special leave without pay or returned from such leave;
3. detailed or assigned to a technical assistance project or returned from such project;
4. seconded to the United Nations Development Programme or other United Nations bodies or returned from such secondment;
5. promoted from the General Service category to the Professional category;
6. after a change of nationality status.

TABLE 5
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY OFFICE AND REGION
(AS AT 30 JUNE 1981)

OFFICE	REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS a/		159	281	139	315	94	56	451	5	1 500
ECE		1	1	43	47	2	2	11	6	113
ESCAP		1	86	13	15	-	1	12	2	130
ECLA		-	-	5	15	89	3	23	-	135
ECA		132	4	8	6	2	1	8	-	161
ECWA		3	4	2	3	-	40	8	-	65
UNCTAD b/		30	31	16	57	17	8	36	12	207
UNIDO b/		42	31	46	112	24	17	52	1	325
UNEP b/		6	4	-	7	2	3	5	1	28
GENEVA c/		22	11	22	87	7	10	24	9	192
VIENNA d/		4	3	2	13	2	2	12	-	38
TOTAL		400	456	296	682	239	143	642	36	2 894

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 Division of Human Rights and the Conference of the Committee on Disarmament in Geneva.

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

TABLE 6
STAFF IN SENIOR POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION AND LEVEL
(AS AT 30 JUNE 1980 AND 30 JUNE 1981)

R E G I O N	30/06/80							30/06/81							INCREASE OR DECREASE
	USG	ASG	D-2	D-1	TOTAL	%		USG	ASG	D-2	D-1	TOTAL	%		
AFRICA	7	1	6	33	47	12.8		6	2	10	32	50	13.3	+3	
ASIA AND THE PACIFIC	6	2	13	48	69	18.9		5	6	14	49	74	19.6	+5	
EUROPE (EASTERN)	3	1	15	15	34	9.3		2	-	14	24	40	10.6	+6	
EUROPE (WESTERN)	5	8	22	60	95	26.0		5	8	20	63	96	25.5	+1	
LATIN AMERICA	3	2	4	20	29	7.9		2	2	4	23	31	8.2	+2	
MIDDLE EAST	2	2	4	17	25	6.8		2	1	4	19	26	6.9	+1	
N. AMERICA & CARIBBEAN	1	5	13	44	63	17.2		1	4	16	37	58	15.4	-5	
SUBTOTAL	27	21	77	237	362	98.9		23	23	82	247	375	99.5	13	
OTHERS	-	-	2	2	4	1.1		-	-	1	1	2	0.5	-2	
TOTAL	27	21	79	239	366	100.0		23	23	83	248	377	100.0	11	

TABLE 7
STAFF BY REGION, LEVEL AND SEX
(AS AT 30 JUNE 1981)

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		6			2	2	8		32	2	74	4	101	17	91	16	38	1	6	42	358	400
																				10.5	89.5	
ASIA AND THE PACIFIC		5	1	5		14	4	45	7	84	11	94	32	62	34	40	9	9	98	358	456	
																				21.5	78.5	
EUROPE (EASTERN)		2				14	1	23		4	41	4	93	4	82	5	23			18	278	296
																				6.1	93.9	
EUROPE (WESTERN)		5	1	7	1	19	3	60	12	125	34	151	49	104	55	38	10	8	165	517	682	
																				24.2	75.8	
LATIN AMERICA		2		2		4	1	22	1	49	12	55	23	29	15	21	2	1	54	185	239	
																				22.6	77.4	
MIDDLE EAST		2		1		4	1	18	3	37	3	27	12	18	5	11	1		25	118	143	
																				17.5	82.5	
N. AMERICA & CARIBBEAN		1		4	1	15	3	34	22	93	45	139	75	94	62	41	7	6	215	427	642	
																				33.5	66.5	
OTHERS						1		1		5	2	9	4	6	3	4		1	9	27	36	
																				25.0	75.0	
SUBTOTAL a/		23	2	21	4	79	13	235	51	508	115	669	216	486	195	216	30	31	626	2268	2 894	
	0.0	100	8.7	91.3	4.8	95.2	5.2	94.8	9.1	90.9	14.7	85.3	30.8	69.2	47.4	52.6	49.2	50.8	21.6	78.4		
TOTAL		23		23		83		248		559		784		702		411		61		2 894		

TABLE 7 (CONTINUED)

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION	P-5		P-4		P-3		P-2		P-1		SUBTOTAL B/		TOTAL	
	F	M	F	M	F	M	F	M	F	M	F	M		
AFRICA	2	3	5	19	5	33		8				12	63	75
												16.0	84.0	
ASIA AND THE PACIFIC	2	9	5	32	10	32	1	14				18	87	105
												17.1	82.9	
EUROPE (EASTERN)		8	1	31	9	59	1	38				11	136	147
												7.5	92.5	
EUROPE (WESTERN)	14	22	56	56	75	68	21	23				166	169	335
												49.6	50.4	
LATIN AMERICA	3	10	18	17	11	21	3	6				35	54	89
												39.3	60.7	
MIDDLE EAST		5	2	5		12		2				2	24	26
												7.7	92.3	
N. AMERICA & CARIBBEAN	2	3	12	17	14	30	13	5				41	55	96
												42.7	57.3	
OTHERS		1	1	4	5	3	1	2				7	10	17
												41.2	58.8	
SUBTOTAL B/	23	61	100	181	129	258	40	98				292	598	890
	27.4	72.6	35.6	64.4	33.3	66.7	29.0	71.0	0.0	0.0		32.8	67.2	
TOTAL	84		281		387		138		0			890		

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

		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL	
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
GRAND TOTAL a/		23	2	21	4	79	13	235	74	569	215	850	345	744	235	314	30	31	918	2	868	3	784
		0.0	100.0	8.7	91.3	4.8	95.2	5.2	94.8	11.5	88.5	20.2	79.8	31.7	68.3	42.8	57.2	49.2	50.8	24.3	75.7		
		23		23		83		248		549		1 065		1 089		549		61		3 784			

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

TABLE 8
STAFF APPOINTED AS ADVISERS ON TECHNICAL CO-OPERATION PROJECTS
(SHOWING NUMBER OF FEMALE STAFF)
A. BY REGION OF ORIGIN AND FUNCTION
(AS AT 30 JUNE 1981)

REGION	FUNCTION	TECHNICAL ADVISERS	INTER-REGIONAL ADVISERS	REGIONAL ADVISERS	TOTAL
AFRICA		19 (3)	2	38 (3)	59 (6)
ASIA AND THE PACIFIC		19 (1)	6	13 (1)	38 (2)
EUROPE (EASTERN)		4	3		7
EUROPE (WESTERN)		24	13	6 (3)	43 (3)
LATIN AMERICA		4	3	6	13
MIDDLE EAST		3	3	6 (1)	12 (1)
N. AMERICA & CARIBBEAN		9	7	3	19
OTHERS		2 (1)			2 (1)
TOTAL		84 (5)	37	72 (6)	193 (13)

B. BY OFFICE AND REGION

OFFICE	REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS ^{a/}		5	18 (1)	5	29	4	6	16	1	84 (1)
ECE					1		1 (1)			2 (1)
ESCAP			6 (1)		1					7 (1)
ECLA					1	4		1		6
ECA		48 (6)	4	1	5 (3)			1		59 (9)
ECWA		3	2				4			9
UNCTAD ^{b/}					4	3		1	1 (1)	9 (1)
UNIDO ^{b/}		2	7	1	2	1				13
UNEP ^{b/}		1	1			1	1			4
TOTAL		59 (6)	38 (2)	7	43 (3)	13	12 (1)	19	2 (1)	193 (13)

^{a/} Including information centres.

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

B. NATIONALITY TABLES

TABLE 9

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION, NATIONALITY AND LEVEL

(SHOWING NUMBER OF FEMALE STAFF)

(AS AT 30 JUNE 1981)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/80	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/81	SID- POINT	DESIRABLE RANGE

AFRICA													
ALGERIA	17	1			3	4	8	2			18	10.05	4-16
ANGOLA	2							1	2		3	7.94	2-14
BENIN	9					2	4	2	1	1	10	7.94	2-14
	(10)									(1)	(1)		
BOTSWANA	4							3	2		5	7.94	2-14
	(1)								(2)		(2)		
BURUNDI	4			1			1	2			6	7.94	2-14
CAPE VERDE	0							1	2		1	7.94	2-14
	(10)							(1)			(1)		
CENT AFR REP	2							1			1	7.94	2-14
CHAD	3							3			3	7.94	2-14
COMOROS	3								2		2	7.94	2-14
CONGO	6			1		1	3	1			6	7.94	2-14
DJIBOUTI	0										0	7.94	2-14
EGYPT	23	1		2	6	4	2	4	1		20	9.09	3-15
	(4)			(1)				(3)			(4)		
EQUATL GUINEA	0										0	7.94	2-14
ETHIOPIA	22				2	7	4	3	4	4	24	7.94	2-14
	(2)							(1)	(1)		(2)		
GABON	0										0	8.13	2-14
GAMBIA	7						4	2	1		7	7.94	2-14
GHANA	20	1 2/			5	3	4	4	1		18	8.32	3-14
	(1)							(1)			(1)		
GUINEA	4					1	1	2			6	7.94	2-14
	(4)								(1)		(1)		
GUINEA-BISSAU	0						1	1			0	7.94	2-14
IVORY COAST	1										2	8.32	3-14
KENYA	13				1	4	5	4	1		15	7.94	2-14
	(1)						(1)		(1)		(2)		
LESOTHO	4						1	2	2		5	7.94	2-14
	(3)						(1)	(1)	(2)		(4)		
LIBERIA	4			1			1	2	3		7	7.94	2-14
	(2)							(1)	(3)		(4)		
LIBYAN ARAB J	6				1		4	1			6	12.16	6-18
	(1)						(1)				(1)		
MADAGASCAR	11						4	5		1	10	7.94	2-14
	(1)							(1)			(1)		
MALAWI	4					2	1	2			5	7.94	2-14
MALI	7			1		2		2	2		7	7.94	2-14
MAURITANIA	1					1		2			1	7.94	2-14
MAURITIUS	9						4	4	2		10	7.94	2-14
MOROCCO	9					5	4	2	1		12	8.71	3-14
	(4)					(1)			(1)		(2)		
MOZAMBIQUE	0							1			1	7.94	2-14
NIGER	5	1						1	3		5	7.94	2-14
NIGERIA	22	1		1	2	6	6	2	1		21	10.82	5-17
	(1)								(1)		(1)		
RWANDA	2								3		3	7.94	2-14
S TOME PRINCP	0										0	7.94	2-14
SENEGAL	9			1		1	2	3	3		10	7.94	2-14
	(2)							(1)	(1)		(2)		
SEYCHELLES	0										0	7.94	2-14
SIERRA LEONE	14		1		2	3	5	4			15	7.94	2-14
	(4)							(1)			(1)		
SOMALIA	11	1				2	3	5			11	7.94	2-14
	(1)							(1)			(1)		
SOUTH AFRICA	7				3	1	1	2			7	15.60	10-22
	(2)					(1)		(1)			(2)		
SUDAN	9				2	2	3	1			10	7.94	2-14
SWAZILAND	1								1		1	7.94	2-14
	(1)								(1)		(1)		
TOGO	8				1	1	4	3			9	7.94	2-14
TUNISIA	18		1		2	9	4	3			19	8.32	3-14
	(1)						(1)				(1)		
UGANDA	16					1	6	5	3		15	7.94	2-14
	(2)							(2)			(2)		
U REP CAMEROON	11				1	1	5	3	2		12	7.94	2-14
U REP TANZANIA	19			1	1	7	2	7	1		19	7.94	2-14
	(2)							(2)	(1)		(3)		
UPPER VOLTA	3					1	2	1	1		5	7.94	2-14
ZAIRE	13			1			4	5	4		14	8.13	2-14
	(2)			(1)					(1)		(2)		
ZAMBIA	8					1	1	6	1	1	10	8.13	2-14
ZIMBABWE	7					2	1				3	7.94	2-14

POPULATION RESERVE													26
SUBTOTAL	377 (130)	6	2	10 (2)	32	76 (2)	105 (4)	108 (17)	54 (16)	7 (1)	400 (42)	451.72	364-519

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/80	DE/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/81	HID- POINT	DESIRABLE RANGE

ASIA AND THE PACIFIC													
AUSTRALIA	38 (9)			1	4 (1)	7 (1)	13 (1)	15 (6)	7 (6)	2 (2)	49 (16)	42.82	36-49
BANGLADESH	12		1	1	1	2	6	4	1		16	8.52	3-14
BHUTAN	0										0	7.94	2-14
BURMA	9				1	3	6		1		11	7.94	2-14
CHINA	49 (14)	1	1	1	10 (1)	11 (1)	8 (1)	18 (8)	6 (4)		56 (15)	38.80	33-45
DEM KAMPUCHEA	5					2	1	2			5	7.94	2-14
FIJI	4 (1)					1	2			1 (1)	4 (1)	7.94	2-14
INDIA	49 (2)	1	1	7	10 (1)	13 (1)	7 (1)	1	7 (1)	3 (1)	52 (5)	19.25	13-25
INDONESIA	15 (1)				2	6	5 (1)				13 (1)	10.82	5-17
JAPAN	80 (10)	1			6 (1)	18 (4)	21 (2)	16	16 (2)	2 (2)	80 (11)	191.35	163-220
LAO P DEM REP	2						2				2	7.94	2-14
MALAYSIA	15 (1)				1	2	9 (1)	1	1 (1)		14 (2)	9.47	4-15
MALDIVES	0										0	7.94	2-14
MONGOLIA	1										0	7.94	2-14
NEPAL	10					5	5				10	7.94	2-14
NEW ZEALAND	13 (2)				3	4	2	3			12 (4)	12.92	7-19
PAKISTAN	15	1		2	5	4	3	2			17	9.09	3-15
PAPUA N GUINEA	0										0	7.94	2-14
PHILIPPINES	41 (15)		1 (1)		2	6 (1)	5 (1)	13 (8)	20 (9)	7 (2)	54 (22)	9.67	4-15
SAMOA	0										0	7.94	2-14
SINGAPORE	11 (4)						2 (1)	8 (3)	3 (3)	1 (1)	14 (8)	9.28	4-15
SOLOMON ISLANDS	0										0	7.94	2-14
SRI LANKA	19 (2)	1		2	4	5	3	3 (2)		1 (2)	19 (2)	8.13	2-14
THAILAND	22 (8)					1	5 (1)	8 (2)	10 (6)	1 (1)	25 (9)	9.67	4-15
VIET NAM	3 (2)					1			2 (2)		3 (2)	8.32	3-14
POPULATION RESERVE													130
SUBTOTAL	413 (71)	5	6 (1)	14	49 (4)	91 (7)	105 (11)	94 (32)	74 (34)	18 (9)	456 (98)	605.48	515-696

EUROPE (EASTERN)													
ALBANIA	0										0	7.94	2-14
BULGARIA	12				1	3	4	4	1		13	10.82	5-17
BYELORUSSN SSR	8							6	1		7	15.22	9-21
CZECHOSLOVAKIA	11				2	1	9	2			14	23.66	18-29
GERMAN DEM REP	11 (1)				2	2	4 (1)	1	2		11 (1)	34.39	29-40
HUNGARY	11 (0)			1	1 (1)	3	4	1	1		11 (1)	14.07	8-20
POLAND	26 (3)	1			1	8 (2)	7	9 (1)	2 (1)		28 (4)	31.51	26-37
ROMANIA	9					4	1	1			6	11.77	6-18
UKRAINIAN SSR	21 (1)				2	1	4	8 (1)	3		18 (1)	35.73	30-41
USSR	175 (11)			11	14	17 (2)	61 (3)	51 (2)	18 (4)		172 (11)	220.48	187-254
YUGOSLAVIA	19	1		2	1	6	3	3			16	15.80	10-22
POPULATION RESERVE													23
SUBTOTAL	303 (16)	2		14	24 (1)	45 (4)	97 (4)	86 (4)	28 (5)		296 (18)	444.40	378-511

EUROPE (WESTERN)													
AUSTRIA	35 (12)			3	7 (1)	6 (1)	9 (4)	5 (1)	8 (7)		38 (13)	21.36	16-27
BELGIUM	27 (6)	1			1	3	12	6 (4)	2 (1)		25 (5)	31.13	25-37
DENMARK	20 (2)		1		2	1	7 (1)	8 (1)	2		21 (2)	21.93	16-28
FINLAND	18 (7)		1		2	1	4 (2)	8 (3)		1 (1)	19 (6)	16.95	11-23
FRANCE	149 (38)	1	1		6 (1)	17 (1)	41 (5)	33 (11)	23 (11)	7 (3)	150 (43)	127.72	109-147
GERMANY, F R OF	86 (16)	1		1	4	16 (1)	35 (6)	24 (6)	10 (5)	1	92 (18)	167.01	142-192

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/80	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/81	RID- POINT	DESIRABLE RANGE
EUROPE (WESTERN) (CONTINUED)													
GREECE	10 (2)			1	1	2	1	4 (2)	3 (1)	3 (3)	15 (6)	14.46	9-20
ICELAND	3					1	1		1		3	8.32	3-14
IRELAND	12 (0)			1	1		6	2	1	1	13 (1)	10.82	5-17
ITALY	58 (14)	1			4 (1)	10	14 (3)	18 (3)	9 (5)	3 (2)	59 (14)	73.87	63-85
LUXEMBOURG	2					1	1				2	8.71	3-14
MALTA	7					2	4				6	7.94	2-14
NETHERLANDS	29 (3)		1	1	1	6	9		3 (2)		30 (3)	36.99	33-45
NORWAY	10 (1)			2	3	4		1	1 (1)		11 (1)	17.33	12-23
PORTUGAL	10 (2)					2	4	4 (1)	1 (1)		11 (2)	11.39	6-17
SPAIN	25 (5)		1		4	6	4	6 (2)	4 (3)		25 (7)	40.33	34-46
SWEDEN	33 (8)		2		2	11 (1)	12 (3)	6 (2)	3 (2)		36 (8)	32.86	27-39
UNITED KINGDOM b/	123 (32)	1	1	5	14 (1)	23 (2)	29 (4)	29 (11)	22 (16)	2 (1)	126 (36)	93.23	79-107
POPULATION RESERVE													19
SUBTOTAL	657 (148)	5	8 (1)	20 (1)	63 (3)	137 (12)	185 (34)	153 (49)	93 (55)	18 (10)	682 (165)	763.35	649-878
LATIN AMERICA													
ARGENTINA	38 (8)			1	8	8 (1)	15 (2)	7 (5)	1 (1)		40 (9)	22.70	17-28
BOLIVIA	10				2	2	5	2			11	7.94	2-14
BRAZIL	22 (3)		1		3	8	4	3	4	1	24 (4)	32.09	26-38
CHILE	35 (16)			1	3	8 (1)	6 (4)	5 (4)	12 (7)		37 (16)	9.09	3-15
COLOMBIA	17 (1)	1			1	4	1	3 (1)	1		11 (1)	9.86	4-16
COSTA RICA	4 (1)					1	1	2 (1)			4 (1)	8.13	2-14
CUBA	8 (2)					1	1	2 (1)	3 (1)		7 (2)	9.86	4-16
DOMINICAN REP	2 (1)							4 (2)			4 (2)	8.32	3-14
ECUADOR	8 (1)		1		1	1		3 (1)			6 (1)	8.13	2-14
EL SALVADOR	5 (1)					3	1		2 (1)		6 (1)	7.94	2-14
GUATEMALA	5				1		3	1			5	8.13	2-14
HAITI	10 (1)				2	3	1	2	2 (2)		10 (2)	7.94	2-14
HONDURAS	3					1	2				3	7.94	2-14
MEXICO	20 (3)				1	2	5	6 (2)	6 (2)	1 (1)	21 (5)	22.32	17-28
NICARAGUA	4 (1)					1	1	1	1		4 (1)	7.94	2-14
PANAMA	10 (3)					1	5 (2)	3 (1)	1		10 (3)	8.13	2-14
PARAGUAY	3				1			1			2	7.94	2-14
PERU	11 (3)					2	3	4 (1)	2 (1)		11 (2)	8.90	3-15
SURINAME	0										0	7.94	2-14
URUGUAY	18 (6)	1		1		3	9	1	1		16 (7)	8.52	3-14
VENEZUELA	6 (3)			1		1	2 (1)	2 (2)		1 (1)	7 (4)	17.33	12-23
POPULATION RESERVE													20
SUBTOTAL	239 (48)	2	2	4	23 (1)	50 (1)	67 (12)	52 (23)	36 (15)	3 (2)	239 (54)	257.11	219-296
MIDDLE EAST													
AFGHANISTAN	7			1		1	4	2	1		9	7.94	2-14
BAHRAIN	0										0	7.94	2-14
CYPRUS	9				1	3	3	2			9	7.94	2-14
DEMOCRAT YEMEN	3 (0)						1	3 (1)			4 (1)	7.94	2-14
IRAN	16 (3)				3	6 (1)	1	3 (3)	2 (1)	1 (1)	16 (5)	20.21	14-26
IRAQ	20 (2)			1	2	7 (1)	6	2 (1)	1		19 (2)	10.95	4-16

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/80	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/81	MID- POINT	DESIRABLE RANGE

MIDDLE EAST (CONTINUED)													
ISRAEL	5 (1)				1 (1)	1	1	1			4 (1)	12.54	7-18
JORDAN	14 (1)				4	4	4	2	2		16 (1)	7.94	2-14
KUWAIT	1 (1)							(1)			0	11.58	6-17
LEBANON	21 (6)				2	8	2	5	8		25 (6)	8.32	3-14
OMAN	1 (1)							1 (1)			1 (1)	7.94	2-14
QATAR	0										0	8.32	3-14
SAUDI ARABIA	2 (2)						1 (1)	1 (1)	1		3 (2)	18.87	13-25
SYRIAN ARAB RP	17		1	2	2	3	5	3			16	8.32	3-14
TURKEY	15 (4)	1			3	5	2	4			15 (5)	13.50	8-19
U A EMIRATES	1 (1)					(1)	(2)	(2)		1 (1)	1 (1)	9.67	4-15
YEMEN	5	1			1	2		1			5	7.94	2-14
POPULATION RESERVE													8
SUBTOTAL	137 (22)	2	1	4	19 (1)	40 (3)	30 (3)	30 (12)	16 (5)	1 (1)	143 (25)	184.98	157-213

N. AMERICA & CARIBBEAN													
BAHAMAS	2 (1)									3 (2)	3 (2)	7.94	2-14
BARBADOS	6 (2)					2	1 (1)	2 (3)			8 (4)	7.94	2-14
CANADA	65 (14)		1	4	3 (1)	15 (1)	18 (4)	20 (9)		1 (2)	70 (17)	70.61	60-81
DOMINICA	1					1	1	1			1	7.94	2-14
GRENADA	4			1		1	1	1		1	5	7.94	2-14
GUYANA	16 (5)					3	4 (1)	5 (3)	4		16 (6)	7.94	2-14
JAMAICA	18 (5)				3	4 (1)	4 (1)	4 (1)		1 (1)	20 (5)	8.13	2-14
SAINT LUCIA	0										0	7.94	2-14
SAINT VINCENT & GR	0										0	7.94	2-14
TRINIDAD TOB	13 (2)				1	5	3	5	1		15 (3)	8.32	3-14
USA	501 (154)	1	3	11 (1)	30 (2)	85 (20)	152 (37)	132 (61)	80 (51)	10 (6)	504 (178)	486.88	414-560
POPULATION RESERVE													14
SUBTOTAL	626 (183)	1	4	16 (1)	37 (3)	115 (22)	184 (45)	169 (75)	103 (62)	13 (7)	642 (215)	643.54	547-740

OTHERS													
NAMIBIA	1						1				1		
REP OF KOREA	3 (1)						2 (1)	1 (1)			3 (1)		
SWITZERLAND	28 (8)			1	1	5	7 (2)	8 (3)	7 (3)	1	30 (8)		
STATELESS	5						1	1			2		
SUBTOTAL	37 (9)			1	1	5	11 (2)	10 (4)	7 (3)	1	36 (9)		

TOTAL	2 789 (527)	23	23 (2)	83 (4)	248 (13)	559 (51)	784 (115)	702 (216)	411 (195)	61 2 894 (30) (626)			

a/ At Director-General level.

b/ Includes two staff members from Belize and four from Hong Kong.

TABLE 10
 STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
 BY REGION, NATIONALITY AND TYPE OF APPOINTMENT
 (AS AT 30 JUNE 1980 AND 30 JUNE 1981)

REGION AND COUNTRY	30/06/80					30/06/81				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		

AFRICA										
ALGERIA	12	1	4	17	23.5	13		5	16	27.8
ANGOLA		1	1	2	50.0	1	1	1	2	33.3
BENIN	6		3	9	33.3	6		4	10	40.0
BOTSWANA		2	2	4	50.0	2	1	2	5	40.0
BURUNDI	2		2	4	50.0	2	1	3	6	50.0
CAPE VERDE					0.0			1	1	100.0
CENT AFR REP	1	1		2	0.0	1			1	0.0
CHAD	3			3	0.0	3			3	0.0
COMOROS	1	2		3	0.0		2		2	0.0
CONGO	4	1	1	6	16.7	3	1	2	6	33.3
DJIBOUTI					0.0					0.0
EGYPT	12		11	23	47.8	10	1	9	20	45.0
EQUATL GUINEA					0.0					0.0
ETHIOPIA	16		6	22	27.3	17		7	24	29.2
GABON					0.0					0.0
GAMBIA	3		4	7	57.1	3	3	1	7	14.3
GHANA	10	2	8	20	40.0	11		7	18	38.9
GUINEA	3		1	4	25.0	3		3	6	50.0
GUINEA-BISSAO					0.0					0.0
IVORY COAST			1	1	100.0			2	2	100.0
KENYA	7	1	5	13	38.5	8		7	15	46.7
LESOTHO	2	1	1	4	25.0	2	1	2	5	40.0
LIBERIA	2	1	1	4	25.0	3		4	7	57.1
LIBYAN ARAB J	4		2	6	33.3	4	1	1	6	16.7
MADAGASCAR	6	1	4	11	36.4	6		4	10	40.0
MALAWI	2		2	4	50.0	2	1	2	5	40.0
MALI	2		5	7	71.4	2	1	4	7	57.1
MAURITANIA	1			1	0.0	1			1	0.0
MAURITIUS	6		3	9	33.3	7		3	10	30.0
MOROCCO	7		2	9	22.2	8		4	12	33.3
MOZAMBIQUE					0.0			1	1	100.0
NIGER	1		4	5	80.0	1	1	3	5	60.0
NIGERIA	10		12	22	54.5	10	2	9	21	42.9
RWANDA	1	1		2	0.0	1	1	1	3	33.3
S TOME PRINCE					0.0					0.0
SENEGAL	4		5	9	55.6	3		7	10	70.0
SEYCHELLES					0.0					0.0
SIERRA LEONE	5	1	8	14	57.1	8	1	6	15	40.0
SOMALIA	5		6	11	54.5	5	1	5	11	45.5
SOUTH AFRICA	7			7	0.0	6		1	7	14.3
SUDAN	4		5	9	55.6	3	1	6	10	60.0
SWAZILAND			1	1	100.0			1	1	100.0
TOGO	4		4	8	50.0	5		4	9	44.4
TUWISIA	15		3	18	16.7	15	1	3	19	15.8
UGANDA	5		11	16	68.6	6	2	7	15	46.7
U REP CAMEROON	5		6	11	54.5	5	2	5	12	41.7
U REP TANZANIA	9		9	18	50.0	9	1	9	19	47.4
UPPER VOLTA	1		2	3	66.7	1		4	5	80.0
ZAIRE	5		8	13	61.5	6	2	6	14	42.9
ZAMBIA	2		6	8	75.0	2	1	7	10	70.0
ZIMBABWE	3	1	3	7	42.9	2		1	3	33.3

SUBTOTAL	198	17	162	377	43.0	206	30	164	400	41.0

ASIA AND THE PACIFIC										
AUSTRALIA	24		14	38	36.8	28	2	19	49	38.8
BANGLADESH	3		9	12	75.0	2		14	16	87.5
BHUTAN					0.0					0.0
BURMA	2	1	6	9	66.7	3		8	11	72.7
CHINA	36		12	48	24.5	37		19	56	33.9
DEM KAMPUCHEA	3	1	1	5	20.0	3	2		5	0.0
FIJI	3	1		4	0.0	3	1		4	0.0
INDIA	35		14	49	28.6	35	2	15	52	28.8
INDONESIA	9		6	15	40.0	9		4	13	30.8
JAPAN	40	4	36	80	45.0	34	7	39	80	48.8
LAO P DEM REP	2			2	0.0	2			2	0.0
MALAYSIA	11	1	3	15	20.0	11		3	14	21.4
MALDIVES					0.0					0.0
MONGOLIA			1	1	100.0					0.0
NEPAL	9	1		10	0.0	10			10	0.0
NEW ZEALAND	8	1	4	13	30.8	7	1	4	12	33.3
PAKISTAN	9		6	15	40.0	10		7	17	41.2
PAPUA N GUINEA					0.0					0.0
PHILIPPINES	40		1	41	2.4	51		3	54	5.6
SAMOA					0.0					0.0

TABLE 10 (CONTINUED)

REGION AND COUNTRY	30/06/80					30/06/81				
	TYPE OF APPOINTMENT		PERCENTAGE		TOTAL	TYPE OF APPOINTMENT		PERCENTAGE		TOTAL
	PERMANENT	PROBATIONARY	FIXED-TERM	OF		PERMANENT	PROBATIONARY	FIXED-TERM	OF	
	PERMANENT	PROBATIONARY	FIXED-TERM	FIXED-TERM	PERMANENT	PROBATIONARY	FIXED-TERM	FIXED-TERM	FIXED-TERM	PERMANENT

ASIA AND THE PACIFIC (CONTINUED)										
SINGAPORE	3	1	7	11	63.6	4		10	14	71.4
SOLOMON ISLANDS					0.0					0.0
SRI LANKA	13		6	19	31.6	13		6	19	31.6
THAILAND	19		3	22	13.6	22		3	25	12.0
VIET NAM	2		1	3	33.3	3			3	0.0
SUBTOTAL	271	12	130	413	31.5	287	15	154	456	33.8
EUROPE (EASTERN)										
ALBANIA					0.0					0.0
BULGARIA	2		10	12	83.3	2		11	13	84.6
BYELORUSSIAN SSR			8	8	100.0			7	7	100.0
CZECHOSLOVAKIA			11	11	100.0			14	14	100.0
GERMAN DEM REP			11	11	100.0			11	11	100.0
HUNGARY			11	11	100.0			11	11	100.0
POLAND			26	26	100.0			28	28	100.0
ROMANIA			9	9	100.0			6	6	100.0
UKRAINIAN SSR			21	21	100.0			18	18	100.0
USSR	1		174	175	99.4	1		171	172	99.4
YUGOSLAVIA	9		10	19	52.6	9		7	16	43.8
SUBTOTAL	12		291	303	96.0	12		284	296	95.9
EUROPE (WESTERN)										
AUSTRIA	22	1	12	35	38.3	25		13	38	34.2
BELGIUM	19		8	27	29.6	18		7	25	26.0
DENMARK	14	1	5	20	25.0	16		5	21	23.8
FINLAND	7		11	18	61.1	8	1	10	19	52.6
FRANCE	107	7	35	149	23.5	111	2	37	150	24.7
GERMANY, F R OF	45	10	31	86	36.0	50	5	37	92	40.2
GREECE	6		4	10	40.0	7	1	7	15	46.7
ICELAND	2	1		3	0.0	2	1		3	0.0
IRELAND	8		4	12	33.3	8		5	13	38.5
ITALY	43	4	11	58	19.0	42	4	13	59	22.0
LUXEMBOURG	2			2	0.0	2			2	0.0
MALTA	5		2	7	28.6	4		2	6	33.3
NETHERLANDS	18		11	29	37.9	19	1	10	30	33.3
NORWAY	6		4	10	40.0	5		6	11	54.5
PORTUGAL	6		4	10	40.0	6	1	4	11	36.4
SPAIN	20	1	4	25	16.0	20	2	3	25	12.0
SWEDEN	22	1	10	33	30.3	24		12	36	33.3
UNITED KINGDOM	90	2	31	123	25.2	92	2	32	126	25.4
SUBTOTAL	442	28	187	657	28.5	459	20	203	682	29.8
LATIN AMERICA										
ARGENTINA	16		22	38	57.9	16	3	21	40	52.5
BOLIVIA	8		2	10	20.0	8	1	2	11	18.2
BRAZIL	13		9	22	40.9	13		11	24	45.8
CHILE	27		8	35	22.9	28		9	37	24.3
COLOMBIA	11		6	17	35.3	7		4	11	36.4
COSTA RICA	1		3	4	75.0	1		3	4	75.0
CUBA	7		1	8	12.5	7			7	0.0
DOMINICAN REP	2			2	0.0	3		1	4	25.0
ECUADOR	5		3	8	37.5	3	1	2	6	33.3
EL SALVADOR	5			5	0.0	5		1	6	16.7
GUATEMALA	5			5	0.0	5			5	0.0
HAITI	8	1	1	10	10.0	9		1	10	10.0
HONDURAS	1		2	3	66.7	1		2	3	66.7
MEXICO	12		8	20	40.0	11	1	9	21	42.9
NICARAGUA	4			4	0.0	4			4	0.0
PANAMA	6		4	10	40.0	6		4	10	40.0
PARAGUAY	3			3	0.0	2			2	0.0
PERU	5	1	5	11	45.5	6	1	4	11	36.4
SURINAME					0.0					0.0
URUGUAY	11	1	6	18	33.3	9	2	5	16	31.3
VENEZUELA	3	1	2	6	33.3	5		2	7	28.6
SUBTOTAL	153	4	82	239	34.3	149	9	81	239	33.9

REGION AND COUNTRY	30/06/80				30/06/81					
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		

MIDDLE EAST										
AFGHANISTAN	6		1	7	14.3	7		2	9	22.2
BAHRAIN					0.0					0.0
CYPRUS	6	2	1	9	11.1	7		2	9	22.2
DEMOCRAT YEMEN	2	1		3	0.0	4			4	0.0
IRAN	11		5	16	31.3	9		7	16	43.8
IRAQ	10		10	20	50.0	9		10	19	52.6
ISRAEL	2		3	5	60.0	2		2	4	50.0
JORDAN	8		6	14	42.9	7		9	16	56.3
KUWAIT			1	1	100.0					0.0
LEBANON	12		9	21	42.9	12	1	12	25	48.0
OMAN			1	1	100.0			1	1	100.0
QATAR					0.0					0.0
SAUDI ARABIA	2			2	0.0	2		1	3	33.3
SYRIAN ARAB RP	9		8	17	47.1	8	2	6	16	37.5
TURKEY	9	1	5	15	33.3	9	2	4	15	26.7
U A EMIRATES			1	1	100.0			1	1	100.0
YEMEN	4		1	5	20.0	4		1	5	20.0
SUBTOTAL	81	4	52	137	38.0	80	5	58	143	40.6
N. AMERICA & CARIBBEAN										
BAHAMAS		1	1	2	50.0	1	1	1	3	33.3
BARBADOS	5	1		6	0.0	7		1	8	12.5
CANADA	29	5	31	65	47.7	32	5	33	70	47.1
DOMINICA	1			1	0.0	1			1	0.0
GRENADA	1		3	4	75.0	1		4	5	80.0
GUYANA	11		5	16	31.3	12		4	16	25.0
JAMAICA	15		3	18	16.7	17		3	20	15.0
SAINT LUCIA					0.0					0.0
SAINT VINCENT & GR					0.0					0.0
TRINIDAD TOB.	9		4	13	30.8	10		5	15	33.3
USA	365	16	120	501	24.0	372	20	112	504	22.2
SUBTOTAL	436	23	167	626	26.7	453	26	163	642	25.4
OTHERS										
VANUATIA	1			1	0.0	1			1	0.0
REP OF KOREA			3	3	100.0			3	3	100.0
SWITZERLAND	25		3	28	10.7	26		4	30	13.3
STATELESS	3		2	5	40.0	1		1	2	50.0
SUBTOTAL	29		8	37	21.6	28		8	36	22.2
TOTAL	1 622	88	1 079	2 789	38.7	1 674	105	1 115	2 894	38.5

TABLE 11
 APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
 BY REGION, NATIONALITY AND LEVEL
 (SHOWING NUMBER OF FEMALE STAFF)
 (1 JULY 1980 - 30 JUNE 1981)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA										
ALGERIA							1			1
BENIN									1	1
BOTSWANA								1		1
BURUNDI							1			1
CAPE VERDE							1			1
CONGO							1			1
ETHIOPIA								1		1
GHANA				1						1
GUINEA							1		1	2
IVORY COAST							1			1
KENYA							1			1
LESOTHO								1		1
LIBERIA							1	2		3
MALAWI					1			(2)		(2)
MALI			1							1
MAURITIUS						1				1
MOROCCO							1	1		2
MOZAMBIQUE							1	(1)		(1)
RWANDA								1		1
SENEGAL							1	1		2
SIERRA LEONE					1					1
SUDAN					(1)			2		(1)
TOGO							1			1
TUNISIA		1		1						2
UGANDA								1		1
U REP CAMEROON								1		1
U REP TANZANIA						1		1		2
UPPER VOLTA						1		1		(1)
ZAMBIA							1		1	2
ZIMBABWE						1				1
SUBTOTAL		1	1	2	2	4	13	16	3	42
					(1)		(1)	(7)	(2)	(11)
ASIA AND THE PACIFIC										
AUSTRALIA					1	1	7	1		10
BANGLADESH		1				2	(2)	(1)		(3)
BURMA						1		1		2
CHINA			1	1	2		2			6
INDIA		1	1			1		1		4
JAPAN				2	1	(1)	6	(1)		(2)
MALAYSIA								1	1	2
NEW ZEALAND							2	(1)		(1)
PAKISTAN							(2)			(2)
PHILIPPINES		1								1
SINGAPORE		(1)					1	2	1	(1)
							(1)	(2)	(1)	(4)
SUBTOTAL		3	2	3	5	6	18	14	2	53
		(1)				(1)	(5)	(6)	(2)	(15)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	F-5	F-4	P-3	P-2	P-1	TOTAL
EUROPE (EASTERN)										
BULGARIA							1	1		2
BYELORUSSP SSR							2	1		3
CZECHOSLOVAKIA			2	1		2				5
GERMAN DEM REP						1				1
						(1)				(1)
HUNGARY			1							1
			(1)							(1)
POLAND				1		3	2	1		7
								(1)		(1)
UKRAINIAN SSR							2			2
USSR			3	5	2	16	14	9		49
						(1)		(2)		(3)
SUBTOTAL			3	6	4	22	21	12		70
				(1)		(2)		(3)		(6)
EUROPE (WESTERN)										
AUSTRIA						1				1
						(1)				(1)
BELGIUM							1			1
FINLAND			1			1	1			3
FRANCE						2	1	2	1	6
						(1)			(1)	(2)
GERMANY, F R OF					1	1	6	2		12
					(1)		(1)	(1)		(3)
GREECE								1	3	4
								(1)	(3)	(4)
IRELAND						1				1
ITALY			1	1			1	2		5
								(2)		(2)
NETHERLANDS	1					2	1	1		5
NORWAY			1				1			2
PORTUGAL						1				1
SPAIN							1			1
SWEDEN						1	1	1		3
								(1)		(1)
UNITED KINGDOM						2	1	1		4
								(1)		(1)
SUBTOTAL	1		3	2	2	12	17	10	4	49
					(1)	(2)	(1)	(6)	(4)	(14)
LATIN AMERICA										
ARGENTINA			1		1					2
					(1)					(1)
BOLIVIA							1			1
BRAZIL						1		2		3
						(1)				(1)
CHILE					2					2
DOMINICAN REP							1			1
ECUADOR							2			2
							(1)			(1)
EL SALVADOR								1		1
MEXICO						1		1	1	3
									(1)	(1)
PERU					1		1	1		3
VENEZUELA			1							1
SUBTOTAL			2		2	4	5	5	1	19
					(1)	(1)	(3)	(3)	(1)	(4)

TABLE 11 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
MIDDLE EAST										
AFGHANISTAN								1		1
CYPRUS						1				1
IRAN							1		1	2
IRAQ							(1)		(1)	(2)
JORDAN						1		1		2
LEBANON							1	2		3
SAUDI ARABIA								(1)		(1)
TURKEY							1	1		2
							(1)			(1)
SUBTOTAL						2	3	7	1	13
							(2)	(1)	(1)	(4)
N. AMERICA & CARIBBEAN										
BARBADOS								1		1
CANADA					1	3	6	(1)		(1)
GRENADA							(2)	(1)		12
GUYANA						1				(3)
JAMAICA					1					1
TRINIDAD TOB						1				1
USA			2		1	7	9	10	1	30
						(1)	(3)	(9)		(13)
SUBTOTAL			2		4	12	15	13	1	47
						(1)	(5)	(11)		(17)
OTHERS										
SWITZERLAND						1				1
SUBTOTAL						1				1
TOTAL						5	8	18	12	294
						(1)		(1)	(10)	(71)

TABLE 12
STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION, NATIONALITY AND TYPE OF APPOINTMENT
(SHOWING NUMBER OF FEMALE STAFF)
(1 JULY 1980 - 30 JUNE 1981)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/80	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/	NUMBER OF STAFF 30/06/81	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL			
AFRICA										
ALGERIA	17		1	1					18	
ANGOLA	2							+1	3	
BENIN	9		1	1					10	
	(0)		(1)	(1)					(1)	
BOTSWANA	4		1	1					5	
	(1)		(1)	(1)					(2)	
BURUNDI	4	1	1	2					6	
CAPE VERDE	0		1	1					1	
	(0)		(1)	(1)					(1)	
CENT AFR REP	2				1		1		1	
CHAD	3								3	
COMOROS	3				1		1		2	
CONGO	6		1	1				-1	6	
DJIBOUTI	0								0	
EGYPT	23				2	1	3		20	
	(4)								(4)	
EQUATL GUINEA	0								0	
ETHIOPIA	22		1	1				+1	24	
	(2)								(2)	
GABON	0								0	
GAMBIA	7								7	
GHANA	20		1	1				-3	18	
	(1)								(1)	
GUINEA	4		2	2					6	
	(0)		(1)	(1)					(1)	
GUINEA-BISSAU	0								0	
IVORY COAST	1		1	1					2	
KENYA	13		2	2					15	
	(1)		(1)	(1)					(2)	
LESOTHO	4		1	1					5	
	(3)		(1)	(1)					(4)	
LIBERIA	4		3	3					7	
	(2)		(2)	(2)					(4)	
LIBYAN ARAB J	6								6	
	(1)								(1)	
MADAGASCAR	11					1	1		10	
	(1)								(1)	
MALAWI	4		1	1					5	
MALI	7		1	1				-1	7	
MAURITANIA	1								1	
MAURITIUS	9		1	1		1	1	+1	10	
MOROCCO	9		2	2				+1	12	
	(0)		(1)	(1)				(+1)	(2)	
MOZAMBIQUE	0		1	1					1	
NIGER	5								5	
NIGERIA	22					1	1		21	
	(1)								(1)	
RWANDA	2		1	1					3	
S TOME PRINCEPE	0								0	
SENEGAL	9		2	2	1			+1	10	
	(2)					(1)	(1)	(+1)	(2)	
SEYCHELLES	0								0	
SIERRA LEONE	14		1	1					15	
	(0)		(1)	(1)					(1)	
SOMALIA	11								11	
	(1)								(1)	
SOUTH AFRICA	7				1		1	+1	7	
	(2)								(2)	
SUDAN	9	1	1	2				-1	10	
SWAZILAND	1								1	
	(1)								(1)	
TOGO	8		1	1		1	1	+1	9	
TUNISIA	18		2	2		1	1		19	
	(1)								(1)	
UGANDA	16		1	1		2	2	+1	15	
	(2)							-1	(2)	
U REP CAMEROON	11	1		1					12	
U REP TANZANIA	18		2	2				-1	19	
	(2)		(1)	(1)					(3)	
UPPER VOLTA	3		2	2					5	
ZAIRE	13							+1	14	
	(2)								(2)	
ZAMBIA	8		2	2					10	
ZIMBABWE	7		1	1	3	3	6	+1	10	
									3	
SUBTOTAL	377 (30)	3	39 (11)	42 (11)	9	12 (1)	21 (1)	+10 (+2)	-8	400 (42)

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/80	APPOINTMENTS			SEPARATIONS ^{a/}			OTHER STAFF CHANGES ^{b/}	NUMBER OF STAFF 30/06/81	SPECIAL CATEGORY ^{c/}
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL			
ASIA AND THE PACIFIC										
AUSTRALIA	38 (9)		10 (3)	10 (3)		3	3	+4 (+4)	49 (16)	
BANGLADESH	12		4	4					16	
BRUTAN	0								0	
BURMA	9		2	2					11	
CHINA	49 (14)		6	6	3 (1)		3 (1)	+4 (+2)	56 (15)	
DEM KAMPUCHEA	5								5	
FIJI	4 (1)								4 (1)	
INDIA	49 (2)		4 (2)	4 (2)	1	3	4	+5 (+1)	52 (5)	
INDONESIA	15 (1)					2	2		13 (1)	
JAPAN	80 (10)	2	16 (2)	18 (2)	6 (1)	8	14 (1)	+1 -5	80 (11)	
LAO P DEM REP	2								2	
MALAYSIA	15 (1)		1 (1)	1 (1)	2		2		14 (2)	
MALDIVES	0								0	
MONGOLIA	1					1	1		0	
NEPAL	10								10	
NEW ZEALAND	13 (2)		2 (2)	2 (2)	1	1	2	-1	12 (4)	
PAKISTAN	15		1	1				+1	17	
PAPUA N GUINEA	0								0	
PHILIPPINES	41 (15)		1 (1)	1 (1)	1		1	+13 (+6)	54 (22)	
SAMOA	0								0	
SINGAPORE	11 (4)		4 (4)	4 (4)		1	1		14 (8)	
SOLOMON ISLANDS	0								0	
SRI LANKA	19 (2)								19 (2)	
THAILAND	22 (8)							+3 (+1)	25 (9)	
VIET NAM	3 (2)								3 (2)	
SUBTOTAL	413 (71)	2	51 (15)	53 (15)	14 (2)	19	33 (2)	+31 (+14)	-8	456 (98)
EUROPE (EASTERN)										
ALBANIA	0								0	
BULGARIA	12		2	2		1	1		13	
BYELORUSSN SSR	8		3	3		4	4		7	
CZECHOSLOVAKIA	11		5	5		2	2		14	1
GERMAN DEM REP	11 (1)		1 (1)	1 (1)				-1 (-1)	11 (1)	
HUNGARY	11 (0)		1 (1)	1 (1)		1	1		11 (1)	
POLAND	26 (3)		7 (1)	7 (1)		5	5		28 (4)	1
ROMANIA	9					3	3		6	
UKRAINIAN SSR	21 (1)		2 (3)	2 (3)		6	6	+1	18 (1)	
USSR	175 (11)		49 (3)	49 (3)		52 (3)	52 (3)	+1 -1	172 (11)	
YUGOSLAVIA	19					3	3		16	
SUBTOTAL	303 (16)		70 (6)	70 (6)		77 (3)	77 (3)	+2 (-2)	-2	296 (18)
EUROPE (WESTERN)										
AUSTRIA	35 (12)		1 (1)	1 (1)	1 (1)		1 (1)	+3 (+1)	38 (13)	
BELGIUM	27 (6)		1	1	1 (1)	1	2 (1)	-1	25 (5)	
DENMARK	20 (2)							+1	21 (2)	
FINLAND	18 (7)		3	3		3 (1)	3 (1)	+1	19 (6)	
FRANCE	149 (38)		6 (2)	6 (2)	8 (1)	4 (1)	12 (2)	+8 (+5)	150 (43)	
GERMANY, F R OF	86 (16)	2	10 (3)	12 (3)	1	4	5	+2 (+1)	92 (18)	
GREECE	10 (2)	1 (1)	3 (3)	4 (4)				+1	15 (6)	

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/80	APPOINTMENTS			SEPARATIONS			OTHER STAFF CHANGES	NUMBER OF STAFF 30/06/81	SPECIAL CATEGORY
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL			
EUROPE (WESTERN) (CONTINUED)										
ICELAND	3								3	
IRELAND	12 (0)		1	1	1		1	+1 (+1)	13 (1)	
ITALY	58 (14)		5 (2)	5 (2)	3		3	+3 (-2)	59 (14)	
LUXEMBOURG	2								2	
MALTA	7				1		1		6	
NETHERLANDS	29 (3)		5	5	1	3	4	+1 -1	30 (3)	
NORWAY	10 (1)		2	2	1		1		11 (1)	
PORTUGAL	10 (2)		1	1					11 (2)	
SPAIN	25 (5)		1	1	1	1	2	+2 (+2)	25 (7)	
SWEDEN	33 (8)		3 (1)	3 (1)		1 (1)	1 (1)	+2 -1	36 (8)	
UNITED KINGDOM	123 (32)		4 (1)	4 (1)	7 (1)	1	8 (1)	+9 (+4)	126 (36)	
SUBTOTAL	657 (148)	3 (1)	46 (13)	49 (14)	26 (4)	18 (3)	44 (7)	+34 (+14)	682 (165)	
LATIN AMERICA										
ARGENTINA	38 (8)		2 (1)	2 (1)					40 (9)	
BOLIVIA	10		1	1					11	
BRAZIL	22 (3)		3 (1)	3 (1)	1	1	2	+1	24 (4)	
CHILE	35 (16)		2	2	1	1	2	+2	37 (16)	
COLOMBIA	17 (1)				3	2	5	-1	11 (1)	
COSTA RICA	4 (1)								4 (1)	
CUBA	8 (2)					1	1		7 (2)	2
DOMINICAN REP	2 (1)		1	1				+1 (+1)	3 (2)	
ECUADOR	8 (1)		2 (1)	2 (1)	2 (1)	2	4 (1)		6 (1)	
EL SALVADOR	5 (1)		1	1					6 (1)	
GUATEMALA	5								5	
HAITI	10 (1)				1		1	+1 (+1)	10 (2)	
HONDURAS	3								3	
MEXICO	20 (3)		3 (1)	3 (1)	2	1	3	+1 (+1)	21 (5)	
NICARAGUA	4 (1)								4 (1)	
PANAMA	10 (3)							+1 -1	10 (3)	
PARAGUAY	3				1		1		2	
PERU	11 (3)		3	3		2	2	-1 (-1)	11 (2)	
SURINAME	0								0	
URUGUAY	18 (3)				2		2		16 (4)	
VENEZUELA	6		1	1		1	1	+1 (+1)	7	
SUBTOTAL	239 (48)		19 (4)	19 (4)	13 (1)	11	24 (1)	+8 (+4)	239 (54)	2
MIDDLE EAST										
AFGHANISTAN	7		1	1				+1	9	
BAHRAIN	0								0	
CYPRUS	9		1	1	1		1		9	
DEMOCRAT YEMEN	3 (0)							+1 (+1)	4 (1)	
IRAN	16 (3)		2 (2)	2 (2)				-2	16 (5)	
IRAQ	20 (2)		1	1		1	1	-1	19 (2)	
ISRAEL	5 (1)					1	1		6 (1)	
JORDAN	14 (1)		3	3	1		1		16 (3)	
KUWAIT	1 (1)					1 (1)	1 (1)		0 (0)	

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/80	APPOINTMENTS			SEPARATIONS ^{a/}			OTHER STAFF CHANGES ^{b/}	NUMBER OF STAFF 30/06/81	SPECIAL CATEGORY ^{c/}
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL			
***** MIDDLE EAST (CONTINUED) *****										
LEBANON	21 (6)		3 (1)	3 (1)	1 (1)		1 (1)	+2	25 (6)	
OMAN	1 (1)								1 (1)	
QATAR	0								0	
SAUDI ARABIA	2 (2)		1	1					3 (2)	
SYRIAN ARAB RP	17							-1	16	
TURKEY	15 (4)		1 (1)	1 (1)		1	1		15 (5)	
U A EMIRATES	1 (1)								1 (1)	
YEMEN	5				1		1	+2 -1	5 (3)	
SUBTOTAL	137 (22)		13 (4)	13 (4)	4 (1)	4 (1)	8 (2)	+6 (+1)	143 (25)	1
***** N. AMERICA & CARIBBEAN *****										
BAHAMAS	2 (1)							+1 (+1)	3 (2)	
BARBADOS	6 (2)		1 (1)	1 (1)				+1 (+1)	8 (4)	
CANADA	65 (14)		12 (3)	12 (3)		7	7		70 (17)	
DOMINICA	1								1	
GRENADA	4		1	1					5	
GUYANA	16 (5)		1	1		1	1	+1 (+1)	16 (6)	
JAMAICA	18 (5)	1		1		1	1	+2 (+1)	20 (5)	
SAINT LUCIA	0					(1)	(1)		0	
SAINT VINCENT & GR	0								0	
TRINIDAD TOB	13 (2)		1	1	1		1	+2 (+1)	15 (3)	
USA	501 (154)	4	26 (13)	30 (13)	30 (8)	25 (6)	55 (14)	+31 (+6)	504 (178)	
SUBTOTAL	626 (183)	5	42 (17)	47 (17)	31 (8)	34 (7)	65 (15)	+38 (+31)	642 (215)	
***** OTHERS *****										
NAMIBIA	1								1	
REP OF KOREA	3 (1)								3 (1)	
SWITZERLAND	28 (8)		1	1		1	1	+3 (+3)	30 (8)	
STATELESS	5								5	
SUBTOTAL	37 (9)		1	1		1	1	+3 (+3)	36 (9)	
TOTAL	2 789 (527)	13 (1)	281 (70)	294 (71)	97 (16)	176 (15)	273 (31)	+32 (+66)	2 894 (626)	5

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

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

1. between posts subject to geographical distribution and posts with special language requirements;
2. placed on special leave without pay or returned from such leave;
3. detailed or assigned to a technical assistance project or returned from such project;
4. seconded to the United Nations Development Programme or other United Nations bodies or returned from such secondment;
5. promoted from the General Service category to the Professional category;
6. after a change of nationality status.

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

TABLE 13
FIXED-TERM STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION, NATIONALITY AND LEVEL
(AS AT 30 JUNE 1981)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA										
ALGERIA	1				2		2			5
ANGOLA							1			1
BEWIN					1	1		1	1	4
BOTSWANA							1	1		2
BURUNDI			1				1	1		3
CAPE VERDE							1			1
CONGO			1				1			2
EGYPT	1		1	2	1	2	2			9
ETHIOPIA					3	2	1	1		7
GAMBIA								1		1
GHANA	1			3		2	1			7
GUINEA							2	1		3
IVORY COAST						1	1			2
KENYA					2	1	3	1		7
LESOTHO								2		2
LIBERIA							2	2		4
LIBYAN ARAB J						1				1
MADAGASCAR							4			4
MALAWI					1	1				2
MALI			1		1			2		4
MAURITIUS						1	1	1		3
MOROCCO					1	1	1	1		4
MOZAMBIQUE							1			1
NIGER	1							2		3
NIGERIA	1				2	4	1	1		9
RWANDA								1		1
SENEGAL			1			1	3	2		7
SIERRA LEONE		1		1		1	3			6
SOMALIA	1					1	3			5
SOUTH AFRICA							1			1
SUDAN				1	1	2	1	1		6
SWAZILAND								1		1
TOGO						1	3			4
TUNISIA		1		1		1				3
UGANDA						2	3	2		7
U REP CAMEROON				1		3	1			5
U REP TANZANIA			1	1	2	1	3	1		9
UPPER VOLTA					1	2		1		4
ZAIRE			1				2	3		6
ZAMBIA							6		1	7
ZIMBABWE						1				1
SUBTOTAL	6	2	7	10	18	33	56	30	2	164
ASIA AND THE PACIFIC										
AUSTRALIA				2	4	1	11	1		19
BANGLADESH		1	1	1	1	6	3	1		14
BURMA					2	5		1		8
CHINA	1	1	1	7	4		4	1		19
INDIA	1	3	3	2	3	2		1		15
INDONESIA					1	3				4
JAPAN	1			3	6	8	8	11	2	39
MALAYSIA						2		1		3
NEW ZEALAND				1	1		2			4
PAKISTAN	1			2	3		1			7
PHILIPPINES		1					1		1	3
SINGAPORE						2	4	3	1	10
SRI LANKA	1		1	1	1	2				6
THAILAND						1		2		3
SUBTOTAL	5	6	6	19	26	32	34	22	4	154
EUROPE (EASTERN)										
BULGARIA				1	2	4	3	1		11
BYELORUSSN SSR							6	1		7
CZECHOSLOVAKIA				2	1	9	2			14
GERMAN DEM REP				2	2	4	1	2		11
HUNGARY			1	1	3	4	1	1		11
POLAND	1			1	8	7	9	2		28
ROMANIA					4	1	1			6
UKRAINIAN SSR				2	1	4	8	3		18
USSR			11	13	17	61	51	18		171
YUGOSLAVIA	1			1	1	2	2			7
SUBTOTAL	2		12	23	39	96	84	28		284

TABLE 13 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
EUROPE (WESTERN)										
AUSTRIA			2	2	3	4	2			13
BELGIUM	1				1	1	2	2		7
DENMARK		1			1		2	1		5
FINLAND		1		2		2	4	1		10
FRANCE	1		2	3	10	7	8	5	1	37
GERMANY, F. R. OF	1		1	3	5	9	11	6	1	37
GREECE							3	2	2	7
IRELAND			1		1	1	1	1		5
ITALY	1			1	1	1	2	5	2	13
MALTA						2				2
NETHERLANDS		1	1		2	2	3	1		10
NORWAY			2	1	2		1			6
PORTUGAL						2	1	1		4
SPAIN		1					1	1		3
SWEDEN		2				5	3	2		12
UNITED KINGDOM	1	1		3	4	12	8	3		32
SUBTOTAL	5	7	9	15	30	48	52	31	6	203
LATIN AMERICA										
ARGENTINA			1	5	4	8	3			21
BOLIVIA						1	1			2
BRAZIL		1		1	3	2	1	3		11
CHILE			1		4	3		1		9
COLOMBIA	1			1			2			4
COSTA RICA						1	2			3
DOMINICAN REP							1			1
ECUADOR		1					1			2
EL SALVADOR								1		1
HAITI				1						1
HONDURAS					1	1				2
MEXICO				1		2		3	1	9
PANAMA						1	2	1		4
PERU					1	1	1	1		4
URUGUAY	1		1		1	2				5
VENEZUELA			1				1			2
SUBTOTAL	2	2	4	9	14	22	17	10	1	81
MIDDLE EAST										
AFGHANISTAN						1		1		2
CYPRUS						2				2
IRAN					1		3	2	1	7
IRAQ			1	1	2	4	1	1		10
ISRAEL						1	1			2
JORDAN				3		3	1	2		9
LEBANON					2	1	2	7		12
OMAN							1			1
SAUDI ARABIA								1		1
SYRIAN ARAB RP		1	2		1	2				6
TURKEY	1			1			2			4
U. A. EMIRATES								1		1
YEMEN	1									1
SUBTOTAL	2	1	3	5	6	14	11	15	1	58
W. AMERICA & CARIBBEAN										
BAHAMAS								1		1
BARBADOS								1		1
CANADA		1	2	1	3	7	12	7		33
GRENADA			1		1	1	1			4
GUYANA					2		1	1		4
JAMAICA				1		2				3
TRINIDAD TOB				1	1	2	1			5
USA	1	3	3	8	17	29	25	24	2	112
SUBTOTAL	1	4	6	11	24	41	40	34	2	163
OTHERS										
REP OF KOREA						2	1			3
SWITZERLAND					1	1		1	1	4
STATELESS						1				1
SUBTOTAL					1	4	1	1	1	8
TOTAL	23	22	47	92	158	290	295	171	17	1 115

TABLE 14
STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
BY REGION, NATIONALITY AND LEVEL
(SHOWING NUMBER OF FEMALE STAFF)
(AS AT 30 JUNE 1981)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/80	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/81
AFRICA							
ALGERIA	6 (1)		3 (1)	2	1		6 (1)
EGYPT	39 (6)	5 (2)	20 (4)	28 (3)	1		54 (9)
GHANA	1				2		2
MALI	0			1			1
MOROCCO	1 (1)			1 (1)			1 (1)
SENEGAL	0				2		2
SUDAN	2		1	1			2
TUNISIA	5 (1)			5 (1)	2		7 (1)
ZAIRE	1						0
SUBTOTAL	55 (9)	5 (2)	24 (5)	38 (5)	6		75 (12)
ASIA AND THE PACIFIC							
CHINA	100 (20)	11 (4)	37 (5)	40 (9)	13 (1)		101 (17)
FIJI	1				1		1
MALAYSIA	1			1			1
NEW ZEALAND	1				1		1
VIET NAM	1 (1)			1 (1)			1 (1)
SUBTOTAL	104 (21)	11 (2)	37 (5)	42 (10)	15 (1)		105 (18)
EUROPE (EASTERN)							
GERMAN DEM REP	1			1			0
UKRAINIAN SSR	1						1
USSR	141 (11)	8	32 (1)	67 (9)	39 (1)		146 (11)
SUBTOTAL	143 (11)	8	32 (1)	68 (9)	39 (1)		147 (11)
EUROPE (WESTERN)							
AUSTRIA	4 (2)			4 (2)			4 (2)
BELGIUM	15 (6)	1	6 (4)	6 (1)	1		14 (5)
FRANCE	169 (100)	15 (9)	54 (30)	64 (40)	30 (19)		163 (98)
GERMANY, F R OF	3 (2)	1		2 (2)			3 (2)
ICELAND	1 (1)			1 (1)			1 (1)
IRELAND	3 (1)		2 (1)	1	2		5 (1)
ITALY	2 (1)			2 (1)			2 (1)
SPAIN	52 (17)	8	14 (3)	24 (6)	4		50 (9)
UNITED KINGDOM	91 (45)	11 (5)	36 (18)	39 (22)	7 (2)		93 (47)
SUBTOTAL	340 (169)	36 (14)	112 (56)	143 (75)	44 (21)		345 (166)
LATIN AMERICA							
ARGENTINA	38 (12)	5 (2)	18 (7)	11 (3)	3		37 (12)
BOLIVIA	3 (1)	2		1			3 (1)
CHILE	16 (6)	3 (1)	5 (2)	4 (2)	3 (2)		15 (7)

TABLE 14 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/80	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/81
LATIN AMERICA (CONTINUED)							
COLOMBIA	6 (4)		2 (2)	3 (1)			5 (3)
CUBA	5		2	2			4
ECUADOR	4	1	1	2			4
HAITI	(2)		(1)	(1)			(2)
MEXICO	1 (1)		1 (1)				1 (1)
PANAMA	6 (3)	2	3 (2)				5 (2)
PARAGUAY	0				1		1
PERU	2 (1)		1 (1)	1			2 (1)
URUGUAY	5 (3)		1 (1)	4 (2)			5 (3)
VENEZUELA	0 (3)		1 (1)	4 (1)	2 (1)		7 (3)
	1 (1)						0 (0)
SUBTOTAL	95 (37)	13 (3)	35 (18)	32 (11)	9 (3)		89 (35)
MIDDLE EAST							
ISRAEL	4 (1)		1 (1)	3			4 (1)
JORDAN	4	1	3		1		5
LEBANON	4	1		3			4
SYRIAN ARAB RP	13 (1)	3	3 (1)	6	1		13 (1)
SUBTOTAL	25 (2)	5	7 (2)	12	2		26 (2)
N. AMERICA & CARIBBEAN							
CANADA	11 (1)	1	3	6	2 (1)		12 (1)
JAMAICA	3 (2)		2 (1)		1 (1)		3 (2)
TRINIDAD TOB USA	1 (1)		1				1 (1)
	79 (35)	4 (2)	23 (11)	38 (14)	15 (11)		80 (38)
SUBTOTAL	94 (38)	5 (2)	29 (12)	44 (14)	18 (13)		96 (41)
OTHERS							
PALESTINE	0				1		1
SWITZERLAND	12 (6)	1	5 (1)	6 (5)	1 (1)		13 (7)
STATELESS	3			2	1		3
SUBTOTAL	15 (6)	1	5 (1)	8 (5)	3 (1)		17 (7)
TOTAL	871 (293)	84 (23)	281 (100)	387 (129)	138 (80)		890 (292)

TABLE 16
WEIGHTED_a AND UNWEIGHTED DISTRIBUTION OF POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
AND ACTUAL STAFF POSITION IN POINTS
BY REGION AND NATIONALITY
(AS AT 30 JUNE 1981)

REGION / NATIONALITY	ASSESS- MENT	DESIRABLE RANGE	MID POINT	NO. OF STAFF	DESIRABLE RANGE	MID POINT	STAFF POSITION
AFRICA							
ALGERIA	.12%	4-16	10.05	78	168-607	385	826
ANGOLA	.07%	2-14	7.94	3	84-523	304	79
BENIN	.07%	2-14	7.94	10	84-523	304	354
BOTSWANA	.07%	2-14	7.94	5	84-523	304	140
BURUNDI	.07%	2-14	7.94	6	84-523	304	215
CAPE VERDE	.07%	2-14	7.94	1	84-523	304	31
CENT AFR REP	.07%	2-14	7.94	1	84-523	304	31
CHAD	.07%	2-14	7.94	3	84-523	304	92
COMOROS	.07%	2-14	7.94	2	84-523	304	46
CONGO	.07%	2-14	7.94	6	84-523	304	261
DJIBOUTI	.07%	2-14	7.94	0	84-523	304	0
EGYPT	.07%	3-15	9.09	20	130-569	349	984
EQUATL GUINEA	.07%	2-14	7.94	0	84-523	304	0
ETHIOPIA	.07%	2-14	7.94	24	84-523	304	857
GABON	.02%	2-14	8.13	0	92-531	311	0
GAMBIA	.07%	2-14	7.94	7	84-523	304	238
GHANA	.03%	3-14	8.32	18	99-539	319	821
GUINEA	.07%	2-14	7.94	6	84-523	304	156
GUINEA-BISSAU	.07%	2-14	7.94	0	84-523	304	0
IVORY COAST	.03%	3-14	8.32	2	99-539	319	65
KENYA	.07%	2-14	7.94	15	84-523	304	588
LESOTHO	.07%	2-14	7.94	5	84-523	304	148
LIBERIA	.07%	2-14	7.94	7	84-523	304	239
LIBYAN ARAB J	.23%	6-18	12.16	6	252-691	472	239
MADAGASCAR	.07%	2-14	7.94	10	84-523	304	324
MALAWI	.07%	2-14	7.94	5	84-523	304	197
MALI	.07%	2-14	7.94	7	84-523	304	274
MAURITANIA	.07%	2-14	7.94	1	84-523	304	49
MAURITIUS	.07%	2-14	7.94	10	84-523	304	323
MOROCCO	.05%	3-14	8.71	12	115-554	334	482
MOZAMBIQUE	.07%	2-14	7.94	1	84-523	304	31
NIGER	.07%	2-14	7.94	5	84-523	304	260
NIGERIA	.16%	5-17	10.82	21	199-638	418	980
RWANDA	.07%	2-14	7.94	3	84-523	304	73
S TOMÉ PRINCE	.07%	2-14	7.94	0	84-523	304	0
SENEGAL	.07%	2-14	7.94	10	84-523	304	356
SEYCHELLES	.07%	2-14	7.94	0	84-523	304	0
SIERRA LEONE	.07%	2-14	7.94	15	84-523	304	657
SOMALIA	.07%	2-14	7.94	11	84-523	304	461
SOUTH AFRICA	.42%	10-22	15.80	7	397-836	617	316
SUDAN	.07%	2-14	7.94	10	84-523	304	403
SWAZILAND	.07%	2-14	7.94	1	84-523	304	24
TOGO	.07%	2-14	7.94	9	84-523	304	359
TUNISIA	.03%	3-14	8.32	19	99-539	319	880
U REP CAMEROON	.07%	2-14	7.94	12	84-523	304	436
U REP TANZANIA	.07%	2-14	7.94	19	84-523	304	776
UGANDA	.07%	2-14	7.94	15	84-523	304	503
UPPER VOLTA	.07%	2-14	7.94	5	84-523	304	180
ZAIRE	.02%	2-14	8.13	11	92-531	311	465
ZAMBIA	.02%	2-14	8.13	10	92-531	311	312
ZIMBABWE	.07%	2-14	7.94	3	84-523	304	136
POPULATION RESERVE			26.00			993	
REGIONAL TOTAL	1.59%	384-519	451.64	400	14719-19915	17317	15659
ASIA AND THE PACIFIC							
AUSTRALIA	1.83%	36-49	42.52	49	1439-1947	1693	1791
BANGLADESH	.04%	3-14	8.32	16	107-546	327	682
BHUTAN	.07%	2-14	7.94	0	84-523	304	0
BURMA	.07%	2-14	7.94	11	84-523	304	455
CHINA	1.62%	33-45	38.86	56	1303-1763	1533	2344
DEM KAMPUCHEA	.07%	2-14	7.94	5	84-523	304	197
FIJI	.07%	2-14	7.94	4	84-523	304	143
INDIA	.60%	13-25	19.25	52	534-974	754	2538
INDONESIA	.16%	5-17	10.82	13	199-638	418	595
JAPAN	9.58%	163-220	191.35	80	6466-8751	7609	3023
LAO P DEM REP	.07%	2-14	7.94	2	84-523	304	76
MALAYSIA	.09%	4-15	9.47	14	145-584	365	552
MALDIVES	.07%	2-14	7.94	0	84-523	304	0
MONGOLIA	.07%	2-14	7.94	0	84-523	304	0
NEPAL	.07%	2-14	7.94	10	84-523	304	435
NEW ZEALAND	.27%	7-19	12.92	12	283-722	502	530
PAKISTAN	.07%	3-15	9.09	17	130-569	349	881

TABLE 16 (CONTINUED)

REGION / NATIONALITY	ASSESS- MENT	DESIRABLE RANGE	MID POINT	NO. OF STAFF	DESIRABLE RANGE	MID POINT	STAFF POSITION
ASIA AND THE PACIFIC							
PAPUA N GUINEA	.01%	2-14	7.94	0	84-523	304	0
PHILIPPINES	.10%	4-15	9.67	54	153-592	372	1685
SAMOA	.01%	2-14	7.94	0	84-523	304	0
SINGAPORE	.08%	4-15	9.67	14	137-577	357	411
SOLOMON ISLANDS	.01%	2-14	7.94	0	84-523	304	0
SHI LANKA	.02%	2-14	8.13	19	92-531	311	922
THAILAND	.10%	4-15	9.67	25	153-592	372	744
VIET NAM	.03%	3-14	8.32	3	99-539	319	97
POPULATION RESERVE			136.00			4966	
REGIONAL TOTAL	14.70%	315-696	605.45	456	20052-27130	23591	18705
EUROPE (EASTERN)							
ALBANIA	.01%	2-14	7.94	0	84-523	304	0
BULGARIA	.16%	5-17	10.82	13	199-638	416	501
BYELORUSSN SSR	.39%	5-21	15.22	7	374-813	594	207
CZECHOSLOVAKIA	.83%	18-29	23.66	14	716-1149	930	565
GERMAN DEM REP	1.39%	29-40	34.39	11	1138-1577	1357	441
HUNGARY	.33%	8-20	14.07	11	326-768	546	477
POLAND	1.24%	16-37	31.51	28	1023-1462	1243	1133
ROMANIA	.21%	6-18	11.77	6	237-676	456	204
UKRAINIAN SSR	1.46%	30-41	35.73	18	1191-1630	1411	630
USSR	11.10%	187-254	220.48	172	7454-10085	8770	6669
YUGOSLAVIA	.42%	10-22	15.80	16	397-836	617	765
POPULATION RESERVE			23.00			479	
REGIONAL TOTAL	17.54%	378-511	444.39	296	14898-20136	17527	11672
EUROPE (WESTERN)							
AUSTRIA	.71%	16-27	21.36	38	618-1058	838	1574
BELGIUM	1.22%	25-37	31.13	25	1008-1447	1227	969
DENMARK	.74%	16-28	21.93	21	641-1081	861	806
FINLAND	.48%	11-23	16.95	19	443-882	662	710
FRANCE	6.26%	109-147	127.72	150	4314-5836	5075	6129
GERMANY, F R OF	8.31%	142-192	167.01	92	5644-7636	6640	3496
GREECE	.35%	9-20	14.46	15	344-783	563	506
ICELAND	.03%	3-14	8.32	3	99-539	319	111
IRELAND	.16%	5-17	10.82	13	199-638	416	504
ITALY	3.45%	63-85	73.87	59	2490-3369	2930	2164
LUXEMBOURG	.05%	3-14	8.71	2	115-554	334	67
MALTA	.01%	2-14	7.94	6	84-523	304	250
NETHERLANDS	1.63%	33-45	38.99	30	1309-1771	1540	1192
NORWAY	.50%	12-23	17.53	11	456-897	676	551
PORTUGAL	.19%	6-17	11.39	11	221-661	441	396
SPAIN	1.70%	34-46	40.33	25	1355-1833	1594	1634
SWEDEN	1.31%	27-39	32.86	36	1076-1576	1296	1533
UNITED KINGDOM	4.46%	79-107	93.23	126	3146-4256	3701	4962
POPULATION RESERVE			19.00			726	
REGIONAL TOTAL	31.50%	649-878	763.35	682	25625-34669	30147	27616
LATIN AMERICA							
ARGENTINA	.78%	17-28	22.70	40	672-1111	892	1715
BOLIVIA	.01%	2-14	7.94	11	84-523	304	461
BRAZIL	1.27%	26-38	32.09	24	1046-1485	1266	1001
CHILE	.07%	3-15	9.09	37	130-569	349	1371
COLOMBIA	.11%	4-16	9.66	11	160-600	380	501
COSTA RICA	.02%	2-14	8.13	4	92-531	311	148
CUBA	.11%	4-16	9.66	7	160-600	380	221
DOMINICAN REP	.03%	3-14	8.32	4	99-539	319	122
ECUADOR	.02%	2-14	8.13	6	92-531	311	282
EL SALVADOR	.01%	2-14	7.94	6	84-523	304	233
GUATEMALA	.02%	2-14	8.13	5	92-531	311	201
HAITI	.01%	2-14	7.94	10	84-523	304	406
HONDURAS	.01%	2-14	7.94	3	84-523	304	125
MEXICO	.76%	17-28	22.32	21	657-1096	876	691
NICARAGUA	.01%	2-14	7.94	4	84-523	304	142
PANAMA	.02%	2-14	8.13	10	92-531	311	355
PARAGUAY	.01%	2-14	7.94	2	84-523	304	86

TABLE 16 (CONTINUED)

REGION / NATIONALITY	ASSESS- MENT	DESIRABLE RANGE	HD POINT	NO. OF STAFF	DESIRABLE RANGE	HD POINT	STAFF POSITION
LATIN AMERICA							
PERU	.06%	3-15	8.90	11	122-562	342	382
SURINAME	.01%	2-14	7.94	0	84-523	304	0
URUGUAY	.04%	3-14	8.52	16	107-546	327	708
VENEZUELA	.50%	12-23	17.33	7	456-897	678	271
POPULATION RESERVE			20.00			764	
REGIONAL TOTAL	3.88%	219-296	257.09	239	8433-11437	9945	9426
MIDDLE EAST							
AFGHANISTAN	.07%	2-14	7.94	9	84-523	304	354
BAHRAIN	.01%	2-14	7.94	0	84-523	304	0
CYPRUS	.01%	2-14	7.94	9	84-523	304	378
DEMOCRAT YEMEN	.01%	2-14	7.94	4	84-523	304	130
IRAN	.65%	14-26	20.21	16	573-1012	792	656
IRAQ	.12%	4-16	10.05	19	168-607	388	834
ISRAEL	.25%	7-18	12.54	4	267-707	467	173
JORDAN	.01%	2-14	7.94	16	84-523	304	681
KUWAIT	.20%	6-17	11.58	0	229-668	449	0
LEBANON	.03%	3-14	8.32	25	99-539	319	924
OMAN	.01%	2-14	7.94	1	84-523	304	31
QATAR	.03%	3-14	8.32	0	99-539	319	0
SAUDI ARABIA	.58%	13-25	18.87	3	519-958	739	93
SYRIAN ARAB RP	.03%	3-14	8.32	16	99-539	319	760
TURKEY	.30%	8-19	13.60	15	305-745	525	706
U A EMIRATES	.10%	4-15	9.67	1	153-592	372	24
YEMEN	.01%	2-14	7.94	5	84-523	304	281
POPULATION RESERVE			8.00			306	
REGIONAL TOTAL	2.36%	157-213	184.96	143	6072-8214	7143	6025
N.AMERICA & CARIBBEAN							
BAHAMAS	.01%	2-14	7.94	3	84-523	304	73
BARBADOS	.01%	2-14	7.94	8	84-523	304	269
CANADA	3.28%	60-81	70.61	70	2380-3220	2800	2762
DOMINICA	.01%	2-14	7.94	1	84-523	304	38
GRENADA	.01%	2-14	7.94	5	84-523	304	203
GUIANA	.01%	2-14	7.94	16	84-523	304	508
JAMAICA	.02%	2-14	8.13	20	92-531	311	752
SAINT LUCIA	.01%	2-14	7.94	0	84-523	304	0
SAINT VINCENT	.07%	2-14	7.94	0	84-523	304	0
TRINIDAD TOB	.01%	2-14	7.94	15	84-523	304	591
USA	25.00%	414-560	486.88	504	16474-22288	19381	18858
POPULATION RESERVE			14.00			535	
REGIONAL TOTAL	28.38%	547-740	643.14	642	21640-29278	25459	24094

a/ Weighted by starting salary as follows:

	no. of Staff	%	Base 3,350	X	sg.p.a.	=	Points
USG	23	0.79	26.5		96.6		2,565.2
ASG	23	0.79	26.5		85.9		2,276.0
D-2	83	2.87	96.1		67.0		6,438.7
D-1	248	8.57	287.1		55.9		16,048.9
P-5	559	19.32	647.2		48.7		31,518.6
P-4	784	27.09	907.5		38.2		34,666.5
P-3	702	24.26	812.7		30.5		24,767.4
P-2	411	14.20	475.7		24.2		11,511.9
P-1	61	2.11	70.7		18.2		1,286.7
	2,894	100.00	3,350.0				131,100.3

Modal weight 38.2 points (P-4 level)

Population factor 9,168.0 points (240 x 38.2) 7.0%

Membership factor 45,591.7 points (7.75 x 38.2 x 154) 34.8%

Points to be distributed according to contribution scale

76,340.6 points (131,100.3 - 45,591.7 - 9,168) 58.2%

TABLE 17
 UNITED NATIONS DEVELOPMENT PROGRAMME (UNDP)
 CHANGES IN GEOGRAPHICAL DISTRIBUTION OF PROFESSIONAL AND HIGHER LEVEL STAFF
 BY REGION AND NATIONALITY
 (SHOWING NUMBER OF FEMALE STAFF)
 (AS AT 30 JUNE 1980 AND 30 JUNE 1981)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/06/80	30/06/81		30/06/80	30/06/81
AFRICA					
ALGERIA	2	3	+1		
	(0)	(1)	(+1)		
BENIN	2	3	+1		
CHAD	1	1	-		
	(1)	(1)			
CONGO	1	0	-1		
EGYPT	10	11	+1		
	(0)	(1)	(+1)		
ETHIOPIA	6	7	+1		
GABON	1	1	-		
GAMBIA	3	4	+1		
	(0)	(1)	(+1)		
GHANA	1	1	-		
	(0)	(1)	(+1)		
GUINEA	0	1	+1		
IVORY COAST	1	3	+2		
KENYA	1	1	-		
MADAGASCAR	1	1	-		
MALI	2	2	-		
MAURITIUS	1	1	-		
MOROCCO	1	1	-		
	(0)	(1)	(+1)		
NIGERIA	3	3	-		
SENEGAL	4	5	+1		
	(0)	(1)	(+1)		
SIERRA LEONE	6	5	-1		
	(2)	(1)	(-1)		
SOMALIA	1	1	-		
SUDAN	1	2	+1		
TOGO	3	3	-		
TUNISIA	2	3	+1		
UGANDA	2	3	+1		
U REP CAMEROON	5	5	-		
U REP TANZANIA	5	4	-1		
	(2)	(1)	(-1)		
UPPER VOLTA	1	1	-		
	(1)	(1)			
ZAIRE	2	2	-		
ZIMBABWE	0	1	+1		

SUBTOTAL	69	79	+10	27	28
	(6)	(10)	(+4)		
ASIA AND THE PACIFIC					
AUSTRALIA	5	5	-		
	(3)	(3)			
BANGLADESH	5	6	+1		
	(2)	(2)			
BURMA	4	3	-1		
	(1)	(1)			
CHINA	3	3	-		
DEM KAMPUCHEA	1	1	-		
INDIA	27	31	+4		
INDONESIA	0	1	+1		
JAPAN	22	22	-		
	(7)	(5)	(-2)		
LAO P DEM REP	1	1	-		
MALAYSIA	2	2	-		
	(2)	(2)			
NEPAL	3	3	-		
NEW ZEALAND	6	6	-		
PAKISTAN	11	13	+2		
	(1)	(2)	(+1)		
PHILIPPINES	13	13	-		
	(5)	(6)	(+1)		
SINGAPORE	1	1	-		
SRI LANKA	7	5	-2		
THAILAND	3	3	-		
	(2)	(2)			
VIET NAM	1	1	-		

SUBTOTAL	115	120	+5	17	18
	(23)	(23)			

TABLE 17 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/06/80	30/06/81		30/06/80	30/06/81

EUROPE (EASTERN)					
BULGARIA	2	2	-		
HUNGARY	1	1	-		
	(1)	(1)			
POLAND	1	1	-		
ROMANIA	1	1	-		
USSR	7	6	-1		
YUGOSLAVIA	3	4	+1		

SUBTOTAL	15	15	-	6	6
	(1)	(1)			
EUROPE (WESTERN)					
AUSTRIA	7	7	-		
	(2)	(2)			
BELGIUM	20	21	+1		
	(4)	(4)			
DENMARK	8	6	-2		
	(2)	(2)			
FINLAND	6	8	+2		
	(1)	(2)	(+1)		
FRANCE	18	17	-1		
	(3)	(3)			
GERMANY, F R OF	24	27	+3		
	(4)	(5)	(+1)		
GREECE	8	9	+1		
ICELAND	1	1	-		
IRELAND	7	7	-		
	(1)	(1)			
ITALY	13	16	+3		
	(2)	(3)	(+1)		
NETHERLANDS	33	32	-1		
	(3)	(3)			
NORWAY	6	6	-		
	(1)	(1)			
PORTUGAL	2	1	-1		
	(2)	(1)	(-1)		
SPAIN	5	5	-		
SWEDEN	17	22	+5		
	(3)	(8)	(+5)		
UNITED KINGDOM	56	53	-3		
	(10)	(10)			

SUBTOTAL	231	238	+7	16	16
	(38)	(45)	(+7)		
LATIN AMERICA					
ARGENTINA	11	9	-2		
	(2)	(2)			
BOLIVIA	4	4	-		
	(1)	(1)			
BRAZIL	4	5	+1		
	(2)	(2)			
CHILE	12	9	-3		
	(1)	(1)			
COLOMBIA	8	8	-		
	(1)	(1)			
COSTA RICA	2	2	-		
CUBA	1	1	-		
	(1)	(1)			
ECUADOR	5	4	-1		
	(1)	(1)			
GUATEMALA	1	1	-		
	(1)	(1)			
HAITI	5	4	-1		
	(3)	(2)	(-1)		
HONDURAS	0	1	+1		
	(0)	(1)	(+1)		
NICARAGUA	1	1	-		
	(1)	(1)			
PANAMA	2	2	-		
	(1)	(1)			
PARAGUAY	2	0	-2		
PERU	7	7	-		
	(1)	(2)	(+1)		

TABLE 17 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/06/80	30/06/81		30/06/80	30/06/81

LATIN AMERICA (CONTINUED)					
URUGUAY	6 (1)	6 (1)	-		
VENEZUELA	1 (1)	1 (1)	-		

SUBTOTAL	72 (18)	65 (19)	-7 (+1)	16	16
MIDDLE EAST					
AFGHANISTAN	3	3	-		
DEMOCRAT YEMEN	3	3	-		
IRAN	5 (2)	6 (2)	+1		
IRAQ	2	2	-		
ISRAEL	3	3	-		
JORDAN	6 (2)	6 (2)	-		
LEBANON	8	9	+1		
	(1)	(0)	(-1)		
SAUDI ARABIA	4	3	-1		
	(1)	(1)			
SYRIAN ARAB RP	7	8	+1		
	(1)	(1)			
TURKEY	4	8	-		
	(2)	(2)			
YEMEN	1	0	-1		

SUBTOTAL	50 (9)	51 (8)	+1 (-1)	11	10
W. AMERICA & CARIBBEAN					
BARBADOS	2 (1)	2 (1)	-		
CANADA	22 (8)	24 (5)	+2 (+1)		
GUYANA	3	6	+3		
	(2)	(3)	(+1)		
JAMAICA	6	5	-1		
	(3)	(3)			
TRINIDAD TOB	2	3	+1		
	(1)	(2)	(+1)		
USA	117 (33)	125 (38)	+8 (+5)		

SUBTOTAL	152 (44)	165 (52)	+13 (+8)	6	6
OTHERS					
REP OF KOREA	3 (1)	3 (1)	-		
SWITZERLAND	7 (2)	8 (2)	+1		
STATELESS	2	3	+1		

SUBTOTAL	12 (3)	14 (3)	+2	3	3
TOTAL	716 (142)	747 (161)	+31 (19)	102	103

TABLE 10
UNITED NATIONS CHILDREN'S FUND (UNICEF)
CHANGES IN GEOGRAPHICAL DISTRIBUTION OF PROFESSIONAL AND HIGHER-LEVEL STAFF
BY REGION AND NATIONALITY
(SHOWING NUMBER OF FEMALE STAFF)
(AS AT 30 JUNE 1980 AND 30 JUNE 1981)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/06/80	30/06/81		30/06/80	30/06/81

AFRICA					
ALGERIA	1	1	-		
BENIN	0	1	+1		
CONGO	1	1	-		
EGYPT	3	4	+1		
	(2)	(3)	(+0)		
ETHIOPIA	2	2	-		
	(1)	(0)	(-1)		
GAMBIA	1	1	-		
GHANA	4	4	-		
	(1)	(1)			
IVORY COAST	0	1	+1		
MALI	3	2	-1		
MAURITIUS	1	1	-		
	(1)	(1)			
SENEGAL	4	4	-		
	(1)	(1)			
SWAZILAND	1	1	-		
TOGO	2	3	+1		
TUNISIA	2	1	-1		
UGANDA	1	2	+1		
U REP TANZANIA	5	4	-1		
ZAIRE	2	2	-		
ZAMBIA	0	1	+1		
	(0)	(1)	(+1)		

SUBTOTAL	33 (6)	36 (7)	+3 (+1)	15	18
PERCENTAGE	10.0%	9.6%	GOVERNMENT CONTRIBUTION	.71%	.86%
ASIA AND THE PACIFIC					
AUSTRALIA	4	7	+3		
	(0)	(1)	(+3)		
BANGLADESH	4	3	-1		
BURMA	2	4	+2		
	(0)	(1)	(+1)		
CHINA	3	3	-		
	(1)	(1)			
INDIA	6	7	+1		
INDONESIA	1	1	-		
	(1)	(1)			
JAPAN	5	6	+1		
	(1)	(2)	(+1)		
NEPAL	3	4	+1		
NEW ZEALAND	4	5	+1		
	(2)	(2)			
PAKISTAN	7	8	+1		
	(2)	(2)			
PHILIPPINES	12	12	-		
	(3)	(3)			
SRI LANKA	2	3	+1		
THAILAND	3	3	-		
VIET NAM	1	1	-		

SUBTOTAL	57 (10)	67 (13)	+10 (+3)	14	19
PERCENTAGE	17.3%	17.9%	GOVERNMENT CONTRIBUTION	7.89%	8.25%
EUROPE (EASTERN)					
USSR	5	3	-2		
YUGOSLAVIA	2	3	+1		
	(1)	(1)			

SUBTOTAL	7 (1)	6 (1)	-1	2	2
PERCENTAGE	2.1%	1.6%	GOVERNMENT CONTRIBUTION	1.21%	1.35%

TABLE 18 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/06/80	30/06/81		30/06/80	30/06/81

EUROPE (WESTERN)					
AUSTRIA	1	1	-		
BELGIUM	4	4	-		
DENMARK	4	4	-		
	(1)	(1)			
FINLAND	0	1	+1		
	(0)	(1)	(+1)		
FRANCE	14	16	+2		
	(5)	(6)	(+1)		
GERMANY, F R OF	13	14	+1		
	(3)	(4)	(+1)		
GREECE	3	3	-		
	(2)	(2)			
IRELAND	1	1	-		
ITALY	3	3	-		
NETHERLANDS	6	6	-		
NORWAY	2	2	-		
SPAIN	2	2	-		
SWEDEN	14	16	+2		
	(1)	(1)			
UNITED KINGDOM	26	31	+5		
	(6)	(7)	(+1)		

SUBTOTAL	93	104	+11	13	14
	(18)	(22)	(+4)		
PERCENTAGE	28.2%	27.8%	GOVERNMENT CONTRIBUTION	58.53%	55.15%
LATIN AMERICA					
ARGENTINA	2	3	+1		
	(1)	(1)			
BRAZIL	2	2	-		
CHILE	3	5	+2		
	(1)	(2)	(+1)		
COLOMBIA	2	2	-		
COSTA RICA	0	1	+1		
	(0)	(1)	(+1)		
GUATEMALA	1	1	-		
HAITI	2	2	-		
MEXICO	1	2	+1		
PANAMA	3	3	-		
	(2)	(2)			
PERU	2	3	+1		
	(0)	(1)	(+1)		
URUGUAY	1	1	-		
VENEZUELA	1	1	-		
	(1)	(1)			

SUBTOTAL	20	26	+6	11	12
	(5)	(8)	(+3)		
PERCENTAGE	6.1%	7.0%	GOVERNMENT CONTRIBUTION	1.04%	1.16%
MIDDLE EAST					
CYPRUS	1	1	-		
DEMOCRAT YEMEN	0	1	+1		
	(0)	(1)	(+1)		
IRAN	3	3	-		
	(1)	(1)			
IRAQ	3	3	-		
	(2)	(2)			
JORDAN	2	3	+1		
LEBANON	7	7	-		
	(1)	(1)			
SYRIAN ARAB RP	2	3	+1		
TURKEY	3	3	-		

SUBTOTAL	21	24	+3	7	8
	(4)	(5)	(+1)		
PERCENTAGE	6.4%	6.4%	GOVERNMENT CONTRIBUTION	1.65%	1.61%

TABLE W (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/06/80	30/06/81		30/06/80	30/06/81

N. AMERICA & CARIBBEAN					
BARBADOS	0 (0)	1 (1)	+1 (+1)		
CANADA	15 (2)	15 (2)	-		
GUYANA	1	1	-		
TRINIDAD TOB	1	1	-		
USA	71 (25)	81 (30)	+10 (+5)		

SUBTOTAL	88 (27)	99 (33)	+11 (+6)	4	5
PERCENTAGE	26.7%	26.5%	GOVERNMENT CONTRIBUTION	23.68%	28.76%
OTHERS					
REP OF KOREA	2	2	-		
SWITZERLAND	8 (1)	9 (2)	+1 (+1)		
STATELESS	1	1	-		

SUBTOTAL	11 (1)	12 (2)	+1 (+1)	3	3
PERCENTAGE	3.3%	3.2%	GOVERNMENT CONTRIBUTION	5.26%	2.82%

TOTAL	330 (72)	374 (91)	+44 (19)	69	76

C. OTHER TABLES

TABLE 19

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

(AS AT 31 DECEMBER 1980)

ORGANISATION	ASG AND ABOVE	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL	TOTAL STAFF	PERCENTAGE OF FEMALE STAFF
UNITED NATIONS	3	4	14	64	190	356	213	24	868	3 814	22.8
UNDP	0	2	4	8	31	52	30	23	158	760	20.8
UNICEF	0	1	3	10	23	38	26	5	106	435	24.4
UNHCR	0	0	0	2	7	11	23	13	56	325	17.2
UNITAR	0	0	0	0	1	1	1	0	3	17	17.6
UNRWA	0	0	0	0	1	2	0	0	3	72	4.2
ITC	0	0	0	0	1	4	7	0	12	72	16.7
ICSC	0	0	0	1	1	2	0	0	4	17	23.5
UNU	0	0	0	1	0	1	1	0	3	33	9.1
ICJ	0	0	0	0	0	0	2	0	2	13	15.4
ILO a/	0	1	1	9	24	61	16	4	116	777	14.9
FAO	0	0	5	12	48	61	68	24	218	1 526	14.3
UNESCO	0	0	4	25	55	78	73	10	245	1 086	22.6
UNO	0	1	2	19	21	62	38	4	147	806	18.2
PANO	0	0	1	1	5	8	14	14	43	147	29.3
IBRD/IFC b/	-	-	-	-	-	-	-	-	322	2 721	11.8
IMF b/	-	-	-	-	-	-	-	-	188	836	22.5
ICAO	0	0	0	0	5	22	12	0	39	314	12.4
UPU	0	0	0	0	2	5	3	0	10	66	15.2
ITU	0	0	0	1	6	12	5	0	24	213	11.3
WHO	0	0	0	0	2	4	6	2	14	120	11.7
IWCO	0	0	0	0	1	10	3	0	14	92	15.2
WIPO	1	0	0	1	3	4	3	0	12	63	14.5
IFAD	0	0	1	0	2	2	0	0	5	51	8.2
IABA	0	0	0	1	12	19	23	3	58	523	11.1
ICITO/GATT	0	0	0	1	8	16	9	0	34	126	27.0
TOTAL	4	9	35	156	449	831	504	126	2 704	15 055	18.0

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

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

TABLE 20
SEX DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT

A. SEX DISTRIBUTION OF PROFESSIONAL AND HIGHER LEVEL STAFF IN THE UNITED NATIONS SECRETARIAT
IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
BY DEPARTMENT OR OFFICE AND BY GRADE
(AS AT 30 JUNE 1981)

DEPARTMENT OR OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
ROSG	1				1		4		4		1	1	3	2		2	1		5	15	20
ODGDIC	1				1		2		3		1		1							8	8
OUSGSPA	1				3		1		1	2		2				2	1		3	11	14
OSPQ	1		1		1		1		1	1				1					1	5	6
OUSPGAA	1		1		1		3		1	4		3		3		3	2		8	11	19
OSSECS			1		1		1		1	4		3		3		2	1		10	9	19
OLA	1				1		2	1	6	11	2	15	5	4	2	2		1	11	42	53
PSCA			2		4		15	2	15	7	21	8	11	3	4	4	2		22	72	94
PATD	1				1		5		1	6	2	7	3	4	5	1	1		12	25	37
IESA	1		1		6	1	22	9	43	17	54	21	42	25	18	1	3		76	191	267
TCD	1		1		4		8	1	15	7	16	8	6	2	2				19	52	71
TCD					2		3	7	3	20	5	34	9	17	11	8	3	1	34	89	123
ECCE	1				1		1	9	1	22	3	29	5	26	4	10		3	14	101	115
ESCAP					1		9	3	22	1	43	9	35	9	9	1	3		23	123	146
ECLA	1				9		1	28	2	41	14	26	10	15					27	120	147
ECA	1				1		11	1	26	1	40	8	49	3	25	1	6		14	159	173
ECWA	1				1		6		13		20	4	15	4	9	1			9	65	74
UNCTAD a/	1		1		11		18	4	46	7	50	6	42	12	10	2	1		31	180	211
UNIDO a/	1		1		5	1	20	1	86	10	106	22	71	24	19	3	2		61	311	372
UNDO a/	1				1		2		2		7		1	1	1				1	15	16
UNEP a/	1		1		1		5		6	4	8	2	10	2	2				6	34	40
HABITAT	1				1		6		8	1	17	2	5	3	4				4	42	48
ANFUSG	1								1		1		1						1	4	5
AFMOPS			1		5		9	2	14	3	19	9	19	8	7	2			24	74	98
AFMOPS			1		4		1	4	3	10	11	13	10	8	10	6	1	1	36	47	83
AFMOPS			1		2		2	5	15	3	13	9	20	7	12	1	1		22	69	91
AFMANS					1		1	1	1	3		2	1	1					3	8	11
AFMIAD					1		1	1	1	1	4	1	7	3	6		1		4	25	29
AFNEDP					1		3		2	1	6	3	4	2					1	5	18
CS	1				1		2	9	20	44	68	110	106	152	35	52	7	2	237	372	609
DPI b/	1				3		8	5	29	10	39	25	24	11	10				52	110	168
UNOG	1		2		3		8	5	35	31	78	36	109	21	53		2		93	291	384
HR					1		2	1	7	1	11	5	5	1	6		1		9	32	41
CTC					1		4	1	1	2	8	1	6	1	4	1	1		5	24	29
NAHIBIA					1		1	1	1		2		2	3	2				4	9	13
WPC			1		1		2		5	1	3	1							2	12	14
UNCLS	1				1		1		5	1	1	1	1	2	3				4	13	17
UNERG					1		1		2	3	2		2						2	8	10
UNECSTO			1		2		2		2	1		1							2	5	7
ECOW							1			2		2							3		3
UNJSPF									3	2		2	5	1	1	5			8	11	19
MISSION					1		1		3		3		1		1				10		10
INTORG c/									1	2		2	1	1	1	1			3	6	9
UNOV d/			1		2		3		2	3		12		9	3	2	1		6	32	38
TOTAL	23	2	21	4	79	13	235	74	569	215	850	345	744	235	314	30	31		918	2 866	3 784

a/ Including liaison offices at other duty stations.

b/ Including information centres.

c/ Including the Secretariats of CCAQ, ICC, IOB and JIU.

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

TABLE 20 (CONTINUED)

B. SEX DISTRIBUTION OF STAFF IN THE GENERAL SERVICE AND OTHER RELATED CATEGORIES

BY DEPARTMENT OR OFFICE

(AS AT 30 June 1981)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS ^{a/}				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
EOSG	29	100.0			29			1	100.0	1
ODGDIC	10	90.9	1	9.1	11					
OUSGSPA	11	100.0			11					
OSFQ	8	100.0			8					
OUSPGAA	14	93.3	1	6.7	15					
OSSECS	15	88.2	2	11.8	17					
OLA	51	94.4	3	5.6	54					
PSCA	69	95.8	3	4.2	72					
PATD	24	88.9	3	11.1	27					
IESA	198	73.6	71	26.4	269					
TCB	80	97.6	2	2.4	82					
TCB	186	89.4	22	10.6	208					
ECE	85	77.3	25	22.7	110					
ESCAP	257	47.4	285	52.6	542	2	66.7	1	33.3	3
ECLA	291	55.0	238	45.0	529			1	100.0	1
ECA	294	54.1	249	45.9	543			1	100.0	1
ECMA	91	59.1	63	40.9	154	1	50.0	1	50.0	2
UNCTAD ^{a/}	176	81.5	40	18.5	216					
UNIDO ^{a/}	517	76.0	163	24.0	680	8	7.7	96	92.3	104
UNDO ^{a/}	17	89.5	2	10.5	19					
UNEP ^{a/}	207	58.5	147	41.5	354	1	100.0			1
HABITAT	77	63.6	44	36.4	121	1	50.0	1	50.0	2
ANFUSG	4	100.0			4					
AFROPS	100	71.9	39	28.1	139					
AFROPS	105	78.9	28	21.1	133					
AFROGS	187	42.6	252	57.4	439	20	2.3	836	97.7	856
AFHMS	8	88.9	1	11.1	9					
AFRIAD	12	75.0	4	25.0	16					
AFHEDF	18	48.6	19	51.4	37					
CS	410	53.2	360	46.8	770			20	100.0	20
DEI ^{b/}	276	59.1	191	40.9	467	47	88.7	6	11.3	53
UNOG	448	46.9	508	53.1	956	37	100.0			37
BR	33	91.7	3	8.3	36					
CTC	26	89.7	3	10.3	29					
NAMIBIA	13	68.4	6	31.6	19					
WPC	14	87.5	2	12.5	16					
UNCLS	10	100.0			10					
UNERG	12	100.0			12					
UNCSTD	9	81.8	2	18.2	11					
WCDW			1	100.0	1					
UNJSPF	26	50.0	26	50.0	52					
MISSION	99	18.0	452	82.0	551	17	38.6	27	61.4	44
INTORG ^{c/}	14	87.5	2	12.5	16					
UNOV ^{d/}	47	74.6	16	25.4	63			82	100.0	82
TOTAL	4 578	58.3	3 279	41.7	7 857	134	11.1	1 073	88.9	1 207

^{a/} Includes Field Service, Security Service, Manual Workers and Dispatchers and Guides in the Visitors Services.

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

^{c/} Including information centres.

^{d/} Including the Secretariats of CCAQ, ICC, IOB and JIU.

^{e/} Including the Division of Narcotic Drugs and the Secretariat of the International Narcotics Control Board.

TABLE 21
SEX DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT

A. SEX DISTRIBUTION OF PROFESSIONAL AND HIGHER LEVEL STAFF IN THE UNITED NATIONS SECRETARIAT
IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
BY DIVISION OR OFFICE AND BY GRADE
(AS AT 30 JUNE 1981)

DEPARTMENT OR OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
EOSG	1				1		4		4		1		3		2		1		5	15	20
ODGDC	1				1		2		3		1		3		2				3	8	8
USGSPA	1				3		1		1		2				1				3	11	14
OSPQ	1		1				1		1				1						1	5	6
USPGAA	1		1		1		3		1		4		3		3		2		8	11	19
OSSECS			1		1		1		2		1		3		2				10	9	19
OLA	1		1		1		2		4		1		3		1		1		2	13	15
GEV					1		2		2		5		2		1		1		4	11	15
ITL							1		3		1		3		1				2	8	10
COD					1		1		2		4		1		1		1		3	10	13
PSCA							2				1		3		1		1		3	6	9
SC					1		4		2		4		1		2		1		7	14	21
DA			1		1		3		6		4		4		1		2		5	18	23
AP					1		2		1		5		1		2		1		2	13	15
OS			1				2		1		2		2		3		1		2	10	12
PA					1		2		3		1		3		1		2		3	11	14
PATD	1				1				1		1		2		1				2	5	7
SS							3		1		3		2		2		1		7	10	17
AF							1		2		1		1		1		1		2	4	6
CAP							1		2		1		1		2				1	6	7
IBSUSG	1						1		1		1		1		1				5	3	8
EO							1		1		1				2				3	2	5
DRP				1		2		6		12		18		6		10		3	11	53	64
POP					1		2		2		3		2		7		3		9	22	31
SUH			1		1		1		3		4		11		3		6		20	26	48
STO					1		6		13		4		12		5		17		17	59	76
PPC			1		2		2		2		8		3		6		4		11	21	32
REGCOM							1		1		1								3	3	3
TCD	1	1			1		1		1		1		2		1				3	5	8
EO							1		1		2				1				3	2	5
PRP					1				1		2		4		1				4	6	10
WRE					1		3		5		1		6		1		4		2	19	21
WRE							1		1		2						2		6	6	6
DDA					1		2		6		2		4		4		1		7	14	21
FI					1														1	1	1
DAS							1		1		5		1		2				1	9	10
PABC							1		1		2		1		2		1		2	3	5
AFR							1		1		2		3		1		2		4	13	17
AMR					1		1		1		3		1		2		1		5	3	8
ASP							1		1		3		1		3		1		5	8	13
MEI							1		2		1		3		3		1		2	11	13
PS					1		1		3		8		21		3		8		15	41	56
ECE	1				1		1		9		1		22		3		29		14	101	115
ESCAP			1		1		9		3		22		1		43		9		23	123	146
ECLA	1						7		1		22		2		30		11		22	90	112
MEI							2		6		11		3		5		2		5	30	35
ECA	1				1		11		1		26		1		40		8		14	159	173
ECWA	1				1		6		13		13		20		4		15		9	65	74
UNCTAD	1		1		2		4		3		2		2		2		2		4	15	19
EPD					1		2		1		4		9		2		6		6	23	29
COM					1		3		10		1		8		2		6		4	29	33
MAN					1		1		5		4		4		4		1		1	18	18
SHP					1		1		5		6		6		1		3		1	19	20
BCD					2		1		5		5				3				1	16	16
DES					1				1				2		1		2		1	7	8
TBC					1		3		9		2		7		4		3		4	27	31
PSS					1		3		3		4		2		7		1		11	26	37
UNIDO	1		1				1		4		1		3		1				1	11	12
PL					1		2		14		3		16		4		8		17	45	62
CS					1		3		6		4		17		7		21		17	53	70
ST							4		17		22		4		10		2		6	54	60
OP					2		1		7		1		39		4		16		10	114	124
AD					1		3		6		2		5		3		15		10	34	44
UNDRO	1				1		2		2		7		1		1		1		1	15	16
UNEP	1		1		1		5		6		4		8		2		10		6	34	40
HABITAT	1				1		6		8		1		17		2		5		6	42	48
AFNUSG	1								1		1		1		1				1	4	5
OFS			1		2		2		4		3		1		2		1		1	15	16
POL					1		1		1		3		3		2				3	7	10
BUD					1		4		2		1		5		1		3		6	17	23
ACC					1		1		1		5		2		5		4		13	24	37
TRE							1		1		3		3		3		1		1	11	12
OPS			1				1		1		1		3		2		2		5	5	10
POL					1		1		1		1		2		3		1		5	9	14
REC					1		1		1		3		2		3		2		6	12	18
ADM					1		1		1		3		3		6		4		16	19	35
MED					1		1		1		2		1		1				4	2	6
OCS			1								1		2						1	3	4

TABLE 21 (CONTINUED)

DEPARTMENT OR OFFICE	USC		ASG		D-2		D-1		E-5		E-4		E-3		E-2		E-1		TOTAL		GRAND TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
BO							1		1				1	1					2	2	4
SEC									1				2						3	3	3
P&T					1		1		3		2	1	7	3	5	1			5	19	24
BMS							1		2		1	1	1	1	1				2	6	8
CS							1		3		2	4	3	2			1		7	10	17
CMS							1		2		2	1	4	1	2				3	10	13
POD					1		1		3		5	2	2		4				2	16	18
APRANS					1		1		3		2	1	1						3	8	11
APRIAD					1		1		1		8	1	7	3	6		1		4	25	29
APREDP					1		3		2		6	3	4	2			1		5	18	23
CS		1					1		1		2	1	1	2	1				4	6	10
ROH							2		8		4	7	6	4	1				20	13	33
IND					1		1		1	13	22	27	22	30	6	7			58	79	137
TRA						1		4	9	26	31	70	48	90	9	35			98	225	323
PUB									3		1	5	2	19	9	7		1	12	35	47
LIR					1		1		1	2	4	3	26	5	7	1	7	1	45	14	59
DPI		1							1	4	1	2	1	1	1				4	8	12
PPD					1				2	5	4	5	4	9	3	2			13	22	35
RVS					1		2		5	3	11	9	13	4	6		1		16	39	55
ERD					1		1		2	3	4	6	1	1	2		1		9	13	22
ESI						1		1		2	4	4		2					7	7	14
UNIC							4		10		2	13	1						3	27	30
GE		1		2		1	2		5		2	5	1	2	4				7	18	25
UNPA												1				1				2	2
LID							1		2		1	1	2	3	8	1			11	8	19
APS							1		3		6	1	5	3	11	2	10		6	38	44
CON							1		2		5	18	27	62	30	90	7	35	69	208	277
GEN									4			4		3		6				17	17
RR					1		2		1		7	1	11	5	5	1	6		9	32	41
CTC					1		4		1		2	8	1	6	1	2	1	1	5	24	29
NAMIBIA					1		1		1		1	2		2	3	2			4	9	13
WPC					1		2		5		1	3	1						2	12	14
UNCLS		1			1		1		5		1	1	1	1	2	3			4	13	17
UNERG							1		2		3								2	8	10
UNCSTD					1		2		2		1		1		2				2	5	7
UCDV								1			2								3		3
UNJSPF									3		2	2	5	1	1	5			8	11	19
UNTSO									1											1	1
UNFCYP					1			1		1		1								4	4
UNSDIP									1											1	1
UNIPIL													2		1		1			4	4
INTORG									1		2		1		1	1			3	6	9
UNOV					1		1		1		3			2						7	7
DRUG					1		1		2		2	3		9	7	3	2	1	6	25	31
TOTAL	23	2	21	4	79	13	235	74	569	215	850	345	744	235	314	30	31	918	2 866	3 784	

TABLE 21

B. SRI DISTRIBUTION OF STAFF IN THE GENERAL SERVICE AND OTHER RELATED CATEGORIES

BY DIVISION OR OFFICE

(AS AT 30 JUNE 1987)

DEPARTMENT OR OFFICE	GENERAL SERVICE				TOTAL	OTHERS				TOTAL
	P	K	H	X		P	K	H	X	
*****	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
EOSG	29	100.0			29			1	100.0	1
ODGDIC	10	90.9	1	9.1	11					
USGSPA	11	100.0			11					
OSFQ	8	100.0			8					
USPGAA	14	93.3	1	6.7	15					
OSSECS	15	88.2	2	11.8	17					
OLA	28	93.3	2	6.7	30					
GEN	10	100.0			10					
ITL	6	85.7	1	14.3	7					
COD	7	100.0			7					
PSCA	9	100.0			9					
SC	14	93.3	1	6.7	15					
DA	20	100.0			20					
AP	13	92.9	1	7.1	14					
OS	7	100.0			7					
PA	6	85.7	1	14.3	7					
PATD	7	87.5	1	12.5	8					
SS	11	91.7	1	8.3	12					
AP	3	100.0			3					
CAP	3	75.0	1	25.0	4					
IRSUSG	9	100.0			9					
EO	13	92.9	1	7.1	14					
DRP	40	74.1	14	25.9	54					
POP	21	75.0	7	25.0	28					
SDH	39	95.1	2	4.9	41					
STO	53	54.1	45	45.9	98					
PFC	20	90.9	2	9.1	22					
REGCON	3	100.0			3					
TCD	6	100.0			6					
EO	11	91.7	1	8.3	12					
PRP	7	100.0			7					
NRE	27	100.0			27					
NRE	5	83.3	1	16.7	6					
DDA	24	100.0			24					
PI	2	100.0			2					
DAS	12	100.0			12					
PABC	5	71.4	2	28.6	7					
APR	19	100.0			19					
AMR	10	100.0			10					
ASP	16	100.0			16					
MEI	13	100.0			13					
PS	109	84.5	20	15.5	129					
ECE	85	77.3	25	22.7	110					
ESCAP	257	47.4	285	52.6	542	2	66.7	1	33.3	3
ECLA	223	52.6	201	47.9	424			1	100.0	1
MEX	68	64.8	37	35.2	105					
ECA	294	54.1	249	45.9	543			1	100.0	1
ECWA	91	59.1	63	40.9	154	1	50.0	1	50.0	2
UNCTAD	17	100.0			17					
NPD	29	69.0	13	31.0	42					
CON	19	79.2	5	20.8	24					
NAN	13	86.7	2	13.3	15					
SHP	13	81.3	3	18.8	16					
ECD	13	100.0			13					
DES	4	100.0			4					
TEC	22	91.7	2	8.3	24					
PSS	46	75.4	15	24.6	61					
UNIDO	19	90.5	2	9.5	21					
PL	59	96.7	2	3.3	61					
CS	88	65.2	47	34.8	135	7	70.0	3	30.0	10
ST	58	86.6	9	13.4	67					
OP	161	92.0	14	8.0	175			1	100.0	1
AD	132	59.7	89	40.3	221	1	1.1	92	98.9	93
UNDRG	17	89.5	2	10.5	19					
UNEP	207	58.5	147	41.5	354	1	100.0			1
HABITAT	77	63.6	44	36.4	121	1	50.0	1	50.0	2
AFNUSG	4	100.0			4					
OFS	18	94.7	1	5.3	19					
POL	11	91.7	1	8.3	12					
BUD	16	100.0			16					
ACC	44	57.1	33	42.9	77					
TRK	11	73.3	4	26.7	15					
OPS	16	94.1	1	5.9	17					
POL	14	70.0	6	30.0	20					
REC	29	96.7	1	3.3	30					
ADM	34	66.7	17	33.3	51					
MED	12	80.0	3	20.0	15					
OGS	3	100.0			3					
EO	11	100.0			11					

TABLE 21 (CONTINUED)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS ^{a/}				
	F	%	B	%	TOTAL	F	%	B	%	TOTAL
SEC	5	100.0			5	6	2.7	216	97.3	222
P&T	31	47.7	34	52.3	65			52	100.0	52
BMS	22	62.9	13	37.1	35			142	100.0	142
CS	54	25.0	162	75.0	216			3	100.0	3
CMS	32	50.8	31	49.2	63					
FOD	29	70.7	12	29.3	41	14	3.2	423	96.8	437
AFHARS	8	88.9	1	11.1	9					
AFMIAD	12	75.0	4	25.0	16					
AFHEDP	18	48.6	19	51.4	37					
CS	7	41.2	10	58.8	17					
EOR	229	72.0	89	28.0	318					
IMD	15	60.0	10	40.0	25					
TRA	49	70.0	21	30.0	70					
PUB	51	20.4	199	79.6	250			20	100.0	20
LIB	59	65.6	31	34.4	90					
DPI	15	93.8	1	6.3	16					
FPD	36	85.7	6	14.3	42					
RVS	39	68.4	18	31.6	57					
ERD	29	90.6	3	9.4	32	47	88.7	6	11.3	53
ESI	23	92.0	2	8.0	25					
UNIC	134	45.4	161	54.6	295					
GS	25	68.4	12	31.6	38					
UNFA	11	52.4	10	47.6	21					
LIT	9	31.0	20	69.0	29					
AFS	56	57.1	42	42.9	98					
CON	285	67.1	140	32.9	425					
GEN	61	17.7	284	82.3	345	37	100.0			37
HR	33	91.7	3	8.3	36					
CTC	26	89.7	3	10.3	29					
NAMIBIA	13	68.4	6	31.6	19					
WPC	14	87.5	2	12.5	16					
UNCLS	10	100.0			10					
UNERG	12	100.0			12					
UNCSTD	9	81.8	2	18.2	11					
VCDR			1	100.0	1					
UNJSRP	26	50.0	26	50.0	52					
UNISO	20	10.4	173	89.6	193	4	100.0			4
UNHGIP	1	2.2	44	97.8	45			1	100.0	1
UNFCYP	1	100.0			1	8	100.0			8
UNSDIP	1	14.3	6	85.7	7					
UNIFIL	43	19.6	176	80.4	219	3	10.3	26	89.7	29
UNTAC	2	100.0			2					
UNARDL	1	50.0	1	50.0	2					
KAMPCHA	1	100.0			1					
UNDOF	29	35.8	52	64.2	81	2	100.0			2
INTORG	14	87.5	2	12.5	16					
UNOV	24	64.9	13	35.1	37			82	100.0	82
DRUG	23	88.5	3	11.5	26					
TOTAL	4 578	58.3	3 279	41.7	7 857	134	11.1	1 073	88.9	1 207

^{a/} Includes Field Service, Security Service, Manual Workers and Dispatchers and Guides in the Visitors Services.

Abbreviations of Departments and Divisions

EOSG	Executive Office of the Secretary-General
ODGDIC	Office of the Director-General for Development and International Economic Co-operation
USGSPA	Office of the Under-Secretaries-General for Special Political Affairs
OSPQ	Office for Special Political Questions
USPGAA	Office of the Under-Secretary-General for Political and General Assembly Affairs
OSSECS	Office of Secretariat Services for Economic and Social Matters
OLA	Office of Legal Affairs
GEN	General Legal Division
ITL	International Trade Law Branch
COD	Codification Division
PSCA	Department of Political and Security Council Affairs
SC	Security Council and Political Committees Division
DA	Centre for Disarmament
AP	Centre against Apartheid
OS	Outer Space Affairs Division
PA	Political Affairs Division
PATD	Department of Political Affairs, Trusteeship and Decolonization
SS	Secretariat Services Division
AF	Africa Division
CAP	Caribbean/Asia-Pacific Division
IESUSG	Department of International Economic and Social Affairs Office of the Under-Secretary-General
EO	Executive Office
DRP	Office for Development Research and Policy Analysis and General Analysis and Policy Division
POP	Population Division
SDH	Centre for Social Development and Humanitarian Affairs
STO	Statistical Office
PPC	Office for Programme Planning and Co-ordination
REGCOM	Regional Commissions Liaison Unit

TCD	Department of Technical Co-operation for Development
EO	Executive Office
PRP	Policies and Resources Planning Division
NRE	Natural Resources and Energy Division
DDA	Development Administration Division
PI	Programme Implementation Division
DAS	Development Advisory Services
FABC	Financial Administration and Budgetary Control Service
AFR	Africa Branch
AMR	Americas Branch
ASP	Asia and the Pacific Branch
MEI	Middle East, Mediterranean, Europe and Inter-Regional Branch
PS -	Programme Support Division
ECE	Economic Commission for Europe
ESCAP	Economic and Social Commission for Asia and the Pacific
ECLA	Economic Commission for Latin America
MEX	Mexico Office
ECA	Economic Commission for Africa
ECWA	Economic Commission for Western Asia
UNCTAD	United Nations Conference on Trade and Development
MFD	Money, Finance and Development Division
COM	Commodities Division
MAN	Manufactures Division
SHP	Shipping Division
ECD	Division for Economic Co-operation among Developing Countries
DES	Division for Trade among countries having different economic and social systems
TEC	Transfer of Technology Division
PSS	Programme Support Services Division
UNIDO	United Nations Industrial Development Organization
PL	Division of Policy Co-ordination
CS	Division of Conference Services, Public Information and External Relations
ST	Division for Industrial Studies
OP	Division for Industrial Operations
AD	Division of Administration
UNDRO	Office of the United Nations Disaster Relief Co-ordinator

UNEP United Nations Environment Programme

HABITAT United Nations Centre for Human Settlements

AFM/USG Department of Administration, Finance and Management

AFM/OFS Office of Financial Services

POL Division for Policy Co-ordination
BUD Budget Division
ACC Accounts Division
TRE Treasury Division

AFM/OPS Office of Personnel Services

POL Division for Policy Co-ordination
REC Division of Recruitment
ADM Division of Personnel Administration
MED Medical Service

AFM/OGS Office of General Services

EO Executive Office
SEC Security and Safety Service
P+T Purchase, Transportation and Buildings Services Division
BMS Buildings Management Service
CS Communications, Records and Commercial Services Division
CMS Commercial Management Service
FOD Field Operations Division

AFM/AMS Administrative Management Service

AFM/IAD Internal Audit Division

AFM/EDP Electronic Data Processing and Information Systems Division

CS Department of Conference Services

EOR Editorial and Official Records Division
IMD Interpretation and Meetings Division
TRA Translation Division
PUB Publishing Division
LIB Dag Hammarskjöld Library

DPI Department of Public Information

PPD Press and Publications Division
RVS Radio and Visual Services Division
ERD External Relations Division
ESI Division for Economic and Social Information
UNIC Information Centres

UNOG	United Nations Office at Geneva
UNPA	United Nations Postal Administration (Geneva Section)
LIB	Library
AFS	Division of Administration
CON	Conference and General Services Division
GEN	General Services
HR	Division of Human Rights
CTC	United Nations Centre on Transnational Corporations
NAMIBIA	Office of the United Nations Commissioner for Namibia
WFC	Secretariat of the World Food Council
UNCLS	Secretariat of the Third United Nations Conference on the Law of the Sea
UNERG	Conference on New and Renewable Sources of Energy
UNCSTD	Centre for Science and Technology for Development
WCDW	World Conference of the United Nations Decade for Women
UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNTSO	United Nations Truce Supervision Organisation in Palestine
UNMGIP	United Nations Military Observer Group in India and Pakistan
UNFCYP	United Nations Force in Cyprus
UNSDIP	United Nations Supply Depot in Pisa
UNIFIL	United Nations Interim Force in Lebanon
UNTAC	Office of the Special Representative for Namibia
UNARDL	United Nations Assistance for Reconstruction and Development of Lebanon
KAMPCHA	Co-ordinator of the Programme of Humanitarian Assistance for the Kampuchean People
UNDOF	United Nations Disengagement Observer Force
INTORG	Joint Inspection Unit Consultative Committee on Administrative Questions International Computing Centre Inter-Organisation Board for Information Systems

UNOV **United Nations Office in Vienna**

DRUG **Secretariat of the International Narcotics Control Board,
Secretariat of the United Nations Fund for Drug Abuse
Control and Division of Narcotic Drugs.**
