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PERSONNEL QUESTIONS

Composition of the Secretariat

Report of the Secretary-General

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## I. COMPOSITION OF THE SECRETARIAT

1. The present report is submitted by the Secretary-General in response to requests of the General Assembly to report annually on the composition of the Secretariat. It includes information on the implementation of measures and guidelines that the General Assembly requested the Secretary-General to adopt in resolution 33/143 of 20 December 1978. The report deals primarily with staff in the regular Secretariat directly under the authority of the Secretary-General and, in particular, with the staff in posts subject to geographical distribution. A report on recruiting missions will be submitted separately.

### A. Total staff of the United Nations

2. According to Article 97 of the Charter of the United Nations, "the Secretariat shall comprise a Secretary-General and such staff as the Organization may require" and, according to Article 101, paragraph 1, "the Staff shall be appointed by the Secretary-General under regulations established by the General Assembly". The General Assembly has, however, given to the organs shown in table A a special status in matters of appointment and their staff are in all cases responsible directly to the heads of those organs. The table shows the total number of staff as at 30 June 1979 with career appointments or appointments for a year or more who are assigned to the Secretariat of the United Nations and to the secretariats of the organs with an independent power of appointment. The table distinguishes between staff in the Professional category and above, technical co-operation project personnel, and all General Service and other staff. In order to permit a correlation of the figures of total staff of the Secretariat with the regular budget of the United Nations, the table further distinguishes between the staff in posts financed in whole or in part 1/ from the United Nations regular budget and the staff in posts financed from extrabudgetary sources.

### B. Geographical distribution of the Secretariat

3. The requirements of Article 101, paragraph 3, of the Charter, that the paramount consideration in the employment of the staff shall be the necessity to secure the highest standards of efficiency, competence and integrity and that due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible, apply to all the staff of the Secretariat of the United Nations and the secretariats of the subsidiary organs mentioned in paragraph 2 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 limited group of staff in the Secretariat of the United

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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 organs with an independent power of appointment by category and source of funds as at 30 June 1979

Organization	Regular budget			Extrabudgetary sources			Grand Total
	Professional and above	Project personnel	Other Total	Professional and above	Project personnel	Other Total	
UNITED NATIONS	3 326	167	6 467 9 960	513	1 656	2 482 4 651	14 611
UNDP	-	-	-	785	181	3 918 4 884	4 884
UNHCR	94	-	195 289	146	-	169 315	604
UNICEF	-	-	-	383	128	1 478 1 989	1 989
UNITAR	-	-	-	12	-	24 36	36
UNRWA*	75	-	10 85	-	-	- 85	85
ITC	55	-	64 119	25	70	41 136	255
ICSC	12	-	17 29	-	-	- 29	29
ICJ	15	-	16 31	-	-	- 31	31
UNU	-	-	-	32	-	44 76	76
TOTAL	3 577	167	6 769 10 513	1 896	2 035	8 156 12 087	22 600

\* UNRWA has some 16,500 area personnel in addition paid from voluntary funds.

Nations, who are all appointed directly by the Secretary-General. This group of staff in "posts subject to geographical distribution" consists of all the staff of the regular Secretariat in the Professional category and above, other than 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 and staff who have permanent resident status in, but not the nationality of, the country of their duty station. The number of staff by region who are respectively in posts subject to geographical distribution and in the groups of staff which are excluded from geographical distribution is shown in table 1 of the annex to this report. The system does not apply to short-term staff, technical co-operation project personnel or the staff of the secretariats or organs with an independent power of appointment shown in table A.

#### C. Representation of Member States

4. The number of Member States and of nationalities represented in the Secretariat by staff in posts subject to geographical distribution as at 30 June 1978 and 30 June 1979 is shown by region in table 1 of the annex to this report. 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 1979, as compared with the situation in 1978 and 1969, is shown in table B.

5. At the beginning of the reporting year, there were 23 Member States that were not represented by any of their nationals in a post subject to geographical distribution. A newly admitted Member State, the Solomon Islands, was also unrepresented in a post subject to geographical distribution. During the year, five nationals of the unrepresented Member States of Angola, the Ivory Coast, Suriname, Swaziland and the United Arab Emirates were appointed. At the end of the reporting year, on 30 June 1979, there were 19 Member States that were still unrepresented. 2/

6. At the beginning of the reporting year, there were 20 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. In addition, Dominica, the other newly admitted Member State, had one national in a post subject to geographical distribution and had therefore also to be considered under-represented. During the year, 60 nationals of 15 of these Member States, China (5), Czechoslovakia (2), German Democratic Republic (2), Germany, Federal

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2/ List of unrepresented Member States at 30 June 1979:

Albania, Bahamas, Bahrain, Bhutan, Cape Verde, Djibouti, Equatorial Guinea, Gabon, Guinea-Bissau, Kuwait, Maldives, Mozambique, Oman, Papua New Guinea, Qatar, Samoa, Sao Tome and Principe, Seychelles and Solomon Islands.

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TABLE B

Number of staff and Member States by region  
and representation in the Secretariat

1969, 1978 and 1979

Region	Year	Staff	Member States	Unrepresented	Under-represented	Within range	Above range
Africa	1969	217	42	7	5	19	11
	1978	327	50	11	6	14	19
	1979	362	50	8	7	14	21
Asia and the Pacific	1969	324	18	2	1	4	11
	1978	401	24	4	3	7	10
	1979	418	25	5	3	5	12
Europe (Eastern)	1969	259	10	1	3	3	3
	1978	316	11	1	4	5	1
	1979	303	11	1	3	5	2
Europe (Western)	1969	477	17	0	2	6	9
	1978	639	18	0	3	9	6
	1979	649	18	0	3	8	7
Latin America	1969	187	20	0	2	8	10
	1978	238	21	1	2	9	9
	1979	252	21	0	2	10	9
Middle East	1969	95	13	0	2	5	6
	1978	132	17	5	2	2	8
	1979	138	17	4	3	3	7
North America and the Caribbean	1979	434	6	0	0	4	2
	1978	621	8	1	0	4	3
	1979	642	9	1	1	3	4
Total	1969	1,993	126(100%)	10(7.9%)	15(11.9%)	49(38.9%)	52(41.3%)
	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%)
Others	1969	38*	4 (Non-member States)				
	1978	40*	3 (Non-member States)				
	1979	38*	3 (Non-member States)				

\* Includes stateless persons.

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Republic of (13), Greece (1), Israel (1), Japan (11), Libyan Arab Jamahiriya (2), Malawi (2), Mexico (5), Poland (8), South Africa (1), Spain (3), Ukrainian SSR (3) and Venezuela (1), were appointed. As a result, the Libyan Arab Jamahiriya, Malawi, Mexico and Poland came within their desirable range. At the end of the reporting year on 30 June 1979, there were 22 underrepresented Member States. <sup>3/</sup> The appointments to posts subject to geographical distribution during the year therefore included 5 nationals of unrepresented Member States (1.6 per cent), 60 nationals of underrepresented Member States (19.8 per cent), 143 nationals of Member States within their desirable range (47.2 per cent), and 93 nationals of Member States above their desirable range (30.7 per cent). In addition, one national of a non-Member State that participates in certain activities of the Organization and one stateless person were appointed.

7. In section II of its resolution 33/143, the Assembly requested the Secretary-General "to establish a target of 40 per cent of all vacancies arising in Professional posts subject to geographical distribution during the period 1979-1980 for the appointment of nationals of unrepresented and underrepresented 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". In order to achieve this the Secretary-General has established the following guideline for each department and office. At least two out of every five candidates appointed to posts in any department or office must be nationals of unrepresented or underrepresented Member States. The remaining candidates out of the five appointed should preferably be nationals of Member States that are within their desirable range. Recruitment of nationals of overrepresented Member States is being limited to those cases in which no qualified candidate from a Member State which is unrepresented, underrepresented, or within its desirable range has been found through the normal recruitment process and the post must be filled without further delay in the best interest of the Organization.

8. The Secretary-General has given the primary responsibility for the achievement of the objectives described in the preceding paragraph to the Office of Personnel Services. For each vacant post subject to geographical distribution that is to be filled by recruitment from outside the Secretariat, the Office of Personnel Services will propose to the department or office concerned the names of qualified candidates who conform to the requirements of the recruitment policy of the Organization. A department or office which rejects a candidate proposed by the Office of Personnel Services will be required to give in writing its justification for rejecting the candidate and the relevant information will be provided to the appointment and promotion bodies. The ex officio members of these bodies have been specifically instructed to comment to them on the extent to which each candidate conforms to the requirements of the Organization's recruitment policy.

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<sup>3/</sup> List of underrepresented Member States on 30 June 1979:

Angola, China, Comoros, Czechoslovakia, Dominica, German Democratic Republic, Germany, Federal Republic of, Greece, Israel, Ivory Coast, Japan, Mauritania, Mongolia, Rwanda, Saudi Arabia, South Africa, Spain, Suriname, Swaziland, Ukrainian Soviet Socialist Republic, United Arab Emirates and Venezuela.



D. Composition of staff at the senior level

9. In response to the concern of the General Assembly about the representation of nationals of developing countries in the Secretariat, the Secretary-General has included in the last three reports on the composition of the Secretariat tables showing the distribution of staff in posts subject to geographical distribution according to the groups of Member States established by the General Assembly in its resolution 2152 (XXI) of 17 November 1966 for the purpose of elections to the Industrial Development Board, as amended from time to time. These groups represent developing countries in Asia and Africa (Group A), countries with developed market economies (Group B), developing countries in Latin America (Group C), and socialist countries (Group D). The Secretary-General has drawn the attention of all heads of departments and offices to the request of the Assembly to the Secretary-General in section II of resolution 33/143 "to take further steps to increase the representation of developing countries at senior and policy-making levels during 1979-1980 in implementing the relevant resolutions of the General Assembly". Table C shows the situation for the years 1976, 1977, 1978 and 1979, indicating the number of Member States in each group, the sum of the midpoints of the desirable ranges of these Member States, a range for each group based on a flexibility factor of 15 per cent and both the total number of nationals of these Member States in posts subject to geographical distribution and those at the senior level. The table includes in brackets the number and percentage of female staff members. It shows that the trend towards an increase in the percentage of nationals of developing countries at the senior level continues.

E. Inheritance of posts

10. In section II of resolution 33/143, 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". This guideline has been drawn to the attention of all heads of departments and offices and is to be taken into account in all appointments, especially when they concern the replacement of a retiring staff member. When a staff member who is a national of an underrepresented or marginally represented Member State separates from the service, another national of the same State may be appointed to a post in the same area of the Secretariat but not necessarily in the same post or at the same level.

F. Proportion of men and women

11. The General Assembly, in part III of resolution 33/143, 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 ...". The number of female and male staff at each level in posts subject to geographical distribution on 30 June 1979 is shown by region in

TABLE C

Distribution of staff in posts subject to geographical  
 distribution among groups A to D  
 (showing number of female staff)

<u>Group</u>	<u>Year</u>	<u>Number of Member States</u>	<u>Combined desirable ranges</u>	<u>Group mid- point</u>	<u>Per- centage</u>	<u>Number of staff</u>	<u>Per- centage</u>	<u>Number at D-1 and above</u>	<u>Per- centage</u>
A	1976	82	465-806	635.5	24.4	662 (67)	25.7 (15.5)	85 (3)	27.2
	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	28.1	764 (97)	27.7 (19.0)	107 (5)	30.8
B	1976	25	1 531-1 185	1 358.0	52.2	1 351 (309)	52.6 (71.7)	165 (5)	52.9
	1977	25	1 131-1 539	1 335.0	49.4	1 361 (326)	51.8 (69.8)	172 (4)	52.1
	1978	25	1 133-1 543	1 338.0	49.6	1 367 (321)	51.1 (67.9)	173 (7)	49.7
	1979	25	1 140-1 549	1 344.5	49.8	1 405 (333)	51.0 (65.3)	169 (9)	48.7
C	1976	27	139-250	194.5	7.5	262 (43)	10.6 (10.0)	29 (2)	9.3
	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
D	1976	10	455-369	412.0	15.9	295 (12)	11.5 (2.8)	33 (1)	10.6
	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	315-425	370	13.7	285 (17)	10.3 (3.3)	33 (-)	9.5
Total	1976	144	2 590-2 610	2 600.0	100.0	2 570 (431)	100.0 (100)	312 (11)	100.0
	1977	147	2 297-3 105	2 701.0	100.0	2 626 (467)	100.0 (100)	330 (10)	100.0
	1978	149	2 293-3 104	2 698.5	100.0	2 674 (473)	100.0 (100)	348 (13)	100.0
	1979	151	2 294-3 106	2 700.0	100.0	2 758 (510)	100.0 (100)	347 (18)	100.0

table 7 A of the annex to this report. The percentage of female staff in such posts has increased from 15.2 per cent in 1971 to 17.8 per cent in 1978 and 18.6 per cent in 1979. In response to the request of the Assembly, the following guideline has been established for all appointments to posts subject to geographical distribution: at least two out of every five candidates appointed to posts in each department or office should be women. The procedure for written justification mentioned in paragraph 8 above will also apply to the rejection by a department or office of a woman candidate proposed by the Office of Personnel Services. In addition, special efforts must be made to recruit women at the First Officer (P-4) level and above. During the year, 47 or nearly 15.5 per cent of the 303 appointments to posts subject to geographical distribution were of women candidates. The number appointed at the P-4 level and above was nine of whom three were appointed at the P-4 level, four at the P-5 level and two at the Assistant Secretary-General level.

#### G. Age distribution

12. The Secretary-General was requested in section II of resolution 33/143 "to reduce the average age of staff at the P-1 and P-2 levels to thirty-five by taking necessary measures for recruitment of young professional persons and the enhancement of their career opportunities with the United Nations". The Assembly, in resolution 31/26 of 29 November 1976, had urged the Secretary-General "to increase his efforts to attract younger people to the service of the United Nations, thus increasing the proportion of youth and achieving a better age balance in the Secretariat". In resolution 32/17 B of 11 November 1977, the Assembly urged the Secretary-General "to make greater efforts, in the context of General Assembly resolution 31/26, to appoint to senior posts, both through recruitment and promotion, younger people of outstanding ability and demonstrable potential".

13. The average ages of staff in posts subject to geographical distribution and in posts with special language requirements at different levels are shown for the last five years in table D. Because these averages are very little affected by individual actions, such as appointments or promotions, a more graphic illustration of the changes that have taken place over the last five years is given in table E which shows the age distribution of staff in posts subject to geographical distribution at each level on 30 June 1975 and 30 June 1979. In order not to exacerbate the average age of staff, only in exceptional cases are candidates being appointed whose age is above the following for each professional level: P-1, 30; P-2, 35; P-3, 40; P-4, 45; P-5: 50; D-1, 55. During the year, seven candidates below 27 years of age were appointed to posts subject to geographical distribution.

TABLE D

Age distribution of staff in posts subject to geographical distribution  
 and in posts with special language requirements

1975-1979

Geographic

	<u>Under 25</u>	<u>25-29</u>	<u>30-34</u>	<u>35-39</u>	<u>40-44</u>	<u>45-49</u>	<u>50-54</u>	<u>55-59</u>	<u>60+</u>	<u>Total</u>
1975	7	90	263	372	429	435	475	330	68	2 469
1976	3	91	285	408	445	455	476	383	70	2 616
1977	2	72	276	412	466	463	491	403	87	2 672
1978	-	62	278	448	457	466	485	446	72	2 714
1979	5	46	258	486	510	494	493	440	65	2 797

Language

1975	14	81	131	107	113	79	111	84	28	748
1976	24	106	128	131	99	97	109	91	26	811
1977	17	113	140	141	102	115	107	91	30	856
1978	18	115	160	131	117	115	109	86	29	880
1979	12	108	156	144	125	118	102	99	25	889

Total

1975	21	171	394	479	542	514	586	414	96	3 217
1976	27	197	413	539	544	552	585	474	96	3 427
1977	19	185	416	553	568	578	598	494	117	3 528
1978	18	177	438	579	574	581	594	532	101	3 594
1979	17	154	414	630	635	612	595	539	90	3 686

TABLE D (continued)

Average age of staff in posts subject to geographical distribution  
 and in posts with special language requirements by grade

1975-1979

Geographic

	<u>USG</u>	<u>ASG</u>	<u>D-2</u>	<u>D-1</u>	<u>P-5</u>	<u>P-4</u>	<u>P-3</u>	<u>P-2</u>	<u>P-1</u>	<u>Total</u>
1975	53.41	50.59	52.85	53.37	50.82	46.48	42.56	39.32	35.81	45.44
1976	59.78	53.94	53.65	53.64	50.91	46.39	42.59	38.93	36.30	45.47
1977	55.54	54.93	53.63	53.83	51.14	46.21	42.74	40.07	37.12	45.90
1978	55.53	53.95	54.17	53.50	51.27	46.28	42.46	39.97	37.51	45.97
1979	55.36	54.51	54.00	53.67	50.72	46.27	42.25	40.28	37.98	45.90

Language

1975					54.25	48.08	41.14	35.45	30.16	42.46
1976					53.13	47.76	40.59	33.97	26.67	41.78
1977					53.51	48.17	40.93	33.52	28.44	41.87
1978					53.66	47.64	40.26	33.96	32.04	41.62
1979					53.09	46.79	40.54	33.97	33.51	41.85

Total

1975	53.41	50.59	52.85	53.37	51.15	46.86	42.04	38.32	35.39	44.74
1976	54.78	53.94	53.54	53.64	51.11	46.73	41.86	37.61	35.63	44.59
1977	55.54	54.93	53.54	53.83	51.36	46.70	42.07	38.04	36.69	44.92
1978	55.53	53.95	54.17	53.50	51.51	46.61	41.60	38.23	36.99	44.90
1979	55.36	54.51	54.00	53.67	50.95	46.39	41.57	38.68	37.74	44.92

TABLE E

Age distribution of staff in posts subject to geographical  
 distribution by grade

1. As at 30 June 1975

	<u>USG</u>	<u>ASG</u>	<u>D-2</u>	<u>D-1</u>	<u>P-5</u>	<u>P-4</u>	<u>P-3</u>	<u>P-2</u>	<u>P-1</u>	<u>Total</u>
Under 25	-	-	-	-	-	-	-	2	5	7
25-29	-	-	-	-	-	1	2	56	31	90
30-34	-	-	-	-	2	7	99	140	15	263
35-39	-	-	3	3	9	98	179	72	8	372
40-44	3	3	7	12	63	178	120	33	10	429
45-49	4	6	14	29	103	147	84	37	11	435
50-54	3	3	19	80	126	119	66	52	7	475
55-59	3	2	20	63	90	66	54	30	2	330
60 and above	4	2	8	16	19	8	5	6	-	68
<b>Total</b>	<b>17</b>	<b>16</b>	<b>71</b>	<b>203</b>	<b>412</b>	<b>624</b>	<b>609</b>	<b>428</b>	<b>89</b>	<b>2 469</b>

2. As at 30 June 1979

	<u>USG</u>	<u>ASG</u>	<u>D-2</u>	<u>D-1</u>	<u>P-5</u>	<u>P-4</u>	<u>P-3</u>	<u>P-2</u>	<u>P-1</u>	<u>Total</u>
Under 25	-	-	-	-	-	-	-	2	2	4
25-29	-	-	-	-	-	-	3	37	6	46
30-34	-	-	-	1	-	18	94	132	13	258
35-39	-	1	2	-	14	128	220	98	23	486
40-44	-	1	5	12	83	214	138	42	16	511
45-49	8	2	13	37	124	170	87	47	6	494
50-54	5	6	19	67	142	131	66	55	2	493
55-59	8	6	28	93	126	90	49	38	2	440
60 and above	6	5	12	14	13	7	6	2	-	65
<b>Total</b>	<b>27</b>	<b>21</b>	<b>79</b>	<b>224</b>	<b>502</b>	<b>758</b>	<b>663</b>	<b>453</b>	<b>70</b>	<b>2 797</b>

## II. RECRUITMENT AND EMPLOYMENT OF PROFESSIONAL STAFF

### A. Vacancy bulletins and publicity

14. The General Assembly, in part I of resolution 33/143, requested the Secretary-General to adopt a number of measures and guidelines regarding the recruitment of Professional staff. The first two concerned vacancy bulletins and publicity, as follows:

"(a) Bulletins containing a statement of all existing vacancies as well as all those expected to arise in the course of the following year should be issued every six months, in order to facilitate the submission by Member States of candidates for recruitment;

"(b) Publicity should be given regarding recruitment of personnel in co-operation with Member States, inter alia, through United Nations offices, universities and professional organizations, including women's organizations whenever appropriate, to fulfil the recruitment policies outlined in the present resolution."

The first vacancy bulletin issued in response to this request was transmitted to the permanent missions of each Member State on 1 June 1979. The bulletin listed all vacancies throughout the Secretariat in posts subject to geographical distribution as at 15 April 1979, except for a limited number of posts earmarked to be filled through competitive examination. Arrangements are being made for the regular identification and projection of vacancies expected in the course of each year. Subsequent issues of the vacancy bulletin will include both existing vacancies and those expected during the following 12 months, in posts subject to geographical distribution at levels up to and including the Director (D-2) level. In the case of vacancies that are to be filled by reassignment or promotion of staff from within the Secretariat, the vacancy notice will be dispensed with, but any resulting vacancy to be filled by recruitment from outside the Secretariat will be announced in the bulletin.

15. Publicity regarding the recruitment of candidates to vacant posts has been conducted in co-operation with Member States. All individual vacancy announcements are circulated to their Permanent Representatives. The heads of all Departments and Offices at Headquarters as well as the heads of United Nations offices away from Headquarters, the Directors of the United Nations Information Centres (UNIC) and the Resident Representatives of the United Nations Development Programme (UNDP) have been requested to assist in the search for qualified candidates, particularly among nationals of unrepresented and underrepresented Member States. The distribution lists for vacancy announcements have been reviewed in order to ensure a global basis for recruitment and a list of institutions of higher learning throughout the world has been compiled for publicity regarding recruitment, particularly of nationals from unrepresented or underrepresented Member States. For those posts which require highly specialized skills, lists are being prepared of relevant research and training institutions where students from unrepresented and underrepresented countries are likely to attend. These institutions will

receive vacancy announcements whenever such posts become vacant. In order to increase the number of qualified women candidates from different regions, major professional women's organizations and universities throughout the world are being approached. The World Conference of the United Nations Decade for Women, to be held in 1980, will also provide the opportunity for representatives of the Secretary-General to participate in all regional preparatory meetings scheduled to take place between August and December 1979 and through this participation to publicize the interest of the United Nations in the recruitment of women and to establish direct contact with organizations and individuals devoted to the advancement of women.

#### B. Candidates roster

16. Another of the measures the Secretary-General was requested to adopt regarding the recruitment of Professional staff read as follows:

"(c) Composition of the roster of candidates should be improved in order to make it more geographically representative and make it better reflect the recruitment needs of the Secretariat among various occupational groups as well as to increase the number of women on the roster, and, prior to filling a vacancy, a thorough search should be made of the roster for suitable candidates."

In conjunction with the work related to publicity referred to in paragraph 15 above, efforts are being concentrated on increasing the number of candidates in the roster who are nationals of unrepresented or underrepresented Member States as well as the number of women and young persons. The number and proportion of such candidates have increased over the past year. The number of candidates from unrepresented and underrepresented countries in the roster increased by over 35 per cent and the number of women candidates by more than 20 per cent over the year. Nevertheless, some difficulties remain in finding qualified candidates from certain unrepresented and underrepresented countries, especially those having a small population and/or particularly attractive alternative employment opportunities. As to the request to make the roster better reflect the recruitment needs of the Secretariat among various occupational groups, a major improvement of the coding system is now being studied on the basis of an analysis of job descriptions and projected staffing needs. In response to this request, procedures have also been introduced to ensure that the roster is always searched at the same time that vacancy announcements are prepared. Additional computer terminals are also being installed for use directly by Recruitment Officers and arrangements are being made to permit the secretariats of the regional commissions to benefit in the same way from roster searches for their vacant posts.

#### C. Competitive methods of selection

17. The General Assembly requested the Secretary-General to adopt measures with regard to the selection of staff for the Assistant Officer (P-1) level and the Associate Officer (P-2) level of the Professional category for movement from within the Secretariat and for recruitment from outside as follows:

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"(g) Movement of staff from the General Service category to the Professional category should be limited to the P-1 and P-2 levels and be permitted up to 30 per cent of the total posts available for appointment at those levels and such recruitment should be conducted exclusively through competitive methods of selection from General Service staff with at least five years' experience and post-secondary educational qualifications;

"(h) Competitive methods of recruitment should be used in consultation with the Governments concerned, organized on a national, subregional or regional basis, for selection of staff at the P-1 and P-2 levels with a view to making the geographical distribution of posts in the Secretariat more equitable;

"(i) Necessary measures should be devised to protect the confidentiality and objectivity of the methods of selection described above and to ensure that the methods of testing take into account the cultural and linguistic diversity of the membership of the United Nations."

18. In response to this request, the Secretary-General has determined that, in the present circumstance, examinations might offer the most appropriate and objective competitive method of selection. Accordingly, he has decided that previous procedures for the promotion of staff in the General Service and related categories to the Assistant Officer (P-1) and Associate Officer (P-2) levels will be replaced by new procedures which will require staff seeking promotion to take a competitive examination. The examination will be open to all staff of the regular Secretariat in the General Service and related categories with five years' or more of continuous service and post-secondary educational qualifications. It will consist of two written papers and an interview. All eligible staff members will take a core paper to test, inter alia, the staff member's analytical capacity, drafting ability and knowledge of the United Nations. In addition, each such staff member will have to take a specialized paper designed to test the specific knowledge required in the occupation concerned. Successful candidates will be interviewed by a Board of Examiners for the appropriate occupational group. The policies and procedures to be followed have been laid down in a Secretary-General's bulletin (ST/SGB/173) and an administrative instruction (ST/AI/268) of 29 August 1979. The examination is scheduled to begin with the core paper to be written on 24 November 1979.

19. In view of the large number of staff members of French nationality who are approaching the age of 60, a competition was held early in 1979, in co-operation with the French Government, in order to find young recruits at junior entry levels. The competition was open to male and female candidates of less than 27 years of age who qualified for entry to the French National School of Administration. One male and two female candidates who were successful in the examination are being offered appointments with the Secretariat. In order to find candidates of Japanese nationality to serve with the Secretariat of the United Nations, consultations are being held with representatives of the Japanese Government with regard to the possibility of holding a competition for nationals of Japan who are currently studying in Canada or the United States of America. A survey of more

than 230 colleges and universities in these two countries indicated that a large number of such students possess or are acquiring academic qualifications and linguistic abilities which would be well-suited to the various requirements of posts in the Secretariat. This competition is expected to be held early in 1980.

D. Definition of occupational groups

20. In connexion with the recruitment of Professional staff, the Assembly in section I, paragraph 1 (f), of resolution 33/143 requested that a definition of occupational groups should be established and a list of occupational groups for General Service and Professional categories should be drawn up along with standards for entry, promotion and rotation of staff. The International Civil Service Commission (ICSC), in its development of a common classification of occupational groups under article 13 of its Statute, has now established draft definitions of more than 300 occupations that are currently represented in the organizations applying the common system of salaries and allowances. These draft definitions will permit the identification of fields of work common to several of the organizations for which the Commission is responsible for establishing job classification standards. The distribution of staff among these occupations is currently being established by each organization and at the same time any additional occupations not yet defined will be identified to ensure that the occupations of all staff are defined. Standards for entry, promotion and rotation of staff are being prepared for staff working in the field of information, the first occupational group for which a Career Development Committee has been established within the Secretariat, in accordance with the Secretary-General's bulletin ST/SGB/166 of 18 May 1978.

21. Since the thirty-third session of the General Assembly, when progress in the classification of posts in the Professional category and at the Principal Officer (D-1) level at Headquarters was brought to the attention of the Assembly in the report of the Secretary-General (A/C.5/33/28), the classification of over 70 per cent of all posts at these levels at Headquarters and at other major duty stations (Geneva, Vienna, Nairobi, Bangkok, Santiago and Addis Ababa) has been completed. The classification of most of the remaining posts is at an advanced stage. There remain to be classified posts in the Department of International Economic and Social Affairs, the Department of Technical Co-operation for Development, and in the Economic Commission for Western Asia, in the United Nations Centre for Human Settlements (Habitat) and the United Nations Information Centres. The job classification standards were also used to determine the level of all new posts and to verify the justification for all requests for the reclassification of posts to a higher level. The results of the classification exercise will be reported separately to the Assembly with proposals for future work in this field.

E. Staff performance reviews

22. Information was requested by the Assembly on the over-all results of the staff performance review of Professional staff in section I, paragraph 1 (e), of resolution 33/143. Special procedures involving review by the appropriate

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appointment and promotion body are used to review the performance of staff at the expiry of probationary periods and five years after they are granted a permanent appointment. These are in addition to the evaluation of the performance of all staff by their supervisors annually in the case of staff on probationary appointments and every two years in the case of all other staff. Table F shows, for each of the last five years, the number of staff in posts subject to geographical distribution who were granted probationary appointments on initial appointment, the number of staff initially appointed for a fixed term who were subsequently granted a probationary appointment, the number of staff on probationary appointments whose period of probation was extended, the number of staff whose probationary appointments were terminated and the number of staff whose permanent appointments were not confirmed but terminated on the occasion of the five-year review for the purpose of determining whether the staff member has maintained the standards of efficiency, competence and integrity established in the Charter.

Table F

Results of staff performance review of staff in posts subject to geographical distribution for the calendar years 1974-1978

<u>Number of staff</u>	<u>1974</u>	<u>1975</u>	<u>1976</u>	<u>1977</u>	<u>1978</u>	<u>Total</u>
(a) Initially granted probationary appointments	62	63	35	17	17	194
(b) Granted probationary appointments after an initial fixed-term appointment	49	76	64	66	76	331
(c) Whose probationary period was extended	3	1	2	1	-	7
(d) Whose probationary appointment was terminated	3	1	-	-	-	4
(e) Whose permanent appointment was terminated	-	-	1	-	-	1

F. Staff mobility

23. The General Assembly also requested the Secretary-General to lay down the following guideline regarding the mobility of staff:

"(d) Professional staff of the United Nations should be encouraged to work at more than one duty station and satisfactory performance during such tours of duty should be considered an additional positive factor in evaluating them for promotion."

In the light of this interest, the mobility factor was introduced in the annual review leading to the 1979 promotion registers. Satisfactory service in a peace-keeping mission, at another duty station or with one of the subsidiary organs of the United Nations or with another organization of the United Nations family was required to be mentioned in all recommendations for promotion and was taken into account by the appointment and promotion bodies as a positive factor in the promotion reviews. As a result, mobility should become desirable for staff members wishing to advance their careers. The degree of staff mobility necessary for the Organization to accomplish the tasks entrusted to it varies from one occupation to another. As announced by the Secretary-General in his bulletin of 18 May 1978 (ST/SGB/166) on the establishment of a career development system, one of the functions of each Career Development Committee will be to advise on the frequency of movement of staff between posts in an occupational group and between different duty stations that would be appropriate.

#### G. Extensions beyond the age of retirement

24. In section II, paragraph 3, of resolution 33/143, the General Assembly requested the Secretary-General "to apply the regulations regarding the age of retirement and not grant extensions beyond the established age of retirement except for the minimum time required to find a suitable replacement, which shall be initially until the end of 1979 and thereafter not normally for more than six months after the established age of retirement". The attention of all Departments and Offices was specifically drawn to this directive, and they have been requested to make plans well in advance for the replacement of staff members who are approaching retirement age. Extensions for a limited period of normally not more than six months beyond the age of 60 may be granted only when convincing evidence is given that more time is needed to find a suitable replacement. As a transitional measure, and in keeping with the request by the General Assembly, it was also decided that staff members who have reached the age of 60 before 30 June 1979 may be extended for a period exceeding six months, but not beyond 31 December 1979. Finally, staff members whose service had already been extended may receive a further extension only until the end of the current year, even if this amounts to less than six months.

25. The above guidelines are being strictly applied with regard to all staff other than technical co-operation project personnel, who are always appointed for fixed terms and whose appointments may be extended as required for the projects on which they are engaged. The strict application of the guideline to regular staff has, however, had an impact on two particular groups of staff in posts which are not subject to geographical distribution. The Secretary-General believes that these two cases should be brought to the attention of the Assembly because he considers it would be in the interest of the Organization to continue to make a limited number of exceptions with respect to them.

26. The first group comprises staff in posts with special language requirements. There is a world-wide demand for the services of persons qualified in this field which is greater than the current supply. Few employers have a continuous need

for such services and most rely on a large pool of free-lance interpreters and translators to meet their needs as they arise. Because the demand exceeds the supply, qualified members of the pool command higher rates of pay than those of regular staff in the Secretariat. During 1978, for example, the approximate cost per assignment at Headquarters of a free-lance interpreter was 20 per cent more than the cost of an assignment performed by a regular staff member. As a consequence, many language staff join the pool immediately on retirement and remain distinguished members of it for many years. The most competent members may find employment almost full-time in this way. Since they are fully trained in the work and practices of the Organization and are well known to it, they are preferred to other members of the pool. While the Organization normally uses the pool to cover peak workloads in its conference schedule, it frequently has to use the free-lance pool in addition for work that would have been done by regular staff if all vacant posts had been filled. It is increasingly difficult and expensive to find and train a sufficient number of qualified candidates for these jobs. It is also difficult to retain trained staff and to recruit replacements who are fully capable of meeting the requirements of the Organization and who are interested in the economic and other contractual conditions that it can offer its regular staff. To retain some language staff beyond the age of 60 would therefore make it possible for the Organization to benefit from their services at the same time as reducing its costs over all.

27. The second group comprises staff in the General Service and related categories who are for the most part assigned to offices in localities where the prevailing local conditions frequently include compulsory retirement at an age much higher than 60, or may not even permit a mandatory retirement age at all. For certain functions, particularly those of a technical nature or requiring language skills that are in heavy demand on the job market, there are objective difficulties in finding suitable replacements and the cost involved can be significant.

28. In the light of these considerations, it may be in the best interest of the Organization if - whenever it is strictly necessary - a certain amount of flexibility could be used in applying the policy on retirement age to the groups of staff referred to in paragraphs 26 and 27 above taking into account the need to protect the career prospects of other staff.

### III. EMPLOYMENT OF WOMEN

29. In addition to the objective of the General Assembly of increasing the proportion of women in the Secretariat, the Assembly has sought equality of opportunity for women. In resolution 33/143, it called upon the Secretary-General and all the United Nations organizations to put an end to any form of discrimination based on sex, as laid down in Article 8 of the Charter, in conditions of employment, recruitment, promotion and training, and to ensure that the opportunities for employment and promotion of women in the United Nations are equal to those of men. The resolution also requested the Secretary-General and the executive heads of the other organizations within the United Nations system to issue, with due regard to the principle of equitable geographical distribution, policy statements and directives necessary to foster these objectives.

30. By the same resolution, the Secretary-General and the executive heads of the other organizations were requested, in pursuit of these objectives, first, to ensure that women were fairly represented on personnel advisory and administrative boards, secondly, to review existing recruitment literature, publicity and promotion procedures, and internal training programmes and, thirdly, to review and revise, as necessary, their staff rules and procedures covering assignments of married couples to the same duty station, maternity leave, part-time employment and flexible working hours. The Administrative Committee on Co-ordination (ACC) was also invited to review the situation regarding the recruitment of, and career development opportunities for, women in the secretariats of the organizations within the United Nations system and to submit periodic reports to the General Assembly incorporating specific proposals to achieve this objective, from the thirty-fourth session of the Assembly onwards. The organizations consider that the measures which are open to them to facilitate the access of women to senior positions are essentially the same as those which they could adopt for all positions in their secretariats. These include, in addition to the amendment of existing rules designed to ensure full equality of treatment for men and women by helping them to combine their occupational and family responsibilities, positive action to encourage the participation of women in all fields of the organization's activity and the appointment of women staff members to internal administrative bodies.

31. The policy of the Secretary-General on equality of men and women in the Secretariat was laid down in his bulletin ST/SGB/154 of 8 March 1977. On 8 March 1979, an information circular containing guidelines for promoting equal treatment for men and women in the Secretariat (ST/IC/79/17) was issued. This circular addresses itself to attitudes, behaviour and language that female staff members generally feel to be incompatible with their equal status. By identifying them and by alerting staff members to their inappropriateness, the circular seeks to assist in eradicating every possible incidence of discrimination based on sex in the Secretariat.

32. The principal personnel advisory and administrative boards in the Secretariat are the Joint Advisory Committee, the appointment and promotion bodies, the Joint Appeals Board, the Joint Disciplinary Committee and the Panel to investigate allegations of discriminatory treatment. They exist at Headquarters and at the

other major duty stations. Their membership is selected by, or on behalf of, the Secretary-General in consultation with the staff. The Secretary-General attaches great importance to the participation of women in these bodies, and efforts are made to ensure that a fair proportion of women are included among their members. At Headquarters, during the period 1978-1979, women accounted for 4 out of 15, or 27 per cent of the membership of the Joint Advisory Committee, including its Chairman; 8 out of 34, or 24 per cent, of the Appointment and Promotion Board and Committee; 6 out of 30, or 20 per cent, of the Joint Appeals Board; and 4 out of 13, or 31 per cent, of the Joint Disciplinary Committee. During the same period, 3 of the 5 members of the Panel to investigate allegations of discriminatory treatment were women.

33. The employment of staff members' spouses by the Organization is already allowed under the staff rules subject to certain limitations, which apply to other relatives as well. At present, except where another person equally well qualified cannot be recruited, appointment is not granted to a close relative of a staff member. While awaiting consideration of a system-wide standard by ICSC in the context of its review of recruitment standards and procedures, a new policy is being considered with respect to staff members who are married to other staff members. When one such staff member is reassigned to another duty station for a specified period, his or her spouse may be granted special leave without pay for the period to accompany the staff member who is reassigned. In addition, every effort will be made to assign the accompanying spouse to an appropriate post at the same duty station. When one such staff member is transferred indefinitely to a new duty station, every effort will be made in the same way to assign the spouse to an appropriate post at the same duty station, if possible without a break in service.

34. In accordance with the General Assembly's request in resolution 33/143, the Secretary-General and his colleagues in ACC have undertaken an examination of the pertinent staff rules with a view to determining ways and means of liberalizing maternity-leave provisions in order to facilitate the employment of women by the United Nations. In this examination, account is being taken of the practice in Member States, particularly those that are hosts to the Headquarters of the United Nations, the specialized agencies and the International Atomic Energy Agency (IAEA). Pursuant to the Assembly resolution, it has been agreed by the organizations participating in the common system to extend the present arrangements for maternity leave with full pay from 12 weeks to 16 weeks with effect from 1 January 1980.

35. As part-time employment could improve the employment opportunities of women, particularly those who wish to assume family responsibilities without abandoning their careers, ACC has decided to recommend that all organizations which do not already do so should consider the employment of part-time staff. In accordance with the request of the General Assembly, the Secretary-General is also reviewing staff rules and procedures covering part-time employment and flexible working hours. It should be noted that schemes for the application of both are already in use in some sections of the Secretariat. There are at present a number of staff members working on a part-time basis at Headquarters, at the United Nations Office at Geneva and at the United Nations Industrial Development Organization (UNIDO)

in Vienna. Flexible working hours were introduced at UNIDO in 1972 and apply to about one third of its staff. During 1979, the Department of Conference Services at Headquarters put forward proposals for introducing flexible working hours on an experimental basis. A small group of staff have been using flexible working hours in the United Nations Office at Geneva for three years. Their experience, as well as that of UNIDO and Headquarters, will be taken into account by the Secretary-General in the development of a comprehensive proposal which could be extended to all areas of the Secretariat.

#### IV. EMPLOYMENT OF GENERAL SERVICE STAFF

36. Section IV of General Assembly resolution 33/143 contained provisions dealing with measures to be taken concerning the General Service category particularly in the United Nations Office at Geneva. By it, the Secretary-General was requested to establish the entrance level qualifications and maximum levels of grades for various occupations of the General Service category at Geneva on the basis of the levels of equivalent grades for the same occupations in New York. The resolution also called for the finalization of the post-classification exercise in Geneva. The task of determining the modalities of a classification system for General Service staff at Geneva was entrusted by the United Nations Office at Geneva in 1978 to a Joint Committee composed of representatives of the staff and the administration. Its mandate concerned the formulation of recommendations on the classification system itself and also of conclusions to be used as a basis for the establishment of occupational groups. The report of the Committee contains proposals for a job-classification system based on points, given in conformity with job factors related to the knowledge and experience required, the responsibility of the post and the effort required in its functions. It also provides for a measure of career development within and between occupations. The proposals in the report will be used to harmonize, to the maximum extent possible, the definitions of occupational groups in all the organizations of the United Nations system based in Geneva, taking into account the requirements of each organization.

37. Resolution 33/143 also contained provisions by which the Secretary-General was requested to carry out the recommendations contained in the report of the Joint Inspection Unit on General Service staff of the United Nations and Geneva-based specialized agencies, in co-operation with the agencies and taking into account the relevant comments of ACC (A/33/129, para. 2) and the Advisory Committee on Administrative and Budgetary Questions. <sup>4/</sup> These recommendations were designed to achieve a more rational use of General Service staff. They referred to questions such as the establishment of common occupational groups for organizations in Geneva, recruitment measures, the nature of contracts given and the better utilization of secretarial and other services. In its comments on the recommendations, ACC noted that some of them fell within the competence of ICSC and that the views expressed by ACC in their respect were subject to reconsideration in the light of the advice the Commission may see fit to issue. These recommendations will accordingly be raised when they are considered by ICSC. Other

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<sup>4/</sup> Official Records of the General Assembly, Thirty-third Session, Supplement No. 7 (A/33/7), paras. 43-47.



recommendations were related to personnel policy reforms such as the institution of competitive examinations for the passage from the General Service to the Professional category, flexible working hours and part-time employment, which were the subject of other recommendations of the Joint Inspection Unit endorsed by the General Assembly under another section of resolution 33/143. They are being carried out in that context and are reported on in sections II and III above. Except for the establishment of a common recruitment service at Geneva, which ACC estimated to be at least as costly as the present arrangements without necessarily being more efficacious, all other recommendations are being carried out (such as those relating to the grouping where appropriate of secretaries within units into a pool, the establishment of productivity standards for typing pools and others) or are under study (such as the introduction of modern office equipment and the contracting of outside services, preferably on a common basis, for work previously done by staff members). In addition, some recommendations, such as those concerning the administering of "clerical tests" to candidates and the setting of in-grade periods as a prerequisite for promotion, will be carried out in conjunction with the establishment of a job-classification and occupational-group scheme as mentioned in the previous paragraph.

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 1978 AND 30 JUNE 1979)

R E G I O N	NUMBER OF MEMBER STATES		NUMBER OF NATIONALITIES			
			INCLUDED IN THE SECRETARIAT		NOT INCLUDED IN THE SECRETARIAT	
	30/6/78	30/6/79	30/6/78	30/6/79	30/6/78	30/6/79
AFRICA	50	50	39	42	11	8
ASIA AND THE PACIFIC	24	25	20	20	4	5
EUROPE (EASTERN)	11	11	10	10	1	1
EUROPE (WESTERN)	18	18	18	18	-	-
LATIN AMERICA	21	21	20	21	1	-
MIDDLE EAST	17	17	12	13	5	4
N. AMERICA & CARIBBEAN	8	9	7	8	1	1
SUBTOTAL	149	151	126	132	23	19
OTHERS	-	-	3	3	-	-
TOTAL	149	151	129	135	23	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 1979)

APPOINTMENT STATUS	REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
GEOGRAPHY <u>a/</u>		363	417	303	646	250	137	642	39	2 797
LANGUAGE <u>b/</u>		52	101	152	350	103	26	93	12	889
MISSION <u>c/</u>		2	4	1	11	2	-	1	-	21
UNEP <u>d/</u>		26	16	10	37	6	3	14	-	112
INTERAGENCY <u>e/</u>		-	-	-	2	-	2	3	-	7
P. RESIDENT <u>f/</u>		-	1	2	1	2	1	-	1	8
PROJECTS <u>g/</u>		3	4	-	7	4	1	-	1	20
ON LEAVE <u>h/</u>		8	4	-	10	3	1	7	2	35
SECONDED <u>i/</u>		4	9	2	21	4	4	9	-	53
TOTAL		458	556	470	1 085	374	175	769	55	3 942

- 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 1978 AND 30 JUNE 1979)

R E G I O N	NUMBER OF STAFF		INCREASE (DECREASE)		MID-POINT OF DESIRABLE RANGE		ACTUAL STAFF POSITION	
	30/6/78	30/6/79	NUMBER	PER CENT	30/6/78	30/6/79	30/6/78	30/6/79
	AFRICA	327	363	36	11.0	10.2	10.2	12.0
ASIA AND THE PACIFIC	401	417	16	4.0	21.3	21.4	14.8	14.9
EUROPE (EASTERN)	316	303	(13)	(4.0)	14.2	14.1	11.6	10.8
EUROPE (WESTERN)	639	646	7	1.1	22.7	22.6	23.5	23.1
LATIN AMERICA	238	250	12	5.0	7.2	7.2	8.8	8.9
MIDDLE EAST	132	137	5	3.8	4.4	4.4	4.9	4.9
N. AMERICA & CARIBBEAN	621	642	21	3.4	20.0	20.1	22.9	23.0
SUBTOTAL	2 674	2 758	84	3.1				
OTHERS	40	39	(1)	(2.4)			1.5	1.4
TOTAL	2 714	2 797	83	3.1	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 1978-30 JUNE 1979)

R E G I O N	APPOINTMENTS			SEPARATIONS <sup>a/</sup>			OTHER STAFF CHANGES <sup>b/</sup>	
	CAREER	FIXED-TERM	TOTAL	CAREER	FIXED-TERM	TOTAL	+	-
	AFRICA	4	39	43	2	7	9	+7
ASIA AND THE PACIFIC	1	44	45	12	21	33	+11	-7
EUROPE (EASTERN)	-	56	56	2	71	73	+6	-2
EUROPE (WESTERN)	6	54	60	35	22	57	+26	-22
LATIN AMERICA	-	30	30	18	6	24	+11	-5
MIDDLE EAST	-	13	13	4	7	11	+5	-2
N. AMERICA & CARIBBEAN	1	53	54	35	28	63	+33	-3
SUBTOTAL	12	289	301	108	162	270	+99	-46
OTHERS	-	2	2	2	3	5	+3	-1
TOTAL	12	291	303	110	165	275	+102	-47

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

<sup>b/</sup> 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 1979)

OFFICE	REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS <u>a/</u>		142	241	154	271	97	49	442	7	1 403
ECE		1	1	38	49	2	2	15	6	114
ESCAP		-	88	11	14	1	4	17	2	137
ECLA		-	2	3	14	92	3	25	-	139
ECA		126	4	5	11	3	1	8	1	159
ECWA		5	4	-	5	-	45	12	1	72
UNCTAD <u>b/</u>		27	31	21	55	18	5	34	13	204
UNIDO <u>b/</u>		32	25	45	108	23	17	53	-	303
UNEP <u>b/</u>		9	5	4	10	2	2	8	-	40
GENEVA <u>c/</u>		21	16	22	109	12	9	28	9	226
<b>TOTAL</b>		<b>363</b>	<b>417</b>	<b>303</b>	<b>646</b>	<b>250</b>	<b>137</b>	<b>642</b>	<b>39</b>	<b>2 797</b>

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 Narcotic Drugs, the Secretariat of the International Narcotics Control Board, the Division of Social Affairs, the Division of Human Rights and the Conference of the Committee on Disarmament in Geneva.

TABLE 6  
STAFF IN SENIOR POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION  
BY REGION AND LEVEL  
(AS AT 30 JUNE 1978 AND 30 JUNE 1979)

R E G I O N	30/6/78						30/6/79						INCREASE OR DECREASE
	USG	ASG	D-2	D-1	TOTAL	%	USG	ASG	D-2	D-1	TOTAL	%	
AFRICA	5	2	5	28	40	11.4	7	1	5	31	44	12.5	+4
ASIA AND THE PACIFIC	5	1	11	38	55	15.6	5	3	14	36	58	16.5	+3
EUROPE (EASTERN)	3	1	15	20	39	11.1	3	1	14	19	37	10.5	-2
EUROPE (WESTERN)	4	8	20	60	92	26.1	4	10	24	56	94	26.8	+2
LATIN AMERICA	4	2	5	21	32	9.1	4	1	4	23	32	9.1	-
MIDDLE EAST	2	-	5	14	21	6.0	2	-	5	11	18	5.1	-3
N. AMERICA & CARIBBEAN	2	4	16	47	69	19.6	2	5	12	45	64	18.2	-5
<b>SUBTOTAL</b>	<b>25</b>	<b>18</b>	<b>77</b>	<b>228</b>	<b>348</b>	<b>98.9</b>	<b>27</b>	<b>21</b>	<b>78</b>	<b>221</b>	<b>347</b>	<b>98.9</b>	<b>-1</b>
<b>OTHERS</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>1.1</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>1.1</b>	<b>-</b>
<b>TOTAL</b>	<b>25</b>	<b>18</b>	<b>78</b>	<b>231</b>	<b>352</b>	<b>100.0</b>	<b>27</b>	<b>21</b>	<b>79</b>	<b>224</b>	<b>351</b>	<b>100.0</b>	<b>-1</b>

TABLE 7  
STAFF BY REGION, LEVEL AND SEX  
(AS AT 30 JUNE 1979)

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	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	
	AFRICA	7		1	1	4	1	30	3	60	3	95	9	86	12	41	1	9	30	333	
ASIA AND THE PACIFIC	5		3		14	4	32	4	81	10	96	17	67	29	36	6	13	70	347	417	
EUROPE (EASTERN)	3		1		14		19	5	48	5	95	2	75	5	31			17	286	303	
EUROPE (WESTERN)	4	2	8	1	23	2	54	8	117	20	136	51	106	41	59	10	4	135	511	646	
LATIN AMERICA	4		1		4	3	20		49	6	61	19	34	17	21	5	6	50	200	250	
MIDDLE EAST	2				5		11	2	32	4	33	5	20	9	9	3	2	23	114	137	
N. AMERICA & CARIBBEAN	2	1	4		12	3	42	19	73	42	140	61	104	51	77	9	2	186	456	642	
OTHERS					1		3		1	1	11	2	5	6	9			9	30	39	
SUBTOTAL a/	27	3	18	2	77	13	211	41	461	91	667	166	497	170	283	34	36	520	2277	2 797	
	0.0	100.0	14.3	2.5	97.5	5.8	94.2	8.2	91.8	12.0	88.0	25.0	75.0	37.5	62.5	48.6	51.4	18.6	81.4		
TOTAL	27		21		79		224		502		758		663		453		70		2 797		

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION	P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL							
	F	H	F	H	F	H	F	H	F	H	F	H								
	AFRICA		2		3		9		4		20			13		1		8		44
ASIA AND THE PACIFIC		6		5		27		11		47		2		3		18		83	101	
EUROPE (EASTERN)		6		1		30		9		68		38				10		142	152	
EUROPE (WESTERN)		9		19		42		53		83		80		33		28		169	350	
LATIN AMERICA		1		6		14		19		19		33		6		5		40	103	
MIDDLE EAST				2		1		7		1		11		4				2	26	
N. AMERICA & CARIBBEAN				2		2		12		13		15		28		12		41	93	
OTHERS						1		5		3		2		1				5	12	
SUBTOTAL a/		12		43		79		163		145		289		54		100		3	293	889
		21.8		78.2		32.6		67.4		33.4		66.6		35.1		64.9		75.0	33.0	67.0
TOTAL		55		242		434		154		4		889								

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

GRAND TOTAL a/	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	
	0.0	100.0	14.3	85.7	2.5	97.5	5.8	94.2	9.5	90.5	17.0	83.0	28.4	71.6	36.9	63.1	50.0	50.0	22.1	77.9	
	27		21		79		224		557		1 000		1 097		607		74		3 686		

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 1979)

REGION	FUNCTION	TECHNICAL ADVISERS	INTER-REGIONAL ADVISERS	REGIONAL ADVISERS	TOTAL
AFRICA		27 (5)	3	12	42 (5)
ASIA AND THE PACIFIC		17	5	14 (1)	36 (1)
EUROPE (EASTERN)		7	1		8
EUROPE (WESTERN)		30	14	6 (2)	50 (2)
LATIN AMERICA		4	6	9	19
MIDDLE EAST		3	4	4	11
N. AMERICA & CARIBBEAN		13	7	1	21
OTHERS		2 (1)		1	3 (1)
TOTAL		103 (6)	40	47 (3)	190 (9)

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 <u>a/</u>		5	15	5	32	7	7	17	1	89
ECE										
ESCAP			10 (1)		1					11 (1)
ECLA					2 (1)	5		1		8 (1)
ECA		32 (5)	1	2	3 (1)					38 (6)
ECWA		1	1				3			5
UNCTAD <u>b/</u>			1		8	4		1	2 (1)	16 (1)
UNIDO <u>b/</u>		2	5	1	4	1				13
UNEP <u>b/</u>		2	2			2	1			7
GENEVA <u>c/</u>			1					2		3
TOTAL		42 (5)	36 (1)	8	50 (2)	19	11	21	3 (1)	190 (9)

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 Narcotic Drugs, the Secretariat of the International Narcotics Control Board, the Division of Social Affairs, the Division of Human Rights and the Conference of the Committee on Disarmament in Geneva.

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 1979)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/78	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/79	DESIRABLE RANGE
AFRICA												
ALGERIA	16	1			1	5	5	4			16	4-9
ANGOLA	0			1							1	2-7
BENIN	8					2	2	4	1		9	2-7
BOTSWANA	2 (0)						1	1	2 (1)		4 (1)	2-7
BURUNDI	2						1		2		3	2-7
CAPE VERDE	0										0	2-7
CENT AFR EMPIRE	2							2			2	2-7
CHAD	3								3		3	2-7
COMOROS	1									1	1	2-7
CONGO	5			1			3	2			6	2-7
DJIBOUTI	0										0	2-7
EGYPT	27 (6)	1		1	8 (1)	6	4 (2)	3 (1)	2 (2)	1	26 (6)	3-8
EQUATL GUINEA	0										0	2-7
ETHIOPIA	17 (0)				1	5	5	3	1 (1)	7 (1)	22 (2)	2-7
GABON	0										0	2-7
GAMBIA	5						2	3	3		8	2-7
GHANA	18 (2)	1			1	9 (1)	4 (1)	3 (1)	3		21 (2)	2-7
GUINEA	5					1	1	1	2		5	2-7
GUINEA-BISSAU	0										0	2-7
IVORY COAST	0						1				1	2-7
KENYA	14				2	3	6	1	1		13	2-7
LESOTHO	2 (1)							2 (1)	1 (1)		3 (2)	2-7
LIBERIA	2 (0)				1			1	1 (1)		3 (1)	2-7
LIBYAN ARAB J	4 (1)				1		3 (1)	1	1		6 (1)	5-10
MADAGASCAR	8 (1)						4 (1)	3 (1)	1	1	9 (1)	2-7
MALAWI	1					1		1	1		3	2-7
MALI	7					1	1	2	1		5	2-7
MAURITANIA	1					1					1	2-7
MAURITIUS	7						2	3	3		8	2-7
MOROCCO	10 (1)					3 (1)	4	3			10 (1)	3-8
MOZAMBIQUE	0										0	2-7
NIGER	3	1						1	2		4	2-7
NIGERIA	20 (1)	1			3	4	6	6	2 (1)		22 (1)	4-9

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/78	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/79	DESIRABLE RANGE	
<b>AFRICA (CONTINUED)</b>													
RWANDA	1								1		1	2-7	
S TOME PRINCPCE	0										0	2-7	
SENEGAL	10 (2)					2	2	2	2 (1)		8 (1)	2-7	
SEYCHELLES	0										0	2-7	
SIERRA LEONE	13		1		2	1	6	4	1		15	2-7	
SOMALIA	10 (1)	1					3	7 (1)			11 (1)	2-7	
SOUTH AFRICA	8 (2)				3	2 (1)	1	2 (1)			8 (2)	9-14	
SUDAN	9				2	3	3	1			9	2-7	
SWAZILAND	0 (0)									1 (1)	1 (1)	2-7	
TOGO	9				1	1	4	2	2		10	2-7	
TUNISIA	18 (1)	1			1	6	6	3 (1)	1		18 (1)	2-7	
UGANDA	16 (2)					2	7	5 (1)	3 (1)		17 (2)	2-7	
U REP CAMEROON	9				2		3	2	3		10	2-7	
U REP TANZANIA	17 (2)				1	1	4	4	7 (1)	1 (1)	18 (2)	2-7	
UPPER VOLTA	4				1	1		2			4	2-7	
ZAIRE	11 (2)				1 (1)		2	6	4 (1)		13 (2)	2-7	
ZAMBIA	2						2	2	1		5	2-7	
POPULATION RESERVE												26-26	
<b>SUBTOTAL</b>	<b>327 (25)</b>	<b>7</b>	<b>1</b>	<b>5 (1)</b>	<b>31 (1)</b>	<b>63 (3)</b>	<b>98 (3)</b>	<b>95 (9)</b>	<b>53 (12)</b>	<b>10 (1)</b>	<b>363 (30)</b>	<b>235-318</b>	
<b>ASIA AND THE PACIFIC</b>													
AUSTRALIA	34 (7)				2	2	5	14 (2)	9 (3)	7 (3)	39 (8)	27-37	
BANGLADESH	8				1	1	1	4	4	1	12	3-8	
BHUTAN	0										0	2-7	
BURMA	9					1	3	4	2		10	2-7	
CHINA	49 (16)	1			3	7 (2)	9 (1)	8 (1)	13 (5)	9 (7)	51 (16)	87-118	
DEM KAMPUCHEA	6						1	2	3		6	2-7	
FIJI	3							2	1		3	2-7	
INDIA	52 (5)				3	4	16 (1)	13 (1)	6	4	4 (1)	53 (3)	14-19
INDONESIA	17 (1)	1				1	6	6 (1)			14 (1)	4-9	
JAPAN	74 (9)	1			1	2 (1)	14 (1)	20 (3)	20 (2)	13 (3)	2 (1)	73 (10)	135-182
LAO P DEM REP	3							1	2		3	2-7	



TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/78	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/79	DESIRABLE RANGE
<b>ASIA AND THE PACIFIC (CONTINUED)</b>												
MALAYSIA	11 (0)				1		8 (1)	3		1	13 (1)	4-9
MALDIVES	0										0	2-7
MONGOLIA	1					1					1	2-7
NEPAL	10					4	6				10	2-7
NEW ZEALAND	18 (3)				2	8	2 (1)	4 (2)	1		17 (3)	7-12
PAKISTAN	15 (0)	1		1	3	4	5	3 (1)			17 (1)	3-8
PAPUA N GUINEA	0										0	2-7
PHILIPPINES	38 (13)					7 (1)	6	7 (3)	14 (8)	7 (3)	41 (15)	4-9
SAMOA	0										0	2-7
SINGAPORE	7 (0)						1	4	2 (1)		7 (1)	3-8
SOLOMON ISLANDS	0										0	2-7
SRI LANKA	22 (2)	1		2		8	6	1 (1)	2 (1)	1	21 (2)	2-7
THAILAND	22 (7)					1	4 (1)	4	10 (4)	4 (2)	23 (7)	4-9
VIET NAM	2 (1)						1		2 (2)		3 (2)	3-8
<b>POPULATION RESERVE</b>											157-157	
<b>SUBTOTAL</b>												492-666
	401 (64)	5	3	14	36 (4)	85 (4)	106 (10)	84 (17)	65 (29)	19 (6)	417 (70)	
<b>EUROPE (EASTERN)</b>												
ALBANIA	0										0	2-7
BULGARIA	10					5	2	3			10	4-9
BYELORUSSH SSR	9						3	5	1		9	9-14
CZECHOSLOVAKIA	12			1			6	3	1		11	17-22
GERMAN DEM REP	8			2	1	4	2	1			10	24-32
HUNGARY	10 (1)			2	3 (1)	4	1				10 (1)	8-13
POLAND	23 (1)	1		2		6 (2)	9	6	1		25 (2)	25-34
ROMANIA	8					5	2	1	1		9	6-11
UKRAINIAN SSR	24 (1)			2		3	4	6	6		21 (0)	27-37
USSR	194 (11)	1	1	10	11	23 (2)	61 (5)	50 (2)	23 (5)		180 (14)	179-243
YUGOSLAVIA	18	1		2	1	7	5		2		18	9-14
<b>POPULATION RESERVE</b>											8-8	
<b>SUBTOTAL</b>												324-439
	316 (14)	3	1	14	19	53 (5)	100 (5)	77 (2)	36 (5)		303 (17)	

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/78	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/79	DESIRABLE RANGE
<b>EUROPE (WESTERN)</b>												
AUSTRIA	28 (8)			2	4	7 (1)	9 (3)	3 (1)	5 (2)	4 (4)	34 (11)	13-18
BELGIUM	30 (5)	1			4 (1)	3	7	10 (2)	3 (2)	1 (1)	29 (6)	20-27
DENMARK	17 (2)		1		1	1	3	7 (2)	4		17 (2)	13-18
FINLAND	15 (7)		2 (1)		1	3	2 (1)	7 (4)	1 (1)		16 (7)	10-15
FRANCE	146 (39)	1		7 (1)	15	38 (3)	28 (5)	32 (15)	18 (10)	4 (3)	143 (37)	92-124
GERMANY, F R OF	73 (11)		2	2	4	10	28 (2)	16 (7)	17 (4)	1 (1)	80 (14)	120-163
GREECE	7			1		2	1	2	1		7	8-13
ICELAND	4 (1)					1		1	1		3 (0)	2-7
IRELAND	11			1	2	2	2	4	1	1	13	5-10
ITALY	58 (10)	1		1	3 (1)	7	13 (3)	19 (3)	11 (4)	1 (1)	56 (12)	55-74
LUXEMBOURG	4					3	1				4	3-8
MALTA	6					2	2	3			7	2-7
NETHERLANDS	32 (3)			2	4	5	7	10 (1)	4 (2)		32 (3)	25-34
NORWAY	13 (1)		1		2	3	3		1 (1)		10 (1)	10-15
PORTUGAL	7 (1)					1	4	2 (1)	2		9 (1)	5-10
SPAIN	23 (3)			1	3	7 (1)	6 (1)	2	4 (2)	1	24 (4)	27-37
SWEDEN	36 (7)		2		2	8 (1)	9 (1)	9 (4)	3		33 (6)	23-31
UNITED KINGDOM	129 (31)	1	2 (1)	7	11	22 (2)	31 (4)	30 (11)	24 (13)	1	129 <sup>2/</sup> (31)	72-98
POPULATION RESERVE												1-1
<b>SUBTOTAL</b>	<b>639 (129)</b>	<b>4</b>	<b>10 (2)</b>	<b>24 (1)</b>	<b>56 (2)</b>	<b>125 (8)</b>	<b>156 (20)</b>	<b>157 (51)</b>	<b>100 (41)</b>	<b>14 (10)</b>	<b>646 (135)</b>	<b>518-701</b>
<b>LATIN AMERICA</b>												
ARGENTINA	38 (7)				4	11	11 (1)	7 (3)	4 (3)	1 (1)	38 (8)	17-22
BOLIVIA	10				2	2	4	1	1		10	2-7
BRAZIL	22 (3)	1		1	1	8	8	3 (3)	3		25 (3)	20-26
CHILE	36 (15)				5 (2)	5	10 (2)	6 (4)	8 (6)	4 (2)	38 (16)	4-9
COLOMBIA	15 (0)	1		1	2	5	2	3	3 (1)		17 (1)	4-9
COSTA RICA	3					1	1		1		3	2-7
CUBA	8 (1)					2	1		3 (1)	2 (1)	8 (2)	4-9

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/78	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/79	DESIRABLE RANGE
<b>LATIN AMERICA (CONTINUED)</b>												
DOMINICAN REP	4 (2)							4 (2)			4 (2)	2-7
ECUADOR	8 (1)		1		3 (1)	3	1	1			9 (1)	2-7
EL SALVADOR	5 (1)					2	2		1 (1)		5 (1)	2-7
GUATEMALA	6				1		3	1			5	2-7
HAITI	12 (0)				2	2	4	2	1 (1)	1	12 (1)	2-7
HONDURAS	4					1	1	1			3	2-7
MEXICO	14 (2)					1	6	6 (1)	6 (1)		19 (2)	16-21
NICARAGUA	6 (3)						2 (1)	1	2 (1)		5 (2)	2-7
PANAMA	8 (2)					1	2 (1)	5 (2)	1	1	10 (3)	2-7
PARAGUAY	4				1		1		1		3	2-7
PERU	12 (4)	1		1	1	1	1	5 (1)	2 (2)		12 (3)	3-8
SURINAME	0							1			1	2-7
URUGUAY	15 (1)	1		1	1	3	5	4 (1)		1	16 (1)	3-8
VENEZUELA	8 (3)					1	2 (1)	2 (2)	1	1 (1)	7 (4)	9-14
POPULATION RESERVE												34-34
<b>SUBTOTAL</b>	<b>238 (45)</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>23 (3)</b>	<b>49</b>	<b>67 (6)</b>	<b>53 (19)</b>	<b>38 (17)</b>	<b>11 (5)</b>	<b>250 (50)</b>	<b>164-222</b>
<b>MIDDLE EAST</b>												
AFGHANISTAN	8			1			2	4			7	2-7
BAHRAIN	0										0	2-7
CYPRUS	11					4	1	4	1		10	2-7
DEMOCRAT YEMEN	2 (1)						1	2	1 (1)		4 (1)	2-7
IRAN	17 (2)				2	4	6 (1)	2 (1)	4 (1)		18 (3)	9-14
IRAQ	18 (2)			1	3	8 (1)	5	2	2 (1)		21 (2)	3-8
ISRAEL	4 (1)					1 (1)	2	1			4 (1)	6-11
JORDAN	12 (1)				1	5	4	1	1 (1)		12 (1)	2-7
KUWAIT	0										0	5-10
LEBANON	22 (5)				1	5	6	2 (2)	3 (2)	5 (3)	22 (7)	3-8
OHAN	0										0	2-7
QATAR	0										0	2-7
SAUDI ARABIA	3 (3)							2 (2)	1 (1)		3 (3)	6-11

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/78	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/79	DESIRABLE RANGE
<b>MIDDLE EAST (CONTINUED)</b>												
SYRIAN ARAB RP	14			3	2	3	4	2	2		16	2-7
TURKEY	14 (3)	1			2	2	6 (3)	1	2 (1)		14 (4)	7-12
U A EMIRATES	0 (0)									1 (1)	1 (1)	3-8
YEMEN	7	1				2		2			5	2-7
POPULATION RESERVE												14-14
<b>SUBTOTAL</b>	<b>132 (18)</b>	<b>2</b>		<b>5</b>	<b>11</b>	<b>34 (2)</b>	<b>37 (4)</b>	<b>25 (5)</b>	<b>18 (9)</b>	<b>5 (3)</b>	<b>137 (23)</b>	<b>101-137</b>
<b>N. AMERICA &amp; CARIBBEAN</b>												
BAHAMAS	0										0	2-7
BARBADOS	4 (1)					1	2 (1)		2	1 (1)	6 (2)	2-7
CANADA	61 (13)	1	1	2	7 (1)	12	19 (4)	17 (4)	8 (1)		67 (10)	50-67
DOMINICA	0						1				1	2-7
GRENADA	2			1		1		1			3	2-7
GUYANA	11 (5)					1	1	5 (3)	5 (1)	2 (1)	14 (5)	2-7
JAMAICA	14 (1)		1 (1)		3	1 (1)	5	1	6 (2)		17 (4)	2-7
TRINIDAD TOB	13 (2)				1	1	5 (1)	3	3 (1)		13 (2)	3-8
USA	516 (157)	1	3	9	34 (2)	75 (18)	149 (36)	138 (54)	104 (46)	8 (7)	521 (163)	382-517
POPULATION RESERVE												0-0
<b>SUBTOTAL</b>	<b>621 (179)</b>	<b>2</b>	<b>5 (1)</b>	<b>12</b>	<b>45 (3)</b>	<b>92 (19)</b>	<b>182 (42)</b>	<b>165 (61)</b>	<b>128 (51)</b>	<b>11 (9)</b>	<b>642 (186)</b>	<b>460-623</b>
<b>OTHERS</b>												
NAMIBIA	2							1	1		2	
REP OF KOREA	4 (0)						2	1 (1)			3 (1)	
SWITZERLAND	30 (8)			1	3	1	9 (1)	5 (1)	10 (6)		29 (8)	
STATELESS	4						1		4		5	
<b>SUBTOTAL</b>	<b>40 (8)</b>			<b>1</b>	<b>3</b>	<b>1</b>	<b>12 (1)</b>	<b>7 (2)</b>	<b>15 (6)</b>		<b>39 (9)</b>	
<b>TOTAL</b>	<b>2 714 (482)</b>	<b>27</b>	<b>21 (3)</b>	<b>79 (2)</b>	<b>224 (13)</b>	<b>502 (41)</b>	<b>758 (91)</b>	<b>663 (166)</b>	<b>453 (170)</b>	<b>70 (34)</b>	<b>2 797 (520)</b>	

a/ Includes one staff member from Belize, four from Hong-Kong and seven from Southern Rhodesia.

TABLE 10  
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION  
BY REGION, NATIONALITY AND TYPE OF APPOINTMENT  
(AS AT 30 JUNE 1978 AND 30 JUNE 1979)

REGION AND COUNTRY	30/6/78				30/6/79					
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
<b>AFRICA</b>										
ALGERIA	12		4	16	25.0	12		4	16	25.0
ANGOLA					0.0			1	1	100.0
BENIN	7		1	8	12.5	7		2	9	22.2
BOTSWANA			2	2	100.0			4	4	100.0
BURUNDI	1	1		2	0.0	2		1	3	33.3
CAPE VERDE					0.0					0.0
CENT AFR EMPIRE		1	1	2	50.0	1		1	2	50.0
CHAD	1	1	1	3	33.3	1	2		3	0.0
COMOROS			1	1	0.0		1		1	0.0
CONGO	4		1	5	20.0	4		1	6	16.7
DJIBOUTI					0.0					0.0
EGYPT	12		15	27	55.6	12	3	11	26	42.3
EQUATL GUINEA					0.0					0.0
ETHIOPIA	11		6	17	35.3	15	1	6	22	27.3
GABON					0.0					0.0
GAMBIA	2		3	5	60.0	3		5	8	62.5
GHANA	9	1	8	18	44.4	10		11	21	52.4
GUINEA	4		1	5	20.0	4		1	5	20.0
GUINEA-BISSAU					0.0					0.0
IVORY COAST					0.0			1	1	100.0
KENYA	6	2	6	14	42.9	8		5	13	38.5
LESOTHO	2			2	0.0	2	1		3	0.0
LIBERIA	2			2	0.0	2	1		3	0.0
LIBYAN ARAB J	4			4	0.0	4		2	6	33.3
MADAGASCAR	3	2	3	8	37.5	6		3	9	33.3
MALAWI	1			1	0.0	1	1		3	33.3
MALI	3		4	7	57.1	2		3	5	60.0
MAURITANIA	1			1	0.0	1			1	0.0
MAURITIUS	5		2	7	28.6	5	2	1	8	12.5
MOROCCO	8		2	10	20.0	8		2	10	20.0
MOZAMBIQUE					0.0					0.0
NIGER		1	2	3	66.7		1	3	4	75.0
NIGERIA	8	2	10	20	50.0	10	1	11	22	50.0
RWANDA			1	1	100.0		1		1	0.0
S TOBE PRINCP					0.0					0.0
SENEGAL	3	1	6	10	60.0	4		4	8	50.0
SEYCHELLES					0.0					0.0
SIERRA LEONE	6		7	13	53.8	5		10	15	66.7
SONALIA	5		5	10	50.0	5		6	11	54.5
SOUTH AFRICA	8			8	0.0	7		1	8	12.5
SUDAN	4	1	4	9	44.4	3	1	5	9	55.6
SWAZILAND					0.0			1	1	100.0
TOGO	4		5	9	55.6	5		5	10	50.0
TUNISIA	13	1	4	18	22.2	14		4	18	22.2
UGANDA	5		11	16	68.8	4	1	12	17	70.6
U REP CAMEROON	3	1	5	9	55.6	3	1	6	10	60.0
U REP TANZANIA	9		8	17	47.1	9		9	18	50.0
UPPER VOLTA		1	3	4	75.0		1	3	4	75.0
ZAIRE	5		6	11	54.5	5		8	13	61.5
ZAMBIA	2			2	0.0	2		3	5	60.0
<b>SUBTOTAL</b>	<b>173</b>	<b>17</b>	<b>137</b>	<b>327</b>	<b>41.9</b>	<b>186</b>	<b>20</b>	<b>157</b>	<b>363</b>	<b>43.3</b>
<b>ASIA AND THE PACIFIC</b>										
AUSTRALIA	20	2	12	34	35.3	24		15	39	38.5
BANGLADESH	1		7	8	87.5	1	2	9	12	75.0
BHUTAN					0.0					0.0
BURMA	3		6	9	66.7	3		7	10	70.0
CHINA	41	2	6	49	12.2	41		10	51	19.6
DEM KAMPUCHEA	4		2	6	33.3	4		2	6	33.3
FIJI	3			3	0.0	3			3	0.0
INDIA	38		14	52	26.9	36		17	53	32.1
INDONESIA	10		7	17	41.2	9		5	14	35.7
JAPAN	36	9	29	74	39.2	39	4	30	73	41.1
LAO P DEM REP	3			3	0.0	3			3	0.0
MALAYSIA	7	2	2	11	18.2	9	2	2	13	15.4
MALDIVES					0.0					0.0
MONGOLIA			1	1	100.0				1	100.0
NEPAL	8	1	1	10	10.0	9		1	10	10.0
NEW ZEALAND	10		8	18	44.4	10	1	6	17	35.3
PAKISTAN	9		6	15	40.0	9	1	7	17	41.2
PAPUA N GUINEA					0.0					0.0
PHILIPPINES	37		1	38	2.6	39	1	1	41	2.4
SAMOA					0.0					0.0
SINGAPORE	4	1	2	7	28.6	3		4	7	57.1

TABLE 10 (CONTINUED)

REGION AND COUNTRY	30/6/78					30/6/79				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
<b>ASIA AND THE PACIFIC (CONTINUED)</b>										
SOLOMON ISLANDS					0.0					0.0
SRI LANKA	11	1	10	22	45.5	11	3	7	21	33.3
THAILAND	18		4	22	18.2	19		4	23	17.4
VIET NAM	2			2	0.0	2		1	3	33.3
<b>SUBTOTAL</b>	<b>265</b>	<b>18</b>	<b>118</b>	<b>401</b>	<b>29.4</b>	<b>274</b>	<b>14</b>	<b>129</b>	<b>417</b>	<b>30.9</b>
<b>EUROPE (EASTERN)</b>										
ALBANIA					0.0					0.0
BULGARIA	2		8	10	80.0	2		8	10	80.0
BYELORUSSIA SSR			9	9	100.0			9	9	100.0
CZECHOSLOVAKIA			12	12	100.0			11	11	100.0
GERMAN DEM REP			8	8	100.0			10	10	100.0
HUNGARY			10	10	100.0			10	10	100.0
POLAND	3		20	23	87.0	1		24	25	96.0
ROMANIA			8	8	100.0			9	9	100.0
UKRAINIAN SSR			24	24	100.0			21	21	100.0
USSR	1		193	194	99.5	1		179	180	99.4
YUGOSLAVIA	6		12	18	66.7	8	1	9	18	50.0
<b>SUBTOTAL</b>	<b>12</b>		<b>304</b>	<b>316</b>	<b>96.2</b>	<b>12</b>	<b>1</b>	<b>290</b>	<b>303</b>	<b>95.7</b>
<b>EUROPE (WESTERN)</b>										
AUSTRIA	19		9	28	32.1	22		12	34	35.3
BELGIUM	20	1	9	30	30.0	19	2	8	29	27.6
DENMARK	15		2	17	11.8	13	1	3	17	17.6
FINLAND	8		7	15	46.7	8		8	16	50.0
FRANCE	106	4	36	146	24.7	106	7	30	143	21.0
GERMANY, F R G OF	28	12	33	73	45.2	36	11	33	80	41.3
GREECE	7			7	0.0	6		1	7	14.3
ICELAND	1	2	1	4	25.0	1	2		3	0.0
IRELAND	6	1	4	11	36.4	8	1	4	13	30.8
ITALY	44	5	9	58	15.5	43	5	8	56	14.3
LUXEMBOURG	4			4	0.0	4			4	0.0
MALTA	5		1	6	16.7	5		2	7	28.6
NETHERLANDS	20	2	10	32	31.3	20	3	9	32	28.1
NORWAY	8		5	13	38.5	8		2	10	20.0
PORTUGAL	6		1	7	14.3	6		3	9	33.3
SPAIN	19	1	3	23	13.0	20	1	3	24	12.5
SWEDEN	23	3	10	36	27.8	21	2	10	33	30.3
UNITED KINGDOM	88	6	35	129	27.1	92	3	34	129	26.4
<b>SUBTOTAL</b>	<b>427</b>	<b>37</b>	<b>175</b>	<b>639</b>	<b>27.4</b>	<b>438</b>	<b>38</b>	<b>170</b>	<b>646</b>	<b>26.3</b>
<b>LATIN AMERICA</b>										
ARGENTINA	17		21	38	55.3	15	1	22	38	57.9
BOLIVIA	9		1	10	10.0	8		2	10	20.0
BRAZIL	16		6	22	27.3	14	1	10	25	40.0
CHILE	22		14	36	38.9	22	3	13	38	34.2
COLOMBIA	10		5	15	33.3	10		7	17	41.2
COSTA RICA	1	1	1	3	33.3	1		2	3	66.7
CUBA	7		1	8	12.5	8		8	8	0.0
DOMINICAN REP	3		1	4	25.0	3		1	4	25.0
ECUADOR	7		1	8	12.5	6		3	9	33.3
EL SALVADOR	5			5	0.0	5			5	0.0
GUATEMALA	4	2		6	0.0	4	1		5	0.0
HAITI	8		4	12	33.3	9	1	2	12	16.7
HONDURAS	2		2	4	50.0	1		2	3	66.7
MEXICO	10	3	1	14	7.1	11	2	6	19	31.6
NICARAGUA	6			6	0.0	5			5	0.0
PANAMA	6		2	8	25.0	6		4	10	40.0
PARAGUAY	4			4	0.0	3			3	0.0
PERU	6		6	12	50.0	5		7	12	58.3
SURINAME					0.0			1	1	100.0
URUGUAY	7		8	15	53.3	7	3	6	16	37.5
VENEZUELA	4	1	3	8	37.5	4	1	2	7	28.6
<b>SUBTOTAL</b>	<b>154</b>	<b>7</b>	<b>77</b>	<b>238</b>	<b>32.4</b>	<b>147</b>	<b>13</b>	<b>90</b>	<b>250</b>	<b>36.0</b>
<b>MIDDLE EAST</b>										
AFGHANISTAN	4	1	3	8	37.5	4	2	1	7	14.3
BAHRAIN					0.0					0.0
CYPRUS	7		4	11	36.4	6		4	10	40.0
DEMOCRAT YEMEN		2		2	0.0	1	2	1	4	25.0

TABLE 10 (CONTINUED)

REGION AND COUNTRY	30/6/78					30/6/79				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
*****										
MIDDLE EAST (CONTINUED)										
IRAN	12	2	3	17	17.6	13	1	4	18	22.2
IRAQ	9		9	18	50.0	10	1	10	21	47.6
ISRAEL	2		2	4	50.0	2		2	4	50.0
JORDAN	6	1	5	12	41.7	7		5	12	41.7
KUWAIT					0.0					0.0
LEBANON	12	2	8	22	36.4	13		9	22	40.9
OMAN					0.0					0.0
QATAR					0.0					0.0
SAUDI ARABIA	1	1	1	3	33.3	2		1	3	33.3
SYRIAN ARAB RP	7	1	6	14	42.9	9		7	16	43.8
TURKEY	9		5	14	35.7	8	1	5	14	35.7
U A EMIRATES					0.0			1	1	100.0
YEMEN	5		2	7	28.6	3	1	1	5	20.0
SUBTOTAL	74	10	40	132	36.4	78	8	51	137	37.2
W. AMERICA & CARIBBEAN										
BAHAMAS					0.0					0.0
BARBADOS	3	1		4	0.0	5	1		6	0.0
CANADA	27	3	31	61	50.8	27	5	35	67	52.2
DOMINICA					0.0	1			1	0.0
GRENADA			2	2	100.0			3	3	100.0
GUYANA	8	1	2	11	18.2	10		4	14	28.6
JAMAICA	13		1	14	7.1	15		2	17	11.8
TRINIDAD TOB	9		4	13	30.8	9	1	3	13	23.1
USA	365	34	117	516	22.7	386	15	120	521	23.0
SUBTOTAL	425	39	157	621	25.3	453	22	167	642	26.0
OTHERS										
NAMIBIA	1		1	2	50.0	1	1		2	0.0
REP OF KOREA			4	4	100.0			3	3	100.0
SWITZERLAND	24	3	3	30	10.0	26	1	2	29	6.9
STATELESS	2		2	4	50.0	2		3	5	60.0
SUBTOTAL	27	3	10	40	25.0	29	2	8	39	20.5
TOTAL	1 557	131	1 026	2 714	37.8	1 617	118	1 062	2 797	38.0
*****										

TABLE 11  
 APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION  
 BY REGION, NATIONALITY AND LEVEL  
 (SHOWING NUMBER OF FEMALE STAFF)  
 (1 JULY 1978-30 JUNE 1979)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
<b>AFRICA</b>										
ANGOLA			1							1
BENIN					1			1		2
BOTSWANA						1		1 (1)		2 (1)
BURUNDI								1		1
CONGO						1				1
EGYPT					1					1
ETHIOPIA						1	1			2
GAMBIA						1		1		2
GHANA						1	1			2
IVORY COAST						1				1
LESOTHO								1 (1)		1 (1)
LIBERIA								1 (1)		1 (1)
LIBYAN ARAB J						1		1		2
MALAWI					1		1			2
MAURITIUS								1		1
NIGER								1		1
NIGERIA					1	1				2
SENEGAL							1			1
SIERRA LEONE				1		1				2
SOMALIA							1			1
SOUTH AFRICA							1			1
SUDAN				1	1					2
SWAZILAND								1 (1)		1 (1)
TOGO							1			1
UGANDA					1		1			2
U REP CAMEROON								1		1
U REP TANZANIA							1			1
ZAIRE							2			2
ZAMBIA							2	1		3
<b>SUBTOTAL</b>			<b>1</b>	<b>2</b>	<b>6</b>	<b>9</b>	<b>13</b>	<b>12</b> (4)		<b>43</b> (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
<b>ASIA AND THE PACIFIC</b>										
AUSTRALIA			1	1	1	1	2			6
BANGLADESH			1		1	2	2			6
BURMA						1	1			2
CHINA	1			2			2			5
INDIA		3			2	1				6
JAPAN	1				1	1	5	2 (1)	1	11 (1)
MALAYSIA						1 (1)				1 (1)
NEW ZEALAND								1		1
PAKISTAN						1	2 (1)			3 (1)
PHILIPPINES							1			1
SINGAPORE						1		1 (1)		2 (1)
VIET NAM								1 (1)		1 (1)
<b>SUBTOTAL</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>9 (1)</b>	<b>15 (1)</b>	<b>5 (3)</b>	<b>1</b>	<b>45 (5)</b>
<b>EUROPE (EASTERN)</b>										
BULGARIA							1			1
BYELORUSSN SSR							1			1
CZECHOSLOVAKIA						1	1			2
GERMAN DEM REP					1			1		2
HUNGARY					1	1				2
POLAND					3 (1)	2	2	1		8 (1)
ROMANIA					1					1
UKRAINIAN SSR					1	1		1		3
USSR			3	1	5 (1)	7 (1)	14 (1)	6 (1)		36 (4)
<b>SUBTOTAL</b>			<b>3</b>	<b>1</b>	<b>12 (2)</b>	<b>12 (1)</b>	<b>19 (1)</b>	<b>9 (1)</b>		<b>56 (5)</b>
<b>EUROPE (WESTERN)</b>										
AUSTRIA			1		1	1		1		4
BELGIUM					1			1	1 (1)	3 (1)
DENMARK		1					1	1		3
FINLAND					1		1			2
FRANCE			1		1	1	1	1 (1)	1	6 (1)
GERMANY, F R OF				1		4	1 (1)	6 (2)	1 (1)	13 (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
<b>EUROPE (WESTERN) (CONTINUED)</b>										
GREECE							1			1
ICELAND								1		1
IRELAND									1	1
ITALY							1	3 (3)		4 (3)
MALTA							1			1
NETHERLANDS							2			2
PORTUGAL								2		2
SPAIN					1			1 (1)	1	3 (1)
SWEDEN		1					2 (1)			3 (1)
UNITED KINGDOM		1 (1)			1 (1)	6	3 (1)			11 (3)
<b>SUBTOTAL</b>		<b>3 (1)</b>	<b>2</b>	<b>1</b>	<b>6 (1)</b>	<b>12</b>	<b>14 (3)</b>	<b>17 (7)</b>	<b>5 (2)</b>	<b>60 (14)</b>
<b>LATIN AMERICA</b>										
ARGENTINA					1	2	1 (1)	1		5 (1)
BOLIVIA						1				1
BRAZIL				1	1	2		2		6
CHILE					1		1			2
COLOMBIA				1				1 (1)		2 (1)
COSTA RICA								1		1
ECUADOR					1					1
MEXICO						1	3	1		5
PANAMA							1 (1)		1	2 (1)
PERU	1						1			2
SURINAME							1			1
URUGUAY						1				1
VENEZUELA								1		1
<b>SUBTOTAL</b>	<b>1</b>			<b>2</b>	<b>4</b>	<b>7</b>	<b>8 (2)</b>	<b>7 (1)</b>	<b>1</b>	<b>30 (3)</b>
<b>MIDDLE EAST</b>										
AFGHANISTAN								1		1
DEMOCRAT YEMEN								1		1
IRAN								1 (1)		1 (1)
IRAQ					1	1	2			4
ISRAEL						1				1

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 (CONTINUED)										
LEBANON						1				1
SYRIAN ARAB RP						1				1
TURKEY							1 (1)	1		2 (1)
U A EMIRATES								1 (1)		1 (1)
SUBTOTAL					1	4	3 (1)	5 (2)		13 (3)
N. AMERICA & CARIBBEAN										
BARBADOS									1 (1)	1 (1)
CANADA					2	4	2	3		11
GRENADA							1			1
GUYANA							1	1		2
JAMAICA		1 (1)								1 (1)
USA		1		2	5 (1)	10 (1)	6 (2)	13 (5)	1 (1)	38 (10)
SUBTOTAL		2 (1)		2	7 (1)	14 (1)	10 (2)	17 (5)	2 (2)	54 (12)
OTHERS										
REP OF KOREA							1 (1)			1 (1)
STATELESS								1		1
SUBTOTAL							1 (1)	1		2 (1)
TOTAL	3	8 (2)	8	11	41 (4)	67 (3)	83 (11)	73 (23)	9 (4)	303 (47)
*****										

TABLE 12  
STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION  
BY REGION, NATIONALITY AND TYPE OF APPOINTMENT  
(SHOWING NUMBER OF FEMALE STAFF)  
(1 JULY 1978-30 JUNE 1979)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/78	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/	NUMBER OF STAFF 30/6/79	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL			
AFRICA										
ALGERIA	16								16	
ANGOLA	0		1	1					1	
BENIN	8		2	2			-1		9	
BOTSWANA	2 (0)		2 (1)	2 (1)					4 (1)	
BURUNDI	2		1	1					3	
CAPE VERDE	0								0	
CENT AFR EMPIRE	2								2	
CHAD	3								3	
COMOROS	1								1	
CONGO	5	1		1					6	
DJIBOUTI	0								0	
EGYPT	27 (6)		1	1			2	2	26 (6)	
EQUATL GUINEA	0								0	
ETHIOPIA	17 (0)		2	2			1	1 (+1)	22 (2)	
GABON	0								0	
GAMBIA	5		2	2				+1	8	
GHANA	18 (2)		2	2				+1	21 (2)	
GUINEA	5								5	
GUINEA-BISSAU	0								0	
IVORY COAST	0		1	1					1	
KENYA	14						1	1	13	
LESOTHO	2 (1)	1 (1)		1 (1)					3 (2)	
LIBERIA	2 (0)	1 (1)		1 (1)					3 (1)	
LIBYAN ARAB J	4 (1)		2	2					6 (1)	
MADAGASCAR	8 (1)							+1	9 (1)	
MALAWI	1	1	1	2					3	
MALI	7				1	1	2		5	
MAURITANIA	1								1	
MAURITIUS	7		1	1					8	
MOROCCO	10 (1)								10 (1)	
MOZAMBIQUE	0								0	
NIGER	3		1	1					4	
NIGERIA	20 (1)		2	2					22 (1)	



REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/78	APPOINTMENTS			SEPARATIONS <sup>a/</sup>			OTHER STAFF CHANGES <sup>b/</sup>	NUMBER OF STAFF 30/6/79	SPECIAL CATEGORY <sup>c/</sup>
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL			
<b>ASIA AND THE PACIFIC (CONTINUED)</b>										
HONGOLIA	1								1	
NEPAL	10								10	
NEW ZEALAND	18 (3)	1		1		2		2	17 (3)	
PAKISTAN	15 (0)	3 (1)		3 (1)		1		1	17 (1)	
PAPUA N GUINEA	0								0	
PHILIPPINES	38 (13)	1		1	2 (1)			2 (1) +4 (+3)	41 (15)	
SAMOA	0								0	
SINGAPORE	7 (0)	2 (1)		2 (1)	2			2	7 (1)	
SOLOMON ISLANDS	0								0	
SRI LANKA	22 (2)					1		1	21 (2)	
THAILAND	22 (7)							+1	23 (7)	
VIET NAM	2 (1)	1 (1)		1 (1)					3 (2)	
<b>SUBTOTAL</b>	<b>401 (64)</b>	<b>1 (1)</b>	<b>44 (4)</b>	<b>45 (5)</b>	<b>12 (3)</b>	<b>21</b>	<b>33 (3)</b>	<b>+11 (+5) -7 (-3)</b>	<b>417 (70)</b>	<b>1</b>
<b>EUROPE (EASTERN)</b>										
ALBANIA	0								0	
BULGARIA	10	1		1		1		1	10	
BYELORUSSN SSR	9	1		1		1		1	9	
CZECHOSLOVAKIA	12	2		2		3		3	11	1
GERMAN DEM REP	8	2		2		1		+1	10	
HUNGARY	10 (1)	2		2		2		2	10 (1)	
POLAND	23 (1)	8 (1)		8 (1)	2	4		6	25 (2)	1
ROMANIA	8	1		1					9	
UKRAINIAN SSR	24 (1)	3		3		7 (1)		+1 (1)	21 (0)	
USSR	194 (11)	36 (4)		36 (4)		52 (1)		+3 (1) -1	180 (14)	
YUGOSLAVIA	18							+1 -1	18	
<b>SUBTOTAL</b>	<b>316 (14)</b>	<b>56 (5)</b>	<b>56 (5)</b>	<b>56 (5)</b>	<b>2</b>	<b>71 (2)</b>	<b>73 (2)</b>	<b>+6 -2</b>	<b>303 (17)</b>	<b>2</b>
<b>EUROPE (WESTERN)</b>										
AUSTRIA	28 (8)	4		4		1		+4 (+4) -1 (-1)	34 (11)	
BELGIUM	30 (5)	1	2 (1)	3 (1)	2	2		4	29 (6)	
DENMARK	17 (2)	3		3	3	1		+1	17 (2)	
FINLAND	15 (7)	2		2		1		1	16 (7)	

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/78	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/6/79	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
<b>EUROPE (WESTERN) (CONTINUED)</b>											
FRANCE	146 (39)		6 (1)	6 (1)	9 (3)	4 (2)	13 (5)	+9 (+4)	-5 (-2)	143 (37)	
GERMANY, F R OF	73 (11)	2	11 (4)	13 (4)		3 (1)	3 (1)		-3	80 (14)	
GREECE	7		1	1	1		1			7	
ICELAND	4 (1)	1		1	1	1 (1)	2 (1)			3 (0)	
IRELAND	11		1	1				+1		13	
ITALY	58 (10)	1	3 (3)	4 (3)	2		2	+2	-6 (-1)	56 (12)	
LUXEMBOURG	4									4	
MALTA	6		1	1						7	
NETHERLANDS	32 (3)		2	2	1		1	+1	-2	32 (3)	
NORWAY	13 (1)				2	1	3			10 (1)	
PORTUGAL	7 (1)		2	2						9 (1)	
SPAIN	23 (3)	1	2 (1)	3 (1)	2	1	3	+1		24 (4)	
SWEDEN	36 (7)		3 (1)	3 (1)	3 (1)	1	4 (1)		-2 (-1)	33 (6)	
UNITED KINGDOM	129 (31)		11 (3)	11 (3)	9 (3)	6 (2)	15 (5)	+7 (+3)	-3 (-1)	129 (31)	1
<b>SUBTOTAL</b>	<b>639 (129)</b>	<b>6</b>	<b>54 (14)</b>	<b>60 (14)</b>	<b>35 (7)</b>	<b>22 (6)</b>	<b>57 (13)</b>	<b>+26 (+11)</b>	<b>-22 (-10)</b>	<b>646 (135)</b>	<b>1</b>
<b>LATIN AMERICA</b>											
ARGENTINA	38 (7)		5 (1)	5 (1)	3 (1)	2	5 (1)	+1 (+1)	-1	38 (8)	
BOLIVIA	10		1	1	1		1			10	
BRAZIL	22 (3)		6	6	2	1	3			25 (3)	
CHILE	36 (15)		2	2	4 (2)		4 (2)	+5 (+4)	-1 (-1)	38 (16)	
COLOMBIA	15 (0)		2 (1)	2 (1)	1		1	+1		17 (1)	
COSTA RICA	3		1	1	1		1			3	
CUBA	8 (1)				1	1	2	+2 (+1)		8 (2)	2
DOMINICAN REP	4 (2)									4 (2)	
ECUADOR	8 (1)		1	1						9 (1)	
EL SALVADOR	5 (1)									5 (1)	
GUATEMALA	6				1		1			5	
HAITI	12 (0)							+1 (+1)	-1	12 (1)	
HONDURAS	4				1		1			3	

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/78	APPOINTMENTS			SEPARATIONS <sup>a/</sup>			OTHER STAFF CHANGES <sup>b/</sup>		NUMBER OF STAFF 30/6/79	SPECIAL CATEGORY <sup>c/</sup>	
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL					
<b>LATIN AMERICA (CONTINUED)</b>												
MEXICO	14 (2)		5	5						19 (2)		
NICARAGUA	6 (3)				1 (1)		1 (1)			5 (2)		
PANAMA	8 (2)		2 (1)	2 (1)						10 (3)		
PARAGUAY	4				1		1			3		
PERU	12 (4)		2	2	1		1 (1)			12 (3)		
SURINAME	0		1	1						1		
URUGUAY	15 (1)		1	1						16 (1)		
VENEZUELA	8 (3)		1	1			1	1	+1 (+1)	-2	7 (4)	
<b>SUBTOTAL</b>	<b>238 (45)</b>		<b>30 (3)</b>	<b>30 (3)</b>	<b>18 (4)</b>		<b>6 (1)</b>	<b>24 (5)</b>	<b>+11 (+8)</b>	<b>-5 (-1)</b>	<b>250 (50)</b>	<b>2</b>
<b>MIDDLE EAST</b>												
AFGHANISTAN	8		1	1			2	2			7	
BAHRAIN	0										0	
CYPRUS	11				1			1			10	
DEMOCRAT YEMEN	2 (1)		1	1					+1		4 (1)	
IRAN	17 (2)		1 (1)	1 (1)							18 (3)	
IRAQ	18 (2)		4	4			1	1			21 (2)	
ISRAEL	4 (1)		1	1			1	1			4 (1)	
JORDAN	12 (1)						1	1	+1		12 (1)	1
KUWAIT	0										0	
LEBANON	22 (5)		1	1	2		1	3	+2 (+2)		22 (7)	
OHAN	0										0	
QATAR	0										0	
SAUDI ARABIA	3 (3)										3 (3)	
SYRIAN ARAB RP	14		1	1					+1		16	
TURKEY	14 (3)		2 (1)	2 (1)	1		1	2			14 (4)	
U A EMIRATES	0 (0)		1 (1)	1 (1)							1 (1)	
YEMEN	7									-2	5	
<b>SUBTOTAL</b>	<b>132 (18)</b>		<b>13 (3)</b>	<b>13 (3)</b>	<b>4</b>		<b>7</b>	<b>11</b>	<b>+5 (+2)</b>	<b>-2 (-1)</b>	<b>137 (23)</b>	<b>1</b>



TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/78	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/6/79	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
<b>N. AMERICA &amp; CARIBBEAN</b>											
BAHAMAS	0									0	
BARBADOS	4 (1)	1 (1)		1 (1)				+1		6 (2)	
CANADA	61 (13)		11	11	2 (2)	3	5 (2)			67 (10)	
DOMINICA	0							+1		1	
GRENADA	2		1	1						3	
GUYANA	11 (5)		2	2				+1		14 (5)	
JAMAICA	14 (1)		1 (1)	1 (1)				+2 (+2)		17 (4)	
TRINIDAD TOB	13 (2)									13 (2)	
USA	516 (157)		38 (10)	38 (10)	33 (9)	25 (4)	58 (13)	+28 (+9)	-3	521 (163)	
<b>SUBTOTAL</b>	<b>621 (179)</b>	<b>1 (1)</b>	<b>53 (11)</b>	<b>54 (12)</b>	<b>35 (11)</b>	<b>28 (4)</b>	<b>63 (15)</b>	<b>+33 (+11)</b>	<b>-3</b>	<b>642 (186)</b>	
<b>OTHERS</b>											
NAMIBIA	2									2	
REP OF KOREA	4 (0)		1 (1)	1 (1)		2	2			3 (1)	
SWITZERLAND	30 (8)				2 (2)	1	3 (2)	+3 (+2)	-1	29 (8)	
STATELESS	4		1	1						5	1
<b>SUBTOTAL</b>	<b>40 (8)</b>		<b>2 (1)</b>	<b>2 (1)</b>	<b>2 (2)</b>	<b>3</b>	<b>5 (2)</b>	<b>+3 (+2)</b>	<b>-1</b>	<b>39 (9)</b>	<b>1</b>
<b>TOTAL</b>	<b>2 714 (482)</b>	<b>12 (4)</b>	<b>291 (43)</b>	<b>303 (47)</b>	<b>110 (27)</b>	<b>165 (13)</b>	<b>275 (40)</b>	<b>+2 (+40)</b>	<b>-47 (-17)</b>	<b>2 797 (520)</b>	<b>8</b>

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.

g/ 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 1979)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
<b>AFRICA</b>										
ALGERIA	1				1	1	1			4
ANGOLA			1							1
BENIN					1			1		2
BOTSWANA						1	1	2		4
BURUNDI								1		1
CENT AFR REPUBLIC							1			1
CONGO			1							1
EGYPT	1			3	2	1	3		1	11
ETHIOPIA					2	2	2			6
GAMBIA						1	1	3		5
GHANA	1				6	1	1	2		11
GUINEA								1		1
IVORY COAST						1				1
KENYA				1	1	2		1		5
LIBYAN ARAB J						1		1		2
MADAGASCAR						1	2			3
MALAWI							1			1
MALI					1		1	1		3
MAURITIUS								1		1
MOROCCO					1		1			2
NIGER	1						1	1		3
NIGERIA	1				1	3	4	2		11
SENEGAL					1		2	1		4
SIERRA LEONE		1		1	1	2	4	1		10
SOMALIA	1						5			6
SOUTH AFRICA							1			1
SUDAN				2	1	2				5
SWAZILAND								1		1
TOGO						1	2	2		5
TUNISIA	1					2	1			4
UGANDA					2	4	3	3		12
U REP CAMEROON				2		1	2	1		6
U REP TANZANIA			1	1	2		4	1		9
UPPER VOLTA				1	1		1			3
ZAIRE			1				4	3		8
ZAMBIA							2	1		3
<b>SUBTOTAL</b>	<b>7</b>	<b>1</b>	<b>4</b>	<b>11</b>	<b>24</b>	<b>27</b>	<b>51</b>	<b>31</b>	<b>1</b>	<b>157</b>

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
<b>ASIA AND THE PACIFIC</b>										
AUSTRALIA			1	1	3	5	3	2		15
BANGLADESH			1	1		3	3	1		9
BURMA					1	4	2			7
CHINA	1			3	1		4	1		10
DEM KAMPUCHEA							2			2
INDIA		3	2	6	3	1	2			17
INDONESIA	1			1		3				5
JAPAN	1			1	5	8	8	6	1	30
MALAYSIA						2				2
MONGOLIA					1					1
NEPAL					1					1
NEW ZEALAND					2		3	1		6
PAKISTAN	1			1	2	1	2			7
PHILIPPINES							1			1
SINGAPORE						1	2	1		4
SRI LANKA	1		1		3	2				7
THAILAND						1	1	2		4
VIET NAM								1		1
<b>SUBTOTAL</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>14</b>	<b>22</b>	<b>31</b>	<b>33</b>	<b>15</b>	<b>1</b>	<b>129</b>
<b>EUROPE (EASTERN)</b>										
BULGARIA					4	2	2			8
BYELORUSSN SSR						3	5	1		9
CZECHOSLOVAKIA				1		6	3	1		11
GERMAN DEM REP				2	1	4	2	1		10
HUNGARY				2	3	4	1			10
POLAND	1			2	6	8	6	1		24
ROMANIA					5	2	1	1		9
UKRAINIAN SSR			2		3	4	6	6		21
USSR	1	1	10	10	23	61	50	23		179
YUGOSLAVIA	1			1	3	3		1		9
<b>SUBTOTAL</b>	<b>3</b>	<b>1</b>	<b>12</b>	<b>18</b>	<b>48</b>	<b>97</b>	<b>76</b>	<b>35</b>		<b>290</b>
<b>EUROPE (WESTERN)</b>										
AUSTRIA			2	2	2	3	2	1		12
BELGIUM	1				1	2	1	2	1	8
DENMARK		1					1	1		3
FINLAND		2		1	1	1	3			8
FRANCE	1		2	3	7	8	7	1	1	30
GERMANY, F R OF		2	2	4	4	9	5	6	1	33
GREECE							1			1
IRELAND			1		1			1	1	4
ITALY	1				2		2	2	1	8

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
<b>EUROPE (WESTERN) (CONTINUED)</b>										
HALTA							2			2
NETHERLANDS			2		3		4			9
NORWAY		1			1					2
PORTUGAL						1		2		3
SPAIN					1			1	1	3
SWEDEN		2		1		2	3	2		10
UNITED KINGDOM	1	2	1	2	5	7	12	4		34
<b>SUBTOTAL</b>	<b>4</b>	<b>10</b>	<b>10</b>	<b>13</b>	<b>28</b>	<b>33</b>	<b>43</b>	<b>23</b>	<b>6</b>	<b>170</b>
<b>LATIN AMERICA</b>										
ARGENTINA				3	6	6	5	2		22
BOLIVIA						1	1			2
BRAZIL	1			1	3	3		2		10
CHILE				2	3	4	3		1	13
COLOMBIA	1		1	2			2	1		7
COSTA RICA						1		1		2
DOMINICAN REP							1			1
ECUADOR		1			2					3
HAITI				1			1			2
HONDURAS					1	1				2
MEXICO					1	1	3	1		6
PANAMA						1	2		1	4
PERU	1		1	1			3	1		7
SURINAME							1			1
URUGUAY	1		1		2	2				6
VENEZUELA							1	1		2
<b>SUBTOTAL</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>10</b>	<b>18</b>	<b>20</b>	<b>23</b>	<b>9</b>	<b>2</b>	<b>90</b>
<b>MIDDLE EAST</b>										
AFGHANISTAN							1			1
CYPRUS					1		3			4
DEMOCRAT YEMEN							1			1
IRAN						1	1	2		4
IRAQ			1	1	3	2	2	1		10
ISRAEL						1	1			2
JORDAN					2	2	1			5
LEBANON					1	2		1	5	9
SAUDI ARABIA								1		1
SYRIAN ARAB REP			3			2	1	1		7
TURKEY	1			1		1		2		5
U A EMIRATES								1		1
YEMEN	1									1
<b>SUBTOTAL</b>	<b>2</b>		<b>4</b>	<b>2</b>	<b>7</b>	<b>11</b>	<b>11</b>	<b>9</b>	<b>5</b>	<b>51</b>

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
<b>N. AMERICA &amp; CARIBBEAN</b>										
CANADA	1	1	2	2	4	9	9	7		35
GRENADA			1		1		1			3
GUYANA							1	2	1	4
JAMAICA		1		1						2
TRINIDAD TOB				1		1		1		3
USA	1	3	3	12	14	31	28	26	2	120
<b>SUBTOTAL</b>	<b>2</b>	<b>5</b>	<b>6</b>	<b>16</b>	<b>19</b>	<b>41</b>	<b>39</b>	<b>36</b>	<b>3</b>	<b>167</b>
<b>OTHERS</b>										
REP OF KOREA						2	1			3
SWITZERLAND				1		1				2
STATELESS						1		2		3
<b>SUBTOTAL</b>				<b>1</b>		<b>4</b>	<b>1</b>	<b>2</b>		<b>8</b>
<b>TOTAL</b>	<b>27</b>	<b>21</b>	<b>44</b>	<b>85</b>	<b>166</b>	<b>264</b>	<b>277</b>	<b>160</b>	<b>18</b>	<b>1 062</b>

TABLE 14  
STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS  
BY REGION, NATIONALITY AND LEVEL  
(SHOWING NUMBER OF FEMALE STAFF)  
(AS AT 30 JUNE 1979)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/78	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/79
<b>AFRICA</b>							
ALGERIA	4 (1)		2 (1)	3	1		6 (1)
EGYPT	31 (4)	2	10 (2)	16 (3)	8	1 (1)	37 (6)
MALI	1				1		1
MOROCCO	1 (1)			1 (1)			1 (1)
SUDAN	2			2			2
TUNISIA	2			2	2		4
ZAIRE	1				1		1
<b>SUBTOTAL</b>	<b>42 (6)</b>	<b>2</b>	<b>12 (3)</b>	<b>24 (4)</b>	<b>13</b>	<b>1 (1)</b>	<b>52 (8)</b>
<b>ASIA AND THE PACIFIC</b>							
AUSTRALIA	1						0
CHINA	98 (15)	6	31 (5)	55 (10)	4 (2)		96 (17)
JAPAN	0		1				1
MALAYSIA	2			2			2
NEW ZEALAND	1				1		1
VIET NAM	1 (1)			1 (1)			1 (1)
<b>SUBTOTAL</b>	<b>103 (16)</b>	<b>6</b>	<b>32 (5)</b>	<b>58 (11)</b>	<b>5 (2)</b>		<b>101 (18)</b>
<b>EUROPE (EASTERN)</b>							
GERMAN DEM REP	1		1				1
UKRAINIAN SSR	2			1			1
USSR	155 (10)	6	30 (1)	76 (9)	38		150 (10)
<b>SUBTOTAL</b>	<b>158 (10)</b>	<b>6</b>	<b>31 (1)</b>	<b>77 (9)</b>	<b>38</b>		<b>152 (10)</b>
<b>EUROPE (WESTERN)</b>							
AUSTRIA	3 (1)			2	3 (2)	1 (1)	6 (3)
BELGIUM	14 (6)		5 (3)	7 (3)	3		15 (6)
FINLAND	1		1				1
FRANCE	174 (102)	13 (7)	49 (27)	80 (50)	26 (16)		168 (100)
GERMANY, F R OF	2	1		1	2 (2)		4 (2)
ICELAND	1 (1)				1 (1)		1 (1)

TABLE 14 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/78	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/79
<b>EUROPE (WESTERN) (CONTINUED)</b>							
IRELAND	4 (1)	1	1 (1)	1	1		4 (1)
ITALY	2 (1)			1			1 (0)
SPAIN	48 (10)	6	12 (2)	23 (5)	10 (2)	1 (1)	52 (10)
UNITED KINGDOM	96 (42)	7 (2)	27 (9)	48 (25)	15 (10)	1	98 (46)
<b>SUBTOTAL</b>	<b>345 (164)</b>	<b>28 (9)</b>	<b>95 (42)</b>	<b>163 (83)</b>	<b>61 (33)</b>	<b>3 (2)</b>	<b>350 (169)</b>
<b>LATIN AMERICA</b>							
ARGENTINA	41 (13)	4 (1)	11 (3)	24 (8)	1		40 (12)
BOLIVIA	3 (1)	1	1	1 (1)			3 (1)
CHILE	16 (8)	1	7 (2)	7 (4)	1		16 (6)
COLOMBIA	7 (5)		2 (2)	3 (1)	2 (2)		7 (5)
CUBA	5		1	3	1		5
ECUADOR	5 (2)		2 (1)	3 (1)			5 (2)
HAITI	1 (1)		1 (1)				1 (1)
MEXICO	7 (3)	1	3 (1)	2 (2)			6 (3)
PARAGUAY	2 (1)		1 (1)	1			2 (1)
PERU	6 (4)			4 (2)	2 (2)		6 (4)
URUGUAY	10 (3)		3 (2)	4	4 (2)		11 (4)
VENEZUELA	1 (1)		1 (1)				1 (1)
<b>SUBTOTAL</b>	<b>104 (42)</b>	<b>7 (1)</b>	<b>33 (14)</b>	<b>52 (19)</b>	<b>11 (6)</b>		<b>103 (40)</b>
<b>MIDDLE EAST</b>							
ISRAEL	4 (1)			3 (1)			3 (1)
JORDAN	6		3	2			5
LEBANON	5		1	3	1		5
SYRIAN ARAB RP	10 (1)	2	4 (1)	4	3		13 (1)
<b>SUBTOTAL</b>	<b>25 (2)</b>	<b>2</b>	<b>8 (1)</b>	<b>12 (1)</b>	<b>4</b>		<b>26 (2)</b>

TABLE 14 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/78	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/79
<b>N. AMERICA &amp; CARIBBEAN</b>							
CANADA	12 (2)	1	2	6 (1)	3 (1)		12 (2)
JAMAICA	3 (2)		1 (1)	1	1 (1)		3 (2)
TRINIDAD TOB	1			1			1
USA	75 (37)	3 (2)	22 (11)	35 (14)	17 (10)		77 (37)
<b>SUBTOTAL</b>	<b>91 (41)</b>	<b>4 (2)</b>	<b>25 (12)</b>	<b>43 (15)</b>	<b>21 (12)</b>		<b>93 (41)</b>
<b>OTHERS</b>							
SWITZERLAND	11 (5)		6 (1)	4 (3)	1 (1)		11 (5)
STATELESS	1			1			1
<b>SUBTOTAL</b>	<b>12 (5)</b>		<b>6 (1)</b>	<b>5 (3)</b>	<b>1 (1)</b>		<b>12 (5)</b>
<b>TOTAL</b>	<b>880 (286)</b>	<b>55 (12)</b>	<b>242 (79)</b>	<b>434 (145)</b>	<b>154 (54)</b>	<b>4 (3)</b>	<b>889 (293)</b>



TABLE 15  
 PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE  
 BY REGION, NATIONALITY AND LEVEL  
 (SHOWING NUMBER OF FEMALE STAFF)  
 (AS AT 30 JUNE 1979)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/78	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/79
<b>AFRICA</b>											
EGYPT	0							1			1
GHANA	2		1								1
<b>SUBTOTAL</b>	<b>2</b>		<b>1</b>					<b>1</b>			<b>2</b>
<b>ASIA AND THE PACIFIC</b>											
FIJI	1								1		1
INDIA	1										0
INDONESIA	1		1								1
JAPAN	1										0
NEW ZEALAND	2								1		1
SRI LANKA	0			1							1
<b>SUBTOTAL</b>	<b>6</b>		<b>1</b>	<b>1</b>					<b>2</b>		<b>4</b>
<b>EUROPE (EASTERN)</b>											
POLAND	1										1
<b>SUBTOTAL</b>	<b>1</b>										<b>1</b>
<b>EUROPE (WESTERN)</b>											
AUSTRIA	1										0
DENMARK	1					1					1
FINLAND	2	1	1								2
FRANCE	0								1		1
GERMANY, F R OF	0							1			1
IRELAND	1		1		1						2
NETHERLANDS	0						1				1
NORWAY	1										0
SWEDEN	1			1				1			2
UNITED KINGDOM	0									1	1
<b>SUBTOTAL</b>	<b>7</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>11</b>
<b>LATIN AMERICA</b>											
COLOMBIA	1								1		1
HAITI	1					1					1
<b>SUBTOTAL</b>	<b>2</b>					<b>1</b>			<b>1</b>		<b>2</b>
<b>W. AMERICA &amp; CARIBBEAN</b>											
USA	0								1		1
<b>SUBTOTAL</b>	<b>0</b>								<b>1</b>		<b>1</b>
<b>TOTAL</b>	<b>18</b> (0)	<b>1</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>21</b> (0)

WEIGHTED AND UNWEIGHTED DISTRIBUTION OF POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION  
AND ACTUAL STAFF POSITION IN POINTS  
BY REGION AND NATIONALITY  
(AS AT 30 JUNE 1979)

REGION AND COUNTRY OF NATIONALITY	DESIRABLE RANGE		STAFF POSITION IN POINTS
	UNWEIGHTED	WEIGHTED	
AFRICA			
ALGERIA	4-9	114-264	556
ANGOLA	2-7	71-220	53
BENIN	2-7	65-214	251
BOTSWANA	2-7	65-214	92
BURUNDI	2-7	65-214	68
CAPE VERDE	2-7	65-214	0
CENT AFR EMPIRE	2-7	65-214	48
CHAD	2-7	65-214	57
COMOROS	2-7	65-214	14
CONGO	2-7	65-214	190
DJIBOUTI	2-7	65-214	0
EGYPT	3-8	103-253	953
EQUATL GUINEA	2-7	65-214	0
ETHIOPIA	2-7	65-214	575
GABON	2-7	65-214	0
GAMBIA	2-7	65-214	189
GHANA	2-7	71-220	712
GUINEA	2-7	65-214	130
GUINEA-BISSAU	2-7	65-214	0
IVORY COAST	2-7	71-220	30
KENYA	2-7	65-214	425
LESOTHO	2-7	65-214	67
LIBERIA	2-7	65-214	87
LIBYAN ARAB J	5-10	147-296	177
MADAGASCAR	2-7	65-214	225
MALAWI	2-7	65-214	81
MALI	2-7	65-214	135
MAURITANIA	2-7	65-214	38
MAURITIUS	2-7	65-214	189
MOROCCO	3-8	87-236	306
MOZAMBIQUE	2-7	71-220	0
NIGER	2-7	65-214	138
NIGERIA	4-9	131-280	721
RWANDA	2-7	65-214	19
S TOME PRINCPE	2-7	65-214	0
SENEGAL	2-7	65-214	222
SEYCHELLES	2-7	65-214	0
SIERRA LEONE	2-7	65-214	489

TABLE 16 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	DESIRABLE RANGE		STAFF POSITION IN POINTS
	UNWEIGHTED	WEIGHTED	
AFRICA (CONTINUED)			
SOMALIA	2-7	65-214	333
SOUTH AFRICA	9-14	288-437	286
SUDAN	2-7	65-214	316
SWAZILAND	2-7	65-214	19
TOGO	2-7	65-214	288
TUNISIA	2-7	71-220	619
UGANDA	2-7	65-214	462
U REP CAMEROON	2-7	65-214	282
U REP TANZANIA	2-7	65-214	555
UPPER VOLTA	2-7	65-214	130
ZAIRE	2-7	71-220	332
ZAMBIA	2-7	71-220	127
POPULATION RESERVE	26-26	777-777	
REGIONAL TOTAL	235-318	7,048-9,536	10,981
ASIA AND THE PACIFIC			
AUSTRALIA	27-37	825-1,116	1,051
BANGLADESH	3-8	82-231	369
BHUTAN	2-7	65-214	0
BURMA	2-7	65-214	326
CHINA	87-118	2,653-3,589	1,620
DEM KAMPUCHEA	2-7	65-214	170
FIJI	2-7	65-214	84
INDIA	14-19	428-579	2,006
INDONESIA	4-9	136-285	529
JAPAN	135-182	4,102-5,550	2,103
LAO P DEN REP	2-7	65-214	78
MALAYSIA	4-9	109-258	369
MALDIVES	2-7	65-214	0
MONGOLIA	2-7	65-214	38
NEPAL	2-7	65-214	332
NEW ZEALAND	7-12	201-350	568
PAKISTAN	3-8	98-247	634
PAPUA N GUINEA	2-7	65-214	0
PHILIPPINES	4-9	114-264	980
SAMOA	2-7	65-214	0
SINGAPORE	3-8	103-253	164
SOLOMON ISLANDS	2-7	65-214	0
SRI LANKA	2-7	71-220	743
THAILAND	4-9	114-264	501

TABLE 16 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	DESIRABLE RANGE		STAFF POSITION IN POINTS
	UNWEIGHTED	WEIGHTED	
*****			
ASIA AND THE PACIFIC (CONTINUED)			
VIET NAM	3-8	76-226	68
POPULATION RESERVE	157-157	4,694-4,694	
REGIONAL TOTAL	492-666	14,881-20,133	12,733
EUROPE (EASTERN)			
ALBANIA	2-7	65-214	0
BULGARIA	4-9	136-285	323
BYELORUSSN SSR	9-14	282-432	228
CZECHOSLOVAKIA	17-22	502-679	314
GERMAN DEM REP	24-32	728-985	312
HUNGARY	8-13	239-388	346
POLAND	25-34	756-1,023	825
ROMANIA	6-11	190-340	294
UKRAINIAN SSR	27-37	821-1,110	848
USSR	179-243	5,469-7,399	5,488
YUGOSLAVIA	9-14	272-421	680
POPULATION RESERVE	8-8	239-239	
REGIONAL TOTAL	324-439	9,867-13,349	9,658
EUROPE (WESTERN)			
AUSTRIA	13-18	407-557	1,041
BELGIUM	20-27	613-829	1,137
DENMARK	13-18	407-557	483
FINLAND	10-15	299-448	539
FRANCE	92-124	2,801-3,789	4,556
GERMANY, F R OF	120-163	3,668-4,963	2,355
GREECE	8-13	250-399	226
ICELAND	2-7	71-220	81
IRELAND	5-10	141-290	406
ITALY	55-74	1,674-2,265	1,594
LUXEMBOURG	3-8	82-231	145
MALTA	2-7	65-214	208
NETHERLANDS	25-34	770-1,042	996
NORWAY	10-15	304-454	379
PORTUGAL	5-10	163-312	244
SPAIN	27-37	821-1,110	837
SWEDEN	23-31	687-929	1,137
UNITED KINGDOM	72-98	2,201-2,977	4,017
POPULATION RESERVE	1-1	30-30	
REGIONAL TOTAL	518-701	15,756-21,317	20,381

TABLE 16 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	DESIRABLE RANGE		STAFF POSITION IN POINTS
	UNWEIGHTED	WEIGHTED	
<b>LATIN AMERICA</b>			
ARGENTINA	17-22	502-679	1,182
BOLIVIA	2-7	65-214	327
BRAZIL	20-26	594-804	846
CHILE	4-9	109-258	1,062
COLOMBIA	4-9	120-269	596
COSTA RICA	2-7	71-220	87
CUBA	4-9	120-269	192
DOMINICAN REP	2-7	71-220	96
ECUADOR	2-7	71-220	463
EL SALVADOR	2-7	65-214	155
GUATEMALA	2-7	71-220	273
HAITI	2-7	65-214	365
HONDURAS	2-7	65-214	92
MEXICO	16-21	479-648	475
NICARAGUA	2-7	65-214	122
PANAMA	2-7	71-220	251
PARAGUAY	2-7	65-214	93
PERU	3-8	92-242	398
SURINAME	2-7	65-214	24
URUGUAY	3-8	82-231	547
VENEZUELA	9-14	272-421	179
POPULATION RESERVE	34-34	1,017-1,017	
<b>REGIONAL TOTAL</b>	<b>164-222</b>	<b>4,946-6,612</b>	<b>7,825</b>
<b>MIDDLE EAST</b>			
AFGHANISTAN	2-7	65-214	208
BAHRAIN	2-7	65-214	0
CYPRUS	2-7	65-214	297
DEMOCRAT YEMEN	2-7	65-214	97
IRAN	9-14	277-427	544
IRAQ	3-8	103-253	725
ISRAEL	6-11	185-334	122
JORDAN	2-7	65-214	397
KUWAIT	5-10	141-290	0
LEBANON	3-8	76-226	591
OMAN	2-7	65-214	0
QATAR	2-7	71-220	0
SAUDI ARABIA	6-11	185-334	67
SYRIAN ARAB RP	2-7	71-220	566
TURKEY	7-12	223-372	482



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 1978 AND 30 JUNE 1979)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/6/78	30/6/79		30/6/78	30/6/79
<b>AFRICA</b>					
ALGERIA	2	2	-		
BENIN	2	2	-		
CHAD	0 (0)	1 (1)	+1 (+1)		
CONGO	0	1	+1		
EGYPT	10	10	-		
ETHIOPIA	5	5	-		
GABON	1	1	-		
GAMBIA	2	2	-		
GHANA	1	1	-		
IVORY COAST	1	1	-		
KENYA	1	1	-		
LIBERIA	1	1	-		
MALAWI	1	0	-1		
MALI	1	1	-		
NIGERIA	2	2	-		
SENEGAL	3	3	-		
SIERRA LEONE	4 (2)	3 (1)	-1 (-1)		
SOMALIA	1	1	-		
TOGO	4	3	-1		
TUNISIA	2	2	-		
UGANDA	2	2	-		
U REP CAMEROON	5	5	-		
U REP TANZANIA	5 (2)	5 (2)	-		
UPPER VOLTA	1 (1)	1 (1)	-		
ZAIRE	1	2	+1		
<b>SUBTOTAL</b>	<b>58 (5)</b>	<b>58 (5)</b>	<b>-</b>	<b>23</b>	<b>24</b>
<b>ASIA AND THE PACIFIC</b>					
AUSTRALIA	8 (4)	6 (3)	-2 (-1)		
BANGLADESH	4 (1)	5 (2)	+1 (+1)		
BURMA	3 (1)	4 (1)	+1		
CHINA	2	2	-		
INDIA	24	25	+1		

TABLE 17 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/6/78	30/6/79		30/6/78	30/6/79
<b>ASIA AND THE PACIFIC (CONTINUED)</b>					
INDONESIA	0	1	+1		
JAPAN	11 (1)	15 (4)	+4 (+3)		
LAO P DEM REP	1	1	-		
MALAYSIA	2 (1)	1 (1)	-1		
NEPAL	3	3	-		
NEW ZEALAND	7	7	-		
PAKISTAN	10 (1)	10 (1)	-		
PHILIPPINES	12 (3)	11 (3)	-1		
SINGAPORE	1	1	-		
SRI LANKA	8	8	-		
THAILAND	1 (1)	2 (2)	+1 (+1)		
VIET NAM	1	1	-		
<b>SUBTOTAL</b>	<b>98 (13)</b>	<b>103 (17)</b>	<b>+5 (+4)</b>	<b>16</b>	<b>17</b>
<b>EUROPE (EASTERN)</b>					
BULGARIA	2	2	-		
BYELORUSSM SSR	1	0	-1		
POLAND	1	1	-		
ROMANIA	1	1	-		
USSR	9	9	-		
YUGOSLAVIA	3	3	-		
<b>SUBTOTAL</b>	<b>17</b>	<b>16</b>	<b>-1</b>	<b>6</b>	<b>5</b>
<b>EUROPE (WESTERN)</b>					
AUSTRIA	7 (0)	8 (2)	+1 (+2)		
BELGIUM	20 (2)	20 (2)	-		
DENMARK	7 (1)	6 (1)	-1		
FINLAND	5 (1)	5 (1)	-		
FRANCE	16 (2)	18 (4)	+2 (+2)		
GERMANY, F R OF	24 (4)	25 (4)	+1		
GREECE	8	7	-1		
IRELAND	8 (1)	8 (1)	-		



TABLE 17 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/6/78	30/6/79		30/6/78	30/6/79
<b>EUROPE (WESTERN) (CONTINUED)</b>					
ITALY	13 (2)	14 (2)	+1		
NETHERLANDS	29 (2)	35 (2)	+6		
NORWAY	6 (1)	7 (1)	+1		
PORTUGAL	1 (0)	1 (1)	- (+1)		
SPAIN	5	5	-		
SWEDEN	19 (2)	16 (2)	-3		
UNITED KINGDOM	60 (10)	58 <sup>3/</sup> (10)	-2		
<b>SUBTOTAL</b>	<b>228 (28)</b>	<b>233 (33)</b>	<b>+5 (+5)</b>	<b>15</b>	<b>15</b>
<b>LATIN AMERICA</b>					
ARGENTINA	9 (1)	11 (2)	+2 (+1)		
BOLIVIA	5 (1)	5 (1)	-		
BRAZIL	3 (2)	3 (2)	-		
CHILE	16 (1)	14 (1)	-2		
COLOMBIA	7 (1)	7 (1)	-		
COSTA RICA	0	2	+2		
CUBA	1 (1)	1 (1)	-		
DOMINICAN REP	1 (1)	1 (1)	-		
ECUADOR	5 (0)	6 (1)	+1 (+1)		
HAITI	4 (2)	4 (2)	-		
MEXICO	1	1	-		
NICARAGUA	1 (1)	1 (1)	-		
PANAMA	1	1	-		
PARAGUAY	2	2	-		
PERU	6 (1)	6 (1)	-		
URUGUAY	5 (0)	5 (1)	- (+1)		
VENEZUELA	1 (1)	1 (1)	-		
<b>SUBTOTAL</b>	<b>68 (13)</b>	<b>71 (16)</b>	<b>+3 (+3)</b>	<b>16</b>	<b>17</b>

TABLE 17 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/6/78	30/6/79		30/6/78	30/6/79
<b>MIDDLE EAST</b>					
AFGHANISTAN	4	5	+1		
DEMOCRAT YEMEN	2	2	-		
IRAN	3 (1)	4 (2)	+1 (+1)		
IRAQ	1	2	+1		
ISRAEL	3	3	-		
JORDAN	5 (0)	6 (1)	+1 (+1)		
KUWAIT	1 (1)	1 (1)	-		
LEBANON	5 (0)	6 (1)	+1 (+1)		
SAUDI ARABIA	3 (1)	3 (1)	-		
SYRIAN ARAB RP	6 (1)	6 (1)	-		
TURKEY	8 (1)	9 (2)	+1 (+1)		
YEMEN	1	1	-		
<b>SUBTOTAL</b>	<b>42 (5)</b>	<b>48 (9)</b>	<b>+6 (+4)</b>	<b>12</b>	<b>12</b>
<b>N. AMERICA &amp; CARIBBEAN</b>					
BARBADOS	2 (1)	2 (1)	-		
CANADA	27 (5)	26 (4)	-1 (-1)		
GUYANA	1 (1)	2 (2)	+1 (+1)		
JAMAICA	5 (2)	5 (2)	-		
TRINIDAD TOB	4 (1)	5 (1)	+1		
USA	120 (29)	119 (29)	-1		
<b>SUBTOTAL</b>	<b>159 (39)</b>	<b>159 (39)</b>	<b>-</b>	<b>6</b>	<b>6</b>
<b>OTHERS</b>					
REP OF KOREA	3 (1)	3 (1)	-		
SWITZERLAND	8 (2)	7 (2)	-1		
STATELESS	2	2	-		
<b>SUBTOTAL</b>	<b>13 (3)</b>	<b>12 (3)</b>	<b>-1</b>	<b>3</b>	<b>3</b>
<b>TOTAL</b>	<b>683 (106)</b>	<b>700 (122)</b>	<b>+17 (16)</b>	<b>97</b>	<b>99</b>

a/ Includes one staff member from Southern Rhodesia.

TABLE 18  
 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 1978 AND 30 JUNE 1979)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/6/78	30/6/79		30/6/78	30/6/79
<b>AFRICA</b>					
ALGERIA	1	1	-		
CENT AFR EMPIRE	1 (1)	0 (0)	-1 (-1)		
CONGO	1	1	-		
EGYPT	3 (2)	3 (2)	-		
ETHIOPIA	0	1	+1		
GAMBIA	1	1	-		
GHANA	1	2	+1		
MADAGASCAR	1	0	-1		
MALI	2	2	-		
MAURITANIA	1 (1)	0 (0)	-1 (-1)		
MAURITIUS	0 (0)	1 (1)	+1 (+1)		
SENEGAL	3 (1)	4 (1)	+1		
TOGO	2	2	-		
TUNISIA	2	2	-		
UGANDA	2	1	-1		
U REP TANZANIA	3 (0)	5 (1)	+2 (+1)		
ZAIRE	2	2	-		
<b>SUBTOTAL</b>	<b>26 (5)</b>	<b>28 (5)</b>	<b>+2</b>	<b>15</b>	<b>14</b>
<b>PERCENTAGE</b>	<b>9.0%</b>	<b>7.3%</b>	<b>GOVERNMENT CONTRIBUTION</b>	<b>.87%</b>	<b>.8%</b>
<b>ASIA AND THE PACIFIC</b>					
AUSTRALIA	4	4	-		
BANGLADESH	1	3	+2		
BURMA	0	1	+1		
CHINA	2 (1)	3 (1)	+1		
INDIA	6	6	-		
INDONESIA	2 (1)	1 (1)	-1		
JAPAN	3 (1)	4 (1)	+1		
NEPAL	2	3	+1		
NEW ZEALAND	3 (1)	3 (1)	-		
PAKISTAN	5 (2)	5 (2)	-		

TABLE 18 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/6/78	30/6/79		30/6/78	30/6/79
<b>ASIA AND THE PACIFIC (CONTINUED)</b>					
PHILIPPINES	10 (2)	11 (2)	+1		
SRI LANKA	1	1	-		
THAILAND	2	3	+1		
VIET NAM	1	1	-		
SUBTOTAL	42 (8)	49 (8)	+7	13	14
PERCENTAGE	14.5%	12.7%	GOVERNMENT CONTRIBUTION	7.24%	6.93%
<b>EUROPE (EASTERN)</b>					
USSR	5	5	-		
YUGOSLAVIA	2 (1)	2 (1)	-		
SUBTOTAL	7 (1)	7 (1)	-	2	2
PERCENTAGE	2.4%	1.8%	GOVERNMENT CONTRIBUTION	1.77%	1.60%
<b>EUROPE (WESTERN)</b>					
AUSTRIA	1	1	-		
BELGIUM	5	5	-		
DENMARK	3	3	-		
FRANCE	15 (4)	16 (6)	+1 (+2)		
GERMANY, F R OF	16 (3)	15 (3)	-1		
GREECE	3 (2)	3 (2)	-		
IRELAND	1	2	+1		
ITALY	3 (0)	4 (1)	+1 (+1)		
NETHERLANDS	5	5	-		
NORWAY	3	5	+2		
SPAIN	2	2	-		
SWEDEN	9	12	+3		
UNITED KINGDOM	24 (4)	26 (4)	+2		
SUBTOTAL	90 (13)	99 (16)	+9 (+3)	13	13
PERCENTAGE	31.1%	25.6%	GOVERNMENT CONTRIBUTION	54.64%	55.18%

TABLE 18 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/6/78	30/6/79		30/6/78	30/6/79
<b>LATIN AMERICA</b>					
ARGENTINA	1	1	-		
BOLIVIA	1	0	-1		
BRAZIL	1	2	+1		
CHILE	2	2	-		
COLOMBIA	4 (1)	3 (0)	-1 (-1)		
COSTA RICA	1	1	-		
GUATEMALA	1	1	-		
HAITI	3	2	-1		
MEXICO	1	1	-		
PANAMA	2 (1)	2 (1)	-		
PERU	2	2	-		
VENEZUELA	0 (0)	1 (1)	+1 (+1)		
<b>SUBTOTAL</b>	<b>19 (2)</b>	<b>18 (2)</b>	<b>-1</b>	<b>11</b>	<b>11</b>
<b>PERCENTAGE</b>	<b>6.6%</b>	<b>4.7%</b>	<b>GOVERNMENT CONTRIBUTION</b>	<b>1.32%</b>	<b>1.21%</b>
<b>MIDDLE EAST</b>					
CYPRUS	1	1	-		
IRAN	3 (1)	3 (1)	-		
IRAQ	3 (2)	3 (2)	-		
JORDAN	1	1	-		
LEBANON	6 (1)	6 (1)	-		
SYRIAN ARAB RP	1	2	+1		
TURKEY	3	3	-		
<b>SUBTOTAL</b>	<b>18 (4)</b>	<b>19 (4)</b>	<b>+1</b>	<b>7</b>	<b>7</b>
<b>PERCENTAGE</b>	<b>6.2%</b>	<b>4.9%</b>	<b>GOVERNMENT CONTRIBUTION</b>	<b>3.20%</b>	<b>2.00%</b>
<b>N. AMERICA &amp; CARIBBEAN</b>					
CANADA	12 (2)	12 (1)	- (-1)		
GUYANA	1	1	-		
TRINIDAD TOB	1	1	-		
USA	64 (17)	69 (24)	+5 (+7)		
<b>SUBTOTAL</b>	<b>78 (19)</b>	<b>83 (25)</b>	<b>+5 (+6)</b>	<b>4</b>	<b>4</b>
<b>PERCENTAGE</b>	<b>27.0%</b>	<b>21.5%</b>	<b>GOVERNMENT CONTRIBUTION</b>	<b>27.13%</b>	<b>25.23%</b>

TABLE 18 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/6/78	30/6/79		30/6/78	30/6/79
OTHERS					
REP OF KOREA	2	2	-		
SWITZERLAND	7 (1)	8 (1)	+1		
SUBTOTAL	9 (1)	10 (1)	+1	2	2
PERCENTAGE	3.1%	2.6%	GOVERNMENT CONTRIBUTION	3.78%	6.98%
TOTAL	289 (53)	313 (62)	+24 (+9)	67	67

C. OTHER TABLES

TABLE 19

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

(AS AT 31 DECEMBER 1978)

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	1	2	11	57	175	306	225	41	818	3 771	21.7
UNDP	0	1	2	6	24	41	32	12	118	716	16.5
UNICEF	1	1	1	6	17	22	27	5	80	379	21.1
UNHCR	0	0	1	3	6	4	12	5	31	221	14.0
UNITAR	0	0	0	0	0	1	2	0	3	11	27.3
UNRWA	0	0	0	0	0	1	0	0	1	71	1.4
ITC	0	0	0	1	0	2	8	1	12	75	16.0
ICSC	0	0	0	1	1	1	0	0	3	10	30.0
UNU	0	0	0	2	0	0	1	0	3	29	10.3
ICJ	0	0	0	0	0	0	2	0	2	15	13.3
ILO <sup>a/</sup>	0	1	1	9	16	57	22	6	112	775	14.5
FAO	0	0	4	13	36	55	60	31	199	1 423	14.0
UNESCO	1	0	2	27	52	74	73	10	239	1 062	22.5
WHO	0	1	3	15	22	57	39	7	144	816	17.6
PAHO	0	0	0	1	9	7	15	14	46	150	30.7
IBRD/IFC <sup>b/</sup>	-	-	-	-	-	-	-	-	268	2 504	10.7
IMF <sup>b/</sup>	-	-	-	-	-	-	-	-	172	791	21.7
ICAO	0	0	0	0	4	25	7	0	36	275	13.1
UPU	0	0	0	0	2	3	3	0	8	67	11.9
ITU	0	0	0	1	6	12	3	0	22	205	10.7
WHO	0	0	0	0	2	6	6	1	15	122	12.3
INCO	0	0	0	0	1	7	3	2	13	79	16.5
WIPO	1	0	0	1	2	1	2	0	7	66	10.6
IFAD	0	0	0	0	1	0	1	0	2	36	5.6
IAEA	0	0	0	1	11	13	23	5	53	470	11.3
ICITO/GATT	0	0	0	1	7	13	13	1	35	129	27.1
<b>TOTAL</b>	<b>4</b>	<b>6</b>	<b>25</b>	<b>145</b>	<b>394</b>	<b>708</b>	<b>579</b>	<b>141</b>	<b>2 442</b>	<b>14 268</b>	<b>17.1</b>

<sup>a/</sup> Includes figures of female staff for the International Centre for Advanced Technical and Vocational Training, Turin.

<sup>b/</sup> 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 1979)

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	
KOSG		1				2		4		3			1		3	2	1		5	12	17
ODGDIC		1										2								3	3
OUSGSPA		2				3				2	2			2	2				4	9	13
OSPQ		1		1		1			1		1			1					2	4	6
OUSPGAA		1				1		1	1	1	3	1	1	1		3			5	9	14
OSSECS				1		1			1	2	3	2	7	1					11	7	18
OLA		1				2	2	4	1	10	2	10		9	4	5			9	41	50
PSCA		1		1		4	2	10	1	20	4	21	7	11	3	5			17	73	90
PATD		1				1	1	3		6	3	6	2	3	4	1	1		11	21	32
IESA		1	1	2	1	6	2	20	9	31	13	59	21	37	20	22	4	4	71	182	253
TCO		1	1			3	1	15	3	34	10	47	5	32	12	12	1	1	33	145	178
ECE		1				1		9	2	22	3	30	5	26	6	8		2	16	99	115
ESCAP		1				1		7	2	21	4	43	7	39	9	17	1	2	23	131	154
ECLA		1						11		22	3	45	8	24	8	21	2	3	21	127	148
ECA		1				1		12	1	21		40	11	52	3	20	2	8	17	155	172
ECWA		1				1		4		13	2	25	2	14	4	6	3	4	11	68	79
UNCTAD a/		1		2		9		17		43	5	50	5	53	5	15	1	2	16	192	208
UNIDO a/		1				7	1	19		67	7	111	16	74	14	27	11	1	49	307	356
UNDRO a/		1				1		2		2		3	1	3	1	3			2	15	17
UNEP a/		1		3		1	1	5	1	6	3	11	5	8		6			10	41	51
HABITAT				1		1		4		3	1	6	2	5	1	1			4	21	25
AM/USG		1								1					1				1	2	3
AM/OPS				1		5		4	2	15	4	19	7	12	7	14	1	3	21	73	94
AM/OPS				1		4	1	3	1	12	9	9	11	9	8	4			30	42	72
AM/OGS				1		3		7	2	9		25	4	14	4	21	1	1	11	81	92
AM/AMS							1	1	1	2		4	1						3	7	10
AM/IAD						1				3		8	1	9	1	6			2	27	29
AM/EDP						1		3	1	1		7	1	5		2	1		3	19	22
CS		1			1	4		9	10	27	48	97	116	179	49	75	2	1	226	593	619
DPI b/		1				3	1	10	5	28	8	40	16	28	15	18	2	2	47	130	177
UNOG c/		1		2		3		14	6	41	28	82	36	113	29	54	2	1	101	311	412
HR						1		1		10	2	10	6	5	2	3			10	30	40
CTC				1		2		2		4	1	4	1	5	1	3	1		4	21	25
HAHIBIA								1	1	3				1	1	1			2	6	8
WFC				1		1		2		6		1		3	1				1	14	15
UNCLS		1				1		1		5	1	2	1	1	1	2		1	3	14	17
UMERG		1						1						1						3	3
UNCSTD		1				1		2		1		1		1						7	7
WCDW				1										1					1	1	2
UMJSPP								1		1		2	2	2	4	2		1	6	9	15
INTORG									1	2		2	1	1	1	1			3	6	9
MISSION								2		4		5	1	1		3			1	15	16
TOTAL		27	3	18	2	77	13	211	53	504	170	830	311	786	224	383	37	37	813	2 873	3 686

a/ Including liaison offices at other duty stations.

b/ Including information centres.

c/ Including the Division of Narcotic Drugs, the Secretariat of the International Narcotics Control Board, the Division of Social Affairs and the Conference of the Committee on Disarmament in Geneva.



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

BY DEPARTMENT OR OFFICE

(AS AT 30 JUNE 1979)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS <sup>z/</sup>				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
EOSG	26	100.0			26			2	100.0	2
ODGDIC	4	100.0			4					
OUSGSPA	9	100.0			9					
OSPQ	6	100.0			6					
OUSPGAA	9	100.0			9					
OSSECS	11	100.0			11					
OLA	37	94.9	2	5.1	39					
PSCA	58	96.7	2	3.3	60					
PATD	21	87.5	3	12.5	24					
IESA	152	72.4	58	27.6	210					
TCD	246	91.1	24	8.9	270					
BCE	85	76.6	26	23.4	111					
ESCAP	219	44.6	272	55.4	491	3	60.0	2	40.0	5
ECLA	235	50.2	233	49.8	468			1	100.0	1
ECA	217	49.9	218	50.1	435			1	100.0	1
ECWA	98	61.6	61	38.4	159					
UNCTAD <sup>a/</sup>	165	81.3	38	18.7	203					
UNIDO <sup>a/</sup>	451	76.8	136	23.2	587	4	5.3	72	94.7	76
UNHRO <sup>a/</sup>	17	89.5	2	10.5	19					
UNEP <sup>a/</sup>	196	58.5	139	41.5	335					
HABITAT	28	90.3	3	9.7	31					
AM/USG	4	100.0			4					
AM/OPS	91	72.8	34	27.2	125					
AM/OPS	98	80.3	24	19.7	122					
AM/OGS	175	43.9	224	56.1	399	20	2.3	854	97.7	874
AM/ANS	7	77.8	2	22.2	9					
AM/IAD	11	73.3	4	26.7	15					
AM/BDP	19	52.8	17	47.2	36					
CS	359	53.4	313	46.6	672			26	100.0	26
DPI <sup>b/</sup>	228	56.0	179	44.0	407	39	92.9	3	7.1	42
UNOG <sup>c/</sup>	468	46.4	540	53.6	1 008	34	100.0			34
HR	30	93.8	2	6.3	32					
CTC	21	80.8	5	19.2	26					
NAMIBIA	10	76.9	3	23.1	13					
WFC	13	86.7	2	13.3	15					
UNCLS	11	91.7	1	8.3	12					
UNERG	2	100.0			2					
UNCSTD	10	90.9	1	9.1	11					
WCDW	2	100.0			2					
UNJSPF	22	51.2	21	48.8	43					
INTORG	10	76.9	3	23.1	13					
MISSION	124	17.1	601	82.9	725			17	100.0	17
<b>TOTAL</b>	<b>4 005</b>	<b>55.6</b>	<b>3 193</b>	<b>44.4</b>	<b>7 198</b>	<b>100</b>	<b>9.3</b>	<b>978</b>	<b>90.7</b>	<b>1 078</b>

<sup>z/</sup> Includes Field Service, Security Service, Manual Workers and Dispatchers and Guides in the Visitors Services.

<sup>a/</sup> Including liaison offices at other duty stations.

<sup>b/</sup> Including information centres.

<sup>c/</sup> Including the Division of Narcotic Drugs, the Secretariat of the International Narcotics Control Board, the Division of Social Affairs and the Conference of the Committee on Disarmament in Geneva.

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 1979)

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				2		4		3			1		3	2	1		5	12	17
ODGDIC		1										2								3	3
USGSPA		2				3				2	2			2	2				4	9	13
OSPQ		1		1		1				1		1		1					2	4	6
USPGAA		1				1		1	1	1	3	1	1	1		3			5	9	14
OSSECS				1		1				1	2	3	2	7	1				11	7	18
OLA		1				1		1		3	2	2		2		2			2	12	14
GEN							2	1		6		5		5	2	1			4	18	22
COD						1		2	1	1		3		2	2	2			3	11	14
PSCA		1				1				2		4	2	3	1	2			3	13	16
SC						1		4	1	3	2	8		1	1				4	17	21
DA				1		1	1	1		7	1	5	1	2		1			3	18	21
AP						1				3	1	2	2	2		2			3	10	13
OS								3		1		2	1	2	1				2	8	10
PA							1	2		4			1	1					2	7	9
PATD		1				1	1	3		6	3	6	2	3	4	1	1		11	21	32
IESUSG		1				2		2		1	2	1	1	2	1				4	9	13
EO										1	1	1					1		2	2	4
DRP				1		1		6		8	1	24	4	9	4	7			9	56	65
POP						1		1	1	2	1	6	4	3	3				9	13	22
OST						1		1		2	2	1		2	2				4	7	11
SDH				1		1		2	4	4		12	5	3	3	5	1		16	26	42
STO						1	1	5	1	9	5	12	5	15	5	8	2	3	19	53	72
PPC				1				3	3	4	1	2	2	3	2	2		1	8	16	24
TCD		1	1			1		7	3	16	6	29	1	13	7	6			18	73	91
RET						1		3		6	1	8		4		3			1	25	26
PAP						1		2		4		2	2	2	1	2			3	13	16
APR								1		2	2	2	1	4	1	1	1		5	10	15
ASP								1		3	1	3		1	2			1	3	9	12
AMR							1			1		2	1	2	1				3	5	8
BEI								1		2		1		6						10	10
ECE		1				1		9	2	22	3	30	5	26	6	8		2	16	99	115
ESCAP		1				1		7	2	21	4	43	7	39	9	17	1	2	23	131	154
ECLA		1						9		18	3	34	6	18	5	14	2	3	16	97	113
HEX								2		4		11	2	6	3	7			5	30	35
ECA		1				1		12	1	21		40	11	52	3	20	2	8	17	155	172
ECWA		1				1		4		13	2	25	2	14	4	6	3	4	11	68	79
UNCTAD		1		2		1		3		4	1	3		1		1			1	16	17
HFD						1		2		4		10		9	2	5			2	31	33

TABLE 21 (CONTINUED)

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		
	CON					2		4		9		10		2	7		1					2
HAN							1		5		4			7		1		2			20	20
SHP					1		1		5		3			9							19	19
ECD					1		1		2		4			4		2					14	14
DHS					1				2		1			3	1	1				1	8	9
TEC					1		2		6	2	6			4		3				2	22	24
PSS					1		3		6	2	9	3	9	2	1	1				8	29	37
UNIDO		1			1		2		1		3	1			1					1	9	10
PL					1		1		11	1	16	3	8	3	3	2				9	40	49
CS					1	1	3		5	3	15	8	29	3	2	2				17	55	72
ST					1		4		13		25	1	8	2	5	3				6	56	62
OP					2		8		31	1	43	2	20	1	10	3	1			7	115	122
AD					1		1		6	2	9	1	9	5	6	1				9	32	41
UMDRO		1			1		2		2		3	1	3	1	3					2	15	17
UNEP		1		3	1	1	5	1	6	3	11	5	8		6					10	41	51
HABITAT				1	1		4		3	1	6	2	5	1	1					4	21	25
AH/USG		1							1						1					1	2	3
AH/OPS				1	2		1	1	2		3	1	1		2					2	12	14
POL					1					2	2	1	1		1					3	5	8
BUD					1		1		4	1	4	1	4		5	1				3	19	22
ACC					1		1	1	5	1	6	4	4	7	5			2		13	24	37
TRE							1		4		4		2		1			1			13	13
AH/OPS				1					2	1	1	1	1	2						4	5	9
POL					1				2	1	2	3		1						5	5	10
REC					1		2	1	3		3	4	3	1	1					6	13	19
ADM					1	1	1		4	5	3	2	5	3	3					11	17	28
MED					1				1	2		1		1						4	2	6
AH/OGS				1			2	1			3	1	1							2	7	9
SEC									1				2		3						6	6
P&T					1				3		6		3	1	7					1	20	21
BMS							1		1		2	1		1	1					2	5	7
CS					1		2	1	3		3	1	3		3	1				3	15	18
CMS							1		1		3	1	2	1	4					2	11	13
POD					1		1				8		3	1	3			1		1	17	18
AH/AHS						1	1	1	2		4	1								3	7	10
AH/IAD					1				3		8	1	9	1	6					2	27	29
AH/EDP					1		3	1	1		7	1	5		2	1				3	19	22
CS		1					1		1		1	2	1	1	1					3	6	9
EOR					1		1	2		4	2	10	2	7	5					23	11	34
IND					1		1	4	6	14	27	32	43	7	3					57	81	138
TRA						1		4	3	16	26	57	43	105	23	53				96	235	331

TABLE 21 (CONTINUED)

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		
PUB					1				3		6	3	20	3	10					6	40	46
LIB					1		2	1	1	4	4	26	8	8	3	2	1	41	20	61		61
DPI	1						1	1	2	1		1	1	1					4	5	9	
PPD					1				2	5	3	5	4	7	3	4	1	13	22	35		35
RVS					1		3	1	3	3	10	6	15	6	10	1	2	17	44	61		61
ERD							2	2	4		2	4	1	3	2			9	11	20		20
ESI					1		1		5		5		3	1	1			1	16	17		17
UNIC							3		9	1	18	1	1	1	1			3	32	35		35
UNOG	1		1		2		2		10	4	9	1	2	5	3			10	30	40		40
LIB							1		2		1	1	3	8	2			9	9	18		18
AFS					1		3	1	5	1	4	2	7	5	8			9	28	37		37
CON							3	3	19	22	57	31	88	11	34	2	1	69	202	271		271
GEN							1		4		3		5		4				17	17		17
DRUG			1				4	2	1	1	8	1	8		3			4	25	29		29
HR					1		1		10	2	10	6	5	2	3			10	30	40		40
CTC			1		2		2		4	1	4	1	5	1	3	1		4	21	25		25
NANIBIA							1	1	3				1	1	1			2	6	8		8
WFC			1		1		2		6		1		3	1				1	14	15		15
UNCLS	1				1		1		5	1	2	1	1	1	2		1	3	14	17		17
UNERG	1						1						1						3	3		3
UNCSTD	1				1		2		1		1		1						7	7		7
WCDW			1										1						1	1		2
UNJSPF							1		1		2	2	2	4	2		1	6	9	15		15
INTORG								1	2		2	1	1	1	1			3	6	9		9
UNTSO									1										1	1		1
UNPCYP							1		2			1	1					1	4	5		5
UNSDIP									1										1	1		1
UNPHME												1							1	1		1
UNIFIL												1			1				2	2		2
UNEP							1				3				1				5	5		5
UNDOF																1			1	1		1
<b>TOTAL</b>	<b>27</b>	<b>3</b>	<b>18</b>	<b>2</b>	<b>77</b>	<b>13</b>	<b>211</b>	<b>53</b>	<b>504</b>	<b>170</b>	<b>830</b>	<b>311</b>	<b>786</b>	<b>224</b>	<b>383</b>	<b>37</b>	<b>37</b>	<b>813</b>	<b>2 873</b>	<b>3 686</b>		

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

BY DIVISION OR OFFICE

(AS AT 30 JUNE 1979)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS <sup>2/</sup>				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
BOSG	26	100.0			26			2	100.0	2
ODGDIC	4	100.0			4					
USGSPA	9	100.0			9					
OSPQ	6	100.0			6					
USPGAA	9	100.0			9					
OSSECS	11	100.0			11					
OLA	20	90.9	2	9.1	22					
GEN	11	100.0			11					
COD	6	100.0			6					
PSCA	10	90.9	1	9.1	11					
SC	14	100.0			14					
DA	16	100.0			16					
AP	9	100.0			9					
OS	5	100.0			5					
PA	4	80.0	1	20.0	5					
PATD	21	87.5	3	12.5	24					
IESUSG	8	100.0			8					
EO	14	93.3	1	6.7	15					
DRP	32	66.7	16	33.3	48					
POP	19	82.6	4	17.4	23					
OST	6	66.7	3	33.3	9					
SDH	19	100.0			19					
STO	35	51.5	33	48.5	68					
PPC	19	95.0	1	5.0	20					
TCD	146	87.4	21	12.6	167					
RET	31	91.2	3	8.8	34					
PAP	18	100.0			18					
APR	16	100.0			16					
ASP	13	100.0			13					
AMR	10	100.0			10					
MEI	12	100.0			12					
ECE	85	76.6	26	23.4	111					
ESCAP	219	44.6	272	55.4	491	3	60.0	2	40.0	5
ECLA	181	47.6	199	52.4	380			1	100.0	1
MEX	54	61.4	34	38.6	88					
ECA	217	49.9	218	50.1	435			1	100.0	1
ECWA	98	61.6	61	38.4	159					
UNCTAD	18	100.0			18					
MPD	29	65.9	15	34.1	44					
COM	14	70.0	6	30.0	20					

TABLE 21 (CONTINUED)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS ±/				
	F	%	N	%	TOTAL	F	%	N	%	TOTAL
HAN	13	86.7	2	13.3	15					
SHP	14	82.4	3	17.6	17					
ECD	8	100.0			8					
DES	4	100.0			4					
TBC	18	94.7	1	5.3	19					
PSS	47	81.0	11	19.0	58					
UNIDO	11	91.7	1	8.3	12					
PL	45	97.8	1	2.2	46					
CS	65	67.0	32	33.0	97	4	36.4	7	63.6	11
ST	58	89.2	7	10.8	65					
OP	151	91.0	15	9.0	166					
AD	121	60.2	80	39.8	201			65	100.0	65
UNDRO	17	89.5	2	10.5	19					
UNEP	196	58.5	139	41.5	335					
HABITAT	28	90.3	3	9.7	31					
AM/USG	4	100.0			4					
AM/OPS	11	91.7	1	8.3	12					
POL	10	100.0			10					
BUD	13	92.9	1	7.1	14					
ACC	45	61.6	28	38.4	73					
TRE	12	75.0	4	25.0	16					
AM/OPS	12	92.3	1	7.7	13					
POL	15	78.9	4	21.1	19					
REC	25	92.6	2	7.4	27					
ADM	34	69.4	15	30.6	49					
MED	12	85.7	2	14.3	14					
AM/OGS	12	100.0			12					
SEC	3	100.0			3	6	2.8	211	97.2	217
P&T	35	57.4	26	42.6	61			44	100.0	44
BMS	24	75.0	8	25.0	32			132	100.0	132
CS	46	23.6	149	76.4	195			1	100.0	1
CHS	32	51.6	30	48.4	62					
POD	23	67.6	11	32.4	34	14	2.9	466	97.1	480
AM/AMS	7	77.8	2	22.2	9					
AM/IAD	11	73.3	4	26.7	15					
AM/EDP	19	52.8	17	47.2	36					
CS	9	52.9	8	47.1	17					
EOR	194	75.2	64	24.8	258					
IMD	14	82.4	3	17.6	17					
TRA	39	65.0	21	35.0	60					
PUB	46	19.2	193	80.8	239			21	100.0	21

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS <sup>2/</sup>				
	P	%	M	%	TOTAL	P	%	M	%	TOTAL
LIB	57	70.4	24	29.6	81			5	100.0	5
DPI	12	92.3	1	7.7	13					
PPD	26	89.7	3	10.3	29					
RVS	34	70.8	14	29.2	48					
ERD	24	88.9	3	11.1	27	39	92.9	3	7.1	42
ESI	19	90.5	2	9.5	21					
UNIC	113	42.0	156	58.0	269					
UNOG	46	60.5	30	39.5	76					
LIB	8	26.7	22	73.3	30					
AFS	57	57.0	43	43.0	100					
CON	270	69.4	119	30.6	389					
GEN	54	15.5	295	84.5	349	34	100.0			34
DRUG	33	51.6	31	48.4	64					
HR	30	93.8	2	6.3	32					
CTC	21	80.8	5	19.2	26					
NAMIBIA	10	76.9	3	23.1	13					
WPC	13	86.7	2	13.3	15					
UNCLS	11	91.7	1	8.3	12					
UMERG	2	100.0			2					
UNCSTD	10	90.9	1	9.1	11					
WCDW	2	100.0			2					
UNJSPP	22	51.2	21	48.8	43					
INTORG	10	76.9	3	23.1	13					
UNTSO	18	11.0	146	89.0	164					
UNMGIP	1	2.2	44	97.8	45					
UNPCYP	8	100.0			8					
UNSDIP	1	12.5	7	87.5	8					
UNPHME	1	100.0			1					
UNIFIL	30	42.9	40	57.1	70					
UNTAC	3	100.0			3					
UNEP	37	10.0	332	90.0	369			17	100.0	17
UNDOF	25	43.9	32	56.1	57					
TOTAL	4 005	55.6	3 193	44.4	7 198	100	9.3	978	90.7	1 078

<sup>2/</sup> 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
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 <u>Apartheid</u>
OS	Outer Space Affairs Division
PA	Political Affairs Division
PATD	Department of Political Affairs, Trusteeship and Decolonization
IESAUSG	Department of International Economic and Social Affairs Office of the Under-Secretary-General
EO	Executive Office
DRP	Development Research and Policy Analysis
POP	Population Division
OST	Office for Science and Technology
SDH	Centre for Social Development and Humanitarian Affairs
STO	Statistical Office
PPC	Programme Planning and Co-ordination



TCD           Department of Technical Co-operation for Development

RET           Centre for Natural Resources, Energy and Transport

PAF           Division of Public Administration and Finance

AFR           Africa Branch

ASP           Asia and the Pacific Branch

AMR           The Americas Branch

MEI           Middle East, Mediterranean, Europe and Inter-regional Section

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           International Centre for Industrial Studies

  OP           Industrial Operations Division

  AD           Administrative Services Division

UNDRO Office of the United Nations Disaster Relief Co-ordinator

UNEP United Nations Environment Programme

HABITAT United Nations Centre for Human Settlements

AM/USG Department of Administration and Management

AM/OFS Office of Financial Services

POL Division for Policy Co-ordination

BUD Budget Division

ACC Accounts Division

TRE Treasury Division

AM/OPS Office of Personnel Services

POL Division for Policy Co-ordination

REC Division of Recruitment

ADM Division of Personnel Administration

MED Medical Service

AM/OGS Office of General Services

SEC Security and Safety Service

P+T Purchase, Transportation and Buildings Services

BMS Buildings Management Service

CS Communications, Records and Commercial Services Division

CMS Commercial Management Service

FOD Field Operations Division

AM/AMS Administrative Management Service

AM/IAD Internal Audit Division

AM/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

LIB Library

AFS Administrative and Financial Services

CON Conference Division

GEN General Services Division

DRUG Secretariat of the International Narcotics Control Board

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 Secretariat of the United Nations Conference on 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

INTORG Joint Inspection Unit  
Consultative Committee on Administrative Questions  
International Computing Centre  
Inter-Organisation Board for Information Systems

UNTSO United Nations Truce Supervision Organisation in Palestine

UNFCYP United Nations Force in Cyprus

UNSDIP United Nations Supply Depot in Pisa

UNPMME Office of the Co-ordinator of the United Nations Peacekeeping  
Missions in the Middle East

UNIFIL United Nations Interim Force in Lebanon

UNEF United Nations Emergency Force

UNDOF United Nations Disengagement Observer Force