

UNITED NATIONS
GENERAL
ASSEMBLY



Distr.
GENERAL

A/C.5/34/36
10 November 1979

ORIGINAL: ENGLISH

Thirty-fourth session
FIFTH COMMITTEE
Agenda item 98

PROPOSED PROGRAMME BUDGET FOR THE BIENNIUM 1980-1981

United Nations International School

Report of the Secretary-General

1. The United Nations International School (UNIS) was founded in 1947 by United Nations Secretariat parents with the assistance and co-operation of United Nations officials and outside educators to achieve a twofold purpose: (a) to initiate an experiment in international learning and living in the spirit of the United Nations Charter; and (b) to provide an education that would satisfy the various home-country requirements of United Nations children (United Nations delegations, Secretariat and other staff members of the United Nations family) and thus facilitate their transfer into any national school system, including their own.
2. The founders of the school also envisaged, as was recognized later by the General Assembly, that UNIS could become an important factor contributing to the recruitment and retention of international staff.
3. Today, 32 years after its founding, the school can show a solid record of achievement in the fulfilment of these purposes. UNIS has become a unique centre of international education, with a curriculum specially developed to meet the requirements of its diversified student population.
4. The school opened as a nursery school for 20 children from 15 countries. Adding one grade per year, commencing in 1949/1950, 12 grades, from kindergarten to the 11th grade, were in operation by 1960/1961 when the enrolment rose to 375. For the school year 1979/1980 the enrolment, as of 1 October 1979, is 1,458, representing a total of 115 nationalities. Of the total enrolment, almost 57 per cent is from the families of Secretariat staff members and members of delegations and other official foreign organizations in New York. Of the balance, a high proportion represents the children of foreign, though privately based, families in the area.

5. Starting with four teachers of four nationalities for the nursery school in 1947, the faculty numbers for the 1979/1980 school year a total of 132 full-time equivalent teachers, in addition to the Director, Dean of Studies, Business Manager, three Principals and Director of Admissions. Thirty-five per cent of the faculty are on overseas contracts, representing 38 nationalities. The administrative, maintenance and custodial staff, numbering 47, are recruited locally.

6. For 1979/1980, with a school of 13 grades, school fees range from \$2,000 to \$3,150. In addition, a surcharge of \$200 per family is levied this year as an extraordinary measure to reinstate teaching programmes. School fees have risen steadily since the beginning of the school, and steeply in the last few years with the general inflationary trend. Yet school fees alone, as with all academic institutions, have never been sufficient to cover expenditures, and the need for supplementary funds has been continuous. While the tuition charged by the school is in the middle of the range charged by private schools in the area, the programme offered by UNIS entails significant costs not encountered by other institutions which arise directly as a consequence of meeting the purposes of the school outlined in paragraph 1. Subsequent paragraphs of the present report will provide further detail concerning the nature of these UNIS-specific operational costs.

7. The average tuition fee for 1979/1980 is 10 per cent higher than that which prevailed in 1978/1979. The average tuition level for 1979/1980 is \$2,875, including the surcharge which is levied on the approximately 800 families who do not receive any bursary assistance. As a result of the escalating fee schedule, a growing number of families have difficulty in meeting the costs of maintaining their children's attendance at the school. The burden is particularly heavy on staff members not eligible for the education grant and on members of delegations who do not receive financial assistance in this regard.

8. To provide assistance to those unable to afford the school fees, the school carries a bursary programme, referred to in the previous paragraph, which is administered solely on a need basis. Over the period 1973/1974 through 1978/1979, the level of bursary assistance averaged 6.5 per cent of income, amounting to an aggregate disbursement for the six school years of \$1,368,600. At the same time, and as a direct reflection of the growing financial difficulties of the school, viewed on a year-by-year basis, the bursary allocation has declined from a level of 7.7 per cent of income in 1973/1974 to 5.2 per cent in 1978/1979. For 1979/1980, financial constraints have made it possible for only 3.9 per cent of income to be allocated to this purpose. The growing budgetary difficulties of the school, which already have caused the financial help to needy parents through bursaries to be reduced, unfortunately forced discontinuation, with effect from the school year 1978/1979, of the School's policy of granting a remission in fees to members of delegations and staff members not eligible for the United Nations education grant, although that scheme had become a traditional feature of the school, as it made it possible for many members of delegations to ensure attendance of their children at the school.

9. Since the founding of UNIS in 1947, the General Assembly has repeatedly recognized the role of UNIS as a factor in the recruitment and retention of

international staff and has expressed the belief that the school's financial solvency should be assured. At the twenty-seventh session, the General Assembly adopted resolution 2990 (XXVII), which recognized further the important role of UNIS in providing international education facilities of a high academic and cultural standard for the children of the United Nations community, and the need to preserve the international character of the school.

10. The development of the school has depended on substantial financial assistance beyond the income generated through fees. UNIS would not be the school that it is today without such assistance from the United Nations, which started from its very beginning and has continued until recent times. Thus, in 1947, rent-free accommodation was provided at Lake Success; in 1952, the school received a first cash grant of \$8,460 and, thereafter, annual grants in varying amounts, the highest being \$65,000 in 1970. These grants have been made towards the operating expenses of the school and, on three occasions, towards expenses of planning for the school's permanent building. In addition, under General Assembly resolution 2612 (XXIV), a contribution of \$2 million was approved for the UNIS Development Fund to be made over a period of four years. In 1974, by a Decision of the General Assembly taken at its 2324th meeting on 18 December 1974, the United Nations made a further contribution of \$2 million to the UNIS Development Fund primarily to restore an amount of \$1.7 million to the Fund which had been withdrawn in order to meet the full costs of the construction of the school's permanent plant at 25th Street and the East River.

11. In his report to the twenty-ninth session of the General Assembly (A/9858), the Secretary-General drew attention to the circumstances surrounding the creation and status of the Development Fund for the school. In its resolutions 2358 (XXII) and 2477 (XXIII), which dealt with the question of finding permanent and satisfactory accommodations for the school, the General Assembly recognized the need for an adequate Development Fund. That requirement was again stressed in 1969 in resolution 2612 (XXIV). It should be recalled that a major condition for the \$11.5 million in grants to the United Nations made available by the Ford Foundation for construction of the UNIS building was "that the United Nations International School, with the help of the United Nations, raise a \$5 million Development Fund". That condition was accepted by the General Assembly. At the present time, despite the best efforts of all who have tried to assist, the assets of the Development Fund stand at \$4.4 million - an amount which, in light of the rapid pace of inflation over the past 10 years and the more than 50 per cent growth in enrolment, is clearly inadequate. The Secretary-General, in paragraph 5 of his report to the twenty-ninth session (A/9858), noted that \$6.5 to \$7 million would seem to be the minimum amount which could provide the level of assistance needed by UNIS. That the Development Fund should stand at the very least at \$7 million is more strongly a requirement today than before.

12. The financial needs of UNIS must be viewed in the context of the particular relationship of the school to the United Nations. Unlike any comparable institution the teaching programme of UNIS is established to provide education for students coming from more than 100 countries. In the time since the Secretary-General submitted his report on UNIS to the General Assembly at its twenty-ninth session the student community has grown by 140 students, reflecting 21 additional

nationalities. These figures only underscore the scale of the substantive readjustments the school has had to make to the content of its curriculum and the conduct of its educational programme.

13. The educational requirements to be satisfied by UNIS necessitate a scholastic programme which is largely unique and certainly not found in any other school on the national level. While national school systems can operate effectively with average teacher/student ratios of about 1 to 20, UNIS, because of the international composition and high degree of turn-over of its student body, must provide a teaching structure of greater intensity, without which there would be a serious decline in educational standards. At the present time the teacher/student ratios stand, in the current year, at 1 to 10.8 for the Junior House (elementary levels) and 1 to 12.4 for the Secondary School, for an average of approximately 1 to 11. On a school-wide basis, the weighted average class size at UNIS is 20 pupils, as compared to 30 elsewhere. Such a pattern imposes on UNIS a cost burden not borne by other schools. Yet the additional expenses in this regard cannot be avoided without seriously hampering the pedagogical requirements of the international education entrusted to UNIS.

14. A particular financial burden is caused by the fact that UNIS must respond to the high degree of mobility of the parents' community, particularly regarding parents who belong to the diplomatic family. In contrast to other schools, year after year at every level new students from all regions of the world are enrolled at UNIS and must therefore be integrated into existing groups of students, a process which frequently necessitates supplementary instruction in order to bring these students to the required level of academic preparedness. Furthermore, and as an accommodation to their requirements, UNIS, unlike other private institutions, accepts the children of United Nations and delegation staff members at all times during the school year, which entails additional teaching and tutoring in order to integrate the new students into the programme of the school, particularly as in recent years many children have enrolled with very little knowledge of either English or French. The special English-as-a-second-language (ESL) programme has grown from 61 students and 2.5 full-time teachers in 1973/1974 to 134 students and a staff of more than five teachers in the current school year. Although the school maintains a policy of requiring a minimum enrolment of 15 students for any course to be given, this number of students is frequently not sustainable, particularly in the compulsory third-language programme, for which Arabic, German, Latin, Russian and Spanish are offered. Owing to attrition, stemming from transfer to other duty stations, these classes frequently diminish in size with progression through the grades. The school regards as an obligation the continuance of a sequence of language courses for those students who have embarked on such a course of study, despite the adverse financial implication of this policy.

15. In order to realize its educational mission "to promote and provide an international education conforming to the spirit and principles of the United Nations", the school has spared no financial effort to develop a curriculum which would truly reflect these educational targets. In addition, UNIS has geared its curriculum to the International Baccalaureate, which involves a more demanding instructional programme than normally found in national school systems.

16. The educational programme of UNIS, as outlined, is strongly associated with the international recruitment of its teachers. For the current year, some 46 members of the faculty hold overseas contracts, and a significant proportion of the staff with local contracts are non-host-country nationals. In recent years, however, budgetary restraints have forced the school to be less flexible in regard to overseas recruitment than it would wish to be. In this connexion, the Secretary-General notes with great satisfaction that several Member States have responded to the appeal embodied in resolution 2090 (XXVII) and are providing highly qualified and experienced teachers to UNIS and that the support of the school by Member States has been steadily growing. For the 1979/1980 school year a total of 13 teachers are at UNIS under government auspices, representing Australia, Canada, France, the Federal Republic of Germany, Ireland and New Zealand, as well as the League of Arab States. The provision of teachers to UNIS by Member States is mutually rewarding, as the individual teachers concerned, upon return to their home countries, take back with them the fruits of an experience that can only serve to enrich the national education system. Accordingly, the Secretary-General would urge all Member States which are in a position to support UNIS in this way to give serious consideration to such action.

17. The particular nature of UNIS, with its wide-ranging requirements linked to its affiliation with the United Nations and the educational goals emanating therefrom, makes it impossible for the school to be maintained on the basis of tuition fees alone. On the one hand, to attempt to cover all costs by tuition fees would result in a financial sacrifice on the part of many parents quite out of line with the bursary assistance which they could receive from the school. Moreover, setting fees at such high level would induce parents of lower income to withdraw their children from the school, which, in turn, would seriously distort the deliberately balanced community of students. It has been the consistent policy of UNIS to respond as much as possible to its responsibility to help students from lower income groups to attend the school. In particular, the school has sought, through the fee remission, to ensure the fullest attendance of children from diplomatic missions. The need, therefore, to terminate the remission programme reflects directly the severity of the budget constraints under which the school must operate. The bursary programme to assist needy parents is still in operation, but as it taxes the school budget heavily, its continuation is also questionable if no additional financial assistance is forthcoming for the school.

18. Despite every effort, the school could not have avoided the growing deficit in its finances without seriously hampering its educational standards. The deficit at the end of the 1978/1979 school year amounted to \$1,314,551, which is equivalent to almost one third of the annual budget of the school. With the most intensive efforts to economize, encompassing the school's administration, as well as its scholastic programme, it may be possible to forestall further increase in the school's deficit. Yet there is no possibility to provide for a reduction of the accumulated deficit in future years, which entails an ongoing financial burden in interest payments to the school budget. The interest charge for 1978/1979 alone amounted to the cost of one full-time teacher.

19. The UNIS Manhattan premises have, at present, an insured valuation of \$14.4 million. It may be recalled that the school site itself was made available

/...

by the City of New York under a 99-year lease at one dollar per year. Although the new building has been occupied for only seven years, after 25 years of temporary and often makeshift premises, it is already evident that costly maintenance repairs will be necessary in the not distant future. Apart from such maintenance outlays, the near-capacity enrolment in the school requires that modifications be made to the internal structure in order better to accommodate the students. A high priority in this connexion concerns the fact that at present some 800 students are crowded on one floor of the building. However, the school does not have the resources to initiate the much-needed rearrangement of accommodation required for the well-being of the students.

Conclusions

20. The Secretary-General is mindful of the budgetary restraint and economy to be followed by the United Nations, from which UNIS cannot be excluded. Yet the school's viability, proper functioning and the pursuance of its mandate to offer and maintain educational standards reflecting the requirements and the expectations imposed upon it by its affiliation with the United Nations cannot be assured any longer without financial support. The school can only maintain its future financial viability if it is provided with relief from the financial burden accumulated in the past. It must further receive assistance to compensate for the obligations it incurs in regard to the bursary programme, as well as for the additional costs emanating from the international pattern of education provided at the school. Bearing this in mind, the following request for assistance for UNIS may be considered:

(a) To liquidate the accumulated deficit basically caused by fee reductions under the bursary programme for needy parents and by the fee remission for members of missions and United Nations staff members not entitled to education grant, an amount of \$1,315,000 would be needed.

(b) In order to help to relieve the budget from the bursary assistance for staff members of the United Nations and members of delegations who have serious need of financial aid to enable their children to attend UNIS an addition of \$1,500,000 to the Development Fund would be required.

(c) The budget of the school is unable to provide adequately for the structural maintenance and repair of the UNIS building, even at the minimum level which is currently required. Contingencies, including needed modifications in the school's facilities, cannot be met without jeopardizing other essential elements in the school's budget. This situation necessitates, on an ongoing basis, financial support which could best be provided by a further addition to the Development Fund, the yield on which could be made available for such purposes. An addition of \$1,000,000 to the Development Fund would seem justified for this purpose.

Annex I

UNITED NATIONS INTERNATIONAL SCHOOL

SUMMARY OF KEY STATISTICS, 1974/1975-1979/1980

	<u>1974/1975</u>	<u>1975/1976</u>	<u>1976/1977</u>	<u>1977/1978</u>	<u>1978/1979</u>	<u>1979/1980</u>
Enrolment	1 317	1 413	1 449	1 421	1 463	1 458
Income (\$000)	3 340.5	3 820.3	4 085.6	4 122.7	4 251.1 <u>a/</u>	4 926.8 <u>b/</u>
Expenditure (\$000)	3 577.2	3 906.8	4 341.4	4 489.9	4 308.6 <u>a/</u>	4 983.3 <u>b/</u>
Operating deficit (\$000)	236.7	86.5	255.8	307.2	57.5 <u>a/</u>	56.5 <u>b/</u>
Average tuition (\$)	2 287	2 287	2 448	2 500	2 615	2 875
Cost per student (\$)	2 716	2 765	2 996	3 160	2 945	3 418
Full-time equivalent teachers <u>c/</u>	116	120	133	131	123.5	132.5
Teacher/student ratio (Junior House)	1/12	1/13	1/11.9	1/12.7	1/13.6	1/10.8
Teacher/student ratio (Secondary School)	1/11	1/11	1/10.4	1/11	1/14.6	1/12.4
Teacher/student ratio (UNIS average) <u>d/</u>	1/11.3	1/11.8	1/10.9	1/10.9	1/11.9	1/11

a/ Unaudited balances.

b/ Provisional estimates.

c/ These figures do not include the Director, Dean of Studies, Business Manager, Director of Admissions and Principals.

d/ The average ratio does include non-teaching professional staff, who number eight for 1979/1980.

Annex II

UNITED NATIONS INTERNATIONAL SCHOOL

BUDGET ESTIMATES FOR 1979-1980 AND ACTUAL INCOME AND
 EXPENDITURES FOR 1974-1975, 1975-1976, 1976-1977,
 1977-1978 AND 1978-1979

<u>Income</u>	<u>Budget estimates</u> <u>1979-1980</u>	<u>1974-1975</u>	<u>1975-1976</u>	<u>1976-1977</u>	<u>1977-1978</u>	<u>1978-1979*</u>
Tuitions and other fees <u>a/</u>	4 204 850	2 971 767	3 250 655	3 543 405	3 542 980	3 764 007
Donations and other income <u>b/</u>	721 900	368 683	569 683	542 176	639 681	487 100
Total income	4 926 750	3 340 450	3 820 338	4 085 581	4 182 661	4 251 107
<u>Expenditures</u>						
Staff costs and related expenses <u>c/</u>	4 185 785	2 931 667	3 123 469	3 506 583	3 635 168	3 581 393
Rentals maintenance and alterations <u>d/</u>	305 000	215 645	269 974	294 180	317 921	314 342
Supplies and equipment <u>e/</u>	145 400	139 070	146 898	152 995	129 828	118 582
Other expenses <u>f/</u>	162 065	74 912	120 345	145 987	162 237	83 787
Bursaries <u>g/</u>	185 000	141 387	157 793	154 225	160 407	130 320
Remission <u>h/</u>	-	74 549	88 324	87 410	84 380	80 215
Total expenses	4 983 250	3 577 230	3 906 803	4 341 380	4 489 941	4 308 639
Operating deficit	(56 500)	(236 780)	(86 465)	(255 799)	(307 280)	(57 532)

* Not yet audited.

a/ Includes admission and registration fees, Association membership fees, as well as tuition (including fees for mother-tongue instruction).

b/ Includes transfers from earnings of the Development Fund, gifts and grants and other income (interest, rentals - building, special activities and government-sponsored teachers).

(Foot-notes to table) (continued)

c/ Includes salaries and allowances of all personnel; teachers (including part-time teachers for mother-tongue instruction), office staff and maintenance staff. It also includes payments to the Health and Pension Plan, social security and welfare, recruitment and repatriation expenses and travel on home leave.

d/ Includes the cost of maintaining the Manhattan buildings, the apartments (class-rooms) in Parkway Village. Also included are the costs of utilities and repairs and alterations to the buildings.

e/ Includes specialist equipment and furniture for laboratories, class-rooms and lunch rooms, as well as textbooks, stationery, office and instructional supplies, and physical education supplies, excluding rental of gymnasium and swimming pools.

f/ Covers the cost of telephone, postage, insurance, extracurricular activity, membership and guidance.

g/ Covers bursary to children of United Nations staff, non-United Nations and delegation parents.

h/ Includes fee remission to United Nations staff, delegations and press corps not receiving education grant.

Annex III

UNITED NATIONS INTERNATIONAL SCHOOL

CONTRIBUTIONS AND DONATIONS FOR THE PERIOD 1974/1975
 THROUGH 1978/1979

	<u>1974/1975</u>	<u>1975/1976</u>	<u>1976/1977</u>	<u>1977/1978</u>	<u>1978/1979</u>
United Nations contributions by General Assembly resolution 9983 (XXIX)	2 000 000	-	-	-	-
Government contributions in support of faculty <u>a/</u>	70 000	120 000	126 000	150 500	261 000
Contributions to Development Fund Committee	73 700	64 000	10 000	-	-
Public donations <u>b/</u>	42 551	131 750	79 167	20 754	45 009
	<u>2 191 251</u>	<u>315 750</u>	<u>215 167</u>	<u>171 254</u>	<u>306 009</u>

a/ Government-sponsored faculty - estimated \$ value. Since 1975/1976, Iran and the Libyan Arab Jamahiriya have provided mother-tongue teachers. Since 1976/1977, the League of Arab States joined the above. In response to a request to Governments in 1977, 40 Member States have provided book collections for the Library, and other gifts in kind have also been received.

b/ During these years, private gifts in kind amounted to approximately \$350,000.

Annex IV

UNITED NATIONS INTERNATIONAL SCHOOL

STUDENT ENROLMENT - STATISTICAL REPORT, 1975-1979

I. Student enrolment

A. <u>By age</u>	<u>Oct. 75</u>	<u>Oct. 76</u>	<u>Oct. 77</u>	<u>Oct. 78</u>	<u>Oct. 79</u>
<u>Junior</u>					
Parkway	198	187	156	174	170
Manhattan	497	506	503	484	489
Total	695	693	659	658	659
<u>Secondary</u>	736	756	762	805	798
Total	1 431	1 449	1 421	1 463	1 457

B. <u>By parents</u>	<u>Oct. 75</u>	<u>Oct. 76</u>	<u>Oct. 77</u>	<u>Oct. 78</u>	<u>Oct. 79</u>
1. <u>United Nations Secretariat</u>					
(a) With grant	419	406	418	432	421
(b) Without grant	132	143	135	117	108
2. <u>Specialized agencies</u>					
(a) With grant	-	1	-	-	1
(b) Without grant	-	-	-	-	-
Total UN staff	551-39%	550-38%	553-39%	549-37%	530-36%
3. <u>Delegations</u>					
(a) With grant	92	99	135	131	132
(b) Without grant	78	69	70	86	67
Total delegations	170-12%	168-12%	205-14%	217-15%	199-14%
	721-51%	718-50%	758-53%	766-52%	729-50%

/...

	<u>Oct. 75</u>	<u>Oct. 76</u>	<u>Oct. 77</u>	<u>Oct. 78</u>	<u>Oct. 79</u>
4. <u>International</u>					
(a) Consulate	16	19	27	29	30
(b) International					
1. Press Corps	17	21	20	15	18
2. NGOs	4	5	5	5	5
3. Non-UN int'l. org.	1	-	-	-	-
Total international	38-2%	45-3%	52-4%	49-3.5%	53-4%
<hr/>					
5. <u>UNIS</u>					
(a) Faculty	45	40	40	44	38
(b) Office staff	-	2	3	3	4
Total UNIS	45-3%	42-3%	43-3%	47-3.5%	42-3%
<hr/>					
Total official international community	804-56%	805-56%	853-60%	862-59%	824-57%
<hr/>					
6. <u>No official relation with UN</u>					
(a) Local	450-31%	432-29.5%	389-27%	383-26%	379-26%
(b) International	177-13%	212-14.5%	179-13%	218-15%	254-17%
Total no official relation	627-44%	644-44%	568-40%	601-41%	633-43%
<hr/>					
Total - all students	1 431	1 449	1 421	1 463	1 457
<hr/>					

<u>II. Countries represented</u>	<u>Oct. 1975</u>	<u>Oct. 1976</u>	<u>Oct. 1977</u>	<u>Oct. 1978</u>	<u>Oct. 1979</u>
Afghanistan***	2	-	-	-	1
Albania	-	-	-	-	-
Algeria	1	1	5	5	4
Angola	-	-	-	-	-
Antigua**	2	2	3	2	2
Argentina	21	17	19	20	17
Australia	16	6	6	18	16
Austria	6	11	10	17	14
Bahamas	-	-	1	1	1
Bahrain	-	-	2	-	-
Bangladesh	2	4	5	4	3
Barbados	10	7	4	7	5
Belgium	9	10	11	12	10
Benin	-	-	-	-	-
Bhutan***	2	2	3	-	1
Bolivia	2	2	2	3	5
Botswana	-	1	1	1	1
Brazil	11	15	17	20	17
Bulgaria	-	-	-	-	-
Burma	7	6	3	7	5
Burundi	-	-	-	-	-
Byelorussian SSR	-	-	-	-	-
Canada	16	14	13	15	10
Cape Verde	-	-	1	1	1
Central African Republic	-	-	-	-	-
Chad	-	-	-	-	-
Chile	8	9	9	12	13
China	25	18	32	37	40
Colombia	9	7	6	5	11
Comoros	-	-	-	-	-
Congo	-	-	-	-	-

/...

<u>Countries represented</u>	<u>Oct. 1975</u>	<u>Oct. 1976</u>	<u>Oct. 1977</u>	<u>Oct. 1978</u>	<u>Oct. 1979</u>
Costa Rica	--	--	--	1	2
Cuba	3	4	4	3	3
Cyprus	5	5	4	5	6
Czechoslovakia***	1	--	--	--	1
Democratic Kampuchea	--	--	--	1	1
Democratic Yemen	--	--	--	--	--
Denmark	5	5	3	4	8
Djibouti	--	--	--	--	--
Dominica	--	--	--	--	--
Dominican Republic**	5	5	5	2	--
Ecuador	1	1	2	2	1
Egypt	16	19	18	15	16
El Salvador	2	2	2	--	--
Equatorial Guinea	--	--	--	--	--
Ethiopia	9	9	12	10	11
Fiji	8	7	6	6	7
Finland	3	3	10	10	11
France	76	62	54	63	54
Gabon	--	--	--	--	--
Gambia	1	1	2	3	5
German Dem. Republic	--	--	--	--	--
Germany, Fed. Rep. of	16	26	34	38	39
Ghana	7	9	4	8	17
Greece	7	7	6	5	3
Grenada	2	3	3	2	3
Guatemala**	2	3	2	1	--
Guinea	2	--	--	--	--
Guinea-Bissau	--	--	--	--	--
Guyana	12	15	20	21	20
Haiti	8	11	9	10	9
Honduras	2	--	--	--	--

/...

<u>Countries represented</u>	<u>Oct. 1975</u>	<u>Oct. 1976</u>	<u>Oct. 1977</u>	<u>Oct. 1978</u>	<u>Oct. 1979</u>
Hungary	-	1	4	4	3
Iceland	-	-	-	1	1
India	52	53	48	48	67
Indonesia	6	2	2	2	2
Iran	11	11	19	16	19
Iraq***	2	2	2	-	1
Ireland	6	9	6	7	6
Israel	5	4	2	3	3
Italy	21	22	24	26	34
Ivory Coast	-	-	-	-	-
Jamaica	7	14	16	18	14
Japan	49	48	42	45	50
Jordan	5	2	2	3	2
Kenya	12	7	10	14	16
Korea, Republic of**	4	2	3	3	7
Kuwait	2	2	3	4	3
Lao People's Dem. Rep.	-	-	-	-	-
Lebanon	3	2	1	2	3
Lesotho**	1	-	3	2	-
Liberia	3	-	-	2	3
Libyan Arab Jamahiriya	-	-	-	1	1
Luxembourg	1	-	-	-	-
Madagascar	6	7	7	4	3
Malawi	-	-	-	-	-
Malaysia	6	11	10	6	11
Maldives	-	-	-	-	-
Mali	-	-	-	-	-
Malta	3	4	4	7	7
Mauritania	1	1	1	1	1
Mauritius	3	3	2	2	3
Mexico	6	5	3	3	2

/...

<u>Countries represented</u>	<u>Oct. 1975</u>	<u>Oct. 1976</u>	<u>Oct. 1977</u>	<u>Oct. 1978</u>	<u>Oct. 1979</u>
Mongolia	-	-	-	-	-
Morocco	2	1	2	5	6
Mozambique	-	-	-	-	-
Namibia*	1	-	1	1	1
Nepal	-	-	2	2	1
Netherlands	10	9	9	15	14
New Zealand	10	4	6	5	6
Nicaragua	-	-	-	-	-
Niger***	-	-	-	-	1
Nigeria	31	35	43	41	40
Norway	3	3	5	6	4
Oman	-	-	1	2	1
Pakistan	14	20	20	21	18
Panama	9	9	12	11	10
Papua New Guinea	-	-	-	4	3
Paraguay***	-	-	-	-	1
Peru	3	4	8	5	5
Philippines	18	27	28	29	26
Poland	5	4	4	8	10
Portugal	-	-	-	1	1
Qatar***	-	-	-	-	1
Romania	2	2	3	2	1
Rwanda	-	-	-	-	-
Saint Lucia	-	-	-	-	-
Samoa***	-	-	-	-	2
Sao Tome and Principe	-	-	-	-	-
Saudi Arabia	5	4	4	3	2
Senegal	-	-	-	-	-
Seychelles	-	-	-	1	2
Sierra Leone	14	17	22	17	12
Singapore	3	4	3	4	10

/...

<u>Countries represented</u>	<u>Oct. 1975</u>	<u>Oct. 1976</u>	<u>Oct. 1977</u>	<u>Oct. 1978</u>	<u>Oct. 1979</u>
Solomon Islands	-	-	-	-	-
Somalia	-	1	2	3	2
South Africa	2	7	5	3	2
Spain	7	8	6	5	11
Sri Lanka	12	10	9	7	3
Stateless ²²	2	2	4	2	2
Sudan	9	6	7	5	7
Suriname	-	-	-	-	-
Swaziland	-	-	-	-	-
Sweden	18	18	11	13	16
Switzerland*	6	8	8	9	10
Syrian Arab Republic	11	8	9	11	9
Thailand	4	6	5	7	4
Togo	-	2	1	1	1
Trinidad and Tobago	7	12	10	11	11
Tunisia	2	2	2	4	6
Turkey	25	26	21	21	17
Uganda	15	24	26	27	19
Ukrainian SSR	-	-	-	1	1
USSR	5	1	3	3	2
United Arab Emirates	-	1	1	-	-
United Kingdom	38	34	31	41	35
United Republic of Cameroon	2	5	1	3	3
United Republic of Tanzania	15	11	9	8	10
United States	537	539	486	442	425
Upper Volta	-	-	1	-	-
Uruguay	11	6	7	10	10
Venezuela	2	3	-	5	3
Viet Nam	2	2	5	4	2

/...

<u>Countries represented</u>	<u>Oct. 1975</u>	<u>Oct. 1976</u>	<u>Oct. 1977</u>	<u>Oct. 1978</u>	<u>Oct. 1979</u>
Yemen	2	2	1	1	1
Yugoslavia	6	7	5	7	7
Zaire	-	2	2	2	3
Zambia	4	3	2	3	2
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total number of students	1 413	1 449	1 421	1 463	1 457
Total number of countries	102	100	107	110	115

* Non-member States.

** Countries no longer represented at UNIS, 1979/1980.

*** Countries newly represented at UNIS, 1979/1980.

III. Geographical
regions
represented

	<u>1975/1976</u>	<u>1976/1977</u>	<u>1977/1978</u>	<u>1978/1979</u>	<u>1979/1980</u>
Africa	127	156	174	177	181
North America	537	555	511	459	437
South America	133	159	156	175	165
Asia	254	223	227	234	261
Australia	(not listed)	10	12	27	27
East Europe	18	15	19	25	25
West Europe	255	249	236	285	284
Middle East	107	82	86	81	77
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	1 431	1 449	1 421	1 463	1 457

/...

Annex V

UNITED NATIONS INTERNATIONAL SCHOOL TEACHING STAFF a/

	<u>1975/1976</u>	<u>1976/1977</u>	<u>1979/1980</u>
A. <u>Number</u>			
Junior	54	58	61
Secondary	69	87	88
Full-time <u>b/</u>	115	121	130
Part-time	10	24	14
	<u> </u>	<u> </u>	<u> </u>
Total <u>b/</u>	125	145	144
<hr/>			
B. <u>Origin</u>			
Africa	7	8	8
North America	42	49	58
South America	7	7	4
Asia	14	16	14
Australia	-	4	4
East Europe	3	8	4
West Europe	50	49	47
Middle East	2	4	5
	<u> </u>	<u> </u>	<u> </u>
Total	125	145	144
<hr/>			
C. <u>Sex</u>			
Male	45	52	52
Female	80	93	92
	<u> </u>	<u> </u>	<u> </u>
	125	145	144
<hr/>			
D. <u>Qualifications</u>			
Non-university training	5	10	-
Baccalaureate or equivalent	66	71	45
Beyond B.A.	54	64	-
Masters or equivalent <u>c/</u>	-	-	92
Doctorate <u>c/</u>	-	-	7
	<u> </u>	<u> </u>	<u> </u>
	125	145	144

	<u>1975/1976</u>	<u>1976/1977</u>	<u>1979/1980</u>
E. <u>Service at UNIS</u>			
0-2 years	43	61	47
3-5 years	38	32	26
6-10 years <u>d/</u>	-	-	37
Over 10 years <u>d/</u>	44	52	34
	<u>125</u>	<u>145</u>	<u>144</u>
F. <u>Type of contract</u>			
Local	73	96	98
Overseas	52	49	46
	<u>125</u>	<u>145</u>	<u>149</u>

a/ Reflects total number of persons, not full-time equivalent teachers.

b/ Includes, as full-time, department heads and division leaders, a proportion of whose time involves administrative, non-teaching duties.

c/ Prior to 1979/1980 UNIS did not specify types of degrees, beyond the baccalaureate.

d/ Prior to 1979/1980 UNIS did not specify service between 6 and 10 years.

Annex VI

UNIS TEACHERS' SALARIES AND BENEFITS

	<u>Base salary</u>	<u>Average salary</u> (+ steps + c.o.l.)	<u>Average benefits</u>
1974/1975	10 780	15 728	1 687
1975/1976	12 180	17 689	1 893
1976/1977	13 110	18 949	2 016
1977/1978	13 765	19 116	2 346
1978/1979	14 455	20 998	2 730

Annex VII

GOVERNMENT-SPONSORED TEACHERS AT UNIS

	<u>1974/1975</u>	<u>1975/1976</u>	<u>1976/1977</u>	<u>1977/1978</u>	<u>1978/1979</u>
Germany	2	2	2	2	2
France	2	2	2	2	3
Australia	--	-	--	2	2
New Zealand	--	2	2	1	1
Ireland	--	--	--	-	1
Arab League			1.5	1.5	1.5

Annex VIII

UNITED NATIONS INTERNATIONAL SCHOOL

TUITION SCHEDULE, 1974/1975-1979/1980

	<u>1974/1975</u>	<u>1975/1976</u>	<u>1976/1977</u>	<u>1977/1978</u>	<u>1978/1979</u>	<u>1979/1980</u>
	\$	\$	\$	\$	\$	\$
Jr. A	1 825	1 825	1 950	1 950	1 975	2 000
Jr. 1	2 050	2 050	2 225	2 300	2 450	2 450
2	2 050	2 050	2 225	2 300	2 450	2 650
3	2 050	2 050	2 225	2 300	2 450	2 650
4	2 150	2 150	2 325	2 350	2 525	2 650
5	2 150	2 150	2 325	2 350	2 525	2 750
M 1	2 300	2 300	2 450	2 550	2 700	2 750
2	2 475	2 475	2 600	2 650	2 725	2 900
S 1	2 475	2 475	2 600	2 650	2 775	2 950
2	2 550	2 550	2 725	2 775	2 800	2 950
T 1	2 550	2 550	2 725	2 775	2 875	3 000
2	2 550	2 550	2 725	2 775	2 875	3 100
3	2 550	2 550	2 725	2 775	2 875	3 150
Average tuition	2 287	2 287	2 448	2 500	2 615	2 765
% increase		0	7%	2%	4.6%	5.7%*

* Excludes \$200 per family tuition surcharge.