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PERSONNEL QUESTIONS

Composition of the Secretariat

Report of the Secretary-General

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I. PRINCIPLES GOVERNING THE RECRUITMENT OF STAFF

1. Since the General Assembly first considered the question of the composition of the Secretariat at its first session in 1946, it has adopted a number of resolutions, setting forth the principles governing recruitment of the staff in accordance with Article 101 of the Charter of the United Nations and supplementing them with various directives. In response to requests of the Assembly, the Secretary-General submits to it each year a report on the composition of the Secretariat providing information on the progress made towards the objectives established by the Assembly, as well as information in response to its specific requests. At its thirty-second session, the Assembly adopted resolutions 32/17 A and B of 11 November 1977, in which it urged the Secretary-General to intensify his efforts for the effective implementation of some of its earlier resolutions and requested him, in the submission of his report to the Assembly at its thirty-third session, to provide full data, including comparative numerical data, on their implementation. In addition, the Assembly made a number of individual requests for information on particular aspects of the composition of the Secretariat which are responded to in this report. 1/

2. In its resolutions over the years, the Assembly dealt with various aspects of the composition of the Secretariat and set out recruitment policies to guide the Secretary-General in the selection of the staff. At different times the following matters have been the subject of the Assembly's concern: methods of selection, recruitment missions, competitive examinations, long-term recruitment planning, recruitment standards, the development of standard qualifications, balancing the needs for new talent and the use of existing talent, the proportion of fixed-term and career staff, the type of staff to be preferred in posts involving complex duties and responsibilities, the representation of all Member States, priority to be given to nationals of unrepresented and under-represented Member States, the composition of the staff at senior levels, the linguistic balance of the staff, the age distribution of the staff, the proportion of men and women on the staff, the principle that no post should be considered the exclusive preserve of any Member State or group of Member States and the proportion of staff from the region in regional offices.

3. While varying emphasis has been given to these different matters, the Assembly has emphasized in recent sessions four major concerns which have guided the Secretary-General in his efforts during the year, namely:

(a) The compatibility of the paramount consideration in the employment of the staff, which is the necessity of securing the highest standards of efficiency, competence and integrity, with the due regard which is to be paid to the importance

1/ The report requested in resolution 32/17 B on all recruiting missions undertaken between the date the resolution was adopted and the date the thirty-third session of the Assembly began will be submitted shortly after the opening of the session to include information on missions between 30 June 1978 and the opening of the session.

of recruiting the staff on as wide a geographical basis as possible. As early as its second session, the Assembly stated, in resolution 153 (II) of 15 November 1947, that its desire to attain a balanced geographical distribution in the composition of the Secretariat does not conflict with the paramount consideration as laid down in Article 101 of the Charter. It also stated that, in view of its international character and in order to avoid undue predominance of national practices, the policies and administrative methods of the Secretariat should reflect, and profit to the highest degree from, assets of the various cultures and the technical competence of all Member States. The compatibility of the two principles was reaffirmed in resolution 32/17 B.

(b) The priority in recruitment to be given to the nationals of unrepresented and under-represented Member States. In resolution 153 (II), the General Assembly not only requested the Secretary-General to take steps to improve the geographical distribution of the staff, but also requested him to engage staff members from those countries which had not yet any of their nationals in the Secretariat. Later, in resolution 1097 (XI) of 27 February 1957, the Assembly recommended that in future appointments appropriate preference should be given to nationalities which form a disproportionately small part of the Secretariat, thus extending the priority in recruitment to nationals of under-represented Member States as well as to nationals of unrepresented Member States. The Assembly has reiterated this principle in virtually every resolution later adopted on the subject, including those expressly mentioned in resolution 32/17 A, namely, resolutions 3417 B (XXX) of 8 December 1975 and 31/26 of 29 November 1976.

(c) The importance of equitable geographical distribution at the senior level of the Secretariat and of the representation of women and of nationals of developing countries at this level. Concern for the improvement of the composition at the senior level, namely, at the Principal Officer (D-1) level and above, was particularly stressed at the eighteenth session at which the Assembly, by its resolution 1928 (XVIII) of 11 December 1963, requested the Secretary-General to take into account the equitable distribution of posts among Member States of each region in the recruitment of staff on as wide a geographical basis as possible, especially at the levels of D-1 and above and, to this end, to consider suitable persons from Member States not already represented at such levels. In resolutions 3417 A (XXX) and 31/26, to both of which resolution 32/17 A refers, the Assembly stated that to achieve the objectives and goals of the United Nations, especially with regard to the new international economic order, the developing countries should be adequately represented at all levels in the Secretariat and, in particular, at the senior levels, and requested the Secretary-General to take measures to increase the number of staff from all developing countries in senior and policy-making posts in the Secretariat. The Assembly, in its resolution 3352 (XXIX) of 18 December 1974, requested the Secretary-General to take all necessary measures to ensure, in accordance with the Charter and bearing in mind, in particular, its Article 101, paragraph 3, that an equitable balance between men and women staff members, particularly in senior policy-making positions, would be achieved before the end of the Second United Nations Development Decade. The special need to appoint women particularly at the more senior levels, in the context of equitable geographical distribution, was specifically referred to by the Assembly in its resolution 32/17 B.

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(d) The importance of recruiting women and younger persons to the Secretariat. In resolution 3416 (XXX), the Assembly reaffirmed that equitable distribution of the positions between men and women is a major principle governing the recruitment policy of the United Nations and requested the Secretary-General to take a number of measures in consequence. By resolution 32/17 A, the Assembly expressly urged the Secretary-General to intensify his efforts for the effective implementation of resolution 3416 (XXX). In resolution 31/26, the Secretary-General was urged 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, the Assembly expressed the belief that greater efforts could be made to recruit younger persons to the Secretariat in order to reduce the average age of appointment at the base Professional grade, in a manner compatible with the requirements of geographical distribution and urged the Secretary-General to make greater efforts to appoint to senior posts younger people of outstanding ability and demonstrable potential.

II. STATISTICAL COMPOSITION OF THE SECRETARIAT

4. 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 heads of the secretariats of a number of subsidiary organs independent authority to appoint staff. The total number of staff with career appointments or appointments for a year or more assigned to the Secretariat of the United Nations and to the secretariats of the organs with an independent power of appointment as at 30 June 1978 is shown in table A. The table distinguishes between staff in the Professional category and above, including technical co-operation project personnel, and all other staff. It also distinguishes between the staff in posts financed in whole or in part 2/ from the United Nations regular budget out of the assessed contributions of Member States and the staff in posts financed by the United Nations Development Programme (UNDP) or from other extrabudgetary sources.

5. In resolution 32/17 A, the General Assembly requested the Secretary-General to include in this report full data, including comparative numerical data, on the implementation of its relevant resolutions, particularly resolution 31/26. Thus, in addition to the usual annex of statistical tables reflecting the changes that have taken place since 30 June 1977 and the situation on 30 June 1978, this report shows the composition of the Secretariat in its different aspects over five, ten or twenty-year periods depending on the availability of data. The first such tables show the number of staff at each grade in posts subject to geographical distribution (table B.1) and in posts with special language requirements (table B.2) respectively for the last 10 years and in addition shows the number of female staff for the last eight years. It may be seen from these tables that the percentage of women in posts subject to geographical distribution has increased from 15.2 per cent in 1971 to 17.7 per cent in 1978 and in posts with special language requirements, the percentage has increased over the same period from 31.3 per cent to 32.5 per cent. The over-all percentage of female staff in both groups of post increased from 19.0 per cent to 21.3 per cent.

6. In order to show how the age distribution of the staff in posts subject to geographical distribution and in posts with special language requirements has changed, the number of staff in different age groups is shown in table C.1 for each of the last five years. The average age by grade of staff in posts subject to geographical distribution and in posts with special language requirements is shown in table C.2.

7. Resolutions 31/26 and 32/17 B both urged the promotion of younger people as a

2/ 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 1978

Organization	Regular budget			UNDP			Other sources			
	Professional and above	Other	Total	Professional and above	Other	Total	Professional and above	Other	Total	
UNITED NATIONS	3 376	6 279	9 655	927	369	1 296	968	1 671	2 639	13 590
UNDP	0	0	0	920	3 835	4 755	0	0	0	4 755
UNHCR	93	186	279	1	2	3	96	124	220	502
UNICEF	0	0	0	0	0	0	591	1 219	1 810	1 810
UNITAR	0	0	0	0	0	0	10	26	36	36
UNRWA*	61	10	71	0	0	0	0	0	0	71
ITC	55	70	125	22	5	27	57	16	73	225
ICSC	10	17	27	0	0	0	0	0	0	27
ICJ	15	16	31	0	0	0	0	0	0	31
UNU	0	0	0	0	0	0	25	45	70	70
TOTAL	3 610	6 578	10 188	1 870	4 211	6 081	1 747	3 101	4 848	21 117

* UNRWA has some 15,000 area personnel in addition paid from voluntary funds.

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TABLE B

1. Staff in posts subject to geographical distribution
(showing number of female staff)
1969-1978

	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
USG	12	12	12 (0)	15 (0)	15 (0)	17 (0)	17 (0)	17 (0)	18 (0)	25 (0)
ASG	10	10	13 (0)	11 (0)	15 (1)	17 (1)	16 (1)	20 (1)	21 (1)	18 (1)
D-2	59	63	62 (3)	59 (3)	70 (2)	68 (2)	71 (2)	78 (2)	81 (2)	78 (1)
D-1	138	158	183 (4)	182 (4)	179 (6)	194 (7)	203 (7)	202 (9)	214 (7)	231 (11)
P-5	322	349	367 (27)	372 (23)	372 (30)	386 (30)	412 (30)	440 (33)	474 (40)	481 (40)
P-4	533	528	561 (53)	538 (51)	563 (53)	598 (53)	624 (61)	680 (73)	700 (71)	720 (75)
P-3	487	518	535 (95)	538 (90)	547 (98)	556 (101)	609 (109)	633 (126)	632 (149)	649 (159)
P-2	337	407	412 (114)	437 (123)	453 (147)	465 (158)	428 (148)	453 (154)	435 (156)	437 (156)
P-1	133	125	105 (47)	104 (42)	98 (41)	81 (30)	89 (38)	93 (43)	97 (51)	75 (38)
Total	2 031	2 170	2 250 (343) 15.2%	2 256 (336) 14.9%	2 312 (378) 16.3%	2 382 (382) 16.0%	2 469 (396) 16.0%	2 616 (441) 16.9%	2 672 (477) 17.9%	2 714 (481) 17.7%

2. Staff in posts with special language requirements
(showing number of female staff)
1969-1978

	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
P-5	28	37	44 (6)	50 (8)	43 (6)	43 (11)	44 (11)	43 (14)	49 (15)	54 (15)
P-4	178	189	189 (52)	180 (53)	190 (52)	194 (50)	194 (49)	225 (57)	234 (63)	225 (68)
P-3	293	279	296 (95)	329 (106)	328 (115)	323 (115)	353 (126)	371 (122)	372 (124)	415 (144)
P-2	120	141	152 (57)	136 (43)	131 (41)	144 (42)	150 (39)	165 (59)	196 (69)	178 (54)
P-1	5	9	12 (7)	9 (3)	11 (7)	7 (5)	7 (3)	7 (5)	5 (4)	8 (5)
Total	624	655	693 (217) 31.3%	704 (213) 30.3%	703 (221) 31.4%	711 (223) 31.4%	748 (228) 30.5%	811 (257) 31.7%	856 (275) 32.1%	880 (286) 32.5%
GRAND TOTAL	2 655	2 825	2 943 (560) 19.0%	2 960 (549) 18.5%	3 015 (599) 19.9%	3 093 (605) 19.6%	3 217 (624) 19.4%	3 427 (698) 20.4%	3 528 (752) 21.3%	3 594 (767) 21.3%

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TABLE C

1. Age distribution of staff in posts subject to geographical distribution and in posts with special language requirements 1974-1978

Geographic	Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	Total
1974	6	91	257	342	415	425	460	312	74	2 382
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
Language										
1974	5	79	127	103	104	74	106	87	26	711
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
Total										
1974	11	170	384	445	519	499	566	399	100	3 093
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

2. Average age of staff in posts subject to geographical distribution and in posts with special language requirements by grade 1974-1978

Geographic	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
1974	55.01	52.50	52.69	53.10	50.73	46.73	42.68	39.64	35.54	45.45
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
Language										
1974					54.17	47.67	41.25	36.39	33.99	42.72
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
Total										
1974	55.01	52.50	52.69	53.09	51.07	46.97	42.16	38.87	35.41	44.83
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

contributory measure to achieve the aim of reducing the average age of the Secretariat. Changes in the average age can most easily be made by appointing qualified young candidates in preference to older candidates and by replacing staff who are separating from the service by staff already in the service and appointing younger candidates to the more junior posts from which they are promoted. However, while it is possible to choose between two candidates for appointment on the basis of age, the principle of merit is always the most important element governing the Secretary-General's choice of whom to promote within the Secretariat to carry out its functions efficiently. The Secretary-General has always considered that merit is of primary significance in deciding on the promotion of staff. His practice is indicated by the fact that while there may be some correlation between particular ages and grades in the Professional category the lowest and highest ages at which staff are promoted are often over 10 years apart and sometimes more than 15 years apart. While it is easy to promote a talented staff member at an early age, it is not possible to refuse a staff member a promotion to a position he or she is equally capable of fulfilling merely because the promotion comes later in the staff member's career. The Secretary-General has continued to apply the criteria for extending staff beyond 60 years of age in accordance with staff regulation 9.5 and to retain staff beyond that age only in exceptional circumstances in the interests of the Organization. Table C shows that of the 3,594 staff in posts subject to geographical distribution and with special language requirements on 30 June 1978, only 101 (2.8 per cent) were 60 years of age or more. This percentage has decreased from 3.2 per cent five years ago.

8. In resolution 32/17 B the Secretary-General was requested to submit an analysis of the ages of staff on appointment and on promotion in each of the Professional grades and above over the past 20 years separately for each of the ten-year periods 1959-1968 and 1969-1978 in order to evaluate and formulate such policy guidelines as may be necessary in this area. Table D shows the age of staff in posts subject to geographical distribution for whom this information is available. Since the staff in posts with special language requirements are chosen on the basis of competitive selection and their promotion is in certain circumstances automatically regulated, the criterion of age is not considered relevant. Resolution 32/17 B also requested the Secretary-General to report separately on the recruitment of young people below 27 years of age. During the year, seven staff members from China, Japan, Nigeria, Senegal, United States of America, United Soviet Socialist Republics and Yemen were appointed in this age group.

TABLE D

Age of staff in posts subject to geographical distribution
on appointment (A) and promotion (P)

	1959-1963		1964-1968		1969-1973		1974-1977	
	A	P	A	P	A	P	A	P
P-1								
Average age	27.07	38.28	26.54	37.24	26.34	38.46	26.80	37.01
Under 30	85	5	159	11	100	7	43	17
30-39	12	19	10	35	11	39	8	51
40-49	-	21	-	27	-	27	-	20
50-59	-	-	-	1	-	6	-	8
Over 59	-	-	-	-	-	-	-	-
P-2								
Average age	31.78	36.11	31.53	39.93	31.01	39.35	31.34	38.51
Under 30	98	23	78	23	171	48	92	59
30-39	160	60	179	51	177	100	180	104
40-49	14	44	12	90	14	82	9	75
50-59	5	-	-	17	5	50	1	45
Over 59	-	-	-	-	-	-	-	1
P-3								
Average age	37.38	37.52	36.41	38.83	36.53	38.04	36.61	37.67
Under 30	6	15	2	15	7	47	7	98
30-39	171	112	253	139	264	218	248	326
40-49	64	66	53	116	69	108	63	92
50-59	13	2	8	14	8	44	5	85
Over 59	-	-	-	-	-	-	-	6
P-4								
Average age	42.49	41.29	41.46	42.28	42.18	43.00	41.49	41.74
Under 30	-	-	-	1	-	-	-	8
30-39	52	42	123	70	112	138	91	234
40-49	71	83	152	142	162	145	124	187
50-59	18	2	33	22	34	77	17	92
Over 59	-	-	-	-	-	-	-	2
P-5								
Average age	45.51	42.90	46.52	46.19	45.86	47.52	46.56	47.82
Under 30	-	-	-	-	-	-	-	-
30-39	11	8	19	5	23	15	11	21
40-49	51	42	66	106	84	119	77	149
50-59	20	1	40	28	40	84	37	107
Over 59	-	-	-	-	-	-	-	3
D-1								
Average age	49.61	46.28	47.71	47.83	47.40	49.83	49.66	50.11
Under 30	-	-	-	-	-	-	-	-
30-39	2	1	3	-	8	3	4	3
40-49	3	5	23	32	28	46	24	47
50-59	8	1	15	16	25	50	33	69
Over 59	-	-	1	-	1	1	2	2

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III. GEOGRAPHICAL DISTRIBUTION OF THE SECRETARIAT

A. Representation of Member States

9. The number of Member States in each region that are unrepresented, under-represented, within their desirable range or above their desirable range is shown in table E. This table compares the situation in each region in 1978 with the situation the previous year and 10 years previously. At the beginning of the reporting year, there were 24 Member States that were not represented by one of their nationals in a post subject to geographical distribution. In addition, a newly admitted Member State, Djibouti, had none of its nationals in a post subject to geographical distribution. 3/ During the year, three nationals of two of these Member States, Democratic Yemen and Rwanda, were appointed. As a result, Democratic Yemen came within its desirable range. At the end of the year, on 30 June 1978, there were 23 Member States that were not represented. 4/ At the beginning of the reporting year, there were 17 under-represented Member States. During the year, 36 nationals of 12 of these Member States, China, Czechoslovakia, German Democratic Republic, Germany, Federal Republic of, Grenada, Japan, Mexico, Poland, Saudi Arabia, Spain, Ukrainian Soviet Socialist Republic and Venezuela, were appointed. As a result, Grenada came within its desirable range. At the end of the year, on 30 June 1978, there were 20 under-represented Member States. 5/ Of the remaining appointments made during the year, 119 were of nationals of Member States which were within their desirable range at the beginning of the year, 96 were of nationals of Member States above their desirable range, and one was of a national of a non-Member State that participates in certain activities of the Organization.

10. Over the last 10 years, more than 2,200 new staff members have been appointed to posts subject to geographical distribution. Table F.1 shows, with respect to such posts, the number of appointments, separations from service and other staff changes for each region, indicating whether the appointment or separation related to a staff member who held a career or a fixed-term appointment at the time. Table F.2 shows for each region, the number of all appointments to such posts at each grade.

3/ Viet Nam, also a newly admitted Member State, already had two of its nationals in posts subject to geographical distribution and thus was within its desirable range.

4/ Albania, Angola, Bahamas, Bahrain, Bhutan, Cape Verde, Djibouti, Equatorial Guinea, Gabon, Guinea-Bissau, Ivory Coast, Kuwait, Maldives, Mozambique, Oman, Papua New Guinea, Qatar, Samoa, Sao Tome and Principe, Seychelles, Suriname, Swaziland and United Arab Emirates.

5/ China, Comoros, Czechoslovakia, German Democratic Republic, Germany, Federal Republic of, Greece, Israel, Japan, Libyan Arab Jamahiriya, Malawi, Mauritania, Mexico, Mongolia, Poland, Rwanda, Saudi Arabia, South Africa, Spain, Ukrainian Soviet Socialist Republic and Venezuela.

TABLE E
Number of staff and Member States by region
and representation in the Secretariat
1969, 1977 and 1978

Region	Year	Staff	Member States	Unrepre- sented	Under- repre- sented	Within range	Above range
Africa	1969	217	42	7	5	19	11
	1977	301	49	11	3	18	17
	1978	327	50	11	6	14	19
Asia and the Far East	1969	324	18	2	1	4	11
	1977	391	23	4	3	6	10
	1978	401	24	4	3	7	10
Europe (Eastern)	1969	259	10	1	3	3	3
	1977	323	11	1	4	5	1
	1978	316	11	1	4	5	1
Europe (Western)	1969	477	17	0	2	6	9
	1977	633	18	0	3	9	6
	1978	639	18	0	3	9	6
Latin America	1969	187	20	0	2	8	10
	1977	230	21	1	2	10	8
	1978	238	21	1	2	9	9
Middle East	1969	95	13	0	2	5	6
	1977	128	17	6	1	3	7
	1978	132	17	5	2	2	8
North America and the Caribbean	1969	434	6	0	0	4	2
	1977	620	8	1	1	3	3
	1978	621	8	1	0	4	3
Total	1969	1 993	126(100%)	10(7.9%)	15(11.9%)	49(38.9%)	52(41.3%)
	1977	2 645	147(100%)	24(16.3%)	17(11.6%)	54(36.7%)	52(35.4%)
	1978	2 714	149(100%)	23(15.4%)	20(13.4%)	50(33.6%)	56(37.6%)
Others	1969	38+	4 (Non-member States)				
	1977	47+	4 (Non-member States)				
	1978	44+	3 (Non-member States)				

+ Includes stateless persons.

TABLE F

1. Appointments, separations and other staff changes in posts subject to geographical distribution by region - 1969-1978

	<u>Appointments</u>			<u>Separations</u>			<u>Other Changes</u>		<u>Staff 1978</u>	
	<u>Staff 1968</u>	<u>Career</u>	<u>Fixed term</u>	<u>Total</u>	<u>Career</u>	<u>Fixed term</u>	<u>Total</u>	<u>+</u>		<u>-</u>
AFRICA	201	35	234	269	45	87	132	23	36	327
ASIA AND THE FAR EAST	306	51	250	301	112	140	252	63	20	401
EUROPE (Eastern)	235	5	489	494	20	396	416	17	14	316
EUROPE (Western)	444	112	398	510	201	185	386	79	29	639
LATIN AMERICA	174	29	141	170	76	48	124	38	20	238
MIDDLE EAST	80	13	85	98	22	31	53	18	11	132
N. AMERICA and CARIBBEAN	430	125	431	556	239	196	435	102	32	621
OTHERS	38	-	40	40	12	14	26	19	7	40
GRAND TOTAL	1 908	370	2 068	2 438	727	1 097	1 824	359	169	2 714

2. Appointments to posts subject to geographical distribution by region and grade - 1969-1978

	<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>
AFRICA	2	6	3	10	28	29	77	81	33	269
ASIA AND THE FAR EAST	2	2	3	17	37	67	71	76	26	301
EUROPE (Eastern)	3	-	21	29	63	167	144	63	4	494
EUROPE (Western)	6	9	15	28	52	85	122	151	42	510
LATIN AMERICA	4	4	3	13	20	37	45	32	12	170
MIDDLE EAST	1	1	3	3	12	18	23	27	10	98
N. AMERICA AND CARIBBEAN	4	3	14	35	56	112	138	164	30	556
OTHERS	-	-	2	1	4	8	13	12	-	40
TOTAL	22	25	64	136	272	523	633	606	157	2 438

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B. Composition of the staff at the senior level

11. In response to the concern of the General Assembly in the representation of nationals of developing countries in the Secretariat, the Secretary-General has included in the last two 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. 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). Table G shows the situation for the years 1976, 1977 and 1978, 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. This table includes in brackets the relevant information with regard to those staff members who are female. From this table it is clear that the trend is towards an increase in the percentage of nationals of developing countries both over-all and at the senior level. Changes do not occur rapidly because the turnover rate at the top senior level is low. Moreover, while the principle that no post is the exclusive preserve of any particular Member State or group of Member States is recognized by the Assembly, whenever a post at this level becomes vacant, the task of the Secretary-General is often made more difficult by the fact that the Member State whose national vacates a post nearly always offers another of its nationals at the same level as successor in the post. The Secretary-General expects that when in the next two years a large number of such posts are vacated by staff who will retire, having served their whole career with the Secretariat, he will be in a position to increase the representation of developing countries and of women at the senior level while ensuring that the equitable geographical distribution of the Secretariat is improved over-all.

12. The distribution of staff at the senior level in posts subject to geographical distribution by region, at each grade over the last 10 years is shown in table H. The number of female staff over the last eight years is shown in brackets.

TABLE G

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

Group	Year	Number of Member States	Combined desirable ranges	Group mid- point	Per- centage	Number of staff	Per- centage	Number at D-1 and above	Per- centage
A	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
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
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
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
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

TABLE H.1

Staff in senior posts subject to geographical distribution
1969-1978 (showing number of female staff)

	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
Africa										
USG	2	2	2	2	2	2	2	3	3	5
ASG	2	2	2	2	4	5	4	4	4	2
D-2	2	2	3	4	3	4	4	4	5	5
D-1	<u>13</u>	<u>13</u>	<u>15</u>	<u>13</u>	<u>15</u>	<u>16</u> (1)	<u>18</u> (1)	<u>16</u> (1)	<u>21</u> (1)	<u>28</u> (2)
TOTAL	19	19	22	21	24	27	28	27	33	40
Asia and the Far East										
USG	1	1	1	2	2	3	3	3	3	5
ASG	4	4	4	3	2	2	3	3	3	1
D-2	9	7	8	7	9	9	7	10	11	11
D-1	<u>20</u>	<u>24</u>	<u>29</u>	<u>28</u>	<u>29</u> (2)	<u>32</u> (2)	<u>37</u> (2)	<u>36</u> (2)	<u>36</u> (2)	<u>38</u> (3)
TOTAL	34	36	42	40	42	46	50	52	53	55
Europe (Eastern)										
USG	2	2	2	2	2	2	2	2	2	3
ASG	1	1	1	1	1	1	1	1	1	1
D-2	15	15	15(1)	14(1)	13(1)	13(1)	12(1)	12(1)	14(1)	15
D-1	<u>17</u>	<u>20</u>	<u>20</u>	<u>19</u>	<u>19</u>	<u>18</u>	<u>21</u>	<u>21</u>	<u>20</u>	<u>20</u>
TOTAL	35	38	38	36	35	34	36	36	37	39
Europe (Western)										
USG	4	4	4	4	3	5	4	4	4	4
ASG	1	1	3	2	3(1)	2(1)	2(1)	6(1)	8(1)	8(1)
D-2	16	18	19(1)	18(1)	21(1)	20(1)	22(1)	23(1)	22(1)	20(1)
D-1	<u>37</u>	<u>41</u>	<u>47</u> (1)	<u>45</u> (1)	<u>46</u> (1)	<u>59</u> (1)	<u>59</u> (1)	<u>57</u> (1)	<u>58</u> (1)	<u>60</u> (1)
TOTAL	58	64	73	69	73	86	87	90	92	92
Latin America										
USG	2	2	2	2	2	1	2	2	3	4
ASG	1	1	1	1	2	3	2	2	1	2
D-2	2	3	3	3	4	5	5	7	5	5
D-1	<u>9</u>	<u>11</u>	<u>14</u>	<u>17</u>	<u>13</u> (1)	<u>15</u> (1)	<u>17</u> (1)	<u>18</u> (2)	<u>20</u> (2)	<u>21</u> (3)
TOTAL	14	17	20	23	21	24	26	29	29	32
Middle East										
USG				1	1	1	1	1	1	2
ASG			1	1	1	2	2	1	1	-
D-2	3	3	2	2	2	2	4	4	5	5
D-1	<u>6</u>	<u>7</u>	<u>8</u>	<u>8</u>	<u>8</u>	<u>10</u>	<u>11</u>	<u>11</u>	<u>13</u>	<u>14</u>
TOTAL	9	10	11	12	12	15	18	17	20	21
North America and the Caribbean										
USG	1	1	1	2	3	3	3	2	2	2
ASG	1	1	1	1	2	2	2	3	3	4
D-2	12	14	12(1)	11(1)	16	14	16	17	18	16
D-1	<u>33</u>	<u>38</u>	<u>45</u> (3)	<u>45</u> (2)	<u>43</u> (2)	<u>41</u> (2)	<u>37</u> (2)	<u>39</u> (3)	<u>43</u> (1)	<u>47</u> (2)
TOTAL	47	54	59	59	64	60	58	61	66	69
Other										
D-2		1			2	1	1	1	1	1
D-1	<u>3</u>	<u>4</u>	<u>5</u>	<u>7</u>	<u>6</u>	<u>3</u>	<u>3</u>	<u>4</u>	<u>3</u>	<u>3</u>
TOTAL	3	5	5	7	8	4	4	5	4	4
GRAND TOTAL	219	243	270 (7)	267 (7)	279 (9)	296(10)	307(10)	317 (12)	334(10)	352 (13)

TABLE H.2

Midpoint (M) of desirable ranges by region and actual percentage (A) of nationals of the region in senior posts subject to geographical distribution

		1969	1970	1971	1972	1973	1974	1975	1976	1977	1978
AFRICA	M	9.7	9.6	9.7	9.7	9.7	7.7	7.8	8.0	10.3	10.2
	A	8.7	7.8	8.1	7.9	8.6	9.1	9.1	8.5	9.9	11.4
ASIA AND THE FAR EAST	M	16.5	16.9	17.0	17.0	17.1	19.8	19.9	20.0	21.2	21.3
	A	15.5	14.8	15.6	15.0	15.1	15.5	16.3	16.4	15.9	15.6
EUROPE (Eastern)	M	17.0	16.5	16.5	16.4	16.3	16.3	16.2	16.2	14.1	14.2
	A	16.0	15.6	14.1	15.5	12.5	11.5	11.7	11.4	11.1	11.1
EUROPE (Western)	M	19.7	19.7	19.6	19.4	19.4	24.1	24.0	23.9	22.5	22.7
	A	26.5	26.3	27.0	25.9	26.2	29.1	28.3	28.4	27.5	26.1
LATIN AMERICA	M	7.6	7.4	7.4	7.4	7.3	6.7	6.7	6.6	7.3	7.2
	A	6.4	7.0	7.4	8.6	7.5	8.1	8.5	9.1	8.7	9.1
MIDDLE EAST	M	3.6	3.6	3.6	4.3	4.4	3.7	3.7	3.4	4.5	4.4
	A	4.1	4.1	4.1	4.1	4.3	5.1	5.9	5.4	6.0	6.0
NORTH AMERICA AND THE CARIBBEAN	M	25.9	26.3	26.2	25.8	25.8	21.7	21.7	21.9	20.1	20.0
	A	21.5	22.2	21.9	22.2	22.9	20.3	18.9	19.2	19.8	19.6

C. Recruitment of women

13. By resolution 3416 (XXX) of 8 December 1975, the General Assembly reaffirmed its request in resolution 3352 (XXIX) of 18 December 1974 that the Secretary-General and the Executive Heads of all organizations in the United Nations system take all necessary measures in order to ensure that an equitable balance between men and women staff members be achieved by the end of the Second United Nations Development Decade and requested the Secretary-General to make every effort during each of the next two biennia, 1976-1977 and 1978-1979, to fill a number of posts subject to geographical distribution equivalent to 5 per cent of the midpoint of the desirable range of each region by the appointment of qualified women, with priority being given to candidates from countries which are not represented or are under-represented in the Secretariat, while not adversely affecting opportunities for the recruitment of qualified men from the same unrepresented and under-represented countries. Table I shows the number of female staff appointed between 1 January 1976 and 31 December 1977 by region and grade. This period overlaps with the periods covered by this report and its two predecessors which each begin on 1 July of one year and end on 30 June of the next year. In addition, on 30 June 1978, there were over 20 women candidates under recruitment whose cases were before the Appointment and Promotion bodies, awaiting the approval of the Secretary-General or to whom offers had been sent, and a further 10 women candidates who were under serious consideration. The proportion of women staff members expressed in terms of percentage of the entire staff will, however, be affected by the relatively high numbers of women professional staff members who will reach the age of 60 over the period 1979-1983. An average of 19 women professional staff members will reach this age in each of these years, and they will constitute about 29 per cent of all retirements of staff in posts subject to geographical distribution anticipated for the five-year period. Thus, the proportion of women who may be expected to retire over this period is significantly above the proportion of women now serving in Professional posts, without taking into account departures for other reasons than retirement. Even greater recruitment efforts will therefore have to be made over the next few years to maintain and to increase the present percentage of women in posts subject to geographical distribution.

14. By resolution 3416 (XXX), the General Assembly also addressed itself to Member States, urging them to intensify their efforts to seek and recommend qualified women candidates for Professional posts in the Secretariat. The interest of Member States in recommending women candidates was reflected in an increase in the number of women candidates nominated by Member States over the reporting period, i.e., 82 women candidates recommended for Professional posts during the period 1 July 1977 to 30 June 1978: compared to 41 women candidates during the previous year.

TABLE I
Female staff appointed to posts subject to geographical distribution
during the biennium 1976-1977 by region and grade

	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total	Midpoint	5%
Africa				1			3	1	2	7	277	14
Asia and the Far East								1	1	2	573	29
Europe (Eastern)				1	3	3	3	3		10	379	19
Europe (Western)		1					4	6		11	607	30
Latin America							2	1	1	4	198	10
Middle East								2		2	122	6
North America and Caribbean					2	1	7	13	1	24	542	27
Total			1	1	3	4	19	27	5	60		135

15. The efforts of Member States to respond to the General Assembly's request were supplemented by several special initiatives undertaken by the Secretary-General to increase the number of qualified women included on the computerized roster, to enlarge the number of occupational categories in which qualified women candidates were available, and to increase the number of nationalities represented by qualified women. Included in these efforts is the distribution of a leaflet on opportunities for women in the United Nations Secretariat entitled "Career Opportunities for Professional Women", and of an information note "General Information on United Nations Employment Opportunities" which has been revised to emphasize the equality in the eligibility of men and women for appointment to the Secretariat. A review of former holders of United Nations fellowships, mentioned in last year's report, is beginning to result in some interesting possibilities for candidates, although limitations on staff resources have delayed several phases of this project.

16. On the regional level, through co-ordination with the Centre for Social Development and Humanitarian Affairs, prospection for potential candidates was carried out at the African preparatory regional meeting for the 1980 World Conference of the United Nations Decade for Women. This meeting, held at Nouakchott, Mauritania, in September-October 1977, provided opportunities for establishing sources for women candidates with a range of the occupational skills likely to be needed in the Secretariat. Lack of funds prevented this type of recruitment effort from being extended to a 1978 regional meeting held at Amman for countries in the region of Western Asia. If resources are available, advantage will be taken in 1979 of preparatory meetings to search for candidates, particularly in the African, Asian, Western Asian and Latin American regions.

17. As a result of these activities, the number of women included on the computer supported roster has been increased from 532 as at 30 June 1977 to 758 as at 30 June 1978, and 96 nationalities are represented by women candidates as compared with about 70 nationalities in the previous year. The only nationalities represented by more than 10 female candidates are the United States of America (245), Federal Republic of Germany (35), the Philippines (32), the United Kingdom of Great Britain and Northern Ireland (31), France (27), India (22), Canada (22), Argentina (21), Japan (14), Sweden (12), the Union of Soviet Socialist Republics (12) and Italy (12), of which all but the Federal Republic of Germany and Japan are countries within their range or already over-represented. More information on candidates in the roster is included in the report of the Secretary-General on the implementation of personnel policy reforms (A/C.5/33/2).

IV. PROPORTION OF MEN AND WOMEN IN THE SECRETARIAT

18. By resolution 32/17 B, the General Assembly requested the Secretary-General to submit a breakdown of staff composition by grade and sex at the divisional levels within departments and to include information on efforts made within each department to establish conditions of equality and an equitable balance between men and women staff members. The information requested with respect to the composition of the staff at the departmental and divisional levels can be found in tables 20 and 21 in the annex of statistical tables. Table 21, containing the distribution by division within each department, has been arranged to show the proportion of all female and male staff members in the Professional and General Service categories separately for each unit, comparing the situation in each category at the end of 1976 and 1977. Table 20 shows the number of Professional staff at each grade in each department on 30 June 1978. It should be noted that, as the Secretary-General has informed the General Assembly (A/C.5/32/17, para. 15), the organization of the Secretariat has evolved in a somewhat ad hoc manner, as a result of which there is little similarity in terms of size between the numerous administrative units now termed "divisions". The consequent difficulties in assessing the existing data will only be resolved upon the completion of the efforts being made to bring the nomenclature of the various parts of the Secretariat at different levels in the organizational structure into a coherent and logical framework.

19. Information on the efforts made within each department to establish conditions of equality and an equitable balance between men and women staff members was obtained from the annual progress reports for 1977 submitted by the departments and offices in accordance with the Secretary-General's Bulletin on the equality of men and women (ST/SGB/154), of 8 March 1977. The reports, which were prepared by the Head of each department or office in consultation with the heads of the major units under his or her charge and on the basis of reports made by them at the divisional level, revealed the concern of these officers to attain the objectives set forth by the General Assembly. In general, they indicated that, in order to achieve an equitable balance between men and women, qualified women candidates were considered for all vacancies for which they were available. In many instances, however, the scarcity of vacancies resulting from the small size of a unit or the absence of any change in its staff impeded the appointment or promotion of women within the unit. When new posts became available or existing positions were vacated, often through the retirement or separation of male staff members, special efforts were made to fill them with women. A number of departments mentioned among their difficulties the small proportion of female candidates available as compared to male candidates, particularly in certain technical fields such as demography, engineering and shipping, in which few women have much experience, even if they have recently acquired the necessary professional qualifications. Other departments also pointed out that steps to improve the proportion of women in the Professional category must be taken within the context of geographical distribution. Measures to achieve a better composition of the General Service category included, on the one hand, the appointment of male staff members to perform secretarial and clerical functions

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which in the past were usually undertaken by women and, on the other, the recruitment of women as Field Service officers, security officers and messengers, for which formerly only men had been recruited. Although the staff in the Manual Workers category are still all male, women candidates with the necessary qualifications will be considered on the same basis as men. In this case, however, efforts are seriously hampered by the lack of women seeking careers in certain technical occupations including carpenters, drivers, electricians, masons, mechanics, plumbers, joiners and locksmiths. It was also noted by many departments that a substantial proportion of staff promoted to Professional posts from the General Service category were women. In addition to their efforts to surmount the difficulties mentioned above, many departments had focused their attention on the quality of assignments given to women staff members, particularly in respect of positions to which they might not have had equal access in the past. Special importance was attached to the assignment of women staff members to missions. A number of women staff members were entrusted with enhanced responsibilities which, in several instances, resulted in their promotion. Access for training under the Staff Development Programme is equal for female and male staff members. Several departments underlined the importance of training for the existing female staff as a means to enable them to aspire to more senior positions.

V. PANEL TO INVESTIGATE ALLEGATIONS OF
DISCRIMINATORY TREATMENT

20. The panel, established by the Secretary-General by an administrative instruction (ST/AI/246) to investigate allegations of discriminatory treatment in the United Nations Secretariat as requested by the General Assembly in resolution 31/26, was constituted by the appointment of five members who began their work on 1 August 1977. By resolution 32/17, the Assembly requested the Secretary-General to include in this report an account of the work of the panel, including the number and categories of cases dealt with, whether they were satisfactorily resolved and the main problems encountered.

21. During the period from 1 August 1977 to 30 June 1978, the panel met on a regular basis to discuss individual cases and its working procedures and held numerous informal consultations. In that period, 114 staff members brought matters to the attention of the panel. Some staff members acted on their own, some acted jointly with other staff members and three staff members represented groups of staff in similar circumstances. The panel members, acting alone, jointly or as a panel, took up the 95 separate cases involved and, by 30 June 1978, 59 of them had been resolved through the informal efforts of members of the panel. The remaining cases were still pending at the end of the period. The majority of the cases were resolved within a 30-day period that the panel set itself as a target. In the other cases, the complexities of the situation prevented such a quick resolution of the problem.

22. The 114 staff members who referred matters to the panel were distributed according to their category, sex and location as follows:

<u>Category</u>	<u>Headquarters</u>		<u>Offices away from Headquarters</u>	
	<u>Female</u>	<u>Male</u>	<u>Female</u>	<u>Male</u>
Professional	20	17	1	3
General Service	50 <u>a/</u>	16 <u>a/</u>	1 <u>a/</u>	3 <u>b/</u>
Security Service	1	1		
Manual Workers	-	1		
	<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>
Total	<u>71</u>	<u>35</u>	<u>2</u>	<u>6</u>

a/ One staff member represented a group of staff members of the same category and sex.

b/ One staff member represented a group of staff members of the same category of both sexes.

23. The main factors on which the allegations of discriminatory treatment was based and the main administrative areas to which they related are indicated in table J. Many of the cases did not involve one factor exclusively but a combination of factors in addition to the main factor. The panel agreed that although the grounds cited for discriminatory treatment might be those mentioned in its terms of reference (i.e., race, colour, sex, language, religion, political opinion, national or social origin, etc.), discriminatory treatment also took place when one staff member was treated less favourably than other staff members in the same situation for a reason that was not related to efficiency but to prejudice or some other extraneous factor. The panel noted the directives of the General Assembly with respect to the equitable geographical distribution of staff, the proportion of women and the age distribution of the Secretariat and stated that if the implementation of these directives was to have precedence over consideration of the career prospects of existing staff members, they might perceive that discrimination existed. The Secretary-General continues to believe that the relative merit of the staff should be given the most importance in the administration of the staff after their appointment in order to secure the highest standards of competence, efficiency and integrity in the Secretariat in accordance with Article 101.3 of the Charter and article IV of the Staff Regulations of the United Nations. The due regard that has to be given to the importance of recruiting the staff on as wide a geographical basis as possible does not extend past recruitment to the promotion, assignment or transfer of staff in accordance with Staff Regulation 4.2.

24. In order to enhance the effectiveness and flexibility of the panel with respect to access to it and investigation by it of cases referred to it by staff members serving at offices away from Headquarters, the Secretary-General decided, after consultation with representatives of the staff, to establish subsidiary panels in major duty stations away from Headquarters. Such panels are being set up in the offices at Addis Ababa, Bangkok, Beirut, Geneva, Nairobi, Santiago and Vienna. An account of their work will be included in the report of the Secretary-General to the thirty-fourth session. The Secretary-General has also sought to ensure that the staff of all subsidiary organs have access to the panel at Headquarters or to one of the subsidiary panels unless an analogous procedure for investigating such allegations has already been established. Already in 1973 UNDP established an ombudsman panel and, recently, UNICEF and UNHCR have made arrangements for their staff to have access to the panel at Headquarters and its subsidiary panels.

TABLE J

Number of cases investigated by the panel distributed by main basis for the alleged discrimination and the main administrative area involved

<u>Alleged discrimination based on</u>	<u>related to</u>	<u>Assign-ment</u>	<u>Contractual status</u>	<u>Per-formance evaluation</u>	<u>Promo-tion</u>	<u>Recruit-ment</u>	<u>Trans-fer</u>	<u>Working conditions</u>	<u>Other</u>
Age	-	-	-	-	4	-	-	-	-
Language	-	-	1	-	1	-	-	1	-
Marital status	-	-	6	-	-	-	-	-	-
Nationality	-	-	1	-	1	-	-	-	-
Personal relations	1	3	3	2	13	-	2	4	7
Race	2	2	2	-	-	-	-	2	-
Rank, status, category	3	2	2	-	14	2	3	2	2
Sex	2	1	1	-	9	1	-	-	1
	8	16	2	42	3	5	9	10	

VI. CONCLUSION

25. The Secretary-General concludes that the composition of the Secretariat continues to show progress towards the various objectives set out by the General Assembly, particularly with regard to the achievement of an equitable geographical distribution of the staff. Taking into account the various directives of the Assembly, he considers that, while exercising his responsibility as Chief Administrative Officer of the Organization under Article 97 of the Charter to staff the Secretariat in such a way as to ensure that it may undertake its functions satisfactorily, he must ensure the representation of all Member States in posts subject to geographical distribution, improve the age and sex distribution of the Secretariat and devote particular attention to the composition of the staff at the senior level.

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 1 JULY 1977 AND 30 JUNE 1978)

R E G I O N	NUMBER OF MEMBER STATES		NUMBER OF NATIONALITIES			
			INCLUDED IN THE SECRETARIAT		NOT INCLUDED IN THE SECRETARIAT	
	30/6/77	30/6/78	30/6/77	30/6/78	30/6/77	30/6/78
AFRICA	49	50	38	39	11	11
ASIA AND THE FAR EAST	23	24	19	20	4	4
EUROPE (EASTERN)	11	11	10	10	1	1
EUROPE (WESTERN)	18	18	18	18	-	-
LATIN AMERICA	21	21	20	20	1	1
MIDDLE EAST	17	17	11	12	6	5
N. AMERICA & CARIBBEAN	8	8	7	7	1	1
SUBTOTAL	147	149	123	126	24	23
OTHERS	-	-	4	3	-	-
TOTAL	147	149	127	129	24	23

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 1978)

APPOINTMENT STATUS	REGION	AFRICA	ASIA & THE FAR EAST	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
GEOGRAPHY a/		327	401	316	639	238	132	621	40	2 714
LANGUAGE b/		42	103	158	345	104	25	91	12	880
MISSION c/		2	6	1	7	2	-	-	-	18
UNEP d/		25	16	6	28	3	4	10	1	93
INTERAGENCY e/		-	-	-	2	-	2	1	-	5
P.RESIDENT f/		-	1	2	1	2	1	-	1	8
PROJECTS g/		3	5	-	4	3	1	3	-	19
ON LEAVE h/		7	9	1	40	9	1	19	7	93
SECONDED i/		4	10	2	24	4	3	11	2	60
TOTAL		410	551	486	1 090	365	169	756	63	3 890

- 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 1 JULY 1977 AND 30 JUNE 1978)

R E G I O N	NUMBER OF STAFF		INCREASE (DECREASE)		MID-POINT OF DESIRABLE RANGE		ACTUAL STAFF POSITION	
	30/6/77	30/6/78	NUMBER	PER CENT	30/6/77	30/6/78	30/6/77	30/6/78
	AFRICA	301	327	26	8.6	10.3	10.2	11.3
ASIA AND THE FAR EAST	393	401	8	2.0	21.2	21.3	14.6	14.8
EUROPE (EASTERN)	323	316	(7)	(2.1)	14.1	14.2	12.1	11.6
EUROPE (WESTERN)	633	639	6	0.9	22.5	22.7	23.7	23.5
LATIN AMERICA	230	230	8	3.5	7.3	7.2	8.6	8.8
MIDDLE EAST	128	132	4	3.1	4.5	4.4	4.8	4.9
N. AMERICA & CARIBBEAN	620	621	1	0.2	20.1	20.0	23.2	22.9
SUBTOTAL	2 628	2 674	46	1.8				
OTHERS	44	40	(4)	(9.0)			1.7	1.5
TOTAL	2 672	2 714	42	1.6	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 1977-30 JUNE 1978)

R E G I O N	APPOINTMENTS			SEPARATIONS ^{a/}			OTHER STAFF CHANGES ^{b/}	
	CAREER	FIXED-TERM	TOTAL	CAREER	FIXED-TERM	TOTAL	+	-
AFRICA	3	37	40	7	6	13	+8	-9
ASIA AND THE FAR EAST	3	29	32	16	13	29	+11	-6
EUROPE (EASTERN)	-	45	45	2	50	52	+3	-3
EUROPE (WESTERN)	9	43	52	24	26	50	+14	-10
LATIN AMERICA	2	17	19	6	6	12	+6	-5
MIDDLE EAST	2	9	11	4	6	10	+5	-2
N. AMERICA & CARIBBEAN	8	47	55	33	30	63	+19	-10
SUBTOTAL	27	227	254	92	137	229	+66	-45
OTHERS	-	1	1	1	3	4	-	-1
TOTAL	27	228	255	93	140	233	+66	-46

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

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

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

TABLE 5
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY OFFICE AND REGION
(AS AT 30 JUNE 1978)

REGION OFFICE	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS ^{a/}	131	234	163	261	96	47	429	5	1 366
ECR	1	1	40	48	1	2	13	6	112
ESCAP	-	84	11	11	2	5	17	3	133
ECLA	-	2	5	16	84	4	24	-	135
ECA	103	2	7	12	2	1	4	1	132
ECWA	5	3	1	2	1	41	8	1	62
UNCTAD ^{b/}	23	27	21	57	16	5	36	12	197
UNIDO ^{b/}	30	24	38	93	18	15	49	1	268
UNEP ^{b/}	8	7	4	16	5	2	11	1	54
GENEVA ^{c/}	26	17	26	123	13	10	30	10	255
TOTAL	327	401	316	639	238	132	621	40	2 714

^{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 1977 AND 30 JUNE 1978)

R E G I O N	30/6/77						30/6/78						INCREASE OR DECREASE
	USG	ASG	D-2	D-1	TOTAL	%	USG	ASG	D-2	D-1	TOTAL	%	
AFRICA	3	4	5	21	33	9.9	5	2	5	28	40	11.4	+7
ASIA AND THE PACIFIC	3	3	11	36	53	15.9	5	1	11	38	55	15.6	+2
EUROPE (EASTERN)	2	1	14	20	37	11.1	3	1	15	20	39	11.1	+2
EUROPE (WESTERN)	4	8	22	58	92	27.5	4	8	20	60	92	26.1	-
LATIN AMERICA	3	1	5	20	29	8.7	4	2	5	21	32	9.1	+3
MIDDLE EAST	1	1	5	13	20	6.0	2	-	5	14	21	6.0	+1
N. AMERICA & CARIBBEAN	2	3	18	43	66	19.8	2	4	16	47	69	19.6	+3
SUBTOTAL	18	21	80	211	330	98.8	25	18	77	228	348	98.9	18
OTHERS	-	-	1	3	4	1.2	-	-	1	3	4	1.1	-
TOTAL	18	21	81	214	334	100.0	25	18	78	231	352	100.0	18

TABLE 7
 STAFF BY REGION, LEVEL AND SEX
 (AS AT 30 JUNE 1978)

A. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

REGION	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA	5		2		5	2	26	3	53	1	81	8	79	9	44	2	7	25	302	327	
																		7.6	92.4		
ASIA AND THE FAR EAST	5		1		11	3	35	5	73	7	97	14	59	23	44	12	12	64	337	401	
																		16.0	84.0		
EUROPE (EASTERN)	3		1		15		20	3	47	4	111	3	77	4	27		1	14	302	316	
																		4.4	95.6		
EUROPE (WESTERN)	4	1	7	1	19	1	59	11	120	18	122	50	118	41	55	6	6	129	510	639	
																		20.2	79.8		
LATIN AMERICA	4		2		5	3	18		43	4	68	18	29	16	18	4	6	45	193	238	
																		16.9	81.1		
MIDDLE EAST	2				5		14	2	31	3	30	3	17	8	13	2	2	18	114	132	
																		13.6	86.4		
N. AMERICA & CARIBBEAN	2		4		16	2	45	16	71	38	127	62	103	50	71	11	3	179	442	621	
																		28.8	71.2		
OTHERS					1		3		3		9	2	7	5	9	1			32	40	
																		20.0	80.0		
SUBTOTAL a/	0.0	25	1	17	1	77	11	220	40	441	75	645	160	489	156	281	36	37	482	2232	2 714
		100	5.6	94.4	1.3	98.7	4.8	95.2	8.3	91.7	10.4	89.6	24.7	75.3	35.7	64.3	50.7	49.3	17.8	82.2	
TOTAL	25		18		78		231		481		720		649		437		75		2 714		

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION	P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL	
	F	M	F	M	F	M	F	M	F	M	F	M		
AFRICA			1	2	8	4	12		15			6	36	42
												14.3	85.7	
ASIA AND THE FAR EAST			6	4	24	6	43	6	14			16	87	103
												15.5	84.5	
EUROPE (EASTERN)			6	1	31	9	66		45			10	148	158
												6.3	93.7	
EUROPE (WESTERN)			10	17	37	56	86	80	28	26	3	2	164	345
												47.5	52.5	
LATIN AMERICA			2	5	10	15	22	34	6	8	2		42	104
												40.4	59.6	
MIDDLE EAST				2		7	2	10		4			2	25
												8.0	92.0	
N. AMERICA & CARIBBEAN			3	2	13	11	13	24	12	12		1	41	91
												45.1	54.9	
OTHERS					1	5	2	2	2				5	12
												41.7	58.3	
SUBTOTAL a/			15	39	68	157	184	271	54	124	5	3	286	880
			27.8	72.2	30.2	69.8	34.7	65.3	30.3	69.7	62.5	37.5	32.5	67.5
TOTAL			54		225		415		178		8		880	

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	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
	25	1	17	1	77	11	220	55	480	143	802	304	760	210	405	43	40	768	2 826	3 594	
	0.0	100.0	5.6	94.4	1.3	98.7	4.8	95.2	10.3	89.7	15.1	84.9	28.6	71.4	34.1	65.9	51.8	48.2	21.4	78.6	
	25		18		78		231		535		945		1 064		615		83		3 594		

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 1978)

REGION	FUNCTION	TECHNICAL ADVISERS	INTER-REGIONAL ADVISERS	REGIONAL ADVISERS	TOTAL
AFRICA		1	1	12	14
ASIA AND THE FAR EAST		17	2	16	35
EUROPE (EASTERN)		5	1	1	7
EUROPE (WESTERN)		28 (1)	10	11 (1)	49 (2)
LATIN AMERICA		6	4	12	22
MIDDLE EAST		3	2	3	8
N. AMERICA & CARIBBEAN		14	7	4 (1)	25 (1)
OTHERS		1 (1)		1	2 (1)
TOTAL		75 (2)	27	60 (2)	162 (4)

B. BY OFFICE AND REGION

OFFICE	REGION	AFRICA	ASIA & THE FAR EAST	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS <u>a/</u>			10	5	31	6	5	17		74
ECE										
ESCAP			12		2			1 (1)		15 (1)
ECLA						8		2		10
ECA		9	2	1	7 (1)			1		20 (1)
ECWA		2	1		1		1			5
UNCTAD <u>b/</u>			3		4 (1)	4		2	2 (1)	15 (2)
UNIDO <u>b/</u>		2	4	1	3	2				12
UNEP <u>b/</u>		1	2			2	2			7
GENEVA <u>c/</u>			1		1			2		4
TOTAL		14	35	7	49 (2)	22	8	25 (1)	2 (1)	162 (4)

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 1978)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/77	DSG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/78	DESIRABLE RANGE
AFRICA												
ALGERIA	14	1			1	4	2	5	2		16	4-9
ANGOLA	0										0	2-7
BENIN	8					1	3	4			8	2-7
BOTSWANA	2								2		2	2-7
BURUNDI	2						1		1		2	2-7
CAPE VERDE	0										0	2-7
CENT AFR EMPIRE	2							1	1		2	2-7
CHAD	2								3		3	2-7
CONGOS	1									1	1	2-7
CONGO	5			1			1	2	1		5	2-7
DJIBOUTI	0										0	2-7
EGYPT	25 (5)	1		2	7 (1)	7	3 (1)	4 (2)	2 (2)	1	27 (6)	3-8
EQUATL GUINEA	0										0	2-7
ETHIOPIA	16					5	6	1	2	3	17	2-7
GABON	0										0	2-7
GAMBIA	6							3	2		5	2-7
GHANA	15 (2)	1		1		7 (1)	4	2 (1)	3		18 (2)	2-7
GUINEA	5						2	1	2		5	2-7
GUINEA-BISSAU	0										0	2-7
IVORY COAST	0										0	2-7
KENYA	11				2	3	6	1	2		14	2-7
LESOTHO	2 (1)								2 (1)		2 (1)	2-7
LIBERIA	4				1			1			2	2-7
LIBYAN ARAB J	4 (1)					1		3 (1)			4 (1)	5-10
MADAGASCAR	6 (0)					1	2	4 (1)	1		8 (1)	2-7
MALAWI	1								1		1	2-7
MALI	9					2	1	3	1		7	2-7
MADRITANIA	2							1			1	2-7
MAURITIUS	7							3	3	1	7	2-7
MOROCCO	8 (1)					3 (1)	4	3			10 (1)	3-8
MOZAMBIQUE	0										0	2-7
NIGER	3	1							2		3	2-7
NIGERIA	16 (0)	1			3	3	4	6	3 (1)		20 (1)	4-9
RWANDA	0								1		1	2-7

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/77	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/78	DESIRABLE RANGE
AFRICA (CONTINUED)												
S TOMÉ PRINCÍPE	0										0	2-7
SENEGAL	9 (1)				1	2	2	1	1	3 (2)	10 (2)	2-7
SEYCHELLES	0										0	2-7
SIERRA LEONE	13 (1)			1	1	1	4	5	1		13 (0)	2-7
SONALIA	7 (1)		1				3	5	1 (1)		10 (1)	2-7
SOUTH AFRICA	10 (2)				4	2 (1)	1	1 (1)			8 (2)	10-15
SUDAN	10				1	3	3	2			9	2-7
SWAZILAND	0										0	2-7
TOGO	9					2	4	1	2		9	2-7
TUNISIA	18 (1)		1		1	4	7	4 (1)	1		18 (1)	2-7
UGANDA	14 (1)					2	5	4	5 (2)		16 (2)	2-7
U REP CAMEROON	8				2		1	3	3		9	2-7
U REP TANZANIA	13 (1)			1	1	2	6	6 (1)	1 (1)		17 (2)	2-7
UPPER VOLTA	4				1	1		2			4	2-7
ZAIRE	8 (1)				1 (1)		1	5	3 (1)	1	11 (2)	2-7
ZAMBIA	2						2				2	2-7
POPULATION RESERVE												26-26
SUBTOTAL	301 (19)	5	2	5	28 (2)	56 (3)	82 (1)	87 (8)	53 (9)	9 (2)	327 (25)	235-318
ASIA AND THE FAR EAST												
AUSTRALIA	33 (9)			1	2	4	11 (1)	10 (4)	5 (2)	1	34 (7)	27-37
BANGLADESH	8 (1)				1	1	2	3	1		8 (0)	3-8
BHUTAN	0										0	2-7
BURMA	8				1	2	5	1			9	2-7
CHINA	52 (16)	1		3	6 (2)	7 (1)	9 (1)	8 (3)	10 (6)	5 (3)	49 (16)	87-118
DEM KAMPUCHEA	6						3	2	1		6	2-7
FIJI	3						2	1			3	2-7
INDIA	52 (3)	1		4	14 (3)	14 (3)	7 (1)	5	5	2 (1)	52 (5)	14-19
INDONESIA	16 (0)	1			2	5	9 (1)				17 (1)	5-10
JAPAN	69 (8)	1		1	3 (1)	13	23 (2)	17 (3)	13 (1)	3 (2)	74 (9)	136-183
LAO P DEN REP	3						1	2			3	2-7
MALAYSIA	10				1		7	3			11	4-9

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/77										NUMBER OF STAFF 30/6/78	DESIRABLE RANGE
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1			
ASIA AND THE FAR EAST (CONTINUED)												
MALDIVES											0	2-7
MONGOLIA						1					1	2-7
NEPAL					3	6	1				10	2-7
NEW ZEALAND				3	8	2 (1)	2	3 (2)			18 (3)	7-12
PAKISTAN		1		5	4	3	2				15	3-8
PAPUA N GUINEA											0	2-7
PHILIPPINES					7 (1)	4	7 (3)	13 (6)	7 (3)		38 (13)	4-9
SAMOA											0	2-7
SINGAPORE						1	3	3			7	3-8
SRI LANKA	1		2		9	5	1	2 (1)	2 (1)		22 (2)	2-7
THAILAND					1	2	5 (1)	10 (4)	4 (2)		22 (7)	4-9
VIET NAM						1		1 (1)			2 (1)	2-7
POPULATION RESERVE												157-157
SUBTOTAL		5	1	11	38 (3)	78 (5)	104 (7)	73 (14)	67 (23)	24 (12)	401 (64)	488-661
EUROPE (EASTERN)												
ALBANIA											0	2-7
BULGARIA						4	4	2			10	5-10
BYELORUSSN SSR							2	5	2		9	9-14
CZECHOSLOVAKIA				1	1	7	2	1			12	17-22
GERMAN DEM REP				1		4	3				8	24-33
HUNGARY				2	3 (1)	3	2				10 (1)	8-15
POLAND	1		3		4 (1)	11	3	1			23 (1)	25-34
ROMANIA						4	2	1	1		8 (0)	6-11
UKRAINIAN SSR			2	1	1	6	8 (1)	6			24 (1)	27-37
USSR	1	1	11	12	24 (1)	71 (4)	54 (2)	19 (4)	1		194 (11)	180-244
YUGOSLAVIA	1		2		9	5		1			18 (0)	9-14
POPULATION RESERVE												8-8
SUBTOTAL		3	1	15	20 (3)	50 (3)	115 (4)	80 (3)	31 (4)	1	316 (14)	326-441

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/77	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/78	DESIRABLE RANGE											
EUROPE (WESTERN)																							
AUSTRIA	28 (8)			2	4	5 (1)	7 (2)	5 (2)	1	4 (3)	28 (8)	13-18											
BELGIUM	33 (7)	1			5 (1)	2	5	14 (1)	3 (3)		30 (5)	20-27											
DENMARK	15 (2)				1	3	3	8 (2)	2		17 (2)	13-18											
FINLAND	18 (7)		3 (1)		1	2	1 (1)	7 (4)	1 (1)		15 (7)	10-15											
FRANCE	138 (32)	1		5 (1)	17	40 (4)	26 (4)	38 (16)	15 (11)	4 (3)	146 (39)	92-125											
GERMANY, F R OF	69 (10)		2	2	4	11	21 (2)	17 (4)	16 (5)		73 (11)	121-164											
GREECE	8			1		2	2	1	1		7	8-13											
ICELAND	3 (0)						1	1	1 (1)	1	4 (1)	2-7											
IRELAND	9			1	1	2	3	3	1		11	5-10											
ITALY	59 (11)	1		1	2	7 (1)	15 (3)	13 (4)	18 (2)	1	58 (10)	55-75											
LUXEMBOURG	4					3	1				4	3-8											
MALTA	6					1	2	3			6	2-7											
NETHERLANDS	34 (3)			2	3	6	6	12 (1)	3 (2)		32 (3)	25-34											
NORWAY	14 (1)		1		2	5	3	1	1 (1)		13 (1)	10-15											
PORTUGAL	7 (1)						5	1 (1)	1		7 (1)	5-10											
SPAIN	22 (3)			2	3	5	9 (2)	2	2 (1)		23 (3)	27-37											
SWEDEN	35 (6)		1		3	11 (2)	7	11 (5)	2	1	36 (7)	23-31											
UNITED KINGDOM	131 (37)	1	1	4	14	26 (3)	23 (4)	31 (10)	28 (14)	1	129 ^{2/} (31)	73-98											
POPULATION RESERVE												1-1											
SUBTOTAL												633 (128)	4	8 (1)	20 (1)	60 (1)	131 (11)	140 (18)	168 (50)	96 (41)	12 (5)	639 (129)	520-704
LATIN AMERICA																							
ARGENTINA	33 (5)	1		1	7 (1)	10	8	7 (3)	3 (2)	1 (1)	38 (7)	17-22											
BOLIVIA	10				1	3	4	1	1		10	2-7											
BRAZIL	23 (3)	1		1		7	9	3 (3)		1	22 (3)	20-27											
CHILE	32 (15)				4 (1)	4	10 (1)	5 (4)	11 (8)	2 (1)	36 (15)	4-9											
COLOMBIA	17	1		1		5	4	3	1		15	4-9											
COSTA RICA	4					1	1			1	3	2-7											
CUBA	6 (1)					3	2		2	1 (1)	8 (1)	4-9											
DOMINICAN REP	4 (2)							3 (2)	1		4 (2)	2-7											

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/77	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/78	DESIRABLE RANGE
LATIN AMERICA (CONTINUED)												
ECUADOR	9 (1)		1		3 (1)	2	1		1		8 (1)	2-7
EL SALVADOR	5 (1)					1	3			1 (1)	5 (1)	2-7
GUATEMALA	6				1		2	3			6	2-7
HAITI	11				2	3	3	3		1	12	2-7
HONDURAS	4					1	2	1			4	2-7
MEXICO	13 (2)					1	5	2	6 (2)		14 (2)	16-21
NICARAGUA	6 (3)						2 (1)	2 (1)	1 (1)	1	6 (3)	2-7
PAWANA	7 (2)					1	2 (1)	4 (1)	1		8 (2)	2-7
PARAGUAY	5				1		1	1	1		4	2-7
PERU	14 (3)			1	1		4 (1)	2 (1)	4 (2)		12 (4)	3-8
SURINAME	0										0	2-7
URUGUAY	14 (1)	1		1	1		7	4 (1)		1	15 (1)	3-8
VENEZUELA	7 (3)		1			1	2	3 (2)	1 (1)		8 (3)	9-14
POPULATION RESERVE												34-34
SUBTOTAL	230 (42)	4	2	5	21 (3)	43	72 (4)	47 (18)	34 (16)	10 (4)	238 (45)	165-223
MIDDLE EAST												
AFGHANISTAN	8			1			3	2	2		8	2-7
BAHRAIN	0										0	2-7
CYPRUS	11				1	3	2	3	2		11	2-7
DEMOCRAT YEMEN	0 (0)							1		1 (1)	2 (1)	2-7
IRAN	15 (1)				1	4	4	3 (1)	5 (1)		17 (2)	9-14
IRAQ	16 (2)			1	3	6 (1)	5	1	2 (1)		18 (4)	3-8
ISRAEL	6 (1)					2 (1)	1	1			4 (1)	6-11
JORDAN	12 (0)				1	5	4	1	1 (1)		12 (1)	2-7
KUWAIT	0										0	5-10
LEBANON	20 (5)				3	5	5	3 (2)	3 (2)	3 (1)	22 (5)	3-8
OHAN	0										0	2-7
QATAR	0										0	2-7
SAUDI ARABIA	2 (2)								3 (3)		3 (3)	6-11
SYRIAN ARAB RP	14			3	2	3	2	3	1		14	2-7

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/77	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/78	DESIRABLE RANGE
MIDDLE EAST (CONTINUED)												
TURKEY	17 (3)	1			3	3	6 (3)	1			14 (3)	7-12
U A EMIRATES	0										0	3-8
YEMEN	7	1				2	1	1	2		7	2-7
POPULATION RESERVE												10-10
SUBTOTAL	128 (14)	2		5	14	33 (2)	33 (3)	20 (3)	21 (8)	4 (2)	132 (18)	101-137
N. AMERICA & CARIBBEAN												
BAHAMAS	0										0	2-7
BARBADOS	4 (1)						1	1	1	1	4 (1)	2-7
CANADA	59 (14)	1	1	2	7	10 (1)	16 (3)	18 (7)	6 (2)		61 (13)	50-68
GRENADA	1			1			1				2	2-7
GUYANA	10 (4)						1	5 (2)	4 (2)	1 (1)	11 (5)	2-7
JAMAICA	13 (1)				2	1	6 (1)	1	4		14 (1)	2-7
TRINIDAD TOB	13 (1)				1	1	5 (1)	1	5 (1)		13 (2)	3-8
USA	520 (161)	1	3	13	37 (2)	74 (15)	135 (33)	139 (52)	101 (45)	13 (10)	516 (157)	384-520
POPULATION RESERVE												0-0
SUBTOTAL	620 (182)	2	4	16	47 (2)	87 (16)	165 (38)	165 (62)	121 (50)	14 (11)	621 (179)	458-620
OTHERS												
NAMIBIA	2							1	1		2	
REP OF KOREA	7					1	2	1			4	
SWITZERLAND	29 (8)			1	3	2	6	7 (2)	10 (5)	1 (1)	30 (8)	
STATELESS	6 (1)						1		3		4 (0)	
SUBTOTAL	44 (9)			1	3	3	9	9 (2)	14 (5)	1 (1)	40 (8)	
TOTAL	2 672 (477)	25	18 (1)	78 (1)	231 (11)	481 (40)	720 (75)	649 (160)	437 (156)	75 (38)	2 714 (482)	

a/ Includes one staff member from Belize, one from Dominica, five from Hong-Kong and six from Southern Rhodesia.

TABLE 10
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION, NATIONALITY AND TYPE OF APPOINTMENT
(AS AT 30 JUNE 1977 AND 30 JUNE 1978)

REGION AND COUNTRY	30/6/77				30/6/78				PERCENTAGE OF FIXED-TERM
	TYPE OF APPOINTMENT			TOTAL	TYPE OF APPOINTMENT			TOTAL	
	PERMANENT	PROBATIONARY	FIXED-TERM		PERMANENT	PROBATIONARY	FIXED-TERM		
AFRICA									
ALGERIA	10	2	2	14	14.3	12	4	16	25.0
ANGOLA					0.0				0.0
BEHIN	7		1	8	12.5	7	1	8	12.5
BOTSWANA			2	2	100.0		2	2	100.0
BURUNDI	1		1	2	50.0	1	1	2	0.0
CAPE VERDE					0.0				0.0
CENT AFR EMPIRE			2	2	100.0		1	2	50.0
CHAD		1	1	2	50.0	1	1	3	33.3
COMOROS		1		1	0.0		1	1	0.0
CONGO	3	1	1	5	20.0	4	1	5	20.0
DJIBOUTI					0.0				0.0
EGYPT	14		11	25	44.0	12	15	27	55.6
EQUATL GUINEA					0.0				0.0
ETHIOPIA	9	1	6	16	37.5	11	6	17	35.3
GABON					0.0				0.0
GAMBIA	3		3	6	50.0	2	3	5	60.0
GHANA	7	1	7	15	46.7	9	8	18	44.4
GUINEA	4		1	5	20.0	4	1	5	20.0
GUINEA-BISSAU					0.0				0.0
IVORY COAST					0.0				0.0
KENYA	6	1	4	11	36.4	6	2	14	42.9
LESOTHO	2			2	0.0	2		2	0.0
LIBERIA	3		1	4	25.0	2		2	0.0
LIBYAN ARAB J	3	1		4	0.0	4		4	0.0
MADAGASCAR	2	3	1	6	16.7	3	2	8	37.5
MALAWI	1			1	0.0	1		1	0.0
MALI	4	1	4	9	44.4	3	4	7	57.1
MAURITANIA	1		1	2	50.0	1		1	0.0
MAURITIUS	4	1	2	7	28.6	5	2	7	28.6
MOROCCO	6	1	1	8	12.5	8	2	10	20.0
MOZAMBIQUE					0.0				0.0
NIGER			2	3	66.7		1	3	66.7
NIGERIA	8	2	6	16	37.5	8	2	20	50.0
RWANDA					0.0		1	1	100.0
S TOPE PRINCPX					0.0				0.0
SENEGAL	3	1	5	9	55.6	3	1	10	60.0
SEYCHELLES					0.0				0.0
SIERRA LEONE	5	1	7	13	53.8	6	7	13	53.8
SOHALLIA	4	1	2	7	28.6	5	5	10	50.0
SOUTH AFRICA	10			10	0.0	8		8	0.0
SUDAN	4		6	10	60.0	4	1	9	44.4
SWAZILAND					0.0				0.0
TOGO	5		4	9	44.4	4	5	9	55.6
TUNISIA	12	1	5	18	27.8	13	4	18	22.2
UGANDA	5		9	14	64.3	5	11	16	68.8
U REP CAMEROON	4		4	8	50.0	3	1	9	55.6
U REP TANZANIA	8	1	4	13	30.8	9	8	17	47.1
UPPER VOLTA			4	4	100.0		1	3	75.0
ZAIRE	4		4	8	50.0	5	6	11	54.5
ZAMBIA	2			2	0.0			2	0.0
SUBTOTAL	164	23	114	301	37.9	173	17	137	41.9
ASIA AND THE FAR EAST									
AUSTRALIA	20	4	9	33	27.3	20	2	34	35.3
BANGLADESH	1		7	8	87.5	1	7	8	87.5
BHUTAN					0.0				0.0
BURMA	3		5	8	62.5	3	6	9	66.7
CHINA	42	4	6	52	11.5	41	2	49	12.2
DEM KANPUCHEA	4		2	6	33.3	4	2	6	33.3
FIJI	2	1		3	0.0	3		3	0.0
INDIA	40		12	52	23.1	38	14	52	26.9
INDONESIA	10		6	16	37.5	10	7	17	41.2
JAPAN	30	11	28	69	40.6	36	9	74	39.2
LAO P DEM REP	3			3	0.0	3		3	0.0
MALAYSIA	6	1	3	10	30.0	7	2	11	18.2
MALDIVES					0.0				0.0
MONGOLIA			1	1	100.0		1	1	100.0
NEPAL	8	1	1	10	10.0	8	1	10	10.0
NEW ZEALAND	9	1	9	19	47.4	10	8	18	44.4
PAKISTAN	9	1	7	17	41.2	9	6	15	40.0
PAPUA N GUINEA					0.0				0.0
PHILIPPINES	37		1	38	2.6	37	1	38	2.6
SAMOA					0.0				0.0
SINGAPORE	3	2	1	6	16.7	4	1	7	28.6

TABLE 10 (CONTINUED)

REGION AND COUNTRY	30/6/77				30/6/78					
	TYPE OF APPOINTMENT		PERCENTAGE		TYPE OF APPOINTMENT		PERCENTAGE			
	PERMANENT	PROBATIONARY	FIXED-TERM	TOTAL	PERMANENT	PROBATIONARY	FIXED-TERM	TOTAL		

ASIA AND THE FAR EAST (CONTINUED)										
SRI LANKA	10		6	18	44.4	11	1	10	22	45.5
THAILAND	17		5	22	22.7	16		4	22	18.2
VIET NAM	2			2	0.0	2			2	0.0
SUBTOTAL	256	26	111	393	28.2	265	18	118	401	29.4
EUROPE (EASTERN)										
ALBANIA					0.0					0.0
BULGARIA		1	7	9	77.8	2		8	10	80.0
BYELORUSSIA SSR			12	12	100.0			9	9	100.0
CZECHOSLOVAKIA			12	12	100.0			12	12	100.0
GERMAN DEM REP			8	8	100.0			8	8	100.0
HUNGARY			13	13	100.0			10	10	100.0
POLAND	4		20	24	83.3	3		20	23	87.0
ROMANIA			11	11	100.0			8	8	100.0
UKRAINIAN SSR			25	25	100.0			24	24	100.0
USSR	1		190	191	99.5	1		193	194	99.5
YUGOSLAVIA	7		11	18	61.1	6		12	18	66.7
SUBTOTAL	13	1	309	323	95.7	12		304	316	96.2
EUROPE (WESTERN)										
AUSTRIA	20		8	28	28.6	19		9	28	32.1
BELGIUM	20	3	10	33	30.3	20	1	9	30	30.0
DENMARK	13		2	15	13.3	15		2	17	11.8
FINLAND	8		10	18	55.6	8		7	15	46.7
FRANCE	100	2	36	138	26.1	106	4	36	146	24.7
GERMANY, F R OF	15	21	33	69	47.8	28	12	33	73	45.2
GREECE	7		1	8	12.5	7			7	0.0
ICELAND	1	1	1	3	33.3	1	2	1	4	25.0
IRELAND	5	1	3	9	33.3	6	1	4	11	36.4
ITALY	41	9	9	59	15.3	44	5	9	58	15.5
LUXEMBOURG	4			4	0.0	4			4	0.0
MALTA	5		1	6	16.7	5		1	6	16.7
NETHERLANDS	21	2	11	34	32.4	20	2	10	32	31.3
NORWAY	9		5	14	35.7	8		5	13	38.5
PORTUGAL	5	1	1	7	14.3	6		1	7	14.3
SPAIN	18	2	2	22	9.1	19	1	3	23	13.0
SWEDEN	23		12	35	34.3	23	3	10	36	27.8
UNITED KINGDOM	91	6	34	131	26.0	88	6	35	129	27.1
SUBTOTAL	406	48	179	633	28.3	427	37	175	639	27.4
LATIN AMERICA										
ARGENTINA	17		16	33	48.5	17		21	38	55.3
BOLIVIA	8	1	1	10	10.0	9		1	10	10.0
BRAZIL	16		7	23	30.4	16		6	22	27.3
CHILE	22		10	32	31.3	22		14	36	38.9
COLOMBIA	12		5	17	29.4	10		5	15	33.3
COSTA RICA	1	1	2	4	50.0	1	1	1	3	33.3
CUBA	6			6	0.0	7		1	8	12.5
DOMINICAN REP	4			4	0.0	3		1	4	25.0
ECUADOR	7		2	9	22.2	7		1	8	12.5
EL SALVADOR	5			5	0.0	5			5	0.0
GUATEMALA	4	2		6	0.0	4	2		6	0.0
HAITI	8		3	11	27.3	8		4	12	33.3
HONDURAS	2		2	4	50.0	2		2	4	50.0
MEXICO	9		1	13	7.7	10	3	1	14	7.1
NICARAGUA	5	1		6	0.0	6			6	0.0
PANAMA	4	1	2	7	28.6	6		2	8	25.0
PARAGUAY	4	1		5	0.0	4			4	0.0
PERU	7		7	14	50.0	6		6	12	50.0
SRINAME					0.0					0.0
URUGUAY	7		7	14	50.0	7		8	15	53.3
VENEZUELA	4	1	2	7	28.6	4	1	3	8	37.5
SUBTOTAL	152	11	67	230	29.1	154	7	77	238	32.4
MIDDLE EAST										
AFGHANISTAN	4	1	3	8	37.5	4	1	3	8	37.5
BAHRAIN					0.0					0.0
CYPRUS	7		4	11	36.4	7		4	11	36.4
DEMOCRAT YEMEN					0.0			2	2	0.0
IRAN	11	1	3	15	20.0	12	2	3	17	17.6

REGION AND COUNTRY	30/6/77				30/6/78					
	TYPE OF APPOINTMENT			TOTAL	TYPE OF APPOINTMENT			TOTAL		
	PERMANENT	PROBATIONARY	FIXED-TERM		PERMANENT	PROBATIONARY	FIXED-TERM			
MIDDLE EAST (CONTINUED)										
IRAQ	8		8	16	50.0	9		9	18	50.0
ISRAEL	3		3	6	50.0	2		2	4	50.0
JORDAN	6	1	5	12	41.7	6	1	5	12	41.7
KUWAIT					0.0					0.0
LEBANON	12		8	20	40.0	12	2	8	22	36.4
OHAN					0.0					0.0
QATAR					0.0					0.0
SAUDI ARABIA		2		2	0.0	1	1	1	3	33.3
SYRIAN ARAB RP	6		8	14	57.1	7	1	6	14	42.9
TURKEY	10		7	17	41.2	9		5	14	35.7
U A EMIRATES					0.0					0.0
YEMEN	5		2	7	28.6	5		2	7	28.6
SUBTOTAL	72	5	51	128	39.8	74	10	48	132	36.4
N. AMERICA & CARIBBEAN										
BAHAMAS					0.0					0.0
BARBADOS	3	1		4	0.0	3	1		4	0.0
CANADA	27	2	30	59	50.8	27	3	31	61	50.8
GRENADA			1	1	100.0			2	2	100.0
GUYANA	6	2	2	10	20.0	8	1	2	11	18.2
JAMAICA	12		1	13	7.7	13		1	14	7.1
TRINIDAD TOB	8		5	13	38.5	9		4	13	30.8
USA	363	36	121	520	23.3	365	34	117	516	22.7
SUBTOTAL	479	41	160	620	25.8	425	39	157	621	25.3
OTHERS										
WAZIBIA	1		1	2	50.0	1		1	2	50.0
REP OF KOREA			7	7	100.0			4	4	100.0
SWITZERLAND	24	1	4	29	13.8	24	3	3	30	10.0
STATELESS	4		2	6	33.3	2		2	4	50.0
SUBTOTAL	29	1	14	44	31.8	27	3	10	40	25.0
TOTAL	1 511	156	1 005	2 672	37.6	1 557	131	1 026	2 714	37.8

TABLE 11
APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION, NATIONALITY AND LEVEL
(SHOWING NUMBER OF FEMALE STAFF)
(1 JULY 1977-30 JUNE 1978)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA										
ALGERIA					1		1			2
CHAD								1		1
EGYPT							2 (1)			2 (1)
GHANA	1				2					3
KENYA					2			1		3
MADAGASCAR							2 (1)			2 (1)
MOROCCO							1			1
NIGERIA							4	1 (1)		5 (1)
RWANDA								1		1
SENEGAL					1		1		1 (1)	3 (1)
SIERRA LEONE							1			1
SOMALIA							3			3
SUDAN				1						1
TOGO					1					1
UGANDA								2 (1)		2 (1)
U REP CAMEROON				1			1	1		3
U REP TANZANIA					1	1	2 (1)			4 (1)
ZAIRE				1 (1)				1		2 (1)
SUBTOTAL	1			3 (1)	4	1	14 (3)	6 (2)	1 (1)	40 (7)
ASIA AND THE FAR EAST										
AUSTRALIA						2		2	1	5
BANGLADESH				1			1	1		3
BURMA					1	1				2
CHINA				1					1	2
INDIA					1	2				3
INDONESIA						1 (1)				1 (1)
JAPAN				1 (1)		2	2	3	1	9 (1)
MALAYSIA							1			1
PAKISTAN				1						1
SINGAPORE							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
ASIA AND THE FAR EAST (CONTINUED)										
SRI LANKA					3					3
THAILAND									1	1
SUBTOTAL				4 (1)	5	8 (1)	5	6	4	32 (2)
EUROPE (EASTERN)										
BULGARIA					1					1
CZECHOSLOVAKIA						1	1			2
GERMAN DEM REP						1				1
POLAND					1		1	1		3
ROMANIA							1			1
UKRAINIAN SSR							1	2		3
USSR	1		2	3	1	12 (3)	7 (1)	7 (1)		33 (3)
YUGOSLAVIA								1		1
SUBTOTAL	1		2	3	3	14 (1)	11 (1)	11 (1)		45 (3)
EUROPE (WESTERN)										
AUSTRIA						1				1
BELGIUM							1			1
DENMARK							2			2
FINLAND							2			2
FRANCE	1				3 (1)		4 (1)	1 (1)		9 (3)
GERMANY, F R OF		1		2		3 (1)	2 (1)	2		10 (2)
ICELAND							1	1 (1)		2 (1)
IRELAND					1			1		2
ITALY	1						1			2
NETHERLANDS					1		3	1		5
NORWAY						2				2
SPAIN			1							1
SWEDEN				1			3 (1)	1		5 (1)
UNITED KINGDOM					1	3	1	3 (1)		8 (1)
SUBTOTAL	2	1	1	3	6 (1)	9 (1)	20 (3)	10 (3)		52 (8)

TABLE 11 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	USC	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL

LATIN AMERICA										
ARGENTINA					2	1	2			5
BRAZIL						1				1
CHILE				1	2		1			4
COLOMBIA							1			1
CUBA						1				1
DOMINICAN REP							1			1
HAITI				1						1
MEXICO						1		1		2
PERU						1				1
						(1)				(1)
URUGUAY			1							1
VENEZUELA		1								1
SUBTOTAL		1	1	2	4	5	5	1		19
						(1)				(1)
MIDDLE EAST										
CYPRUS							1			1
DEMOCRAT YEMEN							1		1	2
									(1)	(1)
IRAN								2		2
								(1)		(1)
IRAQ							1			1
JORDAN					2	1				3
SAUDI ARABIA								1		1
								(1)		(1)
SYRIAN ARAB REP			1							1
SUBTOTAL			1		2	1	3	3	1	11
								(2)	(1)	(3)
N. AMERICA & CARIBBEAN										
CANADA		1			1	2	1	4		9
								(2)		(2)
GFENADA			1							1
GUYANA							1			1
							(1)			(1)
USA			1	3	5	11	11	13		44
					(1)	(3)	(2)	(5)		(11)
SUBTOTAL		1	2	3	6	13	13	17		55
					(1)	(3)	(3)	(7)		(14)
OTHERS										
SWITZERLAND								1		1
SUBTOTAL								1		1
TOTAL	4	3	7	18	34	51	75	57	6	255
				(2)	(2)	(7)	(10)	(15)	(2)	(38)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/77	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/6/78	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
ASIA AND THE FAR EAST (CONTINUED)											
NEW ZEALAND	19 (3)					1	1			18 (3)	
PAKISTAN	17	1		1	1	1	2		-1	15	
PAPUA NEW GUINEA	0									0	
PHILIPPINES	38 (14)					2 (1)	2 (1)	+2		38 (13)	
SAMOA	0									0	
SINGAPORE	6	1		1						7	
SRI LANKA	18 (2)	3		3				+1		22 (2)	
THAILAND	22 (8)	1		1	1 (1)	1	2 (1)	+2	-1	22 (7)	
VIET NAM	2 (1)									2 (1)	
SUBTOTAL	393 (65)	3	29 (2)	37 (2)	16 (4)	13 (2)	29 (6)	+11 (+2)	-6	401 (64)	1
EUROPE (EASTERN)											
ALBANIA	0									0	
BULGARIA	9	1		1						10	
BYELORUSSIA SSR	12					3	3			9	
CZECHOSLOVAKIA	12	2		2		2	2			12	1
GERMAN DEM REP	8	1		1		1	1			8	
HUNGARY	13 (1)					3	3			10 (1)	
POLAND	24 (1)	3		3	1	3	4			23 (1)	1
ROMANIA	11 (1)	1		1		3	3		-1 (-1)	8 (0)	
UKRAINIAN SSR	25 (3)	3		3		4 (2)	4 (2)			24 (1)	
USSR	391 (11)	33 (3)		33 (3)		31 (3)	31 (3)	+3	-2	394 (11)	
YUGOSLAVIA	18 (1)	1		1	1 (1)		1 (1)			18 (0)	
SUBTOTAL	323 (16)	45 (3)	45 (3)	45 (3)	2 (1)	50 (5)	52 (6)	+3	-3 (-1)	316 (14)	2
EUROPE (WESTERN)											
AUSTRIA	28 (8)	1		1	1		1			28 (8)	
BELGIUM	33 (7)	1		1	3 (2)		3 (2)		-1	30 (5)	
DENMARK	15 (2)	1	1	2						17 (2)	
FINLAND	18 (7)	2		2		5	5			15 (7)	
FRANCE	136 (32)	1	8 (3)	9 (3)	2	5	7	+6 (+4)		146 (39)	
GERMANY, F R OF	69 (10)	1	9 (2)	10 (2)	1	4 (1)	5 (1)		-1	73 (11)	

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/77	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/6/78	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
EUROPE (WESTERN) (CONTINUED)											
GREECE	8								-1	7	
ICELAND	3 (0)	1	1 (1)	2 (1)		1	1			4 (1)	
IRELAND	9	1	1	2						11	
ITALY	59 (11)		2	2	2 (1)	1	3 (1)	+1	-1	58 (10)	
LUXEMBOURG	4									4	
MALTA	6									6	
NETHERLANDS	34 (3)	2	3	5	3	4	7	+1	-1	32 (3)	
NORWAY	14 (1)	1	1	2	3	1	4	+1		13 (1)	
PORTUGAL	7 (1)									7 (1)	
SPAIN	22 (3)		1	1						23 (3)	
SWEDEN	35 (6)		5 (1)	5 (1)		3	3		-1	36 (7)	
UNITED KINGDOM	131 (37)	1	7 (1)	8 (1)	9 (5)	2 (1)	11 (6)	+5 (+1)	-4 (-2)	129 (37)	1
SUBTOTAL	633 (128)	9	43 (8)	52 (8)	24 (8)	26 (2)	50 (10)	+14 (+5)	-10 (-2)	639 (129)	1
LATIN AMERICA											
ARGENTINA	33 (5)		5	5	1		1	+2 (+2)	-1	38 (7)	
BOLIVIA	10									10	
BRAZIL	23 (3)		1	1		2	2			22 (3)	
CHILE	32 (15)		4	4						36 (15)	
COLOMBIA	17		1	1	1	1	2		-1	15	
COSTA RICA	4					1	1			3	
CUBA	6 (1)		1	1				+2	-1	8 (1)	2
DOMINICAN REP	4 (2)		1	1	1		1			4 (2)	
ECUADOR	9 (1)					1	1			8 (1)	
EL SALVADOR	5 (1)									5 (1)	
GUATEMALA	6									6	
HAITI	11		1	1						12	
HONDURAS	4									4	
MEXICO	13 (2)	2		2					-1	14 (2)	
NICARAGUA	6 (3)									6 (3)	
PANAMA	7 (2)							+1		8 (2)	

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/77	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/6/78	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
LATIN AMERICA (CONTINUED)											
PARAGUAY	5				1		1			4	
PERU	14 (3)		1 (1)	1 (1)	1		1		-1 (-1)	12 (4)	
SURINAME	0									0	
URUGUAY	14 (1)		1	1	1				+1	15 (1)	
VENEZUELA	7 (3)		1	1						8 (3)	
SUBTOTAL	230 (42)	2	17 (1)	19 (1)	6	6	12	+6 (+2)	-5 (-1)	238 (45)	2
MIDDLE EAST											
AFGHANISTAN	8									8	
BAHRAIN	0									0	
CYPRUS	11		1	1			1			11	
DEMOCRAT YEMEN	0 (0)	2 (1)		2 (1)						2 (1)	
IRAN	15 (1)		2 (1)	2 (1)						17 (2)	
IRAQ	16 (2)		1	1					+1	18 (2)	
ISRAEL	6 (1)				1		1			4 (1)	
JORDAN	12 (0)		3	3	2		2		+1 (+1)	12 (1)	1
KUWAIT	0									0	
LEBANON	20 (5)								+2	22 (5)	
OMAN	0									0	
QATAR	0									0	
SAUDI ARABIA	2 (2)		1 (1)	1 (1)					+1 (+1)	-1 (-1)	3 (3)
SYRIAN ARAB RP	14		1	1			1			14	
TURKEY	17 (3)				1		1		-1	14 (3)	
U A EMIRATES	0									0	
YEMEN	7									7	
SUBTOTAL	128 (14)	2 (1)	9 (2)	11 (3)	4	6	10	+5 (+2)	-2 (-1)	132 (18)	1
N. AMERICA & CARIBBEAN											
BAHAMAS	0									0	
BARBADOS	4 (1)									4 (1)	
CANADA	59 (14)		9 (2)	9 (2)	2 (2)		5 (1)			61 (13)	
GRENADA	1		1	1						2	
GUYANA	10 (4)		1 (1)	1 (1)			1		+1	11 (5)	

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/77	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/6/78	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
N. AMERICA & CARIBBEAN (CONTINUED)											
JAMAICA	13 (1)				1		1	+2		14 (1)	
TRINIDAD TOB	13 (1)					1	1	+1 (+1)		13 (2)	
USA	520 (164)	8 (1)	36 (10)	44 (11)	30 (11)	23 (7)	53 (18)	+15 (+8)	-10 (-5)	516 (157)	
SUBTOTAL	620 (182)	8 (1)	47 (13)	55 (14)	33 (13)	30 (8)	63 (21)	+19 (+9)	-10 (-5)	621 (179)	
OTHERS											
SWITZERLAND	29 (8)		1	1						30 (8)	
REP OF KOREA	7					3	3			4	
STATELESS	6 (1)				1 (1)		1 (1)		-1	4 (0)	1
SUBTOTAL	44 (9)		1	1	1 (1)	3	4 (1)		-1 (-1)	40 (8)	1
TOTAL	2 672 (477)	27 (2)	228 (36)	255 (38)	93 (27)	140 (17)	233 (44)	+66 (+26)	-46 (-13)	2 714 (482)	8

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

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

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

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

TABLE 13
FIXED-TERM STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION, NATIONALITY AND LEVEL
(AS AT 30 JUNE 1978)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA										
ALGERIA	1				1		1	1		4
BEWIN						1				1
BOTSWANA								2		2
CENT AFR EMPIRE								1		1
CHAD								1		1
CONGO			1							1
EGYPT	1		1	3	4	2	3		1	15
ETHIOPIA					2	3		1		6
GAMBIA							1	2		3
GHANA	1				5			2		8
GUINEA								1		1
KENYA				1	2	1	1	1		6
MADAGASCAR						1	2			3
MALI					1		2	1		4
MAURITIUS						1	1			2
MOROCCO					1		1			2
NIGER	1							1		2
NIGERIA	1					2	4	3		10
RWANDA								1		1
SENEGAL				1	1		1	1	2	6
SIERRA LEONE					1		5	1		7
SOMALIA		1					4			5
SUDAN				1		3				4
TOGO					1	1	1	2		5
TUNISIA		1				1	2			4
UGANDA					1	4	2	4		11
U REP CAMEROON				2		1	1	1		5
U REP TANZANIA			1	1	1	1	3	1		8
UPPER VOLTA				1	1		1			3
ZAIRE				1			2	2	1	6
SUBTOTAL	5	2	3	11	22	22	36	30	4	137
ASIA AND THE FAR EAST										
AUSTRALIA				1	2	5	1	2	1	12
BANGLADESH				1		2	3	1		7
BURMA					1	4	1			6
CHINA	1			1	1		1	1	1	6
DEM KAMPUCHEA							1	1		2
INDIA	1		2	4	4	1	1	1		14
INDONESIA	1			2		4				7
JAPAN	1			2	5	11	4	6		29

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
ASIA AND THE FAR EAST (CONTINUED)										
MALAYSIA						1	1			2
MONGOLIA						1				1
NEPAL					1					1
NEW ZEALAND				1	3		2	2		8
PAKISTAN		1		3	2					6
PHILIPPINES					1					1
SINGAPORE						1	1			2
SRI LANKA	1		1		4	3	1			10
THAILAND						1	1	2		4
SUBTOTAL	5	1	3	15	20	30	10	16	2	110
EUROPE (EASTERN)										
BULGARIA					3	4	1			8
BYELORUSSN SSR						2	5	2		9
CZECHOSLOVAKIA				1	1	7	2	1		12
GERMAN DEM REP				1		4	3			8
HUNGARY				2	3	3	2			10
POLAND	1			2	3	10	3	1		20
ROMANIA					4	2	1	1		8
UKRAINIAN SSR			2	1	1	6	8	6		24
USSR	1	1	11	11	26	71	54	19	1	193
YUGOSLAVIA	1				6	4		1		12
SUBTOTAL	3	1	13	14	45	113	79	31	1	304
EUROPE (WESTERN)										
AUSTRIA			2	2		2	3			9
BELGIUM	1				1	2	4	1		9
DENMARK							2			2
FINLAND		3		1			3			7
FRANCE	1		2	3	7	8	12	3		36
GERMANY, F R OF		2	2	4	5	7	7	6		33
ICELAND								1		1
IRELAND			1			2		1		4
ITALY	1				1	2	2	3		9
MALTA							1			1
NETHERLANDS			2		3		5			10
NORWAY		1			1	1	1	1		5
PORTUGAL						1				1
SPAIN			1		1	1				3
SWEDEN		1		2		1	4	1	1	10
UNITED KINGDOM	1	1	1	2	6	6	12	6		35
SUBTOTAL	4	4	11	14	25	33	56	23	1	175

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
LATIN AMERICA										
ARGENTINA	1			4	5	4	6	1		21
BOLIVIA							1			1
BRAZIL	1				2	3				6
CHILE				2	2	7	1	1	1	14
COLOMBIA	1		1		1		2			5
COSTA RICA						1				1
CUBA						1				1
DOMINICAN REP							1			1
ECUADOR					1					1
HAITI				1	1		2			4
HONDURAS					1	1				2
MEXICO					1					1
PANAMA						1	1			2
PERU			1	1		1	2	1		6
URUGUAY	1		1			5	1			8
VENEZUELA		1				1	1			3
SUBTOTAL	4	1	3	8	14	25	18	3	1	77
MIDDLE EAST										
AFGHANISTAN						1		2		3
CYPRUS					1		2	1		4
IRAN							1	2		3
IRAQ			1	2	1	3	1	1		9
ISRAEL					1		1			2
JOEDAN					2	2	1			5
LEBANON				1	1	1	1	1	3	8
SAUDI ARABIA								1		1
SYRIAN ARAB RP			3			1	1	1		6
TURKEY	1			2	1	1				5
YEMEN	1							1		2
SUBTOTAL	2		4	5	7	9	8	10	3	48
N. AMERICA & CARIBBEAN										
CANADA	1	1	2	3	2	9	7	6		31
GRENADA			1			1				2
GUYANA							1		1	2
JAMAICA				1						1
TRINIDAD TOB				1		2		1		4
USA	1	3	6	13	14	27	27	25	1	117
SUBTOTAL	2	4	9	18	16	39	35	32	2	157

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
OTHERS										
NAMIBIA								1		1
REP OF KOREA					1	2	1			4
SWITZERLAND			1			1		1		3
STATELESS						1		1		2
SUBTOTAL				1	1	4	1	3		10
TOTAL	25	17	66	90	154	279	253	148	14	1 026

TABLE 10
STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
BY REGION, NATIONALITY AND LEVEL
(SHOWING NUMBER OF FEMALE STAFF)
(AS AT 30 JUNE 1978)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/77	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/78
AFRICA							
ALGERIA	3 (1)		1 (1)	2	1		4 (1)
EGYPT	22 (3)	1	9 (1)	11 (3)	10		31 (4)
MALI	0				1		1
MOROCCO	1 (1)			1 (1)			1 (1)
SUDAN	2			2			2
TUNISIA	1				2		2
ZAIRE	1				1		1
SUBTOTAL	30 (5)	1	10 (2)	16 (4)	15		42 (6)
ASIA AND THE FAR EAST							
AUSTRALIA	3 (1)		1				1 (0)
CHINA	105 (16)	6	27 (4)	46 (5)	19 (6)		98 (15)
MALAYSIA	1			2			2
NEW ZEALAND	1				1		1
VIET NAM	1 (1)			1 (1)			1 (1)
SUBTOTAL	111 (18)	6	28 (4)	49 (6)	20 (6)		103 (16)
EUROPE (EASTERN)							
GERMAN DEM REP	1		1				1
UKRAINIAN SSR	2			2			2
USSR	156 (8)	6	31 (1)	73 (9)	45		155 (10)
SUBTOTAL	159 (8)	6	32 (1)	75 (9)	45		158 (10)
EUROPE (WESTERN)							
AUSTRIA	2			2		1 (1)	3 (1)
BELGIUM	12 (6)		2 (1)	8 (4)	4 (1)		14 (6)
FINLAND	1		1				1
FRANCE	164 (98)	13 (7)	48 (23)	83 (54)	28 (17)	2 (1)	174 (102)
GERMANY, F R OF	2	1		1			2
ICELAND	0				1 (1)		1 (1)
IRELAND	4 (1)	1	1 (1)	2			4 (1)

TABLE 14 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/77	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/78
EUROPE (WESTERN) (CONTINUED)							
ITALY	2 (1)		1 (1)	1			2 (1)
SPAIN	48 (9)	6 (1)	13 (2)	22 (5)	7 (2)		48 (10)
UNITED KINGDOM	91 (39)	6 (2)	27 (9)	47 (23)	14 (7)	2 (1)	96 (42)
SUBTOTAL	326 (154)	27 (10)	93 (37)	166 (86)	58 (28)	5 (3)	345 (164)
LATIN AMERICA							
ARGENTINA	44 (13)	3 (1)	10 (3)	23 (7)	5 (2)		41 (13)
BOLIVIA	3 (1)		2	1 (1)			3 (1)
CHILE	19 (9)	2 (1)	5 (1)	8 (5)	1 (1)		16 (8)
COLOMBIA	8 (6)		1 (1)	5 (3)		1 (1)	7 (5)
COSTA RICA	1						0
CUBA	4		1	3	1		5
ECUADOR	4 (1)		2 (1)	1	2 (1)		5 (2)
HAITI	1 (1)			1 (1)			1 (1)
MEXICO	7 (3)	2	1 (1)	4 (2)			7 (3)
PARAGUAY	2 (1)		1 (1)	1			2 (1)
PERU	3 (1)			4 (2)	1 (1)	1 (1)	6 (4)
URUGUAY	10 (4)		1 (1)	5 (1)	4 (1)		10 (3)
VENEZUELA	1 (1)		1 (1)				1 (1)
SUBTOTAL	107 (43)	7 (2)	25 (10)	56 (22)	14 (6)	2 (2)	104 (42)
MIDDLE EAST							
IRAQ	1						0
ISRAEL	4 (1)		1	3 (1)			4 (1)
JORDAN	5		3	2	1		6
LEBANON	3		1	3	1		5
SYRIAN ARAB RP	10 (1)	2	2	4 (1)	2		10 (1)
SUBTOTAL	23 (2)	2	7	12 (2)	4		25 (2)

TABLE 10 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/77	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/78
N. AMERICA & CARIBBEAN							
CANADA	10 (2)	2 (1)	1	6 (1)	3		12 (2)
JAMAICA	2 (1)		1 (1)	1	1 (1)		3 (2)
TRINIDAD TOB	1				1		1
USA	76 (40)	3 (2)	22 (12)	30 (12)	19 (11)	1	75 (37)
SUBTOTAL	89 (43)	5 (3)	24 (13)	37 (13)	24 (12)	1	91 (41)
OTHERS							
SWITZERLAND	10 (4)		6 (1)	3 (2)	2 (2)		11 (5)
STATELESS	1			1			1
SUBTOTAL	11 (4)		6 (1)	4 (2)	2 (2)		12 (5)
TOTAL	856 (275)	54 (15)	225 (68)	415 (144)	178 (54)	8 (5)	880 (286)

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 1978)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/6/77	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/6/78

AFRICA											
GHANA	2		1				1				2
SUBTOTAL	2		1				1				2
ASIA AND THE FAR EAST											
AUSTRALIA	2										0
FIJI	1							1			1
INDIA	1	1									1
INDONESIA	1		1								1
JAPAN	0									1	1
NEW ZEALAND	1					1			1		2
SUBTOTAL	6	1	1			1			2	1	6
EUROPE (EASTERN)											
POLAND	2						1				1
SUBTOTAL	2						1				1
EUROPE (WESTERN)											
AUSTRIA	1		1								1
DENMARK	1					1					1
FINLAND	2	1	1								2
IRELAND	1		1								1
NORWAY	1							1			1
SWEDEN	3							1			1
UNITED KINGDOM	1										0
SUBTOTAL	10	1	3			1		2			7
LATIN AMERICA											
CHILE	1										0
COLOMBIA	1								1		1
HAITI	0					1					1
PERU	1										0
SUBTOTAL	3					1			1		2
TOTAL	23 (0)	2	5			3	2	2	3	1	18 (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 1978)

REGION AND COUNTRY OF NATIONALITY	DESIRABLE RANGE		STAFF POSITION IN POINTS
	UNWEIGHTED	WEIGHTED	
AFRICA			
ALGERIA	4-9	114-264	514
ANGOLA	2-7	71-220	0
BENIN	2-7	65-215	224
BOTSWANA	2-7	65-215	38
BURUNDI	2-7	65-215	49
CAPE VERDE	2-7	65-215	0
CENT AFR REPUBLIC	2-7	65-215	43
CHAD	2-7	65-215	57
COMOROS	2-7	65-215	14
CONGO	2-7	65-215	149
DJIBOUTI	2-7	60-209	0
EGYPT	3-8	103-253	994
EQUATL GUINEA	2-7	65-215	0
ETHIOPIA	2-7	65-215	475
GABON	2-7	65-215	0
GAMBIA	2-7	65-215	110
GHANA	2-7	71-220	612
GUINEA	2-7	65-215	122
GUINEA-BISSAU	2-7	65-215	0
IVORY COAST	2-7	71-220	0
KENYA	2-7	65-215	444
LESOTHO	2-7	65-215	38
LIBERIA	2-7	65-215	68
LIBYAN ARAB J	5-10	147-297	110
MADAGASCAR	2-7	65-215	213
MALAWI	2-7	65-215	19
MALI	2-7	65-215	197
MAURITANIA	2-7	65-215	30
MAURITIUS	2-7	65-215	180
MOROCCO	3-8	87-237	306
MOZAMBIQUE	2-7	71-220	0
NIGER	2-7	65-215	114
NIGERIA	4-9	131-280	642
RWANDA	2-7	65-215	19
S TOME PRINCE	2-7	65-215	0
SENEGAL	2-7	65-215	266
SEYCHELLES	2-7	65-215	0
SIERRA LEONE	2-7	65-215	393

TABLE 16 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	DESIRABLE RANGE		STAFF POSITION IN POINTS
	UNWEIGHTED	WEIGHTED	
AFRICA (CONTINUED)			
SONALIA	2-7	65-215	296
SOUTH AFRICA	10-15	289-438	306
SUDAN	2-7	65-215	296
SWAZILAND	2-7	65-215	0
TOGO	2-7	65-215	258
TUNISIA	2-7	71-220	588
UGANDA	2-7	65-215	417
U REP CAMEROON	2-7	65-215	246
U REP TANZANIA	2-7	65-215	515
UPPER VOLTA	2-7	65-215	130
ZAIRE	2-7	71-220	265
ZAMBIA	2-7	71-220	60
POPULATION RESERVE	26-26	777-777	
REGIONAL TOTAL	235-318	7,047-9,534	9,817
ASIA AND THE FAR EAST			
AUSTRALIA	27-37	828-1,121	971
BANGLADESH	3-8	82-231	233
BRUTAN	2-7	65-215	0
BURMA	2-7	65-215	294
CHINA	87-118	2,664-3,604	1,487
DEM KAMPOCHEA	2-7	65-215	157
FIJI	2-7	65-215	84
INDIA	14-19	430-581	1,889
INDONESIA	5-10	136-286	624
JAPAN	136-183	4,119-5,573	2,141
LAO P DEM REP	2-7	65-215	78
MALAYSIA	4-9	109-258	325
MALDIVES	2-7	65-215	0
MONGOLIA	2-7	65-215	30
NEPAL	2-7	65-215	318
NEW ZEALAND	7-12	202-351	602
PAKISTAN	3-8	98-247	577
PAPUA N GUINEA	2-7	65-215	0
PHILIPPINES	4-9	114-264	901
SAMOA	2-7	65-215	0
SINGAPORE	3-8	103-253	159
SRI LANKA	2-7	71-220	765
THAILAND	4-9	114-264	865
VIET NAM	2-7	60-209	49
POPULATION RESERVE	157-157	4,694-4,694	
REGIONAL TOTAL	488-661	14,782-19,999	12,149

TABLE 16 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	DESIRABLE RANGE		STAFF POSITION IN POINTS
	UNWEIGHTED	WEIGHTED	
EUROPE (EASTERN)			
ALBANIA	2-7	65-215	0
BULGARIA	5-10	136-206	320
BYELORUSSN SSR	9-14	203-433	217
CZECHOSLOVAKIA	17-22	504-682	358
GERMAN DEM REP	24-33	731-989	235
HUNGARY	8-13	240-389	340
POLAND	25-34	759-1,026	780
ROMANIA	6-11	191-340	256
UKRAINIAN SSR	27-37	824-1,114	672
USSR	180-244	5,492-7,430	5,956
YUGOSLAVIA	9-14	272-422	694
POPULATION RESERVE	8-8	239-239	
REGIONAL TOTAL	326-441	9,903-13,396	9,828
EUROPE (WESTERN)			
AUSTRIA	13-18	409-558	877
BELGIUM	20-27	615-832	913
DENMARK	13-18	409-558	477
FINLAND	10-15	300-449	539
FRANCE	92-125	2,812-3,805	4,642
GERMANY, F R OF	121-164	3,684-4,984	2,174
GREECE	8-13	251-400	232
ICELAND	2-7	71-220	87
IRELAND	5-10	142-291	353
ITALY	55-75	1,681-2,275	1,599
LUXENBOURG	3-8	82-231	145
MALTA	2-7	65-215	170
NETHERLANDS	25-34	773-1,045	990
NORWAY	10-15	305-455	479
PORTUGAL	5-10	163-313	192
SPAIN	27-37	824-1,114	783
SWEDEN	23-31	689-932	1,144
UNITED KINGDOM	73-98	2,210-2,989	3,937
POPULATION RESERVE	1-1	30-30	
REGIONAL TOTAL	520-704	15,814-21,396	19,733

TABLE 16 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	DESIRABLE RANGE		STAFF POSITION IN POINTS
	UNWEIGHTED	WEIGHTED	
LATIN AMERICA			
ARGENTINA	17-22	504-682	1,296
BOLIVIA	2-7	65-215	321
BRAZIL	20-27	596-807	751
CHILE	4-9	109-258	965
COLOMBIA	4-9	120-269	530
COSTA RICA	2-7	71-220	82
CUBA	4-9	120-269	227
DOMINICAN REP	2-7	71-220	91
ECUADOR	2-7	71-220	324
EL SALVADOR	2-7	65-215	142
GUATEMALA	2-7	71-220	175
HAITI	2-7	65-215	378
HONDURAS	2-7	65-215	122
MEXICO	16-21	481-650	350
NICARAGUA	2-7	65-215	141
PANAMA	2-7	71-220	213
PARAGUAY	2-7	65-215	117
PERU	3-8	93-242	340
SURINAME	2-7	65-215	0
URUGUAY	3-8	82-231	492
VENEZUELA	9-14	279-422	256
POPULATION RESERVE	34-34	1,017-1,017	
REGIONAL TOTAL	165-223	4,953-6,701	7,333
MIDDLE EAST			
AFGHANISTAN	2-7	65-215	228
BAHRAIN	2-7	65-215	0
CYPRUS	2-7	65-215	328
DEMOCRAT YEMEN	2-7	65-215	38
IRAN	9-14	278-427	483
IRAQ	3-8	103-253	625
ISRAEL	6-11	185-335	130
JORDAN	2-7	65-215	397
KUWAIT	5-10	142-291	0
LEBANON	3-8	76-226	644
OMAN	2-7	65-215	0
QATAR	2-7	71-220	0
SAUDI ARABIA	6-11	185-335	57
SYRIAN ARAB RP	2-7	71-220	511
TURKEY	7-12	223-373	526

TABLE 16 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	DESIRABLE RANGE		STAFF POSITION IN POINTS
	UNWEIGHTED	WEIGHTED	
MIDDLE EAST (CONTINUED)			
U A EMIRATES	3-6	98-247	0
YEMEN	2-7	65-215	244
POPULATION RESERVE	14-14	419-419	
REGIONAL TOTAL	101-137	3,042-4,115	4,211
S. AMERICA & CARIBBEAN			
BARBADOS	2-7	65-215	0
BARBADOS	2-7	65-215	111
CANADA	50-68	1,524-2,061	1,961
GRENADA	2-7	65-215	83
GUYANA	2-7	65-215	240
JAMAICA	2-7	71-220	405
TRINIDAD TOB	3-8	76-226	351
USA	384-520	11,703-15,834	14,878
POPULATION RESERVE	0-0	0-0	
REGIONAL TOTAL	458-620	13,955-18,880	18,029

a/ Weighted by starting salary as follows:

	Staff	(K)	Base 2,700	X	sq.p.a.	=	Points
USG	25	0.92	25		76.0		1,900.0
ASG	18	0.66	18		67.4		1,213.0
D-2	78	2.88	78		52.7		4,111.0
D-1	231	8.51	230		43.9		10,097.0
P-5	481	17.72	478		38.2		18,280.0
P-4	720	26.53	716		29.9		21,408.0
P-3	649	23.91	645		23.9		15,416.0
P-2	437	16.10	435		19.0		8,265.0
P-1	75	2.77	75		14.3		1,073.0
	2,714	100.00	2,700				81,743.0

Nodal weight 29.9 points (P-4 level)
 Population factor 7,176.0 points (240 X 29.9) 8.8%
 Membership factor 20,048.0 points (4.5 X 29.9 X 149) 24.5%
 Points to be distributed according to contribution scale
 54,535.0 (81,743.0 - 7,160 - 20,048.0) 66.7%

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 1977 AND 30 JUNE 1978)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/6/77	30/6/78		30/6/77	30/6/78
AFRICA					
ALGERIA	2	2	-		
BENIN	2	2	-		
EGYPT	8	10	+2		
ETHIOPIA	5	5	-		
GABON	0	1	+1		
GAMBIA	2	2	-		
GHANA	1	1	-		
IVORY COAST	1	1	-		
KENYA	1	1	-		
LIBERIA	0	1	+1		
MALAWI	1	1	-		
MALI	1	1	-		
NIGERIA	2	2	-		
SENEGAL	2	3	+1		
SIERRA LERONE	2 (0)	4 (2)	+2 (+2)		
SOMALIA	1	1	-		
SUDAN	1	0	-1		
TOGO	5	4	-1		
TUNISIA	2	2	-		
UGANDA	2	2	-		
U REP CAMEROON	4	5	+1		
U REP TANZANIA	3 (1)	5 (2)	+2 (+1)		
UPPER VOLTA	0 (0)	1 (1)	+1 (+1)		
ZAIRE	1	1	-		
SUBTOTAL	49 (7)	58 (5)	+9 (+8)	21	23
ASIA AND THE FAR EAST					
AUSTRALIA	5 (3)	8 (8)	+3 (+1)		
BANGLADESH	3 (0)	4 (1)	+1 (+1)		
BURMA	3 (1)	3 (1)	-		
CHINA	2	2	-		
INDIA	23	24	+1		
JAPAN	10 (1)	11 (1)	+1		

TABLE 17 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/6/77	30/6/76		30/6/77	30/6/76
ASIA AND THE FAR EAST (CONTINUED)					
LAO P DEN REP	1	1	-		
MALAYSIA	1 (0)	2 (1)	+1 (+1)		
NEPAL	3	3	-		
NEW ZEALAND	6	7	+1		
PAKISTAN	9 (7)	10 (1)	+1		
PHILIPPINES	12 (3)	12 (3)	-		
SINGAPORE	1	1	-		
SRI LANKA	7	6	+1		
THAILAND	1 (1)	1 (1)	-		
VIET NAM	2	1	-1		
SUBTOTAL	69 (10)	98 (13)	+9 (+3)	16	16
EUROPE (EASTERN)					
BULGARIA	1	2	+1		
BYELORUSSN SSR	1	1	-		
POLAND	1	1	-		
ROMANIA	1	1	-		
USSR	9	9	-		
YUGOSLAVIA	4	3	-1		
SUBTOTAL	17	17	-	6	6
EUROPE (WESTERN)					
AUSTRIA	8	7	-1		
BELGIUM	18 (3)	20 (2)	+2 (-1)		
DENMARK	5 (1)	7 (1)	+2		
FINLAND	5 (1)	5 (1)	-		
FRANCE	13 (3)	16 (2)	+3 (-1)		
GERMANY, F R OF	20 (2)	24 (4)	+4 (+2)		
GREECE	8	8	-		
IRELAND	8 (1)	8 (1)	-		
ITALY	12 (2)	13 (2)	+1		
NETHERLANDS	26 (1)	29 (2)	+3 (+1)		

TABLE 17 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/6/77	30/6/78		30/6/77	30/6/78
EUROPE (WESTERN) (CONTINUED)					
NORWAY	7 (1)	6 (1)	-1		
PORTUGAL	1	1	-		
SPAIN	5	5	-		
SWEDEN	19 (2)	19 (2)	-		
UNITED KINGDOM	64 (9)	60 ^{a/} (10)	-4 (+1)		
SUBTOTAL	219 (26)	220 (20)	+9 (+2)	15	15
LATIN AMERICA					
ARGENTINA	8 (1)	9 (1)	+1		
BOLIVIA	4 (1)	5 (1)	+1		
BRAZIL	2 (1)	3 (2)	+1 (+1)		
CHILE	14 (1)	16 (1)	+2		
COLOMBIA	6 (1)	7 (1)	+1		
CUBA	1 (1)	1 (1)	-		
DOMINICAN REP	1 (1)	1 (1)	-		
ECUADOR	3	5	+2		
HAITI	5 (2)	4 (2)	-1		
MEXICO	1	1	-		
NICARAGUA	1 (1)	1 (1)	-		
PANAMA	1	1	-		
PARAGUAY	2	2	-		
PERU	7 (1)	6 (1)	-1		
URUGUAY	4	5	+1		
VENEZUELA	1 (1)	1 (1)	-		
SUBTOTAL	61 (12)	60 (13)	+7 (+1)	16	16
MIDDLE EAST					
AFGHANISTAN	3	4	+1		
DEMOCRAT YEMEN	2	2	-		
IRAN	4 (1)	3 (1)	-1		

TABLE 17 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/6/77	30/6/78		30/6/77	30/6/78
MIDDLE EAST (CONTINUED)					
IRAQ	0	1	+1		
ISRAEL	3	3	-		
JORDAN	5	5	-		
KUWAIT	1 (1)	1 (1)	-		
LEBANON	5	5	-		
SAUDI ARABIA	1 (0)	3 (1)	+2 (+1)		
SYRIAN ARAB RP	7 (1)	6 (1)	-1		
TURKEY	7 (1)	8 (1)	+1		
YEMEN	1	1	-		
SUBTOTAL	39 (4)	42 (5)	+3 (+1)	11	12
N. AMERICA & CARIBBEAN					
BARBADOS	1 (0)	2 (1)	+1 (+1)		
CANADA	28 (8)	27 (5)	-1 (-3)		
GUYANA	1 (1)	1 (1)	-		
JAMAICA	3 (1)	5 (2)	+2 (+1)		
TRINIDAD TOB	4 (0)	4 (1)	- (+1)		
USA	115 (26)	120 (29)	+5 (+3)		
SUBTOTAL	152 (36)	159 (39)	+7 (+3)	6	6
OTHERS					
REP OF KOREA	3 (2)	3 (1)	- (-1)		
SWITZERLAND	9 (2)	8 (2)	-1		
STATELESS	0	2	+2		
SUBTOTAL	12 (4)	13 (3)	+1 (-1)	2	3
TOTAL	638 (93)	693 (106)	+45 (13)	93	97

a/ Includes one staff member from Southern Rhodesia.

TABLE 10
UNITED NATIONS CHILDREN'S FUND (UNICEF)
CHANGES IN GEOGRAPHICAL DISTRIBUTION OF PROFESSIONAL AND HIGHER-LEVEL STAFF
BY REGION AND NATIONALITY
(SHOWING NUMBER OF FEMALE STAFF)
(AS AT 30 JUNE 1977 AND 30 JUNE 1978)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/6/77	30/6/78		30/6/77	30/6/78
AFRICA					
ALGERIA	2 (1)	1 (0)	-1 (-1)		
CENT AFR REPUBLIC	0 (0)	1 (1)	+1 (+1)		
CONGO	1	1	-		
EGYPT	4 (2)	3 (2)	-1		
GAMBIA	0	1	+1		
GHANA	1	1	-		
MADAGASCAR	1	1	-		
MALI	3	2	-1		
MAURITANIA	0 (0)	1 (1)	+1 (+1)		
SENEGAL	3 (1)	3 (1)	-		
TOGO	2	2	-		
TUNISIA	1	2	+1		
UGANDA	2	2	-		
U REP CAMEROON	1	0	-1		
U REP TANZANIA	2	3	+1		
ZAIRE	0	2	+2		
ZAMBIA	1	0	-1		
SUBTOTAL	24 (8)	26 (5)	+2 (+1)	13	15
PERCENTAGE	0.4%	5.6%	GOVERNMENT CONTRIBUTION	1.32%	0.8%
ASIA AND THE FAR EAST					
AUSTRALIA	0	0	-		
BANGLADESH	1	1	-		
BURMA	1	0	-1		
CHINA	2 (1)	2 (1)	-		
INDIA	7	6	-1		
INDONESIA	2 (1)	2 (1)	-		
JAPAN	2 (1)	3 (1)	+1		
NEPAL	2	2	-		
NEW ZEALAND	3 (0)	3 (1)	- (+1)		
PAKISTAN	3 (1)	5 (2)	+2 (+1)		
PHILIPPINES	0 (2)	10 (2)	+10		

TABLE 18 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/6/77	30/6/78		30/6/77	30/6/78
ASIA AND THE FAR EAST (CONTINUED)					
SRI LANKA	2	1	-1		
THAILAND	1	2	+1		
VIET NAM	1	1	-		
SUBTOTAL	39 (6)	42 (8)	+3 (+2)	14	13
PERCENTAGE	13.6%	9.0%	GOVERNMENT CONTRIBUTION	7.97%	7.24%
EUROPE (EASTERN)					
POLAND	1 (1)	0 (0)	-1 (-1)		
USSR	5	5	-		
YUGOSLAVIA	1 (0)	2 (1)	+1 (+1)		
SUBTOTAL	7 (1)	7 (1)	-	3	2
PERCENTAGE	2.4%	1.5%	GOVERNMENT CONTRIBUTION	1.98%	1.77%
EUROPE (WESTERN)					
AUSTRIA	2	1	-1		
BELGIUM	5	5	-		
DENMARK	6	3	-3		
FINLAND	2 (2)	0 (0)	-2 (-2)		
FRANCE	14 (5)	15 (4)	+1 (-1)		
GERMANY, F R OF	13 (2)	16 (3)	+3 (+1)		
GREECE	3 (2)	3 (2)	-		
IRELAND	1	1	-		
ITALY	2	3	+1		
NETHERLANDS	8	5	-3		
NORWAY	3	3	-		
SPAIN	2	2	-		
SWEDE	13	9	-4		
UNITED KINGDOM	23 (5)	24 (4)	+1 (-1)		
SUBTOTAL	97 (16)	90 (13)	-7 (-3)	14	13
PERCENTAGE	33.8%	19.2%	GOVERNMENT CONTRIBUTION	50.86%	54.64%

TABLE 18 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/6/77	30/6/78		30/6/77	30/6/78
LATIN AMERICA					
ARGENTINA	2	1	-1		
BOLIVIA	1	1	-		
BRAZIL	1	1	-		
CHILE	2	2	-		
COLOMBIA	4 (1)	4 (1)	-		
COSTA RICA	1	1	-		
GUATEMALA	1	1	-		
HAITI	2	3	+1		
MEXICO	1	1	-		
PANAMA	2 (1)	2 (1)	-		
PERU	1	2	+1		
SUBTOTAL	18 (2)	19 (2)	+1	11	11
PERCENTAGE	6.3%	4.1%	GOVERNMENT CONTRIBUTION	1.7%	1.32%
MIDDLE EAST					
CYPRUS	1	1	-		
IRAN	3 (1)	3 (1)	-		
IRAQ	3 (2)	3 (2)	-		
JORDAN	1	1	-		
LEBANON	5 (1)	6 (1)	+1		
SYRIAN ARAB RP	2	1	-1		
TURKEY	3	3	-		
SUBTOTAL	18 (4)	18 (4)	-	7	7
PERCENTAGE	0.3%	3.8%	GOVERNMENT CONTRIBUTION	3.48%	3.20%
N. AMERICA & CARIBBEAN					
CANADA	12 (3)	12 (2)	- (-1)		
GUYANA	1	1	-		
TRINIDAD TOB	1	1	-		
USA	62 (16)	64 (17)	+2 (+1)		
SUBTOTAL	76 (19)	78 (19)	+2	4	4
PERCENTAGE	26.5%	16.7%	GOVERNMENT CONTRIBUTION	27.75%	27.13%

TABLE 18 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF		INCREASE OR DECREASE	NUMBER OF NATIONALITIES REPRESENTED	
	30/6/77	30/6/78		30/6/77	30/6/78
OTHERS					
REP OF KOREA	1	2	+1		
SWITZERLAND	7 (1)	7 (1)	-		
SUBTOTAL	8 (1)	9 (1)	+1	2	2
PERCENTAGE	2.8%	1.9%	GOVERNMENT CONTRIBUTION	4.91%	3.78%
TOTAL	287 (53)	289 (53)	+2	68	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 1977)

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	6	55	132	294	212	49	751	3 526	21.3
UNDP	1	2	2	6	16	35	20	8	90	620	14.5
UNICEF	1	1	2	7	13	23	26	6	79	424	18.6
UNHCR	0	0	0	3	2	6	13	3	27	168	16.1
UNITAR	0	0	0	0	0	2	3	0	5	12	41.7
UNRWA	0	0	0	1	0	3	0	0	4	63	6.3
ITC	0	0	0	1	0	3	3	3	10	67	14.9
ICSC	0	0	0	1	1	1	0	0	3	9	33.3
UNU	0	0	0	0	1	0	0	1	2	20	10.0
ICJ	0	0	0	0	0	0	2	0	2	15	13.3
ILO	1	1	2	5	21	62	27	8	127	845	15.0
FAO	0	0	2	11	33	51	57	32	186	1 407	13.2
UNESCO	1	0	2	25	47	68	78	11	232	1 017	22.8
WHO	0	1	2	20	29	60	60	22	194	1 033	18.8
IBRD/IPC a/	-	-	-	-	-	-	-	-	241	2 382	10.1
IMF b/	-	-	-	-	-	-	-	-	168	783	21.5
ICAO	0	0	0	0	4	21	11	1	37	283	13.1
UPU	0	0	0	0	2	2	4	0	8	64	12.5
ITU	0	0	0	1	3	9	8	0	21	199	10.6
WHO	0	0	0	0	1	5	4	3	13	116	11.2
INCO	0	0	0	0	1	9	3	3	16	80	20.0
WIPO	1	0	0	1	1	2	2	0	7	60	11.7
IAEA	0	0	0	2	10	12	24	8	56	449	12.5
ICITO/GATT	0	0	0	0	7	13	12	0	32	128	25.0
TOTAL	6	7	18	139	324	681	569	158	2 311	13 770	16.8

a/ Only the total figures of female staff are given for IBRD/IPC 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 1978)

DEPARTMENT OR OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
ROSG				1			3			3			3	1	2	2			1	4	15	19
ODGDIC		1																			1	1
OUSGSPA		2					4							1						1	6	7
OASGSPQ				2			1			1		1			1					2	4	6
OUSPGAA		1					1		1	1	1	2	1	2	1		1			5	7	12
OIAAC		1					1		1	1			1		1	1				2	5	7
OSSKSH				1						2	1	2	1	3	2	5				12	5	17
LEGAL		1					2	2	5	1	8	1	11		10	4	4			8	41	49
PSCA		1		1			4	2	10	1	17	3	21	3	12	5	4			14	70	84
PATD		1					1	1	3		9	2	5	3	1	4	4			10	24	34
IRSA		1	1				9	3	27	4	52	16	83	21	56	26	31	6	5	81	264	345
TCD		1					2	1	5	3	7	2	22	8	14	4	8	2		20	59	79
ECE		1					1		11	3	20	3	26	4	27	4	12			14	98	112
ESCAP		1					1		9	2	23	4	42	3	35	6	21	1	1	16	133	149
ECLA		1					1		12		21	2	39	7	25	11	20	1	4	21	123	144
ECA		1					1		12		19		34	7	40	2	22	1	4	10	133	143
ECWA		1					1		4		14		19	2	13	4	6	2	3	8	61	69
UNCTAD ^{a/}		1		2			10		17		43	3	50	7	44	6	19			16	186	202
DEIDO ^{b/}		1					4		16	2	63	5	105	17	71	6	17	10	2	40	279	319
UNHRO ^{a/}		1					1		2		2		5		3	3	1			3	15	18
UNEP ^{a/}		1		4			1		7	2	8	5	12	7	7	2	7		1	16	48	64
A & H		1									1										2	2
OFS				1			4		6	3	14	2	17	8	12	5	11	3	4	21	69	90
OPS				1			4		6	2	14	7	15	11	13	9	7	2		31	60	91
OGS				1			3		8	1	11		26	3	17	5	18	1	1	10	85	95
AHS									2	2	2		3							2	7	9
IAS							1				1		5		8	2	3		2	2	20	22
HDP							1		3				1	7	1	4		3	1	3	19	22
CS		1			1	3	1	9	10	28	41	95	119	177	49	91	3		224	404	628	
OPI ^{b/}		1				4	1	12	2	23	11	34	14	29	14	16	3	3	45	122	167	
UNOG ^{c/}		1		1		4		18	7	45	27	92	42	109	22	62	6	4	104	336	440	
HR						1		2		7	3	8	4	9	2	1		3	9	31	40	
CTWC				1			2		2		4		5	1	5	1	4			2	23	25
NAHIBIA								1	1	1			1		1	1	1		1	2	6	8
UNCLS		1					1		1				6	2	2		2			2	13	15
NYC				1							6		1		3	1				1	11	12
UNCSTD		1						2		2					2						7	7
UNJSPB										2		2	3	2	3	3		1	6	10	16	16
MISSION								3		8		5		2	1	6				1	24	25
TOTAL		25	1	17	1	77	11	220	55	480	143	802	304	760	210	405	43	40	768	2 826	3 594	

^{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

DEPARTMENT OR OFFICE	GENERAL SERVICE					O T H E R S ^{a/}				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
EOSG	26	100.0			26			3	100.0	3
ODGDIC	1	100.0			1					
OUSGSPA	10	100.0			10					
OASGSPQ	5	100.0			5					
OUSPGAA	8	100.0			8					
OIAAC	7	100.0			7					
OSSESM	9	100.0			9					
LEGAL	39	95.1	2	4.9	41					
PSCA	49	96.1	2	3.9	51					
PATD	22	95.7	1	4.3	23					
IESA	257	81.6	58	18.4	315					
TCD	113	92.6	9	7.4	122					
ECE	87	75.7	28	24.3	115					
ESCAP	182	41.2	260	58.8	442					
ECLA	227	51.0	218	49.0	445			1	100.0	1
ECA	206	50.1	205	49.9	411					
ECWA	76	61.8	47	38.2	123					
UNCTAD ^{a/}	162	81.0	38	19.0	200					
UNIDO ^{a/}	422	77.0	126	23.0	548	4	5.4	70	94.6	74
UNWRO ^{a/}	19	90.5	2	9.5	21					
UNEP ^{a/}	187	58.1	135	41.9	322					
A E M	4	100.0			4					
OPS	89	71.8	35	28.2	124					
OPS	125	85.0	22	15.0	147					
OGS	170	43.8	218	56.2	388	5	.6	789	99.4	794
AMS	8	88.9	1	11.1	9					
IAS	8	80.0	2	20.0	10					
EDP	19	52.8	17	47.2	36					
CS	388	54.4	325	45.6	713			26	100.0	26
OPI ^{b/}	224	55.4	180	44.6	404	31	91.2	3	8.8	34
UNOG ^{c/}	512	48.6	542	51.4	1 054	38	100.0			38
HR	29	93.5	2	6.5	31					
CTNC	19	86.4	3	13.6	22					
NAMIBIA	5	55.6	4	44.4	9					
UNCLS	11	91.7	1	8.3	12					
WFC	11	84.6	2	15.4	13					
UNCSTD	8	88.9	1	11.1	9					
UNJSPB	20	47.6	22	52.4	42					
MISSION	98	14.6	573	85.4	671			24	100.0	24
TOTAL	3 862	55.6	3 081	44.4	6 943	78	7.8	916	92.2	994

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

^{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.

TABLE 21

Composition of the staff by department, division, category and sex
 (the abbreviations of Departments and Divisions are given at the end of the table)

	<u>Professional category</u>						<u>General Service category</u>					
	1976			1977			1976			1977		
	F	M		F	M		F	M		F	M	
EOSG	5	8	13	3	9	12	24	0	24	28	0	28
USGSPA	0	0	0	1	0	1	9	0	9	7	0	7
ASGSPQ	0	1	1	0	1	1	3	0	3	6	0	6
USGPGAA	6	3	9	5	2	7	8	0	8	9	0	9
OIAAC	2	5	7	2	5	7	8	0	8	7	0	7
LEGAL	2	8	10	3	8	11	21	0	21	20	1	21
GEN	3	22	25	3	22	25	17	0	17	16	1	17
COD	1	7	8	1	7	8	6	0	6	7	0	7
PSCA	12	50	62	14	52	66	42	1	43	51	1	52
PATD	8	22	30	9	21	30	22	1	23	20	1	21
ESA	3	6	9	2	4	6	7	0	7	9	0	9
CDP	10	44	54	10	48	58	39	12	51	39	12	51
STO	20	45	65	20	41	61	34	37	71	33	36	69
PAF	5	13	18	3	13	16	20	0	20	19	0	19
RES	3	30	33	3	29	32	45	2	47	40	3	43
OET	1	6	7	1	6	7	5	0	5	5	0	5
SCT	2	4	6	2	5	7	5	2	7	4	2	6
SOC	15	23	38	17	26	43	31	1	32	28	0	28
POP	15	21	36	13	22	35	27	3	30	27	3	30
CHB	5	23	28	3	19	22	29	0	29	27	0	27
OTC	25	62	87	22	55	77	123	10	133	114	9	123
DUS	12	5	17	12	6	18	18	0	18	15	0	15
DAF	1	6	7	1	6	7	29	5	34	30	3	33
ECE	12	91	103	15	85	100	86	24	110	90	26	116
ESCAP	14	120	134	16	116	132	153	248	401	169	259	428
ECLA	23	105	128	22	107	129	206	206	412	224	208	432
ECA	8	126	134	10	128	138	182	181	363	192	180	372
ECWA	7	49	56	7	54	61	53	38	91	56	40	96

	<u>Professional Category</u>						<u>General Service Category</u>					
	1976			1977			1976			1977		
	F	M		F	M		F	M		F	M	
UNCTAD	10	77	87	3	24	27	100	28	128	39	1	40
MFD				2	22	24				21	12	33
COM				2	28	30				16	6	22
MAN				0	17	17				14	2	16
SHP				0	17	17				15	3	18
TEC				1	7	8				9	0	9
DEV				0	11	11				4	0	4
SOC				1	5	6				4	0	4
PRG				8	16	24				36	13	49
UNIDO				0	2	2	4	1	5	14	1	15
POL	6	35	41	7	35	42	37	2	39	42	3	45
CPE	14	45	59	16	45	61	67	29	96	71	29	100
CIS	3	41	44	4	38	42	46	4	50	48	5	53
IOP	4	98	102	5	107	112	134	13	147	145	14	159
ADM	7	23	30	9	21	30	122	77	199	122	78	200
UNDR0	4	12	16	3	12	15	13	2	15	17	3	20
UNEP	18	82	100	22	95	117	147	112	259	178	115	293
AM/USG	0	1	1	0	1	1	5	0	5	4	0	4
AM/OFS	3	11	14	3	11	14	20	2	22	21	3	24
BUD	5	16	21	5	15	20	13	4	17	12	5	17
ACC	12	24	36	13	24	37	44	26	70	45	23	68
TRE	2	9	11	2	9	11	12	6	18	14	5	19
AM/OPS	5	4	9	6	2	8	17	1	18	15	2	17
POL	3	6	9	3	7	10	11	5	16	11	3	14
REC	7	25	32	8	17	25	62	3	65	59	3	62
ADM	9	16	25	12	17	29	32	2	34	35	3	38
MED	4	1	5	4	1	5	11	4	15	11	2	13
AM/AMS	5	2	7	2	5	7	8	1	9	7	1	8
AM/IAS	1	19	20	2	19	21	9	2	11	7	2	9
AM/EDP	4	15	19	3	15	18	20	15	35	20	17	37

	<u>Professional category</u>						<u>General Service category</u>					
	1976			1977			1976			1977		
	F	M		F	M		F	M		F	M	
AM/OGS	0	4	4	1	3	4	12	1	13	13	1	14
P+T	1	26	27	1	25	26	34	42	76	36	37	73
BMS	0	5	5	1	5	6	24	9	33	25	10	35
FOS	1	9	10	1	11	12	16	11	27	19	10	29
ARS	3	8	11	2	7	9	12	138	150	12	137	149
COM	0	6	6	0	7	7	33	31	64	28	28	56
CMS	2	9	11	2	9	11	30	28	58	33	29	62
SEC	0	4	4	0	4	4	8	216	224	6	211	217
CS	2	7	9	2	8	10	13	9	22	14	9	23
INT	59	77	136	57	80	137	11	4	15	12	4	16
TRA	81	233	314	86	235	321	61	35	96	60	38	98
E+R	21	10	31	23	8	31	197	49	246	201	46	247
PUB	8	41	49	8	37	45	50	194	244	51	204	255
LIB	40	18	58	40	16	56	54	25	79	54	25	79
OPI	1	4	5	2	2	4	12	2	14	14	2	16
PPD	10	22	32	11	19	30	24	3	27	26	4	30
RVS	13	48	61	14	38	52	33	16	49	27	17	44
ERD	8	11	19	7	11	18	68	1	69	58	5	63
UNIC	4	28	32	3	29	32	112	132	244	121	153	274
CESI	3	12	15	4	8	12	12	2	14	10	1	11
UNOG	7	23	30	8	25	33	49	26	75	54	21	75
LIB	8	9	17	8	8	16	5	26	31	5	23	28
AFS	9	41	50	7	38	45	76	48	124	77	55	132
CSG	2	4	6	2	4	6	15	13	28	13	14	27
INT	23	43	66	23	46	69	1	0	1	2	0	2
LANG	40	99	139	44	102	146	178	15	193	174	18	192
DOC	1	22	23	1	21	22	78	73	151	76	76	152
GEN	0	19	19	0	18	18	54	294	348	62	303	365
ND	7	21	28	6	23	29	44	12	56	50	13	63
HR	8	29	37	8	29	37	21	2	23	28	2	30
UNCTNC	0	10	10	1	13	14	12	0	12	20	3	23
NAMIBIA	1	3	4	2	3	5	7	7	14	5	5	10
WFC	0	4	4	0	9	9	2	0	2	11	2	13
UNCLS	3	8	11	2	9	11	7	3	10	10	2	12
UNCSTD	-	-	-	0	5	5	-	-	-	4	-	4
UNJSPF	7	9	16	6	10	16	18	22	40	20	24	44

Abbreviations of Departments and Divisions

EOSG	Executive Office of the Secretary-General
USGSPA	Office of the Under-Secretaries-General for Special Political Affairs
ASGSPQ	Office of the Assistant Secretary-General for Special Political Questions
USGPGAA	Office of the Under-Secretary-General for Political and General Assembly Affairs
OIAAC	Office for Inter-Agency Affairs and Co-ordination
LEGAL	Office of Legal Affairs
GEN	General Legal Division
COD	Codification Division
PSCA	Department of Political and Security Council Affairs
PATD	Department of Political Affairs, Trusteeship and Decolonization
ESA	Department of Economic and Social Affairs
CDP	Centre for Development Planning, Projections and Policies
STO	Statistical Office
PAF	Division of Public Administration and Finance
RES	Centre for Natural Resources, Energy and Transport
OET	Office for Ocean Economics and Technology
SCT	Office for Science and Technology
SOC	Centre for Social Development and Humanitarian Affairs
POP	Population Division
CHB	Centre for Housing, Building and Planning
OTC	Office of Technical Co-operation
DUS	Office of the Deputy to the Under-Secretary-General in charge of the Economic and Social Council Secretariat and the Regional Commissions Section
DAF	Departmental Administration and Finance Office
ECE	Economic Commission for Europe
ESCAP	Economic and Social Commission for Asia and the Pacific
ECLA	Economic Commission for Latin America
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
TEC	Technology Division
DEV	Division for Economic Co-operation among Developing Countries
SOC	Division for Trade with Socialist Countries
PRG	Programme Support Division
UNIDO	United Nations Industrial Development Organization
POL	Division of Policy Co-ordination
CPE	Division of Conference Services, Public Information and External Relations
CIS	International Centre for Industrial Studies
IOP	Industrial Operations Division
ADM	Administrative Services Division
UNDRO	Office of the United Nations Disaster Relief Co-ordinator
UNEP	United Nations Environment Programme
AM/USG	Department of Administration and Management
AM/OFS	Office of Financial Services
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/AMS	Administrative Management Service
AM/IAS	Internal Audit Service
AM/EDP	Electronic Data Processing and Information Systems Service

AM/OGS	Office of General Services
P+T	Purchase and Transportation Service
BMS	Buildings Management Service
FOS	Field Operations Service
ARS	Archives and Records Service
COM	Communications Service
CMS	Commercial Management Service
SEC	Security and Safety Service
CS	Department of Conference Services
INT	Interpretation and Meetings Division
TRA	Translation Division
E+R	Editorial and Official Records Division
PUB	Publishing Division
LIB	Dag Hammarskjöld Library
OPI	Office of Public Information
PPD	Press and Publications Division
RVS	Radio and Visual Services Division
ERD	External Relations Division
UNIC	United Nations Information Centres
CESI	Centre for Economic and Social Information
UNOG	United Nations Office at Geneva
LIB	Library
AFS	Administrative and Financial Services
CSG	Conference and General Services
INT	Interpretation Division
LANG	Languages Division
DOC	Documents Division
GEN	General Services Division
ND	Division of Narcotic Drugs, Secretariats of the United Nations Fund for Drug Abuse Control and the International Narcotics Control Board
HR	Division of Human Rights
UNCTNC	United Nations Centre on Transnational Corporations
NAMIBIA	Office of the Commissioner for Namibia
WFC	Secretariat of the World Food Council
UNCLS	Secretariat of the Third United Nations Conference on the Law of the Sea
UNCSTD	Secretariat of the United Nations Conference on Science and Technology for Development
UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund