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PERSONNEL QUESTIONS

Composition of the Secretariat

Report of the Secretary-General

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* A/39/150.

I. INTRODUCTION

1. The annual report of the Secretary-General on the composition of the Secretariat is submitted in accordance with a number of resolutions of the General Assembly, the latest of which are resolutions 33/143 of 20 December 1978, 35/210 of 17 December 1980, 37/235 of 21 December 1982, and 38/231 of 20 December 1983. The main purpose of this report is to present to the General Assembly comprehensive information on the situation of the staff of the United Nations Secretariat as at 30 June 1984, as compared with previous years. This information, which is contained mainly in the statistical tables in the annex to the report, permits an assessment of the distribution of the staff by nationality, sex and type of appointment, in the light of the principles contained in the Charter of the United Nations and the guidelines set forth by the General Assembly.

2. Pursuant to General Assembly resolutions 37/235 and 38/231, a report on progress made in the implementation of all aspects of personnel policy reform has been submitted by the Secretary-General to the General Assembly at its current session under symbol A/C.5/39/9. That report contains additional information on the efforts made, particularly in the area of recruitment, to meet the goals and objectives established by the General Assembly in its resolutions on personnel questions.

II. COMPOSITION OF THE SECRETARIAT

A. Total staff of the United Nations

3. Aside from the power of appointment of the Secretary-General under Article 101 of the Charter, a special status in matters of appointment has been granted by the General Assembly to some United Nations organs with respect to their staff. Table A shows, as at 30 June 1984, the total number of staff with appointments for a year or more who are assigned to the Secretariat of the United Nations and to the secretariats of the United Nations organs with special status in matters of appointment. The table distinguishes between staff in the Professional category and above, technical co-operation project personnel, and staff in the General Service and related categories. To permit a correlation of the figures of total staff of the Secretariat with the regular budget of the United Nations, table A further distinguishes between staff in posts financed in whole or in part from the United Nations regular budget and staff in posts financed from extrabudgetary sources.

Table A

Staff of the United Nations Secretariat and of the secretariats of other United Nations organs,
by category and source of funds as at 30 June 1984

Organization	Regular budget				Extrabudgetary sources				Grand total
	Professional and above	Project personnel	General Service and others		Professional and above	Project personnel	General Service and others		
			Total	Total			Total	Total	
UN Secretariat	3 721	143	7 399	11 263	493	1 477	2 628	4 598	15 861
UNDP	-	-	-	-	788	407	4 017 a/	5 212	5 212
UNHCR	98	2	163	263	280	83	885	1 248	1 511
UNICEF	-	-	-	-	808 b/	254	2 063	3 125	3 125
UNITAR	-	-	-	-	16	4	21	41	41
UNRWA c/	14	-	4	18	57	1	6	64	82
ITC d/	55	-	75	130	18	59	54	131	261
ICSC	23	-	24	47	-	-	-	-	47
ICJ	15	-	21	36	-	-	1	1	37
UNU	-	-	-	-	35	-	71	106	106
TOTAL	3 926	145	7 686	11 757	2 495	2 285	9 746	14 526	26 283

a/ Including 101 national officers.

b/ Including 304 national officers.

c/ The United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) has also 17,002 area personnel.

d/ 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).

B. Geographical distribution of the Secretariat

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

C. Representation of Member States

5. The representation of Member States in posts subject to geographical distribution in the Secretariat is assessed in relation to the desirable ranges calculated for each State and their midpoints. The ranges and midpoints are shown in the statistical tables contained in the annex to the present report. Table B shows the number of staff from each region in posts subject to geographical distribution and the number of Member States in each region which are unrepresented, under-represented, within their desirable range or above it on 30 June 1984, as compared with the situation in previous years.

6. On 30 June 1983, there were 14 Member States that were unrepresented in posts subject to geographical distribution in the Secretariat, that is to say, there was none of their nationals in these posts. On 30 June 1984, there were 15 unrepresented Member States, including a newly admitted Member State, Saint Christopher and Nevis: Albania, Bahrain, Djibouti, Gabon, Guinea-Bissau, Kuwait, Maldives, Mongolia, Papua New Guinea, Qatar, Saint Christopher and Nevis, Saint Lucia, Sao Tome and Principe, Solomon Islands and Vanuatu.

7. On 30 June 1983, there were 25 Member States that were under-represented in posts subject to geographical distribution in the Secretariat, that is to say, the number of their nationals in these posts was less than the lower limit of their desirable ranges of representation. Since that date, the appointment of nationals of Romania has brought this Member State within its range. The appointment of one national of Swaziland and the separation of another one caused this State to remain under-represented. The Union of Soviet Socialist Republics became under-represented because the number of separations of its nationals from geographical posts, which amounted to 40, has exceeded the number of their appointments to these posts, which

Table B

Number of staff and Member States, by region and degree of representation in the Secretariat
as at 30 June 1980, 1981, 1982, 1983 and 1984

Region	Year	Staff	Member States	Unrepresented	Under-represented	Within range	Above range
Africa	1980	377	50	8	4	17	21
	1981	400	51	6	7	28	10
	1982	439	51	5	6	31	9
	1983	481	51	4	5	30	12
	1984	495	51	4	5	30	12
Asia and the Pacific	1980	413	25	5	2	5	13
	1981	456	25	6	1	11	7
	1982	494	26	6	2	11	7
	1983	506	26	5	3	10	8
	1984	503	26	5	3	10	8
Europe (Eastern)	1980	303	11	1	4	4	2
	1981	296	11	1	5	5	0
	1982	312	11	1	4	6	0
	1983	319	11	1	4	5	1
	1984	313	11	1	4	6	0
Europe (Western)	1980	657	18	0	4	8	6
	1981	682	18	0	6	9	3
	1982	682	18	0	4	12	2
	1983	696	18	0	5	11	2
	1984	685	18	0	4	13	1
Latin America	1980	239	21	1	2	9	9
	1981	239	21	1	2	15	3
	1982	248	21	1	1	16	3
	1983	265	21	0	2	16	3
	1984	272	21	0	2	14	5
Middle East	1980	137	17	2	5	4	6
	1981	143	17	3	4	6	4
	1982	145	17	3	4	7	3
	1983	148	17	3	4	8	2
	1984	147	17	3	4	7	3
North America and the Caribbean	1980	626	10	1	1	5	3
	1981	642	11	2	1	5	3
	1982	638	13	1	3	7	2
	1983	624	13	1	2	7	3
	1984	640	14	2	2	7	3
Others	1980	44*	4**				
	1981	36*	3**				
	1982	37*	3**				
	1983	38*	3**				
	1984	35*	3**				
Total	1980	2 796	152 (100%)	18 (11.8%)	22 (14.5%)	52 (34.2%)	60 (39.5%)
	1981	2 894	154 (100%)	19 (12.3%)	26 (16.9%)	79 (51.3%)	30 (19.5%)
	1982	2 995	157 (100%)	17 (10.8%)	24 (15.3%)	90 (57.3%)	26 (16.6%)
	1983	3 077	157 (100%)	14 (8.9%)	25 (15.9%)	87 (55.4%)	31 (19.8%)
	1984	3 090	158 (100%)	15 (9.5%)	24 (15.2%)	87 (55.0%)	32 (20.3%)

* Including stateless persons.

** Non-member States.

/...

amounted to 35. On 30 June 1984, there were 24 under-represented Member States: Antigua and Barbuda, Bhutan, Cape Verde, Czechoslovakia, Dominica, Equatorial Guinea, German Democratic Republic, Germany, Federal Republic of, Israel, Italy, Japan, Luxembourg, Mozambique, Norway, Oman, Samoa, Saudi Arabia, Seychelles, Suriname, Swaziland, United Arab Emirates, Ukrainian Soviet Socialist Republics, Union of Soviet Socialist Republics and Venezuela.

8. Between 1 July 1983 and 30 June 1984, 225 appointments were made to posts subject to geographical distribution. Of these, 46, or 20.5 per cent, were of nationals of Member States that were unrepresented or under-represented at the beginning of the year; 138, or 61.3 per cent, of nationals of Member States that were within-range; and 40, or 17.8 per cent, of nationals of over-represented Member States. In addition, one national of the Republic of Korea, a non-member State, was appointed to one of these posts. This appointment accounted for 0.4 per cent of the total.

9. The appointments of nationals of over-represented States include 7 staff members who have completed one year of service while on short-term contracts.

10. It is worth noting that during the previous reporting year 1982-1983 the number of appointments to posts subject to geographical distribution - which amounted to 277 - included some 30 appointments resulting from the competitive examinations held during 1982 in Brazil, Germany, Federal Republic of, Italy, the Ivory Coast and Mauritania. The appointments for 1983-1984, however, do not include any resulting from the competitive examinations held in 1983 in Czechoslovakia, the German Democratic Republic, Germany, Federal Republic of, Japan, the Libyan Arab Republic, Norway, the Ukrainian Soviet Socialist Republic and the Union of Soviet Socialist Republics. A number of successful candidates from these Member States - most of which are currently under-represented in the Secretariat - will be appointed during the remainder of the year. Additional information on competitive examinations - including the examinations being held in 1984 in Germany, Federal Republic of, Italy, Japan, Papua New Guinea, Saint Christopher and Nevis and Saint Lucia - is contained in the report on personnel policies submitted to the General Assembly at its current session (A/C.5/39/9).

D. Staff at the senior levels

11. Table C (a) has been prepared in response to a concern of the General Assembly, which, in resolution 35/210, reaffirmed the need to increase the representation of developing countries in senior and policy-formulating posts, while safeguarding the principle of equitable geographical distribution in accordance with the relevant resolutions of the General Assembly.

12. This table shows the distribution of staff in posts at the senior level (D-1 and above) subject to geographical distribution according to the groups of Member States established by the Assembly in resolution 2152 (XXI) of 17 November 1966. These groups consist of developing countries in Africa, Asia and the Middle East (Group A), countries with developed market economies (Group B),

developing countries in Latin America and the Caribbean (Group C) and countries with centrally planned economies (Group D). The table shows the situation for the years 1980 to 1984, indicating the number of Member States in each group, the sum of the midpoints of their desirable ranges, a range for each group and both the total number of their nationals in posts subject to geographical distribution and in posts at the senior level. The table includes in brackets the number and percentage of female staff members.

13. In resolution 37/235, the General Assembly stressed the importance of having the largest possible number of Member States represented at the higher levels of the Secretariat, that is, the D-2 level and above, and requested the Secretary-General to include in his annual reports on the composition of the Secretariat information on the progress made in respect of the improvement of geographical distribution in the Secretariat, particularly at the higher levels. Table C (b) has been prepared in response to this concern of the General Assembly. Additional information can be found in table 9 of the annex of the present report.

Table C (a)

Distribution of staff in posts subject to geographical distribution
among groups A to D from 1980 to 1984

(showing the number of female staff)

Group	Year	Number of Member States	Combined desirable ranges	Group mid point	Per-centage	Number of staff	Percentage	Number at D-1 and above	Per-centage
A	1980	88	587- 785	686.0	25.4	784 (97)	28.6 (18.7)	132 (4)	36.4
	1981	89	834-1 128	980.6	29.3	850 (129)	29.8 (20.9)	134 (6)	35.7
	1982	90	840-1 136	988.0	29.5	909 (150)	30.7 (22.9)	144 (6)	37.1
	1983	90	829-1 122	975.5	29.1	959 (157)	31.6 (23.3)	148 (7)	36.8
	1984	90	831-1 124	977.1	29.2	961 (157)	31.5 (22.8)	145 (5)	35.3
B	1980	25	1 177-1 604	1 390.5	51.5	1 378 (341)	50.2 (66.0)	167 (11)	46.0
	1981	25	1 372-1 856	1 613.9	48.2	1 421 (396)	49.7 (64.2)	169 (11)	45.1
	1982	25	1 357-1 836	1 596.7	47.6	1 435 (409)	48.5 (62.3)	161 (13)	41.5
	1983	25	1 386-1 875	1 630.7	48.7	1 443 (416)	47.5 (61.7)	168 (18)	41.8
	1984	25	1 380-1 868	1 624.0	48.5	1 458 (430)	47.7 (62.6)	182 (24)	44.3
C	1980	29	221- 299	260.0	9.7	299 (63)	10.9 (12.2)	35 (3)	9.6
	1981	30	280- 378	329.1	9.8	307 (74)	10.7 (12.0)	36 (1)	9.6
	1982	32	292- 396	344.1	10.3	320 (83)	10.8 (12.7)	43 (2)	11.1
	1983	32	296- 400	348.1	10.4	338 (88)	11.1 (13.1)	47 (3)	11.7
	1984	33	302- 409	355.7	10.6	342 (87)	11.2 (12.7)	48 (1)	11.7
D	1980	10	309- 416	362.5	13.4	284 (16)	10.3 (3.1)	29 (-)	8.0
	1981	10	363- 491	427.0	12.7	280 (18)	9.8 (2.9)	36 (-)	9.6
	1982	10	359- 486	422.6	12.6	294 (14)	10.0 (2.1)	40 (1)	10.3
	1983	10	336- 455	395.7	11.8	299 (13)	9.8 (1.9)	39 (-)	9.7
	1984	10	334- 453	393.5	11.7	294 (13)	9.6 (1.9)	36 (-)	8.7
Total	1980	152	2 294-3 104	2 699.0	100.0	2 745 (517)	100.0 (100.0)	363 (18)	100.0
	1981	154	2 848-3 853	3 350.6	100.0	2 858 (617)	100.0 (100.0)	375 (19)	100.0
	1982	157	2 849-3 854	3 351.4	100.0	2 958 (656)	100.0 (100.0)	388 (22)	100.0
	1983	157	2 848-3 853	3 350.0	100.0	3 039 (674)	100.0 (100.0)	402 (28)	100.0
	1984	158	2 848-3 853	3 350.3	100.0	3 055 (687)	100.0 (100.0)	411 (30)	100.0

Table C (b)

D-2 and above, by region and nationality
as of 30 June 1984

(showing the number of female staff)

	USG	ASG	D-2	Total
<u>AFRICA</u>				
Algeria	1		1 (1)	2 (1)
Congo			1	1
Egypt	1		2	3
Ghana			4	4
Mali		1		1
Nigeria	2		1	3
Senegal			1	1
Sierra Leone		1		1
Somalia	1			1
South Africa			1	1
Togo			1	1
Tunisia	1			1
United Republic of Tanzania			1	1
Subtotal	6	2	13 (1)	21 (1)
<u>ASIA AND THE PACIFIC</u>				
Bangladesh	1			1
China	1	1	1	3
Fiji		1		1
India	1	6	5	12
Indonesia			1	1
Japan	1	1	3	5
Malaysia			1	1
Pakistan	1		1	2
Philippines		1 (1)		1 (1)
Sri Lanka	1			1
Subtotal	6	10 (1)	12	28 (1)

Table C (b) (continued)

	USG	ASG	D-2	Total
EUROPE (Eastern)				
Hungary			1	1
Poland	1			1
Ukrainian Soviet Socialist Republic			1	1
Union of Soviet Socialist Republics	1	1	13	15
Yugoslavia		1		1
Subtotal	2	2	15	19
EUROPE (Western)				
Austria		1	2	3
Belgium	1			1
Denmark		1		1
Finland	1			1
France	1*	2	1 (1)	4 (1)
Germany, Federal Republic of	1		2	3
Greece		1		1
Italy		1	1	2
Netherlands		1	1	2
Norway			2	2
Spain	1			1
Sweden	1			1
United Kingdom	1	2 (1)	4	7 (1)
Subtotal	7	9 (1)	13 (1)	29 (2)
LATIN AMERICA				
Argentina			3	3
Brazil		1	4	5
Chile			2	2
Ecuador	1			1
Haiti			1	1
Peru			2	2
Uruguay	1		1	2
Subtotal	2	1	13	16

* At the Director-General level.

Table C (b) (continued)

	USG	ASG	D-2	Total
<u>MIDDLE EAST</u>				
Afghanistan			1	1
Cyprus			1	1
Iran (Islamic Republic of)			1	1
Syrian Arab Republic	1		2	3
Yemen	1			1
Subtotal	2	-	5	7
<u>N. AMERICA and the CARIBBEAN</u>				
Canada		1	3 (1)	4 (1)
Grenada		1		1
Guyana			1	1
Jamaica			1	1
Trinidad and Tobago			1	1
United States	1	3	14 (1)	18 (1)
Subtotal	1	5	20 (2)	26 (2)
TOTAL	26	29 (2)	91 (4)	<u>146</u> (6)

E. Proportion of men and women

14. In resolutions 33/143 and 35/210, the General Assembly called for an increase in the number of women in posts subject to geographical distribution to 25 per cent of the total in accordance with the principle of equitable geographical distribution. In resolution 37/235, the General Assembly requested the Secretary-General to intensify his efforts to implement fully the relevant sections of resolutions 33/143 and 35/210, keeping in mind that the 25 per cent target set should not be viewed as a limit on the number of women employed and paying particular attention to those areas of the United Nations where compliance with the resolution has lagged behind. In resolution 38/231, the General Assembly requested the Secretary-General to make special efforts to meet the goals and objectives established with respect to the recruitment, career development and promotion of women.

15. The number of female and male staff members at each level in posts subject to geographical distribution on 30 June 1984 is shown by region in table 7 A of the annex to this report. The percentage of female staff in such posts is 22.6 per cent on 30 June 1984, as compared with 22.3 per cent on 30 June 1983. Table D shows the number of female staff compared with the total number of staff in posts subject to geographical distribution and in posts with special language requirements at each level compared with the situation in 1974.

Table D

Number of female staff and percentage of all staff at each level in 1974 and 1984 in posts subject to geographical distribution and in posts with special language requirements

	<u>Geographic posts</u>				<u>Language posts</u>			
	<u>1974</u>		<u>1984</u>		<u>1974</u>		<u>1984</u>	
	<u>Female staff</u>	<u>Percent- age</u>	<u>Female staff</u>	<u>Percent- age</u>	<u>Female staff</u>	<u>Percent- age</u>	<u>Female staff</u>	<u>Percent- age</u>
USG	-	-	-	-	-	-	-	-
ASG	1	5.9	2	6.9	-	-	-	-
D-2	2	2.9	4	4.4	-	-	-	-
D-1	7	3.6	24	9.0	-	-	-	-
P-5	30	7.8	46	7.9	11	25.6	43	28.5
P-4	53	8.9	141	18.4	50	25.8	110	35.5
P-3	101	18.2	258	31.9	115	35.6	116	31.5
P-2	158	34.0	207	42.9	42	29.2	62	40.0
P-1	30	37.0	17	45.9	5	71.4	-	-
Total	382	16.0	699	22.6	223	31.4	331	33.6

16. Pursuant to the above-mentioned resolutions, the attention of all the heads of departments and offices is being drawn, every six months, to the proportion of female staff within each organizational unit in the context of the concern expressed by the General Assembly. Table E shows the situation as of 30 June 1984 as regards posts subject to geographical distribution. Table 17 of the annex contains additional information on all posts in the Professional category and above and in the General Service and related categories.

17. In resolution 37/235, the General Assembly also called upon the Secretary-General to include in this report statistical analyses on the number and percentage of women by nationality on all appointment lists, specifying women as a percentage of those appointed from outside, within each grade. The number, sex, nationality and level of staff appointed to posts subject to geographical distribution during the reporting period 1983-1984 are shown in Table 11 of the annex. Additional information is contained in Table F (a).

18. In resolution 37/235, the Secretary-General was also requested to provide similar information in respect of women on all promotion registers, identifying both ad hoc and accelerated promotions as well as normal promotions and specifying women as a percentage of those eligible for promotion and actually promoted. Relevant information is contained in Table F (b).

Table E

Sex distribution of Professional and higher level staff in the United Nations Secretariat in posts subject to geographical distribution, by department or office and by grade

(as at 30 June 1984)

Department or office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Grand Total	Percentage of women		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M				
EOBG	-	-	1	-	1	1	1	4	1	1	1	4	3	1	2	1	2	1	7	17	24	29.2
ODGDC	-	1	-	-	2	4	-	-	4	-	-	-	1	2	1	1	-	-	2	12	14	14.3
OUSGSPA	-	2	-	1	3	3	1	3	1	1	1	3	1	1	-	-	-	-	2	15	17	11.7
OSPQ	-	1	-	-	2	1	-	-	1	-	-	-	-	1	-	-	-	-	1	5	6	16.7
OUSFGAA	-	1	-	1	-	-	2	1	2	6	1	2	6	1	1	-	-	-	5	12	17	29.4
OSSECS	-	-	1	-	1	1	1	4	1	1	1	1	1	1	-	-	-	-	5	8	13	38.5
OFOESA	-	-	1	-	1	3	1	3	2	4	2	1	2	4	2	1	1	1	5	14	19	26.3
OLA	-	1	-	1	2	1	4	1	11	3	10	2	9	2	9	1	5	1	9	42	51	17.7
PSCA	-	1	-	1	2	1	11	1	14	6	18	3	9	6	8	6	1	-	20	62	82	24.4
DDA	-	1	-	-	3	2	5	2	8	2	5	2	2	2	-	1	-	-	5	22	27	18.5
PATD	-	1	-	-	1	6	3	5	1	8	1	6	7	5	1	3	-	-	12	27	39	30.8
IESA	-	1	1	2	1	7	2	21	6	44	18	54	22	44	25	23	1	2	76	198	274	27.7
TCD	-	1	1	-	5	2	10	4	24	4	24	13	43	13	21	6	9	-	39	113	152	25.7
ECE	-	1	-	-	1	-	10	-	26	1	31	7	24	1	16	1	16	-	9	110	119	7.6
ESCAP	-	1	-	-	1	2	10	2	10	1	25	2	43	11	29	16	17	-	32	126	158	20.3
ECLA	-	1	-	-	1	-	11	-	27	1	44	9	31	7	16	2	1	19	132	151	12.6	
ECA	-	1	-	-	1	-	12	1	32	1	49	7	61	5	22	-	4	14	181	195	7.2	
ECWA	-	1	-	-	1	-	2	-	15	4	18	1	12	1	5	1	-	7	54	61	11.5	
UNCTAD a/	-	1	-	2	-	5	-	24	3	52	7	48	10	44	16	19	-	-	36	195	231	15.6
UNIDO a/	-	1	-	1	-	4	1	27	2	84	14	81	19	67	17	26	-	1	53	292	345	15.4
UNDRO a/	-	1	-	-	1	-	2	-	7	-	5	2	2	2	1	2	-	-	3	20	23	13.0
UNEP a/	-	1	-	2	-	3	1	2	7	2	7	1	-	1	2	1	-	-	6	24	30	20.0
HABITAT	-	1	-	-	1	-	5	-	5	1	7	4	10	2	7	1	-	-	8	36	44	18.2
AMUSG	-	1	-	-	-	-	1	-	1	-	-	1	-	-	-	-	-	-	1	3	4	25.0
AMOPS	-	-	1	-	5	-	10	3	16	5	12	13	20	13	8	-	-	-	34	72	106	32.1
AMOPS	-	-	1	-	4	-	6	7	7	14	11	10	11	1	5	1	1	1	33	46	79	41.8
AMOGS	-	-	1	-	2	1	5	1	11	5	5	6	18	5	9	-	1	1	18	52	70	25.7
AMAMS	-	-	-	-	1	1	-	1	3	1	-	-	1	-	-	-	-	-	3	5	8	37.5
AMIAD	-	-	-	-	1	-	-	-	4	-	7	1	10	3	5	-	-	-	4	27	31	12.9
AMEDP	-	-	-	-	1	-	2	-	2	1	8	3	5	1	2	-	-	-	5	21	26	19.2
CS	-	1	-	-	1	4	6	8	7	9	9	29	18	22	5	5	1	1	72	53	125	57.6

Table E (continued)

Department or office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Grand Total	Percentage of women		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M				
DPI b/	-	1	-	-	-	5	2	14	3	33	10	26	33	34	15	24	1	3	64	140	204	31.4
UNOG	-	1	-	2	-	3	1	7	4	16	5	22	11	23	13	14	1	-	35	88	123	28.5
HR	-	-	-	1	-	-	-	2	-	8	3	10	5	7	5	7	-	1	13	36	49	26.5
UNOV c/	-	1	-	1	-	-	-	6	-	5	-	12	7	5	1	6	1	-	10	36	46	21.7
CTC	-	-	-	1	-	3	-	2	-	4	3	5	1	3	3	2	-	1	7	21	28	25.0
UNCSTD	-	-	-	1	-	2	-	3	-	3	-	2	1	-	2	1	-	-	3	12	28	20.0
OCN	-	-	-	1	-	1	-	-	-	3	-	4	1	2	5	2	-	-	6	13	19	31.6
WFC	-	-	-	1	-	1	-	1	-	4	1	1	-	1	-	1	-	-	1	10	11	9.1
SRLOS	-	-	-	1	-	1	-	3	1	1	2	1	-	1	1	2	-	-	4	10	14	28.6
UNCUNE	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	2	2	0
UNJSPF	-	-	-	-	-	-	-	-	-	2	1	3	6	4	2	1	-	-	9	10	19	47.4
INTORG d/	-	-	-	-	-	1	-	-	1	3	-	1	-	1	-	1	-	-	1	7	8	12.5
FS	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	1	0
MISSION	-	-	-	1	-	-	-	1	-	4	-	3	-	-	1	-	-	-	1	9	10	10.0
TOTAL	26	2	27	4	87	24	242	46	537	141	627	258	550	207	275	17	20	699	2 391	3 090	22.6	

a/ Including liaison offices at other duty stations.

b/ Including information centres.

c/ Including the Division of Narcotic Drugs and the secretariat of the International Narcotics Control Board.

d/ Including the secretariats of CCAQ, IOC, IOB and JIU.

Table F (a)

Appointments to posts subject to geographical distribution between 1 July 1983 and 30 June 1984, by sex, indicating the percentage of total appointments and the number of nationalities appointed at each level

	Female			Male		
	Number appointed	% of total appointments	Number of nationalities	Number appointed	% of total appointments	Number of nationalities
USG	-	-	-	1	0.4	1
ASG	-	-	-	4	1.8	4
D-2	-	-	-	8	3.6	4
D-1	1	0.4	1	13	5.8	10
P-5	1	0.4	1	20	8.9	16
P-4	4	1.8	4	51	22.6	25
P-3	16	7.1	13	68	30.2	38
P-2	14	6.3	11	24	10.7	15
P-1	-	-	-	-	-	-
Total	36	16.0	23*	189	84.0	68*

* It should be noted that this figure is not the sum of the figures for each level, since appointments of staff of some nationalities have been made at more than one level.

Table F (b)

Number of promotions to geographic and language posts by sex between 1 January and 31 December 1983, indicating the number of staff members eligible for promotion at each level on 1 January 1983, the number of actual promotions and its percentage over eligible staff and the number of accelerated and ad hoc promotions

	Female				Male			
	Eligible staff on 1 January 1983	Staff promoted to the next level	Percentage over eligible staff	Ah hoc and accelerated promotions	Eligible staff on 1 January 1983	Staff promoted to the next level	Percentage over eligible staff	Ah hoc and accelerated promotions
USG	1	-	-	-	25	-	-	-
ASG	3	-	-	-	19	-	-	-
D-2	4	-	-	-	84	-	-	-
D-1	12	-	-	-	232	4	1.7	-
P-5	84	5	6.0	3	601	19	3.2	6
P-4	231	17	7.4	5	869	59	6.8	23
P-3	372	44	11.8	8	752	92	12.2	24
P-2	249	23	9.2	8	332	48	14.5	29
P-1	23	10	43.5	0	28	17	60.7	1
Total	979	99	10.1	24	2 942	239	8.1	83

ANNEX

A. REGIONAL TABLES

TABLE 1

NUMBER OF MEMBER STATES AND OF NATIONALITIES REPRESENTED IN THE SECRETARIAT
 BY STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY REGION
 (AS AT 30 JUNE 1983 AND 30 JUNE 1984)

R E G I O N	NUMBER OF MEMBER STATES		NUMBER OF NATIONALITIES			
			INCLUDED IN THE SECRETARIAT		NOT INCLUDED IN THE SECRETARIAT	
	30/06/83	30/06/84	30/06/83	30/06/84	30/06/83	30/06/84
AFRICA	51	51	47	47	4	4
ASIA AND THE PACIFIC	26	26	23	23	3	3
EUROPE (EASTERN)	11	11	10	10	1	1
EUROPE (WESTERN)	18	18	18	18	-	-
LATIN AMERICA	21	21	21	21	-	-
MIDDLE EAST	17	17	14	14	3	3
N. AMERICA & CARIBBEAN	13	14	12	12	1	2
SUBTOTAL	157	158	143	143	14	15
OTHERS	-	-	3	3	-	-
TOTAL	157	158	146	146	14	15

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 1984)

APPOINTMENT STATUS	REGION AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
GEOGRAPHY <u>a/</u>	495	503	313	605	272	147	640	35	3 090
LANGUAGE <u>b/</u>	118	137	159	316	99	35	104	16	964
MISSION <u>c/</u>	1	2	1	8	1	-	5	-	16
UNEP <u>d/</u>	24	16	10	39	7	4	12	-	112
INTERAGENCY <u>e/</u>	-	1	1	2	-	-	2	-	6
P. RESIDENT <u>f/</u>	-	-	1	-	1	-	-	-	2
PROJECTS <u>g/</u>	3	4	-	4	2	-	1	-	14
ON LEAVE <u>h/</u>	2	3	-	10	3	3	9	1	31
SECONDED <u>i/</u>	3	1	-	16	1	5	5	-	31
TOTAL	646	667	485	1 080	386	194	778	52	4 288

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

TABLE 3
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
AND MID-POINT OF DESIRABLE RANGE BY REGION
(AS AT 30 JUNE 1983 AND 30 JUNE 1984)

R E G I O N	NUMBER OF STAFF		INCREASE (DECREASE)		MID-POINT OF DESIRABLE RANGE		ACTUAL STAFF POSITION	
	30/06/83	30/06/84	NUMBER	PER CENT	30/06/83	30/06/84	30/06/83	30/06/84
	AFRICA	481	495	14	2.9	13.5	13.5	15.6
ASIA AND THE PACIFIC	506	503	(3)	(0.6)	17.9	17.9	16.5	16.3
EUROPE (EASTERN)	319	313	(6)	(1.9)	12.3	12.3	10.4	10.1
EUROPE (WESTERN)	696	685	(11)	(1.6)	23.5	23.3	22.6	22.2
LATIN AMERICA	265	272	7	2.6	7.7	7.8	8.6	8.8
MIDDLE EAST	148	147	(1)	(0.7)	5.7	5.7	4.8	4.8
N. AMERICA & CARIBBEAN	624	640	16	2.6	19.4	19.5	20.3	20.7
SUBTOTAL	3 039	3 055	16	0.5				
OTHERS	38	35	(3)	(7.9)			1.2	1.1
TOTAL	3 077	3 090	13	0.4	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 1983 - 30 JUNE 1984)

R E G I O N	APPOINTMENTS			SEPARATIONS g/			OTHER STAFF CHANGES d/	
	CAREER	FIXED- TERM	TOTAL	CAREER	FIXED- TERM	TOTAL	+	-
	AFRICA	-	36	36	8	12	20	+3
ASIA AND THE PACIFIC	-	38	38	20	27	47	+13	-7
EUROPE (EASTERN)	-	54	54	4	55	59	+1	-2
EUROPE (WESTERN)	1	30	31	23	26	49	+16	-9
LATIN AMERICA	-	19	19	10	12	22	+13	-3
MIDDLE EAST	-	8	8	4	4	8	+5	-0
N. AMERICA & CARIBBEAN	1	37	38	22	16	38	+26	-10
SUBTOTAL	2	222	224	93	152	243	+77	-42
OTHERS	-	1	1	4	-	4	-	-
TOTAL	2	223	225	95	152	247	+77	-42

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 1984)

OFFICE	REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS <u>a/</u>		191	299	155	286	116	59	458	7	1 551
ECB		2	3	44	50	1	3	13	3	119
ESCAP		3	103	8	20	1	2	10	3	150
ECLA		-	3	4	23	92	2	27	-	151
ECA		172	4	6	7	2	1	3	-	195
ECWA		5	2	1	11	-	35	7	-	61
UNCTAD <u>b/</u>		40	29	23	63	17	12	36	11	231
UNIDO <u>b/</u>		38	31	47	123	28	21	55	2	385
UNEP <u>b/</u>		8	4	1	7	3	2	4	1	30
UNOG <u>c/</u>		27	19	20	62	10	8	29	8	203
UNOV <u>d/</u>		9	6	4	13	2	2	10	-	46
TOTAL		495	503	313	685	272	147	640	35	3 090

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

TABLE 6
STAFF IN SENIOR POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION AND LEVEL
(AS AT 30 JUNE 1983 AND 30 JUNE 1984)

R E G I O N	30/06/83					%	30/06/84					%	INCREASE OR DECREASE
	OSG	ASG	D-2	D-1	TOTAL		OSG	ASG	D-2	D-1	TOTAL		
AFRICA	6	2	12	38	58	14.4	6	2	13	44	65	15.6	+7
ASIA AND THE PACIFIC	6	7	14	57	84	20.8	6	10	12	54	82	19.9	-2
EUROPE (EASTERN)	2	1	16	23	42	10.4	2	2	15	21	40	9.7	-2
EUROPE (WESTERN)	7	9	16	61	93	23.1	7	9	13	62	91	22.1	-2
LATIN AMERICA	3	1	11	23	38	9.4	2	1	13	23	39	9.5	+1
MIDDLE EAST	2	-	6	18	26	6.5	2	-	5	16	23	6.1	-1
N. AMERICA & CARIBBEAN	2	5	14	40	61	15.1	1	5	20	43	69	16.7	+6
SUBTOTAL	28	25	89	260	402	99.8	26	29	91	266	411	99.8	9
OTHERS	-	-	-	1	1	0.2	-	-	-	1	1	0.2	-
TOTAL	28	25	89	261	403	100.0	26	29	91	266	412	100.0	9

TABLE 7
STAFF BY REGION, LEVEL AND SRK
(AS AT 30 JUNE 1984)

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 g/		TOTAL	
	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H		
AFRICA	6		2	1	12		44		91	10	115	25	114	16	54	1	4	53	442	495	30.7	69.3
ASIA AND THE PACIFIC	6	1	9		12	4	50	5	84	19	81	45	68	51	62	1	5	126	377	503	25.0	75.0
EUROPE (EASTERN)	2		2		15		21	3	45	2	91	5	99	4	23		1	14	299	313	4.3	95.5
EUROPE (WESTERN)	7	1	8	1	12	10	52	7	126	41	132	65	100	52	65	5	1	182	503	685	26.6	73.4
LATIN AMERICA	2		1		13		23	5	49	14	48	27	42	18	26		4	64	208	272	23.5	76.5
MIDDLE EAST	2				5	2	16	2	35	8	29	10	27	5	6			27	120	147	18.4	81.6
N. AMERICA & CARIBBEAN	1		5	2	18	8	35	23	101	46	120	78	99	54	35	10	5	221	419	640	34.5	65.5
OTHERS							1	1	6	1	11	3	1	7	4			12	23	35	34.3	65.7
SUBTOTAL g/	26	2	27	4	87	24	242	89	645	251	827	374	802	289	366	17	20	699	2391	3 090	0.0	100.0
TOTAL	26	29	91	266	583	768	808	482	37	3 090												

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION	P-5		P-4		P-3		P-2		P-1		SUBTOTAL g/		TOTAL
	F	H	F	H	F	H	F	H	F	H	F	H	
AFRICA	3	12	5	32	5	39	3	19			16	102	118
ASIA AND THE PACIFIC	4	17	6	38	11	38	10	13			31	146	157
EUROPE (EASTERN)		17	3	25	6	62	4	42			13	146	159
EUROPE (WESTERN)	22	35	60	59	59	55	19	7			100	150	310
LATIN AMERICA	9	12	18	16	11	21	5	5			43	56	99
MIDDLE EAST	1	6	1	8	1	10	5	3			8	27	35
N. AMERICA & CARIBBEAN	4	7	13	15	20	25	16	4			53	58	104
OTHERS		2	4	5	3	2					7	9	16
SUBTOTAL g/	43	108	110	200	116	252	62	93			331	653	984
TOTAL	28.5	71.5	35.5	64.5	31.5	68.5	40.0	66.0	0.0	0.0	33.0	66.4	

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

GRAND TOTAL g/	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL g/		TOTAL
	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	
0.0	100.0	6.9	93.1	4.4	95.6	9.0	91.0	12.1	87.9	24.3	76.7	31.8	68.2	42.2	57.8	45.9	54.1	25.3	74.7		4 074
26	29	91	266	734	1 076	1 176	637	37	4 074												

g/ 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 1984)

REGION	FUNCTION	TECHNICAL ADVISERS	INTER-REGIONAL ADVISERS	REGIONAL ADVISERS	TOTAL
AFRICA		8 (4)	2 (1)	25 (3)	35 (7)
ASIA AND THE PACIFIC		13 (1)	5	7 (1)	25 (2)
EUROPE (EASTERN)		2	2		4
EUROPE (WESTERN)		14	12	2 (1)	28 (1)
LATIN AMERICA		3	3	2	8
MIDDLE EAST		1	3	4 (1)	8 (1)
N. AMERICA & CARIBBEAN		7	7	2	16
OTHERS		1			1
TOTAL		49 (4)	36 (1)	42 (6)	125 (11)

B. BY OFFICE AND REGION

OFFICE	REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	SOUTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS ^{a/}		3	13 (1)	2	21	4	4	13	1	61 (1)
ECA							1 (1)			1 (1)
ESCAP			4 (1)							4 (1)
ECLA						1		2		3
ECA		26 (6)	2		3 (1)					31 (7)
ECWA		4					2			6
UNCTAD ^{b/}		1 (1)			3	3				7 (1)
UNIDO ^{b/}		1	6	2	1		1			11
UNOV ^{c/}								1		1
TOTAL		35 (7)	25 (2)	4	28 (1)	8	8 (1)	16	1	125 (11)

^{a/} Including information centres.

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

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

D. 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 1984)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/83	SG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/84	SIL- POINT	DESIGNABLE RANGE
AFRICA													
ALGERIA	21 (2)	1	-	1 (1)	5	5	7	2 (1)	-	-	21 (4)	10.20	4-16
ANGOLA	2	-	-	-	-	-	-	2	1	-	3	7.94	2-14
BENIN	11 (1)	-	-	-	-	5	-	3	3 (1)	-	11 (1)	7.94	2-14
BOTSWANA	4 (1)	-	-	-	-	-	1	3 (1)	-	-	4 (1)	7.94	2-14
BURKINA FASO	8	-	-	-	1	-	2	4	1	-	8	7.94	2-14
BURUNDI	7	-	-	-	-	-	1	4	1	-	6	7.94	2-14
CAMEROON	14	-	-	-	1	3	5	3	1	-	14	7.94	2-14
CAPE VERDE	1 (1)	-	-	-	-	-	-	1 (1)	-	-	1 (1)	7.94	2-14
CENT AFR REP	2	-	-	-	-	-	-	2	1	-	3	7.94	2-14
CHAD	5	-	-	-	-	-	2	3	1	-	6	7.94	2-14
COMOROS	2	-	-	-	-	-	-	-	2	-	2	7.94	2-14
CONGO	8	-	-	1	-	2	4	3	-	-	10	7.94	2-14
DJIBOUTI	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
EGYPT	20 (3)	1	-	2	4	3	5 (3)	1	1	-	17 (3)	9.07	3-15
EQUATL GUINEA	1	-	-	-	-	-	-	-	1	-	1	7.94	2-14
ETHIOPIA	27 (3)	-	-	-	3	6	4	5 (2)	9 (1)	1 (1)	26 (4)	7.94	2-14
GABON	0	-	-	-	-	-	-	-	-	-	0	8.13	2-14
GAMBIA	8	-	-	-	-	1	3	4	1	-	9	7.94	2-14
GHANA	19 (1)	-	-	4	2	3	5	5 (1)	1	-	20 (1)	8.13	2-14
GUINEA	7 (1)	-	-	-	-	2	1	3	1 (1)	-	7 (1)	7.94	2-14
GUINEA-BISSAU	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
IVORY COAST	11	-	-	-	-	-	1	2	7	2	12	8.32	3-16
KENYA	15 (1)	-	-	-	3	3	5	3 (1)	1 (1)	-	15 (2)	7.94	2-14
LESOTHO	7 (5)	-	-	-	-	-	2 (1)	1 (1)	4 (3)	-	7 (5)	7.94	2-14
LIBERIA	12 (5)	-	-	-	-	-	3 (1)	7 (2)	2 (1)	-	12 (4)	7.94	2-14
LIBYAN ARAB J	7 (1)	-	-	-	1	-	3 (1)	2	1	-	7 (1)	12.05	7-18
MADAGASCAN	12 (1)	-	-	-	-	-	6	4 (1)	2	-	12 (1)	7.94	2-14
MALAWI	7 (0)	-	-	-	-	2	3	4 (1)	-	-	9 (1)	7.94	2-14
MALI	12	-	1	-	2	1	2	6	2	-	14	7.94	2-14
MAURITANIA	5	-	-	-	1	1	-	-	2	1	5	7.94	2-14
MAURITIUS	14	-	-	-	-	5	6	2	1	-	14	7.94	2-14

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/83	DG/ MSG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/84	MID- POINT	DESIRABLE RANGE												
AFRICA (CONTINUED)																									
MOROCCO	16 (4)	-	-	-	-	6	1	3 (1)	3 (2)	-	13 (4)	8.09	3-14												
MOZAMBIQUE	1	-	-	-	-	-	1	-	-	-	1	7.94	2-14												
NIGER	4	-	-	-	-	-	-	4	1	-	5	7.94	2-14												
NIGERIA	19 (2)	2	-	1	2	6	6	2 (1)	2 (1)	-	21 (2)	11.33	6-17												
RWANDA	4	-	-	-	-	-	-	3	-	-	3	7.94	2-14												
S TOLE PRINCPE	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14												
SENEGAL	13 (2)	-	-	1	-	4	1	8 (2)	2	-	16 (2)	7.94	2-14												
SEYCHELLES	1	-	-	-	-	-	-	-	1	-	1	7.94	2-14												
SIERRA LEONE	17 (4)	-	1	-	2	6	5 (1)	5 (2)	-	-	19 (3)	7.94	2-14												
SOMALIA	12 (1)	1	-	-	2	2	4 (1)	4 (1)	-	-	13 (1)	7.94	2-14												
SOUTH AFRICA	11 (2)	-	-	1	-	1	1 (1)	2 (1)	5 (1)	1	11 (3)	15.46	10-21												
SUDAN	14	-	-	-	3	2	5	3	-	-	13	7.94	2-14												
SWAZILAND	1 (1)	-	-	-	-	-	-	1	-	-	1 0	7.94	2-14												
TOGO	9 (1)	-	-	1	1	-	3	3 (1)	1	-	9 (1)	7.94	2-14												
TUNISIA	22 (1)	1	-	-	3	11	5 (1)	2	-	-	22 (1)	8.32	3-14												
UGANDA	16 (2)	-	-	-	1	4	5 (1)	5 (1)	1	-	16 (2)	7.94	2-14												
U REP TANZANIA	22 (4)	-	-	1	4	4	6	3 (2)	3 (2)	-	23 (4)	7.94	2-14												
ZAIRE	15 (1)	-	-	-	1	-	8	5 (1)	1	-	15 (1)	7.94	2-14												
ZAMBIA	10	-	-	-	1	1	2	6	1	-	11	7.94	2-14												
ZIMBABWE	5 (1)	-	-	-	1	2	1	1	2 (2)	-	7 (2)	8.13	2-14												
POPULATION RESERVE													27												
SUBTOTAL													461 (53)	6	2	13 (1)	44	91	125 (10)	139 (25)	70 (16)	5 (1)	425 (53)	453.05	421-509
ASIA AND THE PACIFIC																									
AUSTRALIA	47 (16)	-	-	-	7 (1)	9 (1)	10 (3)	13 (6)	7 (2)	-	46 (18)	37.35	32-43												
BAHGLADESH	17	1	-	-	3	5	9	-	1	-	19	8.32	3-14												
BAUTAN	1	-	-	-	-	-	-	-	1	-	1	7.94	2-14												
BURMA	9	-	-	-	-	4	3	-	1	-	8	7.94	2-14												
CHINA	59 (17)	1	1	1	6	10 (2)	12 (3)	18 (8)	5 (3)	-	54 (16)	24.94	19-30												
DER KAMPUCHEA	5	-	-	-	1	1	2	1	-	-	5	7.94	2-14												
FIJI	5	-	1	-	1	2	2	-	-	-	6	7.94	2-14												

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/83	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/84	SAV- POINT	UNCLASSIFIED RANKS
ASIA AND THE PACIFIC (CONTINUED)													
INDIA	55 (5)	1	6	5	7 (3)	6	5 (3)	7	8 (2)	3	48 (4)	14.54	9-20
INDONESIA	10 (2)	-	-	1	2	2	4 (3)	1 (3)	-	-	30 (4)	10.20	4-10
JAPAN	106 (19)	1	1	3	10 (2)	16 (2)	21 (2)	26 (6)	34 (9)	1	113 (41)	202.33	172-233
LAO P DEM REP	2	-	-	-	-	1	1	-	-	-	2	7.94	2-14
MALAYSIA	15 (2)	-	-	1	-	7	4	-	3 (4)	-	15 (4)	9.45	4-15
MALDIVES	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
MONGOLIA	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
NEPAL	12	-	-	-	1	6	1	3	-	-	11	7.94	2-14
NEW ZEALAND	14 (4)	-	-	-	3	1	3 (3)	5 (3)	2	-	14 (4)	12.65	7-16
PAKISTAN	20 (0)	1	-	1	6	5	3	2 (2)	2	1	21 (4)	8.86	3-15
PAPUA N GUINEA	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
PHILIPPINES	60 (27)	-	1 (1)	-	2	5	9 (4)	17 (6)	27 (14)	-	61 (27)	9.45	4-15
SAMOA	1	-	-	-	-	-	-	-	1	-	1	7.94	2-14
SINGAPORE	13 (0)	-	-	-	-	1	4 (2)	5 (3)	2 (2)	-	12 (7)	9.45	4-15
SOLOMON ISLANDS	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
SRI LANKA	16 (3)	1	-	-	5	7	2 (3)	1 (3)	2 (3)	-	16 (3)	7.94	2-14
THAILAND	35 (18)	-	-	-	-	-	5 (3)	13 (6)	14 (9)	1	33 (17)	9.26	4-15
TANUATU	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
VIET NAM	4 (3)	-	-	-	-	1	-	1 (3)	3 (2)	-	5 (4)	8.13	2-14
POPULATION RESERVE													151
SUBTOTAL	506 (122)	6	10 (3)	12	54 (4)	69 (5)	100 (19)	113 (45)	113 (53)	6 (3)	563 (120)	598.57	509-606
EUROPE (EASTERN)													
ALBANIA	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
BULGARIA	12	-	-	-	-	2	7	2	2	-	13	11.14	5-17
BYELORUSSN SSR	12	-	-	-	-	-	3	6	1	-	12	14.54	9-20
CZECHOSLOVAKIA	14	-	-	-	2	1	6	2	-	-	13	22.06	10-26
GERMAN DEM REP	13 (3)	-	-	-	3	2	4 (3)	4	1	-	14 (3)	31.90	28-40
HUNGARY	14 (3)	-	-	1	2	3	3 (3)	3	-	-	12 (9)	12.09	6-16
POLAND	28 (4)	1	-	-	-	7	8 (3)	9 (3)	2 (3)	-	27 (3)	21.33	10-27
ROMANIA	5	-	-	-	-	3	1	2	-	-	6	11.33	6-17
UKRAINIAN SSR	25 (2)	-	-	1	2	3	7	9 (2)	4	-	26 (4)	32.64	27-36

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/83	DG/ DSG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/84	BLD- POINT	DESIRABLE RANGE
EUROPE (EASTERN) (CONTINUED)													
USSR	176 (5)	1	1	13	9	24 (1)	47 (1)	60 (2)	15 (2)	1	171 (6)	206.46	176-237
YUGOSLAVIA	20 (2)	-	1	-	3	3	5	5	2 (1)	-	19 (1)	16.42	11-22
POPULATION RESERVE													21
SUBTOTAL	319 (15)	2	2	15	21	48 (3)	93 (2)	104 (5)	27 (4)	1	313 (14)	416.95	349-473
EUROPE (WESTERN)													
AUSTRIA	38 (14)	-	1	2	5	6 (1)	8 (3)	8 (5)	7 (6)	2 (1)	39 (16)	21.69	16-28
BELGIUM	28 (6)	1	-	-	2	7	8	4 (2)	5 (3)	-	27 (5)	31.66	26-36
DENMARK	18 (2)	-	1	-	1	2	8	6 (2)	-	-	16 (2)	21.89	16-26
FINLAND	19 (8)	1	-	-	1	3	5 (3)	6 (3)	3 (2)	-	19 (6)	16.60	11-23
FRANCE	128 (47)	1 <u>2</u>	2	1 (1)	17 (5)	23 (2)	33 (14)	25 (13)	16 (7)	2 (2)	122 (44)	130.50	111-150
GERMANY, F R OF	111 (25)	1	-	2	5	19 (1)	32 (6)	33 (11)	22 (7)	-	114 (25)	166.77	143-194
GREECE	13 (4)	-	1	-	1	2	3 (1)	4 (1)	2 (2)	-	13 (4)	15.29	10-21
ICELAND	4	-	-	-	-	1	1	-	2	-	4	8.32	3-14
IRELAND	15 (1)	-	-	-	1	4	4	4	3 (2)	-	16 (2)	11.14	5-17
ITALY	65 (17)	-	1	1	6 (1)	8 (1)	19 (3)	14 (5)	16 (6)	-	65 (16)	76.27	67-90
LUXEMBOURG	2	-	-	-	-	-	1	-	-	-	1	8.66	3-15
MALTA	4	-	-	-	-	4	2	1	-	-	7	7.94	2-14
NETHERLANDS	34 (4)	-	1	1	-	6	8	10 (2)	8 (3)	1 (1)	35 (4)	41.31	35-46
NORWAY	9 (1)	-	-	2	1	2	1	-	2 (1)	-	8 (1)	17.37	12-23
PORTUGAL	15 (4)	-	-	-	-	4	5 (1)	5 (2)	2 (1)	-	16 (4)	11.14	5-17
SPAIN	40 (7)	1	-	-	7	7 (1)	4 (1)	11 (4)	11 (1)	-	41 (7)	44.14	38-51
SWEDEN	36 (10)	1	-	-	5 (1)	9	9 (3)	4 (1)	4 (3)	-	32 (6)	32.64	27-38
UNITED KINGDOM ^{b/}	115 (34)	1	2 (1)	4	10 (3)	26 (1)	22 (6)	30 (14)	12 (8)	1 (1)	108 (34)	95.66	81-110
POPULATION RESERVE													16
SUBTOTAL	696 (177)	7	9 (1)	13 (1)	62 (10)	133 (7)	173 (47)	165 (65)	117 (52)	6 (5)	685 (162)	787.97	665-895

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/83	DC/ MSG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/84	RID- POINT	DESIRABLE RANGE
LATIN AMERICA													
ARGENTINA	34 (9)	-	-	3	5	11 (2)	6 (3)	4 (3)	2 (1)	1	32 (9)	21-14	15-27
BOLIVIA	6	-	-	-	1	1	2	1	1	-	6	7-94	2-14
BRAZIL	36 (8)	-	1	4	1	6 (1)	7 (2)	8 (3)	12 (3)	2	43 (9)	33-36	28-40
CHILE	39 (16)	-	-	2	3	5 (1)	5 (3)	8 (5)	13 (8)	-	36 (17)	9-07	3-15
COLOMBIA	12 (1)	-	-	-	2	2	2 (1)	9 (1)	-	-	15 (4)	9-82	4-10
COSTA RICA	7 (1)	-	-	-	-	1	3 (1)	4 (1)	-	-	8 (1)	8-13	2-14
CUBA	9 (3)	-	-	-	-	1	3 (1)	4 (2)	1	-	9 (3)	9-45	4-15
DOMINICAN REP	6 (2)	-	-	-	-	-	2 (1)	3 (1)	-	-	5 (4)	8-32	3-14
ECUADOR	8 (1)	1	-	-	2	1	1	2 (1)	1	1	9 (1)	8-13	2-14
EL SALVADOR	8 (1)	-	-	-	-	3	2	1 (1)	2	-	8 (1)	7-94	2-14
GUATEMALA	6	-	-	-	1	-	3	1	-	-	5	8-13	2-14
HAITI	12 (2)	-	-	1	4	2	2	2 (1)	1 (1)	-	12 (2)	7-94	2-14
HONDURAS	5	-	-	-	-	1	2	-	2	-	5	7-94	2-14
MEXICO	21 (6)	-	-	-	1	5	2	9 (3)	4 (2)	-	21 (5)	24-34	19-30
NICARAGUA	3 (1)	-	-	-	-	1	1 (1)	1	-	-	3 (1)	7-94	2-14
PANAMA	7 (2)	-	-	-	-	2	4 (1)	1	-	-	7 (1)	8-13	2-14
PARAGUAY	2	-	-	-	1	-	-	1	-	-	2	7-94	2-14
PERU	18 (4)	-	-	2	-	4	6	7 (2)	1 (1)	-	20 (3)	9-07	3-15
SURINAME	1	-	-	-	-	-	1	-	-	-	1	7-94	2-14
URUGUAY	14 (9)	1	-	1	1	4	7	1 (1)	2	-	17 (1)	8-50	3-14
VENEZUELA	11 (5)	-	-	-	1	4 (1)	1 (1)	2 (2)	2 (2)	-	10 (5)	18-12	12-24
POPULATION RESERVE													40
SUBTOTAL	265 (63)	2	1	13	23	54 (5)	62 (14)	69 (27)	44 (18)	4	272 (64)	259-89	221-299
MIDDLE EAST													
AFGHANISTAN	11	-	-	1	-	1	6	3	1	-	12	7-94	2-14
BAHRAIN	0	-	-	-	-	-	-	-	-	-	0	7-94	2-14
CYPRUS	9	-	-	1	2	2	2	2	-	-	9	7-94	2-14
DEMOCRAT YEMEN	5 (1)	-	-	-	-	-	2	3 (1)	-	-	5 (1)	7-94	2-14
IRAN, ISLAMIC R OF	20 (5)	-	-	1	2	6 (1)	4 (2)	5 (1)	4 (3)	-	22 (7)	18-69	13-24

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/83	DC/ MSG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/84	ESTI- MATED POINT	DESIGNABLE RANGE
MIDDLE EAST (CONTINUED)													
IRAQ	20 (2)	-	-	-	3 (1)	8	5 (1)	3	-	-	19 (2)	10.01	4-10
ISRAEL	3 (1)	-	-	-	1 (1)	1	-	2 (1)	-	-	4 (2)	12.09	0-10
JORDAN	12 (1)	-	-	-	3	2	2	1	2	-	10 0	7.94	2-24
KUWAIT	0	-	-	-	-	-	-	-	-	-	0	12.46	7-18
LEBANON	24 (6)	-	-	-	2	7	5 (1)	6 (1)	2 (1)	-	22 (3)	8.13	2-14
OMAN	1 (1)	-	-	-	-	-	-	1 (1)	-	-	1 (1)	7.94	2-14
QATAR	0	-	-	-	-	-	-	-	-	-	0	8.32	3-14
SAUDI ARABIA	3 (3)	-	-	-	-	-	2 (2)	-	1 (1)	-	3 (3)	23.97	10-30
SYRIAN ARAB RP	14	1	-	2	1	4	4	1	-	-	15	8.32	3-14
TURKEY	20 (7)	-	-	-	3	5 (1)	4 (2)	8 (4)	1	-	21 (7)	13.78	8-20
U A EMIRATES	1 (1)	-	-	-	-	-	-	1 (1)	-	-	1 (1)	10.77	5-17
YEMEN	4	1	-	-	1	1	1	1	-	-	5	7.94	2-14
POPULATION RESERVE													
SUBTOTAL	148 (28)	2	-	5	18 (4)	37 (2)	37 (8)	37 (10)	11 (5)	-	147 (27)	191.12	102-220
N. AMERICA & CARIBBEAN													
ANTIGUA AND BARBUDA	1	-	-	-	-	-	1	-	-	-	1	7.94	2-14
BAHAMAS	3 (4)	-	-	-	-	-	-	1 (1)	1	-	2 (1)	7.94	2-14
BARBADOS	9 (4)	-	-	-	-	2	1 (1)	3 (1)	3 (2)	-	9 (4)	7.94	2-14
BELIZE	2 (2)	-	-	-	-	-	-	2 (2)	-	-	2 (2)	7.94	2-14
CANADA	47 (15)	-	1	3 (1)	4	16 (1)	23 (5)	24 (7)	0	1 (1)	70 (16)	65.82	50-70
DOMINICA	1	-	-	-	-	-	1	-	-	-	1	7.94	2-14
GRENADA	4	-	1	-	1	-	1	-	1	-	4	7.94	2-14
GUYANA	16 (6)	-	-	1	1	2	5 (2)	3 (2)	4 (2)	-	16 (6)	7.94	2-14
JAMAICA	20 (5)	-	-	1	2 (1)	3	2	0 (1)	3 (2)	-	17 (4)	8.13	2-14
SAINT CHRISTOPHER N.	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
SAINT LUCIA	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
SAINT VINCENT & GR	2	-	-	-	-	-	1	-	1	-	2	7.94	2-14
TRINIDAD AND TOBAGO	15 (6)	-	-	1	1	3 (1)	1	0 (2)	4 (2)	-	10 (6)	8.32	3-14
USA	484 (178)	1	3	14 (1)	34 (7)	98 (23)	132 (38)	132 (62)	80 (24)	14 (2)	494 (180)	479.13	407-551
POPULATION RESERVE													
SUBTOTAL	624 (218)	1	5	20 (2)	43 (8)	124 (23)	166 (40)	177 (78)	89 (24)	15 (10)	640 (221)	654.80	557-753

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/83	DG/ MSG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/84	HIG- LEVEL	UNASSIGNED POSTS
OTHERS													
NAMIBIA	4 (1)	-	-	-	-	-	1	1	2	-	4 (1)		
PALESTINE	0	-	-	-	-	-	-	-	-	-	0		
REP OF KOREA	3 (1)	-	-	-	-	1	3 (1)	-	-	-	4 (1)		
SWITZERLAND	29 (11)	-	-	-	1	6 (1)	6	3 (3)	9 (6)	-	25 (10)		
STATELESS	2	-	-	-	-	-	2	-	-	-	4		
SUBTOTAL	48 (13)	-	-	-	1	7 (1)	12 (1)	4 (3)	11 (7)	-	35 (12)		
TOTAL	3 077 (667)	26	29 (2)	91 (4)	266 (24)	583 (46)	768 (141)	808 (258)	482 (207)	37 (17)	3 090 (699)		

a/ At Director-General level.

b/ includes four staff members from the Territory of Hong Kong

TABLE 70
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION, NATIONALITY AND TYPE OF APPOINTMENT
(AS AT 30 JUNE 1983 AND 30 JUNE 1984)

REGION AND COUNTRY	30/06/83				30/06/84					
	TYPE OF APPOINTMENT			TOTAL	TYPE OF APPOINTMENT			TOTAL		
	PERMANENT	PROBATIONARY	FIXED-TERM		PERMANENT	PROBATIONARY	FIXED-TERM			
AFRICA										
ALGERIA	13	1	7	21	33.3	14	-	7	21	33.3
ANGOLA	1	-	1	2	50.0	1	-	2	3	66.7
BENIN	6	-	5	11	45.5	5	-	6	11	54.5
BOTSWANA	3	-	1	4	25.0	3	-	1	4	25.0
BURKINA FASO	1	1	6	8	75.0	2	-	6	8	75.0
BURUNDI	3	-	4	7	57.1	3	1	2	6	33.3
CAHEROON	6	1	7	14	50.0	7	-	6	13	46.2
CAPE VERDE	-	-	1	1	100.0	-	-	1	1	100.0
CENT AFR REP	1	-	1	2	50.0	1	-	2	3	66.7
CHAD	4	-	1	5	20.0	4	-	2	6	33.3
COMOROS	2	-	-	2	0.0	2	-	-	2	0.0
CONGO	5	-	3	8	37.5	5	-	5	10	50.0
DJIBOUTI	-	-	-	-	0.0	-	-	-	-	0.0
EGYPT	9	1	10	20	50.0	8	-	9	17	52.5
EQUAT GUINEA	-	-	1	1	100.0	-	-	1	1	100.0
ETHIOPIA	21	1	5	27	36.5	21	2	5	28	37.5
GABON	-	-	-	-	0.0	-	-	-	-	0.0
GAMBIA	5	-	3	8	37.5	6	-	3	9	33.3
GHANA	13	-	6	19	31.6	13	-	7	20	35.0
GUINEA	3	-	4	7	57.1	4	-	3	7	42.9
GUINEA-BISSAU	-	-	-	-	0.0	-	-	-	-	0.0
IVORY COAST	1	-	10	11	90.9	1	-	11	12	91.7
KENYA	7	2	6	15	40.0	7	-	8	15	53.3
LESOTHO	3	-	4	7	57.1	3	-	4	7	57.1
LIBERIA	4	-	8	12	66.7	4	-	8	12	66.7
LIBYAN ARAB J	5	-	2	7	28.6	5	-	2	7	28.6
MADAGASCAN	8	-	4	12	33.3	8	-	4	12	33.3
MALAWI	3	-	4	7	57.1	3	-	6	9	66.7
MALI	4	-	8	12	66.7	4	-	10	14	71.4
MAURITANIA	1	-	4	5	80.0	1	-	4	5	80.0
MAURITIUS	9	1	4	14	28.6	8	1	5	14	35.7
MOROCCO	9	-	7	16	43.8	6	-	7	13	53.8
MORRISBIQUE	-	-	1	1	100.0	-	-	1	1	100.0
NIGER	2	-	2	4	50.0	2	1	2	5	40.0
NIGERIA	12	-	7	19	36.8	13	-	8	21	38.1
RUANDA	1	-	3	4	75.0	-	-	3	3	100.0
S TOMA PRINCEPE	-	-	-	-	0.0	-	-	-	-	0.0
SENEGAL	4	2	7	13	53.8	7	-	9	16	56.3

TABLE 10 (CONTINUED)

REGION AND COUNTRY	30/06/83				30/06/84				PERCENTAGE OF FIXED-TERM	PERCENTAGE OF FIXED-TERM
	TYPE OF APPOINTMENT			TOTAL	TYPE OF APPOINTMENT			TOTAL		
	PERMANENT	PROBATIONARY	FIXED-TERM		PERMANENT	PROBATIONARY	FIXED-TERM			
AFRICA (CONTINUED)										
SEYCHELLES	-	-	1	1	100.0	-	-	1	1	100.0
SIERRA LEONE	8	1	6	15	47.1	9	-	10	15	52.0
SOMALIA	7	1	4	12	33.3	8	-	9	15	36.0
SOUTH AFRICA	4	-	7	11	63.6	3	-	4	11	72.7
SUDAN	4	-	10	14	71.4	4	-	9	13	69.2
SWAZILAND	-	-	1	1	100.0	-	-	1	1	100.0
TOGO	4	-	5	9	55.6	4	1	4	9	44.4
TUNISIA	16	-	6	22	27.3	16	1	9	22	22.7
UGANDA	9	-	7	16	43.8	10	1	9	16	31.3
U REP TANZANIA	11	-	11	22	50.0	12	1	8	21	36.4
ZAMBIA	10	1	4	15	26.7	11	1	3	15	26.0
ZAMBIA	3	-	7	10	70.0	3	-	8	11	72.7
ZIMBABWE	2	-	3	5	60.0	2	-	9	7	71.4
SUBTOTAL	247	13	221	481	45.9	253	10	232	495	46.9
ASIA AND THE PACIFIC										
AUSTRALIA	33	-	14	47	29.8	30	1	15	46	32.0
BANGLADESH	4	1	12	17	70.6	6	1	12	19	63.2
BRUNEI	-	-	1	1	100.0	-	1	-	1	0.0
BURMA	4	-	5	9	55.6	3	-	9	8	64.5
CHINA	37	-	22	59	37.3	40	-	20	50	37.0
DEM KAMPUCHEA	5	-	-	5	0.0	5	-	-	5	0.0
FIJI	3	-	2	5	60.0	3	-	3	6	50.0
INDIA	40	-	15	55	27.3	32	-	16	48	33.3
INDONESIA	6	-	4	10	40.0	6	-	4	10	40.0
JAPAN	41	17	48	106	45.3	54	7	54	115	46.0
LAO P DEM REP	2	-	-	2	0.0	2	-	-	2	0.0
MALAYSIA	11	1	3	15	20.0	13	-	2	15	13.3
MALDIVES	-	-	-	-	0.0	-	-	-	-	0.0
MONGOLIA	-	-	-	-	0.0	-	-	-	-	0.0
NEPAL	9	-	3	12	25.0	8	-	3	11	27.3
NEW ZEALAND	7	-	7	14	50.0	8	1	9	14	28.6
PAKISTAN	10	-	10	20	50.0	9	-	12	21	37.1
PAPUA N GUINEA	-	-	-	-	0.0	-	-	-	-	0.0
PHILIPPINES	57	-	3	60	5.0	57	1	3	61	4.9
SARAWAK	-	-	1	1	100.0	-	-	1	1	100.0
SINGAPORE	6	2	5	13	38.5	8	1	3	12	23.0
SOLOMON ISLANDS	-	-	-	-	0.0	-	-	-	-	0.0
SRI LANKA	11	-	5	16	31.3	13	-	9	16	27.0

TABLE 10 (CONTINUED)

REGION AND COUNTRY	30/06/83				30/06/84					
	TYPE OF APPOINTMENT			TOTAL	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF	
	PERMANENT	PROBATIONARY	FIXED-TERM		PERMANENT	PROBATIONARY	FIXED-TERM		PERMANENT	FIXED-TERM
ASIA AND THE PACIFIC (CONTINUED)										
THAILAND	29	-	6	35	17.1	30	1	2	33	6.1
VANUATU	-	-	-	-	0.0	-	-	-	-	0.0
VIET NAM	3	-	1	4	25.0	2	-	3	5	60.0
SUBTOTAL	34	21	77	506	33.0	323	14	166	505	33.0
EUROPE (EASTERN)										
ALBANIA	-	-	-	-	0.0	-	-	-	-	0.0
BULGARIA	2	-	10	12	83.3	2	-	11	13	84.6
BYELORUSSIA SSR	-	-	12	12	100.0	-	-	12	12	100.0
CZECHOSLOVAKIA	-	-	14	14	100.0	-	-	13	13	100.0
GERMAN DEM REP	-	-	13	13	100.0	-	-	14	14	100.0
HUNGARY	-	-	14	14	100.0	-	-	12	12	100.0
POLAND	-	-	28	28	100.0	-	-	27	27	100.0
ROMANIA	-	-	5	5	100.0	-	-	6	6	100.0
UKRAINIAN SSR	-	-	25	25	100.0	-	-	26	26	100.0
USSR	1	-	175	176	99.4	-	-	171	171	100.0
YUGOSLAVIA	7	1	12	20	60.0	5	-	14	19	71.7
SUBTOTAL	10	1	308	319	96.6	7	-	306	313	97.6
EUROPE (WESTERN)										
AUSTRIA	27	1	10	38	26.3	28	-	11	39	28.2
BELGIUM	14	-	14	28	50.0	12	2	13	27	46.4
DENMARK	12	-	6	18	33.3	12	-	6	18	33.3
FINLAND	9	-	10	19	52.6	9	-	10	19	52.6
FRANCE	95	3	30	128	23.4	95	3	24	122	19.7
GERMANY, F R OF	60	1	50	111	45.0	62	1	51	114	48.7
GREECE	7	-	6	13	46.2	8	1	4	13	38.5
ICELAND	3	-	1	4	25.0	3	-	1	4	25.0
IRELAND	12	-	3	15	20.0	13	-	3	16	18.8
ITALY	44	2	19	65	29.2	43	3	19	65	29.2
LUXEMBOURG	2	-	-	2	0.0	1	-	-	1	0.0
MALTA	5	-	1	6	16.7	5	1	1	7	14.3
NETHERLANDS	17	-	17	34	50.0	15	2	16	33	51.4
NORWAY	6	-	3	9	33.3	5	-	3	8	37.5
PORTUGAL	6	1	6	13	53.8	7	-	5	12	58.3
SPAIN	23	-	17	40	42.5	24	2	15	41	36.6
SWEDEN	24	3	9	36	25.0	24	-	6	30	25.0
UNITED KINGDOM	47	3	25	115	41.7	44	3	21	108	39.4
SUBTOTAL	453	14	229	696	32.9	456	16	217	689	31.7

TABLE 10 (CONTINUED)

REGION AND COUNTRY	30/06/83					30/06/84				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
LATIN AMERICA										
ARGENTINA	22	2	10	34	29.4	24	1	7	32	21.9
BOLIVIA	5	-	1	6	16.7	4	-	2	6	33.3
BRAZIL	13	3	20	36	55.6	15	3	23	41	56.3
CHILE	29	1	9	39	23.1	30	-	6	36	16.7
COLOMBIA	4	-	8	12	66.7	3	1	12	15	73.3
COSTA RICA	2	-	5	7	71.4	3	1	4	8	50.0
CUBA	7	-	2	9	22.2	7	-	2	9	22.2
DOMINICAN REP	3	1	2	6	33.3	4	-	1	5	20.0
ECUADOR	4	-	4	8	50.0	5	-	4	9	44.4
EL SALVADOR	5	1	2	8	25.0	6	-	2	8	25.0
GUATEMALA	5	-	1	6	16.7	4	-	1	5	20.0
HAITI	11	-	1	12	8.3	11	1	-	12	0.0
HONDURAS	1	-	4	5	80.0	1	-	4	5	80.0
MEXICO	11	2	8	21	38.1	12	3	6	21	28.6
NICARAGUA	3	-	-	3	0.0	3	-	-	3	0.0
PANAMA	5	-	2	7	28.6	6	1	-	7	0.0
PARAGUAY	2	-	-	2	0.0	2	-	-	2	0.0
PERU	7	1	10	18	55.6	7	1	12	20	60.0
SURINAME	-	-	1	1	100.0	-	-	1	1	100.0
URUGUAY	9	-	5	14	35.7	10	-	7	17	41.2
VENEZUELA	5	-	6	11	54.5	5	1	4	10	40.0
SUBTOTAL	153	11	101	265	38.1	162	15	97	274	35.7
MIDDLE EAST										
AFGHANISTAN	6	-	5	11	45.5	6	-	6	12	50.0
BAHRAIN	-	-	-	-	0.0	-	-	-	-	0.0
CYPRUS	8	-	1	9	11.1	8	-	1	9	11.1
DEMOCRAT YEMEN	3	-	3	6	50.0	3	-	2	5	40.0
IRAN, ISLAMIC REP	12	2	6	20	30.0	13	3	6	22	27.3
IRAQ	8	3	9	20	45.0	10	2	7	19	36.8
ISRAEL	2	-	1	3	33.3	2	1	1	4	25.0
JORDAN	5	-	7	12	58.3	4	-	6	10	60.0
KUWAIT	-	-	-	-	0.0	-	-	-	-	0.0
LEBANON	13	4	7	24	29.2	13	1	6	20	30.0
OMAN	-	-	1	1	100.0	-	1	-	1	0.0
QATAR	-	-	-	-	0.0	-	-	-	-	0.0
SAUDI ARABIA	2	-	1	3	33.3	2	-	1	3	33.3
SYRIAN ARAB REP	9	-	5	14	35.7	8	-	5	13	38.5
TURKEY	11	1	6	18	40.0	12	1	6	19	36.8

TABLE 10 (CONTINUED)

REGION AND COUNTRY	30/06/83					30/06/84				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		

MIDDLE EAST (CONTINUED)										
U A EMIRATES	-	-	1	1	100.0	-	-	1	1	100.0
YEMEN	3	-	1	4	25.0	3	-	2	5	40.0
SUBTOTAL	3	0	2	5	20.0	3	0	3	6	30.0

N. AMERICA & CARIBBEAN										
ANTIGUA AND BARBUDA	-	-	1	1	100.0	-	-	1	1	100.0
BAHAMAS	2	-	1	3	33.3	1	-	1	2	50.0
BARBADOS	8	-	1	9	11.1	8	-	1	9	11.1
BERLIZE	2	-	-	2	0.0	2	-	-	2	0.0
CANADA	42	2	33	77	49.3	36	2	38	76	50.0
DOMINICA	1	-	-	1	0.0	1	-	-	1	0.0
GRENADA	1	-	3	4	75.0	1	-	3	4	75.0
GYANA	12	1	3	16	18.8	13	1	2	16	12.5
JAMAICA	17	-	3	20	15.0	16	-	1	17	5.9
SAINT CHRISTOPHER N.	-	-	-	-	0.0	-	-	-	-	0.0
SAINT LUCIA	-	-	-	-	0.0	-	-	-	-	0.0
SAINT VINCENT & GR	-	-	2	2	100.0	-	1	1	2	50.0
TRINIDAD AND TOBAGO	11	-	4	15	26.7	12	1	3	16	18.8
USA	458	19	107	584	22.1	372	19	103	494	20.9
SUBTOTAL	444	24	158	626	25.3	462	24	154	640	24.1

OTHERS										
BARBILIA	1	-	3	4	75.0	1	-	3	4	75.0
PALESTINE	-	-	-	-	0.0	-	-	-	-	0.0
REP OF KOREA	-	-	3	3	100.0	-	-	4	4	100.0
SWITZERLAND	24	1	4	29	13.8	21	-	4	25	16.0
STATELESS	2	-	-	2	0.0	2	-	-	2	0.0
SUBTOTAL	27	1	10	38	26.3	24	-	11	35	31.4

TOTAL	1 734	93	1 250	3 077	40.6	1 765	88	1 237	3 090	40.0

TABLE 11
APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION, NATIONALITY AND LEVEL
(SHOWING NUMBER OF FEMALE STAFF)
(1 JULY 1983 - 30 JUNE 1984)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA										
ANGOLA	-	-	-	-	-	-	1	-	-	1
BEKIN	-	-	-	-	-	-	-	1	-	1
CENT AFR REP	-	-	-	-	-	-	1	-	-	1
CHAD	-	-	-	-	-	-	1	-	-	1
CONGO	-	-	-	-	1	-	1	-	-	2
EGYPT	-	-	-	-	-	-	1 (1)	-	-	1 (1)
ETHIOPIA	-	-	-	-	-	-	-	1	-	1
GHANA	-	-	-	-	-	-	2	-	-	2
IVORY COAST	-	-	-	-	-	-	-	1	-	1
KENYA	-	-	-	1	-	-	1 (1)	-	-	2 (1)
LIBERIA	-	-	-	-	-	-	-	1	-	1
MALAWI	-	-	-	-	-	-	2 (1)	-	-	2 (1)
MALI	-	-	-	-	-	-	2	-	-	2
MAURITIUS	-	-	-	-	-	1	-	-	-	1
NIGER	-	-	-	-	-	-	1	-	-	1
NIGERIA	-	-	-	-	-	1	-	-	-	1
SENEGAL	-	-	-	-	1	-	2	-	-	3
SIERRA LEONE	-	-	-	-	1	-	1	-	-	2
SOMALIA	-	-	-	1	-	-	-	-	-	1
SOUTH AFRICA	-	-	-	-	-	-	1 (1)	1 (1)	-	2 (2)
SWAZILAND	-	-	-	-	-	-	1	-	-	1
UGANDA	-	-	-	-	-	-	2	1 (1)	-	3 (1)
ZAMBIA	-	-	-	-	-	-	1	-	-	1
ZIMBABWE	-	-	-	-	1	-	-	1 (1)	-	2 (1)
SUBTOTAL	-	-	-	2	4	2	21 (4)	7 (3)	-	36 (7)
ASIA AND THE PACIFIC										
AUSTRALIA	-	-	-	1 (1)	1	-	1	-	-	3 (1)
BANGLADESH	-	-	-	1	1	1	-	-	-	3
CHINA	-	1	-	2	-	-	1	-	-	4
FIJI	-	1	-	-	-	-	-	-	-	1
INDIA	-	-	-	-	-	1	1	-	-	2
INDONESIA	-	-	-	-	1	-	-	-	-	1

TABLE 11 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	OSG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
ASIA AND THE PACIFIC (CONTINUED)										
JAPAN	-	1	-	1	-	5	6 (1)	5 (4)	-	18 (4)
NEW ZEALAND	-	-	-	-	-	-	1	-	-	1
PAKISTAN	-	-	-	-	-	-	2 (2)	1	-	3 (2)
VIET NAM	-	-	-	-	-	-	-	2 (1)	-	2 (1)
SUBTOTAL	-	3	-	5 (1)	3	7	12 (3)	8 (5)	-	38 (7)
EUROPE (EASTERN)										
BULGARIA	-	-	-	-	-	1	-	-	-	1
BYELORUSSIA SSR	-	-	-	-	-	-	2	-	-	2
CZECHOSLOVAKIA	-	-	-	-	-	2	1	-	-	3
GERMAN DEM REP	-	-	-	1	-	-	-	-	-	1
HUNGARY	-	-	1	1	-	-	-	-	-	2
POLAND	-	-	-	-	-	1	1	-	-	2
ROMANIA	-	-	-	-	-	-	1	-	-	1
UKRAINIAN SSR	-	-	-	-	-	2	2	-	-	4
USSR	-	-	4	3	4	10	10	4 (1)	-	35 (1)
YUGOSLAVIA	-	1	-	-	-	1	1	-	-	3
SUBTOTAL	-	1	5	5	4	17	18	4 (1)	-	54 (1)
EUROPE (WESTERN)										
AUSTRIA	-	-	-	-	-	1 (1)	-	-	-	1 (1)
BELGIUM	-	-	-	-	1	1	-	-	-	2
FINLAND	-	-	-	-	1	-	-	-	-	1
FRANCE	-	-	-	-	-	1	1 (1)	1	-	3 (1)
GERMANY, F R OF	-	-	-	-	-	1	2 (1)	5	-	8 (1)
IRELAND	-	-	-	-	-	-	1	-	-	1
ITALY	-	-	-	-	-	1	1	1 (1)	-	3 (1)
MALTA	-	-	-	-	-	-	1	-	-	1
NETHERLANDS	-	-	-	-	1	2	2	1	-	6
PORTUGAL	-	-	-	-	-	-	1	-	-	1
SWEDEN	-	-	-	-	-	1	-	-	-	1
UNITED KINGDOM	1	-	-	-	1	-	-	1	-	3
SUBTOTAL	1	-	-	-	4	8 (1)	9 (2)	9 (1)	-	31 (4)

TABLE 11 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
LATIN AMERICA										
BOLIVIA	-	-	-	-	-	-	-	1	-	1
BRAZIL	-	-	1	-	-	2	2	3	-	6
							(1)	(1)		(4)
COLOMBIA	-	-	-	-	1	2	1	-	-	4
						(1)				(1)
GUATEMALA	-	-	-	-	-	-	1	-	-	1
PERU	-	-	-	-	1	1	-	-	-	2
URUGUAY	-	-	-	-	-	-	1	1	-	2
							(1)			(1)
VENEZUELA	-	-	-	-	-	-	1	-	-	1
							(1)			(1)
SUBTOTAL	-	-	1	-	2	5	6	5	-	19
						(1)	(4)	(1)		(5)
MIDDLE EAST										
AFGHANISTAN	-	-	-	-	-	-	1	-	-	1
IRAN, ISLAMIC R OF	-	-	-	-	-	-	-	2	-	2
								(4)		(4)
IRAQ	-	-	-	-	-	-	2	-	-	2
LEBANON	-	-	-	-	-	2	-	-	-	2
						(1)				(1)
TURKEY	-	-	-	-	-	1	-	-	-	1
SUBTOTAL	-	-	-	-	-	3	3	2	-	8
						(1)		(4)		(5)
N. AMERICA & CARIBBEAN										
CANADA	-	-	-	1	2	2	7	1	-	13
							(4)	(1)		(5)
TRINIDAD AND TOBAGO	-	-	-	1	-	-	-	-	-	1
USA	-	-	2	-	2	10	8	2	-	24
					(1)	(1)	(4)	(2)		(4)
SUBTOTAL	-	-	2	2	4	12	15	3	-	36
					(1)	(1)	(4)	(5)		(9)
OTHERS										
REP OF KOREA	-	-	-	-	-	1	-	-	-	1
SUBTOTAL	-	-	-	-	-	1	-	-	-	1
TOTAL	1	4	6	14	21	55	64	38	-	229
				(1)	(1)	(4)	(10)	(14)		(30)

TABLE 12
STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGION, NATIONALITY AND TYPE OF APPOINTMENT
(SHOWING NUMBER OF FEMALE STAFF)
(1 JULY 1983 - 30 JUNE 1984)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/83	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/84	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
AFRICA											
ALGERIA	21 (2)	-	-	-	-	-	-	-	-	23 (2)	-
ANGOLA	2	-	1	1	-	-	-	-	-	3	-
BENIN	11 (3)	-	1	1	1	-	1	-	-	11 (3)	-
BOTSWANA	4 (1)	-	-	-	-	-	-	-	-	4 (1)	-
BURKINA FASO	8	-	-	-	-	-	-	-	-	8	-
BURUNDI	7	-	-	-	-	1	1	-	-	6	-
CAMEROON	14	-	-	-	-	1	1	-	-	13	-
CAPE VERDE	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
CENT AFR REP	2	-	1	1	-	-	-	-	-	3	-
CHAD	5	-	1	1	-	-	-	-	-	6	-
COMOROS	2	-	-	-	-	-	-	-	-	2	-
CONGO	8	-	2	2	-	-	-	-	-	10	-
DJIBOUTI	0	-	-	-	-	-	-	-	-	-	-
EGYPT	20 (3)	-	1 (1)	1 (1)	1	2 (3)	3 (3)	-	-1	17 (2)	-
EQUATL GUINEA	1	-	-	-	-	-	-	-	-	1	-
ETHIOPIA	27 (3)	-	1	1	1	-	1	+1 (+1)	-	28 (4)	-
GABON	0	-	-	-	-	-	-	-	-	-	-
GAMBIA	8	-	-	-	-	-	-	+1	-	9	-
GHANA	19 (1)	-	2	2	-	1	1	-	-	20 (1)	-
GUINEA	7 (1)	-	-	-	-	-	-	-	-	7 (1)	-
GUINEA-BISSAU	0	-	-	-	-	-	-	-	-	-	-
IVORY COAST	11	-	1	1	-	-	-	-	-	12	-
KENYA	35 (3)	-	2 (1)	2 (1)	1	-	1	-	-1	35 (2)	-
LESOTHO	7 (5)	-	-	-	-	-	-	-	-	7 (5)	-
LIBERIA	12 (5)	-	1	1	-	1 (1)	1 (1)	-	-	12 (4)	-
LIBYAN ARAB J	7 (1)	-	-	-	-	-	-	-	-	7 (1)	-
MADAGASCAR	12 (1)	-	-	-	-	-	-	-	-	12 (1)	-
MALAWI	7 (0)	-	2 (1)	2 (1)	-	-	-	-	-	9 (1)	-
MALI	12	-	2	2	-	-	-	-	-	14	-
MAURITANIA	5	-	-	-	-	-	-	-	-	5	-
MAURITIUS	14	-	1	1	1	-	1	-	-	14	-

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/83	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/84	SPECIAL CATEGORIES c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
AFRICA (CONTINUED)											
MOROCCO	36 (4)	-	-	-	1 (1)	-	1 (1)	-	-2	33 (3)	-
MOZAMBIQUE	1	-	-	-	-	-	-	-	-	1	-
NIGER	4	-	1	1	-	-	-	-	-	5	-
NIGERIA	19 (2)	-	1	1	-	-	-	+1	-	21 (2)	-
RUANDA	4	-	-	-	1	-	1	-	-	3	-
S TORE PRINCPA	0	-	-	-	-	-	-	-	-	-	-
SENEGAL	13 (2)	-	3	3	-	-	-	-	-	16 (2)	-
SEYCHELLES	1	-	-	-	-	-	-	-	-	1	-
SIERRA LEONE	17 (3)	-	2	2	-	-	-	-	-	19 (3)	-
SOMALIA	12 (1)	-	1	1	-	-	-	-	-	13 (1)	-
SOUTH AFRICA	11 (2)	-	2 (2)	2 (2)	1 (1)	-	1 (1)	-	-1	11 (3)	-
SUDAN	14	-	-	-	-	-	1	-	-	13	-
SWAZILAND	1 (1)	-	1	1	-	1 (1)	1 (1)	-	-	1 (1)	-
TOGO	9 (1)	-	-	-	-	-	-	-	-	9 (1)	-
TUNISIA	22 (1)	-	-	-	-	-	-	-	-	22 (1)	-
UGANDA	16 (2)	-	3 (1)	3 (1)	-	3 (1)	3 (1)	-	-	16 (2)	-
U REP TANZANIA	22 (4)	-	-	-	-	1	1	-	-	21 (4)	-
ZAIRE	15 (1)	-	-	-	-	-	-	-	-	15 (1)	-
ZAMBIA	10	-	1	1	-	-	-	-	-	11	-
ZIMBABWE	5 (1)	-	2 (1)	2 (1)	-	-	-	-	-	7 (2)	-
SUBTOTAL	461 (51)	-	36 (7)	36 (7)	8 (2)	12 (4)	20 (6)	+3 (+1)	-5 (-1)	495 (53)	-
ASIA AND THE PACIFIC											
AUSTRALIA	47 (36)	-	3 (1)	3 (1)	1	2	3	+1 (+1)	-2	46 (18)	-
BAKGLADKSH	17	-	3	3	-	1	1	-	-	19	-
BHUTAN	1	-	-	-	-	-	-	-	-	1	-
BURMA	9	-	-	-	1	-	1	-	-	8	-
CHINA	59 (17)	-	4	4	2 (1)	6	8 (1)	-	-1	54 (16)	-
DM KAMPUCHEA	5	-	-	-	-	-	-	-	-	5	-
FIJI	5	-	1	1	-	-	-	-	-	6	-
INDIA	55 (5)	-	2	2	9 (1)	1	10 (1)	+1	-	48 (4)	-

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/83	APPOINTMENTS			SEPARATIONS <i>a/</i>			OTHER STAFF CHANGES <i>b/</i>		NUMBER OF STAFF 30/06/84	SPECIAL CATEGORY <i>c/</i>
		CAREER	SUB-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
ASIA AND THE PACIFIC (CONTINUED)											
INDONESIA	10 (2)	-	1	1	-	1	1	-	-	10 (2)	-
JAPAN	106 (19)	-	18 (3)	18 (3)	-	10	10	+1 (+1)	-2 (-1)	113 (21)	-
LAO P DEN REP	2	-	-	-	-	-	-	-	-	2	-
MALAYSIA	15 (2)	-	-	-	-	-	-	+1 (+1)	-1 (-1)	15 (2)	-
MALDIVES	0	-	-	-	-	-	-	-	-	-	-
MONGOLIA	0	-	-	-	-	-	-	-	-	-	-
NEPAL	12	-	-	-	1	-	1	-	-	11	-
NEW ZEALAND	14 (4)	-	1	1	2	-	2	+1	-	14 (4)	-
PAKISTAN	20 (9)	-	3 (2)	3 (2)	2	1	3	+2	-1	21 (2)	-
PAPUA N GUINEA	0	-	-	-	-	-	-	-	-	-	-
PHILIPPINES	60 (27)	-	-	-	1	-	1	+2	-	61 (27)	-
SAROA	1	-	-	-	-	-	-	-	-	1	-
SINGAPORE	13 (8)	-	-	-	-	2 (2)	2 (2)	+1 (+1)	-	12 (7)	-
SOLOMON ISLANDS	0	-	-	-	-	-	-	-	-	-	-
SRI LANKA	16 (3)	-	-	-	-	-	-	+2 (+2)	-	18 (3)	-
THAILAND	35 (18)	-	-	-	-	3 (2)	3 (2)	+1 (+1)	-	33 (17)	-
VANUATU	0	-	-	-	-	-	-	-	-	-	-
VIST WAR	4 (3)	-	2 (1)	2 (1)	1 (1)	-	1 (1)	-	-	5 (3)	-
SUBTOTAL	506 (122)	-	38 (7)	38 (7)	20 (3)	27 (4)	47 (7)	+13 (+6)	-7 (-2)	503 (126)	-
EUROPE (EASTERN)											
ALBANIA	0	-	-	-	-	-	-	-	-	-	-
BULGARIA	12	-	1	1	-	-	-	-	-	11	-
BYELORUSSH SSR	12	-	2	2	-	2	2	-	-	12	-
CZECHOSLOVAKIA	14	-	3	3	-	4	4	-	-	13	-
GERMAN DEM REP	13 (1)	-	1	1	-	-	-	-	-	14 (1)	-
HUNGARY	14 (1)	-	2	2	-	4	4	-	-	12 (1)	-
POLAND	28 (4)	-	2	2	-	2	2	-	-1 (-1)	27 (3)	1
ROMANIA	5	-	1	1	-	-	-	-	-	4	-
UKRAINIAN SSR	25 (2)	-	4	4	-	3	3	-	-	26 (2)	-
USSR	176 (5)	-	35 (1)	35 (1)	1	39	40	+1	-1	171 (6)	-
YUGOSLAVIA	20 (2)	-	3	3	3	1 (1)	4 (1)	-	-	19 (1)	-
SUBTOTAL	319 (15)	-	54 (1)	54 (1)	4	55 (1)	59 (1)	+1	-2 (-1)	313 (14)	1

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/83	APPOINTMENTS			SEPARATIONS ^{a/}			OTHER STAFF CHANGES ^{b/}	NUMBER OF STAFF 30/06/84	SPECIAL CATEGORY ^{c/}	
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
EUROPE (WESTERN)											
AUSTRIA	38 (14)	-	1 (1)	1 (1)	-	1 (1)	1 (1)	+1 (+1)	-	39 (16)	-
BELGIUM	28 (6)	-	2 (2)	2 (2)	2 (1)	-	2 (1)	+1 (+1)	-2 (-2)	27 (5)	-
DENMARK	38 (2)	-	-	-	-	-	-	-	-	38 (2)	-
FINLAND	19 (8)	-	1 (1)	1 (1)	-	1 (1)	1 (1)	-	-	19 (8)	-
FRANCE	128 (41)	-	3 (1)	3 (1)	7 (2)	6 (2)	13 (2)	+4 (+4)	-	122 (44)	-
GERMANY, F R OF	111 (25)	-	8 (1)	8 (1)	-	6 (1)	6 (1)	+3 (+3)	-	114 (25)	-
GREECE	13 (4)	-	-	-	-	-	-	-	-	13 (4)	-
ICELAND	4	-	-	-	-	-	-	-	-	4	-
IRELAND	15 (1)	-	1 (1)	1 (1)	-	1 (1)	1 (1)	+2 (+1)	-1 (-1)	16 (2)	-
ITALY	65 (17)	-	3 (1)	3 (1)	1 (1)	-	1 (1)	-	-2 (-2)	65 (16)	-
LUXEMBOURG	2	-	-	-	1	-	1	-	-	3	-
MALTA	6	-	1	1	-	-	-	-	-	7	-
NETHERLANDS	34 (4)	1	5 (4)	6 (4)	2 (1)	3 (1)	5 (1)	-	-	35 (4)	-
NORWAY	9 (1)	-	-	-	-	1 (1)	1 (1)	-	-	8 (1)	-
PORTUGAL	15 (4)	-	1 (1)	1 (1)	-	-	-	-	-	16 (4)	-
SPAIN	40 (7)	-	-	-	-	1 (1)	1 (1)	+2 (+2)	-	43 (7)	-
SWEDEN	36 (10)	-	1 (1)	1 (1)	3 (1)	2 (1)	5 (2)	-	-	32 (6)	-
UNITED KINGDOM	115 (33)	-	3 (1)	3 (1)	7 (1)	4 (1)	11 (1)	+5 (+4)	-4 (-2)	108 (34)	-
SUBTOTAL	696 (177)	1	30 (4)	31 (4)	23 (2)	26 (4)	49 (7)	+16 (+10)	-9 (-2)	687 (164)	-
LATIN AMERICA											
ARGENTINA	34 (9)	-	-	-	1 (1)	1 (1)	2 (1)	+1 (+1)	-1 (-1)	32 (9)	-
BOLIVIA	6	-	1	1	1	-	1	-	-	6	-
BRAZIL	36 (6)	-	8 (2)	8 (2)	1 (1)	1 (1)	2 (1)	+1 (+1)	-2 (-2)	41 (9)	-
CHILE	39 (16)	-	-	-	3 (1)	3 (1)	6 (2)	+3 (+3)	-	36 (17)	-
COLOMBIA	12 (1)	-	4 (1)	4 (1)	1 (1)	1 (1)	2 (1)	+1 (+1)	-	12 (4)	-
COSTA RICA	7 (1)	-	-	-	-	-	-	+1 (+1)	-	8 (1)	-
CUBA	9 (3)	-	-	-	-	-	-	-	-	9 (3)	1
DOMINICAN REP	6 (2)	-	-	-	-	1 (1)	1 (1)	-	-	5 (2)	-

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/83	APPOINTMENTS			SEPARATIONS ^{a/}			OTHER STAFF CHANGES ^{b/}		NUMBER OF STAFF 30/06/84	SPECIAL CATEGORY ^{c/}
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
LATIN AMERICA (CONTINUED)											
ECUADOR	8 (1)	-	-	-	-	-	-	+1	-	9 (1)	-
EL SALVADOR	8 (1)	-	-	-	-	-	-	-	-	8 (1)	-
GHATEMALA	6	-	-	-	1	-	1	-	-	5	-
HAITI	12 (12)	-	-	-	-	-	-	-	-	12 (12)	-
HONDURAS	5	-	-	-	-	-	-	-	-	5	-
MEXICO	21 (6)	-	1	1	-	1	1	-	-	21 (5)	-
NICARAGUA	3 (1)	-	-	-	-	-	-	-	-	3 (1)	-
PANAMA	7 (2)	-	-	-	-	1	1	+1	-	7 (1)	-
PARAGUAY	2	-	-	-	-	-	-	-	-	2	-
PERU	16 (4)	-	2	2	2	1	3	+3 (+3)	-	20 (5)	-
SURINAME	1	-	-	-	-	-	-	-	-	1	-
URUGUAY	16 (8)	-	2 (1)	2 (1)	-	-	-	+1	-	17 (1)	-
VENEZUELA	11 (6)	-	1 (1)	1 (1)	-	2 (1)	2 (1)	-	-	10 (6)	-
SUBTOTAL	265 (63)	-	19 (5)	19 (5)	10 (3)	12 (5)	22 (8)	+13 (+4)	-3 (-2)	272 (64)	1
MIDDLE EAST											
AFGHANISTAN	11	-	1	1	-	-	-	-	-	12	-
BAHRAIN	0	-	-	-	-	-	-	-	-	-	-
CYPRUS	9	-	-	-	-	-	-	-	-	9	-
DEMOCRAT YEMEN	5 (1)	-	-	-	-	-	-	-	-1	5 (1)	-
IRAN, ISLAMIC R OF	20 (5)	-	2 (2)	2 (2)	-	-	-	+1	-1	22 (7)	-
IRAQ	20 (2)	-	2	2	-	1	1	-	-2	19 (4)	-
ISRAEL	3 (1)	-	-	-	-	-	-	+1 (+1)	-	4 (2)	-
JORDAN	12 (1)	-	-	-	1 (1)	1	2 (1)	-	-	10 (1)	-
KUWAIT	0	-	-	-	-	-	-	-	-	-	-
LEBANON	24 (16)	-	2 (1)	2 (1)	2 (2)	1	3 (2)	+1	-2 (-2)	24 (5)	-
OMAN	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
QATAR	0	-	-	-	-	-	-	-	-	-	-
SAUDI ARABIA	3 (3)	-	-	-	-	-	-	-	-	3 (3)	-
SYRIAN ARAB RP	14	-	-	-	1	-	1	-	-	13	-
TURKEY	20 (7)	-	1	1	-	1 (1)	1 (1)	+1 (+1)	-	21 (7)	-

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/83	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/84	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
MIDDLE EAST (CONTINUED)											
U A EMIRATES	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
YEMEN	4	-	-	-	-	-	-	+1	-	5	-
SUBTOTAL	148 (28)	-	0 (3)	0 (3)	0 (3)	0 (3)	0 (4)	+5 (+2)	-0 (-5)	147 (27)	-
N. AMERICA & CARIBBEAN											
ANTIGUA AND BARBUDA	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
BAHAMAS	3 (2)	-	-	-	1 (1)	-	1 (1)	-	-	2 (3)	-
BARRADOS	9 (4)	-	-	-	-	-	-	-	-	9 (4)	-
BELIZE	2 (2)	-	-	-	-	-	-	-	-	2 (2)	-
CANADA	67 (15)	-	13 (3)	13 (3)	1	4 (1)	5 (1)	+1 (+3)	-	76 (18)	-
DOMINICA	1	-	-	-	-	-	-	-	-	1	-
GRENADA	4	-	-	-	-	-	-	-	-	4	-
GUAYANA	16 (6)	-	-	-	1	-	1	+1	-	16 (6)	-
JAMAICA	20 (5)	-	-	-	1	2 (1)	3 (1)	-	-	17 (4)	-
SAINT CHRISTOPHER N.	0	-	-	-	-	-	-	-	-	-	-
SAINT LUCIA	0	-	-	-	-	-	-	-	-	-	-
SAINT VINCENT & GN	2	-	-	-	-	-	-	-	-	2	-
TRINIDAD AND TOMAGO	15 (6)	1	-	1	-	-	-	+1	-1	16 (6)	-
USA	484 (178)	-	24 (6)	24 (6)	18 (8)	10 (1)	28 (9)	+21 (+1)	-9 (-6)	494 (180)	-
SUBTOTAL	628 (218)	1	37 (9)	38 (9)	22 (9)	16 (3)	38 (12)	+26 (+12)	-10 (-6)	640 (227)	-
OTHERS											
HANIBIA	4 (1)	-	-	-	-	-	-	-	-	4 (1)	-
REP OF KOREA	3 (1)	-	1	1	-	-	-	-	-	4 (1)	-
SWITZERLAND	29 (11)	-	-	-	4 (1)	-	4 (1)	-	-	25 (10)	-
STATELESS	2	-	-	-	-	-	-	-	-	2	-
SUBTOTAL	38 (13)	-	1	1	4 (1)	-	4 (1)	-	-	35 (12)	-
TOTAL	3 077 (667)	2	223 (36)	225 (36)	95 (26)	152 (20)	247 (46)	+77 (+35)	-42 (-20)	3 090 (699)	2

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
STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS
BY REGION, NATIONALITY AND LEVEL
(SHOWING NUMBER OF PERALK STAFF)
(AS AT 30 JUNE 1984)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/83	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/84
AFRICA							
ALGERIA	5 (1)	2 (1)	2	1	1	-	6 (1)
BENIN	1	-	-	1	-	-	1
CAMEROON	1 (1)	-	-	-	1 (1)	-	1 (1)
EGYPT	76 (5)	14 (2)	20 (5)	29 (8)	16 (3)	-	86 (12)
GHANA	2	-	-	1	1	-	2
MALI	1	-	-	1	-	-	1
MOROCCO	1 (1)	-	-	-	-	-	0 (0)
SENEGAL	4	-	-	4	-	-	4
SUDAN	4	-	2	2	2	-	6
TUNISIA	8 (1)	-	3	5 (1)	1 (1)	-	9 (2)
SUBTOTAL	103 (13)	15 (3)	37 (5)	44 (5)	22 (3)	-	136 (16)
ASIA AND THE PACIFIC							
AUSTRALIA	0	-	-	1	1 (1)	-	2 (1)
CHINA	125 (24)	27 (4)	43 (6)	46 (10)	22 (3)	-	132 (29)
MALAYSIA	1	-	1	-	-	-	1
NEW ZEALAND	2 (1)	-	-	1	-	-	1 (0)
VIET NAM	1 (1)	-	-	1 (1)	-	-	1 (1)
SUBTOTAL	129 (26)	27 (4)	44 (6)	49 (11)	23 (3)	-	157 (31)
EUROPE (EASTERN)							
UKRAINIAN SSR	0	-	-	1	-	-	1
USSR	158 (12)	17 (3)	28 (3)	67 (6)	46 (4)	-	158 (13)
SUBTOTAL	158 (12)	17 (3)	28 (3)	68 (6)	46 (4)	-	159 (13)
EUROPE (WESTERN)							
AUSTRIA	6 (3)	-	1	3 (2)	-	-	6 (2)
BELGIUM	12 (4)	2	5 (3)	4 (1)	1	-	12 (4)
FRANCE	164 (103)	28 (16)	53 (32)	60 (35)	36 (15)	-	157 (96)
GERMANY, F R OF	2 (2)	-	1 (1)	1 (1)	-	-	2 (2)

TABLE 13 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/83	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/84
EUROPE (WESTERN) (CONTINUED)							
IRELAND	5 (7)	-	2	2	-	-	4 (6)
ITALY	2 (7)	-	-	2 (7)	1 (7)	-	3 (12)
NETHERLANDS	1 (7)	-	-	-	1 (7)	-	1 (7)
SPAIN	49 (70)	10 (7)	19 (5)	17 (7)	3 (7)	-	49 (122)
UNITED KINGDOM	91 (45)	17 (5)	38 (21)	25 (12)	4 (7)	-	84 (59)
SUBTOTAL	152 (170)	57 (22)	119 (60)	114 (59)	26 (19)	-	136 (180)
LATIN AMERICA							
ARGENTINA	27 (12)	8 (3)	13 (5)	10 (3)	4 (7)	-	25 (12)
BOLIVIA	3 (7)	2	1 (7)	-	-	-	3 (7)
CHILE	15 (6)	3 (7)	7 (5)	6 (5)	1 (7)	-	17 (10)
COLOMBIA	5 (3)	1 (7)	4 (2)	-	-	-	5 (3)
COSTA RICA	1	-	-	1	-	-	1
CUBA	5	-	-	3	1 (7)	-	4 (7)
ECUADOR	5 (3)	2 (7)	1 (7)	2 (7)	-	-	5 (3)
HAITI	1 (7)	1 (7)	-	-	-	-	1 (7)
MEXICO	7 (4)	3 (7)	3 (2)	-	1 (7)	-	7 (4)
PANAMA	1	-	-	1	-	-	1
PARAGUAY	2 (7)	1 (7)	-	1	-	-	2 (7)
PERU	6 (3)	-	4 (3)	3 (7)	1	-	6 (4)
URUGUAY	8 (3)	-	3 (7)	4 (7)	2 (7)	-	9 (3)
VENEZUELA	0	-	-	1	-	-	1
SUBTOTAL	96 (39)	21 (9)	36 (18)	32 (17)	10 (5)	-	99 (45)
MIDDLE EAST							
IRAQ	0	-	-	1	-	-	1
ISRAEL	4 (7)	-	1 (7)	3	-	-	4 (7)
JORDAN	5	2	2	-	1	-	5
LEBANON	4	1	2	2 (7)	1 (7)	-	6 (12)
SYRIAN ARAB RP	16 (7)	4 (7)	4	5	6 (4)	-	19 (5)
SUBTOTAL	27 (2)	7 (7)	9 (7)	11 (7)	8 (5)	-	35 (6)

TABLE 13 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/63	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/64
A. AMERICA & CARIBBEAN							
ANTIGUA AND BARBUDA	1 (1)	-	1 (1)	-	-	-	1 (1)
CANADA	13 (4)	3	2	4	3 (3)	-	12 (3)
JAMAICA	3 (2)	-	2 (1)	1 (1)	-	-	3 (2)
TRINIDAD AND TOBAGO	1	-	1	-	-	-	1
USA	62 (42)	8 (4)	22 (11)	40 (19)	17 (12)	-	67 (47)
SUBTOTAL	80 (48)	11 (4)	28 (13)	45 (20)	20 (16)	-	84 (53)
OTHERS							
PALESTINE	1	-	-	1	-	-	1
SWITZERLAND	13 (7)	2	4 (4)	3 (3)	-	-	13 (7)
STATELESS	3	-	1	1	-	-	2
SUBTOTAL	17 (7)	2	5 (4)	5 (3)	-	-	16 (7)
TOTAL	962 (517)	151 (43)	310 (130)	308 (136)	155 (62)	-	984 (531)

TABLE 14
PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SHAVICK
BY REGION, NATIONALITY AND LEVEL
(SHOWING NUMBER OF FEMALE STAFF)
(AS AT 30 JUNE 1984)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/83	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/84
AFRICA											
GHANA	1	-	1	-	-	-	-	-	-	-	1
SUBTOTAL	1	-	1	-	-	-	-	-	-	-	1
ASIA AND THE PACIFIC											
AUSTRALIA	1	1	-	-	-	-	-	-	-	-	1
NEW ZEALAND	1	-	-	-	-	-	-	-	-	-	0
PAKISTAN	1	-	1	-	-	-	-	-	-	-	1
SUBTOTAL	3	1	1	-	-	-	-	-	-	-	2
EUROPE (EASTERN)											
POLAND	1	-	-	-	-	-	-	1	-	-	1
SUBTOTAL	1	-	-	-	-	-	-	1	-	-	1
EUROPE (WESTERN)											
AUSTRIA	1	-	1	-	-	-	-	-	-	-	1
DENMARK	1	-	-	-	-	-	-	-	-	-	0
FINLAND	1	-	-	-	-	-	-	-	-	-	0
FRANCE	0	-	-	-	-	-	-	1	-	-	1
IRELAND	2	-	1	-	1	-	-	-	-	-	2
ITALY	1	-	-	-	-	-	1	-	-	-	1
NETHERLANDS	1	-	-	-	-	-	-	-	-	-	0
NORWAY	0	-	-	1	-	-	-	-	-	-	1
SWEDEN	0	-	1	-	-	-	-	-	-	-	1
UNITED KINGDOM	1 (1)	-	-	-	-	1	-	-	-	-	1 (1)
SUBTOTAL	8 (1)	-	3	1	1	1	1	1	-	-	6 (1)
LATIN AMERICA											
ARGENTINA	1	-	-	-	-	-	-	-	-	-	0
CHILE	1	-	-	1	-	-	-	-	-	-	1
COLOMBIA	1	-	-	-	-	-	-	-	-	-	0
SUBTOTAL	3	-	-	1	-	-	-	-	-	-	1
N. AMERICA & CARIBBEAN											
USA	2 (1)	-	-	-	-	-	-	5 (2)	-	-	5 (2)
SUBTOTAL	2 (1)	-	-	-	-	-	-	5 (2)	-	-	5 (2)
TOTAL	16 (2)	1	5	2	1	1	1	7 (2)	-	-	16 (2)

TABLE 15
 WEIGHTED AND UNWEIGHTED DISTRIBUTION OF POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
 AND ACTUAL STAFF POSITION IN POINTS
 BY REGION AND NATIONALITY
 (AS AT 30 JUNE 1984)

REGION / NATIONALITY	ASSESSMENT	DESIRABLE RANGE	MID POINT	NO. OF STAFF	WEIGHTED RANGE	MID POINT	STAFF POSITION
AFRICA							
ALGERIA	.13%	4-16	10.20	21	174-613	393	1015
ANGOLA	.01%	2-14	7.94	3	84-523	304	85
BENIN	.01%	2-14	7.94	11	84-523	304	408
BOTSWANA	.01%	2-14	7.94	4	84-523	304	130
BURKINA FASO	.01%	2-14	7.94	8	84-523	304	279
BURUNDI	.01%	2-14	7.94	6	84-523	304	184
CAMEROON	.01%	2-14	7.94	13	84-523	304	509
CAPE VERDE	.01%	2-14	7.94	1	84-523	304	31
CENT AFR REP	.01%	2-14	7.94	3	84-523	304	85
CHAD	.01%	2-14	7.94	6	84-523	304	192
COMOROS	.01%	2-14	7.94	2	84-523	304	48
CDNGO	.01%	2-14	7.94	10	84-523	304	409
DJIBOUTI	.01%	2-14	7.94	0	84-523	304	0
EGYPT	.07%	3-15	9.07	17	129-568	348	846
EQUATL GUINEA	.01%	2-14	7.94	1	84-523	304	24
ETHIOPIA	.01%	2-14	7.94	28	84-523	304	1001
GABON	.02%	2-14	8.13	0	91-531	311	0
GAMBIA	.01%	2-14	7.94	9	84-523	304	310
GHANA	.02%	2-14	8.13	20	91-531	311	894
GUINEA	.01%	2-14	7.94	7	84-523	304	251
GUINEA-BISSAU	.01%	2-14	7.94	0	84-523	304	0
IVORY COAST	.03%	3-14	8.32	12	99-538	319	305
KENYA	.01%	2-14	7.94	15	84-523	304	621
LESOTHO	.01%	2-14	7.94	7	84-523	304	204
LIBERIA	.01%	2-14	7.94	12	84-523	304	377
LIBYAN ARAB J	.26%	7-18	12.65	7	271-710	491	256
MADAGASCAR	.01%	2-14	7.94	12	84-523	304	400
MALAWI	.01%	2-14	7.94	9	84-523	304	334
MALI	.01%	2-14	7.94	14	84-523	304	554
MAURITANIA	.01%	2-14	7.94	5	84-523	304	171
MAURITIUS	.01%	2-14	7.94	14	84-523	304	558
MOROCCO	.05%	3-14	8.69	13	114-553	333	495
MOZAMBIQUE	.01%	2-14	7.94	1	84-523	304	38
NIGER	.01%	2-14	7.94	5	84-523	304	146
NIGERIA	.19%	6-17	11.33	21	219-658	438	1003
RWANDA	.01%	2-14	7.94	3	84-523	304	92
S TOME PRINCEPE	.01%	2-14	7.94	0	84-523	304	0
SENEGAL	.01%	2-14	7.94	16	84-523	304	592
SEYCHELLES	.01%	2-14	7.94	1	84-523	304	24
SIERRA LEONE	.01%	2-14	7.94	19	84-523	304	633
SOMALIA	.01%	2-14	7.94	13	84-523	304	581
SOUTH AFRICA	.41%	10-21	15.48	11	383-823	603	354
SUDAN	.01%	2-14	7.94	13	84-523	304	548
SWAZILAND	.01%	2-14	7.94	1	84-523	304	31
TOGO	.01%	2-14	7.94	9	84-523	304	353
TUNISIA	.03%	3-14	8.32	22	99-538	319	1052
UGANDA	.01%	2-14	7.94	16	84-523	304	618
U REP TANZANIA	.01%	2-14	7.94	21	84-523	304	879
ZAIRE	.01%	2-14	7.94	15	84-523	304	538
ZAMBIA	.01%	2-14	7.94	11	84-523	304	388
ZIMBABWE	.02%	2-14	8.13	7	91-531	311	270
POPULATION RESERVE	.00%	-	27.00	-	-	1031	-
REGION TOTAL	1.63%	421-569	453.05	495	14763-19973	17368	19314
ASIA AND THE PACIFIC							
AUSTRALIA	1.57%	32-43	37.35	46	1251-1692	1472	1778
BANGLADESH	.03%	3-14	8.32	19	99-538	319	876
BHUTAN	.01%	2-14	7.94	1	84-523	304	24
BURMA	.01%	2-14	7.94	8	84-523	304	334
CHINA	.88%	19-30	24.34	54	735-1175	955	2201
DEM KAMPUCHEA	.01%	2-14	7.94	5	84-523	304	212
FIJI	.01%	2-14	7.94	6	84-523	304	316
INDIA	.36%	9-20	14.54	48	346-785	566	2283
INDONESIA	.13%	4-16	10.20	10	174-613	393	460
JAPAN	10.32%	172-233	202.33	113	6821-9228	8024	4158
LAO P DEM REP	.01%	2-14	7.94	2	84-523	304	87
MALAYSIA	.09%	4-15	9.45	15	144-583	363	633
MALDIVES	.01%	2-14	7.94	0	84-523	304	0
MONGOLIA	.01%	2-14	7.94	0	84-523	304	0
NEPAL	.01%	2-14	7.94	11	84-523	304	478
NEW ZEALAND	.26%	7-18	12.65	14	271-710	491	532
PAKISTAN	.06%	3-15	8.88	21	121-561	341	985

TABLE 15 (CONTINUED)
WEIGHTED^a AND UNWEIGHTED DISTRIBUTION OF POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
AND ACTUAL STAFF POSITION IN POINTS
BY REGION AND NATIONALITY
(AS AT 30 JUNE 1984)

REGION / NATIONALITY	ASSESS- MENT	DESIRABLE RANGE	MID POINT	NO. OF STAFF	WEIGHTED RANGE	MID POINT	STAFF POSITION
ASIA AND THE PACIFIC							
PAPUA N GUINEA	.01%	2-14	7.94	0	84-523	304	0
PHILIPPINES	.09%	4-15	9.45	61	144-583	363	1957
SAMOA	.01%	2-14	7.94	1	84-523	304	24
SINGAPORE	.09%	4-15	9.45	12	144-583	363	402
SOLOMON ISLANDS	.01%	2-14	7.94	0	84-523	304	0
SRI LANKA	.01%	2-14	7.94	18	84-523	304	873
THAILAND	.08%	4-15	9.26	33	136-576	356	945
VANUATU	.01%	2-14	7.94	0	84-523	304	0
VIET NAM	.02%	2-14	8.13	5	91-531	311	152
POPULATION RESERVE	.00%	-	131.00		-	5004	
REGION TOTAL	14.11%	509-688	598.57	503	19782-26764	23273	19710
EUROPE (EASTERN)							
ALBANIA	.01%	2-14	7.94	0	84-523	304	0
BULGARIA	.18%	5-17	11.14	13	211-650	431	474
BYELORUSSN SSR	.36%	9-20	14.54	12	346-785	566	383
CZECHOSLOVAKIA	.76%	16-28	22.08	13	646-1085	865	527
GERMAN DEM REP	1.39%	28-40	33.96	14	1117-1557	1337	564
HUNGARY	.23%	6-18	12.09	12	249-688	468	531
POLAND	.72%	16-27	21.33	27	616-1055	835	1066
ROMANIA	.19%	6-17	11.33	6	219-658	438	245
UKRAINIAN SSR	1.32%	27-38	32.64	26	1065-1504	1285	964
USSR	10.54%	176-237	206.48	171	6961-9417	8189	6732
YUGOSLAVIA	.46%	11-22	16.42	19	421-860	641	792
POPULATION RESERVE	.00%	-	21.00		-	802	
REGION TOTAL	16.16%	349-473	410.95	313	13739-18585	16161	12278
EUROPE (WESTERN)							
AUSTRIA	.75%	16-28	21.89	39	638-1077	858	1547
BELGIUM	1.28%	26-38	31.88	27	1035-1474	1255	1098
DENMARK	.75%	16-28	21.89	18	638-1077	858	728
FINLAND	.48%	11-23	16.80	19	436-875	655	745
FRANCE	6.51%	111-150	130.50	122	4395-5947	5171	4901
GERMANY, F R OF	8.54%	143-194	168.77	114	5688-7695	6691	4197
GREECE	.40%	10-21	15.29	13	376-815	596	524
ICELAND	.03%	3-14	8.32	4	99-538	319	135
IRELAND	.18%	5-17	11.14	16	211-650	431	598
ITALY	3.74%	67-90	78.27	65	2632-3561	3097	2418
LUXEMBOURG	.06%	3-15	8.88	1	121-561	341	38
MALTA	.01%	2-14	7.94	7	84-523	304	302
NETHERLANDS	1.78%	35-48	41.31	35	1385-1873	1629	1268
NORWAY	.51%	12-23	17.37	8	458-898	678	374
PORTUGAL	.18%	5-17	11.14	16	211-650	431	587
SPAIN	1.93%	38-51	44.14	41	1480-2003	1741	1584
SWEDEN	1.32%	27-38	32.64	32	1065-1504	1285	1377
UNITED KINGDOM	4.67%	81-110	95.80	108	3224-4362	3793	4426
POPULATION RESERVE	.00%	-	10.00		-	688	
REGION TOTAL	33.12%	665-899	781.97	685	26198-35444	30821	26847
LATIN AMERICA							
ARGENTINA	.71%	15-27	21.14	32	608-1047	828	1434
BOLIVIA	.01%	2-14	7.94	6	84-523	304	236
BRAZIL	1.39%	28-40	33.96	41	1117-1557	1337	1540
CHILE	.07%	3-15	9.07	36	129-568	348	1295
COLOMBIA	.11%	4-16	9.82	15	159-598	378	560
COSTA RICA	.02%	2-14	8.13	8	91-531	311	285
CUBA	.09%	4-15	9.45	9	144-583	363	310
DOMINICAN REP	.03%	3-14	8.32	5	99-538	319	168
ECUADOR	.02%	2-14	8.13	9	91-531	311	399
EL SALVADOR	.01%	2-14	7.94	8	84-523	304	301
GUATEMALA	.02%	2-14	8.13	5	91-531	311	201
HAITI	.01%	2-14	7.94	12	84-523	304	550
HONDURAS	.01%	2-14	7.94	5	84-523	304	174
MEXICO	.88%	19-30	24.34	21	735-1175	955	747
NICARAGUA	.01%	2-14	7.94	3	84-523	304	117
PANAMA	.02%	2-14	8.13	7	91-531	311	281

TABLE 15 (CONTINUED)
 WEIGHTED^{a/} AND UNWEIGHTED DISTRIBUTION OF POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
 AND ACTUAL STAFF POSITION IN POINTS
 BY REGION AND NATIONALITY
 (AS AT 30 JUNE 1984)

REGION / NATIONALITY	ASSESSMENT	DESIRABLE RANGE	MID POINT	NO. OF STAFF	WEIGHTED RANGE	MID POINT	STAFF POSITION
LATIN AMERICA							
PARAGUAY	.01%	2-14	7.94	2	84-523	394	86
PERU	.07%	3-15	9.07	20	129-568	348	796
SURINAME	.01%	2-14	7.94	1	84-523	394	38
URUGUAY	.04%	3-14	8.50	17	106-546	326	761
VENEZUELA	.55%	12-24	18.12	10	488-928	708	398
POPULATION RESERVE	.00%	-	20.00	-	-	764	-
REGION TOTAL	4.09%	221-299	259.89	272	8539-14553	10046	10677
MIDDLE EAST							
AFGHANISTAN	.01%	2-14	7.94	12	84-523	394	461
BAHRAIN	.01%	2-14	7.94	0	84-523	394	0
CYPRUS	.01%	2-14	7.94	9	84-523	394	414
DEMOCRAT YEMEN	.01%	2-14	7.94	5	84-523	394	168
IRAN ISLAM REP	.58%	13-24	18.69	22	511-950	730	873
IRAQ	.12%	4-16	10.01	19	166-606	386	840
ISRAEL	.23%	6-18	12.09	4	249-688	468	166
JORDAN	.01%	2-14	7.94	10	84-523	394	420
KUWAIT	.25%	7-18	12.46	0	264-703	483	0
LEBANON	.02%	2-14	8.13	22	91-531	311	875
OMAN	.01%	2-14	7.94	1	84-523	394	31
QATAR	.03%	3-14	8.32	0	99-538	319	0
SAUDI ARABIA	.86%	18-30	23.97	3	720-1160	940	101
SYRIAN ARAB RP	.03%	3-14	8.32	13	99-538	319	665
TURKEY	.32%	8-20	13.78	21	316-755	536	832
U A EMIRATES	.16%	5-17	10.77	1	196-636	416	31
YEMEN	.01%	2-14	7.94	5	84-523	394	270
POPULATION RESERVE	.00%	-	9.00	-	-	344	-
REGION TOTAL	2.67%	162-220	191.12	147	6273-8487	7380	6147
N.AMERICA & CARIBBEAN							
ANTIGUA/BARBUDA	.01%	2-14	7.94	1	84-523	394	38
BAHAMAS	.01%	2-14	7.94	2	84-523	394	55
BARBADOS	.01%	2-14	7.94	9	84-523	394	300
BELIZE	.01%	2-14	7.94	2	84-523	394	61
CANADA	3.08%	56-76	65.82	76	2212-2993	2602	2987
DOMINICA	.01%	2-14	7.94	1	84-523	394	38
GRENADA	.01%	2-14	7.94	4	84-523	394	204
GUYANA	.01%	2-14	7.94	16	84-523	394	600
JAMAICA	.02%	2-14	8.13	17	91-531	311	657
ST CHRSTPR NEV	.01%	2-14	7.94	0	84-523	394	0
SAINT LUCIA	.01%	2-14	7.94	0	84-523	394	0
SAINT VINCENT	.01%	2-14	7.94	2	84-523	394	62
TRINIDAD TOBAGO	.03%	3-14	8.32	16	99-538	319	507
USA	25.00%	407-551	479.13	494	16165-21870	19017	18886
POPULATION RESERVE	.00%	-	14.00	-	-	535	-
REGION TOTAL	28.23%	557-753	654.80	640	21950-29698	25824	24475

^{a/} WEIGHTED BY STARTING SALARY AS FOLLOWS:

	NO. OF STAFF	%	BASE \$,350	X \$ G.P.A.	= POINTS
USG	26	.84	26.1	88.8	2,720.1
ASG	20	.64	31.5	85.0	2,705.0
D-1	91	2.94	98.5	87.0	6,589.5
P-5	200	6.61	288.4	85.0	18,121.0
P-4	593	18.87	332.1	83.7	30,783.3
P-3	760	24.05	332.5	80.2	31,001.6
P-2	805	26.15	376.0	80.5	38,718.0
P-1	482	15.00	522.6	84.2	12,040.8
	57	1.80	40.2	18.2	701.8
	3090	100.00	3,348.8		130,020.4

MODAL WEIGHT	38.2 POINTS (P-4 LEVEL)	
POPULATION FACTOR	9,188.0 POINTS (240 X 38.2)	7.0%
MEMBERSHIP FACTOR	46,775.9 POINTS (7.75 X 38.2 X 158)	35.8%
POINTS TO BE DISTRIBUTED ACCORDING TO CONTRIBUTION SCALE	74,884.5 POINTS (130,828.4 - 46,775.9 - 9,188.0)	57.2%

C. OTHER TABLES

TABLE 16

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

(AS AT 31 DECEMBER 1983)

ORGANISATION	ASG AND ABOVE	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL	TOTAL STAFF	PERCENTAGE OF FEMALE STAFF
UNITED NATIONS	3	5	22	87	267	360	263	19	1 026	4 144	24.8
UNDP	1	2	4	17	51	51	67	44	237	1 070	22.1
UNICEF	0	2	2	13	40	63	79	21	220	760	28.6
UNHCR	0	0	1	6	5	30	29	7	78	389	20.1
UNITAR	0	0	0	0	1	0	1	0	2	14	14.3
UNWHA	0	0	0	1	0	3	1	0	5	78	6.4
ITC	0	0	0	0	2	6	3	0	11	71	15.5
ICSC	0	0	0	0	2	3	1	0	6	24	25.0
ONU	0	0	0	0	0	3	0	0	3	37	8.1
ICJ	0	0	0	0	0	0	3	0	3	15	20.0
ILO ^{a/}	0	0	1	11	38	55	21	3	129	603	16.1
FAO	0	0	5	14	46	68	77	76	276	1 525	18.1
UNESCO	0	2	5	26	61	85	66	10	255	1 131	22.5
WHO	0	1	4	25	39	57	32	4	162	681	23.8
PARO	0	0	1	1	8	11	12	13	46	158	29.1
IBRD/IFC ^{b/}	-	-	-	-	-	-	-	-	395	2 965	13.3
IBF ^{b/}	-	-	-	-	-	-	-	-	225	925	24.1
ICAO	0	0	0	1	10	21	13	0	45	321	14.0
BPS	0	0	0	1	1	0	2	0	4	72	5.6
ITU	0	0	0	1	6	16	5	0	28	240	11.7
WBO	0	0	0	2	3	8	2	0	15	128	11.7
IHO	0	0	0	0	4	9	1	2	16	83	19.3
VIPG	0	0	0	1	3	3	3	0	10	91	11.0
IFAD	0	0	1	0	2	3	1	0	7	74	9.5
IARA	0	0	0	1	8	30	20	7	66	582	11.4
ICITG/CATT	0	0	0	3	8	18	7	0	36	129	27.9
TOTAL	4	12	46	213	605	909	709	146	3 264	16 725	19.5

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

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

TABLE 17
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 1984)

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	
MBUSG	-	-	-	1	-	5	-	4	1	1	1	4	3	1	2	-	-	1	7	17	24
ODGDIC	-	1	-	-	-	2	-	3	-	4	-	-	1	2	1	-	-	-	2	12	14
ODSGSPA	-	2	-	1	-	3	1	2	-	3	-	3	1	1	-	-	-	-	2	15	17
OSFQ	-	1	-	-	-	2	1	-	-	1	-	-	-	1	-	-	-	-	1	5	6
OUSPAAA	-	1	-	1	-	-	-	3	1	-	3	1	2	7	1	1	-	-	7	14	21
OSSECS	-	-	-	1	-	1	1	-	3	1	2	4	2	1	3	-	-	-	11	6	19
OFOESA	-	-	-	1	-	1	-	-	-	3	1	3	2	4	2	1	-	1	5	14	19
OLA	-	1	-	-	1	2	1	4	-	11	3	10	2	9	1	5	1	-	9	42	51
PSCA	-	1	-	1	-	2	1	11	1	14	6	16	3	9	8	6	1	-	26	62	62
DDA	-	1	-	-	-	3	-	2	1	6	2	5	2	2	-	1	-	-	3	22	27
EATD	-	1	-	-	-	1	-	6	3	5	1	6	7	5	1	3	-	-	12	27	39
LESA	-	1	1	2	1	7	2	21	6	44	18	54	22	44	25	23	1	2	76	196	274
ICD	-	1	1	-	-	5	2	10	4	24	13	43	13	21	6	9	-	-	39	113	152
ECE	-	1	-	-	-	1	-	10	-	26	1	33	8	24	2	10	-	1	11	116	121
ESCAP	-	1	-	-	-	1	2	10	2	25	2	48	14	35	17	23	-	-	37	143	180
ECLA	-	1	-	-	-	1	-	11	1	27	4	45	11	33	7	16	2	1	25	135	160
ECA	-	1	-	-	-	-	-	12	1	33	1	51	7	71	7	23	-	4	16	193	211
ECWA	-	1	-	-	-	1	-	2	-	16	4	21	1	14	2	5	1	-	8	66	66
UNCYAD a/	-	1	-	2	-	5	-	24	3	53	8	56	10	44	16	19	-	-	37	156	235
UNIDO a/	-	1	-	1	-	4	1	27	3	96	16	94	26	63	18	29	-	1	66	336	396
UNDRG a/	-	1	-	-	-	1	-	2	-	7	-	5	2	2	1	2	-	-	3	26	23
UNEP a/	-	1	-	2	-	3	1	2	-	8	3	16	3	6	1	2	1	-	9	34	43
HABITAT	-	1	-	-	-	1	-	5	-	5	1	7	6	12	2	7	1	-	16	36	46
aBUSG	-	1	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	1	3	4
ABOFS	-	-	-	1	-	5	-	10	3	16	5	12	13	20	13	6	-	-	34	72	106
ABOPS	-	-	-	1	-	4	-	6	7	7	14	11	11	12	5	7	1	1	36	49	67
ABOGS	-	-	-	1	-	2	1	5	1	11	5	5	6	16	5	9	-	1	16	32	70
ABARS	-	-	-	-	-	1	1	-	1	3	1	-	-	1	-	-	-	-	3	5	8
ABLIAD	-	-	-	-	-	1	-	-	-	4	-	7	1	10	3	5	-	-	4	27	31
ABEDP	-	-	-	-	-	1	-	2	-	2	1	6	3	5	1	2	-	1	5	28	29
CS	-	1	-	-	1	4	6	6	27	70	75	100	102	157	64	65	5	1	266	466	666
DPI b/	-	1	-	-	-	5	2	14	3	33	10	26	33	34	15	24	1	3	64	140	204
UNOG	-	1	-	2	-	3	1	7	15	51	38	102	35	95	20	34	1	-	116	295	465
HA	-	-	-	1	-	-	-	2	-	8	3	10	5	6	5	7	-	1	13	37	50
DRVOV c/	-	1	-	1	1	-	-	6	-	5	-	12	7	5	1	6	1	-	10	36	46
CTC	-	-	-	1	-	3	-	2	-	4	3	5	1	3	3	2	-	1	7	21	26
ORCSTD	-	-	-	1	-	2	-	3	-	3	-	2	1	-	2	1	-	-	3	12	15
OCN	-	-	-	1	-	1	-	-	-	3	-	4	1	2	5	2	-	-	6	13	19
WFC	-	-	-	1	-	1	-	1	-	4	1	1	-	1	-	1	-	-	1	10	11

TABLE 17 (CONTINUED)

DEPARTMENT OR OFFICE	BSG		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	
SRLOS	-	-	-	1	-	1	-	3	1	1	2	1	-	1	1	2	-	-	4	10	14
UNCOME	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	2	2
UNJSPP	-	-	-	-	-	-	-	-	-	2	1	3	6	4	2	1	-	-	9	10	19
INTORG ^{a/}	-	-	-	-	-	1	-	-	1	3	-	1	-	1	-	1	-	-	1	7	8
PS	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	1
MISSION	-	-	-	1	-	-	-	1	-	4	-	3	-	-	1	-	-	-	1	9	10
TOTAL	26	2	27	4	87	28	242	89	645	251	827	374	802	269	366	17	20	1 030	3 044	4 074	

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

^{b/} Including information centres.

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

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

TABLE 17 (CONTINUED)

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

BY DEPARTMENT OR OFFICE

(AS AT 30 JUNE 1984)

DEPARTMENT OR OFFICE	GENERAL SERVICE				TOTAL	U T H E K S E/				TOTAL
	F	A	B	A		F	K	A	E	
EUSG	33	97.1	1	2.9	34	-	0.0	1	100.0	1
ODGDIC	11	88.6	2	15.4	13	-	0.0	-	0.0	-
OUSGSPA	14	93.3	1	6.7	15	-	0.0	-	0.0	-
OSPU	10	100.0	-	0.0	10	-	0.0	-	0.0	-
OUSPGAA	16	88.9	2	11.1	18	-	0.0	-	0.0	-
OSSGCS	16	84.2	3	15.8	19	-	0.0	-	0.0	-
OPOESA	20	71.4	8	28.6	28	-	0.0	1	100.0	1
OLA	55	93.2	4	6.8	59	-	0.0	-	0.0	-
PSCA	44	89.8	5	10.2	49	-	0.0	-	0.0	-
DDA	25	96.2	1	3.8	26	-	0.0	-	0.0	-
PATV	30	96.8	1	3.2	31	-	0.0	-	0.0	-
IESA	201	75.6	65	24.4	266	-	0.0	-	0.0	-
TCD	217	91.4	21	8.6	238	-	0.0	-	0.0	-
ECK	68	80.7	21	19.3	109	-	0.0	-	0.0	-
BSCAP	301	51.7	281	48.3	582	-	0.0	2	100.0	2
ECLA	267	53.2	235	46.8	502	-	0.0	-	0.0	-
ECA	288	51.3	273	48.7	561	-	0.0	-	0.0	-
ECHA	92	46.0	108	54.0	200	2	50.0	2	50.0	4
UNCTAD <u>A/</u>	173	79.7	44	20.3	217	-	0.0	-	0.0	-
UNIDO <u>B/</u>	586	75.7	188	24.3	774	5	4.2	115	95.8	120
UNDP <u>C/</u>	23	85.2	4	14.8	27	1	100.0	-	0.0	1
UNEP <u>A/</u>	408	58.9	145	41.1	553	-	0.0	1	100.0	1
HABITAT	94	57.0	71	43.0	165	-	0.0	-	0.0	-
AMUSG	5	83.3	1	16.7	6	-	0.0	-	0.0	-
ABOPS	102	67.5	49	32.5	151	-	0.0	-	0.0	-
ABOPS	112	78.9	30	21.1	142	-	0.0	-	0.0	-
ABOGS	175	43.0	232	57.0	407	7	1.7	398	98.3	405
ABANS	8	88.9	1	11.1	9	-	0.0	-	0.0	-
ANIAD	15	75.0	5	25.0	20	-	0.0	-	0.0	-
ANEDP	18	48.0	19	51.6	37	-	0.0	-	0.0	-
CS	410	51.3	389	48.7	799	-	0.0	25	100.0	25
DEI <u>B/</u>	273	80.3	180	39.7	453	30	90.9	3	9.1	33
UROG	476	67.2	533	52.8	1 009	28	100.0	-	0.0	28
HR	37	94.9	2	5.1	39	-	0.0	-	0.0	-
UNOV <u>C/</u>	60	35.7	100	64.3	160	-	0.0	1	100.0	1
CTC	29	93.5	2	6.5	31	-	0.0	-	0.0	-
UMCSTD	13	86.7	2	13.3	15	-	0.0	-	0.0	-
OCB	26	72.2	10	27.8	36	2	100.0	-	0.0	2
WPC	14	82.4	3	17.6	17	-	0.0	-	0.0	-
SRLOS	18	67.5	2	12.5	20	-	0.0	-	0.0	-

TABLE 17-B (CONTINUED)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS ^{2/}				
	F	A	B	N	TOTAL	F	A	B	N	TOTAL
USCUNK	1	100.0	-	0.0	1	-	0.0	-	0.0	-
UNJSEF	28	50.0	28	50.0	56	-	0.0	-	0.0	-
INTORG ^{4/}	12	85.7	2	14.3	14	-	0.0	-	0.0	-
PS	-	0.0	-	0.0	-	13	3.0	476	97.0	429
MISSION	113	18.3	503	81.7	616	17	24.3	53	75.7	70
TOTAL	4 753	57.0	3 585	43.0	8 338	105	9.3	1 028	90.7	1 123

^{2/} Includes Field Service, Security Service, Manual Workers and Dispatchers and Guides in the Visitors Services.

^{3/} Including liaison Offices at other duty stations.

^{4/} Including information centres.

^{5/} Including the Division of Narcotic Drugs and the Secretariat of the International Narcotics Control Board.

^{6/} Including the Secretariats of CCAQ, ICC, IOS and JIU.

Abbreviations of Departments and Divisions

EOSG	Executive Office of the Secretary-General
ODGDIC	Office of the Director-General for Development and International Economic Co-operation
OUSGSPA	Office of the Under-Secretaries-General for Special Political Affairs
OSPQ	Office for Special Political Questions
OUSPGAA	Office of the Under-Secretary-General for Political and General Assembly Affairs
OSSECS	Office of Secretariat Services for Economic and Social Matters
OFOESA	Office for Field Operational and External Support Activities
OLA	Office of Legal Affairs
PSCA	Department of Political and Security Council Affairs
DDA	Department for Disarmament Affairs
PATD	Department of Political Affairs, Trusteeship and Decolonization
IESA	Department of International Economic and Social Affairs
TCD	Department of Technical Co-operation for Development
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
UNIDO	United Nations Industrial Development Organization
UNDRO	Office of the United Nations Disaster Relief Co-ordinator
UNEP	United Nations Environment Programme
HABITAT	United Nations Centre for Human Settlements

AM/USG Department of Administration and Management, Office of the
Under-Secretary-General

AM/OFS Office of Financial Services

AM/OPS Office of Personnel Services

AM/OGS Office of General Services

AM/AMS Administrative Management Service

AM/IAD Internal Audit Division

AM/EDP Electronic Data Processing and Information Systems Division

CS Department of Conference Services

DPI Department of Public Information

UNOG United Nations Office at Geneva

HR Centre for Human Rights

UNOV United Nations Office at Vienna

CTC United Nations Centre on Transnational Corporations

UNCSTD Centre for Science and Technology for Development

OCN Office of the United Nations Commissioner for Namibia

WFC Secretariat of the World Food Council

SRLOS Office of the Special Representative of the Secretary-General
for the Law of the Sea

UNCUNE United Nations Conference for the Promotion of International
Co-operation in the Peaceful Uses of Nuclear Energy

UNJSPF Secretariat of the United Nations Joint Staff Pension Fund and
the United Nations Staff Pension Committee

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

FS Field Service