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PERSONNEL QUESTIONS

COMPOSITION OF THE SECRETARIAT

Report of the Secretary-General

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I. INTRODUCTION

1. In accordance with the requests of the Fifth Committee 1/ approved by the General Assembly at its 203rd plenary meeting, on 17 December 1971, the present report on the composition of the Secretariat, in addition to recording the most recent staff changes, provides information on the implementation of General Assembly resolutions 2539 (XXIV) and 2736 (XXV), relating to the composition of the Secretariat, and on measures taken in regard to General Assembly resolution 2480 B (XXIII) of 21 December 1968 concerning a better linguistic balance in the Secretariat. It also includes a table showing the nationality composition of the staff in relation to the desirable ranges established for each country in the last 10 years.
2. As requested by the Fifth Committee, the date for the tables of statistics on the composition of the staff this year is 30 June instead of 31 August. The situation at 30 June 1972 is therefore compared with the situation as at 31 August 1971. For purposes of comparison with previous years, an addendum will be issued later showing the changes which have occurred between 1 July 1972 and 31 August 1972.
3. This report, as that of last year, contains no recommendations for consideration by the General Assembly at its current session. The Secretary-General has in mind putting forward proposals for changes in existing recruitment guidelines in next year's report on the composition of the Secretariat in the light of (a) whatever action the General Assembly will have taken on the report of the Special Committee for the Review of the United Nations Salary System 2/ and (b) any adjustments in the scale of assessments that the Committee on Contribution may recommend at its 1973 session.

II. CHANGES IN THE COMPOSITION OF THE STAFF

4. There were fewer changes in the period covered by this report than in previous years because of two factors affecting the composition of the staff. First, the revised reporting date of 30 June has reduced the period over which changes could take place from 12 to 10 months. Secondly, the Secretary-General, in the context of measures to improve the financial situation of the Organization, suspended appointments to posts in the Professional category and above financed under the regular budget for the six months of the period from January to June. The suspension did not apply in the case of appointments of staff for meeting already

1/ Official Records of the General Assembly, Twenty-sixth Session, Annexes, agenda item 84, document A/8604, paras. 34 to 37.

2/ Ibid., Twenty-sixth Session, Supplement No. 28 (A/8728 and Corr.1).

scheduled and exceptions were permitted where it was essential to the proper functioning of the Secretariat.

5. Although the number of Member States has risen from 127 to 132, the number of nationalities represented in the Secretariat has remained unchanged at 122, of which five are non-member States. Nationals of Gabon and Equatorial Guinea, which were not represented at the beginning of the period, were appointed during the year; the latter nationality was represented in the Secretariat for the first time. The 15 Member States not represented in the Secretariat on 30 June 1972 were: Albania, Bahrain, Bhutan, Botswana, Central African Republic, Chad, Kuwait, Maldives, Mongolia, Oman, People's Democratic Republic of Yemen, Qatar, Rwanda, Swaziland and United Arab Emirates.

6. The largest net change in the distribution of staff by region occurred in North America and the Caribbean, which had 11 more staff members at the end of the period than at the beginning. Western Europe had six more staff members and Asia and the Far East four more. The largest net decrease was registered in Eastern Europe, which had nine staff members less at the end of the period, followed by Africa and Latin America, each with two staff members less, and the Middle East with one staff member less. Eastern Europe accounted for 52 of the 155 separations during the period, North America and the Caribbean for 28, Western Europe for 25 and Asia and the Far East for 21.

7. The percentage of fixed-term staff to career staff changed little, having risen over the period from 34.4 to 34.6. The regions in which the percentage increased were Latin America - 3.6 per cent, North America and the Caribbean - 0.9 per cent, Western Europe - 0.6 per cent, and the Middle East - 0.2 per cent. The regions in which the percentage decreased were Eastern Europe - 0.3 per cent, Asia and the Far East - 0.4 per cent, and Africa - 3.7 per cent.

8. The number of female staff in posts subject to geographical distribution decreased slightly over the period from 343 (15.2 per cent) to 336 (14.9 per cent) and in posts with special language requirements from 217 (31.3 per cent) to 213 (30.3 per cent). The total number of female staff in such posts decreased from 560 to 546, from 19 per cent to 18.5 per cent. The appointment of one woman at the level of Assistant Secretary-General took effect subsequent to 30 June 1972.

9. A clearer indication of the trends discernible in the staffing of the Secretariat is given in the special table (table 19), included in the annex to this report, which shows the actual number of staff as compared to the desirable ranges of posts by nationality and region for each of the 10 last years. Since the figures for 1962 represent the position as it was just prior to the introduction of the present system of desirable ranges, pursuant to resolution 1852 (XVII), an analysis of the figures for the ensuing years brings out the effects of the policy guidelines laid down by the General Assembly 10 years ago. These effects, which in regional terms may also be seen from tables 1, 2, 3 and 7 of the annex, can be summarized as follows:

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(a) Largely as a result of the factor of membership in the Organization entering into the calculation of the desirable ranges, there has been a steady increase in the number of staff from countries in Africa (19.6 per cent) and the Middle East (102.0 per cent). The over-all increase in the number of Professional and higher level staff occupying posts subject to geographical distribution has been 78.0 per cent.

(b) At the senior posts of D-1 and above, the increase of staff from countries in Africa has been from five in 1962 to 16 in 1972, Latin America from seven to 23 and the Middle East from none to 11. The total number of staff at these levels has increased from 145 to 266.

(c) The shift in favour of staff coming from regions which have grown in the number of Member States is further shown by the target distribution of the staff as represented by the desirable ranges. The desirable proportion of staff from countries in Africa, as measured by the mid-point of the range for that region, has risen from 4.8 per cent in 1962 to 9.7 per cent in 1972. For the Middle East, that proportion has gone up from 1.9 per cent to 4.3 per cent. The actual increase in staff from the two regions has even exceeded the target, the number of staff from Africa having reached 10.5 per cent of the total, as at 30 June 1972, and the number of staff from the Middle East - 4.6 per cent.

(d) Concurrently, the desirable proportions of staff from countries in Eastern Europe, Western Europe and North America have decreased from 19.8 per cent to 16.4, from 23.2 to 19.4 and from 31.4 to 25.8, respectively. The actual number of staff from those regions has gone down in the case of Western Europe (from 23.2 to 19.4), has increased slightly in the case of North America (from 22.3 to 23.9), and has remained at about the same level in the case of Eastern Europe (11.4 in 1962 and 11.3 in 1972).

(e) Seven of the 15 countries whose nationals were not on the staff of the Secretariat as at 30 June 1972 were represented on it at one time or another during the past 10 years. Of the remaining eight countries, five (Bahrain, Bhutan, Oman, Qatar and the United Arab Emirates) were admitted to membership in the Organization in 1971, one (Swaziland) in 1968, one (Maldives) in 1965 and one (Albania) in 1955. The principle of universality may thus be regarded as well reflected in the nationality composition of the staff.

(f) While appreciable progress has been made in reaching the goal of equitable geographical distribution of the staff as laid down in the resolutions of the General Assembly, it has not been possible to eliminate all over-representation or under-representation. Even though the desirable ranges of posts for each nationality are no more than a guide for recruitment, rather than a precise indicator of how many staff members of any nationality should be in the Secretariat at any one time, it is evident that a number of nationalities remain well above or below what can be considered as equitable under the existing policy. The staff changes which have taken place, in the last 10 years do, however, point in the direction of continued improvement in the nationality composition of the Secretariat as a result of a better supply of candidates and more effective methods of recruitment.

III. MEASURES TO IMPROVE GEOGRAPHICAL DISTRIBUTION

10. The General Assembly, by its resolution 2539 (XXIV) of 11 December 1969 and resolution 2736 (XXV) of 17 December 1970, requested the Secretary-General to continue his efforts to achieve a better geographical distribution of the staff of the Secretariat at all levels. In the latter resolution, the General Assembly approved guidelines for the recruitment of staff. In applying these guidelines, efforts have been made to develop a long-term recruitment plan. This plan is dealt with in section IV below.

11. In the 1972 circular of vacancies in the Professional and higher-level posts transmitted to Member States, emphasis was put on the need to receive candidatures from countries which had an inadequate number of their nationals on the staff. The attention of Member States was drawn at the same time to General Assembly resolution 2715 (XXV), of 15 December 1970, which urged the United Nations and its related agencies "to take or continue to take appropriate measures to ensure equal opportunities for the employment of qualified women in senior and other professional positions", and to the Fifth Committee's request to the Secretary-General in its report to the General Assembly at its twenty-fifth session to encourage Governments of Member States to make available qualified women for positions in the Secretariat, particularly at the senior level.

12. At the four most senior levels of the Secretariat, five nationals of under-represented Member States (China, Japan, the Union of Soviet Socialist Republics) were appointed, four nationals of Member States within their desirable range (Denmark, the United States of America), and eight nationals of Member States whose representation is above the upper limit of their desirable range (Austria, Finland, France, Poland, Turkey and Uruguay).

13. Of the remaining 159 appointments, 42 were granted to candidates from countries which were below their desirable range, 50 to candidates from countries within their desirable range and 66 to candidates from over-represented countries, of which 15 were appointments to the regional economic commissions of nationals of countries within their region, 11 to the United Nations Conference on Trade and Development (UNCTAD) and nine to the United Nations Industrial Development Organization (UNIDO). In view of the over-representation of these candidates' nationalities, 59 were granted fixed-term rather than career appointments. Among the staff appointed during the period was one national of a non-member State.

14. Special efforts were made in the case of the five Member States which were numerically furthest away from the lower limit of their desirable range, China (10 below on 30 June 1972), Italy (15 below), Japan (12 below), the Ukrainian Soviet Socialist Republic (14 below) and the Union of Soviet Socialist Republics (60 below). Discussions were held with the appropriate permanent missions on ways to improve the situation. Recruitment missions were sent to Moscow, Kiev and Rome. On the latter mission, an informal recruitment commission was established with representatives from Government, institutions of higher learning and the United Nations to prospect for candidates.

15. In order to achieve a desirable proportion of 75 per cent of staff from the region and 25 per cent from other regions in the regional economic commissions, preference was given to qualified candidates from countries of the region which were not fully represented when no qualified candidate could be found within a reasonable period from comparatively under-represented countries. The regional economic commissions have continued to assist in the search for qualified candidates. Of the 48 appointments to the Economic Commission for Africa (ECA), the Economic Commission for Asia and the Far East (ECAFE), the Economic Commission for Europe (ECE) and the Economic Commission for Latin America (ECLA), 27 were of nationals from within the respective region. The proportion of staff from the region in each commission was as follows: ECA 67.7 per cent, ECAFE 74.3 per cent, ECE 82.6 per cent and ECLA 66.4 per cent. Of these regions, Africa is within its regional range for the whole Secretariat, Asia and the Far East and Eastern Europe are below their range and Latin America and Western Europe are above their range.

16. For posts involving complex duties and responsibilities, preference was given to candidates who were willing to accept a career appointment or a fixed-term appointment of not less than five years. Thirty-six appointments were made to such posts during the period, seven on a probationary basis and three for fixed-terms of five years.

17. Following discussions with the Permanent Missions of Italy and Japan concerning the possibility of accelerating the appointment of staff from those countries by means of competitive examinations for recent university graduates, it was concluded that such examinations might best be organized in concert with other organizations of the United Nations family. If successful, this experiment will be extended to other Member States.

IV. LONG-TERM RECRUITMENT PLAN

18. The preparation of a long-term recruitment plan has been an objective sought by the General Assembly and by the Secretary-General since the Committee on the Reorganization of the Secretariat recommended it in 1968. With the aid of two outside consultants, a system for recruitment planning has been developed. For the information of the General Assembly, an outline of this system has been described in a separate report.

19. The 1972 recruitment plan, covering the period 1 July 1972 to 30 June 1977, is now being used as a quantitative guide for the recruitment of staff for the Secretariat. The 10 Member States with the largest desirable ranges are treated individually. The remaining Member States are grouped by region and according to whether they are, respectively, above, within or below their desirable range. This plan indicates that it would be statistically possible to bring all these geographical groups within their desirable range by the end of the plan period in 1977. Experience along will show whether in practice this will be possible, but it is clear from the analysis on which the plan was based that in some cases improvement can only be achieved over a period of several years. Budgetary

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limitations, changes in the membership of the Organization, changes in the desirable ranges and fluctuations in the rates at which staff of different nationalities separate from service with the Secretariat will continue to make progress towards complete equity of geographical distribution a long-term goal.

V. LINGUISTIC BALANCE WITHIN THE SECRETARIAT

20. The incentives introduced in accordance with General Assembly resolution 2480 B (XXIII) with a view to ensuring a linguistic balance in the Secretariat came into effect on 1 January 1972. During the first six months, 634 staff members in posts subject to geographical distribution demonstrated their knowledge of a second language.

21. In response to the request of the Fifth Committee concerning the application of that resolution to staff members whose mother tongue is not one of the official languages of the United Nations, the Secretary-General authorized the inclusion of the names of 70 staff members who did not fulfil the language requirements, out of a total of 261, on the promotion registers from P-2 to D-1 for 1972. No register is prepared for the D-2 level. In preparing these registers, the efforts of staff to acquire knowledge of a second language and the training opportunities available to them were taken into account. In each of the 70 cases, the proficiency and technical skills of the staff members were considered to be of particular importance to the discharge of their functions.

22. In accordance with paragraph 5 of the resolution, the Secretary-General will submit a full report on the application of the language incentives to the staff of the Secretariat to the General Assembly at its twenty-eighth session.

A. REGIONAL TABLES

TABLE 1

Number of nationalities in the Secretariat
 (As at 31 August 1962, 31 August 1971 and 30 June 1972)

<u>Region</u>	<u>Number of Member States</u>			<u>Number of nationalities</u>					
	1962	1971	1972	<u>Included in the Secretariat</u>			<u>Not included in the Secretariat</u>		
	1962	1971	1972	1962	1971	1972	1962	1971	1972
Africa	29	42	42	21	36	37	8	6	5
Asia and the Far East	16	19	20	16	17	17	-	2	3
Europe (Eastern)	10	10	10	9	9	9	1	1	1
Europe (Western)	16	17	17	16	17	17	-	-	-
Latin America	20	20	20	20	20	20	-	-	-
Middle East	11	13	17	10	12	11	1	1	6
North America and the Caribbean	2	6	6	2	6	6	-	-	-
Subtotal	104	127	132	94	117	117	10	10	15
Others				6	5	5			
TOTAL	104	127	132	100	122	122	10	10	15

TABLE 2

Number of staff by region
(As at 31 August 1962, 31 August 1971 and 30 June 1972)

<u>Region</u>	<u>1962</u>	<u>1971</u>	<u>1972</u>	<u>Number</u>	<u>1962 - 1972</u> <u>Increase</u>	<u>Per cent</u>
Africa	81	239	237	156		192.6
Asia and the Far East	215	340	344	129		60.0
Europe (Eastern)	144	263	254	110		76.4
Europe (Western)	341	508	514	173		50.7
Latin America	117	208	206	89		76.1
Middle East	51	104	103	52		102.0
North America and the Caribbean	283	528	539	256		90.4
Subtotal	1,232	2,190	2,197	965		78.3
Others	35	60	59	24		68.6
TOTAL	1,267	2,250	2,256	989		78.0

TABLE 3

Desirable ranges and actual staff position
(As at 31 August 1962, 31 August 1971 and 30 June 1972)
(In percentages)

<u>Region</u>	<u>Mid-point of desirable range</u>			<u>Actual staff position</u>		
	<u>1962</u>	<u>1971</u>	<u>1972</u>	<u>1962</u>	<u>1971</u>	<u>1972</u>
Africa	4.8	9.7	9.7	6.4	10.6	10.5
Asia and the Far East	12.9	17.0	17.0	17.0	15.1	15.2
Europe (Eastern)	19.8	16.5	16.4	11.4	11.7	11.3
Europe (Western)	23.2	19.6	19.4	26.9	22.6	22.8
Latin America	6.0	7.4	7.4	9.2	9.2	9.1
Middle East	1.9	3.6	4.3	4.0	4.6	4.6
North America and the Caribbean	31.4	26.2	25.8	22.3	23.5	23.9
Others				2.8	2.7	2.6
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 4

Number and percentage of staff by type of appointment
(As at 31 August 1971 and 30 June 1972)

<u>Region</u>	<u>Number of staff</u>		<u>Percentage of</u> <u>fixed-term</u>	<u>Number of staff</u>		<u>Percentage of</u> <u>fixed-term</u>
	<u>Career</u>	<u>Fixed-term</u>		<u>Career</u>	<u>Fixed-term</u>	
	<u>1971</u>			<u>1972</u>		
Africa	132	107	44.8	143	94	39.7
Asia and the Far East	235	105	30.9	239	105	30.5
Europe (Eastern)	26	237	90.1	26	228	89.8
Europe (Western)	394	114	22.4	397	117	22.8
Latin America	169	39	18.7	160	46	22.3
Middle East	73	31	29.9	72	31	30.1
North America and the Caribbean	408	120	22.7	412	127	23.6
Subtotal	1,437	753	34.3	1,449	748	34.0
Others	30	30	50.0	29	30	50.8
TOTAL	1,467	783	34.8	1,478	778	34.5

TABLE 5

Appointments, separations and other staff changes
(1 September 1971 - 30 June 1972)

<u>Region</u>	<u>Appointments</u>			<u>Separations</u>			<u>Other changes</u> a/
	<u>Career</u>	<u>Fixed-term</u>	<u>Total</u>	<u>Career</u>	<u>Fixed-term</u>	<u>Total</u>	
Africa	2	11	13	2	12	14	-1
Asia and the Far East	1	23	24	9	12	21	+1
Europe (Eastern)	1	42	43	1	51	52	-
Europe (Western)	7	27	34	14	11	25	-3
Latin America	1	10	11	8	2	10	-3
Middle East	-	7	7	-	3	3	-5
North America and the Caribbean	10	34	44	17	11	28	-5
Subtotal	22	154	176	51	102	153	-16
Others	-	1	1	1	1	2	-
TOTAL	22	155	177	52	103	155	-16

a/ Net gains (or losses) resulting from such adjustments as transfer of language staff to "geographical" posts, transfer out of "geographical" posts and promotion of General Service staff to Professional posts.

TABLE 6

Composition of the staff by office
 (As at 30 June 1972)

<u>Region</u>	<u>Headquarters</u> ^{a/}	<u>Geneva</u> ^{b/}	<u>ECE</u>	<u>ECAFE</u>	<u>ECLA</u>	<u>ECA</u>	<u>UNIDO</u>
Africa	102	22	-	1	-	84	28
Asia and the Far East	199	23	-	87	3	6	26
Europe (Eastern)	134	33	34	4	3	11	35
Europe (Western)	227	142	47	5	13	12	68
Latin America	94	16	-	1	79	3	13
Middle East	71	6	2	6	3	2	13
North America and the Caribbean	420	33	7	8	17	5	49
Subtotal	1,247	275	90	112	118	123	232
Others	5	23	8	5	1	1	16
TOTAL	1,252	298	98	117	119	124	248

^{a/} Including information centres, the United Nations Economic and Social Office at Beirut, the New York Liaison Office of UNIDO, UNCTAD (New York), staff on temporary assignment and the United Nations Conference on the Human Environment (New York).

^{b/} Including UNCTAD (Geneva), the Division of Narcotic Drugs, the secretariat of the International Narcotics Control Board, the United Nations Conference on the Human Environment, the United Nations Fund for Drug Abuse Control, the Office of the United Nations Disaster Relief Co-ordinator and the Conference of the Committee on Disarmament at Geneva.

TABLE 7
Staff in senior posts
 (As at 31 August 1962, 31 August 1971 and 30 June 1972)

Region	1962				1971					1972					- 1962 - 1972 Increase
	USG	D-2	D-1	Total	USG	ASG	D-2	D-1	Total	USG	ASG	D-2	D-1	Total	
Africa	3	1	1	5	2	2	3	15	22	2	2	4	13	21	16
Asia and the Far East	4	3	9	16	1	4	8	29	42	2	3	7	28	40	24
Europe (Eastern)	4	5	11	20	2	1	15	20	38	2	1	14	19	36	16
Europe (Western)	4	7	27	38	4	3	19	47	73	4	2	18	45	69	31
Latin America	3	1	3	7	2	1	3	14	20	2	1	3	17	23	16
Middle East	-	-	-	-	-	1	2	8	11	1	1	2	8	11	11
North America and the Caribbean	2	10	11	57	1	1	12	45	59	2	1	11	45	59	2
Subtotal	20	27	62	143	12	13	62	178	265	15	11	59	175	259	116
Others	-	-	2	2	-	-	-	5	5	-	-	-	7	7	5
TOTAL	20	27	64	145	12	13	62	183	270	15	11	59	182	266	121

TABLE 8

Composition of the staff by sex (as at 30 June 1972)

(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		TOTAL		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	T
Africa	2		2		4		13		38	2	40	2	65	2	45	7	13	2	222	15	237
																			93.7%	6.3%	
Asia and the Far East	2		3		7		27		61	4	80	7	63	7	52	10	16	4	311	33	344
																			90.4%	9.6%	
Europe (Eastern)	2		1		13	1	19		36	1	102		56	3	19			1	248	6	254
																			97.6%	2.4%	
Europe (Western)	4		2		17	1	44	1	103	4	102	15	77	22	61	34	14	13	424	90	514
																			82.5%	17.5%	
Latin America	2		1		3		17		29	1	43	2	57	5	25	9	7	5	184	22	206
																			89.3%	10.7%	
Middle East	1		1		2		8		16	1	27	1	21	4	13	1	4	3	93	10	103
																			90.3%	9.7%	
North America and the Caribbean	2		1		10	1	43	2	60	10	81	24	95	46	88	57	7	12	387	152	539
																			71.8%	28.2%	
Others							7		6		12		15	1	10	5	1	2	51	8	59
																			86.4%	13.6%	
Subtotal	15		11		56	3	178	4	349	23	487	51	449	90	313	123	62	42	1,920	336	2,256
	100%	0.0	100%	0.0	94.9%	5.1%	97.8%	2.2%	93.8%	6.2%	90.5%	9.5%	83.3%	16.7%	71.8%	28.2%	59.6%	40.4%	85.1%	14.9%	
TOTAL	15		11		59		182		372		538		539		436		104		2,256		

(b) Staff in posts with special language requirements

REGION	P-5		P-4		P-3		P-2		P-1		Sub-total		TOTAL
	M	F	M	F	M	F	M	F	M	F	M	F	
Africa			1			1		1			1	2	3
Asia and the Far East	4		17		24	3	8	1			53	4	57
Europe (Eastern)	5		26	1	66	8	20	1			117	10	127
Europe (Western)	23	3	44	35	69	54	48	34	3	2	187	128	315
Latin America	5	2	18	5	35	19	11	1	2		71	27	98
Middle East	1		2		6						9		9
North America and Caribbean	4	2	17	10	19	16	6	5	1		47	33	80
Others		1	2	2	4	5				1	6	9	15
Subtotal	42 84.0%	8 16.0%	127 70.6%	53 29.4%	223 67.7%	106 31.3%	93 68.4%	43 31.6%	6 66.7%	3 33.3%	491 69.7%	213 30.3%	704
TOTAL	50		180		329		136		9		704		

GRAND TOTAL	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		T
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
15	-	11	-	56	3	178	4	391	31	614	104	672	196	406	166	68	45	2,411	549	2,960	
100.0%	-	100.0%	-	94.9%	5.1%	97.8%	2.2%	92.7%	7.3%	85.5%	14.5%	77.4%	22.6%	71.0%	29.0%	60.2%	39.8%	81.5%	18.5%		
15		11		59		182		422		718		868		572		113		2,960			

B. NATIONALITY TABLES

TABLE 9

Total Professional and higher-level staff of the regular Secretariat
(as at 30 June 1972)

Staff in posts subject to geographical distribution.....	2,256
Staff in posts with special language requirements.....	704
Staff specifically appointed for mission service.....	36
Staff having permanent residence in the country of their duty station....	4
Staff detailed or assigned to Technical Assistance Programmes.....	21
Staff on leave without pay.....	14
Staff on secondment to the United Nations Development Programme and other United Nations bodies.....	76
	<hr/>
	3,111

TABLE 10

Staff in posts subject to geographical distribution
(As at 30 June 1972)
(By nationality and level)

Region and country of nationality	Number of staff 31/8/71	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 30/6/72	Desirable range a/
AFRICA												
Algeria	8				1			2	6		9	3 - 7
Botswana	1										-	2 - 7
Burundi	1								1		1	2 - 7
Cameroon	6					2	1	1	1	1	6	2 - 7
Central African Republic	-										-	2 - 7
Chad	-										-	2 - 7
Congo	2							2	1		3	2 - 7
Dahomey	11						2	3	2		7	2 - 7
Egypt	23	1		1	3	12	4	5	1		27	4 - 8
Equatorial Guinea	-									1	1	2 - 7
Ethiopia	14						7	2	2	1	12	2 - 7
Gabon	-									1	1	2 - 7
Gambia	5							1	2	2	5	2 - 7
Ghana	14		1	1	2	2	4	5			15	2 - 7
Guinea	5			1				1	1	1	4	2 - 7
Ivory Coast	1							1			1	2 - 7
Kenya	8					1	1	5	1	1	9	2 - 7
Lesotho	2									2	2	2 - 7
Liberia	5					1			3		4	2 - 7
Libyan Arab Republic	2						1		2		3	2 - 7
Madagascar	4			1				1	3		5	2 - 7
Malawi	1							1			1	2 - 7

a/ For convenience of comparison, all desirable ranges are presented in ascending order./...

TABLE 10 (continued)

Region and country of nationality	Number of staff 31/8/71	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 30/6/72	Desirable range a/
AFRICA (continued)												
Mali	5				2	1	1	1		1	6	2 - 7
Mauritania	2						1				1	2 - 7
Mauritius	2							1		1	2	2 - 7
Morocco	9						3	3	2		8	3 - 7
Niger	1	1									1	2 - 7
Nigeria	14					7	2	2	3		14	3 - 8
Rwanda	-										-	2 - 7
Senegal	10					2	1	5	1		9	2 - 7
Sierra Leone	6				1	1		2	2		6	2 - 7
Somalia	3							1	2		3	2 - 7
South Africa	12				3	5	2	1		1	12	11 - 13
Sudan	11					3	3	2	1		9	2 - 7
Swaziland	-										-	2 - 7
Togo	7						3	3	1		7	2 - 7
Tunisia	14		1			1	3	5	4		14	2 - 7
Uganda	10				1		3	1	5		10	2 - 7
United Republic of Tanzania	8					1		6	1		8	2 - 7
Upper Volta	1					1					1	2 - 7
Zaire	7							3	3	1	7	2 - 7
Zambia	4							1	1	1	3	2 - 7
Population reserve												13 - 13
Subtotal	239	2	2	4	13	40	42	67	52	15	237	111 - 315

TABLE 10 (continued)

Region and country of nationality	Number of staff 31/8/71	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 30/6/72	Desirable range ^{a/}
ASIA AND THE FAR EAST												
Australia	33			2	2	8	5	6	9	1	33	25 - 29
Bhutan	-										-	2 - 7
Burma	12		1		1	3	5	1			11	2 - 7
Ceylon ^{b/}	11				1	1	5	3			10	2 - 7
China	51	1			6	8	10	6	14	1	46	56 - 76
Fiji	1								1		1	2 - 7
India	56	1		4	11	20	7	9		1	53	26 - 31
Indonesia	19				1	4	5	6	2		18	6 - 10
Japan	50		1	1		6	21	20	8	5	62	74 - 103
Khmer Republic	4							3	2		5	2 - 7
Laos	2								1		1	2 - 7
Malaysia	9						3	2	5		10	3 - 7
Maldives	-										-	2 - 7
Mongolia	-										-	2 - 7
Nepal	8					1	4	6			11	2 - 7
New Zealand	16		1		3	4	4	1	2	1	16	7 - 10
Pakistan	22				3	8	6	1	1	1	20	8 - 10
Philippines	24					1	9	2	10	4	26	7 - 10
Singapore	3								1	1	2	2 - 7
Thailand	19					1	3	4	6	5	19	4 - 8
Population reserve												75 - 75
Subtotal	340	2	3	7	28	65	87	70	62	20	344	369 - 381

^{b/} Now known as Sri Lanka.

TABLE 10 (continued)

Region and country of nationality	Number of staff 31/8/71	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 30/6/72	Desirable range a/
EUROPE (Eastern)												
Albania	-										-	2 - 7
Bulgaria	9						3	4			7	4 - 8
Byelorussian Soviet Socialist Republic	10						3	5	2		10	11 - 12
Czechoslovakia	22				3	3	4	2	1		13	18 - 18
Hungary	18				2	4	7	6	1		20	10 - 12
Poland	29	1		1	5	6	13	2	3		31	24 - 28
Romania	12					1	7	3	2		13	8 - 11
Ukrainian Soviet Socialist Republic	14				1	1	6	7	1		16	30 - 36
Union of Soviet Socialist Republics	127	1		12	6	17	51	29	7		123	183 - 270
Yugoslavia	22		1	1	2	5	8	1	2	1	21	8 - 11
Population reserve												4 - 4
Subtotal	263	2	1	14	19	37	102	59	19	1	254	320 - 399

TABLE 10 (continued)

Region and country of nationality	Number of staff 31/8/71	USC	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 30/6/72	Desirable range a/
EUROPE (Western)												
Austria	23				3	4	7	6	1	1	22	12 - 13
Belgium	26			1	2	6	4	1	9	1	24	19 - 21
Denmark	15			1	1	4	3	2	3		14	13 - 14
Finland	17		1	1	2	1	2	3	5	1	16	10 - 12
France	136	1		8	14	28	26	26	27	6	136	80 - 115
Greece	12	1			1	3	3	4	1		13	7 - 10
Iceland	4							1	3		4	2 - 7
Ireland	8					1	4	1	5	1	12	4 - 8
Italy	34	1			1	7	6	9	8	3	35	50 - 68
Luxembourg	5					1	2	2			5	2 - 7
Malta	3							3		1	4	2 - 7
Netherlands	32		1	2	1	9	10	2	5	1	31	21 - 24
Norway	17			1	1	5	4	4	3		18	9 - 12
Portugal	5						1	1	4		6	4 - 8
Spain	21					5	9	5	1	1	21	19 - 21
Sweden	26				4	5	6	6	6	2	29	22 - 25
United Kingdom of Great Britain and Northern Ireland	124	1		4	15	28	30	22	15	9	124 ^{c/}	79 - 113
Population reserve												6 - 6
Subtotal	508	4	2	18	45	107	117	98	96	27	514	394 - 458

^{c/} Includes one staff member from Dominica and four from Southern Rhodesia.

TABLE 10. (continued)

Region and country of nationality	Number of staff 31/8/71	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 30/6/72	Desirable range ^{a/}
LATIN AMERICA												
Argentina	25	1		1	5	4	7	6	2		26	17 - 17
Bolivia	9				2	3	1	2	2		10	2 - 7
Brazil	24				2	2	7	8	4	1	24	16 - 17
Chile	24				2	2	1	9	3	5	22	5 - 9
Colombia	16			1		4	5	3	3		16	5 - 8
Costa Rica	7					2	3	2	1		8	2 - 7
Cuba	6					1	2	1	2		6	4 - 8
Dominican Republic	2								3		3	2 - 7
Ecuador	12				2	3	5	1	2		13	2 - 7
El Salvador	5			1			2	1	1		5	2 - 7
Guatemala	2							2			2	2 - 7
Haiti	13					2	2	5	2		11	2 - 7
Honduras	3						1	1		1	3	2 - 7
Mexico	23				2	1	2	8	5	3	21	17 - 16
Nicaragua	3						1	1		1	3	2 - 7
Panama	4					1		1	2		4	2 - 7
Paraguay	5				1	1	1	2			5	2 - 7
Peru	8				1	2	2	2			7	3 - 7
Uruguay	11		1			1	3	4	2		11	2 - 7
Venezuela	6	1				1		3		1	6	9 - 11
Population reserve												22 - 22
Subtotal	208	2	1	3	17	30	45	62	34	12	206	124 - 199

TABLE 10 (continued)

Region and country of nationality	Number of staff 31/8/71	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 30/6/72	Desirable range ^a	
MIDDLE EAST													
Afghanistan	4				1			3	1	1	6	2 - 7	
Bahrain	-										-	2 - 7	
Cyprus	6				1		1	3	1		6	2 - 7	
Iran	13					2	4	4	3	1	14	5 - 9	
Iraq	10		1			2	4	2			9	2 - 7	
Israel	11			1	1	2	1	2	2		9	5 - 9	
Jordan	10				2	2	4		1		9	2 - 7	
Kuwait	-										-	3 - 7	
Lebanon	15				1	2	4	3	4	1	15	2 - 7	
Oman	-										-	2 - 7	
People's Democratic Republic of Yemen ^{d/}	2										-	2 - 7	
Qatar	-										-	2 - 7	
Saudi Arabia	2							1		2	3	2 - 7	
Syrian Arab Republic	12			1		5	2	1		2	11	2 - 7	
Turkey	16	1			2	2	6	5	2		18	8 - 10	
United Arab Emirates	-										-	2 - 7	
Yemen	3						2	1			3	2 - 7	
												Population reserve	10 - 10
Subtotal	104	1	1	2	8	17	28	25	14	7	103	57 - 13	

^{d/} Now known as Democratic Yemen.

TABLE 10 (continued)

Region and country of nationality	Number of staff 30/6/71	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 30/6/72	Desirable range/a/
NORTH AMERICA AND THE CARIBBEAN												
Barbados	3						1		2	1	4	2 - 7
Canada	63	1		1	4	9	11	12	22	1	61	44 - 60
Guyana	3							2	1	1	4	2 - 7
Jamaica	12					4	2	4	2		12	2 - 7
Trinidad and Tobago	9			1			1	3	3		8	2 - 7
United States of America	425	1	1	9	41	57	90	120	115	16	450	398 - 599
												Population reserve
												0 - 0
Subtotal	515	2	1	11	45	70	105	141	145	19	539	470-667

OTHERS												
Federal Republic of Germany	16				3	1	6	7	3		20	
Namibia	1								1		1	
Republic of Korea	5					1	1	3			5	
Republic of Viet-Nam	5						1	2	1		4	
Switzerland	26				4	3	3	3	10	3	26	
Stateless	4					1	1	1			3	
Subtotal	57				7	6	12	16	15	3	59	

TOTAL	2216	15	11	59	182	372	538	538	437	104	2256	
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TABLE 11

Staff in posts subject to geographical distribution

(As at 30 June 1972)

(By type of appointment)

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<u>Region and country of nationality</u>	<u>Perma- nent</u>	<u>Prob- ation- ary</u>	<u>Fixed- term</u>	<u>Total</u>	<u>Region and country of nationality</u>	<u>Perma- nent</u>	<u>Prob- ation- ary</u>	<u>Fixed- term</u>	<u>Total</u>
AFRICA					ASIA AND THE FAR EAST				
Algeria	5	1	3	9	Australia	16	5	12	33
Botswana				-	Bhutan				-
Burundi		1		1	Burma	5		6	11
Cameroon	1	1	4	6	Ceylon a/	6	1	3	10
Central African Republic				-	China	42	2	2	46
Chad				-	Fiji			1	1
Congo		1	2	3	India	43		10	53
Dahomey	2	3	2	7	Indonesia	11		7	18
Egypt	14		13	27	Japan	26	6	30	62
Equatorial Guinea			1	1	Khmer Republic	3		2	5
Ethiopia	8		4	12	Laos			1	1
Gabon			1	1	Malaysia	7		3	10
Gambia	1	3	1	5	Maldives				-
Ghana	8		7	15	Mongolia				-
Guinea	1	1	2	4	Nepal	5	2	4	11
Ivory Coast			1	1	New Zealand	8	1	7	16
Kenya	2	2	5	9	Pakistan	12		8	20
Lesotho			2	2	Philippines	22		4	26
Liberia		2	2	4	Singapore	1	1		2
Libyan Arab Republic	1		2	3	Thailand	14		5	19
Madagascar	1	1	3	5	Subtotal	221	18	105	344
Malawi	1			1	EUROPE (Eastern)				
Mali	2	1	3	6	Albania				-
Mauritania	1			1	Bulgaria	1		6	7
Mauritius	1		1	2	Byelorussian Soviet Socialist Republic			10	10
Morocco	7		1	8	Czechoslovakia	2		11	13
Niger			1	1	Hungary			20	20
Nigeria	7	1	6	14	Poland	10		21	31
Rwanda				-	Romania			13	13
Senegal	4	1	4	9	Ukrainian Soviet Socialist Republic		1	15	16
Sierra Leone	4	1	1	6	Union of Soviet Socialist Republics	1	3	119	123
Somalia	1	1	1	3	Yugoslavia	8		13	21
South Africa	10		2	12	Subtotal	22	4	228	254
Sudan	6		3	9					
Swaziland				-					
Togo	4	2	1	7					
Tunisia	8		6	14					
Uganda	1	2	7	10					
United Republic of Tanzania	4	3	1	8					
Upper Volta	1			1					
Zaire	5	1	1	7					
Zambia	2	1		3					
Subtotal	113	30	94	237					

a/ Now known as Sri Lanka.

TABLE 11 (continued)

<u>Region and country of nationality</u>	<u>Perma- nent</u>	<u>Proba- tion- ary</u>	<u>Fixed- term</u>	<u>Total</u>	<u>Region and country of nationality</u>	<u>Perma- nent</u>	<u>Proba- tion- ary</u>	<u>Fixed- term</u>	<u>Total</u>
EUROPE (Western)					MIDDLE EAST				
Austria	16		6	22	Afghanistan	2		4	6
Belgium	16	2	6	24	Bahrain				-
Denmark	9	1	4	14	Cyprus	5		1	6
Finland	6	3	7	16	Iran	10		4	14
France	100	12	24	136	Iraq	5	1	3	9
Greece	8	1	4	13	Israel	5		4	9
Iceland		3	1	4	Jordan	7	1	1	9
Ireland	4	2	6	12	Kuwait				-
Italy	25	4	6	35	Lebanon	13		2	15
Luxembourg	4	1		5	Oman				-
Malta	3		1	4	People's Democratic Republic of Yemen ^{b/}				-
Netherlands	23	1	7	31	Qatar				-
Norway	14		4	18	Saudi Arabia	1		2	3
Portugal	4	1	1	6	Syrian Arab Republic	6	1	4	11
Spain	15	1	5	21	Turkey	12		6	18
Sweden	13	5	11	29	United Arab Emirates				-
United Kingdom of Great Britain and Northern Ireland	98	2	24	124	Yemen	2	1		3
Subtotal	358	39	117	514	Subtotal	68	4	31	103
LATIN AMERICA					NORTH AMERICA AND THE CARIBBEAN				
Argentina	15	2	9	26	Barbados	2		2	4
Bolivia	8		2	10	Canada	37	3	21	61
Brazil	13	2	9	24	Guyana	2		2	4
Chile	16		6	22	Jamaica	10		2	12
Colombia	14		2	16	Trinidad and Tobago	5		3	8
Costa Rica	6	1	1	8	United States of America	308	45	97	450
Cuba	6			6	Subtotal	364	48	127	539
Dominican Republic	2		1	3	OTHERS				
Ecuador	10		3	13	Federal Republic of Germany	1	1	18	20
El Salvador	4		1	5	Namibia			1	1
Guatemala	2			2	Republic of Korea			5	5
Haiti	10		1	11	Republic of Viet-Nam	1		3	4
Honduras	1		2	3	Switzerland	23		3	26
Mexico	13	4	4	21	Stateless	3			3
Nicaragua	3			3	Subtotal	28	1	30	59
Panama	4			4	TOTAL	1,321	157	778	2,256
Paraguay	5			5					
Peru	6	1		7					
Uruguay	7	1	3	11					
Venezuela	2	1	3	6					
Subtotal	147	13	46	206					

Holders of career appointments: 1,478 65.5%
 Holders of fixed-term appointments: 778 34.5%
 2,256 100.0%

^{b/} Now known as Democratic Yemen.

TABLE 12

Appointments to posts subject to geographical distribution

(1 September 1971-30 June 1972)

(By nationality and level)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
AFRICA										
Algeria								1		1
Egypt						1				1
Equatorial Guinea									1	1
Ethiopia						1				1
Gabon									1	1
Ghana					1					1
Kenya							1	1		2
Madagascar								1		1
Mali						1				1
Nigeria					1					1
Sudan							1			1
Togo								1		1
Subtotal					2	3	2	4	2	13

TABLE 12 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
ASIA AND THE FAR EAST										
Australia								1	1	2
China	1									1
Japan		1			2	3	4	3	1	14
Khmer Republic							1			1
Malaysia						1				1
Nepal						1	2			3
Pakistan						1				1
Philippines							1			1
Subtotal	1	1			2	6	8	4	2	24

EUROPE (Eastern)										
Bulgaria							1			1
Czechoslovakia						1	1			2
Hungary					1	1		1		3
Poland	1			1	1	3		1		7
Romania						2	2			4
Ukrainian Soviet Socialist Republic						1	2			3
Union of Soviet Socialist Republics			3		3	9	6	1		22
Yugoslavia					1					1
Subtotal	1		3	1	6	17	12	3		43

TABLE 12 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
EUROPE (Western)										
Austria				1	1					2
Belgium					1	1				2
Finland		1						1		2
France				1			1	4		6
Greece								1		1
Ireland						1		2	1	4
Italy							2			2
Malta									1	1
Norway							1			1
Portugal							1			1
Spain						1				1
Sweden					1		1	1	1	4
United Kingdom of Great Britain and Northern Ireland					2	1	2		2	7
Subtotal		1		2	5	4	8	9	5	34

LATIN AMERICA										
Argentina					1	1		1		3
Brazil						1		1		2
Chile							1			1
Costa Rica						1				1
Dominican Republic								1		1
Ecuador				1						1
Mexico						1				1
Uruguay		1								1
Subtotal		1		1	1	4	1	3		11

TABLE 12 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
MIDDLE EAST										
Afghanistan							1		1	2
Iran						1				1
Saudi Arabia									1	1
Turkey	1					1		1		3
Subtotal	1					2	1	1	2	7

NORTH AMERICA AND THE CARIBBEAN										
Barbados									1	1
Canada						1		2		3
Trinidad and Tobago								1		1
United States of America	1			1	4	9	11	10	3	39
Subtotal	1			1	4	10	11	13	4	44

OTHERS										
Federal Republic of Germany								1		1
Subtotal								1		1

TOTAL	4	3	3	5	20	46	43	38	15	177
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Staff changes in posts subject to geographical distribution

(By nationality and type)

<u>Region and country of nationality</u>	<u>Number of staff 31/8/71</u>	<u>Appointments</u>				<u>Adjust- ments b/</u>	<u>Number of staff 30/6/72</u>	<u>Special cate- gorv c/</u>
		<u>Career</u>	<u>Non- career</u>	<u>Separa- tions a/</u>				
AFRICA								
Algeria	8	1	-	-	-	-	9	-
Botswana	1	-	-	-	-	-1	-	-
Burundi	1	-	-	-	-	-	1	-
Cameroon	6	-	-	-	-	-	6	-
Central African Republic	-	-	-	-	-	-	-	-
Chad	-	-	-	-	-	-	-	-
Congo	2	-	-	-	-	+1	3	-
Dahomey	11	-	-	2	-	-2	7	-
Egypt	23	-	1	-	-	+3	27	-
Equatorial Guinea	-	-	1	-	-	-	1	-
Ethiopia	14	-	1	3	-	1	12	-
Gabon	-	-	1	-	-	-	1	-
Gambia	5	-	-	-	-	-	5	-
Ghana	14	-	1	-	-	-	15	-
Guinea	5	-	-	1	-	-	4	-
Ivory Coast	1	-	-	-	-	-	1	-
Kenya	8	-	2	1	-	-	9	-
Lesotho	2	-	-	-	-	-	2	-
Liberia	5	-	-	1	-	-	4	-
Libyan Arab Republic	2	-	-	-	-	+1	3	-
Madagascar	4	-	1	-	-	-	5	-
Malawi	1	-	-	-	-	-	1	-
Mali	5	1	-	-	-	-	6	-
Mauritania	2	-	-	-	-	-1	1	-
Mauritius	2	-	-	-	-	-	2	-
Morocco	9	-	-	1	-	-	8	-
Niger	1	-	-	-	-	-	1	-
Nigeria	14	-	1	1	-	-	14	-

a/ This column takes note of resignations, retirements, completion of fixed-term appointments or separation for any other cause.

b/ This column takes note of such adjustments as:

- (i) Staff transferred between posts with special language requirements and posts subject to geographical distribution;
- (ii) Staff who have been placed on leave without pay or have returned from such leave;
- (iii) Staff detailed or assigned to Technical Assistance Projects;
- (iv) Secondments and completion of secondments to the United Nations Development Programme and other United Nations bodies;
- (v) Promotion of General Service staff;
- (vi) Changes in nationality status.

c/ Staff members who have permanent residence status in the country of their duty station.

TABLE 13 (continued)

<u>Region and country of nationality</u>	<u>Number of staff 31/8/71</u>	<u>Appointments</u>				<u>Adjust- ments b/</u>	<u>Number of staff 30/6/72</u>	<u>Special cate- gory c/</u>
		<u>Career</u>	<u>Non- career</u>	<u>Separa- tions a/</u>				
AFRICA (continued)								
Rwanda	-	-	-	-	-	-	-	-
Senegal	10	-	-	-	-1	9	-	
Sierra Leone	6	-	-	-	-	6	-	
Somalia	3	-	-	-	-	3	-	
South Africa	12	-	-	-	-	12	-	
Sudan	11	-	1	2	-1	9	-	
Swaziland	-	-	-	-	-	-	-	
Togo	7	-	1	1	-	7	-	
Tunisia	14	-	-	-	-	14	-	
Uganda	10	-	-	-	-	10	-	
United Republic of Tanzania	8	-	-	-	-	8	-	
Upper Volta	1	-	-	-	-	1	-	
Zaire	7	-	-	-	-	7	-	
Zambia	4	-	-	1	-	3	-	
Subtotal	239	2	11	14	-1	237	-	
ASIA AND THE FAR EAST								
Australia	33	-	2	2	-	33	-	
Bhutan	-	-	-	-	-	-	-	
Burma	12	-	-	1	-	11	-	
Ceylon ^{d/}	11	-	-	1	-	10	-	
China	51	-	1	5	-1	46	-	
Fiji	1	-	-	-	-	1	-	
India	56	-	-	3	-	53	-	
Indonesia	19	-	-	1	-	18	-	
Japan	50	1	13	2	-	62	-	
Khmer Republic	4	-	1	-	-	5	-	
Laos	2	-	-	1	-	1	-	
Malaysia	9	-	1	-	-	10	-	
Maldives	-	-	-	-	-	-	-	
Mongolia	-	-	-	-	-	-	-	
Nepal	8	-	3	-	-	11	-	
New Zealand	16	-	-	-	-	16	-	
Pakistan	22	-	1	3	-	20	-	
Philippines	24	-	1	1	+2	26	-	
Singapore	3	-	-	1	-	2	-	
Thailand	19	-	-	-	-	19	-	
Subtotal	340	1	23	21	+1	344	-	

^{d/} Now known as Sri Lanka.

TABLE 13 (continued)

<u>Region and country of nationality</u>	<u>Number of staff 31/8/71</u>	<u>Appointments</u>				<u>Number of staff 30/6/72</u>	<u>Special cate- gory c/</u>
		<u>Career</u>	<u>Non- career</u>	<u>Separa- tions a/</u>	<u>Adjust- ments b/</u>		
EUROPE (Eastern)							
Albania	-	-	-	-	-	-	-
Bulgaria	9	-	1	3	-	7	-
Byelorussian Soviet Socialist Republic	10	-	-	-	-	10	-
Czechoslovakia	22	-	2	11	-	13	1
Hungary	18	-	3	1	-	20	-
Poland	29	-	7	5	-	31	1
Romania	12	-	4	3	-	13	-
Ukrainian Soviet Socialist Republic	14	1	2	1	-	16	-
Union of Soviet Socialist Republics	127	-	22	26	-	123	-
Yugoslavia	22	-	1	2	-	21	-
Subtotal	263	1	42	52	-	254	2
EUROPE (Western)							
Austria	23	-	2	1	-2	22	-
Belgium	26	-	2	2	-2	24	-
Denmark	15	-	-	1	-	14	-
Finland	17	-	2	2	-1	16	-
France	136	3	3	10	+4	136	-
Greece	12	-	1	-	-	13	-
Iceland	4	-	-	1	+1	4	-
Ireland	8	1	3	-	-	12	-
Italy	34	1	1	1	-	35	-
Luxembourg	5	-	-	-	-	5	-
Malta	3	-	1	-	-	4	-
Netherlands	32	-	-	1	-	31	-
Norway	17	-	1	-	-	18	-
Portugal	5	-	1	-	-	6	-
Spain	21	-	1	-	-1	21	-
Sweden	26	1	3	1	-	29	-
United Kingdom of Great Britain and Northern Ireland	124	1	6	5	-2	124 ^{e/}	-
Subtotal	508	7	27	25	-3	514	-
LATIN AMERICA							
Argentina	25	-	3	1	-1	26	-
Bolivia	9	-	-	-	+1	10	-
Brazil	24	-	2	1	-1	24	-
Chile	24	-	1	2	-1	22	-

e/ Includes one staff member from Dominica and four from Southern Rhodesia.

TABLE 13 (continued)

<u>Region and country of nationality</u>	<u>Number of staff</u> 31/8/71	<u>Appointments</u>				<u>Adjust- ments b/</u>	<u>Number of staff</u> 30/6/72	<u>Special cate- gory c/</u>
		<u>Career</u>	<u>Non- career</u>	<u>Separa- tions a/</u>				
LATIN AMERICA (continued)								
Colombia	16	-	-	-	-	-	16	-
Costa Rica	7	-	1	-	-	-	8	-
Cuba	6	-	-	-	-	-	6	1
Dominican Republic	2	-	1	-	-	-	3	-
Ecuador	12	-	1	-	-	-	13	-
El Salvador	5	-	-	-	-	-	5	-
Guatemala	2	-	-	-	-	-	2	-
Haiti	13	-	-	1	-1	-	11	-
Honduras	3	-	-	-	-	-	3	-
Mexico	23	1	-	3	-	-	21	-
Nicaragua	3	-	-	-	-	-	3	-
Panama	4	-	-	-	-	-	4	-
Paraguay	5	-	-	-	-	-	5	-
Peru	8	-	-	1	-	-	7	-
Uruguay	11	-	1	1	-	-	11	-
Venezuela	6	-	-	-	-	-	6	-
Subtotal	208	1	10	10	-3	-	206	1
MIDDLE EAST								
Afghanistan	4	-	2	-	-	-	6	-
Bahrain	-	-	-	-	-	-	-	-
Cyprus	6	-	-	-	-	-	6	-
Iran	13	-	1	-	-	-	14	-
Iraq	10	-	-	-	-1	-	9	-
Israel	11	-	-	1	-1	-	9	-
Jordan	10	-	-	-	-1	-	9	1
Kuwait	-	-	-	-	-	-	-	-
Lebanon	15	-	-	-	-	-	15	-
Oman	-	-	-	-	-	-	-	-
People's Democratic Republic of Yemen ^{f/}	2	-	-	2	-	-	-	-
Saudi Arabia	2	-	-	-	-	-	3	-
Syrian Arab Republic	12	-	-	-	-1	-	11	-
Turkey	16	-	3	-	-1	-	18	-
United Arab Emirates	-	-	-	-	-	-	-	-
Yemen	3	-	-	-	-	-	3	-
Subtotal	104	-	7	3	-5	-	103	1
NORTH AMERICA AND THE CARIBBEAN								
Barbados	3	-	1	-	-	-	4	-
Canada	63	-	3	4	-1	-	61	-
Guyana	4	-	-	-	-	-	6	-

^{f/} Now known as Democratic Yemen.

TABLE 13 (continued)

<u>Region and country of nationality</u>	<u>Number of staff 31/8/71</u>	<u>Appointments</u>		<u>Separa- tions a/</u>	<u>Adjust- ments b/</u>	<u>Number of staff 30/6/72</u>	<u>Special cate- gory c/</u>
		<u>Career</u>	<u>Non- career</u>				
NORTH AMERICA AND THE CARIBBEAN (continued)							
Jamaica	12	-	-	-	-	12	-
Trinidad and Tobago	9	-	1	2	-	8	-
United States of America	437	10	29	22	-4	450	-
Subtotal	528	10	34	28	-5	539	-
OTHERS							
Federal Republic of Germany	19	-	1	-	-	20	-
Namibia	1	-	-	-	-	1	-
Republic of Korea	5	-	-	-	-	5	-
Republic of Viet-Nam	5	-	-	1	-	4	-
Switzerland	26	-	-	1	+1	26	-
Stateless	4	-	-	-	-1	3	-
Subtotal	60	-	1	2	-	59	-
TOTAL	2,250	22	155	155	-16	2,256	4

TABLE 14 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
AFRICA (continued)										
Nigeria					3	1	1	1		6
Senegal					1	1	2			4
Sierra Leone								1		1
Somalia								1		1
South Africa						1	1			2
Sudan					2		1			3
Togo								1		1
Tunisia		1				1	1	3		6
Uganda				1		3	1	2		7
United Republic of Tanzania					1					1
Zaire								1		1
Subtotal	2	2	4	4	18	16	20	21	7	94

ASIA AND THE FAR EAST										
Australia			1	1	5	2	1	1	1	12
Burma		1			1	3	1			6
Ceylon <u>a/</u>						1	2			3
China	1					1				2
Fiji								1		1
India	1		1		5		3			10

a/ Now known as Sri Lanka.

TABLE 14 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
ASIA AND THE FAR EAST (continued)										
Indonesia				1	2	1	2	1		7
Japan		1			3	6	11	6	3	30
Khmer Republic							1	1		2
Laos								1		1
Malaysia						2		1		3
Nepal						2	2			4
New Zealand		1		2		2	1	1		7
Pakistan				3	3	2				8
Philippines						2	2			4
Thailand						2	1	1	1	5
Subtotal	2	3	2	7	19	26	27	14	5	105

EUROPE (Eastern)										
Bulgaria						2	4			6
Byelorussian Soviet Socialist Republic						3	5	2		10
Czechoslovakia				2	2	4	2	1		11
Hungary				2	4	7	6	1		20
Poland	1			4	1	12	1	2		21
Romania					1	7	3	2		13
Ukrainian Soviet Socialist Republic				1	1	6	6	1		15

TABLE 14 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
EUROPE (Eastern) (continued)										
Union of Soviet Socialist Republics	1		12	5	16	49	29	7		119
Yugoslavia		1	1	1	4	5		1		13
Subtotal	2	1	13	15	29	95	56	17		228

EUROPE (Western)										
Austria				3	1	2				6
Belgium					1	2		2	1	6
Denmark			1	1		1		1		4
Finland		1		2	1		2	1		7
France	1		2	1	2	10	5	3		24
Greece	1				1	1		1		4
Iceland							1			1
Ireland						3		2	1	6
Italy	1				1	1	1	1	1	6
Malta									1	1
Netherlands		1				3	1	2		7
Norway						1	2	1		4
Portugal							1			1
Spain					2	2		1		5
Sweden				3	3	1	2	1	1	11
United Kingdom of Great Britain and Northern Ireland	1			4	2	7	4	3	3	24
Subtotal	4	2	3	14	14	34	19	19	8	117

TABLE 14 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
LATIN AMERICA										
Argentina	1			1	1	2	2	2		9
Bolivia						1		1		2
Brazil					1	4	1	2	1	9
Chile				1		1	3		1	6
Colombia			1				1			2
Costa Rica						1				1
Dominican Republic								1		1
Ecuador				1		1		1		3
Haiti						1				1
Honduras						1			1	2
Mexico					1		2		1	4
Uruguay		1				2				3
Venezuela	1						2			3
Subtotal	2	1	1	3	3	14	11	7	4	46

MIDDLE EAST										
Afghanistan							2	1	1	4
Cyprus								1		1
Iran					1	1	2			4
Iraq		1			1		1			3
Israel					1	1	1	1		4
Jordan								1		1
Lebanon						1	1			2
Saudi Arabia								2		2

TABLE 14 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
MIDDLE EAST (continued)										
Syrian Arab Republic			1			1			2	4
Turkey	1				1	3		1		6
Subtotal	1	1	1		4	7	7	7	3	31

NORTH AMERICA AND THE CARIBBEAN										
Barbados								1	1	2
Canada	1			1	4	2	4	9		21
Guyana							1		1	2
Jamaica					2					2
Trinidad and Tobago			1				1	1		3
United States of America	1	1	3	9	16	27	25	11	4	97
Subtotal	2	1	4	10	22	29	31	22	6	127

TABLE 14 (continued)

Region and country of nationality	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
OTHERS										
Federal Republic of Germany				3	1	5	7	2		18
Namibia								1		1
Republic of Korea					1	1	3			5
Republic of Viet-Nam						1	1	1		3
Switzerland				1	1	1				3
Subtotal				4	3	8	11	4		30

TOTAL	15	11	28	57	112	229	182	111	33	778
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TABLE 15

Staff in posts with special language requirements

(As at 30 June 1972)

(By nationality and level)

Region and country of nationality	Number of staff 31/8/71	P-5	P-4	P-3	P-2	P-1	Number of staff 30/6/72
I. AFRICA							
Algeria	1				1		1
Egypt	2		1				1
Morocco	1			1			1
Subtotal	4		1	1	1		3

II. ASIA AND THE FAR EAST							
Australia	2		1	1			2
China	57	4	15	26	8		53
India	1		1				1
New Zealand	1				1		1
Subtotal	61	4	17	27	9		57

III. EUROPE (Eastern)							
Poland	1				1		1
Romania	1			1			1
Ukrainian Soviet Socialist Republic	2		1				1
Union of Soviet Socialist Republics	115	5	26	73	20		124
Subtotal	119	5	27	74	21		127

TABLE 15 (continued)

Region and country of nationality	Number of staff 31/8/71	P-5	P-4	P-3	P-2	P-1	Number of staff 30/6/72
IV. EUROPE (Western)							
Austria	3			1	1	1	3
Belgium	11	1	2	5	4		12
Finland	1		1				1
France	159	12	33	72	38	2	157
Ireland	5		2	1	2		5
Italy	1		1				1
Spain	45	3	15	14	10	2	44
United Kingdom of Great Britain and Northern Ireland	85	10	25	30	27		92
Subtotal	310	26	79	123	82	5	315

V. LATIN AMERICA							
Argentina	42	3	12	27	1		43
Bolivia	4		1	3			4
Chile	13	1	5	5	3		14
Colombia	3	1		1	2	1	5
Costa Rica	1		1				1
Cuba	3		1	2			3
Dominican Republic	2		1	1			2
Ecuador	2		1	1		1	3
Mexico	7	1	1	3	2		7
Paraguay	2			1	1		2
Peru	4			3	1		4
Uruguay	8	1		6	2		9
Venezuela	1			1			1
Subtotal	92	7	23	54	12	2	98

TABLE 15 (continued)

Region and country of nationality	Number of staff 31/8/71	P-5	P-4	P-3	P-2	P-1	Number of staff 30/6/72
VI. MIDDLE EAST							
Iraq	1	1					1
Israel	3			3			3
Jordan	1			1			1
Lebanon	1		1				1
Syrian Arab Republic	3		1	2			3
Subtotal	9	1	2	6			9

VII. NORTH AMERICA AND THE CARIBBEAN							
Canada	6	1	2	3			6
Jamaica	1			1			1
Trinidad and Tobago	1				1		1
United States of America	74	5	25	31	10	1	72
Subtotal	82	6	27	35	11	1	80

VIII. OTHERS							
Republic of Viet-Nam	2			2			2
Switzerland	10	1	2	6		1	10
Stateless	4		2	1			3
Subtotal	16	1	4	9		1	15

IX. TOTAL	693	50	180	329	136	9	704
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TABLE 16

Professional and higher level staff appointed for mission service

(As at 30 June 1972)

(By nationality and level)

Region and country of nationality	Number of staff 31/8/71	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 30/6/72
I. ASIA AND THE FAR EAST											
Australia	1	1									1
India	1		1				1				2
New Zealand	-						1	2			3
Pakistan	-		1								1
Philippines	-								1		1
Subtotal	2	1	2				2	2	1		8

II. EUROPE (Eastern)											
Poland	1								1		1
Subtotal	1								1		1

III. EUROPE (Western)											
Belgium	-					1					1
Finland	1		1								1
France	2					1					1
Netherlands	-				1						1
Spain	1										-
United Kingdom	-				1		1		1	3	6
Subtotal	4		1		2	2	1		1	3	10

TABLE 16 (continued)

Region and country of nationality	Number of staff 31/8/71	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 30/6/72
IV. LATIN AMERICA											
Chile	1		1								1
Haiti	1						1				1
Mexico	1		1								1
Subtotal	3		2				1				3

V. NORTH AMERICA AND THE CARIBBEAN											
Canada	1						2			1	3
United States of America	-				2	1	3		3	1	10
Subtotal	1				2	1	5		3	2	13

VI. OTHERS											
Namibia	1										-
Switzerland	-		1								1
Subtotal	1		1								1

VII. TOTAL	12	1	6		4	3	9	2	6	5	36
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TABLE 17

Staff appointed as advisers on technical
 co-operation projects
 (As at 30 June 1972)

	<u>Special technical advisers</u>	<u>Inter- regional advisers</u>	<u>Regional advisers</u>	<u>Total</u>
Africa	-	2	6	8
Asia and the Far East	3	7	16	26
Europe (Eastern)	3	-	6	9
Europe (Western)	15	14	8	37
Latin America	4	1	31	36
Middle East	2	-	3	5
North America and the Caribbean	7	12	7	26
Others	1	1	4	6
	<hr/>			
TOTAL	35	37	81 ^{a/}	153

^{a/} Assigned as follows: 20 to ECA, 17 to ECAFE, 36 to ECLA and 8 to the United Nations Economic and Social Office at Beirut.

TABLE 18

Weighted^{a/} geographical distribution of 2,200 posts and actual
staff position

(As at 30 June 1972)

(In points)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
AFRICA			
Algeria	3 - 7	49 - 129	126.2
Botswana	2 - 7	32 - 117	-
Burundi	2 - 7	32 - 117	11.8
Cameroon	2 - 7	32 - 117	99.0
Central African Republic	2 - 7	32 - 117	-
Chad	2 - 7	32 - 117	-
Congo	2 - 7	32 - 117	41.2
Dahomey	2 - 7	32 - 117	103.9
Egypt	4 - 8	80 - 149	583.0
Equatorial Guinea	2 - 7	32 - 117	9.0
Ethiopia	2 - 7	32 - 117	188.7
Gabon	2 - 7	32 - 117	9.0
Gambia	2 - 7	32 - 117	56.3
Ghana	2 - 7	42 - 124	313.6
Guinea	2 - 7	32 - 117	66.7
Ivory Coast	2 - 7	32 - 117	14.7
Kenya	2 - 7	32 - 117	135.1
Lesotho	2 - 7	32 - 117	18.0
Liberia	2 - 7	32 - 117	58.1
Libyan Arab Republic	2 - 7	42 - 124	41.7
Madagascar	2 - 7	32 - 117	81.3
Malawi	2 - 7	32 - 117	14.7

a/ Weighted by starting salary and based on the following percentage distribution of posts by level: P-1 - 4.6, P-2 - 19.4, P-3 - 23.8, P-4 - 23.8, P-5 - 16.5, D-1 - 8.1, D-2 - 2.6, ASG - 0.5, USG - 0.7.

TABLE 18 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
AFRICA (continued)			
Mali	2 - 7	32 - 117	116.5
Mauritania	2 - 7	32 - 117	18.1
Mauritius	2 - 7	32 - 117	23.7
Morocco	3 - 7	49 - 129	122.0
Niger	2 - 7	32 - 117	43.7
Nigeria	3 - 8	59 - 135	259.9
Rwanda	2 - 7	32 - 117	-
Senegal	2 - 7	32 - 117	148.8
Sierra Leone	2 - 7	32 - 117	101.7
Somalia	2 - 7	32 - 117	38.3
South Africa	11 - 13	202 - 228	251.4
Sudan	2 - 7	32 - 117	163.6
Swaziland	2 - 7	32 - 117	-
Togo	2 - 7	32 - 117	110.2
Tunisia	2 - 7	32 - 117	236.8
Uganda	2 - 7	32 - 117	154.0
United Republic of Tanzania	2 - 7	32 - 117	122.7
Upper Volta	2 - 7	32 - 117	22.7
Zaire	2 - 7	32 - 117	88.5
Zambia	2 - 7	32 - 117	35.5
Regional total	98 - 302	1,643 - 5,113	4,030.1
Population reserve	13 - 13	235 - 235	
<u>GRAND TOTAL</u>	111 - 315	1,878 - 5,348	

TABLE 18 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
ASIA AND THE FAR EAST			
Australia	29 - 25	520 - 435	589.9
Bhutan	2 - 7	32 - 117	-
Burma	2 - 7	35 - 120	238.4
Ceylon ^{b/}	2 - 7	35 - 120	183.3
China	76 - 56	1,380 - 994	824.7
Fiji	2 - 7	32 - 117	11.8
India	31 - 26	547 - 453	1,176.5
Indonesia	6 - 10	114 - 171	319.1
Japan	103 - 74	1,854 - 1,302	1,020.0
Khmer Republic	2 - 7	32 - 117	67.7
Laos	2 - 7	32 - 117	11.8
Malaysia	3 - 7	52 - 131	142.7
Maldives	2 - 7	32 - 117	-
Mongolia	2 - 7	32 - 117	-
Nepal	2 - 7	32 - 117	183.3
New Zealand	7 - 10	127 - 180	327.6
Pakistan	8 - 10	134 - 184	403.7
Philippines	7 - 10	124 - 178	369.0
Singapore	2 - 7	35 - 120	20.8
Thailand	4 - 8	63 - 138	251.6
Regional total	294 - 306	5,244 - 5,345	6,141.9
Population reserve	75 - 75	1,358 - 1,358	
<u>GRAND TOTAL</u>	369 - 381	6,602 - 6,703	

^{b/} Now known as Sri Lanka.

TABLE 18 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
EUROPE (Eastern)			
Albania	2 - 7	32 - 117	-
Bulgaria	4 - 8	80 - 149	113.1
Byelorussian Soviet Socialist Republic	11 - 12	189 - 220	151.4
Czechoslovakia	18 - 18	325 - 308	259.7
Hungary	10 - 12	182 - 215	369.5
Poland	28 - 24	499 - 421	641.2
Romania	8 - 11	141 - 189	217.1
Ukrainian Soviet Socialist Republic	36 - 30	653 - 521	272.0
Union of Soviet Socialist Republics	270 - 183	4,843 - 3,245	2,392.0
Yugoslavia	8 - 11	148 - 193	427.9
Regional total	395 - 316	7,092 - 5,578	4,843.9
Population reserve	4 - 4	72 - 72	
<u>GRAND TOTAL</u>	399 - 320	7,164 - 5,650	

TABLE 18 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
EUROPE (Western)			
Austria	12 - 13	206 - 231	404.5
Belgium	21 - 19	377 - 342	421.7
Denmark	13 - 14	230 - 246	267.1
Finland	10 - 12	172 - 209	293.3
France	115 - 80	2,059 - 1,435	2,521.2
Greece	7 - 10	117 - 173	262.7
Iceland	2 - 7	32 - 117	50.1
Ireland	4 - 8	69 - 142	177.8
Italy	68 - 50	1,223 - 892	590.9
Luxembourg	2 - 7	35 - 120	88.3
Malta	2 - 7	32 - 117	53.1
Netherlands	24 - 21	421 - 370	610.2
Norway	9 - 12	165 - 204	337.3
Portugal	4 - 8	73 - 144	80.0
Spain	21 - 19	373 - 339	370.7
Sweden	25 - 22	445 - 386	503.1
United Kingdom of Great Britain and Northern Ireland	113 - 79	2,025 - 1,413	2,318.5
Regional total	452 - 388	8,054 - 6,880	9,350.5
Population reserve	6 - 6	109 - 109	
<u>GRAND TOTAL</u>	458 - 394	8,163 - 6,989	

TABLE 18 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
LATIN AMERICA			
Argentina	17 - 17	308 - 297	534.2
Bolivia	2 - 7	32 - 117	191.2
Brazil	17 - 16	291 - 286	397.9
Chile	5 - 9	86 - 153	328.2
Colombia	5 - 8	83 - 151	292.0
Costa Rica	2 - 7	32 - 117	140.9
Cuba	4 - 8	73 - 144	97.2
Dominican Republic	2 - 7	32 - 117	35.4
Ecuador	2 - 7	32 - 117	248.9
El Salvador	2 - 7	32 - 117	93.9
Guatemala	2 - 7	35 - 120	29.4
Haiti	2 - 7	32 - 117	178.7
Honduras	2 - 7	32 - 117	41.8
Mexico	18 - 17	318 - 304	314.5
Nicaragua	2 - 7	32 - 117	41.8
Panama	2 - 7	32 - 117	61.0
Paraguay	2 - 7	32 - 117	96.2
Peru	3 - 7	52 - 131	137.0
Uruguay	2 - 7	42 - 124	198.5
Venezuela	9 - 11	158 - 200	119.5
Regional total	102 - 177	1,766 - 3,080	3,578.2
Population reserve	22 - 22	398 - 398	
<u>GRAND TOTAL</u>	124 - 199	2,164 - 3,478	

TABLE 18 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
MIDDLE EAST			
Afghanistan	2 - 7	32 - 117	90.9
Bahrain	2 - 7	32 - 117	-
Cyprus	2 - 7	32 - 117	100.0
Iran	5 - 9	93 - 158	221.0
Iraq	2 - 7	42 - 124	186.3
Israel	5 - 9	86 - 153	173.7
Jordan	2 - 7	32 - 117	181.6
Kuwait	3 - 7	46 - 127	-
Lebanon	2 - 7	35 - 120	244.1
Oman	2 - 7	32 - 117	-
People's Democratic Republic of Yemen <u>c/</u>	2 - 7	32 - 117	-
Qatar	2 - 7	32 - 117	-
Saudi Arabia	2 - 7	42 - 124	32.7
Syrian Arab Republic	2 - 7	32 - 117	213.6
Turkey	8 - 10	138 - 186	346.8
United Arab Emirates	2 - 7	32 - 117	-
Yemen	2 - 7	32 - 117	50.9
Regional total	47 - 126	802 - 2,162	1,841.6
Population reserve	10 - 10	181 - 181	
<u>GRAND TOTAL</u>	57 - 136	983 - 2,343	

c/ Now known as Democratic Yemen.

TABLE 18 (continued)

<u>Region and country of nationality</u>	<u>Desirable range</u>		<u>Actual staff position</u>
	<u>Unweighted</u>	<u>Weighted</u>	
NORTH AMERICA AND THE CARIBBEAN			
Barbados	2 - 7	32 - 117	50.7
Canada	60 - 44	1,066 - 790	1,027.3
Guyana	2 - 7	32 - 117	50.2
Jamaica	2 - 7	32 - 117	209.4
Trinidad and Tobago	2 - 7	32 - 117	128.8
United States of America	599 - 398	10,740 - 7,077	7,617.5
Regional total	667 - 470	11,934 - 8,335	9,083.9
Population reserve	0 - 0	0 - 0	
<u>GRAND TOTAL</u>	667 - 470	11,934 - 8,335	

TABLE 19

Actual number of staff and desirable ranges of posts by nationality and region, 1962 to 1972

A = Number of staff

B = Desirable range

		31/8/1962	31/8/1963	31/8/1964	31/8/1965	31/8/1966	31/8/1967	31/8/1968	31/8/1969	31/8/1970	31/8/1971	30/6/1972
AFRICA												
ALGERIA	A	-	0	2	3	4	5	6	5	6	8	9
	B	-	2-6	2-6	2-6	2-6	2-6	3-7	3-7	3-7	3-7	3-7
BOTSWANA	A	-	-	-	-	-	0	0	0	0	1	0
	B	-	-	-	-	-	2-5	2-6	2-6	2-7	2-7	2-7
BURUNDI	A	-	0	0	0	1	1	1	1	1	1	1
	B	-	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
CAMEROON	A	1	2	3	2	3	2	4	5	5	6	6
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
CENTRAL AFRICAN REPUBLIC	A	0	0	0	0	1	1	0	0	0	0	0
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
CHAD	A	0	0	0	0	0	0	0	1	0	0	0
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
CONGO	A	0	0	0	0	2	2	3	3	2	2	3
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
DAHOMEY	A	3	3	2	2	3	5	9	10	10	11	7
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
EGYPT	A	17	21	21	24	27	27	25	23	23	23	27
	B	3-4	4-7	4-7	4-7	4-7	4-7	5-8	5-8	4-8	4-8	4-8
EQUATORIAL GUINEA	A	-	-	-	-	-	-	-	0	0	0	1
	B	-	-	-	-	-	-	-	2-6	2-7	2-7	2-7
ETHIOPIA	A	4	10	11	11	17	17	14	15	16	14	12
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
GABON	A	1	1	2	1	1	1	1	0	0	0	1
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
GAMBIA	A	-	-	-	-	0	1	1	2	4	5	5
	B	-	-	-	-	2-5	2-5	2-6	2-6	2-7	2-7	2-7
GHANA	A	4	8	9	12	17	15	14	14	15	14	15
	B	1-3	2-6	2-6	2-6	2-6	2-6	2-7	2-7	2-7	2-7	2-7
GUINEA	A	0	0	1	1	1	1	1	3	5	5	4
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
IVORY COAST	A	0	0	0	0	0	0	0	0	0	1	1
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
KENYA	A	-	-	6	6	5	5	6	6	4	8	9
	B	-	-	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
LESOTHO	A	-	-	-	-	-	0	0	1	2	2	2
	B	-	-	-	-	-	2-5	2-6	2-6	2-7	2-7	2-7
LIBERIA	A	2	3	2	1	1	2	3	3	4	5	4
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
LIBYAN ARAB REPUBLIC	A	1	1	1	1	0	0	2	2	2	2	3
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7

TABLE 19 (continued)

		31/8/1962	31/8/1963	31/8/1964	31/8/1965	31/8/1966	31/8/1967	31/8/1968	31/8/1969	31/8/1970	31/8/1971	30/6/1972
AFRICA (continued)												
MADAGASCAR	A	2	2	0	1	2	2	4	4	4	4	5
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
MALAWI	A	-	-	-	0	1	1	1	1	1	1	1
	B				2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
MALI	A	1	1	2	2	2	2	2	4	4	5	6
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
MAURITANIA	A	0	0	0	1	1	1	1	1	1	2	1
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
MAURITIUS	A	-	-	-	-	-	-	2	2	2	2	2
	B							2-6	2-6	2-7	2-7	2-7
MOROCCO	A	2	2	2	4	5	7	7	8	8	9	8
	B	1-3	3-6	2-6	2-6	2-6	2-6	3-7	3-7	3-7	3-7	3-7
NIGER	A	0	0	0	0	0	1	1	2	2	1	1
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
NIGERIA	A	7	8	8	8	8	14	15	18	17	14	14
	B	2-4	4-7	3-6	3-6	3-6	3-6	3-8	3-8	3-8	3-8	3-8
RWANDA	A	-	1	1	1	1	0	0	0	0	0	0
	B		2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
SENEGAL	A	3	2	2	3	5	5	9	10	10	10	9
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
SIERRA LEONE	A	1	1	1	4	7	6	6	5	6	6	6
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
SOMALIA	A	1	2	2	1	1	3	4	4	2	3	3
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
SOUTH AFRICA	A	13	15	14	13	14	13	10	12	13	12	12
	B	5-9	8-9	8-9	8-9	8-9	8-9	10-12	10-12	11-13	11-13	11-13
SUDAN	A	9	7	6	6	6	6	8	8	11	11	9
	B	1-3	2-6	2-5	2-5	2-5	2-5	2-7	2-7	2-7	2-7	2-7
SWAZILAND	A	-	-	-	-	-	-	-	0	0	0	0
	B								2-6	2-7	2-7	2-7
TOGO	A	3	4	6	5	4	5	6	6	7	7	7
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
TUNISIA	A	3	5	5	4	5	6	8	10	13	14	14
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
UGANDA	A	-	1	1	1	4	5	6	6	8	10	10
	B		2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
UNITED REPUBLIC OF TANZANIA	A	C	2	4	2	4	8	9	8	6	8	8
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
UPPER VOLTA	A	1	1	0	1	1	2	2	2	2	1	1
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7

TABLE 19 (continued)

		31/8/1962	31/8/1963	31/8/1964	31/8/1965	31/8/1966	31/8/1967	31/8/1968	31/8/1969	31/8/1970	31/8/1971	30/6/1972
AFRICA (continued)												
ZAIRE	A	2	2	3	3	5	6	7	8	9	7	7
	B	1-3	2-6	2-5	2-5	2-5	2-5	2-7	2-7	2-7	2-7	2-7
ZAMBIA	A	-	-	-	0	0	1	3	4	4	4	3
	B	-	-	-	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
POPULATION RESERVE	B	-	9-9	9-9	9-9	8-8	8-8	11-11	11-11	12-12	13-13	13-13
SUBTOTAL	A	81	105	117	124	159	179	201	217	229	239	237
SUBTOTAL	B	36-95	86-187	86-189	90-199	91-203	95-213	105-266	109-278	110-314	111-315	111-315
ASIA and the FAR EAST												
AUSTRALIA	A	16	15	16	16	21	23	31	35	39	33	33
	B	17-28	19-22	18-21	18-21	18-21	17-21	23-28	23-28	25-29	25-29	25-29
BHUTAN	A	-	-	-	-	-	-	-	-	-	-	0
	B	-	-	-	-	-	-	-	-	-	-	2-7
BURMA	A	8	8	9	11	11	13	11	11	11	12	11
	B	1-3	2-6	2-5	2-5	2-5	2-5	2-7	2-7	2-7	2-7	2-7
CEYLON ^{a/}	A	7	9	10	12	12	14	14	12	10	11	10
	B	1-3	2-6	2-6	2-6	2-6	2-6	2-7	2-7	2-7	2-7	2-7
CHINA	A	47	47	48	49	49	56	52	51	51	51	46
	B	47-58	43-59	40-56	40-56	39-55	38-55	51-71	50-71	58-78	57-78	56-76
FIJI	A	-	-	-	-	-	-	-	-	-	1	1
	B	-	-	-	-	-	-	-	-	-	2-7	2-7
INDIA	A	59	66	61	63	65	66	65	64	59	56	53
	B	21-34	22-27	21-25	20-25	20-25	19-25	26-31	25-31	26-31	26-31	26-31
INDONESIA	A	9	11	13	13	12	14	17	19	19	19	18
	B	5-8	7-9	6-8	-	6-8	6-8	7-10	7-10	6-10	6-10	6-10
JAPAN	A	25	26	28	27	30	33	33	36	46	50	62
	B	23-39	24-30	28-37	28-37	27-36	26-36	48-67	48-67	76-104	76-104	74-103
KHMER REPUBLIC	A	2	2	2	3	3	4	4	2	4	4	5
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
LAOS	A	1	2	1	2	2	3	3	2	3	2	1
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
MALAYSIA	A	1	2	4	3	1	4	4	9	10	9	10
	B	1-3	3-6	3-6	3-6	2-6	3-6	3-7	3-7	3-7	3-7	3-7
MALDIVES	A	-	-	-	-	0	0	0	0	0	0	0
	B	-	-	-	-	2-5	2-5	2-6	2-6	2-7	2-7	2-7
MONGOLIA	A	1	1	1	0	0	0	0	0	0	0	0
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
NEPAL	A	4	5	5	4	5	6	6	7	7	8	11
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
NEW ZEALAND	A	8	11	9	7	11	13	13	14	16	16	16
	B	4-7	6-8	6-8	6-8	6-8	6-8	7-10	7-10	7-10	7-10	7-10

TABLE 19 (continued)

		31/8/1962	31/8/1963	31/8/1964	31/8/1965	31/8/1966	31/8/1967	31/8/1968	31/8/1969	31/8/1970	31/8/1971	30/6/1972
ASIA and the FAR EAST (continued)												
PAKISTAN	A	12	15	12	14	13	17	17	22	22	22	20
	B	4-7	6-9	6-8	6-8	6-8	6-8	8-10	7-10	8-10	8-10	8-10
PHILIPPINES	A	8	14	16	16	17	16	16	19	21	24	26
	B	4-7	6-8	6-8	6-8	5-8	5-8	7-10	7-10	7-10	7-10	7-10
SINGAPORE	A	-	-	-	-	1	1	1	3	4	3	2
	B	-	-	-	-	2-5	2-5	2-7	2-7	2-7	2-7	2-7
THAILAND	A	7	7	8	9	10	13	19	18	20	19	19
	B	2-3	3-6	3-6	3-6	3-6	3-6	3-7	3-7	4-8	4-8	4-8
POPULATION RESERVE	B	-	62-62	61-61	60-60	63-63	63-63	82-82	82-82	76-76	75-75	75-75
SUBTOTAL	A	215	241	243	236 b/	263	296	306	324	342	340	344
SUBTOTAL	B	134-212	243-248	242-243	235-233	244-252	245-248	330-335	329-333	369-372	370-377	369-381
EUROPE (EASTERN)												
ALBANIA	A	0	0	0	0	0	0	0	0	0	0	0
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
BULGARIA	A	5	7	5	6	5	6	6	7	8	9	7
	B	2-3	4-7	3-6	3-6	3-6	3-6	4-8	4-8	4-8	4-8	4-8
BYELORUSSIAN SOVIET SOCIALIST REPUBLIC	A	2	2	2	3	4	3	5	8	8	10	10
	B	5-9	8-9	8-9	8-9	8-9	8-9	10-12	10-12	11-13	11-13	11-12
CZECHOSLOVAKIA	A	16	21	21	26	31	34	35	37	31	22	13
	B	12-20	14-14	14-15	14-15	14-15	14-15	16-17	16-17	18-18	18-18	18-18
HUNGARY	A	5	9	8	7	7	11	9	13	15	18	20
	B	6-9	7-9	8-10	8-10	8-9	8-9	10-12	10-12	10-12	10-12	10-12
POLAND	A	26	26	24	23	26	28	27	27	29	29	31
	B	13-22	16-17	17-20	17-20	17-20	16-20	23-27	23-27	25-27	24-28	24-28
ROMANIA	A	1	3	5	5	6	6	9	9	11	12	13
	B	3-5	5-8	6-8	5-8	5-8	5-8	7-10	7-10	8-11	8-11	8-11
UKRAINIAN SOVIET SOCIALIST REPUBLIC	A	5	10	9	10	12	13	14	15	14	14	16
	B	20-34	22-26	22-26	21-26	21-26	20-26	28-35	28-35	31-36	30-36	30-36
UNION OF SOVIET SOCIALIST REPUBLICS	A	74	77	74	77	96	102	111	121	124	127	123
	B	152-203	131-193	130-192	129-193	126-192	121-191	170-256	168-255	188-272	187-272	183-270
YUGOSLAVIA	A	10	9	9	10	14	18	19	22	24	22	21
	B	4-6	6-8	6-8	6-8	6-8	6-8	8-11	8-11	8-11	8-11	8-11
POPULATION RESERVE	B	-	7-7	6-6	6-6	6-6	6-6	5-5	5-5	4-4	4-4	4-4
SUBTOTAL	A	144	164	157	167	201	221	235	259	264	263	254
SUBTOTAL	B	218-314	236-289	235-292	233-292	229-291	222-290	301-381	298-380	328-400	325-401	320-399

b/ INDONESIA not included, see OTHERS

TABLE 19 (continued)

		31/8/1962	31/8/1963	31/8/1964	31/8/1965	31/8/1966	31/8/1967	31/8/1968	31/8/1969	31/8/1970	31/8/1971	30/6/1972
EUROPE (WESTERN)												
AUSTRIA	A	9	9	10	12	16	17	18	20	22	23	22
	B	5-8	7-9	8-9	8-9	8-9	8-9	11-12	11-12	12-13	12-13	12-13
BELGIUM	A	18	19	18	19	18	20	19	21	24	26	24
	B	12-20	15-16	15-16	14-16	14-16	14-16	18-20	18-20	20-21	20-21	19-21
DENMARK	A	10	9	9	9	9	9	11	12	13	15	14
	B	6-10	8-10	9-10	9-10	9-10	9-10	12-13	12-13	13-14	13-14	13-14
FINLAND	A	5	6	8	10	9	10	12	14	15	17	16
	B	4-6	6-8	7-9	7-9	6-8	6-8	10-12	10-12	10-12	10-12	10-12
FRANCE	A	77	79	77	78	81	95	111	117	128	136	136
	B	60-101	55-77	56-79	56-79	54-79	52-78	74-106	73-105	83-116	83-115	80-115
GREECE	A	9	9	6	6	8	11	13	13	11	12	13
	B	2-4	4-7	4-7	4-7	4-7	4-7	6-9	6-9	7-10	7-10	7-10
ICELAND	A	1	1	1	1	2	2	1	4	7	4	4
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
IRELAND	A	6	5	5	4	5	5	6	7	7	8	12
	B	1-3	3-6	3-6	3-6	3-6	3-6	4-8	4-8	4-8	4-8	4-8
ITALY	A	26	27	27	26	25	30	33	35	31	34	35
	B	23-38	24-29	26-34	26-34	25-33	25-33	42-58	42-57	52-69	51-69	50-68
LUXEMBOURG	A	2	2	2	2	3	3	3	5	5	5	5
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-7	2-7	2-7	2-7	2-7
MALTA	A	-	-	-	0	1	1	3	3	3	3	4
	B	-	-	-	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
NETHERLANDS	A	23	22	20	21	21	23	23	28	30	32	31
	B	10-17	13-14	14-15	14-15	14-15	14-15	19-21	19-21	22-24	21-24	21-24
NORWAY	A	15	13	11	15	15	17	16	17	17	17	18
	B	5-8	7-9	7-9	7-9	7-8	7-8	9-11	9-11	9-12	9-12	9-12
PORTUGAL	A	1	2	3	2	3	3	4	4	5	5	6
	B	2-3	3-6	3-6	3-6	3-6	3-6	4-8	4-8	4-8	4-8	4-8
SPAIN	A	15	16	14	14	17	16	19	21	21	21	21
	B	9-15	12-12	10-11	10-11	10-11	10-11	16-17	16-17	20-21	20-21	19-21
SWEDEN	A	11	15	16	14	14	19	21	19	20	26	29
	B	13-22	16-18	16-17	15-17	15-17	15-17	20-23	20-23	22-25	22-25	22-25
UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND	A	113	115	114	110	120	123	131	137	134	124	124
	B	77-129	69-98	66-93	65-94	63-93	61-92	80-116	79-116	82-114	82-114	79-113
POPULATION RESERVE	B	-	6-6	4-4	4-4	4-4	4-4	5-5	5-5	6-6	6-6	6-6
SUBTOTAL	A	341	349	341	343	367	404	444	477	493	508	514
	B	231-390	275-312	274-313	276-316	269-313	265-311	366-428	364-426	405-461	403-460	394-458

		31/8/1962	31/8/1963	31/8/1964	31/8/1965	31/8/1966	31/8/1967	31/8/1968	31/8/1969	31/8/1970	31/8/1971	30/6/1972
LATIN AMERICA												
ARGENTINA	A	17	20	19	24	25	24	23	23	26	25	26
	B	10-17	13-14	12-13	12-13	12-13	12-13	16-17	16-17	17-18	17-18	17-17
BOLIVIA	A	6	6	7	7	10	9	7	9	9	9	10
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
BRAZIL	A	15	20	18	17	19	19	16	20	24	24	24
	B	10-17	14-14	13-13	13-13	13-13	12-13	16-17	16-17	17-17	16-17	16-17
CHILE	A	16	18	18	18	19	21	22	21	21	24	22
	B	3-4	4-7	4-7	5-7	4-7	4-7	5-9	5-9	5-9	5-9	5-9
COLOMBIA	A	10	13	15	13	14	15	16	15	15	16	16
	B	3-4	4-7	4-7	4-7	4-7	4-7	5-9	5-8	5-8	5-7	5-8
COSTA RICA	A	2	3	4	4	5	5	5	5	5	7	8
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-8	2-7
CUBA	A	5	6	6	4	5	5	4	4	5	6	6
	B	2-4	4-7	4-7	4-7	3-7	4-7	4-8	4-8	4-8	4-8	4-8
DOMINICAN REPUBLIC	A	2	2	2	3	4	3	3	4	4	2	3
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
ECUADOR	A	7	8	8	9	10	11	12	12	11	12	13
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
EL SALVADOR	A	1	3	3	3	3	4	4	4	5	5	5
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
GUATEMALA	A	2	2	2	2	3	2	2	4	4	2	2
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-7	2-7	2-7	2-7	2-7
HAITI	A	3	4	8	10	11	10	10	10	13	13	11
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
HONDURAS	A	2	2	1	1	2	1	0	1	2	3	3
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
MEXICO	A	9	13	16	15	14	14	14	17	20	23	21
	B	8-13	10-11	11-12	11-12	11-11	11-11	16-16	16-16	18-18	18-18	17-18
NICARAGUA	A	1	0	1	3	3	3	5	5	5	3	3
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
PANAMA	A	2	2	4	4	3	3	4	3	2	4	4
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
PARAGUAY	A	4	3	4	4	5	5	5	5	5	5	5
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
PERU	A	4	6	6	6	8	8	8	8	8	8	7
	B	1-3	2-6	2-6	2-6	2-6	2-6	3-7	3-7	3-7	3-7	3-7
URUGUAY	A	5	6	5	7	10	11	11	11	8	11	11
	B	1-3	2-6	2-6	2-6	2-6	2-6	3-7	3-7	2-7	2-7	2-7
VENEZUELA	A	4	3	5	5	5	2	3	6	5	6	6
	B	5-9	8-9	7-9	7-9	7-9	7-9	9-11	9-11	9-11	9-11	9-11
POPULATION RESERVE	B	-	12-12	15-15	15-15	14-14	14-14	19-19	19-19	22-22	22-22	22-22
SUBTOTAL	A	117	140	152	159	178	175	174	187	197	208	206
SUBTOTAL	B	54-107	96-147	97-149	98-149	95-147	96-146	120-184	120-184	125-201	125-200	124-199

TABLE 19 (continued)

		31/8/1962	31/8/1963	31/8/1964	31/8/1965	31/8/1966	31/8/1967	31/8/1968	31/8/1969	31/8/1970	31/8/1971	30/6/1972
MIDDLE EAST												
AFGHANISTAN	A	3	3	4	3	4	4	3	4	4	4	6
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
BAHRAIN	A	-	-	-	-	-	-	-	-	-	-	0
	B	-	-	-	-	-	-	-	-	-	-	2-7
CYPRUS	A	3	2	5	6	5	5	6	6	5	6	6
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
IRAN	A	7	8	7	9	8	9	7	11	15	13	14
	B	2-3	4-7	4-7	4-7	4-7	4-7	5-9	5-9	5-9	5-9	5-9
IRAQ	A	3	5	6	6	7	8	9	10	10	10	9
	B	1-3	2-6	2-6	2-6	2-6	2-6	2-7	2-7	2-7	2-7	2-7
ISRAEL	A	4	6	7	6	7	8	7	7	7	11	9
	B	2-3	3-6	3-6	3-6	3-6	3-6	5-8	5-8	5-9	5-9	5-9
JORDAN	A	6	8	8	7	8	8	8	9	9	10	9
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
KUWAIT	A	-	0	0	0	0	0	0	1	0	0	0
	B	-	2-5	2-5	2-5	2-5	2-5	2-7	2-7	3-7	3-7	3-7
LEBANON	A	7	8	7	8	8	8	9	13	15	15	15
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-7	2-7	2-7	2-7	2-7
OMAN	A	-	-	-	-	-	-	-	-	-	-	0
	B	-	-	-	-	-	-	-	-	-	-	2-7
PEOPLE'S DEMOCRATIC REPUBLIC OF YEMEN ^{c/}	A	-	-	-	-	-	-	0	1	2	2	0
	B	-	-	-	-	-	-	2-6	2-6	2-7	2-7	2-7
QATAR	A	-	-	-	-	-	-	-	-	-	-	0
	B	-	-	-	-	-	-	-	-	-	-	2-7
SAUDI ARABIA	A	2	2	2	1	2	2	2	2	2	2	3
	B	1-3	2-6	2-6	2-6	2-6	2-6	2-7	2-7	2-7	2-7	2-7
SYRIAN ARAB REPUBLIC	A	6	7	7	8	9	11	11	12	13	12	11
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
TURKEY	A	10	11	10	11	12	13	15	16	17	16	18
	B	4-7	6-8	6-8	5-8	5-8	5-8	7-10	7-10	8-11	8-11	8-10
UNITED ARAB EMIRATES	A	-	-	-	-	-	-	-	-	-	-	0
	B	-	-	-	-	-	-	-	-	-	-	2-7
YEMEN	A	0	0	2	2	2	2	3	3	3	3	3
	B	1-3	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
POPULATION RESERVE	B	-	4-4	5-5	6-6	5-5	5-5	8-8	8-8	10-10	10-10	10-10
SUBTOTAL	A	51	60	65	67	72	78	80	95	102	104	103
	B	16-37	35-72	36-73	36-74	35-73	35-73	45-99	45-99	49-109	49-109	57-136

^{c/} Now known as Democratic Yemen.

TABLE 19 (continued)

		31/8/1962	31/8/1963	31/8/1964	31/8/1965	31/8/1966	31/8/1967	31/8/1968	31/8/1969	31/8/1970	31/8/1971	30/6/1972
NORTH AMERICA and the CARIBBEAN												
BARBADOS	A	-	-	-	-	-	2	2	2	2	3	4
	B						2-5	2-6	2-6	2-7	2-7	2-7
CANADA	A	34	32	39	39	36	38	42	43	56	63	61
	B	32-53	31-41	32-42	31-42	31-41	30-41	40-54	40-54	45-60	45-60	44-60
GUYANA	A	-	-	-	-	-	2	4	3	3	4	4
	B						2-5	2-6	2-6	2-7	2-7	2-7
JAMAICA	A	5	6	8	9	11	11	12	12	13	12	12
	B	-	2-5	2-5	2-5	2-5	2-5	2-7	2-7	2-7	2-7	2-7
TRINIDAD and TOBAGO	A	3	6	7	5	6	7	10	8	7	9	8
	B	-	2-5	2-5	2-5	2-5	2-5	2-6	2-6	2-7	2-7	2-7
UNITED STATES OF AMERICA	A	249	255	276	299	321	343	360	366	414	437	450
	B	325-434	276-412	273-410	270-412	263-409	255-407	361-552	357-551	411-605	410-604	398-599
POPULATION RESERVE	B	-	0-0	0-0	0-0	0-0	0-0	0-0	0-0	0-0	0-0	0-0
SUBTOTAL	A	283 ^{d/}	299	330	352	374	403	430	434	495	528	539
	B	357-487	317-457	315-456	311-458	304-454	305-456	426-614	422-613	484-673	483-672	470-667
OTHERS												
FEDERAL REPUBLIC OF GERMANY	A	2	1	1	1	4	4	6	7	13	19	20
NAMIBIA	A	-	-	-	-	-	-	-	-	-	1	1
REPUBLIC OF KOREA	A	0	1	2	2	2	2	3	3	5	5	5
REPUBLIC OF VIET-NAM	A	0	1	1	2	2	2	2	3	4	5	4
SWITZERLAND	A	21	21	20	19	19	20	23	21	22	26	26
WESTERN SAMOA	A	0	1	1	0	-	-	-	-	-	-	-
STATELESS	A	4	6	4	6	6	5	4	4	4	4	3
SUBTOTAL	A	35 ^{e/}	31	29	43 ^{f/}	33	33	38	38	48	60	59
TOTAL												
	A	1267	1389	1434	1491	1647	1789	1908	2031	2170	2250	2256

^{d/} JAMAICA, TRINIDAD and TOBAGO not included, see OTHERS.

^{e/} Including JAMAICA (5), TRINIDAD and TOBAGO (3).

^{f/} Including INDONESIA (13).

TABLE 20

UNITED NATIONS DEVELOPMENT PROGRAMME

Changes in geographical distribution of international Professional staff by region

<u>Region and country of nationality</u>	<u>Number of staff</u>		<u>Net changes</u>	<u>Number of nationalities represented</u>	
	<u>31/8/71</u>	<u>30/6/72</u>		<u>31/8/71</u>	<u>30/6/72</u>
AFRICA					
Algeria	-	1	1		
Congo	-	1	1		
Dahomey	1	2	1		
Egypt	5	6	1		
Ethiopia	2	2	-		
Gambia	-	1	1		
Ghana	1	1	-		
Kenya	1	2	1		
Libyan Arab Republic	1	1	-		
Madagascar	-	1	1		
Nigeria	2	3	1		
Senegal	1	1	-		
Sierra Leone	1	3	2		
Sudan	2	2	-		
Togo	1	1	-		
Tunisia	2	2	-		
United Republic of Tanzania	1	3	2		
Upper Volta	1	1	-		
	<u> </u>	<u> </u>	<u> </u>		
TOTAL	22	34	12	14	18
ASIA AND THE FAR EAST					
Australia	9	11	2		
Burma ^{a/}	2	2	-		
Ceylon ^{a/}	5	6	1		
China	1	2	1		
India	19	23	4		
Indonesia	1	1	-		
Japan	9	9	-		
Laos	1	1	-		
Nepal	2	2	-		
New Zealand	6	6	-		
Pakistan	3	3	-		
Philippines	5	6	1		
Singapore	1	1	-		
	<u> </u>	<u> </u>	<u> </u>		
TOTAL	64	73	9	13	13

^{a/} Now known as Sri Lanka.

TABLE 20 (continued)
 UNITED NATIONS DEVELOPMENT PROGRAMME

Changes in geographical distribution of international Professional staff by region

<u>Region and country of nationality</u>	<u>Number of staff</u>		<u>Net changes</u>	<u>Number of nationalities represented</u>	
	31/8/71	30/6/72		31/8/71	30/6/72
<u>EUROPE (Eastern)</u>					
Bulgaria	1	1	-		
Byelorussian Soviet Socialist Republic	-	1	1		
Czechoslovakia	1	1	-		
Poland	3	3	-		
Romania	1	1	-		
Union of Soviet Socialist Republics	12	9	-3		
Yugoslavia	5	5	-		
	<u> </u>	<u> </u>	<u> </u>		
TOTAL	23	21	-2	6	7
<u>EUROPE (Western)</u>					
Austria	4	3	-1		
Belgium	11	12	1		
Denmark	9	10	1		
Finland	3	3	-		
France	19	15	-4		
Greece	6	6	-		
Iceland	2	1	-1		
Ireland	6	6	-		
Italy	9	10	1		
Netherlands	20	23	3		
Norway	8	10	2		
Spain	6	6	-		
Sweden	14	19	5		
United Kingdom of Great Britain and Northern Ireland	44	56 ^{b/}	12		
	<u> </u>	<u> </u>	<u> </u>		
TOTAL	161	180	19	14	14

b/ Includes one staff member from Southern Rhodesia.

TABLE 20 (continued)
UNITED NATIONS DEVELOPMENT PROGRAMME

Changes in geographical distribution of international Professional staff by region

<u>Region and country of nationality</u>	<u>Number of staff</u>		<u>Net changes</u>	<u>Number of nationalities represented</u>	
	<u>31/8/71</u>	<u>30/6/72</u>		<u>31/8/71</u>	<u>30/6/72</u>
LATIN AMERICA					
Argentina	5	6	1		
Bolivia	3	3	-		
Brazil	3	1	-2		
Chile	6	8	2		
Colombia	1	2	1		
Cuba	-	1	1		
Dominican Republic	-	1	1		
Ecuador	4	4	-		
Haiti	5	4	-1		
Mexico	1	1	-		
Nicaragua	1	1	-		
Panama	1	1	-		
Paraguay	2	2	-		
Peru	1	4	3		
Uruguay	2	2	-		
	<u> </u>	<u> </u>	<u> </u>		
TOTAL	35	41	6	13	15
MIDDLE EAST					
Afghanistan	1	1	-		
Cyprus	1	2	1		
Iran	2	4	2		
Iraq	1	1	-		
Israel	3	3	-		
Jordan	3	4	1		
Lebanon	5	6	1		
Syrian Arab Republic	7	7	-		
Turkey	5	5	-		
Yemen	1	2	1		
	<u> </u>	<u> </u>	<u> </u>		
TOTAL	29	35	6	10	10

TABLE 20 (continued)

UNITED NATIONS DEVELOPMENT PROGRAMME

Changes in geographical distribution of international Professional Staff by region

<u>Region and country of nationality</u>	<u>Number of staff</u>		<u>Net changes</u>	<u>Number of nationalities represented</u>	
	31/8/71	30/6/72		31/8/71	30/6/72
NORTH AMERICA AND THE CARIBBEAN					
Barbados	1	1	-		
Canada	21	24	3		
Guyana	1	1	-		
Jamaica	2	2	-		
Trinidad and Tobago	1	1	-		
United States of America	93	116	23		
TOTAL	119	145	26	6	6
OTHERS					
Bangladesh	-	1	1		
Federal Republic of Germany	14	19	5		
Republic of Korea	2	2	-		
Republic of Viet-nam	1	2	1		
Switzerland	11	12	1		
TOTAL	28	36	8	4	5
GRAND TOTAL	481	565	84	80	88

TABLE 21

UNITED NATIONS CHILDREN'S FUND

Geographical distribution of Professional and higher-level staff
 (As at 30 June 1972)

<u>Region and country of nationality</u>	<u>Professional staff and above</u>		<u>1971 government contribution a/</u>
	<u>Number</u>	<u>Percentage</u>	<u>Percentage</u>
AFRICA			
Algeria	2		
Cameroon	1		
Congo	1		
Egypt	2		
Ghana	1		
Kenya	1		
Madagascar	1		
Senegal	3		
Togo	1		
Tunisia	1		
United Republic of Tanzania	1		
	TOTAL	15	7.2
ASIA AND THE FAR EAST			
Australia	3		
Ceylon ^{b/}	1		
China	1		
India	8		
Japan	2		
Nepal	1		
New Zealand	3		
Pakistan	4		
Philippines	2		
Thailand	1		
	TOTAL	26	12.6
			7.8

a/ UNICEF Financial report and accounts for the year 1971 (see Official Records of the General Assembly, Twenty-seventh Session, Supplement No. 7B (A/8707/Add.2), part one, section D, schedule A).

b/ Now known as Sri Lanka.

TABLE 21 (continued)
 UNITED NATIONS CHILDREN'S FUND

Geographical distribution of Professional and higher-level staff
 (As at 30 June 1972)

<u>Region and country of nationality</u>	<u>Professional staff and above</u>		<u>1971 government contribution</u>
	<u>Number</u>	<u>Percentage</u>	<u>Percentage</u>
EUROPE (Eastern)			
Poland	2		
Union of Soviet Socialist Republics	4		
Yugoslavia	2		
	8	3.8	3.4
EUROPE (Western)			
Belgium	4		
Denmark	4		
Finland	1		
France	11		
Greece	1		
Ireland	1		
Italy	2		
Netherlands	6		
Norway	4		
Spain	3		
Sweden	6		
United Kingdom of Great Britain and Northern Ireland	13		
	56	27.1	34.6
LATIN AMERICA			
Argentina	3		
Bolivia	1		
Brazil	2		
Chile	3		

TABLE 21 (continued)

UNITED NATIONS CHILDREN'S FUND

Geographical distribution of Professional and higher-level staff
 (As at 30 June 1972)

<u>Region and country of nationality</u>	<u>Professional staff and above</u>		<u>1971 government contribution</u>
	<u>Number</u>	<u>Percentage</u>	<u>Percentage</u>
LATIN AMERICA (continued)			
Colombia	2		
Costa Rica	1		
Haiti	2		
Paraguay	1		
Peru	3		
	18	8.7	2.0
MIDDLE EAST			
Cyprus	1		
Iran	1		
Iraq	1		
Israel	1		
Jordan	1		
Lebanon	3		
Turkey	3		
	11	5.3	2.3
NORTH AMERICA AND THE CARIBBEAN			
Canada	8		
United States of America	47		
	55	26.6	35.6
OTHERS			
Federal Republic of Germany	13		
Switzerland	5		
	18	8.7	12.6
GRAND TOTAL	207	100.0	

TABLE 22

Number of women on the staff of the United Nations and related agencies

Organization	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total	Total staff	Percentage female staff
United Nations	3	4	31	104	196	166	45	549	2,960	18.54%
UNICEF	-	-	2	2	6	12	1	23	207	11.11%
UNDP	1	1	7	4	17	26	8	64	565	11.32%
UNHCR	-	-	1	2	6	7	-	16	106	15.09%
ILO ^{a/}	-	2	3	16	60		35	116	695	16.69%
FAO	-	-	5	23	42	55	22	147	3,523	4.17%
UNESCO	-	5	13	41	49	65	18	191	1,876	10.18%
WHO	-	2	12	77	190	95	24	400	1,835	21.79%
IBRD ^{b/ c/}								127	1,479	8.58%
IMF ^{c/}								119	697	17.07%
ICAO	-	-	-	2	7	9	1	19	233	8.15%
UPU	-	-	-	-	1	-	1	2	44	4.5%
ITU	-	-	-	1	8	5	3	17	173	9.82%
WMO	-	-	-	1	4	2	5	12	98	12.24%
IMCO	-	-	-	-	2	2	4	8	124	6.45%
GATT	-	-	-	3	5	9	2	19	83	22.89%
IAEA	-	-	1	3	13	13	11	41	351	11.68%
TOTAL	4	14	75	279	606	466	180	1,870	15,049	12.42%

^{a/} The figure of 60 under P-3 refers to staff holding positions in the combined grade P-2/P-3.

^{b/} Includes IDA and IFC.

^{c/} As the grades of IBRD and IMF differ from those of the United Nations common system, only the total figure is given.