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PERSONNEL QUESTIONS

Composition of the Secretariat

Report of the Secretary-General

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## 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 most recent of which are resolutions 33/143 of 20 December 1978, 35/210 of 17 December 1980, 37/235 of 21 December 1982, 38/231 of 20 December 1983 and 39/245 of 18 December 1984. This report presents to the General Assembly comprehensive information on recruitment efforts between 1 July 1984 and 30 June 1985 as well as on the composition of the staff of the United Nations Secretariat as at 30 June 1985, 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. Separate reports on other concerns expressed by the General Assembly in resolution 39/245 are also being submitted at the current session.

2. Substantial progress has been made this year towards the achievement of an equitable geographical balance in the Secretariat. The proportion of appointments from unrepresented and underrepresented Member States during the reporting year 1 July 1984-30 June 1985 reached 54.6 per cent of total appointments to posts subject to geographical distribution. These appointments have had a significant impact on the representation of Member States. For the first time, 100 Member States are within range in the Secretariat. The number of unrepresented and underrepresented Member States has decreased to 13 and 15 respectively. The number of over-represented Member States has also decreased and it now stands at 31. Further details are given in paragraphs 19 to 25 below.

## II. RECRUITMENT

### A. Principles governing recruitment

3. The principles of efficiency, competence and integrity, and of recruitment on as wide a geographical basis as possible, contained in Article 101, paragraph 3, of the Charter, apply to all the staff of the Secretariat of the United Nations as well as to the staff of the secretariats of United Nations organs with special status in matters of appointment. The system of desirable ranges, 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. The General Assembly has repeatedly requested that imbalances in the distribution of this group of staff should be corrected as soon as possible and has provided specific guidelines on this matter, most recently in resolutions 35/210, 37/235 and 39/245.

4. 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.

5. There are also approximately 40 posts in the Department of Public Information (DPI) that, although currently subject to geographical distribution, could, because of the linguistic abilities required, be considered language posts. Staff in these posts (Writer/Producers (Radio and Television) and Editor/Writers (Publications)) are recruited to work in specific languages and can be selected only from among the nationals of countries where the languages required are spoken. Their situation is very similar to that of staff in posts with special language requirements - such as editors, interpreters and translators - that are excluded from geographical distribution. The possibility of considering these DPI posts language posts in the future is under study.

6. The representation of Member States in posts subject to geographical distribution in the Secretariat is assessed by comparison with the desirable ranges calculated for each State, which are shown in statistical table 9 contained in the annex to this report. According to this criterion, Member States fall into the following categories: unrepresented (when none of their nationals serves in a post subject to geographical distribution); underrepresented (when the number of their nationals in these posts is lower than the lower limit of their desirable ranges); within range (when the number of their nationals is within the limits of their ranges); and over-represented (when the number of their nationals exceeds the upper limit of their ranges).

7. Table A shows the number of staff from each region in posts subject to geographical distribution and the number of Member States in each region that are unrepresented, underrepresented, within their desirable range, or over-represented as at 30 June 1985, as compared with the situation in previous years.

8. 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.

9. 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.

10. 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.

Table A

Number of staff and Member States, by region and degree of representation in the Secretariat, as at 30 June 1981, 1982, 1983, 1984 and 1985

Region	Year	Staff	Member States	Unrepresented	Under-represented	Within range	Over-represented
Africa	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
	1985	489	51	4	3	31	13
Asia and the Pacific	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
	1985	508	27	5	4	11	7
Europe (Eastern)	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
	1985	319	11	1	2	8	0
Europe (Western)	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
	1985	713	18	0	3	14	1
Latin America	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
	1985	263	21	0	0	18	3
Middle East	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
	1985	153	17	3	2	8	4

Table A (continued)

Region	Year	Staff	Member States	Unrepresented	Under-represented	Within range	Over-represented
North America and the Caribbean	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
	1985	620	14	0	1	10	3
Others	1981	36*	3**				
	1982	37*	3**				
	1983	38*	3**				
	1984	35*	3**				
	1985	37*	3**				
Total	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%)
	1985	3 102	159 (100%)	13 (8.2%)	15 (9.4%)	100 (62.9%)	31 (19.5%)

\* Including stateless persons.

\*\* Non-member States.

11. In resolution 39/245, the General Assembly expressed concern at the lack of progress towards meeting the goals and objectives established with respect to the recruitment, career development and promotion of women. The Assembly also took note of the decision of the Secretary-General to designate a senior official with the title of Co-ordinator for the Improvement of the Status of Women in the Secretariat of the United Nations to review the situation of women in the Secretariat and to make proposals for its improvement. The Co-ordinator was appointed at the Assistant-Secretary-General level within the Office of Personnel Services on 1 March 1985. The comments and recommendations of the Co-ordinator are being submitted in a report to the Assembly at its current session.

B. Major recruitment steps taken

12. Special measures were introduced in 1984 to correct more rapidly the existing imbalances in the geographical representation of Member States and in the representation of men and women in the Secretariat.

13. Firstly, specific targets were established for each department, office, secretariat of regional commission or other main organizational element as regards the recruitment of qualified nationals of unrepresented and underrepresented Member States and qualified women. These targets, as well as the outcome of the efforts made during the period January-June 1985 to achieve them in each organizational element concerned, are shown in table B below. As can be seen from the table, the results obtained through recruitment efforts vary considerably in different parts of the Secretariat. The results reflect the number of recommendations for appointment presented to the appointment and promotion bodies and approved by the Secretary-General. Beyond that point, the actual date of entry on duty of candidates depends to a certain extent on their availability and other factors. It should also be noted that in the case of departments where few vacancies were projected targets were set for the year 1985 as a whole; in other departments where only one or two vacancies were projected no targets were set.

14. Secondly, the provisions of General Assembly resolution 39/245, section I, paragraph 6 (a), concerning recruitment at the P-1 and P-2 levels exclusively through competitive examinations, were reflected in the Secretary-General's Bulletin ST/SGB/210 of 22 January 1985. On the basis of these provisions, the Secretariat reduced the number of exceptions to the examination procedure and recruited more candidates from unrepresented and underrepresented Member States through competitive examinations.

15. Thirdly, the format and distribution of vacancy announcements was significantly improved with a view to reaching more diversified sources of recruitment and attracting a larger number of qualified men and women candidates. Women's associations were more systematically contacted and informed of employment opportunities in the Secretariat.

16. Fourthly, systematic efforts were made to publicize vacancies in the media, particularly in unrepresented and underrepresented Member States, with specific encouragement for women to apply.

Table B

Recruitments by department for geographical posts at levels P-3 and above

1 January to 30 June 1985

Department	UN/under- represented Member States		Women		Number of recruited cases		UN/under- represented Member States		Women		Number of recruited cases	
	Actual	Targets	Actual	Targets	Actual	Approved	Actual	Targets	Actual	Targets	Actual	Approved
AMAMS	1*	0	-	0	0	0	0	1*	-	0	0	1
AMEDPIS	1*	0	1	0	0	0	0	-	-	0	0	0
AMIAD	1*	0	1	0	0	0	0	-	-	0	0	0
AMOFIS	1*	2	1	0	3	3	1	1	1	1	4	4
AMOGS	1	1	1	0	2	2	0	-	-	0	0	0
AMOPS	-	1	-	1	1	1	0	-	-	0	0	0
AMUSG	-	0	-	0	0	0	0	-	-	0	0	0
CS	2	1	3	1	2	2	0	-	-	0	0	0
CTC	1	1	1	0	2	2	0	-	-	0	0	0
DDA	1*	0	1	1	0	0	1	0	-	0	0	0
DPI	4	2	4	1	2	2	1	3	1	0	3	3
ECA	4	0	3	1	1	1	1*	3	0	0	3	3
ECE	2	0	2	0	0	0	-	0	-	0	0	0
ECLAC	4	1	3	0	2	2	1*	1	1	0	0	0
ECWA	3	0	2	0	5	5	4	3	3	1	4	4
ESCAP	4	1	3	1	3	3	-	0	-	0	0	0
HABITAT	1	1	1	0	1	1	1	1	1	0	1	1
HR	1*	0	1	0	0	0	1*	0	-	0	0	0
ICQP	-	0	-	0	0	0	3	5	-	2	6	6
IESA	3	2	2	1	3	3	-	0	-	0	0	0
INTORG	-	0	-	0	0	0	2	3	2	2	4	4
OCN	-	0	-	0	0	0	1	0	-	0	0	0
ODGDIC	1*	0	1	0	0	0	1	0	-	0	1	1

\* = Target set for the whole of 1985.

- = No targets set.

...

17. Fifthly, attendance at the Conference to Review and Appraise the Achievements of the United Nations Decade for Women and other related international conferences enabled the Secretariat to identify a number of qualified women candidates and to increase its contacts with organizations and individuals concerned with the employment of women.

18. As a result of the third, fourth and fifth measures described above, approximately 12,000 applications for specific vacant posts subject to geographical distribution at the P-3 level and above were received and evaluated during the period covered by this report. Approximately 1,000 applications for national competitive examinations and 4,500 applications for language examinations were also received and evaluated. More than 16,000 general applications for employment were also received. In addition to the filling of vacancies, approximately 1,000 of the above-mentioned applications were rostered.

### C. Results obtained

19. During the reporting year, the representation in the Secretariat of 13 Member States has been dramatically improved. The following three States, formerly unrepresented, are now represented: Papua New Guinea, Saint Christopher and Nevis, and Saint Lucia; the latter two are now within their range. The following 10 States, formerly underrepresented, are now also within their range: Cape Verde, Dominica, Israel, Norway, Oman, Seychelles, Suriname, Ukrainian SSR, USSR and Venezuela.

20. Between 1 July 1984 and 30 June 1985, 229 appointments were made to posts subject to geographical distribution. Of these, 125, or 54.6 per cent, were of nationals of Member States that were unrepresented or underrepresented at the beginning of the reporting year; 78, or 34.1 per cent, of nationals of Member States that were within range; and 23, or 10 per cent, of nationals of over-represented Member States. In addition, one national of Switzerland, a non-member State, and two stateless persons were appointed to such posts. These three appointments accounted for 1.3 per cent of the total. The comparable figures for the preceding period 1983-1984 were: unrepresented and underrepresented Member States: 20.5 per cent; within range Member States: 61.3 per cent; and over-represented Member States 17.8 per cent.

21. Of the 125 appointments from unrepresented and underrepresented Member States, 45, or 36 per cent, were of successful candidates in national competitive examinations, which continue to be the best way of recruiting well-qualified entry-level candidates from target Member States. Information on competitive examinations is contained in a separate report being submitted to the General Assembly at this session.

22. As at 30 June 1985, there were 13 unrepresented Member States, 1/ as compared with 15 as at 30 June 1984. The unrepresented Member States include a newly admitted one, Brunei Darussalam. As of the same date, there were 15 underrepresented Member States 2/ as compared with 24 at the beginning of the reporting year.



23. Between 1 July 1984 and 30 June 1985, 44 women were appointed to posts subject to geographical distribution. A summary of the recruitment targets set for women for each organizational unit and the results obtained appears in table B above.

24. As at 30 June 1985, the proportion of women in posts subject to geographical distribution was 23.1 per cent, as compared with 22.6 per cent one year earlier and 16 per cent in 1975. Additional information is contained in table F below.

25. In resolution 39/243 of 18 December 1984 the General Assembly expressed its deep concern about the high vacancy rate and difficulties in recruitment that had prevailed for a number of years in the Economic and Social Commission for Western Asia (ESCWA). The Assembly also authorized the Secretary-General to take all necessary measures to enable ESCWA to recruit from any State Member of the Commission to meet its personnel requirements. In accordance with this resolution, exceptional efforts have been made to speed up recruitment in ESCWA. As at June 1984, ESCWA had 35 vacant geographical posts. As at June 1985, ESCWA had only six geographical posts open for recruitment. These special efforts have ensured that the situation in ESCWA is similar to that in other organizational elements and regular recruitment policies will henceforth apply to it.

### III. COMPOSITION OF THE SECRETARIAT

#### A. Total staff of the United Nations

26. 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 C shows, as at 30 June 1985, 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, this table 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 C  
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 1985

Organization	Regular budget				Extrabudgetary sources				Grand total
	Professional and above	Project personnel	General Service and others	Total	Professional and above	Project personnel	General Service and others	Total	
United Nations Secretariat	3 897	159	7 794	11 850	358	928	2 142	3 428	15 278
UNDP a/	-	-	-	-	591	688	4 616	5 895	5 895
UNHCR	107	3	171	281	284	101	977	1 362	1 643
UNICEF b/	-	-	-	-	882	315	2 208	3 405	3 405
UNITAR	-	-	-	-	15	5	24	44	44
UNRWA c/	14	-	3	17	63	-	7	70	87
ITC d/	58	-	71	129	17	58	57	132	261
ICSC	22	-	26	48	-	-	-	-	48
ICJ	16	-	21	37	-	-	1	1	38
UNU	-	-	-	-	40	-	78	118	118
<b>Total</b>	<b>4 114</b>	<b>162</b>	<b>8 086</b>	<b>12 362</b>	<b>2 250</b>	<b>2 095</b>	<b>10 110</b>	<b>14 455</b>	<b>26 817</b>

a/ Includes national officers.

b/ Includes national officers.

c/ The United Nations Relief and Works Agency for Palestine Refugees (UNRWA) also has 16,702 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. Staff at the senior levels**

27. Table D has been prepared in response to a concern of the General Assembly, which, in resolution 39/245, 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.

28. This table shows the distribution of staff in posts at the senior level (D-1 and above) subject to geographical distribution according to the general criteria for the grouping of Member States resulting from General Assembly resolution 2152 (XXI) of 17 November 1966. Member States are grouped as follows:  
Group A - developing countries in Africa, Asia and the Middle East;  
Group B - countries with developed market economies; Group C - developing countries in Latin America and the Caribbean; and Group D - countries with centrally planned economies. The table shows the situation for the years 1981 to 1985, 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 women.

**Table D**  
**Distribution of staff in posts subject to geographical distribution among groups A to D from 1981 to 1985 (showing the number of female staff)**

Group	Year	Number of Member States	Combined desirable ranges	Group midpoint	Percentage	Number of staff	Percentage	Number at D-1 and above	Percentage
A	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
	1985	91	837-1 132	984.6	29.4	955 (162)	31.1 (23.0)	146 (5)	36.0
B	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
	1985	25	1 376-1 861	1 618.3	48.3	1 468 (438)	47.9 (62.2)	176 (22)	43.3
C	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
	1985	33	302-409	355.4	10.6	339 (93)	11.1 (13.2)	47 (2)	11.6
D	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
	1985	10	333-451	392.3	11.7	303 (11)	9.9 (1.6)	37 (-)	9.1
Total	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
	1985	159	2 848-3 853	3 350.6	100.0	3 065 (406)	100.0 (100.0)	406 (29)	100.0

29. Table E has been prepared in response to another concern of the General Assembly, which, in resolution 37/235, 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. Additional information can be found in table 9 of the annex to this report.

Table E

D-2 and above by region and nationality as at 30 June 1985  
(showing the number of female staff)

	USG	ASG	D-2	Total
<b>AFRICA</b>				
Algeria	1		2 (1)	3 (1)
Congo			1	1
Egypt	1		2	3
Ghana			4	4
Mali		1		1
Mauritania			1	1
Nigeria	2		1	3
Senegal			1	1
Sierra Leone		1		1
Somalia	1			1
Togo			1	1
Tunisia	1		1	2
Subtotal	6	2	14 (1)	22 (1)
<b>ASIA AND THE PACIFIC</b>				
Bangladesh	1			1
China	1	1	1	3
Fiji	1			1
India	2	2	4	8
Indonesia			1	1
Japan	1	2	3	6
Malaysia			1	1
Pakistan	1	1	2	4
Philippines		1 (1)		1 (1)
Subtotal	7	7 (1)	12	26 (1)

Table E (continued)

	USG	ASG	D-2	Total
<b>EUROPE (Eastern)</b>				
Hungary			1	1
Poland	1			1
Union of Soviet Socialist Republics	1	2	13	16
Yugoslavia		1		1
Subtotal	2	3	14	19
<b>EUROPE (Western)</b>				
Austria		1	2	3
Belgium	1			1
Denmark		1		1
Finland	1			1
France	1*	2	3 (1)	6 (1)
Germany, Federal Republic of	1		1	2
Greece		1		1
Italy		1	1	2
Netherlands		2		2
Norway			1	1
Spain	1			1
Sweden	1	1		2
United Kingdom of Great Britain and Northern Ireland	1	1 (1)	3	5 (1)
Subtotal	7	10 (1)	11 (1)	28 (2)
<b>LATIN AMERICA</b>				
Argentina	1	1	1	3
Brazil		1	4	5
Chile			2	2
Ecuador	1			1
Guatemala			1	1
Haiti			1	1
Peru			2	2
Uruguay			1	1
Venezuela		1 (1)		1 (1)
Subtotal	2	3 (1)	12	17 (1)

Table E (continued)

	USG	ASG	D-2	Total
<b>MIDDLE EAST</b>				
Afghanistan			1	1
Cyprus			1	1
Iran (Islamic Republic of)			2	2
Iraq			1	1
Syrian Arab Republic	1		2	3
Subtotal	1		7	8
<b>NORTH AMERICA and the CARIBBEAN</b>				
Canada	1	1	4 (1)	6 (1)
Grenada		1		1
Guyana			1	1
Jamaica			1	1
United States of America	1	3 (1)	15	19 (1)
Subtotal	2	5 (1)	21 (1)	28 (2)
<b>TOTAL</b>	<u>27</u>	<u>30</u> (4)	<u>91</u> (3)	<u>148</u> (7)

\* At the Director-General level.

C. Representation of women

30. The number of women and men at each level in posts subject to geographical distribution as at 30 June 1985 is shown by region in table 7A of the annex to this report. Table F shows the number of women 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 1975. As shown in this table, the percentage of women in posts with special language requirements continues to be higher than in posts subject to geographical distribution.

Table F

Number of women and percentage of all staff at each level in 1975  
1985 in posts subject to geographical distribution and in  
posts with special language requirements

	<u>Geographic posts</u>				<u>Language posts</u>			
	<u>1975</u>		<u>1985</u>		<u>1975</u>		<u>1985</u>	
	<u>Women</u>	<u>Percent- age</u>	<u>Women</u>	<u>Percent- age</u>	<u>Women</u>	<u>Percent- age</u>	<u>Women</u>	<u>Percent- age</u>
USG	-	-	-	-	-	-	-	-
ASG	1	6.3	4	13.3	-	-	-	-
D-2	2	2.8	3	3.3	-	-	-	-
D-1	7	3.4	22	8.5	-	-	-	-
P-5	30	7.3	43	7.5	11	25.0	39	26.5
P-4	61	9.8	166	20.1	49	25.3	122	35.1
P-3	109	17.9	260	32.1	126	35.7	113	34.1
P-2	148	34.6	199	43.9	39	26.0	53	29.0
P-1	38	42.7	19	54.3	3	42.9	-	-
<b>Total</b>	<u>396</u>	<u>16.0</u>	<u>716</u>	<u>23.1</u>	<u>228</u>	<u>32.4</u>	<u>327</u>	<u>30.5</u>

31. Table G shows the proportion of women within each organizational element as at 30 June 1985 as regards posts subject to geographical distribution. Table 17 of the annex contains additional information on the distribution by sex of the Professional category and above and the General Service and related categories.



Table G

Departmental summary report of geographic staff  
as at 30 June 1985

	U S G		A S G		D-2		D-1		P-5		P-4		P-3		P-2		P-1		T o t a l		Grand total	Percentage of women		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M				
AMAMS	-	-	-	-	-	-	1	1	-	2	3	1	-	2	-	-	-	-	4	7	11	36.36		
AMEDP	-	-	-	-	-	-	1	1	-	2	1	9	4	4	-	3	-	-	-	5	22	27	18.51	
AMIDP	-	-	-	-	-	-	1	1	-	4	-	9	1	8	3	7	-	-	-	4	30	34	11.76	
AMOPS	-	-	1	-	5	1	6	3	14	6	14	13	19	10	8	2	-	-	35	67	102	34.31		
AMOGS	-	-	-	-	-	-	1	1	5	1	11	5	11	8	12	4	6	-	1	19	48	28.35		
AMOPS	-	-	1	-	4	1	6	6	6	12	14	12	13	5	5	1	-	-	38	49	87	43.67		
AMUSG	-	-	-	-	-	-	1	1	-	1	-	-	-	-	-	-	-	-	1	3	04	25.00		
CS	-	-	-	-	1	4	5	5	-	8	10	8	28	16	21	5	4	2	69	49	118	58.47		
CTC	-	-	-	-	1	2	2	1	5	2	3	-	6	1	2	-	-	-	4	22	26	15.38		
DDA	-	-	-	-	1	2	2	1	9	2	5	2	1	-	2	-	-	-	5	23	28	17.85		
DPI	-	-	-	-	5	1	14	1	30	20	30	26	41	16	20	1	-	-	65	141	206	31.55		
ECA	-	-	-	-	-	-	1	1	31	1	48	5	54	7	18	-	-	-	13	165	178	7.30		
ECE	-	-	-	-	-	-	1	1	-	24	3	31	5	26	3	14	1	1	12	109	121	9.91		
ECLAC	-	-	-	-	-	-	1	1	-	28	1	38	9	32	10	20	-	-	20	131	151	13.24		
ECWA	-	-	-	-	-	-	1	2	-	15	3	19	2	16	3	5	1	-	9	58	67	13.43		
EOBG	-	-	-	-	-	-	5	-	4	1	1	4	2	1	3	-	-	-	7	17	24	29.16		
ESCAP	-	-	-	-	-	-	1	2	11	1	24	2	46	9	30	17	14	-	31	128	159	19.49		
HR	-	-	-	-	-	-	1	3	-	8	5	8	3	5	6	-	-	-	13	35	48	27.08		
IBSA	-	-	1	3	1	6	3	17	7	47	19	57	26	36	22	22	1	2	80	191	271	29.52		
INTORG	-	-	-	-	-	-	-	-	1	3	-	1	1	1	-	1	-	-	2	6	08	25.00		
MISSION	-	-	-	-	-	-	1	2	-	3	-	3	1	2	2	-	-	-	1	13	14	7.14		
OCN	-	-	-	-	-	-	1	1	-	3	-	4	2	2	4	2	-	-	6	14	20	30.00		
ODGDIC	-	-	-	-	-	-	3	2	-	4	1	-	1	1	-	-	-	-	2	11	13	15.38		
OEOA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	2	02	0.00		
OFOESA	-	-	-	-	-	-	1	1	-	4	2	3	1	2	2	2	-	-	5	13	18	27.77		
OLA	-	-	-	-	-	-	3	1	5	-	8	5	11	1	8	6	1	-	13	37	50	26.00		
OSFQ	-	-	-	-	-	-	2	1	-	-	-	-	-	1	-	-	-	-	0	5	05	0.00		
OSSECS	-	-	-	-	-	-	1	1	-	1	1	1	1	1	-	-	-	-	4	6	10	40.00		
OUSGSP	-	-	2	-	1	-	4	1	1	-	4	1	1	1	-	-	-	-	2	14	16	12.50		
OUSPGA	-	-	1	-	1	-	-	4	1	-	1	2	2	5	-	2	-	-	4	15	19	21.05		
PATD	-	-	1	-	1	-	1	5	3	5	2	6	6	4	1	3	-	-	12	25	37	32.43		
PBCA	-	-	1	-	2	1	12	1	15	5	16	6	9	6	4	1	-	-	20	60	80	25.00		
REGCOM	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1	4	05	20.00		
SRLOS	-	-	1	-	1	-	3	1	1	2	2	2	2	-	1	-	-	-	3	11	14	21.42		
TCD	-	-	1	1	5	1	12	4	25	13	39	13	22	4	4	-	-	-	36	108	144	25.00		
UNCBS	-	-	1	1	1	-	4	-	7	2	9	4	10	2	5	1	-	-	9	38	47	19.14		
UNCSTD	-	-	1	-	2	-	3	-	4	-	3	1	-	1	1	-	-	-	2	14	16	12.50		
UNCTAD	-	-	2	-	4	-	23	2	52	7	50	17	48	10	21	1	1	1	37	201	238	15.54		
UNCUNE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	3	03	0.00		
UNDRO	-	-	1	-	1	-	1	-	7	-	5	1	4	2	1	-	-	-	3	20	23	13.04		
UNEP	-	-	1	-	2	-	3	-	5	2	7	1	2	3	-	1	-	-	7	23	30	23.33		
UNITO	-	-	1	-	6	1	24	2	81	17	94	23	60	10	25	1	1	1	54	293	347	15.56		
UNISP	-	-	-	-	-	-	-	-	-	2	3	3	5	7	2	1	-	-	10	13	23	43.47		
UNOG	-	-	1	-	1	-	3	2	9	5	18	2	22	11	22	14	15	2	36	91	127	28.34		
UNOV	-	-	1	-	1	-	1	-	5	-	5	3	15	5	8	2	6	1	12	42	54	22.22		
MFC	-	-	-	-	-	-	-	-	4	1	2	-	1	-	-	-	-	-	1	9	10	10.00		
Total	-	27	4	26	3	88	22	237	43	532	166	657	260	549	199	254	19	16	716	2	386	3	102	23.08

Notes

1/ Albania, Bahrain, Brunei Darussalam, Djibouti, Gabon, Guinea-Bissau, Kuwait, Maldives, Mongolia, Qatar, Sao Tome and Principe, Solomon Islands and Vanuatu.

2/ Antigua and Barbuda, Bhutan, Czechoslovakia, Equatorial Guinea, German Democratic Republic, Germany, Federal Republic of, Italy, Japan, Luxembourg, Mozambique, Papua New Guinea, Samoa, Saudi Arabia, Swaziland and United Arab Emirates.

ANNEX

Statistical tables

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 1984 AND 30 JUNE 1985)

R E G I O N	NUMBER OF MEMBER STATES		NUMBER OF NATIONALITIES			
			INCLUDED IN THE SECRETARIAT		NOT INCLUDED IN THE SECRETARIAT	
	30/06/84	30/06/85	30/06/84	30/06/85	30/06/84	30/06/85
AFRICA	51	51	47	47	4	4
ASIA AND THE PACIFIC	26	27	21	22	5	5
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	14	14	12	14	2	-
SUBTOTAL	158	158	143	146	15	13
OTHERS	-	-	3	3	-	-
TOTAL	158	158	146	149	15	13

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 1985)

APPOINTMENT STATUS	REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
GEOGRAPHY <u>a/</u>		489	508	319	713	263	153	620	37	3 102
LANGUAGE <u>b/</u>		124	145	168	315	97	41	103	16	1 010
MISSION <u>c/</u>		1	1	2	5	1	-	2	-	12
UNEP <u>d/</u>		28	16	12	46	8	4	12	2	128
INTERAGENCY <u>e/</u>		2	1	-	2	-	-	3	-	8
P. RESIDENT <u>f/</u>		-	-	1	-	3	-	-	-	4
PROJECTS <u>g/</u>		2	3	-	5	1	-	1	-	12
ON LEAVE <u>h/</u>		3	6	1	16	2	2	6	1	37
SECONDED <u>i/</u>		3	3	-	14	2	4	10	-	36
TOTAL		652	683	504	1 116	377	204	757	56	4 349

- 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 1984 AND 30 JUNE 1985)

R E G I O N	NUMBER OF STAFF		INCREASE (DECREASE)		MID-POINT OF DESIRABLE RANGE		ACTUAL STAFF POSITION	
	30/06/84	30/06/85	NUMBER	PER CENT	30/06/84	30/06/85	30/06/84	30/06/85
	AFRICA	485	489	(6)	(1.2)	13.5	13.5	16.0
ASIA AND THE PACIFIC	503	508	5	1.0	17.9	17.9	16.3	16.4
EUROPE (EASTERN)	313	319	6	1.9	12.3	12.3	10.1	10.3
EUROPE (WESTERN)	685	713	28	4.1	23.5	23.3	22.2	23.0
LATIN AMERICA	272	263	(9)	(3.3)	7.7	7.8	8.8	8.5
MIDDLE EAST	147	153	6	4.1	5.7	5.7	4.8	4.9
N. AMERICA & CARIBBEAN	640	620	(20)	(3.1)	19.4	19.5	20.7	20.0
SUBTOTAL	3 055	3 065	10	0.3				
OTHERS	35	37	2	5.7			1.1	1.2
TOTAL	3 090	3 102	12	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 1984 - 30 JUNE 1985)

R E G I O N	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/	
	CAREER	FIXED- TERM	TOTAL	CAREER	FIXED- TERM	TOTAL	+	-
AFRICA	-	23	23	7	19	26	+3	-6
ASIA AND THE PACIFIC	-	32	32	12	19	31	+11	-7
EUROPE (EASTERN)	-	60	60	-	54	54	+3	-3
EUROPE (WESTERN)	-	54	54	21	23	44	+26	-8
LATIN AMERICA	-	15	15	11	16	27	+8	-5
MIDDLE EAST	-	20	20	7	8	15	+3	-2
N. AMERICA & CARIBBEAN	-	22	22	28	22	50	+23	-15
SUBTOTAL		226	226	66	161	247	+77	-46
OTHERS	-	3	3	-	-	-	-	-1
TOTAL		229	229	66	161	247	+77	-47

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

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

TABLE 5  
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION  
BY OFFICE AND REGION  
(AS AT 30 JUNE 1985)

OFFICE	REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS <u>a/</u>		199	299	152	306	109	62	412	7	1 546
ECE		2	3	43	54	1	2	13	3	121
ESCAP		1	105	6	23	-	2	19	3	159
ECLAC		-	3	4	26	86	2	30	-	151
ECA		155	3	6	8	3	1	2	-	178
ECWA		10	2	2	9	2	34	6	2	67
UNCTAD <u>b/</u>		40	30	24	66	20	16	36	11	243
UNIDC <u>b/</u>		38	33	52	118	27	22	55	2	347
UNEP <u>b/</u>		7	6	1	5	4	2	4	1	30
UNOG <u>c/</u>		26	18	24	82	8	8	32	8	206
UNOV <u>d/</u>		11	6	5	16	3	2	11	-	54
TOTAL		489	536	319	713	263	153	620	37	3 102

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 1984 AND 30 JUNE 1985)

REGION	30/06/84						30/06/85						INCREASE OR DECREASE
	USG	ASG	D-2	D-1	TOTAL	%	USG	ASG	D-2	D-1	TOTAL	%	
AFRICA	6	2	13	44	65	15.8	6	2	14	44	66	16.2	+1
ASIA AND THE PACIFIC	6	10	12	54	82	19.9	7	7	12	61	87	21.4	+5
EUROPE (EASTERN)	2	2	15	21	40	9.7	2	3	14	21	40	9.8	-
EUROPE (WESTERN)	7	9	13	62	91	22.1	7	10	11	64	92	22.6	+1
LATIN AMERICA	2	1	13	23	39	9.5	2	3	12	22	39	9.6	-
MIDDLE EAST	2	-	5	18	25	6.1	1	-	7	15	23	5.7	-2
N. AMERICA & CARIBBEAN	1	5	20	43	69	16.7	2	5	21	31	58	14.5	-10
SUBTOTAL	28	29	91	266	411	99.8	27	30	91	258	406	99.8	-5
OTHERS	-	-	-	1	1	0.2	-	-	-	1	1	0.2	-
TOTAL	28	29	91	266	412	100.0	27	30	91	259	407	100.0	-5

TABLE 7  
STAFF BY REGION, LEVEL AND SEX  
(AS AT 30 JUNE 1985)

A. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

REGION	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
	AFRICA	6		2		1	13	1	43	1	92	12	114	27	110	16	47	1	3	59	
ASIA AND THE PACIFIC	7	1	6		12	5	56	4	80	27	83	43	70	52	57	3	2	135	373	508	
EUROPE (EASTERN)	2		3		14		21	1	45	1	92	7	106	3	24			12	307	319	
EUROPE (WESTERN)	7	1	9	1	10	9	55	8	126	47	146	68	96	53	68	4	2	191	522	713	
LATIN AMERICA	2	1	2		12		22	6	45	17	48	23	41	20	21		3	67	196	253	
MIDDLE EAST	1				7	2	13	1	38	9	32	7	34	4	5			23	130	153	
N. AMERICA & CARIBBEAN	2	1	4	1	20	5	26	21	100	51	128	83	88	44	28	11	6	217	403	620	
OTHERS								1	1	6	2	11	2	4	7	3		12	25	37	
SUBTOTAL a/	27	4	26	3	88	22	237	43	532	166	657	260	549	199	254	19	16	716	2386	3 102	
	0.0	100	13.3	86.7	3.3	96.7	8.5	91.5	7.5	92.5	20.2	79.8	32.1	67.9	43.9	56.1	54.3	45.7	23.1	76.9	
TOTAL	27	30	91	259	575	823	809	453	35	3	102										

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION	P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	
	AFRICA	3	12	5	36	8	37	3	20			19	
ASIA AND THE PACIFIC		4	17	8	35	7	22	10	41		30	115	145
EUROPE (EASTERN)			16	3	37	7	55	6	45		16	153	169
EUROPE (WESTERN)		19	37	67	64	50	51	17	10		153	162	315
LATIN AMERICA		9	12	18	20	11	18	3	5		41	56	97
MIDDLE EAST		1	6	1	9	3	12	4	5		9	32	41
N. AMERICA & CARIBBEAN		3	5	14	21	25	21	10	4		52	51	103
OTHERS			3	5	4	2	2				7	9	16
SUBTOTAL a/	39	108	122	226	113	218	53	130	1		327	683	10
	26.5	73.5	35.1	64.9	34.1	65.9	29.0	71.0	0.0	100.0	32.4	67.6	
TOTAL	147	348	331	183	1	10							

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

GRAND TOTAL a/	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
	0.0	100.0	13.3	86.7	3.3	96.7	8.5	91.5	11.4	88.6	24.6	75.4	32.7	67.3	39.6	60.4	52.8	47.2	25.4	74.6	
27	30	91	259	722	1 171	1 140	636	36	4	112											

a/ Percentages are given beneath each row and column total.

TABLE 8  
STAFF APPOINTED AS ADVISERS ON TECHNICAL CO-OPERATION PROJECTS  
(SHOWING NUMBER OF FEMALE STAFF)  
A. BY REGION OF ORIGIN AND FUNCTION  
(AS AT 30 JUNE 1985)

REGION	FUNCTION	TECHNICAL ADVISERS	INTER-REGIONAL ADVISERS	REGIONAL ADVISERS	TOTAL
AFRICA		9 (3)	2 (1)	20 (3)	31 (7)
ASIA AND THE PACIFIC		15 (1)	7	1	23 (1)
EUROPE (EASTERN)		2	1		3
EUROPE (WESTERN)		12	10	1 (1)	23 (1)
LATIN AMERICA		1	1		2
MIDDLE EAST		2	1	4 (1)	7 (1)
N. AMERICA & CARIBBEAN		3	4		7
OTHERS		1			1
TOTAL		45 (4)	25 (1)	26 (5)	97 (10)

B. BY OFFICE AND REGION

OFFICE	REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS a/		2	14 (1)	2	15	2	3	7	1	46 (1)
ECE							1 (1)			1 (1)
ECA		20 (6)	1		2 (1)					23 (7)
ECWA		5					2			7
UNCTAD b/		2 (1)			3					5 (1)
UNIDO b/		2	8	1	2		1			14
UNOV c/					1					1
TOTAL		31 (7)	23 (1)	3	23 (1)	2	7 (1)	7	1	97 (10)

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.

/...

B. NATIONALITY TABLES

TABLE 8

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION, NATIONALITY AND LEVEL

(SHOWING NUMBER OF FEMALE STAFF)

(AS AT 30 JUNE 1985)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/84	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/85	MID- POINT	DESIRABLE RANGE
AFRICA													
ALGERIA	21 (2)	1	-	2 (1)	4	6	7	2 (1)	-	-	22 (2)	10.19	4-16
ANGOLA	3	-	-	-	-	-	-	3	-	-	3	7.94	2-14
BENIN	17 (1)	-	-	-	-	5	-	2	3	(1)	10 (1)	7.94	2-14
BOTSWANA	4 (1)	-	-	-	-	-	-	2	-	-	2 (1)	7.94	2-14
BURKINA FASO	8	-	-	-	1	-	3	3	1	-	8	7.94	2-14
BURUNDI	6	-	-	-	-	-	1	3	1	-	5	7.94	2-14
CAMEROON	13	-	-	-	1	3	4	3	1	-	12	7.94	2-14
CAPE VERDE	1 (1)	-	-	-	-	-	1	1	-	-	2 (1)	7.94	2-14
CENT AFR REP	3	-	-	-	-	-	-	3	-	-	3	7.94	2-14
CHAD	6	-	-	-	-	-	-	2	4	-	6	7.94	2-14
COMOROS	2	-	-	-	-	-	-	1	1	-	2	7.94	2-14
CONGO	10	-	-	-	1	1	4	3	-	-	9	7.94	2-14
DJIBOUTI	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
EGYPT	17 (3)	1	-	2	5	3	5	1 (3)	2	(1)	19 (4)	9.06	3-15
EQUATL GUINEA	1	-	-	-	-	-	-	-	1	-	1	7.94	2-14
ETHIOPIA	28 (4)	-	-	-	3	5	4	5 (2)	8 (1)	(1)	26 (4)	7.94	2-14
GABON	0	-	-	-	-	-	-	-	-	-	0	8.13	2-14
GAMBIA	9	-	-	-	-	1	4	4	-	-	9	7.94	2-14
GHANA	20 (1)	-	-	4	3	3	4	5 (1)	1	-	20 (1)	8.13	2-14
GUINEA	7 (1)	-	-	-	-	2	2	3 (1)	-	-	7 (1)	7.94	2-14
GUINEA-BISSAU	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
IVORY COAST	12	-	-	-	-	-	1	2	7	2	12	8.31	3-14
KENYA	15 (2)	-	-	-	3	4	4	4 (1)	1 (1)	-	16 (2)	7.94	2-14
LESOTHO	7 (5)	-	-	-	-	-	2	3 (1)	3 (2)	-	8 (6)	7.94	2-14
LIBERIA	12 (4)	-	-	-	-	-	3 (2)	6 (2)	1	-	10 (4)	7.94	2-14
LIBYAN ARAB J	7 (1)	-	-	-	1	1	2	2	2	-	8 (1)	12.63	7-16
MADAGASCAR	12 (1)	-	-	-	-	1	7	2 (1)	2	-	12 (1)	7.94	2-14
MALAWI	9 (1)	-	-	-	-	2	4	3 (1)	-	-	9 (1)	7.94	2-14
MALI	14	-	1	-	2	1	2	6	1	-	13	7.94	2-14
MAURITANIA	5	-	-	1	-	1	-	-	1	1	4	7.94	2-14
MAURITIUS	14	-	-	-	-	6	6	2	1	-	15	7.94	2-14
MOROCCO	13 (3)	-	-	-	2	4	1	4 (2)	2 (2)	-	13 (4)	8.69	3-14
MOZAMBIQUE	1	-	-	-	-	-	1	-	-	-	1	7.94	2-14
NIGER	5 (0)	-	-	-	-	-	-	5 (1)	1	-	6 (1)	7.94	2-14
NIGERIA	21 (2)	2	-	1	3	7	4	1 (1)	2	-	20 (1)	11.32	6-17
RWANDA	3	-	-	-	-	-	-	3	-	-	3	7.94	2-14
S TOME PRINCE	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
SENEGAL	16 (2)	-	-	1	-	3	2	6 (1)	2 (1)	-	14 (2)	7.94	2-14
SEYCHELLES	1 (0)	-	-	-	-	-	-	1 (1)	2	-	3 (1)	7.94	2-14
SIERRA LEONE	19 (3)	-	1	-	2 (1)	5	5	5 (1)	-	-	18 (4)	7.94	2-14
SOMALIA	13 (1)	1	-	-	2	3	4	5 (2)	1 (1)	-	16 (3)	7.94	2-14
SOUTH AFRICA	11 (3)	-	-	-	-	1	2	1 (1)	7 (1)	-	11 (3)	15.45	10-21
SUDAN	13	-	-	-	2	2	5	3	-	-	12	7.94	2-14
SWAZILAND	1	-	-	-	-	-	-	1	-	-	1	7.94	2-14
TOGO	9 (1)	-	-	1	1	-	3	3 (1)	1	-	9 (1)	7.94	2-14
TUNISIA	22 (1)	1	-	1	2	11	6	1 (1)	-	-	22 (1)	8.31	3-14
UGANDA	16 (2)	-	-	-	1	5	4	5 (1)	1	-	16 (2)	7.94	2-14
U REP TANZANIA	21 (4)	-	-	-	3	4	6	3 (2)	3 (2)	-	19 (4)	7.94	2-14
ZAIRE	15 (1)	-	-	-	1	-	8	6 (1)	-	-	15 (1)	7.94	2-14



TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/84	DG/USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/85	MID-POINT	DESIRABLE RANGE
AFRICA (CONTINUED)													
ZAMBIA	11	-	-	-	1	1	2	5	1	-	10	7.94	2-14
ZIMBABWE	7	-	-	-	1	2	1	1	2	-	7	8.13	2-14
	(2)								(2)		(2)		
POPULATION RESERVE													27
SUBTOTAL	495	6	2	14	44	93	126	137	63	4	489	452.95	385-521
	(53)			(1)	(1)	(1)	(12)	(27)	(16)	(1)	(59)		
ASIA AND THE PACIFIC													
AUSTRALIA	46	-	-	-	7	9	13	10	4	-	43	37.23	31-43
	(18)				(1)	(2)	(4)	(6)	(4)		(17)		
BANGLADESH	19	1	-	-	3	5	8	1	-	-	18	6.31	3-14
BHUTAN	1	-	-	-	-	-	-	-	1	-	1	7.94	2-14
BRUNEI DARUSSALAM	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
BURMA	6	-	-	-	-	3	2	1	-	-	6	7.94	2-14
CHINA	54	1	1	1	9	7	17	16	3	-	55	24.27	19-30
	(16)					(1)	(6)	(6)	(3)		(18)		
DEM KAMPUCHEA	5	-	-	-	1	1	2	1	-	-	5	7.94	2-14
FJI	6	1	-	-	2	1	2	-	-	-	6	7.94	2-14
INDIA	48	2	2	4	6	7	4	9	8	2	44	14.51	9-20
	(4)				(1)		(1)	(2)			(4)		
INDONESIA	10	-	-	1	2	4	2	1	-	-	10	10.19	4-16
	(2)						(1)	(1)			(2)		
JAPAN	113	1	2	3	12	16	23	25	38	1	121	201.53	171-232
	(21)				(3)	(1)	(4)	(7)	(13)	(1)	(29)		
LAO P. DEM REP	2	-	-	-	-	1	1	-	-	-	2	7.94	2-14
MALAYSIA	15	-	-	1	-	7	3	1	3	-	15	9.44	4-15
	(2)								(2)		(2)		
MALDIVES	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
MONGOLIA	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
NEPAL	11	-	-	-	1	6	1	3	-	-	11	7.94	2-14
NEW ZEALAND	14	-	-	-	3	1	4	6	1	-	15	12.63	7-16
	(4)						(1)	(3)			(4)		
PAKISTAN	21	1	1	2	5	5	3	1	3	-	21	8.68	3-15
	(2)							(1)	(1)		(2)		
PAPUA N GUINEA	0	-	-	-	-	-	-	-	1	-	1	7.94	2-14
PHILIPPINES	61	-	1	-	3	4	13	17	25	1	64	9.44	4-15
	(27)		(1)				(6)	(7)	(14)	(1)	(29)		
SAMOA	1	-	-	-	-	-	-	-	1	-	1	7.94	2-14
SINGAPORE	12	-	-	-	-	1	5	5	2	-	13	9.44	4-15
	(7)						(2)	(3)	(2)		(7)		
SOLOMON ISLANDS	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
SRI LANKA	18	-	-	-	6	5	1	1	2	-	15	7.94	2-14
	(3)						(1)	(1)	(1)		(3)		
THAILAND	33	-	-	-	1	-	6	13	14	1	35	9.25	4-15
	(17)						(1)	(5)	(10)	(1)	(17)		
VANUATU	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
VIET NAM	5	-	-	-	-	1	-	2	3	-	6	8.13	2-14
	(3)							(1)	(2)		(3)		
POPULATION RESERVE													131
SUBTOTAL	503	7	7	12	61	84	110	113	109	5	508	605.41	515-686
	(126)		(1)		(5)	(4)	(27)	(43)	(52)	(3)	(135)		
EUROPE (EASTERN)													
ALBANIA	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
BULGARIA	13	-	-	-	-	3	5	4	1	-	13	11.13	5-17
BYELORUSSN SSR	12	-	-	-	-	-	3	11	1	-	15	14.51	9-20
CZECHOSLOVAKIA	13	-	-	-	1	1	7	2	1	-	12	22.02	16-26
GERMAN DEM REP	14	-	-	-	3	2	4	5	4	-	18	33.85	28-40
	(1)						(1)	(1)			(2)		
HUNGARY	12	-	-	1	2	8	3	2	-	-	14	12.07	6-18
	(1)					(1)					(1)		
POLAND	27	1	-	-	-	5	5	8	1	-	20	21.27	16-27
	(3)							(1)	(1)		(2)		
ROMANIA	6	-	-	-	-	3	1	2	-	-	6	11.32	6-17
UKRAINIAN SSR	28	-	-	-	3	1	10	10	5	-	29	32.54	27-38
	(2)							(2)			(2)		
USSR	171	1	2	13	10	22	51	63	14	-	176	205.66	175-237
	(6)							(2)	(2)		(4)		
YUGOSLAVIA	19	-	1	-	2	3	4	6	-	-	16	16.39	11-22
	(1)							(1)			(1)		
POPULATION RESERVE													21
SUBTOTAL	313	2	3	14	21	46	93	113	27	-	319	408.70	348-471
	(14)					(1)	(1)	(7)	(3)		(12)		

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/84	DG/USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/85	MID-POINT	DESIRABLE RANGE
<b>EUROPE (WESTERN)</b>													
AUSTRIA	39 (16)	-	1	2	5	6	10	9	4	3	40 (17)	21.83	16-28
BELGIUM	27 (5)	1	-	-	2	7	8	5	3	-	27 (6)	31.70	26-38
DENMARK	18 (2)	-	1	-	1	2	9	6	-	-	19 (2)	21.83	16-28
FINLAND	19 (8)	1	-	-	1	4	5	7	1	-	19 (8)	16.76	11-23
FRANCE	122 (44)	1a/	2	3	15	23	34	26	25	-	129 (46)	129.99	110-149
GERMANY, F R OF	114 (25)	1	-	1	5	22	33	34	30	-	126 (27)	166.11	143-193
GREECE	13 (4)	-	1	-	1	2	3	3	2	-	12 (4)	15.26	10-21
ICELAND	4	-	-	-	-	2	-	-	2	-	4	8.31	2-14
IRELAND	16 (2)	-	-	-	2	4	7	1	3	-	17 (2)	11.13	5-17
ITALY	65 (18)	-	1	1	6	9	20	17	9	-	63 (17)	77.98	66-90
LUXEMBOURG	1	-	-	-	-	-	1	-	-	-	1	8.88	3-15
MALTA	7 (0)	-	-	-	1	3	2	1	1	-	8 (1)	7.94	2-14
NETHERLANDS	35 (4)	-	2	-	-	6	9	12	10	-	39 (5)	41.17	35-47
NORWAY	8 (1)	-	-	1	1	2	2	1	4	1	12 (3)	17.33	12-23
PORTUGAL	16 (4)	-	-	-	-	4	6	3	2	-	15 (4)	11.13	5-17
SPAIN	41 (7)	1	-	-	7	7	5	13	8	-	41 (7)	43.99	37-51
SWEDEN	32 (8)	1	1	-	5	9	9	5	3	-	33 (7)	32.54	27-38
UNITED KINGDOM b/	108 (34)	1	1	3	12	22	32	21	14	2	108 (35)	95.44	81-110
<b>POPULATION RESERVE</b>												18	
<b>SUBTOTAL</b>	<b>685</b> (182)	<b>7</b>	<b>10</b> (1)	<b>11</b> (1)	<b>64</b> (9)	<b>134</b> (8)	<b>196</b> (47)	<b>164</b> (68)	<b>121</b> (53)	<b>6</b> (4)	<b>713</b> (191)	<b>775.41</b>	<b>862-896</b>
<b>LATIN AMERICA</b>													
ARGENTINA	32 (9)	1	1	1	5	11	6	5	2	1	33 (10)	21.08	15-27
BOLIVIA	6	-	-	-	1	2	2	1	-	-	6	7.94	2-14
BRAZIL	41 (9)	-	1	4	2	5	8	7	10	-	37 (8)	33.85	28-40
CHILE	36 (17)	-	-	2	2	5	6	7	10	-	32 (14)	9.06	3-15
COLOMBIA	15 (2)	-	-	-	2	2	3	7	-	-	14 (2)	9.82	4-16
COSTA RICA	8 (1)	-	-	-	-	-	4	4	-	-	8 (1)	8.13	2-14
CUBA	9 (3)	-	-	-	-	1	3	2	1	-	7 (3)	9.44	4-15
DOMINICAN REP	5 (2)	-	-	-	-	-	2	2	-	-	4 (1)	8.31	3-14
ECUADOR	9 (1)	1	-	-	2	1	1	2	1	1	9 (1)	8.13	2-14
EL SALVADOR	8 (1)	-	-	-	-	3	2	2	-	-	7 (1)	7.94	2-14
GUATEMALA	5	-	-	1	-	-	3	1	-	-	5	8.13	2-14
HAITI	12 (2)	-	-	1	5	1	2	3	1	-	13 (3)	7.84	2-14
HONDURAS	5	-	-	-	-	1	2	-	2	-	5	7.94	2-14
MEXICO	21 (5)	-	-	-	-	5	1	10	3	-	18 (5)	24.27	19-30
NICARAGUA	3 (1)	-	-	-	-	1	3	-	-	-	4 (1)	7.94	2-14
PANAMA	7 (1)	-	-	-	-	2	4	1	-	-	7 (1)	8.13	2-14
PARAGUAY	2	-	-	-	1	-	-	1	-	-	2	7.94	2-14
PERU	20 (3)	-	-	2	-	3	7	6	3	-	21 (5)	9.06	3-15
SURINAME	1 (0)	-	-	-	-	-	1	-	1	-	2 (1)	7.94	2-14
URUGUAY	17 (1)	-	-	1	1	5	4	-	2	-	13 (1)	8.50	3-14
VENEZUELA	10 (6)	-	1	-	1	3	1	3	5	1	15 (9)	18.08	12-24
<b>POPULATION RESERVE</b>												20	
<b>SUBTOTAL</b>	<b>272</b> (84)	<b>2</b>	<b>3</b> (1)	<b>12</b>	<b>22</b>	<b>51</b> (6)	<b>65</b> (17)	<b>64</b> (23)	<b>41</b> (20)	<b>3</b>	<b>263</b> (67)	<b>259.57</b>	<b>220-299</b>

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/84	DG/USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/85	MID-POINT	DESIRABLE RANGE
<b>MIDDLE EAST</b>													
AFGHANISTAN	12	-	-	1	-	1	7	2	1	-	12	7.94	2-14
BAHRAIN	0	-	-	-	-	-	-	-	-	-	0	7.94	2-14
CYPRUS	9	-	-	1	2	2	3	1	-	-	9	7.94	2-14
DEMOCRAT YEMEN	5	-	-	-	-	1	1	3	-	-	5	7.94	2-14
	(1)										0		
IRAN, ISLAMIC R OF	22	-	-	2	3	6	5	6	3	-	25	18.64	13-24
	(7)					(1)	(3)		(3)		(7)		
IRAQ	19	-	-	1	3	8	5	3	-	-	20	10.00	4-16
	(2)				(1)		(1)				(2)		
ISRAEL	4	-	-	-	-	1	-	5	1	-	7	12.07	6-18
	(2)							(1)			(1)		
JORDAN	10	-	-	-	1	2	3	3	-	-	9	7.94	2-14
KUWAIT	0	-	-	-	-	-	-	-	-	-	0	12.44	7-18
LEBANON	22	-	-	-	2	8	3	6	1	-	20	8.13	2-14
	(3)							(2)			(2)		
OMAN	1	-	-	-	-	1	1	-	-	-	2	7.94	2-14
	(1)						(1)				(1)		
QATAR	0	-	-	-	-	-	-	-	-	-	0	8.31	3-14
SAUDI ARABIA	3	-	-	-	-	-	2	1	1	-	4	23.90	18-30
	(3)						(2)		(1)		(3)		
SYRIAN ARAB RP	13	1	-	2	1	4	3	1	-	-	12	8.31	3-14
TURKEY	21	-	-	-	2	4	7	8	2	-	23	13.76	8-20
	(7)				(1)		(2)	(3)			(6)		
U A EMIRATES	1	-	-	-	-	-	-	1	-	-	1	10.75	5-17
	(1)							(1)			(1)		
YEMEN	5	-	-	-	1	1	1	1	-	-	4	7.94	2-14
<b>POPULATION RESERVE</b>													9
<b>SUBTOTAL</b>	<b>147</b>	<b>1</b>	<b>-</b>	<b>7</b>	<b>15</b>	<b>39</b>	<b>41</b>	<b>41</b>	<b>9</b>	<b>-</b>	<b>153</b>	<b>190.89</b>	<b>162-220</b>
	(27)				(2)	(1)	(9)	(7)	(4)		(23)		
<b>N. AMERICA &amp; CARIBBEAN</b>													
ANTIGUA AND BARBUDA	1	-	-	-	-	-	1	-	-	-	1	7.94	2-14
BAHAMAS	2	-	-	-	-	-	-	2	-	-	2	7.94	2-14
	(1)							(1)			(1)		
BARBADOS	8	-	-	-	-	2	3	-	3	-	8	7.94	2-14
	(4)						(1)		(2)		(3)		
BELIZE	2	-	-	-	-	-	-	2	-	-	2	7.94	2-14
	(2)							(2)			(2)		
CANADA	76	1	1	4	3	15	24	19	4	1	72	65.58	56-75
	(18)			(1)		(1)	(5)	(5)	(2)	(1)	(15)		
DOMINICA	1	-	-	-	-	1	-	-	1	-	2	7.94	2-14
GRENADA	4	-	1	-	1	-	1	-	1	-	4	7.94	2-14
GUYANA	16	-	-	1	1	3	5	4	2	-	16	7.94	2-14
	(6)						(3)	(3)			(6)		
JAMAICA	17	-	-	1	2	4	2	5	3	-	17	8.13	2-14
	(4)				(1)			(1)	(2)		(4)		
SAINT CHRISTOPHER N.	0	-	-	-	-	-	-	-	2	-	2	7.94	2-14
	(0)								(2)		(2)		
SAINT LUCIA	0	-	-	-	-	-	1	1	3	-	5	7.94	2-14
	(0)							(1)	(1)		(2)		
SAINT VINCENT & GR	2	-	-	-	-	-	1	-	1	-	2	7.94	2-14
TRINIDAD AND TOBAGO	16	-	-	-	1	4	1	5	4	-	15	8.31	3-14
	(8)				(1)	(1)	(1)	(3)			(8)		
USA	494	1	3	15	23	92	140	133	49	16	472	477.19	406-549
	(180)		(1)		(4)	(19)	(41)	(69)	(32)	(10)	(178)		
<b>POPULATION RESERVE</b>													14
<b>SUBTOTAL</b>	<b>640</b>	<b>2</b>	<b>5</b>	<b>21</b>	<b>31</b>	<b>121</b>	<b>179</b>	<b>171</b>	<b>73</b>	<b>17</b>	<b>820</b>	<b>652.61</b>	<b>557-751</b>
	(221)		(1)	(1)	(5)	(21)	(51)	(83)	(44)	(11)	(217)		
<b>OTHERS</b>													
NAMIBIA	4	-	-	-	-	-	1	1	2	-	4		
	(1)								(1)		(1)		
PALESTINE	0	-	-	-	-	-	-	-	-	-	0		
REP OF KOREA	4	-	-	-	-	1	3	-	-	-	4		
	(1)						(1)				(1)		
SWITZERLAND	25	-	-	-	1	8	7	3	8	-	25		
	(10)					(1)	(1)	(2)	(6)		(10)		
STATELESS	2	-	-	-	-	-	2	2	-	-	4		
<b>SUBTOTAL</b>	<b>35</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>7</b>	<b>13</b>	<b>6</b>	<b>10</b>	<b>-</b>	<b>37</b>		
	(12)					(1)	(2)	(2)	(7)		(12)		
<b>TOTAL</b>	<b>3 090</b>	<b>27</b>	<b>30</b>	<b>91</b>	<b>259</b>	<b>575</b>	<b>823</b>	<b>809</b>	<b>453</b>	<b>35</b>	<b>3 102</b>		
	(699)	-	(4)	(3)	(22)	(43)	(166)	(260)	(193)	(19)	(716)		

a' At Director-General level.

b' Includes four staff members from the Territory of Hong Kong.

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TABLE 10  
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION  
BY REGION, NATIONALITY AND TYPE OF APPOINTMENT  
(AS AT 30 JUNE 1984 AND 30 JUNE 1985)

REGION AND COUNTRY	30/06/84				30/06/85					
	TYPE OF APPOINTMENT			TOTAL	TYPE OF APPOINTMENT			TOTAL		
	PERMANENT	PROBATIONARY	FIXED-TERM		PERMANENT	PROBATIONARY	FIXED-TERM			
AFRICA										
ALGERIA	14	-	7	21	33.3	14	1	7	22	31.8
ANGOLA	1	-	2	3	66.7	1	1	1	3	33.3
BENIN	5	-	6	11	54.5	5	-	5	10	50.0
BOTSWANA	3	-	1	4	25.0	2	-	-	2	0.0
BURKINA FASO	2	-	6	8	75.0	2	1	5	8	62.5
BURUNDI	2	1	2	6	33.3	4	-	1	5	20.0
CAMEROON	7	-	6	13	46.2	7	2	3	12	25.0
CAPE VERDE	-	-	1	1	100.0	-	1	1	2	50.0
CENT AFR REP	1	-	2	3	66.7	1	1	1	3	33.3
CHAD	4	-	2	6	33.3	4	1	1	6	16.7
COMOROS	2	-	-	2	0.0	2	-	-	2	0.0
CONGO	5	-	5	10	50.0	5	-	4	9	44.4
DJIBOUTI	-	-	-	-	0.0	-	-	-	-	0.0
EGYPT	8	-	9	17	52.9	8	-	11	19	57.9
EQUATL GUINEA	-	-	1	1	100.0	-	-	1	1	100.0
ETHIOPIA	21	2	5	28	17.9	22	-	4	26	15.4
GABON	-	-	-	-	0.0	-	-	-	-	0.0
GAMBIA	6	-	3	9	33.3	6	1	2	9	22.2
GHANA	13	-	7	20	35.0	12	1	7	20	35.0
GUINEA	4	-	3	7	42.9	4	2	1	7	14.3
GUINEA-BISSAU	-	-	-	-	0.0	-	-	-	-	0.0
IVORY COAST	1	-	11	12	91.7	1	3	8	12	66.7
KENYA	7	-	8	15	53.3	7	-	9	16	56.3
LESOTHO	3	-	4	7	57.1	3	1	4	8	50.0
LIBERIA	4	-	8	12	66.7	4	1	5	10	50.0
LIBYAN ARAB J	5	-	2	7	28.6	5	-	3	8	37.5
MADAGASCAR	8	-	4	12	33.3	6	2	2	12	16.7
MALAWI	3	-	6	9	66.7	3	-	6	9	66.7
MALI	4	-	10	14	71.4	4	1	8	13	61.5
MAURITANIA	1	-	4	5	60.0	-	1	3	4	75.0
MAURITIUS	8	1	5	14	35.7	10	1	4	15	26.7
MOROCCO	6	-	7	13	53.8	7	1	5	13	38.5
MOZAMBIQUE	-	-	1	1	100.0	-	-	1	1	100.0
NIGER	2	1	2	5	40.0	4	-	2	6	33.3
NIGERIA	13	-	8	21	38.1	12	-	8	20	40.0
RWANDA	-	-	3	3	100.0	-	1	2	3	66.7
S TOME PRINCE	-	-	-	-	0.0	-	-	-	-	0.0
SENEGAL	7	-	9	16	56.3	8	-	6	14	42.9
SEYCHELLES	1	-	1	1	100.0	-	-	3	3	100.0
SIERRA LEONE	9	-	10	19	52.6	10	-	8	18	44.4
SOMALIA	8	-	5	13	38.5	8	2	6	16	37.5
SOUTH AFRICA	3	-	8	11	72.7	2	-	9	11	81.8
SUDAN	4	-	9	13	69.2	4	1	7	12	58.3
SWAZILAND	-	-	1	1	100.0	-	-	1	1	100.0
TOGO	4	1	4	9	44.4	5	-	4	9	44.4
TUNISIA	16	1	5	22	22.7	17	-	5	22	22.7
UGANDA	10	1	5	16	31.3	11	1	4	16	25.0
U REP TANZANIA	12	1	8	21	38.1	13	1	5	19	26.3
ZAIRE	11	1	3	15	20.0	13	-	2	15	13.3
ZAMBIA	3	-	8	11	72.7	3	1	6	10	60.0
ZIMBABWE	2	-	5	7	71.4	3	1	3	7	42.9
SUBTOTAL	253	10	232	495	46.9	264	31	194	489	39.7
ASIA AND THE PACIFIC										
AUSTRALIA	30	1	15	46	32.6	30	2	11	43	25.6
BANGLADESH	6	1	12	19	63.2	7	-	11	18	61.1
BHUTAN	-	1	-	1	0.0	1	-	-	1	0.0
BRUNEI DARUSSALAM	-	-	-	-	0.0	-	-	-	-	0.0
BURMA	3	-	5	8	62.5	3	-	3	6	50.0
CHINA	34	-	20	54	37.0	34	1	20	55	36.4
DEM KAMPUCHEA	5	-	-	5	0.0	5	-	-	5	0.0
FIJI	3	-	3	6	50.0	3	-	3	6	50.0
INDIA	32	-	16	48	33.3	30	-	14	44	31.8
INDONESIA	6	-	4	10	40.0	5	-	5	10	50.0
JAPAN	54	7	52	113	46.0	57	3	61	121	50.4
LAO P DEM REP	2	-	-	2	0.0	2	-	-	2	0.0
MALAYSIA	13	-	2	15	13.3	12	1	2	15	13.3
MALDIVES	-	-	-	-	0.0	-	-	-	-	0.0
MONGOLIA	-	-	-	-	0.0	-	-	-	-	0.0
NEPAL	8	-	3	11	27.3	8	-	3	11	27.3
NEW ZEALAND	8	1	5	14	35.7	9	1	5	15	33.3
PAKISTAN	9	-	12	21	57.1	11	-	10	21	47.6
PAPUA N GUINEA	-	-	-	-	0.0	-	-	1	1	100.0
PHILIPPINES	57	1	3	61	4.9	61	1	2	64	3.1

TABLE 10 (CONTINUED)

REGION AND COUNTRY	30/06/84					30/06/85				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
<b>ASIA AND THE PACIFIC (CONTINUED)</b>										
SAMOA	-	-	1	1	100.0	-	1	-	1	0.0
SINGAPORE	8	1	3	12	25.0	9	-	4	13	30.8
SOLOMON ISLANDS	-	-	-	-	0.0	-	-	-	-	0.0
SRI LANKA	13	-	5	18	27.8	13	-	2	15	13.3
THAILAND	30	1	2	33	6.1	31	-	4	35	11.4
VANUATU	-	-	-	-	0.0	-	-	-	-	0.0
VIET NAM	2	-	3	5	60.0	2	-	4	6	66.7
<b>SUBTOTAL</b>	<b>323</b>	<b>14</b>	<b>166</b>	<b>503</b>	<b>33.0</b>	<b>333</b>	<b>10</b>	<b>156</b>	<b>508</b>	<b>32.5</b>
<b>EUROPE (EASTERN)</b>										
ALBANIA	-	-	-	-	0.0	-	-	-	-	0.0
BULGARIA	2	-	11	13	84.6	2	1	10	13	76.9
BYELORUSSN SSR	-	-	12	12	100.0	-	-	15	15	100.0
CZECHOSLOVAKIA	-	-	13	13	100.0	-	-	12	12	100.0
GERMAN DEM REP	-	-	14	14	100.0	-	-	18	18	100.0
HUNGARY	-	-	12	12	100.0	-	-	14	14	100.0
POLAND	-	-	27	27	100.0	-	-	20	20	100.0
ROMANIA	-	-	6	6	100.0	-	-	6	6	100.0
UKRAINIAN SSR	-	-	26	26	100.0	-	-	29	29	100.0
USSR	-	-	171	171	100.0	-	-	176	176	100.0
YUGOSLAVIA	5	-	14	19	73.7	4	-	12	16	75.0
<b>SUBTOTAL</b>	<b>7</b>	<b>-</b>	<b>306</b>	<b>313</b>	<b>97.8</b>	<b>6</b>	<b>1</b>	<b>312</b>	<b>319</b>	<b>97.8</b>
<b>EUROPE (WESTERN)</b>										
AUSTRIA	28	-	11	39	26.2	29	2	9	40	22.5
BELGIUM	12	2	13	27	48.1	12	3	12	27	44.4
DENMARK	12	-	6	18	33.3	13	1	5	19	26.3
FINLAND	9	-	10	19	52.6	9	1	9	19	47.4
FRANCE	95	3	24	122	19.7	100	4	25	129	19.4
GERMANY, F. R. OF	62	1	51	114	44.7	53	4	56	126	46.8
GREECE	8	1	4	13	30.8	8	-	4	12	33.3
ICELAND	3	-	1	4	25.0	3	-	1	4	25.0
IRELAND	13	-	3	16	18.8	13	-	4	17	23.5
ITALY	43	3	19	65	29.2	46	3	14	63	22.2
LUXEMBOURG	1	-	-	1	0.0	1	-	-	1	0.0
MALTA	5	1	1	7	14.3	6	-	2	8	25.0
NETHERLANDS	15	2	18	35	51.4	12	4	23	39	59.0
NORWAY	5	-	3	8	37.5	4	-	8	12	66.7
PORTUGAL	7	-	9	16	56.3	7	1	7	15	46.7
SPAIN	24	2	15	41	36.6	24	3	14	41	34.1
SWEDEN	24	-	8	32	25.0	23	1	9	33	27.3
UNITED KINGDOM	84	3	21	108	19.4	86	5	17	108	15.7
<b>SUBTOTAL</b>	<b>450</b>	<b>18</b>	<b>217</b>	<b>685</b>	<b>31.7</b>	<b>459</b>	<b>32</b>	<b>222</b>	<b>713</b>	<b>31.1</b>
<b>LATIN AMERICA</b>										
ARGENTINA	24	1	7	32	21.9	25	2	6	33	18.2
BOLIVIA	4	-	2	6	33.3	5	-	1	6	16.7
BRAZIL	15	3	23	41	55.1	16	2	19	37	51.4
CHILE	30	-	6	36	18.7	28	-	4	32	12.5
COLOMBIA	3	1	11	15	73.3	4	1	9	14	64.3
COSTA RICA	3	1	4	8	50.0	3	1	4	8	50.0
CUBA	7	-	2	9	22.2	5	-	2	7	28.6
DOMINICAN REP	4	-	1	5	20.0	3	-	1	4	25.0
ECUADOR	5	-	4	9	44.4	5	1	3	9	33.3
EL SALVADOR	6	-	2	8	25.0	6	-	1	7	14.3
GUATEMALA	4	-	1	5	20.0	4	-	1	5	20.0
HAITI	11	1	-	12	0.0	12	-	1	13	7.7
HONDURAS	1	-	4	5	80.0	1	-	4	5	80.0
MEXICO	12	3	6	21	28.6	14	1	4	19	21.1
NICARAGUA	3	-	-	3	0.0	3	-	1	4	25.0
PANAMA	6	1	-	7	0.0	6	1	-	7	0.0
PARAGUAY	2	-	-	2	0.0	2	-	-	2	0.0
PERU	7	1	12	20	60.0	9	1	11	21	52.4
SURINAME	-	-	1	1	100.0	-	-	2	2	100.0
URUGUAY	10	-	7	17	41.2	7	1	5	13	38.5
VENEZUELA	5	1	4	10	40.0	5	-	10	15	66.7
<b>SUBTOTAL</b>	<b>162</b>	<b>13</b>	<b>97</b>	<b>272</b>	<b>35.7</b>	<b>163</b>	<b>11</b>	<b>89</b>	<b>263</b>	<b>33.8</b>

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TABLE 10 (CONTINUED)

REGION AND COUNTRY	30/06/84					30/06/85				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MIDDLE EAST										
AFGHANISTAN	6	-	6	12	50.0	6	1	5	12	41.7
BAHRAIN	-	-	-	-	0.0	-	-	-	-	0.0
CYPRUS	8	-	1	9	11.1	8	-	1	9	11.1
DEMOCRAT YEMEN	3	-	2	5	40.0	2	-	3	5	60.0
IRAN, ISLAMIC R OF	13	3	6	22	27.3	17	2	6	25	24.0
IRAQ	10	2	7	19	36.8	13	-	7	20	35.0
ISRAEL	2	1	1	4	25.0	2	-	5	7	71.4
JORDAN	4	-	6	10	60.0	3	1	5	9	55.6
KUWAIT	-	-	-	-	0.0	-	-	-	-	0.0
LEBANON	13	1	6	22	36.4	15	-	5	20	25.0
OMAN	-	1	-	1	0.0	1	-	1	2	50.0
QATAR	-	-	-	-	0.0	-	-	-	-	0.0
SAUDI ARABIA	2	-	1	3	33.3	2	-	2	4	50.0
SYRIAN ARAB RP	8	-	5	13	36.5	7	-	5	12	41.7
TURKEY	12	1	6	21	38.1	9	-	14	23	60.9
U A EMIRATES	-	-	1	1	100.0	-	-	1	1	100.0
YEMEN	3	-	2	5	40.0	3	-	1	4	25.0
SUBTOTAL	84	9	54	147	35.7	86	4	61	153	39.9
N. AMERICA & CARIBBEAN										
ANTIGUA AND BARBUDA	-	-	1	1	100.0	-	-	1	1	100.0
BAHAMAS	1	-	1	2	50.0	1	-	1	2	50.0
BARBADOS	8	-	1	9	11.1	8	-	-	8	0.0
BELIZE	2	-	-	2	0.0	2	-	-	2	0.0
CANADA	36	2	38	76	50.0	36	2	30	72	41.7
DOMINICA	1	-	-	1	0.0	1	-	1	2	50.0
GRENADA	1	-	3	4	75.0	1	-	3	4	75.0
GUYANA	13	1	2	16	12.5	14	-	2	16	12.5
JAMAICA	16	-	1	17	5.9	17	-	-	17	0.0
SAINT CHRISTOPHER N.	-	-	-	-	C.C.	-	-	2	2	100.0
SAINT LUCIA	-	-	-	-	C.C.	-	-	5	5	100.0
SAINT VINCENT & GR	-	1	1	2	50.0	1	-	1	2	50.0
TRINIDAD AND TOBAGO	12	1	3	16	18.8	12	2	1	15	6.7
USA	372	19	103	494	20.9	366	14	92	472	19.5
SUBTOTAL	482	24	154	640	24.1	461	20	139	620	22.4
OTHERS										
NAMIBIA	1	-	3	4	75.0	1	-	3	4	75.0
PALESTINE	-	-	-	-	0.0	-	-	-	-	0.0
REP OF KOREA	-	-	4	4	100.0	-	-	4	4	100.0
SWITZERLAND	21	-	4	25	16.0	20	2	3	25	12.0
STATELESS	2	-	-	2	0.0	2	-	2	4	50.0
SUBTOTAL	24	-	11	35	31.4	23	2	12	37	32.4
TOTAL	1 785	88	1 237	3 090	40.0	1 787	111	1 194	3 102	38.5

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TABLE 11  
APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION  
BY REGION, NATIONALITY AND LEVEL  
(SHOWING NUMBER OF FEMALE STAFF)  
(1 JULY 1984 - 30 JUNE 1985)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
<b>AFRICA</b>										
ALGERIA	-	-	-	-	1	-	-	-	-	1
BENIN	-	-	-	-	-	-	-	1	-	1
CAPE VERDE	-	-	-	-	-	-	1	-	-	1
EGYPT	-	-	-	1	-	-	-	1	-	2
								(1)		(1)
GHANA	-	-	-	-	-	1	1	-	-	2
KENYA	-	-	-	-	-	-	1	-	-	1
LESOTHO	-	-	-	-	-	-	-	1	-	1
								(1)		(1)
LIBYAN ARAB J	-	-	-	-	-	-	-	1	-	1
MAURITANIA	-	-	1	-	-	-	-	-	-	1
MOROCCO	-	-	-	-	-	-	-	1	-	1
								(1)		(1)
NIGERIA	-	-	-	1	-	-	-	-	-	1
RWANDA	-	-	-	-	-	-	1	-	-	1
SEYCHELLES	-	-	-	-	-	-	1	1	-	2
							(1)			(1)
SIERRA LEONE	-	-	-	-	-	-	-	-	-	1
				(1)						(1)
SOMALIA	-	-	-	-	-	1	2	1	-	4
							(1)	(1)		(2)
SOUTH AFRICA	-	-	-	-	-	-	-	1	-	1
SUDAN	-	-	-	-	-	1	-	-	-	1
<b>SUBTOTAL</b>	-	-	1	3	1	3	7	8	-	23
				(1)			(2)	(4)		(7)
<b>ASIA AND THE PACIFIC</b>										
CHINA	1	-	-	2	-	1	-	-	-	4
INDIA	-	-	-	-	1	-	-	-	-	1
INDONESIA	-	-	-	-	1	-	-	-	-	1
JAPAN	-	1	-	1	1	4	2	9	1	19
						(1)	(1)	(5)	(1)	(8)
MALAYSIA	-	-	-	-	-	-	1	-	-	1
NEW ZEALAND	-	-	-	-	-	-	1	-	-	1
PAPUA N GUINEA	-	-	-	-	-	-	-	1	-	1
SINGAPORE	-	-	-	-	-	-	1	-	-	1
THAILAND	-	-	-	1	-	-	1	-	-	2
VIET NAM	-	-	-	-	-	-	1	-	-	1
<b>SUBTOTAL</b>	1	1	-	4	3	5	7	10	1	32
						(1)	(1)	(5)	(1)	(8)
<b>EUROPE (EASTERN)</b>										
BULGARIA	-	-	-	-	-	-	1	-	-	1
BYELORUSSN SSR	-	-	-	-	-	-	2	-	-	2
CZECHOSLOVAKIA	-	-	-	-	-	-	1	1	-	2
GERMAN DEM REP	-	-	-	1	-	1	2	3	-	7
							(1)			(1)
HUNGARY	-	-	-	-	3	1	-	-	-	4
UKRAINIAN SSR	-	-	-	1	-	4	-	2	-	7
USSR	-	-	4	2	1	11	15	4	-	37
							(2)			(2)
<b>SUBTOTAL</b>	-	-	4	4	4	17	21	10	-	60
							(3)			(3)
<b>EUROPE (WESTERN)</b>										
BELGIUM	-	-	-	-	-	1	1	1	-	3
							(1)	(1)		(2)
DENMARK	-	-	-	-	1	-	1	-	-	2
FRANCE	-	-	-	-	-	1	2	-	-	3
GERMANY, F R OF	-	-	-	-	1	-	5	14	-	20
								(3)		(3)
IRELAND	-	-	-	-	-	1	-	-	-	1
ITALY	-	-	-	-	-	1	-	-	-	1
MALTA	-	-	-	-	-	-	-	1	-	1
								(1)		(1)

/...

TABLE 11 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
EUROPE (WESTERN) (CONTINUED)										
NETHERLANDS	-	-	-	-	1	1	3 (1)	2 (1)	-	7 (2)
NORWAY	-	-	-	-	-	1	1 (1)	2 (1)	1	5 (2)
PORTUGAL	-	-	-	-	-	1	-	-	-	1
SPAIN	-	-	-	-	-	1	1	-	-	3
SWEDEN	-	1	-	1	-	1	1	-	-	4 (1)
UNITED KINGDOM	-	-	-	-	-	2	-	1 (1)	-	3 (1)
SUBTOTAL	-	1	-	1	3	11	15 (3)	22 (9)	1	54 (12)
LATIN AMERICA										
BRAZIL	-	-	-	-	-	1	-	-	-	1
COSTA RICA	-	-	-	-	-	1	-	-	-	1
HAITI	-	-	-	-	-	-	1 (1)	-	-	1 (1)
HONDURAS	-	-	-	-	-	-	-	1	-	1
MEXICO	-	-	-	-	-	-	-	1	-	1
NICARAGUA	-	-	-	-	-	1	-	-	-	1
SURINAME	-	-	-	-	-	-	-	1 (1)	-	1 (1)
URUGUAY	-	-	-	-	-	1	-	-	-	1
VENEZUELA	-	1 (1)	-	-	1 (1)	-	1	3 (1)	1	7 (3)
SUBTOTAL	-	1 (1)	-	-	1 (1)	4	2 (1)	6 (2)	1	15 (5)
MIDDLE EAST										
DEMOCRAT YEMEN	-	-	-	-	-	-	1	-	-	1
IRAN, ISLAMIC R OF	-	-	-	-	1	-	2	-	-	3
IRAQ	-	-	1	-	-	-	-	-	-	1
ISRAEL	-	-	-	-	-	-	3	1	-	4
JORDAN	-	-	-	-	-	2	-	-	-	2
OMAN	-	-	-	-	1	-	-	-	-	1
SAUDI ARABIA	-	-	-	-	-	-	1	1	-	2
SYRIAN ARAB RP	-	-	-	-	1	-	-	(1)	-	(1)
TURKEY	-	-	-	-	1	-	3	1	-	5
SUBTOTAL	-	-	1	-	4	2	10	3 (1)	-	20 (1)
N. AMERICA & CARIBBEAN										
CANADA	1	-	-	-	-	2	-	-	-	3
DOMINICA	-	-	-	-	-	-	-	2	-	1
SAINT CHRISTOPHER N.	-	-	-	-	-	-	-	2	-	2
SAINT LUCIA	-	-	-	-	-	1	1	3	-	5
USA	-	-	-	-	-	5 (2)	4 (1)	2	-	11 (3)
SUBTOTAL	1	-	-	-	-	8 (2)	5 (2)	8 (3)	-	22 (7)
OTHERS										
SWITZERLAND	-	-	-	-	-	-	-	1 (1)	-	1 (1)
STATELESS	-	-	-	-	-	-	2	-	-	2
SUBTOTAL	-	-	-	-	-	-	2	1 (1)	-	3 (1)
TOTAL	2	3 (1)	6	12 (1)	16 (1)	50 (3)	89 (12)	68 (25)	3 (1)	229 (44)



TABLE 12  
STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION  
BY REGION, NATIONALITY AND TYPE OF APPOINTMENT  
(SHOWING NUMBER OF FEMALE STAFF)  
(1 JULY 1984 - 30 JUNE 1985)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/84	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/	NUMBER OF STAFF 30/06/85	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL			
AFRICA										
ALGERIA	21 (2)	-	1	1	-	-	-	-	22 (2)	-
ANGOLA	3	-	-	-	-	-	-	-	3	-
BENIN	11 (1)	-	1	1	2	1	3	+1	10 (1)	-
BOTSWANA	4 (1)	-	-	-	1	1	2	-	2 (0)	-
BURKINA FASO	8	-	-	-	-	-	-	-	8	-
BURUNDI	6	-	-	-	-	1	1	-	5	-
CAMEROON	13	-	-	-	-	-	-	-1	12	-
CAPE VERDE	1 (1)	-	1	1	-	-	-	-	2 (1)	-
CENT AFR REP	3	-	-	-	-	-	-	-	3	-
CHAD	6	-	-	-	-	-	-	-	6	-
COMOROS	2	-	-	-	-	-	-	-	2	-
CONGO	10	-	-	-	-	1	1	-	9	-
DJIBOUTI	0	-	-	-	-	-	-	-	-	-
EGYPT	17 (3)	-	2	2	-	-	-	-	19 (4)	-
EQUATL GUINEA	1	-	-	-	-	-	-	-	1	-
ETHIOPIA	28 (4)	-	-	-	-	1	1	-1	26 (4)	-
GABON	0	-	-	-	-	-	-	-	-	-
GAMBIA	9	-	-	-	-	-	-	-	9	-
GHANA	20 (1)	-	2	2	1	-	1	-1	20 (1)	-
GUINEA	7 (1)	-	-	-	-	-	-	-	7 (1)	-
GUINEA-BISSAU	0	-	-	-	-	-	-	-	-	-
IVORY COAST	12	-	-	-	-	-	-	-	12	-
KENYA	15 (2)	-	1	1	-	-	-	-	16 (2)	-
LESOTHO	7 (5)	-	1	1	-	-	-	-	8 (6)	-
LIBERIA	12 (4)	-	-	-	-	1	1	-1	10 (4)	-
LIBYAN ARAB J	7 (1)	-	1	1	-	-	-	-	8 (1)	-
MADAGASCAR	12 (1)	-	-	-	-	-	-	-	12 (1)	-
MALAWI	9 (1)	-	-	-	-	-	-	-	9 (1)	-
MALI	14	-	-	-	-	1	1	-	13	-
MAURITANIA	5	-	1	1	1	1	2	-	4	-
MAURITIUS	14	-	-	-	-	-	-	+1	15	-
MOROCCO	13 (3)	-	1	1	-	1	1	-	13 (4)	-
MOZAMBIQUE	1	-	-	-	-	-	-	-	1	-
NIGER	5 (0)	-	-	-	-	-	-	+1	6 (1)	-
NIGERIA	21 (2)	-	1	1	1	-	1	-1	20 (1)	-
RWANDA	3	-	1	1	-	1	1	-	3	-
S TOMÉ PRINCE	0	-	-	-	-	-	-	-	-	-
SENEGAL	18 (2)	-	-	-	-	2	2	-	14 (2)	-
SEYCHELLES	1 (0)	-	2	2	-	-	-	-	3 (1)	-
SIERRA LEONE	19 (3)	-	1	1	-	1	1	-1	18 (4)	-
SOMALIA	13 (1)	-	4	4	-	1	1	-	16 (3)	-
SOUTH AFRICA	11 (3)	-	1	1	1	-	1	-	11 (3)	-
SUDAN	13	-	1	1	-	2	2	-	12	-
SWAZILAND	1	-	-	-	-	-	-	-	1	-
TOGO	9 (1)	-	-	-	-	-	-	-	9 (1)	-
TUNISIA	22 (1)	-	-	-	-	-	-	-	22 (1)	-
UGANDA	16 (2)	-	-	-	-	-	-	-	16 (2)	-
U REP TANZANIA	21 (4)	-	-	-	-	2	2	-	19 (4)	-
ZAIRE	15 (1)	-	-	-	-	-	-	-	15 (1)	-

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/84	APPOINTMENTS			SEPARATIONS <sup>a/</sup>			OTHER STAFF CHANGES <sup>b/</sup>		NUMBER OF STAFF 30/06/85	SPECIAL CATEGORY <sup>c/</sup>
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
AFRICA (CONTINUED)											
ZAMBIA	11	-	-	-	-	1	1	-	-	10	-
ZIMBABWE	7 (2)	-	-	-	-	-	-	-	-	7 (2)	-
SUBTOTAL	495 (53)	-	23 (7)	23 (7)	7 (1)	19	26 (1)	+3 (+1)	-6 (-2)	489 (59)	-
ASIA AND THE PACIFIC											
AUSTRALIA	46 (18)	-	-	-	1	1	2	+1 (-1)	-2 (-1)	43 (17)	-
BANGLADESH	12	-	-	-	-	1	1	-	-	18	-
BHUTAN	1	-	-	-	-	-	-	-	-	1	-
BRUNEI DARUSSALAM	0	-	-	-	-	-	-	-	-	-	-
BURMA	8	-	-	-	-	2	2	-	-	6	-
CHINA	54 (15)	-	4	4	1	4	5 (1)	+2 (+1)	-	55 (15)	-
DEM KAMPUCHEA	5	-	-	-	-	-	-	-	-	5	-
FIJI	6	-	-	-	-	-	-	-	-	6	-
INDIA	48 (4)	-	1	1	4	3	7	+2	-	44 (4)	-
INDONESIA	10 (2)	-	1	1	1	-	1	-	-	10 (2)	-
JAPAN	113 (21)	-	19 (8)	19 (8)	2	5	7	-	-4	121 (28)	-
LAO P. DEM REP	2	-	-	-	-	-	-	-	-	2	-
MALAYSIA	15 (2)	-	1	1	1	-	1	-	-	15 (2)	-
MALDIVES	0	-	-	-	-	-	-	-	-	-	-
MONGOLIA	0	-	-	-	-	-	-	-	-	-	-
NEPAL	11	-	-	-	-	-	-	-	-	11	-
NEW ZEALAND	14 (4)	-	1	1	-	-	-	-	-	15 (4)	-
PAKISTAN	21 (2)	-	-	-	-	1	1	+2 (+1)	-1 (-1)	21 (2)	-
PAPUA N GUINEA	0	-	1	1	-	-	-	-	-	1	-
PHILIPPINES	81 (27)	-	-	-	-	-	-	+3 (+2)	-	84 (28)	-
SAMOA	1	-	-	-	-	-	-	-	-	1	-
SINGAPORE	12 (7)	-	1	1	-	-	-	-	-	13 (7)	-
SOLOMON ISLANDS	0	-	-	-	-	-	-	-	-	-	-
SRI LANKA	18 (3)	-	-	-	1	2	3	-	-	15 (3)	-
THAILAND	33 (17)	-	2	2	1	-	1 (1)	+1 (+1)	-	35 (17)	-
VANUATU	0	-	-	-	-	-	-	-	-	-	-
VIET NAM	5 (3)	-	1	1	-	-	-	-	-	6 (3)	-
SUBTOTAL	503 (125)	-	32 (8)	32 (8)	12 (1)	19 (1)	31 (2)	+11 (+5)	-7 (-2)	508 (135)	-
EUROPE (EASTERN)											
ALBANIA	0	-	-	-	-	-	-	-	-	-	-
BULGARIA	13	-	1	1	-	1	1	-	-	13	-
BYELORUSSN SSR	12	-	2	2	-	-	-	+1	-	15	-
CZECHOSLOVAKIA	13	-	2	2	-	3	3	-	-	12	-
GERMAN DEM REP	14 (1)	-	7 (1)	7 (1)	-	3	3	-	-	18 (2)	-
HUNGARY	12 (1)	-	4	4	-	2	2	-	-	14 (1)	-
POLAND	27 (3)	-	-	-	-	6 (1)	6 (1)	-	-1	20 (2)	1
ROMANIA	6	-	-	-	-	-	-	-	-	6	-
UKRAINIAN SSR	26 (2)	-	7	7	-	4	4	-	-	29 (2)	-
USSR	171 (6)	-	37 (2)	37 (2)	-	33 (4)	33 (4)	+2	-1	178 (4)	-
YUGOSLAVIA	19 (1)	-	-	-	-	2	2	-	-1	18 (1)	-
SUBTOTAL	313 (14)	-	60 (3)	60 (3)	-	54 (5)	54 (5)	+3	-3 (-1)	318 (12)	1

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/84	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/85	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	-	-		
<b>EUROPE (WESTERN)</b>											
AUSTRIA	39 (16)	-	-	-	-	1	1	+2 (+1)	-	40 (17)	-
BELGIUM	27 (5)	-	3 (2)	3 (2)	2	-	2	-	-1 (-1)	27 (6)	-
DENMARK	18 (2)	-	2	2	-	1	1	+1 (+1)	-1 (-1)	19 (2)	-
FINLAND	19 (8)	-	-	-	-	-	-	-	-	19 (8)	-
FRANCE	122 (44)	-	3	3	5 (3)	-	5 (3)	+10 (+5)	-1	129 (46)	-
GERMANY, F. R. OF	114 (25)	-	20 (3)	20 (3)	2 (1)	7 (2)	9 (3)	+2 (+2)	-1	126 (27)	-
GREECE	13 (4)	-	-	-	1	-	1	-	-	12 (4)	-
ICELAND	4	-	-	-	-	-	-	-	-	4	-
IRELAND	16 (2)	-	1	1	-	1	1	+1	-	17 (2)	-
ITALY	65 (18)	-	1	1	2 (1)	4 (1)	6 (2)	+3 (+1)	-	63 (17)	-
LUXEMBOURG	1	-	-	-	-	-	-	-	-	1	-
MALTA	7 (0)	-	1 (1)	1 (1)	-	-	-	-	-	8 (1)	-
NETHERLANDS	35 (4)	-	7 (2)	7 (2)	2 (1)	1	3 (1)	-	-	39 (5)	-
NORWAY	8 (1)	-	5 (2)	5 (2)	1	-	1	-	-	12 (3)	-
PORTUGAL	16 (4)	-	1	1	-	2	2	-	-	15 (4)	-
SPAIN	41 (7)	-	3 (1)	3 (1)	-	2	2	-	-1 (-1)	41 (7)	-
SWEDEN	32 (8)	-	4 (1)	4 (1)	1	1 (1)	2 (1)	-	-1	33 (7)	-
UNITED KINGDOM	108 (34)	-	3 (1)	3 (1)	5 (2)	3	8 (2)	+7 (+3)	-2 (-1)	108 (35)	-
<b>SUBTOTAL</b>	<b>685 (182)</b>	<b>-</b>	<b>54 (12)</b>	<b>54 (12)</b>	<b>21 (8)</b>	<b>23 (4)</b>	<b>44 (12)</b>	<b>+26 (+13)</b>	<b>-8 (-4)</b>	<b>713 (191)</b>	<b>-</b>
<b>LATIN AMERICA</b>											
ARGENTINA	32 (9)	-	-	-	1	-	1	+3 (+1)	-1	33 (10)	-
BOLIVIA	6	-	-	-	-	1	1	-1	-	6	-
BRAZIL	41 (9)	-	1	1	1 (1)	3 (1)	4 (1)	-	-1	37 (8)	-
CHILE	36 (17)	-	-	-	2 (2)	2 (1)	4 (3)	-	-	32 (14)	-
COLOMBIA	15 (2)	-	-	-	-	1	1	-	-	14 (2)	-
COSTA RICA	8 (1)	-	1	1	1	-	1	-	-	8 (1)	-
CUBA	9 (3)	-	-	-	-	-	-	-	-2	7 (3)	3
DOMINICAN REP	5 (2)	-	-	-	1 (1)	-	1 (1)	-	-	4 (1)	-
EQUADOR	9 (1)	-	-	-	-	-	-	-	-	9 (1)	-
EL SALVADOR	8 (1)	-	-	-	-	1	1	-	-	7 (1)	-
GUATEMALA	5	-	-	-	-	-	-	-	-	5	-
HAITI	12 (2)	-	1 (1)	1 (1)	-	-	-	-	-	13 (3)	-
HONDURAS	5	-	1	1	-	-	1	-	-	5	-
MEXICO	21 (5)	-	1	1	1	1	3	-	-	19 (5)	-
NICARAGUA	3 (1)	-	1 (1)	1 (1)	-	-	-	-	-	4 (1)	-
PANAMA	7 (1)	-	-	-	-	-	-	-	-	7 (1)	-
PARAGUAY	2	-	-	-	-	-	-	-	-	2	-
PERU	20 (3)	-	-	-	-	1	1	+2 (+2)	-	21 (5)	-
SURINAME	1 (0)	-	1 (1)	1 (1)	-	-	-	-	-	2 (1)	-
URUGUAY	17 (1)	-	1	1	3	3 (1)	6 (1)	+1 (+1)	-	13 (1)	-
VENEZUELA	10 (8)	-	7 (3)	7 (3)	1	1	2	+1 (+1)	-1 (-1)	15 (9)	-
<b>SUBTOTAL</b>	<b>272 (64)</b>	<b>-</b>	<b>15 (5)</b>	<b>15 (5)</b>	<b>11 (3)</b>	<b>16 (3)</b>	<b>27 (6)</b>	<b>+8 (+5)</b>	<b>-5 (-1)</b>	<b>283 (67)</b>	<b>3</b>

TABLE 12 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/84	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/85	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
<b>MIDDLE EAST</b>											
AFGHANISTAN	12	-	-	-	-	-	-	-	-	12	-
BAHRAIN	0	-	-	-	-	-	-	-	-	-	-
CYPRUS	9	-	-	-	-	-	-	-	-	9	-
DEMOCRAT YEMEN	5	-	1	1	-	-	-	-	-1	5	-
	(1)	-	-	-	-	-	-	-	(-1)	(0)	-
IRAN, ISLAMIC R OF	22	-	3	3	-	1	1	+1	-	25	-
	(7)	-	-	-	-	-	-	-	-	(7)	-
IRAQ	19	-	1	1	-	-	-	-	-	20	-
	(2)	-	-	-	-	-	-	-	-	(2)	-
ISRAEL	4	-	4	4	1	-	1	-	-	7	-
	(2)	-	-	-	(1)	-	(1)	-	-	(1)	-
JORDAN	10	-	2	2	1	2	3	-	-	9	-
KUWAIT	0	-	-	-	-	-	-	-	-	-	-
LEBANON	22	-	-	-	-	2	2	+1	-1	20	-
	(3)	-	-	-	-	(1)	(1)	-	-	(2)	-
OMAN	1	-	1	1	-	-	-	-	-	2	-
	(1)	-	-	-	-	-	-	-	-	(-1)	-
QATAR	0	-	-	-	-	-	-	-	-	-	-
SAUDI ARABIA	3	-	2	2	-	1	1	-	-	4	-
	(3)	-	(1)	(1)	-	(1)	(1)	-	-	(3)	-
SYRIAN ARAB RP	13	-	1	1	1	1	2	-	-	12	-
TURKEY	21	-	5	5	4	-	4	+1	-	23	-
	(7)	-	-	-	(1)	-	(1)	-	-	(6)	-
U A EMIRATES	1	-	-	-	-	-	-	-	-	1	-
	(1)	-	-	-	-	-	-	-	-	(1)	-
YEMEN	5	-	-	-	-	1	1	-	-	4	-
	(1)	-	-	-	-	-	-	-	-	(1)	-
<b>SUBTOTAL</b>	<b>147</b>	<b>-</b>	<b>20</b>	<b>20</b>	<b>7</b>	<b>8</b>	<b>15</b>	<b>+3</b>	<b>-2</b>	<b>153</b>	<b>-</b>
	(27)	-	(1)	(1)	(2)	(2)	(4)	(+3)	(-2)	(23)	-
<b>N. AMERICA &amp; CARIBBEAN</b>											
ANTIGUA AND BARBUDA	1	-	-	-	-	-	-	-	-	1	-
BAHAMAS	2	-	-	-	-	-	-	-	-	2	-
	(1)	-	-	-	-	-	-	-	-	(1)	-
BARBADOS	9	-	-	-	-	1	1	-	-	8	-
	(4)	-	-	-	-	(1)	(1)	-	-	(3)	-
BELIZE	2	-	-	-	-	-	-	-	-	2	-
	(2)	-	-	-	-	-	-	-	-	(2)	-
CANADA	76	-	3	3	-	6	6	+1	-2	72	-
	(18)	-	-	-	-	(3)	(3)	(+1)	(-1)	(15)	-
DOMINICA	1	-	1	1	-	-	-	-	-	2	-
GRENADA	4	-	-	-	-	-	-	-	-	4	-
GUYANA	15	-	-	-	-	-	-	-	-	16	-
	(6)	-	-	-	-	-	-	-	-	(6)	-
JAMAICA	17	-	-	-	-	-	-	-	-	17	-
	(4)	-	-	-	-	-	-	-	-	(4)	-
SAINT CHRISTOPHER N.	0	-	2	2	-	-	-	-	-	2	-
	(0)	-	(2)	(2)	-	-	-	-	-	(2)	-
SAINT LUCIA	0	-	5	5	-	-	-	-	-	5	-
	(0)	-	(2)	(2)	-	-	-	-	-	(2)	-
SAINT VINCENT & GR	2	-	-	-	-	-	-	-	-	2	-
TRINIDAD AND TOBAGO	16	-	-	-	-	-	-	-	-1	15	-
	(6)	-	-	-	-	-	-	-	-	(6)	-
USA	494	-	11	11	28	15	43	+22	-12	472	-
	(180)	-	(3)	(3)	(15)	(2)	(17)	(+8)	(-7)	(176)	-
<b>SUBTOTAL</b>	<b>640</b>	<b>-</b>	<b>22</b>	<b>22</b>	<b>28</b>	<b>22</b>	<b>50</b>	<b>+23</b>	<b>-15</b>	<b>620</b>	<b>-</b>
	(221)	-	(7)	(7)	(15)	(6)	(21)	(+19)	(-8)	(217)	-
<b>OTHERS</b>											
NAMIBIA	4	-	-	-	-	-	-	-	-	4	-
	(1)	-	-	-	-	-	-	-	-	(1)	-
REP OF KOREA	4	-	-	-	-	-	-	-	-	4	-
	(1)	-	-	-	-	-	-	-	-	(1)	-
SWITZERLAND	25	-	1	1	-	-	-	-	-1	25	-
	(10)	-	(1)	(1)	-	-	-	-	(-1)	(10)	-
STATELESS	2	-	2	2	-	-	-	-	-	4	-
<b>SUBTOTAL</b>	<b>35</b>	<b>-</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-1</b>	<b>37</b>	<b>-</b>
	(12)	-	(1)	(1)	-	-	-	-	(-1)	(12)	-
<b>TOTAL</b>	<b>3 090</b>	<b>-</b>	<b>229</b>	<b>229</b>	<b>86</b>	<b>161</b>	<b>247</b>	<b>+77</b>	<b>-47</b>	<b>3 102</b>	<b>4</b>
	(699)	-	(44)	(44)	(30)	(21)	(51)	(+43)	(-21)	(716)	-

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.

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TABLE 13  
STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS.  
BY REGION, NATIONALITY AND LEVEL  
(SHOWING NUMBER OF FEMALE STAFF)  
(AS AT 30 JUNE 1985)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/84	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/85
<b>AFRICA</b>							
ALGERIA	6 (1)	1	2	1	1	-	5 (0)
BENIN	1	-	-	1	-	-	1
BURUNDI	0	-	-	-	1	-	1
CAMEROON	1 (1)	-	-	1 (1)	-	-	1 (1)
EGYPT	88 (12)	14 (3)	33 (5)	28 (5)	15 (3)	-	90 (16)
GHANA	2	-	-	2	-	-	2
MALI	1	-	-	1	-	-	1
SENEGAL	4	-	-	4	-	-	4
SUDAN	6	-	2	2	3	-	7
TUNISIA	9 (2)	-	4	5 (2)	3	-	12 (2)
<b>SUBTOTAL</b>	<b>118 (16)</b>	<b>15 (3)</b>	<b>41 (5)</b>	<b>45 (6)</b>	<b>23 (3)</b>	<b>-</b>	<b>124 (19)</b>
<b>ASIA AND THE PACIFIC</b>							
AUSTRALIA	2 (1)	-	-	3 (2)	-	-	3 (2)
CHINA	132 (29)	21 (4)	43 (9)	25 (5)	51 (10)	-	140 (28)
MALAYSIA	1	-	1	-	-	-	1
NEW ZEALAND	1	-	-	1	-	-	1
VIET NAM	1 (1)	-	-	-	-	-	0 (0)
<b>SUBTOTAL</b>	<b>137 (31)</b>	<b>21 (4)</b>	<b>44 (9)</b>	<b>29 (7)</b>	<b>51 (10)</b>	<b>-</b>	<b>145 (30)</b>
<b>EUROPE (EASTERN)</b>							
BULGARIA	0	-	-	1	-	-	1
UKRAINIAN SSR	1	-	-	1	-	-	1
USSR	156 (13)	16	40 (3)	80 (7)	51 (6)	-	167 (18)
<b>SUBTOTAL</b>	<b>157 (13)</b>	<b>16</b>	<b>40 (3)</b>	<b>82 (7)</b>	<b>51 (6)</b>	<b>-</b>	<b>169 (18)</b>
<b>EUROPE (WESTERN)</b>							
AUSTRIA	4 (2)	-	1	2 (1)	-	-	3 (1)
BELGIUM	12 (4)	2	6 (4)	3	3	-	14 (4)
FRANCE	157 (98)	27 (14)	58 (34)	54 (31)	15 (11)	-	154 (90)
GERMANY, F. R. OF	2 (2)	-	1 (1)	1 (1)	-	-	2 (2)
IRELAND	4	-	2	2	-	-	4
ITALY	3 (2)	-	1	-	2 (2)	-	3 (2)
NETHERLANDS	1 (1)	-	-	-	1 (1)	-	1 (1)
SPAIN	49 (12)	11	21 (4)	16 (7)	2 (1)	-	50 (12)
UNITED KINGDOM	84 (39)	16 (5)	41 (24)	23 (10)	4 (2)	-	84 (41)
<b>SUBTOTAL</b>	<b>316 (160)</b>	<b>56 (19)</b>	<b>131 (67)</b>	<b>101 (50)</b>	<b>27 (17)</b>	<b>-</b>	<b>315 (153)</b>

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TABLE 13 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/84	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/85
<b>LATIN AMERICA</b>							
ARGENTINA	35 (12)	8 (3)	15 (5)	7 (2)	4 (1)	1	35 (11)
BOLIVIA	3 (1)	2	1 (1)	-	-	-	3 (1)
CHILE	17 (10)	4 (1)	7 (4)	6 (5)	-	-	17 (10)
COLOMBIA	5 (3)	1 (1)	2 (2)	1 (1)	-	-	5 (4)
COSTA RICA	1	-	-	1	-	-	1
CUBA	4 (1)	-	-	3	1 (1)	-	4 (1)
EQUADOR	5 (3)	2 (1)	1 (1)	2 (1)	-	-	5 (3)
HAITI	1 (1)	1 (1)	-	-	-	-	1 (1)
MEXICO	7 (4)	2 (1)	3 (2)	-	1 (1)	-	6 (4)
PANAMA	1	-	-	1	-	-	1
PARAGUAY	2 (1)	1 (1)	-	1	-	-	2 (1)
PERU	6 (4)	-	4 (2)	2 (1)	1	-	7 (3)
URUGUAY	9 (3)	-	3 (1)	4 (1)	1	-	8 (2)
VENEZUELA	1	-	-	1	-	-	1
<b>SUBTOTAL</b>	<b>99 (43)</b>	<b>21 (9)</b>	<b>36 (18)</b>	<b>29 (11)</b>	<b>6 (3)</b>	<b>1</b>	<b>97 (41)</b>
<b>MIDDLE EAST</b>							
IRAQ	1	-	-	2	-	-	2
ISRAEL	4 (1)	-	1 (1)	3	-	-	4 (1)
JORDAN	5	2	2	1	1	-	6
LEBANON	6 (2)	1	2	2 (1)	-	-	5 (1)
SYRIAN ARAB RP	18 (5)	4 (1)	5	7 (2)	8 (4)	-	24 (7)
<b>SUBTOTAL</b>	<b>35 (6)</b>	<b>7 (1)</b>	<b>10 (1)</b>	<b>15 (3)</b>	<b>9 (4)</b>	<b>-</b>	<b>41 (9)</b>
<b>N. AMERICA &amp; CARIBBEAN</b>							
ANTIGUA AND BARBUDA	1 (1)	1 (1)	-	-	-	-	1 (1)
CANADA	12 (3)	2	4	4 (2)	2 (2)	-	12 (4)
JAMAICA	3 (2)	-	3 (2)	-	-	-	3 (2)
TRINIDAD AND TOBAGO	1	-	1	1	-	-	1
USA	87 (47)	5 (2)	27 (12)	42 (23)	12 (8)	-	86 (45)
<b>SUBTOTAL</b>	<b>104 (53)</b>	<b>8 (3)</b>	<b>35 (14)</b>	<b>46 (25)</b>	<b>14 (10)</b>	<b>-</b>	<b>103 (52)</b>
<b>OTHERS</b>							
PALESTINE	1	-	-	1	-	-	1
SWITZERLAND	13 (7)	3	8 (5)	2 (2)	-	-	13 (7)
STATELESS	2	-	1	1	-	-	2
<b>SUBTOTAL</b>	<b>16 (7)</b>	<b>3</b>	<b>9 (5)</b>	<b>4 (2)</b>	<b>-</b>	<b>-</b>	<b>16 (7)</b>
<b>TOTAL</b>	<b>984 (331)</b>	<b>147 (39)</b>	<b>346 (122)</b>	<b>331 (113)</b>	<b>183 (53)</b>	<b>1</b>	<b>10 (327)</b>

TABLE 14  
PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE  
BY REGION, NATIONALITY AND LEVEL  
(SHOWING NUMBER OF FEMALE STAFF)  
(AS AT 30 JUNE 1985)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/84	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/85
-----											
AFRICA											
GHANA	1	-	1	-	-	-	-	-	-	-	1
SUBTOTAL	1	-	1	-	-	-	-	-	-	-	1
-----											
ASIA AND THE PACIFIC											
AUSTRALIA	1	1	-	-	-	-	-	-	-	-	1
PAKISTAN	1	-	-	-	-	-	-	-	-	-	0
SUBTOTAL	2	1	-	-	-	-	-	-	-	-	1
-----											
EUROPE (EASTERN)											
POLAND	1	-	-	-	-	-	1	1	-	-	2
SUBTOTAL	1	-	-	-	-	-	1	1	-	-	2
-----											
EUROPE (WESTERN)											
AUSTRIA	1	-	1	-	-	-	-	-	-	-	1
FRANCE	1	-	-	-	-	-	-	1	-	-	1
IRELAND	2	-	1	-	-	-	-	-	-	-	1
ITALY	1	-	-	-	-	-	1	-	-	-	1
NORWAY	1	-	-	1	-	-	-	-	-	-	1
SWEDEN	1	-	-	-	-	-	-	-	-	-	0
UNITED KINGDOM	1	-	-	-	-	-	-	-	-	-	0
SUBTOTAL	8	-	2	1	-	-	1	1	-	-	5
-----											
LATIN AMERICA											
CHILE	1	-	-	1	-	-	-	-	-	-	1
SUBTOTAL	1	-	-	1	-	-	-	-	-	-	1
-----											
N. AMERICA & CARIBBEAN											
USA	5 (2)	-	-	-	-	-	-	2 (1)	-	-	2 (1)
SUBTOTAL	5 (2)	-	-	-	-	-	-	2 (1)	-	-	2 (1)
-----											
TOTAL	18 (2)	1	3	2	-	-	2	4 (1)	-	-	12 (1)
-----											

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 1985)

REGION / NATIONALITY	ASSESSMENT	DESIRABLE RANGE	MID POINT	NO. OF STAFF	WEIGHTED RANGE	MID POINT	STAFF POSITION
AFRICA							
ALGERIA	.13%	4-16	10.19	22	216-760	488	1338
ANGOLA	.01%	2-14	7.94	3	104-648	376	113
BENIN	.01%	2-14	7.94	10	104-648	376	469
BOTSWANA	.01%	2-14	7.94	2	104-648	376	75
BURKINA FASO	.01%	2-14	7.94	8	104-648	376	354
BURUNDI	.01%	2-14	7.94	5	104-648	376	190
CAMEROON	.01%	2-14	7.94	12	104-648	376	584
CAPE VERDE	.01%	2-14	7.94	2	104-648	376	85
CENT AFR REP	.01%	2-14	7.94	3	104-648	376	113
CHAD	.01%	2-14	7.94	6	104-648	376	245
COMOROS	.01%	2-14	7.94	2	104-648	376	67
CONGO	.01%	2-14	7.94	9	104-648	376	446
DJIBOUTI	.01%	2-14	7.94	0	104-648	376	0
EGYPT	.07%	3-15	9.06	19	160-704	432	1153
EQUATL GUINEA	.01%	2-14	7.94	1	104-648	376	30
ETHIOPIA	.01%	2-14	7.94	26	104-648	376	1151
GABON	.02%	2-14	8.13	0	113-657	385	0
GAMBIA	.01%	2-14	7.94	9	104-648	376	400
GHANA	.02%	2-14	8.13	20	113-657	385	1132
GUINEA	.01%	2-14	7.94	7	104-648	376	329
GUINEA-BISSAU	.01%	2-14	7.94	0	104-648	376	0
IVORY COAST	.03%	3-14	8.31	12	123-666	395	376
KENYA	.01%	2-14	7.94	16	104-648	376	822
LESOTHO	.01%	2-14	7.94	8	104-648	376	297
LIBERIA	.01%	2-14	7.94	10	104-648	376	397
LIBYAN ARAB J	.26%	7-18	12.63	8	337-881	609	360
MADAGASCAR	.01%	2-14	7.94	12	104-648	376	527
MALAWI	.01%	2-14	7.94	9	104-648	376	424
MALI	.01%	2-14	7.94	13	104-648	376	658
MAURITANIA	.01%	2-14	7.94	4	104-648	376	196
MAURITIUS	.01%	2-14	7.94	15	104-648	376	754
MOROCCO	.05%	3-14	8.69	13	141-685	413	640
MOZAMBIQUE	.01%	2-14	7.94	1	104-648	376	47
NIGER	.01%	2-14	7.94	6	104-648	376	218
NIGERIA	.19%	6-17	11.32	20	272-618	544	1247
RWANDA	.01%	2-14	7.94	3	104-648	376	113
S. TOME PRINCE	.01%	2-14	7.94	0	104-648	376	0
SENEGAL	.01%	2-14	7.94	14	104-648	376	645
SEYCHELLES	.01%	2-14	7.94	3	104-648	376	97
SIERRA LEONE	.01%	2-14	7.94	18	104-648	376	975
SOMALIA	.01%	2-14	7.94	16	104-648	376	850
SOUTH AFRICA	.41%	10-21	15.45	11	476-1020	748	402
SUDAN	.01%	2-14	7.94	12	104-648	376	611
SWAZILAND	.01%	2-14	7.94	1	104-648	376	36
TOGO	.01%	2-14	7.94	9	104-648	376	436
TUNISIA	.03%	3-14	6.31	22	123-666	395	1334
UGANDA	.01%	2-14	7.94	16	104-648	376	781
U. REP TANZANIA	.01%	2-14	7.94	19	104-648	376	939
ZAIRE	.01%	2-14	7.94	15	104-648	376	674
ZAMBIA	.01%	2-14	7.94	10	104-648	376	443
ZIMBABWE	.02%	2-14	8.13	7	113-657	385	336
POPULATION RESERVE			27.00			1277	
REGION TOTAL	1.63%	385-521	452.95	489	18272-24720	21496	23913
ASIA AND THE PACIFIC							
AUSTRALIA	1.57%	31-43	37.23	43	1554-2103	1829	2146
BANGLADESH	.03%	3-14	8.31	18	123-666	395	1050
BHUTAN	.01%	2-14	7.94	1	104-648	376	30
BRUNEI DR SALAM	.01%	2-14	7.94	0	104-648	376	0
BURMA	.01%	2-14	7.94	6	104-648	376	315
CHINA	.86%	18-30	24.27	55	914-1458	1186	2860
DEM KAMPUCHEA	.01%	2-14	7.94	5	104-648	376	263
FIJI	.01%	2-14	7.94	6	104-648	376	416
INDIA	.36%	9-20	14.51	44	430-974	702	2444
INDONESIA	.13%	4-16	10.19	10	216-760	488	598
JAPAN	10.32%	171-232	201.53	121	8481-11475	9978	5578
LAO P. DEM REP	.01%	2-14	7.94	2	104-648	376	108
MALAYSIA	.06%	4-15	9.44	15	178-722	450	778
MALDIVES	.01%	2-14	7.94	0	104-648	376	0
MONGOLIA	.01%	2-14	7.94	0	104-648	376	0
NEPAL	.01%	2-14	7.94	11	104-648	376	595
NEW ZEALAND	.26%	7-18	12.63	15	337-881	609	715



TABLE 15 (CONTINUED)

REGION / NATIONALITY	ASSESSMENT	DESIRABLE RANGE	MID POINT	NO. OF STAFF	WEIGHTED RANGE	MID POINT	STAFF POSITION
ASIA AND THE PACIFIC							
PAKISTAN	.06%	3-15	8.88	21	150-694	422	1316
PAPUA N GUINEA	.01%	2-14	7.94	1	104-648	376	30
PHILIPPINES	.09%	4-15	9.44	64	178-722	450	2581
SAMOA	.01%	2-14	7.94	1	104-648	376	30
SINGAPORE	.09%	4-15	9.44	13	178-722	450	545
SOLOMON ISLANDS	.01%	2-14	7.94	0	104-648	376	0
SRI LANKA	.01%	2-14	7.94	15	104-648	376	867
THAILAND	.08%	4-15	9.25	35	169-713	441	1282
VANUATU	.01%	2-14	7.94	0	104-648	376	0
VIET NAM	.02%	2-14	8.13	6	113-657	385	225
POPULATION RESERVE			131.00			6196	
REGION TOTAL	14.12%	515-696	605.41	508	24858-33632	29245	24772
EUROPE (EASTERN)							
ALBANIA	.01%	2-14	7.94	0	104-648	376	0
BULGARIA	.16%	5-17	11.13	13	262-806	534	599
BYELORUSSN SSR	.36%	9-20	14.51	15	430-974	702	585
CZECHOSLOVAKIA	.76%	16-28	22.02	12	602-1346	1074	567
GERMAN DEM REP	1.39%	28-40	33.85	18	1388-1933	1661	827
HUNGARY	.23%	6-18	12.07	14	309-853	581	805
POLAND	.72%	16-27	21.27	20	785-1309	1037	992
ROMANIA	.19%	6-17	11.32	6	272-816	544	305
UKRAINIAN SSR	1.32%	27-38	32.54	29	1324-1868	1596	1268
USSR	10.54%	175-237	206.66	176	8655-11710	10183	8651
YUGOSLAVIA	.46%	11-22	16.39	16	523-1067	795	844
POPULATION RESERVE			21.00			993	
REGION TOTAL	16.16%	348-471	409.70	319	17085-23087	20076	15443
EUROPE (WESTERN)							
AUSTRIA	.75%	16-28	21.83	40	793-1337	1066	1985
BELGIUM	1.28%	26-38	31.79	27	1287-1831	1559	1389
DENMARK	.75%	16-28	21.83	19	793-1337	1066	950
FINLAND	.48%	11-23	16.76	19	542-1086	814	964
FRANCE	6.51%	110-149	129.99	129	5465-7354	6429	6361
GERMANY, F R OF	8.54%	143-193	168.11	126	7072-9568	8320	5624
GREECE	.40%	10-21	15.26	12	467-1011	739	613
ICELAND	.03%	3-14	8.31	4	123-666	395	181
IRELAND	.18%	5-17	11.13	17	262-806	534	841
ITALY	3.74%	66-90	77.98	63	3272-4427	3850	3010
LUXEMBOURG	.06%	3-15	8.88	1	150-694	422	47
MALTA	.01%	2-14	7.94	8	104-648	376	414
NETHERLANDS	1.78%	35-47	41.17	38	1721-2328	2024	1754
NORWAY	.51%	12-23	17.33	12	570-1114	842	548
PORTUGAL	.18%	5-17	11.13	15	262-806	534	899
SPAIN	1.93%	37-51	43.99	41	1839-2485	2164	1999
SWEDEN	1.32%	27-38	32.54	33	1324-1868	1596	1827
UNITED KINGDOM	4.67%	81-110	95.44	108	4008-5423	4716	5418
POPULATION RESERVE			18.00			851	
REGION TOTAL	33.12%	662-896	779.41	713	32551-44039	38295	34624
LATIN AMERICA							
ARGENTINA	.71%	15-27	21.08	33	756-1300	1028	1883
BOLIVIA	.01%	2-14	7.94	6	104-648	376	324
BRAZIL	1.39%	28-40	33.85	37	1389-1933	1661	1823
CHILE	.07%	3-15	9.06	32	160-704	432	1455
COLOMBIA	.11%	4-16	9.82	14	197-741	469	666
COSTA RICA	.02%	2-14	8.13	8	113-657	385	340
CUBA	.09%	4-15	9.44	7	178-722	450	308
DOMINICAN REP	.03%	3-14	8.31	4	123-666	395	170
ECUADOR	.02%	2-14	8.13	9	113-657	385	496
EL SALVADOR	.01%	2-14	7.94	7	104-648	376	352
GUATEMALA	.02%	2-14	8.13	5	113-657	385	263
HAITI	.01%	2-14	7.94	13	104-648	376	730
HONDURAS	.01%	2-14	7.94	5	104-648	376	215
MEXICO	.88%	19-30	24.27	19	914-1458	1186	817
NICARAGUA	.01%	2-14	7.94	4	104-648	376	203

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TABLE 15 (CONTINUED)

REGION / NATIONALITY	ASSESSMENT	DESIRABLE RANGE	MID POINT	NO. OF STAFF	WEIGHTED RANGE	MID POINT	STAFF POSITION
LATIN AMERICA							
PANAMA	.02%	2-14	8.13	7	113-657	385	348
PARAGUAY	.01%	2-14	7.94	2	104-648	376	107
PERU	.07%	3-15	9.06	21	160-704	432	995
SURINAME	.01%	2-14	7.94	2	104-648	376	77
URUGUAY	.04%	3-14	8.50	13	132-676	404	706
VENEZUELA	.55%	12-24	18.06	15	607-1151	879	691
POPULATION RESERVE			20.00			946	
REGION TOTAL	4.09%	220-299	259.57	263	10586-14322	12454	12969
MIDDLE EAST							
AFGHANISTAN	.01%	2-14	7.94	12	104-648	376	560
BAHRAIN	.01%	2-14	7.94	0	104-648	376	0
CYPRUS	.01%	2-14	7.94	9	104-648	376	524
DEMOCRAT YEMEN	.01%	2-14	7.94	5	104-648	376	221
IRAN ISLAM REP	.58%	13-24	18.64	25	636-1179	907	1292
IRAQ	.12%	4-16	10.00	20	206-750	478	1128
ISRAEL	.23%	6-18	12.07	7	309-853	581	279
JORDAN	.01%	2-14	7.94	9	104-648	376	446
KUWAIT	.25%	7-18	12.44	0	327-871	599	0
LEBANON	.02%	2-14	8.13	20	113-657	385	1023
OMAN	.01%	2-14	7.94	2	104-648	376	108
QATAR	.03%	3-14	8.31	0	123-666	395	0
SAUDI ARABIA	.86%	18-30	23.90	4	896-1436	1166	162
SYRIAN ARAB REP	.03%	3-14	8.31	12	123-666	395	780
TURKEY	.32%	9-20	13.76	23	393-937	665	1074
U A EMIRATES	.16%	5-17	10.75	1	244-786	516	38
YEMEN	.01%	2-14	7.94	4	104-648	376	216
POPULATION RESERVE			9.00			426	
REGION TOTAL	2.67%	162-220	190.89	153	7775-10519	9147	7871
N. AMERICA & CARIBBEAN							
ANTIGUA/BARBUDA	.01%	2-14	7.94	1	104-648	376	47
BAHAMAS	.04%	2-14	7.94	2	104-648	376	75
BARBADOS	.01%	2-14	7.94	8	104-648	376	353
BELIZE	.01%	2-14	7.94	2	104-648	376	75
CANADA	3.08%	56-75	65.58	72	2750-3720	3235	3673
DOMINICA	.01%	2-14	7.94	2	104-648	376	91
GRENADA	.01%	2-14	7.94	4	104-648	376	254
GUYANA	.01%	2-14	7.94	16	104-648	376	782
JAMAICA	.02%	2-14	8.13	17	113-657	385	838
ST CHRISTOP NEV	.01%	2-14	7.94	2	104-648	376	60
SAINT LUCIA	.01%	2-14	7.94	5	104-648	376	174
SAINT VINCENT	.01%	2-14	7.94	2	104-648	376	77
TRINIDAD TOBAGO	.03%	3-14	8.31	15	123-666	395	868
USA	25.00%	406-549	477.19	472	20102-27197	23650	22329
POPULATION RESERVE			14.00			662	
REGION TOTAL	28.23%	555-751	652.61	620	27274-36900	32087	29496

a/ WEIGHTED BY STARTING SALARY AS FOLLOWS:

	NO. OF STAFF	%	BASE 3,350	X \$ G.P.A.	=	POINTS
USG	27	.87	29.1	121.0		3,521.1
ASG	30	.97	32.5	107.1		3,480.8
D-2	91	2.93	98.2	83.2		8,170.2
D-1	259	8.35	279.7	69.8		19,523.1
P-5	575	18.54	621.1	60.8		37,782.9
P-4	823	26.53	868.8	47.3		42,040.2
P-3	809	26.08	873.7	37.6		32,851.1
P-2	453	14.60	489.1	29.8		14,575.2
P-1	35	1.13	37.9	22.3		845.2
	3102	100.00	3,350.1			162,769.8
MODAL WEIGHT			47.3 POINTS (P-4 LEVEL)			
POPULATION FACTOR			11,352.0 POINTS (240 X 47.3)		7.0%	
MEMBERSHIP FACTOR			58,285.4 POINTS (7.75 X 47.3 X 159)		35.8%	
POINTS TO BE DISTRIBUTED ACCORDING TO CONTRIBUTION SCALE			93,132.4 POINTS (162,769.8 - 11,352.0 - 58,285.4)		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	4	24	89	296	371	240	19	1 046	4 227	24.7
UNDP	1	2	5	20	57	48	76	60	289	1 148	23.4
UNICEF	0	2	0	15	41	60	73	36	227	864	26.3
UNHCR	0	0	1	5	5	36	39	5	91	412	22.1
UNITAR	0	0	0	0	0	0	2	0	2	14	14.3
UNRWA	0	0	0	1	1	2	1	0	5	82	6.1
ITC	0	0	0	0	3	7	2	0	12	75	16.0
ICSC	0	0	0	0	2	3	1	0	6	24	25.0
UNU	0	0	0	0	0	3	2	0	5	41	12.2
ICJ	0	0	0	0	0	0	3	0	3	16	18.8
ILO <u>a/</u>	0	0	1	12	39	61	27	3	143	795	18.0
FAO	0	0	5	13	50	71	74	14	227	1 548	14.7
UNESCO	0	2	6	26	70	83	52	13	262	1 131	23.2
WHO	0	1	3	26	45	56	28	3	162	893	18.1
PAHO	0	0	1	5	22	15	19	16	78	163	47.9
IBRD/IFC <u>b/</u>	-	-	-	-	-	-	-	-	422	3 022	14.0
IMF <u>b/</u>	-	-	-	-	-	-	-	-	234	1 015	23.1
ICAO	0	0	0	1	9	24	14	0	48	311	15.4
UPU	0	0	0	1	1	7	3	0	12	72	16.7
ITU	0	0	0	1	6	14	6	0	27	243	11.1
WMO	0	0	0	3	3	12	2	0	20	134	14.9
IMC	0	0	0	0	4	7	1	3	15	83	18.1
WIPO	0	0	0	1	3	5	1	0	10	89	11.2
IFAD	0	0	1	0	3	1	1	1	7	76	9.2
IAEA	0	0	0	4	7	33	30	5	79	646	12.2
ICITO/GATT	0	0	0	3	8	16	9	0	36	136	26.5
TOTAL	4	11	47	226	675	935	716	178	3 448	17 259	20.0

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

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

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
ECLAC	Economic Commission for Latin America and the Caribbean
ECA	Economic Commission for Africa
ECWA	Economic Commission for Western Asia
REGCOM	Regional Commissions Liaison Office
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 (UNCHS)

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

OEOA Office for Emergency Operations in Africa

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

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INTORG      Joint Inspection Unit  
             Consultative Committee on Administrative Questions  
             International Computing Centre  
             Advisory Committee for the Co-ordination of Information Systems

MISSION     Mission Service

FS           Field Service

ICQP        International Conference on the Question of Palestine

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