



**General Assembly**

Distr.  
GENERAL

A/45/541  
9 October 1990

ORIGINAL: ENGLISH

Forty-fifth session  
Agenda item 126 (a)

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 43/224 A of 21 December 1988 and 44/185 A of 19 December 1989. The purpose of the report is to facilitate an assessment of the distribution of the staff of the United Nations Secretariat by nationality, sex, grade 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. The present report contains information on the staff as of 30 June 1990, as compared with previous years. This information can be found mainly in the statistical tables contained in annexes I and II to the report.

## II. COMPOSITION OF THE SECRETARIAT

### A. Staff of the United Nations

2. The power of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which reads:

"The staff shall be appointed by the Secretary-General under regulations established by the General Assembly".

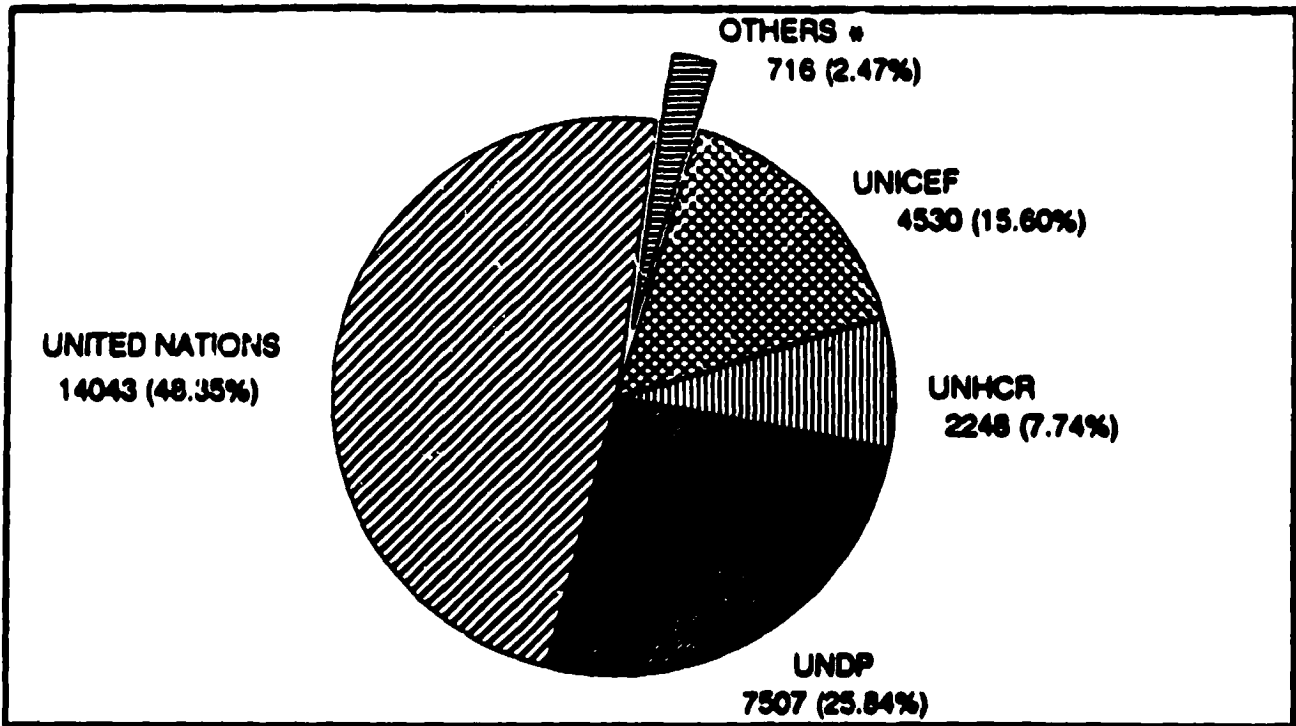
3. Aside from the power of appointment of the Secretary-General, a number of United Nations subsidiary organs enjoy a special status granted by the General Assembly concerning the appointment of their staff. These subsidiary organs are the United Nations Development Programme (UNDP); the Office of the United Nations High Commissioner for Refugees (UNHCR); the United Nations Children's Fund (UNICEF); the United Nations Institute for Training and Research (UNITAR); the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA); the International Trade Centre (ITC); the secretariat of the International Civil Service Commission (ICSC); the United Nations University (UNU) and the Registry of the International Court of Justice (ICJ).

### Total staff of the United Nations

4. The total number of staff of the United Nations is 29,044, of whom 14,043 are assigned to the Secretariat of the United Nations and 15,001 to the secretariats of United Nations subsidiary organs (see para. 3 above). As regards the funding, 10,167 staff are occupying posts financed from the regular budget and 18,877 staff are in posts financed from extrabudgetary sources. Further details about the composition of the staff, source of funds, category and related information, can be found in table A of annex I. These data are also illustrated in figures 1 to 3.

Figure 1

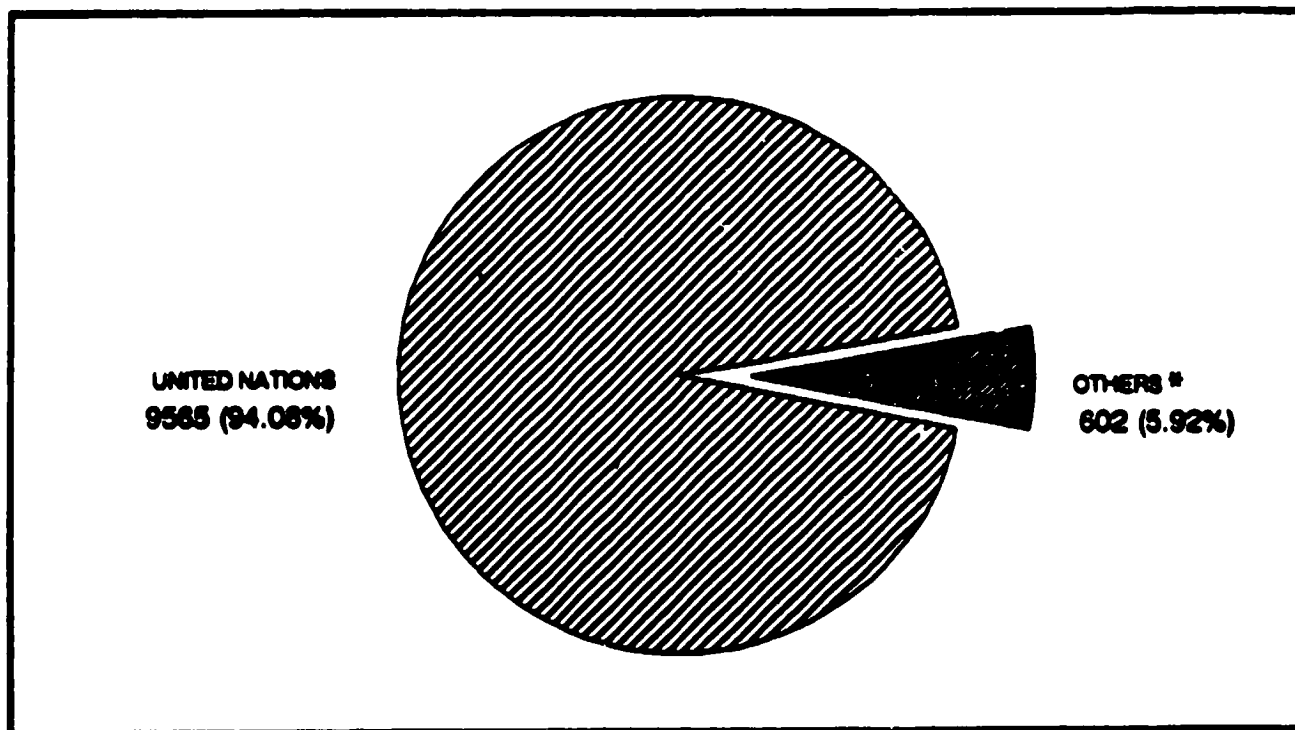
Staff of the United Nations Secretariat and subsidiary organs  
(29,044 staff)



\* The others incl CJ, 48; ICSC, 42; ITC, 375; UNITAR, 21; UNRWA, 130; and UNU, 100.

Figure 2

Distribution of staff in posts financed from the regular budget  
(10,167 staff)

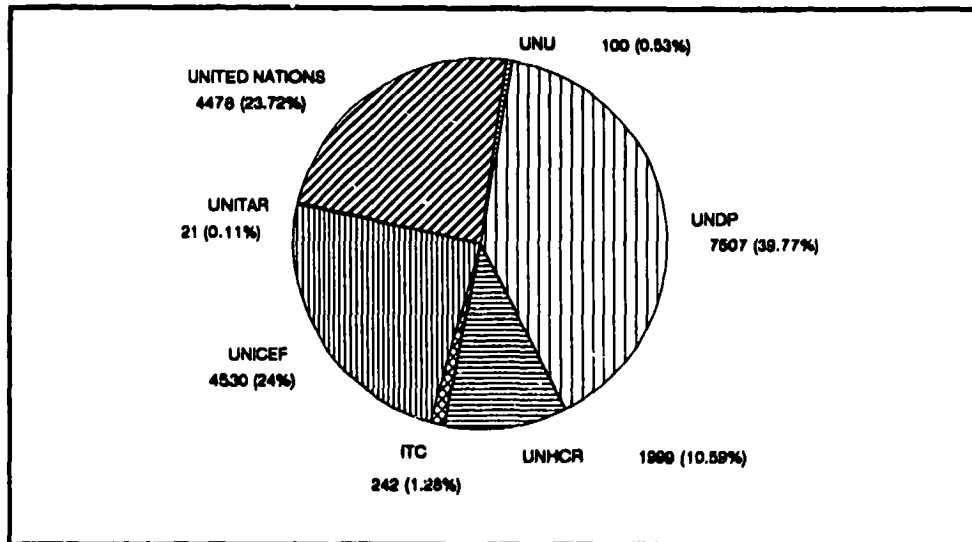


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\* The others include ICJ, 48; ICSC, 42; ITC, 133; UNHCR, 249; and UNRWA, 130.

Figure 3

Distribution of staff in posts financed from extrabudgetary sources  
(18,877 staff)



### Principles governing the recruitment and employment of staff

5. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter. This Article reads:

"The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible".

6. These principles apply to all the staff of the United Nations, including the staff of the secretariats of United Nations subsidiary organs with a special status in matters of appointment (see para. 4 above).

### B. Posts subject to geographical distribution

7. A particular group of staff are covered by a system of desirable ranges used as a guideline for estimating the comparative representation of the nationals of each Member State in the staff of the United Nations Secretariat. This system has been established by the General Assembly on the basis of three factors: membership, contribution and population. The staff concerned are referred to as "staff in posts subject to geographical distribution". The special characteristic of this group of staff, who currently number 2,561, is that they are directly appointed by the Secretary-General for at least one year to posts in the Professional category and above.

### Staff excluded from geographical distribution

8. There are a number of staff members who, for various reasons, are excluded from geographical distribution. The largest group is composed of staff who do not serve in the United Nations Secretariat but in the secretariats of United Nations subsidiary organs with special status in matters of appointment (see para. 4 above).

9. Within the Secretariat, the largest groups excluded are staff in posts with special language requirements and staff in the Field Service, General Service and related categories, namely, Trades and Crafts, Security and Safety and Public Information Assistants. Other groups consist of staff specifically appointed for mission service; staff appointed for service limited to the United Nations Environment Programme (UNEP) or to the United Nations Centre on Human Settlements (UNCHS); staff appointed after inter-agency consultation to posts financed on an inter-agency basis; technical co-operation project personnel; and National Officers serving at United Nations information centres.

10. Also excluded are staff with appointments for less than one year; staff on special leave without pay; staff on secondment to other agencies; and staff members who are permanent residents in the country of their duty station. Information on the numbers of these groups of staff can be found in table 1 in annex II.

### C. Representation of Member States

11. The representation of Member States is assessed in conformity with the system of desirable ranges. 1/ Member States fall into four categories, resulting from the comparison of their ranges with the number of their nationals subject to geographic distribution. These categories are: unrepresented; underrepresented; within range; and overrepresented. 2/ The number of staff from each region in geographic posts and the number of unrepresented, underrepresented, within range and overrepresented Member States in each region is shown in table B of annex I.

12. On 30 June 1990, there were 11 unrepresented Member States, the same number as on 1 July 1989, the beginning of the reporting year. Mozambique, which was underrepresented, is now unrepresented. Guinea-Bissau, which was unrepresented, is now underrepresented. The Member States unrepresented on 30 June 1990 accordingly were: Albania, Bahrain, Brunei Darussalam, Djibouti, Dominica, Kuwait, Maldives, Mozambique, Sao Tome and Principe, Solomon Islands and Vanuatu.

13. On 30 June 1990, there were 19 underrepresented Member States, seven fewer than on 1 July 1989. The Member States underrepresented on 30 June 1990 were: Angola, the Bahamas, Cape Verde, China, the German Democratic Republic, Guinea-Bissau, Indonesia, Italy, Japan, the Lao People's Democratic Republic, Mongolia, Paraguay, Portugal, Qatar, Romania, Saint Vincent and the Grenadines, Saudi Arabia, the United Arab Emirates and Viet Nam. The Member States that were underrepresented and are now within range are: Botswana, Brazil, the Central African Republic, Germany, Federal Republic of, Honduras, the Netherlands, Norway and Samoa. The Member State that was within range and is now underrepresented is Portugal. As mentioned above, Guinea-Bissau, which was unrepresented, is now underrepresented, and Mozambique, which was underrepresented, is now unrepresented. 3/

14. The changes in the representation of Member States may result not only from the appointments and separations from service of staff but also from such other factors as the adjustments of the desirable ranges resulting from an increase or decrease in the number of posts subject to geographical distribution and from variations in the assessed contribution of individual Member States or in their population, as well as from changes in the status of some staff members (consequent upon such actions as movements between geographic and non-geographic posts, departures on special leave without pay or secondment, returns from secondment, and changes of nationality).

### D. Groupings of Member States

15. In resolution 44/185, the General Assembly requested the Secretary-General to prepare proposals for groupings of Member States in presenting tables in his report to the General Assembly at its forty-fifth session on the composition of the Secretariat, taking into account the views expressed by Member States.



16. The Secretary-General uses groupings of Member States in two different contexts in the report on the composition of the Secretariat. The first, which is based on the concept of "major geographical regions", is used throughout the report, particularly in statistical tables, to illustrate the representation of Member States in the Secretariat. The second grouping is based on a classification of Member States according to their current level of economic development and is used to show the representation of developing countries and other countries, with special emphasis on the senior and policy-making levels.

#### Major geographical regions

17. It is worth noting that before 1959 Member States were not grouped by region for statistical and other purposes but were listed alphabetically. The grouping of Member States by "major geographical region" was introduced at the Secretary-General's initiative along the general lines of the classification used in the Expanded Programme of Technical Assistance. These regions were Africa, Asia and the Pacific, Europe (East), Europe (West), Middle East, Latin America, and North America and the Caribbean.

18. Between 1963 and 1987, the grouping of Member States by region served an additional purpose because the posts assigned to the population factor under the system of desirable ranges were distributed to regions as a "population reserve". Since 1988, however, the posts corresponding to the population factor have been incorporated into the desirable ranges of each Member State in accordance with General Assembly resolution 42/220 A of 21 December 1987.

19. A number of options to replace the present groupings present themselves. The first one is to use the regional groups developed informally by the membership of the United Nations for elections to United Nations bodies. These groups are five in number: African countries, Asian countries, Eastern European countries, Latin American and Caribbean countries and Western European and other countries. (For the membership of each group, see annex III.) These groups, however, are geopolitical rather than geographical, unlike the groups hitherto used by the Secretary-General in the reports on the Composition of the Secretariat. In addition, four Member States (Albania, Israel, South Africa and the United States of America) are not members of any regional group and one (Turkey) belongs to two different groups.

20. A second option would be to follow the membership of the five regional commissions: the Economic Commission for Africa (ECA), the Economic Commission for Europe (ECE), the Economic Commission for Latin America and the Caribbean (ECLAC), the Economic and Social Commission for Asia and the Pacific (ESCAP) and the Economic and Social Commission for Western Asia (ESCWA). Some adjustments would be needed since there are some Member States that belong to more than one commission and some that do not belong to any. (For membership of the regional commissions, see annex III.)

21. One of the consequences of grouping countries according to geopolitical or geo-economical considerations is the difficulties encountered in the placement of countries whose political or cultural affiliations or level of economic development do not correspond to those of other countries in their immediate area. One option that might obviate the problem would consist in drawing up strictly geographical groups that completely ignored any other considerations. These groupings could be as follows: 1. Africa; 2. Asia; 3. Central and South America; 4. North America; 5. the Caribbean; 6. Europe; 7. Middle East; and 8. Oceania. (For proposed membership, see annex III.)

22. It is important to note that the proposed groupings of countries do not attempt to establish entities of equal strength in terms of number of members, combined population or economic power. The situation of Member States is assessed only by reference to individual desirable ranges established by the General Assembly on the basis of the membership, population and contribution factors. Whenever it becomes necessary to estimate the representation of a grouping of countries, an ad hoc desirable range is calculated, which consists of the aggregate of the ranges established for each of the component countries. Groupings of Member States are therefore not compared among themselves in absolute terms but only in the context of their collective entitlements.

23. In statistical tables groupings are most useful for making comparisons between the same groups at different times to determine trends in the changes in their make-up. A change in the way the grouping is arranged would make it difficult to compare the situation with respect to the new grouping with the past situation as to do so would require recasting the statistics of the past years in accordance with the new grouping.

#### Developing and other countries

24. The groupings of Member States hitherto used to show the representation of developing and other countries were derived from the system used to determine membership in the Industrial Development Board. <sup>4/</sup> These groups were: Group A - developing countries in Africa and Asia; Group B - countries with developed market economies; Group C - developing countries in Latin America and the Caribbean; and D - countries with centrally planned economies. (For the membership of these groups see annex III.)

25. The groups described above and their composition correspond largely to similar classifications used by United Nations bodies as well as by other agencies such as the International Monetary Fund (IMF) and the General Agreement on Tariffs and Trade (GATT). For the purpose of relevant General Assembly resolutions, such as 43/224 and 44/185, the combination of groups A and C showed the position of developing countries and that of groups B and D of other countries.

26. Following recent developments in some areas of the world, a number of countries appear to be moving away from their previous economic policies. It is therefore likely that some movement will take place between groups, in particular, between groups B and D. The consolidation of, on the one hand, groups A and C, and, on the other, groups B and D, would meet the information requirements of the

General Assembly at the same time as it erases the existing distinctions between countries in groups B and D, which are based precisely on the global economic policies of these countries. Another advantage of this proposal is that it allows for comparison with information published in the past. The membership of the groups of developing countries and other countries used in the present report (see paras. 27-29 below) is shown in annex III.

#### E. Desirable ranges

27. In its resolution 42/220, the General Assembly decided to review the desirable ranges at its forty-fifth session. The Secretary-General stands ready to assist, if necessary, in this review by providing the information or data that the General Assembly may request.

#### F. Staff at the senior levels: Principal Officer (D-1) and above

##### Representation of developing and other countries

28. In resolution 44/185 A, the General Assembly requested the Secretary-General to take every available measure to ensure, at the senior and policy-formulating levels of the Secretariat, the equitable representation of Member States, in particular of developing countries and other Member States with inadequate representation at those levels, in accordance with the relevant resolutions of the General Assembly, and to report thereon to the Assembly at its forty-fifth session, bearing in mind that no post should be considered the exclusive preserve of any Member State or group of States and with due regard to the principle of equitable geographical distribution.

29. The Assembly further requested the Secretary-General to monitor closely the effects of the reduction of posts on geographical distribution, particularly at the senior levels, and to take appropriate measures to redress any imbalances.

30. The action taken by the Secretary-General in this regard during the period 1986-1990 is reflected in table C of annex I. In that table, Member States are grouped as follows: Group A - developing countries in Africa, Asia, the Middle East, Latin America and the Caribbean; and Group B - other countries. (See paras. 24-26 above.)

##### Representation of Member States at the higher levels - Director (D-2) level and above

31. In resolution 37/235 A of 21 December 1982, the General Assembly stressed the importance of having the largest possible number of Member States represented at the higher levels of the Secretariat, that is, at the Director (D-2) level and above.

32. The Assembly also requested the Secretary-General to include in his annual reports on the composition of the Secretariat information on the progress made in

respect of the improvement of geographical distribution in the Secretariat, particularly at the higher levels. Table D in annex I contains relevant information on the situation as at 30 June 1990, as well as for the years 1986 to 1990.

Representation in the upper echelons - Assistant Secretary-General, Under-Secretary-General and Director-General

33. In resolution 43/224 A, the General Assembly requested the Secretary-General, in order to preserve the principles of equitable geographical distribution and of rotation in the upper echelons - Assistant Secretary-General, Under-Secretary-General and Director-General - of the Secretariat, to ensure that equal opportunity is given to candidates of all Member States when making appointments to all posts in the upper echelons.

34. During the period under review, two changes have taken place in the upper echelons of the Secretariat. Nationals of the United States and Venezuela were selected for positions previously occupied by nationals of the United States and Grenada, respectively. A national of Canada was appointed to a newly created temporary position.

35. A comparison between the situation as at 31 December 1986 and that as at 30 June 1990 shows 19 changes of incumbent in posts in the upper echelons subject to geographical distribution. Of those changes, 14 involved incumbents of different nationalities and five involved incumbents of the same nationality.

G. Representation of women

36. At its forty-fourth session, the General Assembly adopted two resolutions on the improvement of the status of women in the Secretariat, namely, resolution 44/75 of 8 December 1989 and 44/185 C of 19 December 1989. Resolution 44/75 was adopted on the report of the Third Committee and 44/185 C, on the report of the Fifth Committee.

37. In resolution 44/185 C, the General Assembly urged the Secretary-General to strengthen his efforts to increase the number of women in posts subject to geographical distribution, in particular at the senior and policy-formulating levels, with a view to achieving to the extent possible an overall participation rate of 30 per cent of the total by 1990, taking into account the principle that the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity and with full respect for the principle of equitable geographical distribution.

38. In the same resolution, the Assembly requested the Secretary-General to increase the representation of women from developing countries, including at the senior and policy-formulating levels, in view of the small proportion of women from those countries.

39. Resolution 44/75 contains analogous provisions. 5/

40. The efforts to meet the requests of the Assembly concerning women continue. As at 30 June 1990, the number of women in geographic posts was 725, or 28.3 per cent. Table 3 A of annex II to the present report shows the distribution of men and women by region and level. In addition, the evolution of the proportion of women in geographic posts between 30 June 1986, when it was 24.7 per cent, and 30 June 1990 is shown in table E of annex I. Additional information can be found in the report of the Secretary-General on the improvement of the status of women in the Secretariat (A/45/548).

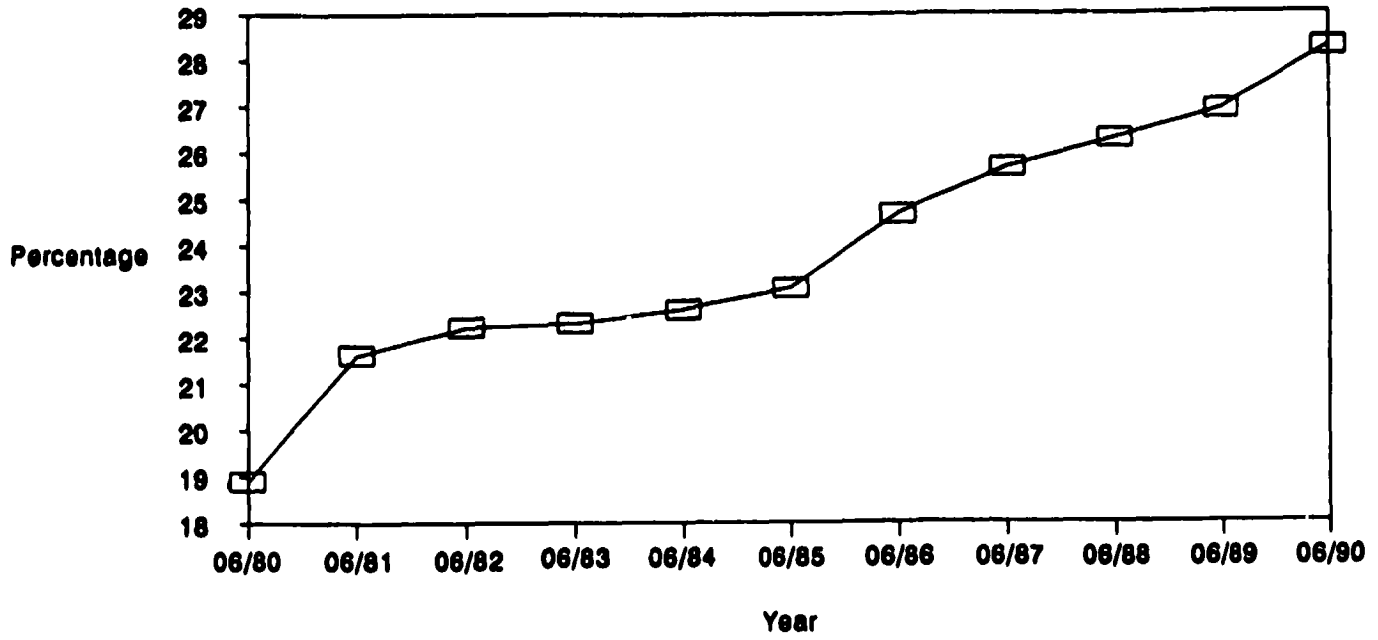
41. The number and percentage of women in geographic posts and in posts with special language requirements on 30 June 1980 and on 30 June 1990 is shown in table F of annex I. The percentage of women in geographic posts has risen from 18.9 to 28.3 per cent over this period. The percentage of women in language posts has moved from 33.6 to 34.6 per cent over the same period. Figure 4 below shows how the percentage of women in geographic posts has increased between 1980 and 1990.

42. The distribution of men and women within each organizational element of the Secretariat is shown in table 12 of annex II. The table gives the information separately for geographic posts, language posts and posts in the General Service and related categories.

43. In resolution 37/235 B, the General Assembly also called upon the Secretary-General to include in the present report statistical analyses on the number and percentage of women by nationality on all appointment lists, specifying women as a percentage of those appointed from outside, within each grade. The number, sex, nationality and level of the staff appointed to geographic posts during the reporting period are shown in table 6 of annex II. Information on the appointment of men and women is also contained in table G of annex I.

Figure 4

Representation of women in posts subject to geographical  
distribution: 1980-1990



#### H. Recruitment activities

##### Appointments to posts subject to geographical distribution during the period from 1 July 1989 to 30 June 1990

44. In its resolution 44/185 A, the General Assembly urged the Secretary-General, whenever making appointments to posts subject to geographical distribution, to make every effort to recruit nationals of unrepresented and underrepresented Member States, including candidates successful in the national competitive examinations, taking also into consideration paragraph 4 of resolution 41/206 A of 11 December 1986, 6/ in order to ensure that all such countries come closer to the mid-point of their desirable ranges.

45. During the reporting period, 1 July 1989 to 30 June 1990, 202 appointments were made to posts subject to geographical distribution. 7/ Of these 202 appointments, one, or 0.5 per cent, was a national of an unrepresented Member State; 59, or 29.2 per cent, were of nationals of underrepresented Member States; 136, or 67.3 per cent, were of nationals of within range Member States; 5, or 2.5 per cent, were of nationals of overrepresented Member States; and one, or 0.5 per cent, was a stateless person. 8/ Further details on the number and levels of these appointments can be found in paragraphs 45 to 47 below and in table 6 in annex II of this report.

##### National competitive examinations

46. Appointments to posts subject to geographical distribution included those of 69 candidates who were successful in national competitive examinations. They were selected through the examinations held in Burundi, the Byelorussian Soviet Socialist Republic, the Central African Republic, Cuba, Denmark, the Dominican Republic, Germany (Federal Republic of), Hungary, Indonesia, Israel, Italy, Japan, Luxembourg, the Netherlands, Norway, Panama, the Union of Soviet Socialist Republics and Yugoslavia. These appointments account for 34 per cent of all appointments to geographic posts during the reporting period. In addition, they included 21 women, representing 30 per cent of these appointments.

47. Competitive examinations were also held in Australia, Brazil, the German Democratic Republic, Iceland, New Zealand, and Portugal, and in Bahrain for nationals of Bahrain, Kuwait and Saudi Arabia. A number of candidates successful in these examinations are currently under recruitment.

##### Organizational units with high vacancy rates

48. In conformity with the request of the General Assembly contained in resolution 43/224 A, the Secretary-General gives special attention to the filling of posts in organizational units with high vacancy rates, particularly the regional commissions. Of the 202 appointments made during the reporting period, 67, or 33.2 per cent, were to posts in the regional commissions - (18 to ECA, 12 to ECE, 21 to LAC, 8 to ESCAP, and 8 to ESCWA). It is worth noting that, of five appointments of nationals of overrepresented countries (see para. 44 above), three were to posts in the regional commissions.

Recruitment of women

49. Between 1 July 1989 and 30 June 1990, 63 women were appointed to posts subject to geographical distribution, representing 31.2 per cent of the 202 appointments made during the reporting period, as compared with 36, or 26.86 per cent, of the 134 appointments made during the previous reporting period. Women from developing countries accounted for 20 appointments, that is to say, 31.75 per cent of the 63 appointments of women to geographic posts made during the reporting period.

Notes

1/ The desirable ranges for the representation of Member States are shown in table 4 of annex II.

2/ Member States are unrepresented when none of their nationals is in a post subject to geographical distribution; underrepresented when the number of their nationals in these posts is below the lower limit of their ranges; within range when the number of their nationals in these posts is within the limits of their ranges; and overrepresented when the number of their nationals in these posts exceeds the upper limit of their ranges.

3/ A newly admitted Member State, Namibia, was already represented by two of its nationals in the Secretariat and, accordingly, was within range as of 30 June 1990. Two Member States, Democratic Yemen and Yemen, have merged into one Member State, Yemen, which is within range.

4/ See General Assembly resolutions 2152 (XXI) of 17 November 1966 and 39/234 of 18 December 1984.

5/ Paragraph 1 of resolution 44/75 reads:

"Requests the Secretary-General, in full conformity with Articles 8, 97 and 101 of the Charter of the United Nations, to intensify his efforts to increase the number of women employed throughout the United Nations system, particularly in senior policy-level and decision-making posts, in order to achieve an overall rate of participation by women of 30 per cent by 1990, in accordance with paragraph 3 of its resolution 40/258 B of 18 December 1985".

Paragraph 2 reads:

"Requests that renewed efforts be made to ensure more equitable representation of women from developing countries in posts subject to geographical distribution, subject to Article 101 of the Charter".

6/ The text of paragraph 4 of resolution 41/206 A reads:

"The General Assembly ... further requests the Secretary-General to make every effort to increase the number of staff recruited from Member States below the mid-point of their desirable ranges in order to bring them closer to their mid-point".



Notes (continued)

1/ In the compilation of statistics for the present report, an appointment to a post subject to geographical distribution is understood as the granting to a staff member of an appointment for one year or more, either through initial or other recruitment involving service for at least this period; or through the completion of at least one year of service in such a post.

2/ The figures cited in this paragraph are computed on the basis of the degree of representation of each Member State at the end of the previous reporting year, on 30 June 1989, as communicated to the General Assembly in the latest report of the Secretary-General on the composition of the Secretariat (A/44/604). Although the fluctuations in the representation of Member States during the reporting year are not directly taken into account in this computation, they are estimated monthly and used in monitoring geographical distribution and in planning recruitment.

ANNEX I

Statistical tables

- Table A. Staff of the United Nations Secretariat and of the secretariats of other United Nations organs, by category and source of funds, as at 30 June 1990
- Table B. Number of Member States, by region and degree of representation in the Secretariat, as at 30 June 1986-1990
- Table C. Distribution of staff in posts subject to geographical distribution among developing and other countries, from 1986 to 1990 (showing the number of women)
- Table D. Staff in posts subject to geographical distribution at the Director (D-2) level and above (showing the number of women)
- Table E. Percentage of women in posts subject to geographical distribution as of 30 June 1986 through 30 June 1990, by region of origin
- Table F. Number and percentage of women at each level in 1980 and 1990 in posts subject to geographical distribution and in posts with special language requirements
- Table G. Number of appointments to posts subject to geographical distribution between 1 July 1989 and 30 June 1990 by gender, indicating the percentage of total appointments and the number of nationalities appointed at each level

Table A

Staff of the United Nations Secretariat and of the secretariats of other United Nations organs, by category and source of funds, as at 30 June 1990

| Organization               | Regular budget         |                   |                            | Extrabudgetary sources |                   |                            |        |        | Grand total |
|----------------------------|------------------------|-------------------|----------------------------|------------------------|-------------------|----------------------------|--------|--------|-------------|
|                            | Professional and above | Project personnel | General Service and others | Professional and above | Project personnel | General Service and others | Total  |        |             |
| United Nations Secretariat | 3 341                  | 154               | 6 070                      | 443                    | 960               | 3 075                      | 4 478  | 14 043 |             |
| UNDP                       | -                      | -                 | -                          | 758 a/                 | 1 109 b/          | 5 640 c/                   | 7 507  | 7 507  |             |
| UNHCR                      | 99                     | 3                 | 147                        | 385                    | 269               | 1 345                      | 1 999  | 2 248  |             |
| UNICEF                     | -                      | -                 | -                          | 1 106 d/               | 518               | 2 906                      | 4 530  | 4 530  |             |
| UNITAR                     | -                      | -                 | -                          | 9                      | 1                 | 11                         | 21     | 21     |             |
| UNRWA e/                   | 119                    | 1                 | 10                         | -                      | -                 | -                          | -      | 130    |             |
| ITC f/                     | 55                     | 1                 | 77                         | 18                     | 111               | 113                        | 242    | 375    |             |
| ICSC                       | 18                     | -                 | 24                         | -                      | -                 | -                          | -      | 42     |             |
| ICJ                        | 19                     | -                 | 29                         | -                      | -                 | -                          | -      | 48     |             |
| UNU                        | -                      | -                 | -                          | 23                     | 11                | 66                         | 100    | 100    |             |
| TOTAL                      | 3 651                  | 159               | 6 357                      | 2 742                  | 2 979             | 13 156                     | 18 877 | 29 044 |             |

a/ Includes only UNDP Core Budget.

b/ Includes all UNDP other funds (UNFPA, OPE, JFOS, UNV, UNSO, UNRPNRE, UNCDF, FSSTD, IAPSU, project personnel).

c/ Includes National Officers, Field Service Level.

d/ Includes National Officers.

e/ UNRWA has also 17,686 (36.3 per cent women) area personnel.

f/ A number of posts in the International Trade Centre (ITC) are financed jointly by the United Nations from the regular budget and by the General Agreement on Tariffs and Trade (GATT).

Table B

Number of Member States by region and degree of representation in the Secretariat, as at 30 June 1986, 1987, 1988, 1989 and 1990

| Region                          | Year | Member States | Unrepresented | Under-represented | Within range | Over-represented |
|---------------------------------|------|---------------|---------------|-------------------|--------------|------------------|
| Africa                          | 1986 | 51            | 3             | 5                 | 31           | 12               |
|                                 | 1987 | 51            | 3             | 6                 | 28           | 14               |
|                                 | 1988 | 51            | 2             | 6                 | 36           | 7                |
|                                 | 1989 | 51            | 3             | 5                 | 37           | 6                |
|                                 | 1990 | 52            | 3             | 3                 | 39           | 7                |
| Asia and the Pacific            | 1986 | 27            | 5             | 3                 | 10           | 9                |
|                                 | 1987 | 27            | 4             | 4                 | 10           | 9                |
|                                 | 1988 | 27            | 4             | 4                 | 14           | 5                |
|                                 | 1989 | 27            | 4             | 7                 | 12           | 4                |
|                                 | 1990 | 27            | 4             | 6                 | 13           | 4                |
| Europe (Eastern)                | 1986 | 11            | 1             | 4                 | 6            | 0                |
|                                 | 1987 | 11            | 1             | 2                 | 8            | 0                |
|                                 | 1988 | 11            | 1             | 2                 | 8            | 0                |
|                                 | 1989 | 11            | 1             | 2                 | 8            | 0                |
|                                 | 1990 | 11            | 1             | 2                 | 8            | 0                |
| Europe (Western)                | 1986 | 18            | 0             | 5                 | 13           | 0                |
|                                 | 1987 | 18            | 0             | 5                 | 11           | 2                |
|                                 | 1988 | 18            | 0             | 6                 | 11           | 1                |
|                                 | 1989 | 18            | 0             | 4                 | 13           | 1                |
|                                 | 1990 | 18            | 0             | 2                 | 16           | 0                |
| Latin America                   | 1986 | 21            | 0             | 2                 | 16           | 3                |
|                                 | 1987 | 21            | 0             | 2                 | 16           | 3                |
|                                 | 1988 | 21            | 0             | 4                 | 14           | 3                |
|                                 | 1989 | 21            | 0             | 3                 | 15           | 3                |
|                                 | 1990 | 21            | 0             | 1                 | 17           | 3                |
| Middle East                     | 1986 | 17            | 2             | 3                 | 10           | 2                |
|                                 | 1987 | 17            | 2             | 3                 | 9            | 3                |
|                                 | 1988 | 17            | 2             | 3                 | 11           | 1                |
|                                 | 1989 | 17            | 2             | 3                 | 10           | 2                |
|                                 | 1990 | 16            | 2             | 3                 | 9            | 2                |
| North America and the Caribbean | 1986 | 14            | 1             | 2                 | 8            | 3                |
|                                 | 1987 | 14            | 0             | 3                 | 8            | 3                |
|                                 | 1988 | 14            | 1             | 2                 | 9            | 2                |
|                                 | 1989 | 14            | 1             | 2                 | 9            | 2                |
|                                 | 1990 | 14            | 1             | 2                 | 8            | 3                |
| Others                          | 1986 | 3 a/          |               |                   |              |                  |
|                                 | 1987 | 3 a/          |               |                   |              |                  |
|                                 | 1988 | 2 a/          |               |                   |              |                  |
|                                 | 1989 | 2 a/          |               |                   |              |                  |
|                                 | 1990 | 2 a/          |               |                   |              |                  |
| Total                           | 1986 | 159 (100%)    | 12 (7.6%)     | 24 (15.1%)        | 94 (59.1%)   | 29 (18.2%)       |
|                                 | 1987 | 159 (100%)    | 10 (6.3%)     | 25 (15.7%)        | 90 (56.6%)   | 34 (21.4%)       |
|                                 | 1988 | 159 (100%)    | 10 (6.3%)     | 27 (17.0%)        | 103 (64.8%)  | 19 (11.9%)       |
|                                 | 1989 | 159 (100%)    | 11 (6.9%)     | 26 (16.4%)        | 104 (65.4%)  | 18 (11.3%)       |
|                                 | 1990 | 159 (100%)    | 11 (6.9%)     | 19 (11.9%)        | 110 (69.2%)  | 19 (11.9%)       |

a/ Non-Member States.

Table C

Distribution of staff in posts subject to geographical distribution among developing and other countries from 1986 to 1990

(Showing the number of women)

| Group                | Year | Combined desirable ranges | Group midpoint | Per-cent-age | Number of Staff | Percentage    | Number at D-1 and above | Per-cent-age | Number at D-2 and above | Per-cent-age | Number at ASG and above | Per-cent-age |
|----------------------|------|---------------------------|----------------|--------------|-----------------|---------------|-------------------------|--------------|-------------------------|--------------|-------------------------|--------------|
| Developing countries | 1986 | 1 025-1 387               | 1 206.1        | 40.2         | 1 163 (244)     | 42.9 (36.6)   | 182 (5)                 | 48.8         | 68 (2)                  | 47.6         | 29 (1)                  | 52.7         |
|                      | 1987 | 923-1 248                 | 1 085.6        | 40.2         | 1 108 (246)     | 43.2 (37.4)   | 170 (6)                 | 47.6         | 60 (2)                  | 45.5         | 24 (1)                  | 50.0         |
|                      | 1988 | 941-1 272                 | 1 106.5        | 40.6         | 1 090 (247)     | 43.7 (37.7)   | 164 (5)                 | 46.7         | 64 (3)                  | 48.1         | 22 (1)                  | 48.9         |
|                      | 1989 | 945-1 279                 | 1 111.9        | 41.2         | 1 096 (255)     | 43.8 (37.9)   | 172 (4)                 | 48.0         | 58 (2)                  | 46.0         | 20 (0)                  | 48.8         |
|                      | 1990 | 945-1 279                 | 1 112.0        | 41.2         | 1 128 (277)     | 44.4 (38.5)   | 174 (4)                 | 48.6         | 52 (2)                  | 43.1         | 21 (0)                  | 47.7         |
| Other countries      | 1986 | 1 525-2 063               | 1 794.1        | 59.8         | 1 547 (423)     | 57.1 (63.4)   | 191 (21)                | 51.2         | 75 (4)                  | 52.4         | 26 (3)                  | 47.3         |
|                      | 1987 | 1 372-1 856               | 1 614.2        | 59.8         | 1 459 (412)     | 56.8 (62.6)   | 187 (24)                | 52.4         | 72 (5)                  | 54.5         | 24 (1)                  | 50.0         |
|                      | 1988 | 1 354-1 832               | 1 593.4        | 59.4         | 1 406 (408)     | 56.3 (62.3)   | 187 (22)                | 53.3         | 69 (4)                  | 51.9         | 23 (2)                  | 51.1         |
|                      | 1989 | 1 350-1 826               | 1 588.0        | 58.8         | 1 405 (417)     | 56.2 (62.1)   | 186 (20)                | 52.0         | 68 (7)                  | 54.0         | 21 (2)                  | 51.2         |
|                      | 1990 | 1 350-1 826               | 1 588.0        | 58.8         | 1 414 (443)     | 55.6 (61.5)   | 184 (22)                | 51.4         | 70 (8)                  | 56.9         | 23 (2)                  | 52.3         |
| Total                | 1986 | 2 550-3 450               | 3 000.2        | 100.0        | 2 710 (667)     | 100.0 (100.0) | 373 (26)                | 100.0        | 143 (6)                 | 100.0        | 55 (4)                  | 100.0        |
|                      | 1987 | 2 295-3 105               | 2 699.8        | 100.0        | 2 567 (658)     | 100.0 (100.0) | 357 (30)                | 100.0        | 131 (6)                 | 100.0        | 48 (4)                  | 100.0        |
|                      | 1988 | 2 295-3 105               | 2 699.9        | 100.0        | 2 496 (655)     | 100.0 (100.0) | 351 (27)                | 100.0        | 134 (8)                 | 100.0        | 45 (3)                  | 100.0        |
|                      | 1989 | 2 295-3 105               | 2 699.9        | 100.0        | 2 501 (672)     | 100.0 (100.0) | 358 (24)                | 100.0        | 126 (9)                 | 100.0        | 41 (2)                  | 100.0        |
|                      | 1990 | 2 295-3 105               | 2 700.0        | 100.0        | 2 542 (720)     | 100.0 (100.0) | 358 (26)                | 100.0        | 123 (10)                | 100.0        | 44 (2)                  | 100.0        |

Table D

Staff in posts subject to geographical distribution at the  
 Director (D-2) level and above

1986-1990

(Showing the number of women)

|                             | 1986              | 1987              | 1988              | 1989              | 1990     |          |                   |                   |
|-----------------------------|-------------------|-------------------|-------------------|-------------------|----------|----------|-------------------|-------------------|
|                             | Total a/          | Total a/          | Total a/          | Total a/          | USG      | ASG      | D-2               | Total             |
| <b>Africa</b>               |                   |                   |                   |                   |          |          |                   |                   |
| Algeria                     | 1<br>(1)          | 1<br>(1)          | 1<br>(1)          | 1<br>(1)          | -        | -        | 1<br>(1)          | 1<br>(1)          |
| Cameroon                    | -                 | 1                 | 1                 | 1                 | -        | -        | 1                 | 1                 |
| Egypt                       | 3                 | 3                 | 3                 | 2                 | 1        | 1        | -                 | 2                 |
| Ghana                       | 5                 | 5                 | 6                 | 6                 | 1        | 1        | 4                 | 6                 |
| Guinea                      | -                 | 1                 | 1                 | 1                 | -        | -        | 1                 | 1                 |
| Mali                        | 1                 | -                 | -                 | -                 | -        | -        | -                 | -                 |
| Mauritania                  | 1                 | 1                 | 1                 | 1                 | -        | -        | 1                 | 1                 |
| Morocco                     | 1                 | 1                 | 1                 | 1                 | -        | -        | 1                 | 1                 |
| Nigeria                     | 3                 | 2                 | 2                 | 2                 | 1        | -        | -                 | 1                 |
| Senegal                     | 1                 | 1                 | 1                 | 1                 | -        | -        | 1                 | 1                 |
| Sierra Leone                | 1                 | 1                 | 1                 | 1                 | -        | 1        | -                 | 1                 |
| Somalia                     | 1                 | 1                 | 1                 | 1                 | 1        | -        | -                 | 1                 |
| Togo                        | 1                 | 1                 | 1                 | 1                 | -        | -        | 1                 | 1                 |
| Tunisia                     | 2                 | 2                 | 2                 | 2                 | 1        | -        | 1                 | 2                 |
| Uganda                      | -                 | -                 | -                 | 1                 | -        | -        | -                 | -                 |
| <b>Subtotal</b>             | <b>21<br/>(1)</b> | <b>21<br/>(1)</b> | <b>22<br/>(1)</b> | <b>22<br/>(1)</b> | <b>5</b> | <b>3</b> | <b>12<br/>(1)</b> | <b>20<br/>(1)</b> |
| <b>Asia and the Pacific</b> |                   |                   |                   |                   |          |          |                   |                   |
| Bangladesh                  | 1                 | 1                 | 1                 | 1                 | 1        | -        | -                 | 1                 |
| China                       | 3                 | 2                 | 2                 | 2                 | 1        | -        | -                 | 1                 |
| Fiji                        | 1                 | 1                 | 1                 | 1                 | 1        | -        | -                 | 1                 |
| India                       | 8                 | 6                 | 5                 | 5                 | 2        | -        | 2                 | 4                 |
| Indonesia                   | 1                 | 1                 | 1                 | 1                 | -        | -        | -                 | -                 |
| Japan                       | 6                 | 4                 | 5                 | 5<br>(1)          | 1        | 1        | 3<br>(1)          | 5<br>(1)          |
| Malaysia                    | 1                 | 1                 | 1                 | 1                 | -        | -        | 1                 | 1                 |
| Pakistan                    | 5                 | 4                 | 3                 | 3                 | 1        | -        | 2                 | 3                 |
| Sri Lanka                   | -                 | -                 | 1                 | -                 | -        | -        | 1                 | 1                 |
| <b>Subtotal</b>             | <b>26</b>         | <b>20</b>         | <b>20</b>         | <b>19<br/>(1)</b> | <b>7</b> | <b>1</b> | <b>9<br/>(1)</b>  | <b>17<br/>(1)</b> |

Table D (continued)

|  | 1986              | 1987              | 1988              | 1989              | 1990             |          |                   |                   |
|--|-------------------|-------------------|-------------------|-------------------|------------------|----------|-------------------|-------------------|
|  | Total a/          | Total a/          | Total a/          | Total a/          | USG              | ASG      | D-2               | Total             |
| <b>Europe (Eastern)</b>                                    |                   |                   |                   |                   |                  |          |                   |                   |
| Hungary  | 1                 | 1                 | 1                 | 1                 | -                | -        | -                 | -                 |
| Poland   | 2                 | 2                 | 2                 | 2                 | 1                | -        | 1                 | 2                 |
| Romania  | -                 | 1                 | 1                 | 1                 | -                | -        | 1                 | 1                 |
| Ukrainian Soviet<br>Socialist<br>Republic                  | -                 | -                 | -                 | 1                 | -                | -        | 1                 | 1                 |
| Union of Soviet<br>Socialist<br>Republics                  | 15                | 14                | 12                | 12                | 1                | 1        | 9                 | 11                |
| Yugoslavia   | 1                 | 1                 | 1                 | 1                 | -                | 1        | -                 | 1                 |
| <b>Subtotal</b>  | <b>19</b>         | <b>19</b>         | <b>17</b>         | <b>18</b>         | <b>2</b>         | <b>2</b> | <b>12</b>         | <b>16</b>         |
| <b>Europe (Western)</b>                                    |                   |                   |                   |                   |                  |          |                   |                   |
| Austria  | 3                 | 4                 | 2                 | 1                 | 1                | -        | 1                 | 2                 |
| Belgium  | 1                 | -                 | -                 | 1                 | -                | -        | 1                 | 1                 |
| Denmark  | 1                 | 1                 | 1                 | 1                 | -                | 1        | -                 | 1                 |
| Finland  | 1                 | 1                 | 1                 | 1                 | 1                | -        | -                 | 1                 |
| France   | 6 b/<br>(1)       | 7 b/<br>(1)       | 7 b/<br>(1)       | 7<br>(1)          | 1 b/<br>(1)      | 1        | 5<br>(1)          | 7<br>(1)          |
| Germany, Federal<br>Republic of                            | 3<br>-            | 3<br>-            | 3<br>-            | 2<br>-            | 1<br>-           | -<br>-   | 2<br>(1)          | 3<br>(1)          |
| Greece   | 1                 | 1                 | 1                 | 1                 | -                | 1        | -                 | 1                 |
| Ireland  | -                 | 1                 | 1                 | 1                 | -                | -        | 1                 | 1                 |
| Italy  | 2                 | 3                 | 3                 | 4                 | -                | 1        | 3                 | 4                 |
| Netherlands  | 1                 | -                 | -                 | -                 | -                | -        | 1                 | 1                 |
| Norway   | 1                 | -                 | -                 | -                 | -                | -        | -                 | -                 |
| Spain  | 1                 | 1                 | 1                 | 1                 | -                | -        | 1                 | 1                 |
| Sweden   | 3                 | 4                 | 5                 | 4                 | 1                | 1        | 2                 | 4                 |
| United Kingdom of<br>Great Britain and<br>Northern Ireland | 5<br>(1)          | 4<br>(1)          | 4<br>(1)          | 4<br>(2)          | 2<br>(1)         | -        | 3<br>(1)          | 5<br>(2)          |
| <b>Subtotal</b>  | <b>29<br/>(2)</b> | <b>30<br/>(2)</b> | <b>29<br/>(2)</b> | <b>28<br/>(3)</b> | <b>7<br/>(1)</b> | <b>5</b> | <b>20<br/>(3)</b> | <b>32<br/>(4)</b> |

Table D (continued)

|                               | 1986      | 1987      | 1988      | 1989      | 1990     |          |          |           |
|-------------------------------|-----------|-----------|-----------|-----------|----------|----------|----------|-----------|
|                               | Total a/  | Total a/  | Total a/  | Total a/  | USG      | ASG      | D-2      | Total     |
| <b>Latin America</b>          |           |           |           |           |          |          |          |           |
| Argentina                     | 3         | 4         | 3         | 3         | -        | 1        | 1        | 2         |
| Brazil                        | 5         | 4         | 3         | 2         | -        | 1        | 1        | 2         |
| Chile                         | 1         | 1         | 3         | 4         | -        | -        | 3        | 3         |
| Colombia                      | -         | -         | 1         | 1         | -        | -        | 1        | 1         |
| Ecuador                       | 1         | 1         | 1         | -         | -        | -        | -        | -         |
| Guatemala                     | 1         | 1         | 1         | 1         | 1        | -        | -        | 1         |
| Haiti                         | 1         | 1         | 1         | 1         | -        | -        | 1        | 1         |
| Peru                          | 1         | 1         | 1         | 1         | -        | 1        | -        | 1         |
| Uruguay                       | 1         | -         | -         | -         | -        | -        | -        | -         |
| Venezuela                     | 1         | 1         | 1         | -         | -        | 1        | -        | 1         |
|                               | (1)       | (1)       | (1)       |           |          |          |          |           |
| <b>Subtotal</b>               | <b>15</b> | <b>14</b> | <b>15</b> | <b>13</b> | <b>1</b> | <b>4</b> | <b>7</b> | <b>12</b> |
|                               | (1)       | (1)       | (1)       |           |          |          |          |           |
| <b>Middle East</b>            |           |           |           |           |          |          |          |           |
| Afghanistan                   | 1         | -         | -         | -         | -        | -        | -        | -         |
| Cyprus                        | 1         | 1         | 1         | -         | -        | -        | -        | -         |
| Iran (Islamic<br>Republic of) | 2         | 2         | 2         | 2         | -        | -        | 2        | 2         |
| Iraq                          | 1         | 1         | 1         | 1         | -        | -        | 1        | 1         |
| Jordan                        | 1         | 1         | 1         | 1         | 1        | -        | -        | 1         |
| Lebanon                       | -         | -         | 1         | 1         | -        | -        | 1        | 1         |
| Syrian Arab<br>Republic       | 3         | 1         | -         | -         | -        | -        | -        | -         |
| <b>Subtotal</b>               | <b>9</b>  | <b>6</b>  | <b>7</b>  | <b>5</b>  | <b>1</b> | <b>-</b> | <b>4</b> | <b>5</b>  |



Table D (continued)

|   | 1986                | 1987                | 1988                | 1989                | 1990             |           |                  |                    |
|---|---------------------|---------------------|---------------------|---------------------|------------------|-----------|------------------|--------------------|
|   | Total <sup>a/</sup> | Total <sup>a/</sup> | Total <sup>a/</sup> | Total <sup>a/</sup> | USG              | ASG       | D-2              | Total              |
| <b><u>North America and the Caribbean</u></b> |                     |                     |                     |                     |                  |           |                  |                    |
| Canada  | 4<br>(1)            | 5<br>(2)            | 5<br>(1)            | 4<br>(1)            | 2<br>(1)         | 2         | 1                | 5<br>(1)           |
| Grenada                                       | 1                   | 1                   | 1                   | -                   | -                | -         | -                | -                  |
| Guyana  | 1                   | 1                   | 1                   | 1                   | -                | -         | 1                | 1                  |
| Jamaica                                       | 1                   | 1                   | 2<br>(1)            | 2<br>(1)            | -                | -         | 2<br>(1)         | 2<br>(1)           |
| United States of America                      | 17<br>(1)           | 13                  | 14<br>(2)           | 14<br>(2)           | 1                | 1         | 11<br>(2)        | 13<br>(2)          |
| Subtotal                                      | 24<br>(2)           | 21<br>(2)           | 23<br>(4)           | 21<br>(4)           | 3<br>(1)         | 3         | 15<br>(3)        | 21<br>(4)          |
| Total   | <u>143</u><br>(6)   | <u>131</u><br>(6)   | <u>133</u><br>(8)   | <u>126</u><br>(9)   | <u>26</u><br>(2) | <u>18</u> | <u>79</u><br>(8) | <u>123</u><br>(10) |

<sup>a/</sup> The totals for 1986, 1987, 1988, 1989 and 1990 comprise the total number of staff at the D-2 level and above for each State on 30 June of each of these years.

<sup>b/</sup> Includes one staff member at the Director-General level.

Table E

Percentage of women in posts subject to geographical distribution  
 as of 30 June 1986 through 30 June 1990, by region of origin

|   | 1986                | 1987                | 1988                | 1989                | 1990                |
|---|---------------------|---------------------|---------------------|---------------------|---------------------|
| Africa                                    | 1.75                | 1.89                | 2.02                | 2.06                | 2.50                |
| Asia and the Pacific                      | 4.89                | 5.09                | 5.23                | 5.27                | 5.46                |
| Europe (Eastern)                          | 0.55                | 0.54                | 0.56                | 0.79                | 0.94                |
| Europe (Western)                          | 6.46                | 6.48                | 6.90                | 7.06                | 7.65                |
| Latin America                             | 2.30                | 2.27                | 2.26                | 2.62                | 2.73                |
| Middle East                               | 0.77                | 0.85                | 0.83                | 0.87                | 0.94                |
| North America and the<br>Caribbean        | 7.63                | 8.25                | 8.17                | 8.01                | 7.88                |
| Others                                    | 0.33                | 0.31                | 0.32                | 0.24                | 0.20                |
| <b>Total</b>                              | <b><u>24.67</u></b> | <b><u>25.67</u></b> | <b><u>26.30</u></b> | <b><u>26.91</u></b> | <b><u>28.30</u></b> |
| <b>Percentage increase<br/>(decrease)</b> | <b>1.59</b>         | <b>1.00</b>         | <b>0.63</b>         | <b>0.61</b>         | <b>1.39</b>         |

Table F

Number and percentage of women at each level in 1980 and 1990 in posts subject to geographical distribution and in posts with special language requirements

| Level | Geographic posts |             |              |             | Language posts |              |              |             |
|-------|------------------|-------------|--------------|-------------|----------------|--------------|--------------|-------------|
|       | 1980             |             | 1990         |             | 1980           |              | 1990         |             |
|       | No. of Women     | Percent-age | No. of Women | Percent-age | No. of Women   | Percent-age  | No. of Women | Percent-age |
| USG   | 0                | 0.0         | 2            | 7.7         | -              | -            | -            | -           |
| ASG   | 3                | 14.3        | 0            | 0.0         | -              | -            | -            | -           |
| D-2   | 3                | 3.8         | 8            | 10.1        | -              | -            | -            | -           |
| D-1   | 12               | 5.0         | 16           | 6.4         | -              | -            | -            | -           |
| P-5   | 44               | 8.1         | 73           | 15.8        | 15             | 26.8         | 41           | 30.8        |
| P-4   | 97               | 12.6        | 180          | 26.7        | 83             | 32.9         | 121          | 35.5        |
| P-3   | 191              | 28.1        | 261          | 39.0        | 150            | 35.0         | 122          | 35.8        |
| P-2   | 158              | 41.0        | 175          | 45.8        | 43             | 32.6         | 33           | 33.3        |
| P-1   | <u>19</u>        | <u>38.8</u> | <u>10</u>    | <u>62.5</u> | <u>2</u>       | <u>100.0</u> | <u>0</u>     | <u>0.0</u>  |
| Total | <u>527</u>       | <u>18.9</u> | <u>725</u>   | <u>28.3</u> | <u>293</u>     | <u>33.6</u>  | <u>317</u>   | <u>34.6</u> |

Table G

Number of appointments to posts subject to geographical distribution between 1 July 1989 and 30 June 1990 by gender, indicating the percentage of total appointments and the number of nationalities appointed at each level'

|              | Women                     |                                  |                                     | Men                     |                                  |                                     |
|--------------|---------------------------|----------------------------------|-------------------------------------|-------------------------|----------------------------------|-------------------------------------|
|              | Number of women appointed | Percentage of total appointments | Number of nationalities represented | Number of men appointed | Percentage of total appointments | Number of nationalities represented |
| USG          | -                         | -                                | -                                   | 2                       | 1.0                              | 2                                   |
| ASG          | -                         | -                                | -                                   | 1                       | 0.5                              | 1                                   |
| D-2          | -                         | -                                | -                                   | 6                       | 3.0                              | 4                                   |
| D-1          | -                         | -                                | -                                   | 3                       | 1.5                              | 3                                   |
| P-5          | -                         | -                                | -                                   | 7                       | 3.5                              | 5                                   |
| P-4          | 7                         | 3.5                              | 5                                   | 23                      | 10.9                             | 13                                  |
| P-3          | 15                        | 7.4                              | 10                                  | 41                      | 20.3                             | 29                                  |
| P-2          | 40                        | 19.8                             | 23                                  | 56                      | 27.6                             | 24                                  |
| P-1          | 1                         | 0.5                              | 1                                   | 1                       | 0.5                              | 1                                   |
| <b>Total</b> | <b><u>63</u></b>          | <b><u>31.2</u></b>               | <b><u>30</u> a/</b>                 | <b><u>139</u></b>       | <b><u>68.8</u></b>               | <b><u>55</u> a/</b>                 |

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

ANNEX II

Statistical tables

- Table 1. 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
- Table 2. Staff in posts subject to geographical distribution by office and region
- Table 3. Staff by region, level and gender
- (a) Staff in posts subject to geographical distribution
  - (b) Staff in posts with special language requirements
  - (c) Total staff in posts subject to geographical distribution and posts with special language requirements
- Table 4. Staff in posts subject to geographical distribution by region, nationality and level (showing the number of female staff)
- Table 5. Staff in posts subject to geographical distribution by region, nationality and type of appointment
- Table 6. Appointments to posts subject to geographical distribution by region, nationality and level (showing the number of female staff)
- Table 7. Staff changes in posts subject to geographical distribution by region, nationality and type of appointment (showing the number of female staff)
- Table 8. Staff in posts with special language requirements by region, nationality and level (showing the number of female staff)
- Table 9. Professional and higher level staff specifically appointed for mission service by region, nationality and level (showing the number of female staff)
- Table 10. Weighted and unweighted distribution of posts subject to geographical distribution and actual staff position in points (as at 30 June 1990)
- Table 11. Female staff of the United Nations and related agencies in Professional and higher level posts (as at 31 December 1989)

**Table 12. Sex distribution of staff in the United Nations Secretariat by department or office and by grade**

- (a) Professional and higher level staff in posts subject to geographical distribution**
- (b) Professional staff in posts with special language requirements**
- (c) Professional and higher level staff in posts subject to geographical distribution and posts with special language requirements**
- (d) Staff in the General Service and other related categories**

Abbreviations

|         |   |
|---------|---|
| AMIAD   | Internal Audit Division   |
| AMOGS   | Office of General Services  |
| AMOHRM  | Office of Human Resources Management  |
| AMOPBF  | Office for Programme Planning, Budgeting, and Finance   |
| AMUSG   | Department of Administration and Management, Office of the Under-Secretary-General  |
| CC      | Department of Conference Services   |
| CTC     | United Nations Centre on Transnational Corporations   |
| DDA     | Department for Disarmament Affairs  |
| DPI     | Department of Public Information  |
| ECA     | Economic Commission for Africa  |
| ECE     | Economic Commission for Europe  |
| ECLAC   | Economic Commission for Latin America and the Caribbean   |
| EOSG    | Executive Office of the Secretary-General   |
| ESCAP   | Economic and Social Commission for Asia and the Pacific   |
| ESCWA   | Economic and Social Commission for Western Asia   |
| FS      | Field Service   |
| HR      | Centre for Human Rights   |
| IESA    | Department of International Economic and Social Affairs   |
| INTORG  | Inter-organization Bodies:<br><br>Joint Inspection Unit (JIU)<br>Consultative Committee on Administrative Questions (CCAQ)<br>International Computing Centre (ICC)<br>Advisory Committee for the Co-ordination of Information Systems (ACCIS) |
| MISSION | Special Missions  |

OALOS Office for Ocean Affairs and Law of the Sea

ODGDIEC Office of the Director-General for Development and International Economic Co-operation

OLA Office of Legal Affairs

OPGS Office for Political and General Assembly Affairs and Secretariat Services

ORCI Office for Research and the Collection of Information

OUSGSPA Office for Special Political Affairs

PSCA Department of Political and Security Council Affairs

REGCOM Regional Commissions Liaison Office

SPQRCDT Department of Special Political Questions, Regional Co-operation, Decolonisation and Trusteeship

SPTASN Staff on Special Temporary Assignment

TCD Department of Technical Co-operation for Development

UNCHS United Nations Centre for Human Settlements

UNCS United Nations Common Services (Nairobi)

UNCSTD Centre for Science and Technology for Development

UNCTAD United Nations Conference on Trade and Development

UNDRO Office of the United Nations Disaster Relief Co-ordinator

UNEP United Nations Environment Programme

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

UNOG United Nations Office at Geneva

UNOV United Nations Office at Vienna

WFC Secretariat of the World Food Council

UNCED United Nations Conference on Environment and Development



A REGIONAL TABLES

TABLE 1

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 1990)

| APPOINTMENT STATUS | REGION | AFRICA | ASIA & THE PACIFIC | EUROPE (EASTERN) | EUROPE (WESTERN) | LATIN AMERICA | MIDDLE EAST | NORTH AMERICA & CARIBBEAN | OTHERS | TOTAL |
|--------------------|--------|--------|--------------------|------------------|------------------|---------------|-------------|---------------------------|--------|-------|
| GEOGRAPHY a/       |        | 439    | 408                | 261              | 592              | 215           | 128         | 499                       | 19     | 2 581 |
| LANGUAGE b/        |        | 127    | 138                | 152              | 262              | 87            | 41          | 107                       | 13     | 915   |
| MISSION c/         |        | 2      | 4                  | 2                | 8                | 3             | 2           | 3                         | -      | 24    |
| UNEP d/            |        | 38     | 30                 | 12               | 61               | 18            | 6           | 24                        | 3      | 168   |
| INTERAGENCY e/     |        | -      | 1                  | 1                | 3                | -             | -           | 4                         | -      | 9     |
| P. RESIDENT f/     |        | -      | -                  | -                | -                | 1             | -           | -                         | -      | 1     |
| PROJECTS g/        |        | 7      | 1                  | -                | 6                | -             | -           | 3                         | -      | 16    |
| UN LEAVE h/        |        | 1      | 6                  | 2                | 9                | 5             | 1           | 7                         | -      | 31    |
| SECONDED i/        |        | 6      | 3                  | -                | 19               | 3             | -           | 9                         | -      | 39    |
| TOTAL              |        | 617    | 591                | 430              | 947              | 329           | 177         | 658                       | 35     | 3 782 |

- 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 or the United Nations Centre for Human Settlements.  
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 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION  
BY OFFICE AND REGION  
(AS AT 30 JUNE 1990)

| OFFICE          | REGION | AFRICA | ASIA & THE PACIFIC | EUROPE (EASTERN) | EUROPE (WESTERN) | LATIN AMERICA | MIDDLE EAST | NORTH AMERICA & CARIBBEAN | OTHERS | TOTAL |
|-----------------|--------|--------|--------------------|------------------|------------------|---------------|-------------|---------------------------|--------|-------|
| HEADQUARTERS a/ |        | 223    | 251                | 150              | 295              | 111           | 61          | 347                       | 2      | 1 430 |
| ECE             |        | 2      | 4                  | 31               | 46               | 1             | 2           | 10                        | 1      | 99    |
| ESCAP           |        | 1      | 64                 | 6                | 19               | -             | 3           | 17                        | -      | 130   |
| ECLAC           |        | 1      | 6                  | 2                | 28               | 74            | 3           | 21                        | -      | 134   |
| ECA             |        | 119    | 6                  | 2                | 7                | 1             | -           | 4                         | -      | 138   |
| ESOWA           |        | 11     | 2                  | 2                | 6                | 1             | 41          | 10                        | 4      | 76    |
| UNCTAD b/       |        | 36     | 21                 | 26               | 64               | 13            | 16          | 29                        | 0      | 215   |
| UNEP b/         |        | 3      | 3                  | 1                | 4                | -             | 2           | 3                         | -      | 16    |
| UNOD c/         |        | 29     | 24                 | 29               | 55               | 6             | 9           | 38                        | 2      | 227   |
| UNOV d/         |        | 14     | 9                  | 12               | 34               | 6             | 1           | 20                        | -      | 96    |
| TOTAL           |        | 439    | 408                | 261              | 592              | 215           | 128         | 499                       | 19     | 2 581 |

- 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

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TABLE 3  
 STAFF BY REGION, LEVEL AND GENDER  
 (AS AT 30 JUNE 1990)

A. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

| REGION                 | USG |      | ASG |       | D-2  |      | D-1 |      | P-6  |      | P-4  |      | P-3  |      | P-2  |      | P-1  |      | SUBTOTAL #/ |      | TOTAL |
|------------------------|-----|------|-----|-------|------|------|-----|------|------|------|------|------|------|------|------|------|------|------|-------------|------|-------|
|                        | F   | M    | F   | M     | F    | M    | F   | M    | F    | M    | F    | M    | F    | M    | F    | M    | F    | M    | F           | M    |       |
| AFRICA                 |     | 5    |     | 3     | 1    | 11   |     | 95   | 7    | 78   | 17   | 109  | 32   | 80   | 16   | 33   | 2    | 1    | 64          | 376  | 439   |
|                        |     |      |     |       |      |      |     |      |      |      |      |      |      |      |      |      |      |      | 14.6        | 85.4 |       |
| ASIA AND THE PACIFIC   |     | 7    |     | 1     | 1    | 8    | 3   | 48   | 12   | 48   | 24   | 84   | 64   | 67   | 41   | 38   | 5    | 1    | 140         | 298  | 408   |
|                        |     |      |     |       |      |      |     |      |      |      |      |      |      |      |      |      |      |      | 34.3        | 65.7 |       |
| EUROPE (EASTERN)       |     | 2    |     | 2     |      | 12   |     | 17   | 2    | 22   | 8    | 72   | 10   | 81   | 4    | 29   |      |      | 24          | 237  | 261   |
|                        |     |      |     |       |      |      |     |      |      |      |      |      |      |      |      |      |      |      | 9.2         | 90.8 |       |
| EUROPE (WESTERN)       | 1   | 8    |     | 5     | 3    | 17   | 7   | 38   | 21   | 98   | 43   | 94   | 94   | 74   | 66   | 64   | 2    |      | 198         | 396  | 592   |
|                        |     |      |     |       |      |      |     |      |      |      |      |      |      |      |      |      |      |      | 33.1        | 66.9 |       |
| LATIN AMERICA          |     | 1    |     | 4     |      | 7    |     | 10   | 10   | 33   | 17   | 34   | 31   | 33   | 11   | 22   | 1    | 1    | 70          | 145  | 215   |
|                        |     |      |     |       |      |      |     |      |      |      |      |      |      |      |      |      |      |      | 32.6        | 67.4 |       |
| MIDDLE EAST            |     | 1    |     |       |      | 4    | 2   | 15   | 4    | 32   | 9    | 32   | 6    | 14   | 3    | 6    |      |      | 24          | 104  | 128   |
|                        |     |      |     |       |      |      |     |      |      |      |      |      |      |      |      |      |      |      | 18.8        | 81.3 |       |
| N. AMERICA & CARIBBEAN | 1   | 2    |     | 3     | 3    | 12   | 4   | 38   | 16   | 73   | 60   | 85   | 83   | 64   | 36   | 17   |      | 3    | 202         | 297  | 499   |
|                        |     |      |     |       |      |      |     |      |      |      |      |      |      |      |      |      |      |      | 40.5        | 59.5 |       |
| OTHERS                 |     |      |     |       |      |      |     | 2    | 1    | 4    | 2    | 3    | 1    | 5    | 1    |      |      |      | 6           | 14   | 19    |
|                        |     |      |     |       |      |      |     |      |      |      |      |      |      |      |      |      |      |      | 26.3        | 73.7 |       |
| SUBTOTAL #/            | 2   | 24   |     | 18    | 8    | 71   | 18  | 221  | 73   | 368  | 180  | 493  | 261  | 408  | 175  | 207  | 10   | 6    | 725         | 1637 | 2 561 |
|                        | 7.7 | 92.3 | 0.0 | 100.0 | 10.1 | 89.9 | 8.8 | 93.2 | 15.8 | 84.2 | 26.7 | 73.3 | 39.0 | 61.0 | 45.8 | 84.2 | 62.5 | 37.5 | 28.3        | 71.7 |       |
| TOTAL                  | 26  | 18   |     | 79    |      | 237  |     | 481  |      | 673  |      | 669  |      | 382  |      | 16   |      |      | 2 561       |      |       |

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

| REGION                 | P-6 |      | P-4 |      | P-3 |      | P-2 |      | P-1 |      | SUBTOTAL #/ |      | TOTAL |      |  |      |   |      |       |      |      |
|------------------------|-----|------|-----|------|-----|------|-----|------|-----|------|-------------|------|-------|------|--|------|---|------|-------|------|------|
|                        | F   | M    | F   | M    | F   | M    | F   | M    | F   | M    | F           | M    |       |      |  |      |   |      |       |      |      |
| AFRICA                 |     | 3    |     | 16   |     | 9    |     | 40   |     | 9    |             | 45   | 3     | 2    |  |      |   | 24   | 103   | 127  |      |
|                        |     |      |     |      |     |      |     |      |     |      |             |      |       |      |  |      |   | 16.9 | 81.1  |      |      |
| ASIA AND THE PACIFIC   |     | 3    |     | 17   |     | 8    |     | 33   |     | 11   |             | 36   | 9     | 21   |  | 1    |   | 31   | 107   | 138  |      |
|                        |     |      |     |      |     |      |     |      |     |      |             |      |       |      |  |      |   | 22.5 | 77.5  |      |      |
| EUROPE (EASTERN)       |     |      |     | 11   |     | 1    |     | 32   |     | 4    |             | 67   | 1     | 36   |  |      |   | 6    | 146   | 152  |      |
|                        |     |      |     |      |     |      |     |      |     |      |             |      |       |      |  |      |   | 3.9  | 96.1  |      |      |
| EUROPE (WESTERN)       |     |      |     | 21   |     | 27   |     | 69   |     | 62   |             | 48   |       | 28   |  | 6    | 3 |      | 132   | 118  | 250  |
|                        |     |      |     |      |     |      |     |      |     |      |             |      |       |      |  |      |   | 62.6 | 47.2  |      |      |
| LATIN AMERICA          |     |      |     | 8    |     | 6    |     | 22   |     | 19   |             | 13   |       | 11   |  | 2    | 3 |      | 46    | 41   | 87   |
|                        |     |      |     |      |     |      |     |      |     |      |             |      |       |      |  |      |   | 62.9 | 47.1  |      |      |
| MIDDLE EAST            |     |      |     | 1    |     | 8    |     | 2    |     | 6    |             | 7    |       | 17   |  | 1    | 1 |      | 11    | 30   | 41   |
|                        |     |      |     |      |     |      |     |      |     |      |             |      |       |      |  |      |   | 26.8 | 73.2  |      |      |
| N. AMERICA & CARIBBEAN |     |      |     | 4    |     | 5    |     | 17   |     | 25   |             | 29   |       | 18   |  | 11   |   |      | 61    | 46   | 107  |
|                        |     |      |     |      |     |      |     |      |     |      |             |      |       |      |  |      |   | 57.0 | 43.0  |      |      |
| OTHERS                 |     |      |     |      |     | 2    |     | 3    |     | 3    |             | 3    |       | 2    |  |      |   |      | 6     | 7    | 13   |
|                        |     |      |     |      |     |      |     |      |     |      |             |      |       |      |  |      |   |      | 48.2  | 53.8 |      |
| SUBTOTAL #/            |     | 41   |     | 92   |     | 121  |     | 220  |     | 122  |             | 219  |       | 33   |  | 66   |   | 1    | 317   | 598  | 916  |
|                        |     | 30.8 |     | 68.2 |     | 35.5 |     | 64.5 |     | 35.8 |             | 64.2 |       | 33.3 |  | 66.7 |   | 0.0  | 100.0 | 34.6 | 65.4 |
| TOTAL                  |     | 133  |     | 341  |     | 341  |     | 98   |     | 1    |             | 916  |       |      |  |      |   |      |       |      |      |

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

| GRAND TOTAL #/ | USG |      | ASG |       | D-2  |      | D-1 |      | P-6  |       | P-4  |       | P-3  |      | P-2  |      | P-1  |      | SUBTOTAL #/ |       | TOTAL |
|----------------|-----|------|-----|-------|------|------|-----|------|------|-------|------|-------|------|------|------|------|------|------|-------------|-------|-------|
|                | F   | M    | F   | M     | F    | M    | F   | M    | F    | M     | F    | M     | F    | M    | F    | M    | F    | M    | F           | M     |       |
|                | 2   | 24   |     | 18    | 8    | 71   | 18  | 221  | 114  | 480   | 301  | 713   | 383  | 627  | 208  | 271  | 10   | 71   | 1042        | 2 436 | 3 476 |
|                | 7.7 | 92.3 | 0.0 | 100.0 | 10.1 | 89.9 | 8.8 | 93.2 | 19.2 | 80.8  | 29.7 | 70.3  | 37.9 | 62.1 | 43.2 | 96.8 | 56.8 | 41.2 | 30.0        | 70.0  |       |
|                | 26  | 18   |     | 79    |      | 237  |     | 481  |      | 1 014 |      | 1 010 |      | 481  |      | 17   |      |      | 3 476       |       |       |

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

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B NATIONALITY TABLES  
TABLE 4  
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION  
BY REGION, NATIONALITY AND LEVEL  
(SHOWING NUMBER OF FEMALE STAFF)  
S AT 30 JUNE 1990

| REGION AND COUNTRY<br>OF NATIONALITY | NUMBER<br>OF<br>STAFF<br>30/06/89 | DG/<br>USO | AS2 | D-2      | D-1 | P-5      | P-4      | P-3      | P-2      | P-1      | NUMBER<br>OF<br>STAFF<br>30/06/90 | MID-<br>POINT | DESIRABLE<br>RANGE |
|--------------------------------------|-----------------------------------|------------|-----|----------|-----|----------|----------|----------|----------|----------|-----------------------------------|---------------|--------------------|
| AFRICA                               |                                   |            |     |          |     |          |          |          |          |          |                                   |               |                    |
| ALGERIA                              | 19<br>(2)                         | -          | -   | 1<br>(1) | 6   | 7        | 5<br>(1) | -        | -        | -        | 19<br>(2)                         | 9.67          | 6-14               |
| ANGOLA                               | 1                                 | -          | -   | -        | -   | -        | 1        | -        | -        | -        | 1                                 | 7.20          | 2-14               |
| BENIN                                | 6<br>(1)                          | -          | -   | -        | 1   | 2        | 1        | 2        | 1<br>(1) | -        | 7<br>(1)                          | 7.07          | 2-14               |
| BOTSWANA                             | 1<br>(0)                          | -          | -   | -        | -   | -        | -        | 1        | 1<br>(1) | -        | 2<br>(1)                          | 6.98          | 2-14               |
| BURKINA FASO                         | 6<br>(0)                          | -          | -   | -        | 1   | 1        | 4        | 1<br>(1) | -        | -        | 7<br>(1)                          | 7.19          | 2-14               |
| BURUNDI                              | 6<br>(1)                          | -          | -   | -        | 1   | 1        | 1        | 3<br>(1) | 1<br>(1) | -        | 9<br>(2)                          | 7.09          | 2-14               |
| CAMEROON                             | 8<br>(0)                          | -          | -   | 1        | -   | 2        | 3        | 5        | 2<br>(2) | -        | 13<br>(2)                         | 7.24          | 2-14               |
| CAPE VERDE                           | 1                                 | -          | -   | -        | -   | -        | -        | 1        | -        | -        | 1                                 | 6.96          | 2-14               |
| CENT AFR REP                         | 1                                 | -          | -   | -        | -   | -        | 1        | -        | 3        | -        | 4                                 | 7.02          | 2-14               |
| CHAD                                 | 4                                 | -          | -   | -        | -   | 1        | -        | 3        | -        | -        | 4                                 | 7.08          | 2-14               |
| COMOROS                              | 2                                 | -          | -   | -        | -   | -        | -        | 2        | -        | -        | 2                                 | 6.96          | 2-14               |
| CONGO                                | 7                                 | -          | -   | -        | -   | 1        | 4        | 1        | -        | -        | 6                                 | 7.00          | 2-14               |
| COTE D'IVOIRE                        | 12<br>(1)                         | -          | -   | -        | -   | -        | 2        | 6<br>(1) | 3        | -        | 11<br>(1)                         | 7.41          | 3-14               |
| DJIBOUTI                             | 0                                 | -          | -   | -        | -   | -        | -        | -        | -        | -        | 0                                 | 6.96          | 2-14               |
| EGYPT                                | 11<br>(2)                         | 1          | 1   | -        | 2   | 2        | 4<br>(1) | -        | 1<br>(1) | -        | 11<br>(2)                         | 9.24          | 4-14               |
| EQUATL GUINEA                        | 3                                 | -          | -   | -        | -   | -        | -        | -        | 3        | -        | 3                                 | 6.96          | 2-14               |
| ETHIOPIA                             | 27<br>(5)                         | -          | -   | -        | 1   | 5        | 5<br>(1) | 6<br>(2) | 9<br>(2) | 1<br>(1) | 27<br>(6)                         | 8.24          | 3-14               |
| GABON                                | 3                                 | -          | -   | -        | -   | -        | -        | -        | 3        | -        | 3                                 | 7.27          | 2-14               |
| GAMBIA                               | 6                                 | -          | -   | -        | 1   | 4        | 2        | 1        | -        | -        | 6                                 | 6.97          | 2-14               |
| GHANA                                | 16<br>(2)                         | 1          | 1   | 4        | 2   | 2        | 5<br>(2) | 1        | -        | -        | 16<br>(2)                         | 7.33          | 3-14               |
| GUINEA                               | 7<br>(1)                          | -          | -   | 1        | -   | 1        | 1        | 3<br>(1) | -        | -        | 6<br>(1)                          | 7.06          | 2-14               |
| GUINEA-BISSAU                        | 0                                 | -          | -   | -        | -   | -        | -        | -        | 1        | -        | 1                                 | 6.97          | 2-14               |
| KENYA                                | 18<br>(1)                         | -          | -   | -        | 3   | 5        | 3        | 2<br>(1) | -        | 1<br>(1) | 14<br>(2)                         | 7.59          | 3-14               |
| LESOTHO                              | 7<br>(5)                          | -          | -   | -        | -   | -        | 2<br>(1) | 3<br>(2) | 2<br>(2) | -        | 7<br>(5)                          | 6.99          | 2-14               |
| LIBERIA                              | 9<br>(3)                          | -          | -   | -        | -   | 2        | 2<br>(1) | 4<br>(2) | 2<br>(1) | -        | 10<br>(4)                         | 7.01          | 2-14               |
| LIBYAN ARAB J                        | 7<br>(1)                          | -          | -   | -        | 2   | 1<br>(1) | 2        | 2        | -        | -        | 7<br>(1)                          | 11.07         | 6-16               |
| MADAGASCAR                           | 10<br>(1)                         | -          | -   | -        | -   | 2        | 5        | 1<br>(1) | 1        | -        | 9<br>(1)                          | 7.25          | 2-14               |
| MALAWI                               | 6<br>(1)                          | -          | -   | -        | 2   | 1        | 4<br>(1) | 2        | -        | -        | 9<br>(1)                          | 7.16          | 2-14               |
| MALI                                 | 9                                 | -          | -   | -        | 1   | -        | 5        | 4        | -        | -        | 10                                | 7.19          | 2-14               |

TABLE 4 (CONTINUED)

| REGION AND COUNTRY<br>OF NATIONALITY | NUMBER<br>OF<br>STAFF<br>30/06/89 | CG/<br>USG | ASG | D-2       | D-1      | P-5       | P-4         | P-3         | P-2        | P-1      | NUMBER<br>OF<br>STAFF<br>30/06/90 | MID-<br>POINT | DESIRABLE<br>RANGE |
|--------------------------------------|-----------------------------------|------------|-----|-----------|----------|-----------|-------------|-------------|------------|----------|-----------------------------------|---------------|--------------------|
| AFRICA (CONTINUED)                   |                                   |            |     |           |          |           |             |             |            |          |                                   |               |                    |
| MAURITANIA                           | 5                                 | -          | -   | 1         | -        | 1         | -           | 2           | 1          | -        | 5                                 | 7.00          | 2-14               |
| MAURITIUS                            | 15                                | -          | -   | -         | 3        | 3         | 5           | 2           | -          | -        | 13                                | 6.95          | 2-14               |
| MOROCCO                              | 12<br>(3)                         | -          | -   | 1         | 1        | 3         | 3           | 2           | 1          | -        | 11<br>(3)                         | 6.04          | 3-14               |
| MOZAMBIQUE                           | 1                                 | -          | -   | -         | -        | -         | -           | -           | -          | -        | 0                                 | 7.35          | 3-14               |
| NAMIBIA                              | 2<br>(1)                          | -          | -   | -         | -        | -         | -           | 2           | -          | -        | 2<br>(1)                          | 7.00          | 2-14               |
| NIGER                                | 4<br>(1)                          | -          | -   | -         | -        | -         | 3           | 1           | -          | -        | 4<br>(1)                          | 7.13          | 2-14               |
| NIGERIA                              | 17<br>(1)                         | 1          | -   | -         | 5        | 4         | 4           | 1           | 1          | -        | 16<br>(1)                         | 12.51         | 6-17               |
| RWANDA                               | 3                                 | -          | -   | -         | -        | -         | -           | 3           | -          | -        | 3                                 | 7.13          | 2-14               |
| S. TOME PRINCEPE                     | 0                                 | -          | -   | -         | -        | -         | -           | -           | -          | -        | 0                                 | 6.95          | 2-14               |
| SENEGAL                              | 13<br>(3)                         | -          | -   | 1         | 1        | 1         | 4           | 5           | 2          | -        | 14<br>(4)                         | 7.14          | 2-14               |
| SEYCHELLES                           | 2                                 | -          | -   | -         | -        | -         | -           | 2           | -          | -        | 2                                 | 6.95          | 2-14               |
| SIERRA LEONE                         | 14<br>(2)                         | -          | 1   | -         | 3        | 4         | 6           | 1           | -          | -        | 15<br>(2)                         | 7.05          | 2-14               |
| SOMALIA                              | 12<br>(2)                         | 1          | -   | -         | 1        | 3         | 5           | 2           | -          | -        | 12<br>(2)                         | 7.14          | 2-14               |
| SOUTH AFRICA                         | 11<br>(3)                         | -          | -   | -         | -        | 2         | 2           | 3           | 4          | -        | 11<br>(3)                         | 14.39         | 10-19              |
| SUDAN                                | 12                                | -          | -   | -         | 2        | 2         | 5           | 1           | -          | -        | 11                                | 7.59          | 3-14               |
| SWAZILAND                            | 4<br>(1)                          | -          | -   | -         | -        | -         | -           | 4           | -          | -        | 4<br>(2)                          | 6.97          | 2-14               |
| TOGO                                 | 8                                 | -          | -   | 1         | 1        | 1         | 1           | 1           | 1          | -        | 6                                 | 7.04          | 2-14               |
| TUNISIA                              | 21<br>(1)                         | 1          | -   | 1         | 3        | 12        | 2           | 1           | -          | 1        | 21<br>(1)                         | 7.46          | 3-14               |
| UGANDA                               | 12<br>(2)                         | -          | -   | -         | 2        | 3         | 4           | 2           | 1          | -        | 12<br>(2)                         | 7.41          | 3-14               |
| U. REP. TANZANIA                     | 19<br>(4)                         | -          | -   | -         | 5        | 2         | 5           | 2           | 1          | -        | 19<br>(4)                         | 7.80          | 3-14               |
| ZAIRE                                | 13<br>(1)                         | -          | -   | -         | 1        | 1         | 7           | 5           | 1          | -        | 15<br>(2)                         | 7.55          | 3-14               |
| ZAMBIA                               | 10                                | -          | -   | -         | 1        | 2         | 3           | 4           | -          | -        | 10                                | 7.15          | 2-14               |
| ZIMBABWE                             | 7<br>(1)                          | -          | -   | -         | 2        | 1         | 1           | 2           | -          | -        | 6<br>(1)                          | 7.34          | 3-14               |
| -----                                |                                   |            |     |           |          |           |             |             |            |          |                                   |               |                    |
| SUBTOTAL                             | 429<br>(53)                       | 5          | 3   | 12<br>(1) | 55       | 85<br>(7) | 126<br>(17) | 102<br>(22) | 45<br>(15) | 3<br>(2) | 439<br>(64)                       | 395.43        | 336-455            |
| ASIA AND THE PACIFIC                 |                                   |            |     |           |          |           |             |             |            |          |                                   |               |                    |
| AUSTRALIA                            | 26<br>(13)                        | -          | -   | -         | 7<br>(1) | 8<br>(4)  | 7<br>(2)    | 5<br>(5)    | -          | -        | 27<br>(12)                        | 30.54         | 25-35              |
| BANGLADESH                           | 18                                | 1          | -   | -         | 3        | 7         | 4           | 1           | 1          | -        | 17                                | 9.78          | 5-15               |
| BHUTAN                               | 4                                 | -          | -   | -         | -        | -         | -           | 1           | 2          | 1        | 4                                 | 6.99          | 2-14               |
| BRUNEI DARUSSALAM                    | 0                                 | -          | -   | -         | -        | -         | -           | -           | -          | -        | 0                                 | 7.40          | 3-14               |

TABLE 4 (CONTINUED)

| REGION AND COUNTRY<br>OF NATIONALITY | NUMBER<br>OF<br>STAFF<br>30/06/89 | OO/<br>USG | ASG      | D-2              | D-1               | P-6                | P-4                | P-3                 | P-2                | P-1              | NUMBER<br>OF<br>STAFF<br>30/06/90 | MID-<br>POINT | DESIRABLE<br>RANGE |
|--------------------------------------|-----------------------------------|------------|----------|------------------|-------------------|--------------------|--------------------|---------------------|--------------------|------------------|-----------------------------------|---------------|--------------------|
| ASIA AND THE PACIFIC (CONTINUED)     |                                   |            |          |                  |                   |                    |                    |                     |                    |                  |                                   |               |                    |
| CAMBODIA                             | 4                                 | -          | -        | -                | 1                 | -                  | 2                  | -                   | -                  | -                | 3                                 | 7.18          | 2-14               |
| CHINA                                | 40<br>(14)                        | 1          | -        | -                | 9<br>(1)          | 6<br>(1)           | 12<br>(8)          | 12<br>(7)           | -                  | -                | 40<br>(18)                        | 48.38         | 41-56              |
| FIJI                                 | 7<br>(1)                          | 1          | -        | -                | 1                 | 3                  | -                  | 1<br>(1)            | -                  | -                | 8<br>(1)                          | 8.97          | 2-14               |
| INDIA                                | 37<br>(6)                         | 2          | -        | 2                | 2                 | 2<br>(1)           | 6                  | 14<br>(3)           | 6<br>(1)           | 2<br>(2)         | 38<br>(7)                         | 33.83         | 29-39              |
| INDONESIA                            | 8<br>(2)                          | -          | -        | -                | 2                 | 2                  | -                  | -                   | 2                  | -                | 6<br>(1)                          | 13.77         | 9-19               |
| JAPAN                                | 91<br>(30)                        | 1          | 1        | 3<br>(1)         | 8<br>(1)          | 7<br>(2)           | 19<br>(4)          | 27<br>(10)          | 24<br>(14)         | 1<br>(1)         | 91<br>(33)                        | 178.97        | 152-206            |
| LAO P. DEM. REP.                     | 1                                 | -          | -        | -                | -                 | -                  | 1                  | -                   | -                  | -                | 1                                 | 7.06          | 2-14               |
| MALAYSIA                             | 16<br>(3)                         | -          | -        | 1                | 1                 | 6                  | 2                  | 6<br>(3)            | -                  | -                | 16<br>(3)                         | 8.89          | 4-14               |
| MALDIVES                             | 0                                 | -          | -        | -                | -                 | -                  | -                  | -                   | -                  | -                | 0                                 | 6.96          | 2-14               |
| MONGOLIA                             | 1<br>(1)                          | -          | -        | -                | -                 | -                  | -                  | -                   | 1<br>(1)           | -                | 1<br>(1)                          | 7.00          | 2-14               |
| MYANMAR                              | 7                                 | -          | -        | -                | -                 | 1                  | 3                  | 2                   | 1                  | -                | 7                                 | 8.03          | 3-14               |
| NEPAL                                | 13                                | -          | -        | -                | 3                 | 4                  | 3                  | 2                   | -                  | -                | 12                                | 7.43          | 3-14               |
| NEW ZEALAND                          | 7<br>(4)                          | -          | -        | -                | 1                 | 3<br>(2)           | 3<br>(2)           | -                   | -                  | -                | 7<br>(4)                          | 10.49         | 6-15               |
| PAKISTAN                             | 13<br>(2)                         | 1          | -        | 2                | 4                 | 2                  | 2<br>(1)           | 1<br>(1)            | 1                  | -                | 13<br>(2)                         | 10.54         | 6-15               |
| PAPUA N. GUINEA                      | 2                                 | -          | -        | -                | -                 | -                  | -                  | 1                   | 2                  | -                | 3                                 | 7.04          | 2-14               |
| PHILIPPINES                          | 62<br>(33)                        | -          | -        | -                | 2                 | 3<br>(1)           | 14<br>(6)          | 23<br>(13)          | 21<br>(14)         | 2<br>(2)         | 66<br>(36)                        | 9.72          | 5-15               |
| SAMOA                                | 1                                 | -          | -        | -                | -                 | -                  | -                  | 2                   | -                  | -                | 2                                 | 6.96          | 2-14               |
| SINGAPORE                            | 12<br>(6)                         | -          | -        | -                | -                 | 4<br>(1)           | 4<br>(2)           | 4<br>(3)            | -                  | -                | 12<br>(6)                         | 8.50          | 4-14               |
| SOLOMON ISLANDS                      | 0                                 | -          | -        | -                | -                 | -                  | -                  | -                   | -                  | -                | 0                                 | 6.96          | 2-14               |
| SRI LANKA                            | 10<br>(2)                         | -          | -        | 1                | 4                 | 1                  | 1<br>(1)           | -                   | 3<br>(1)           | -                | 10<br>(2)                         | 7.40          | 3-14               |
| THAILAND                             | 28<br>(16)                        | -          | -        | -                | 1                 | 1                  | 4                  | 10<br>(8)           | 11<br>(8)          | -                | 27<br>(16)                        | 9.76          | 5-15               |
| VANUATU                              | 0                                 | -          | -        | -                | -                 | -                  | -                  | -                   | -                  | -                | 0                                 | 6.96          | 2-14               |
| VIET NAM                             | 3<br>(1)                          | -          | -        | -                | -                 | -                  | 1                  | -                   | 2<br>(1)           | -                | 3<br>(1)                          | 6.96          | 4-14               |
| <b>SUBTOTAL</b>                      | <b>412<br/>(133)</b>              | <b>7</b>   | <b>1</b> | <b>9<br/>(1)</b> | <b>49<br/>(3)</b> | <b>60<br/>(12)</b> | <b>65<br/>(24)</b> | <b>111<br/>(54)</b> | <b>77<br/>(41)</b> | <b>6<br/>(5)</b> | <b>408<br/>(140)</b>              | <b>482.08</b> | <b>410-554</b>     |
| EUROPE (EASTERN)                     |                                   |            |          |                  |                   |                    |                    |                     |                    |                  |                                   |               |                    |
| ALBANIA                              | 0                                 | -          | -        | -                | -                 | -                  | -                  | -                   | -                  | -                | 0                                 | 7.03          | 2-14               |
| BULGARIA                             | 7                                 | -          | -        | -                | -                 | 3                  | 1                  | 4                   | -                  | -                | 8                                 | 9.27          | 4-14               |
| BYELORUSSN SSR                       | 9                                 | -          | -        | -                | -                 | -                  | 6                  | 4                   | 3                  | -                | 12                                | 11.97         | 7-17               |
| CZECHOSLOVAKIA                       | 15<br>(2)                         | -          | -        | -                | -                 | 1                  | 6<br>(2)           | 2                   | 5                  | -                | 14<br>(2)                         | 17.01         | 12-22              |

TABLE 4 (CONTINUED)

| REGION AND COUNTRY<br>OF NATIONALITY | NUMBER<br>OF<br>STAFF<br>30/08/89 | OG/<br>USG | ASG      | D-2       | D-1       | P-5               | P-4               | P-3                | P-2               | P-1      | NUMBER<br>OF<br>STAFF<br>30/08/90 | MID-<br>POINT | DESIRABLE<br>RANGE |
|--------------------------------------|-----------------------------------|------------|----------|-----------|-----------|-------------------|-------------------|--------------------|-------------------|----------|-----------------------------------|---------------|--------------------|
| <b>EUROPE (EASTERN) (CONTINUED)</b>  |                                   |            |          |           |           |                   |                   |                    |                   |          |                                   |               |                    |
| GERMAN DEM REP                       | 12<br>(2)                         | -          | -        | -         | 3         | 2<br>(1)          | 4<br>(1)          | 4                  | 2                 | -        | 15<br>(2)                         | 28.24         | 21-31              |
| HUNGARY                              | 7<br>(0)                          | -          | -        | -         | -         | -                 | 2                 | 1<br>(1)           | 3<br>(1)          | -        | 6<br>(2)                          | 10.20         | 9-15               |
| POLAND                               | 13<br>(1)                         | 1          | -        | 1         | -         | 2                 | 7                 | 2<br>(1)           | 1                 | -        | 14<br>(1)                         | 18.13         | 11-21              |
| ROMANIA                              | 3                                 | -          | -        | 1         | 1         | -                 | -                 | 1                  | -                 | -        | 3                                 | 10.24         | 9-15               |
| UKRAINIAN SSR                        | 24<br>(2)                         | -          | -        | 1         | 1         | 1                 | 8                 | 12<br>(3)          | 6                 | -        | 26<br>(3)                         | 28.74         | 22-32              |
| USSR                                 | 162<br>(12)                       | 1          | 1        | 9         | 10        | 15<br>(1)         | 46<br>(4)         | 59<br>(5)          | 11<br>(3)         | -        | 162<br>(13)                       | 161.03        | 137-185            |
| YUGOSLAVIA                           | 9<br>(1)                          | -          | 1        | -         | 2         | -                 | 3<br>(1)          | 2                  | 3                 | -        | 11<br>(1)                         | 14.28         | 9-19               |
| <b>SUBTOTAL</b>                      | <b>261<br/>(20)</b>               | <b>2</b>   | <b>2</b> | <b>12</b> | <b>17</b> | <b>24<br/>(2)</b> | <b>80<br/>(8)</b> | <b>91<br/>(10)</b> | <b>33<br/>(4)</b> | <b>-</b> | <b>261<br/>(24)</b>               | <b>310.20</b> | <b>263-310</b>     |
| <b>EUROPE (WESTERN)</b>              |                                   |            |          |           |           |                   |                   |                    |                   |          |                                   |               |                    |
| AUSTRIA                              | 20<br>(7)                         | 1          | -        | 1         | 3<br>(1)  | 7<br>(1)          | 2<br>(1)          | 2<br>(1)           | 4<br>(4)          | -        | 20<br>(8)                         | 17.89         | 13-23              |
| BELGIUM                              | 25<br>(6)                         | -          | -        | 1         | -         | 6<br>(1)          | 9<br>(2)          | 2<br>(1)           | 4<br>(1)          | -        | 22<br>(5)                         | 24.43         | 20-29              |
| DENMARK                              | 14<br>(5)                         | -          | 1        | -         | -         | 3                 | 5<br>(3)          | 3<br>(1)           | 6<br>(2)          | -        | 18<br>(8)                         | 17.16         | 12-22              |
| FINLAND                              | 13<br>(4)                         | 1          | -        | -         | -         | 1                 | 2                 | 6<br>(4)           | -                 | -        | 12<br>(4)                         | 14.60         | 10-19              |
| FRANCE                               | 113<br>(47)                       | 1          | 1        | 5<br>(1)  | 10<br>(5) | 23<br>(5)         | 19<br>(11)        | 30<br>(17)         | 20<br>(9)         | -        | 109<br>(48)                       | 101.06        | 86-116             |
| GERMANY, F R OF                      | 107<br>(30)                       | 1          | -        | 2<br>(1)  | 6         | 22<br>(7)         | 28<br>(7)         | 32<br>(9)          | 21<br>(11)        | -        | 112<br>(36)                       | 128.35        | 109-148            |
| GREECE                               | 13<br>(4)                         | -          | 1        | -         | 1         | 1                 | 3<br>(1)          | 1<br>(1)           | 6<br>(3)          | -        | 13<br>(5)                         | 13.01         | 8-18               |
| ICELAND                              | 6                                 | -          | -        | -         | 1         | 2                 | -                 | 2                  | -                 | -        | 6                                 | 7.25          | 2-14               |
| IRELAND                              | 15<br>(4)                         | -          | -        | 1         | -         | 4                 | 3                 | 2<br>(2)           | 4<br>(2)          | -        | 14<br>(4)                         | 9.57          | 5-14               |
| ITALY                                | 48<br>(10)                        | -          | 1        | 3         | 4         | 6<br>(2)          | 13<br>(4)         | 10<br>(4)          | 13<br>(2)         | -        | 52<br>(12)                        | 67.56         | 57-78              |
| LUXEMBOURG                           | 4<br>(2)                          | -          | -        | -         | -         | -                 | 1                 | -                  | 4<br>(2)          | -        | 5<br>(2)                          | 7.70          | 3-14               |
| MALTA                                | 7<br>(2)                          | -          | -        | -         | 3         | 1                 | 1                 | -                  | 1<br>(1)          | -        | 6<br>(1)                          | 6.98          | 2-14               |
| NETHERLANDS                          | 23<br>(2)                         | -          | -        | 1         | -         | 10                | 4                 | 7<br>(2)           | 10<br>(2)         | -        | 32<br>(4)                         | 31.66         | 27-36              |
| NORWAY                               | 8<br>(3)                          | -          | -        | -         | 1         | -                 | -                 | 1                  | 12<br>(7)         | -        | 14<br>(7)                         | 15.07         | 10-20              |
| PORTUGAL                             | 5<br>(2)                          | -          | -        | -         | -         | 1                 | 2<br>(2)          | 1                  | -                 | -        | 4<br>(2)                          | 9.75          | 5-15               |
| SPAIN                                | 36<br>(9)                         | -          | -        | 1         | 6         | 2                 | 10<br>(4)         | 9<br>(2)           | 4<br>(3)          | 1<br>(1) | 33<br>(10)                        | 36.78         | 31-42              |
| SWEDEN                               | 27<br>(7)                         | 1          | 1        | 2         | 1         | 7<br>(1)          | 8<br>(1)          | 5<br>(3)           | 3<br>(2)          | -        | 28<br>(7)                         | 24.98         | 20-30              |

TABLE 4 (CONTINUED)

| REGION AND COUNTRY<br>OF NATIONALITY | NUMBER<br>OF<br>STAFF<br>30/06/89 | CG/<br>USG | ASG | D-2       | D-1       | P-5         | P-4         | P-3         | P-2         | P-1      | NUMBER<br>OF<br>STAFF<br>30/06/90 | MID-<br>POINT | DESIRABLE<br>RANGE |
|--------------------------------------|-----------------------------------|------------|-----|-----------|-----------|-------------|-------------|-------------|-------------|----------|-----------------------------------|---------------|--------------------|
| EUROPE (WESTERN) (CONTINUED)         |                                   |            |     |           |           |             |             |             |             |          |                                   |               |                    |
| UNITED KINGDOM                       | 90<br>(34)                        | 2<br>(1)   | -   | 3<br>(1)  | 9<br>(1)  | 21<br>(4)   | 27<br>(7)   | 13<br>(7)   | 17<br>(14)  | 1<br>(1) | 93<br>(38)                        | 80.46         | 68-93              |
| SUBTOTAL                             | 572<br>(178)                      | 7<br>(1)   | 5   | 20<br>(3) | 46<br>(7) | 119<br>(21) | 137<br>(43) | 128<br>(64) | 129<br>(65) | 2<br>(2) | 592<br>(196)                      | 614.27        | 522-706            |
| LATIN AMERICA                        |                                   |            |     |           |           |             |             |             |             |          |                                   |               |                    |
| ARGENTINA                            | 27<br>(10)                        | -          | 1   | 1         | 6         | 5<br>(2)    | 5<br>(2)    | 5<br>(4)    | 2<br>(1)    | 1<br>(1) | 26<br>(10)                        | 17.44         | 13-22              |
| BOLIVIA                              | 5                                 | -          | -   | -         | -         | 2           | 1           | 2           | -           | -        | 5                                 | 7.14          | 2-14               |
| BRAZIL                               | 25<br>(8)                         | -          | 1   | 1         | -         | 7<br>(3)    | 7<br>(3)    | 9<br>(2)    | 4<br>(2)    | -        | 29<br>(10)                        | 32.22         | 27-37              |
| CHILE                                | 28<br>(10)                        | -          | -   | 3         | 2         | 4<br>(1)    | 5<br>(3)    | 5<br>(4)    | 6<br>(1)    | -        | 27<br>(9)                         | 6.33          | 4-14               |
| COLOMBIA                             | 10<br>(1)                         | -          | -   | 1         | -         | 1           | 3           | 4<br>(1)    | 1<br>(1)    | -        | 10<br>(2)                         | 9.69          | 5-14               |
| COSTA RICA                           | 3                                 | -          | -   | -         | -         | -           | 3           | -           | -           | -        | 3                                 | 7.17          | 2-14               |
| CUBA                                 | 5<br>(2)                          | -          | -   | -         | -         | -           | 4<br>(2)    | 1           | 6<br>(2)    | -        | 11<br>(4)                         | 6.42          | 4-14               |
| DOMINICAN REP                        | 4<br>(2)                          | -          | -   | -         | -         | -           | 4<br>(2)    | -           | 1           | 1        | 6<br>(2)                          | 7.43          | 3-14               |
| ECUADOR                              | 4<br>(2)                          | -          | -   | -         | -         | 2<br>(1)    | -           | 1           | 1           | -        | 4<br>(1)                          | 7.52          | 3-14               |
| EL SALVADOR                          | 5                                 | -          | -   | -         | 1         | 2           | 1           | 1           | -           | -        | 5                                 | 7.09          | 2-14               |
| GUATEMALA                            | 4<br>(0)                          | 1          | -   | -         | -         | 1           | 2<br>(1)    | 3<br>(1)    | -           | -        | 7<br>(2)                          | 7.33          | 3-14               |
| HAITI                                | 6<br>(3)                          | -          | -   | 1         | -         | 1           | 1<br>(1)    | 1<br>(1)    | 1<br>(1)    | -        | 5<br>(3)                          | 7.10          | 2-14               |
| HONDURAS                             | 1                                 | -          | -   | -         | -         | -           | -           | 1           | 1           | -        | 2                                 | 7.06          | 2-14               |
| MEXICO                               | 26<br>(10)                        | -          | -   | -         | -         | 4           | 6<br>(2)    | 11<br>(5)   | 6<br>(3)    | -        | 27<br>(10)                        | 22.98         | 18-28              |
| NICARAGUA                            | 3<br>(1)                          | -          | -   | -         | -         | 2<br>(1)    | 1           | -           | -           | -        | 3<br>(1)                          | 7.05          | 2-14               |
| PANAMA                               | 2                                 | -          | -   | -         | -         | 1           | 1           | -           | 1           | -        | 3                                 | 7.16          | 2-14               |
| PARAGUAY                             | 1                                 | -          | -   | -         | -         | -           | 1           | -           | -           | -        | 1                                 | 7.35          | 3-14               |
| PERU                                 | 16<br>(5)                         | -          | 1   | -         | -         | 5<br>(1)    | 3           | 7<br>(4)    | -           | -        | 16<br>(5)                         | 6.25          | 3-14               |
| SURINAME                             | 2<br>(1)                          | -          | -   | -         | -         | -           | 1           | 1<br>(1)    | -           | -        | 2<br>(1)                          | 6.95          | 2-14               |
| URUGUAY                              | 11<br>(2)                         | -          | -   | -         | -         | 5           | 1           | 3<br>(2)    | 1           | -        | 10<br>(2)                         | 7.48          | 3-14               |
| VENEZUELA                            | 13<br>(8)                         | -          | 1   | -         | 1         | 1<br>(1)    | 1<br>(1)    | 9<br>(6)    | -           | -        | 13<br>(8)                         | 15.76         | 11-21              |
| SUBTOTAL                             | 201<br>(66)                       | 1          | 4   | 7         | 10        | 43<br>(10)  | 51<br>(17)  | 64<br>(31)  | 33<br>(11)  | 2<br>(1) | 215<br>(70)                       | 216.98        | 184-250            |

TABLE 4 (CONTINUED)

| REGION AND COUNTRY<br>OF NATIONALITY | NUMBER<br>OF<br>STAFF<br>30/08/89 | DG/<br>USG | ASG      | D-2      | D-1               | P-6               | P-4               | P-3               | P-2              | P-1      | NUMBER<br>OF<br>STAFF<br>30/08/90 | MID-<br>POINT | DESIRABLE<br>RANGE |
|--------------------------------------|-----------------------------------|------------|----------|----------|-------------------|-------------------|-------------------|-------------------|------------------|----------|-----------------------------------|---------------|--------------------|
| <b>MIDDLE EAST</b>                   |                                   |            |          |          |                   |                   |                   |                   |                  |          |                                   |               |                    |
| AFGHANISTAN                          | 9                                 | -          | -        | -        | -                 | 3                 | 4                 | 2                 | -                | -        | 9                                 | 7.37          | 3-14               |
| BAHRAIN                              | 0                                 | -          | -        | -        | -                 | -                 | -                 | -                 | -                | -        | 0                                 | 7.11          | 2-14               |
| CYPRUS                               | 5                                 | -          | -        | -        | 2                 | 3                 | -                 | -                 | -                | -        | 5                                 | 7.11          | 2-14               |
| IRAN, ISLAMIC R OF                   | 17<br>(8)                         | -          | -        | 2        | 3                 | 3<br>(1)          | 5<br>(2)          | 5<br>(3)          | -                | -        | 18<br>(8)                         | 18.48         | 14-23              |
| IRAQ                                 | 16<br>(2)                         | -          | -        | 1        | 3<br>(1)          | 7                 | 4<br>(1)          | 1                 | -                | -        | 16<br>(2)                         | 9.06          | 4-14               |
| ISRAEL                               | 6<br>(1)                          | -          | -        | -        | 1                 | -                 | 2<br>(1)          | 3                 | 5<br>(2)         | -        | 11<br>(3)                         | 10.03         | 6-16               |
| JORDAN                               | 12                                | 1          | -        | -        | -                 | 3                 | 5                 | 3                 | 1                | -        | 13                                | 7.06          | 2-14               |
| KUWAIT                               | 0                                 | -          | -        | -        | -                 | -                 | -                 | -                 | -                | -        | 0                                 | 11.16         | 6-16               |
| LEBANON                              | 19<br>(3)                         | -          | -        | 1        | 2                 | 6                 | 6<br>(1)          | 3<br>(2)          | 1                | -        | 19<br>(3)                         | 7.02          | 2-14               |
| OMAN                                 | 2<br>(1)                          | -          | -        | -        | 1                 | 1<br>(1)          | -                 | -                 | -                | -        | 2<br>(1)                          | 7.13          | 2-14               |
| QATAR                                | 1                                 | -          | -        | -        | -                 | -                 | -                 | -                 | 1                | -        | 1                                 | 7.66          | 3-14               |
| SAUDI ARABIA                         | 4<br>(4)                          | -          | -        | -        | -                 | 2<br>(2)          | -                 | 1<br>(1)          | 1<br>(1)         | -        | 4<br>(4)                          | 22.31         | 18-27              |
| SYRIAN ARAB RP                       | 6                                 | -          | -        | -        | 2                 | 4                 | 2                 | -                 | -                | -        | 6                                 | 7.70          | 3-14               |
| TURKEY                               | 12<br>(3)                         | -          | -        | -        | 2<br>(1)          | 2                 | 7<br>(2)          | 1                 | -                | -        | 12<br>(3)                         | 13.03         | 6-16               |
| U A EMIRATES                         | 1<br>(1)                          | -          | -        | -        | -                 | -                 | 1<br>(1)          | -                 | -                | -        | 1<br>(1)                          | 9.06          | 6-14               |
| YEMEN                                | 3<br>(0)                          | -          | -        | -        | 1                 | 2                 | 6<br>(1)          | 1                 | -                | -        | 9<br>(1)                          | 7.36          | 3-14               |
| <b>SUBTOTAL</b>                      | <b>113<br/>(21)</b>               | <b>1</b>   | <b>-</b> | <b>4</b> | <b>17<br/>(2)</b> | <b>36<br/>(4)</b> | <b>41<br/>(9)</b> | <b>20<br/>(8)</b> | <b>9<br/>(3)</b> | <b>-</b> | <b>128<br/>(24)</b>               | <b>169.10</b> | <b>135-183</b>     |
| <b>N. AMERICA &amp; CARIBBEAN</b>    |                                   |            |          |          |                   |                   |                   |                   |                  |          |                                   |               |                    |
| ANTIGUA AND BARBUDA                  | 3<br>(3)                          | -          | -        | -        | -                 | -                 | -                 | 2<br>(2)          | 1<br>(1)         | -        | 3<br>(3)                          | 6.96          | 2-14               |
| BAHAMAS                              | 1<br>(1)                          | -          | -        | -        | -                 | -                 | 1<br>(1)          | -                 | -                | -        | 1<br>(1)                          | 7.10          | 2-14               |
| BARBADOS                             | 6<br>(3)                          | -          | -        | -        | -                 | 2<br>(1)          | 1                 | 2<br>(2)          | -                | -        | 5<br>(3)                          | 6.96          | 2-14               |
| BELIZE                               | 2<br>(2)                          | -          | -        | -        | -                 | -                 | 1<br>(1)          | 1<br>(1)          | -                | -        | 2<br>(2)                          | 6.96          | 2-14               |
| CANADA                               | 60<br>(10)                        | 2<br>(1)   | 2        | 1        | 3                 | 12<br>(1)         | 16<br>(1)         | 11<br>(8)         | 4<br>(3)         | -        | 51<br>(12)                        | 53.36         | 44-59              |
| DOMINICA                             | 0                                 | -          | -        | -        | -                 | -                 | -                 | -                 | -                | -        | 0                                 | 6.96          | 2-14               |
| GRENADA                              | 2                                 | -          | -        | -        | 1                 | -                 | -                 | -                 | 1                | -        | 2                                 | 6.96          | 2-14               |
| GUYANA                               | 16<br>(7)                         | -          | -        | 1        | 3                 | -                 | 7<br>(5)          | 4<br>(1)          | 1<br>(1)         | -        | 16<br>(7)                         | 6.96          | 2-14               |
| JAMAICA                              | 20<br>(6)                         | -          | -        | 2<br>(1) | 2                 | 3                 | 1                 | 6<br>(3)          | 4                | -        | 18<br>(4)                         | 7.01          | 2-14               |
| SAINT KITTS & NEVIS                  | 2<br>(2)                          | -          | -        | -        | -                 | -                 | -                 | -                 | 2<br>(2)         | -        | 2<br>(2)                          | 6.96          | 2-14               |



TABLE 4 (CONTINUED)

| REGION AND COUNTRY<br>OF NATIONALITY     | NUMBER<br>OF<br>STAFF<br>30/06/89 | DG/<br>USG        | ASG       | D-2               | D-1                 | P-5                 | P-4                  | P-3                  | P-2                  | P-1         | NUMBER<br>OF<br>STAFF<br>30/06/90 | MID-<br>POINT | DESIRABLE<br>RANGE |
|--|-----------------------------------|-------------------|-----------|-------------------|---------------------|---------------------|----------------------|----------------------|----------------------|-------------|-----------------------------------|---------------|--------------------|
| <b>N AMERICA / CARIBBEAN (CONTINUED)</b> |                                   |                   |           |                   |                     |                     |                      |                      |                      |             |                                   |               |                    |
| SAINT LUCIA                              | 4<br>(2)                          | -                 | -         | -                 | -                   | -                   | 1                    | 1                    | 2                    | -           | 4<br>(2)                          | 6.95          | 2-14               |
| SAINT VINCENT & GR                       | 1                                 | -                 | -         | -                 | -                   | -                   | -                    | 1                    | -                    | -           | 1                                 | 6.95          | 2-14               |
| TRINIDAD AND TOBAGO                      | 14<br>(6)                         | -                 | -         | -                 | 2                   | 1                   | 4                    | 6                    | 2                    | -           | 15<br>(6)                         | 7.57          | 2-14               |
| USA                                      | 398<br>(181)                      | 1                 | 1         | 11<br>(2)         | 31<br>(4)           | 71<br>(14)          | 113<br>(50)          | 113<br>(64)          | 35<br>(25)           | 3           | 379<br>(160)                      | 384.41        | 327-442            |
| <b>SUBTOTAL</b>                          | <b>509<br/>(202)</b>              | <b>3<br/>(1)</b>  | <b>3</b>  | <b>15<br/>(3)</b> | <b>42<br/>(4)</b>   | <b>69<br/>(18)</b>  | <b>145<br/>(60)</b>  | <b>147<br/>(83)</b>  | <b>62<br/>(35)</b>   | <b>3</b>    | <b>499<br/>(202)</b>              | <b>522.03</b> | <b>444-600</b>     |
| <b>OTHERS</b>                            |                                   |                   |           |                   |                     |                     |                      |                      |                      |             |                                   |               |                    |
| PALESTINE                                | 0                                 | -                 | -         | -                 | -                   | -                   | -                    | -                    | -                    | -           | 0                                 |               |                    |
| REP OF KOREA                             | 0                                 | -                 | -         | -                 | -                   | -                   | -                    | -                    | -                    | -           | 0                                 |               |                    |
| SWITZERLAND                              | 16<br>(5)                         | -                 | -         | -                 | 2                   | 3<br>(1)            | 4<br>(2)             | 4<br>(1)             | 1<br>(1)             | -           | 14<br>(5)                         |               |                    |
| STATELESS                                | 4                                 | -                 | -         | -                 | -                   | 2                   | 1                    | 2                    | -                    | -           | 6                                 |               |                    |
| <b>SUBTOTAL</b>                          | <b>20<br/>(5)</b>                 | <b>-</b>          | <b>-</b>  | <b>-</b>          | <b>2</b>            | <b>6<br/>(1)</b>    | <b>5<br/>(2)</b>     | <b>6<br/>(1)</b>     | <b>1<br/>(1)</b>     | <b>-</b>    | <b>19<br/>(5)</b>                 |               |                    |
| <b>TOTAL</b>                             | <b>2 517<br/>(878)</b>            | <b>26<br/>(2)</b> | <b>18</b> | <b>79<br/>(8)</b> | <b>237<br/>(16)</b> | <b>481<br/>(73)</b> | <b>673<br/>(180)</b> | <b>669<br/>(281)</b> | <b>382<br/>(175)</b> | <b>16 2</b> | <b>561<br/>(725)</b>              |               |                    |

a/ At Director-General level.

b/ Includes ten staff members from the Territory of Hong Kong.

TABLE 5  
STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION  
BY REGION, NATIONALITY AND TYPE OF APPOINTMENT  
(AS AT 30 JUNE 1989 AND 30 JUNE 1990)

| REGION AND COUNTRY | 30/06/89            |              |            | TOTAL | PERCENTAGE<br>OF<br>FIXED-TERM | 30/06/90            |              |            | TOTAL | PERCENTAGE<br>OF<br>FIXED-TERM |
|--------------------|---------------------|--------------|------------|-------|--------------------------------|---------------------|--------------|------------|-------|--------------------------------|
|                    | TYPE OF APPOINTMENT |              |            |       |                                | TYPE OF APPOINTMENT |              |            |       |                                |
|                    | PERMANENT           | PROBATIONARY | FIXED-TERM |       |                                | PERMANENT           | PROBATIONARY | FIXED-TERM |       |                                |
| AFRICA             |                     |              |            |       |                                |                     |              |            |       |                                |
| ALGERIA            | 17                  | -            | 2          | 19    | 10.5                           | 18                  | -            | 1          | 19    | 5.3                            |
| ANGOLA             | 1                   | -            | -          | 1     | 0.0                            | 1                   | -            | -          | 1     | 0.0                            |
| BENIN              | 6                   | -            | 1          | 7     | 16.7                           | 6                   | -            | 2          | 7     | 28.6                           |
| BOTSWANA           | 1                   | -            | -          | 1     | 0.0                            | 1                   | -            | 1          | 2     | 50.0                           |
| BURKINA FASO       | 5                   | -            | 1          | 6     | 16.7                           | 5                   | -            | 2          | 7     | 28.6                           |
| BURUNDI            | 4                   | -            | 2          | 6     | 33.3                           | 4                   | 3            | 2          | 9     | 22.2                           |
| CAMEROON           | 4                   | 1            | 3          | 8     | 37.5                           | 6                   | -            | 7          | 13    | 53.8                           |
| CAPE VERDE         | 1                   | -            | -          | 1     | 0.0                            | 1                   | -            | -          | 1     | 0.0                            |
| CENT AFR REP       | 1                   | -            | -          | 1     | 0.0                            | 1                   | 1            | 2          | 4     | 50.0                           |
| CHAD               | 3                   | -            | 1          | 4     | 25.0                           | 4                   | -            | -          | 4     | 0.0                            |
| COMOROS            | 2                   | -            | -          | 2     | 0.0                            | 2                   | -            | -          | 2     | 0.0                            |
| CONGO              | 5                   | 1            | 1          | 7     | 14.3                           | 6                   | -            | -          | 6     | 0.0                            |
| COTE D'IVOIRE      | 8                   | -            | 4          | 12    | 33.3                           | 9                   | -            | 2          | 11    | 18.2                           |
| DJIBOUTI           | -                   | -            | -          | -     | 0.0                            | -                   | -            | -          | -     | 0.0                            |
| EGYPT              | 6                   | -            | 6          | 11    | 54.5                           | 6                   | -            | 5          | 11    | 45.5                           |
| EQUATL GUINEA      | 1                   | 1            | 1          | 3     | 33.3                           | 1                   | 1            | 1          | 3     | 33.3                           |
| ETHIOPIA           | 21                  | 2            | 4          | 27    | 14.8                           | 21                  | -            | 6          | 27    | 22.2                           |
| GABON              | -                   | -            | 3          | 3     | 100.0                          | -                   | -            | 3          | 3     | 100.0                          |
| GAMBIA             | 6                   | -            | -          | 6     | 0.0                            | 6                   | -            | -          | 6     | 0.0                            |
| GHANA              | 9                   | 1            | 6          | 16    | 37.5                           | 9                   | 1            | 6          | 16    | 37.5                           |
| GUINEA             | 5                   | -            | 2          | 7     | 28.6                           | 4                   | -            | 2          | 6     | 33.3                           |
| GUINEA-BISSAU      | -                   | -            | -          | -     | 0.0                            | -                   | -            | 1          | 1     | 100.0                          |
| KENYA              | 7                   | 2            | 4          | 13    | 30.8                           | 9                   | -            | 5          | 14    | 35.7                           |
| LESOTHO            | 4                   | 1            | 2          | 7     | 28.6                           | 5                   | -            | 2          | 7     | 28.6                           |
| LIBERIA            | 6                   | 2            | 1          | 9     | 11.1                           | 8                   | -            | 2          | 10    | 20.0                           |
| LIBYAN ARAB J      | 6                   | -            | 1          | 7     | 14.3                           | 6                   | -            | 1          | 7     | 14.3                           |
| MADAGASCAR         | 8                   | 1            | 1          | 10    | 10.0                           | 7                   | 1            | 1          | 9     | 11.1                           |
| MALAWI             | 4                   | 2            | 2          | 8     | 25.0                           | 5                   | 2            | 2          | 9     | 22.2                           |
| MALI               | 6                   | 1            | 2          | 9     | 22.2                           | 9                   | -            | 1          | 10    | 10.0                           |
| MAURITANIA         | 1                   | 1            | 3          | 5     | 60.0                           | 2                   | -            | 3          | 5     | 60.0                           |
| MAURITIUS          | 12                  | 2            | 1          | 15    | 6.7                            | 12                  | -            | 1          | 13    | 7.7                            |
| MOROCCO            | 8                   | -            | 4          | 12    | 33.3                           | 8                   | 1            | 2          | 11    | 18.2                           |
| MOZAMBIQUE         | -                   | -            | 1          | 1     | 100.0                          | -                   | -            | -          | -     | 0.0                            |
| NAMIBIA            | 1                   | -            | 1          | 2     | 50.0                           | 1                   | -            | 1          | 2     | 50.0                           |
| NIGER              | 3                   | -            | 1          | 4     | 25.0                           | 3                   | -            | 1          | 4     | 25.0                           |
| NIGERIA            | 11                  | -            | 6          | 17    | 35.3                           | 11                  | -            | 5          | 16    | 31.3                           |
| RWANDA             | -                   | -            | 3          | 3     | 100.0                          | -                   | -            | 3          | 3     | 100.0                          |
| S TOME PRINCE      | -                   | -            | -          | -     | 0.0                            | -                   | -            | -          | -     | 0.0                            |

TABLE 5 (CONTINUED)

| REGION AND COUNTRY   | 30/06/89            |              |            |       |                          | 30/06/90            |              |            |       |                          |
|----------------------|---------------------|--------------|------------|-------|--------------------------|---------------------|--------------|------------|-------|--------------------------|
|                      | TYPE OF APPOINTMENT |              |            | TOTAL | PERCENTAGE OF FIXED-TERM | TYPE OF APPOINTMENT |              |            | TOTAL | PERCENTAGE OF FIXED-TERM |
|                      | PERMANENT           | PROBATIONARY | FIXED-TERM |       |                          | PERMANENT           | PROBATIONARY | FIXED-TERM |       |                          |
| AFRICA (CONTINUED)   |                     |              |            |       |                          |                     |              |            |       |                          |
| SENEGAL              | 9                   | 1            | 3          | 13    | 23.1                     | 10                  | 1            | 3          | 14    | 21.4                     |
| SEYCHELLES           | 1                   | 1            | -          | 2     | 0.0                      | 2                   | -            | -          | 2     | 0.0                      |
| SIERRA LEONE         | 9                   | -            | 5          | 14    | 35.7                     | 9                   | 1            | 5          | 15    | 33.3                     |
| SOMALIA              | 7                   | 2            | 3          | 12    | 25.0                     | 8                   | 1            | 3          | 12    | 25.0                     |
| SOUTH AFRICA         | 2                   | -            | 9          | 11    | 81.8                     | 2                   | 4            | 5          | 11    | 45.5                     |
| SUDAN                | 7                   | -            | 5          | 12    | 41.7                     | 7                   | -            | 4          | 11    | 38.4                     |
| SWAZILAND            | 1                   | -            | 3          | 4     | 75.0                     | 1                   | 1            | 2          | 4     | 50.0                     |
| TOGO                 | 5                   | -            | 3          | 8     | 37.5                     | 4                   | -            | 2          | 6     | 33.3                     |
| TUNISIA              | 18                  | -            | 3          | 21    | 14.3                     | 18                  | -            | 3          | 21    | 14.3                     |
| UGANDA               | 12                  | -            | -          | 12    | 0.0                      | 11                  | -            | 1          | 12    | 8.3                      |
| U. REP. TANZANIA     | 15                  | 2            | 2          | 19    | 10.5                     | 15                  | 2            | 2          | 19    | 10.5                     |
| ZAIRE                | 12                  | 1            | -          | 13    | 0.0                      | 13                  | -            | 2          | 15    | 13.3                     |
| ZAMBIA               | 6                   | 1            | 3          | 10    | 30.0                     | 7                   | -            | 3          | 10    | 30.0                     |
| ZIMBABWE             | 5                   | -            | 2          | 7     | 28.6                     | 4                   | -            | 2          | 6     | 33.3                     |
| SUBTOTAL             | 292                 | 26           | 111        | 429   | 25.9                     | 308                 | 20           | 110        | 438   | 25.1                     |
| ASIA AND THE PACIFIC |                     |              |            |       |                          |                     |              |            |       |                          |
| AUSTRALIA            | 25                  | -            | 3          | 28    | 10.7                     | 24                  | -            | 3          | 27    | 11.1                     |
| BANGLADESH           | 10                  | -            | 8          | 18    | 44.4                     | 11                  | -            | 6          | 17    | 35.3                     |
| BHUTAN               | 1                   | -            | 3          | 4     | 75.0                     | 3                   | -            | 1          | 4     | 25.0                     |
| BRUNEI DARUSSALAM    | -                   | -            | -          | -     | 0.0                      | -                   | -            | -          | -     | 0.0                      |
| CAMBODIA             | 4                   | -            | -          | 4     | 0.0                      | 3                   | -            | -          | 3     | 0.0                      |
| CHINA                | 29                  | -            | 11         | 40    | 27.5                     | 28                  | -            | 12         | 40    | 30.0                     |
| FIJI                 | 4                   | -            | 3          | 7     | 42.9                     | 3                   | -            | 3          | 6     | 50.0                     |
| INDIA                | 28                  | 1            | 8          | 37    | 21.6                     | 27                  | 2            | 7          | 36    | 19.4                     |
| INDONESIA            | 3                   | -            | 5          | 8     | 62.5                     | 2                   | 1            | 3          | 6     | 50.0                     |
| JAPAN                | 62                  | 2            | 27         | 91    | 29.7                     | 61                  | 4            | 26         | 91    | 28.6                     |
| LAO P. DEM. REP.     | 1                   | -            | -          | 1     | 0.0                      | 1                   | -            | -          | 1     | 0.0                      |
| MALAYSIA             | 12                  | 1            | 2          | 15    | 13.3                     | 14                  | -            | 1          | 15    | 8.7                      |
| MALDIVES             | -                   | -            | -          | -     | 0.0                      | -                   | -            | -          | -     | 0.0                      |
| MONGOLIA             | -                   | -            | 1          | 1     | 100.0                    | -                   | -            | 1          | 1     | 100.0                    |
| MYANMAR              | 4                   | -            | 3          | 7     | 42.9                     | 4                   | 2            | 1          | 7     | 14.3                     |
| NEPAL                | 11                  | 1            | 1          | 13    | 7.7                      | 11                  | -            | 1          | 12    | 8.3                      |
| NEW ZEALAND          | 7                   | -            | -          | 7     | 0.0                      | 7                   | -            | -          | 7     | 0.0                      |
| PAKISTAN             | 5                   | -            | 8          | 13    | 61.5                     | 5                   | 1            | 7          | 13    | 53.8                     |
| PAPUA N. GUINEA      | -                   | -            | 2          | 2     | 100.0                    | -                   | -            | 3          | 3     | 100.0                    |
| PHILIPPINES          | 62                  | -            | -          | 62    | 0.0                      | 64                  | -            | 1          | 65    | 1.5                      |
| SAMOA                | 1                   | -            | -          | 1     | 0.0                      | 1                   | -            | 1          | 2     | 50.0                     |
| SINGAPORE            | 10                  | 1            | 1          | 12    | 8.3                      | 10                  | 1            | 1          | 12    | 8.3                      |

TABLE 5 (CONTINUED)

| REGION AND COUNTRY               | 30/08/89            |              |            |       |                          | 30/08/90            |              |            |       |                          |
|----------------------------------|---------------------|--------------|------------|-------|--------------------------|---------------------|--------------|------------|-------|--------------------------|
|                                  | TYPE OF APPOINTMENT |              |            | TOTAL | PERCENTAGE OF FIXED-TERM | TYPE OF APPOINTMENT |              |            | TOTAL | PERCENTAGE OF FIXED-TERM |
|                                  | PERMANENT           | PROBATIONARY | FIXED-TERM |       |                          | PERMANENT           | PROBATIONARY | FIXED-TERM |       |                          |
| ASIA AND THE PACIFIC (CONTINUED) |                     |              |            |       |                          |                     |              |            |       |                          |
| SOLOMON ISLANDS                  | -                   | -            | -          | -     | 0.0                      | -                   | -            | -          | -     | 0.0                      |
| SRI LANKA                        | 9                   | -            | 1          | 10    | 10.0                     | 9                   | -            | 1          | 10    | 10.0                     |
| THAILAND                         | 22                  | -            | 6          | 28    | 21.4                     | 22                  | 1            | 4          | 27    | 14.8                     |
| VANUATU                          | -                   | -            | -          | -     | 0.0                      | -                   | -            | -          | -     | 0.0                      |
| VIET NAM                         | 2                   | -            | 1          | 3     | 33.3                     | 3                   | -            | -          | 3     | 0.0                      |
| SUBTOTAL                         | 312                 | 6            | 94         | 412   | 22.8                     | 313                 | 12           | 63         | 408   | 20.3                     |
| EUROPE (EASTERN)                 |                     |              |            |       |                          |                     |              |            |       |                          |
| ALBANIA                          | -                   | -            | -          | -     | 0.0                      | -                   | -            | -          | -     | 0.0                      |
| BULGARIA                         | 3                   | -            | 4          | 7     | 57.1                     | 3                   | -            | 5          | 8     | 62.5                     |
| BYELORUSSN SSR                   | -                   | -            | 9          | 9     | 100.0                    | 1                   | -            | 11         | 12    | 91.7                     |
| CZECHOSLOVAKIA                   | -                   | -            | 15         | 15    | 100.0                    | 1                   | -            | 13         | 14    | 92.9                     |
| GERMAN DEM REP                   | -                   | -            | 12         | 12    | 100.0                    | 1                   | 1            | 13         | 15    | 66.7                     |
| HUNGARY                          | -                   | -            | 7          | 7     | 100.0                    | 1                   | 3            | 2          | 6     | 33.3                     |
| POLAND                           | -                   | -            | 13         | 13    | 100.0                    | -                   | -            | 14         | 14    | 100.0                    |
| ROMANIA                          | -                   | -            | 3          | 3     | 100.0                    | -                   | -            | 3          | 3     | 100.0                    |
| UKRAINIAN SSR                    | -                   | 1            | 23         | 24    | 95.8                     | 2                   | -            | 24         | 26    | 92.3                     |
| USSR                             | -                   | 1            | 161        | 162   | 99.4                     | 1                   | 1            | 150        | 152   | 98.7                     |
| YUGOSLAVIA                       | 2                   | 1            | 6          | 9     | 66.7                     | 4                   | 3            | 4          | 11    | 36.4                     |
| SUBTOTAL                         | 5                   | 3            | 253        | 261   | 96.9                     | 14                  | 6            | 239        | 261   | 91.6                     |
| EUROPE (WESTERN)                 |                     |              |            |       |                          |                     |              |            |       |                          |
| AUSTRIA                          | 16                  | -            | 4          | 20    | 20.0                     | 17                  | -            | 3          | 20    | 15.0                     |
| BELGIUM                          | 18                  | -            | 7          | 25    | 28.0                     | 18                  | 1            | 3          | 22    | 13.6                     |
| DENMARK                          | 9                   | 1            | 4          | 14    | 28.6                     | 6                   | 6            | 4          | 16    | 22.2                     |
| FINLAND                          | 5                   | 1            | 7          | 13    | 53.8                     | 4                   | 1            | 7          | 12    | 58.3                     |
| FRANCE                           | 90                  | 5            | 18         | 113   | 15.9                     | 90                  | 3            | 16         | 109   | 14.7                     |
| GERMANY, F R OF                  | 78                  | 4            | 25         | 107   | 23.4                     | 63                  | 9            | 20         | 112   | 17.9                     |
| GREECE                           | 6                   | -            | 7          | 13    | 53.8                     | 6                   | -            | 7          | 13    | 53.8                     |
| ICELAND                          | 3                   | 1            | 1          | 5     | 20.0                     | 4                   | -            | 1          | 5     | 20.0                     |
| IRELAND                          | 13                  | -            | 2          | 15    | 13.3                     | 12                  | -            | 2          | 14    | 14.3                     |
| ITALY                            | 38                  | -            | 10         | 48    | 20.8                     | 37                  | 6            | 7          | 52    | 13.5                     |
| LUXEMBOURG                       | 1                   | -            | 3          | 4     | 75.0                     | 3                   | 1            | 1          | 5     | 20.0                     |
| MALTA                            | 5                   | -            | 2          | 7     | 28.6                     | 6                   | -            | -          | 6     | 0.0                      |
| NETHERLANDS                      | 12                  | 2            | 9          | 23    | 39.1                     | 14                  | 9            | 9          | 32    | 28.1                     |
| NORWAY                           | 2                   | 5            | 1          | 8     | 12.5                     | 1                   | 12           | 1          | 14    | 7.1                      |
| PORTUGAL                         | 4                   | -            | 1          | 5     | 20.0                     | 3                   | -            | 1          | 4     | 25.0                     |
| SPAIN                            | 29                  | 1            | 5          | 35    | 14.3                     | 29                  | -            | 4          | 33    | 12.1                     |
| SWEDEN                           | 19                  | -            | 6          | 27    | 29.6                     | 20                  | -            | 6          | 26    | 28.6                     |

TABLE 5 (CONTINUED)

| REGION AND COUNTRY           | 30/08/89            |              |            |       |                                | 30/08/90            |              |            |       |                                |
|------------------------------|---------------------|--------------|------------|-------|--------------------------------|---------------------|--------------|------------|-------|--------------------------------|
|                              | TYPE OF APPOINTMENT |              |            | TOTAL | PERCENTAGE<br>OF<br>FIXED-TERM | TYPE OF APPOINTMENT |              |            | TOTAL | PERCENTAGE<br>OF<br>FIXED-TERM |
|                              | PERMANENT           | PROBATIONARY | FIXED-TERM |       |                                | PERMANENT           | PROBATIONARY | FIXED-TERM |       |                                |
| EUROPE (WESTERN) (CONTINUED) |                     |              |            |       |                                |                     |              |            |       |                                |
| UNITED KINGDOM               | 80                  | -            | 10         | 90    | 11.1                           | 79                  | 1            | 13         | 93    | 14.0                           |
| SUBTOTAL                     | 428                 | 20           | 124        | 572   | 21.7                           | 434                 | 51           | 107        | 592   | 18.1                           |
| LATIN AMERICA                |                     |              |            |       |                                |                     |              |            |       |                                |
| ARGENTINA                    | 28                  | -            | 1          | 27    | 3.7                            | 24                  | -            | 2          | 26    | 7.7                            |
| BOLIVIA                      | 5                   | -            | -          | 5     | 0.0                            | 5                   | -            | -          | 5     | 0.0                            |
| BRAZIL                       | 20                  | -            | 5          | 25    | 20.0                           | 22                  | -            | 7          | 29    | 24.1                           |
| CHILE                        | 25                  | -            | 3          | 28    | 10.7                           | 24                  | -            | 3          | 27    | 11.1                           |
| COLOMBIA                     | 5                   | -            | 5          | 10    | 50.0                           | 8                   | -            | 4          | 10    | 40.0                           |
| COSTA RICA                   | 1                   | -            | 2          | 3     | 66.7                           | 1                   | -            | 2          | 3     | 66.7                           |
| CUBA                         | 3                   | 1            | 1          | 5     | 20.0                           | 4                   | 5            | 2          | 11    | 18.2                           |
| DOMINICAN REP                | 3                   | 1            | -          | 4     | 0.0                            | 3                   | 3            | -          | 6     | 0.0                            |
| ECUADOR                      | 2                   | -            | 2          | 4     | 50.0                           | 2                   | -            | 2          | 4     | 50.0                           |
| EL SALVADOR                  | 4                   | -            | 1          | 5     | 20.0                           | 4                   | -            | 1          | 5     | 20.0                           |
| GUATEMALA                    | 2                   | -            | 2          | 4     | 50.0                           | 2                   | -            | 5          | 7     | 71.4                           |
| HAITI                        | 6                   | -            | -          | 6     | 0.0                            | 5                   | -            | -          | 5     | 0.0                            |
| HONDURAS                     | -                   | -            | 1          | 1     | 100.0                          | 1                   | 1            | -          | 2     | 0.0                            |
| MEXICO                       | 16                  | 1            | 9          | 26    | 34.6                           | 17                  | -            | 10         | 27    | 37.0                           |
| NICARAGUA                    | 3                   | -            | -          | 3     | 0.0                            | 3                   | -            | -          | 3     | 0.0                            |
| PANAMA                       | 2                   | -            | -          | 2     | 0.0                            | 2                   | 1            | -          | 3     | 0.0                            |
| PARAGUAY                     | 1                   | -            | -          | 1     | 0.0                            | 1                   | -            | -          | 1     | 0.0                            |
| PERU                         | 11                  | 3            | 2          | 16    | 12.5                           | 13                  | 1            | 2          | 16    | 12.5                           |
| SURINAME                     | -                   | -            | 2          | 2     | 100.0                          | 1                   | -            | 1          | 2     | 50.0                           |
| URUGUAY                      | 8                   | -            | 3          | 11    | 27.3                           | 7                   | -            | 3          | 10    | 30.0                           |
| VENEZUELA                    | 8                   | -            | 5          | 13    | 38.5                           | 10                  | 1            | 2          | 13    | 15.4                           |
| SUBTOTAL                     | 151                 | 6            | 44         | 201   | 21.9                           | 157                 | 12           | 46         | 215   | 21.4                           |
| MIDDLE EAST                  |                     |              |            |       |                                |                     |              |            |       |                                |
| AFGHANISTAN                  | 7                   | -            | 2          | 9     | 22.2                           | 7                   | -            | 2          | 9     | 22.2                           |
| BAHRAIN                      | -                   | -            | -          | -     | 0.0                            | -                   | -            | -          | -     | 0.0                            |
| CYPRUS                       | 4                   | -            | 1          | 5     | 20.0                           | 4                   | -            | 1          | 5     | 20.0                           |
| IRAN, ISLAMIC R OF           | 13                  | 1            | 3          | 17    | 17.6                           | 13                  | 2            | 3          | 18    | 18.7                           |
| IRAQ                         | 11                  | 1            | 4          | 16    | 25.0                           | 12                  | -            | 4          | 16    | 25.0                           |
| ISRAEL                       | 4                   | -            | 2          | 6     | 33.3                           | 5                   | 3            | 3          | 11    | 27.3                           |
| JORDAN                       | 6                   | 1            | 5          | 12    | 41.7                           | 7                   | 1            | 5          | 13    | 38.5                           |
| KUWAIT                       | -                   | -            | -          | -     | 0.0                            | -                   | -            | -          | -     | 0.0                            |
| LEBANON                      | 10                  | -            | 3          | 13    | 15.8                           | 15                  | -            | 3          | 18    | 15.8                           |
| OMAN                         | 1                   | -            | 1          | 2     | 50.0                           | 1                   | -            | 1          | 2     | 50.0                           |
| QATAR                        | -                   | -            | 1          | 1     | 100.0                          | -                   | -            | 1          | 1     | 100.0                          |

TABLE 5 (CONTINUED)

| REGION AND COUNTRY      | 30/06/89            |              |            |       |                                | 30/06/90            |              |            |       |                                |
|-------------------------|---------------------|--------------|------------|-------|--------------------------------|---------------------|--------------|------------|-------|--------------------------------|
|                         | TYPE OF APPOINTMENT |              |            | TOTAL | PERCENTAGE<br>OF<br>FIXED-TERM | TYPE OF APPOINTMENT |              |            | TOTAL | PERCENTAGE<br>OF<br>FIXED-TERM |
|                         | PERMANENT           | PROBATIONARY | FIXED-TERM |       |                                | PERMANENT           | PROBATIONARY | FIXED-TERM |       |                                |
| MIDDLE EAST (CONTINUED) |                     |              |            |       |                                |                     |              |            |       |                                |
| SAUDI ARABIA            | 3                   | -            | 1          | 4     | 25.0                           | 3                   | -            | 1          | 4     | 25.0                           |
| SYRIAN ARAB RP          | 2                   | -            | 4          | 6     | 67.0                           | 3                   | -            | 5          | 8     | 62.5                           |
| TURKEY                  | 7                   | 4            | 1          | 12    | 8.3                            | 11                  | 1            | -          | 12    | 0.0                            |
| U A EMIRATES            | 1                   | -            | -          | 1     | 0.0                            | 1                   | -            | -          | 1     | 0.0                            |
| YEMEN                   | 2                   | -            | 1          | 3     | 33.3                           | 5                   | -            | 1          | 6     | 11.1                           |
| SUBTOTAL                | 17                  | 7            | 29         | 113   | 29.7                           | 91                  | 7            | 30         | 128   | 23.4                           |
| N AMERICA & CARIBBEAN   |                     |              |            |       |                                |                     |              |            |       |                                |
| ANTIGUA AND BARBUDA     | 3                   | -            | -          | 3     | 0.0                            | 3                   | -            | -          | 3     | 0.0                            |
| BAHAMAS                 | 1                   | -            | -          | 1     | 0.0                            | 1                   | -            | -          | 1     | 0.0                            |
| BARBADOS                | 5                   | -            | -          | 5     | 0.0                            | 5                   | -            | -          | 5     | 0.0                            |
| BELIZE                  | 2                   | -            | -          | 2     | 0.0                            | 2                   | -            | -          | 2     | 0.0                            |
| CANADA                  | 38                  | 4            | 10         | 50    | 20.0                           | 39                  | 1            | 11         | 51    | 21.6                           |
| DOMINICA                | -                   | -            | -          | -     | 0.0                            | -                   | -            | -          | -     | 0.0                            |
| ORENADA                 | 1                   | -            | 1          | 2     | 50.0                           | 1                   | -            | 1          | 2     | 50.0                           |
| GUYANA                  | 16                  | -            | -          | 16    | 0.0                            | 16                  | -            | -          | 16    | 0.0                            |
| JAMAICA                 | 20                  | -            | -          | 20    | 0.0                            | 18                  | -            | -          | 18    | 0.0                            |
| SAINT KITTS & NEVIS     | 1                   | -            | 1          | 2     | 50.0                           | 2                   | -            | -          | 2     | 0.0                            |
| SAINT LUCIA             | 1                   | -            | 3          | 4     | 75.0                           | 1                   | -            | 3          | 4     | 75.0                           |
| SAINT VINCENT & GR      | 1                   | -            | -          | 1     | 0.0                            | 1                   | -            | -          | 1     | 0.0                            |
| TRINIDAD AND TOBAGO     | 13                  | -            | 1          | 14    | 7.1                            | 13                  | 2            | -          | 15    | 0.0                            |
| USA                     | 340                 | 5            | 43         | 388   | 11.1                           | 324                 | 4            | 51         | 379   | 13.5                           |
| SUBTOTAL                | 441                 | 9            | 59         | 509   | 11.6                           | 429                 | 7            | 66         | 499   | 13.2                           |
| OTHERS                  |                     |              |            |       |                                |                     |              |            |       |                                |
| PALESTINE               | -                   | -            | -          | -     | 0.0                            | -                   | -            | -          | -     | 0.0                            |
| REP OF KOREA            | -                   | -            | -          | -     | 0.0                            | -                   | -            | -          | -     | 0.0                            |
| SWITZERLAND             | 13                  | -            | 3          | 16    | 18.8                           | 11                  | 1            | 2          | 14    | 14.3                           |
| STATELESS               | 5                   | 1            | -          | 4     | 0.0                            | 4                   | -            | 1          | 5     | 20.0                           |
| SUBTOTAL                | 18                  | 1            | 3          | 20    | 15.0                           | 15                  | 1            | 3          | 19    | 15.8                           |
| TOTAL                   | 1 722               | 78           | 717        | 2 517 | 28.5                           | 1 759               | 118          | 684        | 2 561 | 28.7                           |

TABLE 6  
APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION  
BY REGION, NATIONALITY AND LEVEL  
(SHOWING NUMBER OF FEMALE STAFF)  
(1 JULY 1989 - 30 JUNE 1990)

| REGION AND COUNTRY OF NATIONALITY | USG | ASG | D-2 | D-1 | P-6 | P-4      | P-3       | P-2       | P-1      | TOTAL      |
|-----------------------------------|-----|-----|-----|-----|-----|----------|-----------|-----------|----------|------------|
| <b>AFRICA</b>                     |     |     |     |     |     |          |           |           |          |            |
| BENIN                             | -   | -   | -   | -   | -   | -        | 1         | -         | -        | 1          |
| BOTSWANA                          | -   | -   | -   | -   | -   | -        | -         | 1<br>(1)  | -        | 1<br>(1)   |
| BURKINA FASO                      | -   | -   | -   | -   | -   | -        | 1<br>(1)  | -         | -        | 1<br>(1)   |
| BURUNDI                           | -   | -   | -   | -   | -   | -        | -         | 3<br>(1)  | -        | 3<br>(1)   |
| CAMEROON                          | -   | -   | -   | -   | -   | -        | 1         | 2<br>(2)  | -        | 3<br>(2)   |
| CENT AFR REP                      | -   | -   | -   | -   | -   | -        | -         | 3         | -        | 3          |
| EGYPT                             | -   | -   | -   | -   | -   | 1        | -         | -         | -        | 1          |
| GHANA                             | -   | -   | -   | -   | -   | -        | 1         | -         | -        | 1          |
| GUINEA                            | -   | -   | -   | -   | -   | -        | 1         | -         | -        | 1          |
| GUINEA-BISSAU                     | -   | -   | -   | -   | -   | -        | -         | 1         | -        | 1          |
| KENYA                             | -   | -   | -   | -   | -   | -        | -         | -         | 1<br>(1) | 1<br>(1)   |
| LIBERIA                           | -   | -   | -   | -   | -   | -        | -         | 1<br>(1)  | -        | 1<br>(1)   |
| MALAWI                            | -   | -   | -   | -   | -   | -        | 1         | -         | -        | 1          |
| MALI                              | -   | -   | -   | -   | -   | -        | 1         | -         | -        | 1          |
| NIGERIA                           | -   | -   | -   | 1   | -   | -        | -         | -         | -        | 1          |
| SENEGAL                           | -   | -   | -   | -   | -   | -        | 1         | 1<br>(1)  | -        | 2<br>(1)   |
| SIERRA LEONE                      | -   | -   | -   | -   | -   | 1        | -         | -         | -        | 1          |
| SWAZILAND                         | -   | -   | -   | -   | -   | -        | 1<br>(1)  | -         | -        | 1<br>(1)   |
| UGANDA                            | -   | -   | -   | -   | -   | -        | -         | 1         | -        | 1          |
| ZAIRE                             | -   | -   | -   | -   | -   | -        | 1         | 1<br>(1)  | -        | 2<br>(1)   |
| <b>SUBTOTAL</b>                   | -   | -   | -   | 1   | -   | 2        | 10<br>(2) | 14<br>(7) | 1<br>(1) | 28<br>(10) |
| <b>ASIA AND THE PACIFIC</b>       |     |     |     |     |     |          |           |           |          |            |
| CHINA                             | -   | -   | -   | -   | -   | -        | 2         | -         | -        | 2          |
| INDIA                             | -   | -   | -   | -   | -   | -        | 1         | -         | -        | 1          |
| INDONESIA                         | -   | -   | -   | -   | -   | -        | -         | -         | -        | 1          |
| JAPAN                             | -   | -   | 1   | -   | -   | -        | 1<br>(1)  | 5<br>(3)  | -        | 7<br>(4)   |
| PAPUA N GUINEA                    | -   | -   | -   | -   | -   | -        | 1         | -         | -        | 1          |
| PHILIPPINES                       | -   | -   | -   | -   | -   | 1<br>(1) | -         | -         | -        | 1<br>(1)   |
| <b>SUBTOTAL</b>                   | -   | -   | 1   | -   | -   | 1<br>(1) | 6<br>(1)  | 6<br>(3)  | -        | 13<br>(5)  |

TABLE 6 (CONTINUED)

| REGION AND COUNTRY OF NATIONALITY | USG | ASG | D-2      | D-1      | P-5      | P-4               | P-3               | P-2                | P-1 | TOTAL              |
|-----------------------------------|-----|-----|----------|----------|----------|-------------------|-------------------|--------------------|-----|--------------------|
| <b>EUROPE (EASTERN)</b>           |     |     |          |          |          |                   |                   |                    |     |                    |
| BYELORUSSN SSR                    | -   | -   | -        | -        | -        | -                 | -                 | 3                  | -   | 3                  |
| CZECHOSLOVAKIA                    | -   | -   | -        | -        | -        | 1                 | -                 | -                  | -   | 1                  |
| GERMAN DEM REP                    | -   | -   | -        | -        | 1        | -                 | 2                 | -                  | -   | 3                  |
| HUNGARY                           | -   | -   | -        | -        | -        | -                 | 1<br>(1)          | 2<br>(1)           | -   | 3<br>(2)           |
| POLAND                            | -   | -   | -        | -        | -        | 1                 | 1                 | 1                  | -   | 3                  |
| UKRAINIAN SSR                     | -   | -   | -        | -        | -        | -                 | 2                 | -                  | -   | 2                  |
| USSR                              | -   | -   | 3        | -        | 1        | 8<br>(2)          | 7<br>(1)          | 2                  | -   | 21<br>(3)          |
| YUGOSLAVIA                        | -   | -   | -        | -        | -        | -                 | -                 | 3                  | -   | 3                  |
| <b>SUBTOTAL</b>                   | -   | -   | <b>3</b> | -        | <b>2</b> | <b>10<br/>(2)</b> | <b>13<br/>(2)</b> | <b>11<br/>(1)</b>  | -   | <b>39<br/>(5)</b>  |
| <b>EUROPE (WESTERN)</b>           |     |     |          |          |          |                   |                   |                    |     |                    |
| DENMARK                           | -   | -   | -        | -        | -        | -                 | -                 | 5<br>(1)           | -   | 5<br>(1)           |
| FINLAND                           | -   | -   | -        | -        | -        | 1                 | 1                 | -                  | -   | 2                  |
| FRANCE                            | -   | -   | -        | -        | -        | -                 | 5<br>(3)          | 2<br>(2)           | -   | 7<br>(5)           |
| GERMANY, F R OF                   | -   | -   | -        | -        | -        | -                 | -                 | 12<br>(7)          | -   | 12<br>(7)          |
| GREECE                            | -   | -   | -        | -        | -        | -                 | -                 | 1<br>(1)           | -   | 1<br>(1)           |
| ITALY                             | -   | -   | -        | -        | -        | 2                 | -                 | 7<br>(2)           | -   | 9<br>(2)           |
| LUXEMBOURG                        | -   | -   | -        | -        | -        | -                 | -                 | 1                  | -   | 1                  |
| NETHERLANDS                       | -   | -   | 1        | -        | 1        | -                 | 1                 | 8<br>(2)           | -   | 12<br>(2)          |
| NORWAY                            | -   | -   | -        | -        | -        | -                 | 1                 | 7<br>(4)           | -   | 8<br>(4)           |
| SPAIN                             | -   | -   | -        | -        | -        | -                 | -                 | 1<br>(1)           | -   | 1<br>(1)           |
| SWEDEN                            | -   | -   | -        | 1        | -        | -                 | -                 | -                  | -   | 1                  |
| UNITED KINGDOM                    | -   | -   | -        | -        | 1        | 3                 | 1                 | 3<br>(2)           | -   | 8<br>(2)           |
| <b>SUBTOTAL</b>                   | -   | -   | <b>1</b> | <b>1</b> | <b>2</b> | <b>6</b>          | <b>9<br/>(3)</b>  | <b>48<br/>(22)</b> | -   | <b>67<br/>(25)</b> |
| <b>LATIN AMERICA</b>              |     |     |          |          |          |                   |                   |                    |     |                    |
| ARGENTINA                         | -   | -   | -        | -        | -        | -                 | -                 | -                  | -   | -                  |
| BRAZIL                            | -   | -   | -        | -        | -        | 1<br>(1)          | 1                 | 2<br>(1)           | -   | 4<br>(2)           |
| CHILE                             | -   | -   | 1        | -        | -        | -                 | 1                 | -                  | -   | 2                  |
| COLOMBIA                          | -   | -   | -        | -        | -        | -                 | -                 | 1<br>(1)           | -   | 1<br>(1)           |



TABLE 6 (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 (CONTINUED)         |     |     |     |     |     |           |            |            |          |             |
| CUBA                              | -   | -   | -   | -   | -   | -         | 1          | 5<br>(2)   | -        | 6<br>(2)    |
| DOMINICAN REP                     | -   | -   | -   | -   | -   | -         | -          | 1          | 1        | 2           |
| ECUADOR                           | -   | -   | -   | -   | -   | -         | -          | -          | -        | 1           |
| GUATEMALA                         | -   | -   | -   | -   | -   | 1<br>(1)  | 3<br>(1)   | -          | -        | 4<br>(2)    |
| MEXICO                            | -   | -   | -   | -   | -   | -         | 2<br>(1)   | -          | -        | 2<br>(1)    |
| PANAMA                            | -   | -   | -   | -   | -   | -         | -          | 1          | -        | 1           |
| URUGUAY                           | -   | -   | -   | -   | -   | 1         | -          | -          | -        | 1           |
| VENEZUELA                         | -   | 1   | -   | -   | -   | -         | -          | -          | -        | 1           |
| SUBTOTAL                          | -   | 1   | 1   | -   | -   | 3<br>(2)  | 9<br>(2)   | 10<br>(4)  | 1        | 25<br>(8)   |
| MIDDLE EAST                       |     |     |     |     |     |           |            |            |          |             |
| IRAQ                              | -   | -   | -   | -   | -   | 1         | -          | -          | -        | 1           |
| ISRAEL                            | -   | -   | -   | -   | -   | -         | -          | 4<br>(1)   | -        | 4<br>(1)    |
| JORDAN                            | -   | -   | -   | -   | -   | 1         | 1          | -          | -        | 2           |
| SYRIAN ARAB RP                    | -   | -   | -   | -   | -   | 1         | -          | -          | -        | 1           |
| SUBTOTAL                          | -   | -   | -   | -   | -   | 3         | 1          | 4<br>(1)   | -        | 8<br>(1)    |
| N AMERICA & CARIBBEAN             |     |     |     |     |     |           |            |            |          |             |
| CANADA                            | 1   | -   | -   | -   | -   | -         | 1<br>(1)   | 1<br>(1)   | -        | 3<br>(2)    |
| USA                               | 1   | -   | -   | 1   | 3   | 4<br>(2)  | 7<br>(4)   | 2<br>(1)   | -        | 18<br>(7)   |
| SUBTOTAL                          | 2   | -   | -   | 1   | 3   | 4<br>(2)  | 8<br>(8)   | 3<br>(2)   | -        | 21<br>(9)   |
| OTHERS                            |     |     |     |     |     |           |            |            |          |             |
| STATELESS                         | -   | -   | -   | -   | -   | -         | 1          | -          | -        | 1           |
| SUBTOTAL                          | -   | -   | -   | -   | -   | -         | 1          | -          | -        | 1           |
| TOTAL                             | 2   | 1   | 8   | 3   | 7   | 29<br>(7) | 56<br>(15) | 66<br>(40) | 2<br>(1) | 202<br>(83) |

TABLE 7  
STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION  
BY REGION, NATIONALITY AND TYPE OF APPOINTMENT  
(SHOWING NUMBER OF FEMALE STAFF)

(1 JULY 1989 - 30 JUNE 1990)

| REGION AND COUNTRY<br>OF NATIONALITY | NUMBER<br>OF STAFF<br>30/06/89 | APPOINTMENTS |            |          | SEPARATIONS a/ |            |       | OTHER<br>STAFF<br>CHANGES b/ |            | NUMBER<br>OF STAFF<br>30/06/90 | SPECIAL<br>CATEGORY c/ |
|--------------------------------------|--------------------------------|--------------|------------|----------|----------------|------------|-------|------------------------------|------------|--------------------------------|------------------------|
|                                      |                                | CAREER       | NON-CAREER | TOTAL    | CAREER         | NON-CAREER | TOTAL |                              |            |                                |                        |
| AFRICA                               |                                |              |            |          |                |            |       |                              |            |                                |                        |
| ALGERIA                              | 19<br>(2)                      | -            | -          | -        | -              | -          | -     | -                            | -          | 19<br>(2)                      | -                      |
| ANGOLA                               | 1                              | -            | -          | -        | -              | -          | -     | -                            | -          | 1                              | -                      |
| BENIN                                | 6<br>(1)                       | -            | 1          | 1        | -              | -          | -     | -                            | -          | 7<br>(1)                       | -                      |
| BOTSWANA                             | 1<br>(0)                       | -            | 1<br>(1)   | 1<br>(1) | -              | -          | -     | -                            | -          | 2<br>(1)                       | -                      |
| BURKINA FASO                         | 6<br>(0)                       | -            | 1<br>(1)   | 1<br>(1) | -              | -          | -     | -                            | -          | 7<br>(1)                       | -                      |
| BURUNDI                              | 6<br>(1)                       | 3<br>(1)     | -          | 3<br>(1) | -              | -          | -     | -                            | -          | 9<br>(2)                       | -                      |
| CAMEROON                             | 6<br>(0)                       | -            | 3<br>(2)   | 3<br>(2) | -              | -          | -     | +2                           | -          | 13<br>(2)                      | -                      |
| CAPE VERDE                           | 1                              | -            | -          | -        | -              | -          | -     | -                            | -          | 1                              | -                      |
| CENT AFR REP                         | 1                              | 1            | 2          | 3        | -              | -          | -     | -                            | -          | 4                              | -                      |
| CHAD                                 | 4                              | -            | -          | -        | -              | -          | -     | -                            | -          | 4                              | -                      |
| COMOROS                              | 2                              | -            | -          | -        | -              | -          | -     | -                            | -          | 2                              | -                      |
| CONGO                                | 7                              | -            | -          | -        | -              | -          | -     | -                            | -1         | 6                              | -                      |
| COTE D'IVOIRE                        | 12<br>(1)                      | -            | -          | -        | -              | 1          | 1     | -                            | -          | 11<br>(1)                      | -                      |
| DJIBOUTI                             | 0                              | -            | -          | -        | -              | -          | -     | -                            | -          | -                              | -                      |
| EGYPT                                | 11<br>(2)                      | -            | 1          | 1        | 1              | 1          | 2     | +1                           | -          | 11<br>(2)                      | -                      |
| EQUATL GUINEA                        | 3                              | -            | -          | -        | -              | -          | -     | -                            | -          | 3                              | -                      |
| ETHIOPIA                             | 27<br>(6)                      | -            | -          | -        | 1              | -          | 1     | +2<br>(+1)                   | -1         | 27<br>(6)                      | -                      |
| GABON                                | 3                              | -            | -          | -        | -              | -          | -     | -                            | -          | 3                              | -                      |
| GAMBIA                               | 6                              | -            | -          | -        | -              | -          | -     | -                            | -          | 6                              | -                      |
| GHANA                                | 16<br>(2)                      | -            | 1          | 1        | 1              | -          | 1     | -                            | -          | 16<br>(2)                      | -                      |
| GUINEA                               | 7<br>(1)                       | -            | 1          | 1        | -              | 1          | 1     | -                            | -1         | 6<br>(1)                       | -                      |
| GUINEA-BISSAU                        | 0                              | -            | 1          | 1        | -              | -          | -     | -                            | -          | 1                              | -                      |
| KENYA                                | 13<br>(1)                      | -            | 1<br>(1)   | 1<br>(1) | -              | -          | -     | -                            | -          | 14<br>(2)                      | -                      |
| LESOTHO                              | 7<br>(6)                       | -            | -          | -        | -              | -          | -     | -                            | -          | 7<br>(6)                       | -                      |
| LIBERIA                              | 9<br>(3)                       | -            | 1<br>(1)   | 1<br>(1) | -              | -          | -     | +1<br>(+1)                   | -1<br>(-1) | 10<br>(4)                      | -                      |
| LIBYAN ARAB J                        | 7<br>(1)                       | -            | -          | -        | -              | -          | -     | -                            | -          | 7<br>(1)                       | -                      |
| MADAGASCAR                           | 10<br>(1)                      | -            | -          | -        | 1              | -          | 1     | -                            | -          | 9<br>(1)                       | -                      |
| MALAWI                               | 6<br>(1)                       | -            | 1          | 1        | -              | -          | -     | -                            | -          | 6<br>(1)                       | -                      |
| MALI                                 | 9                              | -            | 1          | 1        | -              | -          | -     | -                            | -          | 10                             | -                      |

TABLE 7 (CONTINUED)

| REGION AND COUNTRY<br>OF NATIONALITY | NUMBER<br>OF STAFF<br>30/06/89 | APPOINTMENTS |            |            | SEPARATIONS a/<br>b/ |            |          | OTHER<br>STAFF<br>CHANGES b/<br>c/ |            | NUMBER<br>OF STAFF<br>30/06/90 | SPECIAL<br>CATEGORY c/<br>d/ |
|--------------------------------------|--------------------------------|--------------|------------|------------|----------------------|------------|----------|------------------------------------|------------|--------------------------------|------------------------------|
|                                      |                                | CAREER       | NON-CAREER | TOTAL      | CAREER               | NON-CAREER | TOTAL    |                                    |            |                                |                              |
| AFRICA (CONTINUED)                   |                                |              |            |            |                      |            |          |                                    |            |                                |                              |
| MAURITANIA                           | 5                              | -            | -          | -          | -                    | -          | -        | -                                  | -          | 5                              | -                            |
| MAURITIUS                            | 15                             | -            | -          | -          | 1                    | -          | 1        | -                                  | -1         | 13                             | -                            |
| MOROCCO                              | 12<br>(3)                      | -            | -          | -          | -                    | 1          | 1        | -                                  | -          | 11<br>(3)                      | -                            |
| MOZAMBIQUE                           | 1                              | -            | -          | -          | -                    | -          | -        | -                                  | -1         | -                              | -                            |
| NAMIBIA                              | 2<br>(1)                       | -            | -          | -          | -                    | -          | -        | +1<br>(+1)                         | -1<br>(-1) | 2<br>(1)                       | -                            |
| NIGER                                | 4<br>(1)                       | -            | -          | -          | -                    | -          | -        | -                                  | -          | 4<br>(1)                       | -                            |
| NIGERIA                              | 17<br>(1)                      | -            | 1          | 1          | 1                    | 1          | 2        | -                                  | -          | 16<br>(1)                      | -                            |
| RWANDA                               | 3                              | -            | -          | -          | -                    | -          | -        | -                                  | -          | 3                              | -                            |
| S TOMÉ PRINCE                        | 0                              | -            | -          | -          | -                    | -          | -        | -                                  | -          | -                              | -                            |
| SENEGAL                              | 13<br>(3)                      | -            | 2<br>(1)   | 2<br>(1)   | -                    | 1          | 1        | -                                  | -          | 14<br>(4)                      | -                            |
| SEYCHELLES                           | 2                              | -            | -          | -          | -                    | -          | -        | -                                  | -          | 2                              | -                            |
| SIERRA LEONE                         | 14<br>(2)                      | -            | 1          | 1          | -                    | -          | -        | -                                  | -          | 15<br>(2)                      | -                            |
| SOMALIA                              | 12<br>(2)                      | -            | -          | -          | -                    | -          | -        | -                                  | -          | 12<br>(2)                      | -                            |
| SOUTH AFRICA                         | 11<br>(3)                      | -            | -          | -          | -                    | -          | -        | -                                  | -          | 11<br>(3)                      | -                            |
| SUDAN                                | 12                             | -            | -          | -          | -                    | 1          | 1        | -                                  | -          | 11                             | -                            |
| SWAZILAND                            | 4<br>(1)                       | -            | 1<br>(1)   | 1<br>(1)   | -                    | 1          | 1        | -                                  | -          | 4<br>(2)                       | -                            |
| TOGO                                 | 6                              | -            | -          | -          | 1                    | 1          | 2        | -                                  | -          | 6                              | -                            |
| TUNISIA                              | 21<br>(1)                      | -            | -          | -          | -                    | -          | -        | +1                                 | -1         | 21<br>(1)                      | -                            |
| UGANDA                               | 12<br>(2)                      | -            | 1          | 1          | 1                    | -          | 1        | -                                  | -          | 12<br>(2)                      | -                            |
| U REP TANZANIA                       | 19<br>(4)                      | -            | -          | -          | -                    | -          | -        | -                                  | -          | 19<br>(4)                      | -                            |
| ZAIRE                                | 13<br>(1)                      | -            | 2<br>(1)   | 2<br>(1)   | -                    | -          | -        | -                                  | -          | 15<br>(2)                      | -                            |
| ZAMBIA                               | 10                             | -            | -          | -          | -                    | -          | -        | -                                  | -          | 10                             | -                            |
| ZIMBABWE                             | 7<br>(1)                       | -            | -          | -          | 1                    | -          | 1        | -                                  | -          | 8<br>(1)                       | -                            |
| SUBTOTAL                             | 439<br>(63)                    | 4<br>(1)     | 24<br>(9)  | 28<br>(10) | 9                    | 9          | 18       | +8<br>(+3)                         | -8<br>(-2) | 439<br>(64)                    | -                            |
| ASIA AND THE PACIFIC                 |                                |              |            |            |                      |            |          |                                    |            |                                |                              |
| AUSTRALIA                            | 28<br>(13)                     | -            | -          | -          | 2<br>(1)             | -          | 2<br>(1) | +2                                 | -1         | 27<br>(12)                     | -                            |
| BANGLADESH                           | 16                             | -            | -          | -          | -                    | 1          | 1        | -                                  | -          | 17                             | -                            |
| BHUTAN                               | 4                              | -            | -          | -          | -                    | -          | -        | -                                  | -          | 4                              | -                            |
| BRUNEI DARUSSALAM                    | 0                              | -            | -          | -          | -                    | -          | -        | -                                  | -          | -                              | -                            |
| CAMBODIA                             | 4                              | -            | -          | -          | 1                    | -          | 1        | -                                  | -          | 3                              | -                            |
| CHINA                                | 40<br>(14)                     | -            | 2          | 2          | 1                    | 3          | 4        | +2<br>(+1)                         | -          | 40<br>(15)                     | -                            |

TABLE 7 (CONTINUED)

| REGION AND COUNTRY<br>OF NATIONALITY | NUMBER<br>OF STAFF<br>30/06/80 | APPOINTMENTS     |                  |                   | SEPARATIONS a/    |                   |                   | OTHER<br>STAFF<br>CHANGES b/ |                    | NUMBER<br>OF STAFF<br>30/06/80 | SPECIAL<br>CATEGORY c/ |
|--------------------------------------|--------------------------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|------------------------------|--------------------|--------------------------------|------------------------|
|                                      |                                | CAREER           | NON-CAREER       | TOTAL             | CAREER            | NON-CAREER        | TOTAL             |                              |                    |                                |                        |
| ASIA AND THE PACIFIC (CONTINUED)     |                                |                  |                  |                   |                   |                   |                   |                              |                    |                                |                        |
| FIJI                                 | 7<br>(1)                       | -                | -                | -                 | 1                 | -                 | 1                 | -                            | -                  | 8<br>(1)                       | -                      |
| INDIA                                | 37<br>(5)                      | -                | 1                | 1                 | 4                 | 1                 | 5                 | +3<br>(+2)                   | -                  | 38<br>(7)                      | -                      |
| INDONESIA                            | 8<br>(2)                       | 1                | -                | 1                 | 1                 | 2<br>(1)          | 3<br>(1)          | -                            | -                  | 8<br>(1)                       | -                      |
| JAPAN                                | 91<br>(30)                     | 3<br>(3)         | 4<br>(1)         | 7<br>(4)          | 4<br>(1)          | 4<br>(1)          | 8<br>(2)          | +3<br>(+2)                   | -2<br>(-1)         | 91<br>(33)                     | -                      |
| LAO P DEM REP                        | 1                              | -                | -                | -                 | -                 | -                 | -                 | -                            | -                  | 1                              | -                      |
| MALAYSIA                             | 16<br>(3)                      | -                | -                | -                 | -                 | -                 | -                 | -                            | -                  | 16<br>(3)                      | -                      |
| MALDIVES                             | 0                              | -                | -                | -                 | -                 | -                 | -                 | -                            | -                  | -                              | -                      |
| MONGOLIA                             | 1<br>(1)                       | -                | -                | -                 | -                 | -                 | -                 | -                            | -                  | 1<br>(1)                       | -                      |
| MYANMAR                              | 7                              | -                | -                | -                 | -                 | -                 | -                 | -                            | -                  | 7                              | -                      |
| NEPAL                                | 13                             | -                | -                | -                 | 1                 | -                 | 1                 | +1                           | -1                 | 12                             | -                      |
| NEW ZEALAND                          | 7<br>(4)                       | -                | -                | -                 | -                 | -                 | -                 | -                            | -                  | 7<br>(4)                       | -                      |
| PAKISTAN                             | 13<br>(2)                      | -                | -                | -                 | -                 | -                 | -                 | -                            | -                  | 13<br>(2)                      | -                      |
| PAPUA N GUINEA                       | 2                              | -                | 1                | 1                 | -                 | -                 | -                 | -                            | -                  | 3                              | -                      |
| PHILIPPINES                          | 62<br>(33)                     | -                | 1<br>(1)         | 1<br>(1)          | 1                 | -                 | 1                 | +3<br>(+2)                   | -                  | 65<br>(36)                     | -                      |
| SAMOA                                | 1                              | -                | -                | -                 | -                 | -                 | -                 | +1                           | -                  | 2                              | -                      |
| SINGAPORE                            | 12<br>(6)                      | -                | -                | -                 | -                 | -                 | -                 | -                            | -                  | 12<br>(6)                      | -                      |
| SOLOMON ISLANDS                      | 0                              | -                | -                | -                 | -                 | -                 | -                 | -                            | -                  | -                              | -                      |
| SRI LANKA                            | 10<br>(2)                      | -                | -                | -                 | -                 | -                 | -                 | -                            | -                  | 10<br>(2)                      | -                      |
| THAILAND                             | 28<br>(16)                     | -                | -                | -                 | 3                 | 1<br>(1)          | 4<br>(1)          | +3<br>(+1)                   | -                  | 27<br>(16)                     | -                      |
| VANUATU                              | 0                              | -                | -                | -                 | -                 | -                 | -                 | -                            | -                  | -                              | -                      |
| VIET NAM                             | 3<br>(1)                       | -                | -                | -                 | 1<br>(1)          | -                 | 1<br>(1)          | +1<br>(+1)                   | -                  | 3<br>(1)                       | -                      |
| <b>SUBTOTAL</b>                      | <b>412<br/>(133)</b>           | <b>4<br/>(3)</b> | <b>9<br/>(2)</b> | <b>13<br/>(5)</b> | <b>20<br/>(3)</b> | <b>12<br/>(3)</b> | <b>32<br/>(6)</b> | <b>+19<br/>(+9)</b>          | <b>-4<br/>(-1)</b> | <b>408<br/>(140)</b>           | <b>-</b>               |
| EUROPE (EASTERN)                     |                                |                  |                  |                   |                   |                   |                   |                              |                    |                                |                        |
| ALBANIA                              | 0                              | -                | -                | -                 | -                 | -                 | -                 | -                            | -                  | -                              | -                      |
| BULGARIA                             | 7                              | -                | -                | -                 | -                 | -                 | -                 | +1                           | -                  | 8                              | -                      |
| BYELORUSSN SSR                       | 9                              | -                | 3                | 3                 | -                 | -                 | -                 | -                            | -                  | 12                             | -                      |
| CZECHOSLOVAKIA                       | 16<br>(2)                      | -                | 1                | 1                 | -                 | 2                 | 2                 | -                            | -                  | 14<br>(2)                      | -                      |
| GERMAN DEM REP                       | 12<br>(2)                      | -                | 3                | 3                 | -                 | -                 | -                 | -                            | -                  | 16<br>(2)                      | -                      |
| HUNGARY                              | 7<br>(0)                       | -                | 1<br>(1)         | 3<br>(2)          | 1                 | 3                 | 4                 | -                            | -                  | 8<br>(2)                       | -                      |
| POLAND                               | 13<br>(1)                      | -                | 3                | 3                 | -                 | 2                 | 2                 | -                            | -                  | 14<br>(1)                      | -                      |

TABLE 7 (CONTINUED)

| REGION AND COUNTRY<br>OF NATIONALITY | NUMBER<br>OF STAFF<br>30/08/89 | APPOINTMENTS |            |            | SEPARATIONS a/ |            |           | OTHER<br>STAFF<br>CHANGES b/ |             | NUMBER<br>OF STAFF<br>30/08/90 | SPECIAL<br>CATEGORY c/ |
|--------------------------------------|--------------------------------|--------------|------------|------------|----------------|------------|-----------|------------------------------|-------------|--------------------------------|------------------------|
|                                      |                                | CAREER       | NON-CAREER | TOTAL      | CAREER         | NON-CAREER | TOTAL     |                              |             |                                |                        |
| EUROPE (EASTERN) (CONTINUED)         |                                |              |            |            |                |            |           |                              |             |                                |                        |
| ROMANIA                              | 3                              | -            | -          | -          | -              | -          | -         | -                            | -           | 3                              | -                      |
| UKRAINIAN SSR                        | 24<br>(2)                      | -            | 2          | 2          | -              | 1          | 1         | +1<br>(+1)                   | -           | 26<br>(3)                      | -                      |
| USSR                                 | 162<br>(12)                    | -            | 21<br>(3)  | 21<br>(3)  | -              | 29<br>(1)  | 29<br>(1) | +1<br>(+1)                   | -3<br>(-1)  | 152<br>(13)                    | -                      |
| YUGOSLAVIA                           | 9<br>(1)                       | 3            | -          | 3          | -              | 1          | 1         | -                            | -           | 11<br>(1)                      | -                      |
| SUBTOTAL                             | 281<br>(20)                    | 5<br>(1)     | 34<br>(4)  | 39<br>(5)  | 1              | 30<br>(1)  | 30<br>(1) | +3<br>(+1)                   | -3<br>(-1)  | 281<br>(24)                    | -                      |
| EUROPE (WESTERN)                     |                                |              |            |            |                |            |           |                              |             |                                |                        |
| AUSTRIA                              | 20<br>(7)                      | -            | -          | -          | -              | 1          | 1         | +1<br>(+1)                   | -           | 20<br>(8)                      | -                      |
| BELGIUM                              | 25<br>(8)                      | -            | -          | -          | 1              | 3<br>(1)   | 4<br>(1)  | +1                           | -           | 22<br>(5)                      | -                      |
| DENMARK                              | 14<br>(5)                      | 5<br>(1)     | -          | 5<br>(1)   | -              | -          | -         | -                            | -1          | 18<br>(6)                      | -                      |
| FINLAND                              | 13<br>(4)                      | -            | 2          | 2          | 1              | 1          | 2         | -                            | -1          | 12<br>(4)                      | -                      |
| FRANCE                               | 113<br>(47)                    | -            | 7<br>(5)   | 7<br>(5)   | 6<br>(2)       | 2<br>(1)   | 8<br>(3)  | +2<br>(+1)                   | -5<br>(-2)  | 109<br>(48)                    | -                      |
| GERMANY, F. R. OF                    | 107<br>(30)                    | 7<br>(3)     | 5<br>(4)   | 12<br>(7)  | 3<br>(1)       | 2          | 5<br>(1)  | -                            | -2<br>(-1)  | 112<br>(35)                    | -                      |
| GREECE                               | 13<br>(4)                      | -            | 1<br>(1)   | 1<br>(1)   | -              | 1          | 1         | -                            | -           | 13<br>(5)                      | -                      |
| ICELAND                              | 5                              | -            | -          | -          | -              | -          | -         | -                            | -           | 5                              | -                      |
| IRELAND                              | 15<br>(4)                      | -            | -          | -          | 1              | -          | 1         | -                            | -           | 14<br>(4)                      | -                      |
| ITALY                                | 46<br>(10)                     | 8<br>(2)     | 1          | 9<br>(2)   | 5<br>(1)       | -          | 5<br>(1)  | +2<br>(+1)                   | -2          | 52<br>(12)                     | -                      |
| LUXEMBOURG                           | 4<br>(2)                       | 1            | -          | 1          | -              | -          | -         | -                            | -           | 5<br>(2)                       | -                      |
| MALTA                                | 7<br>(2)                       | -            | -          | -          | -              | 1<br>(1)   | 1<br>(1)  | -                            | -           | 6<br>(1)                       | -                      |
| NETHERLANDS                          | 23<br>(2)                      | 7<br>(1)     | 5<br>(1)   | 12<br>(2)  | -              | 3          | 3         | +1                           | -1          | 32<br>(4)                      | -                      |
| NORWAY                               | 8<br>(3)                       | 7<br>(4)     | 1          | 8<br>(4)   | -              | 1          | 1         | -                            | -1          | 14<br>(7)                      | -                      |
| PORTUGAL                             | 5<br>(2)                       | -            | -          | -          | 1              | -          | 1         | -                            | -           | 4<br>(2)                       | -                      |
| SPAIN                                | 35<br>(8)                      | -            | 1<br>(1)   | 1<br>(1)   | 1              | 2          | 3         | -                            | -           | 33<br>(10)                     | -                      |
| SWEDEN                               | 27<br>(7)                      | -            | 1          | 1          | 1              | -          | 1         | +2                           | -1          | 28<br>(7)                      | -                      |
| UNITED KINGDOM                       | 90<br>(34)                     | 1            | 7<br>(2)   | 8<br>(2)   | 5<br>(2)       | 2          | 7<br>(2)  | +2<br>(+2)                   | -           | 93<br>(36)                     | -                      |
| SUBTOTAL                             | 572<br>(178)                   | 36<br>(11)   | 31<br>(14) | 67<br>(25) | 25<br>(8)      | 19<br>(3)  | 44<br>(9) | +11<br>(+5)                  | -14<br>(-3) | 592<br>(186)                   | -                      |

TABLE 7 (CONTINUED)

| REGION AND COUNTRY<br>OF NATIONALITY | NUMBER<br>OF STAFF<br>30/06/89 | APPOINTMENTS |            |           | SEPARATIONS #/ |            |           | OTHER<br>STAFF<br>CHANGES #/ |            | NUMBER<br>OF STAFF<br>30/06/90 | SPECIAL<br>CATEGORY #/ |
|--------------------------------------|--------------------------------|--------------|------------|-----------|----------------|------------|-----------|------------------------------|------------|--------------------------------|------------------------|
|                                      |                                | CAREER       | NON-CAREER | TOTAL     | CAREER         | NON-CAREER | TOTAL     |                              |            |                                |                        |
| LATIN AMERICA                        |                                |              |            |           |                |            |           |                              |            |                                |                        |
| ARGENTINA                            | 27<br>(10)                     | -            | -          | -         | 2              | -          | 2         | +1                           | -          | 28<br>(10)                     | -                      |
| BOLIVIA                              | 5                              | -            | -          | -         | -              | -          | -         | -                            | -          | 5                              | -                      |
| BRAZIL                               | 25<br>(8)                      | -            | 4<br>(2)   | 4<br>(2)  | 1              | -          | 1         | +2                           | -1         | 29<br>(10)                     | -                      |
| CHILE                                | 28<br>(10)                     | -            | 2          | 2         | 3<br>(1)       | 1          | 4<br>(1)  | +2                           | -1         | 27<br>(9)                      | -                      |
| COLOMBIA                             | 10<br>(1)                      | -            | 1<br>(1)   | 1<br>(1)  | -              | 1          | 1         | -                            | -          | 10<br>(2)                      | -                      |
| COSTA RICA                           | 3                              | -            | -          | -         | -              | -          | -         | -                            | -          | 3                              | -                      |
| CUBA                                 | 5<br>(2)                       | 5<br>(2)     | 1          | 6<br>(2)  | -              | -          | -         | -                            | -          | 11<br>(4)                      | 1                      |
| DOMINICAN REP                        | 4<br>(2)                       | 2            | -          | 2         | -              | -          | -         | -                            | -          | 6<br>(2)                       | -                      |
| ECUADOR                              | 4<br>(2)                       | -            | 1          | 1         | -              | 1          | 1         | +1                           | -1<br>(-1) | 4<br>(1)                       | -                      |
| EL SALVADOR                          | 5                              | -            | -          | -         | -              | -          | -         | -                            | -          | 5                              | -                      |
| GUATEMALA                            | 4<br>(0)                       | -            | 4<br>(2)   | 4<br>(2)  | -              | 1          | 1         | -                            | -          | 7<br>(2)                       | -                      |
| HAITI                                | 6<br>(3)                       | -            | -          | -         | 1              | -          | 1         | -                            | -          | 6<br>(3)                       | -                      |
| HONDURAS                             | 1                              | -            | -          | -         | -              | -          | -         | +1                           | -          | 2                              | -                      |
| MEXICO                               | 26<br>(10)                     | -            | 2<br>(1)   | 2<br>(1)  | 1<br>(1)       | 1          | 2<br>(1)  | +1                           | -          | 27<br>(10)                     | -                      |
| NICARAGUA                            | 3<br>(1)                       | -            | -          | -         | -              | -          | -         | -                            | -          | 3<br>(1)                       | -                      |
| PANAMA                               | 2                              | 1            | -          | 1         | -              | -          | -         | -                            | -          | 3                              | -                      |
| PARAGUAY                             | 1                              | -            | -          | -         | -              | -          | -         | -                            | -          | 1                              | -                      |
| PERU                                 | 16<br>(5)                      | -            | -          | -         | -              | -          | -         | -                            | -          | 16<br>(5)                      | -                      |
| SURINAME                             | 2<br>(1)                       | -            | -          | -         | -              | -          | -         | -                            | -          | 2<br>(1)                       | -                      |
| URUGUAY                              | 11<br>(2)                      | -            | 1          | 1         | -              | 1          | 1         | -                            | -1         | 10<br>(2)                      | -                      |
| VENEZUELA                            | 13<br>(9)                      | -            | 1          | 1         | -              | 1<br>(1)   | 1<br>(1)  | -                            | -          | 13<br>(8)                      | -                      |
| SUBTOTAL                             | 201<br>(68)                    | 8<br>(2)     | 17<br>(6)  | 25<br>(8) | 8<br>(2)       | 7<br>(1)   | 15<br>(3) | +8                           | -4<br>(-1) | 216<br>(70)                    | 1                      |
| MIDDLE EAST                          |                                |              |            |           |                |            |           |                              |            |                                |                        |
| AFGHANISTAN                          | 9                              | -            | -          | -         | -              | -          | -         | -                            | -          | 9                              | -                      |
| BAHRAIN                              | 0                              | -            | -          | -         | -              | -          | -         | -                            | -          | -                              | -                      |
| CYPRUS                               | 5                              | -            | -          | -         | -              | -          | -         | -                            | -          | 5                              | -                      |
| IRAN, ISLAMIC R OF                   | 17<br>(6)                      | -            | -          | -         | -              | -          | -         | +1                           | -          | 18<br>(6)                      | -                      |
| IRAQ                                 | 16<br>(2)                      | -            | 1          | 1         | -              | -          | -         | -                            | -1         | 16<br>(2)                      | -                      |
| ISRAEL                               | 6<br>(1)                       | 3<br>(1)     | 1          | 4<br>(1)  | -              | -          | -         | +1<br>(+1)                   | -          | 11<br>(3)                      | -                      |

TABLE 7 (CONTINUED)

| REGION AND COUNTRY<br>OF NATIONALITY | NUMBER<br>OF STAFF<br>30/06/89 | APPOINTMENTS |            |           | SEPARATIONS a/ |            |            | OTHER<br>STAFF<br>CHANGES b/ |            | NUMBER<br>OF STAFF<br>30/06/90 | SPECIAL<br>CATEGORY c/ |
|--------------------------------------|--------------------------------|--------------|------------|-----------|----------------|------------|------------|------------------------------|------------|--------------------------------|------------------------|
|                                      |                                | CAREER       | NON-CAREER | TOTAL     | CAREER         | NON-CAREER | TOTAL      |                              |            |                                |                        |
| MIDDLE EAST (CONTINUED)              |                                |              |            |           |                |            |            |                              |            |                                |                        |
| JORDAN                               | 12                             | -            | 2          | 2         | -              | 1          | 1          | -                            | -          | 13                             | -                      |
| KUWAIT                               | 1                              | -            | -          | -         | -              | -          | -          | -                            | -          | -                              | -                      |
| LEBANON                              | 19<br>(3)                      | -            | -          | -         | -              | 1<br>(1)   | 1<br>(1)   | +1<br>(+1)                   | -          | 19<br>(3)                      | -                      |
| OMAN                                 | 2<br>(1)                       | -            | -          | -         | -              | -          | -          | -                            | -          | 2<br>(1)                       | -                      |
| QATAR                                | 1                              | -            | -          | -         | -              | -          | -          | -                            | -          | 1                              | -                      |
| SAUDI ARABIA                         | 4<br>(4)                       | -            | -          | -         | -              | -          | -          | -                            | -          | 4<br>(4)                       | -                      |
| SYRIAN ARAB RP                       | 8                              | -            | 1          | 1         | -              | -          | -          | +1                           | -          | 8                              | -                      |
| TURKEY                               | 12<br>(3)                      | -            | -          | -         | -              | -          | -          | -                            | -          | 12<br>(3)                      | -                      |
| U A EMIRATES                         | 1<br>(1)                       | -            | -          | -         | -              | -          | -          | -                            | -          | 1<br>(1)                       | -                      |
| YEMEN                                | 3<br>(0)                       | -            | -          | -         | -              | -          | -          | +6<br>(+1)                   | -          | 9<br>(1)                       | -                      |
| SUBTOTAL                             | 113<br>(21)                    | 3<br>(1)     | 5          | 8<br>(1)  | -              | 2<br>(1)   | 2<br>(1)   | +10<br>(+3)                  | -1         | 128<br>(24)                    | -                      |
| N. AMERICA & CARIBBEAN               |                                |              |            |           |                |            |            |                              |            |                                |                        |
| ANTIGUA AND BARBUDA                  | 3<br>(3)                       | -            | -          | -         | -              | -          | -          | -                            | -          | 3<br>(3)                       | -                      |
| BAHAMAS                              | 1<br>(1)                       | -            | -          | -         | -              | -          | -          | -                            | -          | 1<br>(1)                       | -                      |
| BARBADOS                             | 8<br>(3)                       | -            | -          | -         | 1              | -          | 1          | -                            | -          | 8<br>(3)                       | -                      |
| BELIZE                               | 2<br>(2)                       | -            | -          | -         | -              | -          | -          | -                            | -          | 2<br>(2)                       | -                      |
| CANADA                               | 80<br>(10)                     | -            | 3<br>(2)   | 3<br>(2)  | 2              | -          | 2          | -                            | -          | 81<br>(12)                     | -                      |
| DOMINICA                             | 0                              | -            | -          | -         | -              | -          | -          | -                            | -          | -                              | -                      |
| GRENADA                              | 2                              | -            | -          | -         | -              | -          | -          | -                            | -          | 2                              | -                      |
| GUYANA                               | 18<br>(7)                      | -            | -          | -         | -              | -          | -          | -                            | -          | 18<br>(7)                      | -                      |
| JAMAICA                              | 20<br>(8)                      | -            | -          | -         | 2<br>(1)       | -          | 2<br>(1)   | -                            | -          | 18<br>(4)                      | -                      |
| SAINT KITTS & NEVIS                  | 2<br>(2)                       | -            | -          | -         | -              | -          | -          | -                            | -          | 2<br>(2)                       | -                      |
| SAINT LUCIA                          | 4<br>(2)                       | -            | -          | -         | -              | -          | -          | -                            | -          | 4<br>(2)                       | -                      |
| SAINT VINCENT & GR                   | 1                              | -            | -          | -         | -              | -          | -          | -                            | -          | 1                              | -                      |
| TRINIDAD AND TOBAGO                  | 14<br>(8)                      | -            | -          | -         | 1<br>(1)       | -          | 1<br>(1)   | +2<br>(+1)                   | -          | 16<br>(8)                      | -                      |
| USA                                  | 388<br>(181)                   | 1            | 17<br>(7)  | 18<br>(7) | 23<br>(7)      | 8<br>(3)   | 31<br>(10) | +13<br>(+9)                  | -9<br>(-7) | 379<br>(180)                   | -                      |
| SUBTOTAL                             | 508<br>(202)                   | 1            | 20<br>(9)  | 21<br>(9) | 29<br>(9)      | 8<br>(3)   | 37<br>(12) | +18<br>(+10)                 | -9<br>(-7) | 499<br>(202)                   | -                      |

TABLE 7 (CONTINUED)

| REGION AND COUNTRY<br>OF NATIONALITY | NUMBER<br>OF STAFF<br>30/06/89 | APPOINTMENTS |             |             | SEPARATIONS a/ |            |             | OTHER<br>STAFF<br>CHANGES b/ |              | NUMBER<br>OF STAFF<br>30/06/90 | SPECIAL<br>CATEGORY c/ |
|--------------------------------------|--------------------------------|--------------|-------------|-------------|----------------|------------|-------------|------------------------------|--------------|--------------------------------|------------------------|
|                                      |                                | CAREER       | NON-CAREER  | TOTAL       | CAREER         | NON-CAREER | TOTAL       |                              |              |                                |                        |
| OTHERS                               |                                |              |             |             |                |            |             |                              |              |                                |                        |
| SWITZERLAND                          | 18<br>(5)                      | -            | -           | -           | 2              | -          | 2           | -                            | -            | 14<br>(5)                      | -                      |
| STATELESS                            | 4                              | -            | 1           | 1           | -              | -          | -           | -                            | -            | 5                              | -                      |
| SUBTOTAL                             | 20<br>(5)                      | -            | 1           | 1           | 2              | -          | 2           | -                            | -            | 19<br>(5)                      | -                      |
| TOTAL                                | 2 517<br>(878)                 | 81<br>(19)   | 141<br>(44) | 202<br>(83) | 94<br>(20)     | 96<br>(12) | 189<br>(32) | +74<br>(+31)                 | -43<br>(-18) | 2 581<br>(726)                 | 1                      |

- a/ These columns include all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause
- b/ These columns show gains and losses resulting from such changes as movements of staff
- 1 between posts subject to geographical distribution and posts with special language requirements;
  - 2 placed on special leave without pay or returned from such leave;
  - 3 detailed or assigned to a technical assistance project or returned from such project;
  - 4 seconded to the United Nations Development Programme or other United Nations bodies or returned from such secondment;
  - 5 promoted from the General Service category to the Professional category;
  - 6 after a change of nationality status.
- c/ Staff members with permanent resident status in the United States of America



TABLE 9  
STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS  
BY REGION, NATIONALITY AND LEVEL  
(SHOWING NUMBER OF FEMALE STAFF)  
(AS AT 30 JUNE 1990)

| REGION AND COUNTRY OF NATIONALITY | NUMBER OF STAFF<br>30/06/89 | P-5               | P-4               | P-3                | P-2               | P-1      | NUMBER OF STAFF<br>30/06/90 |
|-----------------------------------|-----------------------------|-------------------|-------------------|--------------------|-------------------|----------|-----------------------------|
| <b>AFRICA</b>                     |                             |                   |                   |                    |                   |          |                             |
| ALGERIA                           | 4                           | 1                 | 1                 | 1                  | -                 | -        | 3                           |
| BENIN                             | 1                           | -                 | -                 | 1                  | -                 | -        | 1                           |
| BURUNDI                           | 1                           | -                 | -                 | -                  | -                 | -        | 0                           |
| COTE D'IVOIRE                     | 1                           | -                 | -                 | -                  | 1                 | -        | 1                           |
| EGYPT                             | 84<br>(23)                  | 17<br>(3)         | 37<br>(8)         | 35<br>(8)          | 2<br>(2)          | -        | 91<br>(21)                  |
| GHANA                             | 2                           | -                 | -                 | 2                  | -                 | -        | 2                           |
| MADAGASCAR                        | 1<br>(1)                    | -                 | -                 | -                  | 1<br>(1)          | -        | 1<br>(1)                    |
| MALI                              | 1                           | -                 | -                 | 1                  | -                 | -        | 1                           |
| MOROCCO                           | 2                           | -                 | -                 | 2                  | -                 | -        | 2                           |
| SENEGAL                           | 5                           | -                 | 2                 | 2                  | 1                 | -        | 5                           |
| SUDAN                             | 6                           | 1                 | 2                 | 3                  | -                 | -        | 6                           |
| TUNISIA                           | 14<br>(2)                   | -                 | 7<br>(1)          | 7<br>(1)           | -                 | -        | 14<br>(2)                   |
| <b>SUBTOTAL</b>                   | <b>132<br/>(26)</b>         | <b>19<br/>(3)</b> | <b>49<br/>(9)</b> | <b>64<br/>(9)</b>  | <b>5<br/>(3)</b>  | <b>-</b> | <b>127<br/>(24)</b>         |
| <b>ASIA AND THE PACIFIC</b>       |                             |                   |                   |                    |                   |          |                             |
| AUSTRALIA                         | 2<br>(2)                    | -                 | 1<br>(1)          | 1<br>(1)           | -                 | -        | 2<br>(2)                    |
| CHINA                             | 135<br>(25)                 | 20<br>(3)         | 39<br>(7)         | 64<br>(10)         | 30<br>(8)         | 1        | 134<br>(29)                 |
| MALAYSIA                          | 1                           | -                 | 1                 | -                  | -                 | -        | 1                           |
| NEW ZEALAND                       | 1                           | -                 | -                 | 1                  | -                 | -        | 1                           |
| <b>SUBTOTAL</b>                   | <b>142<br/>(27)</b>         | <b>20<br/>(3)</b> | <b>41<br/>(8)</b> | <b>66<br/>(11)</b> | <b>30<br/>(8)</b> | <b>1</b> | <b>138<br/>(31)</b>         |
| <b>EUROPE (EASTERN)</b>           |                             |                   |                   |                    |                   |          |                             |
| BULGARIA                          | 1                           | -                 | 1                 | -                  | -                 | -        | 1                           |
| BYELORUSSN SSR                    | 1                           | -                 | -                 | 5                  | 1                 | -        | 6                           |
| UKRAINIAN SSR                     | 3                           | -                 | -                 | 3                  | 2                 | -        | 5                           |
| USSR                              | 154<br>(8)                  | 11                | 32<br>(1)         | 63<br>(6)          | 36<br>(1)         | -        | 140<br>(6)                  |
| <b>SUBTOTAL</b>                   | <b>159<br/>(8)</b>          | <b>11</b>         | <b>33<br/>(1)</b> | <b>71<br/>(4)</b>  | <b>37<br/>(1)</b> | <b>-</b> | <b>152<br/>(6)</b>          |
| <b>EUROPE (WESTERN)</b>           |                             |                   |                   |                    |                   |          |                             |
| AUSTRIA                           | 2<br>(1)                    | -                 | 2<br>(1)          | -                  | -                 | -        | 2<br>(1)                    |
| BELGIUM                           | 9<br>(3)                    | 1                 | 5<br>(3)          | 4                  | 1                 | -        | 11<br>(3)                   |
| FRANCE                            | 129<br>(80)                 | 21<br>(14)        | 54<br>(30)        | 65<br>(34)         | 3<br>(2)          | -        | 123<br>(80)                 |

TABLE 9 (CONTINUED)

| REGION AND COUNTRY OF NATIONALITY   | NUMBER<br>OF STAFF<br>30/06/89 | P-6                | P-4                 | P-3                | P-2              | P-1      | NUMBER<br>OF STAFF<br>30/06/90 |
|-------------------------------------|--------------------------------|--------------------|---------------------|--------------------|------------------|----------|--------------------------------|
| <b>EUROPE (WESTERN) (CONTINUED)</b> |                                |                    |                     |                    |                  |          |                                |
| GERMANY, F R OF                     | 4<br>(3)                       | 2<br>(1)           | 1<br>(1)            | -                  | -                | -        | 3<br>(2)                       |
| IRELAND                             | 2                              | -                  | -                   | 1                  | -                | -        | 1                              |
| ITALY                               | 2<br>(1)                       | -                  | 1                   | 1<br>(1)           | -                | -        | 2<br>(1)                       |
| NETHERLANDS                         | 1<br>(1)                       | -                  | -                   | -                  | 1<br>(1)         | -        | 1<br>(1)                       |
| SPAIN                               | 30<br>(9)                      | 6                  | 16<br>(5)           | 5<br>(3)           | 2<br>(1)         | -        | 31<br>(9)                      |
| UNITED KINGDOM                      | 77<br>(37)                     | 18<br>(6)          | 40<br>(19)          | 16<br>(8)          | 2<br>(2)         | -        | 76<br>(35)                     |
| <b>SUBTOTAL</b>                     | <b>256<br/>(135)</b>           | <b>48<br/>(21)</b> | <b>121<br/>(59)</b> | <b>72<br/>(46)</b> | <b>9<br/>(6)</b> | <b>-</b> | <b>250<br/>(132)</b>           |
| <b>LATIN AMERICA</b>                |                                |                    |                     |                    |                  |          |                                |
| ARGENTINA                           | 26<br>(13)                     | 6<br>(3)           | 16<br>(7)           | 7<br>(3)           | -                | -        | 29<br>(13)                     |
| BOLIVIA                             | 2<br>(1)                       | -                  | 1<br>(1)            | -                  | -                | -        | 1<br>(1)                       |
| CHILE                               | 19<br>(11)                     | 4<br>(1)           | 7<br>(5)            | 5<br>(4)           | 2                | -        | 18<br>(10)                     |
| COLOMBIA                            | 6<br>(5)                       | 1<br>(1)           | 3<br>(2)            | 2<br>(2)           | -                | -        | 6<br>(5)                       |
| COSTA RICA                          | 1                              | -                  | -                   | 1                  | -                | -        | 1                              |
| CUBA                                | 3                              | -                  | 2                   | 1<br>(1)           | -                | -        | 3<br>(1)                       |
| EQUADOR                             | 3<br>(2)                       | -                  | 3<br>(2)            | -                  | -                | -        | 3<br>(2)                       |
| GUATEMALA                           | 0                              | -                  | -                   | 1<br>(1)           | -                | -        | 1<br>(1)                       |
| HAITI                               | 1<br>(1)                       | 1<br>(1)           | -                   | -                  | -                | -        | 1<br>(1)                       |
| MEXICO                              | 7<br>(5)                       | 2<br>(1)           | 3<br>(2)            | 1<br>(1)           | 1<br>(1)         | -        | 7<br>(5)                       |
| PANAMA                              | 1                              | -                  | -                   | 1                  | -                | -        | 1                              |
| PARAGUAY                            | 1<br>(1)                       | 1<br>(1)           | -                   | -                  | -                | -        | 1<br>(1)                       |
| PERU                                | 8<br>(4)                       | -                  | 4<br>(2)            | 2                  | 1<br>(1)         | -        | 7<br>(3)                       |
| URUGUAY                             | 7<br>(2)                       | 2<br>(1)           | 2<br>(1)            | 2<br>(1)           | 1                | -        | 7<br>(3)                       |
| VENEZUELA                           | 1                              | -                  | -                   | 1                  | -                | -        | 1                              |
| <b>SUBTOTAL</b>                     | <b>68<br/>(46)</b>             | <b>17<br/>(9)</b>  | <b>41<br/>(22)</b>  | <b>24<br/>(13)</b> | <b>5<br/>(2)</b> | <b>-</b> | <b>87<br/>(46)</b>             |
| <b>MIDDLE EAST</b>                  |                                |                    |                     |                    |                  |          |                                |
| IRAQ                                | 1                              | -                  | 1                   | -                  | -                | -        | 1                              |
| ISRAEL                              | 3<br>(1)                       | -                  | 1<br>(1)            | 2                  | -                | -        | 3<br>(1)                       |
| JORDAN                              | 6<br>(1)                       | 4                  | -                   | 2<br>(1)           | -                | -        | 6<br>(1)                       |

TABLE 8 (CONTINUED)

| REGION AND COUNTRY OF NATIONALITY | NUMBER<br>OF STAFF<br>30/08/89 | P-5                 | P-4                  | P-3                  | P-2                | P-1      | NUMBER<br>OF STAFF<br>30/08/90 |
|-----------------------------------|--------------------------------|---------------------|----------------------|----------------------|--------------------|----------|--------------------------------|
| <b>MIDDLE EAST (CONTINUED)</b>    |                                |                     |                      |                      |                    |          |                                |
| LEBANON                           | 10<br>(4)                      | 1                   | 1<br>(1)             | 5<br>(1)             | 1<br>(1)           | -        | 8<br>(3)                       |
| SYRIAN ARAB RP                    | 24<br>(7)                      | 2<br>(1)            | 5                    | 14<br>(5)            | 1                  | -        | 22<br>(8)                      |
| YEMEN                             | 1                              | -                   | -                    | 1                    | -                  | -        | 1                              |
| <b>SUBTOTAL</b>                   | <b>45<br/>(13)</b>             | <b>7<br/>(1)</b>    | <b>8<br/>(2)</b>     | <b>24<br/>(7)</b>    | <b>2<br/>(1)</b>   | <b>-</b> | <b>41<br/>(11)</b>             |
| <b>N. AMERICA &amp; CARIBBEAN</b> |                                |                     |                      |                      |                    |          |                                |
| ANTIGUA AND BARBUDA               | 1<br>(1)                       | 1<br>(1)            | -                    | -                    | -                  | -        | 1<br>(1)                       |
| CANADA                            | 13<br>(8)                      | -                   | 5<br>(1)             | 3<br>(2)             | 3<br>(3)           | -        | 11<br>(8)                      |
| GUYANA                            | 3<br>(2)                       | -                   | -                    | 3<br>(2)             | -                  | -        | 3<br>(2)                       |
| JAMAICA                           | 5<br>(4)                       | -                   | 1<br>(1)             | 2<br>(2)             | -                  | -        | 3<br>(3)                       |
| TRINIDAD AND TOBAGO               | 2<br>(1)                       | -                   | 1                    | 1<br>(1)             | -                  | -        | 2<br>(1)                       |
| USA                               | 87<br>(48)                     | 8<br>(3)            | 35<br>(15)           | 38<br>(22)           | 8<br>(8)           | -        | 87<br>(48)                     |
| <b>SUBTOTAL</b>                   | <b>111<br/>(83)</b>            | <b>9<br/>(4)</b>    | <b>42<br/>(17)</b>   | <b>45<br/>(29)</b>   | <b>11<br/>(11)</b> | <b>-</b> | <b>107<br/>(81)</b>            |
| <b>OTHERS</b>                     |                                |                     |                      |                      |                    |          |                                |
| PALESTINE                         | 3                              | -                   | -                    | 2                    | -                  | -        | 2                              |
| SWITZERLAND                       | 11<br>(6)                      | 2                   | 5<br>(3)             | 3<br>(3)             | -                  | -        | 10<br>(6)                      |
| STATELESS                         | 1                              | -                   | 1                    | -                    | -                  | -        | 1                              |
| <b>SUBTOTAL</b>                   | <b>15<br/>(6)</b>              | <b>2</b>            | <b>6<br/>(3)</b>     | <b>5<br/>(3)</b>     | <b>-</b>           | <b>-</b> | <b>13<br/>(6)</b>              |
| <b>TOTAL</b>                      | <b>948<br/>(324)</b>           | <b>133<br/>(41)</b> | <b>341<br/>(121)</b> | <b>341<br/>(122)</b> | <b>99<br/>(33)</b> | <b>1</b> | <b>915<br/>(317)</b>           |



TABLE 9 (CONTINUED)

| REGION AND COUNTRY OF NATIONALITY | NUMBER<br>OF STAFF<br>30/06/89 | USG      | ASG      | D-2      | D-1      | P-5      | P-4      | P-3              | P-2      | P-1      | NUMBER<br>OF STAFF<br>30/06/90 |
|-----------------------------------|--------------------------------|----------|----------|----------|----------|----------|----------|------------------|----------|----------|--------------------------------|
| <b>N AMERICA &amp; CARIBBEAN</b>  |                                |          |          |          |          |          |          |                  |          |          |                                |
| CANADA                            | 3<br>(1)                       | -        | 1        | -        | -        | -        | 1        | -                | -        | -        | 2<br>(0)                       |
| GRENADA                           | 0                              | 1        | -        | -        | -        | -        | -        | -                | -        | -        | 1                              |
| JAMAICA                           | 1                              |          |          |          |          |          |          |                  |          |          | 0                              |
| USA                               | 4<br>(2)                       |          |          |          |          |          |          |                  |          |          | 0<br>(0)                       |
| <b>SUBTOTAL</b>                   | <b>8<br/>(3)</b>               | <b>1</b> | <b>1</b> | <b>-</b> | <b>-</b> | <b>-</b> | <b>1</b> | <b>-</b>         | <b>-</b> | <b>-</b> | <b>3<br/>0</b>                 |
| <b>OTHERS</b>                     |                                |          |          |          |          |          |          |                  |          |          |                                |
| SWITZERLAND                       | 1<br>(1)                       |          |          |          |          |          |          |                  |          |          | 0<br>(0)                       |
| <b>SUBTOTAL</b>                   | <b>1<br/>(1)</b>               |          |          |          |          |          |          |                  |          |          | <b>0<br/>(0)</b>               |
| <b>TOTAL</b>                      | <b>33<br/>(4)</b>              | <b>4</b> | <b>6</b> | <b>2</b> | <b>1</b> | <b>1</b> | <b>5</b> | <b>5<br/>(1)</b> | <b>-</b> | <b>-</b> | <b>24<br/>(1)</b>              |

TABLE 10  
WEIGHTED\* AND UNWEIGHTED DISTRIBUTION OF POSTS SUBJECT TO GEOGRAPHICAL  
DISTRIBUTION AND ACTUAL STAFF POSITION IN POINTS

(AS AT 30 JUNE 1990)

| Nationality                 | Assessment | Desirable Range | Mid-Point | No of Staff | Weighted Range | Weighted Points | Staff Position |
|-----------------------------|------------|-----------------|-----------|-------------|----------------|-----------------|----------------|
| <b>Africa</b>               |            |                 |           |             |                |                 |                |
| Algeria                     | 15%        | 5-14            | 9.67      | 19          | 229-680        | 455             | 1,109          |
| Angola                      | 01%        | 2-14            | 7.20      | 1           | 113-564        | 339             | 46             |
| Benin                       | 01%        | 2-14            | 7.07      | 7           | 106-558        | 333             | 332            |
| Botswana                    | 01%        | 2-14            | 6.98      | 2           | 102-554        | 328             | 67             |
| Burkina Faso                | 01%        | 2-14            | 7.19      | 7           | 112-563        | 338             | 346            |
| Burundi                     | 01%        | 2-14            | 7.09      | 9           | 107-559        | 333             | 370            |
| Cameroon                    | 01%        | 2-14            | 7.24      | 13          | 114-568        | 341             | 577            |
| Cape Verde                  | 01%        | 2-14            | 6.96      | 1           | 101-553        | 327             | 37             |
| Central African Rep         | 01%        | 2-14            | 7.02      | 4           | 104-556        | 330             | 135            |
| Chad                        | 01%        | 2-14            | 7.09      | 4           | 107-559        | 334             | 170            |
| Comoros                     | 01%        | 2-14            | 6.98      | 2           | 101-553        | 328             | 74             |
| Congo                       | 01%        | 2-14            | 7.00      | 6           | 103-555        | 329             | 280            |
| Cote d'Ivoire               | 02%        | 3-14            | 7.41      | 11          | 122-574        | 349             | 404            |
| Djibouti                    | 01%        | 2-14            | 6.96      | 0           | 101-553        | 327             | 0              |
| Egypt                       | 07%        | 4-14            | 9.24      | 11          | 209-660        | 435             | 682            |
| Equatorial Guinea           | 01%        | 2-14            | 6.96      | 3           | 101-553        | 327             | 89             |
| Ethiopia                    | 01%        | 3-14            | 8.24      | 27          | 162-613        | 368             | 1,099          |
| Gabon                       | 03%        | 2-14            | 7.27      | 3           | 118-568        | 342             | 89             |
| Gambia                      | 01%        | 2-14            | 6.97      | 8           | 102-553        | 328             | 428            |
| Ghana                       | 01%        | 3-14            | 7.33      | 16          | 119-570        | 345             | 1,023          |
| Guinea                      | 01%        | 2-14            | 7.08      | 6           | 107-559        | 333             | 293            |
| Guinea-Bissau               | 01%        | 2-14            | 6.97      | 1           | 102-553        | 328             | 30             |
| Kenya                       | 01%        | 3-14            | 7.59      | 14          | 131-583        | 357             | 723            |
| Lesotho                     | 01%        | 2-14            | 6.99      | 7           | 103-554        | 329             | 283            |
| Liberia                     | 01%        | 2-14            | 7.01      | 10          | 104-555        | 330             | 417            |
| Libyan Arab Jamah           | 28%        | 6-16            | 11.07     | 7           | 294-748        | 521             | 356            |
| Madagascar                  | 01%        | 2-14            | 7.25      | 9           | 115-567        | 341             | 414            |
| Malawi                      | 01%        | 2-14            | 7.16      | 9           | 110-562        | 337             | 449            |
| Mali                        | 01%        | 2-14            | 7.19      | 10          | 112-564        | 338             | 446            |
| Mauritania                  | 01%        | 2-14            | 7.00      | 5           | 103-555        | 329             | 239            |
| Mauritius                   | 01%        | 2-14            | 6.98      | 13          | 102-554        | 328             | 677            |
| Morocco                     | 04%        | 3-14            | 8.04      | 11          | 152-604        | 378             | 559            |
| Mozambique                  | 01%        | 3-14            | 7.35      | 0           | 120-571        | 346             | 0              |
| Namibia                     | 01%        | 2-14            | 7.00      | 2           | 103-555        | 329             | 74             |
| Niger                       | 01%        | 2-14            | 7.13      | 4           | 109-561        | 336             | 176            |
| Nigeria                     | 20%        | 8-17            | 12.61     | 16          | 387-816        | 583             | 916            |
| Rwanda                      | 01%        | 2-14            | 7.13      | 3           | 109-561        | 336             | 112            |
| Sao Tome and Principe       | 01%        | 2-14            | 6.95      | 0           | 101-552        | 327             | 0              |
| Senegal                     | 01%        | 2-14            | 7.14      | 14          | 110-561        | 336             | 631            |
| Seychelles                  | 01%        | 2-14            | 6.95      | 2           | 101-552        | 327             | 74             |
| Sierra Leone                | 01%        | 2-14            | 7.05      | 16          | 108-557        | 332             | 639            |
| Somalia                     | 01%        | 2-14            | 7.14      | 12          | 110-561        | 336             | 651            |
| South Africa                | 45%        | 10-19           | 14.39     | 11          | 451-902        | 677             | 439            |
| Sudan                       | 01%        | 3-14            | 7.59      | 11          | 131-583        | 357             | 562            |
| Swaziland                   | 01%        | 2-14            | 6.97      | 4           | 102-553        | 328             | 149            |
| Togo                        | 01%        | 2-14            | 7.04      | 6           | 105-556        | 331             | 314            |
| Tunisia                     | 03%        | 3-14            | 7.46      | 21          | 124-576        | 351             | 1,228          |
| Uganda                      | 01%        | 3-14            | 7.41      | 12          | 122-574        | 349             | 596            |
| United Rep Tanzania         | 01%        | 3-14            | 7.60      | 19          | 131-583        | 357             | 984            |
| Zaire                       | 01%        | 3-14            | 7.85      | 15          | 143-596        | 369             | 683            |
| Zambia                      | 01%        | 2-14            | 7.15      | 10          | 110-562        | 337             | 469            |
| Zimbabwe                    | 02%        | 3-14            | 7.34      | 6           | 119-571        | 345             | 310            |
| Region Total                | 1.71%      | 336-455         | 395.43    | 439         | 15813-21393    | 18,603          | 21,391         |
| <b>Asia and the Pacific</b> |            |                 |           |             |                |                 |                |
| Australia                   | 1.57%      | 26-35           | 30.54     | 27          | 1211-1682      | 1,437           | 1,434          |
| Bangladesh                  | 01%        | 5-15            | 9.78      | 17          | 234-665        | 460             | 961            |
| Bhutan                      | 01%        | 2-14            | 6.99      | 4           | 102-554        | 329             | 119            |
| Brunei Darussalam           | 04%        | 3-14            | 7.40      | 0           | 122-574        | 348             | 0              |
| Cambodia                    | 01%        | 2-14            | 7.16      | 3           | 111-562        | 337             | 158            |
| China                       | 79%        | 41-56           | 48.38     | 40          | 1935-2617      | 2,276           | 2,048          |
| Fiji                        | 01%        | 2-14            | 6.97      | 6           | 102-553        | 328             | 383            |
| India                       | 37%        | 29-39           | 33.83     | 36          | 1363-1829      | 1,592           | 1,632          |
| Indonesia                   | 15%        | 9-19            | 13.77     | 6           | 422-673        | 648             | 307            |
| Japan                       | 11.36%     | 152-208         | 178.97    | 91          | 7157-9663      | 8,420           | 3,978          |
| Lao People's Dem Rep        | 01%        | 2-14            | 7.05      | 1           | 106-557        | 332             | 46             |
| Malaysia                    | 11%        | 4-14            | 7.69      | 15          | 182-644        | 418             | 769            |
| Maldives                    | 01%        | 2-14            | 6.95      | 0           | 101-553        | 327             | 0              |
| Mongolia                    | 01%        | 2-14            | 7.00      | 1           | 103-555        | 330             | 30             |
| Myanmar                     | 01%        | 3-14            | 6.03      | 7           | 151-603        | 376             | 301            |
| Nepal                       | 01%        | 3-14            | 7.43      | 12          | 123-575        | 350             | 643            |
| New Zealand                 | 24%        | 8-15            | 10.45     | 7           | 266-717        | 492             | 379            |
| Pakistan                    | 06%        | 6-15            | 10.54     | 13          | 270-721        | 496             | 797            |
| Papua New Guinea            | 01%        | 2-14            | 7.04      | 3           | 105-557        | 331             | 96             |

TABLE 10 (CONTINUED)

| Nationality                 | Assessment    | Desirable Range | Mid-Point     | No of Staff | Weighted Range     | Weighted Points | Staff Position |
|-----------------------------|---------------|-----------------|---------------|-------------|--------------------|-----------------|----------------|
| <b>Asia and the Pacific</b> |               |                 |               |             |                    |                 |                |
| Philippines                 | 09%           | 5-15            | 9.72          | 65          | 231-663            | 457             | 2,474          |
| Samoa                       | 01%           | 2-14            | 6.95          | 2           | 101-552            | 327             | 74             |
| Singapore                   | 11%           | 4-14            | 8.50          | 12          | 174-525            | 400             | 568            |
| Solomon Islands             | 01%           | 2-14            | 6.96          | 0           | 101-553            | 327             | 0              |
| Sri Lanka                   | 01%           | 3-14            | 7.40          | 10          | 122-573            | 348             | 533            |
| Thailand                    | 10%           | 5-15            | 9.78          | 27          | 233-684            | 459             | 1,006          |
| Vanuatu                     | 01%           | 2-14            | 6.95          | 0           | 101-552            | 327             | 0              |
| Viet Nam                    | 01%           | 4-14            | 8.68          | 3           | 182-634            | 409             | 105            |
| <b>Region Total</b>         | <b>15.16%</b> | <b>410-554</b>  | <b>482.09</b> | <b>408</b>  | <b>19281-26085</b> | <b>22,683</b>   | <b>18,837</b>  |
| <b>Europe (Eastern)</b>     |               |                 |               |             |                    |                 |                |
| Albania                     | 01%           | 2-14            | 7.03          | 0           | 105-556            | 331             | 0              |
| Bulgaria                    | 15%           | 4-14            | 9.27          | 8           | 210-661            | 438             | 369            |
| Byelorussian SSR            | 33%           | 7-17            | 11.97         | 12          | 337-789            | 563             | 469            |
| Czechoslovakia              | 66%           | 12-22           | 17.01         | 14          | 574-1026           | 801             | 558            |
| German Democratic Rep       | 1.28%         | 21-31           | 26.24         | 15          | 1008-1460          | 1,235           | 706            |
| Hungary                     | 21%           | 5-15            | 10.20         | 6           | 254-705            | 480             | 218            |
| Poland                      | 56%           | 11-21           | 16.13         | 14          | 533-984            | 759             | 726            |
| Romania                     | 19%           | 5-15            | 10.24         | 3           | 256-707            | 482             | 180            |
| Ukrainian SSR               | 1.25%         | 22-32           | 26.74         | 26          | 1032-1484          | 1,258           | 1,072          |
| Union Soviet Soc Rep        | 9.99%         | 137-185         | 161.03        | 152         | 6440-8712          | 7,576           | 7,065          |
| Yugoslavia                  | 46%           | 9-19            | 14.26         | 11          | 445-896            | 671             | 528            |
| <b>Region Total</b>         | <b>15.09%</b> | <b>263-310</b>  | <b>310.12</b> | <b>261</b>  | <b>12403-16761</b> | <b>14,592</b>   | <b>11,891</b>  |
| <b>Europe (Western)</b>     |               |                 |               |             |                    |                 |                |
| Austria                     | 74%           | 13-23           | 17.98         | 20          | 620-1072           | 846             | 1,071          |
| Belgium                     | 1.17%         | 20-29           | 24.43         | 22          | 923-1375           | 1,149           | 1,034          |
| Denmark                     | 69%           | 12-22           | 17.18         | 18          | 532-1034           | 808             | 790            |
| Finland                     | 51%           | 10-19           | 14.50         | 12          | 456-908            | 682             | 553            |
| France                      | 6.25%         | 88-118          | 101.05        | 109         | 4041-5467          | 4,754           | 5,163          |
| Germany, Federal Rep        | 8.08%         | 109-148         | 128.35        | 112         | 5133-6943          | 6,039           | 5,037          |
| Greece                      | 40%           | 8-18            | 13.01         | 13          | 386-837            | 612             | 572            |
| Iceland                     | 03%           | 2-14            | 7.25          | 5           | 115-567            | 341             | 256            |
| Ireland                     | 18%           | 5-14            | 9.57          | 14          | 224-675            | 450             | 641            |
| Italy                       | 3.99%         | 57-78           | 67.56         | 52          | 2702-3654          | 3,179           | 2,410          |
| Luxembourg                  | 06%           | 3-14            | 7.70          | 5           | 136-588            | 362             | 165            |
| Malta                       | 01%           | 2-14            | 6.96          | 6           | 101-553            | 327             | 331            |
| Netherlands                 | 1.65%         | 27-36           | 31.68         | 32          | 1264-1716          | 1,491           | 1,399          |
| Norway                      | 55%           | 10-20           | 15.07         | 14          | 483-935            | 709             | 458            |
| Portugal                    | 18%           | 5-15            | 9.75          | 4           | 233-684            | 459             | 188            |
| Spain                       | 1.95%         | 31-42           | 36.78         | 33          | 1471-1989          | 1,731           | 1,525          |
| Sweden                      | 1.21%         | 20-30           | 24.98         | 26          | 949-1401           | 1,175           | 1,471          |
| United Kingdom              | 4.68%         | 68-93           | 80.46         | 93          | 3218-4352          | 3,785           | 4,509          |
| <b>Region Total</b>         | <b>32.61%</b> | <b>522-706</b>  | <b>614.27</b> | <b>592</b>  | <b>24564-33234</b> | <b>28,899</b>   | <b>27,573</b>  |
| <b>Latin America</b>        |               |                 |               |             |                    |                 |                |
| Argentina                   | 66%           | 13-22           | 17.44         | 26          | 594-1046           | 821             | 1,355          |
| Bolivia                     | 01%           | 2-14            | 7.14          | 5           | 109-561            | 336             | 237            |
| Brazil                      | 1.46%         | 27-37           | 32.22         | 29          | 1288-1742          | 1,516           | 1,355          |
| Chile                       | 06%           | 4-14            | 8.33          | 27          | 166-617            | 392             | 1,248          |
| Colombia                    | 14%           | 5-14            | 9.69          | 10          | 230-681            | 456             | 452            |
| Costa Rica                  | 02%           | 2-14            | 7.17          | 3           | 111-593            | 336             | 139            |
| Cuba                        | 06%           | 4-14            | 8.42          | 11          | 170-621            | 396             | 400            |
| Dominican Republic          | 03%           | 3-14            | 7.43          | 6           | 123-575            | 350             | 237            |
| Ecuador                     | 03%           | 3-14            | 7.52          | 4           | 128-579            | 354             | 163            |
| El Salvador                 | 01%           | 2-14            | 7.09          | 5           | 107-559            | 333             | 266            |
| Guatemala                   | 02%           | 3-14            | 7.33          | 7           | 119-570            | 345             | 367            |
| Haiti                       | 01%           | 2-14            | 7.10          | 5           | 108-559            | 334             | 246            |
| Honduras                    | 01%           | 2-14            | 7.08          | 2           | 107-558            | 333             | 67             |
| Mexico                      | 94%           | 18-28           | 22.98         | 27          | 855-1307           | 1,081           | 1,096          |
| Nicaragua                   | 01%           | 2-14            | 7.05          | 3           | 105-557            | 332             | 162            |
| Panama                      | 02%           | 2-14            | 7.16          | 3           | 111-562            | 337             | 134            |
| Paraguay                    | 03%           | 3-14            | 7.35          | 1           | 120-571            | 346             | 46             |
| Peru                        | 06%           | 3-14            | 8.26          | 16          | 163-614            | 389             | 785            |
| Suriname                    | 01%           | 2-14            | 6.96          | 2           | 101-553            | 327             | 83             |
| Uruguay                     | 04%           | 3-14            | 7.46          | 10          | 125-577            | 352             | 478            |
| Venezuela                   | 57%           | 11-21           | 15.78         | 13          | 515-967            | 742             | 600            |
| <b>Region Total</b>         | <b>4.24%</b>  | <b>184-250</b>  | <b>216.96</b> | <b>215</b>  | <b>6679-11742</b>  | <b>10,210</b>   | <b>9,937</b>   |

TABLE 10 (CONTINUED)

| Nationality                       | Assessment    | Desirable Range | Mid-Point     | No of Staff | Weighted Range     | Weighted Points | Staff Position |
|-----------------------------------|---------------|-----------------|---------------|-------------|--------------------|-----------------|----------------|
| <b>Middle East</b>                |               |                 |               |             |                    |                 |                |
| Afghanistan                       | 01%           | 3-14            | 7.37          | 9           | 120-572            | 347             | 434            |
| Bahrain                           | 02%           | 2-14            | 7.11          | 0           | 108-560            | 335             | 0              |
| Cyprus                            | 02%           | 2-14            | 7.11          | 5           | 108-560            | 335             | 306            |
| Iran, Islamic Rep of              | 69%           | 14-23           | 18.48         | 18          | 642-1094           | 868             | 942            |
| Iraq                              | 12%           | 4-14            | 9.05          | 10          | 199-651            | 426             | 303            |
| Israel                            | 21%           | 5-15            | 10.03         | 11          | 246-698            | 472             | 418            |
| Jordan                            | 01%           | 2-14            | 7.05          | 13          | 106-557            | 332             | 652            |
| Kuwait                            | 29%           | 6-16            | 11.16         | 0           | 299-750            | 525             | 0              |
| Lebanon                           | 01%           | 2-14            | 7.02          | 19          | 104-556            | 331             | 975            |
| Oman                              | 02%           | 2-14            | 7.13          | 2           | 109-561            | 336             | 124            |
| Qatar                             | 05%           | 3-14            | 7.55          | 1           | 129-581            | 355             | 70             |
| Saudi Arabia                      | 1.02%         | 18-27           | 22.31         | 4           | 824-1275           | 1,050           | 183            |
| Syrian Arab Republic              | 04%           | 3-14            | 7.70          | 8           | 136-588            | 362             | 458            |
| Turkey                            | 32%           | 8-18            | 13.03         | 12          | 387-839            | 613             | 608            |
| United Arab Emirates              | 19%           | 5-14            | 9.68          | 1           | 228-680            | 454             | 46             |
| Yemen                             | 02%           | 3-14            | 7.38          | 9           | 120-572            | 348             | 450            |
| <b>Region Total</b>               | <b>3.04%</b>  | <b>135-183</b>  | <b>159.10</b> | <b>128</b>  | <b>6384-8610</b>   | <b>7,487</b>    | <b>6,527</b>   |
| <b>N. America &amp; Caribbean</b> |               |                 |               |             |                    |                 |                |
| Antigua and Barbuda               | 01%           | 2-14            | 6.95          | 3           | 101-552            | 327             | 104            |
| Bahamas                           | 02%           | 2-14            | 7.10          | 1           | 108-560            | 334             | 48             |
| Barbados                          | 01%           | 2-14            | 6.98          | 5           | 101-553            | 327             | 237            |
| Belize                            | 01%           | 2-14            | 6.95          | 2           | 101-552            | 327             | 83             |
| Canada                            | 3.09%         | 45-61           | 53.35         | 51          | 2134-2886          | 2,510           | 2,639          |
| Dominica                          | 01%           | 2-14            | 6.95          | 0           | 101-552            | 327             | 0              |
| Grenada                           | 01%           | 2-14            | 6.95          | 2           | 101-552            | 327             | 95             |
| Guyana                            | 01%           | 2-14            | 6.98          | 16          | 102-554            | 328             | 778            |
| Jamaica                           | 01%           | 2-14            | 7.01          | 18          | 104-555            | 330             | 847            |
| Saint Kitts and Nevis             | 01%           | 2-14            | 6.95          | 2           | 101-552            | 327             | 59             |
| Saint Lucia                       | 01%           | 2-14            | 6.95          | 4           | 101-552            | 327             | 143            |
| Saint Vincent                     | 01%           | 2-14            | 6.95          | 1           | 101-552            | 327             | 37             |
| Trinidad and Tobago               | 05%           | 3-14            | 7.57          | 15          | 130-582            | 356             | 657            |
| United States America             | 25.00%        | 327-442         | 384.41        | 379         | 15374-20798        | 18,086          | 17,733         |
| <b>Region Total</b>               | <b>28.26%</b> | <b>444-600</b>  | <b>522.03</b> | <b>499</b>  | <b>20876-28244</b> | <b>24,560</b>   | <b>23,456</b>  |

\* Weighted by starting salary as follows:

| Grade | No of Staff | %            | Base 2,700     | X \$ G P A | = Points         |
|-------|-------------|--------------|----------------|------------|------------------|
| USG   | 26          | 1.02         | 27.5           | 105.3      | 2,895.8          |
| ASG   | 18          | .70          | 18.9           | 95.1       | 1,797.4          |
| D-2   | 79          | 3.08         | 83.2           | 78.7       | 6,381.4          |
| D-1   | 237         | 9.25         | 249.8          | 65.7       | 16,411.9         |
| P-5   | 461         | 18.00        | 488.0          | 58.1       | 28,236.8         |
| P-4   | 673         | 26.28        | 709.6          | 48.2       | 32,783.5         |
| P-3   | 669         | 26.12        | 705.2          | 37.2       | 26,233.4         |
| P-2   | 382         | 14.92        | 402.8          | 29.8       | 11,922.9         |
| P-1   | 18          | .62          | 18.7           | 22.2       | 370.7            |
|       | <b>2561</b> | <b>99.99</b> | <b>2,699.7</b> |            | <b>127,033.6</b> |

Average weight per post 47.05 points (127,033.6 / 2700)

Population factor 6,351.8 points (135 X 47.05) 5.0%

Membership factor 50,870.5 points (8.80 X 47.05 X 159) 40.0%

Points to be distributed according to contribution scale

69,811.3 points (127,033.6 - 6,351.8 - 50,870.5) 55.0%



C. OTHER TABLES

TABLE 11

FEMALE STAFF OF THE UNITED NATIONS AND RELATED AGENCIES IN PROFESSIONAL AND HIGHER LEVEL POSTS  
(AS AT 31 DECEMBER 1989)

| 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 | 2             | 9         | 18        | 114        | 311        | 419          | 210        | 18         | 1 101        | 3 794         | 29.0                       |
| UNDP           | 1             | 3         | 10        | 37         | 80         | 80           | 156        | 134        | 501          | 1 602         | 31.3                       |
| UNICEF         | 1             | 1         | 6         | 26         | 53         | 144          | 99         | 22         | 352          | 1 010         | 34.9                       |
| UNHCR          | 0             | 0         | 1         | 6          | 18         | 35           | 42         | 31         | 133          | 506           | 26.3                       |
| UNITAR         | 0             | 0         | 0         | 0          | 0          | 0            | 1          | 0          | 1            | 6             | 16.7                       |
| UNRWA          | 0             | 0         | 1         | 0          | 3          | 1            | 4          | 1          | 10           | 108           | 9.3                        |
| ITC            | 0             | 0         | 0         | 1          | 4          | 7            | 4          | 0          | 16           | 75            | 21.3                       |
| ICSC           | 0             | 0         | 0         | 0          | 2          | 1            | 3          | 0          | 6            | 20            | 30.0                       |
| UNU            | 0             | 0         | 1         | 0          | 1          | 2            | 1          | 0          | 5            | 27            | 18.5                       |
| ICJ            | 0             | 0         | 0         | 0          | 0          | 1            | 4          | 0          | 5            | 19            | 26.3                       |
| ILO a/         | 1             | 1         | 6         | 11         | 57         | 58           | 23         | 1          | 156          | 742           | 21.0                       |
| FAO            | 0             | 0         | 3         | 19         | 49         | 82           | 85         | 4          | 242          | 1 466         | 16.5                       |
| UNESCO         | 0             | 1         | 8         | 28         | 62         | 74           | 68         | 14         | 253          | 964           | 26.2                       |
| WHO            | 0             | 4         | 5         | 50         | 65         | 76           | 35         | 4          | 239          | 1 061         | 22.5                       |
| PAHO           | 0             | 0         | 0         | 8          | 10         | 14           | 10         | 12         | 54           | 185           | 29.2                       |
| IBRD/IFC b/    | -             | -         | -         | -          | -          | -            | -          | -          | 1 032        | 4 094         | 25.2                       |
| IMF b/         | -             | -         | -         | -          | -          | -            | -          | -          | 283          | 817           | 34.6                       |
| ICAO           | 0             | 0         | 0         | 1          | 17         | 15           | 18         | 1          | 52           | 304           | 17.1                       |
| UPLU           | 0             | 0         | 0         | 0          | 3          | 10           | 2          | 0          | 15           | 75            | 20.0                       |
| ITU            | 0             | 0         | 1         | 2          | 14         | 14           | 13         | 1          | 45           | 306           | 14.7                       |
| WMO            | 0             | 0         | 0         | 1          | 6          | 14           | 5          | 0          | 26           | 134           | 19.4                       |
| IMO            | 0             | 0         | 0         | 1          | 11         | 4            | 4          | 2          | 22           | 112           | 19.6                       |
| WIPO           | 0             | 0         | 0         | 1          | 4          | 11           | 2          | 1          | 19           | 112           | 17.0                       |
| IFAD           | 0             | 0         | 0         | 2          | 5          | 5            | 3          | 0          | 15           | 103           | 14.6                       |
| UNIDO          | 0             | 0         | 2         | 7          | 24         | 29           | 10         | 0          | 72           | 389           | 18.5                       |
| IAEA           | 0             | 0         | 0         | 0          | 19         | 40           | 19         | 3          | 81           | 680           | 12.8                       |
| ICITO/GATT     | 0             | 0         | 0         | 2          | 15         | 17           | 7          | 0          | 41           | 166           | 24.7                       |
| <b>TOTAL</b>   | <b>5</b>      | <b>19</b> | <b>62</b> | <b>321</b> | <b>833</b> | <b>1 151</b> | <b>828</b> | <b>249</b> | <b>4 783</b> | <b>18 877</b> | <b>25.3</b>                |

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

TABLE 12  
SEX DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT  
BY DEPARTMENT OR OFFICE AND BY GRADE

A PROFESSIONAL AND HIGHER LEVEL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION  
(AS AT 30 JUNE 1990)

| DEPARTMENT/OFFICE | USG  |   | ASG |   | D-2 |   | D-1 |    | P-5 |    | P-4 |    | P-3 |    | P-2 |    | P-1 |   | TOTAL |     | GRAND TOTAL | % OF WOMEN |
|-------------------|------|---|-----|---|-----|---|-----|----|-----|----|-----|----|-----|----|-----|----|-----|---|-------|-----|-------------|------------|
|                   | F    | M | F   | M | F   | M | F   | M  | F   | M  | F   | M  | F   | M  | F   | M  | F   | M | F     | M   |             |            |
|                   | EOSG | - | 1   | - | 2   | 1 | 7   | 1  | 1   | 1  | 2   | 2  | 3   | 4  | 1   | 3  | 1   | - | -     | 12  |             |            |
| D/EC              | -    | 1 | -   | 1 | -   | 2 | -   | 4  | 2   | 3  | 2   | -  | -   | 1  | -   | -  | -   | - | 4     | 12  | 16          | 25.0       |
| SPA               | -    | 1 | -   | - | 1   | 3 | -   | 1  | -   | 2  | -   | 1  | -   | -  | -   | -  | -   | - | 1     | 8   | 9           | 11.1       |
| OPGS              | -    | 1 | -   | - | -   | 2 | 1   | 2  | -   | 1  | 1   | 3  | 2   | 6  | 3   | 1  | -   | - | 10    | 16  | 26          | 38.5       |
| ORCI              | -    | - | -   | 1 | -   | - | -   | 5  | 1   | 2  | 4   | 4  | 1   | 1  | -   | 1  | -   | - | 6     | 14  | 20          | 30.0       |
| OLA               | -    | 1 | -   | - | -   | 3 | 1   | 6  | 4   | 5  | 6   | 8  | 3   | 8  | 4   | 5  | -   | - | 18    | 38  | 54          | 33.3       |
| PSCA              | -    | 1 | -   | 1 | -   | 2 | 1   | 9  | 4   | 11 | 5   | 15 | 6   | 8  | 4   | 3  | -   | - | 20    | 50  | 70          | 28.6       |
| DDA               | -    | 1 | -   | - | -   | 2 | -   | 3  | 3   | 4  | 3   | 4  | 1   | 2  | 1   | -  | -   | - | 8     | 16  | 24          | 33.3       |
| SMURCDT           | -    | 1 | -   | - | -   | 3 | -   | 4  | 3   | 8  | 3   | 6  | 6   | 4  | 1   | 3  | -   | - | 13    | 29  | 42          | 31.0       |
| IEGA              | -    | 1 | -   | - | -   | - | -   | 15 | 5   | 32 | 14  | 25 | 25  | 16 | 8   | 24 | 1   | - | 53    | 119 | 172         | 30.8       |
| TCD               | -    | 1 | -   | - | -   | 1 | -   | 13 | 5   | 20 | 9   | 30 | 12  | 12 | 6   | 4  | -   | - | 32    | 81  | 113         | 28.3       |
| ECE               | -    | 1 | -   | - | -   | 1 | -   | 9  | -   | 17 | 3   | 27 | 4   | 20 | 5   | 12 | -   | - | 12    | 87  | 99          | 12.1       |
| ESCAP             | -    | 1 | -   | - | -   | 1 | 1   | 9  | 1   | 20 | 3   | 36 | 16  | 22 | 11  | 6  | 1   | 2 | 33    | 97  | 130         | 25.4       |
| ECLAC             | -    | 1 | -   | - | -   | 1 | -   | 11 | -   | 24 | 8   | 31 | 9   | 26 | 3   | 18 | -   | - | 20    | 114 | 134         | 14.9       |
| ECA               | -    | 1 | -   | - | -   | 1 | -   | 12 | 1   | 25 | 7   | 45 | 7   | 46 | 9   | 11 | 1   | - | 25    | 141 | 166         | 15.1       |
| ESWIA             | -    | 1 | -   | - | -   | 1 | -   | 7  | 1   | 17 | 2   | 24 | 5   | 13 | 3   | 2  | -   | - | 11    | 65  | 76          | 14.6       |
| REGCOM            | -    | - | -   | - | -   | - | -   | 1  | 1   | -  | -   | -  | -   | 1  | -   | -  | -   | - | 1     | 2   | 3           | 33.3       |
| UNCTAD            | -    | 1 | -   | 1 | -   | 6 | -   | 20 | 3   | 44 | 8   | 48 | 20  | 44 | 6   | 15 | 1   | - | 36    | 179 | 215         | 16.7       |
| UNDRD             | -    | 1 | -   | - | -   | 1 | -   | 3  | -   | 7  | 1   | 3  | 3   | 3  | 2   | 2  | -   | - | 6     | 20  | 26          | 23.1       |
| UNEP              | -    | 1 | -   | 2 | -   | 3 | -   | 3  | 1   | 3  | 1   | 1  | -   | -  | -   | -  | 1   | - | 3     | 13  | 16          | 18.8       |
| UNHCR             | -    | 1 | -   | 1 | -   | 1 | -   | 3  | -   | 6  | 3   | 11 | 2   | 12 | 2   | 4  | -   | - | 7     | 39  | 46          | 15.2       |
| UNCS              | -    | - | -   | - | -   | - | -   | -  | -   | -  | -   | -  | -   | 2  | -   | 1  | -   | - | -     | 3   | 3           | 0.0        |
| CTC               | -    | - | -   | 1 | -   | 1 | 1   | 2  | 1   | 5  | 2   | 9  | 3   | 3  | 3   | 1  | -   | - | 10    | 22  | 32          | 31.3       |
| UNCSO             | -    | - | -   | 1 | -   | 1 | -   | 2  | -   | 3  | 2   | -  | 1   | 2  | -   | 1  | -   | - | 3     | 10  | 13          | 23.1       |
| DAIOS             | -    | 1 | -   | - | -   | 1 | -   | 4  | 2   | 2  | 1   | 4  | 2   | 2  | 4   | 2  | -   | - | 9     | 16  | 25          | 36.0       |
| AM                | -    | 1 | -   | - | -   | 1 | 1   | 2  | 3   | 2  | 1   | 4  | 2   | 3  | -   | -  | -   | - | 7     | 13  | 20          | 35.0       |
| AM/AD             | -    | - | -   | - | -   | 1 | -   | 1  | -   | 4  | 2   | 5  | 5   | 4  | 4   | 5  | 1   | - | 12    | 20  | 32          | 37.5       |
| AM/PRBF           | -    | - | -   | 1 | 1   | 4 | -   | 7  | 3   | 10 | 14  | 13 | 17  | 11 | 10  | 7  | 1   | - | 46    | 53  | 99          | 46.5       |
| AM/FRM            | -    | - | -   | 1 | 2   | 1 | 2   | 3  | 5   | 9  | 10  | 14 | 12  | 9  | 8   | 3  | -   | - | 39    | 40  | 79          | 49.4       |
| AM/OS             | -    | - | -   | 1 | 1   | 2 | -   | 8  | 2   | 10 | 6   | 20 | 12  | 16 | 10  | 14 | -   | - | 31    | 73  | 104         | 29.8       |
| FS                | -    | - | -   | - | -   | - | -   | -  | -   | -  | -   | -  | -   | 1  | -   | -  | -   | - | -     | 1   | 1           | 0.0        |
| MISSION           | -    | - | -   | - | -   | 3 | -   | 2  | -   | 9  | 2   | 4  | -   | 3  | -   | 1  | -   | - | 2     | 22  | 24          | 8.3        |
| CS                | -    | 1 | -   | - | 1   | 4 | 4   | 9  | 3   | 5  | 12  | 7  | 28  | 19 | 18  | 7  | 2   | - | 68    | 52  | 120         | 56.7       |
| OPT               | 1    | - | -   | - | -   | 3 | -   | 10 | 10  | 30 | 20  | 37 | 21  | 28 | 16  | 17 | 1   | 2 | 69    | 127 | 196         | 35.2       |
| UNDG              | -    | 1 | -   | 1 | -   | 3 | 2   | 7  | 1   | 15 | 7   | 15 | 12  | 22 | 15  | 15 | -   | 2 | 37    | 81  | 118         | 31.4       |
| HR                | -    | - | -   | - | -   | - | -   | 3  | -   | 5  | 7   | 5  | 4   | 11 | 5   | 5  | -   | - | 16    | 29  | 45          | 35.6       |
| UNDV              | 1    | - | -   | 1 | 1   | 2 | -   | 11 | 2   | 15 | 6   | 23 | 8   | 10 | 10  | 12 | -   | - | 28    | 74  | 102         | 27.5       |
| WFC               | -    | - | -   | 1 | -   | - | -   | 3  | 1   | 3  | 1   | 3  | -   | 1  | -   | -  | -   | - | 2     | 11  | 13          | 15.4       |
| UNCED             | -    | 1 | -   | - | -   | - | -   | 1  | -   | 1  | -   | -  | 1   | -  | -   | 1  | -   | - | 1     | 4   | 5           | 20.0       |
| INTORG            | -    | - | -   | - | -   | - | 1   | 2  | 1   | 7  | 4   | 3  | 7   | 9  | -   | 3  | -   | - | 13    | 24  | 37          | 35.1       |

TABLE 12-A (CONTINUED)

| DEPARTMENT/OFFICE | USG |    | ASG |    | D-2 |    | D-1 |     | P-5 |     | P-4 |     | P-3 |     | P-2 |     | P-1 |   | TOTAL |       | GRAND TOTAL | % OF WOMEN |      |
|-------------------|-----|----|-----|----|-----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|---|-------|-------|-------------|------------|------|
|                   | F   | M  | F   | M  | F   | M  | F   | M   | F   | M   | F   | M   | F   | M   | F   | M   | F   | M | F     | M     |             |            |      |
| SP1ASN            | -   | -  | -   | -  | -   | -  | -   | 3   | -   | -   | -   | 2   | -   | -   | 1   | -   | -   | - | -     | 1     | 5           | 8          | 16.7 |
| TOTAL             | 2   | 24 |     | 18 | 8   | 71 | 18  | 221 | 73  | 388 | 180 | 493 | 261 | 408 | 175 | 207 | 10  | 8 | 725   | 1 638 | 2 561       | 28.3       |      |

- a/ Including liaison offices at other duty stations.
- b/ Including information centres
- c/ Including the Division of Narcotic Drugs and the Secretariat of the International Narcotics Control Board
- d/ Including the Secretariats of UNJSPF, CCAQ, ICC, ACCIS and JIU.

TABLE 12 (CONTINUED)

**B. PROFESSIONAL STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS**

(AS AT 30 JUNE 1990)

| DEPARTMENT OR OFFICE | P-5  |    | P-4 |     | P-3 |     | P-2 |    | P-1 |   | TOTAL |     | GRAND<br>TOTAL | %<br>OF<br>WOMEN |
|----------------------|------|----|-----|-----|-----|-----|-----|----|-----|---|-------|-----|----------------|------------------|
|                      | F    | M  | F   | M   | F   | M   | F   | M  | F   | M | F     | M   |                |                  |
|                      | OPGS | 2  | -   | 2   | 1   | 5   | -   | 1  | -   | - | -     | 10  |                |                  |
| PSCA                 | -    | -  | -   | -   | -   | 1   | -   | -  | -   | - | -     | 1   | 1              | 0.0              |
| DDA                  | -    | -  | -   | -   | 1   | -   | -   | -  | -   | - | 1     | -   | 1              | 100.0            |
| SPORCOT              | -    | -  | -   | -   | 1   | -   | -   | -  | -   | - | 1     | -   | 1              | 100.0            |
| ECE                  | -    | -  | -   | -   | 3   | -   | -   | -  | -   | - | 3     | -   | 3              | 100.0            |
| ESCAP                | 1    | -  | 2   | 7   | 2   | 5   | 2   | 7  | -   | - | 7     | 19  | 26             | 28.9             |
| ECLAC                | 1    | -  | 4   | 1   | -   | 4   | 2   | -  | -   | - | 7     | 5   | 12             | 58.3             |
| ECA                  | -    | -  | -   | 4   | 1   | 4   | 1   | 2  | -   | - | 2     | 10  | 12             | 16.7             |
| ESCWA                | -    | 1  | 1   | 2   | 1   | 3   | 1   | -  | -   | - | 3     | 6   | 9              | 33.3             |
| UNCTAD               | -    | 1  | -   | 2   | -   | -   | 2   | -  | -   | - | 2     | 3   | 5              | 40.0             |
| UNEP                 | -    | -  | -   | 3   | 1   | 2   | -   | -  | -   | - | 1     | 5   | 6              | 16.7             |
| UNHCR                | -    | -  | -   | 1   | 1   | 1   | -   | 1  | -   | - | 1     | 3   | 4              | 25.0             |
| AMCHR                | -    | -  | -   | 1   | -   | -   | 3   | 1  | -   | - | 3     | 2   | 5              | 60.0             |
| MISSION              | -    | -  | -   | 2   | -   | -   | -   | -  | -   | - | -     | 2   | 2              | 0.0              |
| CS                   | 28   | 64 | 73  | 116 | 74  | 133 | 18  | 33 | -   | 1 | 191   | 347 | 538            | 35.5             |
| UNOD                 | 10   | 26 | 38  | 75  | 31  | 61  | 3   | 22 | -   | - | 80    | 184 | 264            | 30.3             |
| UNOV                 | 1    | -  | 3   | 5   | 1   | 5   | -   | -  | -   | - | 5     | 10  | 15             | 33.3             |
| TOTAL                | 41   | 92 | 121 | 220 | 122 | 219 | 33  | 66 | -   | 1 | 317   | 598 | 915            | 34.6             |

TABLE 12 (CONTINUED)  
C PROFESSIONAL AND HIGHER LEVEL STAFF  
IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS  
(AS AT 30 JUNE 1990)

| DEPARTMENT/OFFICE | UCG |   | ASG |   | D-2 |   | D-1 |    | P-5 |    | P-4 |     | P-3 |     | P-2 |    | P-1 |   | TOTAL |     | GRAND TOTAL | % OF WOMEN |      |
|-------------------|-----|---|-----|---|-----|---|-----|----|-----|----|-----|-----|-----|-----|-----|----|-----|---|-------|-----|-------------|------------|------|
|                   | F   | M | F   | M | F   | M | F   | M  | F   | M  | F   | M   | F   | M   | F   | M  | F   | M | F     | M   |             |            |      |
| EOSG              | -   | 1 | -   | 2 | 1   | 7 | 1   | 1  | 1   | 2  | 2   | 3   | 4   | 1   | 3   | 1  | -   | - | -     | 12  | 18          | 30         | 40.0 |
| DIEC              | -   | 1 | -   | 1 | -   | 2 | -   | 4  | 2   | 3  | 2   | -   | -   | 1   | -   | -  | -   | - | -     | 4   | 12          | 16         | 25.0 |
| GPA               | -   | 1 | -   | - | 1   | 3 | -   | 1  | -   | 2  | -   | 1   | -   | -   | -   | -  | -   | - | 1     | 8   | 9           | 11.1       |      |
| OPGS              | -   | 1 | -   | - | -   | 2 | 1   | 2  | 5   | 1  | 3   | 4   | 7   | 6   | 4   | 1  | -   | - | -     | 20  | 17          | 37         | 54.1 |
| ORCI              | -   | - | -   | 1 | -   | - | -   | 5  | 1   | 2  | 4   | 4   | 1   | 1   | -   | 1  | -   | - | 6     | 14  | 20          | 30.0       |      |
| OLA               | -   | 1 | -   | - | -   | 3 | 1   | 0  | 4   | 5  | 6   | 8   | 3   | 8   | 4   | 5  | -   | - | 18    | 36  | 54          | 33.3       |      |
| FSCA              | -   | 1 | -   | 1 | -   | 2 | 1   | 9  | 4   | 11 | 5   | 15  | 6   | 9   | 4   | 3  | -   | - | 20    | 51  | 71          | 28.2       |      |
| DDA               | -   | 1 | -   | - | -   | 2 | -   | 3  | 3   | 4  | 3   | 4   | 2   | 2   | 1   | -  | -   | - | 9     | 18  | 25          | 38.0       |      |
| SPQRCDT           | -   | 1 | -   | - | -   | 3 | -   | 4  | 3   | 8  | 3   | 6   | 7   | 4   | 1   | 3  | -   | - | 14    | 29  | 43          | 32.6       |      |
| IESA              | -   | 1 | -   | 1 | -   | 3 | -   | 15 | 5   | 32 | 14  | 25  | 25  | 18  | 8   | 24 | 1   | - | 53    | 113 | 172         | 30.8       |      |
| ICD               | -   | 1 | -   | - | -   | 1 | -   | 13 | 5   | 20 | 9   | 30  | 12  | 12  | 6   | 4  | -   | - | 32    | 81  | 113         | 28.3       |      |
| ECE               | -   | 1 | -   | - | -   | 1 | -   | 9  | -   | 17 | 3   | 27  | 7   | 20  | 5   | 12 | -   | - | 15    | 87  | 102         | 14.7       |      |
| ESCAP             | -   | 1 | -   | - | -   | 1 | 1   | 9  | 2   | 20 | 5   | 43  | 18  | 27  | 13  | 13 | 1   | 2 | 40    | 118 | 166         | 25.6       |      |
| ECLAC             | -   | 1 | -   | - | -   | 1 | -   | 11 | 1   | 24 | 12  | 32  | 9   | 32  | 5   | 18 | -   | - | 27    | 119 | 148         | 18.5       |      |
| ECA               | -   | 1 | -   | - | -   | 1 | -   | 12 | 1   | 25 | 7   | 49  | 8   | 50  | 10  | 13 | 1   | - | 27    | 151 | 178         | 15.2       |      |
| ESCWA             | -   | 1 | -   | - | -   | 1 | -   | 7  | 1   | 18 | 3   | 28  | 6   | 16  | 4   | 2  | -   | - | 14    | 71  | 85          | 16.6       |      |
| REGCOM            | -   | - | -   | - | -   | - | -   | 1  | 1   | -  | -   | -   | -   | 1   | -   | -  | -   | - | 1     | 2   | 3           | 33.3       |      |
| UNCTAD            | -   | 1 | -   | 1 | -   | 8 | -   | 20 | 3   | 45 | 6   | 50  | 20  | 44  | 8   | 15 | 1   | - | 38    | 182 | 220         | 17.3       |      |
| UNDRD             | -   | 1 | -   | - | -   | 1 | -   | 3  | -   | 7  | 1   | 3   | 3   | 3   | 2   | 2  | -   | - | 6     | 20  | 26          | 23.1       |      |
| UNEP              | -   | 1 | -   | 2 | -   | 3 | -   | 3  | 1   | 3  | 1   | 4   | 1   | 2   | -   | -  | 1   | - | 4     | 18  | 22          | 18.2       |      |
| UNCHS             | -   | 1 | -   | 1 | -   | 1 | -   | 3  | -   | 6  | 3   | 12  | 3   | 13  | 2   | 5  | -   | - | 8     | 42  | 50          | 16.0       |      |
| UNCS              | -   | - | -   | - | -   | - | -   | -  | -   | -  | -   | -   | -   | 2   | -   | 1  | -   | - | -     | 3   | 3           | 0.0        |      |
| CTC               | -   | - | -   | 1 | -   | 1 | 1   | 2  | 1   | 5  | 2   | 9   | 3   | 3   | 3   | 1  | -   | - | 10    | 22  | 32          | 31.3       |      |
| UNCSTD            | -   | - | -   | 1 | -   | 1 | -   | 2  | -   | 3  | 2   | -   | 1   | 2   | -   | 1  | -   | - | 3     | 10  | 13          | 23.1       |      |
| OALOS             | -   | 1 | -   | - | -   | 1 | -   | 4  | 2   | 2  | 1   | 4   | 2   | 2   | 4   | 2  | -   | - | 9     | 16  | 25          | 38.0       |      |
| AM                | -   | 1 | -   | - | -   | 1 | 1   | 2  | 3   | 2  | 1   | 4   | 2   | 3   | -   | -  | -   | - | 7     | 13  | 20          | 35.0       |      |
| AMTAD             | -   | - | -   | - | -   | 1 | -   | 1  | -   | 4  | 2   | 5   | 5   | 4   | 4   | 5  | 1   | - | 12    | 20  | 32          | 37.5       |      |
| AMOPBF            | -   | - | -   | 1 | 1   | 4 | -   | 7  | 3   | 10 | 14  | 13  | 17  | 11  | 10  | 7  | 1   | - | 48    | 53  | 99          | 46.5       |      |
| AMHRM             | -   | - | -   | 1 | 2   | 1 | 2   | 3  | 5   | 9  | 10  | 15  | 12  | 9   | 11  | 4  | -   | - | 42    | 42  | 84          | 50.0       |      |
| AMOGS             | -   | - | -   | 1 | 1   | 2 | -   | 8  | 2   | 10 | 8   | 20  | 12  | 18  | 10  | 4  | -   | - | 31    | 73  | 104         | 29.8       |      |
| FS                | -   | - | -   | - | -   | - | -   | -  | -   | -  | -   | -   | -   | 1   | -   | -  | -   | - | -     | 1   | 1           | 0.0        |      |
| MISSION           | -   | - | -   | - | -   | 3 | -   | 2  | -   | 9  | 2   | 6   | -   | 3   | -   | 1  | -   | - | 2     | 24  | 26          | 7.7        |      |
| CS                | -   | 1 | -   | - | 1   | 4 | 4   | 9  | 29  | 69 | 85  | 123 | 102 | 152 | 36  | 40 | 2   | 1 | 259   | 399 | 658         | 39.4       |      |
| DPI               | 1   | - | -   | - | -   | 3 | -   | 10 | 10  | 30 | 20  | 37  | 21  | 28  | 18  | 17 | 1   | 2 | 69    | 127 | 196         | 35.2       |      |
| UNGG              | -   | 1 | -   | 1 | -   | 3 | 2   | 7  | 11  | 41 | 43  | 90  | 43  | 83  | 18  | 37 | -   | 2 | 117   | 265 | 382         | 30.6       |      |
| HR                | -   | - | -   | - | -   | - | -   | 3  | -   | 5  | 7   | 5   | 4   | 11  | 5   | 5  | -   | - | 16    | 29  | 45          | 36.8       |      |
| UNGV              | 1   | - | -   | 1 | 1   | 2 | -   | 11 | 3   | 15 | 9   | 28  | 9   | 15  | 10  | 12 | -   | - | 33    | 64  | 117         | 28.2       |      |
| WFC               | -   | - | -   | 1 | -   | - | -   | 3  | 1   | 3  | 1   | 3   | -   | 1   | -   | -  | -   | - | 2     | 11  | 13          | 15.4       |      |
| UNCED             | -   | 1 | -   | - | -   | - | -   | 1  | -   | 1  | -   | -   | 1   | -   | -   | 1  | -   | - | 1     | 4   | 5           | 20.0       |      |
| INTORG            | -   | - | -   | - | -   | - | 1   | 2  | 1   | 7  | 4   | 3   | 7   | 9   | -   | 3  | -   | - | 13    | 24  | 37          | 35.1       |      |

TABLE 12-C (CONTINUED)

| DEPARTMENT/OFFICE | USG |    | ASG |    | D-2 |    | D-1 |     | P-5 |     | P-4 |     | P-3 |     | P-2 |     | P-1 |   | TOTAL |       | GRAND TOTAL OF WOMEN | % TOTAL OF WOMEN |      |
|-------------------|-----|----|-----|----|-----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|---|-------|-------|----------------------|------------------|------|
|                   | F   | M  | F   | M  | F   | M  | F   | M   | F   | M   | F   | M   | F   | M   | F   | M   | F   | M | F     | M     |                      |                  |      |
| SPTASN            | -   | -  | -   | -  | -   | -  | -   | 3   | -   | -   | -   | 2   | -   | -   | 1   | -   | -   | - | -     | 1     | 5                    | 6                | 18.7 |
| TOTAL             | 2   | 24 |     | 18 | 8   | 71 | 18  | 221 | 114 | 480 | 301 | 713 | 383 | 627 | 208 | 273 | 10  | 7 | 1 042 | 2 434 | 3 476                | 30.0             |      |

- a/ Including liaison offices at other duty stations
- b/ Including information centres
- c/ Including the Division of Narcotic Drugs and the Secretariat of the International Narcotics Control Board
- d/ Including the Secretariats of UNJSPF, CCAQ, ICC, ACCIS and JIU

TABLE 12 (CONTINUED)

D STAFF IN THE GENERAL SERVICE AND OTHER RELATED CATEGORIES  
(AS AT 30 JUNE 1990)

| DEPARTMENT OR OFFICE | GENERAL SERVICE |       |     |      |       | OTHERS %/ |       |     |       |       |
|----------------------|-----------------|-------|-----|------|-------|-----------|-------|-----|-------|-------|
|                      | F               | %     | M   | %    | TOTAL | F         | %     | M   | %     | TOTAL |
| ESGD                 | 30              | 85.7  | 5   | 14.3 | 35    | -         | 0.0   | -   | 0.0   | -     |
| DIEC                 | 15              | 93.8  | 1   | 6.3  | 16    | -         | 0.0   | -   | 0.0   | -     |
| SPA                  | 8               | 100.0 | -   | 0.0  | 8     | -         | 0.0   | -   | 0.0   | -     |
| OPGS                 | 30              | 96.8  | 1   | 3.2  | 31    | -         | 0.0   | -   | 0.0   | -     |
| ORCI                 | 18              | 85.7  | 3   | 14.3 | 21    | -         | 0.0   | -   | 0.0   | -     |
| OLA                  | 56              | 93.3  | 4   | 6.7  | 60    | -         | 0.0   | -   | 0.0   | -     |
| PSCA                 | 39              | 92.9  | 3   | 7.1  | 42    | -         | 0.0   | -   | 0.0   | -     |
| ODA                  | 32              | 84.2  | 6   | 15.8 | 38    | -         | 0.0   | -   | 0.0   | -     |
| SPQRCDT              | 45              | 81.8  | 10  | 18.2 | 55    | 1         | 50.0  | 1   | 50.0  | 2     |
| IESA                 | 120             | 69.4  | 53  | 30.6 | 173   | -         | 0.0   | -   | 0.0   | -     |
| ICD                  | 236             | 88.7  | 30  | 11.3 | 266   | -         | 0.0   | -   | 0.0   | -     |
| ECZ                  | 74              | 80.4  | 18  | 19.6 | 92    | -         | 0.0   | -   | 0.0   | -     |
| ESCAP                | 269             | 53.7  | 232 | 46.3 | 501   | -         | 0.0   | 2   | 100.0 | 2     |
| ECLAC                | 268             | 85.3  | 217 | 44.7 | 485   | -         | 0.0   | -   | 0.0   | -     |
| ECA                  | 245             | 51.5  | 231 | 48.5 | 476   | 1         | 33.3  | 2   | 66.7  | 3     |
| ESCWA                | 95              | 45.7  | 113 | 54.3 | 208   | 1         | 100.0 | -   | 0.0   | 1     |
| REGCOM               | 3               | 100.0 | -   | 0.0  | 3     | -         | 0.0   | -   | 0.0   | -     |
| UNCTAD               | 181             | 80.9  | 38  | 19.1 | 199   | -         | 0.0   | -   | 0.0   | -     |
| UNDRD                | 18              | 76.3  | 5   | 21.7 | 23    | -         | 0.0   | -   | 0.0   | -     |
| UNEP                 | 240             | 63.3  | 139 | 36.7 | 379   | 2         | 66.7  | 1   | 33.3  | 3     |
| UNCHS                | 98              | 59.0  | 68  | 41.0 | 166   | -         | 0.0   | -   | 0.0   | -     |
| UNCS                 | 10              | 16.7  | 50  | 83.3 | 60    | -         | 0.0   | -   | 0.0   | -     |
| CTC                  | 32              | 86.9  | 4   | 11.1 | 36    | -         | 0.0   | -   | 0.0   | -     |
| UNCSO                | 10              | 83.3  | 2   | 16.7 | 12    | -         | 0.0   | -   | 0.0   | -     |
| OALOS                | 20              | 80.0  | 5   | 20.0 | 25    | -         | 0.0   | -   | 0.0   | -     |
| AM                   | 35              | 92.1  | 3   | 7.9  | 38    | -         | 0.0   | -   | 0.0   | -     |
| AMHAD                | 10              | 76.9  | 3   | 23.1 | 13    | -         | 0.0   | -   | 0.0   | -     |
| AMOPBF               | 108             | 69.0  | 49  | 31.0 | 158   | -         | 0.0   | -   | 0.0   | -     |
| AMHRM                | 133             | 85.3  | 23  | 14.7 | 156   | 17        | 89.5  | 2   | 10.5  | 19    |
| AMOGS                | 208             | 48.0  | 223 | 52.0 | 429   | 9         | 5.0   | 172 | 95.0  | 181   |
| FS                   | 4               | 17.4  | 19  | 82.6 | 23    | 29        | 5.3   | 520 | 94.7  | 549   |
| MISSION              | 155             | 18.8  | 678 | 81.4 | 833   | 37        | 38.9  | 58  | 61.1  | 95    |
| CS                   | 381             | 55.9  | 301 | 44.1 | 682   | -         | 0.0   | -   | 0.0   | -     |
| OP I                 | 255             | 80.7  | 185 | 39.3 | 420   | 2         | 11.1  | 16  | 88.9  | 18    |
| UNDG                 | 447             | 47.5  | 495 | 52.5 | 942   | 24        | 82.8  | 5   | 17.2  | 29    |
| HR                   | 36              | 87.3  | 1   | 2.7  | 37    | -         | 0.0   | -   | 0.0   | -     |
| UNDV                 | 147             | 51.4  | 139 | 48.6 | 286   | 1         | 6.7   | 14  | 93.3  | 15    |
| WFC                  | 11              | 78.6  | 3   | 21.4 | 14    | -         | 0.0   | -   | 0.0   | -     |
| UNCED                | 2               | 100.0 | -   | 0.0  | 2     | -         | 0.0   | -   | 0.0   | -     |

TABLE 12-D (CONTINUED)

| DEPARTMENT OR OFFICE | GENERAL SERVICE |      |       |       |       | OTHERS <sup>a/</sup> |      |     |      |       |
|----------------------|-----------------|------|-------|-------|-------|----------------------|------|-----|------|-------|
|                      | F               | %    | M     | %     | TOTAL | F                    | %    | M   | %    | TOTAL |
| INTORG               | 58              | 87.4 | 28    | 32.6  | 86    | -                    | 0.0  | -   | 0.0  | -     |
| SPTASH               | -               | 0.0  | 1     | 100.0 | 1     | -                    | 0.0  | -   | 0.0  | -     |
| TOTAL                | 4 181           | 55.3 | 3 369 | 44.7  | 7 530 | 124                  | 13.5 | 793 | 88.6 | 917   |

- <sup>a/</sup> Includes Field Service, Security Service, Trades and Crafts Staff, and Public Information Assistants
- <sup>b/</sup> Including liaison offices at other duty stations.
- <sup>c/</sup> Including information centres
- <sup>d/</sup> Including the Division of Narcotic Drugs and the Secretariat of the International Narcotics Control Board
- <sup>e/</sup> Including the Secretariats of UNJSPF, CCAQ, ICC, ACCIS and JIU



ANNEX III

Groupings of Member States

A. Groupings by major geographical region

(i) Groupings used in the reports on the composition of the Secretariat

1. Africa
2. Asia and the Pacific
3. Europe (East)
4. Europe (West)
5. Latin America
6. Middle East
7. North America and the Caribbean

(ii) Informal regional groups developed by the membership of the United Nations a/

1. African Countries
2. Asian Countries (including the Middle East and Pacific Countries)
3. Eastern European Countries
4. Latin American and Caribbean Countries
5. Western European and other Countries

(iii) Regional commissions

1. Economic Commission for Africa (ECA) b/
2. Economic Commission for Europe (ECE) (including Eastern and Western Europe)

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a/ Four States - Albania, Israel, South Africa and the United States - are not members of any regional group. For election purposes, the United States are considered as part of "Western European and other States". Turkey also belongs to this group for election purposes and in addition is a member of the Asian Group.

b/ One Member State (South Africa) has been suspended from participation in the Commission.

3. Economic Commission for Latin America and the Caribbean (ECLAC)
4. Economic and Social Commission for Western Asia (ESCWA)
5. Economic and Social Commission for Asia and the Pacific (ESCAP) (including Afghanistan and Iran (Islamic Republic of))

(iv) Geographical regions

1. Africa
2. Asia
3. Central and South America (including Belize, Guyana and Suriname)
4. North America (including Canada, Mexico and the United States)
5. The Caribbean (including Cuba, the Dominican Republic and Haiti)
6. Europe (including Eastern and Western Europe)
7. Middle East (including Israel)
8. Oceania (including Australia, New Zealand and the Pacific States)

B. Developing and other countries

(i) Groupings used in past reports on the composition of the Secretariat

Group A - Developing countries in Africa and Asia

All countries in Africa; all countries in Asia, except Australia; Japan and New Zealand; all countries in the Middle East, except Turkey and Cyprus; and Yugoslavia.

Group B - Countries with developed market economies

All countries in Western Europe, plus Canada, United States; Australia, Japan, New Zealand; Turkey and Cyprus.

Group C - Developing Countries in Latin American and the Caribbean

Group D - Countries with centrally planned economies

All Eastern European countries, except Yugoslavia.

(ii) Groupings used in the present report

1. Developing countries (Groups A and C)
2. Other countries (Groups B and D)

Groupings of Member States

(Summary)

A. Groupings by major geographical region

|   |   |   |   |
|---|---|---|---|
| A (i)<br><u>Groupings used in the reports on the composition of the Secretariat</u> | A (ii)<br><u>Informal regional groups developed by the membership of the United Nations</u>   | A (iii)<br><u>Membership of the regional commissions</u>  | A (iv)<br><u>Geographical regions</u>   |
| 1. AFRICA<br><br>All Member States in Africa  | AFRICA<br>( <u>African countries</u> )<br><br>All Member States in Africa, except South Africa  | AFRICA<br>( <u>ECA</u> )<br><br>All Member States in Africa a/  | AFRICA<br><br>All Member States in Africa   |
| 2. ASIA AND THE PACIFIC<br><br>All Member States in Asia and the Pacific            | ASIA<br>( <u>Asian countries</u> )<br><br>All Member States in Asia, the Pacific and the Middle East except Israel  | ASIA AND THE PACIFIC<br>( <u>ESCAP</u> )<br><br>All Member States in Asia and the Pacific excluding the Middle East | ASIA<br><br>All Member States in Asia and the Pacific, excluding the Middle East                                      |
| 3. EUROPE (EAST)<br><br>All Member States in Eastern Europe                         | EUROPE<br>( <u>Eastern European countries</u> )<br><br>All Member States in Eastern Europe except Albania   | EUROPE<br>( <u>ECE</u> )<br><br>All Member States in Eastern and Western Europe                                     | EUROPE<br><br>All Member States in Eastern and Western Europe   |
| 4. EUROPE (WEST)<br><br>All Member States in Western Europe                         | (Western European and other countries)<br><br>All Member States in Western Europe, plus United States of America  | EUROPE<br>( <u>ECLAC</u> )<br><br>All Member States in Latin America and the Caribbean                              | EUROPE<br><br>All Member States in Central and South America  |
| 5. LATIN AMERICA<br><br>All Member States in Latin America                          | LATIN AMERICA AND THE CARIBBEAN<br>(Latin American and Caribbean countries)<br><br>All Member States in Latin America and the Caribbean, including Belize, Guyana, Haiti and Suriname | LATIN AMERICA AND THE CARIBBEAN<br>( <u>ECLAC</u> )<br><br>All Member States in Latin America and the Caribbean     | CENTRAL AND SOUTH AMERICA<br><br>All Member States in Central and South America including Belize, Guyana and Suriname |
|   |   |   | NORTH AMERICA<br>Including Canada, Mexico and the United States of America  |

- A (i)  
Groupings used in the reports on the composition of the Secretariat
- A (ii)  
Informal regional groups developed by the membership of the United Nations
- A (iii)  
Membership of the regional Commissions
- A (iv)  
Geographical regions
6. MIDDLE EAST
- All Member States in the Middle East including Cyprus, Israel and Turkey
- See Asia
7. NORTH AMERICA AND THE CARIBBEAN
- All Member States in North America except Mexico
- See Latin America and Western Europe
- See Asia and the Pacific
- See Asia
- 8.
- See Asia and the Pacific
- See Asia
- MIDDLE EAST (ESCWA)
- All Member States in the Middle East except Afghanistan, Iran and Israel
- See ECLAC
- See North America and the Caribbean
- OCEANIA
- All Member States in the Pacific, including Australia and New Zealand
- MIDDLE EAST
- CARIBBEAN
- Including Cuba, the Dominican Republic and Haiti
- MIDDLE EAST
- All Member States in the Middle East
- See North America and the Caribbean
- OCEANIA
- All Member States in the Pacific, including Australia and New Zealand
- B (i)  
Groupings used in past reports on the composition of the Secretariat
- Group A
- Developing countries in Africa and Asia. All countries in Africa; all countries in Asia except Australia; Japan, New Zealand; all countries in the Middle East except Turkey and Cyprus; and Yugoslavia
- Group B
- Countries with developed market economies. All countries in Western Europe, plus Canada, United States; Australia, Japan, New Zealand; Turkey and Cyprus
- Group C
- Developing Countries in Latin America and the Caribbean
- Group D
- Countries with centrally planned economies. All Eastern European countries, except Yugoslavia
- B (ii)  
Groupings used in the present report
1. Developing Countries
- All countries in Africa; and Latin America and the Caribbean; all countries in Asia and the Pacific except Australia, Japan and New Zealand; all countries in the Middle East, except Cyprus and Turkey; and Yugoslavia.
- Other Countries
- All countries in Eastern and Western Europe, except Yugoslavia; Canada, USA; Australia, Japan, New Zealand; Cyprus and Turkey.
- a/ One Member State (South Africa) has been suspended from participation in ECA.