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PERSONNEL QUESTIONS

(a) STAFFING OF THE AGENCY'S SECRETARIAT (GC(XXXVI)/RES/598)

(b) WOMEN IN THE SECRETARIAT (GC(XXXVI)/RES/599)

Introduction

1. In accordance with paragraph 2 of resolution GC(XXXVI)/RES/598 and paragraph 4 of resolution GC(XXXVI)/RES/599 the Director General presents in this document and the Annexes hereto, statistical data on the Professional staffing situation and the status of women in the Secretariat.

Staff Members Drawn from Developing Countries

2. In paragraph 2 of resolution GC(XXXVI)/RES/598 the Director General is requested "to report annually on the continuing implementation of General Conference resolution GC(XXV)/RES/386 to the Board of Governors and the General Conference, reflecting the percentage of posts held by nationals of all countries, particularly developing countries, both by region and by gender".
3. Accordingly, the following data is presented in Annexes I to XII.
 - Annex I - Professional and higher categories staff by area and country;
 - Annex II - Professional and higher categories staff by area (in terms of total numbers and percentages);

- Annex III - Professional and higher categories staff from Member States belonging to the Group of 77 and from other Member States (in terms of total numbers and percentages);
 - Annex IV - Senior Staff (i.e. Directors and Deputy Directors General), from Member States belonging to the Group of 77 and from other Member States (in terms of total numbers and percentages);
 - Annex V - Professional and higher categories staff by gender;
 - Annex VI - Professional and higher categories staff with a contract of six months or longer, not subject to geographical distribution (Exempted Regular Staff, Temporary Staff, Cost-free Experts, Extra-Budgetary Staff and Consultants);
 - Annex VII - Outside applications received for vacant posts in the Professional and higher categories for which the selection was completed during the period 2 August 1992 to 1 August 1993 from Member States belonging to the Group 77 and from other Member States (by field of work and gender);
 - Annex VIII - Outside applications received for vacant posts in the Professional and higher categories for which the selection was completed during the period 2 August 1992 to 1 August 1993 (by country and gender);
 - Annex IX - Professional and higher categories staff by type of contract;
 - Annex X - Professional and higher categories staff in the Department of Safeguards by area and country;
 - Annex XI - Outside applications received in response to safeguards inspector vacancy notices during the period 2 August 1992 to 1 August 1993.
 - Annex XII - Appointments of new staff and separations of professional and higher categories staff by area and country.
4. The above Annexes follow in substance and format those provided last year in Document GOV/2604-GC(XXXVI)/1012, except for some improvement in layout and the addition of a new Annex XII. As in the past, the data provided in all Annexes, with the exception of Annexes V, VI and VII relate to staff members in posts that are subject to geographical distribution. Out of a total of 767

established posts^{1/}, the principle of geographical distribution applies to 701 posts. Linguistic posts (i.e. translators, revisors and editors), extra-budgetary, temporary and shared-cost posts as well as consultants are excluded from geographical distribution. In Annex VI data is provided on staff in such posts. Annex VII reports on applications in response to vacancy notices issued for all posts in the Professional and higher categories whether or not subject to geographical distribution.

5. As indicated by the reference dates in the Annexes, most data refer to the staffing situation on a specific date, i.e. 1 September or 1 August of a specific year. In assessing the results achieved over the four-year reference period from 1989 to 1993, which was set in paragraph 2 of resolution GC(XXXIII)/RES/521, the following points should be borne in mind:
 - a) As there is no generally accepted definition of "developing countries" the relevant Annexes are based on a division of countries into those which are members of the Group of 77 - to which most, but not all, developing countries belong - and those which are not. Thus, 8 staff members from China, including two senior staff members, are shown under "other Member States".
 - b) Six staff members who were previously shown as Yugoslav nationals under the "Group of 77" are now shown under "other Member States" as a result of Croatia and Slovenia having become Member States of the Agency.
 - c) For financial reasons a number of posts have been kept vacant and thus the vacancy rate of posts subject to geographical distribution has increased from 75 in 1989 to 101 in 1993 which, inevitably, has had an impact on geographical distribution.

Women in the Secretariat

6. In paragraph 4 of resolution GC(XXXVI)/RES/599 the Director General is requested "to submit to the General Conference at its thirty-seventh regular session a report on measures, within the available resources, for encouraging the appointment of suitably qualified women, and particularly women from developing countries, to posts in the Professional and higher categories with a view to achieving a significant increase in the representation of women from all geographical areas in these categories by the year 2000".

^{1/} This includes 758 regular posts, and 3 Junior Professional Officers provided for in the regular budget for 1993, plus 6 additional posts in the Library which are treated like established posts.

7. Annex V shows the numbers, percentages and grade distributions of women in regular posts both subject and not subject to geographical distribution in the Professional and higher categories. Data on female applicants by field of work and group of Member States is included in Annexes VII, VIII and XI.
8. In the Secretariat, the Sub-Committee on Improvement in the Advancement of Women, which is a subsidiary organ of the Joint Advisory Committee (JAC)^{2/} has been given the task of preparing detailed proposals for the implementation of the above resolution. The Sub-Committee has submitted to JAC a plan of action which includes measures that broadly fall into two categories, viz. internal and external measures.
9. The internal measures are designed to create a work environment free from gender bias and conditions of work that are conducive to the employment of women. These measures include, inter alia, the following:
 - ◆ The extension of unpaid post-maternity leave from one to two years;
 - ◆ A liberalization of the policy that bans spouses from employment in the Secretariat;
 - ◆ The extension of part-time work to staff in the Professional and higher categories and the introduction of more flexibility into the working-hour arrangements of part-time staff;
 - ◆ The introduction of procedures to promote equal treatment and the prevention of sexual harassment;
 - ◆ The preparation of a guidebook on career development initially for General Service staff.
10. While the first two measures have been fully implemented, and the third one has been partly implemented, the last two are still under preparation.
11. The external measures are designed to ensure that the Secretariat receives more applications for announced vacancies from suitably qualified women and that the selection process is free from any gender bias. The measures include, inter alia, the following:
 - ◆ Establishment of improved rosters of suitably qualified women for both regular Secretariat positions as well as for consultant and field expert posts;

^{2/} The JAC is part of the administrative machinery for staff/management consultations in accordance with Staff Regulation 10.03.

- ◆ Wider distribution of vacancy notices directly to a number of selected professional or scientific organizations of women worldwide;
 - ◆ Encouraging Member States to nominate more women not only for regular vacancies but also as junior professional officers, cost-free experts, fellows, meeting participants and the like;
 - ◆ Showing managerial commitment at all levels to improve the representation of women and paying special attention to female applicants in the selection process.
12. With the exception of the second measure for which the necessary arrangements are being worked out, the above measures have been implemented to a large extent. However, as requested in paragraphs 2 and 3 of the above resolution, efforts will be intensified to improve the representation of women on the staff of the Secretariat through, for instance, improving the candidate roster and reiterating the appeal to Member States to present more women - especially those in scientific careers - for vacant posts.

Conclusion

13. The paramount consideration in the recruitment of staff at all levels will continue to be to secure employees of the highest standards of efficiency, technical competence and integrity as provided for in article VIID of the Statute. While fully respecting this statutory principle and the other considerations laid down in that article of the Statute, special attention will be paid - in accordance with the instructions issued by the Director General - to the recruitment of well-qualified candidates from developing countries and of professional women. In the case of comparable qualifications and suitability, such candidates will, as a rule, be given preference. The implementation of this policy is closely monitored during the recruitment process for individual vacancies and by regularly reviewing, at the senior managerial level, statistical reports submitted by the Director of Personnel.

Abbreviations used in the Annexes

DGO	Director General's Office and Secretariat of the Policy-making Organs
AD	Department of Administration
RI	Department of Research and Isotopes
SG	Department of Safeguards
TC	Department of Technical Co-operation
NE	Department of Nuclear Energy and Safety

PROFESSIONAL AND HIGHER CATEGORIES STAFF BY AREA AND COUNTRY

COUNTRIES (tentatively arranged by geographical area)	1 SEPTEMBER 1981 TOTAL	1 SEPTEMBER 1985 TOTAL	1 SEPTEMBER 1989 TOTAL	1 August 1992								1 August 1993								COMPARED TO		
				DDG	D	P-5	P-4	P-3	P-2	P-1	TOTAL	DDG	D	P-5	P-4	P-3	P-2	P-1	TOTAL	1981	1985	1989
NORTH AMERICA																						
CANADA	18	18	19	1	-	7	13	1	1	-	23	-	-	5	13	1	1	-	20	+2	+2	+1
USA	91	96	96	1	3	26	37	20	8	-	95	1	3	31	37	24	6	-	102	+11	+6	+6
TOTAL AREA	109	114	115	2	3	33	50	21	9	-	118	1	3	36	50	25	7	-	122	+13	+8	+7
LATIN AMERICA																						
ARGENTINA	4	3	4	-	-	3*	1	-	-	-	4	-	-	3*	1	-	-	-	4	-	+1	-
BOLIVIA	1	3	4	-	-	-	3	1	-	-	4	-	-	-	3	1	-	-	4	+3	+1	-
BRAZIL	4	9	8	-	1	1	-	3	-	-	5	-	1	1	3	-	-	-	5	+1	-4	-3
CHILE	2	2	4	-	-	-	2	3	-	-	5	-	-	2	2	-	-	-	4	+2	+2	-
COLOMBIA	1	1	2	-	-	1	-	2	-	-	3	-	-	1	2	-	-	-	3	+2	+2	+1
COSTA RICA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
CUBA	0	1	4	-	-	-	-	3	-	-	3	-	-	-	4	-	-	-	4	+4	+3	-
DOMINICAN REP.	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
ECUADOR	0	1	1	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	1	+1	-	-
EL SALVADOR	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
GUATEMALA	1	1	1	-	-	-	1	-	-	-	1	-	-	1	-	-	-	-	1	-	-	-
HAITI	0	0	0	-	-	-	-	-	1	-	1	-	-	-	-	1	-	-	1	+1	+1	+1
JAMAICA	0	0	1	-	-	-	1	-	-	-	1	-	-	1	-	-	-	-	1	+1	+1	-
MEXICO	1	5	7	-	2	2	2	4	-	-	10	-	1	1	2	4	-	-	8	+7	+3	+1
NICARAGUA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
PANAMA	1	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-1	-	-
PARAGUAY	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
PERU	2	3	4	-	-	-	1	1	2	-	4	-	-	2	-	1	-	-	3	+1	-	-1
URUGUAY	0	1	1	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	1	+1	-	-
VENEZUELA	1	3	4	-	-	-	1	2	-	-	3	-	-	1	2	-	-	-	3	+2	-	-1
TOTAL AREA	18	33	45	-	3	7	12	21	3	-	46	-	2	6	13	20	2	-	43	+25	+10	-2
WESTERN EUROPE																						
AUSTRIA	20	17	20	-	-	3	4	8	1	-	16	-	-	4*	3	10	-	-	17	-3	-	-3
BELGIUM	8	9	7	-	-	1	2	1	-	-	4	-	-	1	2	1	-	-	4	-4	-5	-3
CYPRUS	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
DENMARK	5	4	5	-	-	-	1	2	-	-	3	-	-	-	1	-	-	-	0	-4	-3	-4
FINLAND	6	8	6	-	-	2	3	-	-	-	5	-	-	2	3	-	-	-	5	-1	-3	-1
FRANCE	22	29	24	-	2	6*	8	2	1	1	20	-	3	8*	7	2	2	-	22	-	-7	-2
GERMANY **	42	45	46	-	2	19	18	5	1	-	45	-	2	19	18	3	1	-	43	+1	-2	-3
GREECE	5	6	5	-	-	2*	1	-	-	-	3	-	1	1	1	-	-	-	3	-2	-3	-2
HOLY SEE	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
ICELAND	1	1	1	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	1	-	-	-
IRELAND	2	3	2	-	-	-	-	1	-	-	0	-	-	1	1	-	-	-	1	-1	-2	-1
ITALY	17	23	22	-	2	9	3	3	3	-	20	-	2	9	3	3	2	-	19	+2	-4	-3
LIECHTENSTEIN	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
LUXEMBOURG	1	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-1	-	-
MONACO	1	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-1	-	-
NETHERLANDS	6	8	7	-	2	3*	2	-	1	-	8	-	2	3*	2	-	1	-	8	+2	-	+1
NORWAY	1	1	3	-	1	-	-	1	-	-	2	-	1	-	1	-	-	-	2	+1	+1	-1
PORTUGAL	2	3	1	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-2	-3	-1
SPAIN	2	12	13	-	-	4	5	1	1	-	11	-	-	4	5	1	1	-	11	+9	-1	-2
SWEDEN	9	10	10	-	-	3*	3	1	-	-	7	-	-	2*	3	2	-	1	8	-1	-2	-2
SWITZERLAND	6	7	3	-	-	1*	2	-	-	-	3	1	-	1*	2	-	-	-	4	-2	-3	+1
TURKEY	5	8	9	-	-	1	3	4	1	-	9	-	-	1	3	4	1	-	9	+4	+1	-
UK	25	31	30	-	2	11	5	10	2	-	30	-	2	12	7	9	1	-	31	+6	-	+1
TOTAL AREA	186	225	214	-	11	65	60	39	11	1	187	1	13	67	60	38	9	1	189	+3	-36	-25

PROFESSIONAL AND HIGHER CATEGORIES STAFF BY AREA AND COUNTRY

COUNTRIES (tentatively arranged by geographical area)	1 SEPTEMBER 1981 TOTAL	1 SEPTEMBER 1985 TOTAL	1 SEPTEMBER 1989 TOTAL	1 August 1992							1 August 1993							COMPARED TO			
				DDG	D	P-5	P-4	P-3	P-2	P-1	TOTAL	DDG	D	P-5	P-4	P-3	P-2	P-1	TOTAL	1981	1985
EASTERN EUROPE																					
ALBANIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
BELARUS	1	4	4	-	-	-	1	2	-	-	3	-	-	-	1	2	-	3	+2	-1	-1
BULGARIA	6	3	4	-	-	-	2	1	-	-	3	-	-	-	2	1	-	3	-3	-	-1
CROATIA	0	0	0	-	-	-	-	-	-	-	0	-	-	2	1	-	-	3	+3	+3	+3
CZECH & SLOVAK F.R.***	9	8	5	-	-	1	2	1	-	-	4	-	-	2	2	1	-	5	-4	-3	-
ESTONIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
HUNGARY	6	4	4	-	-	2	2	1	-	-	5	-	-	2	3	1	-	8	-	+2	+2
POLAND	10	7	7	-	-	1	2	5	-	-	8	-	-	1	2	5	-	8	-2	+1	+1
ROMANIA	2	2	2	-	-	1	2	1	1	-	5	-	-	1	1	1	2	5	+3	+3	+3
RUSSIAN FEDERATION	45	39	51	1	1	11	20	14	4	-	51	1	1	13	18	10	3	46	+1	+7	-5
SLOVENIA	0	0	0	-	-	-	-	-	-	-	0	-	-	1	1	1	-	3	+3	+3	+3
UKRAINE	3	5	6	-	-	-	3	2	1	-	6	-	-	-	2	2	1	5	+2	-	-1
YUGOSLAVIA	2	7	11	-	-	3	4	3	-	-	10	-	-	-	3	1	-	4	+2	-3	-7
TOTAL AREA	84	79	94	1	1	19	38	30	6	-	95	1	1	22	36	25	6	91	+7	+12	-3
AFRICA																					
ALGERIA	1	1	1	-	-	2	-	-	-	-	2	-	-	2	-	-	-	2	+1	+1	+1
CAMEROON	0	0	0	-	-	-	-	-	1	-	1	-	-	-	1	-	-	1	+1	+1	+1
COTE D'IVOIRE	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
EGYPT	3	9	9	-	1	1	2	5	-	-	9	-	2	1	2	5	-	10	+7	+1	+1
ETHIOPIA	0	2	3	-	1	-	-	2	1	-	4	-	1	-	-	3	-	4	+4	+2	+1
GABON	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
GHANA	3	3	6	-	-	1	1	2	1	-	5	-	-	1	1	2	1	5	+2	+2	-1
KENYA	1	4	1	-	-	-	1	-	-	-	1	-	-	-	1	-	-	1	+2	-3	-
LIBERIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
LIBYAN ARAB JAM.	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
MADAGASCAR	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
MALI	1	1	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-1	-1	-
MAURITIUS	0	0	0	-	-	-	1	-	-	-	1	-	-	-	-	-	-	1	+1	+1	+1
MOROCCO	0	0	3	-	-	-	-	2	-	-	2	-	-	-	2	-	-	2	+2	+2	-1
NAMIBIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
NIGER	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
NIGERIA	2	2	3	-	-	2	1	2	-	1	6	-	-	3	1	2	-	7	+5	+5	+4
SENEGAL	0	1	1	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-1	-1
SIERRA LEONE	0	1	0	-	-	-	-	-	-	-	0	-	-	-	-	1	-	1	+1	-	+1
SOUTH AFRICA	2	1	1	-	-	1	-	-	-	-	1	-	-	-	-	-	-	1	-1	-	-
SUDAN	2	2	2	-	-	-	1	1	-	-	2	-	-	1	1	-	-	2	-	-	-
TANZANIA, UN. REP.	0	1	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-1	-
TUNISIA	0	2	2	-	-	-	1	-	-	-	1	-	-	1	-	-	-	1	+1	-1	-1
UGANDA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
ZAIRE, REP. OF	1	1	3	-	-	1	1	1	-	-	2	-	-	1	1	-	-	2	+1	+1	-1
ZAMBIA	0	1	2	-	-	1	-	-	1	-	2	-	-	-	-	1	-	2	+2	+1	-
ZIMBABWE	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	1	1	+1	+1	+1
TOTAL AREA	16	32	37	-	2	8	9	15	4	1	39	-	3	9	9	17	3	43	+27	+11	+6

PROFESSIONAL AND HIGHER CATEGORIES STAFF BY AREA AND COUNTRY

COUNTRIES (tentatively arranged by geographical area)	1 SEPTEMBER 1981 TOTAL	1 SEPTEMBER 1985 TOTAL	1 SEPTEMBER 1989 TOTAL	1 August 1992							1 August 1993							COMPARED TO				
				DDG	D	P-5	P-4	P-3	P-2	P-1	TOTAL	DDG	D	P-5	P-4	P-3	P-2	P-1	TOTAL	1981	1985	1989
MIDDLE EAST AND SOUTH ASIA																						
AFGHANISTAN	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-	
BANGLADESH	3	5	8	-	-	1	5	3	1	-	10	-	-	1*	4	3	1	9	+6	+4	+1	
INDIA	6	7	6	-	1	4	3	-	-	-	8	-	2	4	3	-	-	9	+3	+2	+3	
IRAN, ISLAMIC REP.	3	4	6	-	-	2	3	2	-	-	7	-	-	2	3	2	1	8	+5	+4	+2	
IRAQ	0	1	1	-	-	-	-	2	-	-	2	-	-	-	2	-	-	2	+2	+1	+1	
ISRAEL	2	1	2	-	-	1	2	-	-	-	3	-	-	-	2	-	-	2	+2	+1	-	
JORDAN	0	0	1	-	-	-	-	-	1	-	1	-	-	-	-	-	1	1	+1	+1	-	
KUWAIT	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-	
LEBANON	3	3	4	-	-	1	1	1	1	-	4	-	-	1	1	1	1	4	+1	+1	-	
PAKISTAN	3	1	3	-	-	2	1	1	1	-	5	-	-	2	1	2	-	5	+2	+4	+2	
QATAR	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-	
SAUDI ARABIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-	
SRI LANKA	1	6	6	-	1	-	1	2	-	-	4	-	1	-	1	2	-	4	+3	-2	-2	
SYRIAN ARAB REP.	0	0	0	-	-	-	-	-	-	-	0	-	-	-	1	-	-	1	+1	+1	+1	
UN. ARAB EMIRATES	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-	
TOTAL AREA	21	28	37	-	2	11	16	11	4	-	44	-	3	10	16	12	4	45	+24	+17	+8	
SOUTH EAST ASIA, THE PACIFIC AND AUSTRALIA																						
AUSTRALIA	5	6	13	-	1	2	5	3	1	-	12	-	2	2	7	2	1	14	+9	+8	+1	
INDONESIA	3	2	5	-	1	-	1	3	-	-	5	-	-	-	-	-	-	3	-	+1	-2	
MALAYSIA	0	2	4	-	-	1	-	2	-	-	3	-	-	1	-	2	-	3	+3	+1	-1	
MYANMAR	0	1	1	-	-	-	1	-	-	-	1	-	-	1	-	-	-	1	+1	-	-	
NEW ZEALAND	1	3	1	-	-	1	-	1	-	-	2	-	-	1	-	1	-	2	+1	-1	+1	
SINGAPORE	0	1	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-1	-	
THAILAND	4	7	6	-	-	1	5	-	-	-	6	-	-	1	5	-	-	6	+2	-1	-	
TOTAL AREA	13	22	30	-	2	5	12	9	1	-	29	-	2	5	13	8	1	29	+16	+7	-1	
FAR EAST																						
CAMBODIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-	
CHINA	2	3	7	1	1	-	3	4	-	-	9	1	1	-	3	3	-	8	+6	+5	+1	
DEM. P. REP. KOREA	1	1	2	-	-	-	-	1	-	-	1	-	-	-	1	-	-	1	-	-	-1	
JAPAN	23	26	18	1	-	3	8	4	1	-	17	1	1	2	8	5	1	18	-5	-8	-	
KOREA, REP. OF	3	3	4	-	-	1	2	1	-	-	4	-	-	1	2	1	-	4	+1	+1	-	
MONGOLIA	0	0	0	-	-	-	-	1	-	-	1	-	-	-	1	-	-	1	+1	+1	+1	
PHILIPPINES	4	7	8	-	-	-	-	4	2	-	6	-	-	-	-	4	1	5	+1	-2	-3	
VIET NAM	1	1	2	-	-	-	-	1	-	-	1	-	-	-	1	-	-	1	-	-	-1	
TOTAL AREA	34	41	41	2	1	4	13	16	3	-	39	2	2	3	13	16	2	38	+4	-3	-3	
GRAND TOTAL	481	574	613	5	25	152	210	162	41	2	597	5	29	158	210	161	34	600	+119	+26	-13	

) An asterisk () in the table above indicates a staff member in a P-5 post who holds the personal grade of D-1

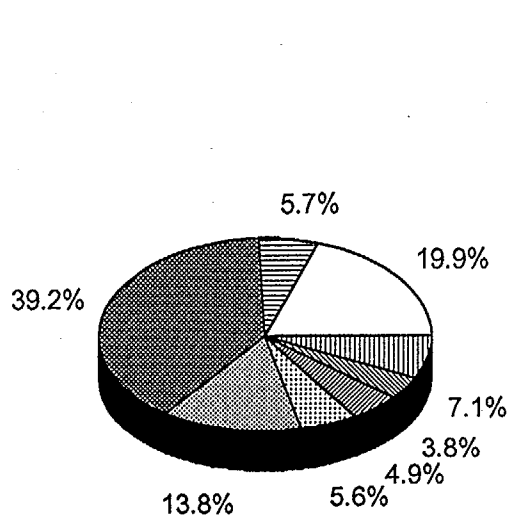
**) For the purpose of comparison, the figures for Eastern and Western Europe have been adjusted for the years 1981, 1985 and 1989 to reflect the unification of Germany.

***) Above status for Czech & Slovak F.R. is retained, pending approval for membership for the two new Republics.

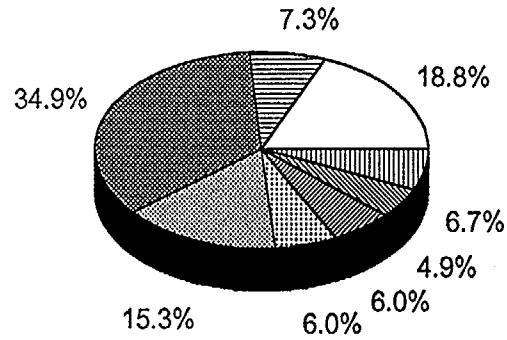
STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

PROFESSIONAL AND HIGHER CATEGORIES STAFF BY AREA

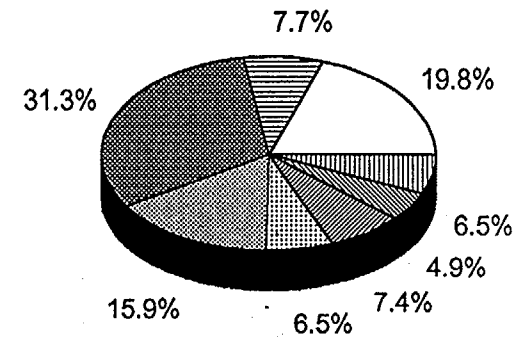
(in terms of percentages)



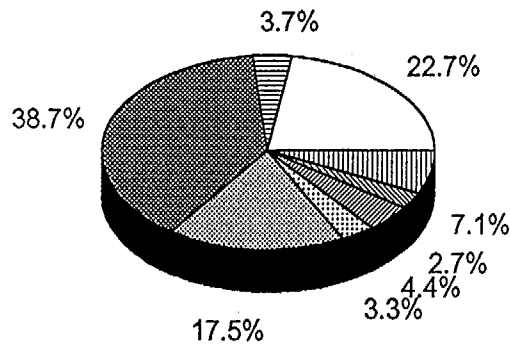
1 September 1985



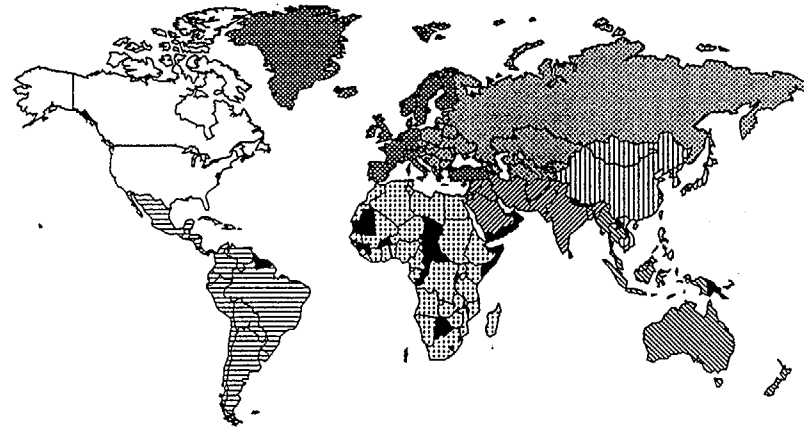
1 September 1989



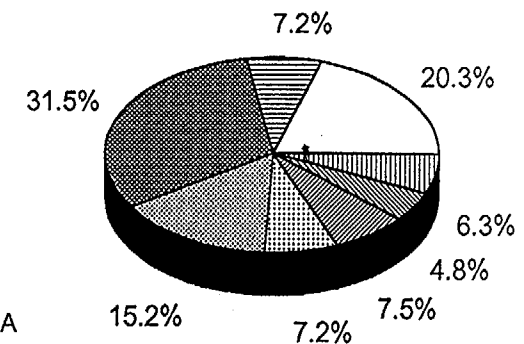
1 August 1992



1 September 1981



- | | |
|------------------|--|
| □ NORTH AMERICA | ▨ AFRICA |
| ▨ LATIN AMERICA | ▨ MIDDLE EAST AND SOUTH ASIA |
| ▨ WESTERN EUROPE | ▨ SOUTH EAST ASIA, THE PACIFIC AND AUSTRALIA |
| ▨ EASTERN EUROPE | ▨ FAR EAST |

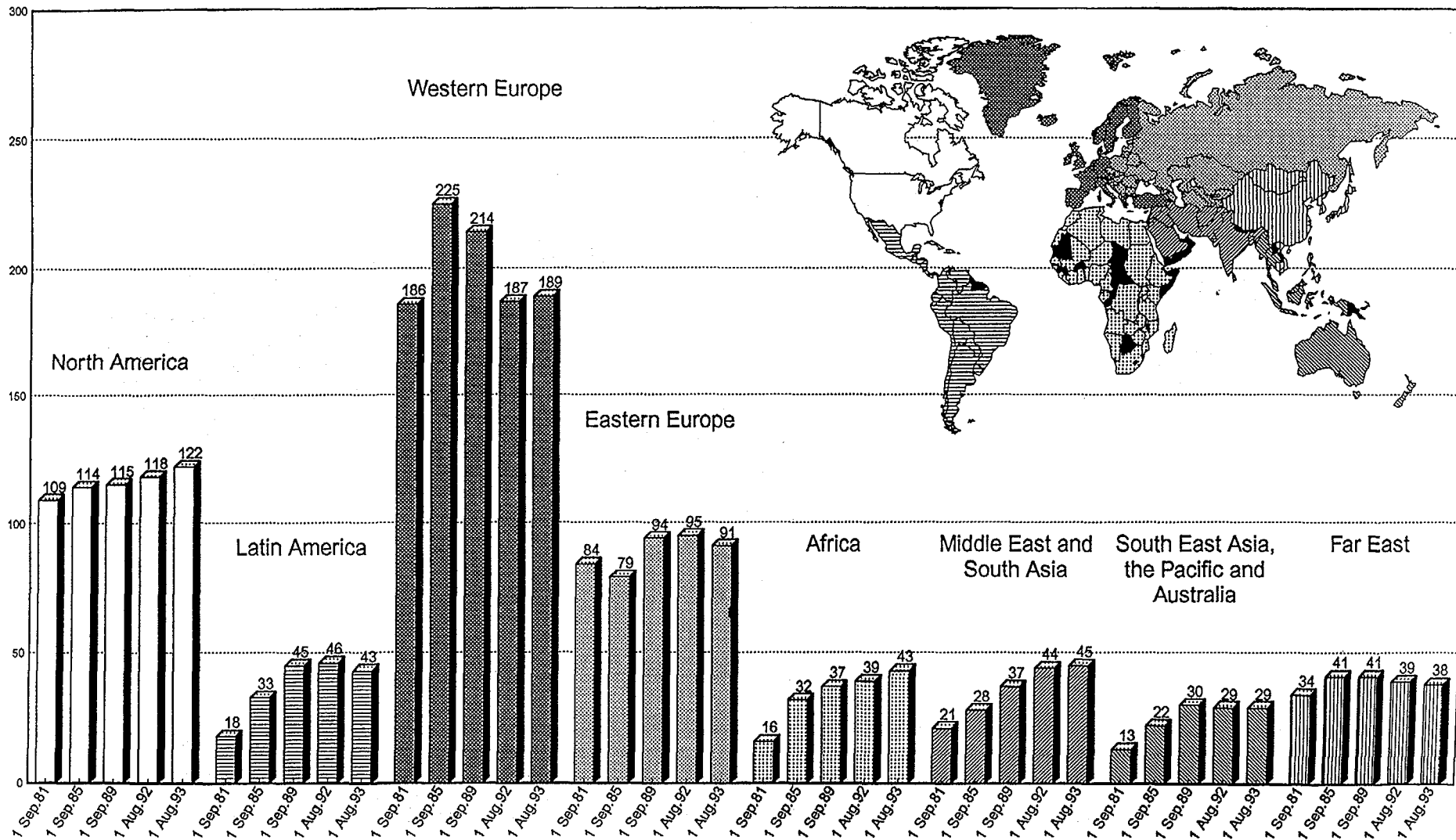


1 August 1993

STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

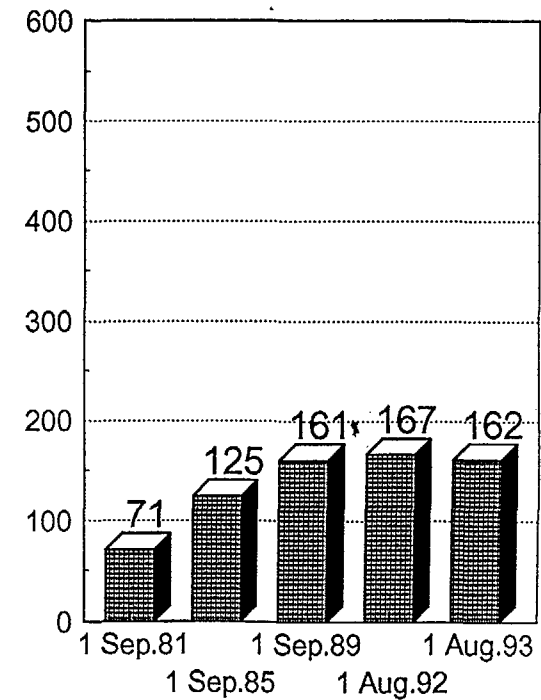
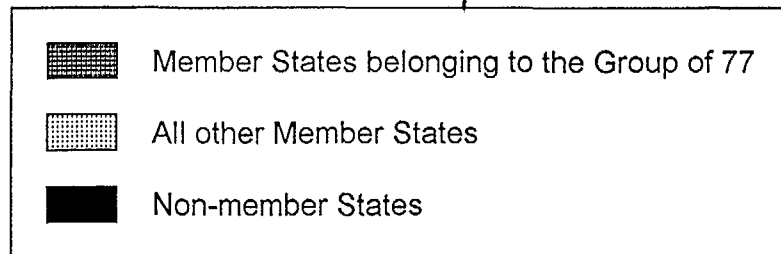
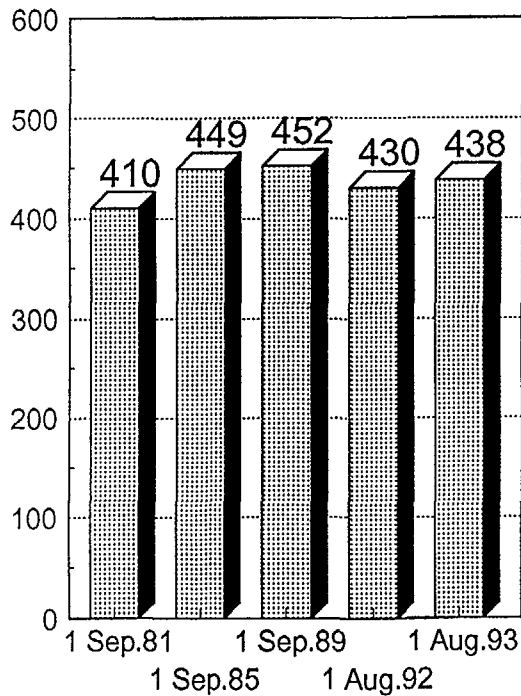
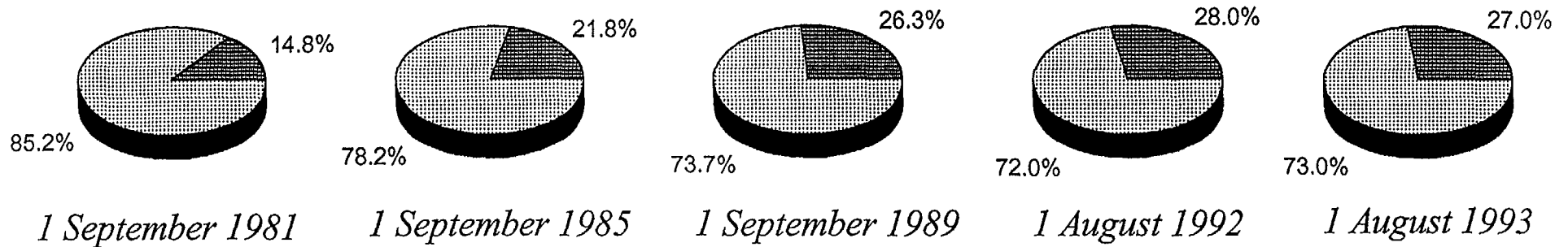
PROFESSIONAL AND HIGHER CATEGORIES STAFF BY AREA

(in terms of total numbers)



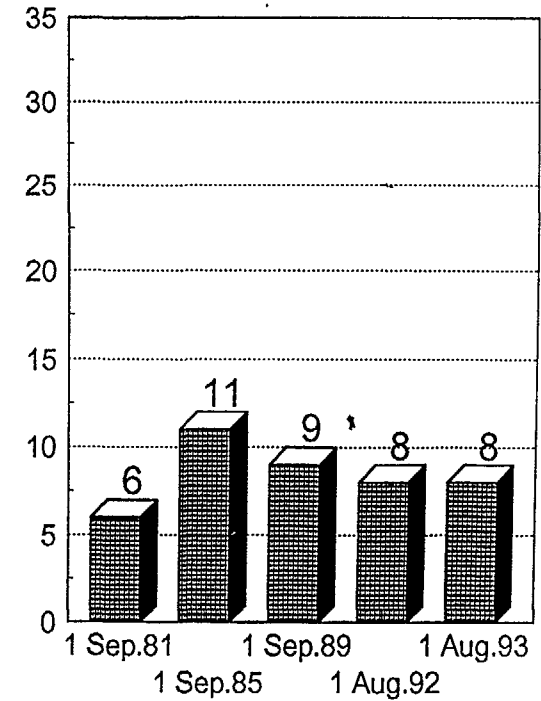
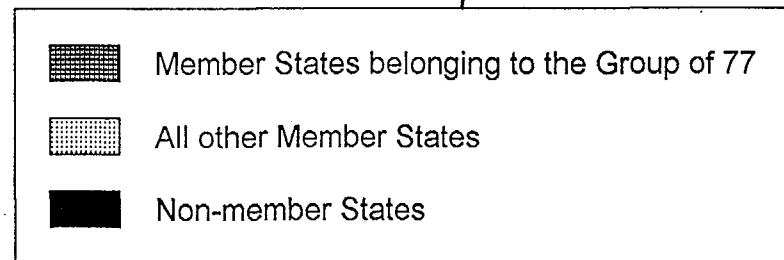
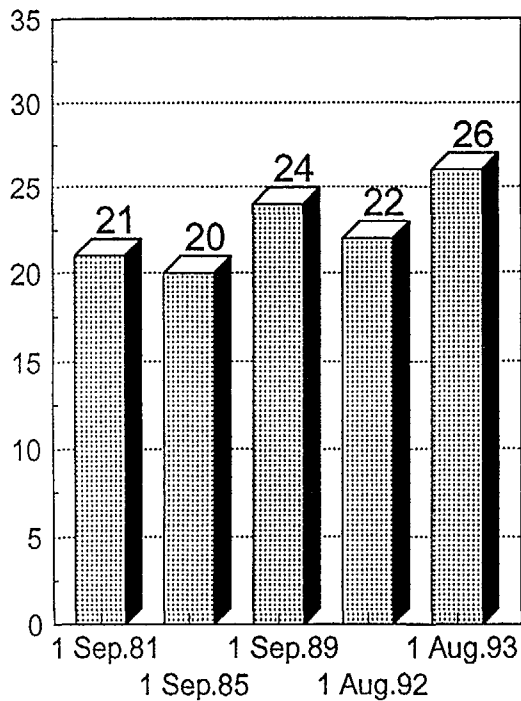
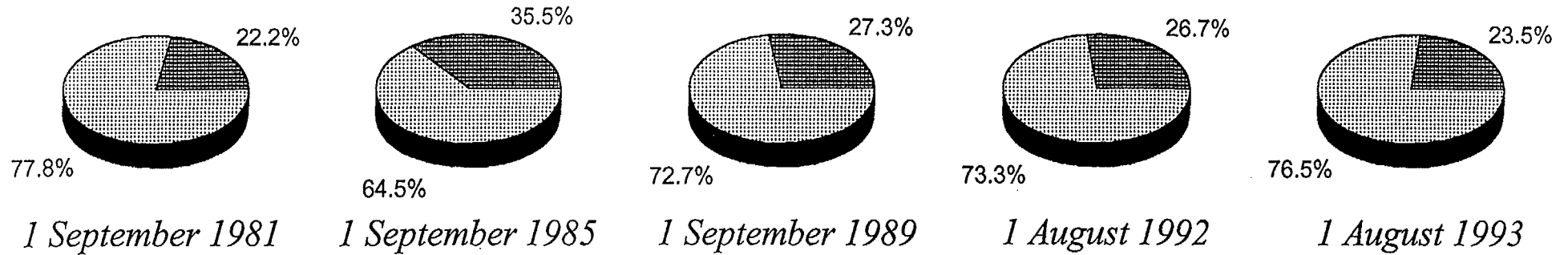
STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

PROFESSIONAL AND HIGHER CATEGORIES STAFF FROM MEMBER STATES BELONGING TO THE GROUP OF 77 AND FROM OTHER MEMBER STATES
(in terms of total numbers and percentages)



STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

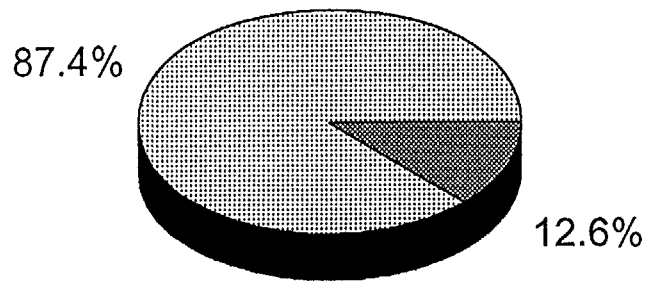
SENIOR STAFF (i.e. Directors and Deputy Directors General) FROM MEMBER STATES BELONGING TO THE GROUP OF 77 AND FROM OTHER MEMBER STATES
(in terms of total numbers and percentages)



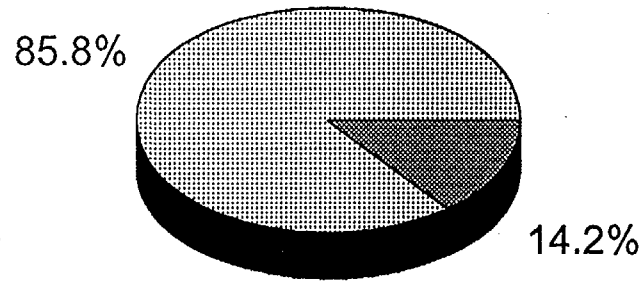
PROFESSIONAL AND HIGHER CATEGORIES REGULAR STAFF BY GENDER



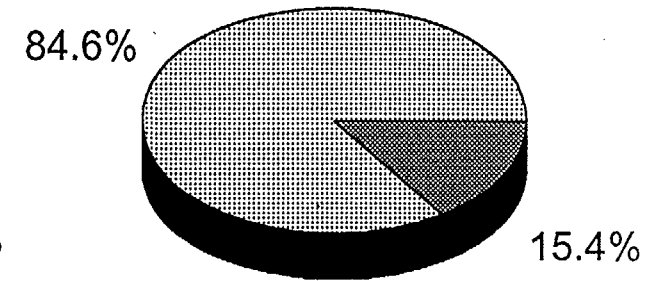
1 September 1989



1 August 1992



1 August 1993



	MALE	%	FEMALE	%
DDG	5	100.0	0	0.0
D-2	8	100.0	0	0.0
D-1	21	100.0	0	0.0
P-5	145	96.0	6	4.0
P-4	224	92.2	19	7.8
P-3	155	79.9	39	20.1
P-2	27	58.7	19	41.3
P-1	6	75.0	2	25.0
TOTAL	591	87.4	85	12.6

	MALE	%	FEMALE	%
DDG	5	100.0	0	0.0
D-2	8	100.0	0	0.0
D-1	16	94.1	1	5.9
P-5	149	93.7	10	6.3
P-4	202	91.4	19	8.6
P-3	148	77.5	43	22.5
P-2	28	58.3	20	41.7
P-1	4	100.0	0	0.0
TOTAL	560	85.8	93	14.2

	MALE	%	FEMALE	%
DDG	5	100.0	0	0.0
D-2	11	100.0	0	0.0
D-1	17	94.4	1	5.6
P-5	152	91.0	15	9.0
P-4	202	91.0	20	9.0
P-3	142	73.6	51	26.4
P-2	23	62.2	14	37.8
P-1	4	100.0	0	0.0
TOTAL	556	84.6	101	15.4

**PROFESSIONAL AND HIGHER CATEGORIES STAFF HOLDING CONTRACTS OF SIX MONTHS OR LONGER
(EXEMPTED REGULAR STAFF, TEMPORARY STAFF, COST-FREE EXPERTS, EXTRA-BUDGETARY STAFF, CONSULTANTS)**

1 August 1993

MEMBER STATES	EXEMPTED REGULAR STAFF							TEMPORARY STAFF							COST-FREE EXPERTS							EXTRA-BUDGETARY STAFF							CONSULTANTS							GRAND TOTAL		
	DGO	AD	RI	SG	TC	NE	TOT	DGO	AD	RI	SG	TC	NE	TOT	DGO	AD	RI	SG	TC	NE	TOT	DGO	AD	RI	SG	TC	NE	TOT	DGO	AD	RI	SG	TC	NE	TOT			
ARGENTINA	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	2	-	-	-	-	-	1	1	5					
AUSTRIA	1	1	-	-	1	-	3	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	-	-	1	-	-	-	1	8					
BELARUS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1					
BELGIUM	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1				
BULGARIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1			
CANADA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	4	1			
CHILE	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1			
CHINA	-	5	-	-	-	-	5	-	1	-	-	-	1	-	-	-	1	-	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-	11	1			
COLOMBIA	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1			
CROATIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1		
CUBA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1		
CZECH & SLOVAK F.R.*	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	3	3			
DENMARK	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3		
EGYPT	-	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	3	3		
FINLAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	13	13		
FRANCE	-	7	-	-	-	-	7	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	3	1	5	-	-	-	-	-	13	13			
GERMANY	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	-	2	4	1	2	13	13		
HUNGARY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2		
ICELAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	
INDIA	-	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5		
IRAN, ISLAMIC REP.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
ITALY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	2	1	4	1	6	1	13	13			
JAPAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	1	5	12	1	-	-	-	1	-	2	-	-	-	-	-	13	13			
KOREA, REP. OF	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2		
LIBYAN ARAB JAM.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5		
NETHERLANDS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	
NEW ZEALAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
NIGERIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	
PAKISTAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	
PERU	-	1	-	-	1	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	
POLAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	
PORTUGAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
RUSSIAN FEDERATION	-	6	-	-	-	-	6	-	1	-	1	1	4	1	-	1	2	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	16		
SLOVENIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
SPAIN	-	2	-	-	1	-	3	-	2	-	-	-	2	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	7	
SRI LANKA	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	
SUDAN	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	
SWEDEN	1	-	-	-	-	-	1	-	-	-	-	1	1	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5	
SWITZERLAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
TANZANIA, UN. REP.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
UK	-	7	-	-	5	1	13	-	-	-	-	-	-	-	-	-	1	-	2	3	-	-	3	1	1	2	7	-	-	-	-	-	-	-	24	24		
UKRAINE	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
URUGUAY	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
USA	-	3	-	-	2	-	5	-	1	-	-	1	2	-	-	18	2	-	-	20	1	-	1	-	-	2	4	1	1	1	1	3	7	38	38			
YUGOSLAVIA	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
GRAND TOTAL	2	43	-	-	10	1	56	-	7	-	1	2	4	14	1	2	6	31	2	15	66	2	-	36	1	2	15	56	2	2	2	3	2	9	20	212		

► "Exempted Regular Staff" are those regular staff members not subject to geographical distribution.

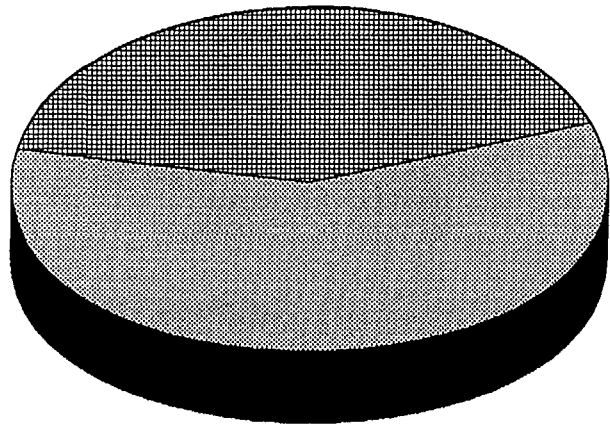
*.) Above status for Czech & Slovak F.R. is retained, pending approval for membership for the two new Republics.

OUTSIDE APPLICATIONS

FOR VACANT POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES FOR WHICH THE SELECTION WAS COMPLETED

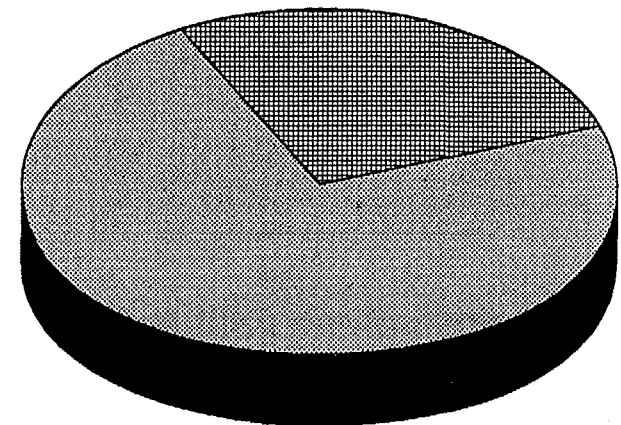
Administrative Posts

1,005 41.4%



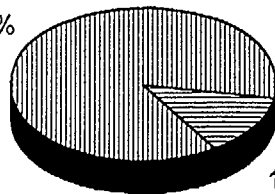
Engineering/Scientific Posts

323 27.1%

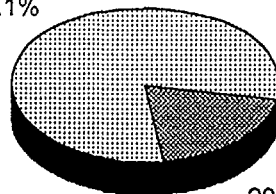


During the period 1992-08-02 - 1993-08-01, the selection was completed for 69 vacancy notices. Among the 3,620 outside applications received, 1,328 (36.7%) were from the Group of 77 and 2,292 (63.3%) from all other Member States.

1,425 58.6%



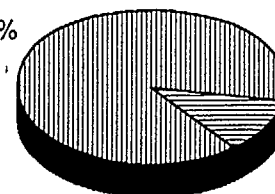
1,141 80.1%



131 13.0%

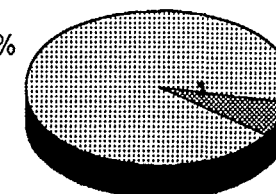
284 19.9%

867 72.9%



286 88.5%

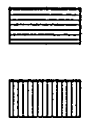
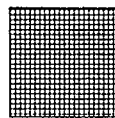
805 92.8%



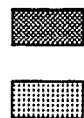
37 11.5%

62 7.2%

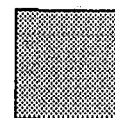
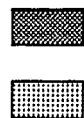
Group of 77



Female



Male



Other Member States

OUTSIDE APPLICATIONS FOR VACANT POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES STAFF
FOR WHICH THE SELECTION WAS COMPLETED DURING THE PERIOD 92.08.02 TO 93.08.01

(Nuclear Safeguard Inspectors are not included)

►MEMBER STATES BELONGING TO THE GROUP OF 77

►ALL OTHER MEMBER STATES

COUNTRIES	FEMALE	MALE	TOTAL
AFGHANISTAN	0	4	4
ALGERIA	1	18	19
ARGENTINA	5	11	16
BANGLADESH	3	60	63
BOLIVIA	2	3	5
BRAZIL	2	28	30
CAMEROON	3	18	21
CHILE	1	2	3
COLOMBIA	4	12	16
COSTA RICA	0	2	2
COTE D'IVOIRE	5	10	15
CUBA	0	1	1
DOMINICAN REP.	0	2	2
ECUADOR	2	9	11
EGYPT	12	58	70
ETHIOPIA	2	21	23
GHANA	4	33	37
GUATEMALA	0	4	4
HAITI	0	3	3
INDIA	5	136	141
INDONESIA	3	9	12
IRAN, ISLAMIC REP.	7	27	34
IRAQ	4	14	18
JAMAICA	2	1	3
JORDAN	1	28	29
KENYA	2	23	25
KOREA, REP. OF	1	7	8
KUWAIT	0	2	2
LEBANON	3	13	16
LIBERIA	0	3	3
LIBYAN ARAB JAM.	0	1	1
MADAGASCAR	2	3	5
MALAYSIA	0	6	6
MALI	0	11	11
MAURITIUS	0	14	14
MEXICO	3	29	32
MONGOLIA	0	2	2
MOROCCO	2	10	12
MYANMAR	2	11	13
NIGER	0	4	4
NIGERIA	16	90	106
PAKISTAN	1	58	59
PANAMA	2	10	12
PARAGUAY	0	1	1
PERU	3	27	30
PHILIPPINES	20	48	68
ROMANIA	0	38	38
SAUDI ARABIA	0	1	1
SENEGAL	4	21	25
SIERRA LEONE	2	9	11
SINGAPORE	0	5	5
SRI LANKA	5	28	33
SUDAN	3	23	26
SYRIAN ARAB REP.	3	18	21
TANZANIA, UN. REP.	0	8	8
THAILAND	2	1	3
TUNISIA	4	25	29
UGANDA	1	12	13
URUGUAY	1	7	8
VENEZUELA	6	4	10
VIET NAM	0	5	5
YUGOSLAVIA	8	15	23
ZAIRE, REP. OF	0	41	41
ZAMBIA	3	7	10
ZIMBABWE	1	5	6
T O T A L	168	1160	1328

COUNTRIES	FEMALE	MALE	TOTAL
ALBANIA	0	6	6
AUSTRALIA	5	37	42
AUSTRIA	15	60	75
BELARUS	0	1	1
BELGIUM	6	31	37
BULGARIA	3	18	21
CANADA	16	97	113
CHINA	3	26	29
CROATIA	1	4	5
CZECH & SLOVAK F.R. *	1	13	14
CZECH REPUBLIC	0	1	1
DENMARK	1	8	9
ESTONIA	0	3	3
FINLAND	8	40	48
FRANCE	47	118	165
GERMANY	10	69	79
GREECE	5	6	11
HUNGARY	1	16	17
ICELAND	1	1	2
IRELAND	2	18	20
ISRAEL	1	14	15
ITALY	12	35	47
JAPAN	4	14	18
NETHERLANDS	5	83	88
NEW ZEALAND	0	10	10
NORWAY	0	4	4
POLAND	2	13	15
PORTUGAL	1	1	2
RUSSIAN FEDERATION	2	50	52
SLOVAK REPUBLIC	0	9	9
SLOVENIA	0	5	5
SOUTH AFRICA	1	6	7
SPAIN	15	31	46
SWEDEN	3	35	38
SWITZERLAND	1	10	11
TURKEY	3	12	15
UK	13	134	147
UKRAINE	4	5	9
USA	154	902	1056
T O T A L	346	1946	2292

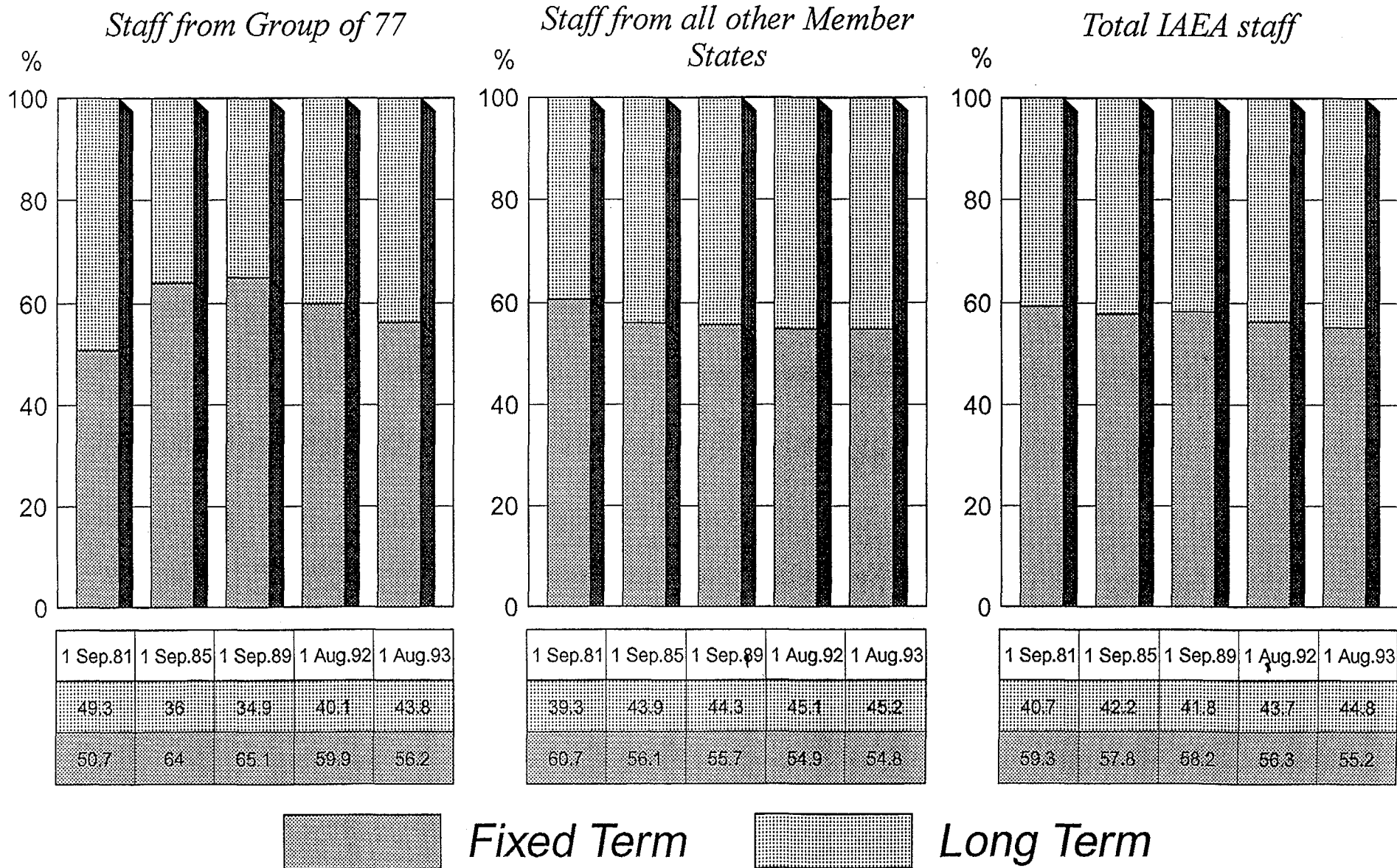
►►GRAND TOTAL

COUNTRIES	FEMALE	MALE	TOTAL
104	514	3106	3620

*) Applies to applications received before the separation of the Czech and Slovak Federal Republic.

STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

PROFESSIONAL AND HIGHER CATEGORIES STAFF BY TYPE OF CONTRACT



PROFESSIONAL AND HIGHER CATEGORIES STAFF BY AREA AND COUNTRY
DEPARTMENT OF SAFEGUARDS

COUNTRIES (tentatively arranged by geographical area)	1 SEPTEMBER 1981 TOTAL	1 SEPTEMBER 1985 TOTAL	1 SEPTEMBER 1989 TOTAL	1 August 1992							1 August 1993							COMPARED TO				
				DDG	D	P-5	P-4	P-3	P-2	P-1	TOTAL	DDG	D	P-5	P-4	P-3	P-2	P-1	TOTAL	1981	1985	1989
NORTH AMERICA																						
CANADA	6	9	11	1	-	1	7	-	1	-	10	-	-	1	7	-	1	-	9	+3	-	-2
USA	39	43	43	-	1	14	22	12	-	-	49	-	1	15	22	10	-	-	48	+9	+5	+5
TOTAL AREA	45	52	54	1	1	15	29	12	1	-	59	-	1	16	29	10	1	-	57	+12	+5	+3
LATIN AMERICA																						
ARGENTINA	1	1	1	-	-	-	1	-	-	-	1	-	-	-	1	-	-	-	1	-	-	-
BOLIVIA	0	2	3	-	-	-	2	1	-	-	3	-	-	-	2	1	-	-	3	+3	+1	-
BRAZIL	2	3	2	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	1	-1	-2	-1
CHILE	1	2	2	-	-	-	2	-	-	-	2	-	-	2	-	-	-	-	2	+1	-	-
COLOMBIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
COSTA RICA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
CUBA	0	0	1	-	-	-	-	1	-	-	0	-	-	-	1	-	-	-	1	+1	+1	-
DOMINICAN REP.	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
ECUADOR	0	0	0	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	1	+1	+1	+1
EL SALVADOR	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
GUATEMALA	1	1	1	-	-	-	1	-	-	-	1	-	-	1	-	-	-	-	1	-	-	-
HAITI	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
JAMAICA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
MEXICO	0	2	4	-	1	-	1	4	-	-	6	-	-	-	1	4	-	-	5	+5	+3	+1
NICARAGUA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
PANAMA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
PARAGUAY	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
PERU	0	0	1	-	-	-	-	1	-	-	1	-	-	1	-	-	-	-	1	+1	+1	-
URUGUAY	0	1	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-1	-
VENEZUELA	0	1	1	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	1	+1	-	-
TOTAL AREA	5	13	16	-	1	-	7	10	-	-	18	-	-	-	8	9	-	-	17	+12	+4	+1
WESTERN EUROPE																						
AUSTRIA	3	1	3	-	-	-	2	2	-	-	4	-	-	-	2	2	-	-	4	+1	+3	+1
BELGIUM	4	5	5	-	-	-	1	2	1	-	4	-	-	1	2	1	-	-	4	-	-1	-1
CYPRUS	0	0	0	-	-	1	2	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
DENMARK	0	0	1	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	0	-	-	-1
FINLAND	1	4	4	-	-	2	2	-	-	-	4	-	-	2	2	-	-	-	4	+3	-	-
FRANCE	5	10	9	-	-	3	5	-	-	-	8	-	-	4	4	-	-	-	8	+3	-2	-1
GERMANY **	18	19	17	-	1	8	8	1	-	-	18	-	1	9	7	1	-	-	18	-	-1	+1
GREECE	3	4	4	-	-	2*	1	-	-	-	3	-	1	1	1	-	-	-	3	-	-1	-1
HOLY SEE	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
ICELAND	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
IRELAND	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
ITALY	8	10	10	-	-	3	2	2	-	-	7	-	-	3	2	2	-	-	7	-1	-3	-3
LIECHTENSTEIN	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
LUXEMBOURG	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
MONACO	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
NETHERLANDS	1	2	2	-	-	-	1	-	-	-	1	-	-	1	-	-	-	-	1	-	-1	-1
NORWAY	1	1	1	-	1	-	-	-	-	-	1	-	1	-	-	-	-	-	1	-	-	-
PORTUGAL	1	3	1	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-1	-3	-1
SPAIN	2	8	7	-	-	2	3	1	-	-	6	-	-	2	3	1	-	-	6	+4	-2	-1
SWEDEN	5	3	4	-	-	2	1	1	-	-	4	-	-	1	1	1	-	-	3	-2	-	-1
SWITZERLAND	1	2	0	-	-	-	-	-	-	-	0	1	-	-	-	-	-	-	1	-	-1	+1
TURKEY	1	5	6	-	-	-	2	3	-	-	5	-	-	-	2	3	-	-	5	+4	-	-1
UK	11	15	11	-	-	4	3	3	-	-	10	-	-	4	3	3	-	-	10	-1	-5	-1
TOTAL AREA	65	92	85	-	2	27	33	14	-	-	76	1	3	27	30	14	-	-	75	+10	-17	-10

PROFESSIONAL AND HIGHER CATEGORIES STAFF BY AREA AND COUNTRY
DEPARTMENT OF SAFEGUARDS

COUNTRIES (tentatively arranged by geographical area)	1 SEPTEMBER 1981 TOTAL	1 SEPTEMBER 1985 TOTAL	1 SEPTEMBER 1989 TOTAL	1 August 1992							1 August 1993							COMPARED TO			
				DDG	D	P-5	P-4	P-3	P-2	P-1	TOTAL	DDG	D	P-5	P-4	P-3	P-2	P-1	TOTAL	1981	1985
EASTERN EUROPE																					
ALBANIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
BELARUS	2	2	1	-	-	-	1	1	-	-	2	-	-	-	1	1	-	2	-	-	+1
BULGARIA	1	2	4	-	-	-	1	1	-	-	2	-	-	-	1	1	-	2	+1	-	-2
CROATIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
CZECH & SLOVAK F.R.***	5	4	4	-	-	-	2	1	-	-	3	-	-	-	2	1	-	3	-2	-1	-1
ESTONIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
HUNGARY	3	2	3	-	-	1	1	1	-	-	3	-	-	1	1	1	-	3	-	+1	-
POLAND	6	3	2	-	-	1	-	3	-	-	4	-	-	1	-	3	-	4	-2	+1	+2
ROMANIA	1	1	1	-	-	-	-	1	-	-	1	-	-	-	-	1	-	1	-	-	-
RUSSIAN FEDERATION	18	15	20	-	-	4	11	5	-	-	20	-	1	5	12	3	-	21	+3	+6	+1
SLOVENIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
UKRAINE	1	2	3	-	-	-	2	1	-	-	3	-	-	-	1	1	-	3	+1	-	-1
YUGOSLAVIA	0	3	3	-	-	-	1	1	-	-	2	-	-	-	1	1	-	2	+2	-1	-1
TOTAL AREA	37	34	41	-	-	6	19	15	-	-	40	-	1	7	19	13	-	40	+3	+6	-1
AFRICA																					
ALGERIA	1	1	1	-	-	1	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-
CAMEROON	0	0	0	-	-	-	-	-	1	-	1	-	-	-	-	1	-	1	+1	+1	+1
COTE D'IVOIRE	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
EGYPT	1	5	6	-	-	1	2	5	-	-	8	-	-	1	2	5	-	8	+7	+3	+2
ETHIOPIA	0	1	1	-	-	-	-	1	1	-	2	-	-	-	2	-	-	2	+2	+1	+1
GABON	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
GHANA	0	1	1	-	-	-	-	1	-	-	1	-	-	-	-	1	-	1	+1	-	-
KENYA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
LIBERIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
LIBYAN ARAB JAM.	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
MADAGASCAR	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
MALI	0	1	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-1	-
MAURITIUS	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
MOROCCO	0	0	1	-	-	-	-	1	-	-	1	-	-	-	-	1	-	1	+1	+1	-
NAMIBIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
NIGER	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
NIGERIA	2	2	2	-	-	1	-	1	-	-	2	-	-	1	-	1	-	2	-	-	-
SENEGAL	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
SIERRA LEONE	0	1	0	-	-	-	-	-	-	-	0	-	-	-	-	-	1	1	+1	-	+1
SOUTH AFRICA	1	1	1	-	-	1	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-
SUDAN	1	1	1	-	-	-	1	-	-	-	1	-	-	-	1	-	-	1	-	-	-
TANZANIA, UN. REP.	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
TUNISIA	0	1	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-1	-
UGANDA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
ZAIRE, REP. OF	0	1	2	-	-	-	1	1	-	-	2	-	-	1	1	-	-	2	+2	+1	-
ZAMBIA	0	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1	+1	-	-
ZIMBABWE	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
TOTAL AREA	6	17	17	-	-	5	4	10	2	-	21	-	-	5	4	12	1	22	+16	+5	+5

PROFESSIONAL AND HIGHER CATEGORIES STAFF BY AREA AND COUNTRY
DEPARTMENT OF SAFEGUARDS

COUNTRIES (tentatively arranged by geographical area)	1 SEPTEMBER 1981 TOTAL	1 SEPTEMBER 1985 TOTAL	1 SEPTEMBER 1989 TOTAL	1 August 1992							1 August 1993							COMPARED TO				
				DDG	D	P-5	P-4	P-3	P-2	P-1	TOTAL	DDG	D	P-5	P-4	P-3	P-2	P-1	TOTAL	1981	1985	1989
MIDDLE EAST AND SOUTH ASIA																						
AFGHANISTAN	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
BANGLADESH	2	4	4	-	-	-	3	1	1	-	5	-	-	-	3	1	1	-	5	+3	+1	+1
INDIA	3	2	1	-	-	-	2	-	-	-	2	-	-	-	1	-	-	-	1	-2	-1	-
IRAN, ISLAMIC REP.	2	3	4	-	-	1	1	2	-	-	4	-	-	1	1	1	-	-	3	+1	-	-1
IRAQ	1	1	1	-	-	-	-	1	-	-	1	-	-	-	-	1	-	-	1	-	-	-
ISRAEL	0	1	1	-	-	-	1	-	-	-	1	-	-	-	1	-	-	-	1	+1	-	-
JORDAN	0	0	1	-	-	-	-	-	1	-	1	-	-	-	-	-	1	-	1	+1	+1	-
KUWAIT	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
LEBANON	1	2	2	-	-	1	1	-	-	-	2	-	-	1	1	-	-	-	2	+1	-	-
PAKISTAN	1	1	1	-	-	-	-	1	1	-	3	-	-	1	-	2	-	-	3	+2	+2	+2
QATAR	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
SAUDI ARABIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
SRI LANKA	0	1	1	-	-	-	-	1	-	-	1	-	-	-	-	1	-	-	1	+1	-	-
SYRIAN ARAB REP.	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
UN. ARAB EMIRATES	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
TOTAL AREA	10	15	16	-	-	3	8	6	3	-	20	-	-	3	7	6	2	-	18	+8	+3	+2
SOUTH EAST ASIA, THE PACIFIC AND AUSTRALIA																						
AUSTRALIA	3	4	7	-	-	1	2	2	-	-	5	-	-	1	3	1	-	-	5	+2	+1	-2
INDONESIA	0	0	3	-	-	-	1	3	-	-	4	-	-	-	-	3	-	-	3	+3	+3	-
MALAYSIA	1	0	1	-	-	-	-	2	-	-	2	-	-	-	-	2	-	-	2	+1	+2	+1
MYANMAR	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
NEW ZEALAND	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
SINGAPORE	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
THAILAND	3	6	5	-	-	-	5	-	-	-	5	-	-	-	5	-	-	-	5	+2	-1	-
TOTAL AREA	7	10	16	-	-	1	8	7	-	-	16	-	-	1	8	6	-	15	+8	+5	-1	
FAR EAST																						
CAMBODIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
CHINA	1	1	2	-	-	-	-	1	-	-	1	-	-	-	-	1	-	-	1	-	-	-1
DEM. P. REP. KOREA	1	1	2	-	-	-	-	1	-	-	1	-	-	-	-	1	-	-	1	-	-	-1
JAPAN	13	16	14	-	-	1	6	3	1	-	11	-	1	1	5	2	1	-	10	-3	-6	-4
KOREA, REP. OF	2	2	3	-	-	1	1	1	-	-	3	-	-	1	1	-	-	-	3	+1	+1	-
MONGOLIA	0	0	0	-	-	-	-	1	-	-	1	-	-	-	-	1	-	-	1	+1	+1	+1
PHILIPPINES	1	3	5	-	-	-	-	4	-	-	4	-	-	-	4	-	-	-	4	+3	+1	-1
VIET NAM	0	0	2	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	1	+1	+1	-1
TOTAL AREA	18	23	28	-	-	2	7	12	1	-	22	-	1	2	6	11	1	-	21	+3	-2	-7
GRAND TOTAL	193	256	273	1	4	59	115	86	7	-	272	1	6	61	111	81	5	-	265	+72	+9	-8

) An asterisk () in the table above indicates a staff member in a P-5 post who holds the personal grade of D-1

**) For the purpose of comparison, the figures for Eastern and Western Europe have been adjusted for the years 1981, 1985 and 1989 to reflect the unification of Germany.

***) Above status for Czech & Slovak F.R. is retained, pending approval for membership for the two new Republics.

OUTSIDE APPLICATIONS RECEIVED IN RESPONSE TO SAFEGUARDS INSPECTOR VACANCY NOTICES
DURING THE PERIOD 92.08.02 TO 93.08.01 *)

▶▶MEMBER STATES BELONGING TO THE GROUP OF 77

COUNTRIES	FEMALE	MALE	TOTAL
KOREA, REP. OF	0	2	2
NIGERIA	0	1	1
T O T A L	0	3	3

▶▶ALL OTHER MEMBER STATES

COUNTRIES	FEMALE	MALE	TOTAL
ALBANIA	0	1	1
CANADA	0	2	2
CZECH REPUBLIC	0	1	1
GERMANY	0	1	1
IRELAND	0	1	1
JAPAN	0	1	1
TURKEY	0	2	2
UK	0	4	4
USA	2	18	20
T O T A L	2	31	33

▶▶GRAND TOTAL

COUNTRIES	FEMALE	MALE	TOTAL
11	2	34	36

*) During the reference period no new vacancy notice for Safeguards Inspectors was issued.
The above applications were received in response to previous vacancy announcements.

**PROFESSIONAL AND HIGHER CATEGORIES STAFF
SUBJECT TO GEOGRAPHICAL DISTRIBUTION**

ANNEX XII

**APPOINTMENTS OF NEW STAFF AND SEPARATIONS BY AREA AND COUNTRY
DURING THE PERIOD 2 August 1992 - 1 August 1993**

COUNTRIES (tentatively arranged by geographical area)	APPOINTMENTS		SEPARATIONS
	ON-BOARD	OFFERS SENT-OUT	
NORTH AMERICA:			
CANADA	-	-	3
USA	18	1	11
LATIN AMERICA:			
BRAZIL	-	1	-
CHILE	-	-	1
CUBA	1	-	-
MEXICO	-	-	2
PERU	-	-	1
WESTERN EUROPE:			
AUSTRIA	2	-	1
BELGIUM	-	1	-
DENMARK	-	-	2
FRANCE	2	1	-
GERMANY	1	1	3
IRELAND	1	-	-
ITALY	-	-	1
SPAIN	1	-	1
SWEDEN	2	1	1
SWITZERLAND	1	-	-
UK	3	2	2
EASTERN EUROPE:			
CZECH & SLOVAK F.R.	1	-	-
HUNGARY	1	-	-
POLAND	-	1	-
ROMANIA	1	-	1
RUSSIAN FEDERATION	3	1	8
UKRAINE	-	-	1
AFRICA:			
EGYPT	1	-	-
NIGERIA	1	-	-
SIERRA LEONE	1	-	-
ZIMBABWE	1	-	-
MIDDLE EAST AND SOUTH ASIA:			
BANGLADESH	-	-	1
INDIA	2	-	1
IRAN, ISLAMIC REP.	2	-	1
ISRAEL	-	-	1
SYRIAN ARAB REP.	1	1	-
SOUTH EAST ASIA, THE PACIFIC AND AUSTRALIA:			
AUSTRALIA	2	-	-
INDONESIA	-	-	2
FAR EAST:			
CHINA	-	-	1
JAPAN	4	1	3
KOREA, REP. OF	-	1	-
PHILIPPINES	-	-	1
VIET NAM	-	1	-
TOTAL	53	14	50

