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International Atomic Energy Agency

# BOARD OF GOVERNORS GENERAL CONFERENCE

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Sub-item 5(h) of the Board's provisional agenda  
(GOV/2748)  
Item 21 of the Conference's provisional agenda  
(GC(XXXVIII)/1)

## PERSONNEL QUESTIONS

(i) STAFFING OF THE AGENCY'S SECRETARIAT (GC(XXXVII)/RES/621)

(ii) WOMEN IN THE SECRETARIAT (GC(XXXVII)/RES/622)

### Introduction

1. Pursuant to paragraph 3 of resolution GC(XXXVII)/RES/621 ("Staffing of the Agency's Secretariat") and paragraph 5 of resolution GC(XXXVII)/RES/622 ("Women in the Secretariat") adopted by the General Conference on 1 October 1993, the Director General presents in this report information on the measures taken to implement those resolutions and statistical data on the Professional staffing situation and the status of women in the Secretariat.

2. The report first states the objectives set by the Conference and describes measures taken to increase both the number of staff members drawn from developing areas and the representation of women from all geographic areas in the Professional and higher categories. It then provides statistical data (with technical explanations) and reviews the progress made in achieving the objectives set by the General Conference.

**Objectives set and measures taken**

**(a) Objectives set**

3. In resolution GC(XXXVII)/RES/621 the General Conference requested the Director General, inter alia, "to intensify his efforts, in keeping with the provisions of Article VII of the Statute, over a period of four years to increase substantially, particularly at the senior and policy-making levels, the number of staff drawn from developing countries".

4. In resolution GC(XXXVII)/RES/622 it requested him, inter alia, "to continue his efforts to improve the representation of women in the Secretariat" and called for an intensification of efforts to recruit females, particularly from developing countries, for scientific and technical posts.

**(b) Measures taken**

5. In an effort to achieve the objectives set by the General Conference, a variety of measures have been taken:

- (i) In November 1993, in a communication addressed to all Department Heads, Division Directors and the President of the Staff Council, the Director General restated the policy that applicants from developing and under-represented Member States and female applicants generally should, as a rule, be given preference in cases of comparable qualifications and suitability. Also at that time, he instructed the Director of Personnel to monitor the selection process closely and to refer appointment proposals back to the Department concerned if, in his opinion, such applicants had not received the appropriate special attention. In addition, the members of the Advisory Panel on Professional and G-8 Staff were requested to review appointment proposals with this policy in mind.
- (ii) Implementation of the policy has been reviewed regularly at Director General's Meetings (DGMs) on the basis of reports presented by the Director of Personnel.

- (iii) By means of a Circular Letter dated 17 November 1993, the above-mentioned resolutions were brought to the attention of Member States with a request that they ensure that vacancy notices reach all suitably qualified persons, who should be encouraged to apply for the vacant posts in question. The standard Circular Letter used for bringing specific vacancies to the attention of Member States has been revised: a reference to the above-mentioned resolutions was included, together with a request "that qualified women particularly from developing countries as well as other candidates from developing countries be ..... given every opportunity to be informed about the attached vacancies and be encouraged to apply."
- (iv) Vacancy notices relating to Professional and higher-grade posts have been made accessible worldwide, in a public directory, to users of the Internet network. The directory also contains the text of the Agency's conditions of employment and the personal history form, which Internet users may copy and complete in the usual manner. Details of how the directory can be accessed are attached to the above-mentioned standard Circular Letter.
- (v) The programme budgets for 1993 and 1994 included provision for three JPO (Junior Professional Officer) positions for the training of persons - especially women - from developing countries who might later apply for regular positions. Moreover, with funds that became available for deferred programme implementation it was possible to recruit one additional JPO in 1993/1994. In the above-mentioned Circular Letter dated 17 November 1993, Member States were also requested to provide extrabudgetary resources in the order of \$100 000 so that two further JPO positions might be created. So far, however, no funds have been pledged in response to that request.
- (vi) A consultant (with extensive experience of personnel management in a developing country and within the Agency) was engaged from January to April 1994 to carry out a qualitative assessment of a representative sample of applications received from persons in developing countries (about 6000 applications submitted during the period January 1993-April 1994 in response to 97 vacancy notices). He concluded, inter alia, that:

- the qualifications and experience of the applicants had been fairly and thoroughly evaluated, with reasons stated for their being rated "well-qualified", "qualified" or "not qualified";
  - in general, there was a qualitative difference between applications received from different areas in the world and the percentage of candidates rated "well-qualified" and "qualified" was significantly higher for nationals of countries not belonging to the Group of 77;
  - no cases of discrimination against an applicant from a developing country or against a female applicant had come to his notice;
  - during the past eight or nine years, the Agency had been denied the services of a significant number of well-qualified applicants, including female applicants, from developing countries for want of government sponsorship.
- (vii) A roster of qualified and well-qualified applicants from developing countries and of suitably qualified women has been established both for regular Secretariat positions and for consultant and field expert posts, and it is already being used by the Division of Personnel in dealing with current vacancies.
- (viii) The Secretariat has begun reviewing recruitment instruments such as vacancy notices, personal history forms, recruitment literature and applicant rosters with a view to ensuring that they facilitate the recruitment process, particularly with regard to applicants from developing countries and from women.

6. In addition to the measures described above, which are relevant both to resolution GC(XXXVII)/RES/621 and to resolution GC(XXXVII)/RES/622, the following measures were taken in respect of resolution GC(XXXVII)/RES/622:

- (i) With effect from 1 February 1994, a policy for preventing sexual harassment has been promulgated and an informal grievance procedure for dealing with complaints about sexual harassment and unfair or discriminatory treatment has

been introduced. The procedure foresees, inter alia, the establishment of a panel of complaints officers or mediators.

- (ii) In response to operative paragraph 4 of resolution GC(XXXVII)/RES/622, in which the Director General was requested to seek additional voluntary contributions for the development of an action plan designed to improve the representation of women, particularly from developing countries, in the Secretariat, one Member State offered to organize a seminar in Vienna for the purpose of exploring with selected staff members and the Director General ways of achieving improvements. The seminar, which took place on 29 and 30 March 1994, led to the provision - by the same Member State - of a cost-free expert for a period of six months starting on 1 June 1994. The expert recently submitted a preliminary report - based on her observations and analyses and on discussions with senior managers, with staff at all levels and with representatives of various Permanent Missions - in which she makes proposals regarding improving the Secretariat's recruitment, training and career development, promotion, and conflict resolution systems where they have an impact on the status of women.
- (iii) A proposal to extend to Professional staff the option of part-time employment (which had been identified by the International Civil Service Commission as one means of facilitating the employment of women) was submitted to the Administrative and Budgetary Committee in May 1994. The Committee decided not to make any recommendation on this proposal to the Board at the present time.
- (iv) A handbook on career development for staff in the General Service category was approved for use in supporting career development efforts in the future.
- (v) The maximum duration of post-maternity leave has been increased from one year to two years.
- (vi) A consultant to the Gender Working Group of the United Nations Commission on Science and Technology for Development visited the Agency's Headquarters on 24-25 May 1994 in the context of a study being conducted by him on the performance of United Nations organizations in the field of

"gender, science and technology". His preliminary conclusion was that the Agency has a very active and forward-looking policy as regards the recruitment of women professionals, despite its highly specialized field of work. In his view, the most important measure facilitating the recruitment of senior women scientists would be the identification of a sizeable pool of senior women professionals, particularly in science and technology.

- (vii) Considerable efforts have been made to increase the number of women performing expert missions for the Agency and the number of fellowships awarded to women. In April 1993 the Deputy Director General for Technical Co-operation requested all staff concerned to endeavour to increase the number of suitably qualified women serving the Technical Co-operation programme as experts, and the percentage of missions performed by female experts in 1993 was 7.1% - compared with 6.5% in 1992 and 2.2% in 1981. However, from 1992 to 1993 there was a decline in the percentage of fellowships awarded to women from 24.3% to 21.8%.

#### **Statistical data and review of progress**

7. In the statistical part of this document, Annexes I to V contain staffing data by area and country for all Member States; Annexes VI to XI focus on the representation of developing countries on the Secretariat staff; Annexes XII to XVII contain statistics on staff drawn from countries belonging to the Group of 77; and Annexes XVIII to XX focus on the representation of women. In most cases, the reference date is 1 August 1994.

8. In this report, the Secretariat has used the definition of "developing country" used by the Statistical Division of the Department of Economic and Social Information and Policy Analysis of the United Nations Secretariat in its "World Economic and Social Survey".

9. Data regarding the representation of countries belonging to the Group of 77 have been adjusted to take into account the current membership of the Group.

**(a) Geographical distribution and principles guiding the recruitment of staff**

10. As in the past, the data provided in this document (with the exception of Annexes V, IX, XI, XV, XVII, XVIII, XIX and XX) relate to staff members in posts "subject to geographical distribution" - which, in accordance with the practice followed throughout the United Nations system, means essentially regular posts in the Professional and higher categories held by staff members who have been appointed for a period of at least one year by the Director General following standard recruitment procedures (i.e. the circulation of a vacancy notice, competitive selection and government sponsorship). Excluded are staff members in posts requiring specific linguistic skills (i.e. translators, revisers and editors), staff members appointed after inter-agency consultations (i.e. the physicians in the VIC Medical Service) and staff members recruited under the special procedures provided for in Section II/11 of the Administrative Manual (e.g. cost-free experts, extrabudgetary staff, temporary staff, consultants and Technical Co-operation experts).

11. Thus, the total number of posts subject to geographical distribution is calculated as follows:

Established posts in the adjusted staffing table for 1994	758
<b>plus</b>	
JPOs in posts financed from the Regular Budget	4
Common VIC Library posts	6
<b>sub-total</b>	<b>768</b>
<b>minus (exempted posts)</b>	
Director General	1
Linguistic staff	62
Medical Service physicians	3
<b>Total</b>	<b>702</b>

12. The Agency does not have "quotas" or "desirable ranges" for staff recruitment purposes. The guiding principles for recruitment are laid down in Article VII.D of the Statute. The paramount consideration is to secure employees of the highest standards of efficiency, technical competence and integrity. Subject to this consideration, due regard is paid to the contributions of Member States to the Agency and the importance of recruiting staff on as wide a geographical basis as possible.

13. For exclusively internal information and for assessing the appropriateness of the nationality distribution of the staff, the Secretariat maintains a pro forma record of post allocations based on Member States' contributions towards the Agency's Regular Budget and compares it with the actual staff nationality distribution.

**(b) General observations on the staffing situation and distribution of staff by area**

14. The total number of staff in the Professional and higher categories has increased by 21 (3.5%) since 1 August 1993. The increase was due to a decrease in the number of the vacant posts subject to geographical distribution - a number which had been high as several posts had been kept vacant for financial reasons. As of 1 August 1994, there had been a net increase of eight in the number of staff members relative to 1989.

15. During the 1980s and at the beginning of the 1990s, the percentage of staff drawn from the areas of Latin America, Africa, the Middle East and South Asia, and South East Asia and the Pacific increased significantly, whereas the percentage of staff drawn from North America, Western Europe and Eastern Europe declined.

**(c) Progress with regard to staff drawn from developing countries**

16. As can be seen from Annex VI, the percentage representation of developing Member States increased over the period 1981 to August 1994 from 16.6% to 32.2% - an increase of close to 100% in 13 years. As can be seen from Annex VII, the increase was from 25.9% to 30.3% in the case of senior staff.

17. During the period August 1993 to August 1994, 65 persons separated from and 86 were appointed to posts subject to geographical distribution, - a net increase of 21. Of those who separated from such posts, 17 - or 26% - were nationals of developing Member States. Of the appointees, 34 - or 40% - were nationals of developing Member States (see Annex III), who thus accounted for 81% of the net increase (17 out of 21).

18. Of the 5072 outside applications received for vacant posts in the Professional and higher categories (see Annex XI), 1765 - 34,8% - were from nationals of developing countries. Qualified and well-qualified applicants from developing countries accounted for 27.3% of the total number of qualified and well-qualified applicants, while 41.5% of the positions for which selections were made went to applicants from developing countries.



**(d) Progress on improving the status of women**

19. Annex XVIII shows that the percentage share of female staff in the Professional and higher categories increased from 12.6% in 1989 to 16.8% in August 1994. Over the same period, the number of women at the levels P-5 to DDG increased from six to 17 - an increase in the representation of women at these levels from 3.5% to 9.1% .

20. Of the 65 staff members in the Professional and higher categories who separated from the Agency between August 1993 and August 1994, nine - or 14% - were women, whereas 20 - or 23% - of the 86 appointees during the same period were women. Thus, the number of women in the Professional and higher categories increased by eleven, accounting for 52% of the total net increase in staff numbers between August 1993 and August 1994 (Annex III).

21. Of the 5072 outside applications received for vacant posts in the Professional and higher categories (see Annex XX), 910 - or 17.9% - were from female applicants. Qualified and well-qualified female applicants accounted for 16.6% of the total number of qualified and well-qualified applicants, while 29.2% of the positions for which selections were made went to female applicants.

**Conclusion**

22. The report shows that a wide range of measures have been taken pursuant to resolutions GC(XXXVII)/RES/621 and GC(XXXVII)/RES/622. These measures seem to have been instrumental in further diversifying the nationality distribution of the staff and improving the representation of women in the Secretariat. The Secretariat will continue to take such measures, and Member States - particularly developing countries - are urged to nominate more well-qualified candidates - especially women - in order that further progress may be achieved.



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### DATA BY AREA AND COUNTRY (ALL MEMBER STATES)

- Annex I* Professional and higher-category staff by area and country  
*Annex II* Page 1: Professional and higher-category staff by area (total numbers)  
Page 2: Professional and higher-category staff by area (percentages)  
*Annex III* Appointments and separations by area and country  
*Annex IV* Professional and higher-category staff by area and country (Department of Safeguards)  
*Annex V* Professional and higher-category staff holding contracts of three months or longer (exempted regular staff, temporary staff, cost-free experts, extrabudgetary staff, consultants)

### REPRESENTATION OF DEVELOPING MEMBER STATES ON THE SECRETARIAT STAFF

- Annex VI* Professional and higher-category staff from developing Member States and from other Member States (total numbers and percentages)  
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Annexes I to V

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DATA BY AREA  
AND COUNTRY  
(ALL MEMBER STATES)



**PROFESSIONAL AND HIGHER-CATEGORY STAFF BY AREA AND COUNTRY  
STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION**

COUNTRIES (tentatively arranged by geographical area)	1 SEPTEMBER 1981 TOTAL	1 SEPTEMBER 1985 TOTAL	1 SEPTEMBER 1989 TOTAL	1 August 1993							1 August 1994							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
<b>NORTH AMERICA</b>																						
CANADA	18	18	19	-	-	5	13	1	1	-	20	-	-	2	12	1	1	-	16	-2	-2	-3
USA	91	96	96	1	3	31	37	24	6	-	102	1	3	30*	38	22	7	-	101	+10	+5	+5
<b>TOTAL AREA</b>	<b>109</b>	<b>114</b>	<b>115</b>	<b>1</b>	<b>3</b>	<b>36</b>	<b>50</b>	<b>25</b>	<b>7</b>	<b>-</b>	<b>122</b>	<b>1</b>	<b>3</b>	<b>32</b>	<b>50</b>	<b>23</b>	<b>8</b>	<b>-</b>	<b>117</b>	<b>+8</b>	<b>+3</b>	<b>+2</b>
<b>LATIN AMERICA</b>																						
ARGENTINA	4	3	4	-	-	3*	1	-	-	-	4	-	-	3*	1	-	-	-	4	-	+1	-
BOLIVIA	1	3	4	-	-	-	3	1	-	-	4	-	-	1	2	1	-	-	4	+3	+1	-
BRAZIL	4	9	8	-	1	1	-	3	-	-	5	-	1	1	1	3	-	-	6	+2	-3	-2
CHILE	2	2	4	-	-	-	2	-	-	-	4	-	-	2	2	-	-	-	4	+2	+2	-
COLOMBIA	1	1	2	-	-	1	-	2	-	-	3	-	-	1	1	2	-	-	4	+3	+3	+2
COSTA RICA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
CUBA	0	1	4	-	-	-	-	4	-	-	4	-	-	-	-	3	-	-	3	+3	+2	-1
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	-	1	1	2	4	-	-	8	-	1	-	1	5	-	-	0	+6	+2	-
NICARAGUA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
PANAMA	1	0	0	-	-	-	-	-	-	-	0	-	1	-	-	-	-	-	1	-	+1	+1
PARAGUAY	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
PERU	2	3	4	-	-	-	2	-	1	-	3	-	-	-	2	1	2	-	5	+3	+2	+1
URUGUAY	0	1	1	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	1	+1	-	-
VENEZUELA	1	3	4	-	-	-	1	2	-	-	3	-	-	-	1	2	-	-	3	+2	-	-1
<b>TOTAL AREA</b>	<b>18</b>	<b>33</b>	<b>45</b>	<b>-</b>	<b>2</b>	<b>6</b>	<b>13</b>	<b>20</b>	<b>2</b>	<b>-</b>	<b>43</b>	<b>-</b>	<b>3</b>	<b>6</b>	<b>13</b>	<b>21</b>	<b>3</b>	<b>-</b>	<b>46</b>	<b>+28</b>	<b>+13</b>	<b>+1</b>
<b>WESTERN EUROPE</b>																						
AUSTRIA	20	17	20	-	-	4*	3	10	-	-	17	-	-	4*	3	12	-	-	19	-1	+2	-1
BELGIUM	8	9	7	-	-	1	2	1	-	-	4	-	-	2	2	2	-	-	6	-2	-3	-1
CYPRUS	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
DENMARK	5	4	5	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	0	-5	-4	-5
FINLAND	6	8	6	-	-	2	3	-	-	-	5	-	-	2	3	-	-	-	5	-1	-3	-1
FRANCE	22	29	24	-	3	8*	7	2	2	-	22	-	2	8*	9	4	1	-	24	+2	-5	-
GERMANY	42	45	46	-	2	19	18	3	1	-	43	-	2	17*	18	6	-	-	43	+1	-2	-3
GREECE	5	6	5	-	1	1	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	-	-	-	1	-	-	-	1	-	-	-	2	-	-1	-
ITALY	17	23	22	-	2	9	3	3	2	-	19	-	2	8	3	3	2	-	18	+1	-5	-4
LIECHTENSTEIN	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
LUXEMBOURG	1	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-1	-	-
MONACO	1	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	1	-	+1	+1
NETHERLANDS	6	8	7	-	2	3*	2	-	1	-	8	-	2	3	1	-	1	-	7	+1	-1	-
NORWAY	1	1	3	-	1	-	-	1	-	-	2	-	1	-	-	-	-	-	1	-	-	-2
PORTUGAL	2	3	1	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-2	-3	-1
SPAIN	2	12	13	-	-	4	5	1	1	-	11	-	-	5	5	2	1	-	13	+11	+1	-
SWEDEN	9	10	10	-	-	2*	3	2	-	1	8	-	-	3*	2	2	3	-	10	+1	-	-
SWITZERLAND	6	7	3	1	-	1*	2	-	-	-	4	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	12	7	9	1	-	31	-	2	14*	10	8	1	-	35	+10	+4	+5
<b>TOTAL AREA</b>	<b>186</b>	<b>225</b>	<b>214</b>	<b>1</b>	<b>13</b>	<b>67</b>	<b>60</b>	<b>38</b>	<b>9</b>	<b>1</b>	<b>189</b>	<b>1</b>	<b>12</b>	<b>69</b>	<b>63</b>	<b>45</b>	<b>11</b>	<b>-</b>	<b>201</b>	<b>+15</b>	<b>-24</b>	<b>-13</b>

1)





## PROFESSIONAL AND HIGHER-CATEGORY STAFF BY AREA AND COUNTRY STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

COUNTRIES (tentatively arranged by geographical area)	1 SEPTEMBER 1981 TOTAL	1 SEPTEMBER 1985 TOTAL	1 SEPTEMBER 1989 TOTAL	1 August 1993							1 August 1994							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
<b>MIDDLE EAST AND SOUTH ASIA</b>																						
AFGHANISTAN	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
BANGLADESH	3	5	8	-	-	1*	4	3	1	-	9	-	-	-	4	2	1	-	7	+4	+2	-1
INDIA	6	7	6	-	2	4	3	-	-	-	9	-	1	4	4	2	-	1	12	+6	+5	+6
IRAN, ISLAMIC REP.	3	4	6	-	-	2	3	2	1	-	8	-	-	3	2	1	1	-	7	+4	+3	+1
IRAQ	0	1	1	-	-	-	-	2	-	-	2	-	-	-	-	2	-	-	2	+2	+1	+1
ISRAEL	2	1	2	-	-	-	2	-	-	-	2	-	-	-	2	1	-	-	3	+1	+2	+1
JORDAN	0	0	1	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	0	-	-	-1
KUWAIT	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
LEBANON	3	3	4	-	-	1	1	1	1	-	4	-	-	1	1	1	-	-	3	-	-	-1
PAKISTAN	3	1	3	-	-	2	1	2	-	-	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	-	2	1	1	1	6	+5	-	-
SYRIAN ARAB REP.	0	0	0	-	-	-	1	-	-	-	1	-	-	1	1	-	-	1	3	+3	+3	+3
UN. ARAB EMIRATES	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
<b>TOTAL AREA</b>	<b>21</b>	<b>28</b>	<b>37</b>	<b>-</b>	<b>3</b>	<b>10</b>	<b>16</b>	<b>12</b>	<b>4</b>	<b>-</b>	<b>45</b>	<b>-</b>	<b>2</b>	<b>11</b>	<b>17</b>	<b>11</b>	<b>4</b>	<b>3</b>	<b>48</b>	<b>+27</b>	<b>+20</b>	<b>+11</b>
<b>SOUTH EAST ASIA AND THE PACIFIC</b>																						
AUSTRALIA	5	6	13	-	2	2	7	2	1	-	14	-	2	2	6	2	1	-	13	+8	+7	-
INDONESIA	3	2	5	-	-	-	-	3	-	-	3	-	-	-	-	3	-	-	3	-	+1	-2
MALAYSIA	0	2	4	-	-	1	-	2	-	-	3	-	-	1	-	2	-	-	3	+3	+1	-1
MARSHALL ISLANDS	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
MYANMAR	0	1	1	-	-	-	1	-	-	-	1	-	-	1	-	1	-	1	2	+2	+1	+1
NEW ZEALAND	1	3	1	-	-	1	-	1	-	-	2	-	-	1	-	1	-	-	2	+1	-1	+1
SINGAPORE	0	1	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-1	+1
THAILAND	4	7	6	-	-	1	5	-	-	-	6	-	-	1	5	1	-	-	7	+3	-	+1
<b>TOTAL AREA</b>	<b>13</b>	<b>22</b>	<b>30</b>	<b>-</b>	<b>2</b>	<b>5</b>	<b>13</b>	<b>8</b>	<b>1</b>	<b>-</b>	<b>29</b>	<b>-</b>	<b>2</b>	<b>5</b>	<b>12</b>	<b>9</b>	<b>2</b>	<b>-</b>	<b>30</b>	<b>+17</b>	<b>+8</b>	<b>-</b>
<b>FAR EAST</b>																						
CAMBODIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
CHINA	2	3	7	1	1	-	3	3	-	-	8	1	-	-	4	4	-	-	9	+7	+6	+2
JAPAN	23	26	18	1	1	2	8	5	1	-	18	1	1	4	7	4	1	-	18	-5	-8	-
KOREA, DEM. PEOP. REP.	1	1	2	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	1	-	-	-1
KOREA, REP. OF	3	3	4	-	-	1	2	1	-	-	4	-	1	1	2	1	-	1	6	+3	+3	+2
MONGOLIA	0	0	0	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	1	+1	+1	+1
PHILIPPINES	4	7	8	-	-	-	-	4	1	-	5	-	-	-	1	3	3	-	7	+3	-	-1
VIET NAM	1	1	2	-	-	-	-	1	-	-	1	-	-	-	1	1	-	-	2	+1	+1	-
<b>TOTAL AREA</b>	<b>34</b>	<b>41</b>	<b>41</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>13</b>	<b>16</b>	<b>2</b>	<b>-</b>	<b>38</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>15</b>	<b>15</b>	<b>4</b>	<b>1</b>	<b>44</b>	<b>+10</b>	<b>+3</b>	<b>+3</b>
<b>GRAND TOTAL</b>	<b>481</b>	<b>574</b>	<b>613</b>	<b>5</b>	<b>29</b>	<b>158</b>	<b>210</b>	<b>161</b>	<b>34</b>	<b>3</b>	<b>600</b>	<b>5</b>	<b>28</b>	<b>156</b>	<b>217</b>	<b>167</b>	<b>42</b>	<b>6</b>	<b>621</b>	<b>+140</b>	<b>+47</b>	<b>+8</b>

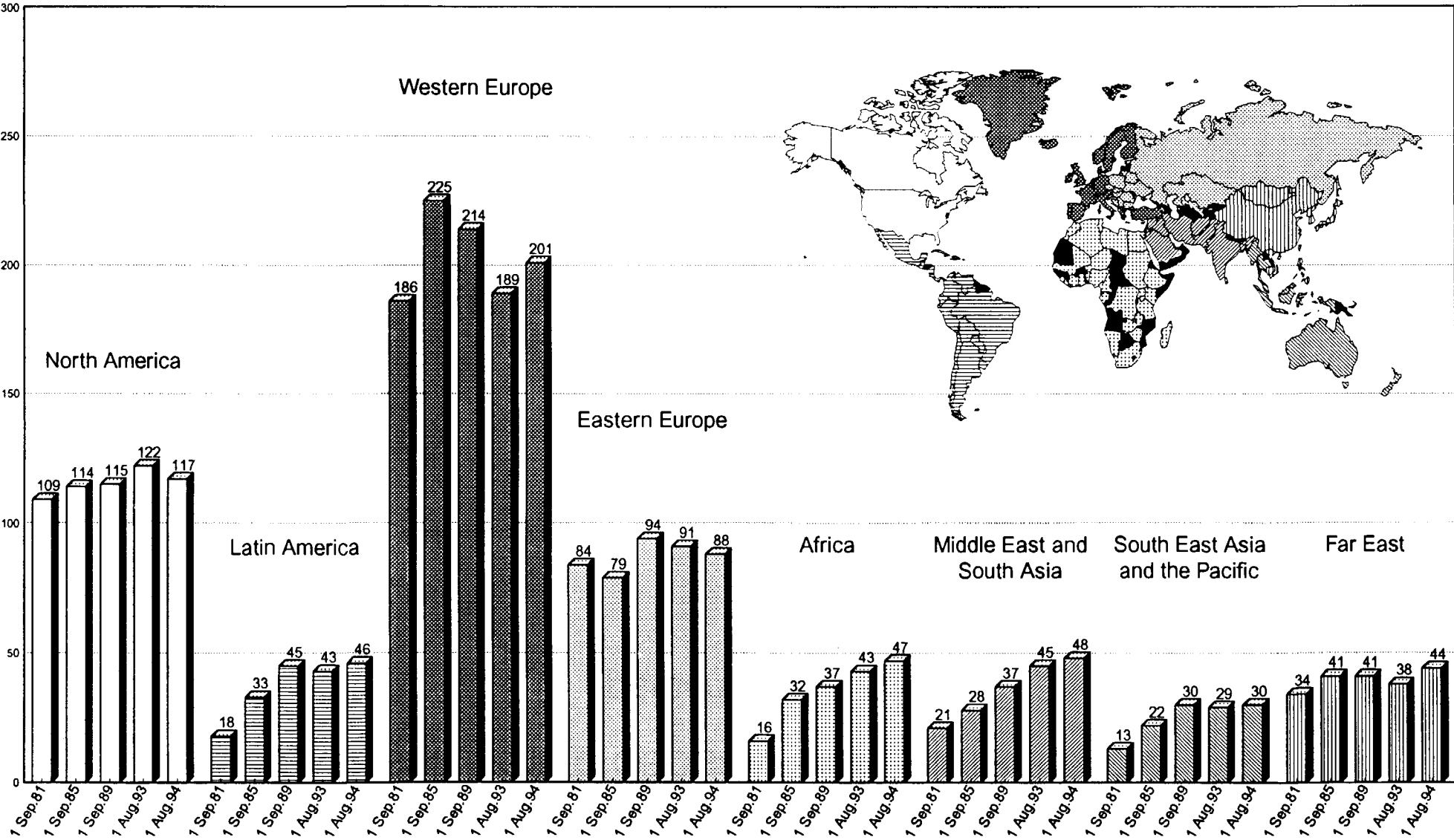
- \*) indicates a staff member in a P-5 post who holds the personal grade of D-1.  
4) indicates a staff member in a D post who holds the personal grade of Assistant Director General (ADG).  
1) The figures for Eastern and Western Europe for the years 1981, 1985 and 1989 have been adjusted to reflect the unification of Germany.  
2) Not a Member State.  
3) Figures for the Czech and Slovak Federal Republic are given for purposes of comparison with the figures for the Czech Republic and the Slovak Republic.  
4) No longer a Member State.



# PROFESSIONAL AND HIGHER-CATEGORY STAFF BY AREA

## STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

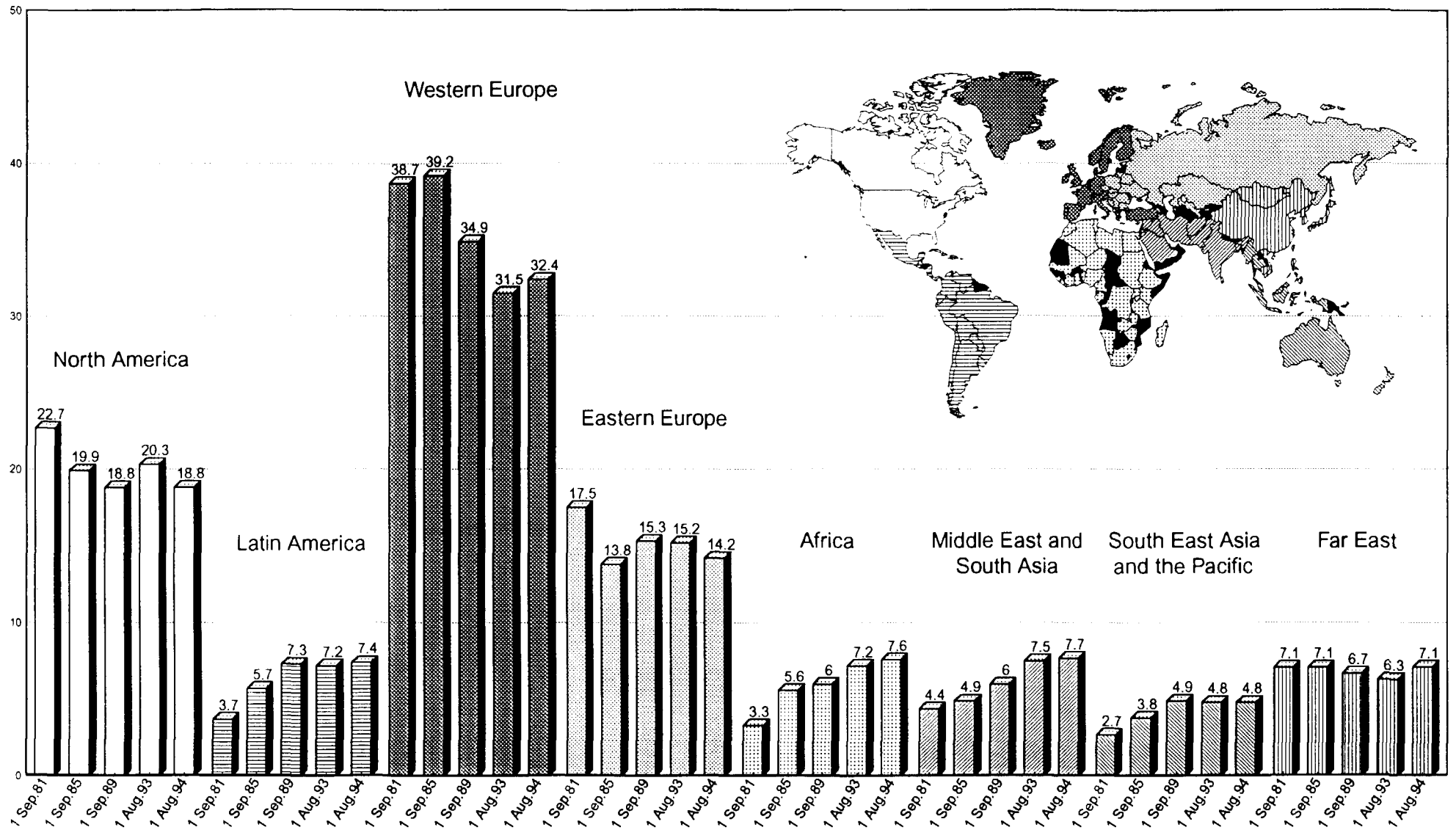
(total numbers)



# PROFESSIONAL AND HIGHER-CATEGORY STAFF BY AREA

## STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

(percentages)



**PROFESSIONAL AND HIGHER-CATEGORY STAFF  
STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION**

**APPOINTMENTS AND SEPARATIONS BY AREA AND COUNTRY  
2 August 1993 - 1 August 1994**

COUNTRIES (tentatively arranged by geographical area)			TOTAL STAFF 93.08.01	APPOINTMENTS (MALE/FEMALE)	SEPARATIONS (MALE/FEMALE)	TOTAL STAFF 94.08.01
	DEVELOPING COUNTRY	G77 COUNTRY				
<b>NORTH AMERICA:</b>						
CANADA			20	-	4 (4/0)	16
USA			102	9 (5/4)	10 (8/2)	101
<b>LATIN AMERICA:</b>						
BRAZIL	X	X	5	1 (1/0)	-	6
COLOMBIA	X	X	3	1 (1/0)	-	4
CUBA	X	X	4	-	1 (1/0)	3
EL SALVADOR	X	X	-	-	-	-
MEXICO	X		8	1 (0/1)	2 (2/0)	7
PANAMA	X	X	-	1 (1/0)	-	1
PERU	X	X	3	2 (1/1)	-	5
<b>WESTERN EUROPE:</b>						
AUSTRIA			17	4 (3/1)	2 (1/1)	19
BELGIUM			4	2 (2/0)	-	6
DENMARK			1	-	1 (0/1)	-
FRANCE			22	4 (4/0)	2 (2/0)	24
GERMANY			43	3 (2/1)	3 (3/0)	43
IRELAND			1	1 (1/0)	-	2
ITALY			19	-	1 (1/0)	18
MONACO			-	1 (0/1)	-	1
NETHERLANDS			8	-	1 (1/0)	7
NORWAY			2	-	1 (1/0)	1
SPAIN			11	3 (2/1)	1 (1/0)	13
SWEDEN			8	3 (1/2)	1 (1/0)	10
UK			31	5 (5/0)	1 (1/0)	35
<b>EASTERN EUROPE:</b>						
ALBANIA			-	1 (1/0)	-	1
BOSNIA - HERCEGOVINA	X		-	1 (1/0)	-	1
CROATIA	X		3	-	1 (1/0)	2
CZECH & SLOVAK F.R.			5	-	5 (5/0)	-
CZECH REPUBLIC			-	4 (4/0)	1 (1/0)	3
HUNGARY			6	-	1 (0/1)	5
ROMANIA		X	5	-	1 (1/0)	4
RUSSIAN FEDERATION			46	3 (3/0)	5 (4/1)	44
SLOVAK REPUBLIC			-	3 (3/0)	-	3
THE F.YUG.RP. MACEDONIA	X		-	1 (1/0)	-	1
UKRAINE			5	1 (1/0)	1 (0/1)	5
YUGOSLAVIA	X	X	4	-	2 (2/0)	2

PROFESSIONAL AND HIGHER-CATEGORY STAFF  
STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

APPOINTMENTS AND SEPARATIONS BY AREA AND COUNTRY  
2 August 1993 - 1 August 1994

COUNTRIES (tentatively arranged by geographical area)		TOTAL STAFF 93.08.01	APPOINTMENTS (MALE/FEMALE)	SEPARATIONS (MALE/FEMALE)	TOTAL STAFF 94.08.01	
	DEVELOPING COUNTRY					G77 COUNTRY
<b>AFRICA:</b>						
ALGERIA	X	X	2	1 (1/0)	-	3
MAURITIUS	X	X	1	1 (1/0)	-	2
NIGERIA	X	X	7	-	1 (1/0)	6
SIERRA LEONE	X	X	1	1 (0/1)	-	2
SOUTH AFRICA	X	X	1	2 (2/0)	-	3
ZAIRE	X	X	2	1 (1/0)	-	3
ZAMBIA	X	X	1	-	1 (1/0)	1
<b>MIDDLE EAST AND SOUTH ASIA:</b>						
BANGLADESH	X	X	9	-	2 (2/0)	7
INDIA	X	X	9	5 (3/2)	2 (2/0)	12
IRAN, ISLAMIC REP.	X	X	8	-	1 (1/0)	7
ISRAEL	X		2	1 (1/0)	-	3
JORDAN	X	X	1	-	1 (1/0)	-
LEBANON	X	X	4	-	1 (0/1)	3
PAKISTAN	X	X	5	-	-	5
SRI LANKA	X	X	4	2 (1/1)	-	6
SYRIAN ARAB REP.	X	X	1	2 (2/0)	-	3
<b>SOUTH EAST ASIA AND THE PACIFIC:</b>						
AUSTRALIA			14	-	1 (1/0)	13
MYANMAR	X	X	1	1 (0/1)	-	2
THAILAND	X	X	6	1 (0/1)	-	7
<b>FAR EAST:</b>						
CHINA	X		8	2 (2/0)	1 (1/0)	9
JAPAN			18	5 (5/0)	5 (4/1)	18
KOREA, REP. OF	X	X	4	3 (3/0)	1 (1/0)	6
PHILIPPINES	X	X	5	2 (0/2)	-	7
VIET NAM	X	X	1	1 (1/0)	-	2
<b>TOTAL MOVEMENTS</b>						
				86 (66/20)	65 (56/9)	
<b>DEVELOPING MEMBER STATES</b>				34 (40 %)	17 (26 %)	
<b>OTHER MEMBER STATES</b>				52 (60 %)	48 (74 %)	
<b>GROUP OF 77</b>				28 (33 %)	14 (22 %)	
<b>OTHER MEMBER STATES</b>				58 (67 %)	51 (78 %)	
<b>MALE STAFF</b>				66 (77 %)	56 (86 %)	
<b>FEMALE STAFF</b>				20 (23 %)	9 (14 %)	

**PROFESSIONAL AND HIGHER-CATEGORY STAFF BY AREA AND COUNTRY**  
**STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION**  
**DEPARTMENT OF SAFEGUARDS**

COUNTRIES (tentatively arranged by geographical area)	1 SEPTEMBER 1981 TOTAL	1 SEPTEMBER 1985 TOTAL	1 SEPTEMBER 1989 TOTAL	1 August 1993							1 August 1994							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
<b>NORTH AMERICA</b>																						
CANADA	6	9	11	-	-	1	7	-	1	-	9	-	-	1	6	-	1	-	8	+2	-1	-3
USA	39	43	43	-	1	15	22	10	-	-	48	-	1	14	22	10	-	-	47	+8	+4	+4
<b>TOTAL AREA</b>	<b>45</b>	<b>52</b>	<b>54</b>	<b>-</b>	<b>1</b>	<b>16</b>	<b>29</b>	<b>10</b>	<b>1</b>	<b>-</b>	<b>57</b>	<b>-</b>	<b>1</b>	<b>15</b>	<b>28</b>	<b>10</b>	<b>1</b>	<b>-</b>	<b>55</b>	<b>+10</b>	<b>+3</b>	<b>+1</b>
<b>LATIN AMERICA</b>																						
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	-	-	1	-	-	-	-	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	4	-	-	5	-	-	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	-	-
<b>TOTAL AREA</b>	<b>5</b>	<b>13</b>	<b>16</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>8</b>	<b>9</b>	<b>-</b>	<b>-</b>	<b>17</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>8</b>	<b>9</b>	<b>-</b>	<b>-</b>	<b>17</b>	<b>+12</b>	<b>+4</b>	<b>+1</b>
<b>WESTERN EUROPE</b>																						
AUSTRIA	3	1	3	-	-	-	2	2	-	-	4	-	-	-	2	2	-	-	4	+1	+3	+1
BELGIUM	4	5	5	-	-	1	2	1	-	-	4	-	-	1	2	2	-	-	5	+1	-	-
CYPRUS	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
DENMARK	0	0	1	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-1
FINLAND	1	4	4	-	-	2	2	-	-	-	4	-	-	2	2	-	-	-	4	+3	-	-
FRANCE	5	10	9	-	-	4	4	-	-	-	8	-	-	4	4	-	-	-	8	+3	-2	-1
GERMANY	18	19	17	-	1	9	7	1	-	-	18	-	1	9	7	1	-	-	18	-1	-1	+1
GREECE	3	4	4	-	1	1	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	-	-	-	1	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
NETHERLANDS	1	2	2	-	-	-	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	-	-	1	1	1	-	-	3	-	-	1	1	1	-	-	3	+2	-	-1
SWITZERLAND	1	2	0	1	-	-	-	-	-	-	1	1	-	-	-	-	-	-	1	-	-1	+1
TURKEY	1	5	6	-	-	-	2	3	-	-	5	-	-	2	3	-	-	-	5	+4	-	-1
UK	11	15	11	-	-	4	3	3	-	-	10	-	-	3	3	3	-	-	9	+2	-6	-2
<b>TOTAL AREA</b>	<b>65</b>	<b>92</b>	<b>85</b>	<b>1</b>	<b>3</b>	<b>27</b>	<b>30</b>	<b>14</b>	<b>-</b>	<b>-</b>	<b>75</b>	<b>1</b>	<b>3</b>	<b>27</b>	<b>29</b>	<b>15</b>	<b>-</b>	<b>-</b>	<b>75</b>	<b>+10</b>	<b>-17</b>	<b>-10</b>

1)

**PROFESSIONAL AND HIGHER-CATEGORY STAFF BY AREA AND COUNTRY**  
**STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION**  
**DEPARTMENT OF SAFEGUARDS**

COUNTRIES (tentatively arranged by geographical area)	1 SEPTEMBER 1981 TOTAL	1 SEPTEMBER 1985 TOTAL	1 SEPTEMBER 1989 TOTAL	1 August 1993							1 August 1994							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
<b>EASTERN EUROPE</b>																					
ALBANIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	1	-	1	+1	+1	+1
ARMENIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
BELARUS	2	2	1	-	-	-	1	1	-	-	2	-	-	-	1	1	-	-	-	-	+1
2) BOSNIA - HERCEGOVINA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	1	-	-	-	+1	+1	+1
BULGARIA	1	2	4	-	-	-	1	1	-	-	2	-	-	-	1	1	-	-	+1	-	-2
CROATIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
3) CZECH & SLOVAK F.R.	5	4	4	-	-	-	2	1	-	-	3	-	-	-	-	-	-	-	-5	-4	-4
CZECH REPUBLIC	0	0	0	-	-	-	-	-	-	-	0	-	-	-	1	1	-	-	+2	+2	+2
ESTONIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
HUNGARY	3	2	3	-	-	1	1	1	-	-	3	-	-	1	1	1	-	-	-	+1	-
KAZAKHSTAN, REP. OF	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
LITHUANIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
POLAND	6	3	2	-	-	1	-	3	-	-	4	-	-	1	-	3	-	-	-2	+1	+2
ROMANIA	1	1	1	-	-	-	-	1	-	-	1	-	-	-	-	1	-	-	-	-	-
RUSSIAN FEDERATION	18	15	20	-	1	5	12	3	-	-	21	-	1	3	12	4	-	-	+2	+5	-
SLOVAK REPUBLIC	0	0	0	-	-	-	-	-	-	-	0	-	-	-	1	-	-	-	+1	+1	+1
SLOVENIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
THE F.YUG.RP.MACEDONIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
UKRAINE	1	2	3	-	-	-	1	1	-	-	2	-	-	1	1	-	-	-	+1	-	-1
UZBEKISTAN	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
YUGOSLAVIA	0	3	3	-	-	-	1	1	-	-	2	-	-	-	1	-	-	-	+1	-2	-2
<b>TOTAL AREA</b>	<b>37</b>	<b>34</b>	<b>41</b>	<b>-</b>	<b>1</b>	<b>7</b>	<b>19</b>	<b>13</b>	<b>-</b>	<b>-</b>	<b>40</b>	<b>-</b>	<b>1</b>	<b>5</b>	<b>19</b>	<b>15</b>	<b>-</b>	<b>-</b>	<b>+3</b>	<b>+6</b>	<b>-1</b>
<b>AFRICA</b>																					
ALGERIA	1	1	1	-	-	1	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-
CAMEROON	0	0	0	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	+1	+1	+1
COTE D'IVOIRE	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
EGYPT	1	5	6	-	-	1	2	5	-	-	8	-	-	1	3	4	-	-	+7	+3	+2
ETHIOPIA	0	1	1	-	-	-	-	2	-	-	2	-	-	-	2	-	-	-	+2	+1	+1
GABON	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
GHANA	0	1	1	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	+1	-	-
KENYA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
LIBERIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
LIBYAN ARAB JAM.	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
MADAGASCAR	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
MALI	0	1	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-1	-
MAURITIUS	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
MOROCCO	0	0	1	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	+1	+1	-
NAMIBIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
NIGER	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
NIGERIA	2	2	2	-	-	1	-	1	-	-	2	-	-	1	-	1	-	-	-	-	-
SENEGAL	0	0	2	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
SIERRA LEONE	0	1	0	-	-	-	-	-	-	1	1	-	-	-	-	1	-	-	+1	-	+1
SOUTH AFRICA	1	1	1	-	-	1	-	-	-	1	1	-	-	1	1	-	-	-	+2	+2	+2
SUDAN	1	1	1	-	-	-	1	-	-	-	1	-	-	1	-	-	-	-	-	-	-
TANZANIA, UN. REP.	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
TUNISIA	0	1	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
UGANDA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
ZAIRE, REP. OF	0	1	2	-	-	-	1	1	-	-	2	-	-	1	1	-	-	-	+2	+1	-
ZAMBIA	0	1	1	-	-	1	-	-	-	-	1	-	-	1	-	-	-	-	+1	+1	-
ZIMBABWE	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	-	-	-
<b>TOTAL AREA</b>	<b>6</b>	<b>17</b>	<b>17</b>	<b>-</b>	<b>-</b>	<b>5</b>	<b>4</b>	<b>12</b>	<b>1</b>	<b>-</b>	<b>22</b>	<b>-</b>	<b>-</b>	<b>5</b>	<b>6</b>	<b>12</b>	<b>1</b>	<b>-</b>	<b>+18</b>	<b>+7</b>	<b>+7</b>



**PROFESSIONAL AND HIGHER-CATEGORY STAFF BY AREA AND COUNTRY**  
**STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION**  
**DEPARTMENT OF SAFEGUARDS**

COUNTRIES (tentatively arranged by geographical area)	1 SEPTEMBER 1981 TOTAL	1 SEPTEMBER 1985 TOTAL	1 SEPTEMBER 1989 TOTAL	1 August 1993							1 August 1994							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
<b>MIDDLE EAST AND SOUTH ASIA</b>																					
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	-	-	-	1	1	-	-	1	-	-	-	2	-	-	2	-1	-	+1
IRAN, ISLAMIC REP.	2	3	4	-	-	1	1	1	-	-	3	-	-	1	-	-	-	2	-	-1	-2
IRAQ	1	1	1	-	-	-	-	1	-	-	1	-	-	-	1	-	-	1	-	-	-
ISRAEL	0	1	1	-	-	-	1	-	-	-	1	-	-	-	1	-	-	2	+2	+1	+1
JORDAN	0	0	1	-	-	-	-	-	1	-	1	-	-	-	-	-	-	0	-	-	-1
KUWAIT	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
LEBANON	1	2	2	-	-	1	1	-	-	-	2	-	-	1	1	-	-	0	+1	-	-
PAKISTAN	1	1	1	-	-	1	-	2	-	-	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	-	-	-
<b>TOTAL AREA</b>	<b>10</b>	<b>15</b>	<b>16</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>7</b>	<b>6</b>	<b>2</b>	<b>-</b>	<b>18</b>	<b>-</b>	<b>-</b>	<b>3</b>	<b>9</b>	<b>5</b>	<b>1</b>	<b>18</b>	<b>+8</b>	<b>+3</b>	<b>+2</b>
<b>SOUTH EAST ASIA AND THE PACIFIC</b>																					
AUSTRALIA	3	4	7	-	-	1	3	1	-	-	5	-	-	1	3	1	-	5	+2	+1	-2
INDONESIA	0	0	3	-	-	-	-	3	-	-	3	-	-	-	3	-	-	3	+3	+3	-
MALAYSIA	1	0	1	-	-	-	-	2	-	-	2	-	-	-	2	-	-	2	+1	+2	+1
MARSHALL ISLANDS	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
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	-
<b>TOTAL AREA</b>	<b>7</b>	<b>10</b>	<b>16</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>8</b>	<b>6</b>	<b>-</b>	<b>-</b>	<b>15</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>8</b>	<b>6</b>	<b>-</b>	<b>15</b>	<b>+8</b>	<b>+5</b>	<b>-1</b>
<b>FAR EAST</b>																					
CAMBODIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	0	-	-	-
CHINA	1	1	2	-	-	-	-	1	-	-	1	-	-	-	3	-	-	3	+2	+2	+1
JAPAN	13	16	14	-	1	1	5	2	1	-	10	-	1	2	3	3	1	10	-3	-6	-4
KOREA, DEM. PEOP. REP.	1	1	2	-	-	-	-	1	-	-	1	-	-	-	1	-	-	1	-	-	-1
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	-	-	-	1	3	-	4	+3	+1	-1
VIET NAM	0	0	2	-	-	-	-	1	-	-	1	-	-	-	1	1	-	2	+2	+2	-
<b>TOTAL AREA</b>	<b>18</b>	<b>23</b>	<b>28</b>	<b>-</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>11</b>	<b>1</b>	<b>-</b>	<b>21</b>	<b>-</b>	<b>1</b>	<b>3</b>	<b>6</b>	<b>13</b>	<b>1</b>	<b>24</b>	<b>+6</b>	<b>+1</b>	<b>-4</b>
<b>GRAND TOTAL</b>	<b>193</b>	<b>256</b>	<b>273</b>	<b>1</b>	<b>6</b>	<b>61</b>	<b>111</b>	<b>81</b>	<b>5</b>	<b>-</b>	<b>265</b>	<b>1</b>	<b>6</b>	<b>59</b>	<b>113</b>	<b>85</b>	<b>4</b>	<b>268</b>	<b>+75</b>	<b>+12</b>	<b>-5</b>

- \*) indicates a staff member in a P-5 post who holds the personal grade of D-1.  
4) indicates a staff member in a D post who holds the personal grade of Assistant Director General (ADG).  
1) The figures for Eastern and Western Europe for the years 1981, 1985 and 1989 have been adjusted to reflect the unification of Germany.  
2) Not a Member State.  
3) Figures for the Czech and Slovak Federal Republic are given for purposes of comparison with the figures for the Czech Republic and the Slovak Republic.  
4) No longer a Member State.



**PROFESSIONAL AND HIGHER-CATEGORY STAFF HOLDING CONTRACTS OF THREE MONTHS OR LONGER  
(EXEMPTED REGULAR STAFF, TEMPORARY STAFF, COST-FREE EXPERTS, EXTRABUDGETARY STAFF, CONSULTANTS)**

1 August 1994

MEMBER STATES	EXEMPTED REGULAR STAFF							TEMPORARY STAFF							COST-FREE EXPERTS							EXTRABUDGETARY 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	1	4						
AUSTRALIA	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2					
AUSTRIA	1	2	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	12						
BELGIUM	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	1					
BRAZIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	6				
CANADA	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1				
CHILE	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	11				
CHINA	-	5	-	-	-	-	5	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	11					
COLOMBIA	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	1				
CROATIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2			
CUBA	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3				
CZECH REPUBLIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3			
EGYPT	-	3	-	-	-	-	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	5	1			
FINLAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	16			
FRANCE	-	8	-	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	12	12			
GERMANY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	12	2			
HUNGARY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	1		
ICELAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1		
INDIA	-	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	5	1		
IRAN, ISLAMIC REP.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3	
ISRAEL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	8	
ITALY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	7	13	
JAPAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	12	1	
JORDAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3		
KOREA, REP. OF	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	1		
LIBYAN ARAB JAM.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1		
MEXICO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	1	
NETHERLANDS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	
NEW ZEALAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	
NIGERIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	
PAKISTAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	
PERU	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	1	
POLAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	4	1	
PORTUGAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	
ROMANIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	
RUSSIAN FEDERATION	-	8	-	-	-	-	8	-	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	1	20		
SLOVENIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	1	
SPAIN	-	3	-	-	-	-	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	8	1	
SRI LANKA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1
SUDAN	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	
SWEDEN	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	6	1	
SWITZERLAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	1	
TANZANIA, UN. REP.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	1
UK	-	12	-	-	-	-	14	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	28	
UKRAINE	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1
URUGUAY	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1
USA	-	5	-	-	-	-	5	-	1	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	9	45	
GRAND TOTAL	2	58	-	-	2	2	64	1	7	1	1	4	4	18	1	2	5	36	4	24	72	7	1	30	1	4	18	61	2	5	6	3	4	16	36	251								

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



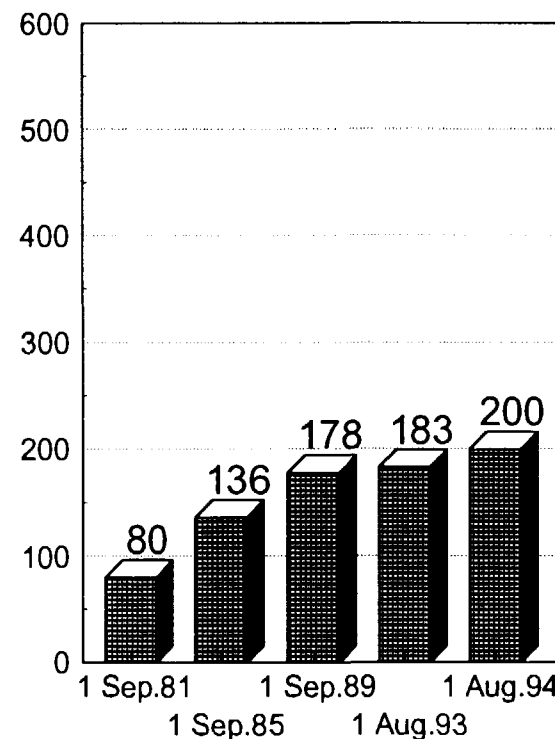
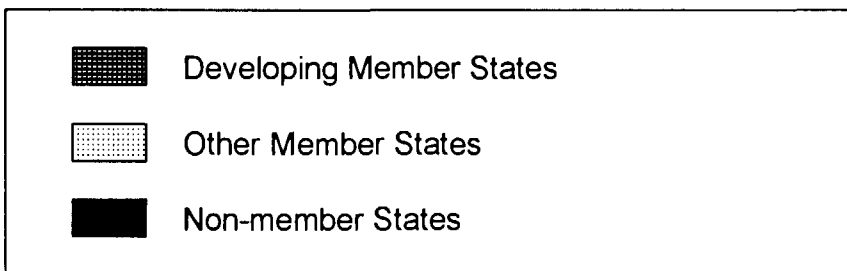
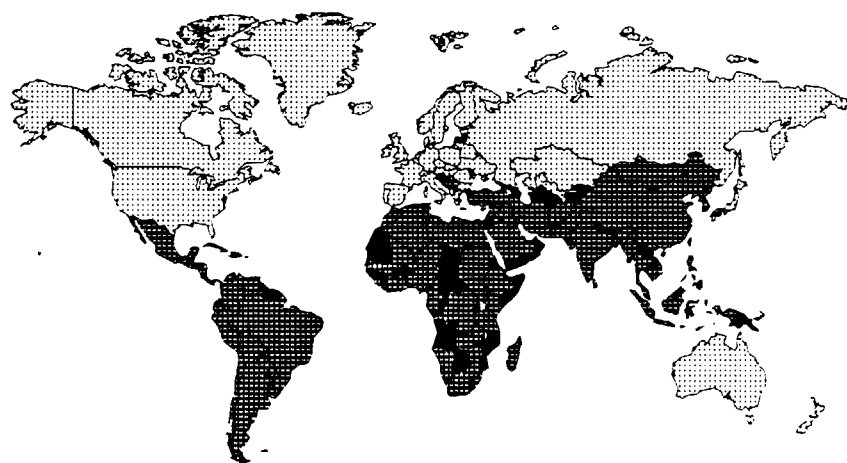
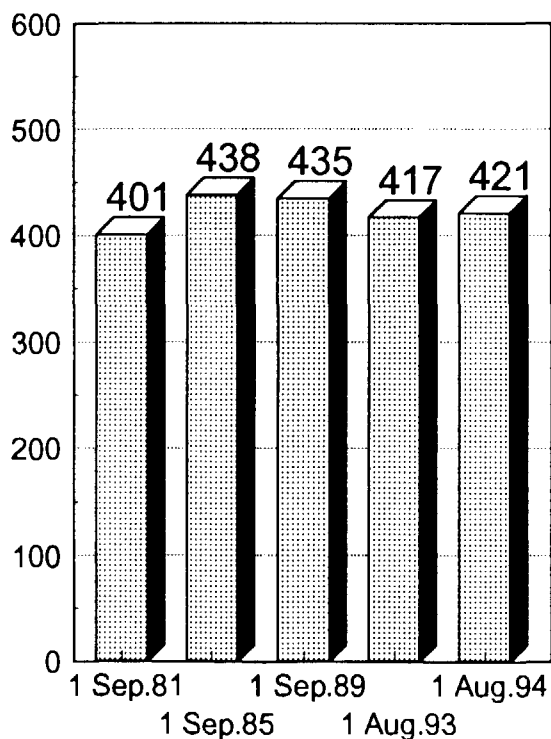
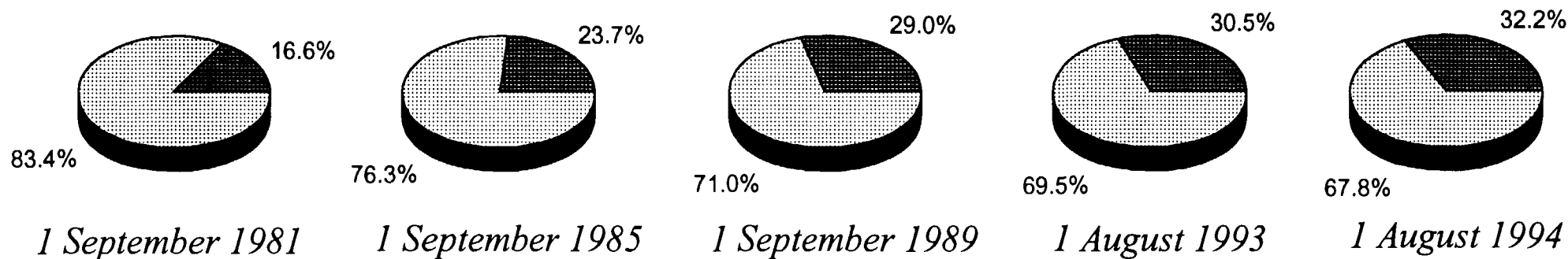
Annexes VI to XI

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REPRESENTATION OF  
DEVELOPING MEMBER  
STATES ON THE  
SECRETARIAT STAFF



# PROFESSIONAL AND HIGHER-CATEGORY STAFF FROM DEVELOPING MEMBER STATES AND FROM OTHER MEMBER STATES STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION (total numbers and percentages)



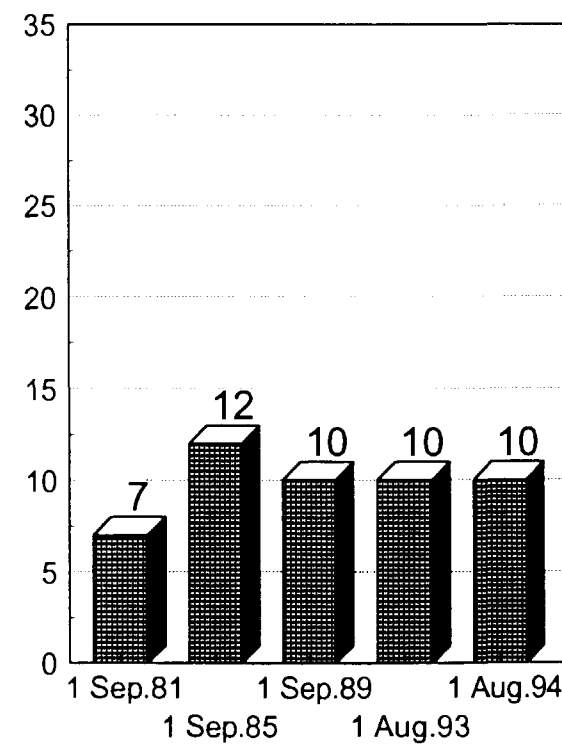
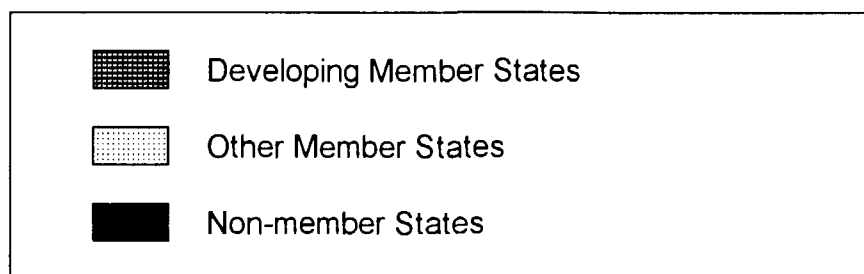
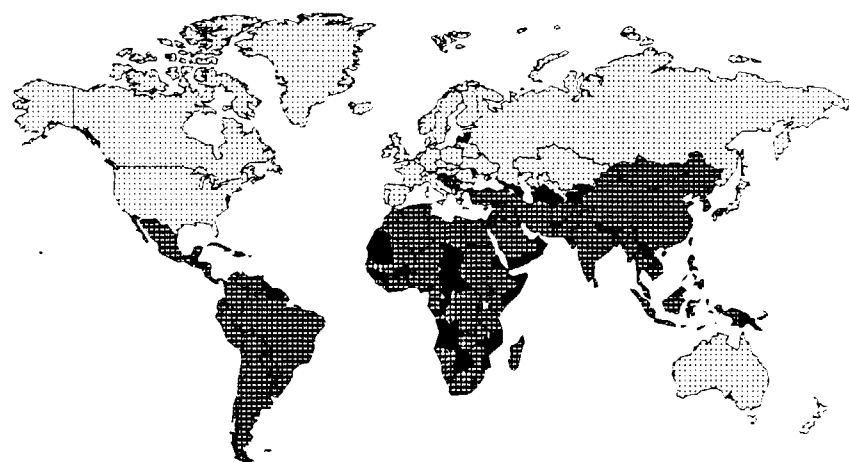
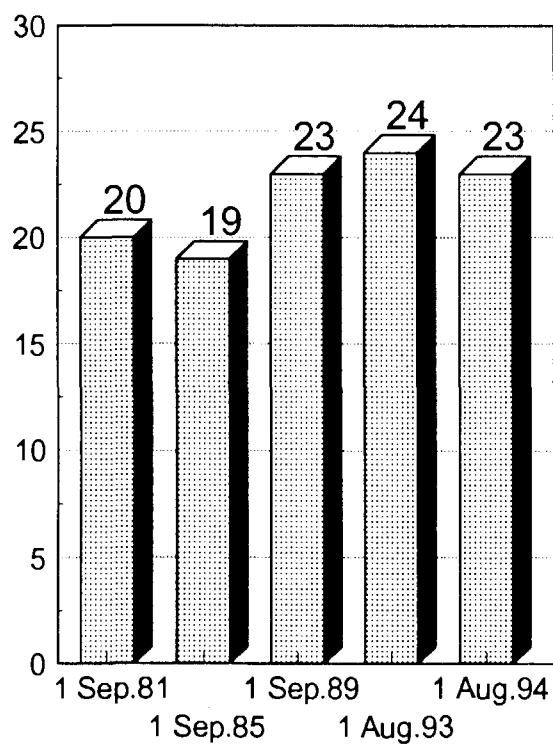
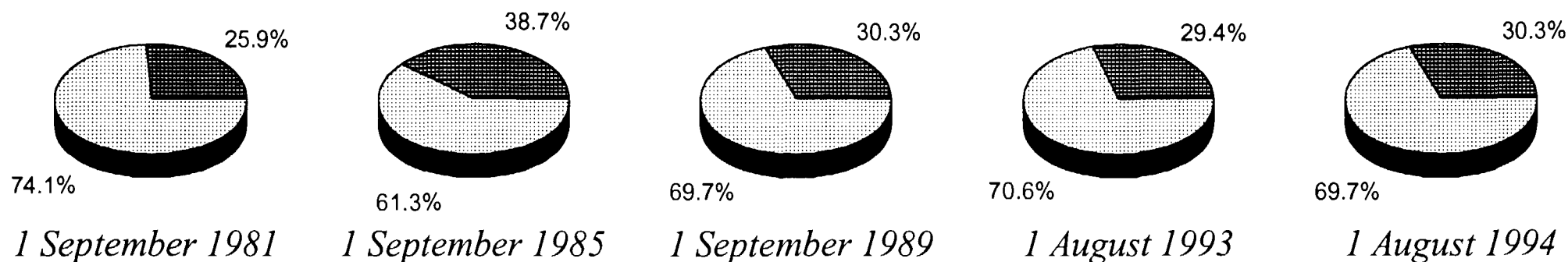




# SENIOR STAFF (i.e. Directors and Deputy Directors General) FROM DEVELOPING MEMBER STATES AND FROM OTHER MEMBER STATES

## STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

(total numbers and percentages)

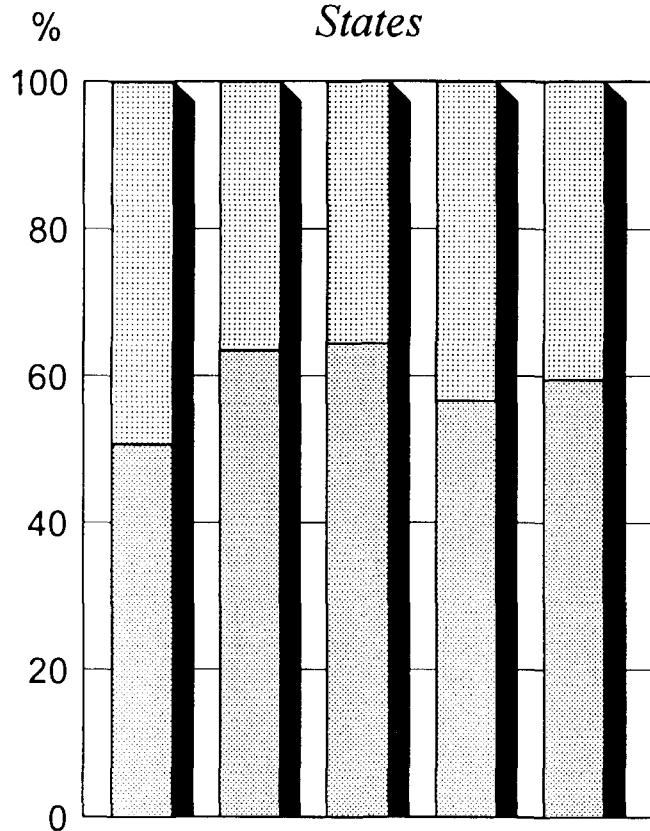




# PROFESSIONAL AND HIGHER-CATEGORY STAFF BY TYPE OF CONTRACT

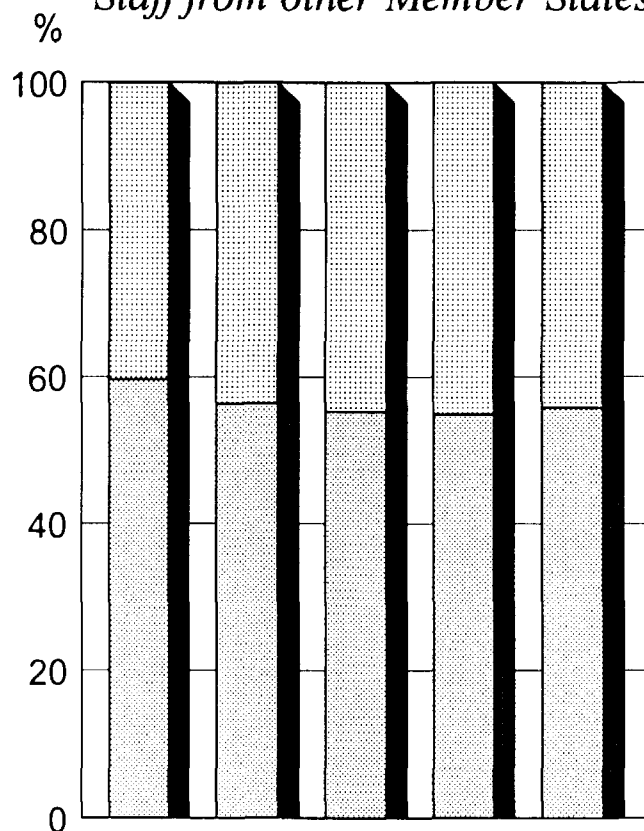
## STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

*Staff from developing Member States*



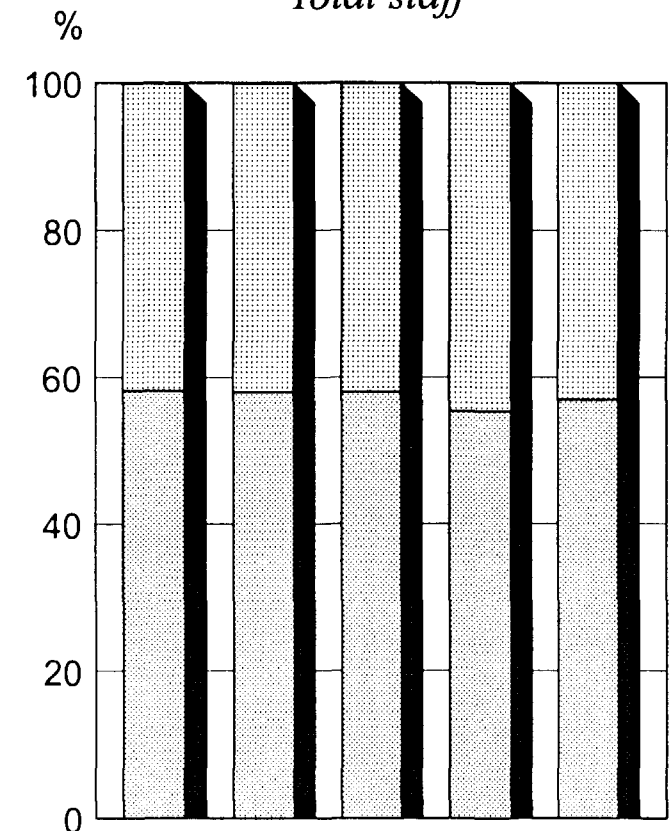
1 Sep.81	1 Sep.85	1 Sep.89	1 Aug.93	1 Aug.94
49.3	36.5	35.6	43.4	40.5
50.7	63.5	64.4	56.6	59.5

*Staff from other Member States*



1 Sep.81	1 Sep.85	1 Sep.89	1 Aug.93	1 Aug.94
40.3	43.7	44.7	45.1	44.2
59.7	56.3	55.3	54.9	55.8

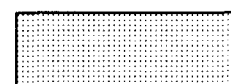
*Total staff*



1 Sep.81	1 Sep.85	1 Sep.89	1 Aug.93	1 Aug.94
41.8	42	42	44.6	43
58.2	58	58	55.4	57



*Fixed-term contracts*



*Long-term contracts*



**OUTSIDE APPLICATIONS FOR VACANT POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES  
FOR WHICH THE SELECTION WAS COMPLETED DURING THE PERIOD 93.08.02 TO 94.08.01**

(Safeguards Inspectors are not included)

►►DEVELOPING MEMBER STATES

COUNTRIES	FEMALE	MALE	TOTAL
AFGHANISTAN	1	9	10
ALGERIA	1	40	41
ARGENTINA	5	8	13
BANGLADESH	6	78	84
BOLIVIA	2	8	10
BRAZIL	7	44	51
CAMEROON	3	21	24
CHILE	3	7	10
CHINA	7	33	40
COLOMBIA	5	14	19
COSTA RICA	0	2	2
COTE D'IVOIRE	8	18	26
CROATIA	2	13	15
CUBA	6	21	27
ECUADOR	2	7	9
EGYPT	15	46	61
EL SALVADOR	0	3	3
ETHIOPIA	3	33	36
GHANA	5	33	38
GUATEMALA	1	3	4
HAITI	1	4	5
INDIA	19	133	152
INDONESIA	4	9	13
IRAN, ISLAMIC REP.	3	20	23
IRAQ	3	10	13
ISRAEL	1	7	8
JAMAICA	1	1	2
JORDAN	4	30	34
KENYA	11	45	56
KOREA, REP. OF	1	8	9
KUWAIT	1	0	1
LEBANON	4	24	28
LIBERIA	2	1	3
LIBYAN ARAB JAM.	0	2	2
MADAGASCAR	5	8	13
MALAYSIA	5	1	6
MALI	0	15	15
MAURITIUS	1	23	24
MEXICO	14	32	46
MONGOLIA	0	5	5
MOROCCO	2	27	29
MYANMAR	18	18	36
NIGER	0	2	2
NIGERIA	17	145	162
PAKISTAN	2	64	66
PANAMA	1	11	12
PARAGUAY	0	2	2
PERU	13	25	38
PHILIPPINES	36	44	80
SENEGAL	2	11	13
SIERRA LEONE	1	8	9
SINGAPORE	1	3	4
SLOVENIA	3	4	7
SOUTH AFRICA	4	14	18
SRI LANKA	8	29	37
SUDAN	2	26	28
SYRIAN ARAB REP.	1	11	12
TANZANIA, UN. REP.	1	18	19
THAILAND	3	2	5
THE F.YUG.R.MACEDONIA	1	2	3
TUNISIA	0	33	33
TURKEY	5	9	14
UGANDA	7	23	30
URUGUAY	2	1	3
VENEZUELA	3	4	7
VIET NAM	0	2	2

**OUTSIDE APPLICATIONS FOR VACANT POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES  
FOR WHICH THE SELECTION WAS COMPLETED DURING THE PERIOD 93.08.02 TO 94.08.01**

(Safeguards Inspectors are not included)

►►DEVELOPING MEMBER STATES

COUNTRIES	FEMALE	MALE	TOTAL
YUGOSLAVIA	5	9	14
ZAIRE, REP. OF	0	74	74
ZAMBIA	8	12	20
ZIMBABWE	0	5	5
<b>T O T A L</b>	<b>308</b>	<b>1457</b>	<b>1765</b>

►►OTHER MEMBER STATES

COUNTRIES	FEMALE	MALE	TOTAL
ALBANIA	0	3	3
ARMENIA	1	2	3
AUSTRALIA	4	34	38
AUSTRIA	23	51	74
BELARUS	1	3	4
BELGIUM	14	51	65
BULGARIA	10	19	29
CANADA	51	311	362
CZECH REPUBLIC	0	18	18
DENMARK	3	13	16
ESTONIA	0	2	2
FINLAND	14	71	85
FRANCE	24	126	150
GERMANY	15	49	64
GREECE	2	7	9
HUNGARY	3	20	23
ICELAND	0	1	1
IRELAND	2	12	14
ITALY	31	71	102
JAPAN	4	30	34
LIECHTENSTEIN	0	1	1
LITHUANIA	0	1	1
MONACO	1	0	1
NETHERLANDS	7	133	140
NEW ZEALAND	0	5	5
NORWAY	1	24	25
POLAND	3	28	31
PORTUGAL	1	5	6
ROMANIA	1	41	42
RUSSIAN FEDERATION	10	75	85
SLOVAK REPUBLIC	0	18	18
SPAIN	19	32	51
SWEDEN	6	47	53
SWITZERLAND	11	37	48
UK	17	124	141
UKRAINE	8	22	30
USA	315	1218	1533
<b>T O T A L</b>	<b>602</b>	<b>2705</b>	<b>3307</b>

►►GRAND TOTAL

COUNTRIES	FEMALE	MALE	TOTAL
107	910	4162	5072

**OUTSIDE APPLICATIONS RECEIVED IN RESPONSE TO SAFEGUARDS INSPECTOR VACANCY NOTICES  
DURING THE PERIOD 93.08.02 TO 94.08.01**

**►►DEVELOPING MEMBER STATES**

COUNTRIES	FEMALE	MALE	TOTAL
ALGERIA	0	1	1
BANGLADESH	0	2	2
CHINA	0	1	1
EGYPT	0	1	1
INDIA	0	3	3
KENYA	0	1	1
MALI	0	1	1
MEXICO	0	1	1
MYANMAR	0	1	1
NIGERIA	0	3	3
PHILIPPINES	1	0	1
SOUTH AFRICA	0	10	10
SYRIAN ARAB REP.	0	1	1
TUNISIA	0	3	3
TURKEY	0	1	1
VENEZUELA	0	1	1
VIET NAM	1	0	1
ZAIRE, REP. OF	0	2	2
ZAMBIA	0	3	3
<b>T O T A L</b>	<b>2</b>	<b>36</b>	<b>38</b>

**►►OTHER MEMBER STATES**

COUNTRIES	FEMALE	MALE	TOTAL
ALBANIA	0	1	1
ARMENIA	0	1	1
AUSTRALIA	0	1	1
AUSTRIA	0	3	3
BELARUS	0	1	1
BELGIUM	0	2	2
CANADA	0	9	9
CZECH REPUBLIC	0	1	1
FRANCE	0	5	5
GERMANY	1	5	6
HUNGARY	0	2	2
ITALY	0	2	2
JAPAN	0	3	3
NETHERLANDS	0	2	2
ROMANIA	0	2	2
SPAIN	0	2	2
UK	0	2	2
USA	2	53	55
<b>T O T A L</b>	<b>3</b>	<b>97</b>	<b>100</b>

**►►GRAND TOTAL**

COUNTRIES	FEMALE	MALE	TOTAL
<b>37</b>	<b>5</b>	<b>133</b>	<b>138</b>

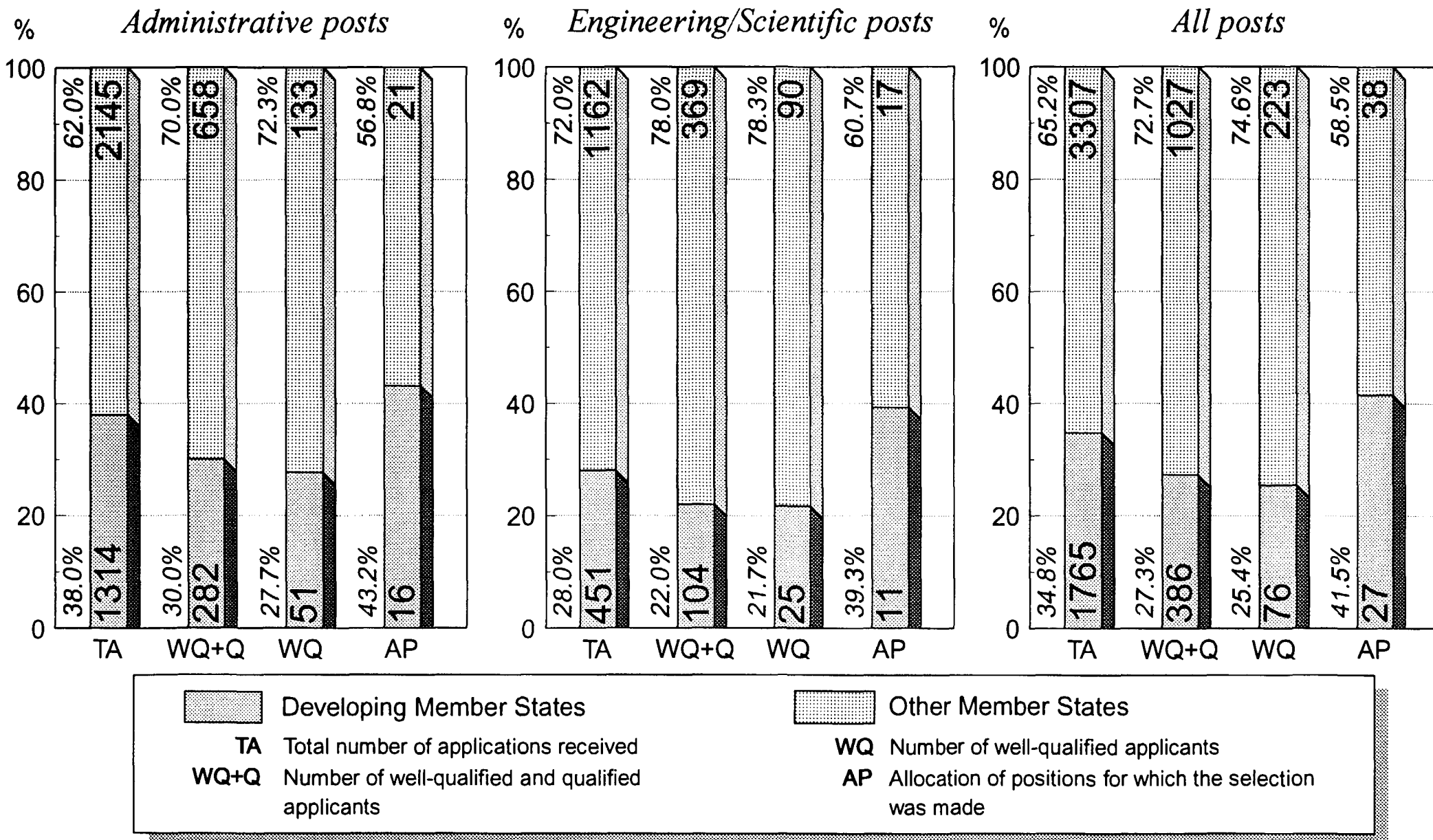




# OUTSIDE APPLICATIONS

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

### Developing Member States and other Member States





Annexes XII to XVII

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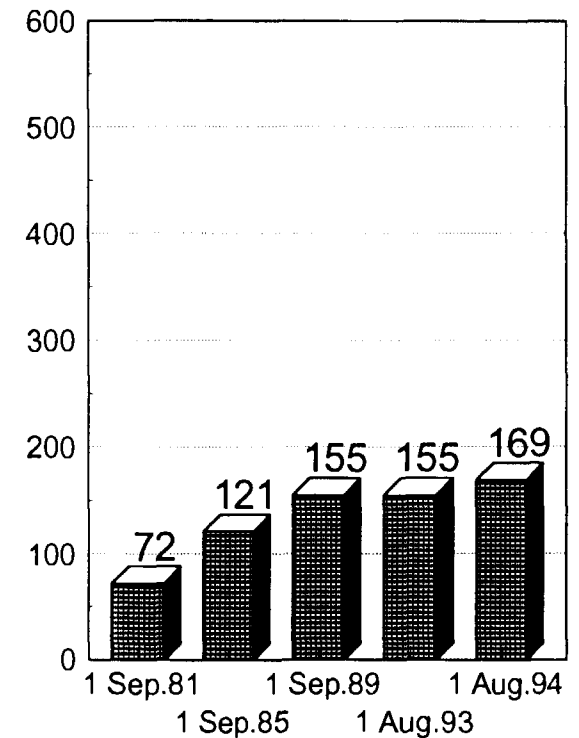
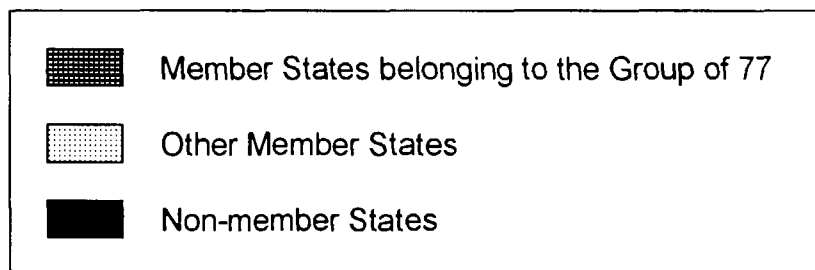
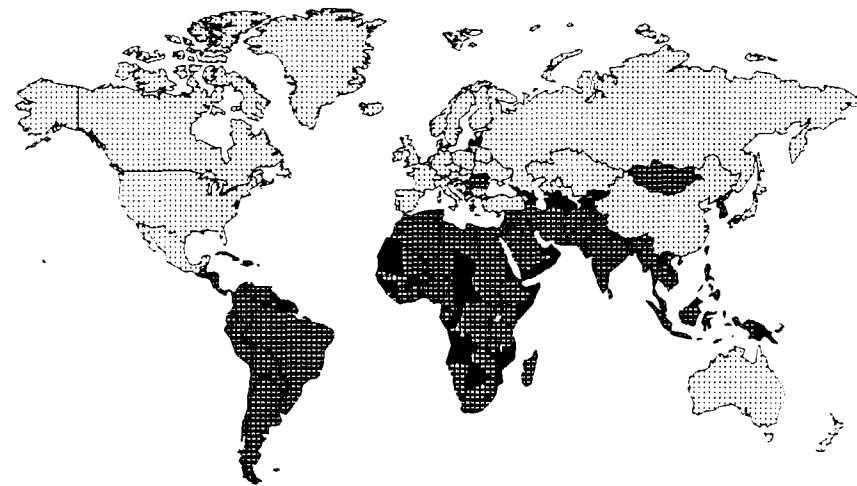
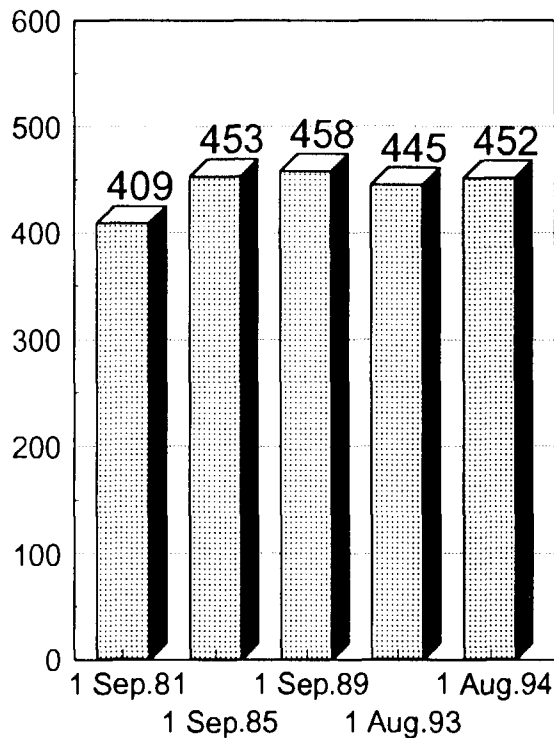
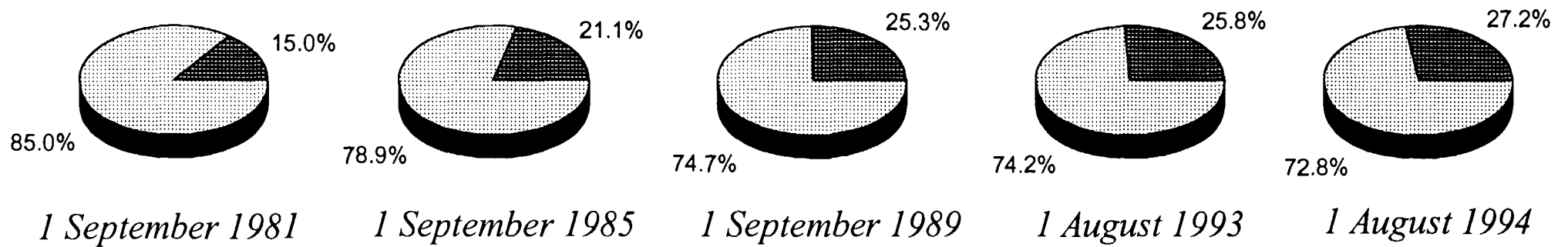
REPRESENTATION OF  
MEMBER STATES  
BELONGING TO THE  
GROUP OF 77 ON THE  
SECRETARIAT STAFF



# PROFESSIONAL AND HIGHER-CATEGORY STAFF FROM MEMBER STATES BELONGING TO THE GROUP OF 77 AND FROM OTHER MEMBER STATES

## STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

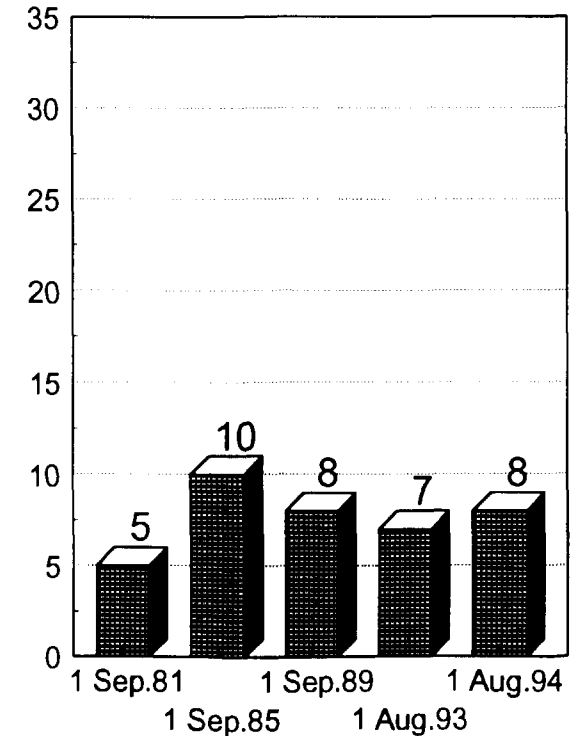
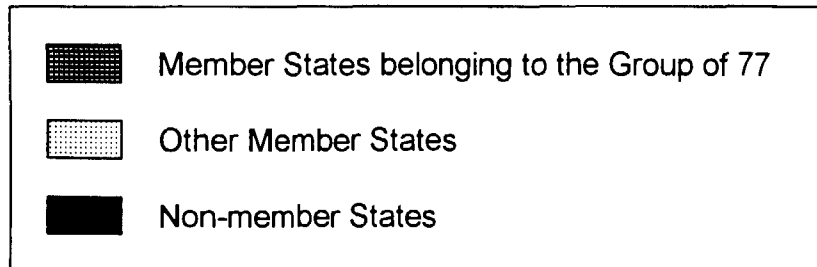
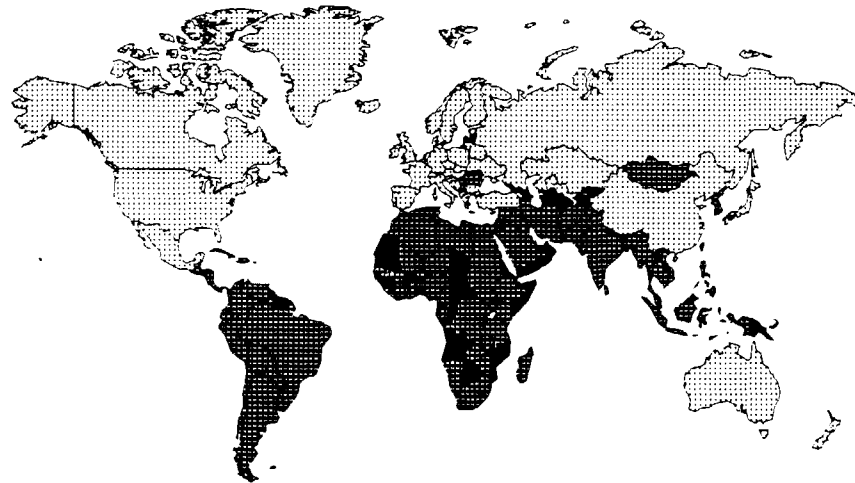
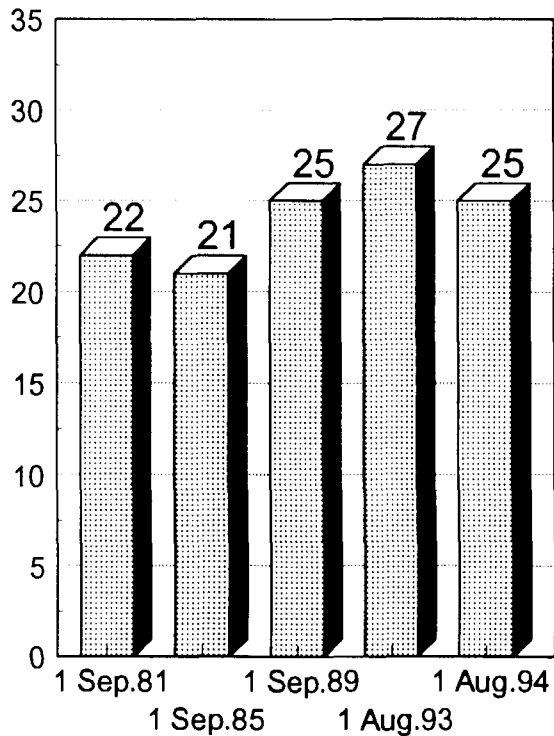
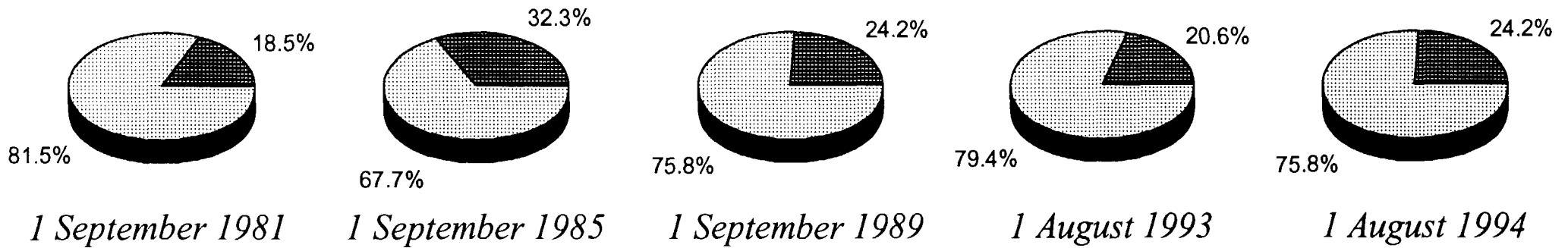
(total numbers and percentages)





# SENIOR STAFF (i.e. Directors and Deputy Directors General) FROM MEMBER STATES BELONGING TO THE GROUP OF 77 AND FROM OTHER MEMBER STATES STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

(total numbers and percentages)

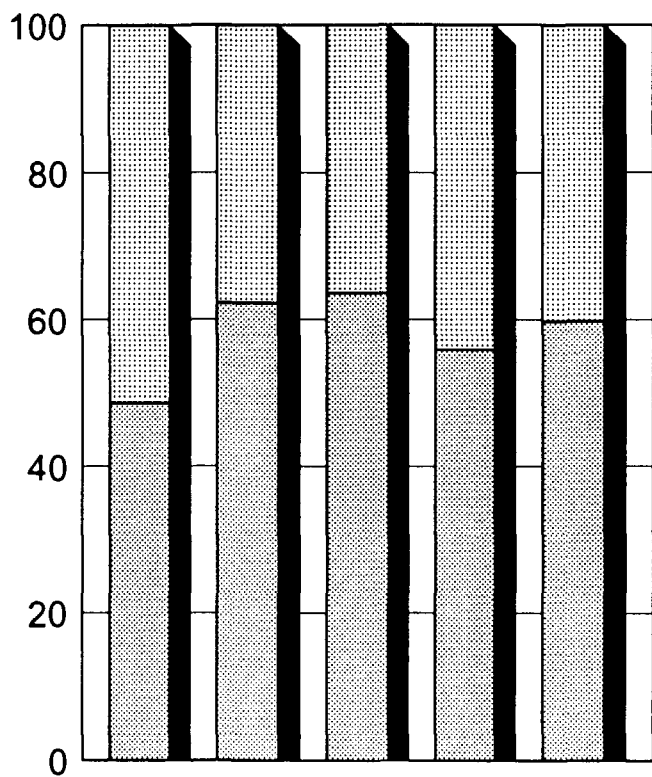






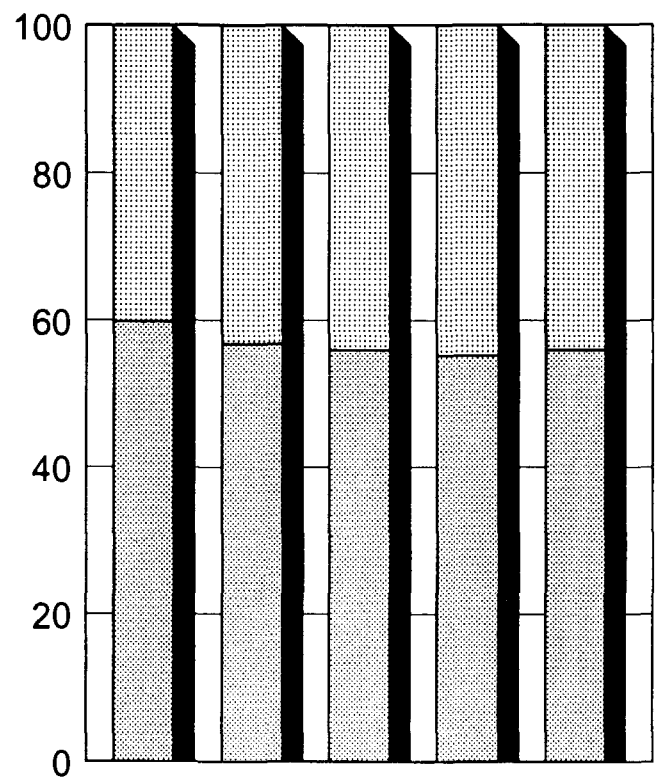
# PROFESSIONAL AND HIGHER-CATEGORY STAFF BY TYPE OF CONTRACT STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

*Staff from Member States belonging to the Group of 77*



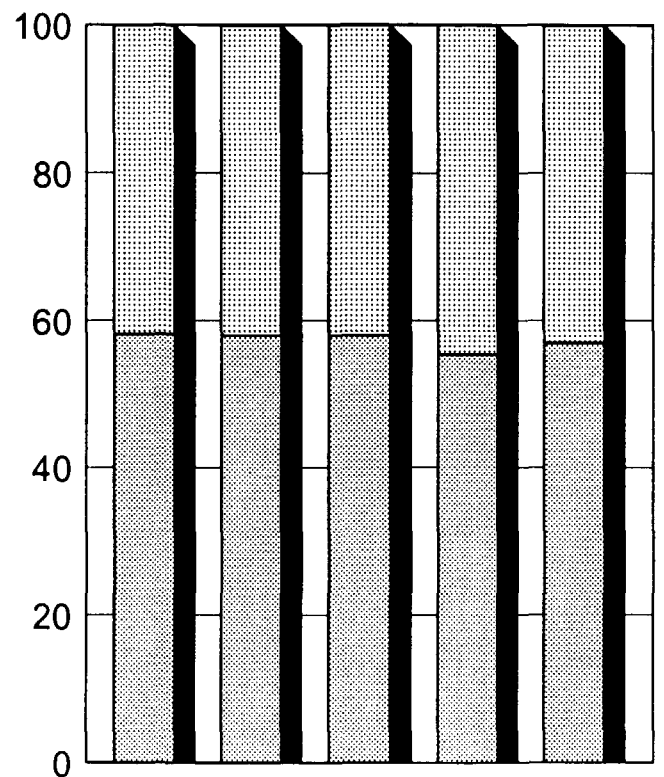
1 Sep.81	1 Sep.85	1 Sep.89	1 Aug.93	1 Aug.94
51.4	37.7	36.4	44.1	40.2
48.6	62.3	63.6	55.9	59.8

*Staff from other Member States*



1 Sep.81	1 Sep.85	1 Sep.89	1 Aug.93	1 Aug.94
40.1	43.2	44	44.8	44
59.9	56.8	56	55.2	56

*Total staff*



1 Sep.81	1 Sep.85	1 Sep.89	1 Aug.93	1 Aug.94
41.8	42	42	44.6	43
58.2	58	58	55.4	57

*Fixed-term contracts*
 *Long-term contracts*



**OUTSIDE APPLICATIONS FOR VACANT POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES  
FOR WHICH THE SELECTION WAS COMPLETED DURING THE PERIOD 93.08.02 TO 94.08.01**

(Safeguards Inspectors are not included)

►MEMBER STATES BELONGING TO THE GROUP OF 77

COUNTRIES	FEMALE	MALE	TOTAL
AFGHANISTAN	1	9	10
ALGERIA	1	40	41
ARGENTINA	5	8	13
BANGLADESH	6	78	84
BOLIVIA	2	8	10
BRAZIL	7	44	51
CAMEROON	3	21	24
CHILE	3	7	10
COLOMBIA	5	14	19
COSTA RICA	0	2	2
COTE D'IVOIRE	8	18	26
CUBA	6	21	27
ECUADOR	2	7	9
EGYPT	15	46	61
EL SALVADOR	0	3	3
ETHIOPIA	3	33	36
GHANA	5	33	38
GUATEMALA	1	3	4
HAITI	1	4	5
INDIA	19	133	152
INDONESIA	4	9	13
IRAN, ISLAMIC REP.	3	20	23
IRAQ	3	10	13
JAMAICA	1	1	2
JORDAN	4	30	34
KENYA	11	45	56
KOREA, REP. OF	1	8	9
KUWAIT	1	0	1
LEBANON	4	24	28
LIBERIA	2	1	3
LIBYAN ARAB JAM.	0	2	2
MADAGASCAR	5	8	13
MALAYSIA	5	1	6
MALI	0	15	15
MAURITIUS	1	23	24
MONGOLIA	0	5	5
MOROCCO	2	27	29
MYANMAR	18	18	36
NIGER	0	2	2
NIGERIA	17	145	162
PAKISTAN	2	64	66
PANAMA	1	11	12
PARAGUAY	0	2	2
PERU	13	25	38
PHILIPPINES	36	44	80
ROMANIA	1	41	42
SENEGAL	2	11	13
SIERRA LEONE	1	8	9
SINGAPORE	1	3	4
SOUTH AFRICA	4	14	18
SRI LANKA	8	29	37
SUDAN	2	26	28
SYRIAN ARAB REP.	1	11	12
TANZANIA, UN. REP.	1	18	19
THAILAND	3	2	5
TUNISIA	0	33	33
UGANDA	7	23	30
URUGUAY	2	1	3
VENEZUELA	3	4	7
VIET NAM	0	2	2
YUGOSLAVIA	5	9	14
ZAIRE, REP. OF	0	74	74
ZAMBIA	8	12	20
ZIMBABWE	0	5	5
<b>T O T A L</b>	<b>276</b>	<b>1398</b>	<b>1674</b>

►OTHER MEMBER STATES

COUNTRIES	FEMALE	MALE	TOTAL
ALBANIA	0	3	3
ARMENIA	1	2	3
AUSTRALIA	4	34	38
AUSTRIA	23	51	74
BELARUS	1	3	4
BELGIUM	14	51	65
BULGARIA	10	19	29
CANADA	51	311	362
CHINA	7	33	40
CROATIA	2	13	15
CZECH REPUBLIC	0	18	18
DENMARK	3	13	16
ESTONIA	0	2	2
FINLAND	14	71	85
FRANCE	24	126	150
GERMANY	15	49	64
GREECE	2	7	9
HUNGARY	3	20	23
ICELAND	0	1	1
IRELAND	2	12	14
ISRAEL	1	7	8
ITALY	31	71	102
JAPAN	4	30	34
LIECHTENSTEIN	0	1	1
LITHUANIA	0	1	1
MEXICO	14	32	46
MONACO	1	0	1
NETHERLANDS	7	133	140
NEW ZEALAND	0	5	5
NORWAY	1	24	25
POLAND	3	28	31
PORTUGAL	1	5	6
RUSSIAN FEDERATION	10	75	85
SLOVAK REPUBLIC	0	18	18
SLOVENIA	3	4	7
SPAIN	19	32	51
SWEDEN	6	47	53
SWITZERLAND	11	37	48
THE F. YUG. R. MACEDONIA	1	2	3
TURKEY	5	9	14
UK	17	124	141
UKRAINE	8	22	30
USA	315	1218	1533
<b>T O T A L</b>	<b>634</b>	<b>2764</b>	<b>3398</b>

►GRAND TOTAL

COUNTRIES	FEMALE	MALE	TOTAL
107	910	4162	5072



**OUTSIDE APPLICATIONS RECEIVED IN RESPONSE TO SAFEGUARDS INSPECTOR VACANCY NOTICES  
DURING THE PERIOD 93.08.02 TO 94.08.01**

►MEMBER STATES BELONGING TO THE GROUP OF 77

COUNTRIES	FEMALE	MALE	TOTAL
ALGERIA	0	1	1
BANGLADESH	0	2	2
EGYPT	0	1	1
INDIA	0	3	3
KENYA	0	1	1
MALI	0	1	1
MYANMAR	0	1	1
NIGERIA	0	3	3
PHILIPPINES	1	0	1
ROMANIA	0	2	2
SOUTH AFRICA	0	10	10
SYRIAN ARAB REP.	0	1	1
TUNISIA	0	3	3
VENEZUELA	0	1	1
VIET NAM	1	0	1
ZAIRE, REP. OF	0	2	2
ZAMBIA	0	3	3
<b>T O T A L</b>	<b>2</b>	<b>35</b>	<b>37</b>

►►OTHER MEMBER STATES

COUNTRIES	FEMALE	MALE	TOTAL
ALBANIA	0	1	1
ARMENIA	0	1	1
AUSTRALIA	0	1	1
AUSTRIA	0	3	3
BELARUS	0	1	1
BELGIUM	0	2	2
CANADA	0	9	9
CHINA	0	1	1
CZECH REPUBLIC	0	1	1
FRANCE	0	5	5
GERMANY	1	5	6
HUNGARY	0	2	2
ITALY	0	2	2
JAPAN	0	3	3
MEXICO	0	1	1
NETHERLANDS	0	2	2
SPAIN	0	2	2
TURKEY	0	1	1
UK	0	2	2
USA	2	53	55
<b>T O T A L</b>	<b>3</b>	<b>98</b>	<b>101</b>

►►GRAND TOTAL

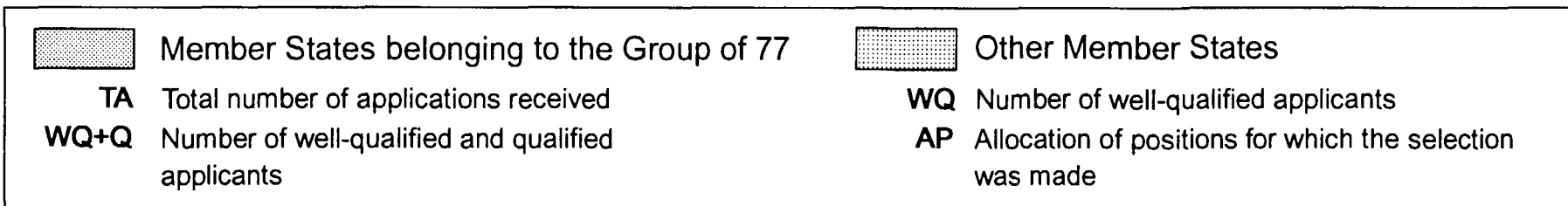
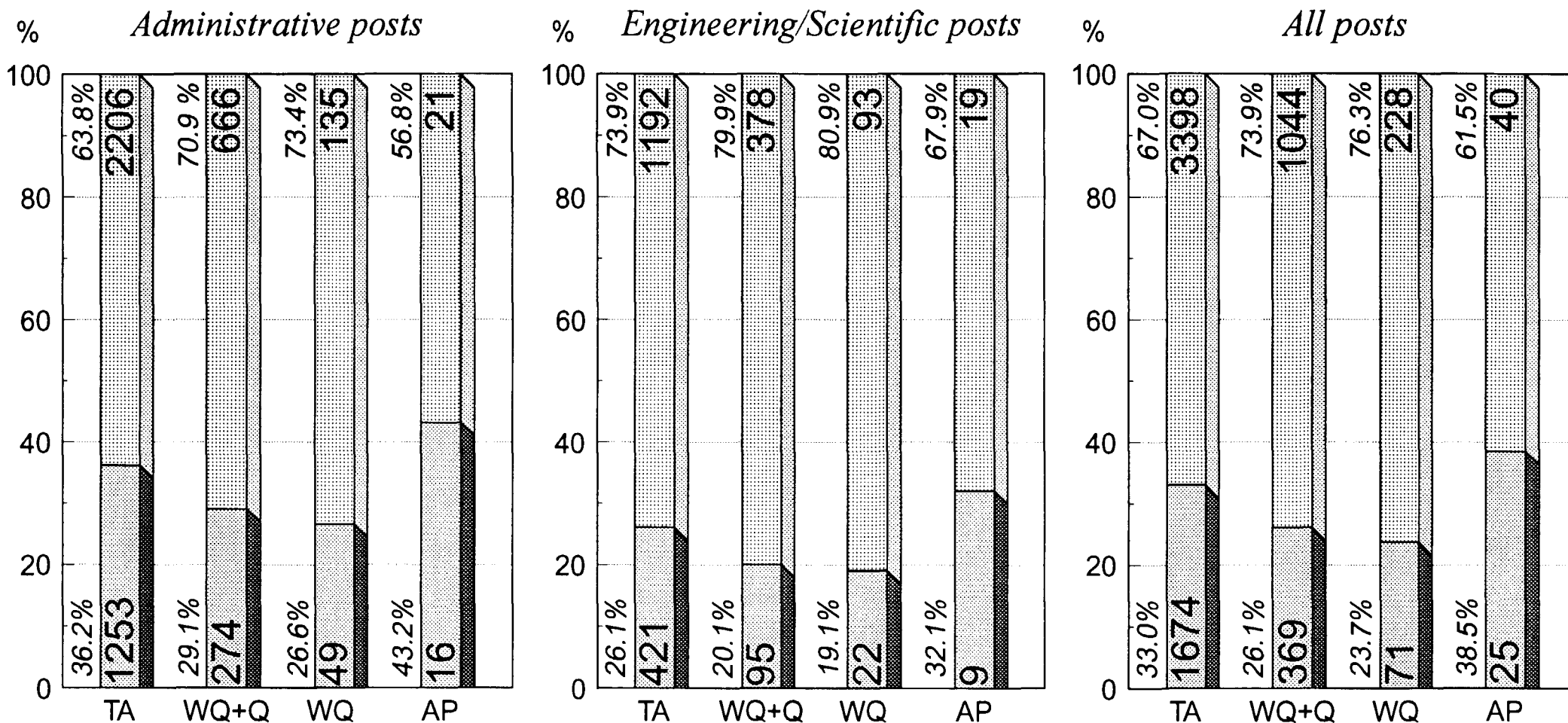
COUNTRIES	FEMALE	MALE	TOTAL
<b>37</b>	<b>5</b>	<b>133</b>	<b>138</b>



# OUTSIDE APPLICATIONS

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

### Member States belonging to the Group of 77 and other Member States







Annexes XVIII to XX

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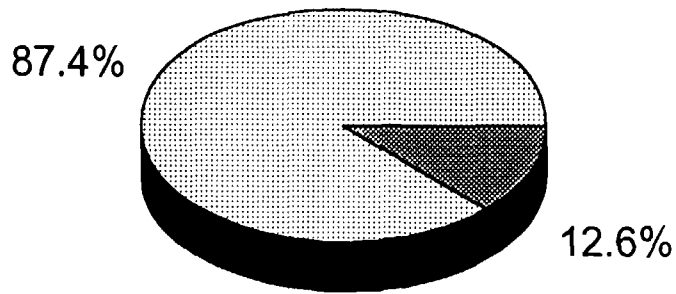
REPRESENTATION OF  
WOMEN ON THE  
SECRETARIAT STAFF



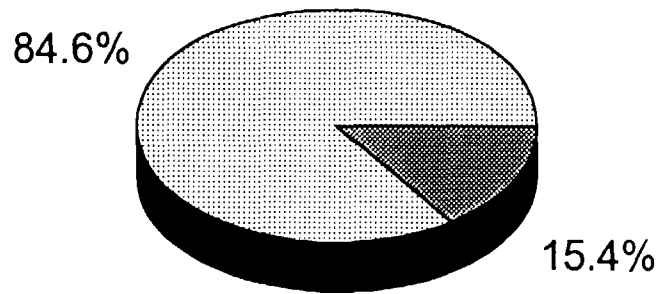
# PROFESSIONAL AND HIGHER-CATEGORY REGULAR STAFF BY GENDER



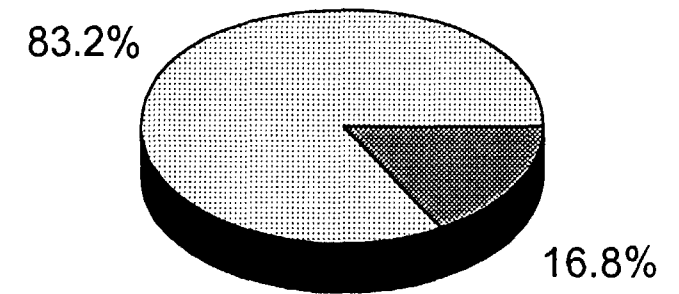
*1 September 1989*



*1 August 1993*



*1 August 1994*



	MALE	%	FEMALE	%
DDG	5	100.0	0	0.0
ADG	0	0.0	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
ADG	0	0.0	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

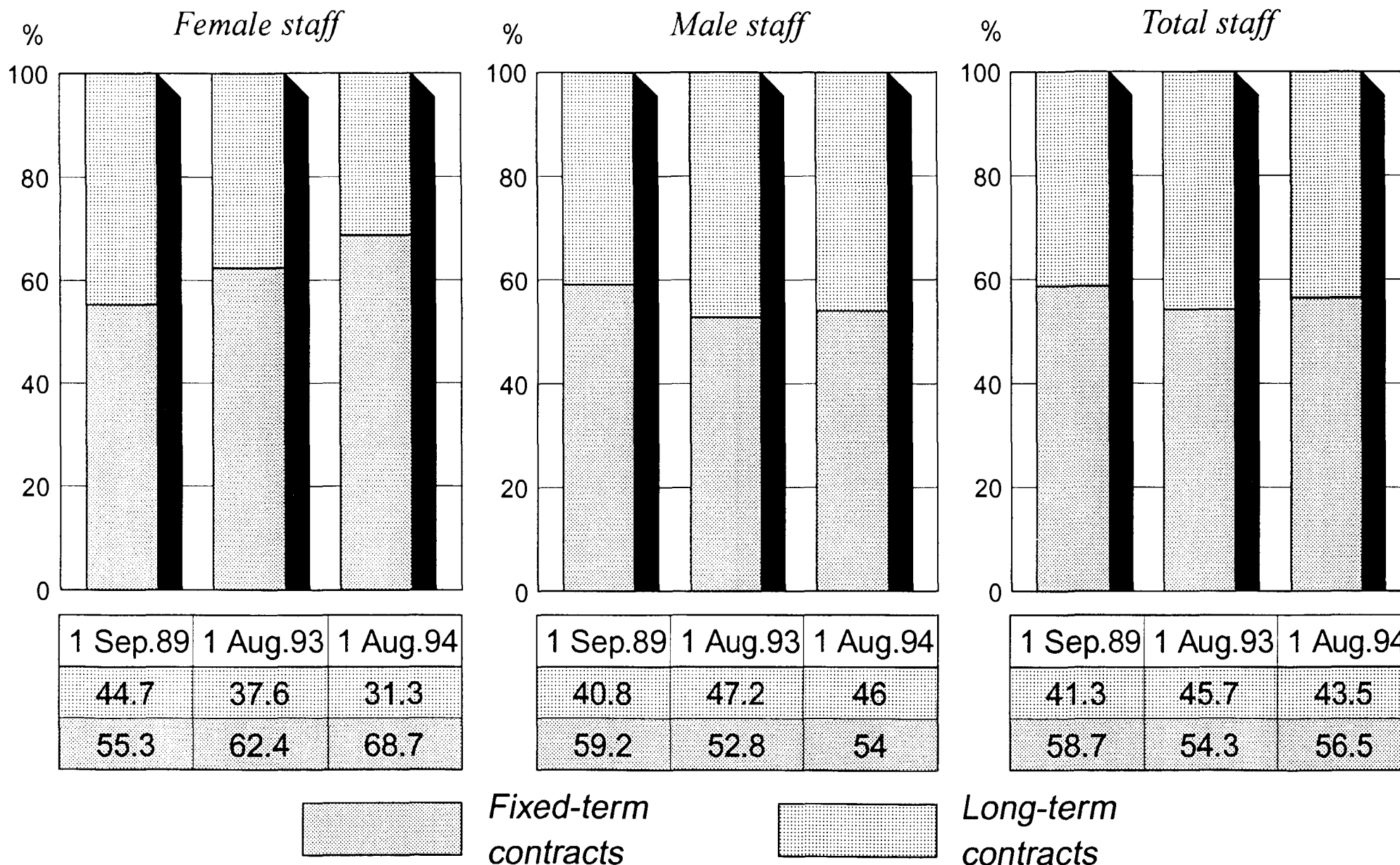
	MALE	%	FEMALE	%
DDG	5	100.0	0	0.0
ADG	2	100.0	0	0.0
D-2	7	100.0	0	0.0
D-1	24 <sup>*)</sup>	85.7	4 <sup>**)</sup>	14.3
P-5	145	91.8	13	8.2
P-4	207	89.6	24	10.4
P-3	151	74.0	53	26.0
P-2	23	52.3	21	47.7
P-1	6	100.0	0	0.0
TOTAL	570	83.2	115	16.8

\*) Number of males on P-5 posts holding the personal grade of D-1: 5

\*\*\*) Number of females on P-5 posts holding the personal grade of D-1: 3



# PROFESSIONAL AND HIGHER-CATEGORY REGULAR STAFF BY GENDER AND TYPE OF CONTRACT





# OUTSIDE APPLICATIONS

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

### Female candidates and male candidates

