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(GC(39)/1)

PERSONNEL QUESTIONS

STAFFING OF THE AGENCY'S SECRETARIAT (GC(XXXVIII)/RES/12)

Introduction

1. Pursuant to paragraph 3 of resolution GC(XXXVIII)/RES/12 ("Staffing of the Agency's Secretariat") adopted by the General Conference on 23 September 1994, the Director General presents in this report information on the measures taken to implement that resolution and statistical data on the Professional staffing situation in the Secretariat.
2. In response to the request made by a number of delegations during the General Conference's 1994 session for separate reports on the recruitment of staff from developing Member States (resolution GC(XXXVIII)/RES/12) and the representation of women in the Secretariat (resolution GC(XXXVIII)/RES/13), the present report deals only with the former issue, although the two issues are interrelated. In order to avoid duplication, however, the present report contains some material (text and data) relevant to the representation of women in the Secretariat which is not reproduced in document GOV/2824-GC(39)/16 dealing with that issue.
3. The report first states the objective set by the Conference and describes measures taken to increase the number of staff members drawn from developing areas in the Professional and higher categories. It then provides statistical data (with technical explanations) and reviews the progress made in achieving the objective set by the General Conference.

Objective set and measures taken

(a) Objective set

4. In resolution GC(XXXVIII)/RES/12 the General Conference requested the Director General "to take specific measures with the assistance of Member States, in keeping with the provisions of Article VII of the Statute, within the period of four years as specified in resolution GC(XXXVII)/RES/621 to recruit an increased proportion of staff members drawn from developing countries, particularly at the senior and policy-making levels".

(b) Measures taken

5. In an effort to achieve the objective set by the General Conference, a variety of measures were taken during the past year:

- (i) The implementation of resolution GC(XXXVIII)/RES/12 was regularly reviewed at Director General's Meetings on the basis of reports presented by the Director of Personnel. On several occasions, the Director General restated the policy that applicants from developing Member States and from those other Member States which are under-represented should, in keeping with the provisions of Article VII of the Statute, be given preference in cases of comparable qualifications and suitability, and he requested Department Heads to bear this policy in mind when making selections.
- (ii) The Director of Personnel closely monitored the selection process and referred appointment proposals back to Departments in cases where, in his opinion, applicants from developing Member States had not received the appropriate special attention. In addition, the Advisory Panel on Professional and G-8 Staff reviewed appointment proposals with this policy in mind.
- (iii) The programme budgets for 1994 and 1995 included provision for three Junior Professional Officer (JPO) positions to serve as training opportunities for persons from developing Member States who might later apply for regular positions or use the experience gained in their home countries. Also, a further JPO position was created in 1995 with funds that became available for deferred programme implementation.

- (iv) A roster of well-qualified and qualified applicants from developing countries is being used by the Division of Personnel in dealing with vacant fixed-term Secretariat positions.
- (v) A roster of recruitment sources, especially in developing countries, is being developed with a view to establishing and maintaining direct contacts with well-qualified candidates who might be interested in applying for a position in the Secretariat.
- (vi) The Secretariat has been examining the Agency's recruitment instruments with a view to ensuring that they facilitate the recruitment process, particularly with regard to applicants from developing countries. As a result, the personal history form is being revised and a recruitment brochure which emphasizes the interest of the Agency in receiving an increased number of applications from well-qualified applicants from developing countries is being drafted for circulation to the aforementioned recruitment sources in Member States.

Statistical data and review of progress

6. 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; and Annexes XII to XIV contain statistics on staff drawn from countries belonging to the Group of 77. In most cases, the reference date is 1 August 1995. Information relating to the staffing situation at four other reference dates (1 September 1981, 1 September 1985, 1 September 1989 and 1 August 1994) is also given in order that trends in the composition of the Agency's staff may be assessed.

7. 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".

8. The data regarding the representation of countries belonging to the Group of 77 have been adjusted in order to reflect the current membership of the Group.

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

9. As in the past, the data provided in this document 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 (e.g. cost-free experts, extrabudgetary staff, temporary staff, consultants, Technical Co-operation experts and departmental administrative officers). Thus, the total number of posts subject to geographical distribution on 1 August 1995 was 702.

10. Out of these 702 posts, 80 were vacant on 1 August 1995. The number of staff members subject to geographical distribution on 1 August 1995 was therefore 622.

11. 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.

12. 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

13. The total number of staff in the Professional and higher categories subject to geographical distribution increased by one between 2 August 1994 and 1 August 1995 and by nine during the six-year period between 2 September 1989 and 1 August 1995, whereas during the eight-year period between 2 September 1981 and 1 September 1989 it increased by 132 (27.4%).

14. During the period between 2 September 1981 and 1 August 1994, the percentage of staff drawn from 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. There have been no significant changes in the distribution of staff by area in 1995, but rather a confirmation of the trends observed in previous years for most areas, with the exceptions of a slight increase in the percentage representation of North America and a slight decrease in the percentage representation of the Middle East and South Asia.

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

15. There was a slight decrease (0.4%) in the percentage representation of developing Member States during the period between 2 August 1994 and 1 August 1995. However, six candidates from developing Member States who have been selected for appointment as of 1 August 1995 are not yet on board. Should they join the Agency on the agreed dates of entry on duty, the percentage representation of developing Member States at the end of September will be 32.3% - a 0.1% increase compared to the 1 August 1994 level. As can be seen from Annex VI, the percentage representation of developing Member States increased over the period 2 September 1981-1 August 1995 from 16.6% to 31.8% - an increase of close to 100% in 14 years. Most of this increase (from 16.6% in 1981 to 29.0% in 1989) occurred during the period 1981-89, during which the total number of staff members in the Professional and higher categories increased by 132 (see para. 13 above). The relative stability since 1989 in the representation both of developing and of other Member States on the staff of the Secretariat is due to the fact that most recruitment has been for the purpose of replacing staff members who have left the Agency.

16. There were no changes in the representation of developing Member States at senior levels (Directors and Deputy Directors General) during the period August 1994-August 1995. As can be seen from Annex VII, the increase was from 25.9% to 30.3% over the period September 1981-August 1995.

17. During the period August 1994 - August 1995, 68 persons separated from and 69 were appointed to posts subject to geographical distribution - a net increase of one. Of those who separated from such posts, 20 - or 29.4% - were nationals of developing Member States. Of the appointees, 18 - or 26.1% - were nationals of developing Member States (see Annex III).

18. As can be seen from Annex VIII, the percentage representation of developing Member States is higher in scientific and technical areas (34.3%) than in administrative areas (27.4%), except with regard to Technical Co-operation Administrators. In scientific and technical areas, the percentage representation of developing Member States is particularly high among Nuclear Physicists and Physicists (34.5%), Nuclear Safeguards Inspectors (38.1%) and Life Scientists (39.3%).

19. Of the 2195 outside applications received during the period August 1994-August 1995 for 31 vacant administrative posts (see Annex IX), 862 - 39.3% - were from nationals of developing countries. Of these candidates, 3.9% were assessed as well-qualified; the percentage for other Member States was 4.9%. Well-qualified applicants from developing countries accounted for 34.3 % of the total number of well-qualified applicants, while 31.8% of the administrative positions for which selections were made went to applicants from developing countries.

20. Of the 962 outside applications received for 39 vacant engineering and scientific posts (see Annex IX), 296 - 30.8% - were from nationals of developing countries. Of these candidates, 6.4% were assessed as well-qualified; the percentage for other Member States was 13.1%. Well-qualified applicants from developing countries accounted for 17.9% of the total number of well-qualified applicants, while 20% of the engineering and scientific positions for which selections were made went to applicants from developing countries.

21. During the period August 1992-August 1995, on average 50 outside applications (three of them from well-qualified candidates) were received in response to each of the 214 advertised vacancies for administrative and engineering/scientific posts subject to geographical distribution. For 50% of the advertised vacancies, the number of applications received ranged from 20 to 50. This relatively low number of outside applications, particularly from well-qualified applicants and for engineering/scientific posts, reflects the increasing difficulties encountered in the recruitment of high-caliber candidates due to the deterioration in the competitiveness of the UN Common System remuneration. These difficulties are also reflected by the growing number of selected candidates who reject offers of appointment or request an initial within-grade step increase in order to match their current salary.^{1/}

^{1/} Studies of the Consultative Committee on Administrative Questions have shown that there is a gap of some 30-50% between the remuneration level of UN Common System organizations and those of other international organizations and of public and private organizations in the comparator country (the USA).

The government sponsorship practice

22. The government sponsorship practice has existed since the Agency's inception over thirty years ago. At that time the Agency was in particular need of qualified technical staff, and the Board of Governors therefore called upon Member States to put forward competent candidates from their national civil services or semi-public organizations, where the required qualifications could be found, so as to secure "employees of the highest standards of efficiency, technical competence, and integrity", as prescribed by Article VII.D of the Agency's Statute. From being primarily a necessary recruitment instrument at the outset, the government sponsorship practice developed over the years and became also a useful instrument for ascertaining that a candidate's credentials are correct and that any facts known to national authorities which might cast doubts on a candidate's integrity are brought to the attention of the Agency. At the same time, however, the government sponsorship practice has on occasions made it more difficult for the Director General to appoint the best qualified candidates and to implement the General Conference resolutions relating to the representation of developing countries and of women in the Secretariat. During the past ten years, for instance, the Agency has been denied the services of 39 well-qualified applicants, 16 of them from developing Member States, for lack of government sponsorship. Although governments and Permanent Missions may have an interest in a particular vacancy, for which they have transmitted applications from their nationals, the government sponsorship practice should not, in the Secretariat's view, be taken to mean that a Member State can approve or veto the appointment of a particular candidate. Rather, it should be seen as a means of helping the Agency to obtain a sufficient number of applications from suitably qualified candidates and to verify the candidates' credentials and integrity. The final decision to appoint a particular candidate to a given post should at all times be the prerogative of the Director General.

Conclusion

23. Measures of the kind taken in response to resolution GC(XXXVIII)/RES/12 will continue to be taken by the Secretariat, which urges all Member States to assist it by nominating more candidates who are suitably qualified for vacant positions.

LIST OF ANNEXES

PROFESSIONAL AND HIGHER-CATEGORY STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

● 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 not subject to geographical distribution 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)
- Annex VII Senior staff (i.e. Directors and Deputy Directors General) from developing Member States and from other Member States (total numbers and percentages)
- Annex VIII Staff from developing Member States and from other Member States by occupational group
- Annex IX Outside applications for vacant posts subject to geographical distribution for which the selection has been completed (2 August 1994 - 1 August 1995)

Page 1: Outside applications for administrative posts
Page 2: Outside applications for scientific and engineering posts
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- Annex X Outside applications in response to Nuclear Safeguards Inspector vacancy notices by country (2 August 1994 - 1 August 1995)
- Annex XI Staff by type of contract

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

- Annex XII Professional and higher-category staff from Member States belonging to the Group of 77 and from other Member States (total numbers and percentages)
- Annex XIII Senior staff (i.e. Directors and Deputy Directors General) from Member States belonging to the Group of 77 and from other Member States
- Annex XIV Staff by type of contract

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

Annexes I to V

**DATA BY AREA AND
COUNTRY**

(ALL MEMBER STATES)

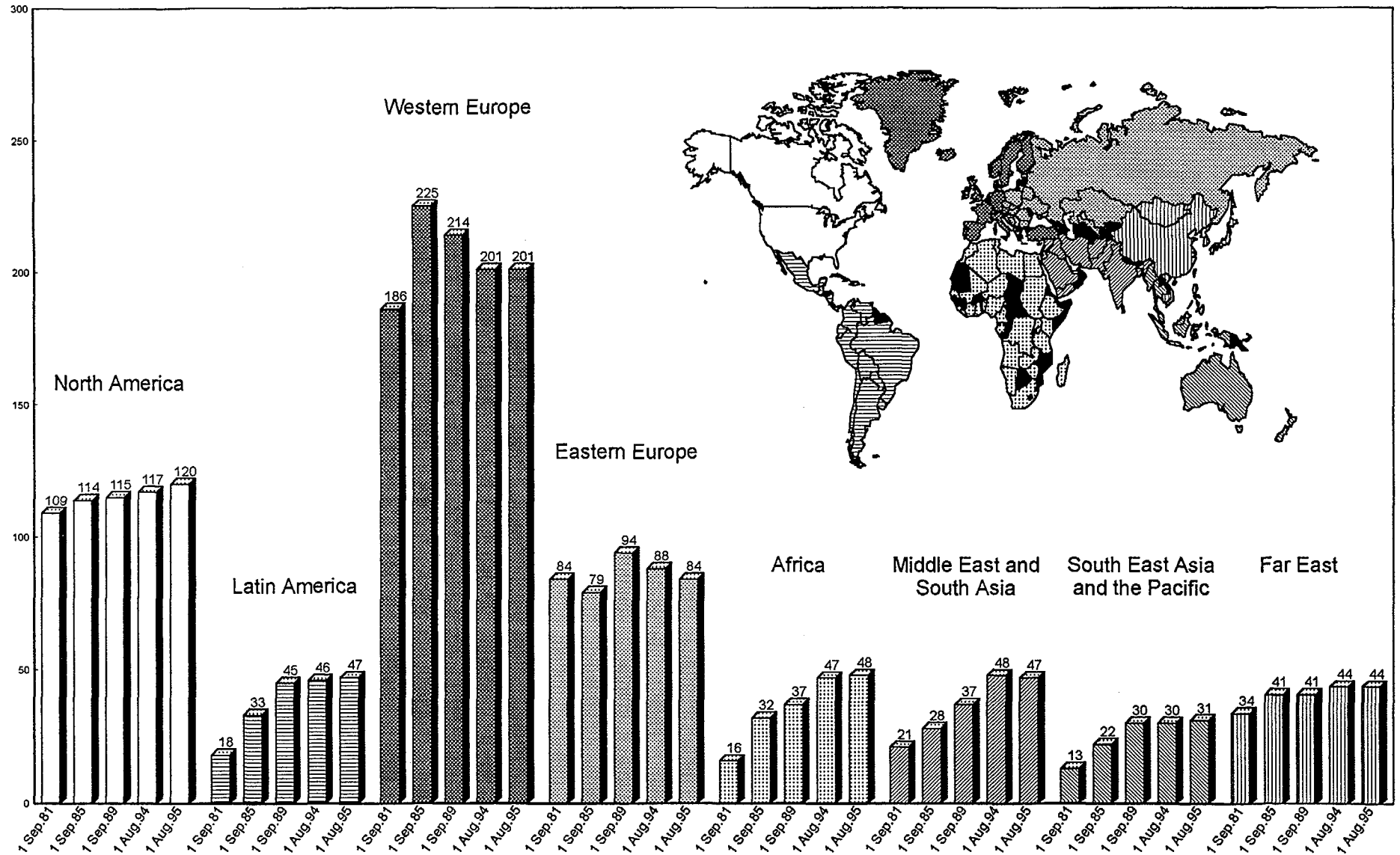
PROFESSIONAL AND HIGHER-CATEGORY STAFF BY AREA AND COUNTRY

COUNTRIES (tentatively arranged by geographical area)	1 SEPTEMBER 1981 TOTAL	1 SEPTEMBER 1985 TOTAL	1 SEPTEMBER 1989 TOTAL	1 August 1994								1 August 1995								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
				EASTERN EUROPE																		
ALBANIA	0	0	0	-	-	-	-	1	-	-	1	-	-	-	-	1	-	-	1	+1	+1	+1
ARMENIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
BELARUS	1	4	4	-	-	-	1	2	-	-	3	-	-	-	3	-	-	-	3	+2	-1	-1
2) BOSNIA - HERCEGOVINA	0	0	0	-	-	-	1	-	-	-	1	-	-	-	1	-	-	-	1	+1	+1	+1
BULGARIA	6	3	4	-	-	-	2	1	-	-	3	-	-	1	3	1	-	-	5	-1	+2	+1
CROATIA	0	0	0	-	-	1	1	-	-	-	2	-	-	1	-	-	-	-	1	+1	+1	+1
3) CZECH & SLOVAK F.R.	9	8	5	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-9	-8	-5
CZECH REPUBLIC	0	0	0	-	-	-	1	1	1	-	3	-	-	-	1	1	1	-	3	+3	+3	+3
ESTONIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
HUNGARY	6	4	4	-	-	2	2	1	-	-	5	-	-	1	3	1	1	-	6	-	+2	+2
KAZAKHSTAN, REP. OF	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
LITHUANIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
POLAND	10	7	7	-	-	1	2	5	-	-	8	-	-	1	2	4	-	-	7	-3	-	-
ROMANIA	2	2	2	-	-	1	-	1	2	-	4	-	-	1	1	2	1	1	6	+4	+4	+4
RUSSIAN FEDERATION	45	39	51	1	1	10	18	12	2	-	44	1	1	10	17	10	1	-	40	-5	+1	-11
SLOVAK REPUBLIC	0	0	0	-	-	2	1	-	-	-	3	-	-	2	-	-	-	-	2	+2	+2	+2
SLOVENIA	0	0	0	-	-	1	1	1	-	-	3	-	-	1	1	1	-	-	3	+3	+3	+3
THE F. Y. RP. MACEDONIA	0	0	0	-	-	-	1	-	-	-	1	-	-	1	-	-	-	-	1	+1	+1	+1
UKRAINE	3	5	6	-	-	-	3	2	-	-	5	-	-	-	1	2	-	-	3	-	-2	-3
UZBEKISTAN	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
YUGOSLAVIA	2	7	11	-	-	-	1	1	-	-	2	-	-	-	1	1	-	-	2	-	-5	-9
TOTAL AREA	84	79	94	1	1	18	35	28	5	-	88	1	1	18	32	27	4	1	84	-	+5	-10
AFRICA																						
ALGERIA	1	1	1	-	-	3	-	-	-	-	3	-	-	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	-	2	1	3	4	-	-	10	-	2»	1	3	4	-	-	10	+7	+1	+1
ETHIOPIA	0	2	3	-	1	-	-	3	-	-	4	-	1	-	-	2	-	-	3	+3	+1	-
GABON	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
GHANA	3	3	6	-	-	1	1	2	1	-	5	-	-	1	1	3	-	-	5	+2	+2	-1
KENYA	1	4	1	-	-	-	1	-	-	-	1	-	-	1	-	-	-	-	1	-	-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	-	2	-	-	-	1	-	1	-	2	+2	+2	+2
MOROCCO	0	0	3	-	-	-	1	1	-	-	2	-	-	-	1	1	-	-	2	+2	+2	-1
NAMIBIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
NIGER	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
NIGERIA	2	2	3	-	-	3	-	2	-	1	6	-	-	3	1	2	-	1	7	+5	+5	+4
SENEGAL	0	1	1	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-1	-1
SIERRA LEONE	0	1	0	-	-	-	-	-	2	-	2	-	-	-	-	-	1	-	1	+1	-	+1
SOUTH AFRICA	2	1	1	-	-	1	1	1	-	-	3	-	-	1	1	1	1	-	4	+2	+3	+3
SUDAN	2	2	2	-	-	-	2	-	-	-	2	-	-	-	2	-	-	-	2	-	-	-
TANZANIA, UN. REP.	0	1	0	-	-	-	-	-	-	-	0	-	-	1	-	-	-	-	1	+1	-	+1
TUNISIA	0	2	2	-	-	-	1	-	-	-	1	-	-	1	-	-	-	-	1	+1	-1	-1
UGANDA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	1	-	-	1	+1	+1	+1
ZAIRE, REP. OF	1	1	3	-	-	-	1	1	1	-	3	-	-	-	1	1	1	-	3	+2	+2	-
ZAMBIA	0	1	2	-	-	1	-	-	-	-	1	-	-	1	-	-	-	-	1	+1	-	-1
ZIMBABWE	0	0	0	-	-	-	-	-	-	1	1	-	-	-	-	-	1	-	1	+1	+1	+1
TOTAL AREA	16	32	37	-	3	10	12	15	5	2	47	-	3	10	13	15	5	2	48	+32	+16	+11

PROFESSIONAL AND HIGHER-CATEGORY STAFF BY AREA

STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

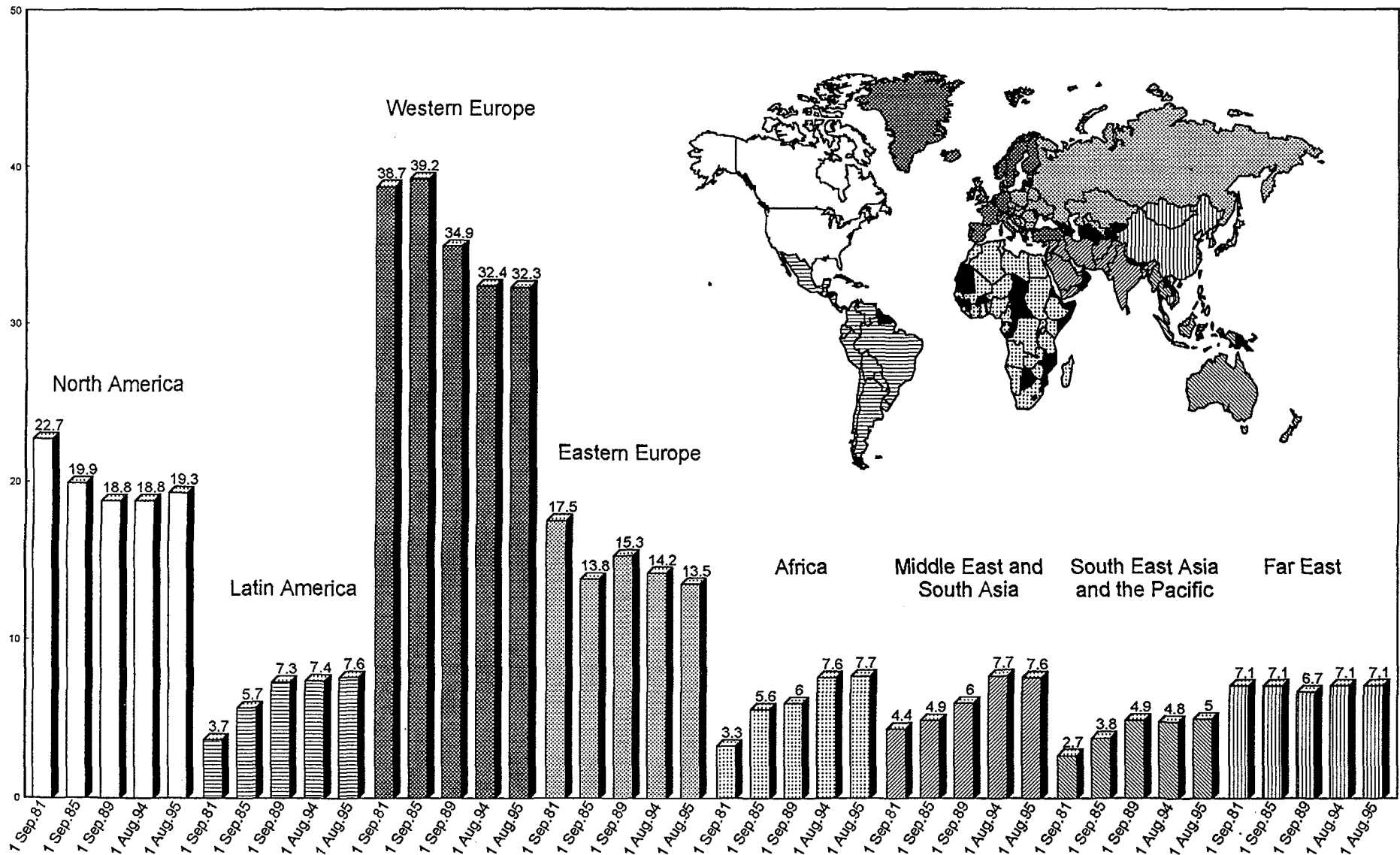
(total numbers)



PROFESSIONAL AND HIGHER-CATEGORY STAFF BY AREA

STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

(percentages)



**PROFESSIONAL AND HIGHER-CATEGORY STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION
APPOINTMENTS AND SEPARATIONS BY AREA AND COUNTRY
2 August 1994 - 1 August 1995**

COUNTRIES (tentatively arranged by geographical area)			TOTAL STAFF 94.08.01	APPOINTMENT (MALE/FEMALE)	SEPARATIONS (MALE/FEMALE)	TOTAL STAFF 95.08.01
	G77 COUNTRY	DEVELOPING COUNTRY				
NORTH AMERICA						
CANADA			16	4 (3/1)	5 (4/1)	15
USA			101	15 (10/5)	11 (7/4)	105
LATIN AMERICA						
ARGENTINA	X	X	4	1 (1/0)	-	5
BOLIVIA	X	X	4	-	-	4
BRAZIL	X	X	6	-	1 (0/1)	5
CHILE	X	X	4	-	-	4
COLOMBIA	X	X	4	-	1 (1/0)	3
COSTA RICA	X	X	0	-	-	0
CUBA	X	X	3	-	-	3
DOMINICAN REP.	X	X	0	-	-	0
ECUADOR	X	X	1	-	-	1
EL SALVADOR	X	X	0	1 (1/0)	-	1
GUATEMALA	X	X	1	1 (1/0)	1 (1/0)	1
HAITI	X	X	1	-	-	1
JAMAICA	X	X	1	-	-	1
MEXICO		X	7	-	-	7
NICARAGUA	X	X	0	-	-	0
PANAMA	X	X	1	-	-	1
PARAGUAY	X	X	0	-	-	0
PERU	X	X	5	1 (1/0)	-	6
URUGUAY	X	X	1	-	-	1
VENEZUELA	X	X	3	-	-	3
WESTERN EUROPE						
AUSTRIA			19	1 (1/0)	-	20
BELGIUM			6	-	-	6
CYPRUS	X	X	0	-	-	0
DENMARK			0	-	-	0
FINLAND			5	1 (1/0)	-	6
FRANCE			24	1 (1/0)	4 (2/2)	21
GERMANY			43	3 (1/2)	5 (4/1)	41
GREECE			3	-	-	3
HOLY SEE			0	-	-	0
ICELAND			1	-	-	1
IRELAND			2	-	-	2
ITALY			18	2 (2/0)	2 (1/1)	18
LIECHTENSTEIN			0	-	-	0
LUXEMBOURG			0	-	-	0
MONACO			1	-	-	1
NETHERLANDS			7	2 (1/1)	2 (2/0)	7
NORWAY			1	-	1 (1/0)	0
PORTUGAL			0	-	-	0
SPAIN			13	1 (1/0)	-	14
SWEDEN			10	1 (1/0)	1 (1/0)	10
SWITZERLAND			4	-	-	4
TURKEY		X	9	-	-	9
UK			35	4 (4/0)	1 (0/1)	38

**PROFESSIONAL AND HIGHER-CATEGORY STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION
APPOINTMENTS AND SEPARATIONS BY AREA AND COUNTRY
2 August 1994 - 1 August 1995**

COUNTRIES (tentatively arranged by geographical area)			TOTAL STAFF 94.08.01	APPOINTMENT (MALE/FEMALE)	SEPARATIONS (MALE/FEMALE)	TOTAL STAFF 95.08.01
	G77 COUNTRY	DEVELOPING COUNTRY				
EASTERN EUROPE						
ALBANIA			1	-	-	1
ARMENIA			0	-	-	0
BELARUS			3	1 (1/0)	1 (1/0)	3
BOSNIA - HERCEGOVINA (*)		X	1	-	-	1
BULGARIA			3	2 (2/0)	-	5
CROATIA		X	2	-	1 (1/0)	1
CZECH REPUBLIC			0	-	-	3
ESTONIA			0	-	-	0
HUNGARY			5	2 (2/0)	1 (1/0)	6
KAZAKHSTAN, REP. OF			0	-	-	0
LITHUANIA			0	-	-	0
POLAND			8	-	1 (1/0)	7
ROMANIA	X		4	2 (1/1)	-	6*
RUSSIAN FEDERATION			44	3 (3/0)	7 (7/0)	40
SLOVAK REPUBLIC			3	-	1 (1/0)	2
SLOVENIA		X	3	-	-	3
THE F.Y.R.P. MACEDONIA		X	1	-	-	1
UKRAINE			5	-	2 (2/0)	3
UZBEKISTAN			0	-	-	0
YUGOSLAVIA	X	X	2	-	-	2
AFRICA						
ALGERIA	X	X	3	-	1 (1/0)	2
CAMEROON	X	X	1	-	-	1
COTE D'IVOIRE	X	X	0	-	-	0
EGYPT	X	X	10	-	-	10
ETHIOPIA	X	X	4	-	1 (1/0)	3
GABON	X	X	0	-	-	0
GHANA	X	X	5	-	-	5
KENYA	X	X	1	-	-	1
LIBERIA	X	X	0	-	-	0
LIBYAN ARAB JAM.	X	X	0	-	-	0
MADAGASCAR	X	X	0	-	-	0
MALI	X	X	0	-	-	0
MAURITIUS	X	X	2	-	-	2
MOROCCO	X	X	2	-	-	2
NAMIBIA	X	X	0	-	-	0
NIGER	X	X	0	-	-	0
NIGERIA	X	X	6	1 (0/1)	-	7
SENEGAL	X	X	0	-	-	0
SIERRA LEONE	X	X	2	-	1 (1/0)	1
SOUTH AFRICA	X	X	3	1 (0/1)	-	4
SUDAN	X	X	2	-	-	2
TANZANIA, UN. REP.	X	X	0	1 (1/0)	-	1
TUNISIA	X	X	1	-	-	1
UGANDA	X	X	0	1 (0/1)	-	1
ZAIRE, REP. OF	X	X	3	-	-	3
ZAMBIA	X	X	1	-	-	1
ZIMBABWE	X	X	1	-	-	1

**PROFESSIONAL AND HIGHER-CATEGORY STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION
APPOINTMENTS AND SEPARATIONS BY AREA AND COUNTRY
2 August 1994 - 1 August 1995**

COUNTRIES (tentatively arranged by geographical area)			TOTAL STAFF 94.08.01	APPOINTMENT (MALE/FEMALE)	SEPARATIONS (MALE/FEMALE)	TOTAL STAFF 95.08.01
	G77 COUNTRY	DEVELOPING COUNTRY				
MIDDLE EAST AND SOUTH ASIA						
AFGHANISTAN	X	X	0	-	-	0
BANGLADESH	X	X	7	-	1 (1/0)	6
INDIA	X	X	12	-	4 (4/0)	8
IRAN, ISLAMIC REP.	X	X	7	-	-	7
IRAQ	X	X	2	-	-	2
ISRAEL		X	3	2 (1/1)	-	5
JORDAN	X	X	0	2 (2/0)	-	2
KUWAIT	X	X	0	-	-	0
LEBANON	X	X	3	-	1 (0/1)	2
PAKISTAN	X	X	5	2 (2/0)	1 (1/0)	6
QATAR	X	X	0	-	-	0
SAUDI ARABIA	X	X	0	-	-	0
SRI LANKA	X	X	6	1 (0/1)	1 (1/0)	6
SYRIAN ARAB REP.	X	X	3	1 (1/0)	1 (1/0)	3
UN. ARAB EMIRATES	X	X	0	-	-	0
YEMEN	X	X	0	-	-	0
SOUTH EAST ASIA & THE PACIFIC						
AUSTRALIA			13	2 (2/0)	-	15
INDONESIA	X	X	3	-	-	3
MALAYSIA	X	X	3	-	-	3
MARSHALL ISLANDS	X	X	0	-	-	0
MYANMAR	X	X	2	-	1 (0/1)	1
NEW ZEALAND			2	-	-	2
SINGAPORE	X	X	0	-	-	0
THAILAND	X	X	7	-	-	7
FAR EAST						
CAMBODIA	X	X	0	-	-	0
CHINA		X	9	1 (0/1)	2 (2/0)	8
JAPAN			18	4 (4/0)	3 (3/0)	19
KOREA, DEM. PEOP. REP. (**)	X	X	1	-	-	1
KOREA, REP. OF	X	X	6	1 (1/0)	1 (1/0)	6
MONGOLIA	X	X	1	-	-	1
PHILIPPINES	X	X	7	-	-	7
VIET NAM	X	X	2	-	-	2
TOTALS	76	83	621	69	68	622
DEVELOPING MEMBER STATES			200 (32.2 %)	18 (26.1 %)	20 (29.4 %)	198 (31.8 %)
OTHER MEMBER STATES			421 (67.8 %)	51 (73.9 %)	48 (70.6 %)	424 (68.2 %)
GROUP OF 77			169 (27.2 %)	17 (24.6 %)	17 (25.0 %)	169 (27.2 %)
OTHER MEMBER STATES			452 (72.8 %)	52 (75.4 %)	51 (75.0 %)	453 (72.8 %)
FEMALE STAFF			96 (15.5 %)	16 (23.2 %)	13 (19.1 %)	99 (15.9 %)
MALE STAFF			525 (84.5 %)	53 (76.8 %)	55 (80.9 %)	523 (84.1 %)

PROFESSIONAL AND HIGHER-CATEGORY 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 1994								1 August 1995								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
				EASTERN EUROPE																		
ALBANIA	0	0	0	-	-	-	-	1	-	-	1	-	-	-	-	1	-	-	1	+1	+1	+1
ARMENIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
BELARUS	2	2	1	-	-	-	1	1	-	-	2	-	-	-	-	2	-	-	2	-	-	+1
2) BOSNIA - HERCEGOVINA	0	0	0	-	-	-	1	-	-	-	1	-	-	-	-	1	-	-	1	+1	+1	+1
BULGARIA	1	2	4	-	-	-	1	1	-	-	2	-	-	-	2	1	-	-	3	+2	+1	-1
CROATIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
3) CZECH & SLOVAK F.R.	5	4	4	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-5	-4	-4
CZECH REPUBLIC	0	0	0	-	-	-	1	1	-	-	2	-	-	-	1	1	-	-	2	+2	+2	+2
ESTONIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
HUNGARY	3	2	3	-	-	1	1	1	-	-	3	-	-	-	1	1	-	-	2	-1	-	-1
KAZAKHSTAN, REP. OF	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
LITHUANIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
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	-	1	3	12	4	-	-	20	-	1	3	12	4	-	-	20	+2	+5	-
SLOVAK REPUBLIC	0	0	0	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	0	-	-	-
SLOVENIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
THE F.Y.R.P. MACEDONIA	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
UKRAINE	1	2	3	-	-	-	1	1	-	-	2	-	-	-	1	-	-	-	1	-	-1	-2
UZBEKISTAN	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
YUGOSLAVIA	0	3	3	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	1	+1	-2	-2
TOTAL AREA	37	34	41	-	1	5	19	15	-	-	40	-	1	4	17	16	-	-	38	+1	+4	-3
AFRICA																						
ALGERIA	1	1	1	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	0	-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	3	4	-	-	8	-	-	1	3	4	-	-	8	+7	+3	+2
ETHIOPIA	0	1	1	-	-	-	-	2	-	-	2	-	-	-	1	-	-	-	1	+1	-	-
GABON	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
GHANA	0	1	1	-	-	-	-	1	-	-	1	-	-	-	2	-	-	-	2	+2	+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	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	0	-	-1	-
SOUTH AFRICA	1	1	1	-	-	1	1	1	-	-	3	-	-	1	1	1	-	-	3	+2	+2	+2
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	1	-	-	2	+2	+1	-
ZAMBIA	0	1	1	-	-	1	-	-	-	-	1	-	-	1	-	-	-	-	1	+1	-	-
ZIMBABWE	0	0	0	-	-	-	-	-	-	-	0	-	-	-	-	-	-	-	0	-	-	-
TOTAL AREA	6	17	17	-	-	5	6	12	1	-	24	-	-	4	6	12	-	-	22	+16	+5	+5

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

1 August 1995

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			
ALGERIA	-	-	-	-	-	-	-	1	-	-	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2					
ARGENTINA	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1	2	-	-	-	-	-	-	1	1	7					
AUSTRALIA	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1					
AUSTRIA	1	3	-	-	-	-	4	-	2	-	-	-	-	2	-	-	1	-	1	2	-	-	2	-	-	2	4	-	-	1	-	2	14					
BELGIUM	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	1	2				
BRAZIL	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	1	2				
CANADA	1	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	2	2	-	-	-	-	-	-	5					
CHILE	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1					
CHINA	-	6	-	-	-	-	6	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	1	-	-	2	3	-	-	-	1	11					
COLOMBIA	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1				
CROATIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1	1			
CUBA	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	3				
CZECH REPUBLIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-	-	3	5			
EGYPT	-	3	-	-	-	-	3	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	5				
ETHIOPIA	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2			
FINLAND	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2				
FRANCE	-	6	-	-	-	-	6	-	-	-	-	-	-	-	-	-	3	-	4	7	1	-	1	-	-	2	-	-	-	-	-	1	2	17				
GERMANY	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	2	-	1	3	1	1	4	-	1	2	9	-	-	-	-	1	1	14				
HUNGARY	-	-	-	-	-	-	-	-	-	1	-	-	1	2	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	3	6			
INDIA	-	2	-	-	-	-	2	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	1	1			
IRAN, ISLAMIC REP.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	1		
IRAQ	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1		
ISRAEL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	1	4			
ITALY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	9	-	1	11	-	-	-	-	-	-	-	11	16		
JAPAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	2	1	8	16	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2		
KOREA, REP. OF	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2		
LIBYAN ARAB JAM.	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2		
MEXICO	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	2	-	-	2	-	-	-	-	-	-	-	3	1		
MOROCCO	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5		
NETHERLANDS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	4	-	-	4	-	-	-	-	-	-	-	-	-	1	1	
NEW ZEALAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	1	1	
NIGERIA	-	-	-	-	-	-	-	1	1	-	-	-	-	2	-	-	-	-	-	-	-	-	2	-	-	2	-	-	-	-	-	-	-	-	-	4	4	
PERU	-	1	-	-	1	-	2	-	-	-	-	-	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	7		
POLAND	-	-	-	-	-	-	-	-	-	-	-	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2		
PORTUGAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	1	1	
ROMANIA	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	2	2	
RUSSIAN FEDERATION	-	8	-	-	-	-	8	-	-	-	3	-	-	3	1	-	1	2	-	1	5	1	-	-	1	2	-	1	-	-	-	-	1	2	20	20		
SLOVENIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	1	-	1	2	-	-	-	-	-	-	-	-	-	3	3	
SPAIN	-	3	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5	
SRI LANKA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	1	1
SUDAN	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
SWEDEN	1	-	-	-	-	-	1	-	-	-	1	-	1	2	-	-	-	-	-	-	-	-	-	-	-	3	3	-	-	-	-	-	-	-	1	1	7	7
SWITZERLAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	2	-	-	-	-	-	-	-	-	2	2	
UK	-	11	-	1	-	1	13	-	-	-	-	-	2	2	-	-	-	-	1	1	1	1	2	1	-	1	6	-	-	-	-	-	1	1	23	23		
UKRAINE	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
URUGUAY	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
USA	-	3	-	-	-	-	3	-	1	1	-	1	3	6	-	1	2	23	1	3	30	1	-	1	1	4	-	1	-	-	-	-	-	2	3	46	46	
GRAND TOTAL	3	55	-	1	1	1	61	1	9	4	4	4	13	35	1	3	11	36	3	25	79	6	4	42	2	2	22	78	-	2	4	1	3	10	20	273		

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

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

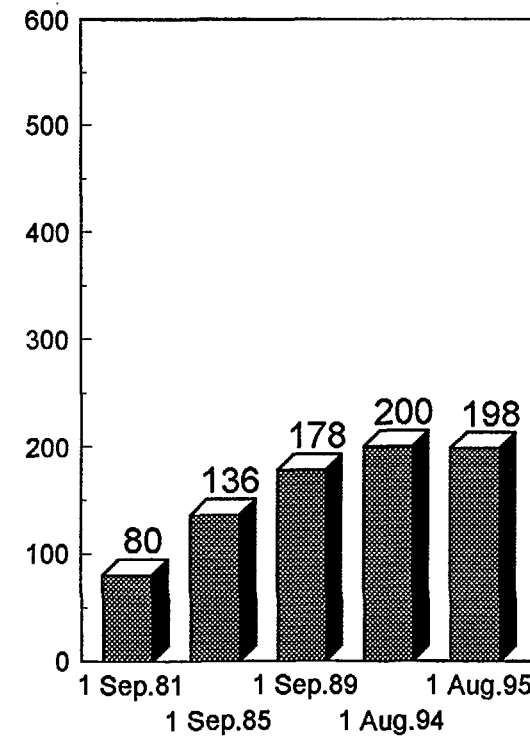
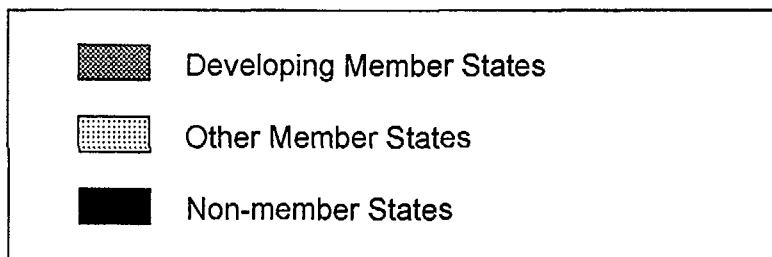
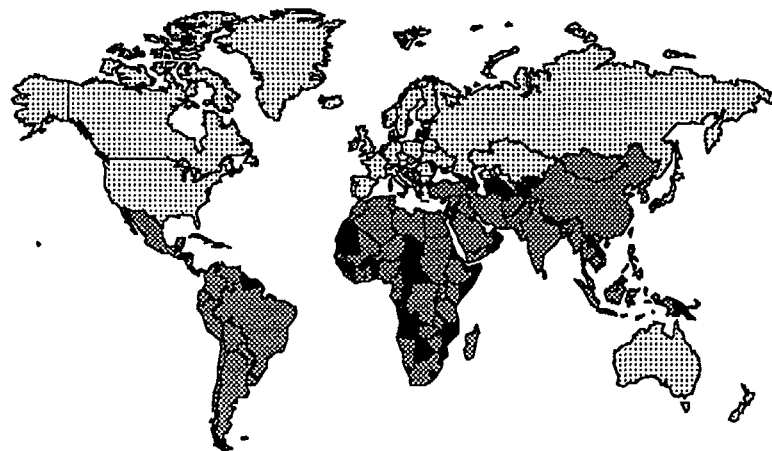
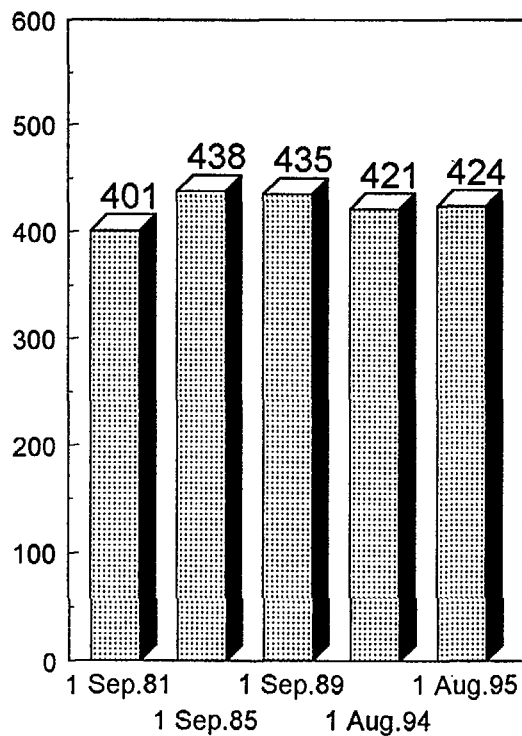
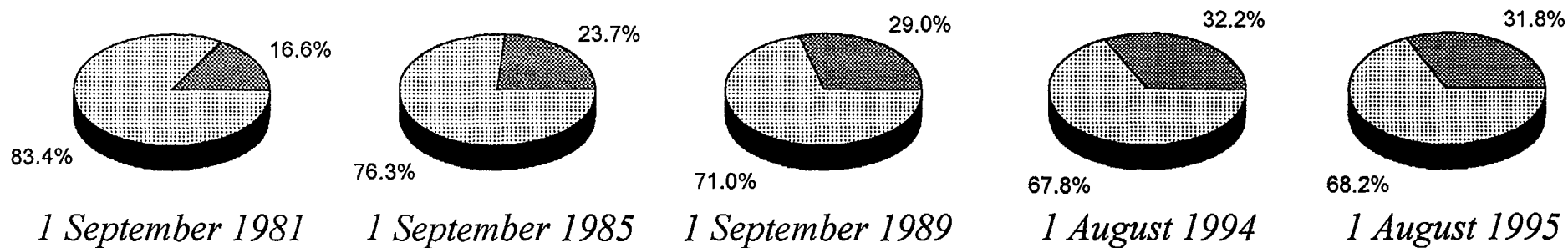
Annexes VI to XI

**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

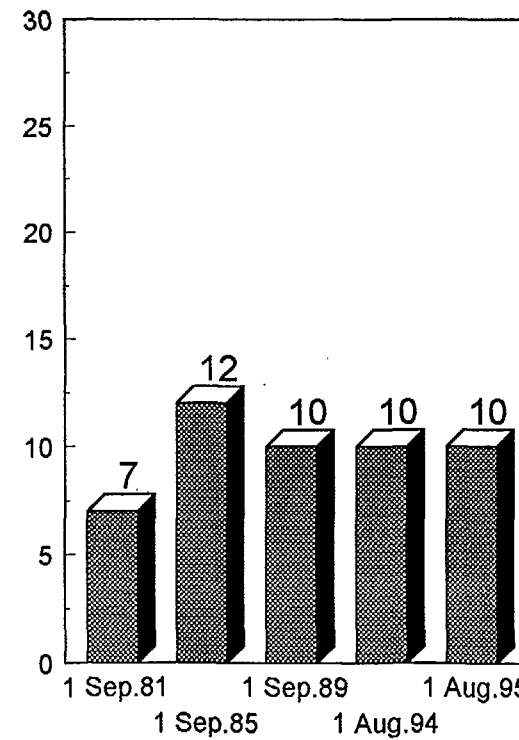
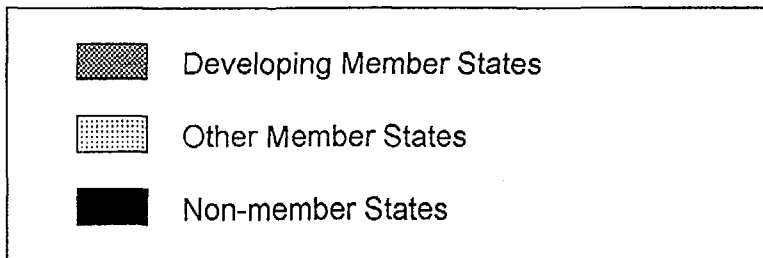
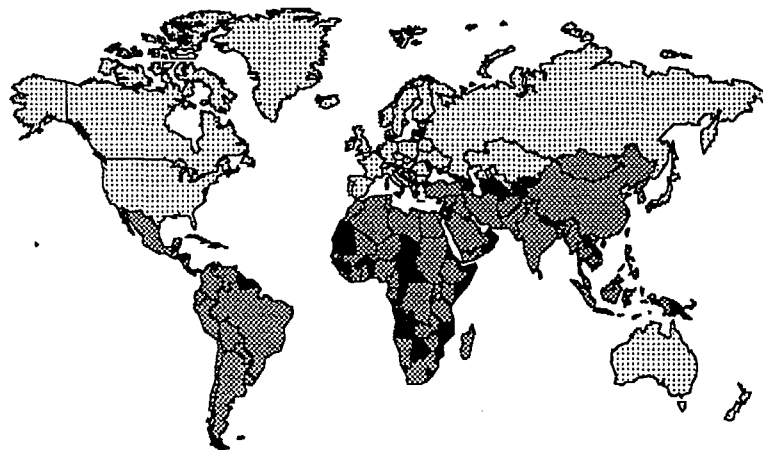
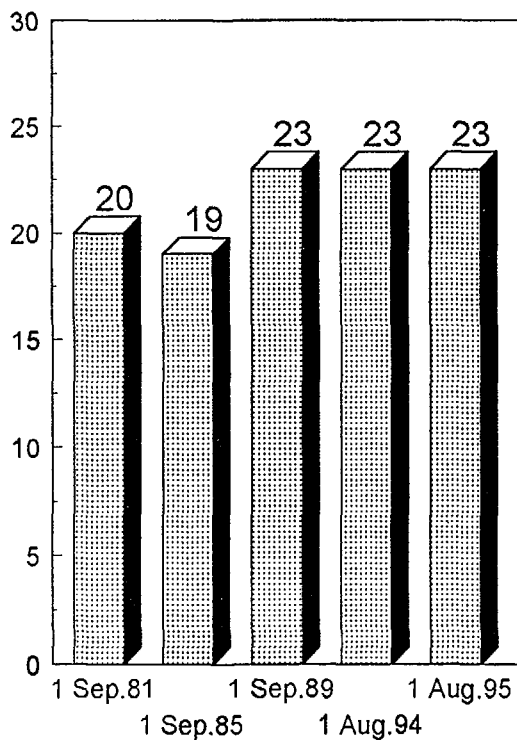
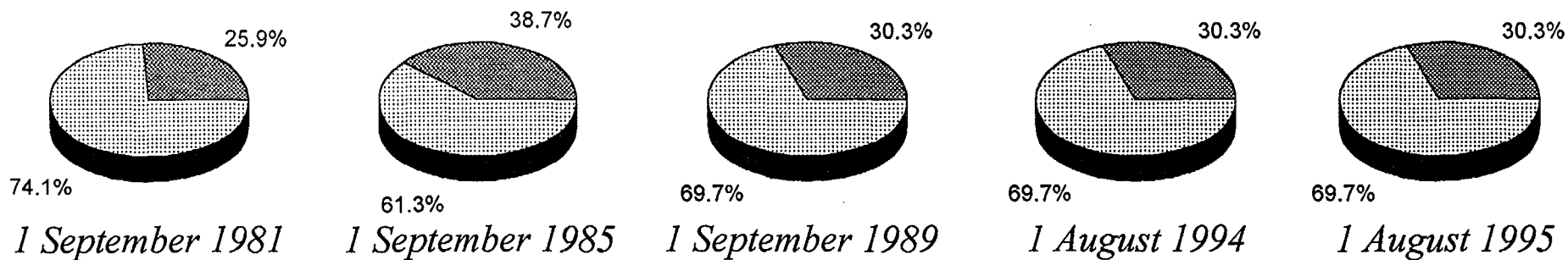
(total numbers and percentages)



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)



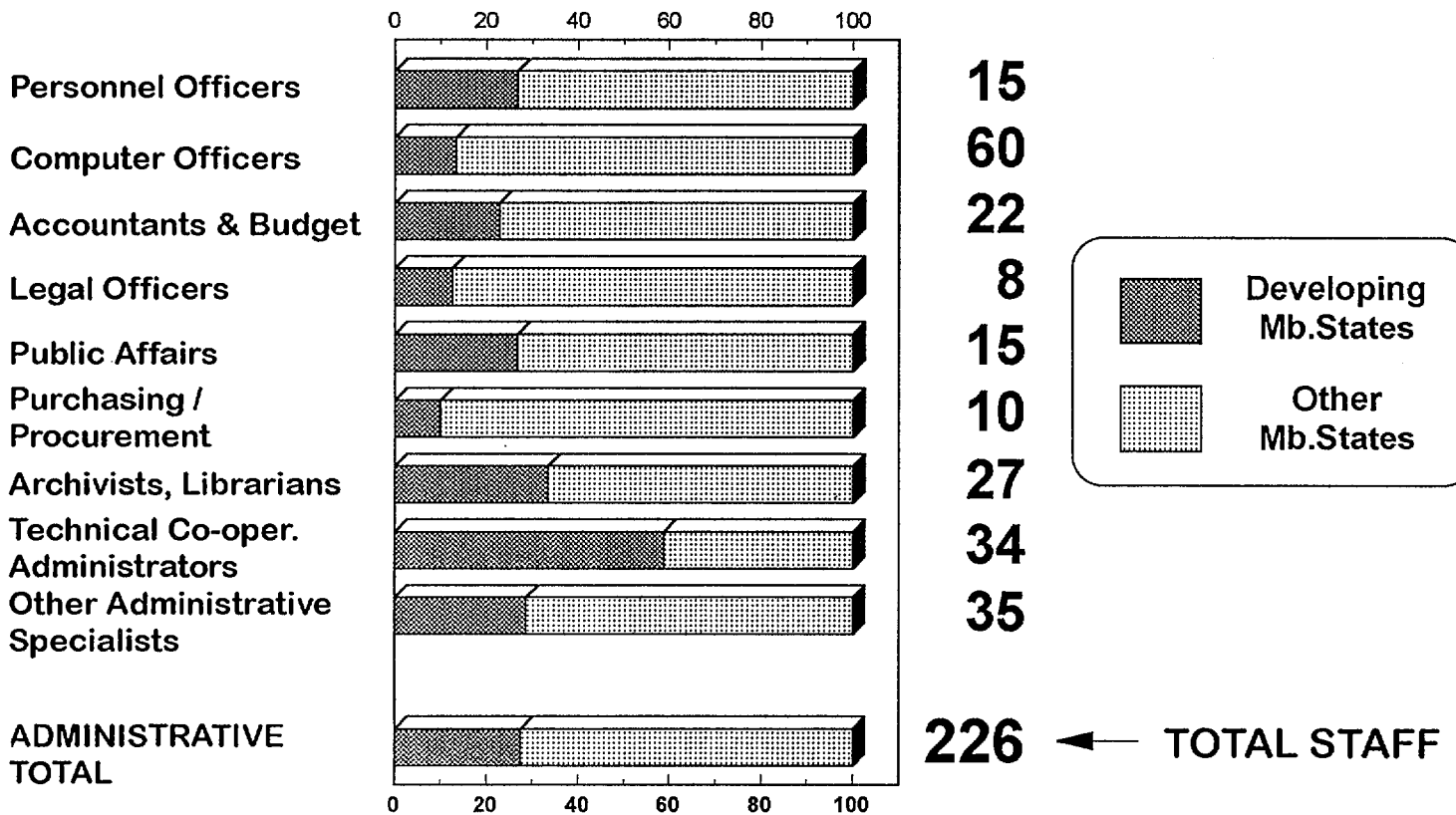
PROFESSIONAL AND HIGHER-CATEGORY STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

REPRESENTATION BY OCCUPATIONAL GROUP

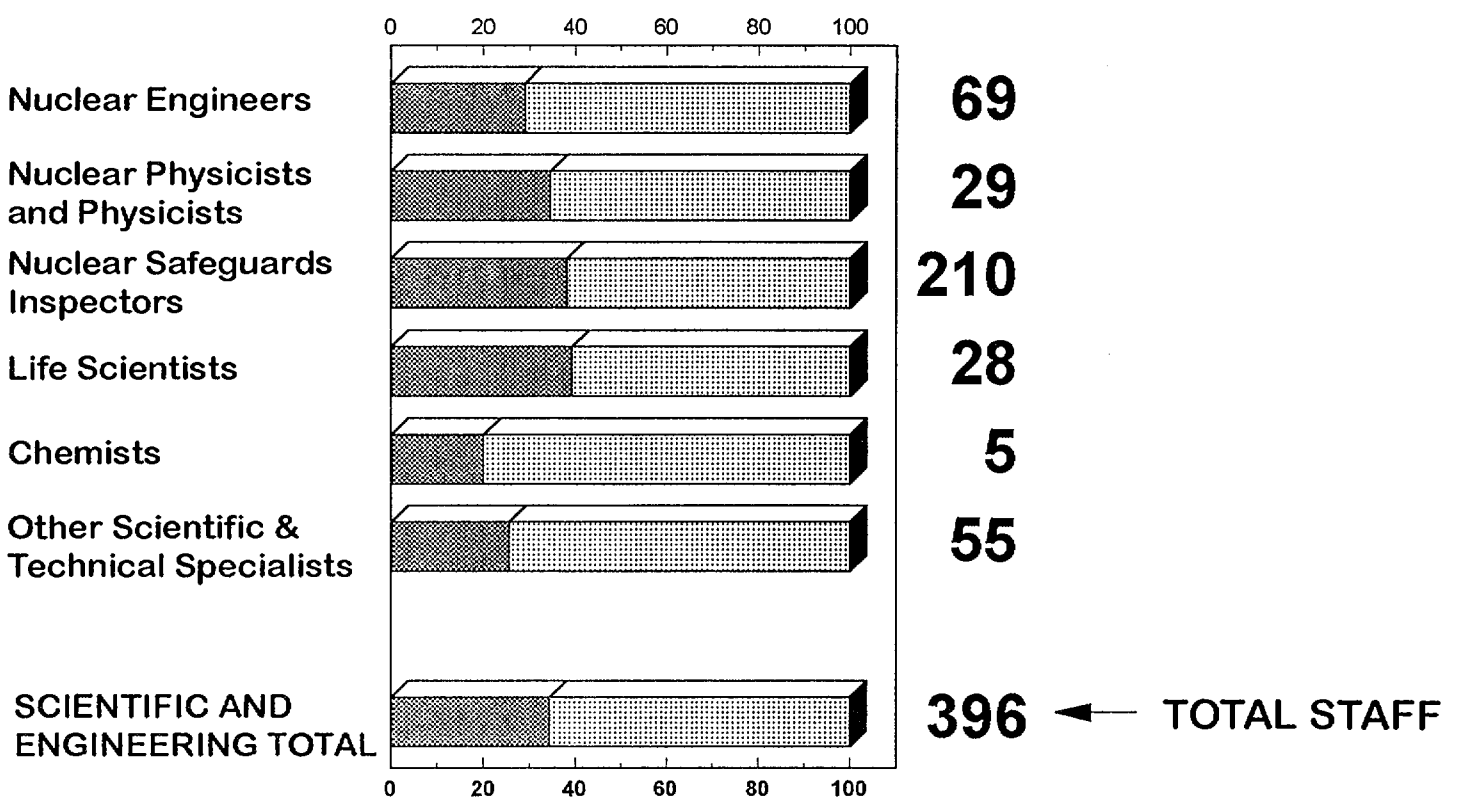
Developing Member States and Other Member States

Status date: 1 August 1995

Administrative Field



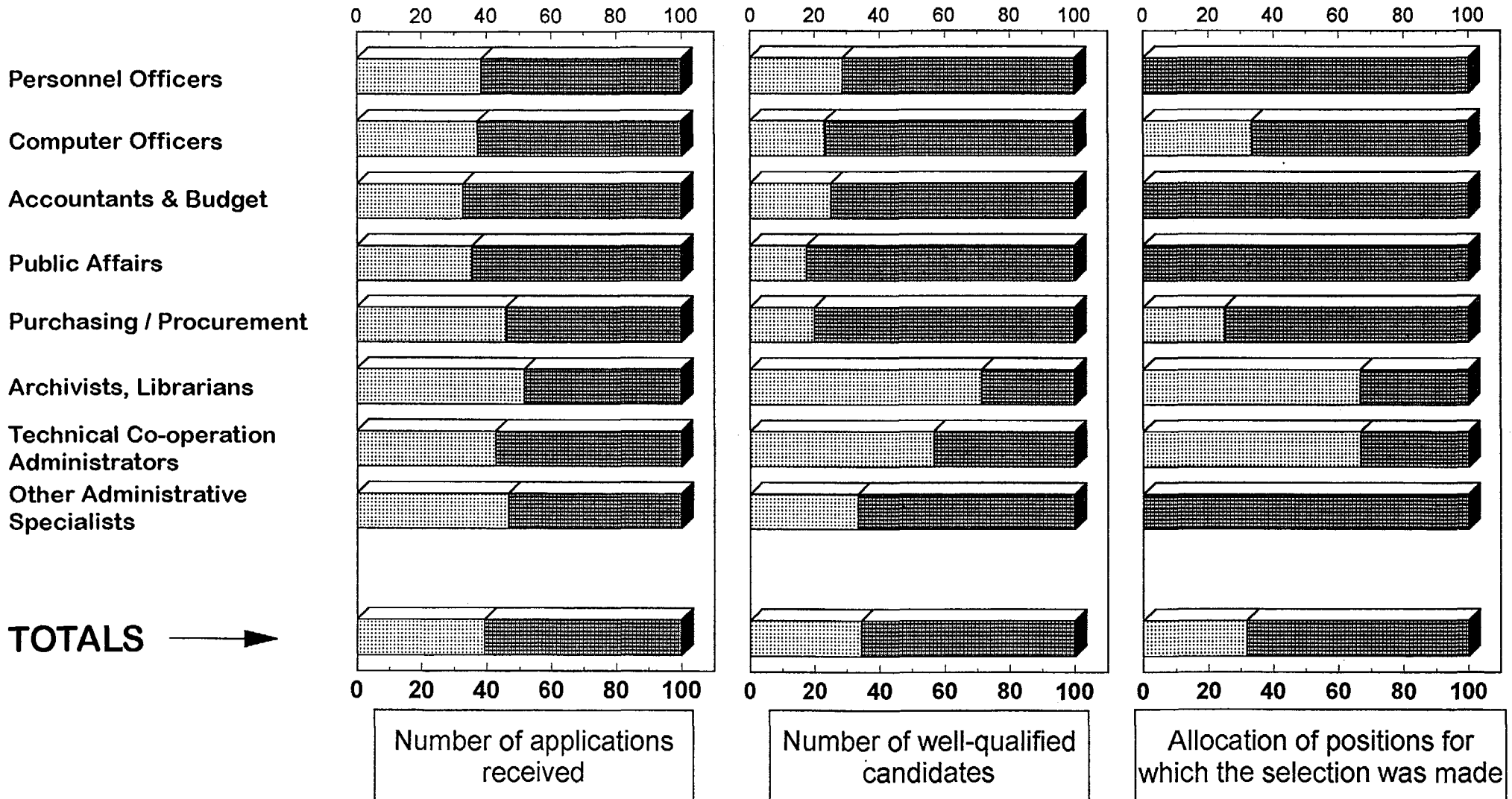
Scientific and Engineering Field



PROFESSIONAL AND HIGHER-CATEGORY STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION



OUTSIDE APPLICATIONS FOR VACANT ADMINISTRATIVE POSTS FOR WHICH THE SELECTION HAS BEEN COMPLETED (2 August 1994 - 1 August 1995)

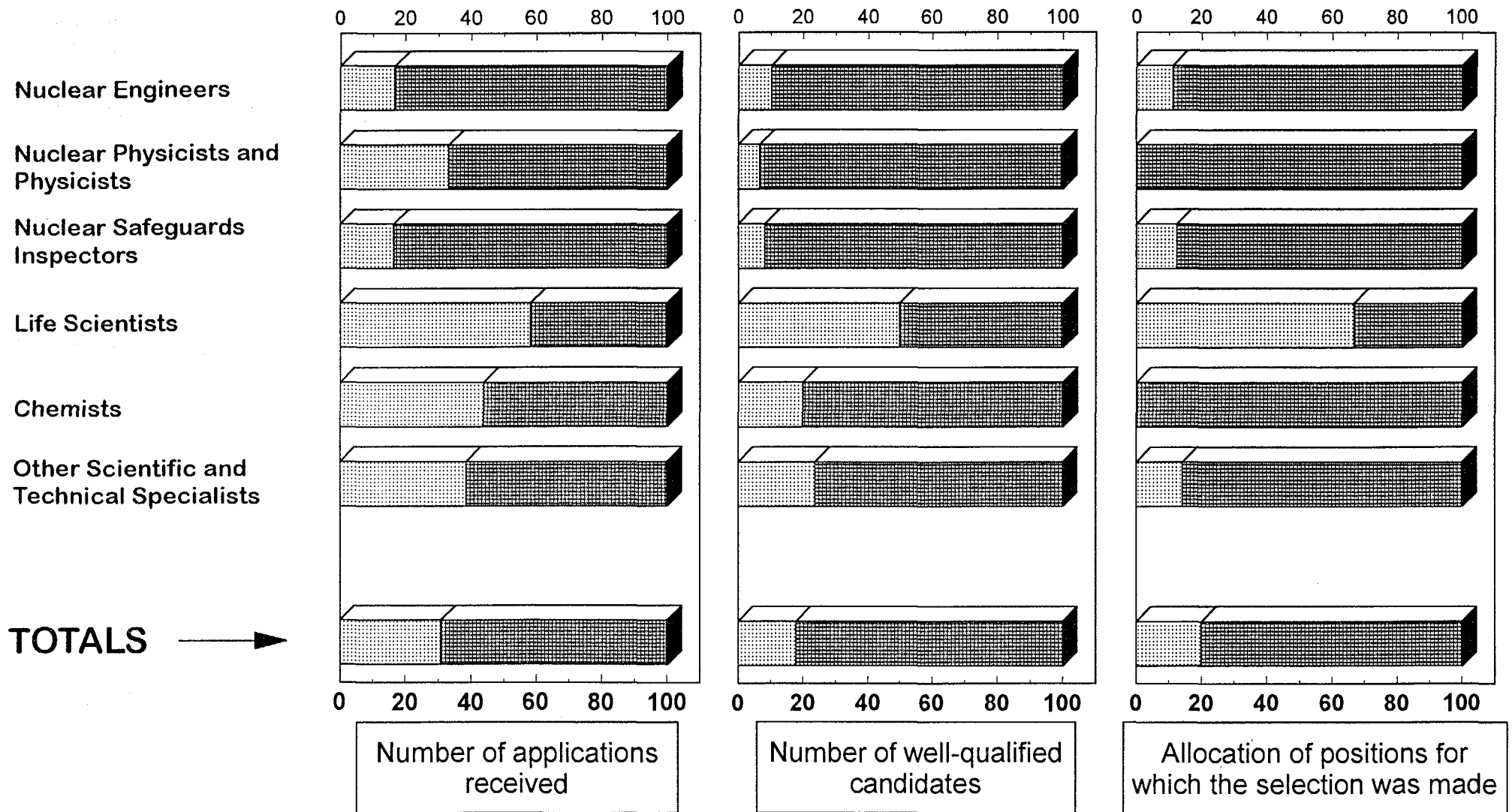
Developing Member States and Other Member States



PROFESSIONAL AND HIGHER-CATEGORY STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

OUTSIDE APPLICATIONS FOR VACANT SCIENTIFIC AND ENGINEERING POSTS FOR WHICH THE SELECTION HAS BEEN COMPLETED (2 August 1994 - 1 August 1995)

Developing Member States  and Other Member States 



**OUTSIDE APPLICATIONS FOR VACANT POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES
FOR WHICH THE SELECTION HAS BEEN COMPLETED (2 August 1994 - 1 August 1995)**

(Nuclear Safeguards Inspectors not included)

DEVELOPING MEMBER STATES

COUNTRIES	FEMALE	MALE	TOTAL
AFGHANISTAN	0	3	3
ALGERIA	0	19	19
ARGENTINA	0	3	3
BANGLADESH	1	43	44
BOLIVIA	0	5	5
BRAZIL	3	18	21
CAMEROON	1	10	11
CHILE	2	2	4
CHINA	6	17	23
COLOMBIA	4	8	12
COSTA RICA	2	0	2
COTE D'IVOIRE	0	10	10
CROATIA	4	15	19
CUBA	1	8	9
CYPRUS	0	7	7
ECUADOR	0	3	3
EGYPT	3	47	50
EL SALVADOR	1	1	2
ETHIOPIA	0	17	17
GHANA	4	12	16
GUATEMALA	0	3	3
INDIA	10	99	109
INDONESIA	1	2	3
IRAN, ISLAMIC REP.	3	19	22
IRAQ	2	7	9
ISRAEL	2	12	14
JAMAICA	4	0	4
JORDAN	5	49	54
KENYA	1	21	22
KOREA, REP. OF	3	5	8
KUWAIT	0	3	3
LEBANON	1	15	16
LIBERIA	3	0	3
LIBYAN ARAB JAM.	0	5	5
MADAGASCAR	0	13	13
MALAYSIA	1	5	6
MALI	0	3	3
MAURITIUS	1	9	10
MEXICO	7	43	50
MOROCCO	7	7	14
MYANMAR	2	8	10
NICARAGUA	0	3	3
NIGER	0	1	1
NIGERIA	13	140	153
PAKISTAN	0	42	42
PERU	5	9	14
PHILIPPINES	25	31	56
SAUDI ARABIA	1	0	1
SENEGAL	2	12	14
SIERRA LEONE	2	8	10
SINGAPORE	0	1	1
SLOVENIA	0	7	7
SOUTH AFRICA	0	4	4
SRI LANKA	2	14	16
SUDAN	1	10	11
SYRIAN ARAB REP.	2	10	12
TANZANIA, UN. REP.	3	9	12
THE F. Y. RP. MACEDONIA	2	1	3
TUNISIA	1	15	16
TURKEY	2	6	8
UGANDA	3	9	12
URUGUAY	1	2	3
VENEZUELA	0	3	3
VIET NAM	1	3	4
YEMEN	0	1	1
ZAIRE, REP. OF	4	75	79
ZAMBIA	1	4	5
ZIMBABWE	0	1	1
TOTAL	159	999	1158

ALL OTHER MEMBER STATES

COUNTRIES	FEMALE	MALE	TOTAL
ALBANIA	1	8	9
ARMENIA	0	3	3
AUSTRALIA	2	25	27
AUSTRIA	9	80	89
BELARUS	0	4	4
BELGIUM	7	48	55
BULGARIA	4	17	21
CANADA	30	114	144
CZECH REPUBLIC	1	16	17
DENMARK	0	12	12
FINLAND	6	39	45
FRANCE	17	86	103
GERMANY	13	38	51
GREECE	2	4	6
HUNGARY	3	20	23
IRELAND	2	1	3
ITALY	14	91	105
JAPAN	5	13	18
LITHUANIA	1	6	7
LUXEMBOURG	0	4	4
NETHERLANDS	5	85	90
NEW ZEALAND	0	8	8
NORWAY	1	12	13
POLAND	4	14	18
PORTUGAL	1	7	8
ROMANIA	4	11	15
RUSSIAN FEDERATION	4	21	25
SLOVAK REPUBLIC	2	26	28
SPAIN	21	78	99
SWEDEN	2	28	30
SWITZERLAND	7	27	34
UK	9	99	108
UKRAINE	1	11	12
USA	124	635	759
TOTAL	302	1691	1993

GRAND TOTAL

COUNTRIES	FEMALE	MALE	TOTAL
103	461	2690	3151

**OUTSIDE APPLICATIONS IN RESPONSE TO SAFEGUARDS INSPECTOR VACANCY NOTICES
(2 August 1994 - 1 August 1995)**

DEVELOPING MEMBER STATES

COUNTRIES	FEMALE	MALE	TOTAL
ALGERIA	0	4	4
BANGLADESH	0	3	3
BOLIVIA	0	1	1
CHINA	0	1	1
EGYPT	1	3	4
ETHIOPIA	0	1	1
GHANA	0	1	1
INDIA	0	7	7
IRAN, ISLAMIC REP.	0	2	2
KOREA, REP. OF	0	1	1
MALI	0	1	1
MEXICO	0	1	1
MOROCCO	1	1	2
MYANMAR	0	1	1
NIGERIA	0	5	5
PAKISTAN	0	4	4
PHILIPPINES	1	1	2
SOUTH AFRICA	0	2	2
TURKEY	0	2	2
ZAIRE, REP. OF	0	2	2
TOTAL	3	44	47

ALL OTHER MEMBER STATES

COUNTRIES	FEMALE	MALE	TOTAL
AUSTRIA	0	1	1
BULGARIA	0	4	4
CANADA	2	4	6
FRANCE	0	6	6
GERMANY	1	1	2
IRELAND	0	1	1
ITALY	0	1	1
JAPAN	0	2	2
KAZAKHSTAN, REP. OF	0	1	1
NETHERLANDS	0	1	1
NORWAY	0	1	1
POLAND	0	3	3
RUSSIAN FEDERATION	0	5	5
SPAIN	0	3	3
SWEDEN	0	2	2
UK	2	41	43
UKRAINE	0	3	3
USA	4	65	69
TOTAL	9	145	154

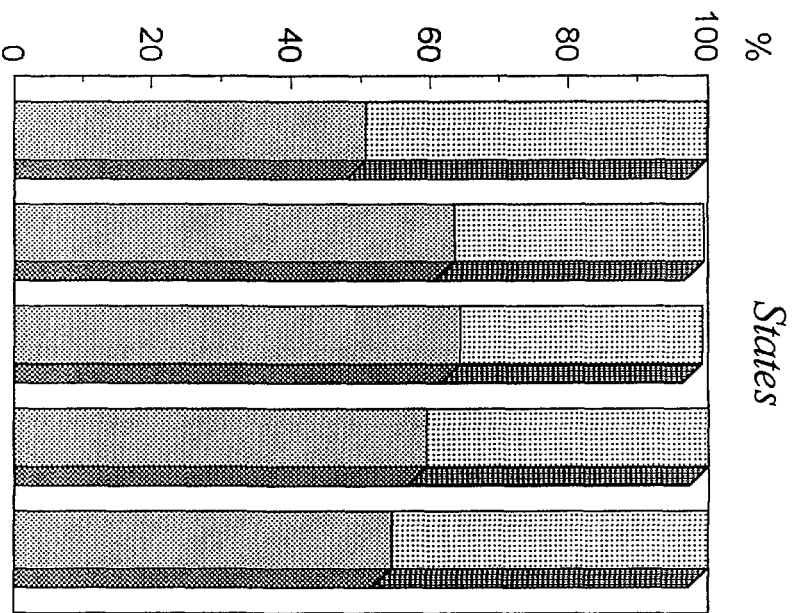
GRAND TOTAL

COUNTRIES	FEMALE	MALE	TOTAL
38	12	189	201

PROFESSIONAL AND HIGHER-CATEGORY STAFF BY TYPE OF CONTRACT

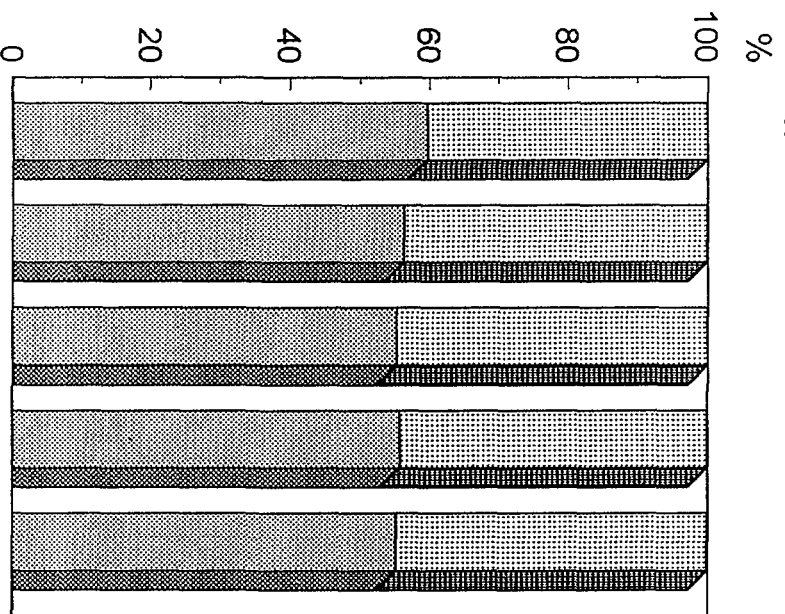
STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

Staff from developing Member States



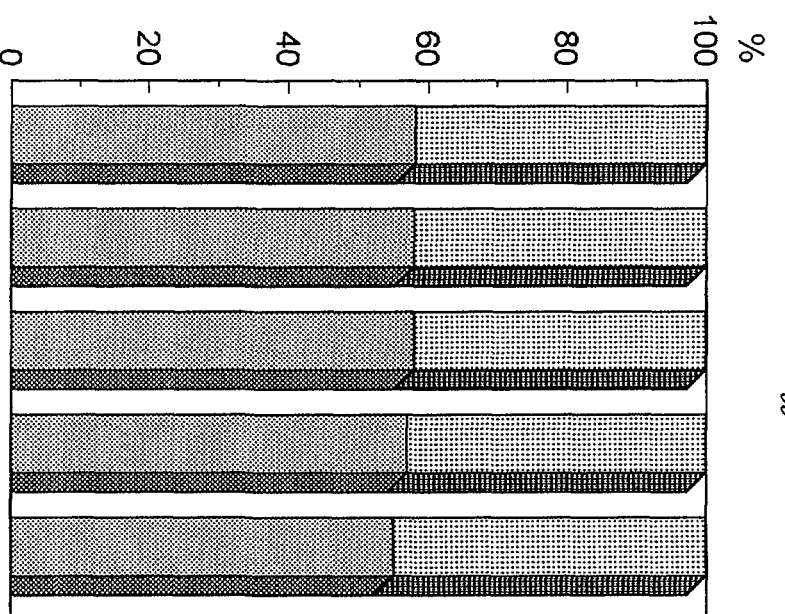
Date	Fixed-term contracts (%)	Long-term contracts (%)	Total staff (%)
1 Sep. 81	49.3	10.7	60.0
1 Sep. 85	36.5	13.5	50.0
1 Sep. 89	35.6	14.4	50.0
1 Aug. 94	40.5	14.5	55.0
1 Aug. 95	45.5	9.5	55.0

Staff from other Member States



Date	Fixed-term contracts (%)	Long-term contracts (%)	Total staff (%)
1 Sep. 81	40.3	19.7	60.0
1 Sep. 85	43.7	16.3	60.0
1 Sep. 89	44.7	15.3	60.0
1 Aug. 94	44.2	15.8	60.0
1 Aug. 95	44.8	15.2	60.0

Total staff



Date	Fixed-term contracts (%)	Long-term contracts (%)	Total staff (%)
1 Sep. 81	41.8	18.2	60.0
1 Sep. 85	42	18	60.0
1 Sep. 89	42	18	60.0
1 Aug. 94	43	17	60.0
1 Aug. 95	45	15	60.0

Fixed-term contracts

Long-term contracts

Total staff

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

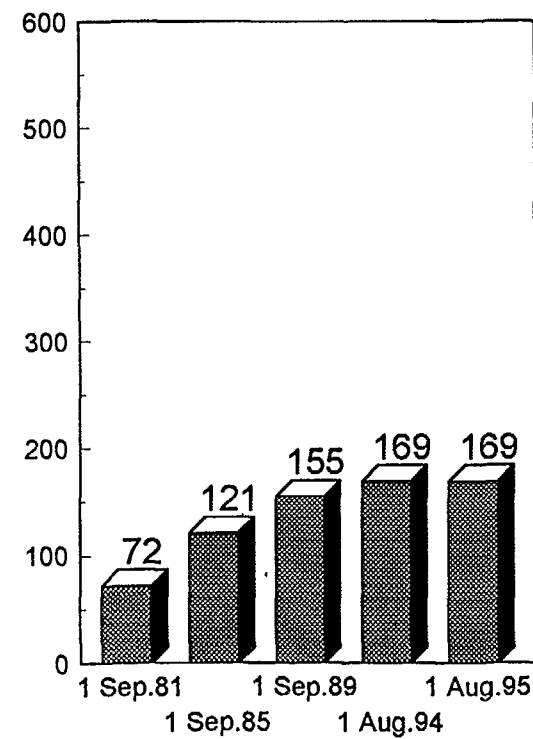
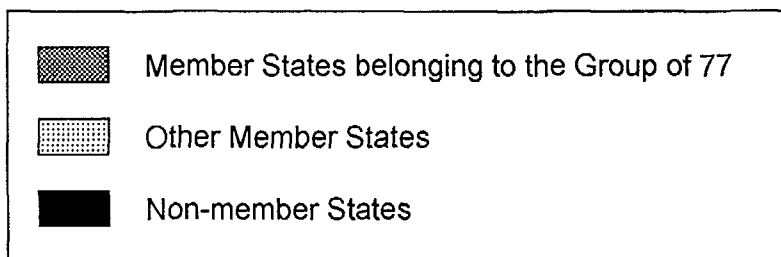
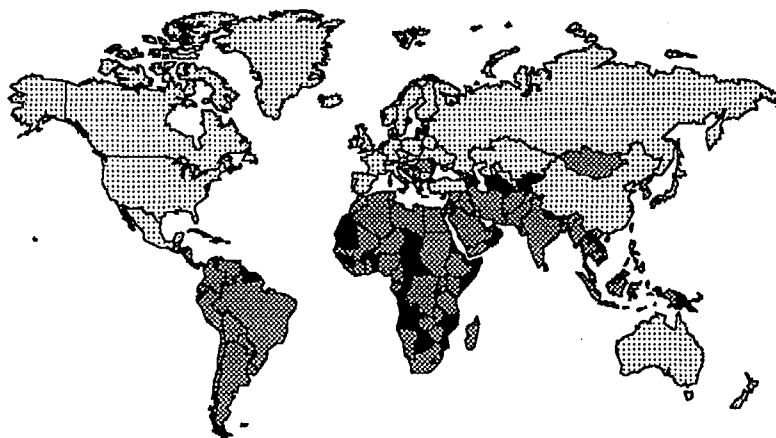
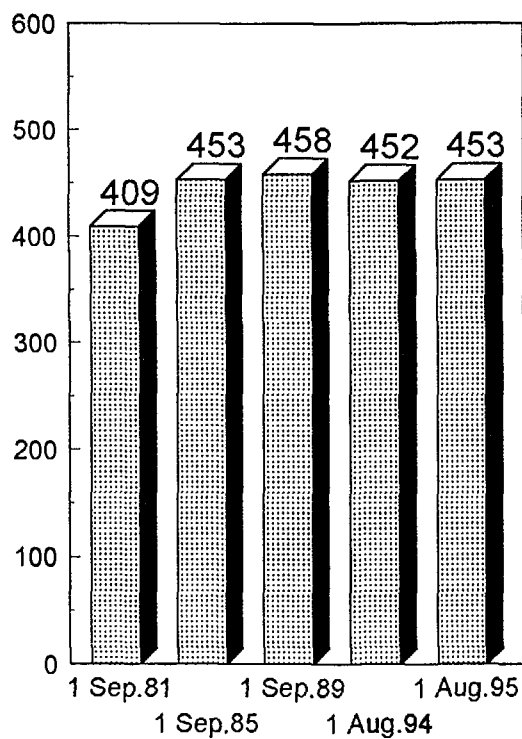
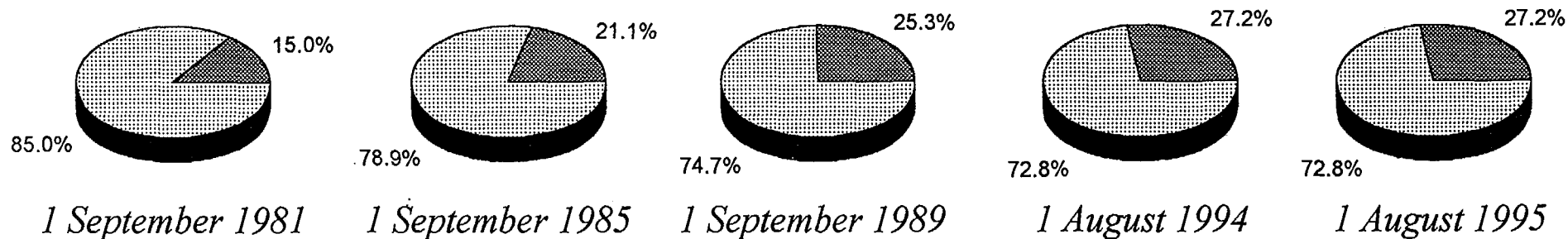
Annexes XII to XIV

**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

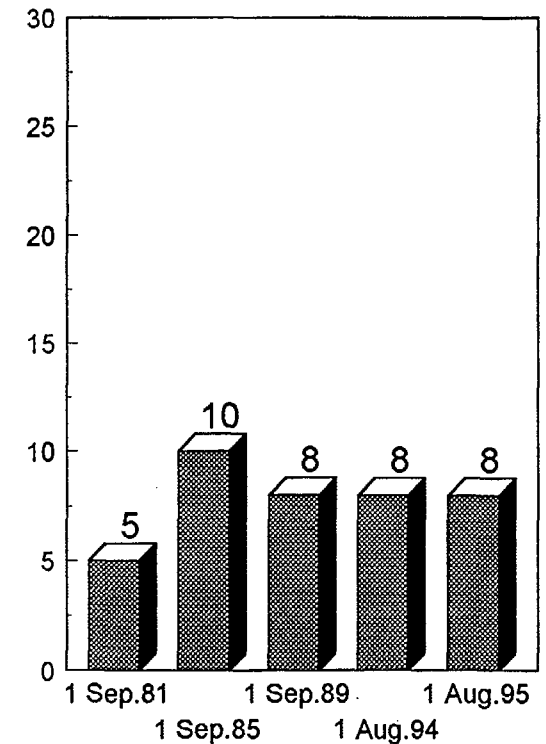
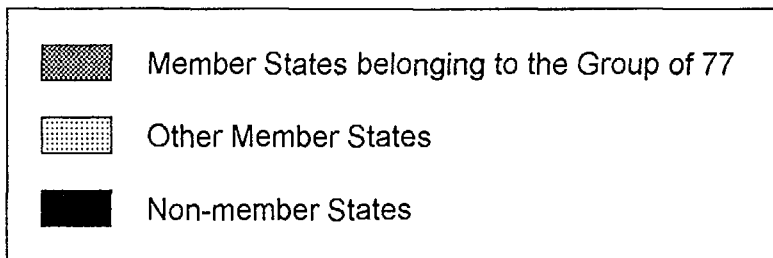
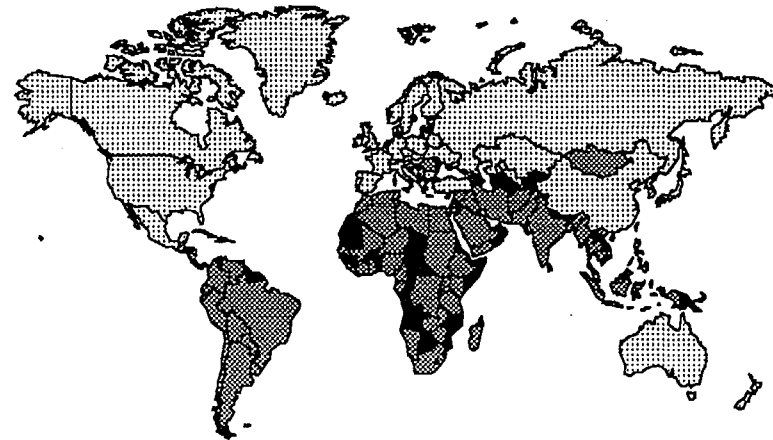
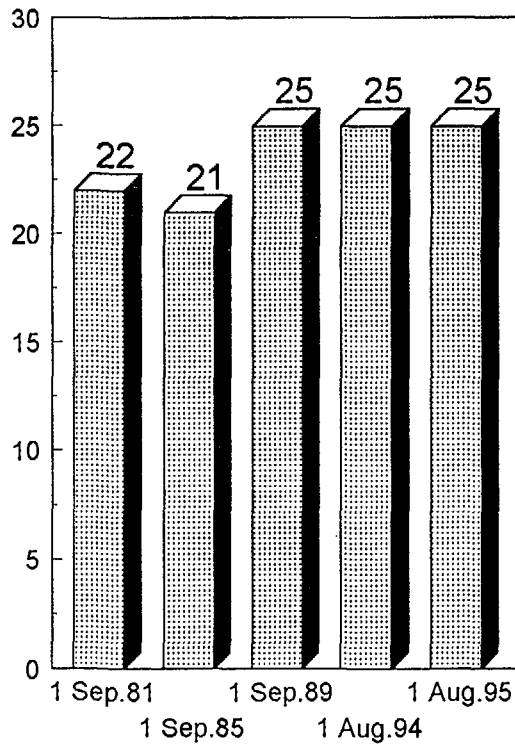
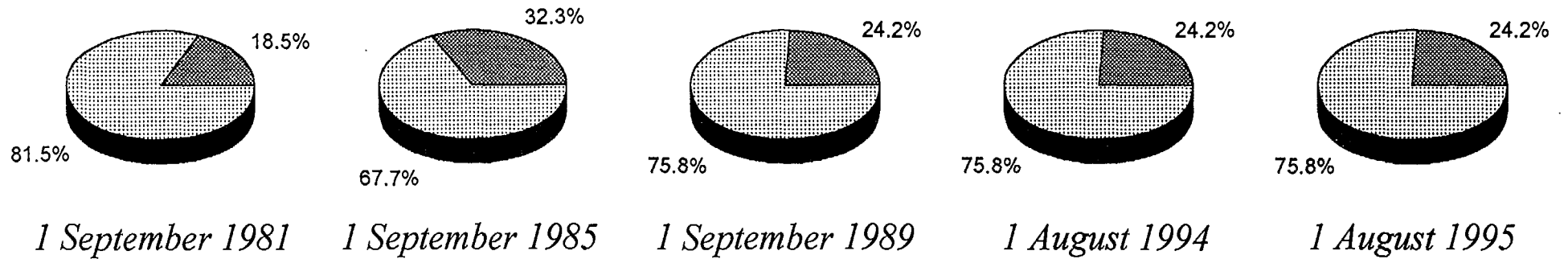
STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

(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

