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PERSONNEL QUESTIONS

STAFFING OF THE AGENCY'S SECRETARIAT (GC(39)/RES/19)

Introduction

1. Pursuant to paragraph 2 of resolution GC(39)/RES/19 ("Staffing of the Agency's Secretariat") adopted by the General Conference on 22 September 1995, 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. The present report deals only with the recruitment of staff from developing countries and other Member States that are under-represented in the Professional and higher categories, not with the representation of women, although the two issues are interrelated. 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/2877-GC(40)/19 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 countries and other Member States that are under-represented. 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(39)/RES/19 the General Conference requested the Director General "pursuant to Article VII of the Statute, to intensify his efforts to accordingly increase, particularly at the senior and policy-making levels, the number of staff members from developing countries and other Member States that are under-represented".

(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(39)/RES/19 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 other Member States that are under-represented should be given preference, in keeping with the provisions of Article VII of the Statute, 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 and other Member States that are under-represented 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 1995 and 1996 included provision for three Junior Professional Officer 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.

- (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) In the Division of Personnel, work is continuing on the development of a roster of recruitment sources, especially in developing countries and other countries that are under-represented, with a view to establishing and maintaining direct contacts with national recruitment centres and with well-qualified candidates who might be interested in applying for a position in the Secretariat. For this purpose, a Junior Professional Officer was provided by a Member State for a period of one year starting in January 1995. Following the Junior Professional Officer's departure at the end of 1995, the Secretariat - using temporary assistance funds - recently recruited a Professional staff member to continue the job.
- (vi) The Secretariat has continued examining the Agency's recruitment process, particularly with regard to applicants from developing countries and other Member States that are under-represented. As a result, the personal history form is being revised, vacancy notices are being modified and a recruitment brochure which emphasizes the interest of the Agency in receiving an increased number of applications from well-qualified applicants from developing Member States and other Member States that are under-represented is being finalized for circulation to the recruitment sources in Member States noted in paragraph (v) above.

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 1996. Information relating to the staffing situation at four other reference dates (1 September 1981, 1 September 1985, 1 September 1989 and 1 August 1993) is also given in order that trends in the composition of the Agency's staff over a four-year period (as specified in resolution GC(XXXVII)/RES/621) 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

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 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 1996 was 702.

10. Out of these 702 posts, 57 were vacant on 1 August 1996. The number of staff members subject to geographical distribution on 1 August 1996 was therefore 645.

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

11. As can be seen from Annex I, the total number of staff in the Professional and higher categories increased by 45 during the three-year period between 2 August 1993 and 1 August 1996 and by 32 during the seven-year period between 2 September 1989 and 1 August 1996, whereas during the eight-year period between 2 September 1981 and 1 September 1989 it increased by 132. Between 2 August 1995 and 1 August 1996, the total number of staff in the Professional and higher categories increased by 23. The increase in the total number of staff in the Professional and higher categories during the past year was due to a decrease in the number of vacant posts subject to geographical distribution - a number which had been high in the past as many posts had been kept vacant for financial reasons.

12. During the period between 2 September 1981 and 1 August 1996, the percentage of the staff drawn from Latin America and Africa increased significantly, whereas the percentage of the staff drawn from North America, Western Europe and Eastern Europe declined significantly; the percentage of the staff drawn from the Middle East and South Asia increased significantly between 1981 and 1993 and then declined slightly; the percentage of the staff drawn from South East Asia and the Pacific increased between 1981 and 1989 and then remained at the 1989 level; there was no significant change in the percentage of the staff drawn from the Far East (see Annex II). Between 2 August 1995 and 1 August 1996, there was a slight increase in the percentage representation of Latin America (0.5%), Africa (0.8%) and the Far East (0.5%) and a slight decrease in the percentage representation of Eastern Europe (0.7%) and the Middle East and South Asia (0.8%), while the percentage representation of North America and Western Europe remained at the same level.

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

13. There was an increase (0.8%) in the percentage representation of developing Member States during the period from 2 August 1995 to 1 August 1996. As can be seen from Annex VI, the percentage representation of developing Member States almost doubled during the period 2 September 1981-1 August 1996, increasing from 16.6% to 32.6% in 15 years. Most of this increase (from 16.6% to 29.0%) occurred during the period 1981-1989, during which the total number of staff in the Professional and higher categories increased by 132 (see paragraph 11 above). However, the percentage representation of developing Member States on the staff of the Secretariat during the seven-year period 2 September 1989-1 August 1996, during which the total number of staff in the Professional and higher categories increased by 32, increased more rapidly than during the previous eight-year period 1981-1989.

14. There was a 7.2% increase (from 30.3% to 37.5%) in the representation of developing Member States at senior levels (Directors and Deputy Directors General) during the period 2 August 1995-1 August 1996 (as can be seen from Annex VII, the increase was from 25.9% to 37.5% during the period September 1981-August 1996). However, three candidates from Member States that are not developing countries and one candidate from a developing Member State who have been recommended for appointment at a senior level as of 1 August 1996 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 35.3% - a 5.0% increase compared to 1 August 1995.

15. During the period 2 August 1995-1 August 1996, 76 persons were appointed to and 53 separated from posts subject to geographical distribution - a net increase of 23. Of those who were appointed to such posts, 29 - or 38.2% - were nationals of developing Member States. Of those who separated from such posts, 17 - or 32.1% - were nationals of developing Member States (see Annex III).

16. As can be seen from Annex VIII, the percentage representation of developing Member States is higher in scientific and technical areas (33.4%) than in administrative areas (31.1%), 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 Safeguards Inspectors (37.3%), Life Scientists (33.3%) and Chemists (50.0%).

17. Of the 1904 outside applications received during the period August 1995-August 1996 for 28 vacant administrative posts (see Annex IX), 736 - 38.7% - were from nationals of developing countries. Of these applicants, 6.2% (46) were assessed as well-qualified; the percentage for applicants from other Member States was 7.6% (89). Well-qualified applicants from developing countries accounted for 34.1 % of the total number of well-qualified applicants, while 36.8% (7) of the 19 administrative positions for which selections were made were filled by applicants from developing countries.

18. Of the 1034 outside applications received for 37 vacant scientific and engineering posts (see Annex IX), 330 - 31.9% - were from nationals of developing countries. Of these applicants, 10.3% (34) were assessed as well-qualified; the percentage for applicants from other Member States was 9.4% (66). Well-qualified applicants from developing countries accounted for 34.0% of the total number of well-qualified applicants, while 37.8% (14) of the 37 scientific and engineering positions for which selections were made were filled by applicants from developing countries.

19. During the period August 1992-August 1996, on average 50 outside applications (three of them from well-qualified candidates) were received in response to each of the 276 advertized vacancies for administrative and scientific/engineering posts. For 47% of the advertised vacancies, the number of outside applications received ranged from 20 to 50, and for almost 20% it was below 20. The relatively low number of outside applications, particularly from well-qualified applicants for scientific/engineering 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.

(d) Progress with regard to staff drawn from other Member States that are under-represented

20. 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.

21. 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' assessments for contributions towards the Agency's Regular Budget and compares it with the actual staff nationality distribution.

22. For Member States which are assessed for at least 1% of the Agency's Regular Budget, the pro forma record of post allocations shows that the level of representation of France, Italy, Japan and Ukraine is below that corresponding to 50% of their assessment rates. The number of staff members drawn from such Member States on 1 August 1996 was 64, an increase of three compared to the 1 August 1995 level.

Closing date for the submission of applications

23. The closing date for the submission of applications is normally four months from the date of issue of the vacancy notice for advertised posts in the Professional and higher categories (as prescribed in paragraph 48 of Part II, Section 3 of the Administrative Manual). The Secretariat, acknowledging the difficulties encountered by some Member States in circulating information regarding vacant posts to their national recruitment sources within a short time, has in the past accepted applications received after the closing date in order to ensure that all interested candidates were considered in the competitive process, with a view to securing employees of the highest standards of efficiency, technical competence, and integrity. However, in judgment No. 1549 dated 11 July 1996 the Administrative Tribunal of the International Labour Organisation, considering a complaint filed by a former Agency staff member who had applied unsuccessfully for a Director post, stated that announced

closing dates should be scrupulously observed and that an organization should announce a new closing date in cases where it wanted to consider late applicants. Consequently, the Secretariat, although recognizing the need for flexibility in dealing with closing dates, urges governments and Permanent Missions to request from their national recruitment centers and from individual applicants the transmission of applications for advertised vacant posts before the closing date.

The government sponsorship practice

24. Last year, the Secretariat brought to the attention of Member States (in document GOV/2823-GC(39)/15) the difficulties arising from the government sponsorship practice. It noted that this practice had on occasion made it 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 period from 1 September 1985 to 1 August 1995, the Agency was denied the services of 39 well-qualified candidates - 16 of them from developing Member States - for lack of government support). Also, the Secretariat stressed that the government sponsorship practice should not, in its view, be taken to mean that a Member State could approve or veto the appointment of a particular candidate; the practice 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 being at all times the prerogative of the Director General.

25. Despite this clarification, between 2 August 1995 and 1 August 1996 the Agency was denied the services of six well-qualified applicants, four of them from developing Member States, for lack of government sponsorship.

26. There is no common position among Member States regarding the government sponsorship practice; some continue to consider it a mechanism whereby they can approve or veto the appointment of a candidate, while some support the Secretariat view presented above. At all events, an in-house candidate for a Secretariat position who was recently not granted government sponsorship by his national authorities is in the process of filing a complaint for consideration by the Administrative Tribunal of the International Labour Organisation. The Secretariat will inform Member States of the Tribunal's judgment and of its implications for the government sponsorship practice.

Conclusion

27. Measures of the kind taken in response to resolution GC(39)/RES/19 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 main group of occupation
- Annex IX Outside applications to vacant posts subject to geographical distribution for which the selection was completed between 2 August 1995 and 1 August 1996.
Page 1: Outside applications for administrative posts
Page 2: Outside applications for scientific and engineering posts
Page 3: Outside applications by country (Nuclear Safeguards Inspectors are not included)
- Annex X Outside applications received in response to Nuclear Safeguards Inspector vacancy notices by country
- 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 Sep. 1981	1 Sep. 1985	1 Sep. 1989	1 August 1993								1 August 1996								COMPARED TO			
	TOTAL	TOTAL	TOTAL	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	1993
NORTH AMERICA																							
CANADA	18	18	19	-	-	5	13	1	1	-	20	-	-	2	10	3	1	-	16	-2	-2	-3	-4
USA	91	96	96	1	3	31	37	24	6	-	102	1	3	32 *	42	25	4	-	107	+16	+11	+11	+5
TOTAL AREA	109	114	115	1	3	36	50	25	7	-	122	1	3	34	52	28	5	-	123	+14	+9	+8	+1
LATIN AMERICA																							
ARGENTINA	4	3	4	-	-	3 *	1	-	-	-	4	-	1	2	1	1	-	-	5	+1	+2	+1	+1
BOLIVIA	1	3	4	-	-	-	3	1	-	-	4	-	-	1	2	1	-	-	4	+3	+1	0	0
BRAZIL	4	9	8	-	1	1	-	3	-	-	5	-	1	1	2	2	-	-	6	+2	-3	-2	+1
CHILE	2	2	4	-	-	-	2	2	-	-	4	-	-	-	1	3	-	-	4	+2	+2	0	0
COLOMBIA	1	1	2	-	-	1	-	2	-	-	3	-	-	1	-	1	-	-	2	+1	+1	0	-1
COSTA RICA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
CUBA	-	1	4	-	-	-	-	4	-	-	4	-	-	1	-	2	2	-	5	+5	+4	+1	+1
DOMINICAN REPUBLIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
ECUADOR	-	1	1	-	-	-	-	1	-	-	1	-	-	-	-	1	-	-	1	+1	0	0	0
EL SALVADOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	+1	+1	+1	+1
GUATEMALA	1	1	1	-	-	-	1	-	-	-	1	-	-	-	-	-	-	1	1	0	0	0	0
HAITI	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	1	-	1	+1	+1	+1	0
JAMAICA	-	-	1	-	-	-	1	-	-	-	1	-	-	-	1	-	-	-	1	+1	+1	0	0
MEXICO	1	5	7	-	1	1	2	4	-	-	8	-	1	-	4	4	-	-	9	+8	+4	+2	+1
NICARAGUA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	+1	+1	+1	+1
PANAMA	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	0	+1	+1	+1
PARAGUAY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0
PERU	2	3	4	-	-	-	2	-	1	-	3	-	-	-	2	2	2	-	6	+4	+3	+2	+3
URUGUAY	-	1	1	-	-	-	-	1	-	-	1	-	-	-	-	1	-	-	1	+1	0	0	0
VENEZUELA	1	3	4	-	-	-	1	2	-	-	3	-	-	-	1	2	-	-	3	+2	0	-1	0
TOTAL AREA	18	33	45	-	2	6	13	20	2	-	43	-	4	6	15	21	5	1	52	+34	+19	+7	+9
WESTERN EUROPE																							
AUSTRIA	20	17	20	-	-	4 *	3	10	-	-	17	-	-	4 *	6	10	1	-	21	+1	+4	+1	+4
BELGIUM	8	9	7	-	-	1	2	1	-	-	4	-	-	3	2	1	-	-	6	-2	-3	-1	+2
CYPRUS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
DENMARK	5	4	5	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	-5	-4	-5	-1
FINLAND	6	8	6	-	-	2	3	-	-	-	5	-	-	2	5	-	-	-	7	+1	-1	+1	+2
FRANCE	22	29	24	-	3	8 *	7	2	2	-	22	-	2	8 *	8	4	-	-	22	0	-7	-2	0
1) GERMANY	42	45	46	-	2	19	18	3	1	-	43	-	2	17 *	14	8	1	-	42	0	-3	-4	-1
GREECE	5	6	5	-	1	1	1	-	-	-	3	-	1	1	1	-	-	-	3	-2	-3	-2	0
HOLY SEE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0
ICELAND	1	1	1	-	-	-	-	1	-	-	1	-	-	-	-	1	-	-	1	0	0	0	0
IRELAND	2	3	2	-	-	-	1	-	-	-	1	-	-	-	1	1	-	-	2	0	-1	0	+1
ITALY	17	23	22	-	2	9	3	3	2	-	19	-	1	6	6	1	1	-	15	-2	-8	-7	-4
LIECHTENSTEIN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
LUXEMBOURG	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-1	0	0	0	0
MONACO	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	0	+1	+1	+1
NETHERLANDS	6	8	7	-	2	3 *	2	-	1	-	8	-	2	1	1	2	1	-	7	+1	-1	0	-1
NORWAY	1	1	3	-	1	-	-	1	-	-	2	-	-	-	-	-	-	-	-	-1	-1	-3	-2
PORTUGAL	2	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-2	-3	-1	0
SPAIN	2	12	13	-	-	4	5	1	1	-	11	-	-	7	6	2	1	-	16	+14	+4	+3	+5
SWEDEN	9	10	10	-	-	2 *	3	2	-	1	8	-	-	2	3	1	3	-	9	0	-1	-1	+1
SWITZERLAND	6	7	3	1	-	1 *	2	-	-	-	4	1	-	1 *	2	-	-	-	4	-2	-3	+1	0
TURKEY	5	8	9	-	-	1	3	4	1	-	9	-	-	2	2	4	1	-	9	+4	+1	0	0
UK	25	31	30	-	2	12	7	9	1	-	31	-	2	14 *	12	9	2	-	39	+14	+8	+9	+8
TOTAL AREA	186	225	214	1	13	67	60	38	9	1	189	1	10	68	69	44	12	-	204	+18	-21	-10	+15

PROFESSIONAL AND HIGHER-CATEGORY STAFF BY AREA AND COUNTRY

COUNTRIES (tentatively arranged by geographical area)	1 Sep. 1981 TOTAL	1 Sep. 1985 TOTAL	1 Sep. 1989 TOTAL	1 August 1993								1 August 1996								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	1993	
EASTERN EUROPE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	+2	+2	+2	+2
ALBANIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
ARMENIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
BELARUS	1	4	4	-	-	-	1	2	-	-	3	-	-	-	3	-	-	-	3	+2	-1	-1	0	
BOSNIA - HERZEGOVINA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	+1	+1	+1	+1	
BULGARIA	6	3	4	-	-	-	2	1	-	-	3	-	-	1	3	2	-	-	6	0	+3	+2	+3	
CROATIA	-	-	-	-	-	2	1	-	-	-	3	-	-	1	-	1	-	-	2	+2	+2	+2	-1	
2) CZECH & SLOVAK F.R.	9	8	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-9	-8	-5	0	
CZECH REPUBLIC	-	-	-	-	-	2	2	1	-	-	5	-	-	1	2	1	-	-	4	+4	+4	+4	-1	
ESTONIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
GEORGIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
HUNGARY	6	4	4	-	-	2	3	1	-	-	6	-	-	1	4	1	1	-	7	+1	+3	+3	+1	
KAZAKHSTAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
LITHUANIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
POLAND	10	7	7	-	-	1	2	5	-	-	8	-	-	1	2	4	-	-	7	-3	0	0	-1	
ROMANIA	2	2	2	-	-	1	1	1	2	-	5	-	-	1	1	2	-	-	4	+2	+2	+2	-1	
RUSSIAN FEDERATION	45	39	51	1	1	13	18	10	3	-	46	1	1	10	17	10	1	-	40	-5	+1	-11	-6	
SLOVAK REPUBLIC	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	2	+2	+2	+2	+2	
SLOVENIA	-	-	-	-	-	1	1	1	-	-	3	-	-	1	1	-	-	-	2	+2	+2	+2	-1	
THE F.Y.REP.OF MACEDONIA	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	+1	+1	+1	+1	
UKRAINE	3	5	6	-	-	-	2	2	1	-	5	-	-	2	2	-	-	-	4	+1	-1	-2	-1	
UZBEKISTAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
YUGOSLAVIA	2	7	11	-	-	-	3	1	-	-	4	-	-	-	1	1	-	-	2	0	-5	-9	-2	
TOTAL AREA	84	79	94	1	1	22	36	25	6	-	91	1	1	17	34	31	3	-	87	+3	+8	-7	-4	
AFRICA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
ALGERIA	1	1	1	-	-	2	-	-	-	-	2	-	-	2*	-	-	-	1	3	+2	+2	+2	+1	
CAMEROON	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	1	-	-	1	+1	+1	+1	0	
COTE D'IVOIRE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
EGYPT	3	9	9	-	2	1	2	5	-	-	10	-	2 <	2	3	3	-	-	10	+7	+1	+1	0	
ETHIOPIA	-	2	3	-	1	-	-	3	-	-	4	-	1	-	-	3	-	-	4	+4	+2	+1	0	
GABON	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
GHANA	3	3	6	-	-	1	1	2	1	-	5	-	-	1	-	3	-	-	4	+1	+1	-2	-1	
KENYA	1	4	1	-	-	-	1	-	-	-	1	-	-	-	1	-	-	1	2	+1	-2	+1	+1	
LIBERIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
LIBYAN ARAB JAMAHIRIYA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
MADAGASCAR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
MALI	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-1	-1	0	0	
MAURITIUS	-	-	-	-	-	-	1	-	-	-	1	-	-	-	1	-	1	-	2	+2	+2	+2	+1	
MOROCCO	-	-	3	-	-	-	-	2	-	-	2	-	-	-	1	1	-	-	2	+2	+2	-1	0	
NAMIBIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
NIGER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
NIGERIA	2	2	3	-	-	3	1	2	-	1	7	-	-	3	1	2	1	-	7	+5	+5	+4	0	
SENEGAL	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	-1	-1	0	
SIERRA LEONE	-	1	-	-	-	-	-	-	1	-	1	-	-	-	-	-	1	-	1	+1	0	+1	0	
SOUTH AFRICA	2	1	1	-	-	1	-	-	-	-	1	-	-	1	3	2	1	-	7	+5	+6	+6	+6	
SUDAN	2	2	2	-	-	-	1	1	-	-	2	-	-	2	-	-	-	-	2	0	0	0	0	
TANZANIA	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	2	+2	+1	+2	+2	
TUNISIA	-	2	2	-	-	-	1	-	-	-	1	-	-	1	-	-	-	-	1	+1	-1	-1	0	
UGANDA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	+1	+1	+1	+1	
ZAIRE	1	1	3	-	-	-	1	1	-	-	2	-	-	-	1	2	1	-	4	+3	+3	+1	+2	
ZAMBIA	-	1	2	-	-	1	-	-	1	-	2	-	1	-	-	-	-	-	1	+1	0	-1	-1	
ZIMBABWE	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	1	-	1	+1	+1	+1	0	
TOTAL AREA	16	32	37	-	3	9	9	17	3	2	43	-	4	11	13	18	7	2	55	+39	+23	+18	+12	

PROFESSIONAL AND HIGHER-CATEGORY STAFF BY AREA AND COUNTRY

COUNTRIES (tentatively arranged by geographical area)	1 Sep. 1981	1 Sep. 1985	1 Sep. 1989	1 August 1993								1 August 1996								COMPARED TO				
	TOTAL	TOTAL	TOTAL	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	1993	
MIDDLE EAST AND SOUTH ASIA																								
AFGHANISTAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
BANGLADESH	3	5	8	-	-	1*	4	3	1	-	9	-	-	1	2	1	-	-	4	+1	-1	-4	-5	
INDIA	6	7	6	-	2	4	3	-	-	-	9	-	1	2	4	3	-	-	10	+4	+3	+4	+1	
IRAN, ISLAMIC REPUBLIC OF	3	4	6	-	-	2	3	2	1	-	8	-	-	3	1	1	1	-	6	+3	+2	0	-2	
IRAQ	-	1	1	-	-	-	-	2	-	-	2	-	-	-	1	1	-	-	2	+2	+1	+1	0	
ISRAEL	2	1	2	-	-	-	2	-	-	-	2	-	-	1	1	1	1	-	4	+2	+3	+2	+2	
JORDAN	-	-	1	-	-	-	-	-	1	-	1	-	-	-	-	-	2	-	2	+2	+2	+1	+1	
KUWAIT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
LEBANON	3	3	4	-	-	1	1	1	1	-	4	-	-	1	1	-	-	-	2	-1	-1	-2	-2	
PAKISTAN	3	1	3	-	-	2	1	2	-	-	5	-	-	4	1	1	-	-	6	+3	+5	+3	+1	
QATAR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
SAUDI ARABIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
SRI LANKA	1	6	6	-	1	-	1	2	-	-	4	-	1	-	2	1	1	-	5	+4	-1	-1	+1	
SYRIAN ARAB REPUBLIC	-	-	-	-	-	-	1	-	-	-	1	-	-	1	1	1	-	-	3	+3	+3	+3	+2	
UNITED ARAB EMIRATES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
YEMEN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
TOTAL AREA	21	28	37	-	3	10	16	12	4	-	45	-	2	13	14	10	5	-	44	+23	+16	+7	-1	
SOUTH EAST ASIA AND THE PACIFIC																								
AUSTRALIA	5	6	13	-	2	2	7	2	1	-	14	-	1	2	7	2	1	-	13	+8	+7	0	-1	
INDONESIA	3	2	5	-	-	-	-	3	-	-	3	-	-	-	-	3	-	-	3	0	+1	-2	0	
MALAYSIA	-	2	4	-	-	1	-	2	-	-	3	-	-	2	-	2	-	-	4	+4	+2	0	+1	
MARSHALL ISLANDS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
MYANMAR	-	1	1	-	-	-	1	-	-	-	1	-	-	-	-	-	1	-	1	+1	0	0	0	
NEW ZEALAND	1	3	1	-	-	1	-	1	-	-	2	-	-	1	-	1	-	-	2	+1	-1	+1	0	
SINGAPORE	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	-1	0	0	
THAILAND	4	7	6	-	-	1	5	-	-	-	6	-	-	2	4	1	-	1	8	+4	+1	+2	+2	
TOTAL AREA	13	22	30	-	2	5	13	8	1	-	29	-	1	7	11	9	2	1	31	+18	+9	+1	+2	
FAR EAST																								
CAMBODIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
CHINA	2	3	7	1	1	-	3	3	-	-	8	1	-	-	3	3	-	1	8	+6	+5	+1	0	
3) DEM. PEOPLE'S REP. OF KOREA	1	1	2	-	-	-	-	1	-	-	1	-	-	-	-	1	-	-	1	0	0	-1	0	
JAPAN	23	26	18	1	1	2	8	5	1	-	18	1	1	6	7	7	1	-	23	0	-3	+5	+5	
KOREA, REPUBLIC OF	3	3	4	-	-	1	2	1	-	-	4	-	1	1	2	2	-	-	6	+3	+3	+2	+2	
MONGOLIA	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	1	-	-	1	+1	+1	+1	0	
PHILIPPINES	4	7	8	-	-	-	-	4	1	-	5	-	-	-	2	2	4	-	8	+4	+1	0	+3	
VIET NAM	1	1	2	-	-	-	-	1	-	-	1	-	-	-	1	1	-	-	2	+1	+1	0	+1	
TOTAL AREA	34	41	41	2	2	3	13	16	2	-	38	2	2	7	15	17	5	1	49	+15	+8	+8	+11	
GRAND TOTAL	481	574	613	5	29	158	210	161	34	3	600	5	27	163	223	178	44	5	645	+164	+71	+32	+45	

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

<) Indicates a staff member in a D post who holds the personal grade of ADG (Assistant Director General).

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

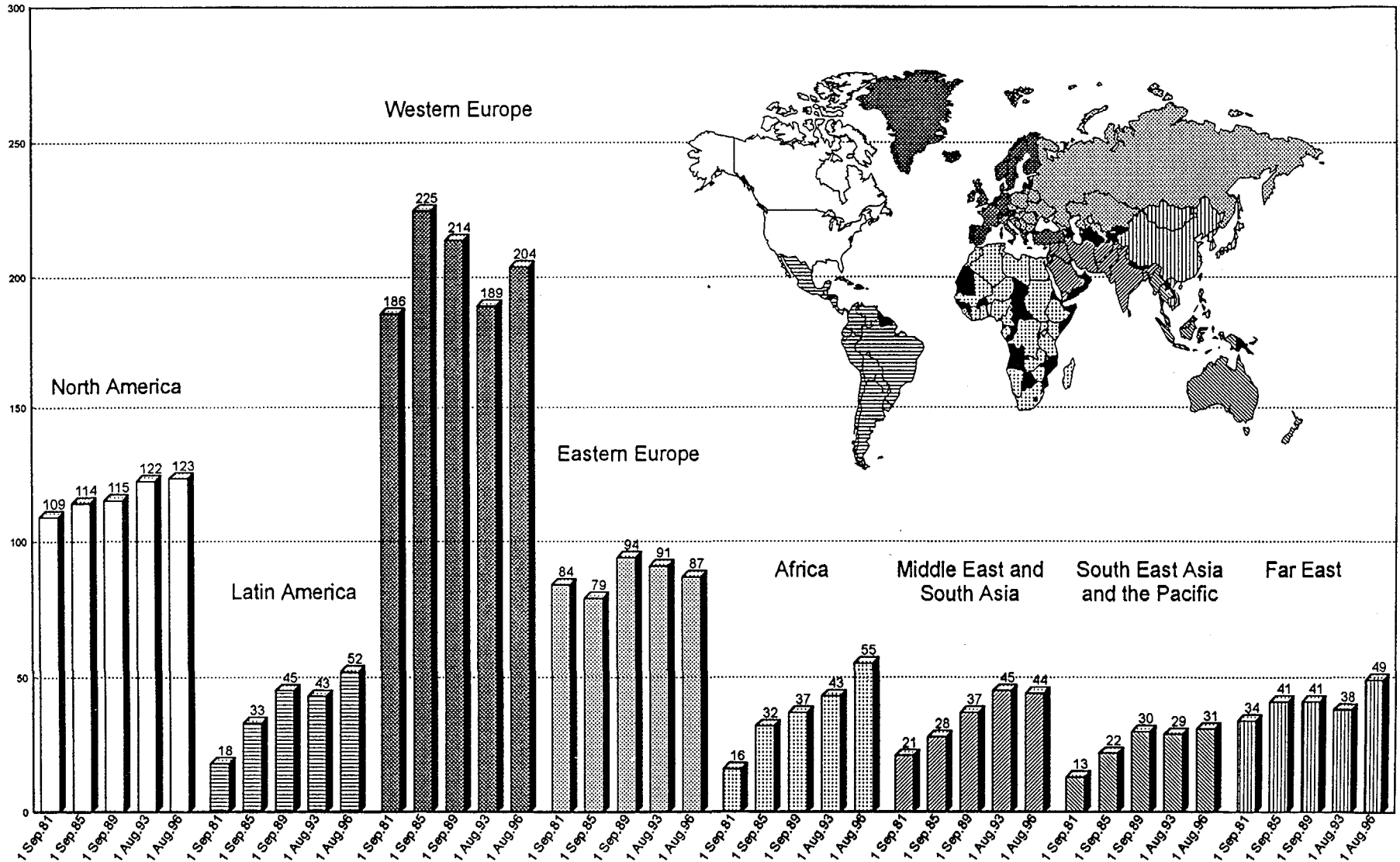
2) Although a Czech & Slovak F.R. no longer exists, for comparative purposes staff total figures are still given for staff who were nationals of the Czech & Slovak F.R.

3) No longer a Member State.

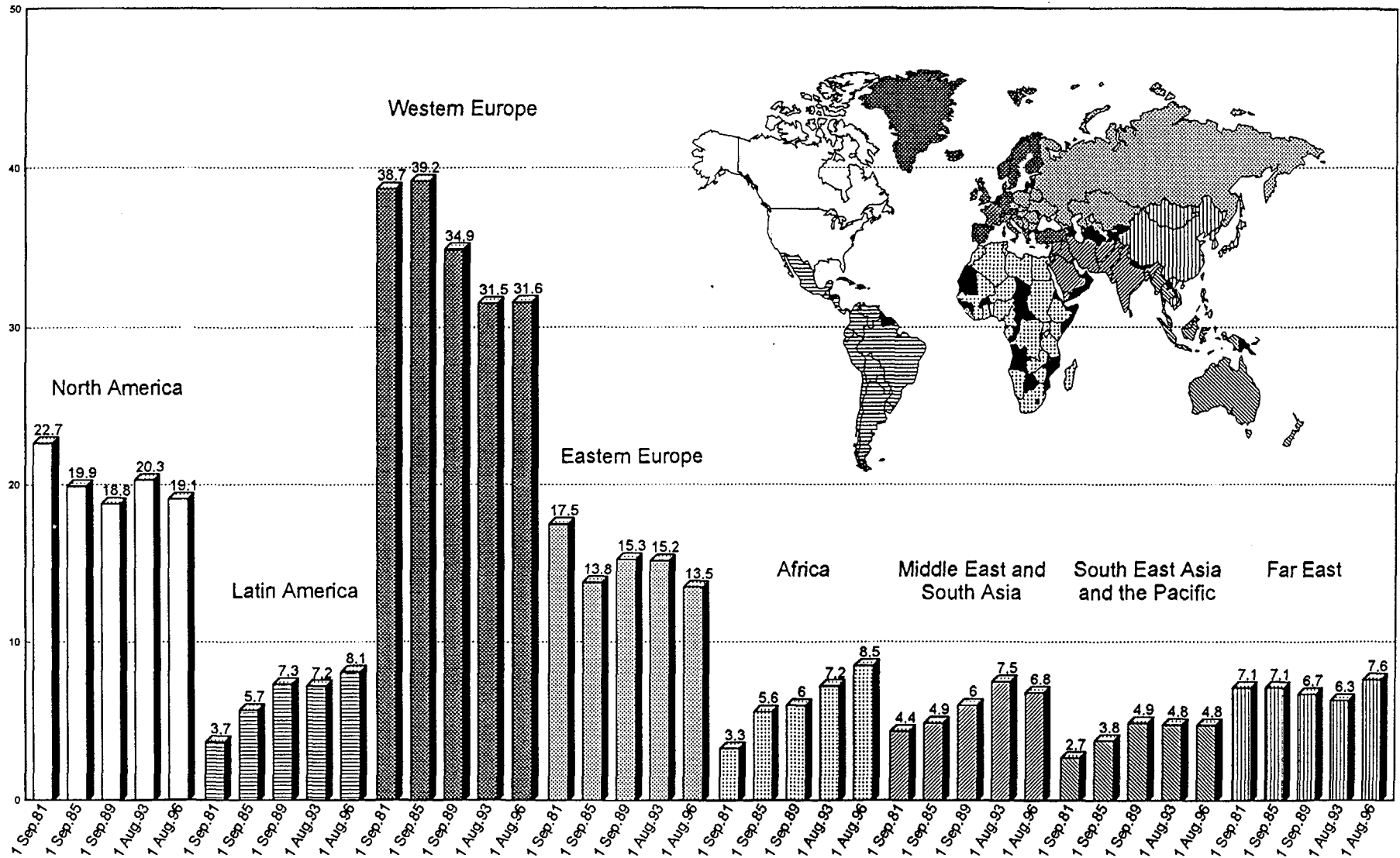
PROFESSIONAL AND HIGHER-CATEGORY STAFF BY AREA

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 SUBJECT TO GEOGRAPHICAL DISTRIBUTION
APPOINTMENTS AND SEPARATIONS BY AREA AND COUNTRY
2 August 1995 - 1 August 1996**

COUNTRIES (tentatively arranged by geographical area)			TOTAL STAFF 95.08.01	APPOINTMENTS (MALE/FEMALE)	SEPARATIONS (MALE/FEMALE)	TOTAL STAFF 96.08.01
	G77 COUNTRY	DEVELOPING COUNTRY				
NORTH AMERICA:						
CANADA			15	2 (1/1)	1 (1/0)	16
USA			105	12 (9/3)	10 (7/3)	107
LATIN AMERICA:						
ARGENTINA	X	X	5	-	-	5
BOLIVIA	X	X	4	-	-	4
BRAZIL	X	X	5	1 (0/1)	-	6
CHILE	X	X	4	1 (1/0)	1 (1/0)	4
COLOMBIA	X	X	3	-	1 (1/0)	2
COSTA RICA	X	X	0	-	-	0
CUBA	X	X	3	4 (3/1)	2 (2/0)	5
DOMINICAN REPUBLIC	X	X	0	-	-	0
ECUADOR	X	X	1	-	-	1
EL SALVADOR	X	X	1	-	-	1
GUATEMALA	X	X	1	-	-	1
HAITI	X	X	1	-	-	1
JAMAICA	X	X	1	-	-	1
MEXICO		X	7	2 (1/1)	-	9
NICARAGUA	X	X	0	1 (0/1)	-	1
PANAMA	X	X	1	-	-	1
PARAGUAY	X	X	0	-	-	0
PERU	X	X	6	1 (1/0)	1 (1/0)	6
URUGUAY	X	X	1	-	-	1
VENEZUELA	X	X	3	-	-	3
WESTERN EUROPE:						
AUSTRIA			20	1 (0/1)	-	21
BELGIUM			6	-	-	6
CYPRUS	X	X	0	-	-	0
DENMARK			0	-	-	0
FINLAND			6	1 (1/0)	-	7
FRANCE			21	2 (1/1)	1 (1/0)	22
GERMANY			41	3 (1/2)	2 (2/0)	42
GREECE			3	-	-	3
HOLY SEE			0	-	-	0
ICELAND			1	-	-	1
IRELAND			2	-	-	2
ITALY			18	1 (1/0)	4 (3/1)	15
LIECHTENSTEIN			0	-	-	0
LUXEMBOURG			0	-	-	0
MONACO			1	-	-	1
NETHERLANDS			7	1 (1/0)	1 (1/0)	7
NORWAY			0	-	-	0
PORTUGAL			0	-	-	0
SPAIN			14	2 (1/1)	-	16
SWEDEN			10	-	1 (1/0)	9
SWITZERLAND			4	-	-	4
TURKEY		X	9	-	-	9
UK			38	3 (3/0)	2 (2/0)	39

PROFESSIONAL AND HIGHER-CATEGORY STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION
APPOINTMENTS AND SEPARATIONS BY AREA AND COUNTRY
2 August 1995 - 1 August 1996

COUNTRIES (tentatively arranged by geographical area)		TOTAL STAFF 95.08.01	APPOINTMENTS (MALE/FEMALE)	SEPARATIONS (MALE/FEMALE)	TOTAL STAFF 96.08.01
G77 COUNTRY	DEVELOPING COUNTRY				
EASTERN EUROPE:					
		1	1 (1/0)	-	2
ALBANIA		0	-	-	0
ARMENIA		3	-	-	3
BELARUS		1	-	-	1
BOSNIA - HERZEGOVINA	X	X	-	-	1
BULGARIA		5	1 (1/0)	-	6
CROATIA		X	1 (1/0)	-	2
CZECH REPUBLIC		3	1 (1/0)	-	4
ESTONIA		0	-	-	0
GEORGIA		-	-	-	0
HUNGARY		6	1 (1/0)	-	7
KAZAKHSTAN		0	-	-	0
LITHUANIA		0	-	-	0
POLAND		7	1 (1/0)	1 (1/0)	7
ROMANIA	X	6	-	2 (0/2)	4
RUSSIAN FEDERATION		40	6 (6/0)	6 (6/0)	40
SLOVAK REPUBLIC		2	-	-	2
SLOVENIA		X	1 (1/0)	2 (2/0)	2
THE F.Y.REP. OF MACEDONIA		X	-	-	1
UKRAINE		3	1 (1/0)	-	4
UZBEKISTAN		0	-	-	0
YUGOSLAVIA	X	X	-	-	2
AFRICA:					
ALGERIA	X	X	1 (1/0)	-	3
CAMEROON	X	X	-	-	1
COTE D'IVOIRE	X	X	-	-	0
EGYPT	X	X	10	-	10
ETHIOPIA	X	X	3	1 (1/0)	4
GABON	X	X	0	-	0
GHANA	X	X	5	-	1 (1/0)
KENYA	X	X	1	1 (1/0)	2
LIBERIA	X	X	0	-	0
LIBYAN ARAB JAMAHIRIYA	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	7	1 (0/1)	1 (1/0)
SENEGAL	X	X	0	-	0
SIERRA LEONE	X	X	1	-	1
SOUTH AFRICA	X	X	4	3 (3/0)	-
SUDAN	X	X	2	-	2
TANZANIA	X	X	1	1 (1/0)	-
TUNISIA	X	X	1	-	1
UGANDA	X	X	1	-	1
ZAIRE	X	X	3	1 (1/0)	-
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 1995 - 1 August 1996**

COUNTRIES (tentatively arranged by geographical area)			TOTAL STAFF 95.08.01	APPOINTMENTS (MALE/FEMALE)	SEPARATIONS (MALE/FEMALE)	TOTAL STAFF 96.08.01
	G77 COUNTRY	DEVELOPING COUNTRY				
MIDDLE EAST AND SOUTH ASIA:						
AFGHANISTAN	X	X	0	-	-	0
BANGLADESH	X	X	6	-	2 (2/0)	4
INDIA	X	X	8	2 (2/0)	-	10
IRAN, ISLAMIC REPUBLIC OF	X	X	7	-	1 (1/0)	6
IRAQ	X	X	2	-	-	2
ISRAEL		X	5	1 (1/0)	2 (0/2)	4
JORDAN	X	X	2	-	-	2
KUWAIT	X	X	0	-	-	0
LEBANON	X	X	2	-	-	2
PAKISTAN	X	X	6	1 (1/0)	1 (1/0)	6
QATAR	X	X	0	-	-	0
SAUDI ARABIA	X	X	0	-	-	0
SRI LANKA	X	X	6	-	1 (1/0)	5
SYRIAN ARAB REPUBLIC	X	X	3	-	-	3
UNITED ARAB EMIRATES	X	X	0	-	-	0
YEMEN	X	X	0	-	-	0
SOUTH EAST ASIA & THE PACIFIC:						
AUSTRALIA			15	1 (1/0)	3 (3/0)	13
INDONESIA	X	X	3	-	-	3
MALAYSIA	X	X	3	1 (1/0)	-	4
MARSHALL ISLANDS	X	X	0	-	-	0
MYANMAR	X	X	1	-	-	1
NEW ZEALAND			2	-	-	2
SINGAPORE	X	X	0	-	-	0
THAILAND	X	X	7	1 (1/0)	-	8
FAR EAST:						
CAMBODIA	X	X	0	-	-	0
CHINA		X	8	-	-	8
DEM. PEOPLE'S REP. OF KOREA	X	X	1	-	-	1
JAPAN			19	6 (4/2)	2 (2/0)	23
KOREA, REPUBLIC OF	X	X	6	-	-	6
MONGOLIA	X	X	1	-	-	1
PHILIPPINES	X	X	7	1 (0/1)	-	8
VIET NAM	X	X	2	1 (0/1)	1 (1/0)	2
TOTALS	77	83	622	76	53	645
DEVELOPING MEMBER STATES						
			198 (31.8 %)	29 (38.2%)	17 (32.1%)	210 (32.6%)
OTHER MEMBER STATES						
			424 (68.2 %)	47 (61.8%)	36 (67.9%)	435 (67.4%)
GROUP OF 77 *						
			170 (27.3 %)	24 (31.6%)	15 (28.3%)	179 (27.8%)
OTHER MEMBER STATES						
			452 (72.7 %)	52 (68.4%)	38 (71.7%)	466 (72.2%)
FEMALE STAFF						
			99 (15.9 %)	18 (23.7%)	8 (15.1%)	109 (16.9%)
MALE STAFF						
			523 (84.1 %)	58 (76.3%)	45 (84.9%)	536 (83.1%)

*) Figures for 1995 were adjusted to the current composition of the Group

PROFESSIONAL AND HIGHER-CATEGORY STAFF BY AREA AND COUNTRY - DEPARTMENT OF SAFEGUARDS

COUNTRIES (tentatively arranged by geographical area)	1 Sep. 1981 TOTAL	1 Sep. 1985 TOTAL	1 Sep. 1989 TOTAL	1 August 1993								1 August 1996								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	1993	
NORTH AMERICA																								
CANADA	6	9	11	-	-	1	7	-	1	-	9	-	-	1	5	2	-	-	8	+2	-1	-3	-1	
USA	39	43	43	-	1	15	22	10	-	-	48	-	1	15	21	12	2	-	51	+12	+8	+8	+3	
TOTAL AREA	45	52	54	-	1	16	29	10	1	-	57	-	1	16	26	14	2	-	59	+14	+7	+5	+2	
LATIN AMERICA																								
ARGENTINA	1	1	1	-	-	-	1	-	-	-	1	-	-	-	1	1	-	-	2	+1	+1	+1	+1	
BOLIVIA	-	2	3	-	-	-	2	1	-	-	3	-	-	-	2	1	-	-	3	+3	+1	0	0	
BRAZIL	2	3	2	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	1	-1	-2	-1	0	
CHILE	1	2	2	-	-	-	2	-	-	-	2	-	-	-	1	1	-	-	2	+1	0	0	0	
COLOMBIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
COSTA RICA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
CUBA	-	-	1	-	-	-	-	1	-	-	1	-	-	-	-	1	-	-	1	+1	+1	0	0	
DOMINICAN REPUBLIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
ECUADOR	-	-	-	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	1	+1	+1	+1	0	
EL SALVADOR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
GUATEMALA	1	1	1	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-1	-1	-1	-1	
HAITI	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
JAMAICA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
MEXICO	-	2	4	-	-	-	1	4	-	-	5	-	-	-	3	2	-	-	5	+5	+3	+1	0	
NICARAGUA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
PANAMA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
PARAGUAY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
PERU	-	-	1	-	-	-	1	-	-	-	1	-	-	-	1	-	-	-	1	+1	+1	0	0	
URUGUAY	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	-1	0	0	
VENEZUELA	-	1	1	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	1	+1	0	0	0	
TOTAL AREA	5	13	16	-	-	-	8	9	-	-	17	-	-	-	9	7	1	-	17	+12	+4	+1	0	
WESTERN EUROPE																								
AUSTRIA	3	1	3	-	-	-	2	2	-	-	4	-	-	-	3	1	-	-	4	+1	+3	+1	0	
BELGIUM	4	5	5	-	-	1	2	1	-	-	4	-	-	2	2	1	-	-	5	+1	0	0	+1	
CYPRUS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
DENMARK	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	-1	0	
FINLAND	1	4	4	-	-	2	2	-	-	-	4	-	-	2	3	-	-	-	5	+4	+1	+1	+1	
FRANCE	5	10	9	-	-	4	4	-	-	-	8	-	-	5	3	-	-	-	8	+3	-2	-1	0	
1) GERMANY	18	19	17	-	1	9	7	1	-	-	18	-	1	8	6	-	-	-	15	-3	-4	-2	-3	
GREECE	3	4	4	-	1	1	1	-	-	-	3	-	1	1	1	-	-	-	3	0	-1	-1	0	
HOLY SEE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
ICELAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
IRELAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
ITALY	8	10	10	-	-	3	2	2	-	-	7	-	-	3	3	1	1	-	8	0	-2	-2	+1	
LIECHTENSTEIN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
LUXEMBOURG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
MONACO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	
NETHERLANDS	1	2	2	-	-	-	1	-	-	-	1	-	-	1	-	-	-	-	1	0	-1	-1	0	
NORWAY	1	1	1	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-1	-1	-1	-1	
PORTUGAL	1	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-1	-3	-1	0	
SPAIN	2	8	7	-	-	2	3	1	-	-	6	-	-	2	3	1	-	-	6	+4	-2	-1	0	
SWEDEN	5	3	4	-	-	1	1	1	-	-	3	-	-	1	2	1	-	-	4	-1	+1	0	+1	
SWITZERLAND	1	2	-	1	-	-	-	-	-	-	1	1	-	-	-	-	-	-	1	0	-1	+1	0	
TURKEY	1	5	6	-	-	-	2	3	-	-	5	-	-	-	2	3	-	-	5	+4	0	-1	0	
UK	11	15	11	-	-	4	3	3	-	-	10	-	-	3	3	7	-	-	13	+2	-2	+2	+3	
TOTAL AREA	65	92	85	1	3	27	30	14	-	-	75	1	2	28	31	15	1	-	78	+13	-14	-7	+3	

PROFESSIONAL AND HIGHER-CATEGORY STAFF BY AREA AND COUNTRY - DEPARTMENT OF SAFEGUARDS

COUNTRIES (tentatively arranged by geographical area)	1 Sep. 1981 TOTAL	1 Sep. 1985 TOTAL	1 Sep. 1989 TOTAL	1 August 1993								1 August 1998							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	1993			
EASTERN EUROPE																										
ALBANIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	+1	+1	+1	+1				
ARMENIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0				
BELARUS	2	2	1	-	-	1	1	-	-	-	2	-	-	-	2	-	-	2	0	0	+1	0				
BOSNIA - HERZEGOVINA	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	+1	+1	+1	+1					
BULGARIA	1	2	4	-	-	-	1	1	-	-	2	-	-	2	2	-	-	4	+3	+2	0	+2				
CROATIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0				
2) CZECH & SLOVAK F.R.	5	4	4	-	-	-	2	1	-	-	3	-	-	-	-	-	-	-5	-4	-4	-3					
CZECH REPUBLIC	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	+3	+3	+3	+3					
ESTONIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0					
GEORGIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0					
HUNGARY	3	2	3	-	-	1	1	1	-	-	3	-	-	1	1	-	-	-1	0	-1	-1					
KAZAKHSTAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0				
LITHUANIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0				
POLAND	6	3	2	-	-	1	-	3	-	-	4	-	-	1	-	3	-	-2	+1	+2	0	0				
ROMANIA	1	1	1	-	-	-	-	1	-	-	1	-	-	-	1	-	-	0	0	0	0	0				
RUSSIAN FEDERATION	18	15	20	-	1	5	12	3	-	-	21	-	1	3	13	5	-	+4	+7	+2	+1					
SLOVAK REPUBLIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0				
SLOVENIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0				
THE F.Y.REP. OF MACEDONIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0				
UKRAINE	1	2	3	-	-	-	1	1	-	-	2	-	-	-	1	1	-	+1	0	-1	0					
UZBEKISTAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0				
YUGOSLAVIA	-	3	3	-	-	-	1	1	-	-	2	-	-	-	1	-	-	+1	-2	-2	-1					
TOTAL AREA	37	34	41	-	1	7	19	13	-	-	40	-	1	4	19	19	-	-	43	+6	+9	+2	+3			
AFRICA																										
ALGERIA	1	1	1	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-1	-1	-1	-1					
CAMEROON	-	-	-	-	-	-	-	1	-	-	1	-	-	-	1	-	-	+1	+1	+1	0					
COTE D'IVOIRE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0					
EGYPT	1	5	6	-	-	1	2	5	-	-	8	-	-	2	3	3	-	+7	+3	+2	0					
ETHIOPIA	-	1	1	-	-	-	-	2	-	-	2	-	-	-	1	-	-	+1	0	0	-1					
GABON	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0					
GHANA	-	1	1	-	-	-	-	1	-	-	1	-	-	-	2	-	-	+2	+1	+1	+1					
KENYA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0					
LIBERIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0					
LIBYAN ARAB JAMAHIRIYA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0					
MADAGASCAR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0					
MALI	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	-1	0	0					
MAURITIUS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0					
MOROCCO	-	-	1	-	-	-	-	1	-	-	1	-	-	-	1	-	-	+1	+1	0	0					
NAMIBIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0					
NIGER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0					
NIGERIA	2	2	2	-	-	1	-	1	-	-	2	-	-	1	-	1	-	0	0	0	0					
SENEGAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0					
SIERRA LEONE	-	1	-	-	-	-	-	-	1	-	1	-	-	-	-	-	0	-1	0	-1						
SOUTH AFRICA	1	1	1	-	-	1	-	-	-	-	1	-	-	1	2	2	-	+4	+4	+4	+4					
SUDAN	1	1	1	-	-	-	1	-	-	-	1	-	-	1	-	-	-	0	0	0	0					
TANZANIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	+1	+1	+1	+1					
TUNISIA	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	-1	0	0					
UGANDA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0					
ZAIRE	-	1	2	-	-	-	1	1	-	-	2	-	-	1	2	-	-	+3	+2	+1	+1					
ZAMBIA	-	1	1	-	-	1	-	-	-	-	1	-	1	-	-	-	-	+1	0	0	0					
ZIMBABWE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0					
TOTAL AREA	6	17	17	-	-	5	4	12	1	-	22	-	1	4	7	14	-	-	26	+20	+9	+9	+4			

PROFESSIONAL AND HIGHER-CATEGORY STAFF BY AREA AND COUNTRY - DEPARTMENT OF SAFEGUARDS

COUNTRIES (tentatively arranged by geographical area)	1 Sep. 1981	1 Sep. 1985	1 Sep. 1989	1 August 1993								1 August 1998								COMPARED TO			
	TOTAL	TOTAL	TOTAL	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	1993
MIDDLE EAST AND SOUTH ASIA																							
AFGHANISTAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
BANGLADESH	2	4	4	-	-	-	3	1	1	-	5	-	-	1	2	1	-	-	4	+2	0	0	-1
INDIA	3	2	1	-	-	-	1	-	-	-	1	-	-	2	-	-	-	-	2	-1	0	+1	+1
IRAN, ISLAMIC REPUBLIC OF	2	3	4	-	-	1	1	1	-	-	3	-	-	1	1	-	-	-	2	0	-1	-2	-1
IRAQ	1	1	1	-	-	-	-	1	-	-	1	-	-	1	-	-	-	-	1	0	0	0	0
ISRAEL	-	1	1	-	-	-	1	-	-	-	1	-	-	1	1	-	-	-	2	+2	+1	+1	+1
JORDAN	-	-	1	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	0	0	-1	-1
KUWAIT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
LEBANON	1	2	2	-	-	1	1	-	-	-	2	-	-	1	1	-	-	-	2	+1	0	0	0
PAKISTAN	1	1	1	-	-	1	-	2	-	-	3	-	-	1	-	1	-	-	2	+1	+1	+1	-1
QATAR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
SAUDI ARABIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
SRI LANKA	-	1	1	-	-	-	-	1	-	-	1	-	-	1	1	-	-	-	2	+2	+1	+1	+1
SYRIAN ARAB REPUBLIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	+1	+1	+1	+1
UNITED ARAB EMIRATES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
YEMEN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
TOTAL AREA	10	15	16	-	-	3	7	6	2	-	18	-	-	4	9	5	-	-	18	+8	+3	+2	0
SOUTH EAST ASIA AND THE PACIFIC																							
AUSTRALIA	3	4	7	-	-	1	3	1	-	-	5	-	-	1	2	2	-	-	5	+2	+1	-2	0
INDONESIA	-	-	3	-	-	-	-	3	-	-	3	-	-	-	3	-	-	-	3	+3	+3	0	0
MALAYSIA	1	-	1	-	-	-	-	2	-	-	2	-	-	-	2	-	-	-	2	+1	+2	+1	0
MARSHALL ISLANDS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
MYANMAR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
NEW ZEALAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
SINGAPORE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
THAILAND	3	6	5	-	-	-	5	-	-	-	5	-	-	1	4	-	-	-	5	+2	-1	0	0
TOTAL AREA	7	10	16	-	-	1	8	6	-	-	15	-	-	2	6	7	-	-	15	+8	+5	-1	0
FAR EAST																							
CAMBODIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	-	0	0	0	0
CHINA	1	1	2	-	-	-	-	1	-	-	1	-	-	-	2	-	-	-	3	+2	+2	+1	+2
3) DEM. PEOPLE'S REP. OF KOREA	1	1	2	-	-	-	-	1	-	-	1	-	-	-	1	-	-	-	1	0	0	-1	0
JAPAN	13	18	14	-	1	1	5	2	1	-	10	-	1	2	4	5	1	-	13	0	-3	-1	+3
KOREA, REPUBLIC OF	2	2	3	-	-	1	1	1	-	-	3	-	-	1	1	2	-	-	4	+2	+2	+1	+1
MONGOLIA	-	-	-	-	-	-	-	1	-	-	1	-	-	-	1	1	-	-	1	+1	+1	+1	0
PHILIPPINES	1	3	5	-	-	-	-	4	-	-	4	-	-	-	2	2	-	-	4	+3	+1	-1	0
VIET NAM	-	-	2	-	-	-	-	1	-	-	1	-	-	-	1	1	-	-	2	+2	+2	0	+1
TOTAL AREA	18	23	28	-	1	2	6	11	1	-	21	-	1	3	9	14	1	-	28	+10	+5	0	+7
GRAND TOTAL	193	256	273	1	6	61	111	81	5	-	265	1	6	61	116	95	5	-	284	+91	+28	+11	+19

- 1) For purposes of comparison, the figures for Eastern and Western Europe have been adjusted for the years 1981, 1985 and 1989 to reflect the unification of Germany.
 2) Although a Czech & Slovak F.R. no longer exists, for comparative purposes staff total figures are still given for staff who were nationals of the Czech & Slovak F.R.
 3) No longer a Member State.

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)

1 August 1996

MEMBER STATES	EXEMPTED REGULAR STAFF								TEMPORARY STAFF								COST-FREE EXPERTS								EXTRABUDGETARY STAFF								CONSULTANTS								GRAND TOTAL
	DGO	AD	RI	SG	TC	NE	NS		DGO	AD	RI	SG	TC	NE	NS		DGO	AD	RI	SG	TC	NE	NS		DGO	AD	RI	SG	TC	NE	NS		DGO	AD	RI	SG	TC	NE	NS		
ALGERIA	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2				
ARGENTINA	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4					
AUSTRALIA	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3					
AUSTRIA	1	3	-	-	-	-	-	-	1	1	-	1	-	-	-	-	-	-	1	1	1	-	-	2	1	-	-	-	-	-	-	-	-	-	1	15					
BANGLADESH	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2						
BELARUS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1						
BRAZIL	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	2						
CANADA	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5						
CHILE	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2						
CHINA	-	5	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	11						
COLOMBIA	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2						
CROATIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1						
CUBA	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1						
CZECH REPUBLIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3					
EGYPT	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3						
ETHIOPIA	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1						
FINLAND	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2						
FRANCE	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	2	-	-	3	1	-	2	-	-	-	-	-	-	1	-	16						
GERMANY	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2	-	-	1	-	-	3	-	2	-	1	-	-	-	1	-	11						
HUNGARY	-	-	-	-	-	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	5						
INDIA	-	1	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3						
IRELAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1						
ISRAEL	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	4						
ITALY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4						
JAPAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	4	1	3	6	-	-	-	-	-	-	-	-	-	-	-	-	-	19						
KOREA, REP. OF	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3					
LEBANON	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1						
LIBYAN ARAB JAM.	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2						
MEXICO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1						
MOROCCO	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1						
NETHERLANDS	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-	1	6						
NORWAY	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1						
PERU	-	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3						
POLAND	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	2	-	1	8					
PORTUGAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1						
ROMANIA	-	-	-	-	-	-	-	-	1	-	-	1	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4						
RUSSIAN FEDERATION	-	8	-	-	-	-	-	-	-	-	2	-	1	-	-	1	-	1	1	-	-	-	-	1	-	-	-	1	1	-	1	1	-	2	22						
SLOVAK REPUBLIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1						
SLOVENIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	3						
SPAIN	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4						
SRI LANKA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-						
SUDAN	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1						
SWEDEN	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4						
SWITZERLAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1						
TURKEY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1						
UK	-	11	-	1	-	-	1	-	1	-	1	-	1	2	-	1	-	-	-	-	-	-	1	-	-	1	-	-	-	1	-	1	-	1	24						
UKRAINE	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1						
URUGUAY	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1						
USA	-	4	-	-	-	-	-	-	-	-	2	1	-	2	3	-	1	1	2	19	2	1	2	-	-	-	-	-	-	-	-	-	-	1	48						
ZAIRE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1						
GRAND TOTAL	3	53	1	1	1	-	1	1	8	4	7	8	14	5	4	3	9	33	4	6	17	5	2	21	1	2	4	16	1	12	3	3	9	6	289						

*) Indicates that members of the Action Team UNSC 667 are included.

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

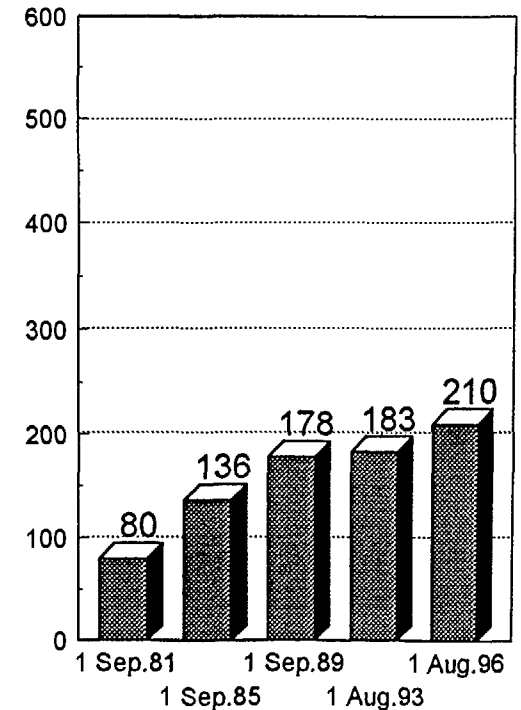
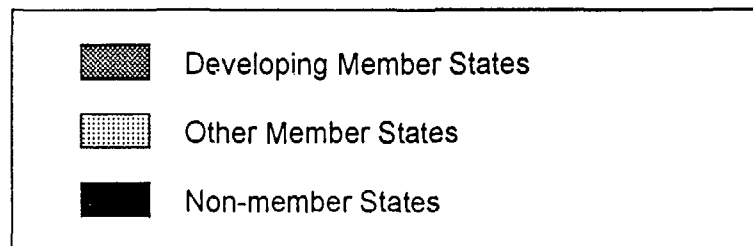
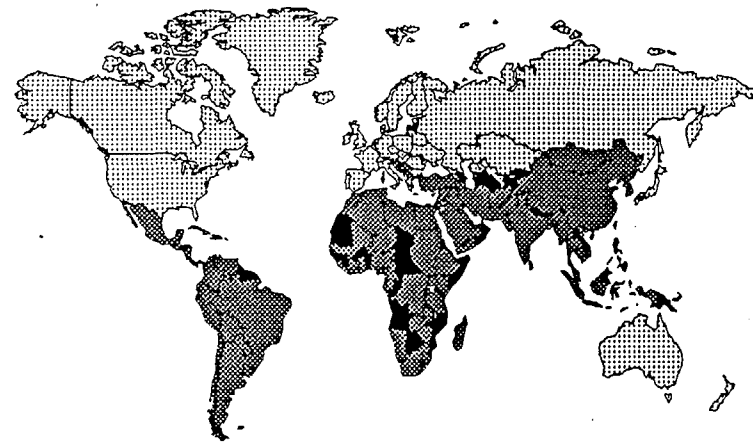
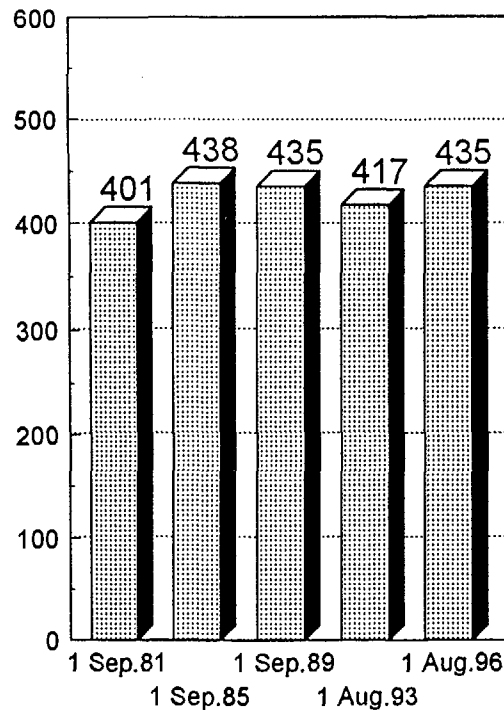
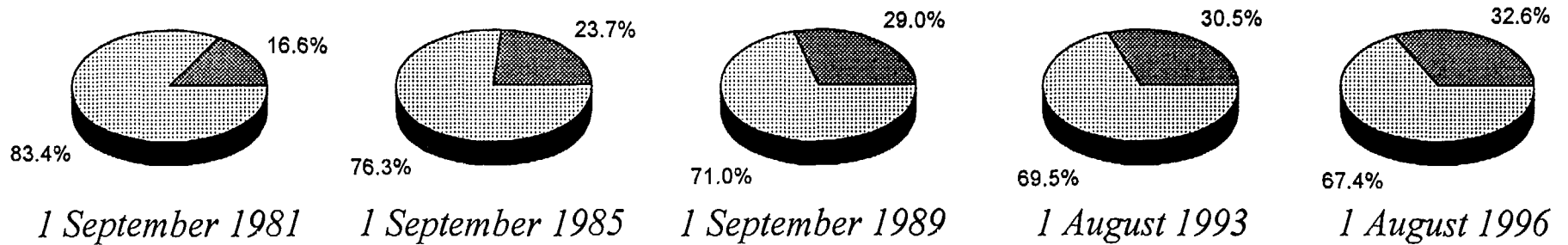
Annexes VI to XI

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

PROFESSIONAL AND HIGHER-CATEGORY STAFF FROM DEVELOPING MEMBER STATES AND FROM OTHER MEMBER STATES

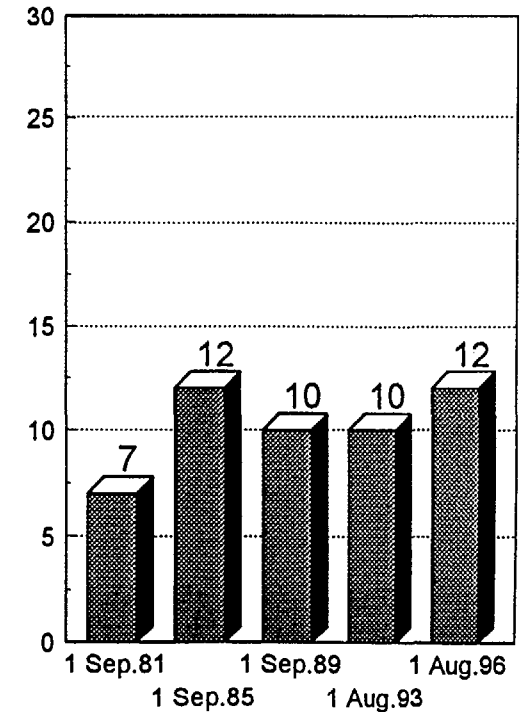
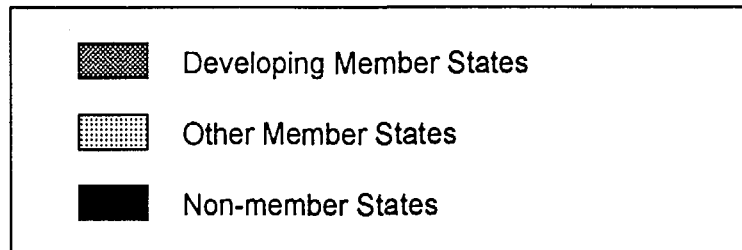
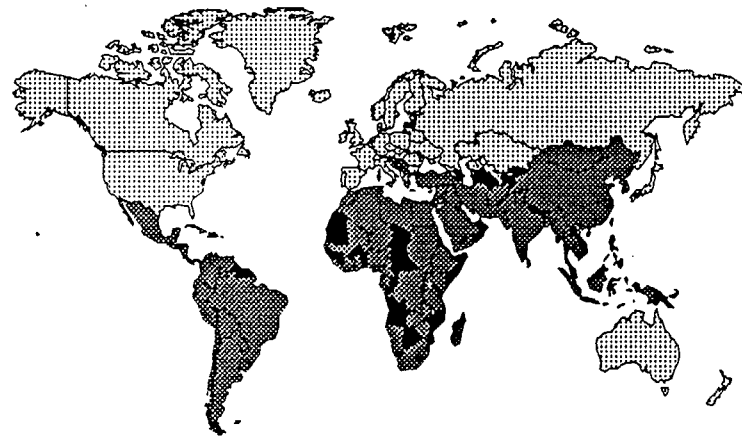
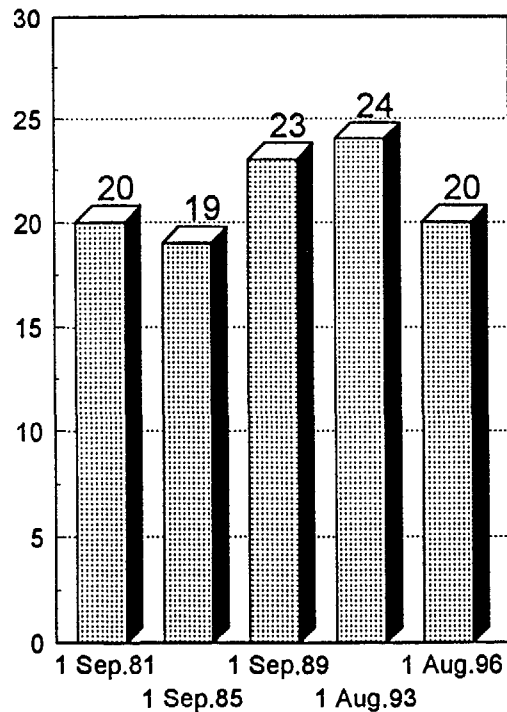
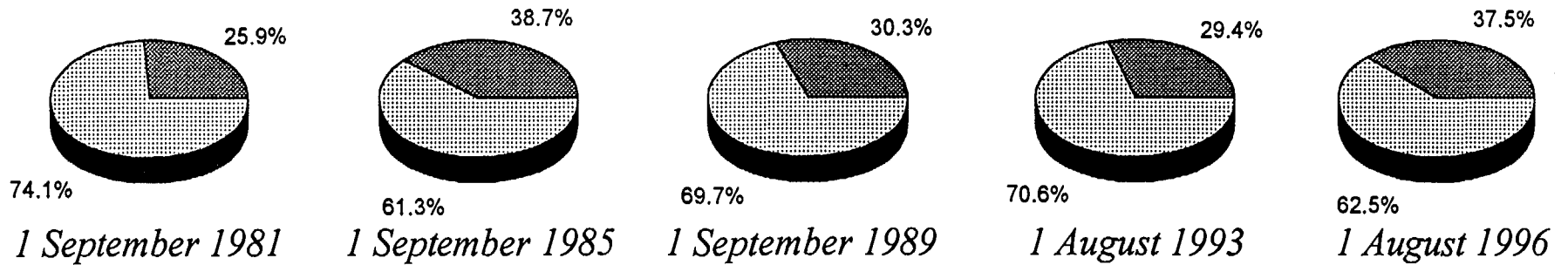
STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

(total numbers and percentages)



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

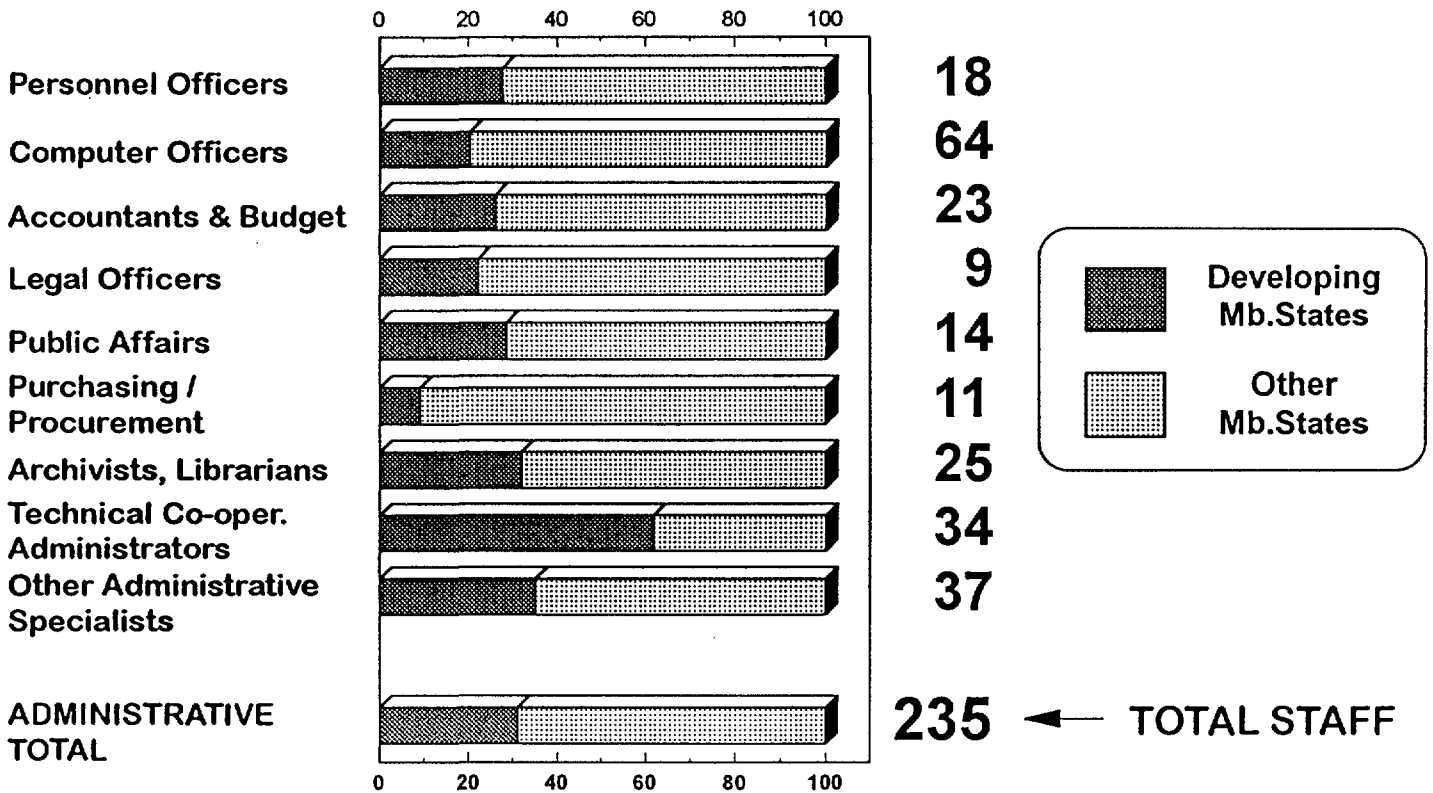
STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION (total numbers and percentages)



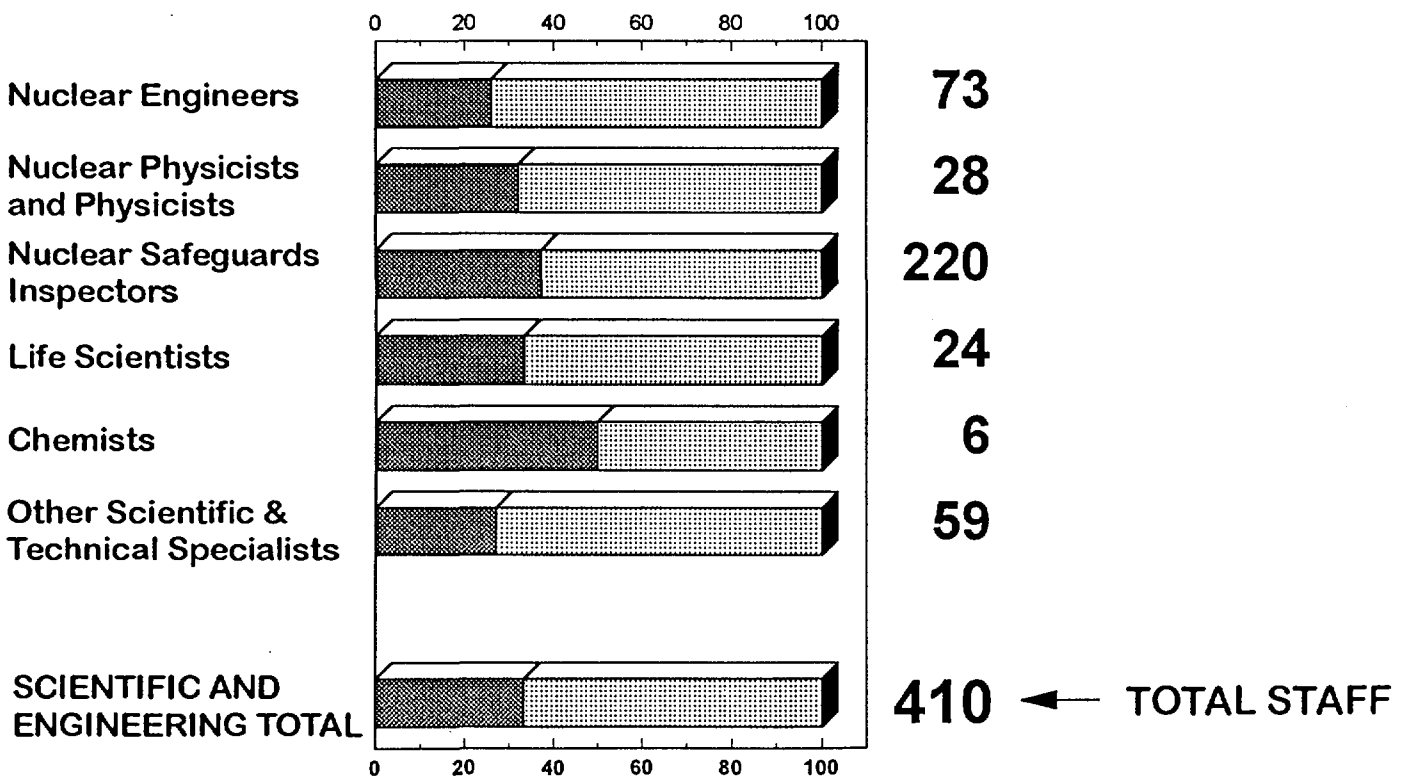
PROFESSIONAL AND HIGHER-CATEGORY STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION REPRESENTATION BY OCCUPATIONAL GROUP Developing Member States and Other Member States

Status date: 1 August 1996

Administrative Field



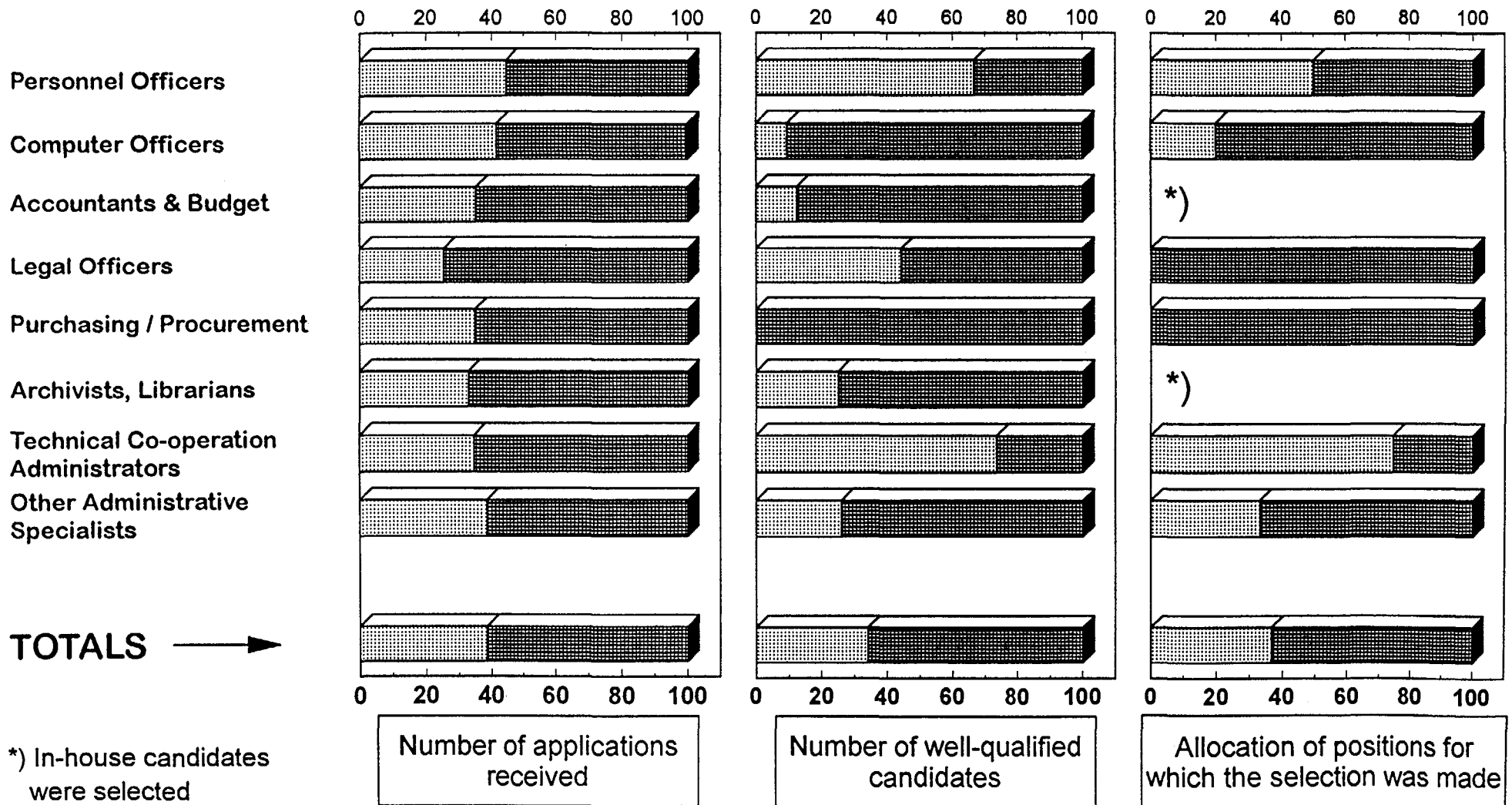
Scientific and Engineering Field



PROFESSIONAL AND HIGHER-CATEGORY STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

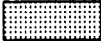

OUTSIDE APPLICATIONS FOR VACANT ADMINISTRATIVE POSTS FOR WHICH THE SELECTION HAS BEEN COMPLETED (2 August 1995 - 1 August 1996)

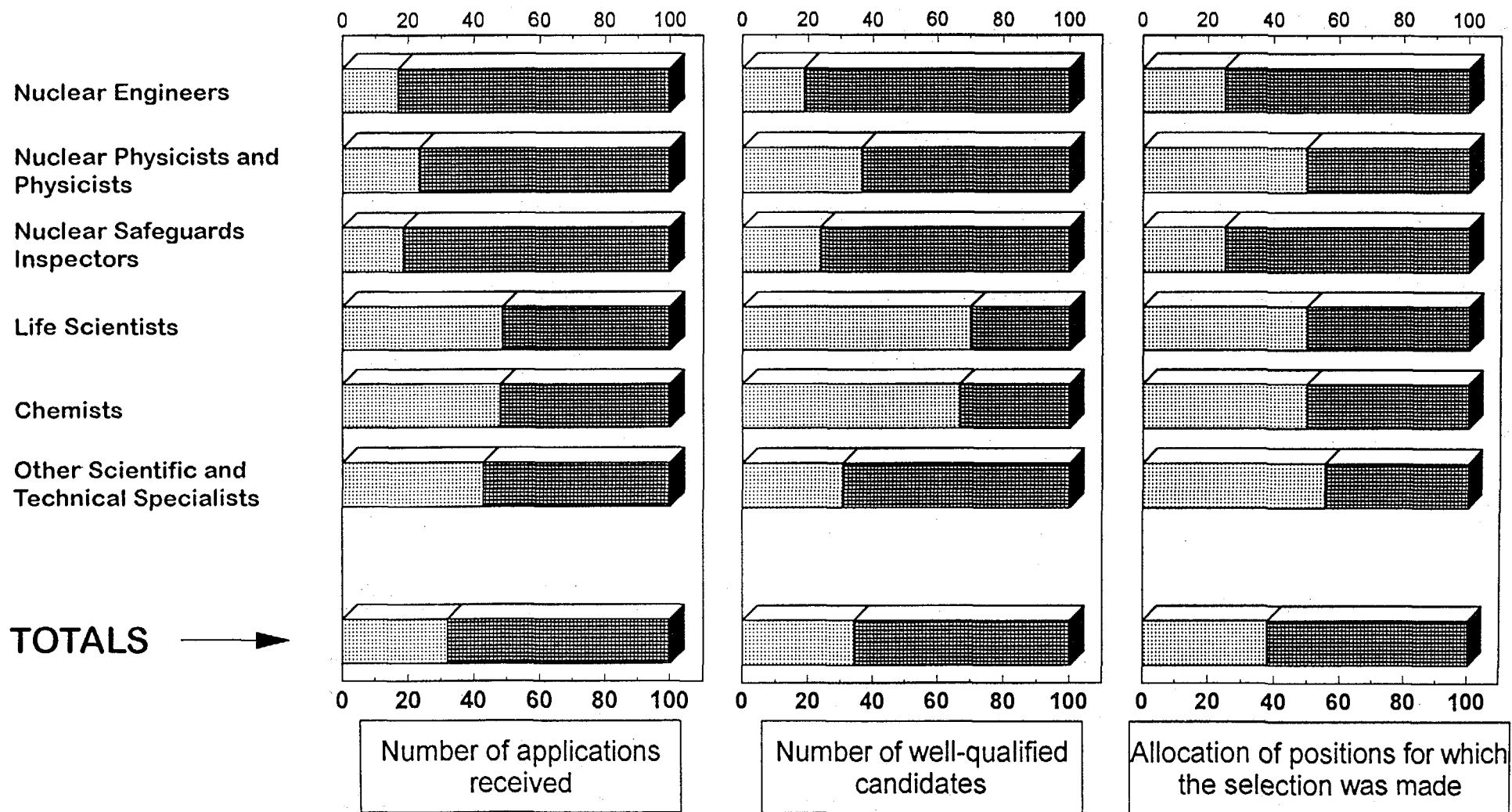
Developing Member States and Other Member States



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 1995 - 1 August 1996)

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 1995 - 1 August 1996)
(Nuclear Safeguards Inspectors not included)**

DEVELOPING MEMBER STATES

COUNTRIES	FEMALE	MALE	TOTAL
AFGHANISTAN	1	0	1
ALGERIA	1	15	16
ARGENTINA	3	5	8
BANGLADESH	2	23	25
BOLIVIA	0	2	2
BOSNIA - HERZEGOVINA	0	2	2
BRAZIL	8	13	21
CAMEROON	0	17	17
CHILE	0	4	4
CHINA	2	18	20
COLOMBIA	1	5	6
COSTA RICA	1	2	3
COTE D'IVOIRE	0	6	6
CROATIA	4	6	10
CUBA	2	14	16
CYPRUS	0	1	1
ECUADOR	0	3	3
EGYPT	5	43	48
EL SALVADOR	1	1	2
ETHIOPIA	1	6	7
GHANA	0	17	17
GUATEMALA	0	1	1
INDIA	5	90	95
INDONESIA	0	4	4
IRAN, ISLAMIC REP. OF	6	16	22
IRAQ	0	12	12
ISRAEL	1	9	10
JORDAN	3	42	45
KENYA	3	17	20
KOREA, REP. OF	2	9	11
KUWAIT	1	2	3
LEBANON	0	2	2
LIBERIA	2	2	4
LIBYAN ARAB JAM.	0	5	5
MADAGASCAR	1	2	3
MALAYSIA	0	1	1
MALI	1	14	15
MAURITIUS	0	7	7
MEXICO	18	51	69
MONGOLIA	1	1	2
MOROCCO	4	11	15
MYANMAR	3	8	11
NAMIBIA	1	1	2
NICARAGUA	1	0	1
NIGER	0	4	4
NIGERIA	24	163	187
PAKISTAN	4	39	43
PANAMA	0	9	9
PARAGUAY	0	1	1
PERU	2	5	7
PHILIPPINES	19	12	31
SIERRA LEONE	1	8	9
SLOVENIA	1	7	8
SOUTH AFRICA	1	13	14
SRI LANKA	1	13	14
SUDAN	1	11	12
SYRIAN ARAB REP.	0	4	4
TANZANIA	3	6	9
THAILAND	2	1	3
TUNISIA	0	9	9
TURKEY	4	7	11
UGANDA	0	4	4
URUGUAY	0	6	6
VENEZUELA	3	4	7
VIET NAM	1	0	1
YEMEN	0	5	5
YUGOSLAVIA	0	4	4
ZAIRE	0	36	36
ZAMBIA	0	12	12
TOTAL	152	893	1045

ALL OTHER MEMBER STATES

COUNTRIES	FEMALE	MALE	TOTAL
ALBANIA	1	4	5
ARMENIA	1	1	2
AUSTRALIA	3	25	28
AUSTRIA	11	57	68
BELARUS	3	8	11
BELGIUM	3	19	22
BULGARIA	2	4	6
CANADA	15	96	111
CZECH REPUBLIC	0	6	6
DENMARK	0	8	8
FINLAND	3	8	11
FRANCE	22	95	117
GEORGIA	0	2	2
GERMANY	10	36	46
GREECE	1	7	8
HUNGARY	2	13	15
ICELAND	0	4	4
IRELAND	1	8	9
ITALY	18	133	151
JAPAN	14	12	26
KAZAKHSTAN	0	1	1
LITHUANIA	1	8	9
LUXEMBOURG	0	1	1
NETHERLANDS	3	54	57
NEW ZEALAND	1	8	9
NORWAY	2	8	10
POLAND	2	14	16
PORTUGAL	0	1	1
ROMANIA	1	7	8
RUSSIAN FEDERATION	3	35	38
SLOVAK REPUBLIC	1	6	7
SPAIN	12	26	38
SWEDEN	8	43	51
SWITZERLAND	6	16	22
UK	7	63	70
UKRAINE	0	5	5
USA	133	746	879
UZBEKISTAN	0	1	1
TOTAL	290	1589	1879

GRAND TOTAL

COUNTRIES	FEMALE	MALE	TOTAL
107	442	2482	2924

**OUTSIDE APPLICATIONS IN RESPONSE TO SAFEGUARDS INSPECTOR VACANCY NOTICES
(2 August 1995 - 1 August 1996)**

DEVELOPING MEMBER STATES

COUNTRIES	FEMALE	MALE	TOTAL
ALGERIA	0	3	3
CHINA	0	2	2
CUBA	0	1	1
GHANA	0	1	1
IRAN, ISLAMIC REP.	0	3	3
JORDAN	0	1	1
MALI	0	1	1
NIGERIA	1	2	3
SLOVENIA	0	1	1
SOUTH AFRICA	0	3	3
SRI LANKA	0	1	1
TUNISIA	0	1	1
TOTAL	1	29	30

ALL OTHER MEMBER STATES

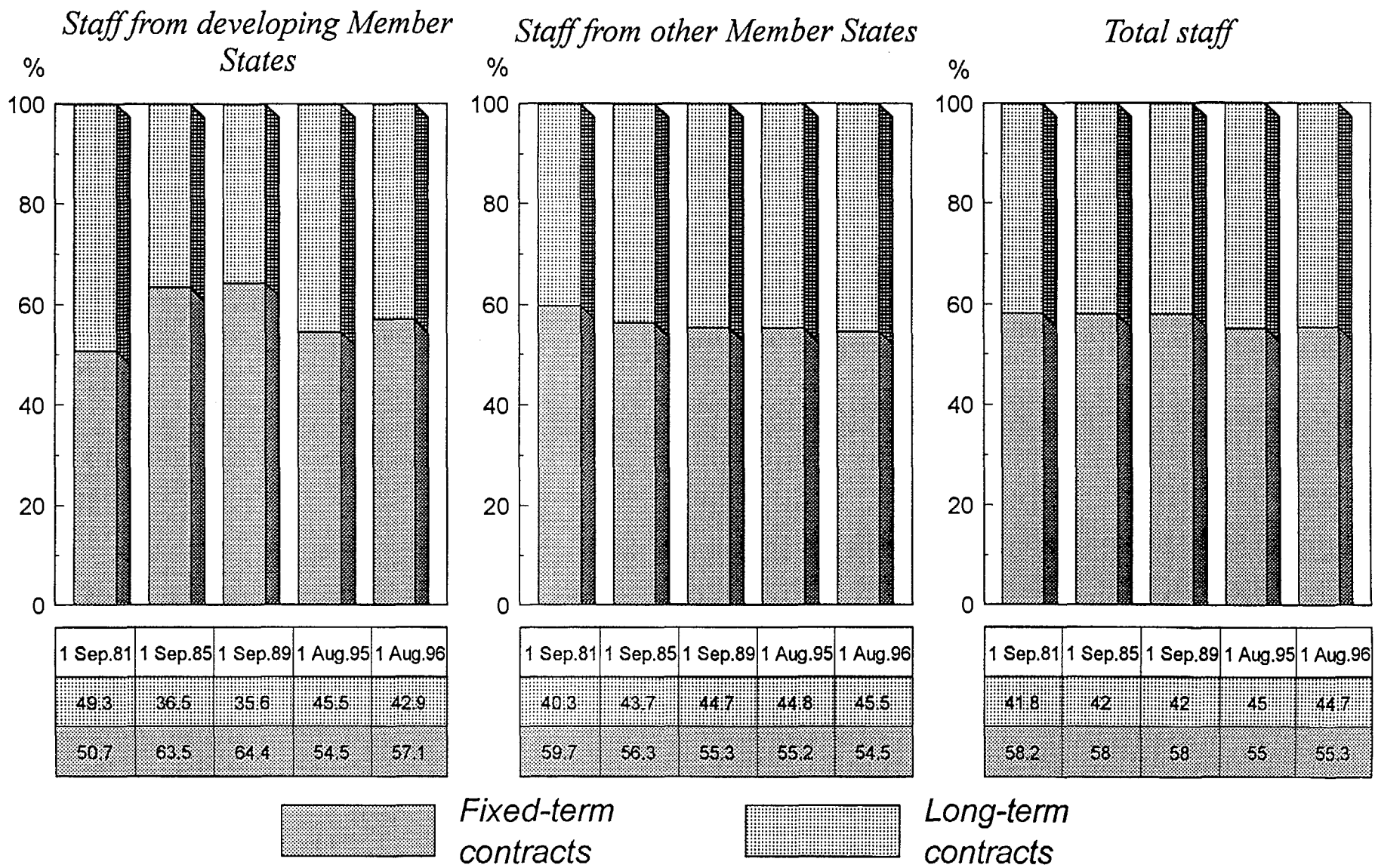
COUNTRIES	FEMALE	MALE	TOTAL
AUSTRIA	0	1	1
BELARUS	0	1	1
BELGIUM	0	1	1
CANADA	0	1	1
CZECH REPUBLIC	0	1	1
FRANCE	0	1	1
ITALY	0	1	1
JAPAN	0	4	4
RUSSIAN FEDERATION	1	4	5
UK	1	2	3
UKRAINE	3	0	3
USA	3	47	50
TOTAL	8	64	72

GRAND TOTAL

COUNTRIES	FEMALE	MALE	TOTAL
24	9	64	73

PROFESSIONAL AND HIGHER-CATEGORY STAFF BY TYPE OF CONTRACT

STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION



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

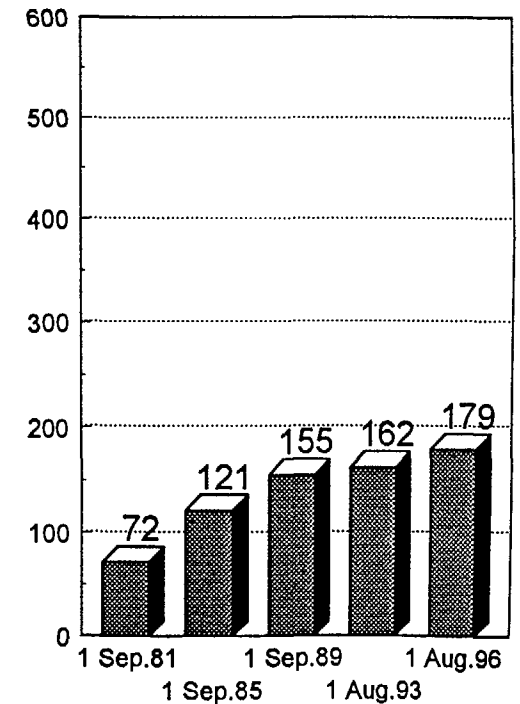
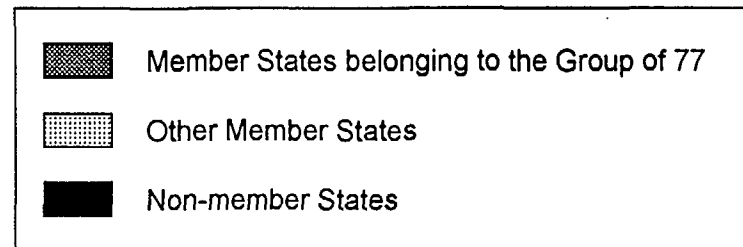
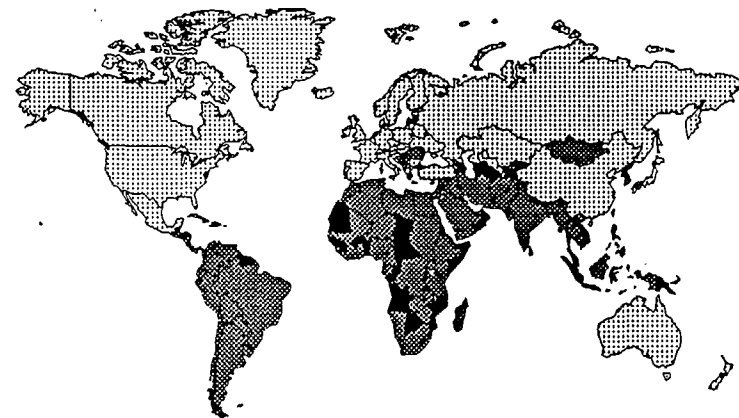
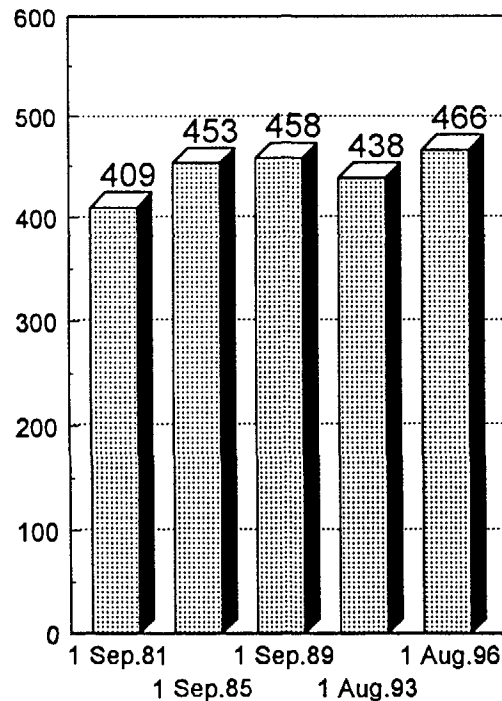
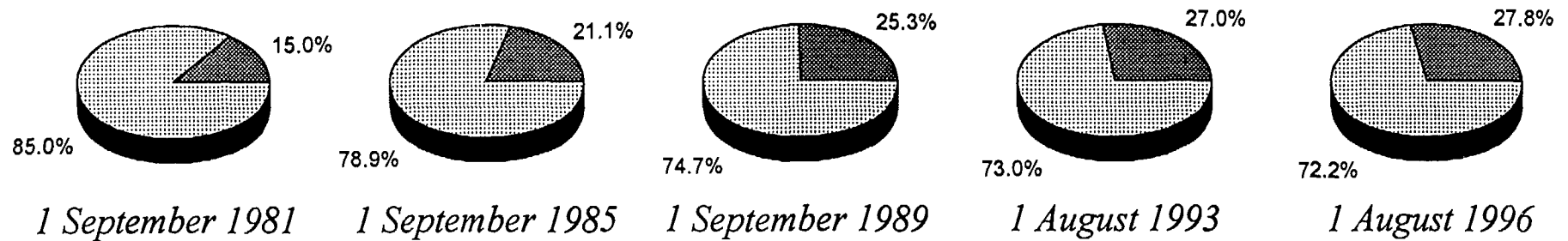
Annexes XII to XIV

**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

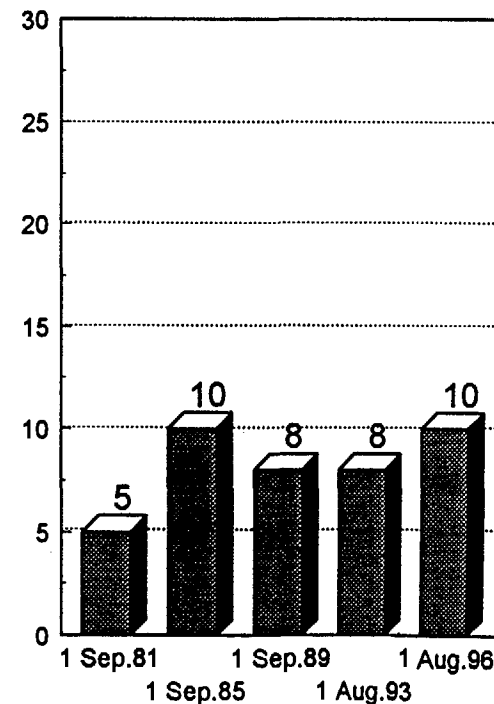
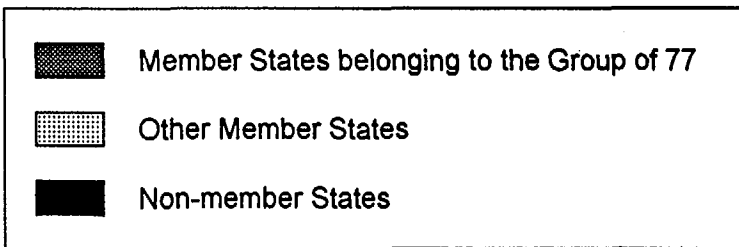
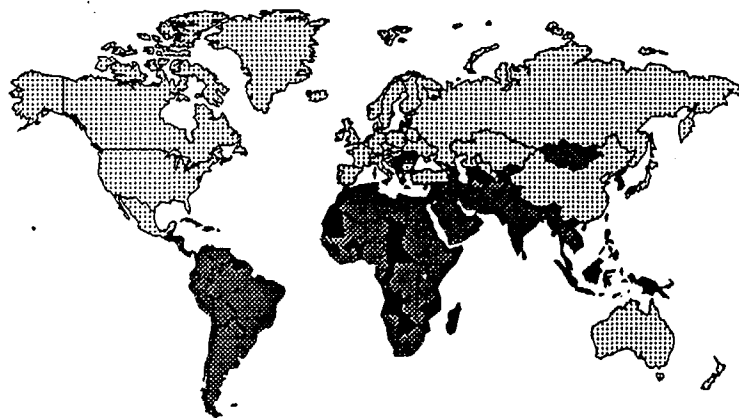
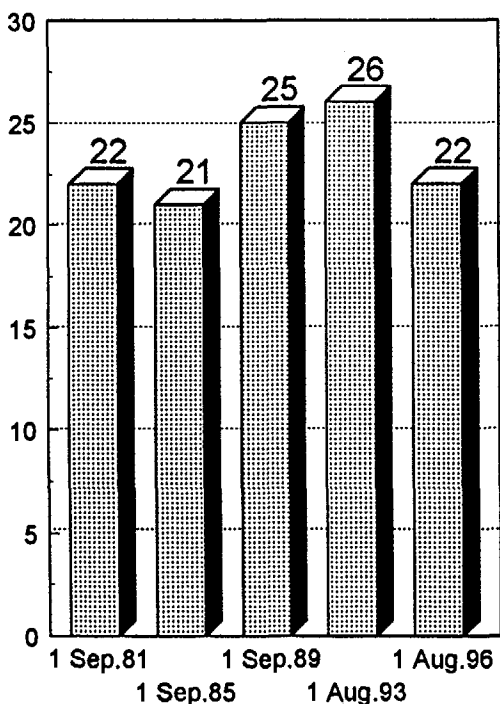
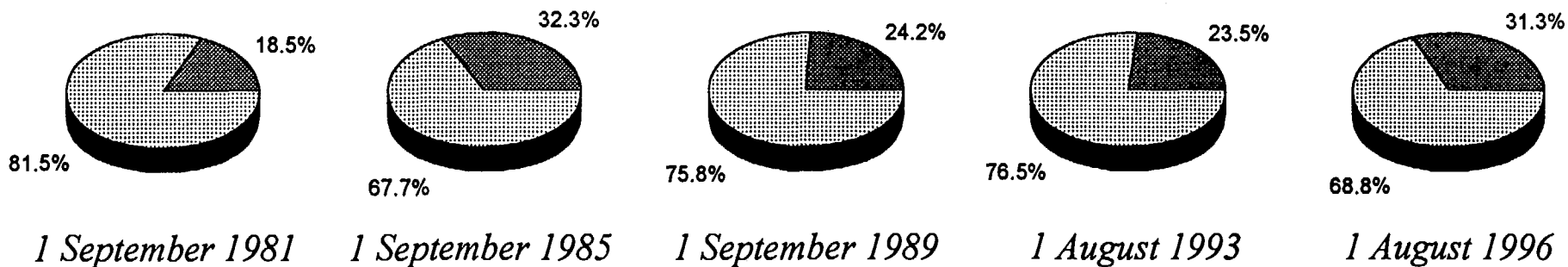
STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

(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

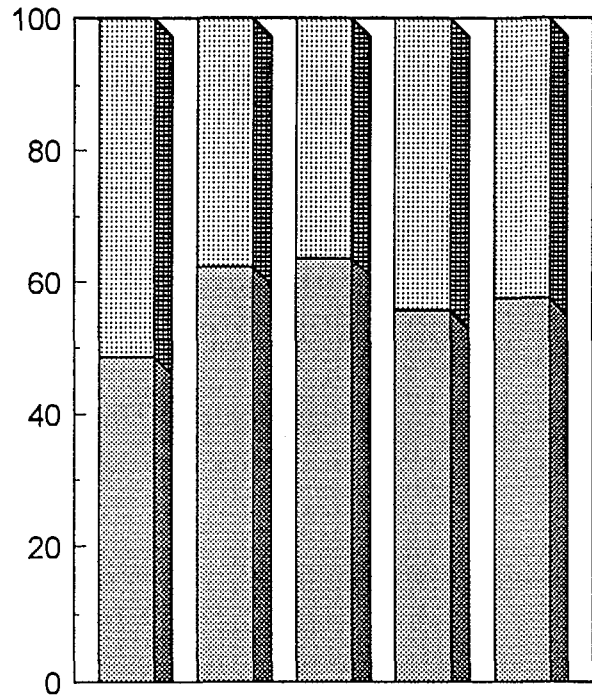
STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION (total numbers and percentages)



PROFESSIONAL AND HIGHER-CATEGORY STAFF BY TYPE OF CONTRACT

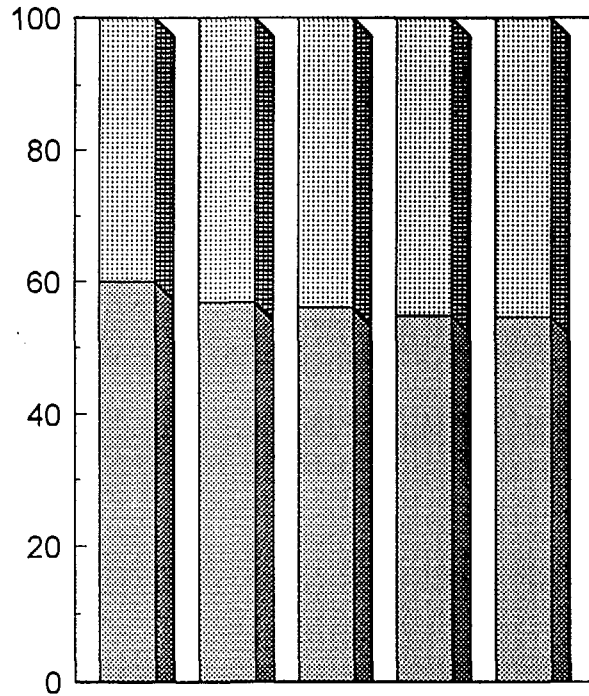
STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

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



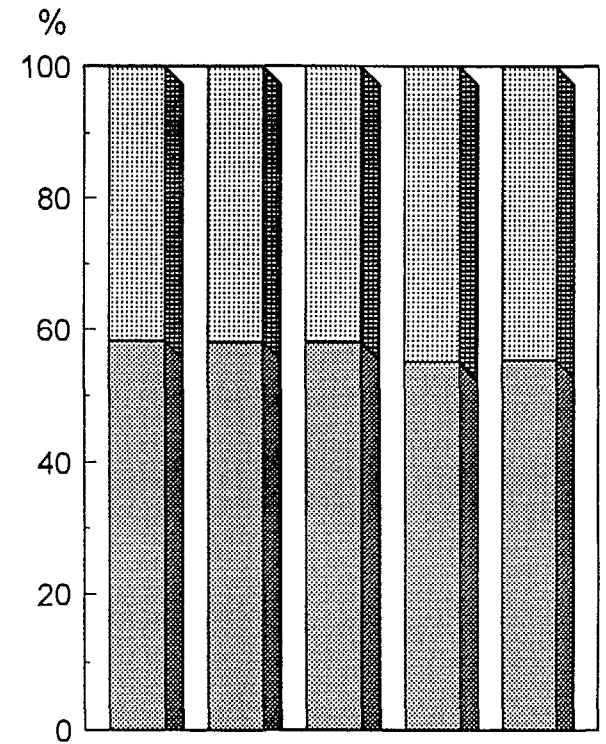
1 Sep.81	1 Sep.85	1 Sep.89	1 Aug.95	1 Aug.96
51.4	37.7	36.4	44.4	42.5
48.6	62.3	63.6	55.6	57.5

Staff from other Member States



1 Sep.81	1 Sep.85	1 Sep.89	1 Aug.95	1 Aug.96
40.1	43.2	44	45.3	45.5
59.9	56.8	56	54.7	54.5

Total staff



1 Sep.81	1 Sep.85	1 Sep.89	1 Aug.95	1 Aug.96
41.8	42	42	45	44.7
58.2	58	58	55	55.3



*Fixed-term
contracts*



*Long-term
contracts*

