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PERSONNEL QUESTIONS

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

Introduction

1. Pursuant to operative paragraph 3 of resolution GC(XXXVII)/RES/621 ("Staffing of the Agency's Secretariat") adopted by the General Conference on 1 October 1993 and to resolutions GC(XXXVIII)/RES/12, GC(39)/RES/19 and GC(40)/RES/18 adopted at subsequent General Conference sessions, the Director General presents in this report information on the measures taken to implement those resolutions and statistical data on the Professional staffing situation in the Secretariat.^{1/}

2. The report deals only with the recruitment of staff from developing countries and other Member States that are unrepresented or under-represented in the Professional and higher categories, not with the representation of women, although the two issues are interrelated. However, it contains some material (text and data) relevant to the representation

^{1/} In operative paragraph 2 of Resolution GC(40)/RES/18, the General Conference last year requested the Director General "to submit a report annually to the Board of Governors and the General Conference on the implementation of this resolution and of each of the similar resolutions adopted during the past ten years" (emphasis added). This report does not go into the implementation of each of the staffing resolutions adopted by the General Conference during the past ten years since the Director General has reported annually, as requested in each of them on their implementation, but - in order to bring out long-term trends - it presents data covering more than the most recent ten-year period.

of women in the Secretariat which is not reproduced in document GOV/2944-GC(41)/19 dealing with that issue.

3. The report first states the objectives set by the General Conference and describes measures taken to increase the number of staff members drawn from developing countries and other unrepresented or under-represented Member States. It then provides statistical data (with explanations) and reviews the progress made in achieving the objectives set by the Conference.

Objectives set and measures taken

(a) Objectives set

4. In operative paragraph 2 of resolution GC(XXXVII)/RES/621, the General Conference requested the Director General "to intensify his efforts, in keeping with the provisions of Article VII of the Statute, over a period of four years to increase substantially, particularly at the senior and policy-making levels, the number of staff drawn from developing countries", and in operative paragraph 1 of resolution GC(40)/RES/18 it requested him to "...intensify his efforts to increase... the number of staff members from developing countries and from those other Member States which are not represented or are under-represented in the Agency's Secretariat".

(b) Measures taken

5. In an effort to achieve the objectives set by the General Conference, the following measures were taken during the past year:

(i) The implementation of the above-mentioned resolutions 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 unrepresented or under-represented Member States 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 unrepresented or under-represented Member States had not received the appropriate special attention. In addition, the Advisory Panel on Professional and G-7 Staff reviewed appointment proposals with this policy in mind.

(iii) The programme for Junior Professional Officers (JPOs) from developing countries, which provides young graduates with an opportunity to gain working experience in the Secretariat, was expanded. In addition to the three JPOs for whose recruitment funds were provided in the budget for 1997, three JPOs were recruited through the use of funds reallocated within the financial plan of the Division of Personnel. Four of the six JPOs are already on board, and the other two will commence the programme on 1 October 1997. Four candidates for recruitment as JPOs are on a reserve list and will, if the necessary funds are available, be recruited next year. The recruitment process has been streamlined to make it more responsive to changes in the availability of funds and in programmatic requirements.

(iv) The Secretariat is undertaking a comprehensive review of the Agency's competitive recruitment process, applying the methodology established for Programme Performance Assessment System reviews. One aim of this review is to increase the number of well-qualified candidates in general and of well-qualified candidates from developing countries and other unrepresented or under-represented Member States in particular. Other aims are: to achieve greater efficiency through the streamlining of procedures and the increased utilization of office automation and to enhance the objectivity and transparency of the recruitment process.

Statistical data and review of progress

6. In the statistical part of this report, 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 1997. 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 report 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 professional 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), staff members recruited under special procedures (e.g. cost-free experts, extrabudgetary staff, temporary staff, consultants and Technical Co-operation experts) and staff members in the General Service (GS) category. Thus, the total number of posts subject to geographical distribution on 1 August 1997 was 735.

10. Out of these 735 posts, 88 were vacant on 1 August 1997. The number of staff members subject to geographical distribution on 1 August 1997 was therefore 647. The increase in the number of posts subject to geographical distribution and in the number of vacant posts is due mainly to the establishment of new posts in the Department of Safeguards for staff needed for implementing the strengthened safeguards system.

(b) General observations on the staffing situation and on the 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 47 during the four-year period between 1 August 1993 and 1 August 1997 and by only 34 during the eight-year period between 1 September 1989 and 1 August 1997 (due to a decrease by 13 during the period between 1 September 1989 and 1 August 1993), whereas during the eight-year period between 1 September 1981 and 1 September 1989 it increased by 132.

12. As can be seen from Annex II (page 2 of 2), the percentage of the staff drawn from Latin America, Africa and the Far East increased by 1% each during the period between 1 August 1993 and 1 August 1997, whereas the percentage of the staff drawn from North America and Eastern Europe declined by more than 1% each; there was no significant change in the percentage of the staff drawn from Western Europe, the Middle East and South Asia, and South East Asia and the Pacific.

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

13. There was an increase (1.8%) in the percentage representation of developing Member States during the period from 1 August 1993 to 1 August 1997 but there was a decrease (0.3%) during the period from 1 August 1996 to 1 August 1997. During the former period, the total number of staff drawn from developing countries increased by 26 while the total number of staff in the Secretariat increased by 47. As can be seen from Annex VI, the percentage representation of developing Member States almost doubled during the 16-year period 1 September 1981-1 August 1997, increasing from 16.6% to 32.3%. 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 over the eight-year period 1 September 1989-1 August 1997, during which the total number of staff in the Professional and higher categories rose by 34, increased more rapidly than during the previous eight-year period 1981-1989.

14. There was a 7% increase (from 29.4% to 36.4%) in the representation of developing Member States at senior levels (Directors and Deputy Directors General) during the period 1 August 1993-1 August 1997, but there was a decrease (1.1%) at the same levels during the period 1 August 1996-1 August 1997 (as can be seen from Annex VII, the increase was from 25.9% to 36.4% during the period September 1981-August 1997).

15. During the period 1 August 1996-1 August 1997, 77 persons were appointed to and 75 separated from posts subject to geographical distribution - a net increase of two. Of those who were appointed to such posts, 20 - or 26% - were nationals of developing Member States. Of those who separated from such posts, 21 - or 28% - 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 (33.2%) than in administrative areas (30.6%), 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 (37.4%), Life Scientists (36.0%) and Chemists (31.8%).

17. Of the 2061 outside applications received during the period August 1996-August 1997 for 28 vacant administrative posts (see Annex IX), 818 - 39.7% - were from nationals of developing countries. Of these applicants, 0.6% (5) were assessed as well-qualified; the percentage for applicants from other Member States was 4.7% (59). Well-qualified applicants from developing countries accounted for 7.8% of the total number of well-qualified applicants, while 26.1% (6) of the 23 administrative positions for which selections were made in favour of outside applicants, were filled by applicants from developing countries.

18. Of the 1790 outside applications received for 55 vacant scientific and engineering posts (see Annex IX), 581 - 32.5% - were from nationals of developing countries. Of these applicants, 5.0% (29) were assessed as well-qualified; the percentage for applicants from other Member States was 8.5% (103). Well-qualified applicants from developing countries accounted for 22.0% of the total number of well-qualified applicants, while 24.0% (12) of the 50 scientific and engineering positions for which selections were made in favour of outside applicants, were filled by applicants from developing countries.

19. During the period August 1993-August 1997, on average 49 outside applications (three of them from well-qualified candidates) were received in response to each of the 299 advertised vacancies for administrative and scientific/engineering posts. For 52.8% of the advertised vacancies, the number of outside applications received ranged from 20 to 50, and for 9.0% it was below 20. The relatively low number of outside applications, particularly from well-qualified applicants for scientific/engineering posts, and the relatively low percentage of well-qualified candidates, particularly for administrative positions, reflect 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 in the growing number of selected candidates who reject offers of appointment, including offers of appointment at the senior levels or request an initial within-grade step increase in order to match their current salary.

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

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, and Japan is below that corresponding to 50% of their assessment rates. The number of staff members drawn from these three Member States on 1 August 1997 was 59, a decrease of one compared to the 1 August 1996 level. Of the 14 505 outside applications received during the period August 1993-August 1997 for 299 vacant posts, 1190 - 8.2 % - were from nationals of the three under-represented States mentioned above. Of these applicants, 5.2% (62) were assessed as well-qualified; the percentage for applicants from non-developing countries which are not considered to be under-represented was 7.0% (567). Well-qualified applicants from under-represented Member States accounted for 7.3% of the total number of well-qualified applicants, while 12.3% (24) of the 195 positions for which selections were made in favour of outside applicants during this four-year period were filled by applicants from those other Member States which are under-represented.

23. The 33 Member States which are not currently represented on the Secretariat's staff include: Afghanistan, Cambodia, Costa Rica, Côte d'Ivoire, Cyprus, the Dominican Republic, Estonia, Gabon, Georgia, Guatemala, the Holy See, Kazakhstan, Kuwait, Latvia, Liberia, Liechtenstein, Luxembourg, Madagascar, Mali, the Marshall Islands, Namibia, Niger, Norway, Paraguay, Portugal, Qatar, Saudi Arabia, Senegal, Singapore, the United Arab Emirates, Uruguay, Uzbekistan, and Yemen. Of the 14 505 outside applications received during the period August 1993-August 1997 for 299 vacant posts, 387 - 2.7 % - were from nationals of the abovementioned countries. Of the applicants, 3.1% (12) were assessed as well-qualified; the percentage for applicants from represented countries was 5.9% (836). Well-qualified applicants from Member States which are not represented accounted for 1.4% of the total number of well-qualified applicants. During the period 1 August 1996-1 August 1997, the number of unrepresented Member States decreased by two while the number of Members of the Agency increased by 11.

The government sponsorship practice

24. In 1995 and 1996, the Secretariat brought to the attention of Member States (in documents GOV/2823-GC(39)/15 and GOV/2876-GC(40)/18) 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 1996, the Agency was denied the services of 45 well-qualified candidates - 20 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 1 August 1996 and 1 August 1997 the Agency was again denied the services of 6 well-qualified applicants, 2 of them from developing Member States, for lack of government sponsorship.

26. There is still 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. An in-house candidate for a Secretariat position who was not granted government sponsorship by his national authorities has filed a complaint for consideration by the Administrative Tribunal of the International Labour Organization. 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(XXXVII)/RES/621 and the related subsequent resolutions 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.

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**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 1997								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	1	-	3	12	5	1	-	22	+4	+4	+3	+2
USA	91	96	96	1	3	31	37	24	6	-	102	1	2	27*	41	26	4	-	101	+10	+5	+5	-1
TOTAL AREA	109	114	115	1	3	36	50	25	7	-	122	2	2	30	53	31	5	-	123	+14	+9	+8	+1
LATIN AMERICA																							
ARGENTINA	4	3	4	-	-	3*	1	-	-	-	4	-	1	1	2	1	-	-	5	+1	+2	+1	+1
BOLIVIA	1	3	4	-	-	-	3	1	-	-	4	-	-	2	1	1	-	-	4	+3	+1	0	0
BRAZIL	4	9	8	-	1	1	-	3	-	-	5	-	1	1	2	4	-	-	8	+4	-1	0	+3
CHILE	2	2	4	-	-	-	2	2	-	-	4	-	-	1	3	-	-	-	4	+2	+2	0	0
COLOMBIA	1	1	2	-	-	1	-	2	-	-	3	-	-	1	-	1	-	1	3	+2	+2	+1	0
COSTA RICA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
CUBA	-	1	4	-	-	-	-	4	-	-	4	-	-	1	-	2	3	-	6	+6	+5	+2	+2
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	-1	-1
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	-	-	-	4	4	-	-	8	+7	+3	+1	0
NICARAGUA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	+1	+1	+1	+1
PANAMA	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	0	+1	+1	+1
PARAGUAY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
PERU	2	3	4	-	-	-	2	-	1	-	3	-	-	-	3	3	1	-	7	+5	+4	+3	+4
URUGUAY	-	1	1	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	-	0	-1	-1	-1
VENEZUELA	1	3	4	-	-	-	1	2	-	-	3	-	-	-	1	1	-	-	2	+1	-1	-2	-1
TOTAL AREA	18	33	45	-	2	6	13	20	2	-	43	-	3	6	17	22	4	1	53	+35	+20	+8	+10
WESTERN EUROPE																							
AUSTRIA	20	17	20	-	-	4*	3	10	-	-	17	-	-	3*	6	10	1	-	20	0	+3	0	+3
BELGIUM	8	9	7	-	-	1	2	1	-	-	4	-	-	4	2	-	-	-	6	-2	-3	-1	+2
CYPRUS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
DENMARK	5	4	5	-	-	-	-	1	-	-	1	-	1	-	-	-	-	-	1	-4	-3	-4	0
FINLAND	6	8	6	-	-	2	3	-	-	-	5	-	-	3	4	-	-	-	7	+1	-1	+1	+2
FRANCE	22	29	24	-	3	8*	7	2	2	-	22	-	2	9*	6	5	1	-	23	+1	-6	-1	+1
1) GERMANY	42	45	46	-	2	19	18	3	1	-	43	-	2	19*	11	7	1	-	40	-2	-5	-6	-3
GREECE	5	6	5	-	1	1	1	-	-	-	3	-	1	1	1	-	-	-	3	-2	-3	-2	0
HOLY SEE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	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	4	1	2	-	14	-3	-9	-8	-5
LIECHTENSTEIN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
LUXEMBOURG	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-1	0	0	0
MONACO	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	0	+1	+1	+1
NETHERLANDS	6	8	7	-	2	3*	2	-	1	-	8	-	1	2*	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	-	-	6	6	2	1	-	15	+13	+3	+2	+4
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	3	3	-	-	8	+3	0	-1	-1
UK	25	31	30	-	2	12	7	9	1	-	31	-	3	12	13	11	4	-	43	+18	+12	+13	+12
TOTAL AREA	186	225	214	1	13	67	60	38	9	1	189	1	11	70	64	44	14	-	204	+18	-21	-10	+15

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 1997							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	-	-	2	1	1	-	-	4	+1	-1	-4	-5	
INDIA	6	7	6	-	2	4	3	-	-	-	9	-	2	2	5	1	-	-	10	+4	+3	+4	+1	
IRAN, ISLAMIC REPUBLIC OF	3	4	6	-	-	2	3	2	1	-	8	-	-	3	2	-	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	1	5	+3	+4	+3	+3	
JORDAN	-	-	1	-	-	-	-	-	1	-	1	-	-	-	-	-	4	-	4	+4	+4	+3	+3	
KUWAIT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0		
LEBANON	3	3	4	-	-	1	1	1	1	-	4	-	-	1	1	-	-	1	3	0	0	-1	-1	
PAKISTAN	3	1	3	-	-	2	1	2	-	-	5	-	-	4	1	-	-	-	5	+2	+4	+2	0	
QATAR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0		
SAUDI ARABIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0		
SRI LANKA	1	6	6	-	1	-	1	2	-	-	4	-	1	-	1	3	-	-	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	
YEMEN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0		
TOTAL AREA	21	28	37	-	3	10	16	12	4	-	45	-	3	14	14	8	6	2	47	+26	+19	+10	+2	
SOUTH EAST ASIA AND THE PACIFIC																								
AUSTRALIA	5	6	13	-	2	2	7	2	1	-	14	-	1	2	7	2	-	-	12	+7	+6	-1	-2	
INDONESIA	3	2	5	-	-	-	-	3	-	-	3	-	-	-	-	3	-	1	4	+1	+2	-1	+1	
MALAYSIA	-	2	4	-	-	1	-	2	-	-	3	-	-	2	1	2	-	-	5	+5	+3	+1	+2	
MARSHALL ISLANDS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	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	-1	0	0		
THAILAND	4	7	6	-	-	1	5	-	-	-	6	-	-	2	4	1	-	-	7	+3	0	+1	+1	
TOTAL AREA	13	22	30	-	2	5	13	8	1	-	29	-	1	7	12	8	2	1	31	+18	+9	+1	+2	
FAR EAST																								
CAMBODIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0		
CHINA	2	3	7	1	1	-	3	3	-	-	8	1	-	1	2	3	-	-	7	+5	+4	0	-1	
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	5	7	8	-	-	22	-1	-4	+4	+4	
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	-	-	-	3	1	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	4	-	47	+13	+6	+6	+9	
GRAND TOTAL	481	574	613	5	29	158	210	161	34	3	600	6	27	161	229	172	47	5	647	+166	+73	+34	+47	

* 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.

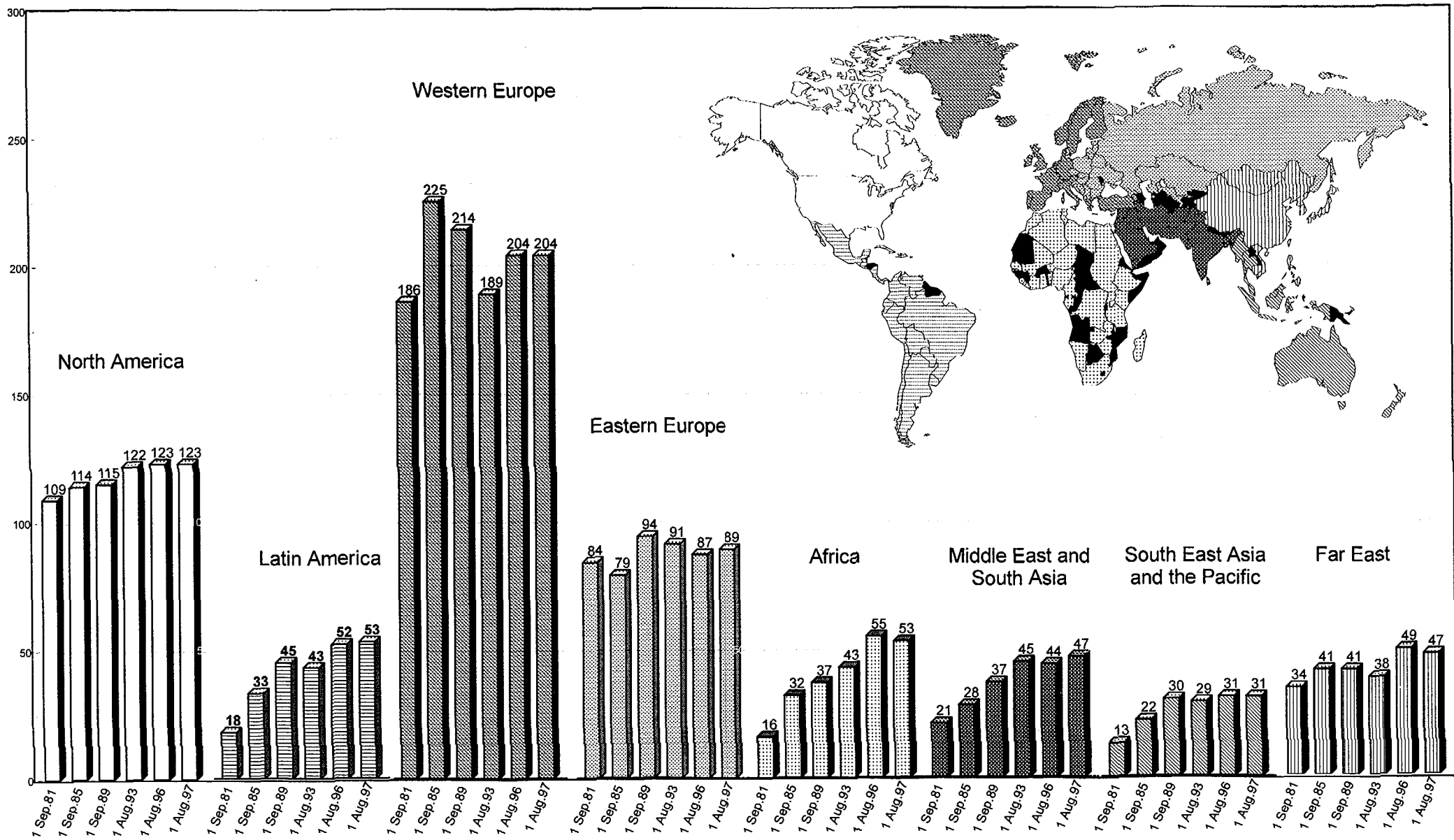
2) Although the Czech & Slovak F.R. no longer exists, for comparison purposes total figures are still given for staff who were nationals of the Czech & Slovak F.R.

3) No longer a Member State.

PROFESSIONAL AND HIGHER-CATEGORY STAFF BY AREA

STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

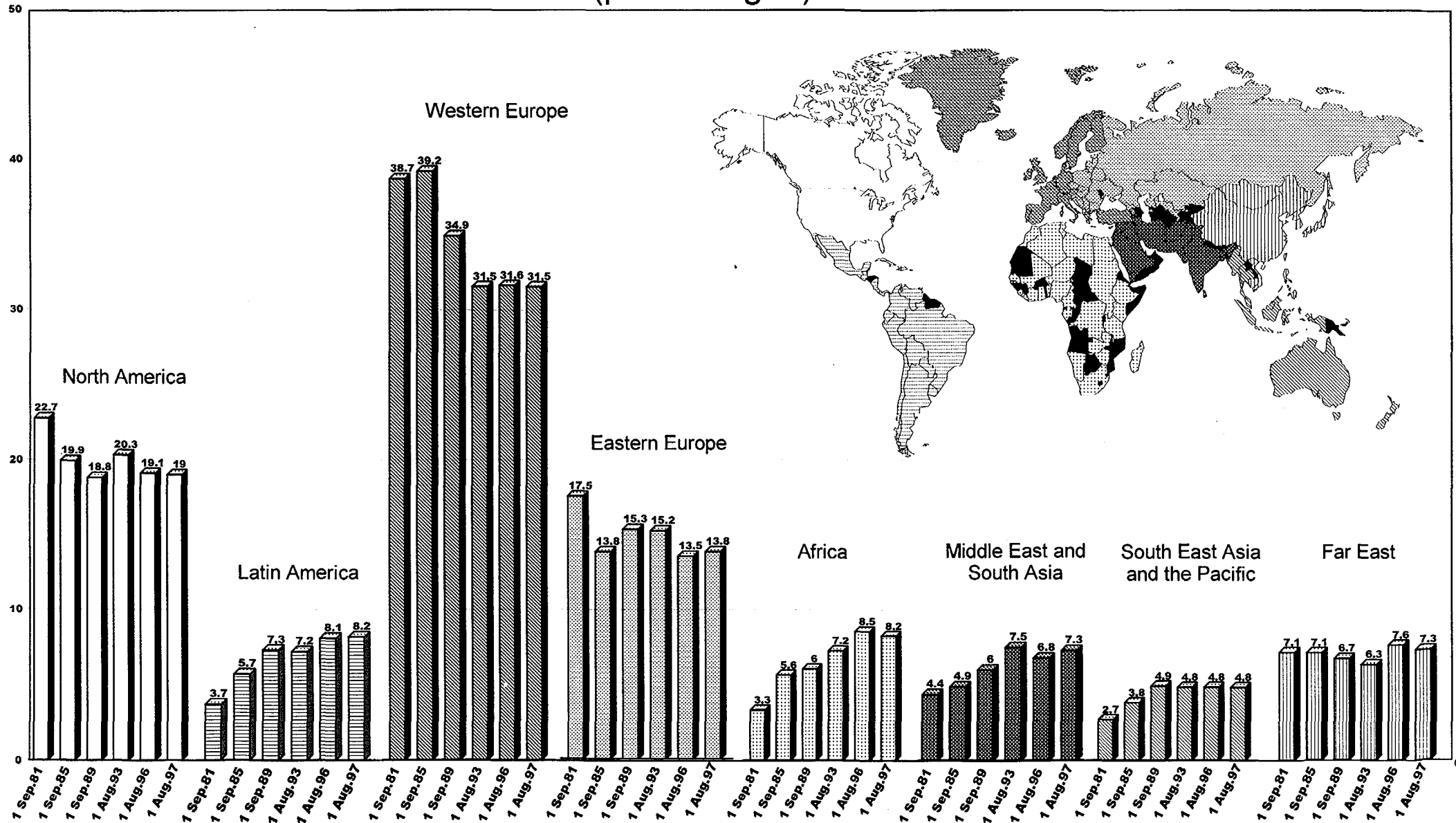
(total numbers)



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 1996 - 1 August 1997**

COUNTRIES (tentatively arranged by geographical area)			TOTAL STAFF 96.08.01	APPOINTMENTS (MALE/FEMALE)	SEPARATIONS (MALE/FEMALE)	TOTAL STAFF 97.08.01
	G77 COUNTRY	DEVELOPING COUNTRY				
NORTH AMERICA:						
CANADA			16	(7/0)	(1/0)	22
USA			107	(11/2)	(12/7)	101
LATIN AMERICA:						
ARGENTINA	X	X	5	(1/0)	(1/0)	5
BOLIVIA	X	X	4			4
BRAZIL	X	X	6	(1/1)		8
CHILE	X	X	4	(1/0)	(0/1)	4
COLOMBIA	X	X	2	(0/1)		3
COSTA RICA	X	X	0			0
CUBA	X	X	5	(1/0)		6
DOMINICAN REPUBLIC	X	X	0			0
ECUADOR	X	X	1			1
EL SALVADOR	X	X	1			1
GUATEMALA	X	X	1		(1/0)	0
HAITI	X	X	1			1
JAMAICA	X	X	1			1
MEXICO		X	9		(1/0)	8
NICARAGUA	X	X	1			1
PANAMA	X	X	1			1
PARAGUAY	X	X	0			0
PERU	X	X	6	(1/0)		7
URUGUAY	X	X	1		(1/0)	0
VENEZUELA	X	X	3		(1/0)	2
WESTERN EUROPE:						
AUSTRIA			21	(1/0)	(1/1)	20
BELGIUM			6	(1/0)	(1/0)	6
CYPRUS	X	X	0			0
DENMARK			0	(1/0)		1
FINLAND			7			7
FRANCE			22	(2/2)	(3/0)	23
GERMANY			42	(1/1)	(4/0)	40
GREECE			3			3
HOLY SEE			0			0
ICELAND			1			1
IRELAND			2			2
ITALY			15	(1/1)	(3/0)	14
LIECHTENSTEIN			0			0
LUXEMBOURG			0			0
MONACO			1			1
NETHERLANDS			7			7
NORWAY			0			0
PORTUGAL			0			0
SPAIN			16		(1/0)	15
SWEDEN			9	(1/0)	(1/0)	9
SWITZERLAND			4			4
TURKEY		X	9	(1/0)	(1/1)	8
UK			39	(6/1)	(3/0)	43

**PROFESSIONAL AND HIGHER-CATEGORY STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION
APPOINTMENTS AND SEPARATIONS BY AREA AND COUNTRY
2 August 1996 - 1 August 1997**

COUNTRIES (tentatively arranged by geographical area)			TOTAL	APPOINTMENTS	SEPARATIONS	TOTAL
	G77	DEVELOPING	STAFF	(MALE/FEMALE)	(MALE/FEMALE)	STAFF
	COUNTRY	COUNTRY	96.08.01			97.08.01
EASTERN EUROPE:						
ALBANIA			2			2
ARMENIA			0	(0/1)		1
BELARUS			3	(2/0)		5
BOSNIA - HERZEGOVINA	X	X	1			1
BULGARIA			6		(0/1)	5
CROATIA		X	2		(1/0)	1
CZECH REPUBLIC			4			4
ESTONIA			0			0
GEORGIA			0			0
HUNGARY			7		(2/0)	5
KAZAKHSTAN			0			0
LATVIA			0			0
LITHUANIA			0	(1/0)		1
POLAND			7	(2/1)	(1/0)	9
ROMANIA	X		4	(2/1)	(1/0)	6
RUSSIAN FEDERATION			40	(2/0)	(4/0)	38
SLOVAKIA			2	(1/0)		3
SLOVENIA		X	2			2
THE F.Y.REP. OF MACEDONIA		X	1			1
UKRAINE			4	(0/1)	(1/0)	4
UZBEKISTAN			0			0
YUGOSLAVIA	X	X	2		(1/0)	1
AFRICA:						
ALGERIA	X	X	3		(1/0)	2
CAMEROON	X	X	1			1
COTE D'IVOIRE	X	X	0			0
DEM.REP.OF THE CONGO	X	X	4			4
EGYPT	X	X	10			10
ETHIOPIA	X	X	4			4
GABON	X	X	0			0
GHANA	X	X	4			4
KENYA	X	X	2	(0/1)	(2/0)	1
LIBERIA	X	X	0			0
LIBYAN ARAB JAMAHIRIYA	X	X	0	(1/0)		1
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)	6
SENEGAL	X	X	0			0
SIERRA LEONE	X	X	1			1
SOUTH AFRICA	X	X	7			7
SUDAN	X	X	2			2
TANZANIA	X	X	2			2
TUNISIA	X	X	1			1
UGANDA	X	X	1			1
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 1996 - 1 August 1997**

COUNTRIES (tentatively arranged by geographical area)			TOTAL STAFF 96.08.01	APPOINTMENTS (MALE/FEMALE)	SEPARATIONS (MALE/FEMALE)	TOTAL STAFF 97.08.01
	G77 COUNTRY	DEVELOPING COUNTRY				
MIDDLE EAST AND SOUTH ASIA:						
AFGHANISTAN	X	X	0			0
BANGLADESH	X	X	4			4
INDIA	X	X	10	(2/0)	(0/2)	10
IRAN, ISLAMIC REPUBLIC OF	X	X	6			6
IRAQ	X	X	2			2
ISRAEL		X	4	(0/1)		5
JORDAN	X	X	2	(1/1)		4
KUWAIT	X	X	0			0
LEBANON	X	X	2	(0/1)		3
PAKISTAN	X	X	6		(1/0)	5
QATAR	X	X	0			0
SAUDI ARABIA	X	X	0			0
SRI LANKA	X	X	5	(1/0)	(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			13		(0/1)	12
INDONESIA	X	X	3	(0/1)		4
MALAYSIA	X	X	4	(1/0)		5
MARSHALL ISLANDS	X	X	0			0
MYANMAR	X	X	1			1
NEW ZEALAND			2	(1/0)	(1/0)	2
SINGAPORE	X	X	0			0
THAILAND	X	X	8		(1/0)	7
FAR EAST:						
CAMBODIA	X	X	0			0
CHINA		X	8	(1/0)	(0/2)	7
DEM. PEOPLE'S REP. OF KOREA	X	X	1			1
JAPAN			23	(3/0)	(3/1)	22
KOREA, REPUBLIC OF	X	X	6			6
MONGOLIA	X	X	1			1
PHILIPPINES	X	X	8			8
VIET NAM	X	X	2			2
TOTALS	77	83	645	77	75	647
DEVELOPING MEMBER STATES						
			210 (32.6%)	20 (26.0%)	21 (28.0%)	209
OTHER MEMBER STATES						
			435 (67.4%)	57 (74.0%)	54 (72.0%)	438
GROUP OF 77						
			179 (27.8%)	20 (26.0%)	16 (21.3%)	183
OTHER MEMBER STATES						
			466 (72.2%)	57 (74.0%)	59 (78.7%)	464
FEMALE STAFF						
			109 (16.9%)	18 (23.4%)	17 (22.7%)	110 (17.0%)
MALE STAFF						
			536 (83.1%)	59 (76.6%)	58 (77.3%)	537 (83.0%)

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 1997								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	6	9	11	-	-	1	7	-	1	-	9	-	-	1	6	4	-	-	11	+5	+2	0	+2
USA	39	43	43	-	1	15	22	10	-	-	48	-	1	11	20	14	2	-	48	+9	+5	+5	0
TOTAL AREA	45	52	54	-	1	16	29	10	1	-	57	-	1	12	26	18	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	-	-	1	1	1	-	-	3	+3	+1	0	0
BRAZIL	2	3	2	-	-	-	-	1	-	-	1	-	-	-	1	1	-	-	2	0	-1	0	+1
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	-	-	-	-	-	2	-	2	+2	+2	+1	+1
DOMINICAN REPUBLIC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	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	-	-	1	9	7	2	-	19	+14	+6	+3	+2
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	-	-	-	4	0	-1	-1	0
CYPRUS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0
DENMARK	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	-1	0
FINLAND	1	4	4	-	-	2	2	-	-	-	4	-	-	3	2	-	-	-	5	+4	+1	+1	+1
FRANCE	5	10	9	-	-	4	4	-	-	-	8	-	-	5	3	-	1	-	9	+4	-1	0	+1
1) GERMANY	18	19	17	-	1	9	7	1	-	-	18	-	1	9	5	-	-	-	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	2	1	1	-	7	-1	-3	-3	0
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	-	-	1	3	1	-	-	5	+3	-3	-2	-1
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	2	-	-	4	+3	-1	-2	-1
UK	11	15	11	-	-	4	3	3	-	-	10	-	-	3	5	7	-	-	15	+4	0	+4	+5
TOTAL AREA	65	92	85	1	3	27	30	14	-	-	75	1	2	29	30	13	2	-	77	+12	-15	-8	+2

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 1997								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	
EASTERN EUROPE																								
ALBANIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	+1	+1	+1	+1	
ARMENIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	+1	+1	+1	+1	
BELARUS	2	2	1	-	-	-	1	1	-	-	2	-	-	-	2	1	-	-	3	+1	+1	+2	+1	
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	
2) CZECH & SLOVAK F.R.	5	4	4	-	-	-	2	1	-	-	3	-	-	-	-	-	-	-	-	-5	-4	-4	-3	
CZECH REPUBLIC	-	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	3	+3	+3	+3	+3		
ESTONIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
GEORGIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
HUNGARY	3	2	3	-	-	1	1	1	-	-	3	-	-	1	1	-	-	2	-1	0	-1	-1		
KAZAKHSTAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
LATVIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
LITHUANIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
POLAND	6	3	2	-	-	1	-	3	-	-	4	-	-	1	1	1	-	3	-3	0	+1	-1		
ROMANIA	1	1	1	-	-	-	-	1	-	-	1	-	-	1	-	-	-	1	0	0	0	0		
RUSSIAN FEDERATION	18	15	20	-	1	5	12	3	-	-	21	-	1	3	13	5	-	22	+4	+7	+2	+1		
SLOVAKIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	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	-	-	2	+1	0	-1	0		
UZBEKISTAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
YUGOSLAVIA	-	3	3	-	-	-	1	1	-	-	2	-	-	-	1	-	-	1	+1	-2	-2	-1		
TOTAL AREA	37	34	41	-	1	7	19	13	-	-	40	-	1	4	22	15	2	-	44	+7	+10	+3	+4	
AFRICA																								
ALGERIA	1	1	1	-	-	1	-	-	-	-	1	-	-	-	-	-	-	-	-	-1	-1	-1	-1	
CAMEROON	-	-	-	-	-	-	-	1	-	-	1	-	-	-	1	-	-	1	+1	+1	+1	0		
COTE D'IVOIRE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
DEM.REP.OF THE CONGO	-	1	2	-	-	-	1	1	-	-	2	-	-	1	2	-	-	3	+3	+2	+1	+1		
EGYPT	1	5	6	-	-	1	2	5	-	-	8	-	-	3	3	2	-	8	+7	+3	+2	0		
ETHIOPIA	-	1	1	-	-	-	-	2	-	-	2	-	-	-	1	-	-	1	+1	0	0	-1		
GABON	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
GHANA	-	1	1	-	-	-	-	1	-	-	1	-	-	1	1	-	-	2	+2	+1	+1	+1		
KENYA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
LIBERIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
LIBYAN ARAB JAMAHIRIYA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
MADAGASCAR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
MALI	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	-1	0	0	0	
MAURITIUS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
MOROCCO	-	-	1	-	-	-	-	1	-	-	1	-	-	1	-	-	-	1	+1	+1	0	0		
NAMIBIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
NIGER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
NIGERIA	2	2	2	-	-	1	-	1	-	-	2	-	-	1	1	-	-	2	0	0	0	0		
SENEGAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
SIERRA LEONE	-	1	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	0	0	-1	0	-1		
SOUTH AFRICA	1	1	1	-	-	1	-	-	-	-	1	-	-	1	2	2	-	5	+4	+4	+4	+4		
SUDAN	1	1	1	-	-	-	1	-	-	-	1	-	-	1	-	-	-	1	0	0	0	0		
TANZANIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	+1	+1	+1	+1		
TUNISIA	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	-1	0	0	0	
UGANDA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
ZAMBIA	-	1	1	-	-	1	-	-	-	-	1	-	1	-	-	-	-	1	+1	0	0	0		
ZIMBABWE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0	0	0	
TOTAL AREA	6	17	17	-	-	5	4	12	1	-	22	-	1	4	10	11	-	26	+20	+9	+9	+4		

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 1997

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	
ARGENTINA	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	3	
AUSTRALIA	-	1	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	5		
AUSTRIA	1	4	-	-	-	-	-	-	1	-	-	1	-	1	-	-	-	-	-	-	-	1	2	1	-	-	2	1	-	-	-	1	-	16		
BANGLADESH	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	2			
BELGIUM	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1			
BRAZIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	3			
CANADA	1	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6			
CHILE	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1			
CHINA	-	5	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	1	-	1	1	12			
COLOMBIA	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2			
CROATIA	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	2			
CUBA	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1			
CZECH REPUBLIC	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	-	-	-	-	1	-	5			
EGYPT	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2			
ETHIOPIA	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1			
FINLAND	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	2			
FRANCE	-	6	-	-	-	-	-	-	-	-	-	-	-	-	1	-	3	-	1	4	1	-	3	-	-	-	-	-	-	-	-	-	19			
GERMANY	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	-	1	-	-	3	-	1	-	1	-	-	1	-	1	-	11			
HUNGARY	-	-	-	-	-	-	1	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	5			
INDIA	-	-	-	-	-	-	-	1	1	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	5			
ISRAEL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2			
ITALY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	1	-	1	-	4		
JAPAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	4	1	2	5	-	-	-	-	-	-	-	-	-	-	-	-	18			
KENYA	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	2			
KOREA, REP. OF	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	1	-	-	-	-	-	-	-	4			
LIBYAN ARAB JAM.	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1			
MAURITIUS	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1			
MEXICO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1			
MOROCCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1			
NETHERLANDS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	1	-	-	-	4			
NIGERIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1			
PAKISTAN	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1			
PERU	-	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2			
POLAND	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	2	-	-	1	-	-	2	-	-	1	7			
PORTUGAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1			
ROMANIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1			
RUSSIAN FEDERATION	-	6	-	-	-	-	-	-	-	2	1	3	-	1	-	1	1	-	1	-	1	-	-	-	1	1	-	-	1	1	1	1	22			
SLOVENIA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1			
SOUTH AFRICA	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1			
SPAIN	-	3	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5			
SRI LANKA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1			
SUDAN	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1			
SWEDEN	1	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	4			
SWITZERLAND	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	2			
TURKEY	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1			
UK	-	11	-	1	-	1	1	-	-	1	1	-	-	3	1	-	-	-	-	1	-	-	2	-	-	-	-	1	-	-	-	1	26			
UKRAINE	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1			
USA	-	5	-	-	-	-	-	-	2	3	-	3	1	2	1	-	10	1	-	1	1	-	1	1	-	1	-	1	-	-	2	-	37			
GRAND TOTAL	3	50	-	1	1	1	2	-	7	7	10	6	14	7	5*	4	5	25	3	5	16	5*	3	24	1	3	4	15	-	2	9	2	4	8	6	247

*) Indicates that members of the Action Team UNSC 687 are included.

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

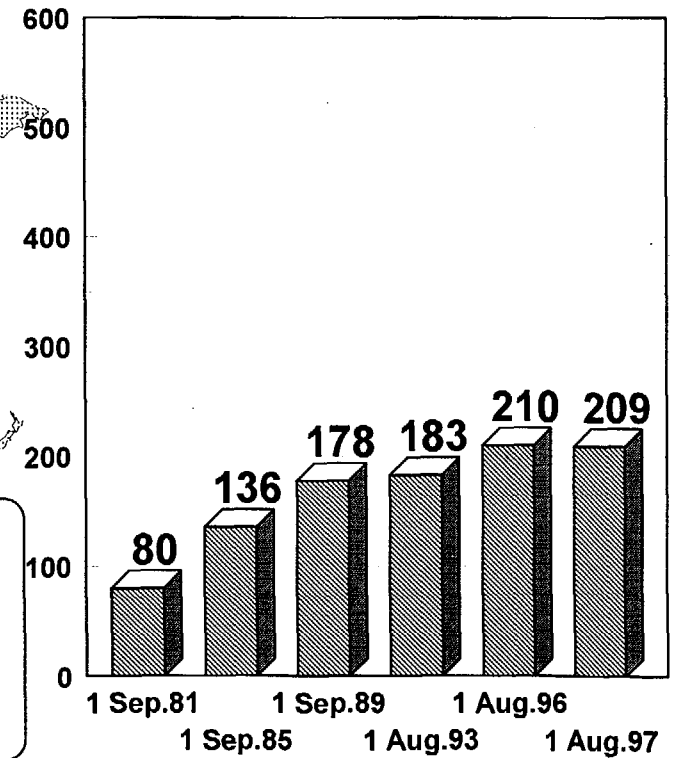
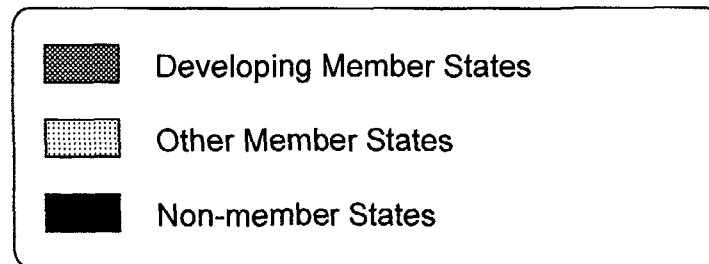
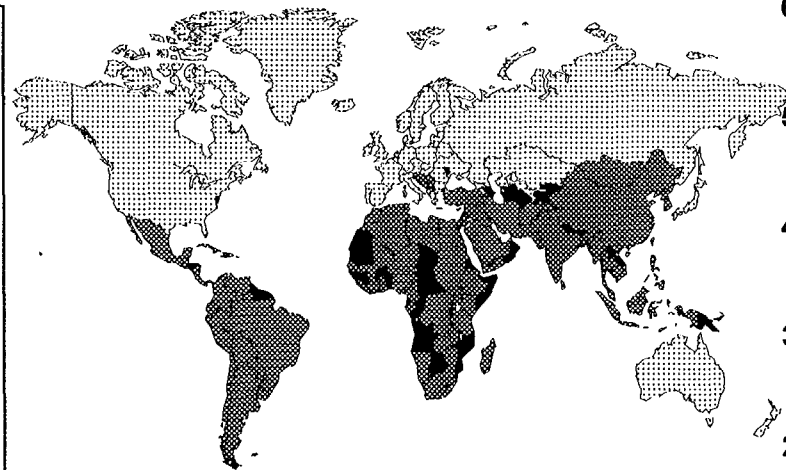
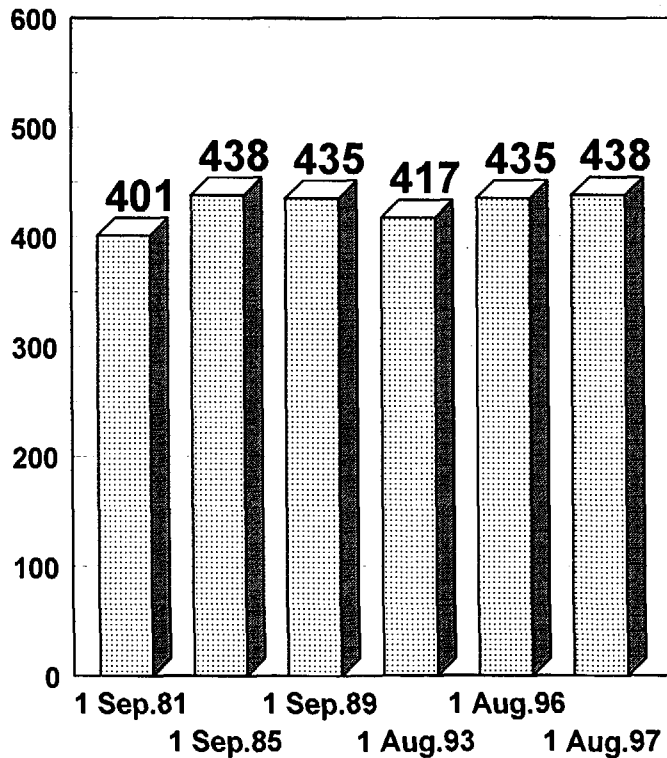
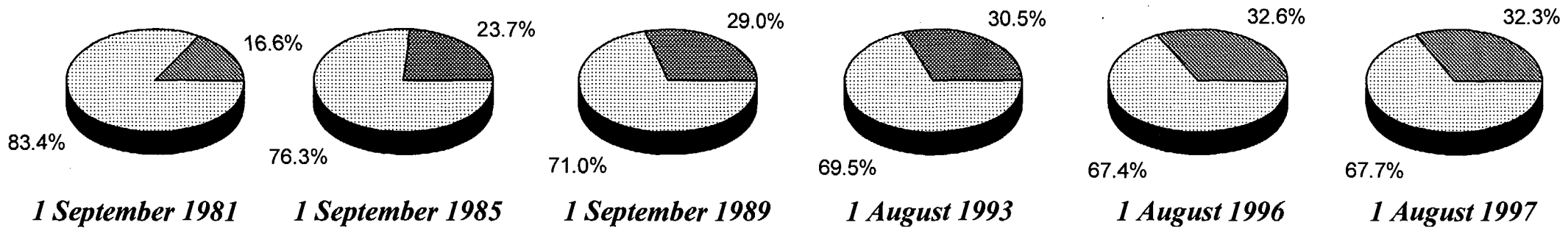
Annexes VI to XI

**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

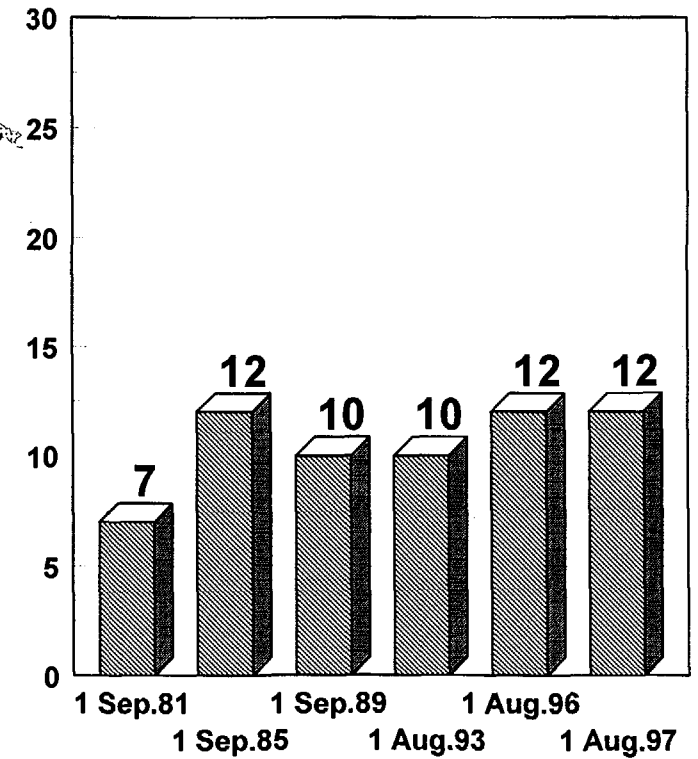
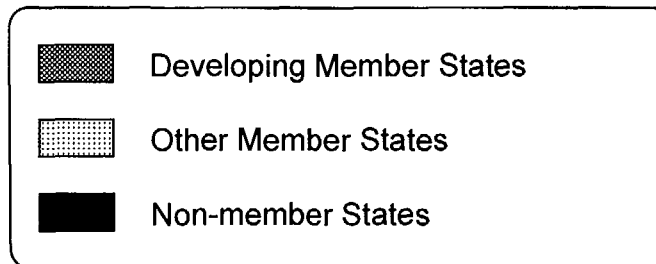
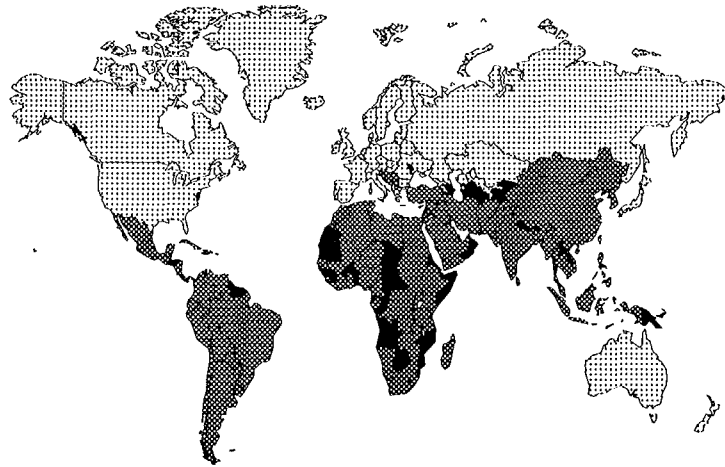
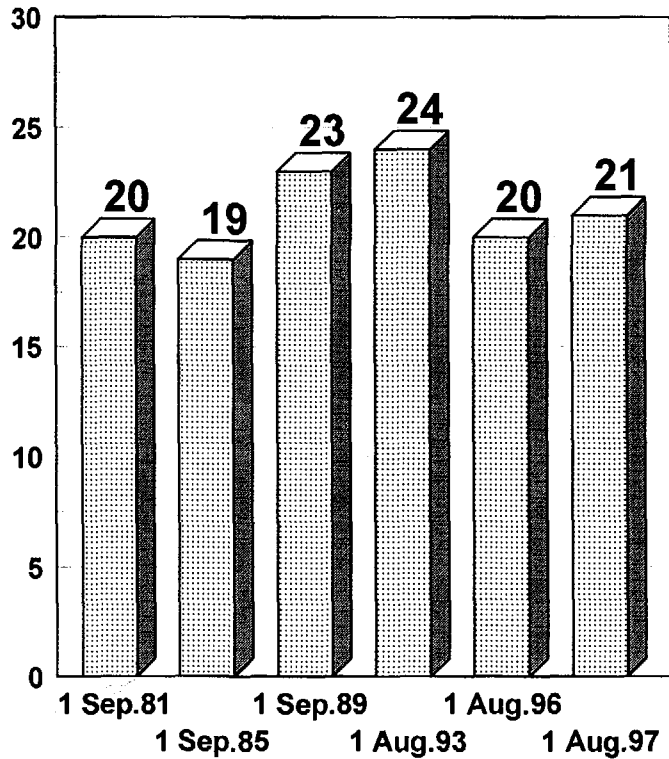
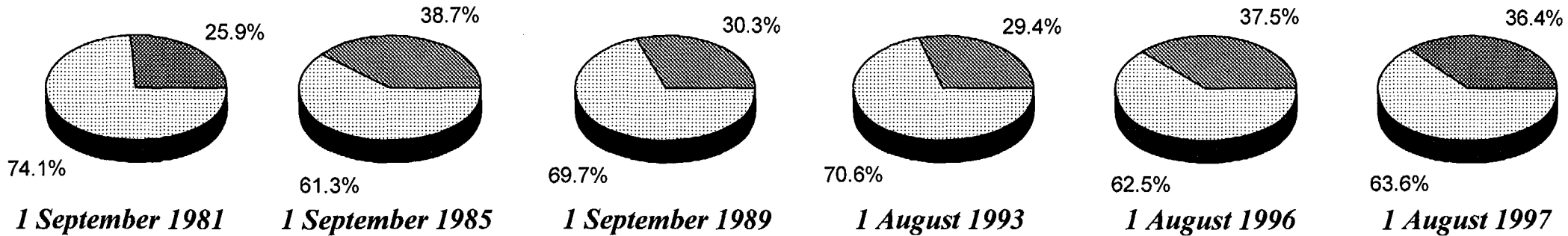
(total numbers and percentages)



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)



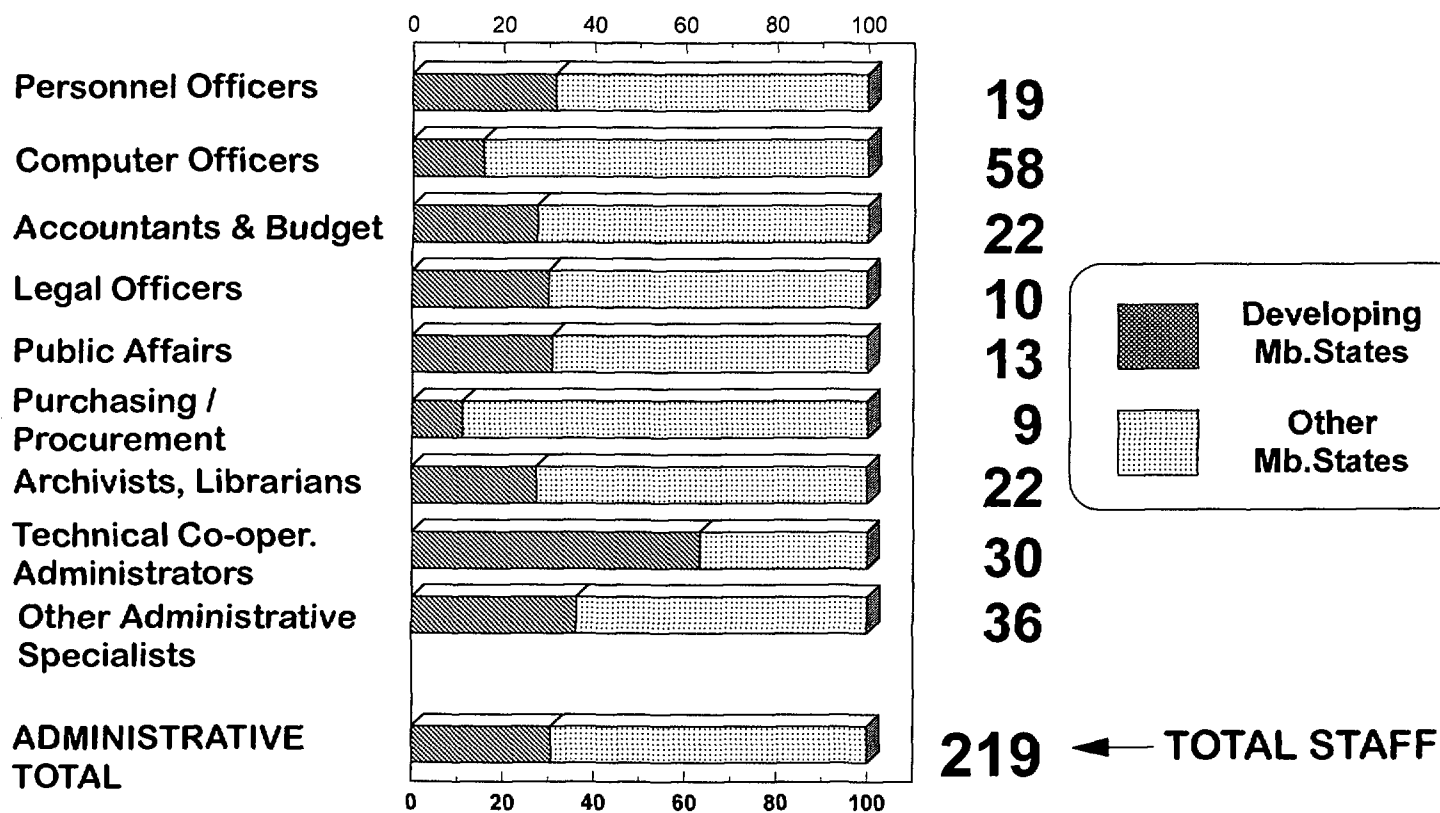
PROFESSIONAL AND HIGHER-CATEGORY STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION

REPRESENTATION BY OCCUPATIONAL GROUP

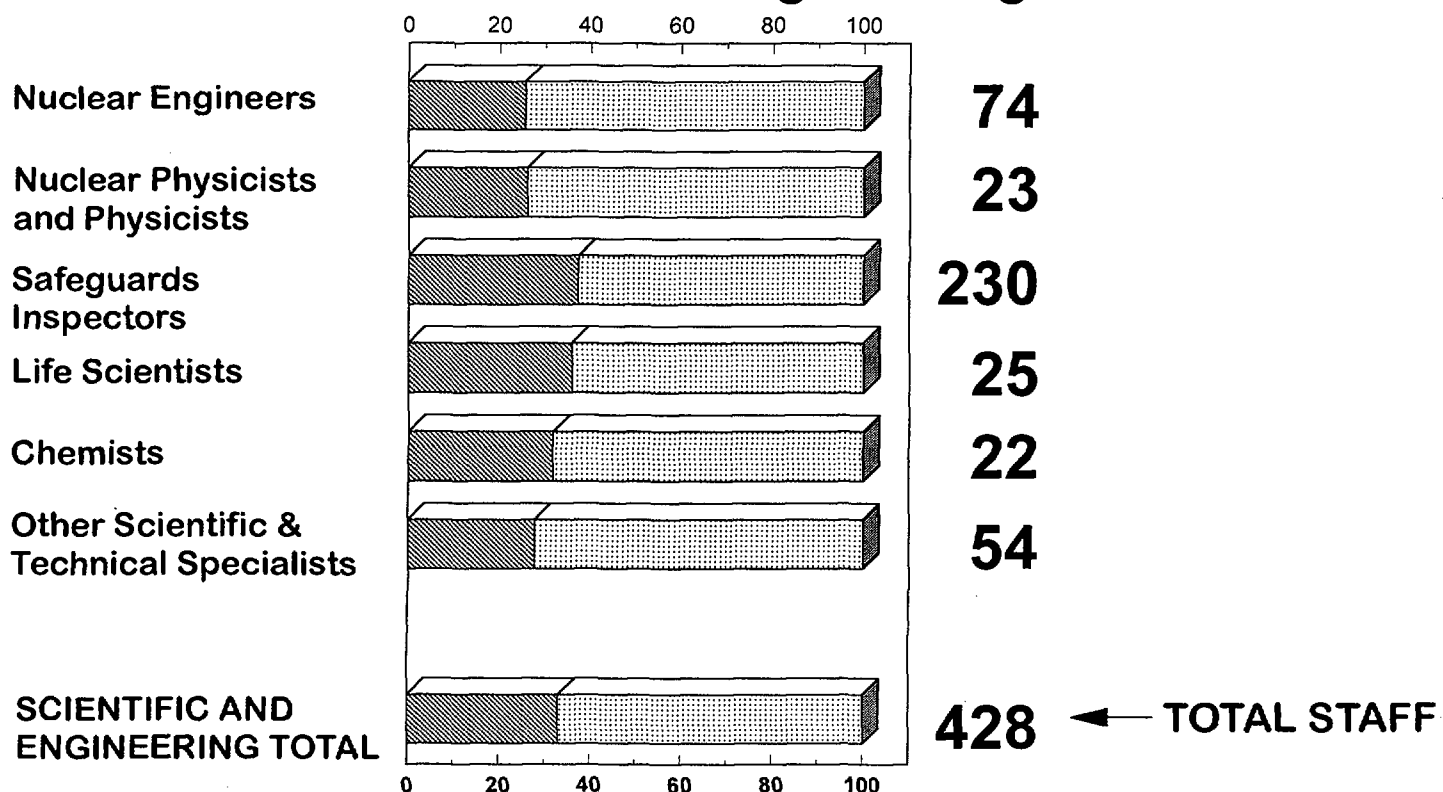
Developing Member States and Other Member States

Status date: 1 August 1997

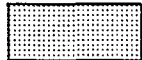

Administrative Field

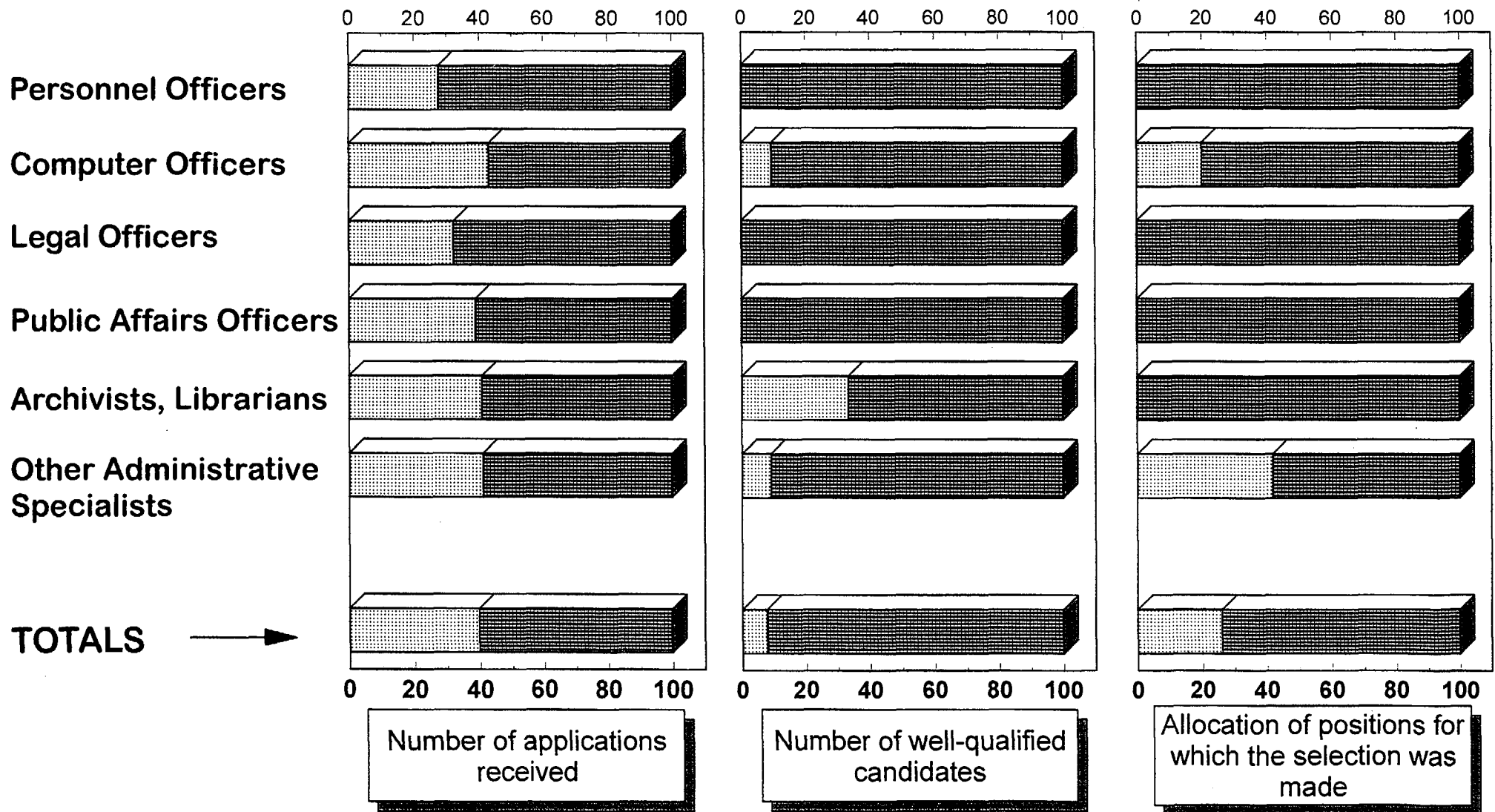


Scientific and Engineering Field



**PROFESSIONAL AND HIGHER-CATEGORY STAFF SUBJECT
TO GEOGRAPHICAL DISTRIBUTION
OUTSIDE APPLICATIONS FOR VACANT ADMINISTRATIVE POSTS FOR WHICH
THE SELECTION HAS BEEN COMPLETED (2 August 1996 - 1 August 1997)**

Developing Member States  **Other Member States** 



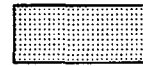
PROFESSIONAL AND HIGHER-CATEGORY STAFF

SUBJECT TO GEOGRAPHICAL DISTRIBUTION

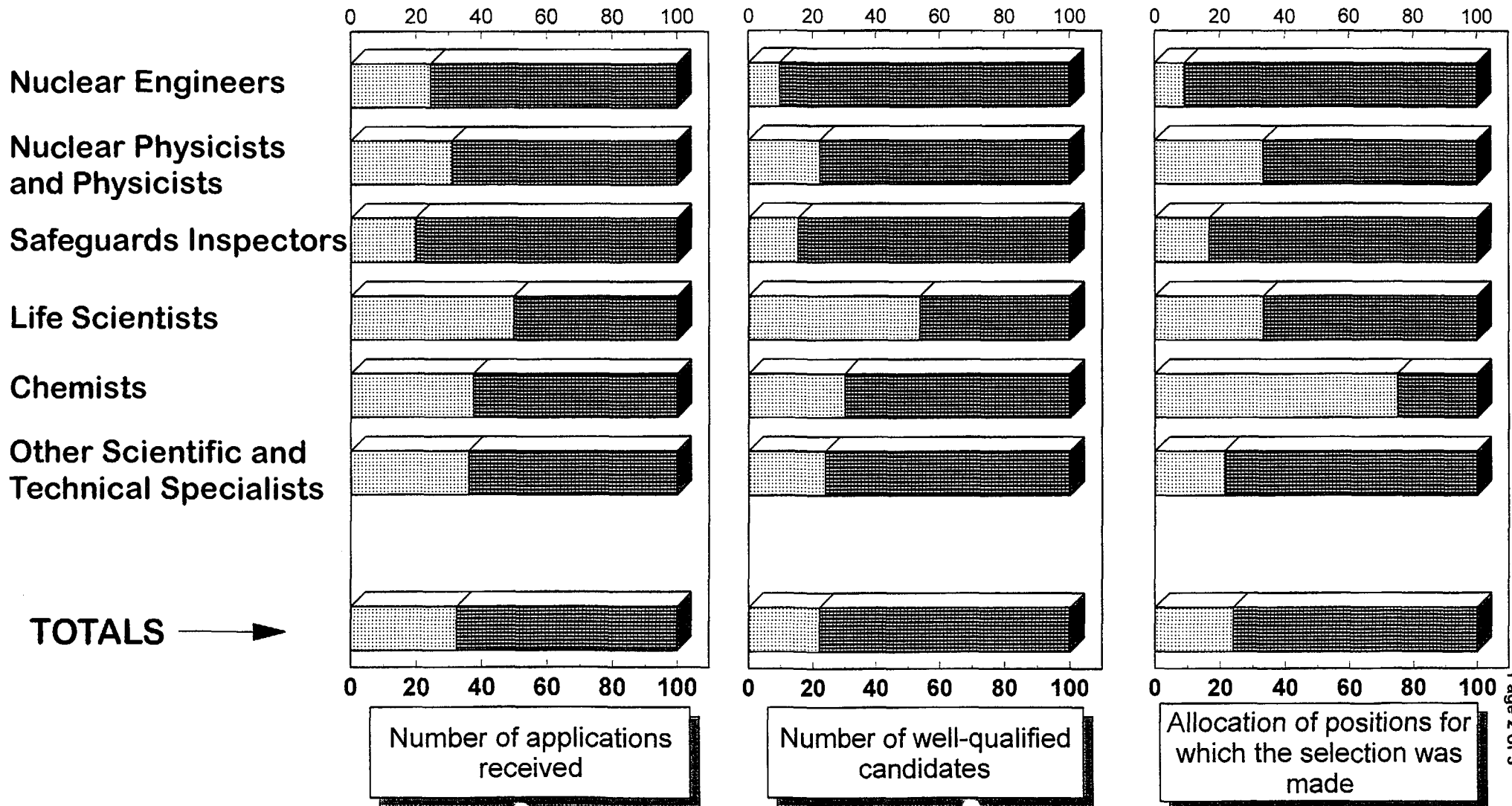
OUTSIDE APPLICATIONS FOR VACANT SCIENTIFIC AND ENGINEERING POSTS FOR WHICH

THE SELECTION HAS BEEN COMPLETED (2 August 1996 - 1 August 1997)

Developing Member States



Other Member States



OUTSIDE APPLICATIONS FOR VACANT POSTS IN THE PROFESSIONAL AND HIGHER CATEGORIES
FOR WHICH THE SELECTION HAS BEEN COMPLETED (2 August 1996 - 1 August 1997)
(Safeguards Inspectors not included)

DEVELOPING MEMBER STATES

COUNTRIES	FEMALE	MALE	TOTAL
ALGERIA	1	29	30
ARGENTINA	4	6	10
BANGLADESH	6	33	39
BOLIVIA	1	1	2
BOSNIA - HERZEGOVINA		3	3
BRAZIL	7	21	28
CAMBODIA		1	1
CAMEROON	2	19	21
CHILE	2		2
CHINA	4	39	43
COLOMBIA	8	8	16
COSTA RICA		2	2
COTE D'IVOIRE		9	9
CROATIA	4	7	11
CUBA	1	4	5
CYPRUS	1	2	3
DEM.REP.OF THE CONGO	2	64	66
DOMINICAN REPUBLIC	1	1	2
ECUADOR	3	5	8
EGYPT	9	40	49
EL SALVADOR	1	2	3
ETHIOPIA		6	6
GABON		1	1
GHANA	2	16	18
GUATEMALA		8	8
INDIA	14	135	149
INDONESIA	3	5	8
IRAN, ISLAMIC REP.	2	10	12
IRAQ	2	21	23
ISRAEL	2	9	11
JAMAICA		1	1
JORDAN	1	60	61
KENYA	7	16	23
KOREA, REP. OF	1	9	10
KUWAIT	1	1	2
LEBANON	4	32	36
LIBERIA	2	1	3
LIBYAN ARAB JAM.	3	6	9
MADAGASCAR	1	5	6
MALAYSIA	3	4	7
MALI		11	11
MAURITIUS	2	6	8
MEXICO	8	46	54
MONGOLIA	1		1
MOROCCO		15	15
MYANMAR	4	8	12
NIGER		1	1
NIGERIA	18	173	191
PAKISTAN	4	49	53
PANAMA	1	3	4
PERU	4	9	13
PHILIPPINES	26	24	50
SAUDI ARABIA		1	1
SENEGAL	3	16	19
SIERRA LEONE	1	2	3
SLOVENIA	4	10	14
SOUTH AFRICA	4	19	23
SRI LANKA	2	15	17
SUDAN	2	8	10
SYRIAN ARAB REPUBLIC	2	9	11
TANZANIA	1	6	7
THAILAND	5	1	6
THE F.Y.RP.MACEDONIA	1		1
TUNISIA		29	29
TURKEY	5	10	15
UGANDA	3	10	13
URUGUAY	3	2	5
VENEZUELA	2	16	18
VIET NAM		3	3
YEMEN		6	6
YUGOSLAVIA	3	11	14
ZAMBIA	1	8	9
ZIMBABWE	3	12	15
TOTAL	218	1181	1399

ALL OTHER MEMBER STATES

COUNTRIES	FEMALE	MALE	TOTAL
ALBANIA	2	4	6
ARMENIA	2	1	3
AUSTRALIA	10	29	39
AUSTRIA	11	60	71
BELARUS	4	11	15
BELGIUM	7	43	50
BULGARIA	9	14	23
CANADA	24	187	211
CZECH REPUBLIC		12	12
DENMARK	2	10	12
FINLAND	1	11	12
FRANCE	52	174	226
GERMANY	13	71	84
GREECE	1	8	9
HUNGARY	4	17	21
ICELAND	1	2	3
IRELAND		11	11
ITALY	19	138	157
JAPAN	4	18	22
KAZAKHSTAN	1		1
LITHUANIA	2	7	9
NETHERLANDS	3	61	64
NORWAY	5	8	13
POLAND	4	19	23
PORTUGAL	1	2	3
ROMANIA	24	22	46
RUSSIAN FEDERATI	7	50	57
SLOVAKIA	1	18	19
SPAIN	12	28	40
SWEDEN	14	54	68
SWITZERLAND	3	13	16
UK	14	131	145
UKRAINE	9	11	20
USA	129	811	940
UZBEKISTAN		1	1
TOTAL	395	2057	2452

GRAND TOTAL

COUNTRIES	FEMALE	MALE	TOTAL
108	613	3238	3851

**OUTSIDE APPLICATIONS IN RESPONSE TO SAFEGUARDS INSPECTOR VACANCY NOTICES
(2 August 1996 - 1 August 1997)**

DEVELOPING MEMBER STATES

COUNTRIES	FEMALE	MALE	TOTAL
ALGERIA		3	3
BANGLADESH		2	2
BRAZIL	1	3	4
CAMEROON		1	1
CROATIA		2	2
CUBA		1	1
DEM.REP.OF THE CONGO		2	2
EGYPT	1	13	14
INDIA		6	6
IRAN, ISLAMIC REP.		2	2
IRAQ		3	3
ISRAEL		2	2
JAMAICA		1	1
JORDAN		1	1
KOREA, REP. OF		3	3
LEBANON		2	2
LIBYAN ARAB JAM.	1	1	2
MALI		1	1
MEXICO		4	4
MOROCCO		1	1
MYANMAR		1	1
NIGERIA		9	9
PAKISTAN		1	1
SLOVENIA		2	2
SRI LANKA		1	1
SUDAN		1	1
SYRIAN ARAB REPUBLIC		3	3
THAILAND	1		1
TUNISIA		2	2
TURKEY		1	1
URUGUAY		1	1
VENEZUELA		1	1
ZIMBABWE		1	1
TOTAL	4	78	82

ALL OTHER MEMBER STATES

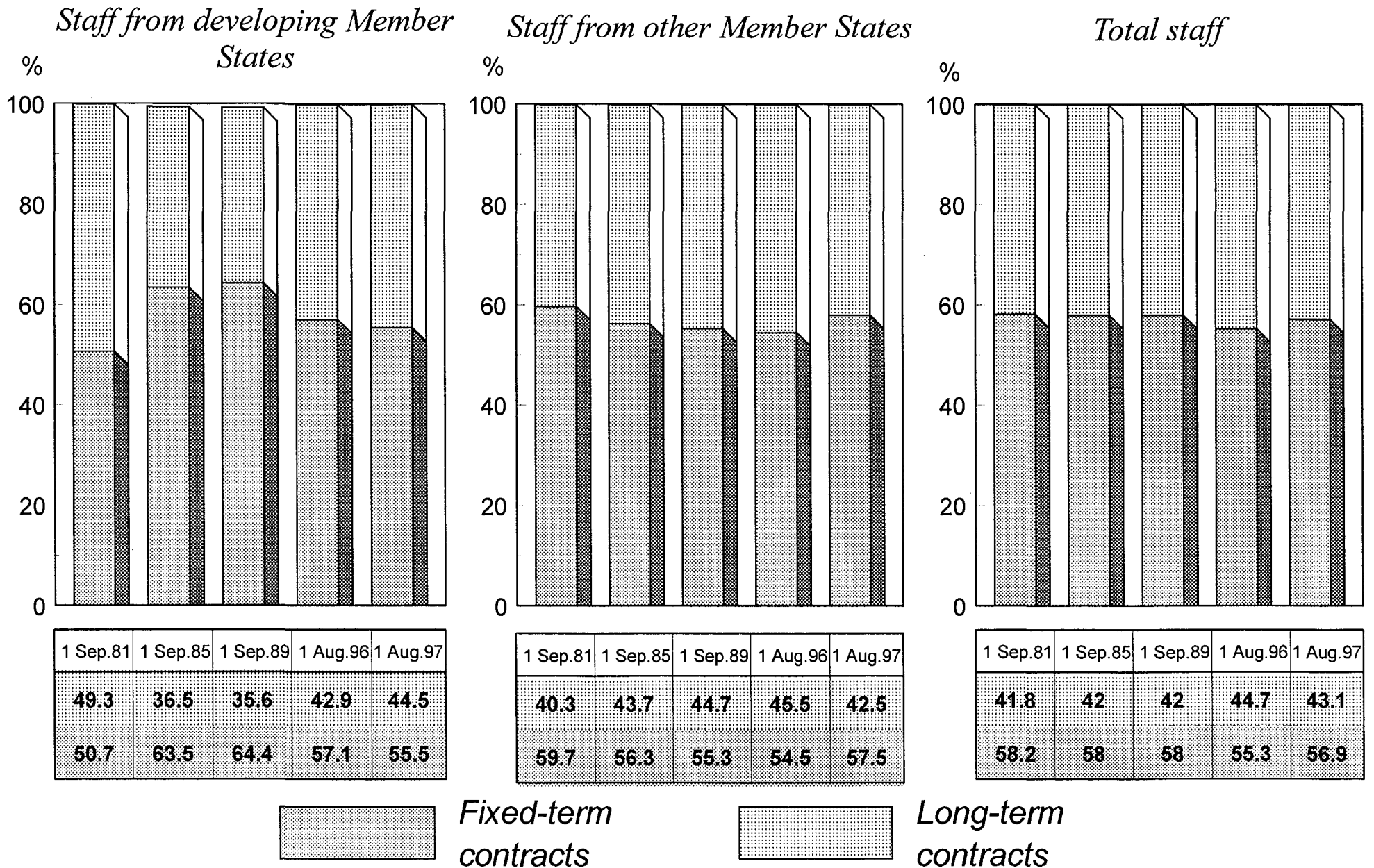
COUNTRIES	FEMALE	MALE	TOTAL
ARMENIA	1		1
AUSTRALIA	1	1	2
AUSTRIA	1	6	7
BELGIUM		4	4
BULGARIA		3	3
CANADA		12	12
DENMARK		1	1
FINLAND	1	2	3
FRANCE	1	10	11
GERMANY		6	6
ITALY	2	9	11
JAPAN		4	4
KAZAKHSTAN		1	1
NETHERLANDS		2	2
POLAND		2	2
ROMANIA	1	5	6
RUSSIAN FEDERATION		8	8
SLOVAKIA		1	1
SPAIN		9	9
SWEDEN		3	3
UK		28	28
UKRAINE		2	2
USA	5	64	69
TOTAL	13	183	196

GRAND TOTAL

COUNTRIES	FEMALE	MALE	TOTAL
56	17	261	278

PROFESSIONAL AND HIGHER-CATEGORY STAFF BY TYPE OF CONTRACT

STAFF SUBJECT TO GEOGRAPHICAL DISTRIBUTION



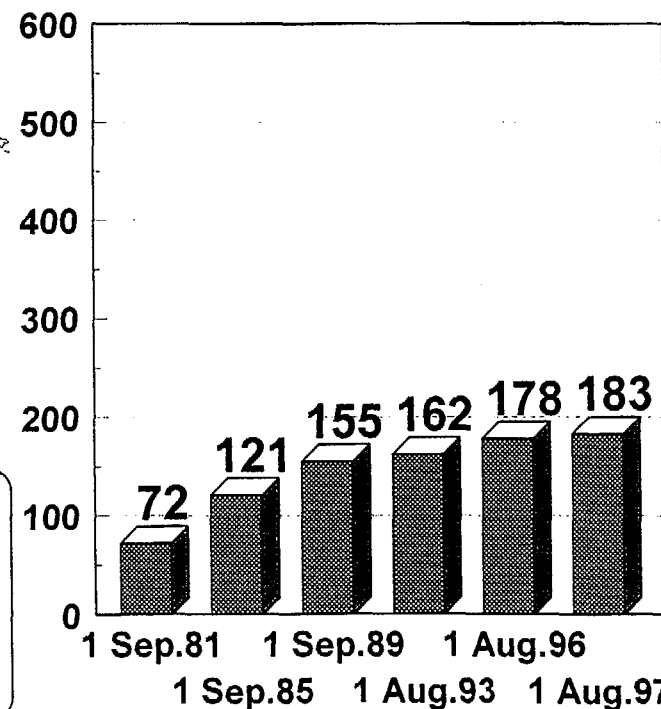
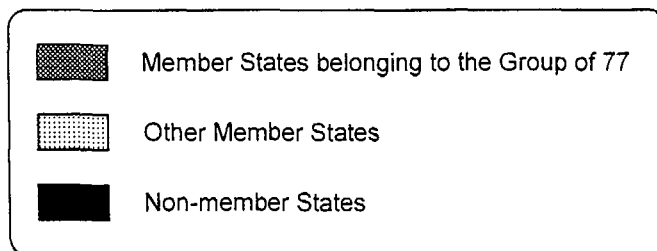
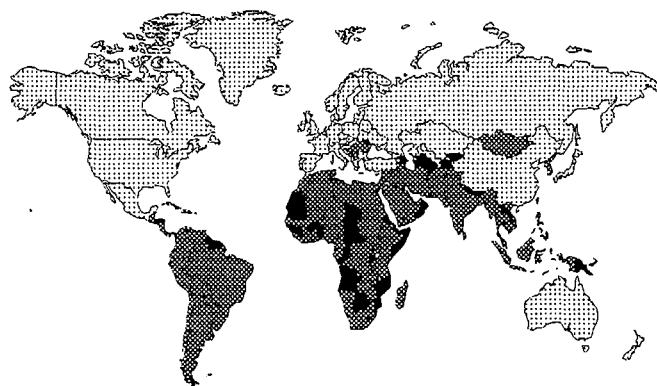
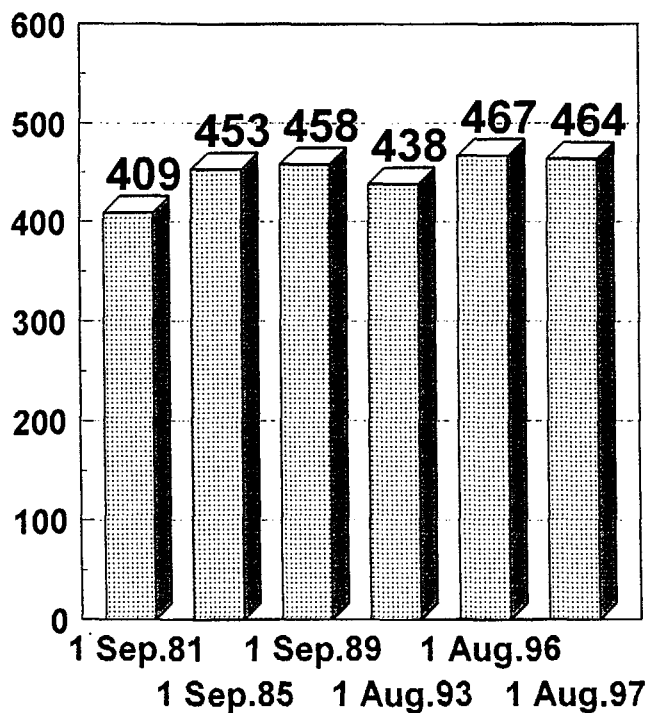
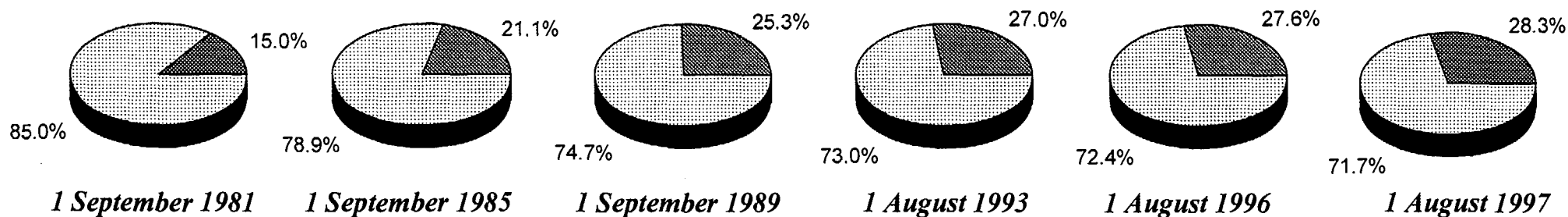
**PROFESSIONAL AND HIGHER-CATEGORY STAFF
SUBJECT TO GEOGRAPHICAL DISTRIBUTION**

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

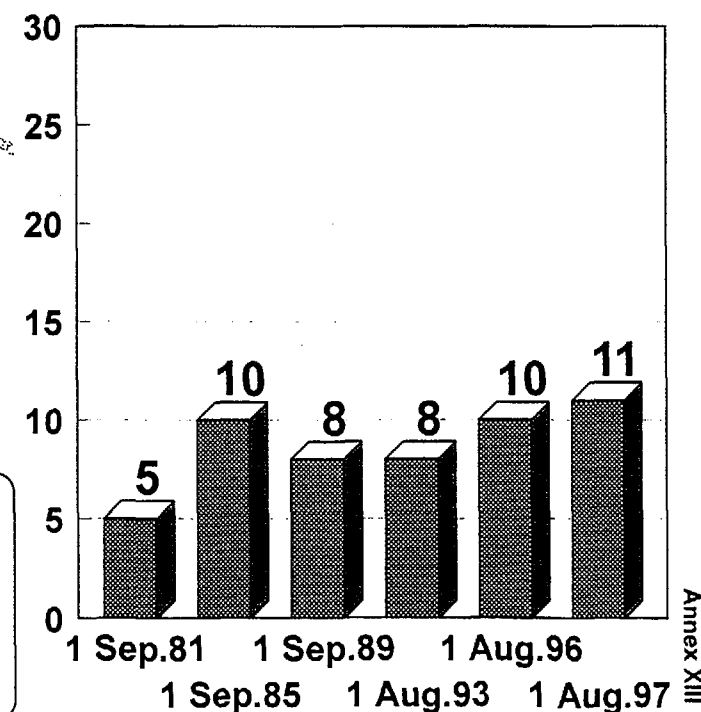
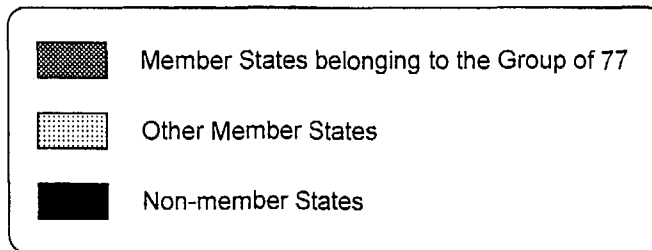
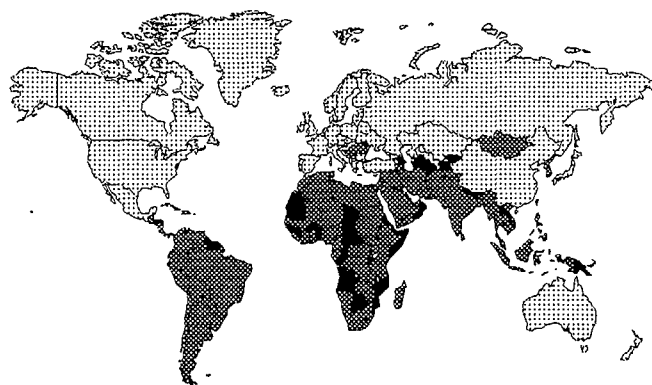
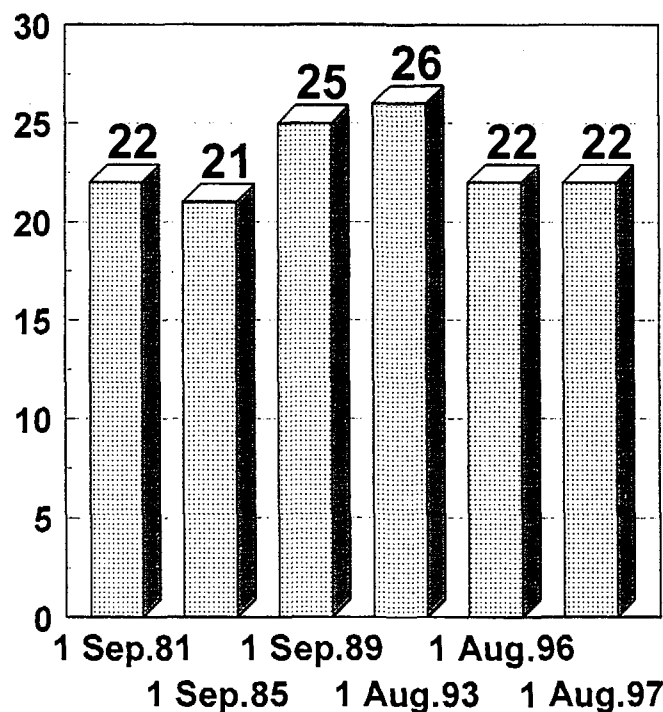
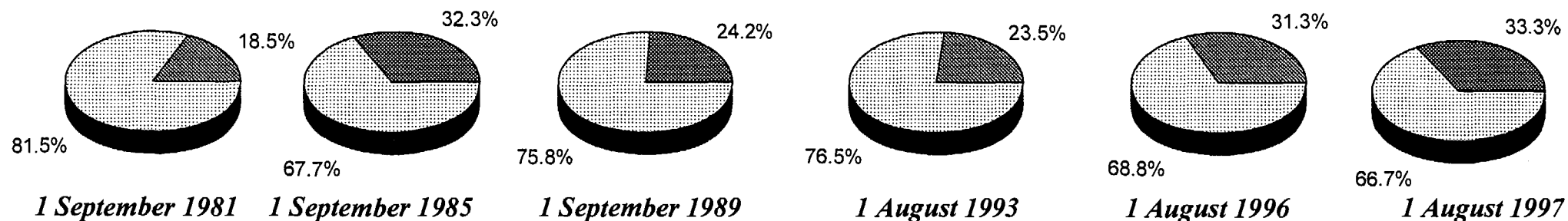
(total numbers and percentages)



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

