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Application of the Principle of Equitable Geographical Distribution of the Staff of the UNESCO Secretariat

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APPLICATION OF THE PRINCIPLE OF EQUITABLE
GEOGRAPHICAL DISTRIBUTION OF THE STAFF
OF THE UNESCO SECRETARIAT

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- III. Staff in senior and policy-formulating posts subject to geographical distribution by regional groups of countries.

List of abbreviations used in the text of the Report
and Annexes

D.G. and Ex.O.	-	Directorate General and Executive Office
ED	-	Sector for Education
EP	-	" " Studies and Programme
SC	-	" " Science
SS	-	" " Social Sciences
CC	-	" " Communication and Culture
CPX	-	" " Cooperation for Development and External Relations
ADM	-	" " General Administration
PRS	-	" " Programme Support
PGI	-	General Information Programme Division
IM	-	Inspectorate General
BEP	-	Bureau of Studies and Programming
BB	-	" " Budget
BOC	-	" " Comptroller
PER	-	" " Personnel
GES	-	" " General Services
DTR	-	" " Data Processing Services
PUB	-	Office of UNESCO Press
IBE	-	International Bureau of Education
IIEP	-	International Institute of Education Planning

I. INTRODUCTION

1. The question of the composition of the Secretariat and, in particular, the application of the principle of equitable geographical distribution of staff, attracts serious attention of Member States in each organization of the United Nations system. This is understandable taking into account the important functions and responsibilities performed by the Secretariats in the execution of the extremely wide and ever-growing programmes of activities of these organizations.
2. In the United Nations, this question has been discussed at practically every regular session of the General Assembly. In its numerous resolutions, the General Assembly has repeatedly requested the Secretary-General to take measures for full implementation of the principle of equitable geographical distribution for the improvement of the composition of the Secretariat. However, there has been no significant progress in the implementation of these resolutions. In view of this situation, the Joint Inspection Unit (JIU) undertook a study and issued a report on this subject in July 1981, and an "Addendum" to this report in July 1982. 1/
3. In UNESCO, one of the largest specialized agencies of the United Nations system, the question of equitable geographical distribution of the staff of the Secretariat has long been and continues to be a subject of great concern to Member States and to the Director-General.
4. The UNESCO Constitution has established two basic principles for the appointment of staff to the Secretariat:

"Subject to the paramount consideration of securing the highest standards of integrity, efficiency and technical competence, appointment to the staff shall be on as wide a geographical basis as possible." (Article VI, paragraph 4).

The General Conference in its resolutions stressed that these two principles do not contradict each other and their strict and full implementation would be in the best interests of the Organization.

5. For a number of years, UNESCO Member States have expressed the view that there was an urgent need to improve the geographical distribution of posts in the Secretariat. The General Conference in its resolution 19 C/26.1 stated that "the respect for the principle of equitable geographical distribution of staff is not only an important factor in the efficiency of the work of the Secretariat, but also a contribution to closer and more just international co-operation in conformity with the need to establish a new international economic order".
6. With the aim of improving the geographical distribution of staff, the General Conference adopted a number of resolutions on this subject. 2/ These resolutions, inter alia, provided for the introduction of a long-term overall plan for the recruitment of staff and geographical distribution of posts,

1/ JIU report "Application of the Principle of Equitable Geographical Distribution of the Staff of the United Nations Secretariat" (JIU/REP/81/10, or A/36/407), and "Addendum" (JIU/REP/82/9 or A/37/378).

2/ 16 C/Resolution 24, 17 C/Resolution 22, 18 C/Resolutions 25 and 26, 19 C/Resolutions 25 and 26, 20 C/Resolution 23, 21 C/Resolution 30.

for increasing appointments of candidates from unrepresented and under-represented Member States and reducing appointments of candidates from over-represented countries, for ensuring the equitable geographical distribution of posts not only in the Secretariat as a whole but also, as far as practicable, in regard to the posts in each department and service and not only in terms of the number of posts, but also in terms of their levels.

7. In pursuance of these resolutions, the Director-General has continuously undertaken measures to improve the geographical distribution of the staff and certain positive results have been achieved in this area. The Executive Board at its 115th session (September-October 1982) "notes with satisfaction that the trend already observed in 1981 towards an improvement in the geographical distribution of the staff has continued, generally speaking, and requests the Director-General to persevere in that direction with a view to achieving more satisfactory representation at all levels, of the Member States that are still unrepresented or underrepresented" (115 EX/SR.33, decision 8.6). Thus, the general situation concerning the geographical distribution of the staff in the UNESCO Secretariat needs to be further improved.

8. In view of this, the Joint Inspection Unit has decided to undertake a study and prepare a report on the application of the principle of equitable geographical distribution of the staff of the UNESCO Secretariat. This report reviews the evolution of the application of the principle of equitable geographical distribution in UNESCO, analyses the present situation concerning the implementation of this principle and makes recommendations for improvement.

9. Data for the preparation of this report have been collected from UNESCO Headquarters by correspondence and by interviews with officials concerned. The Inspectors also visited some regional bureaux of UNESCO. In the course of the study they had many discussions with representatives of Member States on questions related to the subject. The Inspectors express their appreciation to all who assisted them in this study.

II. EVOLUTION OF THE APPLICATION OF THE PRINCIPLE OF EQUITABLE GEOGRAPHICAL DISTRIBUTION

10. The composition of the UNESCO Secretariat and the distribution of geographical posts by regional groups of countries, as of 15 January 1960, was as follows:

Table 1

Distribution of staff, subject to geographical
distribution, by regional groups of countries,
as of 15 January 1960

Group of countries */	No. of Member States	No. of M-S represented	No. of staff	% of total
Group I	22	20	245	69.8
Group II	10	6	27	7.7
Group III	20	13	34	9.7
Group IV	17	13	30	8.5
Group V	12	5	15	4.3
Total	81	57	351	100.0

Source: 56 EX/30, Annex, dated 22 January 1960.

11. The figures in this table indicate that in 1960 more than two-thirds of all posts subject to geographical distribution were occupied by nationals of western developed countries (Group I). As can be seen from Annex I to this report, 9 countries of this Group were over-represented at that time. Out of 22 Member States of this Group, only 2 countries were not represented in the Secretariat. At the same time, many more Member States of other regional groups (40 per cent on average) were not represented in the Secretariat.

12. In order to improve the geographical distribution of the staff of the Secretariat, the General Conference at its eleventh session (November 1960) decided to establish a system of desirable ranges (quotas) for each Member State based mainly on its contribution to the budget.

13. The quotas established in 1960 were based on the total number of 400 geographical posts. Since that time, the quotas have been recalculated on the basis of 500 posts in 1964, 600 posts in 1966, 700 in 1969, 800 in 1971 and 950 in 1979.

*/ Note: In accordance with General Conference resolution 15 C/11.1, amended by resolutions of subsequent GC sessions, the following groupings of Member States for the purpose of elections to the Executive Board have been established:

- Group I - Western developed countries
- Group II - Countries of Eastern Europe
- Group III - Countries of Latin America and the Caribbean region
- Group IV - Countries of Asia and the Pacific region
- Group V - Countries of Africa including the Middle East region.

14. The General Conference in its resolution 17 C/22.1 (1972) noted that "despite the measures taken by the Director-General, a satisfactory position had not yet been reached in regard to observance of the principle of equitable geographical distribution of posts in the Secretariat and that this principle is still not being fully implemented in a number of cases". The Conference invited the Director-General to take measures in the filling of the quotas of posts of unrepresented and under-represented Member States to have their quotas filled by 1976. This resolution also invited the Director-General "to submit to the Executive Board at its session in the spring of 1973 a practical plan for improving the geographical distribution of posts together with proposals for a significant increase in the over-all number of Secretariat posts subject to equitable geographical distribution".

15. The outline of the long-term plan for the selection and renewal of staff was submitted by the Director-General to the 94th session of the Executive Board (May-June 1974), which commended the general principles of the plan. ^{3/} At the same session, the Executive Board noted that "the situation with regard to the geographical distribution of posts in the UNESCO Secretariat continues to be unsatisfactory despite the efforts of the Director-General and certain advances which have taken place since the seventeenth session of the General Conference". ^{4/}

16. The General Conference at its nineteenth session (1976), after examining the Director-General's report on the long-term plan, noted with regret that the recruitment part of the plan had not been fully implemented. The Conference invited the Director-General to accelerate the implementation of this plan as a matter of priority with a view to achieving as soon as possible an equitable geographical distribution of staff in the Secretariat. ^{5/}

17. In order to provide a more equitable distribution of posts among Member States the General Conference at its nineteenth session decided to raise the lowest quotas from 2-3 to 3-5 and to modify the other quotas in consequence. ^{6/} These quotas were introduced on 1 January 1979. By the same resolution, the Conference invited the Director-General "to take the necessary steps to continue to ensure the appointment of staff on a broad and equitable geographical and cultural basis, giving preference to candidates from unrepresented and under-represented Member States, and during the 1976-1978 period to avoid appointing, save in exceptional circumstances, staff from those countries whose considerable over-representation is an obstacle to the improvement of geographical distribution within the Secretariat as a whole".

18. At subsequent sessions, the Executive Board and the General Conference reviewed the matter of the implementation of the long-term over-all plan for the recruitment and renewal of the staff and expressed their satisfaction to the Director-General at the progress achieved. At the same time, the continued inequities in the geographical distribution of staff caused serious concern to many Member States, especially those which continued to be unrepresented or under-represented. The following Table 2 contains figures on the geographical distribution of posts in the UNESCO Secretariat as of 1 January 1979 and 1 July 1982.

^{3/} 94 EX/Decisions, 8.6.3.2.
^{4/} 94 EX/Decisions, 8.6.3.3.
^{5/} 19 C/Resolution 25.1
^{6/} 19 C/Resolution 26.1

Table 2
Staff in posts subject to geographical distribution
by regional groups of countries

Group of countries	Year	No. of Member States	Desirab. ranges (quotas)				Posts held		Status of representation*			
			Basis		No posts = 950	Mid-point under actual total no. of posts held	No.	% of total	N	UR	WR	OR
			Min	Max	Mid-point							
Group I	1979	28	270	417	360	291	399	50.9	1	7	11	9
	1982	28	266	412	355	288	336	42.4	2	7	14	5
Group II	1979	11	81	121	108	87	69	8.8	1	3	7	0
	1982	11	77	115	102	83	55	6.9	1	5	5	0
Group III	1979	26	85	142	114	92	86	11.0	2	11	10	3
	1982	30	92	153	122	99	95	11.9	4	7	17	2
Group IV	1979	22	114	190	152	123	90	11.5	3	8	9	2
	1982	26	113	188	150	122	118	14.9	6	6	11	3
Group V	1979	58	177	295	236	191	140	17.8	19	13	21	5
	1982	62	186	310	248	201	189	23.9	16	13	23	10
Total	1979	145	727	1165	970	784	784	100.0	26	42	58	19
	1982	157	734	1178	977	793	793	100.0	29	38	70	20

Sources: 1979 (as of 1 January): UNESCO letter to JIU, ref.no. IM/JIU/82/69 of 29 March 1982.

1982 (as of 1 July): 115 EX/25, Annex, Table VII, of 12 August 1982.

* / Status of representation: N - unrepresented
UN - under-represented
WR - within ranges
OR - over-represented

19. An analysis of the data contained in Table 2 leads to the following findings:

a) Group I (Western developed countries) continues to be well above its aggregate mid-point based on the actual total number of posts held. However, the total number of posts held by this group of countries declined from 399 in January 1979 to 336 in July 1982.

b) Although the number of posts held (in total) by developing countries (Groups III, IV and V) has increased from 316 in 1979 to 402 in 1982 and their aggregate percentage share of the total number of posts has grown from 40.3% in 1979 to 50.7% in 1982, these countries continued to be somewhat below their aggregate mid-point based on the actual total number of posts held.

c) The status of representation of countries of Eastern Europe (Group II) during that period decreased. The number of posts held by these countries declined from 69 in 1979 (8.8% of the total) to 55 in 1982 (6.9% of the total). The figures shown in this Table and in Annex I indicate that the group of Eastern European countries has always been greatly under-represented in the Secretariat and that in the recent period their degree of representation significantly decreased. Group II continues to be the only group below its minimum range (77).

d) During that period, the number of Member States increased by 12 countries while the number of unrepresented countries increased by only 3, and the number of countries represented within their regions increased significantly.

20. At the 107 session of the Executive Board (April 1979) the representative of the Director-General when introducing the Director-General's report on geographical distribution of staff (107 EX/26) pointed out that the raising of the minimum quotas from 2-3 to 3-5 on 1 January 1979 had resulted in a substantial increase in the number of under-represented Member States from (23 to 42) but the number of their nationals in the Secretariat had not changed.

21. The Inspectors agree that the raising of the minimum quota on 1 January 1979 had a negative effect on the statistical picture regarding the geographical distribution of posts. Although since that time more than three years have passed, the data shown in Table 2 indicate that there has been no significant progress in improving the geographical distribution of staff: the number of unrepresented countries increased from 26 to 29, the number of over-represented countries also increased from 19 to 20 while the number of under-represented Member States decreased by only 4 countries from 42 to 38.

22. The Inspectors are well aware of the complexities and difficulties in attaining an equitable geographical distribution of staff in the UNESCO Secretariat. They note the efforts of Member States and the Director-General and the Bureau of Personnel in this area. They also believe that the introduction of new minimum quotas is an important step forward. However, they found that there are still a number of factors which hinder adequate implementation of the resolutions of the General Conference and the Executive Board on equitable geographical distribution. These factors are identified in the next chapter.

III. FACTORS HINDERING THE APPLICATION OF THE PRINCIPLE OF EQUITABLE GEOGRAPHICAL DISTRIBUTION

A. Appointment of nationals from over-represented countries

23. The General Conference in a number of its resolutions on the matter of geographical distribution of staff has invited the Director-General to take all necessary measures to ensure the appointment of staff on a wide geographical basis giving preference, other things being equal, to candidates from un-represented or under-represented Member States and to reduce the appointment of candidates from Member States whose over-representation represents an obstacle to the improvement of the geographical distribution of posts in the Secretariat. ^{7/} However, these resolutions have not been fully implemented.

24. The following Table 3 shows the status of representation of Member States in the UNESCO Secretariat.

Table 3
Status of representation of Member States in the
UNESCO Secretariat

Status	1960		1973		1977		1978		1982	
	No.	%	No.	%	No.	%	No.	%	No.	%
N	24	29.6	22	15.5	25	17.7	22	15.5	29	18.5
UR	19	23.4	36	27.7	34	24.1	28	19.8	38	24.2
WR	16	19.8	54	41.5	65	46.1	75	52.8	70	44.6
OR	22	27.2	18	13.9	17	12.1	17	11.9	20	12.7
Total	81	100.0	130	100.0	141	100.0	142	100.0	157	100.0

Sources: 1960 (as of 15 January): 56 EX/30, Annex.
1973 (as of 15 March): 92 EX/34, Annex I.
1977, 1978 (as of 1 January): UNESCO letter to JIU
ref. no. IM/JIU/82/69 of 29 March 1982.
1982 (as of 1 July): 115 EX/25, Annex.

25. The figures in this table indicate that up to 1978 there had been slow but continued progress in increasing the number of Member States represented within their established ranges (WR) in the Secretariat while the number of unrepresented (UN) Member States decreased.

26. The number of over-represented Member States (OR) significantly decreased between 1960 and 1973. However, since 1973, the number of over-represented Member States and their percentage share of the total showed no meaningful changes, and by 1982 their number had even increased to 20 (against 17 in 1978) and their percentage grew to 12.7%.

27. An analysis of the figures contained in Annex I shows that many Member States have remained in the status of unrepresented and under-represented during a con-

^{7/} 16 C/Resolution 24.2, 17 C/Resolution 22.1, 19 C/Resolution 26.1

siderable period of their membership of UNESCO. On the other hand, some Member States have continued to be over-represented since the introduction of the system of desirable ranges.

28. The Inspectors note with satisfaction that due to the continuous efforts made by the Director-General and by the Bureau of Personnel the degree of over-representation of some countries has been considerably reduced since 1977 but they also note that some other over-represented countries have increased the degree of their over-representation. The total number of posts which all over-represented countries held above their maximum range accounted for 88, as of 1 July 1982, or more than 11 per cent of the total number of posts subject to geographical distribution. However, statistical data indicate that appointments from over-represented countries continue and that correction of the geographical distribution of the staff is being implemented at a very slow rate. This is not in conformity with the above-mentioned resolutions of the General Conference.

29. In his statement to the Fifth Committee of the General Assembly on 15 October 1982, the Secretary-General of the United Nations said that the United Nations Medium-Term recruitment plan for 1983-1985 would have as its target to bring up the number of staff members from the unrepresented and under-represented countries to their desirable ranges by 1985 at the latest. A similar undertaking by the Director-General of UNESCO would be an important step to ensure equitable geographical distribution of staff.

30. In order to accelerate the achievement of equitable geographical distribution of staff, the Inspectors consider that more energetic measures should be taken. In particular, they suggest that for the period 1983-1986 the legislative bodies of UNESCO might wish to decide:

a) A target of 60 per cent of all vacancies in geographical posts should be established for the appointment of candidates from unrepresented and under-represented Member States.

b) The appointment of nationals of over-represented Member States should be permitted only in exceptional cases and on the understanding that such appointments will not result in increasing the degree of over-representation of these Member States.

B. Inequities in respect of geographical distribution of staff in various sectors, bureaux and services

31. The General Conference in its resolution 18 C/26.1 of 19 November 1974 expressed the opinion that "the principle of equitable geographical distribution should be observed, not only in regard to the over-all number of posts, but also, as far as practicable, in regard to the posts in each department and service and the posts at all levels". This view was reaffirmed by the General Conference in its resolution 20 C/23.3 of 20 November 1978, in which the General Conference invites the Director-General "to pursue his efforts to secure an equitable geographical distribution throughout the Secretariat both at and away from Headquarters".

32. The real situation in respect of geographical distribution of staff in various sectors, bureaux and services of the Secretariat by group of countries for 1979, 1980, 1981 and 1982 is shown in Annex II of this report. The following Table 4, based on data contained in Annex II, shows the staffing position of groups of countries in some sectors, bureaux and services, as of 1 July 1982.

Table 4

Distribution of posts subject to geographical distribution in some sectors, bureaux and services (as of 1 July 1982)

Sector bureau service	Total No.of M-S=157 Staff = 793 (100%)		Group I No.of M-S = 28 Quota: Staff =288 (36.3% of total)			Group II No.of M-S = 11 Quota: Staff =83 (10.5% of total)			Groups III,IV,V No.of M-S = 118 Quota: Staff =422 (53.2% of total)		
	No.of posts	%	No.of posts held	% of total	Diff. from quota %	No.of posts held	% of total	Diff. from quota %	No.of posts held	% of total	Diff. from quota %
D-G	8	100	6	75.0	+38.7	-	0	-10.5	2	25.0	-28.2
BEP	6	100	3	50.0	+13.7	-	0	-10.5	3	50.0	-3.2
PGI	18	100	12	66.7	+30.4	2	11.1	+0.6	4	22.2	-31.0
IM	5	100	2	40.0	+3.7	-	0	-10.5	3	60.0	+6.8
Sector ED	240	100	75	31.3	-5.0	20	8.3	-2.2	145	60.4	+7.2
Sector SC	111	100	57	51.4	+15.1	14	12.6	+2.1	40	36.0	-17.2
Sector SS	46	100	20	43.5	+7.2	1	2.2	-8.3	25	54.3	+1.1
Sector CPX	78	100	27	34.6	-1.7	3	3.8	-6.7	48	61.6	+8.4
Sector ADM	72	100	42	58.3	+22.0	3	4.2	-6.3	27	37.5	-15.7
BOC	19	100	14	73.7	+37.4	1	5.3	-5.2	4	21.0	-32.2
PER	30	100	15	50.0	+13.7	1	3.3	-7.2	14	46.7	-6.5
GES	12	100	7	58.3	+22.0	-	0	-10.5	5	41.7	-11.5
Sector PRS	104	100	56	53.8	+17.5	7	6.7	-3.8	41	39.5	-13.7

Source: 115 EX/25, Annex, Table II, dated 12 August 1982.

33. An analysis of the figures contained in Annex II and Table 4 leads to the following findings:

a) Group I (Western developed countries) in most organizational units of the Secretariat occupy the leading position as far as number of staff is concerned. The representation of this group of countries in many offices is much higher than their aggregate mid-point range (quota).

b) Group II (countries of Eastern Europe) in many sectors and services was represented much less than their aggregate mid-point ranges. In some services (BEP, IM, BB, PUB, GES) these countries were not represented at all.

c) Groups III, IV and V (countries of Latin America, Asia and the Pacific and Africa) in many offices did not have equitable representation. The percentage share of these countries of the staff of some sectors and services (DG, SC, ADM, PRS, PGI, BOC, DTR) was much lower than their aggregate mid-point ranges.

34. The Inspectors noted that due to efforts made by the Director-General the percentage share of Group I countries of the total staff of the Secretariat subject to geographical distribution decreased from 49.4% in 1979 to 42.4% in 1982. However, the distribution of geographical posts in many sectors, bureaux and services continued to be unsatisfactory and further energetic efforts were needed to improve the geographical distribution of staff.

35. In view of this, the Inspectors believe that it is important that the principle of equitable geographical distribution should, as far as practicable,

be applied to each sector, bureau and service in accordance with the General Conference resolution 18 C/26.1. The heads of organizational units of the Secretariat in making proposals for the appointment of staff should fully observe the relevant resolutions of the General Conference on this subject. The performance of heads of units should be judged in part on their ability to apply to their units the principle of the Constitution and the resolutions of the General Conference on equitable geographical distribution of staff.

36. In the Inspectors' opinion, the composition of each organizational unit should include nationals of all geographical regions in accordance with the established regional desirable ranges or, in the case of small units, nationals of each of the three main socio-cultural groups of countries, i.e., Group I (Western developed countries), Group II (countries of Eastern Europe) and Groups III, IV and V (countries of Latin America, Asia and the Pacific and Africa). Such an approach would constitute the necessary condition for improving the situation in regard to the equitable representation of Member States in the Secretariat as a whole.

C. Deficiencies in distribution of staff at senior and policy-formulating posts

37. The General Conference in its resolution 18 C/26.1 (see para. 31 above) stated that "the principle of equitable geographical distribution should be observed in regard to the posts at all levels". Member States have always paid serious attention to the distribution of geographical posts at senior and policy-formulating levels.

38. As a reflection of this interest at the 107 session of the Executive Board (May 1979) "several members expressed the view that the picture given by the statistics on geographical distribution was misleading so long as it took account of purely quantitative factors only without reflecting the level of the posts occupied by the nationals of the various Member States Therefore there was a need for a weighted factor to be applied for high-graded posts in order to arrive at a fair picture of the pattern of representation of Member States". 8/

39. The factual situation in regard to distribution of posts at the higher levels is shown in Annex III. An analysis of these figures leads to the following observations:

a) Although the total number of high-level posts (from DDG to P.5) occupied by nationals of Group I countries slightly decreased from 153 in 1979 to 138 in 1982, this group of countries was still over-represented at these levels and, moreover, the degree of their over-representation during that period increased from +19 to +22 posts. This group of Member States (Western developed countries) maintained its over-representation status in all high-level posts, except that of ADG.

b) At the same time, although the total number of high-level posts occupied by nationals of Groups III, IV and V (countries of Latin America, Asia and the Pacific and Africa) increased from 83 in 1979 to 163 in 1982, these groups were, as before, under-represented at these posts. During that period, the degree of their under-representation increased from (-7) to (-14) posts.

c) The countries of Group II (Eastern Europe) were always under-represented at high-level posts. The total number of high-level posts occupied by these

8/ 107 EX/33, para. 30. See also 108 EX/44, para. 49.

countries decreased from 27 in 1979 to 25 in 1982. These countries were greatly under-represented at posts of D-2, D-1 and P-5 levels.

40. The figures contained in Annex III indicate that the distribution of high-level posts is not satisfactory from the point of view of equitable geographical distribution. As of 1 July 1982, Group I was over-represented by +22 high-level posts at the expense of the under-representation of Group II (-8 posts), Group III (-5 posts), Group IV (-7 posts), and Group V (-2 posts). In order to improve this situation, some Member States (as mentioned in para. 38 above) proposed that a "weighting factor be applied for high-graded posts".

41. The Inspectors fully support this proposal. They believe that in addition to quantitative desirable ranges it is necessary to introduce a system of weighted desirable ranges for each Member State which would take account of grades, especially as far as high-level posts were concerned. */ In order to arrive at an equitable distribution of high-level geographical posts, it would be advisable temporarily to avoid appointments to such posts of nationals from Member States which are over-represented at those posts.

D. Indeterminate appointments

42. The granting of indeterminate appointments is clearly at variance with the main objectives of the long-term plan for the recruitment and renewal of staff, and in particular, with the aim of achieving equitable geographical distribution of posts in the Secretariat.

43. This opinion has repeatedly been expressed by many Member States at Executive Board and General Conference sessions. "The granting of indeterminate appointments would have the effect of hampering renewal of staff and improvement of geographical distribution", - stated a Member of the Executive Board at its 108 session. 9/ "Indeterminate contracts, particularly in scientific posts, were an obstacle to the renewal of staff and to improved geographical distribution" - said another Member at the 113 session of the Executive Board. 10/ At the 21st session of the General Conference, certain delegations declared themselves opposed to the granting of indeterminate contracts which they considered to be an obstacle to the turnover desirable in the Secretariat. 11/

44. Speaking on this matter, the representative of the Director-General admitted that an increase in the proportion of indeterminate appointments would be contradictory to the resolution adopted by the General Conference by which the Director-General was invited to take measures for the improvement of the geographical distribution of posts in the Secretariat. 12/

*/ Note: Such a system of "weighted desirable ranges" has been used by the United Nations since 1967.

9/ 108 EX/44, para. 57.

10/ 113 EX/39, para. 53.

11/ Records of the General Conference, Twenty-first session, Volume 2. Report of the Administrative Commission, para. 197.

12/ Records of the General Conference, Seventeenth Session, Volume 2, Report of the Administrative Commission, para. 172.

45. This assessment of indeterminate contracts can be explained mainly by the following factors:

a) Broadly resorting to this type of appointment might considerably limit the possibility of recruiting fresh specialists required in view of changing priorities of programmes.

b) Indeterminate appointments contribute to certain posts being occupied by nationals of over-represented countries on a continuing basis.

c) Indeterminate appointments make it difficult to rotate staff on a planned basis between the UNESCO Secretariat and national scientific and cultural institutions.

d) This type of appointment might also serve to shield mediocre staff members since it involves a complicated procedure concerning dismissal of a staff member who upon receipt of an indeterminate contract may lose zeal for the work, limiting himself to fulfilling only a minimum of the requirements he has to cope with.

46. In view of these reasons, the General Conference invited the Director-General when making indeterminate appointments to give "particular attention to the need for improvement of the geographical distribution of staff of the Secretariat, as well as for its regular renewal, and at the same time providing to the staff members security to the extent compatible with the interests of the Organization".13/

47. The General Conference in its resolution 18 C/27.1 (1974) fixed a ceiling on the percentage of indeterminate appointments at 25% of Professional staff as a whole and 44.6% of those occupying posts subject to geographical distribution, it being understood that, qualifications being equal, a due proportion of contracts will be awarded to members of the staff from under-represented countries so as to achieve the projected equitable geographical and cultural distribution of staff. 14/

48. Moreover, the Executive Board decided that until the principal objectives of the long-term recruitment plan have been achieved the Director-General should, as far as possible, avoid granting to staff from heavily over-represented countries indeterminate appointments which would increase their number to more than 44.6% of the mid-point quota of each such country. 15/

49. Thus, the General Conference and the Executive Board clearly confirm the wish of Member States to have the majority of staff of the Secretariat on fixed-term appointments. Due to the continuous efforts made by Member States and the Director-General, the percentage of indeterminate appointments has decreased in recent years as follows:

13/ 17 C/Resolution 21.1

14/ 18 C/Resolution 27.1

15/ 98 EX/Decisions, 8.6.3.

Number of Professional staff by type of appointment

<u>Year (end)</u>	<u>Total</u>	<u>Indeterminate app.</u>		<u>Fixed-term app.</u>	
			%		%
1977	1017	261	(25.7)	756	(74.3)
1978	1062	259	(24.4)	803	(75.6)
1979	1056	234	(22.2)	822	(77.8)
1980	1086	206	(19.0)	880	(81.0)
1981	1077	177	(16.4)	900	(83.6)

Source: UNESCO letter to JIU, ref. no. IM/JIU/82/129 of 2 July 1982.

50. Taking into account the negative features of indeterminate appointments and in view of the trends prevailing in UNESCO as well as in many other organizations of the United Nations system, illustrated in the following paragraphs, where the percentage of fixed-term contracts is continuously increasing and the percentage of permanent or indeterminate contracts is decreasing, the Inspectors believe that it would be worthwhile for the UNESCO legislative bodies to consider establishing new limitations for indeterminate appointments, replacing the present ceilings of 25 per cent and 44.6 per cent, established for this type of appointment in 1974, by new percentage ceilings at a lower level, which would correspond more realistically with the existing situation and trends in this matter.

E. Unlimited extensions of fixed-term contracts

51. UNESCO belongs to those organizations of the United Nations system in which the overwhelming majority of Professional staff are employed on fixed-term contracts. The percentage of Professional staff on fixed-term contracts in some organizations of the United Nations system was as follows: 16/

<u>Organization</u>	<u>Year (end)</u>		
	<u>1975</u>	<u>1978</u>	<u>1981</u>
IAEA	82	87	92
UNESCO	67	76	84
WHO	71	75	81
WMO	50	62	66
ICAO	47	44	51
United Nations	34	36	39
ITU	16	25	30

52. This trend in increasing the percentage of Professional staff employed on fixed-term contracts is based on the wishes expressed by Member States for a further improvement in the work of the Secretariats of these organizations and requirements for renewal of staff in view of frequent changes in programme priorities.

53. From these figures one can see that the percentage of staff employed under fixed-term contracts in UNESCO increased significantly. However, a consider-

16/ Document ICSC/16/R.17, Annex, para. 67 of 30 June 1982.

able number of staff members holding fixed-term contracts serve in UNESCO on a continuing basis by means of multiple extensions of their contracts. The length of service of staff members in the Professional category and above holding fixed-term contracts in the UNESCO Secretariat in posts subject to geographical distribution was as follows: 17/

	<u>1975</u>		<u>1982</u>
	%	No.	%
0 to 5 years	54.9	201	25.0
5 to 10 years	27.5	186	23.2
10 to 15 years	14.7	171	21.3
15 to 20 years	1.9	111	13.8
20 to 25 years	0.5	74	9.2
25 to 30 years	0.5	24	3.0
Over 30 years	-	36	4.5
	<u>100.0</u>	<u>803</u>	<u>100.0</u>

54. These figures indicate that the percentage share of staff members under fixed-term contracts who had served in UNESCO for more than 15 years increased from 2.9 per cent in 1975 to 30.5 per cent in 1982, i.e., more than a 10-fold growth. If this trend were to continue it would not be too long before almost all staff of the UNESCO Secretariat subject to geographical distribution were employed under indeterminate appointments and fixed-term contracts multiply extended to 20 years and over.

55. In its resolution 19 C/26.1(II), the General Conference invited the Director-General "to undertake a suitable renewal of staff in order to take into account new programme requirements and the need for equitable geographical and cultural distribution". The implementation of this resolution is directly connected with the practice of multiple extensions of fixed-term contracts which, in fact, might be considered to a certain extent as "permanent" if staff members serve under such extended fixed-term contracts up to retirement age.

56. The General Conference has, as is known, established certain limitations for granting indeterminate appointments (see paras. 46-47 above). However, unlimited extensions of fixed-term contracts might serve to circumvent the appropriate resolutions of the Conference and have negative repercussions on the implementation of the long-term over-all plan for the recruitment and renewal of the staff and the attainment of targets set forth by the General Conference and the Executive Board regarding equitable geographical distribution of staff.

57. In the Inspectors' view, consideration should be given to introducing some limitation on multiple extensions of fixed-term contracts, taking into account, of course, the substantive requirements of the Organization.

17/ 1975: A/36/432, Annex III.

1982: UNESCO letter to JIU, ref. no. IM/JIU/32/206 of 29 October 1982.

F. Extension of appointments beyond the age of retirement

58. The UNESCO Manual has established the following criteria for the extension of appointments beyond retirement age in exceptional circumstances:

"The criteria on which a decision is made as to whether it is in the interest of the Organization to retain a staff member beyond the age of 60 are indispensability and hardship". 18/

59. One can see that these criteria are very vague. The absence of a clear definition of the criteria concerning the extension of appointments of staff members beyond the age of retirement has resulted in recent years in a substantial increase in such appointments among Professional and above staff: 19/

1979	9 staff members
1980	15 staff members
1981	34 staff members.

60. Moreover, in the UNESCO Manual there is no limitation on the duration of such extensions as, for example, in the case of the United Nations where a maximum period of six months has been established for the extension of appointments beyond the age of retirement. As of August 1982, there were 64 officials among Professional and above staff in the UNESCO Secretariat (18 at Headquarters and 46 at other offices) whose contracts have been granted or extended beyond the age of 60. The duration of these extensions was as follows:

Up to 6 months	7 contracts
From " to 12 months	10 contracts
" 15 to 18 "	19 contracts
" 19 to 24 "	5 contracts
" 25 to 36 "	9 contracts
Over 36 months	14 contracts

These figures exclude five staff members over the age of 60 who have unclassified appointments and seven staff members in the General Service category. 20/

61. The practice of extending contracts of staff members beyond the age of retirement leads to additional difficulties in applying the principle of equitable geographical distribution of staff, because it prevents the recruitment of new staff members from unrepresented and under-represented countries, and it also limits the possibility of promotion of staff members. In view of this, the General Conference in resolution 19 C/25.1 invited the Director-General "not to extend the contracts of officials beyond retirement age, except in quite exceptional circumstances".

62. Taking into consideration the fact that the date of a staff member's retirement is known well in advance to all concerned, including PER and the substantive services, the Inspectors would like to suggest that the maximum period for extensions beyond the age of retirement should be not more than six months and only in quite exceptional cases when time is really needed for finding a suitable replacement in accordance with the long-term plan for the recruitment and renewal of staff. The recruitment process for senior posts should start one and a half years before the expiration date of related contracts in order to finalize the replacement procedure in due time

19/ UNESCO Manual, Item 2415.

19/ UNESCO rep. to JIU questionnaire, ref. no. TM/JIU/82/69, dated 29 March 1982.

20/ "Liste des Fonctionnaires qui auront 60 ans ou plus dans un an", UNESCO DTP, dated 26 August 1982.

G. Deficiencies in recruitment planning and procedures

63. The long-term over-all plan for the recruitment and renewal of staff and geographical distribution of staff adopted by the General Conference has played an important role in attaining established targets concerning equitable geographical distribution of posts in the UNESCO Secretariat. However, among the Secretariat officials concerned a view has been expressed that "this plan was intended merely as a guide, and that it could be nothing more in view of the relatively small number of posts for which staff had to be recruited". ^{21/} At the same time, some members of the Executive Board considered that "the plan should not be merely a guide. On the contrary, its implementation should be an absolute priority for the Secretariat if the aim was to ensure that optimum targets for 1982 would actually be attained". ^{22/} The Inspectors are in full agreement with such a consideration of the plan. They believe that its successful implementation would improve the geographical distribution of the staff of the Secretariat.

64. The recruitment part of the long-term plan is a very important part. The Bureau of Personnel uses a roster for finding suitable candidates. This roster in February 1982 contained 128 candidates from unrepresented and 4751 candidates from under-represented countries. Information on candidates contained in the roster is regularly up-dated and analysed by the substantive offices in their search for suitable candidates. However, PER was unable to provide JIU with exact statistics concerning roster candidates who have been appointed to geographic posts. In the Inspectors' opinion, such an important source of candidates as the roster administered by PER is used insufficiently by the substantive offices in their recruitment actions.

65. Another source of locating suitable candidates used by PER is recruitment missions. In 1977, 1979 and 1981, recruitment missions visited some countries of Eastern Europe and in the course of these visits interviewed 25 candidates in Bulgaria, 26 in Byelorussian SSR, 55 in Czechoslovakia, 53 in Hungary, 32 in Ukrainian SSR, 151 in USSR. In 1977 and 1978, recruitment missions visited Barbados, the Federal Republic of Germany and Japan and interviewed a number of candidates. Many of the candidates interviewed by these recruitment missions were found to be suitable for various vacant posts in the Secretariat. However, the number of these candidates appointed to the staff was tiny: Barbados - 1, Byelorussian SSR - 2, Czechoslovakia - 1, Hungary - 2, Japan - 1, Ukrainian SSR - 3, USSR - 9. ^{23/} Many of the above-mentioned countries visited by recruitment missions continued to be under-represented (Barbados, Byelorussian SSR, Japan, USSR) while others got only their minimum desirable range.

66. At sessions of the General Conference and of the Executive Board, Member States welcomed the practice of sending recruitment missions regularly and primarily to unrepresented and under-represented countries. The Inspectors support this practice, pursued by PER, and believe that the planning and follow-up

^{21/} Records of the General Conference, Twentieth session, Volume 2, Report of the Administrative Commission, para. 155.

^{22/} Ibid., para. 160.

^{23/} UNESCO letter to JIU, ref. no. IM/82/150, dated 10 August 1982.

of these missions should be improved and that more candidates found by these missions to be suitable should be considered positively for appointment to vacant posts in the Secretariat.

67. In order to increase the number of suitable candidates for posts in the Secretariat, especially nationals of recently admitted Member States, most of which are unrepresented or under-represented, the Bureau of Personnel has organized training courses. This is a move in the right direction. The Executive Board in one of its decisions on geographical distribution of staff invited the Director-General "to increase significantly the funds allocated to the trainee programme in the future". 24/ The Inspectors consider that the work of such training courses needs closer attention from PER, especially in the selection of appropriate students who might be potential candidates for vacant posts in the Secretariat.

68. One of the serious problems considered by Member States in the course of debates at sessions of the Executive Board and the General Conference on the implementation of the long-term recruitment plan was that of the slowness of the recruitment process. In most cases, this process takes a year or even longer from the date of issuing the vacancy announcement to the date of appointment of a selected candidate and his entry on duty. PER regularly analyses possibilities of shortening the recruitment procedures and some positive measures have been taken recently in this area. However, the Inspectors believe that there are still unused possibilities for shortening these procedures, in particular by way of introducing new computerized techniques for the main stages of the recruitment process.

24/ 108 EX/Decisions, 7.5.

IV. MAIN CONCLUSIONS AND RECOMMENDATIONS

A. Conclusions

69. The principle of equitable geographical distribution of the staff established by the Constitution of UNESCO and confirmed by numerous resolutions of the General Conference has not been fully observed by many offices and units of the Organization. As at 1 July 1982, there were 29 unrepresented and 38 under-represented Member States, which accounted for 42.7 per cent of the total membership of UNESCO, while a significant number of countries (20) continued to be over-represented in the Secretariat.

70. Due to continuous efforts made by Member States and the Director-General, the representation of developing countries (Groups III, IV and V) has in recent years improved. However, further energetic efforts are necessary to achieve the established objectives. On 1 July 1982, out of the 29 unrepresented countries 28 were developing countries and out of the 38 under-represented Member States 25 were developing countries.

71. There were some changes in the representation of western developed countries (Group I). The number of their nationals in the Secretariat increased from 245 in 1960 to 336 in 1982, although their percentage share of the total number of staff subject to geographical distribution decreased from 69.8 per cent to 42.4 per cent during that period. This group of Member States has continued to be well above their aggregate mid-point based on the actual total number of posts held.

72. A most serious situation concerning geographical distribution of the staff persists in respect of the countries of Eastern Europe (Group II). This group of Member States has always been under-represented, and during recent years the degree of under-representation of many countries of this group increased further. The percentage share of nationals of these countries in the Secretariat decreased from 7.7% of the total in 1960 to 6.9% in 1982.

73. There has in recent years been an improvement in the representation of developing countries in some sectors, bureaux and services (ED, CC, CPX, BB). However, in most organizational units of the Secretariat the leading position is occupied, as before, by nationals of western developed countries (Group I).

74. There has been also some improvement in the representation of developing countries in high-level posts, particularly at the levels of ADG, D-1 and P-5, although they continued to be under-represented in high-level posts subject to geographical distribution. Eastern European countries (Group II) are still greatly under-represented in high-level posts. The degree of representation of western developed countries (Group I) in high-level posts has decreased from 57.9% in 1973 to 42.2% in 1982, but they continued to be over-represented in those posts.

75. There are many factors hindering the effective application of the principle of equitable geographical distribution of staff. Among these factors are the following:

- a) Insufficient efforts to search, primarily in unrepresented and under-represented countries, for suitable candidates to fill vacant posts and the continuing practice of appointing nationals from over-represented countries to the staff;

- b) The use of indeterminate appointments;
- c) Unlimited extensions of fixed-term contracts;
- d) Extensions of contracts of staff members over the age of retirement (60 years);
- e) Deficiencies in recruitment planning and procedures.

76. The Inspectors believe that the strict and full implementation of Article VI, paragraph 4, of the UNESCO Constitution and the relevant resolutions of the General Conference concerning the equitable geographical distribution of staff is necessary to ensure that unrepresented and under-represented countries achieve their mid-point ranges and for improving the representation of Member States in all sectors, bureaux and services and in posts at all levels.

To this end, they suggest the following recommendations for consideration by the legislative bodies of UNESCO and the Director-General:

B. Recommendations

Recommendation 1. In order to accelerate the attainment of equitable geographical distribution of staff in the UNESCO Secretariat more energetic measures should be taken in searching for suitable candidates from unrepresented and under-represented countries. Apart from this, it is suggested that for the period 1983-1986 the legislative bodies of UNESCO might wish to decide that:

- a) A target of 60 per cent of all vacancies in geographical posts should be established for the appointment of candidates from unrepresented and under-represented Member States;
- b) The appointment of nationals of over-represented Member States should be permitted only in exceptional cases and on the understanding that such appointments will not result in increasing the degree of over-representation of these Member States. (Paragraph 30).

Recommendation 2. In accordance with the General Conference resolution 18 C/26.1, the principle of equitable geographical distribution should as far as practicable be observed by each sector, bureau and service. The composition of each organizational unit should include nationals of all geographic regions according to the established desirable ranges for regional groups of countries or, in the case of small units, nationals of each of the three main socio-cultural groups of Member States, i.e., Group I (Western developed countries), Group II (countries of Eastern Europe) and Groups III, IV and V (countries of Latin America, Asia and the Pacific and Africa). (Paragraphs 35-36).

Recommendation 3. In order to improve the representation of Member States in high-level posts (DDG - P.5), it is suggested that:

- a) In addition to quantitative desirable ranges, a system of weighted desirable ranges be introduced for each Member State, which would take into account the grades of geographical posts;
- b) To accelerate the attainment of equitable geographical distribution of staff in high-level posts, it would be advisable temporarily to avoid the

appointment to such posts of nationals from Member States which are over-represented in those posts. (Paragraph 41).

Recommendation 4. It would be worthwhile for the UNESCO legislative bodies to consider establishing new limitations on the granting of indeterminate appointments, replacing the present ceilings of 25 per cent of the holders of posts in the Professional category and 44.6% of the holders of posts subject to geographical distribution, introduced in 1974, by new percentage ceilings at a lower level, which would correspond more realistically to the existing situation and trends in this matter. (Paragraph 50).

Recommendation 5. Consideration should be given to introducing some limitation on multiple extensions of fixed-term contracts, taking into account the substantive requirements of the Organization. (Paragraph 57).

Recommendation 6. The maximum period for the extension of the term of active service beyond the age of retirement (60 years) should be not more than six months and only in exceptional cases, when time is needed for finding a suitable replacement. (Paragraph 62).

Recommendation 7. The planning and follow-up of recruitment missions should be improved and it is advisable that more candidates found by these missions to be suitable should be considered positively for appointment to vacant posts in the Secretariat. (Paragraph 66).

Recommendation 8. The Bureau of Personnel and the substantive sectors and offices concerned should take the necessary measures for shortening and simplifying the recruitment process. (Paragraph 68).

		1 July 1982							Stat- us
Date of admission		No. of posts held							
		DDG	ADG	D.2	D.1	P.5	P.4- P.1	Total	
<u>Group I (Western developed countries)</u>									
Australia	11.06.46					4	5	9	WR
Austria	13.08.48					4	1	5	WR
Belgium	29.11.46				3	4	7	14	OR
Canada	6.09.46					3	11	14	WR
Cyprus	9.02.61			1		2		3	WR
Denmark	20.09.46					1	2	3	WR
Finland	10.10.56					1	2	3	WR
France	29.06.46								
Germany F R of	11.07.51	1	3	6	13	31		54	OR
Greece	4.11.46		1		14	16		31	WR
Iceland	8.06.64					1		1	UR
Ireland	3.10.61					1	1	2	UR
Israel	16.09.49					2	1	3	WR
Italy	27.01.48					2		2	UR
Luxembourg	27.10.47			1	8	12		21	WR
Malta	11.02.65						2	2	UR
Monaco	6.07.49			1			2	3	WR
Netherlands	1.01.47						2	2	UR
New Zealand	6.03.46					4	4	8	WR
Norway	8.08.46					2	1	3	WR
Portugal	11.09.74							-	N
San Marino	13.11.74			1			1	2	UR
Spain	30.01.53							-	N
Sweden	23.01.53			1	1	6	10	18	OR
Switzerland	28.01.49				1	1	3	5	WR
Turkey	6.07.46	1		1	2	6		10	OR
United Kingdom	20.02.46			1	2	3		6	OR
United States	30.09.46	1	2	4	24	56		87	UR
		-	3	7	21	107	198	336	N - 2
Sub-total	No.	No. of M-s = 28							UR- 7
	No.	No. of M-S) 26							WR-14
	rep	represented)							OR- 5
<u>Group II (Countries of Eastern Europe)</u>									
Albania	16.10.58							-	N
Bulgaria	17.05.56					1	3	4	WR
Byelorussian SSR	12.05.54						2	2	UR
Czechoslovakia	5.10.46			1			1	2	UR
German Dem R	24.11.72			1	1			2	UR
Hungary	14.09.48					1	2	3	WR
Poland	6.11.46			1	1	3		5	WR
Romania	27.07.56			1				1	UR
Ukrainian SSR	12.05.54					4	2	6	WR
USSR	21.04.54	1		1	8	16		26	UR
Yugoslavia	31.03.51	1			2	1		4	WR
		-	2	-	5	18	30	55	N - 1
Sub-total	No.	No. of M-S = 11							UR- 5
	No.	No. of M-S) 10							WR- 5
	rep	represented)							OR- 0

Sources: 1960: 56 EX/30
1973: 92 EX/3.
1980: UNESCO
1982: 115 EX/.

		1 July 1982						Stat- us	
Date of admission	D	No. of posts held							
		ADG	D.2	D.1	P.5	P.4	Total		
						P.1			
<u>Group III (Countries of Latin America)</u>									
Argentina	15.09.48			3	5	4	12	OR	
Bahamas	23.04.81						-	N	
Barbados	24.10.68				1	1	2	UR	
Belize	10.05.82						-	N	
Bolivia	13.11.46					4	4	WR	
Brazil	14.10.46			2	1	4	7	WR	
Chile	7.07.53					2 2	4	WR	
Colombia	31.10.47			1	2	1	4	WR	
Costa Rica	19.05.50					1 2	3	WR	
Cuba	29.08.47					1 1	2	UR	
Dominica	9.01.79						-	N	
Dominican Rep.	2.07.46					1 2	3	WR	
Ecuador	22.01.47					1 3	4	WR	
El Salvador	28.04.48						3	WR	
Grenada	18.02.75						1	UR	
Guatemala	2.01.50						1	UR	
Guyana	22.03.67					1 4	5	WR	
Haiti	18.11.46		1			1 5	7	OR	
Honduras	16.12.47						1	UR	
Jamaica	7.11.62					2 2	4	WR	
Mexico	12.06.46					1 3	4	WR	
Nicaragua	22.02.52						1	UR	
Panama	10.01.51					1 3	4	WR	
Paraguay	20.06.55						3	WR	
Peru	21.11.46			1		1 3	5	WR	
St. Lucia	6.03.80					1	1	UR	
Surinam	16.07.76						-	N	
Trinidad and Tobago	2.11.62					2 1	3	WR	
Uruguay	8.11.47					1 3	4	WR	
Venezuela	25.11.46		1	1		1	3	WR	
Sub-total		No. of M-	-	2	8	26	59	95	
		No. of M-							N - 4
		represe							UR- 7
		resented)							WR-17
									OR- 2
<u>Group IV (Countries of Asia and the Pacific)</u>									
Afghanistan	4.05.48			1	1	3	5	WR	
Bangladesh	28.10.72				2	3	5	WR	
Bhutan	13.04.82						-	N	
Burma	27.06.49			1		4	5	WR	
China, P R of	13.09.46	1				3 5	9	WR	
India	12.06.46	1				9 6	16	OR	
Indonesia	27.05.50	1					2	UR	
Iran	6.09.48						5	WR	
Japan	2.07.51			3	2	22	27	UR	
Kampuchea, Dem.	3.07.51					2	2	UR	
Korea, Dem P R	19.10.74					1	1	UR	
Korea, Rep of	14.06.50					1	1	UR	
Lao, P Dem Rep.	9.07.51					1 1	2	WR	
Malasia	16.05.58			1	2	1	4	WR	
Maldives	18.07.80						-	N	
Mongolia	1.11.62						-	N	

1 July.1982									
Date of admission	Dx	No.of posts held							Stat- us
		DG	ADG	D.2	D.1	P.5	P.4- P.1	Total	
<u>Group IV (continued)</u>									
Nepal	1.05.53				1		4	5	WR
Pakistan	14.09.49					5	3	8	OR
Papua New Guinea	4.10.76							-	N
Philippines	21.11.46				1	1	3	5	WR
Samoa	3.04.81							-	N
Singapore	28.10.65						3	3	WR
Sri Lanka	14.11.49					4	3	7	OR
Thailand	1.01.49					1	2	3	WR
Tonga	25.09.80							-	N
Vietnam, S R of	6.07.51				1	1	1	3	WR
			-	3	-	9	32	74	118 N - 6
Sub-total			.of M-S = 26 .of M-S) oresented) 20						WR-11 OR- 3
<u>Group V (Countries of Africa)</u>									
Algeria	15.10.62		1		1	3	4	9	OR
Angola	11.03.77						1	1	UR
Bahrain	19.01.72							-	N
Benin	19.10.60					3	2	5	WR
Botswana	16.01.80							-	N
Burundi	16.11.62					1	3	4	WR
Cameroon, U R of	12.11.60					2	2	4	WR
Cape Verde	15.02.78						1	1	UR
Central Afr R	12.11.60						1	1	UR
Chad	23.12.60						1	1	UR
Comoras	22.03.77						1	1	UR
Congo	24.10.60		1			1	3	5	WR
Egypt	16.07.46				1	6	3	10	OR
Equatorial Guinea	29.11.80							-	N
Ethiopia	1.07.55					2	3	5	WR
Gabon	17.11.60						1	1	UR
Gambia	1.08.73						2	2	UR
Ghana	11.04.58						2	4	OR
Guinea	4.02.60					1	2	3	WR
Guinea-Bissau	1.11.74							-	N
Iraq	21.10.48				2	2	1	5	WR
Ivory Coast	28.10.60						5	5	WR
Jordan	14.06.50					6	3	9	OR
Kenya	7.04.64						4	4	WR
Kuwait	19.11.60							-	N
Lebanon	28.10.46					2	3	5	WR
Lesotho	2.10.67							-	N
Liberia	6.03.47						1	1	UR
Libyan Arab Jam	27.06.53					1		1	UR
Madagascar	12.11.60					2	2	4	WR
Malawi	28.10.64							-	N
Mali	8.11.60				1	1	3	5	WR
Mauritania	11.01.62						3	3	WR
Mauritius	25.10.68					2	3	5	WR
Mozambique	11.10.76							-	N

Date of admission		1 July 1982							No. of posts held		Stat-	
		M: DDG ADG D.2 D.1 P.5 P.4- Total us										
		t) P.1										
<u>Group V (continued)</u>												
Namibia	2.11.78										-	N
Niger	10.11.60								3	3	WR	
Nigeria	14.11.56											
Morocco	7.11.56				2	1			2	5	WR	
Oman	11.02.72								7	1	8	OR
Qatar	28.01.72											
Rwanda	7.11.62								1	1	UR	
Sao Tome + Principe	22.01.80								2	2	UR	
Saudi Arabia	30.04.46										-	N
Senegal	12.11.60										-	N
Seychelles	18.10.76				1	3			3	7	OR	
Sierra Leone	28.03.62										-	N
Somalia	15.11.60				1				4	5	WR	
Sudan	26.11.56								2	2	2	UR
Swaziland	25.01.78								6	2	8	OR
Syrian Arab R	16.11.46								1	1	1	UR
Togo	18.11.60		1		1	3				5	5	WR
Tunisia	7.11.56								1	5	6	OR
Uganda	9.11.62				1	5			2	8	OR	
Utd Arab Emirats	21.04.72								3	3	WR	
Utd Rep of Tanzania	7.03.62										-	N
Upper Volta	14.11.60				1	1			1	3	WR	
Yemen, Arab R	2.04.62		1			1			2	4	WR	
Yemen, P Dem R of	16.10.68										-	N
Zaire	26.11.60								3	3	WR	
Zambia	10.11.64		1						5	6	OR	
Zimbabwe	22.09.80								1	2	3	WR
											-	N
Sub-total				3	2	12	66	106	189	N	-16	
		No. of M-S = 62									UR-13	
		No. of M-S)									WR-23	
		represented) 46									OR-10	
<u>Others</u>												
Stateless									1		1	
GRAND TOTAL				11	11	55	250	467	794	N	-29	
		No. of M-S = 157									UR-38	
		No. of M-S)									WR-70	
		represented) 128									OR-20	

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY GROUPS OF COUNTRIES

Group of Member States	Year	No. of Member States	D.G. and Ex.0.	EP					ED			
				BEP	PGI	IM	BB	TOTAL	Off. ADG	IBE	IIIEP	TOTAL
1	2	3	4	5	6	7	8	9	10	11	12	13
Group I	1979	28	7	5	15	6	5	34	26	5	7	8
	1980	28	7	3	15	5	4	32	25	6	6	8
	1981	28	6	4	13	4	3	29	24	6	7	8
	1982	28	6	3	12	2	4	27	23	6	7	7
Group II	1979	11	-	1	1	-	-	3	9	-	1	2
	1980	11	-	-	1	-	-	3	6	-	1	2
	1981	11	-	-	1	-	-	3	6	1	1	2
	1982	11	-	-	2	-	-	3	4	1	1	2
Group III	1979	27	2	1	1	-	2	4	11	2	-	2
	1980	28	1	1	1	-	2	5	10	2	-	2
	1981	29	1	1	1	-	3	6	11	2	1	2
	1982	30	1	1	1	-	2	5	14	2	1	3
Group IV	1979	22	1	1	3	1	4	9	10	2	2	3
	1980	22	-	1	3	1	5	10	14	2	2	3
	1981	25	-	1	2	1	6	10	15	2	2	3
	1982	26	-	1	2	1	6	10	18	2	2	4
Group V	1979	58	1	1	-	-	1	4	28	2	-	6
	1980	61	1	1	-	-	4	8	25	2	-	6
	1981	62	1	1	1	1	3	9	29	2	1	7
	1982	62	1	1	1	2	2	8	30	2	1	7
TOTAL	1979	146	11	9	20	7	12	54	84	11	10	233
	1980	150	10	6	20	6	15	58	80	12	9	229
	1981	155	8	7	18	6	15	56	85	13	12	235
	1982	157	8	6	18	5	14	53	89	13	12	240
Others (Stateless)	1979											
	1980											
	1981											
	1982											
GRAND TOTAL	1979	146	11	9	20	7	12	54	84	11	10	233
	1980	150	10	6	20	6	15	58	80	12	9	229
	1981	155	8	7	18	6	15	56	85	13	12	235
	1982	157	8	6	18	5	14	53	89	13	12	240

Sources: 1979: 108 EX/36, Annex II, dated 17 August 1979.
1980: 21 C/52, Annex, Table II, dated 1 September 1980.
1981: 113 EX/28, Annex, Table II, dated 3 September 1981.
1982: 115 EX/25, Annex, Table II, dated 12 August 1982.

Annex II

TRIBUTION IN SECTORS, BUREAUX AND SERVICES
AS OF 1 JULY OF EACH YEAR)

SC		SS		CC		CPX		ADM						PRS		Grand Total
Off. ADG.	TOTAL	Off. ADG.	TOTAL	Off. ADG.	TOTAL	Off. ADG.	TOTAL	Off. ADG.	BOC	PER	GES	DTR	TOTAL	Off. ADG.	TOTAL	
14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
19	64	2	22	6	36	8	33	-	13	17	8	4	42	1	69	394
17	61	2	22	5	33	9	31	-	14	20	7	5	46	1	63	379
16	61	1	21	5	27	9	29	1	13	18	7	5	44	1	58	355
13	57	1	20	5	26	10	27	2	14	15	7	4	42	1	56	336
2	14	-	4	-	5	3	6	-	-	2	-	-	2	-	7	68
2	13	-	1	-	5	2	3	-	1	1	-	1	3	-	7	56
2	14	-	3	-	4	2	3	-	1	-	-	1	2	1	7	59
1	14	-	1	-	4	2	3	-	1	1	-	1	3	-	7	55
5	7	-	4	6	13	8	17	-	-	6	-	1	7	1	12	89
5	7	1	5	6	13	8	16	-	-	4	-	-	4	1	12	88
4	6	1	5	6	11	7	18	-	-	4	2	1	7	-	13	91
2	4	1	5	6	15	4	14	1	-	3	2	1	7	-	12	95
6	14	1	9	4	12	-	8	1	1	3	-	1	6	-	7	98
7	16	3	10	5	16	1	9	1	1	2	1	1	6	-	8	111
7	16	3	11	6	17	-	8	-	1	2	1	1	5	-	10	115
6	14	2	11	8	19	-	8	-	1	3	1	1	6	-	9	118
8	16	2	7	3	13	5	20	1	3	4	2	-	10	-	10	147
9	15	1	6	3	14	6	21	2	2	5	2	-	11	-	15	155
9	19	1	7	3	15	7	24	1	3	6	2	-	12	-	16	173
10	22	2	9	3	17	7	26	1	3	8	2	-	14	1	20	189
40	115	5	46	19	79	25	86	2	17	32	10	6	67	2	105	796
40	112	7	44	19	81	26	80	3	18	32	10	7	70	2	105	789
38	116	6	47	20	74	25	82	2	18	30	12	8	70	2	104	793
32	111	6	46	22	81	23	78	4	19	30	12	7	72	2	104	793
														1		1
														1		1
														1		1
														1		1
40	115	5	46	19	79	25	86	2	17	32	10	6	67	2	106	797
40	112	7	44	19	81	26	80	3	18	32	10	7	70	2	106	790
38	116	6	47	20	74	25	82	2	18	30	12	8	70	2	105	794
32	111	6	46	22	81	23	78	4	19	30	12	7	72	2	105	794

Annex III

STAFF IN SENIOR AND POLICY-FORMULATING POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY REGIONAL GROUPS OF COUNTRIES

Group of Member States	Year	No. of Member States	Number of posts held						% of Grand Total	Mid-point desirable range for group		Over M(+) Under M(-) (9)-(11)	*/
			DDG	ADG	D-2	D-1	P-5	Total		No. of P-5 and above	% of Grand Total		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	
Group I	1973	26	1	2	11	28	111	153	57.9	134	51.1	+19	
	1980	28	1	2	9	28	108	148	46.5	114	36.1	+34	
	1982	28	-	3	7	21	107	138	42.2	116	35.4	+22	
Group II	1973	11	-	1	3	9	14	27	10.2	39	15.1	-12	
	1980	11	-	2	3	8	14	27	8.5	35	10.8	-8	
	1982	11	-	2	-	5	18	25	7.6	33	10.0	-8	
Group III	1973	24	-	1	1	5	20	27	10.2	20	7.6	+7	
	1980	27	-	1	2	5	28	36	11.3	37	11.7	-1	
	1982	30	-	-	2	8	26	36	11.0	41	12.8	-5	
Group IV	1973	20	-	-	1	8	12	21	7.9	37	13.2	-16	
	1980	22	-	3	1	8	28	40	12.7	52	16.1	-12	
	1982	26	-	3	-	9	32	44	13.6	51	15.7	-7	
Group V	1973	49	-	2	2	4	27	35	13.4	33	12.6	+2	
	1980	59	-	1	3	9	53	66	20.7	79	25.0	-13	
	1982	62	-	3	2	12	66	83	25.3	85	25.8	-2	
Total	1973	130	1	6	18	54	184	263	99.6	263	99.6	0	
	1980	147	1	9	18	58	231	317	99.7	317	99.7	0	
	1982	157	-	11	11	55	249	326	99.7	326	99.7	0	
Others (Stateless)	1973		-	-	-	-	1	1	0.4	1	0.4		
	1980		-	-	-	-	1	1	0.3	1	0.3		
	1982		-	-	-	-	1	1	0.3	1	0.3		
Grand Total	1973	130	1	6	18	54	185	264	100.0	264	100.0	0	
	1980	147	1	9	18	58	232	318	100.0	318	100.0	0	
	1982	157	-	11	11	55	250	327	100.0	327	100.0	0	

Sources: 1973 (as of 31 March): 92 EX/34, Annex I, dated 20 April 1973.

1980 (as of 1 January): UNESCO letter to JIU, ref.no. IM/JIU/82/69, dated 29 March 1982.

1982 (as of 1 July): 115 EX/25, Annex, Table I, dated 12 August 1982.

Notes: */ M - Mid-point desirable range for groups of countries in No. of P-5 and above posts as apportioned to the desirable ranges for each group.