

Human resources: annual report

Report by the Secretariat

CORRIGENDUM

Kindly note the following amendments:

1. Paragraph 8 should read:

8. As of September 2007, 105 countries were within their desirable range including five at the top of their range of representation); 42 countries (including two Associate Members) were unrepresented, 9 were underrepresented and 39 were overrepresented (see Table 4). Table 5 gives details of the status of representation of countries, by region (the data excludes staff in posts funded by the country of their nationality). The following changes have taken place since the annual report as at 30 September 2006:

- two countries that were unrepresented (Swaziland and Timor-Leste) are now within their desirable range of representation;
- two countries that were underrepresented (Germany and Viet Nam) are now within their desirable range of representation;
- one country that was overrepresented (Sweden) is now within its desirable range of representation;
- three countries that were previously within their desirable range of representation (Bahamas, Lao People's Democratic Republic and Luxembourg) are now unrepresented;
- three countries that were previously within their desirable range of representation (Austria, Mexico and Singapore) are now underrepresented;
- five countries that were within their desirable range of representation (Benin, Democratic Republic of the Congo, Malaysia, New Zealand and South Africa) are now overrepresented.

2. Tables 4 and 5 should be replaced with the attached texts.

TABLE 4. SUMMARY OF COUNTRIES NOT WITHIN RANGE BY REGION AS AT 30 SEPTEMBER 2007

(Note: countries not listed are within range)

Region	Unrepresented countries		Underrepresented countries	Overrepresented countries	
Africa	Comoros Lesotho Seychelles		–	Benin Burkina Faso Cameroon Congo Côte d'Ivoire Democratic Republic of the Congo Ethiopia Ghana	Kenya Malawi Nigeria Rwanda Senegal South Africa Uganda Zambia Zimbabwe
The Americas	Antigua and Barbuda Bahamas Barbados Belize Dominica Grenada	Puerto Rico* Saint Kitts and Nevis Saint Lucia Saint Vincent and the Grenadines Suriname	Mexico United States of America	Canada Colombia	
South-East Asia	–		–	India Myanmar	Sri Lanka Thailand
Europe	Andorra Bosnia and Herzegovina Luxembourg Monaco Montenegro San Marino	Tajikistan The former Yugoslav Republic of Macedonia Uzbekistan	Austria Israel	Belgium Denmark France Ireland Italy	Netherlands Switzerland United Kingdom of Great Britain and Northern Ireland
Eastern Mediterranean	Kuwait Oman	Qatar United Arab Emirates	Saudi Arabia	Egypt Lebanon	Sudan Tunisia
Western Pacific	Brunei Darussalam Cook Islands Kiribati Lao People's Democratic Republic Marshall Islands Micronesia (Federated States of)	Nauru Niue Palau Papua New Guinea Samoa Tokelau* Tonga Tuvalu Vanuatu	China Japan Republic of Korea Singapore	Australia Malaysia New Zealand Philippines	

* Associate Member.

TABLE 5a. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007

African Region

Country	Range	Staff by grade and sex													
		P1		P2		P3		P4		P5		P6/D1		D2	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F
Algeria	2-10					1		2	1	3		2			
Angola	1-8					1		2		1		1		1	
Benin	1-8					1		3		1	2	2			
Botswana	1-8			1						1	1				
Burkina Faso	1-8			1	1	2	2	2	1	4		2			
Burundi	1-8							1		3	2	1			
Cameroon	1-8			1	2	2		1		4	1		1		
Cape Verde	1-7									1	1				
Central African Republic	1-8							2		1		1			
Chad	1-8				1	1		1		1					
Comoros	1-7														
Congo	1-8			7		3				1	0	1			
Côte d'Ivoire	1-8			1		2		1		4	2		1		
Democratic Republic of the Congo	2-12			1				5		5			1	2	
Equatorial Guinea	1-7							1				1			
Eritrea	1-8			1				2							
Ethiopia	2-12				1		2	5	2	4	1		2		
Gabon	1-8				1	2	1			1					
Gambia	1-8			2				2		2		1			
Ghana	1-8			1			1	2	3	3	2	2		1	
Guinea	1-8			1				2		3		1	1		
Guinea-Bissau	1-8									1	1				
Kenya	1-10				1	2	3	3	4	3	2	2			

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Lesotho	1-8																	0	0	0
Liberia	1-8					1				1								1	1	2
Madagascar	1-8			1	1		2	2										3	3	6
Malawi	1-8							2	1	5	1							7	2	9
Mali	1-8							2		4		1		1				7	1	8
Mauritania	1-8			1				2		3								6	0	6
Mauritius	1-8			1	0	1	1	1				1						4	1	5
Mozambique	1-8									2	1							2	1	3
Namibia	1-8							1	1	1								2	1	3
Niger	1-8						1	1	1	3		1						5	2	7
Nigeria	4-14			1		2		5	1	5	2	3	1					16	4	20
Rwanda	1-8				1			3		5		1						9	1	10
Sao Tome and Principe	1-7			1				1										2	0	2
Senegal	1-8					1		2	2	4	4	1		2				8	8	16
Seychelles	1-7																	0	0	0
Sierra Leone	1-8							1	1	1								2	1	3
South Africa	4-11							1	2	8	2	1				1		9	6	15
Swaziland	1-7			1														1	0	1
Togo	1-8					2		1		2		2						7	0	7
Uganda	1-8					1		4	1	7	1	1		1				13	3	16
United Republic of Tanzania	1-10						1	2	3	2		1						4	5	9
Zambia	1-8				1			2	2	4	1	1						7	4	11
Zimbabwe	1-8			1	2	1		2	1	3	1	2						9	4	13
Total – African Region		0	0	24	12	26	14	72	27	106	29	30	10	3	3	2	1	263	96	359

M – male, F – female.

TABLE 5b. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007

Region of the Americas

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Antigua and Barbuda	1-7																	0	0	0
Argentina	9-16						4	1		2				1			1	5	4	9
Bahamas	1-7																	0	0	0
Barbados	1-7																	0	0	0
Belize	1-7																	0	0	0
Bolivia	1-8				1			2										2	1	3
Brazil	21-29						2		2	8	7	3	4	1	1			14	14	28
Canada	19-26				1		4	3	7	3	7	5	3	1	1		1	23	13	36
Chile	2-9				1			1	1		3		1					3	5	8
Colombia	3-10							6	4	2	1		1					9	5	14
Costa Rica	1-8				1			2										2	1	3
Cuba	1-8						1		3		1							5	0	5
Dominica	1-7																	0	0	0
Dominican Republic	1-8							1	2		1		1					2	3	5
Ecuador	1-8				2			2	2									4	2	6
El Salvador	1-8							1	1									1	1	2
Grenada	1-7																	0	0	0
Guatemala	1-8							1		2								3	0	3
Guyana	1-7						1	2		1								2	2	4
Haiti	1-8							1										1	0	1
Honduras	1-8							1		1								1	1	2
Jamaica	1-8							1										1	0	1
Mexico	11-17						2	2	2	1	1		1		1			5	5	10
Nicaragua	1-8							1	2									1	2	3

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Panama	1-8						1											1	0	1
Paraguay	1-8						2	1										2	1	3
Peru	2-10						4	1			1							5	1	6
Puerto Rico*	1-8																	0	0	0
Saint Kitts and Nevis	1-7																	0	0	0
Saint Lucia	1-7																	0	0	0
Saint Vincent and the Grenadines	1-7																	0	0	0
Suriname	1-7																	0	0	0
Trinidad and Tobago	1-8						1		1	1								1	2	3
United States of America	142-193			2		10	8	15	21	37	24	12	2	2	2	2		78	59	137
Uruguay	1-8							2		1	1							3	1	4
Venezuela (Bolivarian Republic of)	2-9							2		1		1						2	2	4
Total – Region of the Americas		0	0	3	5	15	17	63	52	61	44	25	4	6	2	3	1	176	125	301

* Associate Member.

M – male, F – female.

TABLE 5c. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007

South-East Asia Region

Country	Range	Staff by grade and sex											
		P1		P2		P3		P4		P5		P6/D1	
		M	F	M	F	M	F	M	F	M	F	M	F
Bangladesh	4-14					1		3		2	0	1	1
Bhutan	1-8									1	1	1	
Democratic People's Republic of Korea	1-8									1			
India	27-38			3	2	8	2	6	5	11	7	5	
Indonesia	7-14					1		2		2	4	1	1
Maldives	1-7							1				1	
Myanmar	2-10							1	3	2	2	3	1
Nepal	1-8									2		3	
Sri Lanka	1-8			1	1			2	1	2	1	1	1
Thailand	4-12							1	3	3	3	1	1
Timor-Leste	1-7							1					
Total – South-East Asia Region		0	0	4	3	9	3	17	12	26	18	16	4

M – male, F – female.

TABLE 5d. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007
European Region

Country	Range	Staff by grade and sex											All professional staff											
		P1		P2		P3		P4		P5		P6/D1				D2		Ungraded						
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total						
Albania	1-8				1													0	1	1				
Andorra	1-7																	0	0	0				
Armenia	1-8						1		1				1					2	1	3				
Austria	7-14									2		2		2				4	2	6				
Azerbaijan	1-8						1			2								3	0	3				
Belarus	1-8										1							1	0	1				
Belgium	9-15							1		6	2		8	4		6		2			22	7	29	
Bosnia and Herzegovina	1-8																		0	0	0			
Bulgaria	1-8						1			2	2			1					3	3	6			
Croatia	1-8						1	1			1		1						2	2	4			
Cyprus	1-7											1							1	0	1			
Czech Republic	2-9										1		2						2	1	3			
Denmark	6-12															4		1			12	5	17	
Estonia	1-8											1		1						2	0	2		
Finland	4-11							1		1	3		3	3						4	7	11		
France	42-58															6	4	1		1	1	51	32	83
Georgia	1-8												1	1		1			1			2	2	4
Germany	63-86		2					2	7		11	7		21	12		2			1		38	27	65
Greece	4-11											1		3								3	1	4
Hungary	1-8										1	1		1								2	1	3
Iceland	1-7															1						1	0	1
Ireland	3-9															2		2				9	9	18
Israel	3-10													2								0	2	2
Italy	34-47															7		5				44	13	57
Kazakhstan	1-8											2										0	2	2
Kyrgyzstan	1-8											1										0	1	1
Latvia	1-8												1	1								1	1	2
Lithuania	1-8										1			1								1	1	2
Luxembourg	1-8																					0	0	0

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Malta	1-7							1	1									1	1	2
Monaco	1-7																	0	0	0
Montenegro	1-7																	0	0	0
Netherlands	13-20				1	1	1	7	4	16	4	5	1	1				30	11	41
Norway	5-12				1		1		3		2	1						1	7	8
Poland	4-11							1		4	2							5	2	7
Portugal	4-10						1		2	2								2	3	5
Republic of Moldova	1-8						1		1									0	2	2
Romania	1-8								1		1							0	2	2
Russian Federation	12-19				2		1	7	1	7	1	1				1		16	5	21
San Marino	1-7																	0	0	0
Serbia	1-7								1		1							0	2	2
Slovakia	1-8									1								1	0	1
Slovenia	1-8																	0	1	1
Spain	18-26				1	1		1	5	4	4	1	2		1			7	13	20
Sweden	8-14						2		2	4	4			1		1		6	8	14
Switzerland	9-16				1	2	6	3	3	4	5	3		1				15	13	28
Tajikistan	1-8																	0	0	0
The former Yugoslav Republic of Macedonia	1-8																	0	0	0
Turkey	5-12					1			1	2	3	1						4	4	8
Turkmenistan	1-8				1		1											1	1	2
Ukraine	2-10				1			1	1									1	2	3
United Kingdom of Great Britain and Northern Ireland	37-51	1			2	5	8	11	10	13	13	6	2	4	3	1		41	38	79
Uzbekistan	1-10																	0	0	0
Total – European Region		3	0	4	19	31	45	78	75	157	78	48	10	16	6	4	2	341	236	577

M – male, F – female.

TABLE 5e. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007

Eastern Mediterranean Region

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Afghanistan	1-8					2		1				1						3	1	4
Bahrain	1-7									1		1						0	2	2
Djibouti	1-7									1		1						2	0	2
Egypt	3-12			1	3	2	1	2	4	2	4							7	12	19
Iran (Islamic Republic of)	4-12					1		1		4	2							6	2	8
Iraq	2-9							2		2					1			5	0	5
Jordan	1-8					1		1	1	1		2	1					5	2	7
Kuwait	1-8																	0	0	0
Lebanon	1-8						1	2	1	1	4		1					3	7	10
Libyan Arab Jamahiriya	1-8											1						1	0	1
Morocco	1-10							1		2		3						6	0	6
Oman	1-8																	0	0	0
Pakistan	5-14							3		7		2						12	0	12
Qatar	1-7																	0	0	0
Saudi Arabia	5-11								1			1			1			2	1	3
Somalia	1-8								1	3		1		1				5	1	6
Sudan	1-10					2		1	2	6		3						12	2	14
Syrian Arab Republic	1-8								1	3		1						4	1	5
Tunisia	1-8					1	2		3	1		4						6	5	11
United Arab Emirates	2-8																	0	0	0
Yemen	1-8							2				2						4	0	4
Total – Eastern Mediterranean Region		0	0	1	3	9	4	15	15	33	11	22	3	1	0	2	0	83	36	119

M – male, F – female.

TABLE 5f. STATUS OF REPRESENTATION OF COUNTRIES AS AT 30 SEPTEMBER 2007

Western Pacific Region

Country	Range	Staff by grade and sex																			
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff			
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total			
Australia	12-19				1		2		8	5	7	7	3	2	2		1		23	15	38
Brunei Darussalam	1-7																		0	0	0
Cambodia	1-8								1		1								2	0	2
China	40-55						2		2	3	6	3	2				1	1	11	9	20
Cook Islands	1-7																		0	0	0
Fiji	1-7										1								1	0	1
Japan	121-166					1	4		7	5	10	4	2		1	1	2		23	14	37
Kiribati	1-7																		0	0	0
Lao People’s Democratic Republic	1-8																		0	0	0
Malaysia	3-9						1		2	4	2	1	1	1					5	7	12
Marshall Islands	1-7																		0	0	0
Micronesia (Federated States of)	1-7																		0	0	0
Mongolia	1-8						1		1		1								2	1	3
Nauru	1-7																		0	0	0
New Zealand	2-9						1			2	3	4			1				5	6	11
Niue	1-7																		0	0	0
Palau	1-7																		0	0	0
Papua New Guinea	1-8																		0	0	0
Philippines	3-12				3	1		5	7	3	3	1		1	2	1			14	13	27
Republic of Korea	15-21								4	2				1					5	2	7
Samoa	1-7																		0	0	0
Singapore	3-10								1										1	0	1
Solomon Islands	1-7										1								1	0	1

Country	Range	Staff by grade and sex																		
		P1		P2		P3		P4		P5		P6/D1		D2		Ungraded		All professional staff		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
Tokelau*	1-7																	0	0	0
Tonga	1-7																	0	0	0
Tuvalu	1-7																	0	0	0
Vanuatu	1-7																	0	0	0
Viet Nam	3-12							2		1								1	2	3
Total – Western Pacific Region		0	0	3	2	9	15	29	26	34	19	10	5	5	1	4	1	94	69	163

* Associate Member.

M – male, F – female.