



WORLD HEALTH ORGANIZATION

FIFTY-THIRD WORLD HEALTH ASSEMBLY
Provisional agenda item 14.2

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Human resources: annual report

Geographical representation

Report by the Secretariat

1. This document contains the following tabulated information to complement the human resources annual report:¹

Table 1 Comparison of countries' status under their desirable ranges

Table 2 Evolution of geographical representation in posts subject to geographical distribution (September 1996 to end 1999).

2. The desirable ranges were calculated according to the formula set out below. Further to resolution WHA50.15 (1997) on geographical representation for the recruitment of international staff in WHO, the number of posts used in the calculation is set at 1450.

- Total number of posts: 1450
- Membership: 3.0208333 posts per country (total 580 posts)
- Contribution: 7.975 posts for each 1% contributed (total 797.50 posts)
- Population: 0.0123280 posts for each 1 million population (total 72.50 posts; total population: 5 966 225 000)
- Upper and lower limits of each desirable range: increase and decrease mid-point by 15% or 2.5781 posts, whichever is greater.

The resulting upper and lower figures are rounded respectively up and down to the nearest whole figure, subject to a minimum upper limit of 8 and a minimum lower limit of 1.

¹ Document A53/23.

**TABLE 1. COMPARISON OF COUNTRIES' STATUS UNDER THEIR
DESIRABLE RANGES**

Country	Assessment (%)	Population (millions)	Number of staff end 1999	Desirable range		Status end 1999	Status January 2000
				December 1999	January 2000		
Afghanistan	0.003	21.923	2	1-8	1-8	=	=
Albania	0.003	3.113	1	1-8	1-8	=	=
Algeria	0.085	30.774	3	2-8	1-8	=	=
Andorra	0.004	0.075	0	1-8	1-8	0	0
Angola	0.010	12.479	1	1-8	1-8	=	=
Antigua and Barbuda	0.002	0.067	0	1-8	1-8	0	0
Argentina	1.085	36.577	6	4-10	9-15	=	-
Armenia	0.006	3.525	2	1-8	1-8	=	=
Australia	1.459	18.705	22	12-18	12-18	+	+
Austria	0.927	8.177	5	7-13	7-14	-	-
Azerbaijan	0.011	7.697	0	1-8	1-8	0	0
Bahamas	0.015	0.301	1	1-8	1-8	=	=
Bahrain	0.017	0.606	2	1-8	1-8	=	=
Bangladesh	0.010	126.947	6	2-8	2-8	=	=
Barbados	0.008	0.269	2	1-8	1-8	=	=
Belarus	0.056	10.274	0	2-8	1-8	0	0
Belgium	1.086	10.152	19	8-14	9-15	+	+
Belize	0.001	0.235	1	1-8	1-8	=	=
Benin	0.002	5.937	5	1-8	1-8	=	=
Bhutan	0.001	2.064	0	1-8	1-8	0	0
Bolivia	0.007	8.142	2	1-8	1-8	=	=
Bosnia and Herzegovina	0.005	3.839	0	1-8	1-8	0	0
Botswana	0.010	1.597	2	1-8	1-8	=	=
Brazil	1.447	167.988	26	15-21	14-20	+	+
Brunei Darussalam	0.020	0.322	0	1-8	1-8	0	0
Bulgaria	0.011	8.279	1	1-8	1-8	=	=
Burkina Faso	0.002	11.616	5	1-8	1-8	=	=
Burundi	0.001	6.565	3	1-8	1-8	=	=
Cambodia	0.001	10.945	0	1-8	1-8	0	0
Cameroon	0.013	14.693	5	1-8	1-8	=	=
Canada	2.688	30.857	38	23-32	21-29	+	+
Cape Verde	0.002	0.418	1	1-8	1-8	=	=
Central African Republic	0.001	3.550	1	1-8	1-8	=	=
Chad	0.001	7.458	4	1-8	1-8	=	=
Chile	0.134	15.019	5	1-8	1-8	=	=
China	0.979	1 266.83	12	20-28	22-31	-	-
Colombia	0.107	41.564	8	1-8	1-8	=	=
Comoros	0.001	0.676	0	1-8	1-8	0	0
Congo	0.003	2.864	11	1-8	1-8	+	+
Cook Islands	0.001	0.019	0	1-8	1-8	0	0
Costa Rica	0.016	3.933	2	1-8	1-8	=	=
Côte d'Ivoire	0.009	14.526	7	1-8	1-8	=	=
Croatia	0.029	4.477	1	1-8	1-8	=	=
Cuba	0.024	11.160	8	1-8	1-8	=	=

0 unrepresented; - under-represented; = adequately represented; + over-represented; N/A not applicable

Country	Assessment (%)	Population (millions)	Number of staff end 1999	Desirable range		Status end 1999	Status January 2000
				December 1999	January 2000		
Cyprus	0.033	0.778	0	1-8	1-8	0	0
Czech Republic	0.105	10.262	1	2-8	1-8	-	=
Democratic People's Republic of Korea	0.015	23.702	2	1-8	1-8	=	=
Democratic Republic of the Congo	0.007	50.335	9	1-8	1-8	+	+
Denmark	0.681	5.282	10	6-12	5-12	=	=
Djibouti	0.001	0.629	1	1-8	1-8	=	=
Dominica	0.001	0.071	0	1-8	1-8	0	0
Dominican Republic	0.015	8.364	3	1-8	1-8	=	=
Ecuador	0.020	12.411	1	1-8	1-8	=	=
Egypt	0.064	67.226	6	1-8	1-8	=	=
El Salvador	0.012	6.154	4	1-8	1-8	=	=
Equatorial Guinea	0.001	0.442	1	1-8	1-8	=	=
Eritrea	0.001	3.719	2	1-8	1-8	=	=
Estonia	0.012	1.412	1	1-8	1-8	=	=
Ethiopia	0.006	61.095	7	1-8	1-8	=	=
Fiji	0.004	0.806	3	1-8	1-8	=	=
Finland	0.534	5.165	8	5-11	4-10	=	=
France	6.440	58.886	49	45-63	46-64	=	=
Gabon	0.015	1.197	2	1-8	1-8	=	=
Gambia	0.001	1.268	4	1-8	1-8	=	=
Georgia	0.007	5.006	1	1-8	1-8	=	=
Germany	9.699	82.178	34	63-87	69-94	-	-
Ghana	0.007	19.678	13	1-8	1-8	+	+
Greece	0.345	10.626	4	3-9	3-9	=	=
Grenada	0.001	11.090	1	1-8	1-8	=	=
Guatemala	0.018	0.855	2	1-8	1-8	=	=
Guinea	0.003	7.360	4	1-8	1-8	=	=
Guinea-Bissau	0.001	1.187	1	1-8	1-8	=	=
Guyana	0.001	0.855	4	1-8	1-8	=	=
Haiti	0.002	8.087	1	1-8	1-8	=	=
Honduras	0.003	6.316	3	1-8	1-8	=	=
Hungary	0.118	10.076	3	1-8	1-8	=	=
Iceland	0.031	0.279	1	1-8	1-8	=	=
India	0.294	998.056	20	14-20	14-21	=	=
Indonesia	0.185	209.255	10	4-10	4-10	=	=
Iran (Islamic Republic of)	0.158	66.796	6	4-10	2-8	=	=
Iraq	0.031	22.450	1	1-8	1-8	=	=
Ireland	0.220	3.705	10	2-8	2-8	+	+
Israel	0.344	6.101	3	2-8	3-9	=	=
Italy	5.350	57.343	29	38-52	39-54	-	-
Jamaica	0.006	2.560	1	1-8	1-8	=	=
Japan	20.244	126.505	41	108-147	141-191	-	-
Jordan	0.006	6.482	5	1-8	1-8	=	=
Kazakhstan	0.047	16.269	0	2-8	1-8	0	0
Kenya	0.007	29.549	6	1-8	1-8	=	=
Kiribati	0.001	0.082	0	1-8	1-8	0	0
Kuwait	0.126	1.897	1	1-8	1-8	=	=

0 unrepresented; - under-represented; = adequately represented; + over-represented; N/A not applicable

Country	Assessment (%)	Population (millions)	Number of staff end 1999	Desirable range		Status end 1999	Status January 2000
				December 1999	January 2000		
Kyrgyzstan	0.006	4.669	0	1-8	1-8	0	0
Lao People's Democratic Republic	0.001	5.297	1	1-8	1-8	=	=
Latvia	0.017	2.389	1	1-8	1-8	=	=
Lebanon	0.016	3.236	6	1-8	1-8	=	=
Lesotho	0.002	2.108	1	1-8	1-8	=	=
Liberia	0.002	2.930	0	1-8	1-8	0	0
Libyan Arab Jamahiriya	0.122	5.471	1	2-8	1-8	-	=
Lithuania	0.015	3.682	2	1-8	1-8	=	=
Luxembourg	0.067	0.426	2	1-8	1-8	=	=
Madagascar	0.003	15.497	2	1-8	1-8	=	=
Malawi	0.002	10.640	2	1-8	1-8	=	=
Malaysia	0.180	21.830	4	1-8	2-8	=	=
Maldives	0.001	0.278	3	1-8	1-8	=	=
Mali	0.002	10.960	4	1-8	1-8	=	=
Malta	0.014	0.386	2	1-8	1-8	=	=
Marshall Islands	0.001	0.062	0	1-8	1-8	0	0
Mauritania	0.001	2.598	6	1-8	1-8	=	=
Mauritius	0.009	1.150	3	1-8	1-8	=	=
Mexico	0.979	97.365	8	7-14	9-15	=	-
Micronesia (Federated States of)	0.001	0.116	0	1-8	1-8	0	0
Monaco	0.004	0.033	0	1-8	1-8	0	0
Mongolia	0.002	2.621	1	1-8	1-8	=	=
Morocco	0.040	27.867	4	1-8	1-8	=	=
Mozambique	0.001	19.286	3	1-8	1-8	=	=
Myanmar	0.008	45.059	10	1-8	1-8	+	+
Namibia	0.007	1.695	0	1-8	1-8	0	0
Nauru	0.001	0.011	0	1-8	1-8	0	0
Nepal	0.004	23.385	9	1-8	1-8	+	+
Netherlands	1.606	15.735	23	13-19	13-19	+	+
New Zealand	0.217	3.828	7	2-8	2-8	=	=
Nicaragua	0.001	4.938	2	1-8	1-8	=	=
Niger	0.002	10.400	4	1-8	1-8	=	=
Nigeria	0.031	108.945	12	2-8	1-8	+	+
Niue	0.001	0.002	0	1-8	1-8	0	0
Norway	0.600	4.442	11	4-11	5-11	=	=
Oman	0.050	2.460	0	1-8	1-8	0	0
Pakistan	0.058	152.331	6	2-8	2-8	=	=
Palau	0.001	0.019	0	1-8	1-8	0	0
Panama	0.013	2.812	3	1-8	1-8	=	=
Papua New Guinea	0.007	4.702	0	1-8	1-8	0	0
Paraguay	0.014	5.358	3	1-8	1-8	=	=
Peru	0.097	25.230	4	1-8	1-8	=	=
Philippines	0.080	74.454	16	1-8	1-8	+	+
Poland	0.193	38.740	5	3-9	2-8	=	=
Portugal	0.424	9.873	1	2-8	3-10	-	-

0 unrepresented; - under-represented; = adequately represented; + over-represented; N/A not applicable

Country	Assessment (%)	Population (millions)	Number of staff end 1999	Desirable range		Status end 1999	Status January 2000
				December 1999	January 2000		
Puerto Rico ¹	0.001	3.839	0	1-8	1-8	0	0
Qatar	0.032	0.589	0	1-8	1-8	0	0
Republic of Korea	0.990	46.480	6	7-13	8-15	-	-
Republic of Moldova	0.010	4.380	0	1-8	1-8	0	0
Romania	0.055	22.402	0	1-8	1-8	0	0
Russian Federation	1.060	147.196	31	32-45	10-16	-	+
Rwanda	0.001	7.235	4	1-8	1-8	=	=
Saint Kitts and Nevis	0.001	0.039	0	1-8	1-8	0	0
Saint Lucia	0.001	0.152	0	1-8	1-8	0	0
Saint Vincent and the Grenadines	0.001	0.113	0	1-8	1-8	0	0
Samoa	0.001	0.177	0	1-8	1-8	0	0
San Marino	0.002	0.026	0	1-8	1-8	0	0
Sao Tome and Principe	0.001	0.144	1	1-8	1-8	=	=
Saudi Arabia	0.553	20.899	1	6-12	5-11	-	-
Senegal	0.006	9.240	4	1-8	1-8	=	=
Seychelles	0.002	0.077	1	1-8	1-8	=	=
Sierra Leone	0.001	4.717	3	1-8	1-8	=	=
Singapore	0.176	3.522	0	1-8	1-8	0	0
Slovakia	0.034	5.382	1	1-8	1-8	=	=
Slovenia	0.060	1.989	1	1-8	1-8	=	=
Solomon Islands	0.001	0.430	0	1-8	1-8	0	0
Somalia	0.001	9.672	3	1-8	1-8	=	=
South Africa	0.360	39.900	3	3-9	3-9	=	=
Spain	2.550	39.634	14	18-26	20-28	-	-
Sri Lanka	0.012	18.639	7	1-8	1-8	=	=
Sudan	0.007	28.883	6	1-8	1-8	=	=
Suriname	0.004	0.415	1	1-8	1-8	=	=
Swaziland	0.002	0.980	1	1-8	1-8	=	=
Sweden	1.062	8.892	9	10-16	9-15	-	=
Switzerland	1.196	7.344	10	10-16	10-16	=	=
Syrian Arab Republic	0.063	15.725	3	1-8	1-8	=	=
Tajikistan	0.004	6.104	0	1-8	1-8	0	0
Thailand	0.167	60.856	8	2-8	2-8	=	=
The former Yugoslav Republic of Macedonia	0.004	2.011	0	1-8	1-8	0	0
Togo	0.001	4.512	7	1-8	1-8	=	=
Tokelau ¹	0.001	0.001	0	1-8	1-8	0	0
Tonga	0.001	0.098	0	1-8	1-8	0	0
Trinidad and Tobago	0.016	1.289	3	1-8	1-8	=	=
Tunisia	0.027	9.460	7	1-8	1-8	=	=
Turkey	0.433	65.546	6	4-10	4-10	=	=
Turkmenistan	0.006	4.384	0	1-8	1-8	0	0
Tuvalu	0.001	0.011	0	1-8	1-8	0	0
Uganda	0.004	21.143	3	1-8	1-8	=	=
Ukraine	0.187	50.658	1	9-15	2-8	-	-

0 unrepresented; - under-represented; = adequately represented; + over-represented; N/A not applicable

Country	Assessment (%)	Population (millions)	Number of staff end 1999	Desirable range		Status end 1999	Status January 2000
				December 1999	January 2000		
United Arab Emirates	0.175	2.398	0	1-8	1-8	0	0
United Kingdom of Great Britain and Northern Ireland	5.011	58.744	55	38-53	37-51	+	+
United Republic of Tanzania	0.003	32.793	4	1-8	1-8	=	=
United States of America	25.000	276.218	145	174-237	174-237	-	-
Uruguay	0.047	3.313	3	1-8	1-8	=	=
Uzbekistan	0.025	23.942	0	1-8	1-8	0	0
Vanuatu	0.001	0.186	0	1-8	1-8	0	0
Venezuela	0.157	23.706	4	3-9	1-8	=	=
Viet Nam	0.007	78.705	1	1-8	1-8	=	=
Yemen	0.010	17.488	2	1-8	1-8	=	=
Yugoslavia	0.026	10.637	0	1-8	1-8	0	0
Zambia	0.002	8.976	5	1-8	1-8	=	=
Zimbabwe	0.009	11.529	7	1-8	1-8	=	=
Others	-	-	0	N/A	N/A	N/A	N/A

¹ Associate Member.

0 unrepresented; - under-represented; = adequately represented; + over-represented; N/A not applicable

**TABLE 2. EVOLUTION OF GEOGRAPHICAL REPRESENTATION IN POSTS
SUBJECT TO GEOGRAPHICAL DISTRIBUTION
(SEPTEMBER 1996 TO END 1999)**

Country	Desirable range	Number of staff September 1996	Appointments since September 1996	Separations since September 1996	Number of staff end 1999
Afghanistan	1-8	2	1	1	2
Albania	1-8	0	1	0	1
Algeria	2-8	3	2	2	3
Andorra	1-8	0	0	0	0
Angola	1-8	1	0	0	1
Antigua and Barbuda	1-8	0	0	0	0
Argentina	4-10	8	3	5	6
Armenia	1-8	1	2	1	2
Australia	12-18	21	5	4	22
Austria	7-13	6	0	1	5
Azerbaijan	1-8	0	0	0	0
Bahamas	1-8	1	0	0	1
Bahrain	1-8	1	1	0	2
Bangladesh	2-8	8	2	4	6
Barbados	1-8	2	0	0	2
Belarus	2-8	0	0	0	0
Belgium	8-14	14	13	8	19
Belize	1-8	1	0	0	1
Benin	1-8	8	0	3	5
Bhutan	1-8	0	0	0	0
Bolivia	1-8	4	1	3	2
Bosnia and Herzegovina	1-8	0	0	0	0
Botswana	1-8	0	2	0	2
Brazil	15-21	27	7	8	26
Brunei Darussalam	1-8	0	0	0	0
Bulgaria	1-8	1	0	0	1
Burkina Faso	1-8	5	1	1	5
Burundi	1-8	4	2	3	3
Cambodia	1-8	0	0	0	0
Cameroon	1-8	7	2	4	5
Canada	23-32	34	15	11	38
Cape Verde	1-8	1	0	0	1
Central African Republic	1-8	2	0	1	1
Chad	1-8	3	1	0	4
Chile	1-8	6	1	2	5
China	20-28	11	4	3	12
Colombia	1-8	8	3	3	8
Comoros	1-8	1	0	1	0
Congo	1-8	14	0	3	11
Cook Islands	1-8	0	0	0	0
Costa Rica	1-8	3	1	2	2
Côte d'Ivoire	1-8	6	2	1	7
Croatia	1-8	2	0	1	1
Cuba	1-8	6	3	1	8
Cyprus	1-8	0	0	0	0

Country	Desirable range	Number of staff September 1996	Appointments since September 1996	Separations since September 1996	Number of staff end 1999
Czech Republic	2-8	1	0	0	1
Democratic People's Republic of Korea	1-8	1	1	0	2
Democratic Republic of the Congo	1-8	11	1	3	9
Denmark	6-12	10	3	3	10
Djibouti	1-8	1	0	0	1
Dominica	1-8	0	0	0	0
Dominican Republic	1-8	2	2	1	3
Ecuador	1-8	2	1	2	1
Egypt	1-8	12	1	7	6
El Salvador	1-8	2	2	0	4
Equatorial Guinea	1-8	1	0	0	1
Eritrea	1-8	1	1	0	2
Estonia	1-8	0	1	0	1
Ethiopia	1-8	7	1	1	7
Fiji	1-8	3	1	1	3
Finland	5-11	11	2	5	8
France	45-63	56	11	18	49
Gabon	1-8	3	0	1	2
Gambia	1-8	4	0	0	4
Georgia	1-8	0	1	0	1
Germany	63-87	34	13	13	34
Ghana	1-8	9	5	1	13
Greece	3-9	4	0	0	4
Grenada	1-8	1	0	0	1
Guatemala	1-8	3	2	3	2
Guinea	1-8	3	2	1	4
Guinea-Bissau	1-8	1	0	0	1
Guyana	1-8	2	2	0	4
Haiti	1-8	1	1	1	1
Honduras	1-8	2	2	1	3
Hungary	1-8	3	0	0	3
Iceland	1-8	0	1	0	1
India	14-20	19	11	10	20
Indonesia	4-10	9	5	4	10
Iran (Islamic Republic of)	4-10	7	1	2	6
Iraq	1-8	3	0	2	1
Ireland	2-8	11	2	3	10
Israel	2-8	3	1	1	3
Italy	38-52	28	8	7	29
Jamaica	1-8	4	1	4	1
Japan	108-147	35	26	20	41
Jordan	1-8	5	1	1	5
Kazakhstan	2-8	0	0	0	0
Kenya	1-8	4	4	2	6
Kiribati	1-8	0	0	0	0
Kuwait	1-8	1	0	0	1
Kyrgyzstan	1-8	0	0	0	0

Country	Desirable range	Number of staff September 1996	Appointments since September 1996	Separations since September 1996	Number of staff end 1999
Lao People's Democratic Republic	1-8	1	0	0	1
Latvia	1-8	0	1	0	1
Lebanon	1-8	5	2	1	6
Lesotho	1-8	1	0	0	1
Liberia	1-8	2	0	2	0
Libyan Arab Jamahiriya	2-8	2	0	1	1
Lithuania	1-8	2	0	0	2
Luxembourg	1-8	1	1	0	2
Madagascar	1-8	2	1	1	2
Malawi	1-8	4	0	2	2
Malaysia	1-8	5	2	3	4
Maldives	1-8	3	0	0	3
Mali	1-8	4	1	1	4
Malta	1-8	0	2	0	2
Marshall Islands	1-8	0	0	0	0
Mauritania	1-8	5	2	1	6
Mauritius	1-8	3	0	0	3
Mexico	7-14	7	5	4	8
Micronesia (Federated States of)	1-8	0	0	0	0
Monaco	1-8	0	0	0	0
Mongolia	1-8	2	0	1	1
Morocco	1-8	3	1	0	4
Mozambique	1-8	3	1	1	3
Myanmar	1-8	6	6	2	10
Namibia	1-8	0	0	0	0
Nauru	1-8	0	0	0	0
Nepal	1-8	8	3	2	9
Netherlands	13-19	20	8	5	23
New Zealand	2-8	5	3	1	7
Nicaragua	1-8	1	2	1	2
Niger	1-8	4	0	0	4
Nigeria	2-8	9	7	4	12
Niue	1-8	0	0	0	0
Norway	4-11	11	7	7	11
Oman	1-8	0	0	0	0
Pakistan	2-8	5	4	3	6
Palau	1-8	0	0	0	0
Panama	1-8	1	2	0	3
Papua New Guinea	1-8	0	0	0	0
Paraguay	1-8	2	1	0	3
Peru	1-8	4	2	2	4
Philippines	1-8	8	9	1	16
Poland	3-9	4	2	1	5
Portugal	2-8	2	0	1	1
Puerto Rico ¹	1-8	0	0	0	0
Qatar	1-8	0	0	0	0
Republic of Korea	7-13	5	6	5	6
Republic of Moldova	1-8	0	0	0	0

Country	Desirable range	Number of staff September 1996	Appointments since September 1996	Separations since September 1996	Number of staff end 1999
Romania	1-8	0	0	0	0
Russian Federation	32-45	39	3	11	31
Rwanda	1-8	5	1	2	4
Saint Kitts and Nevis	1-8	0	0	0	0
Saint Lucia	1-8	0	0	0	0
Saint Vincent and the Grenadines	1-8	0	0	0	0
Samoa	1-8	0	0	0	0
San Marino	1-8	0	0	0	0
Sao Tome and Principe	1-8	1	0	0	1
Saudi Arabia	6-12	2	0	1	1
Senegal	1-8	7	1	4	4
Seychelles	1-8	1	0	0	1
Sierra Leone	1-8	6	0	3	3
Singapore	1-8	0	0	0	0
Slovakia	1-8	2	0	1	1
Slovenia	1-8	0	1	0	1
Solomon Islands	1-8	0	0	0	0
Somalia	1-8	3	1	1	3
South Africa	3-9	0	3	0	3
Spain	18-26	9	5	0	14
Sri Lanka	1-8	8	2	3	7
Sudan	1-8	8	4	6	6
Suriname	1-8	1	0	0	1
Swaziland	1-8	1	0	0	1
Sweden	10-16	12	4	7	9
Switzerland	10-16	12	5	7	10
Syrian Arab Republic	1-8	5	1	3	3
Tajikistan	1-8	0	0	0	0
Thailand	2-8	6	2	0	8
The former Yugoslav Republic of Macedonia	1-8	0	0	0	0
Togo	1-8	8	1	2	7
Tokelau ¹	1-8	0	0	0	0
Tonga	1-8	0	0	0	0
Trinidad and Tobago	1-8	5	2	4	3
Tunisia	1-8	8	2	3	7
Turkey	4-10	7	1	2	6
Turkmenistan	1-8	0	0	0	0
Tuvalu	1-8	0	0	0	0
Uganda	1-8	3	2	2	3
Ukraine	9-15	1	0	0	1
United Arab Emirates	1-8	0	0	0	0
United Kingdom of Great Britain and Northern Ireland	38-53	52	22	19	55
United Republic of Tanzania	1-8	7	2	5	4
United States of America	174-237	138	66	59	145
Uruguay	1-8	4	0	1	3
Uzbekistan	1-8	0	0	0	0

Country	Desirable range	Number of staff September 1996	Appoint-ments since September 1996	Separations since September 1996	Number of staff end 1999
Vanuatu	1-8	0	0	0	0
Venezuela	3-9	5	1	2	4
Viet Nam	1-8	1	0	0	1
Yemen	1-8	1	1	0	2
Yugoslavia	1-8	1	0	1	0
Zambia	1-8	5	1	1	5
Zimbabwe	1-8	5	2	0	7
Others	-	0	0	0	0

¹ Associate Member.

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