



EXECUTIVE BOARD

Seventy-fifth Session

Provisional agenda item 17



INDEXED

RECRUITMENT OF INTERNATIONAL STAFF IN WHO

Report by the Director-General

*WHO - staff - geog. dist.*

This report is presented in accordance with the request contained in resolution WHA36.19. It reviews the progress made between October 1982 and October 1984 in improving the geographical representativeness of the staff, as well as the evolution of the situation over the same period regarding the proportion of posts occupied by women.

1. Introduction

1.1 This report is presented in accordance with the request contained in operative paragraph 6 of resolution WHA36.19.<sup>1</sup> It is based on staffing figures relating to the month of October 1984, the relevant comparisons being made with those relating to October 1982 which were reported to the Thirty-sixth World Health Assembly (May 1983).<sup>2</sup>

1.2 The Thirty-sixth World Health Assembly, in operative paragraph 2 of its above-mentioned resolution WHA36.19, maintained the target of 40% of all vacancies arising in professional and higher-graded posts subject to geographical distribution during the period ending October 1984 for the appointment of nationals of unrepresented and under-represented countries. In operative paragraph 3 of the same resolution the Health Assembly also maintained the target of achieving, by October 1984, a proportion of 20% of all professional and higher-graded posts in established offices to be occupied by women. Figures presented in this report relate to the progress made in achieving these targets over the 24-month period October 1982 to October 1984.

2. Progress achieved in the geographical representativeness of staff

2.1 Annex 1 provides complete data regarding the evolution of the geographical representativeness of the staff. It shows, for each Member State, the following:

- (1) the desirable range as of October 1982, established in accordance with resolution WHA34.15;
- (2) the number of nationals on the staff in October 1982;
- (3) the degree of representation in October 1982;
- (4) the number of appointments of nationals since October 1982;
- (5) the number of separations of nationals since October 1982;
- (6) the desirable range as of October 1984, established in accordance with resolution WHA34.15;

<sup>1</sup> Document WHA36/1983/REC/1, p. 16.

<sup>2</sup> Document EB71/1983/REC/1, Annex 7.

(7) the number of nationals on the staff in October 1984;

(8) the degree of representation in October 1984.

2.2 It should be noted that since October 1982 six new Member States have acceded to WHO: Antigua and Barbuda, Cook Islands, Kiribati, Saint Vincent and the Grenadines, Solomon Islands, and Vanuatu. Five of these are unrepresented; one (Saint Vincent and the Grenadines) is adequately represented.

2.3 The number of unrepresented countries was 40 in both October 1982 and October 1984. However, as the October 1984 figure includes five new Member States it does reflect progress in the gradual reduction in the number of unrepresented countries. In fact, six previously unrepresented countries (Bahrain, Comoros, German Democratic Republic, Libyan Arab Jamahiriya, Morocco and Paraguay) moved out of this category, and only one previously adequately represented country (Ivory Coast) became unrepresented.

2.4 The number of under-represented but not wholly unrepresented countries was nine in October 1982; in October 1984 there were 13 such countries. However, the increase in the number of countries in this category is not as unfavourable as it may appear, since two of the countries (German Democratic Republic and Libyan Arab Jamahiriya) added to this category were previously wholly unrepresented. Only two countries which were previously adequately represented (Austria and Italy) moved into this category, as a result of a reduction of the number of their nationals on the staff of WHO.

2.5 The number of over-represented countries declined from 30 in October 1982 to 27 in October 1984. While six previously over-represented countries (Bolivia, France, Malaysia, Poland, Senegal and Yugoslavia) became adequately represented, three previously adequately represented countries (Bangladesh, Islamic Republic of Iran, and Republic of Korea) became over-represented.

2.6 The number of adequately represented countries increased from 77 to 82 as a result of the changes mentioned in paragraphs 2.3, 2.4 and 2.5 above.

2.7 Lists of unrepresented, under-represented, adequately represented and over-represented countries as of October 1984 are contained in Annex 2.

2.8 As will have been noted, progress in the geographical representativeness of the staff has been achieved in the relatively short period under review despite an increase in WHO's membership of six new Member States (see paragraph 2.2 above) and the continuing decline in the number of staff subject to geographical distribution criteria who were actually employed by WHO (from 1423 in October 1982 to 1271 in October 1984, as indicated in the totals shown in Annex 1). It is evident that in such a period of declining staff employment it is particularly difficult to achieve rapid progress in the recruitment of staff from unrepresented and under-represented countries; on the other hand, the large number of separations of staff from WHO employment facilitates the achievement of a concomitant objective, namely, the reduction in the number of staff from over-represented countries. The figures below show, for each region, the total number of nationals by which the over-represented countries in that region exceeded the upper limit of their respective desirable ranges in October of 1982 and 1984:

	<u>1982</u>	<u>1984</u>
Africa	46	36
The Americas	33	19
South-East Asia	72	55
Europe	59	29
Eastern Mediterranean	40	30
Western Pacific	15	10
	<u>265</u>	<u>179</u>

It may be noted that these figures show a further significant reduction in the total number of nationals of over-represented countries. In the two-year period under review this global over-representation has fallen from 265 to 179 nationals - a drop of 86, or 32%. The details of the composition of the figures above are given in Annex 3.

### 3. Recruitment target

3.1 Resolution WHA36.19 maintained the target originally set by the Thirty-fourth World Health Assembly that 40% of all appointments to posts subject to geographical distribution should be of nationals of unrepresented or of under-represented countries.

3.2 In the period October 1982 to October 1984 a total of 288 appointments was made (see Annex 1), of which 116 or 40.3% were of nationals from unrepresented and under-represented countries. The target set by the Health Assembly has therefore been met.

3.3 The Director-General proposes to maintain for his guidance the same target of 40% for the two-year period to October 1986.

3.4 There are a number of intricate and often interlinked factors which add to the difficulties of recruiting staff from the unrepresented and under-represented countries already referred to in paragraph 2.8 above. These factors may relate to the countries themselves - some have extremely small populations, some have only recently become Members of WHO, and some require the services of all their own health specialists. In other cases, technically qualified individuals might be reluctant to apply for WHO employment because of inadequate linguistic qualifications or concern about the difficulties associated with expatriation and mobility between duty stations, lack of security of tenure and even, in the case of highly qualified specialists from a few countries, comparatively uninviting salary levels. There are in fact a few countries from which no applications for employment have ever been received. The lack of applications from technically qualified nationals from these countries is not seen as reflecting any disinterest in the work of the Organization by these individuals or their governments.

### 4. Target for the proportion of posts occupied by women

4.1 Following a proposal by the Director-General the Thirty-sixth World Health Assembly decided to maintain the target, first set in 1979, of achieving a proportion of 20% of all professional and higher-graded posts in established offices filled by women.

4.2 There has been a further small increase in the number of women in established offices since October 1982. The percentage in October 1984 was 19.18%, as compared with 18.67% in October 1982; this represents a net increase of nine women staff members (during a period when the total number of staff in established offices increased by only 25), thus bringing the total number of women in established offices to 164. 20.24% of all appointments to posts in established offices in the professional and higher-graded categories in the period October 1982 to October 1984 were of women.

4.3 Full details of the numbers of men and women in posts in established offices and in projects are contained in Annex 4.

4.4 Conscious of the need to improve significantly on these results, the Director-General has appointed Dr M. Law, Associate Deputy Minister, Department of National Health and Welfare, Canada, and formerly Chairman of the Executive Board, as a consultant to review the recruitment of professional women into the Organization and to make recommendations as to how this might be facilitated. A first report on this recruitment study will be prepared for the Director-General early in 1985.

4.5 The report of the consultant will outline strategies for specific activities which WHO could undertake in order to increase the number of its female staff. It will also recommend how WHO could refine its communications with Member States in order to keep them fully informed of vacancies - particularly of vacancies which might be of interest to suitably qualified women. The Director-General once again urges Member States to propose well-qualified and experienced women candidates for selection to vacant posts, and regrets that earlier calls to the same effect by the Health Assembly have gone virtually unheeded. It is his firm hope that, as a result of this special study on the recruitment of women into

the Organization, Member States will increase their efforts to refer women for professional posts to the Organization and will cooperate fully in carrying out the recommendations of the Health Assembly in this regard.

## 5. Conclusion

5.1 It will be seen from this report that the previous trend of moderate progress in improving the geographical representativeness of the staff has continued during the period under review: the number of unrepresented countries has remained the same although six new Member States have joined the Organization during this period, five of which are unrepresented; the number of adequately represented countries has increased, and the number of over-represented countries has decreased. There has been a further significant reduction in the total number of nationals of over-represented countries.

5.2 The target for appointments from unrepresented and under-represented countries has been met. Slight progress has also been made in improving the proportion of women on the staff in established offices, though not enough to meet the target in full.

5.3 This progress, though modest, is encouraging; however, it does not warrant any relaxation in the efforts further to improve the geographical representativeness of staff. The Director-General therefore believes that it would be appropriate to retain the existing target of 40% of all vacancies subject to geographical distribution during the period ending October 1986 for the appointment of nationals of unrepresented and under-represented countries. In accordance with the formula approved by the Thirty-fourth World Health Assembly, he will adjust the desirable ranges as may be required by any changes in the scale of assessments in the 1986-1987 biennium, in the total number of Member States, or in the base figure of the number of posts used in the formula.

5.4 As noted in paragraph 4.4 above, special measures have been taken further to increase the proportion of women in established offices. The Director-General hopes that, as a result of these special measures, the 20% target for the proportion of women in professional and higher-graded posts in established offices will be reached and maintained in the forthcoming two-year period.

5.5 The Board may wish to consider adopting a resolution along the following lines:

The Executive Board,

Having considered the report of the Director-General on the recruitment of international staff in WHO;

1. TRANSMITS that report and the record of its discussions to the Thirty-eighth World Health Assembly;
2. RECOMMENDS to the Thirty-eighth World Health Assembly the adoption of the following resolution:

The Thirty-eighth World Health Assembly,

Noting the report and proposals of the Director-General and the views of the Executive Board with regard to the recruitment of international staff in WHO;

Recalling earlier resolutions of the Health Assembly and the Executive Board on the same subject, and in particular resolution WHA36.19;

Noting the progress made between October 1982 and October 1984 in the geographical representativeness of the staff and in the proportion of women on the staff of WHO;

Noting also the special efforts made by the Director-General to increase significantly the proportion of women staff members;

1. DECIDES to maintain the target of 40% of all vacancies arising in professional and higher-graded posts subject to geographical distribution during the period ending October 1986 for the appointment of nationals of unrepresented and under-represented countries;

2. DECIDES to maintain the target of achieving a proportion of 20% of all professional and higher-graded posts in established offices to be occupied by women;
3. REITERATES again the urgent request to Member States to assist the Director-General in his efforts to increase the number of women on the staff by proposing a much higher proportion of well-qualified and experienced women candidates;
4. CALLS UPON the Director-General to pursue energetically his efforts to continue to improve both the geographical representativeness of the staff and the proportion of posts occupied by women;
5. REQUESTS the Director-General to report on the recruitment of international staff in WHO to the Executive Board and the Health Assembly in 1987.

EVOLUTION OF THE REPRESENTATIVENESS OF THE STAFF BETWEEN OCTOBER 1982 AND OCTOBER 1984  
IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

Country <sup>1</sup>	(1) Desirable range October 1982	(2) Number of staff, October 1982	(3) Degree of representation October 1982 <sup>2</sup>	(4) Appointments since October 1982	(5) Separations since October 1982	(6) Desirable range October 1984	(7) Number of staff, October 1984	(8) Degree of representation October 1984 <sup>2</sup>
Afghanistan	001-007	3	=	0	0	001-007	3	=
Albania	001-007	0	0	0	0	001-007	0	0
Algeria	002-008	2	=	2	0	002-008	4	=
Angola	001-007	0	0	0	0	001-007	0	0
Antigua and Barbuda	N/A <sup>3</sup>	N/A <sup>3</sup>	N/A <sup>3</sup>	0	0	001-007	0	0
Argentina	008-014	13	=	3	3	007-014	13	=
Australia	017-024	20	=	5	7	015-021	18	=
Austria	007-014	7	=	1	3	007-014	5	-
Bahamas	001-007	0	0	0	0	001-007	0	0
Bahrain	001-007	0	0	1	0	001-007	1	=
Bangladesh	001-008	8	=	2	0	001-007	10	+
Barbados	001-007	1	=	0	0	001-007	1	=
Belgium	012-018	18	=	5	6	012-019	17	=
Benin	001-007	19	+	0	4	001-007	15	+
Bhutan	001-007	0	0	0	0	001-007	0	0
Bolivia	001-007	8	+	0	3	001-007	5	=
Botswana	001-007	0	0	0	0	001-007	0	0
Brazil	012-019	13	=	7	6	013-020	14	=
Bulgaria	002-009	5	=	1	1	002-009	5	=
Burkina Faso	001-007	7	=	0	2	001-007	5	=
Burma	001-007	9	+	0	1	001-007	8	+
Burundi	001-007	4	=	0	1	001-007	3	=
Cameroon	001-007	5	=	2	1	001-007	6	=
Canada	028-039	30	=	9	11	026-037	28	=
Cape Verde	001-007	0	0	0	0	001-007	0	0
Central African Republic	001-007	0	0	0	0	001-007	0	0
Chad	001-007	2	=	0	0	001-007	2	=

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<sup>3</sup> Not a Member in October 1982.

EVOLUTION OF THE REPRESENTATIVENESS OF THE STAFF BETWEEN OCTOBER 1982 AND OCTOBER 1984  
IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION (continued)

Country <sup>1</sup>	(1) Desirable range October 1982	(2) Number of staff, October 1982	(3) Degree of representation October 1982 <sup>2</sup>	(4) Appointments since October 1982	(5) Separations since October 1982	(6) Desirable range October 1984	(7) Number of staff, October 1984	(8) Degree of representation October 1984 <sup>2</sup>
Chile	001-008	14	+	1	3	001-008	12	+
China	015-022	7	-	1	1	008-015	7	-
Colombia	002-008	26	+	0	7	002-008	19	+
Comoros	001-007	0	0	1	0	001-007	1	=
Congo	001-007	12	+	1	2	001-007	11	+
Cook Islands	N/A <sup>3</sup>	N/A <sup>3</sup>	N/A <sup>3</sup>	0	0	001-007	0	0
Costa Rica	001-007	3	=	1	1	001-007	3	=
Cuba	002-008	3	=	0	0	001-008	3	=
Cyprus	001-007	4	=	0	1	001-007	3	=
Czechoslovakia	008-015	13	=	6	11	007-014	8	=
Democratic Kampuchea	001-007	0	0	0	0	001-007	0	0
Democratic People's Republic of Korea	001-008	0	0	0	0	001-008	0	0
Democratic Yemen	001-007	1	=	0	0	001-007	1	=
Denmark	007-014	11	=	5	2	007-014	14	=
Djibouti	001-007	0	0	0	0	001-007	0	0
Dominica	001-007	0	0	0	0	001-007	0	0
Dominican Republic	001-007	2	=	1	1	001-007	2	=
Ecuador	001-007	6	=	1	2	001-007	5	=
Egypt	001-008	27	+	6	11	001-008	22	+
El Salvador	001-007	3	=	0	1	001-007	2	=
Equatorial Guinea	001-007	0	0	0	0	001-007	0	0
Ethiopia	001-007	6	=	2	1	001-007	7	=
Fiji	001-007	1	=	0	0	001-007	1	=
Finland	005-011	8	=	4	1	005-011	11	=
France	051-070	71	+	10	19	053-073	62	=
Gabon	001-007	0	0	0	0	001-007	0	0

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EVOLUTION OF THE REPRESENTATIVENESS OF THE STAFF BETWEEN OCTOBER 1982 AND OCTOBER 1984  
IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION (continued)

Country <sup>1</sup>	(1) Desirable range October 1982	(2) Number of staff, October 1982	(3) Degree of representation October 1982 <sup>2</sup>	(4) Appointments since October 1982	(5) Separations since October 1982	(6) Desirable range October 1984	(7) Number of staff, October 1984	(8) Degree of representation October 1984 <sup>2</sup>
Gambia	001-007	5	=	0	2	001-007	3	=
German Democratic Republic	013-020	0	0	4	0	013-020	4	-
Germany, Federal Republic of	067-092	43	-	6	14	068-094	35	-
Ghana	001-007	19	+	5	6	001-007	18	+
Greece	004-010	8	=	0	4	004-011	4	=
Grenada	001-007	1	=	0	0	001-007	1	=
Guatemala	001-007	5	=	2	0	001-007	7	=
Guinea	001-007	2	=	0	1	001-007	1	=
Guinea-Bissau	001-007	2	=	0	0	001-007	2	=
Guyana	001-007	4	=	0	2	001-007	2	=
Haiti	001-007	6	=	0	0	001-007	6	=
Honduras	001-007	3	=	0	0	001-007	3	=
Hungary	003-010	4	=	1	1	003-009	4	=
Iceland	001-007	0	0	0	0	001-007	0	0
India	006-013	61	+	7	20	004-010	48	+
Indonesia	002-009	9	=	0	3	002-009	6	=
Iran (Islamic Republic of)	006-013	10	=	4	1	006-012	13	+
Iraq	002-008	3	=	0	0	002-008	3	=
Ireland	002-009	7	=	2	3	002-009	6	=
Israel	003-009	4	=	0	1	003-009	3	=
Italy	029-041	29	=	7	12	032-044	24	-
Ivory Coast	001-007	1	=	0	1	001-007	0	0
Jamaica	001-007	5	=	2	1	001-007	6	=
Japan	077-105	21	-	4	4	082-112	21	-
Jordan	001-007	9	+	2	3	001-007	8	+
Kenya	001-007	5	=	0	1	001-007	4	=
Kiribati	N/A <sup>3</sup>	N/A <sup>3</sup>	N/A <sup>3</sup>	0	0	001-007	0	0

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EVOLUTION OF THE REPRESENTATIVENESS OF THE STAFF BETWEEN OCTOBER 1982 AND OCTOBER 1984  
IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION (continued)

Country <sup>1</sup>	(1) Desirable range October 1982	(2) Number of staff, October 1982	(3) Degree of representation October 1982 <sup>2</sup>	(4) Appointments since October 1982	(5) Separations since October 1982	(6) Desirable range October 1984	(7) Number of staff, October 1984	(8) Degree of representation October 1984 <sup>2</sup>
Kuwait	002-009	0	0	0	0	003-009	0	0
Lao People's Democratic Republic	001-007	0	0	0	0	001-007	0	0
Lebanon	001-007	11	+	0	1	001-007	10	+
Lesotho	001-007	2	=	0	0	001-007	2	=
Liberia	001-007	4	=	0	1	001-007	3	=
Libyan Arab Jamahiriya	003-009	0	0	1	0	003-009	1	-
Luxembourg	001-008	0	0	0	0	001-008	0	0
Madagascar	001-007	8	+	0	0	001-007	8	+
Malawi	001-007	2	=	0	1	001-007	1	=
Malaysia	001-008	9	+	1	4	001-008	6	=
Maldives	001-007	0	0	0	0	001-007	0	0
Mali	001-007	6	=	1	1	001-007	6	=
Malta	001-007	5	=	0	2	001-007	3	=
Mauritania	001-007	0	0	0	0	001-007	0	0
Mauritius	001-007	9	+	2	1	001-007	10	+
Mexico	007-014	13	=	2	2	008-015	13	=
Monaco	001-007	0	0	0	0	001-007	0	0
Mongolia	001-007	1	=	1	1	001-007	1	=
Morocco	001-008	0	0	1	0	001-008	1	=
Mozambique	001-007	0	0	0	0	001-007	0	0
Namibia	001-007	0	0	0	0	001-007	0	0
Nepal	001-007	12	+	0	4	001-007	8	+
Netherlands	015-022	12	-	6	6	016-023	12	-
New Zealand	003-010	8	=	1	2	003-009	7	=
Nicaragua	001-007	1	=	0	0	001-007	1	=
Niger	001-007	1	=	0	0	001-007	1	=
Nigeria	002-009	9	=	1	2	002-009	8	=
Norway	005-012	8	=	1	1	005-012	8	=

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EVOLUTION OF THE REPRESENTATIVENESS OF THE STAFF BETWEEN OCTOBER 1982 AND OCTOBER 1984  
IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION (continued)

Country <sup>1</sup>	(1) Desirable range October 1982	(2) Number of staff, October 1982	(3) Degree of representation October 1982 <sup>2</sup>	(4) Appointments since October 1982	(5) Separations since October 1982	(6) Desirable range October 1984	(7) Number of staff, October 1984	(8) Degree of representation October 1984 <sup>2</sup>
Oman	001-007	0	0	0	0	001-007	0	0
Pakistan	001-008	16	+	1	3	001-008	14	+
Panama	001-007	2	=	0	0	001-007	2	=
Papua New Guinea	001-007	0	0	0	0	001-007	0	0
Paraguay	001-007	0	0	1	0	001-007	1	=
Peru	001-008	16	+	2	6	001-008	12	+
Philippines	001-008	22	+	4	10	001-008	16	+
Poland	012-018	19	+	2	7	007-014	14	=
Portugal	002-009	5	=	0	2	002-009	3	=
Qatar	001-007	0	0	0	0	001-007	0	0
Republic of Korea	002-009	9	=	4	2	002-009	11	+
Romania	002-009	5	=	0	2	002-009	3	=
Rwanda	001-007	4	=	0	0	001-007	4	=
Saint Lucia	001-007	0	0	0	0	001-007	0	0
Saint Vincent and the Grenadines	N/A <sup>3</sup>	N/A <sup>3</sup>	N/A <sup>3</sup>	1	0	001-007	1	=
Samoa	001-007	0	0	0	0	001-007	0	0
San Marino	001-007	0	0	0	0	001-007	0	0
Sao Tome and Principe	001-007	0	0	0	0	001-007	0	0
Saudi Arabia	006-012	1	-	1	0	008-015	2	-
Senegal	001-007	9	+	0	3	001-007	6	=
Seychelles	001-007	0	0	0	0	001-007	0	0
Sierra Leone	001-007	6	=	1	0	001-007	7	=
Singapore	001-008	3	=	2	1	001-008	4	=
Solomon Islands	N/A <sup>3</sup>	N/A <sup>3</sup>	N/A <sup>3</sup>	0	0	001-007	0	0
Somalia	001-007	3	=	0	1	001-007	2	=
Spain	016-023	15	-	0	4	018-025	11	-

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EVOLUTION OF THE REPRESENTATIVENESS OF THE STAFF BETWEEN OCTOBER 1982 AND OCTOBER 1984  
IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION (continued)

Country <sup>1</sup>	(1) Desirable range October 1982	(2) Number of staff, October 1982	(3) Degree of representation October 1982 <sup>2</sup>	(4) Appointments since October 1982	(5) Separations since October 1982	(6) Desirable range October 1984	(7) Number of staff, October 1984	(8) Degree of representation October 1984 <sup>2</sup>
Sri Lanka	001-007	21	+	3	8	001-007	16	+
Sudan	001-007	14	+	1	3	001-007	12	+
Suriname	001-007	1	=	1	1	001-007	1	=
Swaziland	001-007	0	0	0	0	001-007	0	0
Sweden	012-019	16	=	12	11	012-019	17	=
Switzerland	010-017	23	+	6	8	010-017	21	+
Syrian Arab Republic	001-007	5	=	3	3	001-007	5	=
Thailand	001-008	11	+	2	2	001-008	11	+
Togo	001-007	13	+	2	3	001-007	12	+
Tonga	001-007	0	0	0	0	001-007	0	0
Trinidad and Tobago	001-007	3	=	0	0	001-007	3	=
Tunisia	001-007	6	=	1	1	001-007	6	=
Turkey	003-010	5	=	0	0	003-010	5	=
Uganda	001-007	7	=	0	1	001-007	6	=
Union of Soviet Socialist Republics	088-121	50	-	21	27	087-115	44	-
United Arab Emirates	001-008	0	0	0	0	002-009	0	0
United Kingdom of Great Britain and Northern Ireland	037-051	98	+	15	34	039-054	79	+
United Republic of Tanzania	001-007	11	+	0	1	001-007	10	+
United States of America	199-270	178	-	56	59	199-270	175	-
Uruguay	001-008	3	=	0	0	001-008	3	=
Vanuatu	N/A <sup>3</sup>	N/A <sup>3</sup>	N/A <sup>3</sup>	0	0	001-007	0	0
Venezuela	005-012	3	-	2	2	005-012	3	-
Viet Nam	001-007	3	=	0	2	001-007	1	=
Yemen	001-007	1	=	0	0	001-007	1	=
Yugoslavia	004-011	15	+	1	6	005-011	10	=
Zaire	001-007	9	+	0	1	001-007	8	+

<sup>1</sup> Non-active Members (Byelorussian SSR and Ukrainian SSR) and South Africa are not included in the table, owing to their particular status.

<sup>2</sup> 0: unrepresented; -: under-represented; =: adequately represented; +: over-represented; N/A: not applicable.

<sup>3</sup> Not a Member in October 1982.

EVOLUTION OF THE REPRESENTATIVENESS OF THE STAFF BETWEEN OCTOBER 1982 AND OCTOBER 1984  
IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION (continued)

Country <sup>1</sup>	(1) Desirable range October 1982	(2) Number of staff, October 1982	(3) Degree of representation October 1982 <sup>2</sup>	(4) Appointments since October 1982	(5) Separations since October 1982	(6) Desirable range October 1984	(7) Number of staff, October 1984	(8) Degree of representation October 1984 <sup>2</sup>
Zambia	001-007	4	=	0	1	001-007	3	=
Zimbabwe	001-007	0	0	0	0	001-007	0	0
Others		9	N/A	1	3		7	N/A
TOTALS		1 423		288	440		1 271	

<sup>1</sup> Non-active Members (Byelorussian SSR and Ukrainian SSR) and South Africa are not included in the table, owing to their particular status.

<sup>2</sup> 0: unrepresented; -: under-represented; =: adequately represented; +: over-represented; N/A: not applicable.

STATE OF REPRESENTATION OF COUNTRIES AS OF OCTOBER 1984

1. Unrepresented countries<sup>1</sup>

Albania	Equatorial Guinea	Oman
Angola	Gabon	Papua New Guinea
Antigua and Barbuda	Iceland	Qatar
Bahamas	Ivory Coast	Saint Lucia
Bhutan	Kiribati	Samoa
Botswana	Kuwait	San Marino
Cape Verde	Lao People's	Sao Tome and Principe
Central African Republic	Democratic Republic	Seychelles
Cook Islands	Luxembourg	Solomon Islands
Democratic Kampuchea	Maldives	Swaziland
Democratic People's	Mauritania	Tonga
Republic of Korea	Monaco	United Arab Emirates
Djibouti	Mozambique	Vanuatu
Dominica	Namibia	Zimbabwe

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Non-active Members (Byelorussian SSR and Ukrainian SSR) and South Africa also have no nationals on the staff of WHO, but are not listed above, owing to their particular status.

2. Under-represented countries

Austria	Italy	Spain
China	Japan	Union of Soviet Socialist
German Democratic Republic	Libyan Arab Jamahiriya	Republics
Germany, Federal	Netherlands	United States of America
Republic of	Saudi Arabia	Venezuela

Annex 2

3. Adequately represented countries

Afghanistan	France	Niger
Algeria	Gambia	Nigeria
Argentina	Greece	Norway
Australia	Grenada	Panama
Bahrain	Guatemala	Paraguay
Barbados	Guinea	Poland
Belgium	Guinea-Bissau	Portugal
Bolivia	Guyana	Romania
Brazil	Haiti	Rwanda
Bulgaria	Honduras	Senegal
Burkina Faso	Hungary	Sierra Leone
Burundi	Indonesia	Singapore
Cameroon	Iraq	Somalia
Canada	Ireland	Saint Vincent and the Grenadines
Chad	Israel	Suriname
Comoros	Jamaica	Sweden
Costa Rica	Kenya	Syrian Arab Republic
Cuba	Lesotho	Trinidad and Tobago
Cyprus	Liberia	Tunisia
Czechoslovakia	Malawi	Turkey
Democratic Yemen	Malaysia	Uganda
Denmark	Mali	Uruguay
Dominican Republic	Malta	Viet Nam
Ecuador	Mexico	Yemen
El Salvador	Mongolia	Yugoslavia
Ethiopia	Morocco	Zambia
Fiji	New Zealand	
Finland	Nicaragua	

4. Over-represented countries

Bangladesh	Iran (Islamic Republic of)	Republic of Korea
Benin	Jordan	Sri Lanka
Burma	Lebanon	Sudan
Chile	Madagascar	Switzerland
Colombia	Mauritius	Thailand
Congo	Nepal	Togo
Egypt	Pakistan	United Kingdom of Great Britain and Northern Ireland
Ghana	Peru	United Republic of Tanzania
India	Philippines	Zaire

NUMBER OF NATIONALS OF OVER-REPRESENTED COUNTRIES IN EXCESS OF  
THE UPPER LIMITS OF THE RESPECTIVE RANGES, BY REGION  
As of October 1982 and October 1984

	<u>Staff in excess of range's upper limit</u>			<u>Staff in excess of range's upper limit</u>	
	<u>1982</u>	<u>1984</u>		<u>1982</u>	<u>1984</u>
<u>Africa</u>			<u>Europe</u>		
Benin	12	8	France	1	-
Congo	5	4	Poland	1	-
Ghana	12	11	Switzerland	6	4
Madagascar	1	1	United Kingdom of Great Britain and Northern Ireland	47	25
Mauritius	2	3	Yugoslavia	4	-
Senegal	2	-			
Togo	6	5	<b>Total</b>	<b>59</b>	<b>29</b>
United Republic of Tanzania	4	3			
Zaire	2	1			
	—	—			
<b>Total</b>	<b>46</b>	<b>36</b>			
	—	—			
<u>The Americas</u>			<u>Eastern Mediterranean</u>		
Bolivia	1	-	Egypt	19	14
Chile	6	4	Iran (Islamic Republic of)	-	1
Colombia	18	11	Jordan	2	1
Peru	8	4	Lebanon	4	3
	—	—	Pakistan	8	6
<b>Total</b>	<b>33</b>	<b>19</b>	Sudan	7	5
	—	—			
			<b>Total</b>	<b>40</b>	<b>30</b>
<u>South-East Asia</u>			<u>Western Pacific</u>		
Bangladesh	-	3	Malaysia	1	-
Burma	2	1	Philippines	14	8
India	48	38	Republic of Korea	-	2
Nepal	5	1			
Sri Lanka	14	9	<b>Total</b>	<b>15</b>	<b>10</b>
Thailand	3	3			
	—	—			
<b>Total</b>	<b>72</b>	<b>55</b>			
	—	—			

SUMMARY OF STAFF IN ALL POSTS (SUBJECT, OR NOT, TO GEOGRAPHICAL DISTRIBUTION) IN ESTABLISHED OFFICES AND PROJECTS, SHOWING PROPORTION OF POSTS OCCUPIED BY WOMEN

	Situation in October 1982			Situation in October 1984			Net increase/ decrease		
	M	F	T	M	F	T	M	F	T
<u>Staff occupying posts subject to geographical distribution</u>									
Established offices	578	118	696	576	122	698	-2	4	2
Projects	619	108	727	502	71	573	-117	-37	-154
Total (1)	1 197	226	1 423	1 078	193	1 271	-119	-33	-152
<u>Staff occupying posts not subject to geographical distribution</u>									
Established offices	97	37	134	115	42	157	18	5	23
Projects	11	1	12	20	6	26	9	5	14
Total (2)	108	38	146	135	48	183	27	10	37
<u>Total staff (1 and 2)</u>									
Established offices	675	155	830	691	164	855	16	9	25
Projects	630	109	739	522	77	599	-108	-32	-140
Grand total (1 and 2)	1 305	264	1 569	1 213	241	1 454	-92	-23	-115
<u>Proportion of posts occupied by women</u>									
% of established offices		18.67			19.18				
% of project staff		14.74			12.85				

M = men; F = women; T = total.

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