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COUNCIL
90th session
Agenda item 17(a)

C 90/17(a)/Add.1
19 May 2003
Original: ENGLISH

RESOURCE MANAGEMENT

(a) Personnel matters including amendments to the Staff Regulations and Staff Rules

Note by the Secretary-General

SUMMARY

Executive summary: This document reports on the amendments to the Staff Regulations and Staff Rules and provides an update on recruitment of women and the geographical distribution of staff.

Action to be taken: Paragraph 4

Related documents: C 90/17(a)

Amendment to the Staff Regulations and Staff Rules

1. An important element in the Secretary-General's Change Management Programme (CMP) is the strengthening of Human Resource Management and improving management competencies. To reflect this change of emphasis, the Secretary-General has re-titled the name of Personnel Section to Human Resources Services. The Staff Regulations and Staff Rules have been amended to reflect this change. An updated version is not attached as there is no change in their substance.

Other issues: recruitment of women

2. On 31 May 2003 the overall percentage of female staff in the Professional and higher categories was 35.6%. For grades P.1 to P.5 this is 39.8% while D.1 and above is 15% with 33% in the D.2 category.

Other issues: geographical distribution

3. As foreshadowed in document C 90/17(a), an up-dated table showing Professional and higher category posts by country, grade and gender is attached at annex to this document. This summary gives the situation as at 31 May 2003. Any further changes will be reported orally to the Council.

Action requested of the Council

4. The Council is invited to take note of the information contained in this document.

For reasons of economy, this document is printed in a limited number. Delegates are kindly asked to bring their copies to meetings and not to request additional copies.

ANNEX

Breakdown of Professional posts by country, grade and gender

1. Incumbents in posts subject to geographical distribution by grade and gender as at 1 June 2003

Country	Uncl.		D.2		D.1		P.5		P.4		P.3		P.2		Total		
	m	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	
Argentina	-	-	-	-	1	-	-	-	-	-	1(1)	-	-	1(1)	2(1)	1(1)	3(2)
Australia	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	1
Austria	-	-	-	-	1*	-	-	-	-	-	-	-	-	-	1	-	1
Belgium	-	-	-	-	-	-	1(1)*	1	-	-	-	-	-	-	1(1)	1	2(1)
Bulgaria	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Canada	1	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	2
China	-	-	-	-	2*	-	-	-	-	-	-	-	-	-	2	-	2
Colombia	-	-	-	-	-	-	-	-	-	-	-	1(1)	-	-	-	1(1)	1(1)
Denmark	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Egypt	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1
Eritrea	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1
Finland	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1
France	-	-	-	-	1	-	-	-	1	-	1(1)	1(1)	-	2(2)	3(1)	3(3)	6(4)
Germany	-	-	-	-	1*	-	-	1	-	-	-	-	-	-	1*	1	2*
Ghana	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	1
Greece	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	1
India	-	-	-	-	-	-	2(1)	-	-	-	-	-	-	-	2(1)	-	2(1)
Ireland	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Italy	-	-	-	-	1*	-	1	-	-	-	-	-	-	-	2	-	2
Japan	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Kenya	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Korea	-	-	-	-	-	-	2	-	-	-	-	-	-	-	2	-	2
Liberia	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Mauritius	-	-	-	-	-	-	-	-	-	1(1)	-	-	-	-	-	1(1)	1(1)
Morocco	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Myanmar	-	-	-	-	-	-	-	-	1(1)	-	-	-	-	-	1(1)	-	1(1)
Netherlands	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
New Zealand	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Nicaragua	-	-	-	-	-	-	1(1)	-	-	-	-	-	-	-	1(1)	-	1(1)
Nigeria	-	-	-	1	1*	-	-	-	-	-	-	-	-	-	1	1	2
Norway	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	1
Pakistan	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Panama	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	1
Philippines	-	-	-	-	-	-	-	-	1	1	-	-	-	-	1	1	2

Country	Uncl.		D.2		D.1		P.5		P.4		P.3		P.2		Total		
	m	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	
Poland	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Romania	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Russian Fed.	-	-	-	-	1	-	2	-	-	-	-	-	-	-	3	-	3
Senegal	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Singapore	-	-	-	-	-	-	-	-	1(1)	-	-	-	-	-	1(1)	-	1(1)
Spain	-	-	-	-	-	-	2	-	-	-	-	-	-	-	2	-	2
Sri Lanka	-	-	-	-	-	-	1	-	1	-	-	-	-	-	2	-	2
Sweden	-	-	-	-	1*	-	-	-	-	-	-	-	-	-	1	-	1
Tanzania	-	-	-	-	-	-	-	-	-	-	1(1)	-	-	-	1(1)	-	1(1)
Trinidad and Tobago	-	-	-	-	-	-	-	1	-	-	-	1(1)	-	-	-	2(1)	2(1)
Turkey	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1
United Kingdom	-	-	1	-	-	-	3	2(2)	2	1(1)	1	2(1)	3(3)	2(2)	10(3)	7(6)	17(9)
United States of America	-	-	1	-	-	-	2	-	1	-	-	-	-	-	4	-	4
Totals - 46 nationalities	1	-	4	2	11*	1	26(3)	5(2)	8(2)	4(2)	7(2)	7(4)	5(3)	6(5)	62(11)	25(13)	87(24)

2. Incumbents in language posts (including Word Processing Units) by grade and gender as at 1 June 2003

Country	D.1		P.5		P.4		P.3		P.2		Total		
	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	
Argentina	-	-	-	-	1(1)	-	-	-	-	-	1(1)	-	1(1)
China	-	-	1	-	1	-	-	-	-	-	2	-	2
Colombia	-	-	-	-	-	-	-	-	-	1(1)	-	1(1)	1(1)
France	1	-	1	2	-	5	1	1	-	1(1)	3	9(1)	12(1)
Honduras	-	-	-	-	1	-	-	-	-	-	1	-	1
Russian Fed.	-	-	1	-	1	-	1	-	-	-	3	-	3
Spain	-	-	2	-	-	3	1	3	-	-	3	6	9
United Kingdom	-	-	-	-	-	-	-	-	-	1(1)	-	1(1)	1(1)
Uruguay	-	-	-	-	-	-	1	-	-	-	1	-	1
Totals	1	-	5	2	4(1)	8	4	4	-	3(3)	14(1)	17(3)	31(4)

3. Vacant posts as at 1 June 2003

Uncl.	D.2	D.1	P.5	P.4	P.3	P.2	Total
1	-	1	1	3	7	4	17

4. Total Professional posts by grade as at 1 June 2003

Uncl.	D.2	D.1	P.5	P.4	P.3	P.2	Total
2	6	14*	39	27	29	18	135

N.B. 1. *Figures in brackets indicate staff members recruited in the General Service category and subsequently promoted to the Professional category.*