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S U P P O R T

PROGRAMME IMPLEMENTATION

IMPLEMENTATION OF DECISIONS ADOPTED BY THE GOVERNING COUNCIL AT PREVIOUS SESSIONS

Improvement of the methods and procedures for the recruitment of project professional staff and consultants

Report of the Administrator

Corrigendum

Replace pages 12 and 13 with the attached revised pages.

(v) General information on representation of countries in the roster

16. The listing below provides a general overview of countries which are not adequately represented in the rosters of agencies. Several factors influence the geographic distribution of experts and consultants, including the required qualifications for a project post, the availability of qualified personnel in a country, preferences of the country where the project is located and the internal procedures of agencies in the submission of candidates.

- FAO: A number of countries are not adequately represented but steps are being taken to correct the situation.
- IAEA: Those countries not represented are only those which do not have the capacity to spare expertise for the Agency's field of activity.
- ICAO: With few exceptions, countries in Africa and South-East Asia are not represented; Western European countries, with the exception of France, are not adequately represented, nor are most Eastern European countries.
- ILO: Thirty-two countries are not represented most of which are LDCs.
- ITU: In view of high specialization, a number of countries are not represented.
- ITC: Countries in Latin America, Africa and Eastern Europe are not represented.
- UNCHS (HABITAT): Countries in Western Asia (Pacific and China) are not represented.
- UNCTAD: Fifty countries are inadequately represented. Albania, Bahamas, Bahrain, Barbados, Bhutan, Botswana, Byelorussian Soviet Socialist Republic, Cape Verde, Chad, Comoros, Congo, Cyprus, Democratic Republic of Korea, Democratic Yemen, Djibouti, Dominica, Equatorial Guinea, Gabon, German Democratic Republic, Guinea-Bissau, Iceland, Indonesia, Japan, Kuwait, Lao People's Democratic Republic, Libyan Arab Jamahiriya, Luxembourg, Malawi, Maldives, Malta, Mauritania, Mongolia, Mozambique, Oman, Papua New Guinea, Paraguay, Qatar, Republic of Korea, Rwanda, Salomon Islands, Samoa, Sao Tome and Principe, Saudi Arabia, Somalia, Suriname, Swaziland, Tonga, Ukrainian Soviet Socialist Republic, United Arab Emirates and Yemen.
- UN/DTCD: A number of countries are not adequately represented.
- UNESCO: Only four countries are not represented in the roster; Albania, Maldives, Sao Tome and Tonga.
- UNIDO: The following are not represented: Benin, Cameroon, Chad, China, Congo, Cuba, Gambia, Guinea, Honduras, Iceland, Indonesia, Ivory Coast, Korea Dem. People's Republic, Luxembourg, Malaysia, Nicaragua, Nigeria, Saudi Arabia, Singapore, South Africa, Swaziland, Togo, Upper Volta, Vietnam, Yemen, and Zambia.

/...

- UNDP/OPE: There are some countries which are not adequately represented.
- UPU: Of the 164 UPU member countries, 58 are not represented.
- WHO: This is the only agency which applies the concept of geographic representation equally both to regular staff members and to technical co-operation personnel. While some countries may not be adequately represented on the roster, it may, nevertheless, be within range of adequate geographic representation as far as appointed staff is concerned.
- WIPO: Due to the very specialized nature of the roster (which essentially includes specialists in patent classification, searching and examination, patent administration and patent information and documentation), it is mainly composed of candidates from industrialized countries.
- WMO: Seventy countries are represented in the roster.
- WTO: Certain regions, particularly developing ones such as Africa, are not yet adequately represented in the roster.

(vi) Difficult professions

17. In general, agencies do not report any major difficulties in obtaining applications for all professional occupations within their area of competence. Some difficulties are reported in high-technology fields or whenever special cultural or language requirements are needed on top of professional qualifications. The situation is summarized in Table 3 below.

Table 3

Difficult professions for inclusion in rosters

<u>Agency</u>	<u>Comments</u>
FAO	Most fields are adequately covered although difficulties may arise with regard to language requirements and working experience in specific agro-climatical zones.
IAEA	In some fast-changing technological fields, gaps may exist. The main difficulty is the unavailability at given times of specialists included in the roster.
ICAO	Air transport econmists; mechanical and electrical airport engineers.
ILO	Socio-economic evaluation of labour intensive public works programmes (French); agricultural tool engineering (rural technical hand tools and equipment for animal-drawn agriculture) (English/French); construction project management and training (English); transport management training (railroads) (English); rattan and bamboo product design (English/French); blacksmith and welding (French); vocational training in heating, refrigeration, airconditioning (French); vocational training in instruments, metrology, measuring and precision instruments (English/French), /...

