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OTHER FUNDS AND PROGRAMMES

UNITED NATIONS FUND FOR POPULATION ACTIVITIES

Biennial budget estimates for the administrative and programme
support services for the biennium 1984/1985

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INTRODUCTION

1. In accordance with decision 82/20, II, paragraph 3 taken by the Governing Council at its twenty-ninth session, the Executive Director submits herewith his first biennial budget for the administrative and programme support services for the United Nations Fund for Population Activities for the biennium 1984/1985. The budget estimates have been prepared in accordance with the UNFPA Financial Regulations and Rules approved by the Governing Council, and the estimates have been submitted to the Advisory Committee on Administrative and Budgetary Questions (ACABQ) for its examination and comments. (The report of the ACABQ is contained in DP/1983/26.)

2. The presentation of the budget proposals for the biennium 1984/1985 follows the same structure as last year's document, taking into account suggestions made in the report (DP/1982/26) of the Advisory Committee on Administrative and Budgetary Questions on the "Budget estimates for the administrative and programme support services for the year 1983 and supplementary appropriations for the year 1982" (DP/1982/25).

3. As in previous years, the budget presentation groups major organizational units within the UNFPA by programme according to the way in which each contributes to the implementation of UNFPA's mandate. The budget breakdown follows closely the Fund's functional divisions which are: I. Executive Direction and Management; II. Administration and Information Support Services; and III. Programme Planning, Appraisal and Monitoring.

4. To ensure comparability between the estimates for the 1984/1985 biennium and the appropriations for the 1982/1983 biennium, the Executive Director is submitting his budget estimates in a format which essentially follows the programme budget structure presented to the Council at its twenty-ninth session in June 1982 for the 1983 administrative and programme support services budget (DP/1982/25). To ensure comparability between 1984/1985 budget estimates and the appropriations and expenditures for the previous two biennia respectively, comparison is being made with the combined totals of appropriations for the years 1982 and 1983 as well as with the combined totals of expenditures for the years 1980 and 1981. Tables summarizing the 1984/1985 biennial budget estimates by budget section and object of expenditure as compared with 1982/1983 estimates and 1980/1981 expenditures are included in Table I-2. It should be noted that in his budget proposals for 1982, the Executive Director reported on a number of changes affecting the organizational structure and nomenclature as well as the transfers of posts and incumbents between divisions which would affect the comparability in regard to staffing patterns between the biennia referred to in this document.

5. Over the last few years, UNFPA's income has shown only modest increases and it is estimated that the increase in 1984 will only keep pace with the rate of inflation, estimated at 5.5 per cent. For 1985, a 7.8 per cent increase in income is forecast. The total anticipated income for the biennium 1984/1985 is estimated at \$287.2 million, which is an increase of \$24.6 million (9.4 per cent) over the 1982/1983 estimated income. Compared with the 1980/1981 income, it is an increase of \$33.7 million or 13.3 per cent. In preparing the administrative budget submission for the biennium 1984/1985, the Executive Director has continued to apply the greatest possible degree of economy, and the increases in the administrative budget submission for 1984/1985, are mainly due to inflation.
6. While no new posts or reclassifications are being requested, it is the opinion of the Executive Director that there is considerable disparity in the grades of some key personnel in UNFPA. However, since a job classification exercise is being undertaken, the Executive Director will not propose any post reclassifications at this time. The job classification exercise for the UNFPA is expected to be completed in 1983 and the results will be implemented effective 1 January 1984, provided the Governing Council gives its approval at its thirty-first session.
7. The budgets of the offices of the UNFPA Deputy Representatives and Senior Advisors on Population are included in Chapter II of this document for information purposes only, and do not form part of the appropriation estimates for the administrative budget. The costs of the offices of the Deputy Representatives are charged to programme budgets as decided by the Governing Council at its twenty-fifth and twenty-sixth sessions (78/33, II, paragraph 3 and 79/28, II, paragraph 3, respectively). Should, however, the recommendation made by the Executive Director in document DP/1983/25, to integrate the posts of UNFPA Deputy Representatives into the manning table be approved by the Governing Council, the costs of these offices would eventually become part of the administrative budget.
8. As in previous years, a major part of the UNFPA administrative and programme support services budget is composed of salaries, wages and common staff costs. The cost of the 1984/1985 staff establishment has been computed on the basis of rates prevailing at the time of preparing the estimates, and post adjustments and allowances have been estimated according to appropriate United Nations guidelines. In an effort to reduce the administrative costs in the forthcoming biennium, a deduction for savings arising from turnover of staff and for delays in recruitment of \$778,361 or 5 per cent of total staff salaries and wages (gross estimate) is proposed.
9. On a net basis, the 1984/1985 UNFPA budget estimates for administrative and programme support services total \$24,577,523. This is a net increase of \$2,685,964 or 12.3 per cent over the appropriations of \$21,891,559 approved by the Governing Council for the 1982/1983 biennium.

10. The 1984/1985 budget estimates (net) as compared to the 1982/1983 appropriations (net) and 1980/1981 expenditures are presented in Table C. The 1984/1985 biennial budget estimates for administrative and programme support services represent 8.6 per cent of the total estimated income of the Fund for that period. Adding the costs of the offices of the UNFPA Deputy Representatives and Senior Advisors on Population, the percentage would be 12.2 per cent of the total estimated resources for the biennium.

11. In preparing the budget estimates, each object of expenditure has been reviewed and computed on a realistic basis in order to maximize possible economies for each separate programme area. Salaries and wages (net of staff assessment) have been estimated to cover costs of the 1984/1985 staff establishment and the total increase of 15.6 per cent reflects strictly inflationary increases plus annual increments in salaries. Common staff costs show an increase of only 9.2 per cent over the 1982/1983 biennium. The main reasons for this are major increases in dependency allowances, contributions to the Pension Fund, medical contributions and education grants. Official travel has been estimated at the same level as for the current biennium, allowing for general cost increase. Under the budget item "permanent equipment", an amount of \$100,000 is proposed for office automation. Studies are under way on the means for improving the efficiency of UNFPA's office services and it is anticipated that this amount will be necessary for word processors, telex equipment, etc. There is a considerable increase in rental and maintenance of office equipment because UNFPA is leasing rather than purchasing office equipment. This administrative change is reflected as well in the decrease shown for permanent office equipment. The increase in other general expenses is otherwise mostly caused by a continued rise in the costs of communications, office supplies and services.

12. In regard to the subvention paid by UNFPA to UNDP, the agreement between UNDP and UNFPA on the methodology for the calculation of the subvention was presented to the Governing Council's Budgetary and Finance Committee at its twenty-ninth session, and noted by the Governing Council in decision 82/20, II, paragraph 1. A report of the Executive Director on the joint review by UNDP and UNFPA on various components of the support services provided by UNDP to UNFPA on a subvention basis is given in DP/1983/INF/2. As a result of this review, the subvention to be paid by UNFPA for the biennium 1984/1985 has been established at the level of \$2,826,300 plus an additional amount, yet to be determined, for increased internal audit coverage up to a maximum of \$207,000 (see DP/1983/INF/2 for details).

13. The proposed UNFPA headquarters staffing table for the biennium 1984/1985 and the authorized posts for the biennium 1982/1983 are shown in Table A. Table B shows a summary of the proposed posts for 1984/1985 by organizational unit. A breakdown of the increases in the 1984/1985 administrative and programme support services budget is shown in Table D. Salary increases for the posts continued from the current biennium amount to \$1,843,649 or 19.6 per cent. Savings arising from turnover of staff and delayed recruitment have been computed at 5 per cent of the total staff salaries and wages and would result in a decrease of \$335,853 compared with the 1982/1983 biennium. The estimate for temporary secretarial and clerical assistance has been kept at the 1982/1983 level.

Table AUNFPA Headquarters staffing table

Post level	1982/1983 authorized posts	1984/1985 staffing proposals		
		Additional posts	Reclassification From To	1984/1985 proposed totals
USG	1			1
ASG	2			2
D-2	2			2
D-1	10			10
P-5	14			14
P-4	17			17
P-3	19			19
P-1/2	18			18
Sub-total	83	0	0 0	83
G-5	25			25
Other levels	58			58
Sub-total	83	0	0 0	83
Total	166	0	0 0	166

Table 8
Summary of Staffing Proposals by Organizational Unit

Organizational Unit	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-1/2		Total P's		G-5		Other Levels		Total G's		TOTAL	
	82/83	84/85	82/83	84/85	82/83	84/85	82/83	84/85	82/83	84/85	82/83	84/85	82/83	84/85	82/83	84/85	82/83	84/85	82/83	84/85	82/83	84/85	82/83	84/85	82/83	84/85
EXECUTIVE DIRECTOR	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	1	1
OFFICE OF THE EXECUTIVE DIRECTOR	-	-	-	-	-	-	-	-	2	2	2	2	2	2	1	1	8	8	4	4	8	8	12	12	20	20
Deputy Executive Director	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	1	1
ADMINISTRATION AND FINANCE DIVISION	-	-	-	-	-	-	1	1	1	1	3	3	3	3	3	3	11	11	8	8	15	15	23	23	34	34
INFORMATION AND EXTERNAL RELATIONS DIVISION	-	-	-	-	-	-	1	1	1	1	1	1	2	2	-	-	5	5	1	1	3	3	4	4	9	9
POLICY AND EVALUATION DIVISION	-	-	-	-	1	1	1	1	1	1	3	3	3	3	2	2	11	11	2	2	7	7	9	9	20	20
Assistant Executive Director	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	1	1
PROGRAMME DIVISION	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	1	1	1	1	1	1	2	2	3	3
Africa Branch	-	-	-	-	-	-	1	1	1	1	1	1	2	2	4	4	9	9	1	1	6	6	7	7	16	16
Asia and the Pacific Branch	-	-	-	-	-	-	1	1	1	1	1	1	2	2	3	3	8	8	1	1	5	5	6	6	14	14
Latin America and the Caribbean Branch	-	-	-	-	-	-	1	1	1	1	1	1	2	2	1	1	6	6	1	1	3	3	4	4	10	10
Middle East and the Mediterranean Branch	-	-	-	-	-	-	1	1	1	1	-	-	2	2	1	1	5	5	1	1	3	3	4	4	9	9
Europe Branch	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	1	1	1	1	1	1	2	2	3	3
Interregional and Global Projects Branch	-	-	-	-	-	-	1	1	1	1	2	2	-	-	1	1	5	5	1	1	1	1	2	2	7	7
Division Total	-	-	-	-	1	1	5	5	6	6	5	5	8	8	10	10	35	35	7	7	20	20	27	27	62	62
TECHNICAL AND PLANNING DIVISION	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	1	1	-	-	1	1	1	1	2	2
Technical Branch	-	-	-	-	-	-	-	-	2	2	2	2	1	1	-	-	5	5	1	1	2	2	3	3	8	8
Programme Planning and Statistics Branch	-	-	-	-	-	-	-	-	1	1	1	1	-	-	2	2	4	4	2	2	2	2	4	4	8	8
Division Total	-	-	-	-	-	-	1	1	3	3	3	3	1	1	2	2	10	10	3	3	5	5	8	8	18	18
GRAND TOTAL	1	1	2	2	2	2	10	10	14	14	17	17	19	19	18	18	83	83	25	25	58	58	83	83	166	166

Table C

Budget estimates for 1984/1985 by programme objectives

	1984/1985 net estimates \$	1982/1983 net appropriations \$	1980/1981 net expenditures \$	Per cent increase 1982-1983 /1984-1985
I. Executive Direction and Management	3,109,342	2,651,844	2,053,381	17.3
II. Administration and Information Support Services				
1. Administration and Finance Division	6,894,584 <u>1/</u>	6,000,427 <u>2/</u>	5,284,314 <u>3/</u>	14.9
2. Information and External Relations Division	1,361,388	1,236,565	888,469	10.1
Sub-total net	8,255,972	7,236,992	6,172,783	14.1
III. Programme Planning, Appraisal and Monitoring				
1. Programme Division	8,188,866	7,282,955	5,667,937	12.4
2. Technical and Planning Division	2,380,780	2,259,117 <u>3/</u>	2,375,530 <u>4/</u>	5.4
3. Policy and Evaluation Division	2,642,563	2,460,651 <u>3/</u>		7.4
Sub-total net	13,212,209	12,002,723	8,043,467	10.1
Total net	24,577,523	21,891,559	16,269,631	12.3

1/ Includes UNDP subvention (see para. 12) of 2,826,300 of which \$341,700 is for services provided by the UN.

2/ Includes reimbursements to UN, UNDP, and an additional appropriation for the 1981 UNDP subvention of \$294,340; \$2,365,660 and \$170,749 respectively.

3/ Includes UN and UNDP reimbursements of \$240,680 and \$789,340 respectively.

4/ Breakdown not applicable due to reorganization in 1980.

Table D

Increase in costs (1982/1983 - 1984/1985)

	Real increase 1984-1985/ 1982-1983 estimates \$	Inflationary increase 1984-1985/ 1982-1983 estimates \$	Total increase 1984-1985/ 1982-1983 estimates \$	Real percent increase 1984-1985/ 1982-1983 %	Inflation percent increase 1984-1985/ 1982-1983 %
1. <u>Salaries and wages</u>					
Posts reclassifications (net) including post adjustment	-	-	-	-	-
Salaries	-	1,843,649	1,843,649	-	19.6
Turnover factor	(335,853)	-	(335,853)	(140.7)	-
Temporary assistance	-	-	-	-	-
Consultant fees	-	25,000	25,000	-	11.9
Overtime	-	10,900	10,900	-	11.3
2. <u>Common staff costs</u>	-	428,777	428,777	-	9.2
3. <u>Travel and transportation</u>	-	115,100	115,100	-	16.9
4. <u>Permanent equipment</u>	(3,000)	-	(3,000)	(1.6)	-
5. <u>Other operating expenses</u>	149,320	456,520	605,840	4.1	12.4
6. <u>Reimbursement to the United Nations and UNDP</u>	(4,449)	-	(4,449)	(0.2)	-
NET INCREASE	(193,982)	2,879,946	2,685,964	(0.9)	13.2

Table E

Increase in costs by programme (1982/1983 - 1984/1985)

UNFPA Programme	Real increase 1984-1985/ 1982-1983 estimates \$	Inflationary increase 1984-1985/ 1982-1983 estimates \$	Total increase 1984/1985 1982-1983 estimates \$	Real percent increase 1984-1985/ 1982-1983 %	Inflation percent increase 1984-1985/ 1982-1983 %
I. Executive Direction and Management	(12,134)	469,632	457,498	(0.5)	17.8
II. Administration and Information Support Services					
1. Administration and Finance Division	(25,551)	919,708	894,157	(0.4)	15.3
2. Information and External Relations Division	(11,808)	136,631	124,823	(1.0)	11.1
Sub-total Net	(37,359)	1,056,339	1,018,980	(0.5)	14.6
III. Programme Planning, Appraisal Monitoring					
1. Programme Division	(69,189)	975,100	905,911	(1.0)	13.4
2. Technical and Planning Division	(41,894)	163,557	121,663	(1.9)	7.3
3. Policy and Evaluation Division	(33,406)	215,318	181,912	(1.4)	8.8
Sub-total Net	(144,489)	1,353,975	1,209,486	(1.2)	11.3
Total Net Increase	(193,982)	2,879,946	2,685,964	(0.9)	13.2

RECOMMENDATION OF THE EXECUTIVE DIRECTOR

14. It is recommended that the Governing Council approve the 1984/1985 budget estimates as submitted, and record such approval by inclusion of the following text in its report:

"The Governing Council,

"Having considered the 1984/1985 biennial budget estimates for administrative and programme support services of the United Nations Fund for Population Activities,

"(a) Approves appropriations in the amount of \$24,577,523 net as submitted in document DP/1983/23 to be allocated from the resources of UNFPA to finance the 1984/1985 programme budget as follows:

"Programme

Executive Direction and Management	\$ 3,109,342
Administration and Information Support Services	8,255,972
Programme Planning, Appraisal and Monitoring	<u>13,212,209</u>
Total Net	<u>\$24,577,523</u>

"(b) Agrees that the Executive Director shall be authorized to transfer credits between programmes within reasonable limits, with the concurrence of the Advisory Committee on Administrative and Budgetary Questions."

I. BUDGET ESTIMATES BY PROGRAMME OBJECTIVES CLASSIFICATION

15. The over-all programme objective of UNFPA is to assist, directly or indirectly, developing countries in undertaking population programmes and activities. UNFPA does this by offering financial assistance to governments, intergovernmental organizations and other organizations and entities at the international, regional and country level to implement projects in the areas of basic data collection, population dynamics, formulation and implementation of population policies and programmes, family planning, communication and education, multisector activities and other population programmes.

16. As mentioned in paragraph 3, the budget presentation groups the organizational units within UNFPA in three programme categories which, taken together, constitute the over-all activities of UNFPA. Table I-1 provides a summary of the total estimated direct costs by Programme for 1984/1985. Gross salaries and wages are adjusted for turnover of staff and include other personnel costs, such as temporary secretarial and clerical assistance, consultants and overtime. Common staff costs include the various allowances

and benefits which staff members receive under the United Nations personnel system. Travel and transportation cover travel on official business on headquarters staff and other service costs include permanent equipment, general operating expenses and the subvention to the United Nations and UNDP for services provided to the Fund. A detail breakdown of these costs is provided in Table I-2.

Table I-1

Summary of 1984-1985 budget estimated by programme

	<u>Programme I</u>	<u>Programme II</u>	<u>Programme III</u>	<u>Total</u>
Salaries and wages (gross)	2,567,141	3,399,559	9,316,165	15,282,865
Common staff costs	743,860	1,190,011	3,138,866	5,072,737
Travel and transportation	208,180	116,560	473,360	798,100
Other service costs	<u>249,870</u>	<u>4,434,350</u>	<u>2,611,530</u>	<u>7,295,750</u>
Total gross	<u>3,769,051</u>	<u>9,140,480</u>	<u>15,539,921</u>	<u>28,449,452</u>
Less:				
Income from staff assessment	<u>659,709</u>	<u>884,508</u>	<u>2,327,712</u>	<u>3,871,929</u>
Total Net	<u>3,109,342</u>	<u>8,255,972</u>	<u>13,212,209</u>	<u>24,577,523</u>

Table I-2

Detailed expenditure estimates for 1984-1985, appropriations
for 1982-1983 and expenditures for 1980-1981

Section and Object of Expenditure	1984-1985 estimates \$	1982-1983 appropriations \$	1980-1981 expenditures \$	% increase 1984-1985 1982-1983
<u>Section 1 - Salaries and wages</u>				
1.1 Established posts	14,788,865	12,983,104	9,786,750	13.9
1.2 Temporary assistance	152,000	152,000	68,654	-
1.3 Consultants	235,000	210,000	147,382	11.9
1.4 Overtime	107,000	96,100	79,992	11.3
<u>Sub-total</u>	15,282,865	13,441,204	10,082,778	13.7
<u>Section 2 - Common staff costs</u>				
2.1 Dependency allowances	253,010	188,550	163,014	34.2
2.2 Assignment allowances	19,000	16,000	6,755	18.8
2.3 Representation allowances	23,000	20,000	16,600	15.0
2.4 Contributions-Pension Fund	2,283,657	1,804,542	1,380,721	26.6
2.5 Contributions-Medical	293,690	215,493	157,247	36.3
2.6 Education grants	233,000	182,245	148,117	27.8
2.7 Home Leave travel	335,100	295,250	196,559	13.5
2.8 Travel on appointment, reassignment or separation and related expenses	227,900	180,759	101,122	26.1
2.9 Installation allowance	40,000	40,000	56,580	-
2.10 Repatriation grants	90,000	40,000	8,425	125.0
2.11 Reimbursement of national income tax	1,231,630	1,633,921	671,621	(24.6)
2.12 Staff training programme	42,750	27,200	12,073	57.2
<u>Sub-total</u>	5,072,737	4,643,960	2,918,834	9.2
<u>Section 3 - Travel and transportation</u>				
3.1 Travel on official business	798,100	683,000	592,171	16.9
<u>Sub-total</u>	798,100	683,000	592,171	16.9

Table I-2 (cont.)

Section and Object of Expenditure	1984-1985 estimates \$	1982-1983 appropriations \$	1980-1981 expenditures \$	% increase 1984-1985/ 1982-1983
<u>Section - Permanent equipment</u>				
4.1 Office equipment	82,000	185,000	83,502	(55.7)
4.2 Office automation	100,000	-	-	-
Sub-total	182,000	185,000	83,502	(1.6)
<u>Section 5 - Other general expenses</u>				
5.1 Contractual translation	10,700	10,000	1,188	7.0
5.2 Contractual printing	158,770	138,790	41,616	14.4
5.3 Computer services	139,000	190,500	72,970	(27.0)
5.4 External audit	69,060	61,600	(3,421)	12.1
5.5 Rental and maintenance of premises	2,818,000	2,514,000	2,981,160	12.1
5.6 Communications	653,400	506,500	803,607	29.0
5.7 Hospitality	25,000	17,000	21,888	47.1
5.8 Rental and maintenance of office equipment	196,400	81,000	39,997	142.5
5.9 Office supplies and services	172,220	126,720	103,203	35.9
5.10 Library books and periodicals	44,900	35,500	28,762	26.5
Sub-total	4,287,450	3,681,610	4,090,970	16.5
<u>Section 6 - Reimbursement to the UN and UNDP</u>				
6.1 Reimbursement to the UN and UNDP	2,826,300	2,830,749	1,030,020	(0.2)
Sub-total	2,826,300	2,830,749	1,030,020	(0.2)
TOTAL GROSS	28,449,452	25,465,523	18,798,275	11.7
Less: <u>Section 7 - Estimated income</u>				
7.1 Income from staff assessment	3,871,929	3,573,964	2,528,644	8.3
TOTAL NET	24,577,523	21,891,559	16,269,631	12.3

A. Programme I. Executive Direction and Management

17. The executive direction of the fund is carried out by the Executive Director, assisted by a Deputy Executive Director and an Assistant Executive Director. The Executive Director is responsible for the over-all direction and management UNFPA within the legislative mandate and guidelines established by the Fund's governing bodies (the General Assembly, the Economic and Social Council and the Governing Council). He has also been designated by the United Nations Secretary-General as the Secretary-General of the International Conference on Population to be held in 1984.

18. Table I-3 provides a summary of the total estimated direct costs for the 1984/1985 biennium, appropriations for 1982/1983 and expenditures for 1980/1981 for Programme I, Executive direction and management, which includes the Office of the Executive Director. Salaries and wages show an increase above the average for the Fund because of an anticipated low turnover factor for this organizational unit, whereas the increase in travel and transportation reflects increased activities on the part of the Office of the Executive Director, partly in connexion with the fund raising and partly in preparation for the International Conference on Population. Table I-4 shows the 1984/1985 staffing proposals for Programme I.

Table I-3

Summary of total estimated direct costs
Programme I - Executive direction and management

	1984-1985 estimates \$	1982-1983 appropriations \$	1980-1981 expenditures \$	% increase 1984-1985/ 1982-1983
Salaries and wages (gross)	2,567,141	2,159,222	1,607,689	18.9
Common staff costs	743,860	640,717	496,024	16.1
Travel and transportation	208,180	173,060	163,321	20.3
Other service costs	<u>249,870</u>	<u>234,110</u>	<u>224,947</u>	<u>6.7</u>
Total gross	<u>3,769,051</u>	<u>3,207,109</u>	<u>2,491,981</u>	<u>17.5</u>
Less:				
Income from staff assessment	<u>659,709</u>	<u>555,265</u>	<u>438,600</u>	<u>18.8</u>
Total net	<u>3,109,342</u>	<u>2,651,844</u>	<u>2,053,381</u>	<u>17.3</u>

Table I-4

Staffing proposals
Programme I - Executive Direction and Management

Category and level	1984-1985	1982-1983
<u>Executive Management</u>		
Executive Director (USG)	1	1
Deputy Executive Director (ASG)	1	1
Assistant Executive Director (ASG)	1	1
Sub-total	3	3
<u>Office of the Executive Director</u> <u>Professional and higher levels</u>		
Principal Officer (D-1)	1	1
Senior Officer (P-5)	2	2
First Officer (P-4)	2	2
Second Officer (P-3)	2	2
Assistant Officer (P-1/2)	1	1
Sub-total	8	8
<u>General Service</u>		
Principal level (G-5)	4	4
Other levels	8	8
Sub-total	12	12
TOTAL	23	23

B. Programme II. Administration and Information Support Services

19. The activities within the Programme are carried out by two functional divisions: the Administration and Finance Division and the Information and External Relations Division. Table I-5 gives a summary of total estimated direct costs for the 1984/1985 biennium compared with appropriations for 1982/1983 and expenditures for 1980/1981.

Table I-5

Summary of total estimated direct costs
Programme II. - Administration and Information Support Services

	1984-1985 estimates \$	1982-1983 appropriations \$	1980-1981 expenditures \$	% increase 1984-1985/ 1982-1983
Salaries and wages (gross)	3,399,559	2,865,038	2,264,322	18.7
Common staff costs	1,190,011	1,072,323	685,745	11.0
Travel and transportation	116,560	92,090	72,750	26.6
Other service costs	<u>4,434,350</u>	<u>4,027,689</u>	<u>3,721,216</u>	<u>10.1</u>
Total gross	<u>9,140,480</u>	<u>8,057,140</u>	<u>6,744,033</u>	<u>13.4</u>
Less:				
Income from staff assessment	<u>884,508</u>	<u>820,148</u>	<u>571,250</u>	<u>7.8</u>
Total net	<u>8,255,972</u>	<u>7,236,992</u>	<u>6,172,783</u>	<u>14.1</u>

1. Administration and Finance Division

20. The Administration and Finance Division consists of three branches: the Personnel Branch, the Finance Branch and the Administrative Branch. Table I-6 shows the 1984/1985 estimated direct costs as compared with the 1982/1983 appropriations and the 1980/1981 expenditures. The increase in salaries and wages reflects a lower turnover factor whereas the increase in travel and transportation is caused by a revision of anticipated travel needs for the Division.

Table I-6

Estimated direct costs
Administration and Finance Division

	1984-1985 estimates \$	1982-1983 appropriations \$	1980-1981 expenditures \$	% increase 1984-1985/ 1982-1983
Salaries and wages (gross)	2,494,018	2,082,240	1,750,153	19.8
Common staff costs	925,390	793,999	530,494	16.5
Travel and transportation	53,200	41,800	30,171	27.3
Other service costs	<u>4,076,900</u>	<u>3,697,119</u>	<u>3,420,357</u>	<u>10.3</u>
Total gross	<u>7,549,508</u>	<u>6,615,158</u>	<u>5,731,175</u>	<u>14.1</u>
Less:				
Income from staff assessment	<u>654,924</u>	<u>614,731</u>	<u>446,861</u>	<u>6.5</u>
Total net	<u>6,894,584</u>	<u>6,000,427</u>	<u>5,284,314</u>	<u>14.9</u>

21. Staffing proposals for the 1984/1985 biennium for the Administration and Finance Division are shown in Table I-7 and the distribution of posts by branches in Table I-8.

Table I-7

Staffing proposals
Programme II. Administration and Information Support Services

Category and level	Administration & Finance Division		Information & External Relations Division		Total	
	1984	1982	1984	1982	1984	1982
	1985	1983	1985	1983	1985	1983
I. <u>Professional and higher levels</u>						
Principal Officer (D-1)	1	1	1	1	2	2
Senior Officer (P-5)	1	1	1	1	2	2
First Officer (P-4)	3	3	1	1	4	4
Second Officer (P-3)	3	3	2	2	5	5
Associate Officer (P-1/2)	3	3	-	-	3	3
Sub-total	11	11	5	5	16	16
II. <u>General Service</u>						
Principal level (G-5)	8	8	1	1	9	9
Other levels	15	15	3	3	18	18
Sub-total	23	23	4	4	27	27
TOTAL	34	34	9	9	43	43

Table I-8
Staffing proposals
Administration and Finance Division

Category and level	Direction		Personnel Branch		Finance Branch		Administrative Branch		Total posts	
	1984/ 1985	1982/ 1983	1984/ 1985	1982/ 1983	1984/ 1985	1982/ 1983	1984/ 1985	1982/ 1983	1984/ 1985	1982/ 1983
<u>I. Professional and higher levels</u>										
Principal Officer (D-1)	1	1	-	-	-	-	-	-	1	1
Senior Officer (P-5)	-	-	1	1	-	-	-	-	1	1
First Officer (P-4)	-	-	1	1	1	1	1	1	3	3
Second Officer (P-3)	-	-	1	1	1	1	1	1	3	3
Assistant Officer (P-1/2)	-	-	-	-	1	1	2	2	3	3
Sub-total	1	1	3	3	3	3	4	4	11	11
<u>II. General Service</u>										
Principal level (G-5)	-	-	2	2	2	2	4	4	8	8
Other levels	1	1	2	2	6	6	6	6	15	15
Sub-total	1	1	4	4	8	8	10	10	23	23
TOTAL	2	2	7	7	11	11	14	14	34	34

2. Information and External Relations Division

22. The Information and External Relations Division consists of two branches: The Editorial, Publications and Media Services Branch and the External Relations Branch. Table I-9 shows the 1984/1985 estimated direct costs compared with the 1982/1983 appropriations and the 1980/1981 expenditures. The increase in travel and transportation is higher than the average for the Fund due in part to an increase in travel in connexion with the International Conference on Population.

Table I-9

Estimated direct costs Information and External Relations Division

	1984-1985 estimates \$	1982-1983 appropriations \$	1980-1981 expenditures \$	% increase 1984-1985/ 1982-1983
Salaries and wages (gross)	905,541	782,798	514,169	15.7
Common staff costs	264,621	278,324	155,251	(4.9)
Travel and transportation	63,360	50,290	42,579	26.0
Other service costs	<u>357,450</u>	<u>330,570</u>	<u>300,859</u>	<u>8.1</u>
Total Gross	<u>1,590,972</u>	<u>1,441,982</u>	<u>1,012,858</u>	<u>10.3</u>
Less:				
Income from staff assessment	229,584	205,417	124,389	11.8
Total net	<u>1,361,388</u>	<u>1,236,565</u>	<u>888,469</u>	<u>10.1</u>

C. Programme III. Programme Planning, Appraisal and Monitoring

23. Programme III includes the Programme Division, the Technical and Planning Division and the Policy and Evaluation Division. Table I-10 gives a summary of total estimated direct costs for 1984/1985 as compared with the 1982/1983 appropriations and the 1980/1981 expenditures. Table I-11 shows the staffing proposals for Programme III for the 1984/1985 biennium.

Table I-10Summary of total estimated direct costsProgramme III. Programme Planning, Appraisal and Monitoring

	1984-1985 estimates \$	1982-1983 appropriations \$	1980-1981 expenditures \$	% increase 1984-1985/ 1982-1983
Salaries and wages (gross)	9,316,165	8,416,944	6,210,767	10.7
Common staff costs	3,138,866	2,930,920	1,737,065	7.1
Travel and transportation	473,360	417,850	356,100	13.3
Other service costs	<u>2,611,530</u>	<u>2,435,560</u>	<u>1,258,329</u>	<u>7.2</u>
Total Gross	<u>15,539,921</u>	<u>14,201,274</u>	<u>9,562,261</u>	<u>9.4</u>
Less:				
Income from staff assessment	<u>2,327,712</u>	<u>2,198,551</u>	<u>1,518,794</u>	<u>5.9</u>
Total net	<u>13,212,209</u>	<u>12,002,723</u>	<u>8,043,467</u>	<u>10.1</u>

Table I-11

Staffing proposals
Programme III. Programme Planning, Appraisal and Monitoring

Category and level	Programme Division		Technical & Planning Division		Policy & Evaluation Division		Total	
	1984/ 1985	1982/ 1983	1984/ 1985	1982/ 1983	1984/ 1985	1982/ 1983	1984/ 1985	1982/ 1983
<u>I. Professional and higher levels</u>								
Director (D-2)	1	1	-	-	1	1	2	2
Principal Officer (D-1)	5	5	1	1	1	1	7	7
Senior Officer (P-5)	6	6	3	3	1	1	10	10
First Officer (P-4)	5	5	3	3	1	3	11	11
Second Officer (P-3)	8	8	1	1	3	3	11	12
Assistant Officer (P-1/2)	10	10	2	2	2	2	14	14
Sub-total	35	35	10	10	11	11	56	56
<u>II. General Service</u>								
Principal level (G-5)	7	7	3	3	2	2	12	12
Other levels	20	20	5	5	7	7	32	32
Sub-total	27	27	8	8	9	9	44	44
TOTAL	62	62	18	18	20	20	100	100

1. Programme Division

24. The Programme Division consists of six branches: Africa Branch, Asia and Pacific Branch, Europe Branch, Latin America and Caribbean Branch, Middle East and Mediterranean Branch and the Interregional and Global Projects Branch. Table I-12 shows the estimated direct costs for 1984/1985 compared with the 1982/1983 appropriations and the 1980/1981 expenditures. The increases are close to the averages for the Fund and as such, basically reflect estimated inflation.

25. The distribution of posts by Branches is given in Table I-13.

Table I-12

Estimated direct costs Programme Division

	1984-1985 estimates \$	1982-1983 appropriations \$	1980-1981 expenditures \$	% increase 1984-1985/ 1982-1983
Salaries and wages (gross)	5,681,417	5,012,555	4,392,864	13.3
Common staff costs	1,964,145	1,756,767	1,212,269	11.8
Travel and transportation	309,650	279,570	281,737	10.8
Other service costs	<u>1,641,300</u>	<u>1,531,960</u>	<u>848,915</u>	<u>7.1</u>
Total Gross	<u>9,596,512</u>	<u>8,580,852</u>	<u>6,735,785</u>	<u>11.8</u>
Less:				
Income from staff assessment	<u>1,407,646</u>	<u>1,297,897</u>	<u>1,067,848</u>	<u>8.5</u>
Total net	<u>8,188,866</u>	<u>7,282,955</u>	<u>5,667,937</u>	<u>12.4</u>

Table I-13

Staffing Proposals
Programme Division

Category and level	Direction		Africa Branch		Asia & Pacific Branch		Latin America and Caribbean Branch		Middle East and Med. Branch		Europe Branch		Interregional and Global Projs. Branch		TOTAL	
	1984	1982	1984	1982	1984	1982	1984	1982	1984	1982	1984	1982	1984	1982	1984	1982
	1985	1983	1985	1983	1985	1983	1985	1983	1985	1983	1985	1983	1985	1983	1985	1983
I. Professional and higher levels																
Director(D-2)	1	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1
Principal Officer(D-1)	-	-	1	1	1	1	1	1	1	1	-	-	1	1	5	5
Senior Officer(P-5)	-	-	1	1	1	1	1	1	1	1	1	1	1	1	6	6
First Officer(P-4)	-	-	1	1	1	1	1	1	-	-	-	-	2	2	5	5
Second Officer(P-3)	-	-	2	2	2	2	2	2	2	2	-	-	-	-	8	8
Assistant Officer(P-1/2)	-	-	4	4	3	3	1	1	1	1	-	-	1	1	10	10
Sub-Total	1	1	9	9	8	8	6	6	5	5	1	1	5	5	35	35
II. General Service																
Principal level(G-5)	1	1	1	1	1	1	1	1	1	1	1	1	1	1	7	7
Other Levels	1	1	6	6	5	5	3	3	3	3	1	1	1	1	20	20
Sub-total	2	22	7	7	6	6	4	4	4	4	2	2	2	2	27	27
TOTAL	3	3	16	16	14	14	10	10	9	9	3	3	7	7	62	62

2. Technical and Planning Division

26. The Technical and Planning Division consists of two Branches: The Technical Branch and the Programme Planning and Statistics Branch. Table I-14 shows the estimated direct costs for the biennium 1984/1985 compared with the appropriations for 1982/1983. The lower than average increase in salaries and wages is related to an anticipated higher turnover factor for this Division. Travel and transportation increases are higher than average because of greater involvement of the staff of the Technical Branch, particularly in field programme related activities. Table I-15 shows the staffing proposals for the 1984/1985 biennium.

Table I-14

Estimated direct costs Technical and Planning Division

	1984-1985 estimates \$	1982-1983 appropriations \$	1980-1981 5/ expenditures \$	% increase 1984-1985/ 1982-1983
Salaries and wages (gross)	1,678,155	1,605,167		4.5
Common staff costs	569,200	567,357		0.3
Travel and transportation	83,830	67,280		24.6
Other service costs	<u>496,960</u>	<u>461,660</u>		<u>7.6</u>
Total Gross	<u>2,828,145</u>	<u>2,701,464</u>		<u>4.7</u>
Less:				
Income from staff assessment	<u>447,365</u>	<u>442,347</u>		<u>1.1</u>
Total net	<u>2,380,780</u>	<u>2,259,117</u>		<u>5.4</u>

5/Not applicable due to reorganization in 1980.

Table I-15

Staffing proposals
Technical and Planning Division

Category and level	Direction		Technical Branch		Prog. Planning, & Stat. Branch		Total	
	1984 1985	1982 1983	1984 1985	1982 1983	1984 1985	1982 1983	1984 1985	1982 1983
<u>I. Professional and higher levels</u>								
Principal Officer (D-1)	1	1	-	-	-	-	1	1
Senior Officer (P-5)	-	-	2	2	1	1	3	3
First Officer (P-4)	-	-	2	2	1	1	3	3
Second Officer (P-3)	-	-	1	1	-	-	1	1
Assistant Officer (P-1/2)	-	-	-	-	2	2	2	2
Sub-total	1	1	5	5	4	4	10	10
<u>II. General Service</u>								
Principal level (G-5)	-	-	1	1	2	2	3	3
Other levels	1	1	2	2	2	2	5	5
Sub-total	1	1	3	3	4	4	8	8
TOTAL	2	2	8	8	8	8	18	18

3. Policy and Evaluation Division

27. The Policy and Evaluation Division consists of two Branches: The Policy Branch and the Evaluation Branch. Table I-16 gives the estimated direct costs of the 1984/1985 biennium compared with the 1982/1983 appropriation. Salaries and wages show a lower than average increase because of an anticipated higher turnover factor. Table I-17 shows the staffing proposals for 1984/1985.

Table I-16

Estimated direct costs
Policy and Evaluation Division

	1984-1985 estimates \$	1982-1983 appropriations \$	1980-1981 ⁶ / expenditures \$	% increase 1984-1985/ 1982-1983
Salaries and wages (gross)	1,956,593	1,799,222		8.7
Common staff costs	605,521	606,796		(0.2)
Travel and transportation	79,880	71,000		12.5
Other service costs	<u>473,270</u>	<u>441,940</u>		<u>7.1</u>
Total Gross	<u>3,115,264</u>	<u>2,918,958</u>		<u>6.7</u>
Less:				
Income from staff assessment	<u>472,701</u>	<u>458,307</u>		<u>3.1</u>
Total net	<u>2,642,563</u>	<u>2,460,651</u>		<u>7.4</u>

6/ Not applicable due to reorganization in 1980.

Table I-17
Staffing proposals
Policy and Evaluation Division

Category and level	Direction		Policy Branch		Evaluation Branch		Total	
	1984 1985	1982 1983	1984 1985	1982 1983	1984 1985	1982 1983	1984 1985	1982 1983
I. <u>Professional and higher levels</u>								
Director (D-2)	1	1	-	-	-	-	1	1
Principal Officer (D-1)	1	1	-	-	-	-	1	1
Senior Officer (P-5)	-	-	-	-	1	1	1	1
First Officer (P-4)	-	-	2	2	1	1	3	3
Second Officer (P-3)	-	-	1	1	2	2	3	3
Assistant Officer (P-1/2)	-	-	1	1	1	1	2	2
Sub-total	2	2	4	4	5	5	11	11
II. <u>General Service</u>								
Principal level (G-5)	-	-	1	1	1	1	2	2
Other levels	2	2	3	3	2	2	7	7
Sub-total	2	2	4	4	3	3	9	9
TOTAL	4	4	8	8	8	8	20	20

II. BUDGET FOR THE OFFICES OF THE UNFPA DEPUTY REPRESENTATIVES AND SENIOR ADVISORS ON POPULATION

28. The posts of the UNFPA Deputy Representatives and Senior Advisors on Population (hereafter referred to as UNFPA Deputy Representatives) are not part of a permanent field establishment. Individuals are transferred from country to country as different programmes require. The budgets of the offices of the UNFPA Deputy Representatives are included in the UNFPA administrative and programme support budget document for information purposes only. The UNFPA Deputy Representatives are financed from project funds as they are directly related to projects, and therefore, their costs are not included in the administrative budget appropriations requested in the main part of this document. At its twenty-sixth session in decision 79/28, II, paragraph 3, the Council reaffirmed that UNFPA should continue this practice. Should the proposal made by the Executive Director in document DP/1983/25, to integrate the posts of UNFPA Deputy Representatives into the manning table be approved by the Governing Council, the costs of these offices would eventually become part of the administrative budget.

A. Programme Objectives

29. UNFPA Deputy Representatives are assigned to countries where a number of population projects are underway or contemplated. As a rule, UNFPA tries to place a UNFPA Deputy Representative in every country in which it has, or plans to have, a country programme calling for assistance over a number of years. In the areas where UNFPA has fewer projects, or where projects are in the formative stage, UNFPA Deputy Representatives are assigned responsibility for representing UNFPA in several countries. UNFPA Deputy Representatives functions include: furnishing assistance to governments in project development and design; participating in inter-agency programming and monitoring during the course of implementation; assisting the UNDP Resident Representatives on projects executed under direct financing arrangements with national executing agencies; and acting as senior advisor to the UNDP Resident Representative on population matters.

30. The UNFPA Deputy Representatives are assigned to the staff of the UNDP Resident Representative, who provides whatever administrative assistance is necessary, such as office space, office supplies and services. A UNFPA Deputy Representative project budget is submitted to UNFPA headquarters for approval each year. It includes funds for salaries and wages for the UNFPA Deputy Representative and for administrative support including personnel, travel and transportation, equipment and miscellaneous supplies and services. At the present time, UNFPA Deputy Representatives are appointed under the 200 series of the United Nations Staff Regulations and Rules.

B. Details of expenditure estimates

31. Budgets of the offices of the UNFPA Deputy Representatives are financed from project funds, rather than from appropriations in the administrative budget. Total projected expenditures for 1984/1985 for 33 UNFPA Deputy Representatives' offices amount to \$10,284,676 as compared with the total 1982/1983 budgets of \$9,311,429. All budgetary information necessary for review of these expenditures is presented in Table II-I, which includes provisions for salaries and other costs of the UNFPA Deputy Representative posts, administrative and programme support staff costs, travel and transportation costs, equipment and other general operating costs.

C. Field Staffing Proposals

32. Table II-2, shows the number and levels of UNFPA Deputy Representatives in the budgetary cycles 1982/1983 and those planned for 1984/1985. It should be noted that from 1984 to 1985 onwards all Deputy Representatives are to serve from level L-4 upwards. The duties and responsibilities of UNFPA Representatives and UNFPA Deputy Representatives; respectively, as set out in their job descriptions, have recently been jointly agreed by the Administrator and the Executive Director.

Table II-1

Summary of Budgets of the Offices of UNFPA Deputy Representative

	Project personnel		Administrative & programme		Travel		Equipment		Other Service Costs		Total		Percent increase
	1982	1984	1982	1984	1982	1984	1982	1984	1982	1984	1982	1984	1982/1983
	1983	1985	1983	1985	1983	1985	1983	1985	1983	1985	1983	1985	1984/1985
<u>Africa</u>													
Ethiopia	126,760	139,639	77,296	88,800	5,000	11,207	13,393	15,230	15,995	21,483	238,444	276,359	15.9
Kenya	120,568	150,120	95,224	110,949	15,989	21,000	28,212	22,900	18,091	19,700	278,084	324,669	16.8
Madagascar	85,906	168,145	61,232	80,355	19,632	29,050	24,988	19,700	25,698	35,200	217,456	332,450	52.9
Mozambique	98,950	118,345	52,574	72,843	25,768	31,500	18,782	34,000	15,195	16,000	211,269	272,688	29.1
Nigeria	-	-	145,264	155,009	51,467	36,327	10,240	11,207	18,553	16,812	225,524	219,355	(2.7)
Senegal	132,960	163,620	132,320	161,783	38,606	44,000	29,333	49,750	36,708	40,700	369,927	459,853	24.3
United Republic of Cameroon	98,780	185,092	90,469	127,913	22,770	51,037	37,663	29,138	9,152	11,432	258,834	404,612	56.3
United Republic of Tanzania	98,226	144,737	25,395	34,965	19,762	32,000	11,448	32,550	26,659	10,500	181,490	254,752	40.4
Upper Volta	147,667	173,370	70,526	112,782	26,569	26,000	15,884	18,900	34,854	29,400	295,500	360,452	22.0
Zaire	157,349	183,286	33,977	42,590	4,868	10,911	15,365	20,172	11,035	24,734	222,594	281,693	26.6
Zambia	49,522	-	49,058	-	(439)	-	3,567	-	9,869	-	111,577	-	-
Zimbabwe	75,000	168,103	21,000	47,069	8,000	17,931	32,000	30,260	6,000	13,448	142,000	276,811	94.9

Table II-1 (continued)

	Project personnel		Administrative & programme		Travel		Equipment		Other Service Costs		Total		Percent increase
	1982 1983	1984 1985	1982 1983	1984 1985	1982 1983	1984 1985	1982 1983	1984 1985	1982 1983	1984 1985	1982 1983	1984 1985	1982/1983 1984/1985
<u>Asia and the Pacific</u>													
Bangladesh	122,934	146,377	104,304	114,734	8,057	13,070	20,755	17,637	22,389	12,505	278,439	304,323	9.3
China	95,755	108,319	22,223	24,445	10,755	10,763	11,408	8,610	14,755	13,991	154,896	166,128	7.3
Fiji	120,875	130,088	88,104	96,914	36,756	38,745	47,371	36,291	23,138	28,844	316,244	330,882	4.6
India	151,096	158,076	77,451	85,196	18,083	22,550	26,561	25,600	20,402	21,700	293,593	313,122	6.7
Indonesia	119,327	129,000	130,932	144,025	10,461	12,915	20,429	20,624	22,925	24,803	304,074	331,367	9.0
Malaysia	134,299	134,483	99,512	109,463	18,493	18,823	21,066	7,280	12,257	11,200	285,627	281,249	(1.5)
Nepal	153,339	169,000	48,544	53,398	11,047	17,220	49,669	37,125	38,623	38,948	301,222	315,691	4.8
Pakistan	147,127	151,431	91,762	100,938	31,461	35,516	36,868	15,043	20,652	23,035	327,870	325,963	(0.6)
Papua New Guinea	112,533	-	16,345	-	21,804	-	41,931	-	8,239	-	200,852	-	-
Philippines	133,942	146,300	79,873	87,860	18,101	20,818	23,302	37,435	23,427	25,443	278,645	317,856	14.1
Samoa	-	158,139	-	31,571	-	25,669	-	17,981	-	8,651	-	242,011	-
Sri Lanka	141,675	176,300	37,640	41,404	16,306	20,983	31,669	22,704	15,171	16,000	242,461	277,391	14.4
Thailand	166,625	175,543	148,075	162,882	14,518	19,323	19,229	22,139	14,095	14,802	362,542	394,689	8.9
Viet Nam	108,979	113,372	90,628	68,209	14,833	15,068	15,517	13,115	25,052	25,950	255,009	235,714	(7.6)

Table II-1 (continued)

	Project personnel		Administrative & programme		Travel		Equipment		Other Service Costs		Total		Percent increase
	1982	1984	1982	1984	1982	1984	1982	1984	1982	1984	1982	1984	1982/1983
	1983	1985	1983	1985	1983	1985	1983	1985	1983	1985	1983	1985	1984/1985
<u>Latin America and The Caribbean</u>													
Ecuador	87,230	133,440	73,472	82,483	17,377	9,749	12,159	13,113	16,984	19,053	207,222	257,838	24.4
Jamaica	179,656	203,158	96,789	104,383	40,720	49,310	22,409	30,260	14,337	17,932	353,911	405,043	14.4
Mexico	140,841	145,959	151,559	155,893	29,229	34,171	23,494	28,690	21,060	17,483	366,183	382,196	4.4
Peru	149,352	177,069	60,627	71,724	15,688	17,000	13,950	16,100	24,744	26,000	264,361	307,893	16.5
<u>The Middle East & Mediterranean</u>													
Democratic Yemen	43,680	-	37,395	-	-	-	1,538	-	5,819	-	88,432	-	-
Egypt	104,653	114,984	90,600	99,660	12,405	15,068	30,915	35,022	15,120	19,375	253,693	284,109	12.0
Jordan	48,912	-	74,331	-	11,734	-	32,877	-	15,880	-	183,734	-	-
Morocco	160,941	164,625	103,607	112,867	6,203	9,225	26,634	18,296	27,759	32,288	324,144	337,301	4.1
Syrian Arab Republic	134,348	186,400	93,167	102,484	3,390	7,380	94,892	50,000	18,006	22,830	343,863	369,094	7.3
Tunisia	168,212	179,093	94,838	104,322	12,204	21,525	10,290	10,513	17,168	21,525	302,712	336,978	11.3
Turkey	147,995	165,000	76,847	84,532	13,358	16,810	21,578	24,629	9,263	13,173	269,001	304,144	13.1
Grand Total	4,265,974	4,960,613	2,842,960	3,074,445	630,975	762,664	897,386	792,014	675,134	694,940	9,311,429	10,284,676	10.5

Table II-2

UNFPA Deputy Representative levels by country
(Grade subject to job classification)

Country	L-7			L-6			L-5			L-4			L-3		
	1984 1985	1982 1983	1980 1981	1984 1985	1982 1983	1980 1981	1984 1985	1982 1983	1980 1981	1984 1985	1982 1983	1980 1981	1984 1985	1982 1983	1980 1981
<u>Afghanistan</u>												1			
<u>Bangladesh</u>				1				1	1						
<u>China</u>	1											1		1	
<u>Colombia</u>												1			
<u>Democratic Yemen</u>								1	1						
<u>Ecuador</u>										1	1				
<u>Egypt</u>							1				1	1			
<u>El Salvador</u>												1			
<u>Ethiopia</u>							1	1							
<u>Fiji</u>							1	1				1			
<u>Haiti</u>						1									
<u>India</u>	1	1				1									
<u>Indonesia</u>									1	1	1				
<u>Ivory Coast</u>									1						
<u>Jamaica</u>							1	1	1						

Table II-2 (continued)

Country	L-7			L-6			L-5			L-4			L-3		
	1984	1982	1980	1984	1982	1980	1984	1982	1980	1984	1982	1980	1984	1982	1980
	1985	1983	1981	1985	1983	1981	1985	1983	1981	1985	1983	1981	1985	1983	1981
Jordan						1									
Kenya							1	1	1						
Madagascar							1	1	1						
Malaysia							1				1				1
Mexico							1	1				1			
Morocco				1		1		1							
Mozambique										1		1		1	
Nepal							1				1				1
Nigeria							1			1					1
Pakistan				1							1				1
Papua New Guinea											1	1			
Paraguay												1			
Peru										1	1				
Philippines							1	1	1						
Republic of Korea												1			
Samoa							1								
Sri Lanka							1	1							1

Table II-2 (continued)

Country	L-7			L-6			L-5			L-4			L-3		
	1984 1985	1982 1983	1980 1981	1984 1985	1982 1983	1980 1981	1984 1985	1982 1983	1980 1981	1984 1985	1982 1983	1980 1981	1984 1985	1982 1983	1980 1981
Sudan												1			
Swaziland									1						
Syrian Arab Republic							1	1							
Thailand				1					1		1				
Tunisia				1	1	1									
Turkey								1	1	1					
United Republic of Cameroon								1	1	1					
United Republic of Tanzania										1				1	1
Upper Volta							1	1							
Viet Nam						1		1		1					
Zaire										1	1	1			
Zambia												1			
Zimbabwe							1	1							
TOTAL	2	1		6	1	6	16	18	13	9	11	14		3	6

ANNEX A

UNITED NATIONS FUND FOR POPULATION ACTIVITIES

ORGANIZATIONAL CHART

