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JOINT INSPECTION UNIT

PERSONNEL QUESTIONS

Status of women in the Professional category and above:
a progress report

Note by the Secretary-General

The Secretary-General has the honour to transmit to the members of the General Assembly the report of the Joint Inspection Unit entitled "Status of women in the Professional category and above: a progress report" (JIU/REP/80/4).

* A/35/50.

Status of Women in
the Professional Category
and Above: A Progress Report

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GE.80-1137

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INTRODUCTION

1. This report has been prepared in response to the request of the General Assembly in resolution 33/143 on personnel questions that the Joint Inspection Unit continue to study and report on the provisions of the resolution dealing with, inter alia, the improvement of the representation of women in the professional category and above in the UN system, from the 35th session of the General Assembly onwards 1/. Hence, this report constitutes an updating of Report JIU/REP/77/7 in the light of the resolution.
2. The present report will give a brief overview of the action taken in the various organizations of the UN system to give effect to the recommendations in JIU/REP/77/7 as reflected in Part III of resolution 33/143. The information and conclusions are based on data collected by the JIU through a questionnaire sent out to all participating organizations 2/. Several of the tables contained in JIU/REP/77/7 have been updated to show the situation as it has evolved in each of the organizations. These will be found in Annexes II and III.
3. The Inspector wishes to record here his appreciation for the co-operative spirit in which each of the organizations has responded to the questionnaire and for the courtesies extended during a number of interviews in some of the organizations.

1/ A/RES/33/143, Part III, para. 6. Text of Part III reproduced in Annex I.

2/ Like the previous report, this one covers the following organizations in the UN system: United Nations (information was received separately from the following: UNEP, UNHCR, UNICEF and UNIDO and has been used as appropriate in this study), FAO, IAEA, ICAO, ILO, IMCO, ITU, UNESCO, UPU, WHO and WMO.

I. DEVELOPMENTS SINCE 1977

4. JIU Report 77/7 was sent to the eleven participating organizations at the end of January 1978. Several of them acted on it in the course of 1978 while others did so in 1979. The Administrative Committee on Co-ordination (ACC) considered the report in October 1978 and submitted its comments to the 33rd Session of the General Assembly 3/.
5. The ACC welcomed the report as "a contribution to the search for effective means of achieving a goal that is common to all organizations" 4/. It recognized how important it was to provide direction and establish procedures aimed at increasing the participation of women, on equal terms with men, in the work of the secretariats. The ACC generally agreed that a central review of progress in the common system as a whole towards that objective could serve a useful purpose. However, it suggested that such reviews take place biennially on the understanding that the personnel statistics - which also include information on the number of women in the secretariats of all organizations - collected by the ACC's Consultative Committee on Administrative Questions (CCAQ) would continue to be published annually.
6. As for the JIU recommendations which concerned recruitment, the ACC accepted the premise of the proposal to set targets in the employment of women and generally agreed that, with certain reservations, recruitment goals could and should be used as an internal spur to action towards full participation of women in the work of the secretariats. However, the ACC members did not endorse the suggestion that certain posts be designated for which women would be given priority consideration since it ran counter to the objective of ensuring equal opportunity for men and women to occupy any position for which they may be qualified. There was substantial agreement that even under resource constraints and conditions of limited access to the sources of candidates, the organizations should adjust their recruitment methods in order to increase the number of women in the international civil service. The ACC could not subscribe to the recommendation that the principle of geographical distribution be applied flexibly in the recruitment of women.
7. The measures recommended by JIU to ensure equality of treatment in service were found acceptable - many organizations already applied them in practice - except for the suggestion that trainee posts be created for which women would be given preference. Nor did the ACC accept a related proposal that permanent posts be selected for women having successfully completed a year's probationary service. Both suggestions were considered to be inconsistent with the principle of equality of opportunity.
8. Finally, the ACC agreed that staff rules governing employment should be interpreted in a manner that would meet the special problems faced by women with family responsibilities. This applied to part-time employment, flexible working hours and maternity leave. There was also agreement on the need to re-examine the hitherto restrictive policy regarding the recruitment of married couples, a matter which the ACC proposed to refer to the International Civil Service Commission for consideration.

3/ A/33/105/Add.1

4/ Ibid., para. 3

9. JIU Report 77/7 and the ACC's comments on it were considered by the General Assembly at its 33rd session in 1978. It was generally agreed that women should participate, on equal terms with men, more fully in the work of the secretariats of the organizations of the United Nations system, but not to the detriment of the principle of equitable geographical distribution. Resolution 33/143 on personnel questions, adopted on 20 December 1978, recommended in Part III that the United Nations and other organizations in the UN system adopt a number of measures to increase the proportion of women in the professional categories and above and, more generally, to foster equal employment and career development opportunities for women 5/.

10. The executive bodies of the majority of the organizations considered JIU Report 77/7 and either noted it or, as in the case of the larger organizations, took certain decisions to have a number of the recommendations implemented 6/. Some of the smaller agencies pointed out that their size and the highly specialized and technical nature of their work precluded the implementation of some of the report's recommendations. Generally the executive heads, legislative and/or executive bodies have committed themselves to increase the proportion of women in the professional category of the secretariats, with due regard to the particular circumstances of each of the organizations. Similarly, they all subscribed to the principle of equality of opportunity.

11. Subsequent to the adoption by the General Assembly of Resolution 33/143 CCAQ considered the following subjects on which it was expected that organizations could reach a common understanding: the relaxing of restrictions on employment of spouses in the same organizations; adequacy of the maternity leave provisions; and development of part-time employment possibilities. They were dealt with by CCAQ in the course of summer 1979. As a first step, agreement was obtained on a revision of maternity-leave provisions.

5/ See Annex I.

6/ FAO: 74th Session of the Council, CL 74/REP (Nov/Dec 1978); reports of the Programme and Finance Committees, respectively CL 74/3 and CL 74/4 (Aug 1978); and Director-General's comments, CL 74/13 (March 1978).

IAEA: Board of Governors (June 1979).

ICAO: 95th Session of the Council (Dec. 1978).

ILO: 211th Session of the Governing Body (Nov. 1979) - First Report of the Programme, Financial and Administrative Committee, GB. 211/13/25, paras. 53-65; and Director-General's comments GB. 211/PFA/5/1 (Oct. 1979).

IMCO: 40th Session of the Council (May 1978); and Secretary-General's comments C XL/21.

ITU: 34th Session of the Administrative Council.

UNESCO: Resolution adopted at the 20th Session of the General Conference, 20 C/Resolution 23.21 (Oct/Nov. 1978), in connexion with the Director-General's draft long-term recruitment plan, 20 C/53; 105th (Oct. 1978), 107th (June 1979) and 108th (Oct. 1979) Sessions of the Executive Board - 105 EX/Decisions (Decision 3.3.1), 107 EX/Decisions (Decision 6.2) and 108 EX/Decisions (Decision 3.3.1) respectively; and Director-General's observations, 105 EX/5 (Aug. 1978), and reports 107 EX/26 (April 1979) and 108 EX/4 (Oct. 1979).

WHO: 63rd Session of the Executive Board, EB/63. R25 (Jan. 1979); and Director-General's reports, EB63/27 and EB63/36 (Oct. 1978).

II. ACTION TAKEN ON SPECIFIC ISSUES

A. General Review

12. Staff at the professional level and above - but excluding field experts - of the eleven United Nations organizations, totalled 8899 members in 1977 (8715 in 1976), of whom 82.1% (82.3% in 1976) were men and 17.9% (17.7% in 1976) women. By the end of 1979 total professional staff rose to 9106, of which 81.7% were men and 18.3% women. Thus, overall there has been some improvement, albeit not substantial, in the percentage of female staff in the 11 organizations. However, taken individually the organizations have shown widely differing records of achievement in their efforts to increase the proportion of women on their staff. A few have been progressing steadily (UN, FAO, UPU and WHO); some have remained almost unchanged (IAEA, ICAO, IMCO, ITU and WMO), and two have shown a decrease (ILO and UNESCO) 7/. Partly because of their size and constitutional constraints which limit their sources of recruitment, and partly, it was claimed, because of the highly specialized nature of their functions, the smaller organizations continue to find it difficult to appoint proportionately more women than men. Graph 1 shows the employment of men and women by different grades in the 11 organizations for 1976 and 1979 8/. There has been a drop in the number of staff at the P-1 and P-2 levels. This appears to be due in part to reduced recruitment (such as at the ILO and WHO in the wake of budgetary contractions), but even to a greater extent to the trend observed over the past several years to recruit staff at higher entry grades.

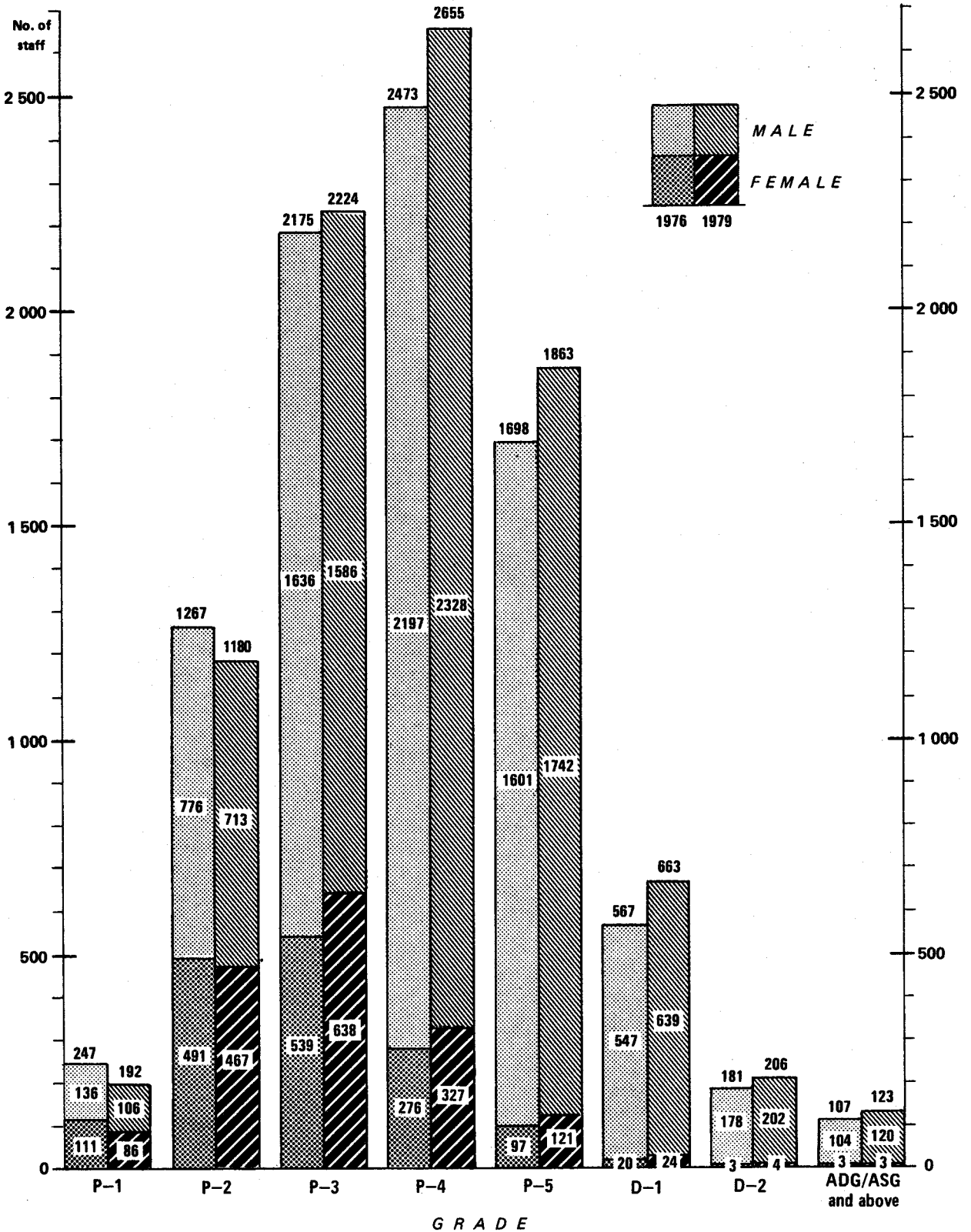
13. The United Nations Secretariat is the biggest employer of professional staff among the 11 organizations. In 1979, the total United Nations staff in the professional category and above amounted to 3686, which was 40.5% of those employed by all organizations. Of the female staff, 48.5% were employed by the United Nations. Moreover, the 5 larger organizations, i.e. the United Nations, FAO, ILO, UNESCO and WHO, together accounted for 86.0% of the total professional staff in 1979, and 90.7% of the women in the professional category.

7/ See Annex II.

8/ The 1976 data are based on Annex I "C" to JIU/REP/77/7 and those concerning 1979 on Annex II "C" to the present report.

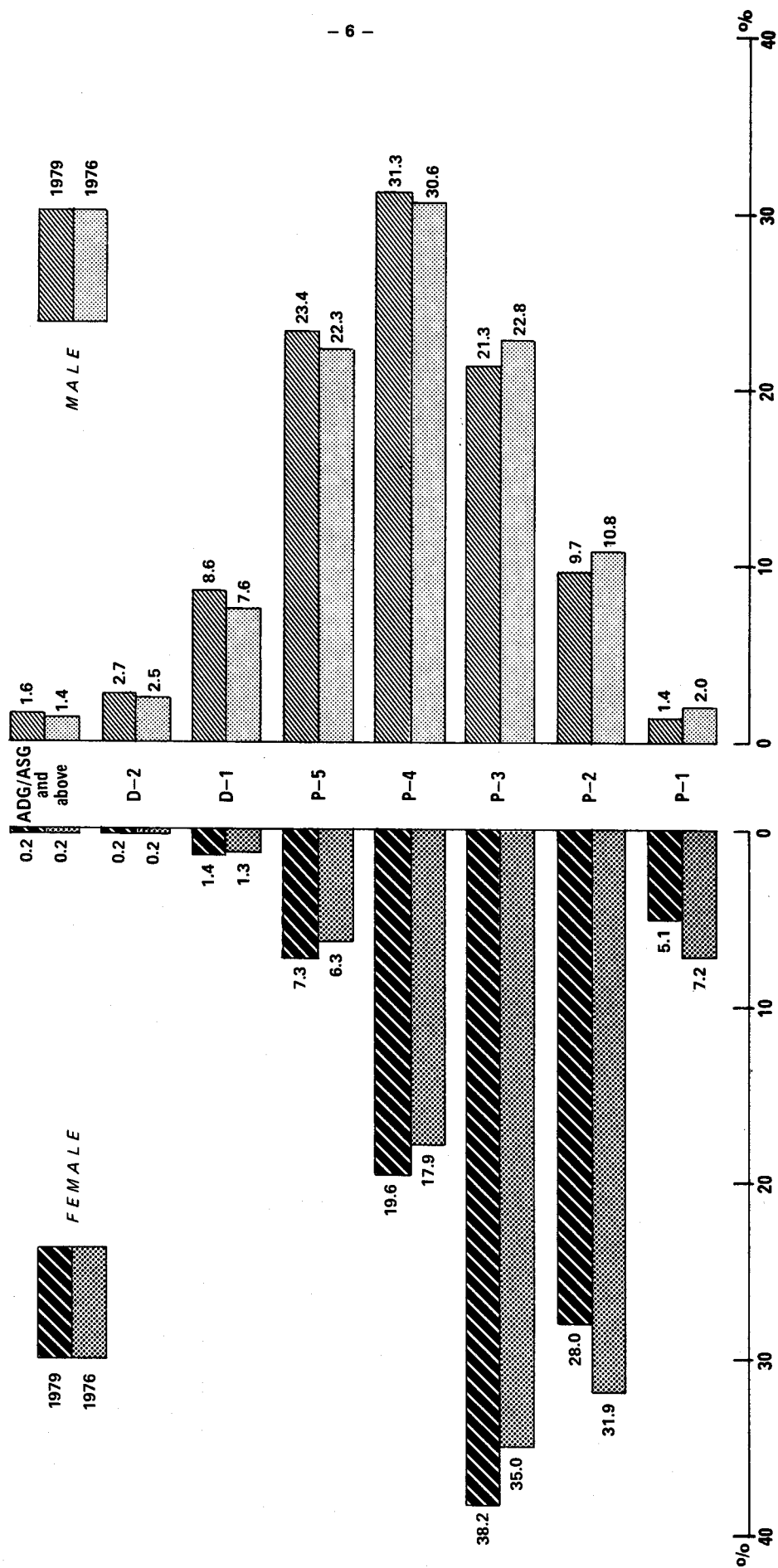
Graph 1

MALE AND FEMALE PROFESSIONAL STAFF IN ELEVEN
UNITED NATIONS ORGANIZATIONS BY GRADE (1976 and 1979)



Graph 2

STAFF CONCENTRATION BY GRADE IN ELEVEN UNITED NATIONS ORGANIZATIONS
IN 1976 and 1979 (Percentages a/)



a/ The percentages shown in the graph represent the ratio of male or female staff employed at each particular grade, in relation to the total number of males or females, respectively, employed in all grades of the Professional category and above in the eleven United Nations organizations.

14. The points of concentration by grade are still found to be P-2 and P-3 in the case of women and P-4, sometimes P-5, in the case of men, as illustrated by Graph 2 9/. Practically no change has occurred at the highest professional levels. Whereas in 1976, out of 1519 posts at the P-5 level, 96 or 6.3% were occupied by women, in 1979, women occupied 121 posts or 6.5% out of a total of 1863 at the P-5 level. Nor has the situation at the D-1, D-2 and Assistant-Secretary General levels improved either. In 1979, out of 663 posts (513 in 1976) at the D-1 level, only 24 (20 in 1976) were filled by women. Women at the D-2 level numbered 4 out of 206 (3 out of 181 in 1976) - 2 at the United Nations, 1 at the ILO and 1 at WHO. As in 1976, there were only 3 women in 1979 holding the rank of Assistant-Secretary General. No woman has ever been the executive head of an organization of the United Nations system or a member of ACC.

15. The reasons given at the time the 1977 JIU report was prepared to explain the small number of women above the P-3 level were again advanced. It has been argued that many women have reached the P-3 grade through promotions from the General Service category with insufficient educational qualifications for further promotion. Also, the low percentage of women in the "pyramid of promotion" inevitably meant that there were fewer women available for promotion to the higher ranks. Another argument has been that it was difficult to find suitably trained and qualified candidates for appointments at higher-level positions, and that international organizations reflected the conditions in many national administrations in which female representatives were few. It has been contended that women were less mobile than men and that their family commitments presented greater obstacles to their employment. It is clear that, in some cases, these arguments serve to justify lack of action.

16. However, with the impetus given by the General Assembly resolution 33/143 there may be better prospects for improving the situation, particularly in the larger organizations. Indeed, these have revised, or are about to revise, to a greater or lesser extent, their personnel policies and procedures in an effort to meet the justified demands for women to have greater access to employment and promotion as well as more career development opportunities on an equal footing with men. It would help maintain the momentum if the members of ACC were to review regularly the status of women in the professional category in all organizations and at each level, especially at the higher levels. Careful monitoring by the ACC of the implementation of the provisions of General Assembly resolution 33/143 relating to women should be directed towards stimulating constructive actions and ideas for further improvement of the status of women, in addition to providing information on progress achieved.

B. Setting of Targets

17. In its 1977 report, the JIU suggested that, wherever possible, targets be established for the recruitment of women as a spur to action. It also suggested that, in order to make targets more effective, these might be expressed not only as goals of the organization as a whole, but also in specific terms for each major organizational unit. In considering the JIU report, the ACC accepted the premise of the proposal to set targets, so long as any chosen target figure was reasonable. These suggestions were taken up by the General Assembly which, in its resolution 33/143, called on the Secretary-General "to take the necessary measures to increase the number of women in posts subject to geographical distribution to 25% of the total over a 4-year period in accordance with the principle of equitable geographical distribution.". The other United Nations organizations were also called on to establish targets.

9/ See footnote 8.

18. Table 1 gives a synoptic view of the situation in the 11 United Nations organizations with regard to target-setting. While no organization denies the need for increasing the proportion of women in its professional staff, only some of the larger ones have decided to establish specific targets to be achieved within a specific period of time. The smaller or highly technical organizations have stated that the specialized nature of their functions and activities as well as the relatively low staff turnover made it difficult for them to specify any targets at all. One of the main obstacles to recruiting more women from under-represented countries was said to be the dearth of suitably qualified women candidates, particularly for higher and technically specialized posts. Some technical organizations have also pointed out that constitutionally they were required to draw their staff from the national administrations of the Member States. The lower proportion of women candidates for technical posts was, in the opinion of the organizations, a reflection of the recruitment policies of the national administrations and as long as these practices were not modified at the national level there would be little chance of improving the situation in the organizations concerned.

19. In two of the three organizations that have established targets, there has been, overall, an improvement in the representation of women in their professional staff. The FAO, too, has seen a steady increase in the number of women though it had not set a specific target; however, it used the figure suggested in the 1977 JIU report as a general guideline. The trend, although slow, as shown by the figures in Annex II, does seem to indicate some progress. From these examples it appears that the setting of targets has had a positive influence by stimulating action within the secretariats to increase the percentage of women in the staff.

20. Looking to the future, it would seem that targets should be kept under review in order to avoid stagnation and to provide further stimulus to action. In any event, they must be stated in realistic terms but provide a sufficient incentive to all concerned to pursue vigorously the ultimate goal of a more equitable representation of women in the professional category and above. Targets should not be taken as rigid imperatives, but should be flexible enough to meet the varying circumstances and different functions of the organizations.

C. Revision of Policy Statements and Directives

21. In its resolution 33/143, the General Assembly requested the Secretary-General of the United Nations and the Executive Heads of the other organizations to issue "in accordance with the principle of equitable geographical distribution, policy statements and directives necessary to foster equal employment and career development opportunities for women".

22. The Secretary-General of the United Nations issued an information circular^{10/} which contained a number of guidelines for promoting equal treatment of men and women in the United Nations Secretariat. Their main intent was to alert staff members to the policies, attitudes, behaviour and language required to promote such equal treatment in the belief that this would foster harmonious and productive working relations and that the Secretariat was in a unique position to provide leadership in eradicating discrimination based on sex.

^{10/} Information Circular ST/IC/79/17 (8 March 1979).

Table 1

TARGET FIGURES

Organization	Yes	No	Target suggested by JIU in 1977 for 1980	Target adopted by Organization	Remarks
UN	X		25 %	25% over four-year period 1979-1982	GA Resolution 33/143, Part III, para 1. The target applies to posts subject to geographical distribution.
FAO		X	17 %	-	Target proposed by JIU considered unrealistic because qualified and experienced female candidates not available in certain specialized fields. Nevertheless, the target serves as general guideline, and need to recruit more women stressed by the Director-General on several occasions.
IAEA		X	-	-	Almost entire Agency staff drawn from national administrations; these have very few women employed and are reluctant to lose them to the Agency.
ICAO		X	-	-	The majority of vacancies call for qualifications and experience in one or more of the technical fields of aviation. Due to paucity of qualified female candidates, the Organization feels there would be no point in establishing target figures.
ILO		X	-	-	A special subcommittee of the Administrative Committee (joint management/staff union standing consultative body) has been set up to establish target figures.
IMCO		X	-	-	The specialized and technical nature of IMCO's work and small size of its Secretariat have limited recruitment at the professional level.
ITU		X	-	-	Most professional posts of a technical nature and almost no applications received from women for these posts.
UNESCO	X		27 %	27% by 1982	Target established by the UNESCO General Conference (19th Session) within framework of a long-term recruitment plan.
UPU		X	-	-	Because mandatorily required to draw staff from national postal administrations the Bureau cannot fix targets. However, priority given to qualified women candidates when such are proposed by a postal administration.
WHO	X		22 %	20% by 1980	Target set by the Director-General, and endorsed by the Executive Board, as more realistic in the light of number of expected separations and of posts in established offices.
WMO		X	-	-	Because of its small size and the limited number of women working in its fields of activity, the Organization would be unable to meet target figures. This was confirmed by the Eighth WMO Congress (May 1979).

23. The Director-General of FAO introduced a number of measures as part of a "positive action programme" subsequent to a policy statement issued in 1977 11/. Measures envisaged are the building-up of a roster of candidates from which suitably qualified women could be identified, better representation of women staff members in internal administration and advisory boards, expansion of training opportunities and elimination of discriminatory language from staff rules and official circulars. The Directors-General of ILO 12/ and WHO 13/ likewise issued policy statements which included specific measures to bring about equality of opportunity and treatment for women and men. These measures concerned matters such as recruitment, placement and assignment, career development and promotion. Other organizations have reported that the review of policy directives and staff regulations was an ongoing process in which care was taken to eliminate any provisions which might militate against equal opportunity for women and men or which might contain any element of discrimination.

24. There is an obvious need to keep policy statements and directives, as well as administrative measures, under continuous review. Representation of women in the professional staff, especially in the higher grades, is still far from satisfactory and should be followed closely. Some organizations, such as FAO and WHO, have instituted special arrangements for monitoring the implementation of the policy statements and directives issued by their executive heads concerning the status of women in their secretariats. Such a practice could be generalized in all organizations by, for example, entrusting one of their personnel advisory boards with this monitoring task. Each executive head could receive an annual report from the board which could suggest any further measures that may be required.

D. Equality of Opportunity for Promotion and Career Development

Representation of Women on Personnel
Advisory and Administrative Boards

25. In order to foster equal employment and career development opportunities for women, the General Assembly resolution requested the Secretary-General of the United Nations and the executive heads of the other organizations to ensure that women were "henceforth fairly represented on personnel advisory and administrative boards". Table 2 attempts to give an overview of the situation with regard to participation of women in boards which appear to be common to most of the 11 organizations.

11/ Bulletin No. 77/57 (14.10.1977).

12/ ILO Circular 6/145 (24.7.1978).

13/ Information Circular IC/78/42 (17.5.1978).

Table 2

PARTICIPATION OF WOMEN IN
PERSONNEL ADVISORY AND ADMINISTRATIVE BOARDS 1/

Organization	Boards	% Women		Remarks
		1976	1979	
UN	<ul style="list-style-type: none"> - Joint Advisory Comm. (HQs) - Appointment and Promotion Board and Committee (HQs) - Joint Appeals Board (HQs) - Joint Disciplinary Comm. (HQs) - Panel to Investigate Allegations of Discriminatory Treatment (HQs) 	7 18 17 21 -	27 24 20 31 60	Chair person of JAC was a woman for period 78/79
FAO	<ul style="list-style-type: none"> - Establishments Committee and Subcomm. - Professional Staff Selection Committee - GS Staff Selection Comm. - Field Selection Panels - Appeals Committee - Pension Committee - External Training Advisory Committee 	0 12 73 25 11 0	0 12 55 25 11 0	In all, 25 advisory and administrative bodies
IAEA	<ul style="list-style-type: none"> - Joint Advisory Comm. - Joint Comm. on "P" Staff - Joint Advisory Panel on GS and M+O Staff - Joint Appeals Comm. - Joint Disciplinary Comm. - Joint Staff Pension Comm. 	8 0 33 28 43 8	8 0 33 33 40 8	In all, 12 advisory and administrative bodies, with an overall percentage of women's participation of 24 in 1976 and 1979
ICAO	<ul style="list-style-type: none"> - Appointment and Promotion Boards - Staff Advisory Comm. - Advisory Joint Appeals Board - Staff Pension Comm. 	0 0 0 0	0 0 0 0	A woman has been serving as Secretary to the Staff Pension Committee since 1974
ILO	<ul style="list-style-type: none"> - Administrative Comm. - Personnel Management Comm. - Reports Board - "GS" Grading Appeals Comm. - "P" Grading Appeals Comm. - Joint Staff Training Comm. 	25 0 0 20 14 29	13 5 0 33 14 43	In all, 9 advisory and administrative bodies, with an overall percentage of women's participation of 17 in 1976 and 19 in 1979
IMCO	<ul style="list-style-type: none"> - Joint Advisory Comm. - Appointment and Promotion Board - Joint Appeals Board - Standing Comm. on Job Classification 	- - - -	10 8 11 -	The first three bodies were set up in 1977 only and membership of the last one (1979) has not yet been finalized.
ITU	<ul style="list-style-type: none"> - Joint Advisory Comm. - Appointment and Promotion Board - Appeals Board - Post Classification Review Board 	- - - -	14 0 0 0	The Appointment + Promotion Board is variously composed and functions either as the Coordination Committee or as a Board, depending on the level of appointments. Female staff members may sit on either one.
UNESCO	<ul style="list-style-type: none"> - Advisory Council on Personnel Policies - Senior Personnel Advisory Board - Junior Personnel Advisory Board - Appeals Board "P" category - "GS" category - Joint Disciplinary Comm. - Staff Pension Comm. 	33 16 47 20 67 0 17	8 24 56 20 73 50 0	Two of the three female members of the Advisory Council on Personnel Policies appointed in 1976 were unable to continue their participation in the Council. The term of the one woman representative on the Pension Committee expired early 1979 and there were only male candidates for the 1979-82 elections. In all, 10 advisory and administrative bodies, with an overall percentage of women's participation of 32 in 1976 and 39 in 1979.
UPU	<ul style="list-style-type: none"> - Appointment and Promotion Committee - Management Committee of the Welfare Fund 	14 40	14 20	
WHO	<ul style="list-style-type: none"> - Ad Hoc Selection Committees - Board of Inquiry and Appeal - Standing Committee on Reclassification of Posts - Ad Hoc Group on Reduction in Force - Staff Pension Comm. - Joint Ad Hoc W.G. on Employment of Women 	33 30 36 - 10 -	38 17 42 33 8 75	In all, 14 advisory and administrative bodies (two of which did not exist in 1976). Overall percentage of women's participation in these bodies was 13 in 1976 and 22 in 1979.
WMO	<ul style="list-style-type: none"> - Staff Selection Committee ("P" Staff) - Appointment and Promotion Board ("GS" Staff) - Joint Appeals Board - Joint Disciplinary Comm. - Staff Pension Comm. 	0 0/33 0 0 0	0 0/33 0 40 9	One of the members (3) of the Appointment and Promotion Board is nominated on an ad hoc basis by the Staff Committee. In a majority of cases this has been a female staff member.

1/ Only boards or committees listed which are common to most organizations (e.g. administrative committees, appeals boards, pension committees).

26. Some organizations such as FAO, IAEA, or WHO, have a number of advisory bodies that deal with very specific needs (for example, a Joint Commissary Committee and a Joint Committee on Food Service at FAO; a Joint Housing Committee and a Joint Schooling Committee at IAEA; or a Suggestions Committee and a Restaurant Committee at WHO). Except at ICAO and ITU, it appears that women are represented in varying proportions in most of the advisory boards that deal with personnel matters. It might be desirable to review the composition of some of the advisory boards or bodies which show a low percentage of women relative to their proportion in the staff and to encourage a higher rate of participation, particularly in those boards or bodies that are concerned with matters of immediate interest to women and their conditions of employment and career development. Since members of most of the advisory bodies in each organization are appointed jointly by the executive head and by the Staff Union or Association, it is important that the latter also makes an effort to nominate more women for such appointments.

Review of Recruitment Literature and Promotion Procedures,
Internal Training and Staff Rules

27. The General Assembly also requested that existing recruitment literature, publicity, promotion procedures, internal training programmes and staff rules be reviewed to ensure that women and men enjoyed equal opportunity for promotion and career development. Table 3 summarizes action taken by the 11 organizations to comply with the General Assembly's request.

28. A few of the organizations have recently reviewed their recruitment literature and promotion procedures as well as some of their training programmes. The smaller organizations have pointed out that the opportunities for advancement, due to the very small size of the staff, were very limited since openings in higher positions occurred infrequently; the problem was said to be as serious for men as it was for women. Most of the organizations have given assurances that their staff rules and regulations, as well as their administrative procedures, had been reviewed at one time or another to eliminate any provisions that could give rise to discriminatory treatment. Staff, irrespective of their sex, were being given opportunities for training and career development.

Measures to Prevent Discrimination on
Account of Marriage and Maternity

29. The General Assembly resolution recommended that staff rules and procedures covering assignments of married couples to the same duty station, maternity leave, part-time employment and flexible working hours, be reviewed and revised as necessary. Table 4 summarizes the current status of staff rules covering these four areas.

30. To meet the request in the General Assembly resolution, ACC asked CCAQ to undertake such a review. The result was a decision that maternity leave provisions should be amended to extend the period of leave from 12 to 16 weeks in order to be in line with both the current practice in a significant number of countries and the recommendations of medical authorities. Likewise, the minimum pre-natal leave was reduced from four to three weeks. These revised provisions have come into effect on 1 January 1980 and are being applied in practically all organizations.

Table 3

REVIEW OF RECRUITMENT LITERATURE AND PROMOTION PROCEDURES,
INTERNAL TRAINING PROGRAMMES AND STAFF RULES

Organization	Recent Review		Date of Last Review	Changes and Current Status/Remarks
	Yes	No		
UN	X		1977	Staff Rules extensively revised in consultation with the staff representatives in the Joint Advisory Committee, to eliminate any provisions that might appear to endorse discriminatory treatment, and any language that might be interpreted as not recognising the equal status of women and men.
FAO	X		a) Recruitment literature, 1979 b) Promotion procedures, 1979 c) Training programmes and Staff Rules reviewed regularly	a) Distribution list of vacancy announcements widened to include international institutions engaged in promoting women's status. b) Recommendation 9 of JIU/REP ⁶ /7/77 being applied. c) Reviews carried out by Personnel Division which take into account views of staff representative bodies and of Association of Professional Staff's W.G. on Women.
IAEA		X	Staff Rules, 1975	Changes in a number of benefits. What little recruitment literature and publicity the Agency uses is non-discriminatory. Training programmes open to men and women.
ICAO	X		Service Code, 1977	Revised Service Code reaffirmed principle of non-discrimination. The majority of vacancies call for technical qualifications and experience in aviation. The Organization seldom receives applications from qualified women candidates. In non-technical fields women occupy a high proportion of posts (e.g. 50% in Personnel).
ILO	X		1978	The DG's policy statement (ILO Circular No. 6/145 of July 1978), contains a series of specific measures under the headings prospecting and recruitment, placement and assignment, types of contracts, career development and promotion, designed to bring about equality of opportunity and treatment.
IMCO		X	-	Staff Regulations and Rules and amendments to these adhere to common system. Free classes in four languages open to all staff.
ITU		X	-	Staff Rules follow the common system. Professional training open to women and men equally.
UNESCO	X	X	Staff Rules, 1974 Training programmes and recruitment literature, 1979	Staff Rules reviewed in October 1974 to eliminate all discriminatory provisions. Internal training programmes reviewed regularly. Need for more applications from women stressed in all letters calling for candidatures and in vacancy notices.
UPU		X	-	Staff Rules and Regulations follow those of the UN. Promotions and career development based on equality of opportunity.
WHO		X	1974	Vacancy notices are scrutinized to ensure wording is non-discriminatory. Measures being currently considered on how to give wider publicity to WHO's desire to attract more women candidates. Staff Rules were entirely reviewed in 1974 to eliminate all discriminatory rules or practices.
WMO		X	1975	Discriminatory provisions eliminated from Staff Regulations. Training programmes open equally to men and women.

Table 4

CURRENT STATUS OF SELECTED STAFF RULES

Organization	Assignment of married couples to same duty station	Maternity leave	Flexible working hours	Part-time employment
UN	Employment of staff members' spouses allowed under the staff rules subject to certain limitations applicable to other relatives as well. In the case of married serving staff members, every effort is made on reassignment of one to assign the spouse to another appropriate post at the same duty station.	Application of CCAQ decision as from 1.1.80: extension from 12 to 16 weeks, with a minimum pre-natal leave of 3 weeks	Introduced at UNIDO in 1972 (for about 1/3 of the staff) and at the UN Office at Geneva (for a small group of staff). Experience acquired to be taken into account in the development of a comprehensive proposal.	Staff rules and procedures being reviewed. In a few cases applied at the UN Office at Geneva and at UNIDO.
FAO	Staff rules on employment of married couples applied flexibly. Several married couples working in the field under Associated Expert Scheme, some on the same project.	Application of CCAQ decision as from 1.1.1980.	None. Individual arrangements can be approved when justified.	Currently offered only to telephone operators and language teachers. Extension to other groups under consideration.
IAEA	As a matter of policy opposed to employment of two persons of the same family, except in the case of serving officials who marry. No objection to a family member working in another UN organization in Vienna.	16 weeks with pay and possibility of one year leave - without pay, in line with the general Austrian practice and CCAQ decision.	In force since January 1976.	For "GS" staff only.
ICAO	Spouses of staff members not recruited unless no other suitable candidate available. When two serving staff members marry, both continue to serve though measures are taken to ensure that neither is in a position which could influence the career of the other.	Application of CCAQ decision under consideration.	None.	No definite measures taken yet to introduce it on a continuing basis.
ILO	Recently a couple, both "P" staff, was transferred from HQ to an office in the field.	Application of CCAQ decision as from 1.1.80.	In force since October 1974.	Introduced in 1975.
IMCO	Same rule as in UN: occasional flexible application regarding employment of spouses in the interest of the Organization only.	Application of CCAQ decision as from 1.1.80.	None.	No formal provisions but may be considered in individual cases.
ITU	Rule concerning family relationships unchanged since 1972. Unless no other qualified person available, spouses of serving officials (or other family members) not appointed. No two members of a family assigned to a same department.	Application of CCAQ decision as from 1.1.80.	In force since 1973.	Introduced in August, 1975.
UNESCO	Staff rules exclude the possibility of employment of two members of the same family, except in the case of serving officials who marry and except if no other equally well qualified person can be found.	Application of CCAQ decision as from 1.1.80.	None.	Part-time employment introduced in 1972 initially on an experimental basis.
UPU	Same rules apply as in UN.	Application of CCAQ decision as from 1.1.80.	None.	None.
WHO	Employment as a new staff member of the spouse of a serving official excluded by the staff rules except if no other equally qualified person is available. Not in favour of changing this provision. If two serving officials marry, there is no bar to reassigning both to the same duty station, if this is possible.	Application of CCAQ decision as from 1.1.80.	Applied at HQs, Regional Office for the Americas, and Regional Office for Europe.	Regular practice since 1975 when the Pension Fund Regulations were changed.
WMO	Staff rules preclude employment of spouses unless no other equally well qualified person available.	Application of CCAQ decision as from 1.1.80.	Introduced in January 1977.	Introduced in July 1979.

31. As for the assignment of married couples, where both spouses are serving staff members, to the same duty station, the information obtained by the JIU was corroborated by that which CCAQ collected in connexion with its own examination of the subject. According to this information few organizations have a policy designed to ensure that where a staff member is re-assigned to another duty station, his or her spouse would be re-assigned to an appropriate post at the same duty station. Although it appears that the problem has not often arisen, when it did so it usually led to a resignation or leave without pay of one of the spouses, or even to a separation in the family. Most organizations stated that they are aware of the problems and would make every possible effort to assist the spouses in the case of re-assignment of one of them in finding employment for the other spouse, where feasible, with another UN organization at the same duty station if employment within their own organization is not possible.^{14/}
32. While sympathetic to a liberalized policy in the employment of spouses, CCAQ considered that the matter was within the competence of the International Civil Service Commission (ICSC). However, most of the organizations that replied to the JIU questionnaire have emphasized that they would have strong reservations about modification of the existing rules which bar, except in extenuating circumstances such as non-availability of other qualified candidates, the recruitment as a new staff member of another member of a same family in the same organization. Small organizations face practical difficulties in assigning spouses to posts within the same organization which are not related.
33. UNICEF has reported that it would be inclined to take a lenient view towards the employment of spouses of UNICEF and other United Nations staff, particularly in project posts and in field duty stations with few employment opportunities for an accompanying spouse. During the recruitment process it also tried to take into account the aspirations of both husband and wife and to involve them in the interviewing and briefing process. It also advised the spouses, if not offered UNICEF employment, of opportunities and prospective employers at the proposed duty station. UNHCR stated that it would recommend greater flexibility in the recruitment of spouses for temporary work in field offices.
34. As for flexible working hours, the situation varies substantially from one organization to another, as shown in Table 4. Those organizations that do not have flexible working hours, allow individual staff members to make special arrangements, when justified.
35. The situation with regard to part-time employment, as information gathered both by JIU and by CCAQ shows, varies greatly among the organizations. Five out of the 11 organizations have introduced part-time employment whereas the others either are reviewing their current rules and procedures or are offering part-time employment to limited categories of staff. A few have no provision for part-time employment. Data collected by the CCAQ show that at the end of 1978 there were 259 staff members working part-time of whom 52 were recruited in 1978 to do such work. Six of the 259 were male and the rest were female.

^{14/} The UN Secretariat issued Administrative Instruction ST/AI/273 in February 1980 to introduce, with effect from 1 January 1980, greater flexibility in the application of staff rule 104.10 concerning employment of spouses and to provide guidelines regarding the assignment of married couples to the same duty station.

While of potential interest to men, it is widely accepted that part-time employment offers primarily a solution for female staff members who, while not wishing to curtail unduly family responsibilities, want to continue their professional careers. In view of the still unsatisfactory situation, organizations which have not yet introduced part-time employment might wish to consider doing so as soon as possible to provide an added incentive to married women to accept employment, or to enable them to continue employment where family circumstances might otherwise have obliged them to give up their professional activities. There should not be an overwhelming obstacle any more to a generalized introduction of this practice in view of recent amendments to the United Nations Joint Staff Pension Fund's regulations to meet the increased demand for part-time employment possibilities.

E. Measures to Improve Recruitment and Career Development Procedures

36. The General Assembly invited ACC "to review the situation regarding recruitment of, and career development opportunities for, women in the secretariats of the organizations within the United Nations system". The situation concerning these two points, and any changes or progress over the past two years, are summarized in Tables 5 and 6.

37. As Table 5 shows, six out of the 11 organizations report that they give special consideration to women candidates whenever male and female candidates are equally qualified. There is, however, considerable room for further improvement, even in the smaller organizations. Though appeals to Member States to nominate more women candidates have not led to any significant increases, the organizations should continue to press Member States to assume their share of the responsibility in achieving the goal of a more equitable representation of women in the professional staff of the organizations. Moreover, offices of personnel could intensify their recruitment efforts through special missions, and where possible, contacts with organizations and institutions which are aware of qualified women. The reactions of substantive units and of programme managers to women candidates need to be carefully monitored so that any intentional or unintentional bias is eliminated.

38. Table 6 shows that most organizations have no formal career development programmes and that none has training courses specifically designed for women. However, in many cases women are encouraged to take training that would be suited to their needs. Some of the organizations, especially the larger ones, hope that ICSC's initiative to deal with career development may encourage the introduction of systematic career development programmes. A number of organizations, however, has pointed out that, in their case, the small size and limited turnover of their staff, or statutory limitations on the granting of career appointments, would restrict the scope of such programmes. Nevertheless, in the interest of staff development and motivation as well as of achieving ever higher standards of efficiency and competence, efforts should be pursued to establish well-structured career development programmes integrated with training suited to the particular needs of the organizations, and devised so as to encourage full participation of women.

39. Another important aspect in improving the recruitment and career development situation is the need to correct the significant under-representation of women in the staff above the P-3 level. Just a revision of rules and procedures may not be enough. A deliberate effort to recruit substantially more young women to enable them to make a career in the organizations is needed. Concomitantly, recruitment of qualified women at levels higher than P-3 and improved opportunities for advancement to senior positions should be stepped up.

Table 5

RECRUITMENT PRACTICES

Organization	Special Consideration to Women?	Results achieved over past 2 years	Description of Procedures/Remarks
UN	Yes	In 1978-79, 47 or nearly 15.5% of 303 appointments were of women candidates 1/.	At least 2 out of every 5 candidates appointed to posts subject to geographical distribution in each department or office should be women. Rejections of women candidates must be justified in writing. Special efforts to be made to recruit women at P.4 level and above.
FAO	Yes	In 1978, 8.9% of female applicants were recruited as against 4.8% of male applicants. In 1977, 10 women (and 4 men) and in 1978, 8 women (and 1 man) were promoted from "GS" to "P" category.	The Professional Staff Selection Committee reviews divisional recommendations for appointments, transfers and promotions on a competitive basis. Whenever two candidates (male and female) are equally well-qualified, the DG's interest in increasing number of women in "P" staff is taken into account.
IAEA	No	-	Vacancy notices state, "It is important that applications for this post be received from suitably qualified women as well as men".
ICAO	Yes	Between Jan. 78 and Aug. 79, out of a total of 91 appointments in the "P" and higher categories, 10 were women. Ratio appointments higher than that of female/male applications.	Though recruitment procedures make no distinction on the grounds of sex, special attention is paid to applications submitted by women. 59 out of a total of 1611 applications between Jan. 79 and Aug. 79 came from women.
ILO	Yes	Between Jan. 78 and Sept. 79 a total of 7 women (1 out of 15 appointments in 78, 6 out of 26 appointments in 79) appointed within context of limited recruitment.	Other things being equal, women are given special consideration; programme managers urged to give priority, if possible, to women candidates. Recruitment at present very limited.
IMCO	No	Of 12 posts advertised in 1977-79, 4 were technical. 3 of the remaining 8 were filled by women. 2 non-technical P-5 posts attracted no female candidates.	Vacancies are circulated to Member States and to UN and other UN organizations.
ITU	No	-	ITU provisions limit recruitment to government nominated candidates. Efforts to lift this limitation have failed so far. Governments submit very few women candidates.
UNESCO	Yes	-	In 1977-78, number of measures were introduced to increase number of women appointed to the staff, such as reminding Member States of the DG's desire to receive female candidatures, prospecting among institutions or associations, priority to female appointments when candidates are otherwise equally well qualified, etc.
UPU	No	-	No distinction made on grounds of sex. Since recruitment mandatorily restricted to candidates nominated by national postal administrations scope for increasing proportion of women on staff limited.
WHO	Yes	Despite a decrease in the total number of staff, the proportion of women has been increasing steadily.	Following adoption by the Executive Board of a resolution on recruitment of international staff, the DG issued instructions aimed at ensuring that the 20% target be attained by end 1980. Practical arrangements include monthly reports produced by a computerized monitoring system.
WMO	No	-	Vacancies are advertised through Member States and other UN organizations. Between 1977 and 1979, out of 40 vacancies, 28 (70%) concerned technical or scientific posts. Out of 382 applications for these posts, 12 (3.1%) came from women none of whom was appointed.

1/ This applies to the United Nations Secretariat only.

Table 6

CAREER DEVELOPMENT PROCEDURES

Organization	Changes over past 2 years	Description of procedures	Remarks
UN	None	Though no training courses designed specifically for women exist, women staff are being encouraged to take full advantage of training opportunities offered, particularly in senior management training.	-
FAO	Scope of language training widened. Special attention given to the possibility of women staff to participate in training courses, in some cases by amending eligibility criteria.	No formal career development policy exists. Internal and external training programmes are expected to increase career opportunities.	A career development policy presently being worked out. Further stimulus expected from ICSC's initiative to deal with career development.
IAEA	None	No formal career development procedures on a planned basis exist yet.	ICSC's paper being examined with a view to implementing part or all of it in the Agency. Implementation of a significant programme may be hindered by the Agency's statutes which limits permanent appointments to a minimum.
ICAO	None	Normal career development procedures apply to all staff.	The S.-G. has authority to convert fixed-term appointments, usually after 5 years of satisfactory service, into career status, provided f.-t. appointments remain at not less than 25% of staff. No limitation on advancement from "GS" to "P" categories.
ILO	Issue of a D.-G.'s instruction on 24.7.78 (ILO Circular 6/145).	Equal access to career development programmes and to opportunities to exercise responsibilities that may lead to advancement up to high-level decision-making posts. Vacancies to be filled by competition.	Lack of resources has delayed introduction of a systematic career development programme. Efforts, based on new annual reporting procedures, are being made on a modest scale to provide training requested by a staff member and endorsed by the chief.
IMCO	None	-	-
ITU	None	-	-
UNESCO	Increased participation of women encouraged in certain kinds of training, especially management training to help them accede to responsible posts.	No structured career development procedures exist, other than the normal procedures for recruitment, transfer, promotion, staff training and performance evaluation.	-
UPU	None	-	With a small staff of already experienced high-level professionals, no need of special career development procedures.
WHO	Priority given at present to management training for both male and female staff.	No formal career development system exists.	A staff development and training programme exists to develop the staff's potential so that their abilities can be fully utilized by the Organization.
WMO	None	Annual "year end reviews" by two Boards ("P" and "GS") consider promotion and/or granting of permanent contracts.	-

F. Co-operation of Member States

40. Except for the United Nations and UNESCO none of the other organizations reported any increase in the number of applications from women candidates despite repeated appeals to Member States. UNESCO recorded an increase from 19.4% in 1976 to 31.6% in 1978, which, however, was partly offset by a decline in 1979. The United Nations reported only a slight increase. Some organizations have pointed out that the absence of women candidates may be a reflection of the recruitment policies of the national services from which they largely draw their staff. Hence, it is clear from the replies received from the organizations that much more needs to be done by Member States themselves to bring about an increase in the proportion of women in the secretariats of the UN organizations.

41. It is interesting to note that the percentage of women included in the delegations to the General Assembly at its 33rd and 34th sessions was 3.6% and 4.9% respectively in the case of representatives, 10.8% and 9.4% respectively in the case of alternate representatives, and 16.4% and 15.4% respectively in the case of advisers. ITU reported that a count made of national delegations present at a recent world conference it had sponsored revealed that - excluding representatives from embassies and missions - of technical staff 97.4% was male and 2.6% female whereas the proportions for administrative staff were 66.7% male and 33.3% female. The organization pointed out that these figures roughly represented the present ratios in professional posts in its secretariat.

III. SUMMARY OF MAIN CONCLUSIONS

42. The great majority of executive heads, legislative and/or executive bodies have expressed a commitment to increase the proportion of women in the professional category of the secretariats. They also indicated that the principle of equality of opportunity should be applied rigorously. (Paragraphs 5,6 and 10)
43. Despite this commitment and obvious efforts to increase the proportion of women, there has actually been little change over the past three years in the percentage of women in the professional category, except for the UN, FAO, UPU and WHO. (Paragraph 12)
44. Where targets have been established by organizations, this setting of goals appears to have inspired those organizations to take action to increase the percentage of women. (Paragraph 19)
45. The small organizations have found it particularly difficult to increase the number of women in their staff. (Paragraphs 10, 12 and 18)
46. The majority of women staff in the professional category is still concentrated in the P-2 and P-3 levels, in contrast to men who are concentrated in the P-4 and sometimes P-5 levels. (Paragraphs 14 and 39)
47. The executive heads of most organizations, particularly of the larger ones, have issued useful policy statements concerning equality of opportunity and employment, especially with regard to women. (Paragraphs 22 and 23)
48. Despite continuing appeals to Member States, whether by the executive heads or by the executive and/or legislative bodies, there is little evidence that governments have responded by nominating more women candidates to vacancies in the secretariats. (Paragraphs 37 and 40)
49. Practically all organizations have reviewed their staff rules and regulations at one time or another to eliminate any discriminatory provisions. (Paragraph 28)

IV. RECOMMENDATIONS

1. Executive heads and/or legislative bodies should continue to follow closely the problem of representation of women in the professional category on the staff of the organizations, particularly at the higher levels. Executive heads should make their interest in this matter known to the staff of the organizations and from time to time review measures already established and new ones which might be started in order to bring about an equitable balance between men and women in the secretariats. (Paragraph 24)
2. All organizations, especially the larger ones where the flexibility is the greatest, should establish challenging targets for increasing the proportion of women in the professional category. (Paragraph 20)
3. Organizations should press Member States to assume their share of the responsibility in achieving the goal of a more equitable representation of women in the professional staffs of the organizations by nominating more women candidates. (Paragraph 37)
4. Offices of Personnel in the various organizations should be directed to take action to increase the proportion of women by special recruitment missions, working with government representatives, contacting organizations which are aware of qualified women and monitoring carefully the reactions of substantive units to women candidates. (Paragraph 37)
5. More efforts should be made to increase the recruitment of young women at the lower grades to enable them to make a career in the organizations. Concomitantly, recruitment of qualified women at levels higher than P-3 should be stepped up. (Paragraph 39)
6. The composition of advisory boards or bodies which show a low percentage of women should be reviewed in order to encourage a higher rate of participation of women. Where members of such bodies are appointed jointly by the executive heads and by the staff unions or associations, the latter should make a conscious effort to nominate more women for such appointments. (Paragraph 26)
7. In order to enhance career development of women, organizations should review training opportunities for them and encourage them to take advantage of such opportunities. (Paragraph 38)
8. Organizations should review promotion procedures and practices in order to ensure equal opportunities for women to advance to higher professional levels. (Paragraph 39)
9. Organizations should consider extending the practice of part-time employment as soon as possible in order to provide an additional incentive to married women to accept employment in the secretariats by enabling them to continue their careers while maintaining their family responsibilities. (Paragraph 35)
10. One of the personnel advisory boards in each organization (see Table 2) should be asked specifically to monitor, in the light of recommendations made in this report, efforts of the organization to improve the representation of women on the secretariat and their promotion and career prospects. Each year this board should report to the executive head on results achieved and problems faced, and suggest any further measures that may be required. (Paragraph 24)

11. The ACC should review regularly the status of women in the professional category and above as well as the implementation of the provisions of General Assembly Resolution 33/143 relating to women. This monitoring should be for the purpose of information as well as stimulating constructive actions and ideas for the improvement of the status of women. (Paragraph 16)

ANNEX I

Part III of General Assembly Resolution 33/143,

adopted on 20 December 1978

III

1. Requests the Secretary-General to take the necessary measures to increase the number of women in posts subject to geographical distribution to 25 per cent of the total over a four-year period in accordance with the principle of equitable geographical distribution and requests other United Nations organizations similarly to establish targets for this purpose;
2. Requests the Secretary-General of the United Nations and the executive heads of the other organizations within the United Nations system to issue, in accordance with the principle of equitable geographical distribution, policy statements and directives necessary to foster equal employment and career development opportunities for women.
3. Requests the Secretary-General of the United Nations and the executive heads of the other organizations within the United Nations system, in pursuit of these objectives:
 - (a) To ensure that women are henceforth fairly represented on personnel advisory and administrative boards;
 - (b) To review existing recruitment literature, publicity and promotion procedures, internal training programmes and staff rules in order to ensure that women and men enjoy equal opportunity for promotion and career development;
 - (c) To review and revise, as necessary, staff rules and procedures covering assignments of married couples to the same duty station, maternity leave, part-time employment and flexible working hours.
4. Invites the Administrative Committee on Co-ordination to review the situation regarding recruitment of, and career development opportunities for, women in the secretariats of the organizations within the United Nations system and to submit periodic reports to the General Assembly incorporating specific proposals to achieve this objective, from the thirty-fourth session of the Assembly onwards.
5. Calls upon Member States to assist the United Nations and the specialized agencies to increase the proportion of women in the Professional category and above by nominating more women candidates and co-operating with the Secretary-General in the recruitment measures outlined in the present resolution.
6. Requests the Joint Inspection Unit to continue to study and report on the implementation of the provisions of the present resolution dealing with personnel policy reforms and the improvement of the representation of women in the Professional category and above in the United Nations system, from the thirty-fifth session of the General Assembly onwards.

ANNEX II

Composition of Professional Staff by
Grade and by Male and Female Groups
in Eleven United Nations Organizations
(1977, 1978 and 1979)

ANNEX II "A" covers year 1977

ANNEX II "B" covers year 1978

ANNEX II "C" covers year 1979

NOTE

The data presented in this Annex are based on statistical information supplied by eleven United Nations organizations (UN, FAO, IAEA, ICAO, ILO, IMCO, ITU, UNESCO, UPU, WHO and WMO). The data include staff at headquarters and other established offices, but exclude project staff in the field. In all cases, except three, the data refer to the situation at the end of each year. The figures for UN and IAEA reflect the situation at the end of June of each year, and those for UNESCO cover the whole of each of the three years and do not represent the position at any fixed date.

ANNEX II "A"

ORGANIZATIONS		1977										
		P-1	P-2	P-3	P-4	P-5	D-1	D-2	ADG/ ASG + above	Total	(%)	Percentage changes over 1976
UN	Total	102	631	1004	934	523	214	81	39	3528	100.0	+ 2.9
	Male	47	406	731	800	468	207	79	38	2776	78.7	+ 1.7
	Female	55	225	273	134	55	7	2	1	752	21.3	+ 7.7
FAO	Total	64	176	246	459	310	124	28	17	1424	100.0	+ 4.5
	Male	31	116	195	426	298	122	28	17	1233	86.6	+ 3.6
	Female	33	60	51	33	12	2	-	-	191	13.4	+ 10.4
IAEA	Total	19	57	95	157	104	16	8	7	463	100.0	+ 7.7
	Male	12	34	85	147	102	16	8	7	411	88.8	+ 8.4
	Female	7	23	10	10	2	-	-	-	52	11.2	+ 2.0
ICAO	Total	1	27	70	118	40	12	4	1	273	100.0	+ 1.5
	Male	1	18	50	115	40	12	4	1	241	88.3	+ 0.4
	Female	-	9	20	3	-	-	-	-	32	11.7	+ 10.3
ILO	Total	2	41	217	247	154	63	21	13	758	100.0	- 7.2
	Male	-	26	156	224	144	61	20	12	643	84.8	- 5.7
	Female	2	15	61	23	10	2	1	1	115	15.2	- 8.7
IMCO	Total	5	4	16	28	12	5	2	1	73	100.0	+ 2.8
	Male	2	1	7	27	12	5	2	1	57	78.1	+ 7.5
	Female	3	3	9	1	-	-	-	-	16	21.9	- 11.1
ITU	Total	2	27	57	59	34	16	-	9	204	100.0	+ 3.0
	Male	2	17	48	56	33	16	-	9	181	88.7	+ 3.4
	Female	-	10	9	3	1	-	-	-	23	11.3	0
UNESCO	Total	35	137	200	324	333	55	21	9	1114	100.0	+ 4.7
	Male	21	62	129	276	306	53	21	8	876	78.6	+ 6.3
	Female	14	75	71	48	27	2	-	1	238	21.4	- 0.8
UPU	Total	1	9	20	17	10	2	3	2	64	100.0	+ 3.2
	Male	1	5	18	15	10	2	3	2	56	87.5	+ 1.8
	Female	-	4	2	2	-	-	-	-	8	12.5	+ 14.3
WHO	Total	19	98	147	184	298	94	27	14	881	100.0	- 3.2
	Male	12	50	94	162	280	92	26	14	730	82.9	- 2.4
	Female	7	48	53	22	18	2	1	-	151	17.1	- 6.8
WMO	Total	8	19	39	19	22	8	-	2	117	100.0	+ 3.5
	Male	5	15	34	18	22	8	-	2	104	88.9	+ 4.0
	Female	3	4	5	1	-	-	-	-	13	11.1	0

ANNEX II "B"

ORGANIZATIONS		1978										
		P-1	P-2	P-3	P-4	P-5	D-1	D-2	ADG/ ASG + above	Total	(%)	Percentage changes over 1977
UN	Total	83	615	1064	945	535	231	78	42	3594	100.0	+ 1.9
	Male	40	405	760	802	480	220	77	41	2826	78.6	+ 1.8
	Female	43	210	304	143	55	11	1	1	768	21.4	+ 2.1
FAO	Total	60	162	250	457	333	147	35	16	1460	100.0	+ 2.5
	Male	27	103	194	421	320	143	35	16	1259	86.2	+ 2.1
	Female	33	59	56	36	13	4	-	-	201	13.8	+ 5.2
IAEA	Total	19	61	115	172	110	19	6	8	510	100.0	+ 10.2
	Male	11	37	102	161	109	19	6	8	453	88.8	+ 10.2
	Female	8	24	13	11	1	-	-	-	57	11.2	+ 9.6
ICAO	Total	1	23	72	113	43	13	4	1	270	100.0	- 1.1
	Male	1	15	47	109	43	13	4	1	233	86.3	- 3.3
	Female	-	8	25	4	-	-	-	-	37	13.7	+ 15.6
ILO	Total	2	37	194	229	154	59	17	12	704	100.0	- 7.1
	Male	-	24	137	209	143	58	16	12	599	85.1	- 6.8
	Female	2	13	57	20	11	1	1	-	105	14.9	- 8.7
IMCO	Total	4	5	14	28	11	4	6	1	73	100.0	0
	Male	2	2	7	27	11	4	6	1	60	82.2	+ 5.3
	Female	2	3	7	1	-	-	-	-	13	17.8	- 18.8
ITU	Total	1	18	49	81	34	17	-	9	209	100.0	+ 2.5
	Male	1	14	36	75	33	17	-	9	185	88.5	+ 2.2
	Female	-	4	13	6	1	-	-	-	24	11.5	+ 4.3
UNESCO	Total	23	144	201	337	328	65	21	9	1128	100.0	+ 1.3
	Male	13	70	124	283	301	63	21	8	883	78.3	+ 0.8
	Female	10	74	77	54	27	2	-	1	245	21.7	+ 2.9
UPU	Total	-	8	23	17	10	3	3	2	66	100.0	+ 3.1
	Male	-	6	19	15	10	3	3	2	58	87.9	+ 3.6
	Female	-	2	4	2	-	-	-	-	8	12.1	0
WHO	Total	14	82	145	184	268	79	30	14	816	100.0	- 7.4
	Male	7	43	88	162	253	76	29	14	672	82.3	- 7.9
	Female	7	39	57	22	15	3	1	-	144	17.7	- 4.6
WMO	Total	6	21	38	25	22	8	-	2	122	100.0	+ 4.3
	Male	5	15	32	23	22	8	-	2	107	87.7	+ 2.9
	Female	1	6	6	2	-	-	-	-	15	12.3	+ 15.4

ANNEX II "C"

ORGANIZATION		1979										
		P-1	P-2	P-3	P-4	P-5	D-1	D-2	ADG/ ASG + above	Total	(%)	Percentage changes over 1978
UN	Total	74	607	1097	1000	557	224	79	48	3686	100.0	+ 2.6
	Male	37	383	786	830	504	211	77	45	2873	78.0	+ 1.7
	Female	37	224	311	170	53	13	2	3	813	22.0	+ 5.9
FAO	Total	60	181	258	493	334	163	35	17	1541	100.0	+ 5.5
	Male	35	111	194	456	320	159	35	17	1327	86.1	+ 5.4
	Female	25	70	64	37	14	4	-	-	214	13.9	+ 6.5
IAEA	Total	14	56	119	175	124	18	8	8	522	100.0	+ 2.4
	Male	10	30	106	162	123	18	8	8	465	89.1	+ 2.6
	Female	4	26	13	13	1	-	-	-	57	10.9	-
ICAO	Total	-	25	82	117	44	16	3	1	288	100.0	+ 6.7
	Male	-	16	58	112	44	16	3	1	250	86.8	+ 7.3
	Female	-	9	24	5	-	-	-	-	38	13.2	+ 2.7
ILO	Total	1	35	189	221	150	56	18	11	681	100.0	- 3.3
	Male	-	24	132	203	141	55	17	11	583	85.6	- 2.7
	Female	1	11	57	18	9	1	1	-	98	14.4	- 6.7
IMCO	Total	1	7	15	23	22	4	6	1	79	100.0	+ 8.2
	Male	1	3	6	22	22	4	6	1	65	82.3	+ 8.3
	Female	-	4	9	1	-	-	-	-	14	17.7	+ 7.7
ITU	Total	1	18	47	81	34	17	-	9	207	100.0	- 0.9
	Male	1	13	35	75	33	17	-	9	183	88.4	- 1.1
	Female	-	5	12	6	1	-	-	-	24	11.6	-
UNESCO	Total	26	144	218	328	313	62	24	10	1125	100.0	- 0.3
	Male	15	73	142	275	287	60	24	10	886	78.7	+ 0.3
	Female	11	71	76	53	26	2	-	-	239	21.3	- 2.4
UPU	Total	-	9	20	16	6	6	3	2	62	100.0	- 6.1
	Male	-	6	16	14	6	6	3	2	53	85.5	- 8.6
	Female	-	3	4	2	-	-	-	-	9	14.5	+ 12.5
WHO	Total	12	78	145	174	255	89	30	14	797	100.0	- 2.3
	Male	5	40	82	154	238	85	29	14	647	81.2	- 3.7
	Female	7	38	63	20	17	4	1	-	150	18.8	+ 4.2
WMO	Total	3	20	34	27	24	8	-	2	118	100.0	- 3.3
	Male	2	14	29	25	24	8	-	2	104	88.1	- 2.8
	Female	1	6	5	2	-	-	-	-	14	11.9	- 6.7

ANNEX III
FEMALE PROFESSIONAL STAFF BY NATIONALITY (1978)

COUNTRY	UN	FAO	IAEA	ICAO	ILO	IMCO	ITU	UNESCO	UPU	WHO	WMO	TOTAL
Algeria	1	-	-	-	-	-	-	1	-	-	-	2
Angola	-	-	-	-	-	-	-	1	-	-	-	1
Argentina	20	-	-	-	-	-	-	7	-	-	-	33
Australia	7	2	-	1	2	-	-	3	-	-	-	16
Austria	9	3	11	-	1	-	-	2	-	-	-	27
Barbados	1	-	-	-	-	-	-	3	-	-	-	1
Belgium	11	8	-	2	1	-	-	-	-	-	-	28
Bolivia	1	-	-	-	-	-	-	3	-	-	-	9
Brazil	3	-	1	-	-	-	1	-	-	-	-	1
Bulgaria	-	-	1	-	-	-	-	-	-	-	-	1
Burma	15	4	1	16	1	-	-	2	-	-	-	2
Canada	-	-	-	-	-	-	-	5	-	-	-	47
Chad	-	-	-	-	-	-	-	1	-	-	-	1
Chile	23	3	-	1	1	-	-	2	-	-	-	32
China	31	-	-	-	-	-	-	6	-	-	-	38
Colombia	5	-	-	-	2	-	-	2	-	-	-	10
Congo	-	-	-	-	-	-	-	1	-	-	-	1
Costa Rica	-	-	-	-	-	-	-	-	-	-	-	1
Cuba	1	-	-	-	-	-	-	-	-	-	-	2
Cyprus	-	-	-	-	-	-	-	-	-	-	-	1
Czechoslovakia	1	-	-	-	-	-	-	1	-	-	-	1
Democratic Yemen	2	1	-	-	1	-	-	-	-	-	-	2
Denmark	2	-	-	-	-	-	-	-	-	-	-	1
Dominican Rep.	3	-	-	-	1	-	-	-	-	-	-	3
Ecuador	6	2	-	1	-	-	-	3	-	-	-	4
Egypt	1	-	-	-	-	-	-	1	-	-	-	17
El Salvador	1	-	-	-	-	-	-	1	-	-	-	2
Ethiopia	7	1	1	-	1	-	-	-	-	-	-	1
Finland	141	26	5	5	17	4	-	3	-	-	-	14
France	-	-	-	-	-	-	-	47	-	-	-	281
Germany (Fed. Rep. of)	11	13	3	-	7	-	-	6	-	-	-	42
Ghana	2	-	-	-	-	-	-	1	-	-	-	3
Greece	-	-	-	-	1	-	-	-	-	-	-	3
Guatemala	5	-	-	-	1	-	-	-	-	-	-	2
Guyana	1	-	-	-	-	-	-	1	-	-	-	6
Haiti	-	-	-	-	-	-	-	-	-	-	-	3
Honduras	1	-	-	-	-	-	-	-	-	-	-	3
Hungary	2	-	-	-	-	-	-	-	-	-	-	1
Iceland	2	-	-	-	-	-	-	-	-	-	-	2
India	5	1	-	-	2	-	-	2	-	-	-	11
Indonesia	1	-	-	-	-	-	-	-	-	-	-	1
Iran	2	-	-	-	-	-	-	2	-	-	-	5
Iraq	2	1	3	1	2	1	-	1	-	-	-	3
Ireland	1	-	1	1	2	1	-	1	-	-	-	12
Israel	2	-	-	-	1	-	-	6	-	-	-	4
Italy	11	35	-	-	-	-	-	2	-	-	-	54
Ivory Coast	-	-	-	-	-	-	-	2	-	-	-	2
Jamaica	3	1	-	-	-	-	-	3	-	-	-	5
Japan	9	-	-	-	-	-	-	3	-	-	-	13
Jordan	1	-	-	-	-	-	-	1	-	-	-	4
Kenya	-	-	-	-	-	-	-	1	-	-	-	1
Korea (Rep. of)	-	-	-	-	-	-	-	1	-	-	-	1
Lebanon	5	3	1	-	2	-	-	2	-	-	-	13
Lesotho	1	-	-	-	-	-	-	-	-	-	-	1
Liberia	-	-	-	-	-	-	-	1	-	-	-	1
Libyan Arab Jamahiriya	1	-	-	-	-	-	-	-	-	-	-	1
Madagascar	1	1	-	-	-	-	-	-	-	-	-	4
Malaysia	-	1	-	-	-	-	-	-	-	-	-	1
Malta	-	-	-	-	-	-	-	-	-	-	-	1
Mauritius	5	2	-	-	-	-	-	7	-	-	-	33
Mexico	-	-	-	1	-	-	-	3	-	-	-	16
Monaco	-	-	-	-	-	-	-	2	-	-	-	27
Morocco	2	-	-	-	-	-	-	-	-	-	-	1
Netherlands	3	8	1	-	-	-	-	3	-	-	-	28
New Zealand	3	2	-	1	1	-	-	-	-	-	-	9
Nicaragua	3	-	-	-	-	-	-	-	-	-	-	1
Niger	-	-	-	-	-	-	-	-	-	-	-	1
Nigeria	1	-	-	-	-	-	-	5	-	-	-	47
Norway	1	-	-	-	-	-	-	1	-	-	-	1
Pakistan	2	1	-	-	1	-	-	2	-	-	-	32
Panama	1	-	-	-	-	-	-	6	-	-	-	38
Paraguay	1	-	-	-	-	-	-	2	-	-	-	10
Peru	13	4	-	1	2	-	-	1	-	-	-	1
Philippines	1	1	-	-	-	-	-	-	-	-	-	1
Poland	1	-	-	-	-	-	-	-	-	-	-	2
Portugal	1	-	-	-	-	-	-	-	-	-	-	1
Saudi Arabia	3	-	-	-	-	-	-	-	-	-	-	1
Senegal	2	-	-	-	-	-	-	1	-	-	-	2
Sierra Leone	-	-	-	-	-	-	-	-	-	-	-	1
Singapore	1	-	-	-	-	-	-	-	-	-	-	1
Somalia	2	-	-	-	-	-	-	-	-	-	-	4
South Africa	13	2	-	1	-	-	-	-	-	-	-	3
Spain	2	-	-	-	-	-	-	3	-	-	-	17
Sri Lanka	7	5	1	-	-	-	-	1	-	-	-	12
Sweden	13	2	4	-	13	-	-	-	-	-	-	1
Switzerland	1	-	-	-	-	-	-	-	-	-	-	14
Syrian Arab Rep.	7	1	-	-	-	-	-	-	-	-	-	281
Thailand	2	-	-	-	-	-	-	-	-	-	-	4
Trinidad + Tobago	1	-	-	-	-	-	-	6	-	-	-	1
Tunisia	1	-	-	-	-	-	-	-	-	-	-	30
Turkey	2	-	-	-	-	-	-	-	-	-	-	2
Uganda	-	-	-	-	-	-	-	-	-	-	-	42
Ukrainian Soviet Soc. Republic	1	-	-	-	-	-	-	1	-	-	-	3
USSR	21	-	2	-	1	-	-	-	-	-	-	2
United Kingdom	73	36	10	4	16	5	7	26	1	26	3	207
United Rep. of Cameroon	-	-	-	-	-	-	-	2	-	-	-	2
United Rep. of Tanzania	2	-	-	-	-	-	-	-	-	-	-	2
USA	194	28	12	2	11	-	-	35	-	24	-	306
Uruguay	4	-	-	-	-	-	-	1	-	-	-	8
Venezuela	4	-	1	-	2	-	-	-	-	-	-	7
Vietnam	2	-	-	-	1	-	-	-	-	-	-	5
Yugoslavia	-	-	-	-	1	-	-	-	-	-	-	7
Zaire	2	-	-	-	-	-	-	-	-	-	-	3
Others (stateless persons)	-	-	-	-	-	-	-	1	-	-	-	1
TOTAL	768	201	57	37	105	13	24	245	8	144	15	1617

NOTE: The 103 countries listed in this table are Member States of one or more of the 11 United Nations organizations. The data refer to 1978.