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**Commission on the Status of Women****Forty-seventh session**

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**Follow-up to the Fourth World Conference on Women  
and to the special session of the General Assembly entitled  
“Women 2000: gender equality, development and peace  
for the twenty-first century: review of gender mainstreaming  
in entities of the United Nations system”****Improvement of the status of women in the  
United Nations system****Report of the Secretary-General\*\****Summary*

The present report responds to General Assembly resolution 57/180 of 18 December 2002, in which the Assembly urged the Secretary-General to redouble his efforts to realize significant progress towards the goal of 50/50 gender distribution in all categories of posts within the United Nations system. It updates information provided in the report of the Secretary-General on improvement of the status of women to the General Assembly (A/57/447) and focuses on challenges and opportunities in the achievement of the 50/50 gender balance goal in the United Nations system in the context of the further strengthening of the United Nations. The report shows that while in the Secretariat there has been some progress made in achieving the gender balance goal, this year's increase, of 0.4 per cent of women on posts of one year or more to 35 per cent and 0.8 per cent women on posts subject to geographical distribution to 41.0 per cent, fell short of annual average increases in past years. At the United Nations system level the overall percentage increase of women in the Professional and higher categories was also a low 0.4 per cent. The report also enumerates actions that are intended to accelerate the pace of improvement of the status of women in the United Nations Secretariat and the United Nations system towards achieving the goal of 50/50 gender distribution.

\* E/CN.6/2003/1.

\*\* The document was submitted late to the conference services without the explanation required under paragraph 8 of General Assembly resolution 53/208 B, by which the Assembly decided that, if a report is submitted late, the reason should be included in a footnote to the document.

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## **I. Introduction**

1. At its fifty-seventh session, the General Assembly, in its resolution 57/180 of 18 December 2002 on the improvement of the status of women in the United Nations system, reaffirmed, *inter alia*, the urgent goal of achieving 50/50 gender distribution in all categories of posts within the United Nations system, especially at senior and policy-making levels, and expressed its regret that the goal of 50/50 gender distribution had not been met by the end of 2000. The Assembly urged the Secretary-General to redouble his efforts to realize significant progress towards that goal in the near future. The Assembly also requested the Secretary-General to report on the implementation of resolution 57/180, for example, by providing up-to-date statistics on the number and percentage of women in all organizational units and at all levels throughout the United Nations system, to the Commission on the Status of Women at its forty-seventh session.

2. The present report summarizes information contained in the reports of the Secretary-General on the improvement of the status of women in the United Nations system (A/57/447) and on the composition of the Secretariat (A/57/414). It updates the statistics, where possible, to cover the additional five months from 1 July 2002 to 30 November 2002 and should be read in conjunction with the two above-mentioned reports.

## **II. Latest available statistics**

3. The statistics below cover the period from 1 July 2001 to 30 June 2002. They are extracted from the report of the Secretary-General on the improvement of the status of women in the United Nations system (A/57/447, tables 1, 2, 3 and 4).

### **A. Women in the Professional and higher categories in 2002, compared to 2001**

#### **1. Overall**

4. Women represent 35 per cent in the wider category of Professional staff with appointments of one year or more (2,005 out of 5,733), an increase of 0.4 per cent over 2001.

5. Women in the more restricted category of Professional staff on posts subject to geographical distribution account for over 41 per cent (1,022 out of 2,492). This represents an increase of 0.8 per cent.

#### **2. Appointments**

6. While the goal for women recruited with appointments of one year or more is 50 per cent, women constituted only 33.2 per cent of all appointments in 2002, registering an overall decline of 7.5 per cent, compared to 2001. The shortfall is especially notable at the levels P-4 (22.7 per cent), P-5 (12.1 per cent), D-1 (19.2 per cent) and D-2 (21.4 per cent). At the P-4 level the decline was particularly significant (9.4 per cent), decreasing from 32.1 in 2001 to 22.7 per cent in 2002. Only at the P-2 level was the 50 per cent goal met.

7. Women accounted for 59 per cent (36 of 61) of appointments from the national competitive examinations and 55.8 per cent (19 of 34) of appointments from the language examinations.

8. Twelve women and 10 men were appointed to P-2/3 posts through the General Service to Professional examinations.

### **3. Promotions**

9. Women constituted 44.1 per cent of all promotions in the wider category in 2002. This represented a decline of 3 per cent compared to 2001. At the critical P-3 and P-4 levels, the percentage fell from 53.8 per cent to 46.7 per cent and from 51.3 per cent to 39.8 per cent, respectively. At all other levels, slight increases occurred.

## **B. Women at senior policy-making levels**

10. At the Under-Secretary-General level, the proportion of women stood at 10.5 per cent (4 women of 38), a decline of 1.3 per cent, compared to 2001. At the Assistant Secretary-General level, the proportion of women stood at 10.2 per cent (4 women out of 39), also a decrease of 0.6 per cent compared to the last reporting period.

11. Among the four female under-secretaries-general mentioned in paragraph 10 above, two are Executive Secretaries of the Economic and Social Commission for Western Asia (ESCWA) and the Economic Commission for Europe (ECE), respectively, representing two of the five heads of regional commissions. Three of the five commissions, ESCWA, the Economic Commission for Africa (ECA) and the Economic and Social Commission for Asia and the Pacific (ESCAP), also have women as Deputy Heads.

12. Overall, at the D-1 level and above, the representation of women in the Secretariat is 24.7 per cent. However, at the D-2 level, there was a major increase of 4.4 per cent, bringing the representation of D-2 women to 22.3 per cent.

## **C. Women in the General Service and related categories**

13. Women represent 61.9 per cent of staff in the General Service category (4,277 out of 6,944); however, they are underrepresented in the Security Service category — 9.3 per cent (19 out of 205) and in the Trades and Crafts category — 3.5 per cent (6 out of 190).

14. Out of 546 promotions, 63.6 per cent were women. Only 17 staff (14 women and 3 men) moved between departments and offices on promotion.

## **D. Peace operations**

15. Security Council resolution 1325 (2000) of 31 October 2000 and a special focus by the Special Committee on Peacekeeping Operations on the recruitment and assignment of more women gave a new impetus to the efforts of the Secretary-General to ensure equal participation of women in peace operations. The statistical information on peace operations presented below is based on the Department of

Peacekeeping Operations database and includes women at the professional level and above with 100 and 300 series appointments under the peacekeeping budget as at 30 June 2002.

16. Women thus far comprise only 24 per cent of Professional staff (345 women out of a total of 1,437 staff). In less than one quarter of 28 peace missions, women represent over 30 per cent of Professional level staff. Six missions have no women Professional staff.

17. One out of approximately 50 special representatives of the Secretary-General or special envoys on peace support operations is a woman — the Special Representative of the Secretary-General in the United Nations Observer Mission in Georgia (UNOMIG). There are three women deputy heads in peacekeeping missions: UNOMIG, the United Nations Mission in the Democratic Republic of the Congo (MONUC) and the United Nations Verification Mission in Guatemala (MINUGUA).

18. At the D-1 level and above, women constituted only 4.2 per cent (4 out of 92 staff). Of the 28 peace operations, 24 have no women at those levels.

#### **Overall assessment**

19. Although there has been some progress made in achieving the 50/50 goal of gender balance throughout the United Nations Secretariat, during the period under review, the increase of 0.4 per cent fell well below the annual average increases of past years. Moreover, at the departmental level, few gains have been made during the period from 1 July 2001 to 30 June 2002. In the 24 departments and offices reviewed, while four reached or exceeded the overall gender balance goal of 50 per cent (the Office of Human Resources Management, the Department of Management, the Office of Programme Planning, Budget and Accounts and the Department of Public Information), four others (ECE, the Office of Central Support Services, the Department of Peacekeeping Operations Logistics Support Division and the United Nations Monitoring, Verification and Inspection Commission), fell below 30 per cent. Far greater efforts are needed in almost all areas and, particularly, in recruitment and promotions.

### **III. Recent developments in implementing gender equality goals in staffing**

#### **A. United Nations Secretariat**

##### **1. New information for the period from 1 July 2002 to the present**

20. One woman Under-Secretary-General was appointed as the head of UN-Habitat and another was appointed at this level as head of the Department of Management.

21. At the Assistant Secretary-General level, one woman was appointed as Ombudsman (from 14 July 2002).

22. One woman has been appointed to the temporary post of Deputy Special Representative of the Secretary-General in the United Nations Mission in Ethiopia and Eritrea (UNMEE) (from 1 January 2003) and another woman has recently been

designated as the Secretary-General's Humanitarian Envoy for the Crisis in Côte d'Ivoire (from 10 January 2003).

23. There have been some notable gains at the D-2 level since July 2002. Six women were promoted from the D-1 to the D-2 level, the single largest number on record of women promoted to this level from within the Secretariat during such a short period. Owing to the promotion of two existing D-2 women to the Assistant Secretary-General level, one on assignment to the International Labour Organization (ILO) and the other to a temporary peace mission post, the overall gain in the number of D-2 women is four, thus raising the number of women at this level from 25 in July 2002 to 29 in January 2003. This increase is significant, as it not only indicates the continuing commitment of the Secretary-General and of senior staff to promote women where they are the most suitable candidates, but also shows that a pool of qualified women is indeed available in a wide variety of occupations, including disarmament, protocol, peacekeeping and budgeting.

24. Although additional data for other levels were not available at the time of finalizing the present report, those data that become available will be shared with the Commission. In fact, in keeping with the Secretary-General's reform proposals for rationalizing documentation, it is proposed that the present report be discontinued and replaced by the report of the Secretary-General to the preceding General Assembly, and that updated data, if any, be presented to the Commission orally.

## **2. Gender equality goals in staffing**

25. The goal of the Secretary-General continues to be the achievement of the overall target of 50/50 gender balance in all categories of posts within the United Nations system. The Organization, however, still needs to address a number of long-standing obstacles to the improvement of the status of women in the Secretariat if it is to meet the 50/50 target as detailed in the report of the Secretary-General on strengthening of the United Nations: an agenda for further change (A/57/387 and Corr.1). It needs, inter alia, to continue to develop a management environment and culture that is supportive of having staff members contribute to their maximum potential. Women also need to continue to avail themselves of career opportunities, whether through training, mobility or occupational change where appropriate.

26. As indicated in the same report, in a major step forward, flexible working arrangements and part-time employment measures will be introduced from 1 January 2003 to help staff to balance their professional and private lives and to assist in attracting and retaining quality staff, particularly women. A successful pilot programme was carried out in the Department for Disarmament Affairs for a six-month period from April to September 2002. The arrangements offered were flexible working hours, compressed work schedules (10 workdays compressed into 9), scheduled periodic work away from the office (telecommuting) and a scheduled break for external activities. The Secretary-General has issued a bulletin (ST/SGB/2003/4) outlining the overall guidelines and principles for the introduction of flexible working arrangements, as well as an information kit that includes answers to frequently asked questions.

27. It was also pointed out in the report of the Secretary-General (A/57/387 and Corr.1) that opportunities for employment of spouses are an increasingly relevant factor in attracting candidates for jobs, both in the Secretariat and in entities within

the United Nations system, especially in the context of staff mobility and for retaining women staff currently employed. Specifically, existing agreements with host countries, visa and work permit restrictions, as well as the arrangements between the Secretariat and United Nations agencies, funds and programmes, do not always facilitate or encourage employment of spouses. In some agencies, such as the Food and Agriculture Organization of the United Nations, the recruitment of qualified spouses is still not permitted. Currently, the Office of Human Resources Management Work/Life Task Force is working closely with the Office of Legal Affairs, the Office of the Special Adviser on Gender Issues and Advancement of Women and other United Nations departments, offices and programmes to examine the issue of spousal employment, to develop appropriate policies and explore possibilities for the renegotiation of host country agreements, so as to allow United Nations spouses to obtain working permits in those countries. Such agreements have been successfully negotiated, for example, with Austria, Chile, Germany and Lebanon. To improve the situation, the Secretary-General intends to ask his Executive Committees, including the United Nations Development Group, to take more action to increase the representation of women and facilitate mobility among United Nations entities.

28. With respect to the General Service and related categories, in the above-mentioned report the Secretary-General urged that Member States consider lifting the restrictions on the numbers of General Service staff eligible for promotion to the Professional category. In the same report, the Secretary-General also proposed the development of an implementation plan over the next 12 months, including a comprehensive review of General Service functions, responsibilities and competencies; improvements to the system of General Service induction and career planning; and opportunities and incentives for mobility across functions, offices and services in field and peacekeeping missions. Two areas which also need to be reviewed are the current fixed level at which General Service staff are appointed, despite relevant experience, and how advanced academic and language qualifications gained by General Service staff while in service with the United Nations can be factored into career advancement.

29. Under the human resources management reform programme endorsed by the General Assembly, the new recruitment, promotion and placement system came into effect on 1 May 2002. Under this system, each head of department or office has decentralized and direct responsibility for ensuring equal women's representation at all levels, as well as for career development of all staff reporting to her or him, taking into account those special measures for gender equality which still apply. Within the context of the new system, meeting gender goals in departmental human resources action plans would constitute a mandatory performance dimension that would be taken into account in the appraisal of all staff members having supervisory and managerial responsibilities. Its success, however, will depend on implementation of such accountability standards.

30. One of the potentially effective tools for accountability of managers is the human resource action plan, which includes actions to improve gender balance. Heads of departments and offices should aim at selecting 50 per cent or more women for vacancies in the Professional category and above for each group recruited, irrespective of series (100, 200, 300), length of contract or budgetary source.

## **B. Progress made in the United Nations system**

31. In the United Nations system, most organizations have set goals for improving women's representation at the Professional and higher levels. Highlights of the statistics (see the attached table) on gender distribution of staff in the Professional and higher categories in the organizations of the United Nations system (at Headquarters and other established offices) as at 31 December 2001 are provided below:

(a) Overall, women in the Professional and higher categories in the entities of the United Nations system constitute 34.1 per cent, an increase of 0.4 per cent since 31 December 2000;

(b) While no entities have met the 50 per cent goal, with 49.2 per cent, the United Nations Population Fund continues to have the highest percentage of women;

(c) The representation of women in the entities of the United Nations system ranges from this high of 49.2 per cent to 17.6 per cent in the International Atomic Energy Agency (IAEA);

(d) Nine entities have over 40 per cent of Professional women staff overall; 12 have between 30 and 40 per cent and, 9 have less than 30 per cent Professional women staff;

(e) The largest increase (9.8 per cent) was registered in the World Intellectual Property Organization, followed closely by the United Nations Relief and Works Agency for Palestine Refugees in the Near East (9.7 per cent). The largest decrease (5 per cent) was registered in the International Civil Service Commission;

(f) At the D-1 level and above, there has been a slight increase, from 20.7 per cent to 20.9 per cent.

32. Despite the efforts of the secretariat of the United Nations System Chief Executives Board for Coordination (CEB), United Nations entities do not always have comparable statistics and data are often not recent. This complicates the task of accurate monitoring of progress.

33. The Commission on the Status of Women may wish to note that, while the information below does not show the total picture of recent steps taken by United Nations entities to promote and achieve the goal of 50 per cent, it does show some good practices currently being undertaken in four entities: the World Food Programme (WFP); the International Training Centre of the International Labour Organization (ITC-ILO) in Turin; the International Atomic Energy Agency (IAEA); and the International Civil Aviation Organization (ICAO).

34. At WFP, building on efforts from the period 1996-2001, the percentage of women recruited had steadily increased. In 2001, the percentage of women among international Professional staff in the field locations was 33 per cent and at Headquarters 45 per cent. In addition, WFP has introduced a number of gender-sensitive policies, which are expected to contribute to greater gender equality in staffing, such as the policies on spousal employment, breastfeeding facilities, the awards programmes (including the International Women's Day Award), on sexual harassment and inclusion of gender indicators in the performance appraisal reports of individual staff. Paternity leave and the establishment of day-care centres are



under consideration. Under the Gender Policy (2003-2007) on enhanced commitments to women, WFP will focus on gender equality in career opportunities and duties, ensuring that human resources policies are gender sensitive and provide effective possibilities for staff members to combine their personal and professional priorities.

35. ITC-ILO in Turin has taken a number of steps towards the institutionalization of gender equality perspectives in all its activities in 2002. For example, three specific investment projects will be financed out of the Centre's Investment Fund: the strengthening of gender expertise and competence within the Training Department; increasing the participation of women and women's representative bodies in the Centre's courses; and the creation of a conducive environment for gender equality within the Centre's staff. The Centre's institutional activities also include efforts to establish gender equality among its staff through recruitment policies and career paths.

36. While IAEA is faced with a low percentage of women in nuclear science and technology, a number of internal measures have been taken. Chief among them is the establishment of the International Advisory Group for Gender Issues, an advisory body to the Director-General for increasing the representation of women at the Agency and for official institutionalization of gender mainstreaming. Managers also receive gender sensitivity training. A reporting system on the measures undertaken and results achieved in increasing the number of women at the Professional level has been initiated in 2002 at the departmental level.

37. In 2001, ICAO set a minimum goal of increasing the representation of women by at least 1 per cent each year during the period 2001-2010. However, during consideration of the ICAO annual report for 2001 on the recruitment and status of women in the agency, several representatives of its Governing Council expressed concerns on the lack of progress in meeting the established goals. Accordingly, the ICAO Secretary-General was requested to report to the next session of the Council on the reformulation of an updated affirmative action programme to effectively increase and better promote gender equality at all levels of the Professional and higher categories.

#### **IV. Conclusions and follow-up action**

38. Gender-balanced staffing, including recruitment and retention of women, is increasingly recognized as being essential to the success and effectiveness of organizations in all spheres of work. Gender balance is central to the achievement of the goals set by various United Nations legislative documents and bodies, such as the Millennium Declaration, the Beijing Declaration and Platform for Action, the outcome document adopted by the General Assembly at its twenty-third special session, Security Council resolution 1325 (2000) on women in peace and security, the Commission on the Status of Women in various resolutions, the Commission on Human Rights in its resolution 2002/50 of 23 April 2002 on integrating the human rights of women throughout the United Nations system, and the system-wide medium-term plan for the advancement of women, 2002-2005 adopted by the Economic and Social Council (para. 7.13d).

39. In his report on strengthening of the United Nations: an agenda for further change (A/57/387), setting the priorities for further strengthening of the role,

capacity and effectiveness of the United Nations for the years to come, the Secretary-General reiterated his commitment to 50/50 gender balance in the United Nations Secretariat. Achieving a geographically diverse and gender-balanced workforce will remain an enduring priority for the Secretary-General. However, while progress has been made to increase the number of women in the Professional category, the Secretariat still has a long way to go in achieving an acceptable gender balance, in particular at the senior level. In view of the findings of his most recent report to the General Assembly (A/57/447), the Secretary-General is particularly concerned about the lack of progress and intends to make every effort to increase the representation of women in the Professional and higher categories.

40. The Secretary-General endorses and intends to take or encourage the following specific actions to accelerate the improvement in the status of women in the United Nations Secretariat and throughout the United Nations system:

**A. Further analysis of probable causes of slow advancement**

41. The Office of the Special Adviser on Gender Issues and Advancement of Women, in collaboration with the Department of Management, the Office of Human Resources Management and other relevant offices and departments, will undertake a further analysis of these causes, including why women separate from the Organization before reaching the age of retirement. The outcome of such an analysis would include a set of action-oriented recommendations for the improvement of the status of women in the Secretariat, which could be useful for developing common approaches within the United Nations common system for recruiting women more evenly from all regions, for retaining women staff currently employed, for promoting inter-agency mobility and improving career development opportunities.

**B. Work/life policies**

42. In 2003, priority will be assigned to creation of a gender-sensitive environment primarily, and in the first instance, by instituting work/life policies, especially flexible working arrangements, part-time work, the right to work away from the office (telecommuting, for example), compressed work schedules compensated by time off from work and paternity leave and spouse employment, in line with the above-mentioned report of the Secretary-General on reform (A/57/387, para. 182) and to help staff to balance their professional and private lives. It is essential that host countries collaborate with the United Nations and its agencies to facilitate spouse employment, including through legislation.

**C. Policies on harassment, including sexual harassment**

43. Priority will also be assigned to finalization of the user-friendly guidelines on sexual harassment that are under review by an inter-agency working group established in June 2001 by the Special Adviser on Gender Issues and Advancement of Women. It is noteworthy in this respect that similar guidelines for use by the Department of Peacekeeping Operations were prepared in 2002 with the full support of the Office of the Special Adviser on Gender Issues and Advancement of Women.

**D. Monitoring of mechanisms for achievements of the overall goal and incremental targets set in human resource action plans**

44. The Secretary-General will continue to hold all managers accountable for the achievement of the gender equality goals set forth in the human resource action plans. It is clear that a concerted effort will have to be made by departments to meet the goal of 50 per cent gender balance overall and for the incremental targets set in those plans for increasing the number of women that are recruited and promoted. Measures will be taken to strengthen oversight at the level of departments and offices and encouraging department heads to establish or use appropriate mechanisms, such as the current system of departmental focal points for periodic and systematic monitoring of the recruitment, retention and career advancement of women.

**E. Appointment of more women at senior levels in the Secretariat**

45. This process is already under way with the recent appointment of the two under-secretaries-general and one assistant secretary-general mentioned above, and the six women D-2s. More intense efforts are required to identify, recruit and promote senior women. Member States can assist greatly in this endeavour by submitting names of qualified women.

**F. Role of Member States and non-governmental organizations in identifying women**

46. To be fully effective, the Secretary-General's efforts require the full cooperation and support of Member States and non-governmental organizations to disseminate information on vacancies and application procedures to women nationals and to propose more women candidates from a broad array of occupations.

**G. Networks for identifying women**

47. It is necessary to establish networks with professional organizations corresponding, in particular, to those occupations where there are allegedly fewer trained women. These should include scientists, in particular nuclear scientists, experts in civil aviation, maritime work, engineering and other technical fields, peacekeeping, security, and others as congruent with the thematic focus of the Secretariat and the specialized agencies, funds and programmes of the United Nations system. Of particular value to this goal would be the input of members of various technical and functional commissions.

**H. Career development opportunities for the General Service and related categories**

48. The Secretariat should redouble its efforts to recruit and promote more women in the Security and Trade and Crafts categories. Although women represent more

than 50 per cent of the General Service category, there are still serious concerns about the status of women that need to be addressed (see A/57/387, paras. 179-181).

(a) Recruitment. Despite relevant experience and qualifications, staff in the General Service and related categories are appointed at a fixed entry level;

(b) Mobility. Opportunities and incentives for interdepartmental mobility are exceedingly limited for women. Building on the ongoing efforts by the Office of Human Resources Management, further measures need to be taken to improve women's career planning and occupational training, particularly in secretarial and clerical occupations;

(c) Career development. More focused action is required to enhance career opportunities for women in these categories. In his report A/57/387 (para. 179), the Secretary-General requested Member States to consider lifting the restrictions on the numbers of General Service staff eligible for promotion to the Professional category.

49. Finally, the Commission may wish to take note of the Secretariat's proposal, in paragraph 6, that the present report be discontinued and replaced by the report of the Secretary-General to the General Assembly at the session immediately preceding that of the Commission, accompanied by an oral update, where new information or data are available.

## Abbreviations

FAO	Food and Agriculture Organization of the United Nations
IAEA	International Atomic Energy Agency
ICAO	International Civil Aviation Organization
ICAT	International Training Centre of the International Labour Organization
ICJ	International Court of Justice
ICSC	International Civil Service Commission
IFAD	International Fund for Agricultural Development
ILO	International Labour Organization
IMO	International Maritime Organization
ITC	International Trade Centre
ITU	International Telecommunications Union
JSPF	Joint Staff Pension Fund
PAHO	Pan American Health Organization
UN	United Nations
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNCHS	United Nations Centre for Human Settlements (Habitat)
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNHCR	Office of the United Nations High Commissioner for Refugees
UNITAR	United Nations Institute for Training and Research
UNICEF	United Nations Children's Fund
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNIDO	United Nations Industrial Development Organization
UNOPS	United Nations Office for Project Services
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNU	United Nations University
UPU	Universal Postal Union
WFP	World Food Programme
WHO	World Health Organization
WIPO	World Intellectual Property Organization
WMO	World Meteorological Organization

## Attachment

**Gender distribution of Professional and higher category staff in the organizations of the United Nations system  
(at Headquarters and other established offices) as at 31 December 2001**

Organization	P-1		P-2		P-3		P-4		P-5		D-1		D-2		Ungraded <sup>a</sup>		Total		Grand total 2001	Per cent of women Dec. 2001	Per cent of women Dec. 2000	Per cent change
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W				
UNFPA	0	0	7	25	11	14	18	26	60	44	20	7	9	4	1	2	126	122	248	49.2	50.4	-1.2
UNITAR	0	0	0	0	2	3	7	6	1	2	2	1	1	0	0	0	13	12	25	48.0	50.0	-2.0
UNICEF	1	1	32	62	60	61	115	87	95	62	32	18	11	4	3	2	349	297	646	46.0	44.0	2.0
WFP	0	2	24	30	26	32	42	29	30	14	18	2	5	4	2	2	147	115	262	43.9	42.9	1.0
UNESCO	6	18	65	116	95	120	119	82	159	61	70	19	26	9	11	2	551	427	978	43.7	42.8	0.9
PAHO	2	5	18	26	22	23	129	82	47	30	3	0	1	0	7	3	229	169	398	42.5		
UNAIDS	0	1	3	16	4	6	17	9	53	24	4	2	2	1	1	0	84	59	143	41.3	36.5	4.8
ICSC	0	0	5	1	1	2	2	2	1	1	0	1	0	0	1	0	10	7	17	41.2	46.2	-5.0
UNHCR	2	4	38	53	122	97	113	51	49	13	21	13	4	3	1	0	350	234	584	40.1	38.9	1.2
WIPO	0	0	14	12	15	31	43	21	27	4	3	3	1	0	6	1	109	72	181	39.8	30.0	9.8
UNDP	3	9	61	77	74	43	128	107	182	106	125	35	60	18	3	4	636	399	1 035	38.6	39.7	-1.1
IFAD	1	0	11	19	6	8	25	21	46	10	10	2	3	1	4	0	106	61	167	36.5	34.0	2.5
IMO	0	0	9	11	12	11	13	12	30	5	7	1	4	2	0	0	75	42	117	35.9	35.0	0.9
ICJ	0	0	3	7	6	3	6	1	4	0	0	0	1	0	0	0	20	11	31	35.5	26.9	8.6
ILO	1	0	9	20	58	62	106	88	209	62	59	19	17	4	10	2	469	257	726	35.4	33.3	2.1
UN	20	60	500	461	1 217	733	1 336	589	760	272	295	103	93	25	63	7	4 284	2 250	6 534	34.4	36.2	-1.8
JSPF	0	0	0	1	1	0	2	1	0	0	1	0	0	0	0	0	4	2	6	33.3		
WHO	1	1	39	44	80	67	148	90	294	104	99	36	39	7	8	2	708	351	1 059	33.1	33.2	-0.1
ICAT	0	0	1	3	11	7	13	10	19	3	1	0	3	0	0	0	48	23	71	32.4	32.9	-0.5
UNRWA	0	0	3	2	0	2	12	4	2	0	1	0	1	0	0	1	19	9	28	32.1	22.4	9.7
ITC	0	0	4	4	12	9	19	8	11	2	4	0	1	0	1	0	52	23	75	30.7	29.2	1.5
UNOPS	2	0	17	17	22	16	43	17	65	20	23	3	5	0	1	0	178	73	251	29.1	23.5	5.6
ITU	3	6	23	16	33	28	76	13	47	8	9	1	4	0	5	0	200	72	272	26.5	25.0	1.5
FAO	1	0	47	60	133	88	282	84	265	40	116	11	29	6	14	3	887	292	1 179	24.8	23.5	1.3
ICAO	2	1	15	16	39	23	126	31	45	4	17	0	5	0	2	0	251	75	326	23.0	22.0	1.0
UPU	1	0	2	1	22	9	16	5	8	1	7	0	2	1	2	0	60	17	77	22.1	19.7	2.4
WMO	0	0	1	2	6	7	33	9	30	7	12	0	7	1	3	0	92	26	118	22.0	21.7	0.3
UNIDO	7	4	13	9	37	22	63	13	63	10	33	3	6	0	2	0	224	61	285	21.4	20.1	1.3
UNU	0	0	1	2	3	1	3	1	2	0	2	0	3	0	1	0	15	4	19	21.1	25.0	-3.9
IAEA	4	4	34	20	205	57	234	50	211	20	26	2	7	2	7	0	728	155	883	17.6	17.3	0.3
<b>Total</b>	<b>57</b>	<b>116</b>	<b>999</b>	<b>1 133</b>	<b>2 335</b>	<b>1 585</b>	<b>3 289</b>	<b>1 549</b>	<b>2 815</b>	<b>929</b>	<b>1 020</b>	<b>282</b>	<b>350</b>	<b>92</b>	<b>159</b>	<b>31</b>	<b>11 024</b>	<b>5 717</b>	<b>16 741</b>	<b>34.1</b>	<b>33.7</b>	<b>0.4</b>

Source: Personnel statistics (CEB/HLCM) received 20 January 2003.

<sup>a</sup> For example, USG, ASG, DDG, ADG, DG, SG, depending on the nomenclature used in the given organization.