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Advancement of women

Improvement of the status of women in the United Nations system

Report of the Secretary-General**

Summary

Pursuant to General Assembly resolution 57/180 of 19 December 2002, the present report provides information on the representation of women in the Secretariat and in other organizations of the United Nations system. As at 30 June 2003, women account for 35.6 per cent of Professional and higher-level staff with appointments of one year or more in the Secretariat. During the past five years, the representation of women has risen slowly in this group, despite an increase in the total number of staff. In posts subject to geographical distribution, 41.8 per cent of Professional and higher-level staff are women. This level of representation is consistent with the rate of progress made during the past 10 years. At the D-1 level and above, women represent 25.6 per cent of staff with appointments of one year or more and 33.4 per cent of staff in posts subject to geographical distribution. Within the United Nations system, the overall proportion of women in the Professional and higher categories is 35 per cent as at 31 December 2002. More concerted efforts are required to achieve gender parity at all levels and categories, particularly at the senior and policy-making levels.

* A/58/150.

** The late submission of the present report was a result of delayed processing of human resources data.



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I. Introduction

1. The present report, submitted pursuant to General Assembly resolution 57/180 of 18 December 2002, provides information on the representation of women in the Secretariat and other organizations of the United Nations system for the period from 1 July 2002 to 30 June 2003.

2. It provides an overview of the current status of the representation of women in the Secretariat¹ and in the United Nations system compared to a year ago; an analysis of the trends during the past 10 years towards the achievement of gender balance; and a review of developments and activities to improve the status of women since the submission of the last report of the Secretary-General (A/57/447).

II. Overview of the current representation of women staff in the Secretariat

3. The analysis presented below is based on the gender distribution of staff in the Professional and higher categories (5,530 staff) in the Secretariat on appointments of one year or more as well as Professional staff on project posts (832 staff). Further information is provided in the annual report of the Secretary-General on the composition of staff in the Secretariat.²

A. Staff in the Professional and higher categories on posts subject to geographical distribution

4. Of the 5,530 Professional and higher-level staff, 2,493 are in the more restricted group of Professional staff on posts subject to geographical distribution. At 30 June 2003, there were 41.8 per cent women (1,041 women) compared to 41 per cent a year ago (see table 2). This current increase of 0.8 percentage points — similar to last year's rate — is less than the average increase of approximately 1 percentage point per year in this group since 1989. Table 4 provides a comparison of women's representation by grade on posts subject to geographical distribution between 30 June 2002 and 30 June 2003.

5. At the D-1 level and above, the percentage of women slightly decreased to 33.3 per cent, compared with 33.7 per cent last year. The main progress has been made at the Under-Secretary-General level, with an increase of 4.2 percentage points where the proportion of women increased from 16.7 per cent to 20.8 per cent (5 women out of 24). The representation of women at the Assistant Secretary-General level has remained at the past year's 23.5 per cent (4 women out of 17). At the D-2 level, women's representation has increased from 29.4 to 31.2 per cent (24 women out of 77), and at the D-1 level, the representation of women decreased from 37.8 to 36.3 per cent (78 women out of 215).

6. At the P-1 to P-5 levels, women comprise 43.1 per cent. Gender balance of staff, however, is only achieved at the P-2 level, with 55.3 per cent.

B. Staff in the Professional and higher categories with appointments of one year or more

7. During the period under review, in the larger group of Professional staff with appointments of one year or more, the overall proportion of women has increased slightly from 35 to 35.6 per cent (1,971 out of a total of 5,530). Table 1 provides the comparison of gender distribution by department or office and by grade. While the current level of women's representation indicates some modest increase compared to 2002, it is actually below the level of June 2000, when women represented 36.5 per cent, which is the highest proportion of women ever achieved for this group of staff. Table 3 provides a comparison of women's representation by grade for staff with appointments of one year or more between 30 June 2002 and 30 June 2003.

8. At the D-1 level and above, there has been an increase of nearly one percentage point from 24.7 to 25.6 per cent, with the largest increase at the levels of Under-Secretary-General and Assistant Secretary-General. At the Under-Secretary-General level, the proportion of women increased from 10.5 to 13.5 per cent, an increase of 3 percentage points (5 women out of 37). At the Assistant Secretary-General level, the proportion of women rose by 4.4 percentage points, from 10.3 to 14.6 per cent (6 women out of 41). At the D-2 level, the proportion of women has increased from 22.3 to 24.8 per cent (29 women out of 117). At the D-1 level, the proportion has remained at 28.8 per cent (91 women out of 316).

9. At the P-1 to P-5 levels, women comprise 36.7 per cent, with the largest increase at the P-2 and P-3 levels. At the P-2 level, gender balance has been achieved with 50 per cent (315 men and 315 women); at the P-3 level, women comprise 39.8 per cent. The representation of women at the P-4 level remains at last year's rate of 31.5 per cent, while it increased slightly from 29.5 to 30.2 per cent at the P-5 level.

C. Representation of women in the Professional and higher categories with appointments of one year or more in departments or offices

10. Given the fluctuation of staff and the small number of staff at certain levels, some departments or offices may have temporarily achieved gender balance of 50 per cent or more during the year. Since the last report, four departments or offices with 20 or more professional staff continue to meet the gender target as at 30 June 2003: the Office of Programme Planning, Budget and Accounts (56.4 per cent); the Office of Human Resources Management (54.3 per cent); the Department of Public Information (52.7 per cent) and the Department of Management/Office of the Under-Secretary-General (51.4 per cent). One additional office to achieve gender parity is the Executive Office of the Secretary-General (52.3 per cent).

11. A representation of 30 per cent is considered a critical mass to measure progress in the achievement of targets set by the General Assembly. It is important to note that some departments or offices have not yet achieved this level of representation. These are the Office of Central Support Services (25.8 per cent), the Department of Peacekeeping Operations/Office for Mission Support (23.2 per cent) and the United Nations Monitoring, Verification and Inspection Commission (15.1 per cent).

1. Women at the D-1 level and above in departments or offices

12. The overall percentage of women at the D-1 level and above is 25.6 for appointments of one year or more. At 30 June 2003, the gender target at the D-1 level and above has been met or exceeded by three of the following departments or offices with more than 20 Professional staff overall: Office for Human Resources Management (62.5 per cent); Department for Disarmament Affairs (50 per cent); and the Office of the United Nations Security Coordinator (50 per cent). Only one office, the Office for Human Resources Management, achieved the gender target for staff in the Professional and higher categories as a whole and for the D-1 level and above.

13. In nine departments or offices, the representation of women is 40 per cent or more: the Department for General Assembly and Conference Management (47.4 per cent); the Department of Public Information (45.5 per cent); the Economic Commission for Latin America and the Caribbean (ECLAC) (45.5 per cent); the Office of Legal Affairs (42.9 per cent); the Economic and Social Commission for Western Asia (ESCWA) (42.9 per cent); the United Nations Monitoring, Verification and Inspection Commission (42.9 per cent); the Executive Office of the Secretary-General (42.1 per cent); the United Nations Office at Vienna (40 per cent); and the Economic Commission for Europe (ECE) (40 per cent).

14. In 13 departments or offices, women constitute less than 30 per cent at the D-1 level and above: the United Nations Human Settlements Programme (UN-Habitat) (27.3 per cent); the Economic and Social Commission for Asia and the Pacific (ESCAP) (27.3 per cent); the Office of Programme Planning, Budget and Accounts (25 per cent); the Department of Peacekeeping Operations (21.1 per cent); the secretariat of the United Nations Conference on Trade and Development (UNCTAD) (20 per cent); the Economic Commission for Africa (ECA) (20 per cent); the Department of Political Affairs (17.9 per cent); the Office of the United Nations High Commissioner for Human Rights (OHCHR) (16.7 per cent); the Office of Central Support Services (16.7 per cent); the Office on Drugs and Crime (15.8 per cent); the United Nations Environment Programme (UNEP) (15.7 per cent); the Office for the Coordination of Humanitarian Affairs (10 per cent); and the Department of Peacekeeping Operations/Office for Mission Support (10 per cent).

15. Two departments or offices have no women staff at the D-1 level and above: the United Nations Compensation Commission and the United Nations Office at Nairobi. While the former has six posts at these levels, the latter has only one post.

16. Of the six departments or offices that have 20 or more staff at the D-1 level and above, none has achieved gender balance at these senior and policy-making levels. The representation of women at these levels is 45.5 per cent in the Department of Public Information; 35 per cent in the Department of Economic and Social Affairs; 17.9 per cent in the Department of Political Affairs; 20 per cent in the UNCTAD secretariat; and 15.7 per cent in UNEP. Within the Department of Peacekeeping Operations/Office for Mission Support, women account for 10 per cent of the staff at the D-1 level and above.

2. Staff in the Professional and higher categories on language posts

17. The gender distribution of Professional staff (P-2 to P-5) on posts with special language requirements remains at about the same level, following a slight increase

from 39.2 per cent in June 2002 to 40.1 per cent (346 women out of 863 staff). In this category, gender balance of 50 per cent or more has been achieved at the P-2 level only, while women represent 41.6 per cent of staff at the P-5 level. Since women are underrepresented in certain areas, some approaches have been made to Member States to encourage more women to apply for vacancies, particularly in the Arabic, Chinese and Russian language services.

3. Staff on project posts

18. The total number of staff on project posts (200 series) is 832. Within this group, the proportion of women increased from 30.3 to 32.5 per cent (270 women) as at 30 June 2003. The proportion of women increased at the L-3 level from 39.2 to 42.4 per cent; at the L-5 level from 10.8 to 14.1 per cent; and at the L-7 level, from 11.1 to 12.5 per cent. At the L-4 level, the rate decreased from 21 to 20.3 per cent.

4. Staff in the Professional and higher categories in peacekeeping and peace-building missions administered by the Department of Peacekeeping Operations/Office of Mission Support

19. The number of Professional staff with appointments of one year or more assigned to peace operations decreased from 1,437 to 1,175, and the percentage of women also decreased from 24 to 23.2 per cent (273 women and 902 men) for the second year. At the D-1 level and above, women in peace operations constitute 10 per cent of staff (9 out of 90), which is a significant increase from the 4.2 per cent of the past year (4 out of 92). In addition, of the 356 staff members with appointments of less than one year in field missions administered by the Department of Peacekeeping Operations, women accounted for 111, or 31.2 per cent.

20. In 28 missions administered by the Department of Peacekeeping Operations, women represent 26 per cent of all Professional staff as at July 2003. Of 10 missions with more than 20 professional staff members, two missions have more than 30 per cent women staff: the United Nations Verification Mission in Guatemala (MINUGUA), with 35 per cent, and the United Nations Assistance Mission in Afghanistan (UNAMA), with 32 per cent. For the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) and the United Nations Mission in Ethiopia and Eritrea (UNMEE), the rate is 29 per cent.³ There is still only one woman at the level of Special Representative of the Secretary-General heading peace operations: in the United Nations Observer Mission in Georgia (UNOMIG). There are four women deputy heads of peacekeeping missions: MINUGUA, MONUC, UNMEE and UNOMIG.

5. Appointments, promotions and lateral moves of staff in the Professional and higher categories in the Secretariat

21. In resolution 57/180, the General Assembly requested the Secretary-General (in para. 6 (c)) to ensure that the appointment and promotion of suitably qualified women would not be less than 50 per cent of all appointments and promotions until the goal of 50/50 gender distribution was met.

22. With regard to appointments of one year or more, 38.5 per cent women were appointed at the P-2 to Under-Secretary-General levels (158 of 410), including appointments for field missions administered by the Department of Peacekeeping Operations. At the D-1 level and above, women made up 15.7 per cent of all

appointments, thus falling far short of the above-mentioned 50 per cent gender target in appointments. Out of five appointments at the Under-Secretary-General level, one woman was appointed: as Under-Secretary-General of Management. At the Assistant Secretary-General level, two of seven appointments were women: the Ombudsman and the Special Representative of the Secretary-General in UNOMIG (Department of Peacekeeping Operations/Office for Mission Support).⁴ At the D-2 level, 2 out of 17 appointments were women; and at the D-1 level, the number is 3 out of 22 appointments. At the P-5 and P-4 levels, women comprised 31.3 per cent and 24.8 per cent of appointments, respectively. These levels are below women's overall representation on the staff with appointments of one year or more. A much higher intake of women would be necessary for a significant increase of the overall rate of women to occur. The goal of 50 per cent gender balance in the appointments of Professional staff was achieved and exceeded only at the P-2 level, with 61.9 per cent of all appointments.

23. With regard to appointments on posts subject to geographical distribution, 80 or 46.5 per cent are female staff members. The goal of 50 per cent gender balance in the appointments of Professional staff is achieved only at the P-2 level, with 65.7 per cent of all appointments. At all other levels, more men than women are appointed. At the P-5 and P-4 levels, women comprise 42.1 and 33.3 per cent of appointments, respectively.

24. Women comprise 62.3 per cent (38 women and 23 men) of recruits from the national competitive examinations as at 30 June 2003, compared to 59 per cent for the previous year. Regarding appointments with special language requirements, women account for 55.1 per cent (27 women and 22 men), compared to 55.8 per cent in 2002.

25. A review of the results of the G to P examinations from 1991 to 2002 reveals that, although women constitute the majority of General Service staff, fewer women than men take the examinations, but more women than men have been promoted by this means over the years. For the period under review, the total percentage of women taking the exam is 49 per cent (1,392 out of 2,831), while the percentage of successful women is 59 per cent (96 out of 163).

26. During the reporting period, women accounted for 7 out of 13 promotions to the D-2 level, or 54 per cent. Under the new staff selection system, women accounted for 48 out of 125 promotions from the P-3 to D-1 levels, or 38.4 per cent. The goal of gender balance was only met and exceeded at the P-3 level, with 58.3 per cent. At the P-5 level, 30 per cent of promotions were women, which is the same rate as the overall representation of women at this level for appointments of one year or more. During the transition to the new staff selection system, which coincides with the period under review, 135 additional staff members were promoted based on recommendations of the former appointment and promotion bodies. Women accounted for 62 promotions, or 45.9 per cent. At the P-5, P-4 and P-3 levels, the representation of women was at 51.2 per cent, 39 per cent and 54.5 per cent, respectively.

27. Of 13 lateral transfers under the new staff selection system, 4 were women. Fourteen staff members made lateral transfers under the former system, of whom 7 were women.

6. Gender distribution in the Field Service

28. In the Field Service category, out of 1,435 staff members working in peace operations, women constitute 320 or 22.3 per cent of staff, approximately the same for 2002. At the FS-6 and FS-7 levels, women represent only 2.2 per cent (2 out of 90). At the FS-1 to FS-5 levels, women account for 24 per cent (318 out of 1,345 staff), compared with 22.1 per cent a year ago.

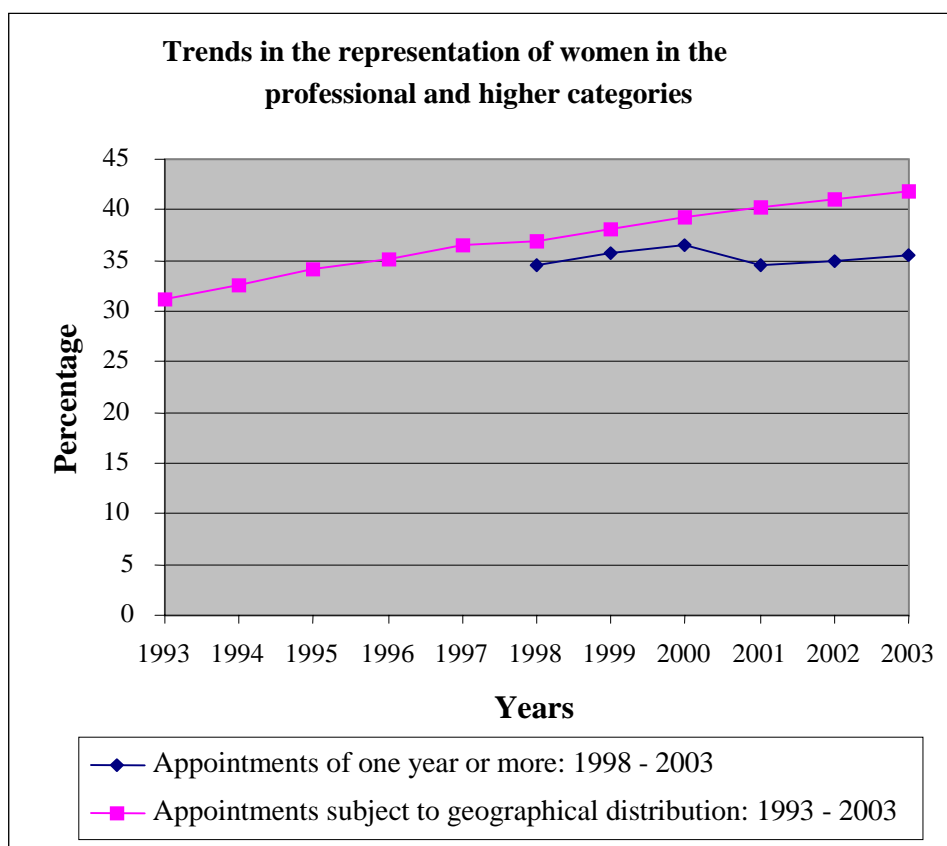
7. Gender distribution of staff in the General Service and related categories

29. Women constitute the majority of staff members in the General Service category, with 62 per cent as at 30 June 2003 (4,234 women out of 6,824 staff). The statistics continue to show that General Service staff have little opportunity for career development, with the exception of the G to P examination. Of 93 promotions under the new staff selection system, 60 are women or 64.5 per cent. Of 79 staff promoted through the former appointment and promotion bodies, 52 are women or 65.8 per cent. Only eight General Service staff made lateral moves under the current and former system; seven of them were women.

30. Women continue to be severely underrepresented in the Security and Safety Service category, where they constitute 10 per cent (22 out of 219 staff) and 2.7 per cent in the Trades and Crafts category (5 women out of 183), respectively.

III. Long-term trends in the improvement of the status of women in the Professional and higher levels, 1993-2003

31. This section provides an overview of trends in the improvement of the status of women in the Professional and higher levels. For posts subject to geographical distribution, a 10-year overview (30 June 1993 to 30 June 2003) shows a steady annual increase of the representation of women at every grade. For the larger category of appointments of one year or more, data have been only available since 1998. Data for this period, however, show no significant increase in the representation of women. The chart below illustrates the trends in the average representation of women in the Professional and higher categories for appointments subject to geographical distribution and for appointments of one year or more.



A. Trends in the representation of women in the Professional and higher levels on posts subject to geographical distribution, 1993-2003

32. Over the ten-year period, 1993 to 2003, the increase in the representation of women on posts subject to geographical distribution continued to be an average of 1 percentage point per year, except for the past two years. The representation of women increased from 31.2 per cent in 1993 to 41.8 per cent in 2003. Table 5 provides information on women's representation by grade and year.

33. Given the fact that there are fewer posts at the D-1 level and above, a change of one or two staff members can greatly affect the overall percentage and explains partly the fluctuation over the years. At the Under-Secretary-General level, the number of women increased from 3 out of 21 in 1993 to 5 out of 24 in 2003, an increase from 14.3 to 20.8 per cent. Similarly at the Assistant Secretary-General level, there has been an increase since 1994. The number of women increased from 1 out of 15 in 1993 to 4 out of 17 in 2003, reflecting an increase from 6.7 to 23.5 per cent.

34. At the D-2 level, the total number of women rose from 13.6 per cent (9 out of 66) in 1993 to 31.2 per cent (24 out of 77) in 2003. The most striking increase has

been at the D-1 level, from 12.8 per cent in 1993 (31 out of 242) to 36.4 per cent in 2003 (78 women out of 214).

35. Over this ten-year period, the percentage of women at the P-5 level grew from 21.7 per cent (103 of 475) to 34.9 per cent (167 women of 479). This percentage is only slightly higher than six years ago, when women at this level accounted for 33 per cent.

36. Over the ten years, the percentage of women reached 37.2 per cent at the P-4 level, 49.1 per cent at the P-3 level and 55.3 per cent at the P-2 level in 2003. At the P-4 level, the overall increase has been the slowest. Over the ten-year period, gender parity was achieved for the first time at the lowest level, the P-2 level, only in 2001 (52.1 per cent).

37. In sum, there has been an increase in the percentage of women on posts subject to geographical distribution from 31.2 per cent (804 of 2,573) in 1993 to 41.8 per cent (1,041 of 2,493) in 2003. This increase has been the greatest at the D-1 level and lowest at the P-4 level. However, despite the efforts to increase the total number of women, the overall goal of 50 per cent has not been achieved.

B. Trends in the representation of women in the Professional and higher levels with appointments of one year or more, 1998-2003

38. In the larger group of Professional and higher level staff with appointments of one year or more, a comparison of figures between 1998 and 2003 shows that there has been almost no progress in the rate of representation of women (see table 6). Quantitatively, the number of women has not kept pace with the overall number of staff.⁵ In 1998, women represented 34.6 per cent (1,141 of 4,164), compared to 35.6 per cent (1,971 of 5,530) in 2003. This is lower than the rate of 36.5 per cent achieved in 2000.

39. At the level of Under-Secretary-General, the representation of women increased from 11.1 per cent (3 of 27) to 13.5 per cent (5 of 37) in 2003; at the level of Assistant Secretary-General, the representation of women grew from 13 per cent (3 of 23) to 14.6 per cent (6 of 41).

40. At the D-2 level, the greatest gains were made with an increase of 6 percentage points from 18.8 to 24.8 per cent. At the D-1 level, the representation of women increased from 23.7 per cent in 1998 to 28.8 per cent in 2003. This reflects a change from 65 women out of 274 staff in 1998 to 91 women out of 316 staff in 2003.

41. While there has been a positive change at all levels during the period 1998-2003, there has been a decline in the representation of women at the P-4 level between June 1999, when women accounted for 33.7 per cent and 2003, when women's representation decreased to 31.5 per cent. At the P-3 level, the representation of women has barely changed between 1998 and 2003. For the P-3 to P-5 levels, the percentage of women in 2003 is actually below what it was in 2000. This trend, particularly at the P-4 and P-5 levels, which hold the largest proportion of staff, explains partly the overall slow progress towards gender balance. In order to achieve a significant increase in the representation of women, especially in the Professional and higher-level categories, the General Assembly's mandate that 50 per cent of appointments must be women must not only be met, but exceeded consistently.

42. This development calls into question the expectation that the steady increase of women at the lower levels would increase the pool of women available for senior positions. The stagnation in this larger category, particularly at the P-4 and P-5 levels, is a cause for serious concern and calls for concerted efforts and improved strategies to achieve the 50/50 gender target, including an increase of women in new appointments; greater accountability to ensure stricter adherence to targets; more mentoring of women staff; greater focus on gender sensitivity training for programme managers; and further study of the causes of the slow progress to formulate more effective strategies.

IV. Overview of the representation of women staff at the Professional and higher categories in the United Nations system

43. The overall proportion of women in the Professional and higher categories in the entities of the United Nations system has increased from 34.1 per cent at 31 December 2001 to 35 per cent on 31 December 2002, as illustrated in table 7. The United Nations Institute for Training and Research has 52.4 per cent women on its staff (10 men, 11 women). The United Nations Population Fund (UNFPA), with 49.3 per cent Professional women, has not been able to retain the gender parity that it had achieved in past years. The largest increase was made in the International Fund for Agricultural Development (IFAD) where the representation of women rose from 36.5 to 40.5 per cent.

44. In addition to UNFPA and IFAD, six organizations have more than 40 per cent Professional women on their staff: the United Nations Children's Fund (UNICEF) (44.7 per cent); the United Nations Educational, Scientific and Cultural Organization (UNESCO) (44 per cent); the Office of the United Nations High Commissioner for Refugees (UNHCR) (43.1 per cent); the World Food Programme (WFP) (41.2 per cent); the Joint United Nations Programme on HIV/AIDS (UNAIDS) (40.9 per cent); and the Pan American Health Organization (PAHO) (40.5 per cent). Women represent more than 30 and less than 40 per cent in another ten entities. Three organizations have less than 20 per cent women on their staff: the Universal Postal Union (UPU) (19.7 per cent), the International Atomic Energy Agency (IAEA) (18.3 per cent) and the United Nations University (UNU) (13.6 per cent).

45. At the D-1 level and above, the situation remained the same, with women constituting 21 per cent, compared to 20.9 per cent at 31 December 2001. Similar to the Secretariat, gender balance has only been achieved at the P-2 and P-1 levels in the organizations of the United Nations system. The lack of comparable data for the United Nations system precludes further analysis of appointments, promotions or transfers.

V. Recent activities undertaken towards achieving gender parity

46. In resolution 57/180, the General Assembly reaffirmed the urgent goal of achieving 50/50 gender distribution in all categories of posts within the United

Nations system, but especially at senior and policy-making levels. In response to the slower rate of increase of women's representation at the Professional and higher levels, several actions have been taken or are in progress.

47. In April 2003, the Secretary-General wrote to all heads of departments and offices in the Secretariat, expressing his concern at the low rate of progress and emphasizing the importance of reaching the goal of 50/50 gender balance. He reiterated that his recent reform package was aimed at achieving a better balance in the professional and personal lives of staff members, including women, and pointed to the responsibility of senior managers to achieve gender parity targets. All heads of departments or offices and senior staff were also reminded of the importance of achieving goals relating to geography and gender.

48. The Office of the Under-Secretary-General for Management, in collaboration with the Office of Human Resources Management and the Office of the Special Adviser on Gender Issues and Advancement of Women, has formulated a project to strengthen the Secretary-General's efforts to achieve gender balance by adopting a more coordinated and integrated approach to the issue. The strategy includes the use of an integrated set of interventions to tackle gender balance on multiple fronts at the organizational level. The purpose of the project is to set and achieve verifiable goals to ensure that the gender balance targets are attained by 2006.

49. The importance of timely data for monitoring purposes was raised by the Inter-agency Network on Women and Gender Equality at its second session, held from 24 to 27 February 2003. Its recommendations were forwarded to the High-level Committee on Management;⁶ and the matter was discussed and the Chairperson made a strong call for more timely data on staffing issues to be forwarded to the Human Resources Network of the Chief Executives Board for Coordination and the High-level Committee.

50. Statistical information on gender balance at all levels has also been a matter of concern to the International Civil Service Commission. At its session in July 2003, the Commission asked its secretariat to collect statistical information on gender balance at all levels, including ungraded officials, in the organizations of the United Nations system and to submit a report by its 2004 session.

A. Staff selection system

51. The new system of recruitment, promotion and placement came into effect in May 2002. It gave decentralized authority to each head of department or office for ensuring the equal representation of women at all levels, as well as the career development of all staff up to the D-2 level.

52. Since the abolition of the departmental panels, departmental focal points no longer have an input in the final selection process. The new staff selection system provides for the participation in an advisory capacity of the Office of the Special Adviser on Gender Issues and Advancement of Women in the Central Review Board and the Central Review Committee at Headquarters and also provides for the participation of a departmental focal point in the central review bodies in other duty stations.⁷ New creative approaches are being explored by the Office of Human Resources Management and the Office of the Special Adviser to maintain and

reinforce the advisory and monitoring role of the departmental focal points at Headquarters and in offices away from Headquarters.

53. In resolution 57/180, the General Assembly strongly encouraged heads of departments and offices to continue selecting female candidates when their qualifications were the same as, or better than, those of male candidates, and to effectively encourage, monitor, and assess the performance of managers in meeting targets for improving women's representation. In the past, the special measures for the achievement of gender equality⁸ have assisted the Organization and heads of departments in making progress towards the goal of 50/50 gender balance. With the new responsibility of programme managers for staffing decisions, new strategies and methods need to be developed to ensure that effective special measures better adapted to the features of the staff selection are put into place to achieve gender parity under the new staff selection system.

B. Human resources action plans

54. In resolution 57/305 of 15 April 2003, the General Assembly requested the Secretary-General to hold the heads of departments and offices accountable for implementing their human resources action plans. Twenty-six departments or offices had prepared human resources action plans for the period from March 2001 to December 2002. The Office of Human Resources Management is reviewing these plans with the heads of departments and offices to assess the progress made in meeting human resources management targets under the second cycle. In the third cycle of human resources action plans for the years 2003 and 2004, specific targets are set for each department or office on vacancies, gender balance, geographical distribution, mobility, performance appraisals, staff development and staff management relations. An annual report will be submitted to the General Assembly on the progress made by departments and offices. Equitable geographical distribution and gender balance continue to be of high priority in the new cycle.

55. Gender targets in the human resources action plans include progress towards 50/50 gender distribution in the overall female representation in all categories and in all levels of posts, including at the Professional and higher levels and the General Service, and at least 50-per-cent recruitment and selection of women staff at the Professional and higher levels. The plans also identify future retirements, which will provide additional opportunities to increase the number of women staff members. The Office of Human Resources Management and the Office of the Special Adviser will review the gender representation and the status of recruitments, promotions and placements of staff in all categories on a monthly basis in order to facilitate the progress of departments and offices in reaching gender targets. The Office of Human Resources Management and the Office of the Special Adviser will continue to support and advise these departments and offices in identifying suitable women candidates.

C. Analysis of the obstacles to the improvement of the status of women

56. In response to General Assembly resolution 57/180, the Office of the Special Adviser has made preliminary arrangements for the preparation of an analysis of the

probable causes of the slow advancement in the improvement of the status of women in the United Nations system, with a view to elaborating new strategies for achieving gender parity. The study will be carried out in two phases. The first phase will look at gender balance in the United Nations Secretariat and the second, within the United Nations system. The outcome of the study will be presented to the General Assembly at its fifty-ninth session.

57. The design of the study includes an analysis of empirical data, an audit of relevant organizational processes and an interview process, which would encompass all levels of staff. Initially, using data already available from a number of sources, the study will look at the main inhibitors and obstacles to the achievement of gender balance, including the effects of spouse employment, mobility and mission service, mentoring, the creation of a gender-sensitive environment, the new personnel management system, and opportunities for professional development. Special emphasis will be placed on the P-4 and P-5 levels, where blockages appear, and at the D-1 and senior levels. The situation of the General Service staff will also be analysed.

58. The findings are expected to lead to a set of action-oriented recommendations for the improvement of the status of women in the Secretariat, and should be useful for developing joint approaches within the United Nations common system for recruiting women more evenly from all regions; retaining women staff currently employed; and for facilitating inter-agency mobility and improving career development opportunities.

D. Work/life policies

59. On 1 February 2003, flexible working arrangements were authorized in all departments and offices of the Secretariat.⁹ These new patterns of work offer greater flexibility in when and where work is done and provide arrangements that may lead to a better balance between professional and personal lives. They will also assist in attracting and retaining high quality staff, particularly women. The four options currently available to staff are: staggered working hours; a compressed work schedule (ten working days into nine); scheduled breaks for external learning activities; and working away from the office (telecommuting). In the coming year, the Office of Human Resources Management will monitor the implementation of these arrangements in departments and offices at Headquarters and in the field to ascertain the effectiveness of the programme. The Office of the Special Adviser on Gender Issues and Advancement of Women and the Focal Point for Women will continue to coordinate with the Office of Human Resources Management and the Work/Life Task Force to track the use of these arrangements.

60. Another initiative under way is to facilitate spouse employment at all the major duty stations of the United Nations Secretariat and the United Nations system. 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. The High-level Committee on Management, in its consideration in May 2003 of measures to improve system-wide mobility, had placed the issue of spouse employment on its agenda. The United Nations Development Group reported to this session of the High-level Committee on the issue, with policy principles, goals and objectives aimed at facilitating spouse employment. 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 retaining women staff who are currently employed. The Human Resources Network will continue to work on system-wide mobility issues.

E. Policies on sexual exploitation and sexual abuse and harassment, including sexual harassment

61. The Inter-Agency Standing Committee adopted a Plan of Action¹⁰ in July 2002 following allegations of widespread sexual exploitation and abuse of refugee and internally displaced women and children by humanitarian workers and peacekeepers in West Africa in early 2002. In addition to specific preventive and remedial measures, the Plan established six core principles to prevent sexual exploitation and sexual abuse. These principles are to be incorporated into the codes of conduct and staff rules and regulations of member organizations of the Committee. A Secretary-General's bulletin on special measures for protection from sexual exploitation and sexual abuse is being finalized. It will represent the minimum standards of behaviour expected of all staff members within the United Nations system.

62. Humanitarian agencies within and outside the United Nations system have also been engaged in efforts to adopt or revise their own codes of conduct and to require that partners adhere to the six core principles. For example, the UNHCR Code of Conduct has been revised to integrate the principles; WFP and UNICEF have included reference to sexual exploitation and abuse in partner agreements. Two United Nations peacekeeping missions in Africa — the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) and the United Nations Assistance Mission to Sierra Leone (UNAMSIL) — have issued their own memorandums on the prohibition of sexual abuse and exploitation by members of civilian and military components.

63. The Department of Peacekeeping Operations issued on 1 July 2003 guidance for field missions on the procedures to be followed for handling disciplinary issues and allegations of serious misconduct involving mission personnel, particularly uniformed personnel. One of them, entitled "Directive on Sexual Harassment in the United Nations Peacekeeping and other Field Missions: For Military Members of National Contingents, Military Observers and Civilian Police Officers", was prepared with assistance from the Office of Human Resources Management and the Office of the Special Adviser on Gender Issues and Advancement of Women. It illustrates what constitutes sexual harassment, explains the various avenues for resolution of differences and/or grievances, outlines the steps necessary to lodge a complaint, as well as the organizational process to address a grievance of sexual harassment. The directive does not supersede any national guidance or procedures that may exist on dealing with sexual harassment.

64. At its twenty-sixth session, the Staff-Management Coordination Committee adopted an agreement, which the Secretary-General approved, that the procedures for dealing with allegations of sexual harassment would be reviewed and a new administrative instruction issued to include all forms of harassment. The elements of such an issuance would be submitted to the next session of the Committee. The Office of the Special Adviser on Gender Issues and Advancement of Women will continue to contribute to this process.

F. Career development/staff development

65. The Office of Human Resources Management continues to offer career development workshops to help staff to prepare themselves for changes in the workplace, in the vacancy management system and in their functions. The range of topics takes account of the needs of staff at all levels and is supportive of a gender-sensitive inclusive workplace.

66. In September 2002, the Office of Human Resources Management opened a Career Resource Centre to offer staff members a space for career-related research and self-study. The Centre is equipped with books, videos, web links, articles and journals on career planning, management and gender topics. Lunchtime mini workshops and practice sessions are offered to reinforce what staff learn in one-day career development workshops. To date, almost three times the number of General Service and Professional women, compared to men, have made use of and benefited from these activities. Provision has also been made for staff to have confidential meetings with career advisers.

67. The Mentoring Programme for New Junior Professionals is in its second year and offers the opportunity for senior Professional women and men to mentor and share their knowledge and experience with Professional staff entering the Organization. The workshops for mentors and mentees contain an entire session devoted to diversity training, including gender. The importance of the participation of male mentors in the programme has been emphasized.

68. In order to develop greater competencies of United Nations staff in the area of respect for diversity and gender issues, the Office of Human Resources Management offers two specifically tailored programmes. One new programme under development for the staff of the Security and Safety Service focuses on diversity issues, including gender awareness. While this programme is being customized for the Security and Safety Service, it will be designed to form the basis of a core programme that can meet the needs of other staff in the Secretariat. Once the programme has been evaluated and adjustments made as appropriate, wider delivery is envisaged. In support of agreed conclusions 1997/2 of the Economic and Social Council and the Beijing Platform for Action, the Office of Human Resources Management also offers a programme on mainstreaming gender perspectives for departments and offices. Currently, the Department for Disarmament Affairs is completing its competency development programme on gender mainstreaming. In 2003, the Office of Human Resources Management is also supporting similar programmes for the Office for the Coordination of Humanitarian Affairs and ESCAP.

G. Office of the Special Adviser on Gender Issues and Advancement of Women

69. The Office of the Special Adviser on Gender Issues and Advancement of Women, including the Focal Point for Women, regularly monitors progress made by the Organization in improving the status of women, including the achievement of the targets set by the General Assembly in order to reach gender balance. It does so by reporting annually to the General Assembly and the Commission on the Status of Women. It monitors the effect of existing policies to achieve gender equality and

cooperates with the Office of Human Resources Management on the development of new strategies and policies to strengthen the representation of women, particularly at the senior levels, in all duty stations and in peacekeeping missions. To this end, it provides names of women for the eminent persons list. It participates in the review of the human resources action plans. The Office works with the departmental focal points for women on opportunities to improve the status of women in their departments or offices. It also liaises with heads of departments and organizations of the United Nations system to bring to their attention women candidates for senior and policy-level post and counsels women staff on career choices through promotion and placement options and available and forthcoming vacancies. It also offers advice to women at all levels seeking to enter the Secretariat or the United Nations system. The quarterly newsletter "Network", which is distributed widely inside and outside the United Nations system and is available online, provides updated information on developments with regard to the status of women and on policies of United Nations organizations to achieve the gender targets set by the General Assembly.

70. The Office of the Special Adviser participates in the central review bodies mentioned above, as it did in the former Appointment and Promotion Board and Committees at Headquarters, and assists in ensuring that women candidates are given serious and equitable consideration. It monitors the gender distribution in all categories and levels of posts and liaises with departments and offices on progress in reaching gender targets.

71. The Office and the Focal Point provide grievance redress, counselling and referrals to female staff members. While the majority of cases are related to promotion issues, a large number of staff seek assistance related to their contractual status due to redeployment or downsizing, as well as transfers for family reasons and spouse employment; cases in the legal system; and harassment in the workplace, including perceived abuse of power and sexual harassment. In its efforts to provide assistance and resolution to problems, the Office works in consultation with the Office of Human Resources Management, the Office of the Ombudsman, the Staff Counsellor, the Panel of Counsel, executive offices and senior staff from concerned departments and offices at Headquarters and in the field and other pertinent parties. Interventions are confidential and mediated within the framework of administrative instruction ST/AI/379, entitled "Procedures for dealing with sexual harassment", and the Staff Rules and Regulations of the United Nations.

VI. Conclusions and actions

72. In his report entitled "Strengthening of the United Nations: an agenda for further change" (A/57/387), the Secretary-General reiterated his commitment to 50/50 gender balance in the United Nations Secretariat. Achieving a geographically and gender-balanced workforce will remain an enduring priority for the Secretary-General.

73. The present report illustrates that the status of women in the United Nations system has not improved sufficiently in certain categories and at certain levels of posts, despite the continuing commitment of the General Assembly and the Secretary-General to achieve 50/50 gender balance. Notwithstanding increases in the number of staff in some categories, the overall

representation of women has not increased significantly in the period from 1 July 2002 to 30 June 2003.

74. A ten-year overview (1993-2003) of the posts subject to geographical distribution illustrates that steady progress has been made. However, the current rate of 41.8 per cent still falls short of the goal of 50/50 gender balance. For the second consecutive year, the increase has been below the annual progress of one percentage point in the past. Of particular concern is the slow progress over a five-year period (1998-2003) in the Professional and higher categories of staff with appointments of one year or more, where women account for 35.6 per cent, which is below the rate reached in 2000. More men continue to be recruited and promoted at higher levels than women in this group of staff. The General Assembly's mandate that 50 per cent of appointments must be women has not been met.

75. The Office of the Special Adviser on Gender Issues and Advancement of Women, in collaboration with the Department of Management, Office of Human Resources Management and other relevant offices and departments, will provide further analysis of the causes that have prevented the Organization from reaching its gender targets. In addition, efforts to achieve the target of gender parity would include concerted actions to:

- Increase the total number of women working for the Organization and the United Nations system both through retention and recruitment
- Make more deliberate efforts to appoint women to 50 per cent or more of vacancies
- Increase appointments at the senior and policy-making levels
- Extend ongoing training and sensitization of managers on gender balance issues.

The forthcoming retirements of staff members at the Professional and director levels between 2003 and 2006 provide another important opportunity to accelerate progress towards gender parity.

76. The new cycle of human resource action plans has introduced a more targeted approach to assist departments and offices to meet the goal of 50-per-cent gender balance overall, together with specific targets for increasing the number of women being recruited and promoted, as follows:

- The Office of the Special Adviser, together with the Office of Human Resources Management, will continue to monitor rigorously the implementation of the gender targets
- The Office of Human Resources Management and the Office of the Special Adviser are exploring ways to better integrate the departmental focal points in the new staffing system, so that the focal points can continue to play an important role for the periodic and systematic monitoring of the recruitment, retention and career advancement of women.

77. To measure accurately progress in achieving gender parity for staff in the Professional and higher categories, comparable data is required from the United Nations system. These actions would include:

- Submitting personnel data on all appointments, promotions and mobility
- Collecting and submitting data in a more timely fashion.

78. The impact of the new work/life policies will need to be more closely monitored as borne out by recent findings of a preliminary survey by the Group on Equal Rights for Women in the United Nations. This will require more information and training of staff and programme managers to dispel misconceptions on the possible effects of work/life policies on productivity and effectiveness.

79. To improve the status of women, efforts must also address the situation of women in the General Service category where they constitute the majority of staff. Actions would include:

- Reviewing the entry level for General Service staff
- Providing greater opportunities and incentives for interdepartmental mobility
- Placing more focus on enhancing career opportunities for women in these categories, such as lifting the restrictions on the number of General Service staff eligible for promotion to the Professional category.

80. In order to provide a pool of women staff suitable for higher-level posts, there is a need to establish networks with professional organizations, particularly those of scientists, experts in civil aviation, maritime work, engineering, hydrology, meteorology and other technical fields, and others as congruent with the thematic focus of the Secretariat and the specialized agencies, funds and programmes of the United Nations system.

81. More intense efforts are required to identify, recruit and promote senior women. Member States can assist greatly by endeavouring to:

- Submit names of qualified women
- Create awareness among their nationals, particularly women, of available vacancies throughout the United Nations common system via web sites such as Galaxy and WomenWatch and the web sites of United Nations entities
- Encourage women nationals to apply for specific posts
- Cooperate more closely with the United Nations to facilitate spouse employment at all the major duty stations of the United Nations Secretariat and the United Nations system.

82. The Secretary-General remains firmly committed to reaching 50/50 gender parity at all levels and in all categories of posts. He places the highest priority in reaching the mandated General Assembly gender targets, in particular at the senior and policy-making levels in the Secretariat.

Notes

¹ The present report is based on data available at the time of the preparation of the report.

² A/58/___ (to be submitted under item 127).

- ³ Source: Department of Peacekeeping Operations/Office of Mission Support/Personnel Management and Support Service/Information Management Unit, 28 July 2003.
- ⁴ Appointments of women effective after the reporting period: Assistant Secretary-General for Mission Support, Department of Peacekeeping Operations; Assistant Secretary-General for Human Resources Management, Department of Management.
- ⁵ This increase, as mentioned in previous reports, is primarily due to the fact that, since 2001, staff with appointments of one year or more in peacekeeping and other special missions has been included in the statistics. This group has traditionally had a low representation of women at the Professional level.
- ⁶ See CEB/2003/HLCM/INF.3.
- ⁷ See ST/SGB/2002/6.
- ⁸ See ST/AI/1999/9.
- ⁹ See ST/SGB/2003/4.
- ¹⁰ A/57/465, annex I.

Table 1

Gender distribution of staff in the Professional and higher categories with appointments of one year or more in the United Nations Secretariat, by department or office and by grade, as at 30 June 2003

Department/Office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
INTERORG					1		1			3	2	3		2					4	8	12	66.7
UNFIP					1				1		1	4							3	4	7	57.1
DM/OPPBA			1		3	1	2	1	9	9	13	20	11	17	5	9			44	57	101	56.4
DM/OHRM					1	2	2	3	7	10	14	9	4	9	4	5			32	38	70	54.3
DPI	1				4	1	7	9	20	13	31	28	29	41	15	27			107	119	226	52.7
EOSG	1	1	1	2	4	3	5	2	4	1	5	6		7	1	1			21	23	44	52.3
DM		1			1		3	1	6	5	4	6	3	2		3			17	18	35	51.4
OHRLLS	1					1					1					1			2	2	4	50.0
REGCOM							1	1											1	1	2	50.0
DESA	1		1	1	7	3	17	10	29	26	39	39	27	27	17	17			138	123	261	47.1
OLA	1		1		2	1	4	5	13	4	10	11	8	11	5	6			44	38	82	46.3
UNCC			1		1		4		3	3	13	10	32	32	7	9	1		62	54	116	46.6
OCHA	1				3	1	5		11	6	10	5	9	15	3	7			42	34	76	44.7
DGACM	1		1		1	2	7	7	65	36	122	84	104	92	9	13			310	234	544	43.0
ODC	1				2	1	13	2	20	4	24	16	11	19	1	11			72	53	125	42.4
OHCHR	1		1		1		2	1	8	6	21	8	15	17	10	11			59	43	102	42.2
ESCWA		1				1	4	1	10	5	20	6	10	11	3	8			47	33	80	41.3
ECLAC	1						5	5	14	4	32	17	15	16	16	14			83	56	139	40.3
UNOV					2		1	2	9	6	28	15	18	14	3	3			61	40	101	39.6
OIOS	1					1	3	1	10	7	20	11	13	8	4	5			51	33	84	39.3
OIP	1				2				2		3	2	3	3		2			11	7	18	38.9
DDA					1	1	1	1	5	4	7	2	3	2	2	2			19	12	31	38.7
DPA	4		3		8	1	8	4	17	12	19	11	13	11	3	8			75	47	122	38.5
ECE		1			1		5	3	14	7	22	6	18	13	8	8			68	38	106	35.9
UNOG	1				1	2	7	3	30	23	96	32	73	45	10	12			218	117	335	34.9
UN-Habitat		1			2		6	2	17	4	16	7	11	9	4	6			56	29	85	34.1
UNON							1		4	2	18	8	25	15	7	3			55	28	83	33.7

Department/Office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
OSRSGCAC	1								1		2	1		1					4	2	6	33.3
UNEP	1		2		8		32	8	49	8	61	37	60	36	6	14		3	219	106	325	32.6
ECA	1					1	11	2	26	7	29	15	32	21	12	6			111	52	163	31.9
ESCAP	1					1	7	2	15	7	39	11	27	10	12	16			101	47	148	31.8
UNCTAD	1		1		3	1	11	3	32	8	29	12	35	27	16	7			128	58	186	31.2
DPKO	1		2		5	1	7	3	17	11	93	27	84	47	8	8			217	97	314	30.9
DM/OCSS			1		3		6	2	17	2	30	11	27	13	11	5			95	33	128	25.8
DPKO/OMS	9		18	3	19	2	35	4	95	12	269	62	343	117	111	68	3	5	902	273	1 175	23.2
UNMOVIC					1		3	3	14	2	29	2	13	4	2				62	11	73	15.1
UNSECOORD			1			1			3	2	12			2					18	3	21	14.3
Total	32	5	35	6	88	29	225	91	598	259	1 184	544	1 078	714	315	315	4	8	3 559	1 971	5 530	35.6

Source: Office of Human Resources Management, Composition of the Secretariat as at 30 June 2003.

Table 2

Gender distribution of staff in the Professional and higher categories with appointments subject to geographical distribution in the United Nations Secretariat, by department or office and by grade, as at 30 June 2003

Department/Office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand total	Percentage of women	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
INTERORG										2	1			2						1	4	5	80.0
UNMOVIC								1	1					1						1	2	3	66.7
DM/OHRM					1	2	2	3	6	10	12	8	4	9	3	5				28	37	65	56.9
EOSG	1	1		2	3	3	4	2	3	1	4	3		6		1				15	19	34	55.9
DM/OPPBA			1		3		2	1	8	9	12	17	7	13	5	8				38	48	86	55.8
DPKO	1		2		2		3	3	5	10	12	13	13	17	6	8				44	51	95	53.7
DM		1			1		3	1	5	5	1	4	3	2		2				13	15	28	53.6
DPI	1				4	1	7	8	20	13	31	28	29	39	14	26				106	115	221	52.0
OHLSS	1					1					1					1				2	2	4	50.0
OIP	1								1					2						2	2	4	50.0
REGCOM							1	1												1	1	2	50.0
DESA	1		1	1	7	3	17	10	29	26	39	38	26	27	17	17				137	122	259	47.1
UNON							1		2	1	1	2	3	2	1	2				8	7	15	46.7
DPKO/OMS				1	2	1	5	2	2	2	12	9	10	9	4	5				35	29	64	45.3
UN-Habitat		1			1		2	2	5	3	5	6	8	3		3				21	18	39	46.2
OHCHR	1		1		1		2	1	7	6	17	8	13	15	7	9				49	39	88	44.3
DGACM	1		1		1	2	7	7	11	3	7	4	3	7		2				31	25	56	44.6
OLA	1		1		2	1	4	5	12	4	8	9	8	7	5	6				41	32	73	43.8
ODC	1				2		4	1	12		15	11	8	11	1	8				43	31	74	41.9
DPA	1		3		6	1	8	4	15	10	15	10	10	10	2	7				60	42	102	41.2
UNOG	1				1	1	6	3	7	3	18	5	11	12	8	11				52	35	87	40.2
DDA					1	1	1	1	5	4	7	2	2	2	2	2				18	12	30	40.0
OIOS	1					1	2	1	9	6	12	8	11	5	4	5				39	26	65	40.0
ESCWA		1				1	4	1	10	5	19	4	8	10	3	7				44	29	73	39.7
UNEP	1				3		2	2	2	2	4	2	1	1		1				13	8	21	38.1
OCHA	1				2	1	5		7	5	5	1	8	9	2	3				30	19	49	38.8
ECLAC	1						5	5	14	4	32	13	15	13	15	13				82	48	130	36.9

Department/Office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand total	Percentage of women		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F				
UNOV					2		1	2	7		6	4	5	4	2	2					23	12	35	34.3
ECE		1			1		5	3	14	7	22	6	18	10	8	8					68	35	103	34.0
ESCAP	1					1	7	2	13	7	34	9	19	9	11	15					85	43	128	33.6
UNFIP					1				1			1									2	1	3	33.3
ECA	1					1	10	2	26	7	27	12	25	19	9	5					98	46	144	31.9
UNCTAD	1		1		3	1	11	2	32	8	28	12	33	25	16	6					125	54	179	30.2
UNSECOORD						1			3	1	3		1								7	2	9	22.2
DM/OCSS			1		3		6	2	17	2	27	10	23	11	11	5					88	30	118	25.4
UNCC			1				1														2	0	2	0.0
OSRSGCAC																								
Total	19	5	13	4	53	24	137	78	312	166	437	259	325	312	156	193				1 452	1 041	2 493	41.8	

Source: Office of Human Resources Management, Composition of the Secretariat as at 30 June 2003.

Table 3
Comparison of gender distribution of staff in the Professional and higher categories with appointments of one year or more, as at 30 June 2002 and 30 June 2003

Level	30 June 2002			30 June 2003			Change in percentage points
	Men	Women	Percentage of women	Men	Women	Percentage of women	
USG	34	4	10.5	32	5	13.5	3.0
ASG	35	4	10.2	35	6	14.6	4.4
D-2	87	25	22.3	88	29	24.8	2.5
D-1	228	93	28.9	225	91	28.8	-0.1
Subtotal	384	126	24.7	380	131	25.6	0.9
P-5	604	253	29.5	598	259	30.2	0.7
P-4	1 228	563	31.4	1 184	544	31.5	0.1
P-3	1 135	698	38.0	1 078	714	39.8	1.8
P-2	369	352	48.8	315	315	50.0	1.2
P-1	7	12	63.1	4	8	66.7	3.6
Subtotal	3 343	1 878	36.0	3 179	1 840	36.7	0.7
Total	3 727	2 004	35.0	3 559	1 971	35.6	0.6

Source: Office of Human Resources Management, Composition of the Secretariat as at 30 June 2003.

Table 4
Comparison of gender distribution of staff in the Professional and higher categories on posts subject to geographical distribution, as at 30 June 2002 and 30 June 2003

Level	30 June 2002			30 June 2003			Change in percentage points
	Men	Women	Percentage of women	Men	Women	Percentage of women	
USG	20	4	16.6	19	5	20.8	4.2
ASG	13	4	23.5	13	4	23.5	-
D-2	48	20	29.4	53	24	31.2	1.8
D-1	135	82	37.7	137	78	36.3	-1.4
Subtotal	216	110	33.7	222	111	33.3	-0.4
P-5	319	154	32.5	312	166	34.7	2.2
P-4	436	271	38.3	437	259	37.2	-1.1
P-3	336	298	47.0	325	312	49.0	2.0
P-2	160	189	54.1	156	193	55.3	1.2
Subtotal	1 251	912	42.2	1 230	930	43.1	0.9
Total	1 467	1 022	41	1 452	1 041	41.8	0.7

Source: Office of Human Resources Management, Composition of the Secretariat as at 30 June 2003.

Table 5
Representation of women in the Professional and higher categories with posts
subject to geographical distribution, 1993-2003 (percentage)

<i>Level</i>	<i>30 June 1993</i>	<i>30 June 1994</i>	<i>30 June 1995</i>	<i>30 June 1996</i>	<i>30 June 1997</i>	<i>30 June 1998</i>	<i>30 June 1999</i>	<i>30 June 2000</i>	<i>30 June 2001</i>	<i>30 June 2002</i>	<i>30 June 2003</i>	<i>Change in percentage points 1993-2003</i>
USG	14.3	10.5	10	4.8	5.5	8.3	8.7	9.1	17.4	16.7	20.8	+6.5
ASG	6.7	11.1	14.3	6.7	14	20	17.6	20	23.5	23.5	23.5	+16.8
D-2	13.6	18.7	19.4	19.7	19	22	23.2	25.7	23.3	29.4	31.2	+17.6
D-1	12.8	14.7	17.2	19.3	22	29	34.3	35.8	38.3	37.8	36.3	+23.5
P-5	21.7	24.5	28.3	27.8	33	31	31.6	33.1	32.3	32.5	34.7	+13.0
P-4	30.5	33.8	33.7	34.9	34.4	36	36.6	37.3	38.7	38.3	37.2	+6.7
P-3	37.6	39.3	39.7	40.6	42.4	42	44.3	44.7	45.2	46.9	49.1	+11.5
P-2	46.9	45.5	47.6	49.7	48	47	47.5	48.8	52.1	54.2	55.3	+8.4
P-1	85.7	100	-	-	-	-	-	-	-	-	-	-
Total	31.2	32.5	34.1	35.1	36.6	37	38.1	39.2	40.2	41	41.8	+10.6

Source: Office of Human Resources Management, Composition of the Secretariat as at 30 June 2003.

Table 6
Representation of women in the Professional and higher categories with
appointments of one year or more, 1998-2003 (percentage)

<i>Level</i>	<i>30 June 1998</i>	<i>30 June 1999</i>	<i>30 June 2000</i>	<i>30 June 2001</i>	<i>30 June 2002</i>	<i>30 June 2003</i>	<i>Change in percentage points 1998-2003</i>
USG	11.1	9.4	6.5	11.8	10.5	13.5	+2.4
ASG	13	14.3	11.5	10.8	10.2	14.6	+1.6
D-2	18.8	21.6	20.8	17.9	22.3	24.8	+6.0
D-1	23.7	28.1	29.3	30.1	28.9	28.8	+5.1
P-5	29.3	30	32.6	29.5	29.5	30.2	+0.9
P-4	32.3	33.7	33.5	31.4	31.4	31.5	-0.8
P-3	39.4	39.5	40.2	36.9	38	39.8	+0.4
P-2	45.4	48.2	50.1	48	48.8	50.0	+4.6
P-1	64.3	77.8	50	60.6	63.1	66.7	+2.4
Total	34.6	35.8	36.5	34.6	35	35.6	+1.0

Source: Office of Human Resources Management, Composition of the Secretariat as at 30 June 2003.

Table 7

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 2002

Organization	P-1		P-2		P-3		P-4		P-5		D-1		D-2		UG ^a		Total		Grand total 2002	Percent- age of women Dec. 2002	Percent- age of women Dec. 2001	Change in percent- age points
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W				
UNITAR	-	-	1	3	2	2	3	2	3	3	-	1	-	-	1	-	10	11	21	52.4	48	+4.4
UNFPA	2	3	12	28	16	17	26	33	62	48	27	14	9	5	-	2	154	150	304	49.3	49.2	+0.1
UNICEF	6	1	79	179	205	178	375	260	240	149	72	34	24	10	3	2	1 004	813	1 817	44.7	46	-1.3
UNESCO	8	23	74	121	105	123	124	84	167	65	50	13	22	9	10	2	560	440	1 000	44	43.7	+0.3
UNHCR	1	2	33	69	100	90	87	39	42	18	31	7	3	1	1	-	298	226	524	43.1	40.1	+0.3
WFP	5	9	110	136	171	121	145	75	85	43	41	13	15	6	5	1	577	404	981	41.2	43.9	-2.7
UNAIDS	-	1	2	17	4	6	21	11	56	23	6	3	1	2	1	-	91	63	154	40.9	41.3	-0.4
PAHO	2	8	24	25	26	30	148	84	57	32	1	1	2	-	9	3	269	183	452	40.5	42.5	-2.0
IPAD	5	1	7	21	9	15	27	25	45	11	10	1	3	1	4	-	110	75	185	40.5	36.5	+4.0
WIPO	-	-	28	38	38	57	68	45	75	17	25	4	11	2	6	1	251	164	415	39.5	39.8	-0.3
JSPF	-	-	1	-	9	6	9	7	5	4	2	1	1	-	1	-	28	18	46	39.1	33.3	+5.8
ICSC	-	-	-	1	2	1	2	3	1	-	2	-	1	-	-	-	8	5	13	38.5	41.2	-2.7
UNDP	10	8	102	113	147	76	174	109	173	126	122	32	44	15	7	3	779	482	1 261	38.2	38.6	-0.4
IMO	-	-	10	12	15	12	11	13	29	5	7	1	4	2	-	-	76	45	121	37.2	35.9	+1.3
ILO	1	-	42	64	87	99	151	115	290	87	57	20	23	4	8	2	659	391	1 050	37.2	35.4	+1.8
ICJ	-	-	7	9	4	4	10	1	3	-	-	-	1	-	-	-	25	14	39	35.9	35.5	+0.4
UN	16	43	452	430	1 193	731	1 318	581	772	268	294	100	102	29	67	9	4 214	2 191	6 405	34.2	34.4	-0.2
JCAT	-	-	4	2	14	9	13	10	16	3	1	-	2	-	-	-	50	24	74	32.4	32.4	-
WHO	1	1	54	59	100	93	282	140	419	152	124	36	46	10	9	2	1 035	493	1 528	32.3	33.1	-0.8
UNOPS	2	-	20	23	36	27	61	31	79	22	24	3	6	2	1	-	229	108	337	32	29.1	+2.9
UNRWA	-	-	4	6	7	10	43	9	16	3	6	3	2	-	1	1	79	32	111	28.8	32.1	-3.3
ITC	-	1	18	10	12	9	15	9	24	1	3	-	1	-	1	-	74	30	104	28.8	30.7	-1.9
ITU	3	6	25	16	42	40	88	15	81	14	13	1	5	-	5	-	262	92	354	26	26.5	-0.5
UNIDO	4	5	24	22	45	21	62	17	68	9	30	3	6	1	2	-	241	78	319	24.5	21.4	+3.1
FAO	1	-	53	53	141	92	311	92	301	48	120	14	36	7	10	3	973	309	1 282	24.1	24.8	+0.7
ICAO	1	-	15	16	40	22	126	33	44	8	17	-	5	-	2	-	250	79	329	24	23	+1.0

Organization	P-1		P-2		P-3		P-4		P-5		D-1		D-2		UG ^a		Total		Grand total 2002	Percent- age of women Dec. 2002	Percent- age of women Dec. 2001	Change in percent- age points
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W						
WMO	-	-	2	1	6	8	31	8	28	9	11	1	8	1	3	-	89	28	117	23.9	22	+1.9
UPU	-	-	3	1	22	7	18	5	8	1	6	-	2	1	2	-	61	15	76	19.7	22.1	-2.4
IAEA	2	1	30	25	224	66	245	50	215	21	27	4	5	1	7	1	755	169	924	18.3	17.6	+0.7
UNU	-	-	2	1	6	2	9	2	9	-	6	-	5	1	1	-	38	6	44	13.6	21.1	-7.5
Total	70	113	1 238	1 501	2 828	1 974	4 003	1 908	3 413	1 190	1 135	310	395	110	167	32	13 249	7 138	20 387	35	34.1	+0.9

Source: Secretariat of the United Nations System Chief Executives Board for Coordination.

^a UG stands for "ungraded", e.g. USG, ASG, DDG, ADG, DG, SG depending on the nomenclature used in the given organization.