

Item 3 (a) of the provisional agenda

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 organizations of the United Nations system

Improvement of the status of women in the United Nations system:
A verbal update in response to General Assembly resolution 58/144 of 22 December 2003

presented by

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1. The present verbal update should be read in conjunction with the Secretary-General's report on the improvement of the status of women in the United Nations system (A/58/374). It is submitted in response to the request of the General Assembly in its resolution 58/144 of 22 December 2003, and as part of the Secretary-General's programme to streamline documentation. It provides information, currently available, on the representation of women in the Secretariat for the period 1 July 2003 to 31 December 2003, based on raw IMIS data subject to re-certification by OHRM. It also provides data on organizations of the United Nations system for the period 1 January to 31 December 2003 as provided by the respective entities.

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

2. In the larger group of Professional staff with appointments of one year or more, the overall proportion of women has increased from 35.6 per cent to 36.4 per cent. This increase of 0.8 percentage points seems to indicate an acceleration of the progress made when compared to increases made during the last two years. Table 1 provides the comparison of gender distribution by department/office and by grade.

3. At the D-1 level and above, there has been an increase to 26.8 per cent (140 women out of 523) compared to 25.6 per cent six months earlier. At the Assistant-Secretary-General level, the representation of women increased from 14.6 per cent to 17.5 per cent (7 women out of 40). Similarly, at the D-2 level there was an increase from 24.8 per cent to 27.7 per cent (33 women out of 119).

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

4. Of the more restricted group of professional staff on posts subject to geographical distribution, at 31 December 2003, there were 42.2 per cent women compared to 41.8 per cent

women in June 2003. Table 2 provides the comparison of gender distribution by department/office and by grade.

5. At the D-1 level and above, the percentage of women increased to 34.3 per cent compared to 33.3 per cent six months earlier (115 women out of 335). The largest increase occurred at the D-2 (26 women out of 74 staff) and ASG levels (5 women out of 17) with increases of 4 and 6 percentage points respectively.

Gender balance in departments or offices

6. With regard to the achievement of gender targets in individual departments/offices, the current data reveal that four departments/offices with 20 or more professional staff have met or exceeded the target of 50/50 gender distribution, thus contributing to reaching the overall target for the Secretariat: Department of Management/Office of the Under-Secretary-General (DM/OUSG) (60 per cent); DM/Office of Human Resources Management (OHRM) (53.4 per cent); DM/Office of Programme Planning, Budget and Accounts (OPPBA) (52.9 per cent); and Department of Public Information (DPI) (51.8 per cent).

7. In ten departments/offices women represent 40 per cent or more of Professional staff: Executive Office of the Secretary-General (EOSG) (48.8 per cent). Department of Economic and Social Affairs (DESA) (47.5 per cent); Office of Legal Affairs (OLA) (46.7 per cent); United Nations Compensation Commission (UNCC) (45.4 per cent); Department of General Assembly and Conference Management (DGACM) (44.2 per cent); Office on Drugs and Crime (ODC) (43 per cent); Office of the High Commissioner for Human Rights (OHCHR) (42.6 per cent); Department for Disarmament Affairs (DDA) (40.6 per cent); and Office for the Coordination of Humanitarian Affairs (OCHA) (40.5 per cent); and Department of Political Affairs (DPA) (40.2 per cent).

8. In five departments/offices women represent less than 30 per cent of Professional staff: Economic and Social Commission for Asia and the Pacific (ESCAP) (28.9 per cent); DM/Office of Central Support Services (OCSS) (26.6 per cent); Department of Peacekeeping Operations/Office of Mission Support (DPKO/OMS) (25.5 per cent); United Nations Monitoring, Verification and Inspection Commission (UNMOVIC) (15.8 per cent); and Office of the United Nations Security Coordinator (UNSECOORD) (14.3 per cent).

9. Since 1995, the General Assembly has called for 50/50 gender distribution at the D-1 level and above (A/RES/50/164). Only three departments/offices have met or exceeded the target of gender parity at these senior and policy-making levels (D-1 through USG): DM/OHRM (66.7 per cent); DPI (50 per cent); and UNSECOORD (50 per cent).

10. In addition, eight departments/offices have achieved 40 per cent representation or more for staff at the D-1 level and above, with the largest increase (16.7 percentage points) made by DM/OPPBA. These are the DDA (40 per cent); DGACM (47.1 per cent); DM/OUSG (40 per cent); DM/OPPBA (41.7 per cent); the Economic Commission for Latin America and the Caribbean (ECLAC) (41.7 per cent); OLA (40 per cent); the United Nations Office at Geneva (40 per cent); and the United Nations Office at Vienna (40 per cent).

Gender distribution of staff in the General Service and related categories

11. Women constitute the majority of staff members in the General Service category with 62 per cent at 31 December 2003. Women continue to be severely under-represented in the Security

and Safety Service category where their representation increased slightly to 10.6 per cent, and decreased to 2.3 per cent in the Trades and Crafts category since 30 June 2003.

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

12. The number of professional staff with appointments of one year or more assigned to peace operations is at 1,085 (277 women and 808 men), of which women represent 25.5 per cent, an increase from 23.2 per cent. At the D-1 level and above, women in peace operations constitute 14.3 per cent of staff (14 out of 98), which is an increase of 4.3 percentage points within six months.

13. In the 26 missions administered by DPKO, women represent 29 per cent of all international staff (including all levels and categories). Three missions with more than 20 staff members have more than 30 per cent women staff: for the United Nations Mission in Ethiopia and Eritrea (UNMEE) the rate is 31.2 per cent; for the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) the rate is 33.6 per cent; and for the United Nations Mission in Kosovo it is 34.4 per cent.

United Nations system: Representation of women staff at the Professional and higher categories

14. At the time of preparing this report, no overall updated figures were available for the proportion of women in the Professional and higher categories in the entities of the United Nations system. Table 3 provides data as available from a number of UN entities as at 31 December 2003. The latest available figures for all organizations are of 31 December 2002 and indicate an increase from 34.1 per cent to 35 per cent as at 31 December 2002. (See Table 7 in A/58/374).

15. A forthcoming report to the International Civil Service Commission on statistical review of gender balance in the organizations (ICSC/58/R.9) notes that the percentage of women increased at almost all levels. At the D-1 level and above, women's presence has improved, but they continue to be significantly underrepresented. The data illustrate that the increases made at the P-1 to P-5 levels are not translated into significant increases at the policy and senior levels. Most reporting organizations have established gender focal points in substantive programmes and human resource offices and set time-bound quantitative targets.

16. The following are a few samples of initiatives taken by a number of UN system entities to promote gender balance over the last year. To increase the number of professional women, UNIDO has recently focused efforts on recruitment strategies. UNIDO has extended the circulation of vacancy announcements to include associations for professional women throughout the world, contacts in UNDP's field offices in Asia and the Pacific, Africa and the Arab region as well as sending vacancies in specific technical fields to the human resource directors of specialized agencies who have access to a pool of candidates with the required expertise. Since the implementation of UNIDO's Human Resource Framework (mid 2001), 45 per cent of appointments were women as compared to a previous 25 per cent.

17. UNHCR has introduced several measures to help meet the goal of gender parity at each grade. The current policies in UNHCR include the reduction of seniority requirements at the P-3 level and above until gender parity is achieved and the expectation that managers take gender balance into consideration when selecting candidates. UNHCR is also focusing on the retention

of women by introducing more flexible and family-friendly policies such as the improvement of the policy on special leave without pay and inter-agency secondments/loans as well as the adjustment of standard assignment lengths.

18. UNDP's Gender Balance in Management Policy, 2003-2006, re-affirms UNDP's commitment to achieving gender balance and sets the goal for achieving 50/50 gender distribution at all professional levels by 2010. Special measures to achieve this goal include a recruitment target of a 3:2 ratio of women to men in new hires. Female candidates are to be given preference where the qualifications and experience are essentially equal in line with ST/AI/1999/9. All statutory bodies within UNDP are to have 50/50 gender balance. In addition to recommendations related to recruitment and promotion, issues related to work environment and work/life balance are addressed. Senior managers will be held accountable for the implementation of this gender policy.

19. In its 2003-2007 Gender Policy, WFP set several recruiting targets and staffing measures to increase the proportion of women in a number of categories. For example at least 50 per cent of the staff recruits (international professionals, national professionals and General Service staff) and 75 per cent of all local food aid monitor recruits are to be qualified women.

20. WHO's policy on gender is overseen by a senior-level gender task force. To improve gender balance, the organization has set a target of 50 per cent appointments of women to professional and higher-level posts. A comprehensive action plan which integrates gender and geographical balance, focuses on a forecast of human resources needs; strengthened outreach efforts; emphasis on professional development and competence building; and the creation of diversity-sensitive work environment.

Special measures, including the role of departmental focal points for women in the Secretariat

21. The Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI) and OHRM have continued their discussions on how to better integrate the special measures, including the system of the departmental focal points, in the current staff selection system. Given the delegation of authority to programme managers under the current system, the monitoring and advisory role of the focal points has become restricted and lacks clarity. Still, a number of ways exist and should be pursued to maintain and strengthen the network of departmental focal points. This would include having regular meetings with Heads of Department to review the department's gender targets; contributing to the development and monitoring of the Human Resource Action Plans; and monitoring the implementation of work/life policies.

22. With regard to the actual selection process, focal points could be more involved by reviewing the list of applicants to ensure that qualified women have not been overlooked for interviews; participating in the interview of the candidates; and ensuring that interview panels are gender balanced.

23. Currently, six out of 26 missions administered by DPKO have dedicated focal points for women.¹ Making focal points for women part of all peacekeeping missions, particularly those

¹ United Nations Disengagement Observer Force (UNDOF); United Nations Interim Force in Lebanon (UNIFIL); United Nations Mission for the Referendum in Western Sahara (MINURSO); United Nations Mission in Sierra Leone (UNAMSIL); United Nations Organization Mission in the Democratic Republic of the Congo (MONUC); United Nations Mission in Ethiopia and Eritrea (UNMEE).

with large numbers of staff, would be one strategy to increase gender balance in missions, provided that they have full access to senior managers.

24. The current review of the staff selection system will provide an opportunity to better integrate the role of the departmental focal points as one strategy to strengthen the efforts of the Organization to increase the representation of women and achieve gender parity. In the past, special measures assisted the Organization in making progress towards the goal of 50/50 gender parity and its most significant measures can and should still be integrated into the current staff selection system. The effectiveness of the network of departmental focal points as a means of accelerating the achievement of 50/50 targets depends on political will, clarity and access to all relevant data.

Spouse employment

25. Spouse employment continues to be a key issue affecting the recruitment and retention of women staff members as women are more likely than men to take career decisions linked to employment opportunities of their spouses. In its continuing efforts to address the issues of spouse employment, the Chief Executives Board for Coordination through its High-level Committee on Management (CEB/HLCM) is analysing the access to permits and other spouse employment issues with the assistance of the network of UN resident coordinators. A preliminary analysis of responses from 27 different duty stations illustrates that there is great variety of practices in different duty stations ranging from unrestricted access to work permits as part of the host country agreement; access to work permits without diplomatic privileges afforded to internationally recruited officials and their families; access to work permits if an employer will apply for the permit; to no access to work permits.

26. During 2004, nine UN organizations have engaged in a pilot project with Partnerjob.com, a non-profit association that aims to facilitate the geographic mobility of members' employees by helping find jobs for spouses/partners employees at their new location. Spouses of internationally recruited staff members can access the website and job openings and also post their own resumes.

27. In addition, an inter-agency working group on Inter-Agency Mobility has been established under the auspices of the HLCM. As a result of its work the CEB affirmed in October 2003 its commitment to inter-agency mobility and to ensuring that policies and monitoring mechanisms are developed and implemented in the context of their human resources management strategies.

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

28. In response to General Assembly resolution 57/180, OSAGI has conducted the first phase 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 first phase analysed the situation in the UN Secretariat. In-depth interviews with staff members at Professional, senior and General Service levels were conducted in Addis Ababa, Bangkok, Geneva and New York. A detailed report on the results of the study will be presented to the General Assembly at its fifty-ninth session.

29. The following are preliminary findings of the study. They are based on data supplied by OHRM and on an analysis of interviews.

- At entry level, the current staffing system is not proactive or targeted enough and relies too much on web-based vacancy announcements. The current data show that far more men than women apply.
- While the staffing system places accountability for delivering human resources targets, including geographical and gender targets, firmly in the hands of the heads of departments/offices and the programme managers, they do not have to justify their decisions to the central review bodies if they select men over equally qualified women.
- Among the female staff in the General Service category (62 per cent), there are significant numbers with advanced academic qualifications, international experience and language skills. Progression for this category of staff, however, is severely restricted due to the need to pass the G to P exam and the limit of only 10 per cent of vacant P-2 posts allotted to them. This group provides a readily available and qualified pool for the professional category.
- A key component of career progression is the need for mobility across jobs, departments and duty stations. The mobility of women staff members may be restricted by family constraints, including spouse employment; women's lack of access to informal networks and sponsors.
- Another key component of career progression is the impact of the working climate and culture. The study found that the objective of introducing work/life policies to attract and retain quality staff, especially women, was not working as the current managerial culture within the Secretariat views flexible working as a barrier to efficiency and productivity and, more importantly, as incompatible with career advancement and the performance of managerial level posts. The need to work long hours was a critical feature of perceptions of career progression within the Organization.
- The study revealed that cultural, political and socio-economic factors make the 50/50 representation target harder to achieve in some duty stations than others. The principle of global recruitment is also severely restricted in some duty stations.
- The study also noted a perception among staff that there is no accountability for managers who do not meet their targets in the human resources action plans. Equally, there is no reward for managers who excel in this area.

30. The study will be presented in greater detail in a report to the General Assembly at its fifty-ninth session. It will also be discussed with all relevant actors to ensure that its findings can be translated into practical recommendations that will assist the Organization in accelerating progress toward its gender parity targets. The Secretary-General's report to the General Assembly will be accompanied by recommendations that will address areas such as a more targeted recruitment process; the use of individual career development plans; the implementation of work-life policies; the issue of accountability of programme managers; and increasing opportunities for General Service staff.

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/office and grade, as at 31 December 2003

Department Office	USG		ASG		D2		D1		P5		P4		P3		P2		P1		Total		Grand Total	Percent Women	Change in % points
	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		3					4	9	13	69.2%	2.5
DM		1			1		2	1	4	4		4	1	2					8	12	20	60.0%	8.6
UNFIP					1		1			1	1	2		1					3	4	7	57.1%	0
DM/OHRM				1		2	2	3	6	12	14	7	7	7	5	7			34	39	73	53.4%	-1.6
DM/OPPBA			1		3	1	3	4	11	5	17	23	13	18	8	12			56	63	119	52.9%	-3.5
DPI	1				4	1	5	9	20	14	34	26	27	41	19	27			110	118	228	51.8%	-1.0
OHRLLS	1					1			1	1	1			1					3	3	6	50.0%	0
REGCOM								1	1										1	1	2	50.0%	0
EOSG	1	1	1	1	4	3	4	1	5	3	5	4	2	7				1	22	21	43	48.8%	-3.5
DESA	1		1	1	7	3	18	11	31	27	37	40	24	28	20	16			139	126	265	47.5%	0.4
OLA	1		1		2	1	4	5	14	4	12	11	8	14	6	7			48	42	90	46.7%	0.4
UNCC			1		1		4		3	3	12	8	31	33	6	5	1		59	49	108	45.4%	-1.2
DGACM	1				1	2	7	6	64	38	118	84	99	97	7	8			297	235	532	44.2%	1.2
ODC	1				1	1	15	2	17	3	24	18	10	18	1	10			69	52	121	43.0%	0.6
OHCHR			1		1		2	1	8	6	23	8	14	17	9	11			58	43	101	42.6%	0.4
DDA	1				1	1	1	1	5	6	6	1	3	2	2	2			19	13	32	40.6%	1.9
OCHA	1				4	1	6		12	6	11	6	7	13	3	4			44	30	74	40.5%	-4.2
DPA	4		3		7	1	7	5	14	11	20	13	13	9	2	8			70	47	117	40.2%	1.7
ECLAC	1					1	6	4	16	4	31	18	15	15	16	14			85	56	141	39.7%	-0.6
ESCWA		1				1	5	1	13	4	15	8	10	10	4	5			47	30	77	39.0%	-2.3
OIP	1				2				2		2	2	3	3		1			10	6	16	37.5%	-1.4
OSRSGCAC	1								1		2	1	1	2					5	3	8	37.5%	4.2
UNOV					2		1	2	10	8	31	12	19	16	5	2			68	40	108	37.0%	-2.6
UNOG	1				1	2	7	4	31	22	96	34	73	46	11	16			220	124	344	36.0%	1.2
ECE		1					7	2	15	6	22	6	19	14	7	9			70	38	108	35.2%	-0.6
OIOS	1						4	2	13	6	24	15	18	7	5	4			65	34	99	34.3%	-5.0
UN-Habitat		1			2		6	2	18	4	17	7	13	11	4	6			60	31	91	34.1%	0
UNON							1		6	2	16	7	23	15	9	4			55	28	83	33.7%	0
DM/CMP			1		1		1		1	1	1	2			1				6	3	9	33.3%	
UNCTAD	1		1		2	1	11	3	35	10	31	14	32	25	15	10			128	63	191	33.0%	1.8
DPKO	1		1	1	6	2	9	3	17	12	93	33	81	45	8	10			216	106	322	32.9%	2.0
UNEP	1		2		7		30	8	52	9	60	38	60	33	6	15		2	218	105	323	32.5%	-0.1
ECA	1					1	10	2	24	6	28	17	31	18	12	7			106	51	157	32.5%	0.6
ESCAP	1					1	8	2	18	8	39	10	28	8	12	14			106	43	149	28.9%	-2.9
DM/OCSS			1		1	1	5	1	16	4	31	6	27	14	10	7			91	33	124	26.6%	0.8
DPKO/OMS	8		16	3	23	4	37	7	84	13	250	57	291	113	99	77		3	808	277	1,085	25.5%	2.3
UNMOVIC			1				3	2	13	1	21	2	8	4	2				48	9	57	15.8%	0.7
UNSECOORD			1			1			4	2	11		2						18	3	21	14.3%	0
TOTAL	31	5	33	7	86	33	233	95	605	269	1,158	547	1,013	710	314	318	1	6	3,474	1,990	5,464	36.4%	0.8

Source: IMIS.

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/office and grade, as at 31 December 2003

Department Office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand Total	Percent Women	Change %points
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
INTERORG										2	1			3					1	5	6	83.3%	3.3
DPKO	1		1	1	2	1	5	3	3	10	8	15	13	19	6	9			39	58	97	59.8%	6.1
DM/OHRM				1		2	2	3	5	12	12	6	5	7	4	7			28	38	66	57.6%	0.7
DM/OPPBA			1		3		3	4	9	5	13	20	8	12	6	10			43	51	94	54.3%	-1.5
DM		1			1		2	1	4	4		2	1	1					8	9	17	52.9%	-0.7
DPI	1				4	1	5	9	20	14	32	26	26	38	17	25			105	113	218	51.8%	-0.9
DGACM	1				1	2	6	6	11	3	6	6	1	7		2			26	26	52	50.0%	0.4
EOSG	1	1		1	3	3	3	1	4	1	3	2		5					14	14	28	50.0%	-5.9
OHLSS	1					1					1			1					2	2	4	50.0%	0
OIP	1								1					2					2	2	4	50.0%	0
REGCOM								1	1										1	1	2	50.0%	0
UNFIP					1		1			1				1					2	2	4	50.0%	16.7
UNMOVIC									1					1					1	1	2	50.0%	-16.7
DPKO/OMS				1	3	1	4	2	1	2	10	12	10	7	5	7			33	32	65	49.2%	3.9
DESA	1		1	1	7	3	18	11	31	26	36	40	23	27	20	16			137	124	261	47.5%	0.4
OHCHR			1		1		2	1	7	6	17	8	12	15	6	9			46	39	85	45.9%	1.6
UNON							1		3	1	1	2	2	3	3				10	8	18	44.4%	2.7
OLA	1		1		2	1	4	5	12	4	9	9	8	8	6	7			43	34	77	44.2%	0.4
ODC	1				1		5	1	11		15	14	8	10	1	8			42	33	75	44.0%	2.1
UN-Habitat		1			1		2	2	5	3	5	6	9	3		2			22	17	39	43.6%	1.6
DPA	1		3		5	1	7	5	12	9	16	10	9	9	1	7			54	41	95	43.2%	2
UNEP	1				3		2	2	3	2	2	2	1	2		1			12	9	21	42.9%	4.8
DDA	1				1	1	1	1	5	6	6	1	2	2	2	2			18	13	31	41.9%	1.9
UNOG	1				1	1	6	3	8	3	18	5	11	12	9	13			54	37	91	40.7%	0.5
OCHA	1				2	1	5		6	5	6	3	7	8	2	2			29	19	48	39.6%	0.8
ESCWA		1				1	5	1	13	4	14	6	8	9	4	5			44	27	71	38.0%	-1.7
OIOS	1						2	2	10	5	13	10	10	4	5	4			41	25	66	37.9%	-2.1
ECLAC	1					1	6	4	15	4	31	14	15	12	15	12			83	47	130	36.2%	-0.7
DM/CMP			1		1		1		1	1	1	2			1				6	3	9	33.3%	
ECE		1					7	2	14	6	22	6	18	10	7	9			68	34	102	33.3%	-0.7
UNCTAD	1		1		2	1	11	2	35	10	29	14	30	23	14	9			123	59	182	32.4%	2.4
ECA	1					1	10	2	24	6	26	12	27	18	9	7			97	46	143	32.2%	0.3
ESCAP	1					1	8	2	15	8	34	8	17	7	11	13			86	39	125	31.2%	-2.4
UNOV					2		1	2	8	1	6	2	6	4	4	2			27	11	38	28.9%	5.4
DM/OCSS			1		1	1	5	1	16	4	27	5	24	10	9	7			83	28	111	25.2%	-0.2
UNSECOORD						1			3		3								6	1	7	14.3%	-7.9
UNCC			1				1												2	0	2	0.0%	0
Total	19	5	12	5	48	26	141	79	317	168	423	268	311	299	167	198			1438	1048	2486	42.2%	0.4

Table 3: 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 2003

Organization	UG (1)		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Total 2003	% women Dec. 2003	% women Dec. 2002	Change in percentage points
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W				
FAO	14	3	34	8	121	15	276	56	307	103	147	104	48	58	1	2	948	349	1297	26.9%	24.1%	2.8
IAEA	6	1	5	0	31	4	221	22	285	49	216	75	33	30	5	2	802	183	985	18.6%	18.3%	0.3
ICAO	2	0	4	0	16	0	43	6	122	29	38	22	10	16	0	0	235	73	308	23.7%	24.0%	-0.3
ICAT																					32.4%	
ICJ	1	0	1	0	1	0	3	0	9	2	6	8	7	4	0	0	28	14	42	33.3%	35.9%	-2.6
ICSC																					38.5%	
IFAD																					40.5%	
ILO	11	2	22	5	61	21	276	90	151	113	74	101	35	58	3	9	633	399	1032	38.7%	37.2%	1.5
IMO	0	0	4	2	12	1	31	7	15	12	11	10	6	11	0	0	79	43	122	35.2%	37.2%	-2
ITC																					28.8%	
ITU																					26.0%	
JSPF																					39.1%	
PAHO																					40.5%	
UN																					34.2%	
UNAIDS	1	1	3	1	7	5	64	23	19	12	4	6	1	1	0	0	99	49	148	33.1%	40.9%	-7.8
UNDP	8	3	48	15	132	32	204	140	192	113	156	82	108	128	16	19	864	532	1396	38.1%	38.2%	-0.1
UNESCO																					44.0%	
UNFPA																					49.3%	
UNHCR																					43.1%	
UNICEF	1	2	22	8	61	28	209	142	375	262	258	234	82	183	11	13	1019	872	1891	46.1%	44.7%	1.4
UNIDO																					24.5%	
UNITAR																					52.4%	
UNOPS	1	0	9	0	22	2	66	23	39	22	25	23	17	8	0	0	179	78	257	30.4%	32.0%	-1.6
UNRWA	1	1	2	0	12	2	17	3	37	10	13	12	3	8	3	2	88	38	126	30.2%	28.8%	1.4
UNU	2	0	4	1	9	0	8	1	9	2	9	5	3	4	0	0	44	13	57	22.8%	13.6%	9.2
UPU	2	0	2	0	6	1	7	1	19	5	24	7	2	1	0	0	62	15	77	19.5%	19.7%	-0.2
WFP	3	1	25	9	44	15	96	47	155	83	195	132	101	129	5	10	624	426	1050	40.6%	41.2%	-0.6
WHO																					32.3%	
WIPO	6	1	13	2	36	4	69	20	76	49	39	62	24	49	0	0	263	187	450	41.6%	39.5%	2.2
WMO	3	0	4	0	13	2	27	10	32	10	6	7	3	1	0	0	88	30	118	25.4%	23.9%	1.5
TOTAL																					35.0%	

(1) UG stands for "ungraded", eg. USG, ASG, DDG, ADG, DG, SG.

Source: Respective organizations.