**Percentage change in the representation of women by entitya from the P-1 to P-5 and D-1 to UG levels of the United Nations system, on all contract types and at all locations, between 31 December 2000b and 31 December 2011c**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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32 | 12 | 38 | 45.1 | 7.1 | 52 | 60.8 | 8.8 | 100 | 50 | (-50) | (-9.80) | | **IAEA** | 0 | 0 | 0.0 | 10 | 30 | 20.0 | 15 | 18.5 | 3.5 | 23.5 | 8 | 13.6 | 5.6 | 16 | 25 | 9 | 23 | 31.5 | 8.5 | 39 | 32.3 | (-6.7) | 45 | 100 | 55.0 | 70.9 | | **ICAO** | 0 | 0 | 0 | 0 | 40 | 40.0 | 0 | 16.7 | 16.7 | 56.7 | 10 | 15.6 | 5.6 | 18 | 26 | 8 | 37 | 45.5 | 8.5 | 54 | 61.8 | 7.8 | 33 |  | (-33) | (-3.30) | | **ICJ** | 0 | 0 | 0 | 0 | 100 | 100.0 | 0 | 0 | 0.0 | 100.0 | 0 | 40 | 40.0 | 11 | 60 | 49 | 20 | 73.7 | 53.7 | 71 | 63.2 | (-7.8) | 0 |  | 0.0 | 134.9 | | **ICSC** | 0 | 0 | 0 | 0 | 100 | 100.0 | 100 | 33.3 | (-66.7) | 33.3 | 0 | 100 | 100.0 | 40 | 44 | 4 | 33 | 0 | (-33) | 100 | 50 | (-50) | 0 |  | 0.0 | 21.4 | | **IFAD** | 0 | 16.7 | 16.7 | 17 | 11.1 | (-5.9) | 20 | 35.7 | 15.7 | 26.5 | 16 | 29.3 | 13.3 | 50 | 36 | (-14.4) | 71 | 75.4 | 4.4 | 57 | 53.1 | (-3.9) | 0 | 33.3 | 33.3 | 32.7 | | **ILO** | 21 | 50 | 29.0 | 19 | 29.2 | 10.2 | 15 | 47.7 | 32.7 | 71.9 | 22 | 34.6 | 12.6 | 35 | 45 | 10 | 49 | 56.5 | 7.5 | 60 | 78.3 | 18.3 | 29 |  | (-29) | 19.5 | | **IMO** | 0 | 43.5 | 43.5 | 29 | 28.6 | (-0.40) | 9 | 20 | 11.0 | 54.1 | 15 | 34.1 | 19.1 | 38 | 32 | (-5.6) | 48 | 58.6 | 10.6 | 60 | 80.8 | 20.8 | 0 |  | 0.0 | 44.9 | | **ITC** | 0 | 100 | 100 | 0 |  | 0.0 | 0 | 66.7 | 66.7 | 166.7 | 10 | 27.3 | 17.3 | 21 | 24 | 3 | 43 | 45.5 | 2.5 | 38 | 43.2 | 5.2 | 0 | 33.3 | 33.3 | 61.7 | | **ITC-ILO** |  |  | 0 |  | 0 | 0.0 |  | 0 | 0.0 | 0.0 |  | 46.2 | 46.2 |  | 31 | 31 |  | 42.4 | 42.4 |  | 80 | 80.0 |  | 100 | 100.0 | 299.9 | | **ITU** | 0 | 0 | 0 | 0 | 0 | 0.0 | 7 | 0 | (-7) | (-7) | 12 | 5 | (-7) | 12 | 5 | (-7) | 44 | 15 | (-29) | 46 | 18 | (-28) | 36 | 6 | (-30) | (-101) | | **PAHO** | 33 | 66.7 | 33.7 | 0 | 0 | 0.0 | 28 | 41.9 | 13.9 | 47.6 | 37 | 37.7 | 0.7 | 42 | 44 | 2 | 55 | 62 | 7.0 | 45 | 65.6 | 20.6 | 75 | 65 | (-10) | 20.3 | | **United Nations**  **Secretariat** | 16 | 25.6 | 9.6 | 21 | 24.6 | 3.6 | 29 | 27.7 | (-1.3) | 11.9 | 29 | 30.7 | 1.7 | 33 | 38 | 5 | 39 | 42.9 | 3.9 | 47 | 51.3 | 4.3 | 78 | 74.1 | (-3.9) | 11.1 | | **UN Women** |  | 0 | 0 |  | 0 | 0.0 |  | 1 | 1.0 | 1.0 |  | 10 | 10.0 |  | 12 | 12 |  | 14 | 14.0 |  | 2 | 2.0 |  | 0 | 0.0 | 38.0 | | **UNAIDS** | 0 | 33.3 | 33.3 | 67 | 30 | (-37) | 43 | 47.4 | 4.4 | 0.7 | 31 | 36.5 | 5.5 | 35 | 55 | 20 | 25 | 46.9 | 21.9 | 69 | 100 | 31.0 | 33 |  | (-33) | 45.6 | | **UNDP** | 30 | 54.5 | 24.5 | 20 | 28.8 | 8.8 | 19 | 35.8 | 16.8 | 50.1 | 32 | 35 | 3.0 | 48 | 37 | (-10.7) | 33 | 51.6 | 18.6 | 60 | 61.5 | 1.5 | 55 | 66.7 | 11.7 | 24.1 | | **UNESCO** | 20 | 40 | 20 | 29 | 38.5 | 9.5 | 21 | 22.4 | 1.4 | 30.9 | 26 | 38.9 | 12.9 | 37 | 45 | 8 | 55 | 54.4 | (-0.60) | 64 | 66.1 | 2.1 | 74 | 71.4 | (-2.60) | 19.8 | | **UNFPA** | 67 | 50 | -17 | 40 | 40 | 0.0 | 29 | 42.1 | 13.1 | (-3.9) | 38 | 48.1 | 10.1 | 63 | 47 | (-15.7) | 64 | 53.3 | (-10.7) | 68 | 72.6 | 4.6 | 67 |  | (-67) | (-78.7) | | **UNHCR** | 50 | 50 | 0 | 14 | 47.1 | 33.1 | 31 | 40.7 | 9.7 | 42.8 | 22 | 39.5 | 17.5 | 31 | 43 | 12 | 45 | 41.3 | (-3.7) | 60 | 44.6 | (-15.4) | 40 |  | (-40) | (-29.9) | | **UNICEF** | 50 | 33.3 | -16.7 | 29 | 36.4 | 7.4 | 29 | 41.4 | 12.4 | 3.1 | 36 | 44.3 | 8.3 | 36 | 50 | 14 | 43 | 51 | 8.0 | 67 | 64.5 | (-2.5) | 67 | 40 | (-27) | 0.4 | | **UNIDO** | 0 | 0 | 0 | 0 | 20 | 20.0 | 5 | 26.5 | 21.5 | 41.5 | 15 | 18.8 | 3.8 | 16 | 24 | 8 | 38 | 41.5 | 3.5 | 34 | 41.7 | 7.7 | 50 | 50 | 0.0 | 23.0 | | **UNITAR** | 0 | 0 | 0 | 0 |  | 0.0 | 100 | 75 | (-25) | (-25) | 33 | 45.5 | 12.5 | 25 | 0 | (-25) | 100 | 66.7 | (-33.3) | 20 | 42.9 | 22.9 | 0 | 0 | 0.0 | (-22.9) | | **UNJSPF** |  | 0 | 0 |  | 50 | 50.0 |  | 0 | 0.0 | 50.0 |  | 50 | 50.0 |  | 38 | 38 |  | 35.7 | 35.7 |  | 100 | 100.0 |  |  | 0.0 | 223.2 | | **UNOPS** | 0 | 0 | 0 | 0 | 33.3 | 33.3 | 9 | 16.7 | 7.7 | 41.0 | 14 | 23.4 | 9.4 | 25 | 25 | 0 | 48 | 33.1 | (-14.9) | 47 | 54 | 7.0 | 67 | 0 | (-67) | (-65.7) | | **UNRWA** | 50 | 50 | 0 | 0 | 25 | 25.0 | 38 | 31 | (-6.7) | 18.3 | 11 | 21 | 10.1 | 9 | 46 | 37 | 45 | 65.2 | 20.2 | 33 | 100 | 67.0 | 0 | 0 | 0.0 | 134.6 | | **UNU** | 0 | 0 | 0 | 14 | 0 | (-14) | 0 | 10 | 10.0 | (-4) | 0 | 0 | 0.0 | 30 | 6 | (-24.1) | 38 | 33.3 | (-4.7) | 29 | 66.7 | 37.7 | 0 | 0 | 0.0 | 8.9 | | **UNWTO** |  | 0 | 0 |  | 0 | 0.0 |  | 0 | 0.0 | 0.0 |  | 11.1 | 11.1 |  | 63 | 63 |  | 50 | 50.0 |  | 60 | 60.0 |  | 50 | 50.0 | 233.6 | | **UPU** | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0.0 | 25 | 0 | (-25) | 25 | 0 | (-25) | 24 | 0 | (-24) | 0 | 0 | 0.0 | 0 | 0 | 0.0 | (-74) | | **WFP** | 33 | 50 | 17 | 25 | 23.9 | (-1.1) | 26 | 28 | 2.0 | 17.9 | 21 | 41.9 | 20.9 | 25 | 40 | 15 | 36 | 39.3 | 3.3 | 51 | 53.4 | 2.4 | 71 | 100 | 29.0 | 70.9 | | **WHO** | 18 | 36.8 | 18.8 | 10 | 23.7 | 13.7 | 26 | 20.9 | (-5.1) | 27.4 | 24 | 33.2 | 9.2 | 33 | 41 | 8 | 46 | 53.5 | 7.5 | 52 | 64.2 | 12.2 | 92 | 66.7 | (-25.3) | 11.8 | | **WIPO** | 0 | 12.5 | 12.5 | 8 | 23.1 | 15.1 | 15 | 14.3 | (-0.70 | 26.9 | 14 | 32.5 | 18.5 | 34 | 45 | 11 | 62 | 59.2 | (-2.8) | 52 | 77.8 | 25.8 | 0 | 0 | 0.0 | 52.2 | | **WMO** | 0 | 33.3 | 33.3 | 10 | 20 | 10.0 | 0 | 33.3 | 33.3 | 76.6 | 14 | 20 | 6.0 | 21 | 34 | 13 | 64 | 44.4 | (-19.6) | 67 | 50 | (-17) | 0 | 0 | 0.0 | (-17.5) | | **Totals** | **17** | **28.9** | **11.9** | **18** | **27.3** | **9.3** | **21** | **30** | **9.0** | **30.2** | **24** | **32.9** | **8.9** | **31** | **39** | **8** | **41** | **45.7** | **4.7** | **55** | **57.1** | **12.1** | **63** | **63** | **0.0** | **24.1** | |  |  |  |  |  |

*Sources*: United Nations entities.

a No 2000 data submitted for ITC-ILO, UNJSPF, and UNWTO. UN Women did not exist in 2000.

b This table does not provide information for 2001 as data for multiple entities for 2001 was not available from the CEB.

c Prepared on the basis of data submitted by 32 United Nations entities.

d See CEB/2002/HLCM/3, table 11C. Available from http://www.unsceb.org/ceb/stats/hr/ps/years/2000.