



United Nations, Office of the Special Adviser on Gender Issues and Advancement of Women

The Status of Women in the United Nations System (OHRM data from 31 December 2003 to 31 December 2004)
and in the Secretariat (OHRM data from 1 July 2004 to 30 June 2006)

Organizations of the United Nations System

As of 31 December 2004 the representation of women in the United Nations system:

- Stood at **36.9 per cent** in the **Professional and higher categories** (8,497 out of 23,006). This represents virtually no change (an **increase of 0.6 per cent**) since 31 December 2003;
- Stood at **23.7 per cent** at the **D-1 level and above**, representing an **increase of 2.0 per cent** since 31 December 2003;
- **Gender balance** has only been achieved at the **P-1** and **P-2** levels.
- Within the **Resident Coordinator system**, *the only category with marked progress*, women increased **11.5 per cent** from **21 per cent** to **32.5 per cent** (37 out of 130 posts). The representation of women ranges from a **high of 42.9 per cent** in Asia and the Pacific to a **low of 17.6 per cent** in the Arab States.
- **Two** organizations achieved **gender balance** in the Professional and higher categories: UNITAR with **56 per cent** women (15 out of 27), and UNFPA, with **50 per cent** women (192 out of 381). Two other organizations are **close to** achieving gender balance in the Professional and higher categories: UNICEF, with **46 per cent** women (931 women out of 2015) and UNESCO with **45 per cent** women (473 out of 1048).
- **Four** UN Programmes and Funds are **currently headed** by women: UNICEF, UNIFEM, UNFPA, UNWRA.

The United Nations Secretariat

Trends 1998-2006 in the representation of women in the Professional and higher categories

- The overall growth of women, in appointments of one year or more, during the 8-year period was **2.83 per cent**, an **increase from 34.6 to 37.43 per cent** (from 1,141 out of 4,164 to 2,371 out of 6,334).

Level	Percentage of women as of 30 June 2006	Cumulative change of women 1998- 2006
USG	15.4	4.3
ASG	21.2	8.2
D-2	30.4	11.6
D-1	25.3	1.6
P-5	30.7	1.4
P-4	35.9	3.6
P-3	41.4	2.0
P-2	49.0	3.6
P-1	100	35.7

Women in the Professional and Higher Categories in the Secretariat (appointments of one year or more)

In the Secretariat women comprise **37.43 per cent** of all staff (2,371 out of 6,334) in the professional and higher categories. This represents virtually no change (an **increase of 0.06 per cent**) from **37.37 per cent** since 30 June 2004.

- *At the D-1 level and above, the proportion of women decreased by 3.71 per cent, from 29.0 to 25.3 per cent (145 out of 573):*
 - The largest **decrease of 6.95 per cent** from **32.3 to 25.3** occurred at the **D-1** level (93 out of 367);
 - At the **D-2** level, women **increased by 2.88 per cent** from **27.6 to 30.4 per cent** (35 out of 115).
- *At the P-5 to P-1 levels, the proportion of women increased by 0.37 per cent, from 38.3 to 38.6 per cent (2,226 out of 5,761):*
 - At the **P-5** level, the proportion **decreased by 0.3 per cent**, from **31.0 to 30.7 per cent** (313 out of 1,018);
 - At the **P-4** level, the proportion **increased by 1.82 per cent**, from **34.1 to 35.9 per cent** (713 out of 1985);
 - At the **P-3** level, the proportion **decreased by 0.05 per cent**, from **41.5 to 41.4 per cent** (838 out of 2022);
 - At the **P-2** level, the proportion **decreased by 1.86 per cent**, from **50.8 to 49.0 per cent** (359 out of 733);
 - At the **P-1** level, the proportion **increased by 16.67 per cent**, from **83.3 to 100 per cent** (3 out of 3).
- Women comprise **30 per cent** of all professional staff as at June 30 2006 assigned to *peace keeping operations* (a total of 1,566 professional staff), an **increase of 2.5 per cent** since June 2004. At the **D-1 level and above** the representation was only **10 per cent** (14 women out of 120), a **decrease of 2 per cent** in one year.

Departments or Offices with 20 or more Professional Staff

- Out of 32 departments or offices, **5** achieved **gender balance**: DM/OHRM, DPA, DPI, OHCHR, OCHA;
- In **20** departments or Offices women accounted for **30 to 49 per cent** of staff;
- In **7** departments or offices women accounted for **fewer than 30 per cent** of staff: DM/OCSS, DSS, ECA, ECE, ESCAP, FMA/DPKO, UNMOVIC.
- At the **D-1 level and above**, only **four** departments/offices reached or exceeded the gender balance goal at the senior levels; a **decrease** by **two** departments since June 2004. **Twelve** departments/offices have **30 to 49 per cent** women at senior levels, which is the same number as on June 2004, and **thirteen** departments or offices have **fewer than 30 per cent women** at senior levels.

Women in the Professional and Higher Categories on Posts with Special Language Requirements

The proportion of women **decreased** by **0.3 per cent**, from **41.6** to **41.3 per cent**.

- **Parity** was reached only at the **P-2** level. An **increase** of **1.3 per cent** to **39.1 per cent** (142 women out of 363) was seen at the **P-4** level, however the representation at the **P-5** and **P-3** levels have **decreased** by **4.1 per cent** to **40 per cent** (54 out of 135), and **1.0 per cent** to **42.6 per cent** (133 out of 312), respectively.

Trends in the Appointments of Women in the Professional and higher categories (appointments of 1 year of more)

Trends in the appointment of women during the last **8 years** (July 1998 to June 2006) show that in the Professional and higher categories the percentage of women in the Secretariat **decreased** by **2.3 per cent**, from **40.1 per cent** (1998) to **37.8 per cent** (2006). **Gender parity** in appointments has been maintained only at the **P-2** level.

- *The most striking decrease in the trends* was at the **D-2** level where the percentage of women appointed to this level **dropped** by **49.3 per cent**, from **55.6 per cent** (1998) to **6.3 per cent** (2006).
- Other trends in the appointments notes **an increase** in the percentage of women appointed to the **USG** and **ASG** levels, from **0 per cent** for both (1998) to **14.3** and **12.5 per cent** (2006), respectively. For the **D-1** level there was a **decrease** of **3.3 per cent**, from **27.3** (1998) to **24 per cent** (2006) and at the two higher Professional levels, women appointed to the **P-5** level **decreased** by **5.3 per cent**, from **31.8** (1998) to **44.2 per cent** (2006) and women appointed to the **P-4** level **increased** by **7.1 per cent**, from **26.2** (1998) to **33.3 per cent** (2006).

Promotion of Women in the Professional and higher categories

Women at the **P-2** to **D-2** levels accounted for **46.3 per cent** (317 out of 685) *of all promotions*, an **increase** of **0.4 per cent** since June 2004.

- Within the reporting period the percentage of promotions at the **P-2** to **D-1** levels *shows a steady decline* of approximately **9 per cent** *with each increasing level*. At the **P-2** and **D-1** levels, promotions of women constitute **65.4 per cent** and **29.5 per cent**, respectively.

Transfers in the Professional and higher categories

Women accounted for **49.1 per cent** *of all transfers* in the Secretariat.

- Of transfers at the **D-2** and **D-1** levels, women accounted for **66.7 per cent** (4 out of 6) and **38.5 per cent** (15 out of 39).
- Of total transfers at the **P-5** to **P-2** levels women accounted for **49.9 per cent** (192 out of 385). The percentage of women ranges from **31.9 per cent** (at P-5) to **55.4 per cent** (at P-2).

Separations in the Professional and higher categories

Women accounted for **36.6 per cent** *of all separations* (291 out of 794).

- Of separations in the **D** and **P** categories, women accounted for **31.5** and **38.1 per cent** of separations respectively.
- Of separation due to **agreed termination** women accounted for **46.6 per cent** (41 out of 88), an **increase** of **26.6 per cent** since June 2004; of separation due to **appointment expiration** women accounted for **32.2 per cent** (79 out of 245), and **increase** of **8.2 per cent** since June 2004; of separation due to **resignation** women accounted for **47.2 per cent** (59 out of 125), an **increase** of **7 per cent** since June 2004, and of separation due to **retirement** women accounted for **32.0 per cent** (95 out of 297), an **increase** of **7 per cent** since June 2004.

Women in the Expert Category

The proportion of women **increased** by **0.3 per cent** since 1 July 2004 from **36** to **36.3 per cent** (393 out of 1083).

In the expert levels the change in the percentage of women at the expert levels (excluding L-1) ranged from **no change** (at L-7), to a **decrease** of **2.9 per cent** (at L-4), and an **increase** of **6.2 per cent** (at L-6).

Women in the General Service and Related Categories

In the **General Service Category** (excluding FMA/DPKO), the proportion of women **decreased** by **1.4 per cent**, from **62** to **60.6 per cent** (3,852 women out of 6,348). In the **Security and Safety Service Category**, the proportion is **11.5 per cent**, a **decrease** by **1.5 per cent**, and in the **Trades and Crafts Category**, the proportion is **2.4 per cent**, an **increase** of **0.1 per cent**.