



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

The Status of Women in the UN Secretariat (as of 30 June 2005)

Overall

- Women comprise **37.1** per cent (2,136 out of 5,754) of all staff in the professional and higher categories with appointments of one year or more. This represents a **decrease** of **0.3** per cent since 30 June 2004.
- Women comprise **43.0** per cent (1,110 out of 2,581) of all staff in the more restricted category of professional and higher-level on posts subject to geographical distribution. This represents an **increase** of **0.7** per cent since 30 June 2004.

Women at the Senior Policy-making Levels

USG

- At the Under-Secretary-General level, the proportion of women **decreased** since 30 June 2004, from 16.7 per cent to 16.2 per cent (6 women out of 37).
- The six women USGs are:
 - Deputy Secretary-General - Louise Fréchette
 - Executive Secretary of the Economic and Social Commission for Western Asia – Mervat M. Tallawy
 - Executive Secretary of the Economic Commission for Europe – Brigita Schmögnerova
 - Executive Director of UN-Habitat - Anna Kajumulo Tibaijuka
 - High Commissioner for Human Rights – Louise Arbour
 - Special Representative of the Secretary-General in Burundi - Carolyn McAskie

ASG

- At the Assistant Secretary-General level, the proportion of women **increased** since 30 June 2004, from 17.1 per cent to 18.8 per cent (9 women out of 48).

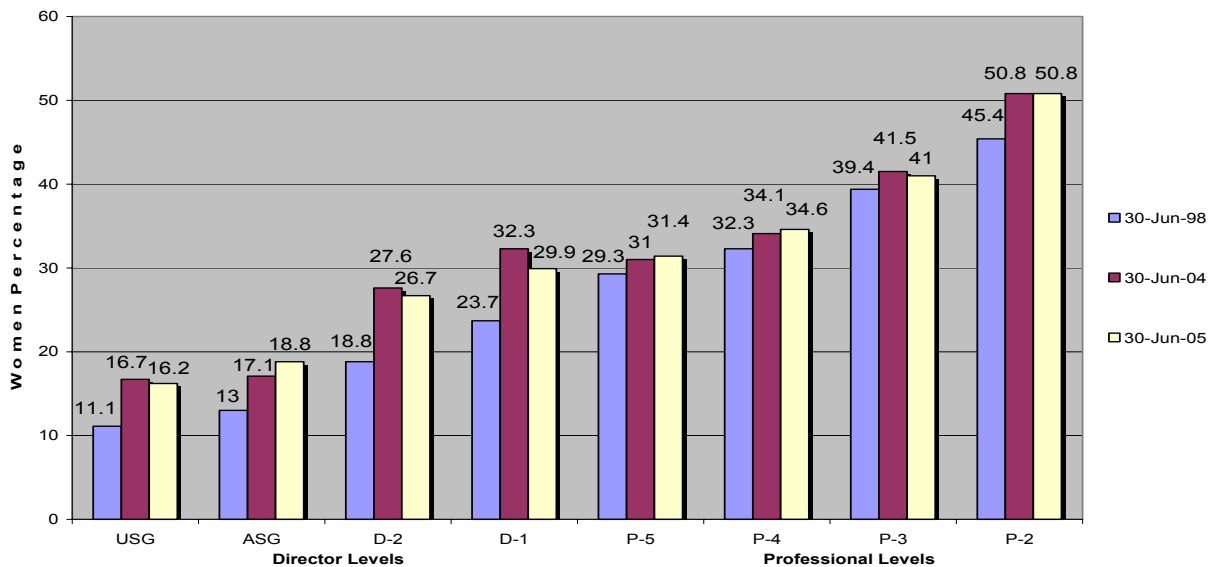
D-1 and above

- At the **D-1** level and **above**, the proportion of women in the Secretariat **decreased** since 30 June 2004, from 29 per cent to 27.2 per cent (147 women out of 540).
- At the **D-2** level, the proportion of women in the Secretariat **decreased** since 30 June 2004, from 27.6 per cent to 26.7 per cent (32 women out of 120).
- At the **D-1** level, the proportion of women in the Secretariat **decreased** since 30 June 2004, from 32.3 per cent to 29.9 per cent (100 women out of 335).

Women in the Professional and Higher Categories

The following chart provides a comparison of the percentage of women staff by professional category for 1998-2005.

Trends 1998 - 2005 in the decision making levels and the professional levels



Appointments

- At **all** levels, women comprised **38.2** per cent (152 of 397) of appointments. The goal of gender balance in terms of appointments was met and exceeded at the **P-2** level only. At the **USG** level, women comprised **11.1** per cent (1 of 8) of appointments. At the **ASG** level, women comprised **33.3** per cent (2 of 6) of appointments. At the **D-2** level, women comprised **20.0** per cent (1 of 5) of appointments. At the **D-1** level, women comprised **18.2** per cent (4 of 22) of appointments. At the **P-5** level, women comprised **30.7** per cent (12 of 39) of appointments. At the **P-4** level, women comprised **39.5** per cent (36 of 91) of appointments. At the **P-3** level, women comprised **37.0** per cent (47 of 127) of appointments. At the **P-2** level, women comprised **51.0** per cent (50 of 98) of appointments.

Promotions

- **Overall**, women accounted for **46.0** per cent (167 of 363) of promotions only. The goal of gender balance in terms of promotions was met and exceeded at the **P-3** and **P-2** levels only. At the **D-2** level, women accounted for **22.2** per cent (2 of 9) of promotions. At the **D-1** level, women accounted for **26.6** per cent (8 of 30) of promotions. At the **P-5** level, women accounted for **30.7** per cent (28 of 72) of promotions. At the **P-4** level, women accounted for **48.0** per cent (73 of 152) of promotions. At the **P-3** level, women accounted for **52.8** per cent (47 of 89) of promotions. At the **P-2** level, women accounted for **81.8** per cent (9 of 11) of promotions.

Women in the General Service and Related Categories

- In the **General Service** Category, the proportion of women in the Secretariat **decreased** since 30 June 2004, from 62.1 per cent to 60.9 per cent (4,206 women out of 6,904).
- In the **Security and Safety Service** Category, the proportion of women in the Secretariat **increased** since 30 June 2004, from 11.6 per cent to 12.1 per cent (28 women out of 203).
- In the **Trades and Crafts** Category, the proportion of women in the Secretariat **decreased** since 30 June 2004, from 3.5 per cent to 2.9 per cent (5 women out of 172).

Departments or Offices with 20 or more Professional Staff

The following provides an overview of the overall progress made by departments or offices in achieving gender balance.

- **Seven** Departments or offices achieved **Gender Balance**:
 - Department of Management/ Office of Human Resources Management - 57.7 per cent
 - Office of the Secretary-General - 53.2 per cent
 - Department of Management / Office of Programme Planning, Budget and Accounts - 53.1 per cent
 - Office of the United Nations High Commissioner for Human Rights - 51.4 per cent
 - Office for the Coordination of Humanitarian Affairs - 51.3 per cent
 - Department of Public Information - 50.9 per cent
 - Department of Political Affairs - 50.5 per cent
- **In seven** Departments or offices women accounted for **40 per cent or more** of staff:
 - United Nations Compensation Commission - 47.1 per cent
 - United Nations Office on Drugs and Crime - 46.6 per cent
 - Office of Legal Affairs - 46.0 per cent
 - Department of Economic and Social Affairs - 45.6 per cent
 - Department of Management / Office of the Under-Secretary-General - 45.2 per cent
 - Department for General Assembly and Conference Management - 43.9 per cent
 - Economic and Social Commission for Western Asia - 41.4 per cent
- **In five** Departments or offices women accounted for **fewer than 30 per cent** of staff:
 - Economic and Social Commission for Asia and the Pacific - 29.1 per cent
 - Department for Safety and Security - 28.6 per cent
 - Department of Peacekeeping Operations/Office for Mission Support - 26.1 per cent
 - Department of Management/ Office of Central Support Services - 25.8 per cent
 - United Nations Monitoring, Verification and Inspection Commission - 19.2 per cent

At the D-1 level and above, six Departments/Offices have reached or exceeded the gender balance goal at the senior levels. However, eleven Departments/Offices still have **fewer than 30 per cent** women at senior levels.

United Nations Peacekeeping and Peace-Building Missions

(All staff administered by the Department of Peacekeeping Operations / Office of Mission Support)

Women in Peace Operations

- Women comprised **26.1** per cent (345 women out of 1324) of professional staff with appointments of one year or more in peace operations. This represents an **increase of 0.4** per cent compared to 30 June 2004.
- Two out of 27 Peace Operations are headed by women:
 - Special Representative of the Secretary-General to the United Nations Observer Mission in Georgia (UNOMIG) - Heidi Tagliavini
 - Special Representative of the Secretary-General to the United Nations Operation in Burundi (ONUB) - Carolyn McAskie
- There is one woman Deputy Special Representative of the Secretary-General in a peace operation:
 - United Nations Mission in Afghanistan (UNAMA) - Ameerah Haq
- At the **D-1** level and **above**, women in peace operations constituted **9.8** per cent of staff (12 out of 122). This represents a **decrease of 1.5** per cent compared to 30 June 2004.
- As of 11 July 2005, of 23 peacekeeping and peace-building missions with more than 20 Professional staff members:
 - Four had more than 30 per cent Professional women staff
 - Twelve had between 20 and 30 per cent Professional women staff
 - Seven had less than 20 per cent Professional women staff
- Women represented **4.4** per cent of the Civilian Police contingents in 16 peacekeeping missions.
- Ten missions have gender advisors and/or gender units.

Organizations of the United Nations System

- **Four** UN Programmes and Funds are currently headed by women:
 - UN Population Fund (UNFPA) – Thoraya Obaid
 - UN Development Fund for Women (UNIFEM) – Noeleen Heyzer
 - UN Children’s Fund (UNICEF) – Ann M. Veneman
 - UN Relief and Works Agency for Palestine Refugees in the Near East (UNWRA) - Karen Koning Abuzayd