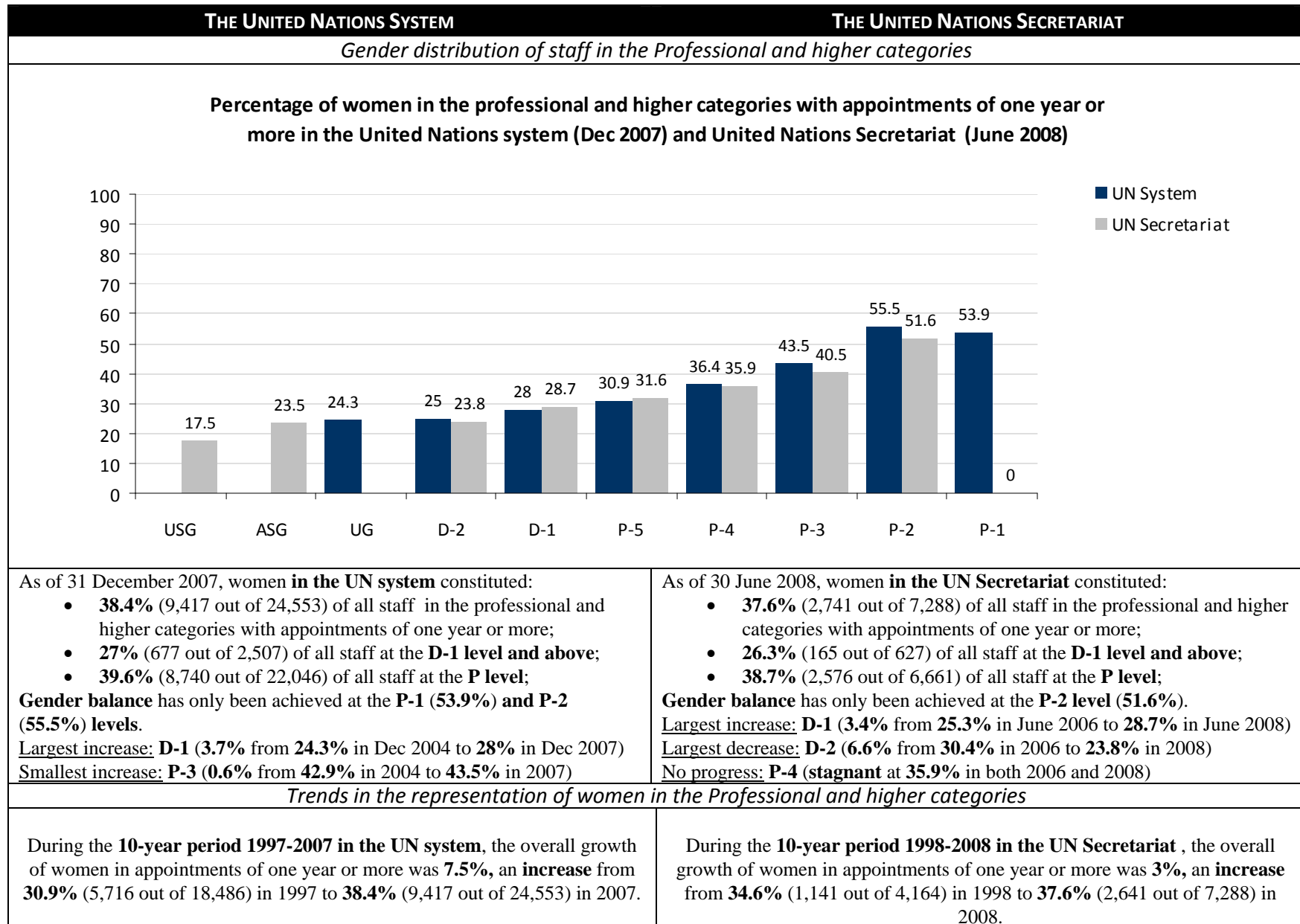




The Status of Women in the United Nations System (from 1 January 2005 to 31 December 2007)
and in the Secretariat (from 1 July 2006 to 30 June 2008)



THE UNITED NATIONS SYSTEM

THE UNITED NATIONS SECRETARIAT

Level	Percentage of women as of 31 December 1997	Percentage of women as of 31 December 2007	Cumulative change of women (1997-2007)	Level	Percentage of women as of 30 June 1998	Percentage of women as of 30 June 2008	Cumulative change of women (1998-2008)
UG	13.1	24.3	11.2	USG	11.1	17.5	6.4
D-2	14.5	25.0	10.5	ASG	13.0	23.5	10.5
D-1	15.6	28.0	12.4	D-2	18.8	23.8	5
P-5	19.6	30.9	11.3	D-1	23.7	28.7	5
P-4	28.7	36.4	7.7	P-5	29.3	31.6	2.3
P-3	39.5	43.5	4.0	P-4	32.3	35.9	3.6
P-2	51.5	55.5	4.0	P-3	39.4	40.5	1.1
P-1	57.8	53.9	-3.9	P-2	45.4	51.6	6.2
				P-1	64.3	0.0	-64.3

Promotions, appointments, and separations in the Professional and higher categories

<p>* PROMOTIONS *</p> <ul style="list-style-type: none"> During the period 2005-2007, women accounted for 44.8% (2,051 out of 4,583) of all promotions to the P-2 to the D-1 levels, 33.6% (153 out of 455) of promotions to the D-1 level, and 46% (1,898 out of 4,128) of promotions to the P-2 to the P-5 levels. Gender parity in promotions was only met at the P-2 (62.8%) and P-3 (52.7%) levels. <u>Lowest proportion: D-1 level with 33.6%</u> (153 out of 455) 	<p>* PROMOTIONS *</p> <ul style="list-style-type: none"> During the period 2006-2008, women accounted for 48.4% (399 out of 825) of all promotions to the P-2 to the D-1 levels, 37.3% (31 out of 83) of promotions to the D-1 level, and 49.6% (368 out of 742) of promotions to the P-2 to the P-5 levels. Gender parity in promotions was only met at the P-2 (69.7%) and P-3 (58.2%) levels, and almost met at the P-4 level (48.4%). <u>Lowest proportion: D-1 level with 37.3%</u> (31 out of 83)
<p>* APPOINTMENTS *</p> <ul style="list-style-type: none"> During the period 2005-2007, women represented 40.8% (2,245 out of 5,501) of all appointments from the P-2 to the ungraded levels, 31.2% (177 out of 568) of appointments at the D-1 level and above, and 41.9% (2,068 out of 4,933) of appointments at the P-2 to P-5 levels. Gender parity in appointments was only met at the P-2 level (57.8%). <u>Lowest proportion: Ungraded with 25%</u> (28 out of 112) 	<p>* APPOINTMENTS *</p> <ul style="list-style-type: none"> During the period 2006-2008, women represented 42.7% (404 out of 946) of all appointments from the P-2 to the USG levels, 26.4% (24 out of 91) at the D-1 level and above, and 44.4% (380 out of 855) of external recruitments at the P-2 to P-5 levels. Gender parity in appointments was only met at the P-2 level (60%), and almost met at the P-3 level (48.3%). <u>Lowest proportion: USG level with 23.1%</u> (3 out of 13)
<p>* SEPARATIONS *</p> <ul style="list-style-type: none"> During the period 2005-2007, 7,443 staff in the professional and higher categories with appointments of one year or more separated out of a total of 24,553 staff. Women constituted 40% (2,975 out of 7,443) of all separations, 23.6% (179 out of 757) of separations at the D-1 level and above, and 41.8% (2,796 out of 6,686) of separations at the P level. <u>Major causes of separation:</u> Women constituted 42.9% (1,702 out of 3,969) of appointments expirations, 43% (534 out of 1,241) of resignations, and 28.5% (382 out of 1,339) of retirements. 	<p>* SEPARATIONS *</p> <ul style="list-style-type: none"> During the period 2006-2008, 697 staff in the professional and higher categories with appointments of one year or more separated out of a total of 7,288 staff. Women constituted 38.6% (269 out of 697) of all separations, 28.9% (44 out of 152) of separations at the D-1 level and above, and 41.3% (225 out of 545) of separations at the P level. <u>Major causes of separation:</u> Women constituted 39.8% (106 out of 266) of retirements, 33.3% (67 out of 201) of appointments expirations, and 43.7% (52 out of 119) of resignations.

Source: CEB 1997 and 2004, information provided by UN entities 2007.

Source: OHRM 1998 and 2006, IMIS 2008.

Prepared by the Office of the Focal Point for Women – October 2008.