

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

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 31 December 2008)

THE UNITED NATIONS SYSTEM

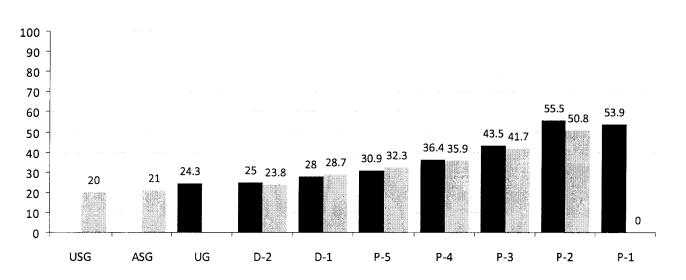
THE UNITED NATIONS SECRETARIAT

■ UN System

■ UN Secretariat

Gender distribution of staff in the Professional and higher categories

Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations system (Dec 2007) and United Nations Secretariat (Dec 2008)



*UG stands for "Ungraded", e.g. Under-Secretary-General, Assistant Secretary-General, Deputy Director-General, Assistant Director-General, Director-General, and Secretary-General.

As of 31 December 2007, women in the UN system constituted:

- 38.4% (9,417 out of 24,553) of all staff in the professional and higher categories with appointments of one year or more;
- 27% (677 out of 2,507) of all staff at the **D-1 level and above**;
- 39.6% (8,740 out of 22,046) of all staff at the P level;

Gender balance has only been achieved at the P-1 (53.9%) and P-2 (55.5%) levels.

<u>Largest increase</u>: D-1 (3.7% from 24.3% in Dec 2004 to 28% in Dec 2007) Smallest increase: P-3 (0.6% from 42.9% in 2004 to 43.5% in 2007)

Trends in the representation of women in the Professional and higher categories

During the 10-year period 1997-2007 in the UN system, the overall growth of women in appointments of one year or more was 7.5%, an increase from 30.9% (5,716 out of 18,486) in 1997 to 38.4% (9,417 out of 24,553) in 2007.

As of 31 December 2008, women in the UN Secretariat constituted:

- 38% (2,835 out of 7,458) of all staff in the professional and higher categories with appointments of one year or more;
- 26.3% (168 out of 639) of all staff at the D-1 level and above;
- 39.1% (2,667 out of 6,819) of all staff at the P level;

Gender balance has only been achieved at the P-2 level (50.8%).

<u>Largest increase</u>: D-1 (3.4% from 25.3% in June 2006 to 28.7% in Dec 2008)

<u>Largest decrease</u>: **D-2** (6.6% from 30.4% in 2006 to 23.8% in 2008)

No progress: P-4 (stagnant at 35.9% in both 2006 and 2008)

During the 10.5-year period June 1998-December 2008 in the UN Secretariat, the overall growth of women in appointments of one year or more was 3%, an increase from 34.6% (1,141 out of 4,164) in 1998 to 38%

(2,835 out of 7,458) in 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 31 December 2008	Cumulative change of women (1998-2008)	
UG	13.1	24.3	11.2	USG	11.1	20.0	8.9	
D-2	14.5	25.0	10.5	ASG	13.0	21.0	8	
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	32.3	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	41.7	2.3	
P-1	57.8	53.9	-3.9	P-2	45.4	50.8	5.4	
				P-1	64.3	0.0	-64.3	
	Promo	tions, appointmen	ts, and separatio	ns in the Pr	ofessional and highe	er categories		
PROMO	TIONS *			* PROMOT				
 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. Lowest proportion: D-1 level with 33.6% (153 out of 455) 				 During the period 1 Jan. 2007- 31 Dec. 2008, women accounted for 47.6% (408 out of 857) of all promotions to the P-2 to the D-1 levels 31.6% (25 out of 79) of promotions to the D-1 level, and 49.9% (37 out of 759) of promotions to the P-2 to the P-5 levels. Gender parity in promotions was only met at the P-2 (69.2%) and P-3 (57.3%) levels, and almost met at the P-4 level (49.8%). Lowest proportion: D-2 level with 21% (4 out of 19) 				
APPOINTMENTS *				* APPOINTMENTS *				
• 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.				 During the period 1 Jan. 2007- 31 Dec. 2008, women represented 43.7% (421 out of 963) of all appointments from the P-2 to the USC levels, 21.7% (20 out of 92) at the D-1 level and above, and 45.4% (386 out of 850) of external recruitments at the P-2 to P-5 levels. Gender parity in appointments was only met at the P-2 level 				
• Gender parity in appointments was only met at the P-2 level (57.8%). Lowest proportion: Ungraded with 25% (28 out of 112)				(57	(57.2%) and P-3 levels (50.6%). Lowest proportion: ASG level with 18% (3 out of 16)			

(57.8%). Lowest proportion: Ungraded with 25% (28 out of 112)

* SEPARATIONS *

- 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.
- Major causes of separation: 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.

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

<u>Lowest proportion:</u> ASG level with 18% (3 out of 16)

* SEPARATIONS *

- During the period 1 Jan. 2007-31 Dec. 2008, 716 staff in the professional and higher categories with appointments of one year or more separated out of a total of 7,458 staff. Women constituted 35.9% (257 out of 716) of all separations, 26.3% (41 out of 156) of separations at the **D-1 level and above**, and **38.6** % (216 out of 560) of separations at the P level.
- Major causes of separation: Women constituted 38.1% (93 out of 244) of retirements, 31.0% (63 out of 203) of appointments expirations, and 37.1% (49 out of 132) of resignations.

Source: OHRM 1998, 2006, and 2008, IMIS 2008.

Prepared by the Office of the Focal Point for Women 5/09. See Report on the Improvement of the Status of Women in the United Nations System (A/63/159).