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## The Status of Women in the United Nations

(OHRM data as of 31 December 2005)

### Overall

- Women comprise **37.2 per cent** (2,223 out of 5,976) of all staff in the professional and higher categories with appointments of one year or more. This represents virtually no change (**increase of 0.1 per cent**) since 31 December 2004.
- Women comprise **42.9 per cent** (1,118 out of 2,606) of all staff in the more restricted category of professional and higher-level on posts subject to geographical distribution. This represents an **increase of 0.2 per cent** since 31 December 2004.

### Women at the Senior Policy-making Levels

#### USG

- At the Under-Secretary-General level, the proportion of women **decreased by 2.5 per cent** since 31 December 2004, from **17.5 per cent to 15 per cent** (6 women out of 40).
- The six women USGs are:
  - Special Representative of the Secretary-General for Children and Armed Conflict – Radhika Coomaraswamy
  - Executive Director of UN-Habitat – Anna Kajumulo Tibaijuka
  - Executive Secretary of the Economic and Social Commission for Western Asia – Mervat M. Tallawy
  - Special Representative of the Secretary-General in Burundi - Carolyn McAskie
  - Under-Secretary General for Internal Oversight Services -Inga-Britt Ahlenius
  - High Commissioner for Human Rights – Louise Arbour

#### ASG

- At the Assistant Secretary-General level, the proportion of women **decreased by 1.8 per cent** since 31 December 2004, from **22.2 per cent to 20.4 per cent** (10 women out of 49).

### Women in the Professional and Higher Categories

- *At the D-1 level and above, the proportion of women in the Secretariat decreased by 2.9 per cent since 31 December 2004, from 28.8 per cent to 26 per cent (146 women out of 562).*
- At the **D-2** level, the proportion of women in the Secretariat **increased by 2.9 per cent** since 31 December 2004, from **25.2 per cent to 28.1 per cent** (32 women out of 114).
- At the **D-1** level, the proportion of women in the Secretariat **decreased by 5.2 per cent** since 31 December 2004, from **32.5 per cent to 27.3 per cent** (98 women out of 359).
- *At the P-5 to P-2 levels, the proportion of women in the Secretariat increased by 0.4 per cent from 38 per cent to 38.4 percent (2077 women out of 5414).*
- At the **P-5** level, the proportion of women in the Secretariat **decreased by 0.3 per cent** since 31 December 2004, from **31.3 per cent to 31.1 per cent** (299 women out of 962).
- At the **P-4** level, the proportion of women in the Secretariat **increased by 1.2 per cent** since 31 December 2004, from **34 per cent to 35.2 per cent** (668 women out of 1899).
- At the **P-3** level, the proportion of women in the Secretariat **increased by 0.2 per cent** since 31 December 2004, from **41.3 per cent to 41.5 per cent** (782 women out of 1885).
- At the **P-2** level, the proportion of women in the Secretariat **decreased 1.3 per cent** since 31 December 2004, from **50.2 per cent to 48.9 per cent** (325 women out of 665).

### Women in the General Service and Related Categories

- In the **General Service** Category, the proportion of women in the Secretariat **decreased by 0.5 per cent** since 31 December 2004, from **61.6 per cent to 61.1 per cent** (4,112 women out of 6,726).
- In the **Security and Safety Service** Category, the proportion of women in the Secretariat **increased by 1.1 per cent** since 31 December 2004, from **11.9 per cent to 13 per cent** (33 women out of 254).
- In the **Trades and Crafts** Category, the proportion of women in the Secretariat **decreased by 1.2 per cent** since 31 December 2004, from **3.5 per cent to 2.3 per cent** (4 women out of 169).

## 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.

- **Five** Departments or Offices achieved **Gender Balance**:
  - Department of Management/ Office of Human Resources Management – **58.4 per cent**
  - Office of the United Nations High Commissioner for Human Rights – **55.2 per cent**
  - Department of Management / Office of Programme Planning, Budget and Accounts - **52.1 per cent**
  - Department of Public Information - **52 per cent**
  - Office for the Coordination of Humanitarian Affairs - **51. 2 per cent**
  
- **In ten** Departments or Offices women accounted for **40 to 49 per cent** of staff:
  - Office of the Secretary-General – **49 per cent**
  - Department of Political Affairs – **47.3 per cent**
  - Office of Legal Affairs - **46.3 per cent**
  - Department of Economic and Social Affairs – **46.3 per cent**
  - United Nations Office on Drugs and Crime - **46.2 per cent**
  - Department of Management – **44.8 percent**
  - Department for General Assembly and Conference Management - **43.7 per cent**
  - Economic and Social Commission for Western Asia - **43.5 per cent**
  - United Nations Compensation Commission - **43.3 per cent**
  - United Nations Office at Vienna- **41.4 per cent**
  
- **In five** Departments or Offices women accounted for **fewer than 30 per cent** of staff:
  - Department of Peacekeeping Operations/Field Mission Administration – **27.9 per cent**
  - Department of Disarmament Affairs – **26.7 per cent**
  - Department of Management/ Office of Central Support Services – **26.5 per cent**
  - Department for Safety and Security – **23.5 per cent**
  - United Nations Monitoring, Verification and Inspection Commission - **20.5 per cent**

**At the D-1 level and above**, six Departments/Offices have reached or exceeded the gender balance goal at the senior levels . Three Departments/Offices have **40 to 49 per cent** women at senior levels.

## Organizations of the United Nations System

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

- stands at **37 per cent** in the **Professional and higher categories**, (the same as the previous year);
- stands at **24 per cent** at the **D-1 level and above**, representing an **increase of 1 per cent** from the previous year;
- Gender balance was achieved in two organizations: the United Nations Institute for Training and Research (**56 per cent** - 15 women out of 27) and the United Nations Population Fund (**50 per cent** - 192 women out of 381). Two other organizations are close to achieving gender balance: United Nations Children’s Fund (**46 per cent** women - 931 women out of 2015). United Nations Educational, Scientific and Cultural Organization (**45 per cent** - 473 women out of 1048).
  
- **Four** UN Programmes and Funds are currently headed by women:
  - UN Children’s Fund (UNICEF) – Ann M. Veneman
  - UN Development Fund for Women (UNIFEM) – Noeleen Heyzer
  - UN Population Fund (UNFPA) – Thoraya Obaid
  - UN Relief and Works Agency for Palestine Refugees in the Near East (UNWRA) - Karen Koning Abuzayd

## High-level Representation in Intergovernmental Bodies of the United Nations

- Women represent **39 per cent** of the membership of the seven human rights treaty bodies; three of these are chaired by women. When CEDAW (**96 per cent** women) and CRC (50 per cent women) are excluded women represent only 19 per cent of the membership of the remaining five treaty bodies.
- Of the six committees of the sixtieth session of the General Assembly, none is chaired by a woman.
- Women make up **21 per cent** of bureau members, a decline of **17 per cent** from the fifty-ninth session when women made up **38 per cent** of the bureau members.

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For additional information, please visit The Focal Point for Women: <http://www.un.org/osagi/> or contact:  
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