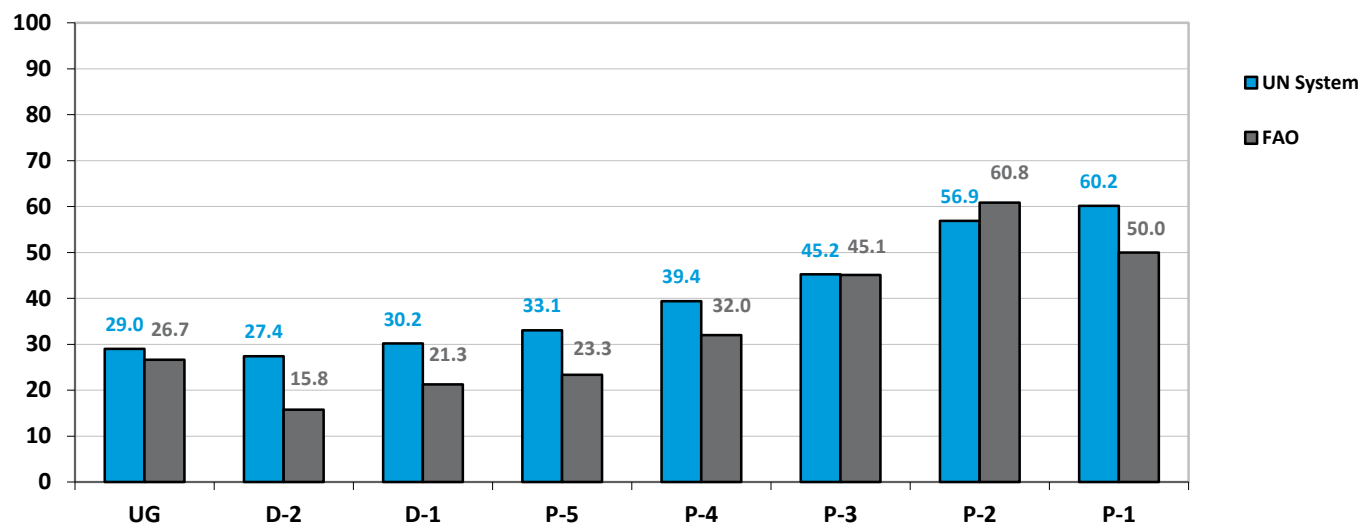


The Status of Women in the United Nations System

**Percentage of women in the professional and higher categories with appointments of one year or more
in the United Nations System (Dec. 2011) and FAO (Dec. 2011)**



Trends in the Representation of Women in the Professional and Higher Categories – 2001 to 2011

THE UNITED NATIONS SYSTEM					FOOD AND AGRICULTURE ORGANIZATION (FAO)				
During the period 2001-2011 in the UN System , the proportion of women increased by 6.8 percentage points, from 33.9% (6,533 out of 19,296) in 2001 to 40.7% (12,086 out of 29,665) in 2011.					During the period 2001-2011 in FAO , the proportion of women increased by 11.5 percentage points, from 23.7% (306 out of 1292) in 2001 to 35.2% (595 out of 1688) in 2011.				
Level	% of women as of 31 December 2001	% of women as of 31 December 2011	Total change 2001-2011 (percentage points)	Avg. annual change 2001-2011 (percentage points)	Level	% of women as of 31 December 2001	% of women as of 31 December 2011	Total change 2001-2011 (percentage points)	Avg. annual change 2001-2011 (percentage points)
UG	15.6	29.0	13.4	1.3	UG	17.6	26.7	9.0	0.9
D-2	20.8	27.4	6.6	0.7	D-2	17.1	15.8	-1.3	-0.1
D-1	21.3	30.2	8.8	0.9	D-1	8.0	21.3	13.2	1.3
P-5	24.1	33.1	8.9	0.9	P-5	12.4	23.3	10.9	1.1
P-4	31.3	39.4	8.1	0.8	P-4	22.2	32.0	9.8	1.0
P-3	40.3	45.2	5.0	0.5	P-3	38.2	45.1	6.9	0.7
P-2	53.3	56.9	3.6	0.4	P-2	55.6	60.8	5.3	0.5
P-1	63.6	60.2	-3.4	-0.3	P-1	0.0	50.0	50.0	5.0

Source: CEB (2001), UN System Entities (2011). Prepared by the Focal Point for Women, Coordination Division, UN Women, December 2012.

Website: <http://www.unwomen.org/en/how-we-work/un-system-coordination/women-in-the-united-nations/>

<p>As of 31 December 2011, women in the UN System constituted:</p> <ul style="list-style-type: none"> • 40.7% (12,086 out of 29,665) of all staff in the professional and higher categories with appointments of one year or more • 29.5% (787 out of 2,672) of all staff D-1 to UG • 41.9% (11,299 out of 26,993) of all staff P-1 to P-5 <p>• Gender parity achieved: P-1: 60.2% (71 out of 118); P-2: 56.9% (1,746 out of 3,070)</p> <p>• Largest increase: UG: 13.4% (from 15.6% in Dec. 2001 to 29.0% in Dec. 2011)</p> <p>• Largest decrease: P-1: -3.4% (from 63.6% in Dec. 2001 to 60.2% in Dec. 2011)</p>	<p>As of 31 December 2011, women in FAO constituted:</p> <ul style="list-style-type: none"> • 35.2% (595 out of 1688) of all staff in the professional and higher categories with appointments of one year or more • 20.3% (27 out of 133) of all staff D-1 to UG • 36.5% (568 out of 1555) of all staff P-1 to P-5 <p>• Gender parity achieved: P-1: 50.0% (12 out of 24); P-2: 60.8% (118 out of 194)</p> <p>• Largest increase: P-1: 50.0% (from 0.0% in Dec. 2001 to 50.0% in Dec. 2011)</p> <p>• Largest decrease: D-2: -1.3% (from 17.1% in Dec. 2001 to 15.8% in Dec. 2011)</p>
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Representation of Women in Appointments, Promotions and Separations (P-1 to UG): 1 January 2010 to 31 December 2011

THE UNITED NATIONS SYSTEM	FOOD AND AGRICULTURE ORGANIZATION (FAO)
APPOINTMENTS	
<ul style="list-style-type: none"> • All Appointments (P-1 to UG): 42.1% (2,899 out of 6,885) • D-1 to UG Appointments: 29.1% (123 out of 422) • P-1 to P-5 Appointments: 43.0% (2,776 out of 6,463) • Gender parity in Appointments achieved: P-1: 64.1% (59 out of 92); P-2: 58.0% (728 out of 1,255) • Highest proportion of female Appointments: P-1: 64.1% (59 out of 92) • Lowest proportion of female Appointments: D-2: 28.5% (35 out of 123) 	<ul style="list-style-type: none"> • All Appointments (P-1 to UG): 37.6% (171 out of 455) • D-1 to UG Appointments: 16.7% (2 out of 12) • P-1 to P-5 Appointments: 38.1% (169 out of 443) • Gender parity in Appointments achieved: P-1: 63.6% (14 out of 22); P-2: 61.9% (60 out of 97) • Highest proportion of female Appointments: P-1: 63.6% (14 out of 22) • Lowest proportion of female Appointments: D-1: 0.0% (0 out of 4)
PROMOTIONS	
<ul style="list-style-type: none"> • All Promotions (P-2 to D-2): 42.6% (1,495 out of 3,507) • D-1 and D-2 Promotions: 29.1% (141 out of 485) • P-2 to P-5 Promotions: 44.9% (1,354 out of 3,013) • Gender parity in Promotions achieved: P-1: 66.7% (6 out of 9); P-2: 58.6% (116 out of 198); P-3: 54.0% (379 out of 702) • Highest proportion of female Promotions: P-1: 66.7% (6 out of 9) • Lowest proportion of female Promotions: D-2: 25.5% (28 out of 110) 	<ul style="list-style-type: none"> • All Promotions (P-2 to D-2): 29.6% (47 out of 159) • D-1 and D-2 Promotions: 45.8% (11 out of 24) • P-2 to P-5 Promotions: 26.7% (36 out of 135) • Gender parity in Promotions achieved: D-2: 50.0% (2 out of 4) • Highest proportion of female Promotions: D-2: 50.0% (2 out of 4) • Lowest proportion of female Promotions: P-5: 18.5% (10 out of 54)
SEPARATIONS	
<ul style="list-style-type: none"> • Women constituted 39.8% (2,583 out of 6,488) of all Separations (P-1 to UG), which is lower than their representation in the UN System (40.7%) • The proportion of female separations was higher than the proportion of women at these levels: P-2: 46.8% separations vs. 45.2% representation; P-3: 60.7% vs. 56.9% <p>Major causes of separations at these levels:</p> <p>At the P-2 level 61.2% (131 out of 214) of women separated because of appointment expirations and 30.8% (66 out of 214) because of resignation; At P-3, 62.0% (258 out of 416) because of appointment expirations, and 25.7% (107 out of 416) because of resignation.</p>	<ul style="list-style-type: none"> • Women constituted 27.0% (92 out of 341) of all Separations (P-1 to UG), which is lower than their representation in FAO (35.2%) • The proportion of female separations was higher than the proportion of women at these levels: P-3: 49.0% female separations vs. 45.1% representation; D-2: 20.0% vs 15.8% <p>Major causes of separations at these levels:</p> <p>At the P-3 level 44.0% (11 out of 25) of women separated because of appointment expirations, and 40.0% (10 out of 25) because of resignation; At D-2, 100.0% (3 out of 3) because of mandatory retirement.</p>