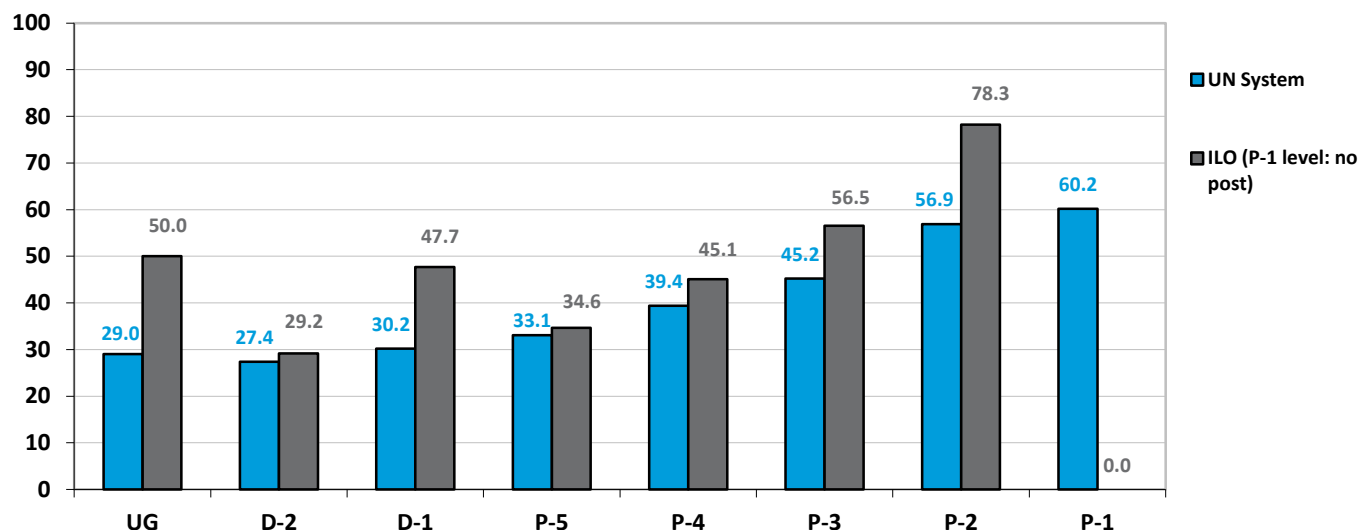


The Status of Women in the United Nations System

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



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

| THE UNITED NATIONS SYSTEM | | | | | INTERNATIONAL LABOUR ORGANIZATION (ILO) | | | | |
|---|---|---|--|--|---|---|---|--|--|
| 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 ILO , the proportion of women increased by 7.6 percentage points, from 36.5% (373 out of 1022) in 2001 to 44.1% (328 out of 744) 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 | 16.7 | 50.0 | 33.3 | 3.3 |
| D-2 | 20.8 | 27.4 | 6.6 | 0.7 | D-2 | 19.0 | 29.2 | 10.1 | 1.0 |
| D-1 | 21.3 | 30.2 | 8.8 | 0.9 | D-1 | 24.1 | 47.7 | 23.6 | 2.4 |
| P-5 | 24.1 | 33.1 | 8.9 | 0.9 | P-5 | 22.0 | 34.6 | 12.6 | 1.3 |
| P-4 | 31.3 | 39.4 | 8.1 | 0.8 | P-4 | 42.6 | 45.1 | 2.4 | 0.2 |
| P-3 | 40.3 | 45.2 | 5.0 | 0.5 | P-3 | 50.3 | 56.5 | 6.2 | 0.6 |
| P-2 | 53.3 | 56.9 | 3.6 | 0.4 | P-2 | 62.6 | 78.3 | 15.7 | 1.6 |
| P-1 | 63.6 | 60.2 | -3.4 | -0.3 | P-1 | 33.3 | 0.0 | -33.3 | -3.3 |

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 ILO constituted:</p> <ul style="list-style-type: none"> • 44.1% (328 out of 744) of all staff in the professional and higher categories with appointments of one year or more • 43.4% (43 out of 99) of all staff D-1 to UG • 44.2% (285 out of 645) of all staff P-1 to P-5 <p>• Gender parity achieved: P-2: 78.3% (18 out of 23); P-3: 56.5% (65 out of 115); UG: 50.0% (5 out of 10)</p> <p>• Largest increase: UG: 33.3% (from 16.7% in Dec. 2001 to 50.0% in Dec. 2011)</p> <p>• Largest decrease: P-1: -33.3% (from 33.3% in Dec. 2001 to 0.0% in Dec. 2011)</p> |
|---|---|

Representation of Women in Appointments, Promotions and Separations (P-1 to UG): 1 January 2010 to 31 December 2011

| THE UNITED NATIONS SYSTEM | INTERNATIONAL LABOUR ORGANIZATION (ILO) |
|---|---|
| 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): 43.1% (31 out of 72) • D-1 to UG Appointments: 70.0% (7 out of 10) • P-1 to P-5 Appointments: 38.7% (24 out of 62) • Gender parity in Appointments achieved: P-2: 80.0% (8 out of 10); D-1: 80.0% (4 out of 5); D-2: 66.7% (2 out of 3); UG: 50.0% (1 out of 2) • Highest proportion of female Appointments: P-2: 80.0% (8 out of 10); D-1: 80.0% (4 out of 5) • Lowest proportion of female Appointments: P-5: 18.2% (2 out of 11) |
| 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): 48.6% (51 out of 105) • D-1 and D-2 Promotions: 30.4% (7 out of 23) • P-2 to P-5 Promotions: 53.7% (44 out of 82) • Gender parity in Promotions achieved: P-2: 100.0% (5 out of 5); P-3: 64.7% (11 out of 17); P-4: 57.1% (16 out of 28) • Highest proportion of female Promotions: P-2: 100.0% (5 out of 5) • Lowest proportion of female Promotions: D-1: 25.0% (4 out of 16) |
| 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 40.0% (44 out of 110) of all Separations (P-1 to UG), which is lower than their representation in ILO (44.1%) • The proportion of female separations was higher than the proportion of women at these levels: P-5: 37.5% separations vs. 34.6% representation; D-2: 50.0% vs 29.2% <p>Major causes of separations at these levels:</p> <p>At the P-5 level 33.3% (6 out of 18) of women separated because of mandatory retirement, 22.2% (4 out of 18) because of resignation, and 22.2% (4 out of 18) because of appointment expirations; At D-2, 100.0% (2 out of 2) because of mandatory retirement.</p> |