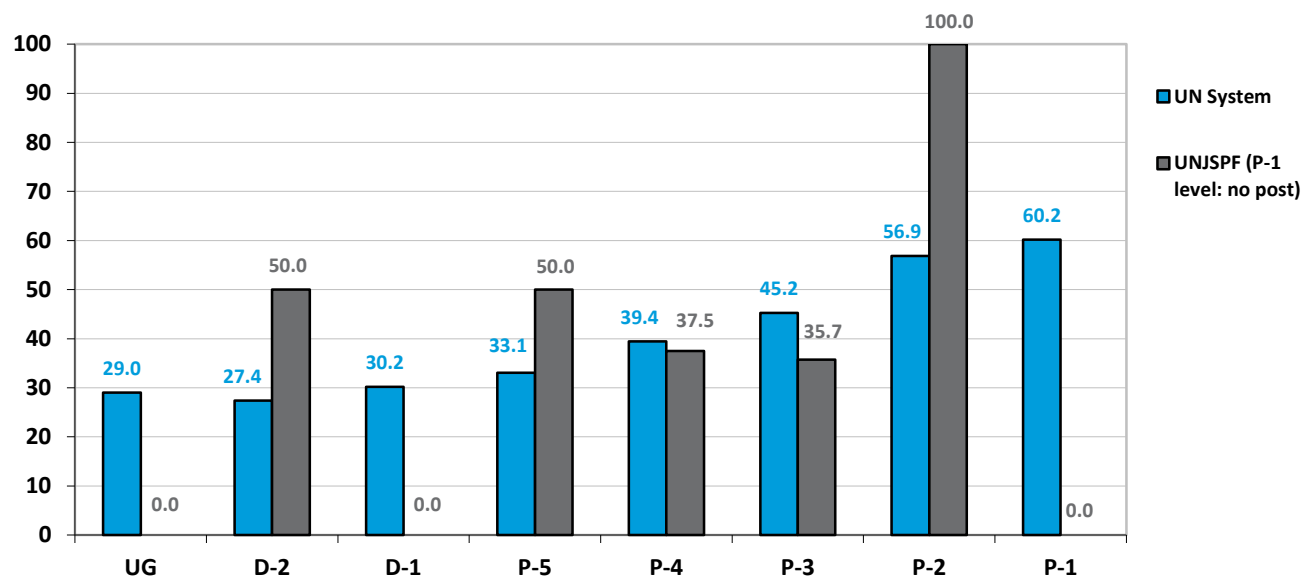


Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations System (Dec. 2011) and UNJSPF (Dec. 2011)



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

THE UNITED NATIONS SYSTEM					UNITED NATIONS JOINT PENSION FUND (UNJSPF)				
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 UNJSPF , the proportion of women decreased by 5.3 percentage points, from 43.2% (16 out of 37) in 2001 to 37.9% (33 out of 87) 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	0.0	0.0	0.0	0.0
D-2	20.8	27.4	6.6	0.7	D-2	0.0	50.0	50.0	5.0
D-1	21.3	30.2	8.8	0.9	D-1	33.3	0.0	-33.3	-3.3
P-5	24.1	33.1	8.9	0.9	P-5	42.9	50.0	7.1	0.7
P-4	31.3	39.4	8.1	0.8	P-4	43.8	37.5	-6.3	-0.6
P-3	40.3	45.2	5.0	0.5	P-3	55.6	35.7	-19.8	-2.0
P-2	53.3	56.9	3.6	0.4	P-2	0.0	100.0	100.0	10.0
P-1	63.6	60.2	-3.4	-0.3	P-1	0.0	0.0	0.0	0.0

- As of 31 December 2011, women in the **UN System** constituted:
- **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
 - Gender parity achieved: **P-1:** 60.2% (71 out of 118); **P-2:** 56.9% (1,746 out of 3,070)
 - Largest increase: **UG:** 13.4% (from 15.6% in Dec. 2001 to 29.0% in Dec. 2011)
 - Largest decrease: **P-1:** -3.4% (from 63.6% in Dec. 2001 to 60.2% in Dec. 2011)

- As of 31 December 2011, women in **UNJSPF** constituted:
- **37.9%** (33 out of 87) of all staff in the professional and higher categories with appointments of one year or more
 - **12.5%** (1 out of 8) of all staff D-1 to UG
 - **40.5%** (32 out of 79) of all staff P-1 to P-5
 - Gender balance achieved: **P-2:** 100.0% (1 out of 1); **P-5:** 50.0% (1 out of 2); **D-2:** 50.0% (1 out of 2)
 - Largest increase: **P-2:** 100.0% (from 0.0% in Dec. 2001 to 100.0% in Dec. 2011)
 - Largest decrease: **D-1:** -33.3% (from 33.3% in Dec. 2001 to 0.0% in Dec. 2011)

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

THE UNITED NATIONS SYSTEM	UNITED NATIONS JOINT PENSION FUND (UNJSPF)
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): 39.8% (35 out of 88) • D-1 to UG Appointments: 12.5% (1 out of 8) • P-1 to P-5 Appointments: 42.5% (34 out of 80) • Gender parity in Appointments achieved: P-2: 100.0% (1 out of 1); P-5: 55.6% (10 out of 18); D-2: 50.0% (1 out of 2) • Highest proportion of female Appointments: P-2: 100.0% (1 out of 1) • Lowest proportion of female Appointments: D-1: 0.0% (0 out of 5); UG: 0.0% (0 out of 1)
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): 50.0% (2 out of 4) • D-1 and D-2 Promotions: NONE • P-2 to P-5 Promotions: 50.0% (2 out of 4) • Gender parity in Promotions achieved: P-4: 50.0% (2 out of 4) • Highest proportion of female Promotions: P-4: 50.0% (2 out of 4) • Lowest proportion of female Promotions: N/A (PROMOTIONS AT ONLY ONE LEVEL)
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>	NO SEPARATIONS REPORTED