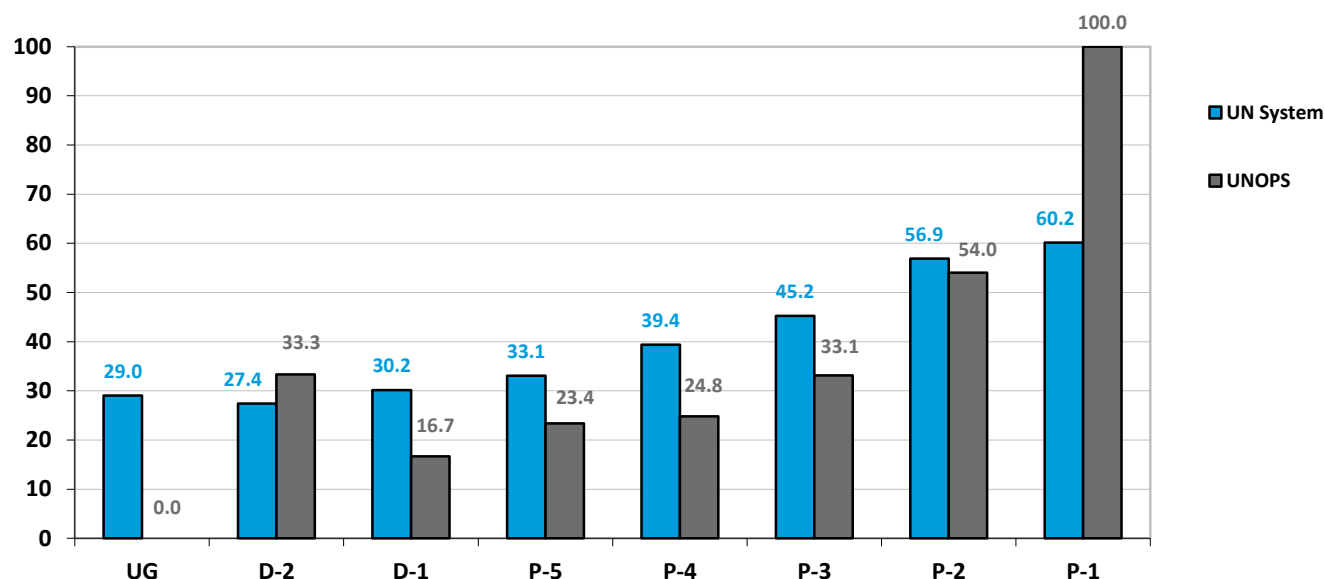


The Status of Women in the United Nations System

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



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

| THE UNITED NATIONS SYSTEM | | | | | UNITED NATIONS OFFICE FOR PROJECT SERVICES (UNOPS) | | | | |
|---|---|---|--|--|---|---|---|--|--|
| 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 UNOPS , the proportion of women decreased by 0.1 percentage points, from 30.1% (78 out of 259) in 2001 to 30.0% (147 out of 490) 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 | 28.6 | 33.3 | 4.8 | 0.5 |
| D-1 | 21.3 | 30.2 | 8.8 | 0.9 | D-1 | 11.5 | 16.7 | 5.1 | 0.5 |
| P-5 | 24.1 | 33.1 | 8.9 | 0.9 | P-5 | 25.8 | 23.4 | -2.5 | -0.2 |
| P-4 | 31.3 | 39.4 | 8.1 | 0.8 | P-4 | 27.4 | 24.8 | -2.6 | -0.3 |
| P-3 | 40.3 | 45.2 | 5.0 | 0.5 | P-3 | 42.1 | 33.1 | -9.0 | -0.9 |
| P-2 | 53.3 | 56.9 | 3.6 | 0.4 | P-2 | 50.0 | 54.0 | 4.0 | 0.4 |
| P-1 | 63.6 | 60.2 | -3.4 | -0.3 | P-1 | 0.0 | 100.0 | 100.0 | 10.0 |

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/>

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|---|--|
| <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 UNOPS constituted:</p> <ul style="list-style-type: none"> • 30.0% (147 out of 490) of all staff in the professional and higher categories with appointments of one year or more • 19.6% (51 out of 343) of all staff D-1 to UG • 31.2% (137 out of 439) of all staff P-1 to P-5 <p>• Gender parity achieved: P-1: 100.0% (1 out of 1); P-2: 54.0% (27 out of 50)</p> <p>• Largest increase: P-1: 100.0% (from 0.0% in Dec. 2001 to 100.0% in Dec. 2011)</p> <p>• Largest decrease: P-3: -9.0% (from 42.1% in Dec. 2001 to 33.1% 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 | UNITED NATIONS OFFICE FOR PROJECT SERVICES (UNOPS) |
|---|--|
| 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): 33.3% (47 out of 141) • D-1 to UG Appointments: 30.8% (4 out of 13) • P-1 to P-5 Appointments: 33.6% (43 out of 128) • Gender parity in Appointments achieved: P-1: 100.0% (1 out of 1); P-2: 66.7% (14 out of 21) • Highest proportion of female Appointments: P-1: 100.0% (1 out of 1) • Lowest proportion of female Appointments: P-5: 21.1% (4 out of 19) |
| 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) | NO PROMOTIONS REPORTED |
| 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 31.7% (51 out of 161) of all Separations (P-1 to UG), which is higher than their representation in UNOPS (30.0%) • The proportion of female separations was higher than the proportion of women at these levels: P-2: 61.5% separations vs. 54.0% representation; P-4: 40.8% vs. 24.8%; D-1: 25.0% vs. 16.7% <p>Major causes of separations at these levels:</p> <p>At the P-2 level 75.0% (6 out of 8) of women separated because of appointment expirations; At P-4, 65.0% (13 out of 20) because of appointment expirations, and 20.0% (4 out of 20) because of resignation; At D-1, 50.0% (1 out of 2) because of appointment expiration, and 50.0% (1 out of 2) because of death.</p> |