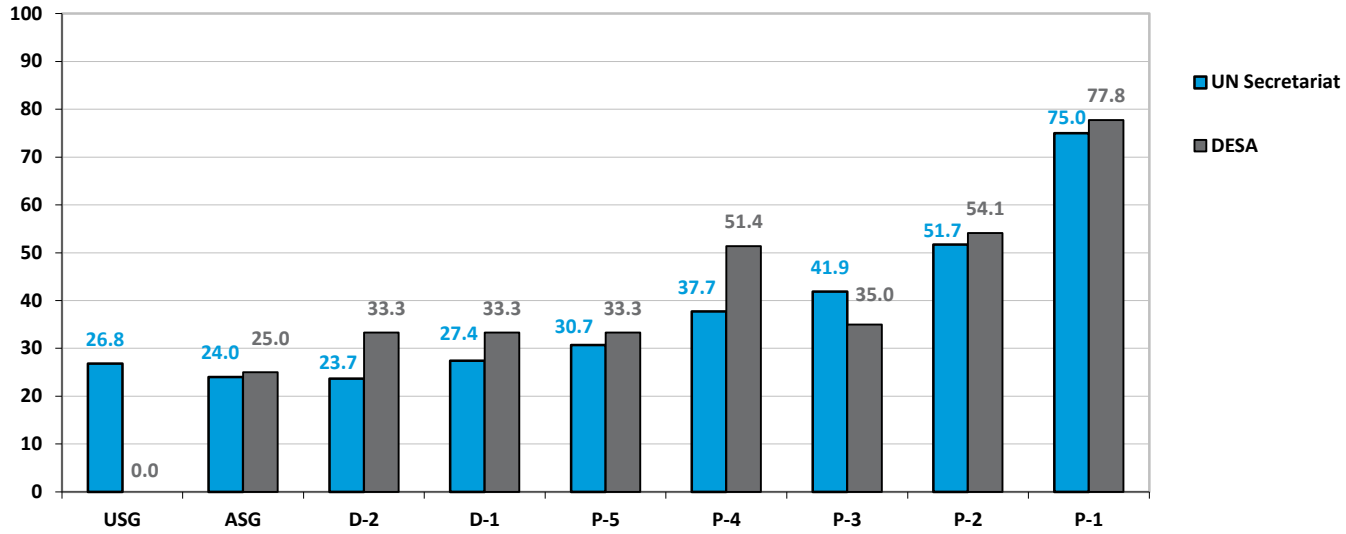
The Status of Women in the United Nations Secretariat Departments

Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations Secretariat (June 2012) and DESA (June 2012)



Trends in the Representation of Women in the Professional and Higher Categories – 2002 to 2012

The United Nations Secretariat

During the period 2002-2012 in the **UN Secretariat**, the proportion of women **increased** by **4.0** percentage points from **35.0%** (2,005 out of 5,733) in 2002 to **39.0%** (4,297 out of 11,025) in 2012.

Level	% of women as of 30 June 2002	% of women as of 30 June 2012	Total change 2002-2012 (percentage points)	Avg. annual change 2002-2012 (percentage points)
USG	10.5	26.8	16.3	1.6
ASG	12.5	24.0	11.5	1.2
D-2	22.3	23.7	1.4	0.1
D-1	29.0	27.4	-1.6	-0.2
P-5	29.5	30.7	1.2	-0.1
P-4	31.4	37.7	6.3	0.6
P-3	38.1	41.9	3.8	0.4
P-2	48.8	51.7	2.9	0.3
P-1	63.2	75.0	11.8	1.2

DESA

During the period 2002-2012 in **DESA**, the proportion of women **decreased** by **2.7** percentage points, from **47.8%** (121 out of 253) in 2002 to **45.1%** (255 out of 566) in 2012.

Level	% of women as of 30 June 2002	% of women as of 30 June 2012	Total change 2002-2012 (percentage points)	Avg. annual change 2002-2012 (percentage points)
USG	0.0	0.0	0.0	0.0
ASG	50.0	25.0	-25.0	-2.5
D-2	30.0	33.3	3.3	0.3
D-1	44.4	33.3	-11.1	-1.1
P-5	42.9	33.3	-9.6	-1.0
P-4	53.9	51.4	-2.5	-0.3
P-3	48.0	35.0	-13.0	-1.3
P-2	51.6	54.1	2.5	0.3
P-1	0.0	77.8	77.8	7.8

Source: OHRM. 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/

As of 30 June 2012, women in the **UN Secretariat** constituted:	As of 30 June 2012, women in **DESA** constituted:
• **39.0%** (4,297 out of 11,025) of all staff in the professional and higher categories with appointments of one year or more • **26.2%** (205 out of 781) of all staff D-1 to USG • **39.9%** (4,092 out of 10,244) of all staff P-1 to P-5 • Gender parity achieved: **P-1**: 75.0% (9 out of 12); **P-2**: 51.7% (666 out of 1,289) • Largest increase: **USG**: 16.3% (from 10.5% in June 2002 to 26.8% in June 2012) • Largest decrease: **P-1**: -1.6% (from 29.0% in June 2002 to 27.4% in June 2012)	• **45.1%** (255 out of 566) of all staff in the professional and higher categories with appointments of one year or more • **31.0%** (18 out of 58) of all staff D-1 to USG • **46.7%** (237 out of 508) of all staff P-1 to P-5 • Gender parity achieved: **P-1**: 77.8% (7 out of 9); **P-2**: 54.1% (111 out of 205); **P-4**: 51.4% (55 out of 107) • Largest increase: **P-1**: 77.8% (from 0.0% in June 2002 to 77.8% in June 2012) • Largest decrease: **ASG**: -25.0% (from 50.0% in June 2002 to 25.0% in June 2012)

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

THE UNITED NATIONS SECRETARIAT	DESA
APPOINTMENTS	
• All Appointments (P-1 to USG): **41.7%** (1,114 out of 2,674) • D-1 to USG Appointments: **25.3%** (48 out of 190) • P-1 to P-5 Appointments: **42.9%** (1,066 out of 2,484) • Gender parity in Appointments achieved: **P-1**: 70.0% (14 out of 20); **P-2**: 50.9% (288 out of 566) • Highest proportion of female Appointments: **P-1**: 70.0% (14 out of 20) • Lowest proportion of female Appointments: **ASG**: 24.2% (8 out of 33)	• All Appointments (P-1 to USG): **53.7%** (144 out of 268) • D-1 to USG Appointments: **35.7%** (5 out of 14) • P-1 to P-5 Appointments: **54.7%** (139 out of 254) • Gender parity in Appointments achieved: **P-1**: 68.8% (11 out of 16); **P-2**: 54.3% (82 out of 151); **P-3**: 59.3% (35 out of 59); **D-1**: 50.0% (2 out of 4); **ASG**: 50.0% (1 out of 2); **USG**: 100% (1 out of 1) • Highest proportion of female Appointments: **USG**: 100.0% (1 out of 1) • Lowest proportion of female Appointments: **D-2**: 14.3% (1 out of 7)
PROMOTIONS	
• All Promotions (P-2 to D-2): **41.0%** (644 out of 1,572) • D-1 and D-2 Promotions: **32.4%** (55 out of 170) • P-2 to P-5 Promotions: **42.0%** (589 out of 1,402) • Gender parity in Promotions achieved: **P-2**: 53.1% (26 out of 49) • Highest proportion of female Promotions: **P-2**: 53.1% (26 out of 49) • Lowest proportion of female Promotions: **D-2**: 24.1% (7 out of 29)	• All Promotions (P-2 to D-2): **54.2%** (45 out of 83) • D-1 and D-2 Promotions: **42.9%** (3 out of 7) • P-2 to P5 Promotions: **55.3%** (42 out of 76) • Gender parity in Promotions achieved: **P-2**: 71.4% (10 out of 14); **P-4**: 57.1% (12 out of 21); **P-5**: 56.3% (9 out of 16) • Highest proportion of female Promotions: **P-2**: 71.4% (10 out of 14) • Lowest proportion of female Promotions: **D-1**: 42.9% (3 out of 7)
SEPARATIONS	
• Women constituted **39.8%** (1,079 out of 2,713) of Separations (P-1 to USG), which is **higher** than their representation in the Secretariat (38.7%) • The proportion of female separations was higher than the proportion of women at these levels: **P-2**: 58.6% separations vs. 51.6% representation; **P-3**: 47.5% vs. 41.5% **Major causes of separations at these levels**: 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.	• Women constituted **53.5%** (130 out of 243) of Separations (P-1 to USG) which is **higher** than their representation in DESA (43.9%) • The proportion of female separations was higher than the proportion of women at these levels: **P-2**: 63.6% separations vs. 52.2% representation; **P-3**: 50.0% vs. 33.0%; **P-4**: 52.6% vs. 49.5%; **D-1**: 33.3% vs. 27.3%; **USG**: 100.0% vs. 0.0% **Major causes of separations at these levels**: At the **P-2** level 72.0% (54 out of 75) of women separated because of appointment expirations; At **P-3**, 61.8% (21 out of 39) because of appointment expirations, and 17.6% (6 out of 34) because of resignation; At **P-4**, 40.0% (4 out of 10) because of interagency transfers; At **D-1**, 60.0% (3 out of 5) because of interagency transers, and 40.0% (2 out of 5) because of mandatory retirement; At **USG**, 100.0% (1 out of 1) because of interagency transfers.

Source: OHRM. Prepared by the Focal Point for Women, Coordination Division, UN Women, December 2012.
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