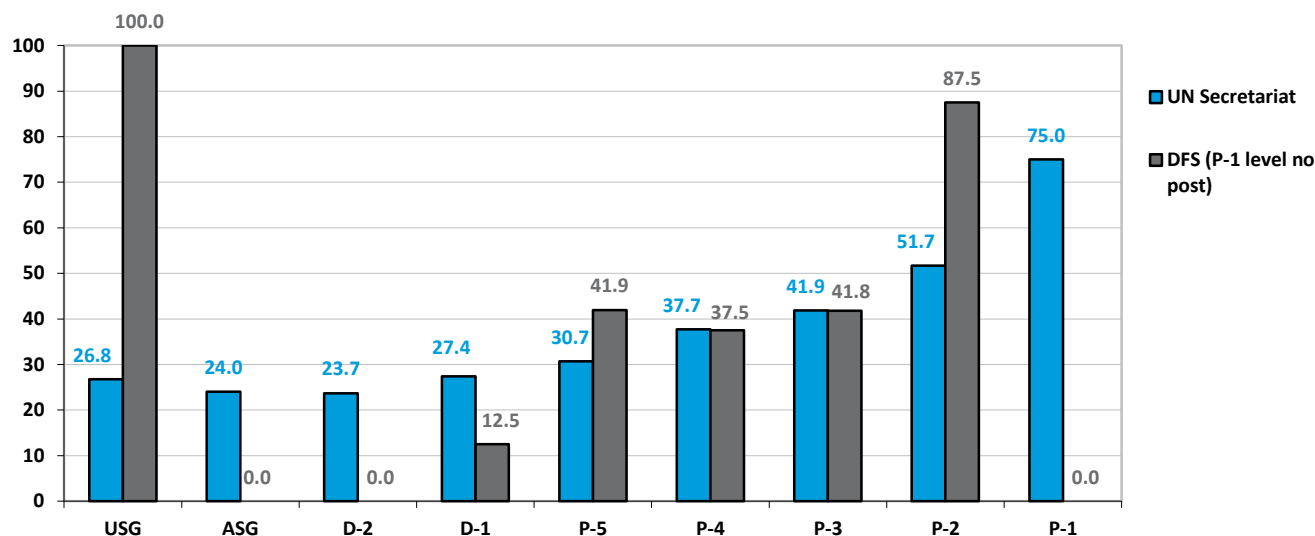


The Status of Women in the United Nations Secretariat Departments

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



Trends in the Representation of Women in the Professional and Higher Categories – 2008* to 2012

THE UNITED NATIONS SECRETARIAT					DFS				
During the period 2008-2012 in the UN Secretariat , the proportion of women increased by 1.4 percentage points, from 37.6% (2,741 out of 7,288) in 2008 to 39.0% (4,297 out of 11,025) in 2012.					During the period 2008-2012 in DFS , the proportion of women increased by 3.9 percentage points, from 36.4% (63 out of 173) in 2008 to 40.3% (98 out of 243) in 2012.				
Level	% of women as of 30 June 2008	% of women as of 30 June 2012	Total change 2008-2012 (percentage points)	Avg. annual change 2008-2012 (percentage points)	Level	% of women as of 30 June 2008	% of women as of 30 June 2012	Total change 2008-2012 (percentage points)	Avg. annual change 2008-2012 (percentage points)
USG	17.5	26.8	9.3	2.3	USG	100.0	100.0	0.0	0.0
ASG	23.5	24.0	0.5	0.1	ASG	100.0	0.0	-100.0	-25.0
D-2	23.8	23.7	-0.1	0.0	D-2	0.0	0.0	0.0	0.0
D-1	28.7	27.4	-1.3	-0.3	D-1	0.0	12.5	12.5	3.1
P-5	31.6	30.7	-0.9	-0.2	P-5	31.8	41.9	10.1	2.5
P-4	35.9	37.7	1.8	0.4	P-4	43.6	37.5	-6.1	-1.5
P-3	40.5	41.9	1.4	0.3	P-3	34.2	41.8	7.6	1.9
P-2	51.6	51.7	0.1	0.0	P-2	33.3	87.5	54.2	13.5
P-1	0.0	75.0	75.0	18.8	P-1	0.0	0.0	0.0	0.0

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

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

<p>As of 30 June 2012, women in the UN Secretariat constituted:</p> <ul style="list-style-type: none"> • 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 <p>• Gender parity achieved: P-1: 75.0% (9 out of 12); P-2: 51.7% (666 out of 1,289)</p> <p>• Largest increase: P-1: 75.0% (from 0.0% in June 2008 to 75.0% in June 2012)</p> <p>• Largest decrease: D-1: -1.3% (from 28.7% in June 2008 to 27.4% in June 2012)</p>	<p>As of 30 June 2012, women in DFS constituted:</p> <ul style="list-style-type: none"> • 40.3% (98 out of 243) of all staff in the professional and higher categories with appointments of one year or more • 14.3% (2 out of 14) of all staff D-1 to USG • 41.9% (96 out of 229) of all staff P-1 to P-5 <p>• Gender parity achieved: P-2: 87.5% (7 out of 8); USG: 100.0% (1 out of 1)</p> <p>• Largest increase: P-2: 54.2% (from 33.3% in June 2008 to 87.5% in June 2012)</p> <p>• Largest decrease: ASG: -100.0% (from 100.0% in June 2008 to 0.0% in June 2012)</p>
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Representation of Women in Appointments, Promotions and Separations (P-1 to USG): 1 January 2010 to 31 December 2011

THE UNITED NATIONS SECRETARIAT	DFS
APPOINTMENTS	
<ul style="list-style-type: none"> • 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) 	<ul style="list-style-type: none"> • All Appointments (P-1 to USG): 47.5% (19 out of 40) • D-1 to USG Appointments: NONE • P-1 to P-5 Appointments: 47.5% (19 out of 40) • Gender parity in Appointments achieved: P-2: 75.0% (3 out of 4); P-3: 50.0% (11 out of 22); P-5: 100.0% (1 out of 1) • Highest proportion of female Appointments: P-5: 100.0% (1 out of 1) • Lowest proportion of female Appointments: P-4: 30.8% (4 out of 13)
PROMOTIONS	
<ul style="list-style-type: none"> • 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) 	<ul style="list-style-type: none"> • All Promotions (P-2 to D-2): 34.6% (9 out of 26) • D-1 and D-2 Promotions: 0.0% (0 out of 1) • P-2 to P-5 Promotions: 36.0% (9 out of 25) • Gender parity in Promotions achieved: NONE • Highest proportion of female Promotions: P-4: 42.9% (9 out of 21) • Lowest proportion of female Promotions: P-3 and D-1: 0.0% (0 out of 1); P-5: 0.0% (0 out of 3)
SEPARATIONS	
<ul style="list-style-type: none"> • 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% <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 51.2% (22 out of 43) of Separations (P-1 to USG) which is higher than their representation in DFS (40.7%) • The proportion of female separations was higher than the proportion of women at these levels: P-3: 62.5% separations vs. 43.3% representation; P-5: 50.0% vs. 40.7%; D-1: 100.0% vs. 25.0% <p>Major causes of separations at these levels:</p> <p>At the P-3 level 86.7% (13 out of 15) of women separated because of appointment expirations; At P-5, 100.0% (1 out of 1) because of resignation; At D-1, 100.0% (1 out of 1) because of mandatory retirements.</p>