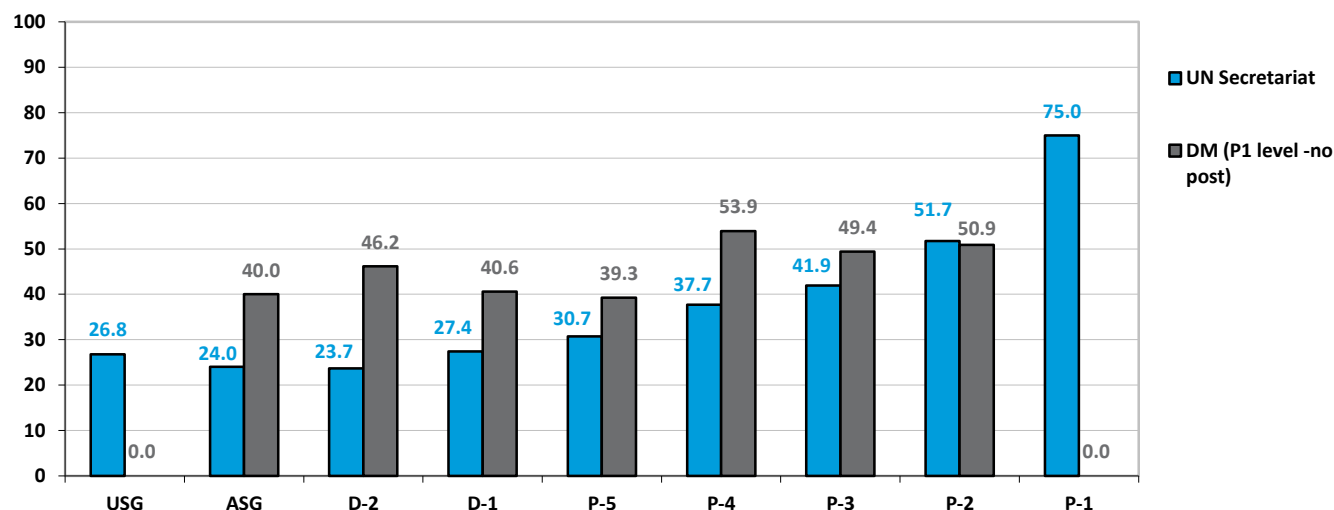


The Status of Women in the United Nations Secretariat Departments

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



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

THE UNITED NATIONS SECRETARIAT					DM				
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.					During the period 2002-2012 in DM , the proportion of women increased by 5.0 percentage points, from 43.3% (145 out of 335) in 2002 to 48.3% (277 out of 573) 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)	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	USG	0.0	0.0	0.0	0.0
ASG	12.5	24.0	11.5	1.2	ASG	33.3	40.0	0.0	0.0
D-2	22.3	23.7	1.3	0.1	D-2	22.2	46.2	24.0	2.4
D-1	29.0	27.4	-1.6	-0.2	D-1	30.4	40.6	10.2	1.0
P-5	29.5	30.7	1.2	0.1	P-5	44.3	39.3	-5.0	-0.5
P-4	31.4	37.7	6.3	0.6	P-4	44.0	53.9	9.9	1.0
P-3	38.1	41.9	3.8	0.4	P-3	44.0	49.4	5.4	0.5
P-2	48.8	51.7	2.8	0.3	P-2	51.1	50.9	-0.2	0.0
P-1	63.2	75.0	11.8	1.2	P-1	0.0	0.0	0.0	0.0

<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 <ul style="list-style-type: none"> • 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) 	<p>As of 30 June 2012, women in DM constituted:</p> <ul style="list-style-type: none"> • 48.3% (277 out of 573) of all staff in the professional and higher categories with appointments of one year or more • 27.8% (10 out of 36) of all staff D-1 to USG • 45.0% (135 out of 299) of all staff P-1 to P-5 <ul style="list-style-type: none"> • Gender parity achieved: P-2: 50.9% (28 out of 55); P-4: 53.9% (103 out of 191) • Largest increase: D-2: 24.0% (from 22.2% in June 2002 to 46.2% in June 2012) • Largest decrease: P-5: -5.0% (from 44.3% in June 2002 to 39.3% in June 2012)
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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	DM
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): 46.3% (68 out of 147) • D-1 to USG Appointments: 66.7% (2 out of 3) • P-1 to P-5 Appointments: 45.8% (66 out of 144) • Gender parity in Appointments achieved: P-4: 54.3% (19 out of 35); D-1: 100% (1 out of 1); ASG: 100.0% (1 out of 1) • Highest proportion of female Appointments: D-1 and ASG: 100.0% (1 out of 1) • Lowest proportion of female Appointments: SG: 0.0% (0 out of 1)
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 at: 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): 43.2% (38 out of 88) • D-1 and D-2 Promotions: 27.3% (3 out of 11) • P-2 to P-5 Promotions: 45.4% (35 out of 77) • Gender parity in Promotions achieved at: P-2: 50.0% (3 out of 6); P-4: 55.9% (19 out of 34) • Highest proportion of female Promotions: P-4: 55.9% (19 out of 34) • Lowest proportion of female Promotions: D-2: 0.0% (0 out of 4)
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 41.4% (53 out of 129) of Separations (P-1 to USG), which is lower than their representation in DM (47.0%) • The proportion of female separations was higher than the proportion of women at these levels: P-2: 66.7% separations vs. 51.3% representation; P-3: 40.4% vs. 37.8%; P-5: 44.0% vs. 37.4%; ASG: 50.0% vs. 25.0% <p>Major causes of separations at these levels:</p> <p>At the P-2 level 50.0% (3 out of 6) of women separated because of appointment expirations and 33.3% (2 out of 6) because of resignation; At P-3, 90.5% (19 out of 21) because of appointment expirations ; At P-5, 36.4% (4 out of 11) because of mandatory retirement and 27.3% (3 out of 11) because of resignation; At ASG, 100.0% (1 out of 1) because of mandatory retirement.</p>