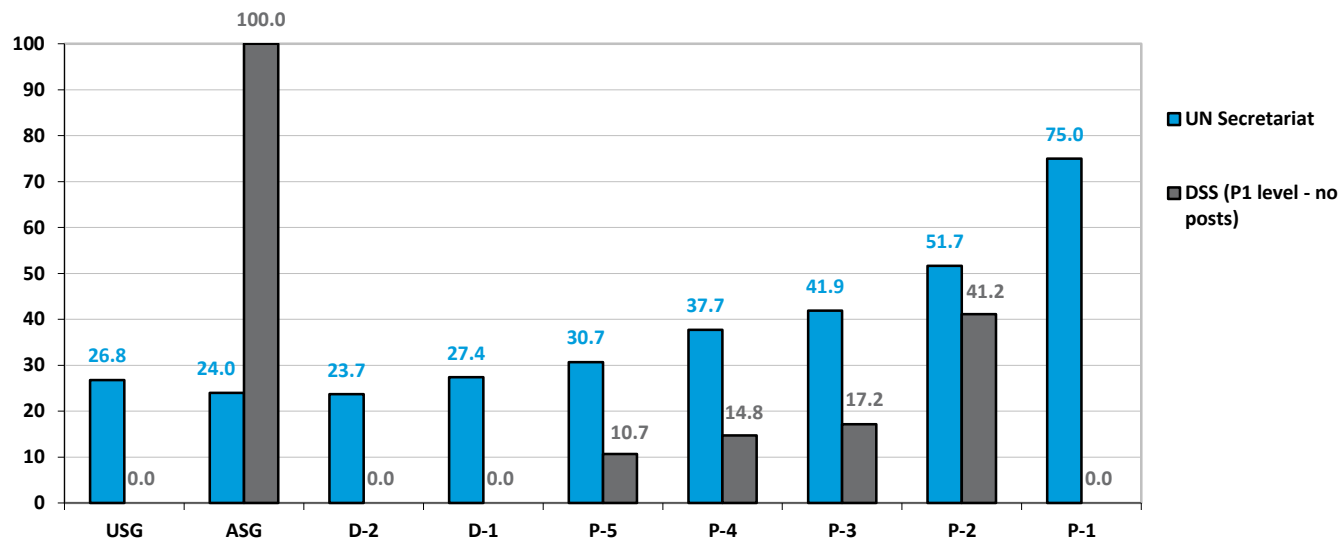


The Status of Women in the United Nations Secretariat Departments

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



Trends in the Representation of Women in the Professional and Higher Categories – 2005* to 2012

THE UNITED NATIONS SECRETARIAT					DSS				
During the period 2005-2012 in the UN Secretariat , the proportion of women increased by 1.9 percentage points, from 37.1% (2,134 out of 5,752) in 2005 to 39.0% (4,297 out of 11,025) in 2012.					During the period 2005-2012 in DSS , the proportion of women increased by 1.3 percentage points, from 50.4% (119 out of 236) in 2005 to 51.7% (138 out of 267) in 2012.				
Level	% of women as of 30 June 2005	% of women as of 30 June 2012	Total change 2005-2012 (percentage points)	Avg. annual change 2005-2012 (percentage points)	Level	% of women as of 30 June 2005	% of women as of 30 June 2012	Total change 2005-2012 (percentage points)	Avg. annual change 2005-2012 (percentage points)
USG	16.2	26.8	10.6	1.5	USG	0.0	0.0	0.0	0.0
ASG	18.8	24.0	5.3	0.8	ASG	0.0	100.0	100.0	14.3
D-2	26.7	23.7	-3.0	-0.4	D-2	100.0	0.0	-100.0	-14.3
D-1	29.9	27.4	-2.4	-0.3	D-1	0.0	0.0	0.0	0.0
P-5	31.4	30.7	-0.7	-0.1	P-5	25.0	10.7	-14.3	-2.0
P-4	34.6	37.7	3.1	0.4	P-4	16.7	14.8	-1.9	-0.3
P-3	41.0	41.9	0.9	0.1	P-3	50.0	17.2	-32.8	-4.7
P-2	50.8	51.7	0.8	0.1	P-2	50.0	41.2	-8.8	-1.3
P-1	0.0	75.0	75.0	10.7	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 2005 to 75.0% in June 2012)</p> <p>• Largest decrease: D-2: -3.0% (from 26.7% in June 2005 to 23.7% in June 2012)</p>	<p>As of 30 June 2012, women in DSS constituted:</p> <ul style="list-style-type: none"> • 16.8% (46 out of 274) 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 USG • 16.9% (45 out of 266) of all staff P-1 to P-5 <p>• Gender parity achieved: ASG: 100.0% (1 out of 1)</p> <p>• Largest increase: ASG: 100.0% (from 0.0% in June 2005 to 100.0% in June 2012)</p> <p>• Largest decrease: D-2: -100.0% (from 100.0% in June 2005 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	DSS
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): 33.3% (6 out of 18) • D-1 to USG Appointments: 50.0% (1 out of 2) • P-1 to P-5 Appointments: 31.3% (5 out of 16) • Gender parity in Appointments achieved: P-2: 66.7% (2 out of 3); ASG: 100.0% (1 out of 1) • Highest proportion of female Appointments: ASG: 100.0% (1 out of 1) • Lowest proportion of female Appointments: D-2: 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: 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): 7.1% (1 out of 14) • D-1 and D-2 Promotions: 0.0% (0 out of 4) • P-2 to P-5 Promotions: 10.0% (1 out of 10) • Gender parity in Promotions achieved: NONE • Highest proportion of female Promotions: P-4: 20.0% (1 out of 5) • Lowest proportion of female Promotions: P-2, P-3 and D-2: 0.0% (0 out of 1); P-5 and D-1: 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 14.3% (2 out of 14) of Separations (P-1 to USG) which is lower than their representation in DSS (29.2%) • The proportion of female separations was higher than the proportion of women at these levels: NONE

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/>