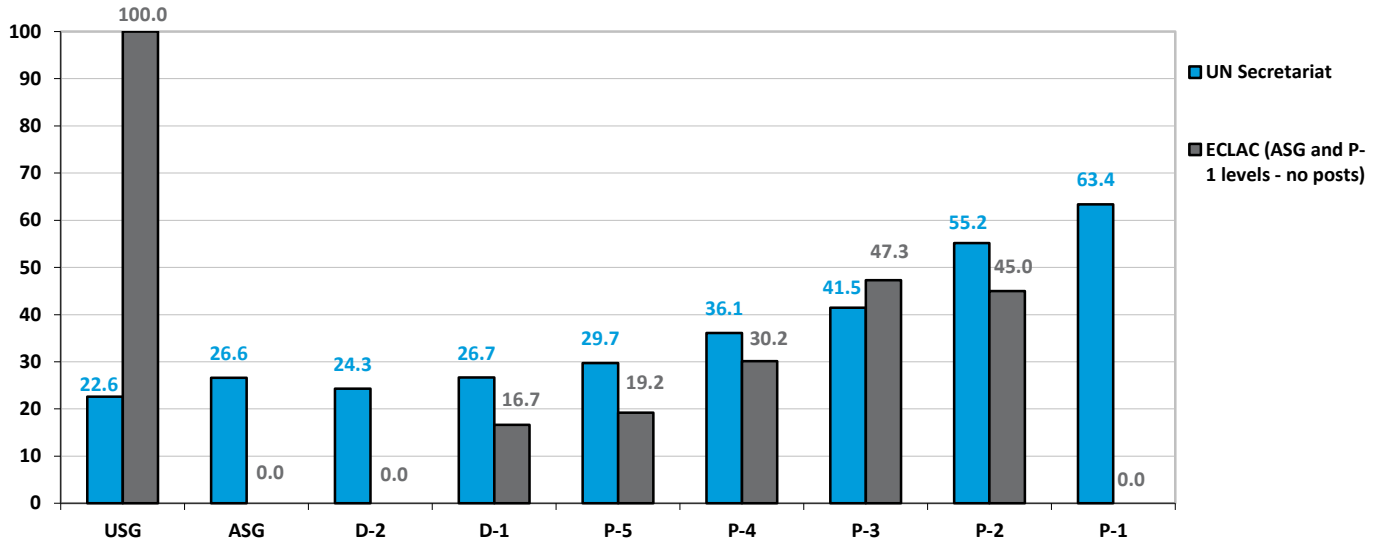
The Status of Women in the United Nations Secretariat Departments

Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations Secretariat (June 2012) and ECLAC (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	1.3	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	2.8	0.3
P-1	63.2	75.0	11.8	1.2

ECLAC

During the period 2002-2012 in **ECLAC**, the proportion of women **decreased** by **2.6** percentage points, from 38.5% (57 out of 148) in 2002 to 35.9% (71 out of 198) 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	100.0	100.0	10.0
ASG	0.0	0.0	0.0	0.0
D-2	0.0	0.0	0.0	0.0
D-1	54.5	16.7	-37.9	-3.8
P-5	28.6	19.2	-9.3	-0.9
P-4	34.0	30.2	-3.9	-0.4
P-3	42.9	47.3	4.4	0.4
P-2	43.8	45.0	1.3	0.1
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.
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 **ECLAC** 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)	• **35.9%** (71 out of 198) of all staff in the professional and higher categories with appointments of one year or more • **21.4%** (3 out of 14) of all staff D-1 to USG • **37.0%** (68 out of 184) of all staff P-1 to P-5 • Gender parity achieved: **USG**: 100.0% (1 out of 1) • Largest increase: **USG**: 100.0% (from 0.0% in June 2002 to 100.0% in June 2012) • Largest decrease: **D-1**: -37.8% (from 54.5% in June 2002 to 16.7% 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	ECLAC
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): **46.5%** (20 out of 43) • D-1 to USG Appointments: **NONE** • P-1 to P-5 Appointments: **46.5%** (20 out of 43) • Gender parity in Appointments achieved: **P-2**: 57.9% (11 out of 19); **P-3**: 54.5% (6 out of 11) • Highest proportion of female Appointments: **P-2**: 57.9%(11 out of 19) • Lowest proportion of female Appointments: **P-4**: 22.2% (2 out of 9)
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): **39.4%** (13 out of 33) • D-1 and D-2 Promotions: **25.0%** (1 out of 4) • P-2 to P-5 Promotions: **41.4%** (12 out of 29) • Gender parity in Promotions achieved: **P-3**: 53.8% (7 out of 13); **P-5**: 50.0% (2 out of 4) • Highest proportion of female Promotions: **P-3**: 53.8% (7 out of 13) • Lowest proportion of female Promotions: **P-2** and **D-1**: 25.0% (1 out of 4); **P-4**: 25.0% (2 out of 8)
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 constitued **29.8%** (14 out of 47) of Separations (P-1 to USG), which is **lower** than their representation in ECLAC (37.7%) • The proportion of female separations was higher than the proportion of women at these levels: **P-4**: 36.4% separations vs. 28.3 % representation **Major causes of separations at these levels**: At the **P-4** level 50.0% (4 out of 8) of women separated because of mandatory retirements and 37.5% (3 out of 8) because of appointment expirations.

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/