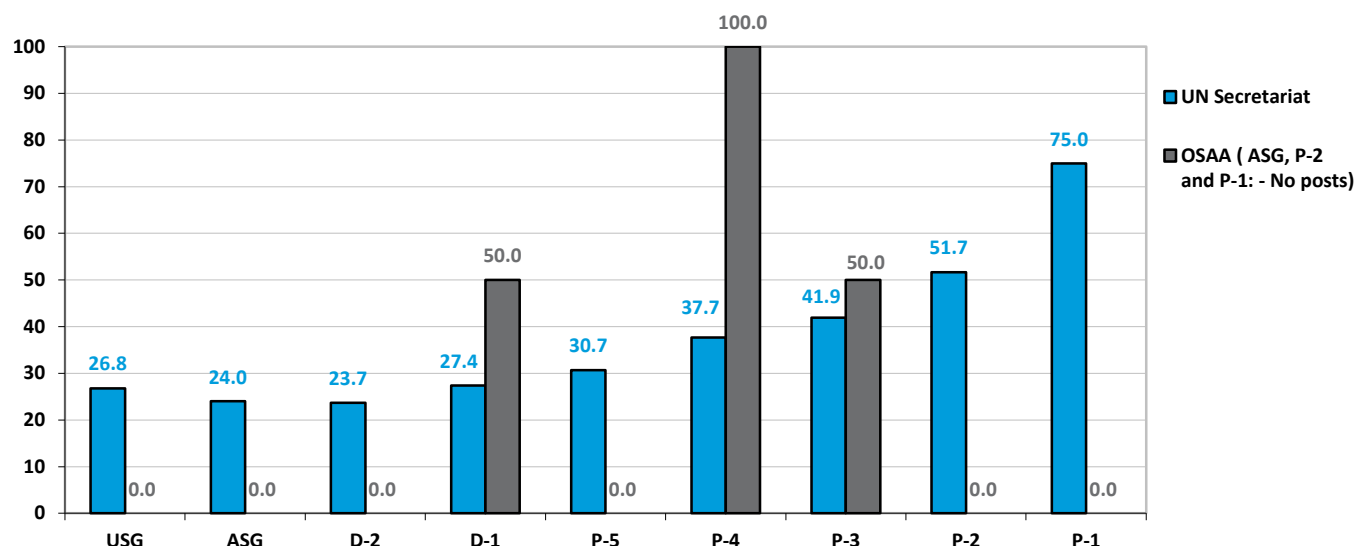


## The Status of Women in the United Nations Secretariat Departments

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



## Trends in the Representation of Women in the Professional and Higher Categories – 2004\* to 2012

THE UNITED NATIONS SECRETARIAT					OSAA				
During the period 2004-2012 in the <b>UN Secretariat</b> , the proportion of women <b>increased</b> by <b>1.6</b> percentage points, from <b>37.4%</b> (1,990 out of 5,325) in 2004 to <b>39.0%</b> (4,297 out of 11,025) in 2012.					During the period 2004-2012 in <b>OSAA</b> , the proportion of women <b>decreased</b> by <b>25.3</b> percentage points, from <b>71.4%</b> (5 out of 7) in 2004 to <b>46.2%</b> (6 out of 13) in 2012.				
Level	% of women as of 30 June 2004	% of women as of 30 June 2012	Total change 2004-2012 (percentage points)	Avg. annual change 2004-2012 (percentage points)	Level	% of women as of 30 June 2004	% of women as of 30 June 2012	Total change 2004-2012 (percentage points)	Avg. annual change 2004-2012 (percentage points)
<b>USG</b>	16.7	26.8	10.1	1.3	<b>USG</b>	0.0	0.0	0.0	0.0
<b>ASG</b>	17.1	24.0	6.9	0.9	<b>ASG</b>	0.0	0.0	0.0	0.0
<b>D-2</b>	27.6	23.7	-3.9	-0.5	<b>D-2</b>	100.0	0.0	-100.0	-12.5
<b>D-1</b>	32.3	27.4	-4.9	-0.6	<b>D-1</b>	0.0	50.0	50.0	6.3
<b>P-5</b>	31.0	30.7	-0.3	0.0	<b>P-5</b>	50.0	0.0	-50.0	-6.3
<b>P-4</b>	34.1	37.7	3.6	0.4	<b>P-4</b>	100.0	100.0	0.0	0.0
<b>P-3</b>	41.5	41.9	0.4	0.0	<b>P-3</b>	100.0	50.0	-50.0	-6.3
<b>P-2</b>	50.8	51.7	0.8	0.1	<b>P-2</b>	0.0	0.0	0.0	0.0
<b>P-1</b>	0.0	75.0	75.0	9.4	<b>P-1</b>	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 <b>UN Secretariat</b> constituted:</p> <ul style="list-style-type: none"> <li>• <b>39.0%</b> (4,297 out of 11,025) of all staff in the professional and higher categories with appointments of one year or more</li> <li>• <b>26.2%</b> (205 out of 781) of all staff D-1 to USG</li> <li>• <b>39.9%</b> (4,092 out of 10,244) of all staff P-1 to P-5</li> </ul> <p>• Gender parity achieved: <b>P-1:</b> 75.0% (9 out of 12); <b>P-2:</b> 51.7% (666 out of 1,289)</p> <p>• Largest increase: <b>P-1:</b> 75.0% (from 0.0% in June 2004 to 75.0% in June 2012)</p> <p>• Largest decrease: <b>D-1:</b> -4.9% (from 32.3% in June 2004 to 27.4% in June 2012)</p>	<p>As of 30 June 2012, women in <b>OSAA</b> constituted:</p> <ul style="list-style-type: none"> <li>• <b>46.2%</b> (6 out of 13) of all staff in the professional and higher categories with appointments of one year or more</li> <li>• <b>25.0%</b> (1 out of 4) of all staff D-1 to USG</li> <li>• <b>55.6%</b> (5 out of 9) of all staff P-1 to P-5</li> </ul> <p>• Gender parity achieved: <b>P-3:</b> 50.0% (2 out of 4); <b>P-4:</b> 100.0% (3 out of 3); <b>D-1:</b> 50.0% (1 out of 2)</p> <p>• Largest increase: <b>D-1:</b> 50.0% (from 0.0% in June 2004 to 50.0% in June 2012)</p> <p>• Largest decrease: <b>D-2:</b> -100.0% (from 100.0% in June 2004 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	OSAA
APPOINTMENTS	
<ul style="list-style-type: none"> <li>• All Appointments (P-1 to USG): <b>41.7%</b> (1,114 out of 2,674)</li> <li>• D-1 to USG Appointments: <b>25.3%</b> (48 out of 190)</li> <li>• P-1 to P-5 Appointments: <b>42.9%</b> (1,066 out of 2,484)</li> <li>• Gender parity in Appointments achieved: <b>P-1:</b> 70.0% (14 out of 20); <b>P-2:</b> 50.9% (288 out of 566)</li> <li>• Highest proportion of female Appointments: <b>P-1:</b> 70.0% (14 out of 20)</li> <li>• Lowest proportion of female Appointments: <b>ASG:</b> 24.2% (8 out of 33)</li> </ul>	<ul style="list-style-type: none"> <li>• All Appointments (P-1 to USG): <b>0.0%</b> (0 out of 1)</li> <li>• D-1 to USG Appointments: <b>NONE</b></li> <li>• P-1 to P-5 Appointments: <b>0.0%</b> (0 out of 1)</li> <li>• Gender parity in Appointments achieved: <b>NONE</b></li> <li>• Highest proportion of female Appointments: <b>NO FEMALE APPOINTMENTS REPORTED</b></li> <li>• Lowest proportion of female Appointments: <b>NO FEMALE APPOINTMENTS REPORTED</b></li> </ul>
PROMOTIONS	
<ul style="list-style-type: none"> <li>• All Promotions (P-2 to D-2): <b>41.0%</b> (644 out of 1,572)</li> <li>• D-1 and D-2 Promotions: <b>32.4%</b> (55 out of 170)</li> <li>• P-2 to P-5 Promotions: <b>42.0%</b> (589 out of 1,402)</li> <li>• Gender parity in Promotions achieved: <b>P-2:</b> 53.1% (26 out of 49)</li> <li>• Highest proportion of female Promotions: <b>P-2:</b> 53.1% (26 out of 49)</li> <li>• Lowest proportion of female Promotions: <b>D-2:</b> 24.1% (7 out of 29)</li> </ul>	<ul style="list-style-type: none"> <li>• All Promotions (P-2 to D-2): <b>100.0%</b> (1 out of 1)</li> <li>• D-1 and D-2 Promotions: <b>100.0%</b> (1 out of 1)</li> <li>• P-2 to P-5 Promotions: <b>NONE</b></li> <li>• Gender parity in Promotions achieved: <b>D-1:</b> 100.0% (1 out of 1)</li> <li>• Highest proportion of female Promotions: <b>D-1:</b> 100.0% (1 out of 1)</li> <li>• Lowest proportion of female Promotions: <b>ONLY ONE FEMALE PROMOTION REPORTED</b></li> </ul>
SEPARATIONS	
<ul style="list-style-type: none"> <li>• Women constituted <b>39.8%</b> (1,079 out of 2,713) of Separations (P-1 to USG), which is <b>higher</b> than their representation in the Secretariat (38.7%)</li> <li>• The proportion of female separations was higher than the proportion of women at these levels: <b>P-2:</b> 58.6% separations vs. 51.6% representation; <b>P-3:</b> 47.5% vs. 41.5%</li> </ul> <p><b>Major causes of separations at these levels:</b></p> <p>At the <b>P-2</b> 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 <b>P-3</b>, 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"> <li>• Women constituted <b>50.0%</b> (1 out of 2) of Separations (P-1 to USG), which is <b>equal to</b> their representation in OSAA (50.0%)</li> <li>• The proportion of female separations was higher than the proportion of women at these levels: <b>NONE</b></li> </ul>

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/>