The Status of Women in the United Nations Secretariat Departments

Gender distribution of staff in the Professional and higher categories

Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations Secretariat and DFS as at 31 December 2010

<table>
<thead>
<tr>
<th>Level</th>
<th>% of women as of 31 Dec 2007</th>
<th>% of women as of 31 Dec 2010</th>
<th>Total change 2007-2010 (percentage points)</th>
<th>Average annual change 2007-2010 (percentage points)</th>
</tr>
</thead>
<tbody>
<tr>
<td>USG</td>
<td>17</td>
<td>29.1</td>
<td>12.1</td>
<td>4.0</td>
</tr>
<tr>
<td>ASG</td>
<td>20.0</td>
<td>25</td>
<td>25</td>
<td>1.7</td>
</tr>
<tr>
<td>D-2</td>
<td>22.9</td>
<td>24.5</td>
<td>1.6</td>
<td>0.5</td>
</tr>
<tr>
<td>D-1</td>
<td>28.5</td>
<td>27.6</td>
<td>-0.9</td>
<td>-0.3</td>
</tr>
<tr>
<td>P-5</td>
<td>30.1</td>
<td>30.3</td>
<td>0.2</td>
<td>0.1</td>
</tr>
<tr>
<td>P-4</td>
<td>35.3</td>
<td>36.3</td>
<td>1.1</td>
<td>0.4</td>
</tr>
<tr>
<td>P-3</td>
<td>41.1</td>
<td>41.3</td>
<td>0.3</td>
<td>0.1</td>
</tr>
<tr>
<td>P-2</td>
<td>50.4</td>
<td>53.5</td>
<td>3.1</td>
<td>1.0</td>
</tr>
<tr>
<td>P-1</td>
<td>33.3</td>
<td>65</td>
<td>31.7</td>
<td>10.6</td>
</tr>
</tbody>
</table>

During the period 2007-2010 in the UN Secretariat, the proportion of women increased by 1.5 percentage points, from 37.3% (2,493 out of 6,688) in 2007 to 38.8% (3,945 out of 10,175) in 2010.

<table>
<thead>
<tr>
<th>Level</th>
<th>% of women as of 31 Dec 2007</th>
<th>% of women as of 31 Dec 2010</th>
<th>Total change 2007-2010 (percentage points)</th>
<th>Average annual change 2007-2010 (percentage points)</th>
</tr>
</thead>
<tbody>
<tr>
<td>USG</td>
<td>0.0</td>
<td>100.0</td>
<td>100.0</td>
<td>33.3</td>
</tr>
<tr>
<td>ASG</td>
<td>100.0</td>
<td>0.0</td>
<td>-100.0</td>
<td>-33.3</td>
</tr>
<tr>
<td>D-2</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
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<td>42.9</td>
<td>26.2</td>
<td>8.7</td>
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<tr>
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<td>30.8</td>
<td>25.9</td>
<td>-4.8</td>
<td>-1.6</td>
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<tr>
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<td>38.5</td>
<td>43.7</td>
<td>5.2</td>
<td>1.7</td>
</tr>
<tr>
<td>P-3</td>
<td>40.0</td>
<td>39.3</td>
<td>-0.7</td>
<td>-0.2</td>
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<td>75.0</td>
<td>35.0</td>
<td>11.7</td>
</tr>
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<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
</tbody>
</table>

During the period 2007-2010 in DFS, the proportion of women increased by 3 percentage points, from 37.8% (56 out of 148) in 2007 to 40.8% (95 out of 233) in 2010.

*Earliest available data
Source: OHRM
Prepared by the Focal Point for Women, UN Women, August 2011
As of 31 December 2010, women in the UN Secretariat constituted:

- **38.8%** (3,945 out of 10,175) of all staff in the professional and higher categories with appointments of one year or more;
- **26.9%** (207 out of 770) of all staff at the **D-1 level and above**;
- **39.7%** (3,738 out of 9,405) of all staff at the **P level**;

**Gender balance** has only been achieved at the **P-2 (53.5%)** and **P-1 (65%)** levels.

**Largest increase**: USG (20.5% from 8.6% in Dec. 2000 to 29.1% in Dec. 2010) and in ASG level (13.2% from 11.8% in Dec. 2000 to 25% in 2010);

**Largest decrease**: D-1 (-2.7% from 30.3% in Dec 2000 to 27.6% in Dec 2010)

### Promotions, appointments, and separations in the Professional and higher categories – 1 January 2008 to 31 December 2009

#### *PROMOTIONS*

- Promotions of women accounted for **47.6%** (435 out of 914) of all promotions to the **P-2 to D-1 levels**, **31.2%** (25 out of 80) of promotions to the **D-1 level**, and **49.2%** (410 out of 834) of promotions to the **P-2 to P-5 levels**.
- **Gender parity in promotions** was only met at the **P-2 (66.7%)** and **P-3 (52.2%)** levels.
- **Lowest proportion**: 31.3% (25 out of 80) at the **D-1 level**

#### *APPOINTMENTS*

- Appointments of women represented **42.7%** (1,743 out of 4,085) of all appointments from the **P-1** to the **USG levels**, **23.5%** (4 out of 17) at the USG level, **22.9%** (8 out of 35) at the ASG level, **26.1%** (57 out of 218) at the **D-1 level and above** and **43.6%** (1,686 out of 3,867) at the **P-1 to P-5 levels**.
- **Gender parity in appointments** was only met at the **P-1 level (62.1%)** and **P-2 level (58.0%)**.
- **Lowest proportion**: **21.6%** (11 out of 51) at the **D-2 level**

#### *SEPARATIONS*

- **3,751 staff** in the professional and higher categories with appointments of one year or more separated out of a total of **10,118 staff**.
- Separations of women constituted: **42.8%** (1,607 out of 3,751) of all separations in the Professional and higher categories.
  - 26.4% (72 out of 273) at the **D-1 level and above**
  - 44.1% (1,535 out of 3,478) at the **Professional level (P-1 through P-5)**,
- **Major causes of separation**: Women constituted **44.3%** (1,153 out of 2,601) of appointments expirations, **42.7%** (226 out of 529) of resignations, and **37.0%** (133 out of 359) of mandatory retirements.

### As of 31 December 2010, women in DFS constituted:

- **40.8%** (95 out of 233) of all staff in the professional and higher categories with appointments of one year or more;
- **36.4%** (4 out of 11) of all staff at the **D-1 level and above**;
- **41%** (91 out of 22) of all staff at the **P level**;

**Gender balance** has been achieved at the **P-2 (75%)** and **USG (100%)** levels.

**Largest increase**: USG (100% from 0% in Dec. 2007 to 100% in Dec. 2010);

**Largest decrease**: ASG (-100% from 100% in Dec. 2007 to 0% in Dec. 2010 and P-5 (-4.8% from 30.8% in Dec 2007 to 25.9% in Dec 2010)

#### *PROMOTIONS*

- Promotions of women accounted for **43.5%** (27 out of 62) of all promotions to the **P-2 to D-1 levels**, **25%** (2 out of 8) at the **D-1 and D-2 levels**, and **46.3%** (25 out of 54) of promotions to the **P-2 to P-5 levels**.
- **Gender parity in promotions** was only met at the **P-3 (55.6%)** and **P-2 (80.0%)** levels.
- **Lowest proportion**: **20%** (1 out of 5) at the **D-1 level**

#### *APPOINTMENTS*

- Appointments of women represented **42.4%** (108 out of 255) of all appointments from the **P-1 to the UG level**, **28.6%** (2 out of 7) at the **D-1 level and above** and **42.7%** (105 out of 246) at the **P-1 to P-5 levels**.
- **Gender parity in appointments** was met at the **P-1 (75.0%)**, **P-2 (65.1%)**, and **D-2 (50.0%)** levels.
- **Lowest proportion**: **0%** (0 out of 1) at the **ASG and D-1 levels**

#### *SEPARATIONS*

- Separations of women constituted: **43.9%** (109 out of 248) of all separations in the Professional and higher categories.
  - 0% (0 out of 7) at the **D-1 level and above**
  - **45.2%** (109 out of 241) at the **Professional level (P-1 through P-5)**
- **Highest proportion**: **68%** (17 out of 25) at the **P-2 level**; **100%** (4 out of 4) at the **P-1 level**

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Source: OHRM
Prepared by the Focal Point for Women, UN Women, August 2011