**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 DM/SECCOM as at 31 December 2010

![Graph showing gender distribution](image)

**Trends in the representation of women in the Professional and higher categories – 2006* to 2010**

During the period **2006-2010 in the UN Secretariat**, the proportion of women increased by **1.5 percentage points**, from 37.3% (2,434 out of 6,532) in 2006 to **38.8%** (3,945 out of 10,175) in 2010.

During the period **2006-2010 in DM-SECCOM**, the proportion of women increased by **11.5 percentage points**, from 50% (4 out of 8) in 2000 to **61.5%** (8 out of 13) in 2010.

<table>
<thead>
<tr>
<th>Level</th>
<th>% of women as of 31 Dec 2006</th>
<th>% of women as of 31 Dec 2010</th>
<th>Total change 2006-2010 (percentage points)</th>
<th>Average annual change 2006-2010 (percentage points)</th>
</tr>
</thead>
<tbody>
<tr>
<td>USG</td>
<td>15.0</td>
<td>29.1</td>
<td>14.1</td>
<td>3.5</td>
</tr>
<tr>
<td>ASG</td>
<td>17.5</td>
<td>25</td>
<td>7.5</td>
<td>1.9</td>
</tr>
<tr>
<td>D-2</td>
<td>25.6</td>
<td>24.5</td>
<td>-1.1</td>
<td>-0.3</td>
</tr>
<tr>
<td>D-1</td>
<td>27.2</td>
<td>27.6</td>
<td>0.4</td>
<td>0.1</td>
</tr>
<tr>
<td>P-5</td>
<td>31.3</td>
<td>30.3</td>
<td>-1.0</td>
<td>-0.2</td>
</tr>
<tr>
<td>P-4</td>
<td>34.5</td>
<td>36.3</td>
<td>1.8</td>
<td>0.5</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>51.2</td>
<td>53.5</td>
<td>2.3</td>
<td>0.6</td>
</tr>
<tr>
<td>P-1</td>
<td>80.0</td>
<td>65</td>
<td>-15.0</td>
<td>-3.8</td>
</tr>
</tbody>
</table>

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)

As of 31 December 2010, women in DM-SECCOM constituted:

- **61.5%** (8 out of 13) of all staff in the professional and higher categories with appointments of one year or more;
- **33.3%** (1 out of 3) of all staff at the D-1 level and above;
- **70%** (7 out of 10) of all staff at the P level;

**Gender balance** has been achieved at the D-2 (100%), P-5 (50%), P-4 (80%) and P-3 (100%) levels.

**Largest increase:** D-2 and P-3 (100% from 0% in Dec. 2006 to 100% in Dec. 2010);

**Largest decrease:** P-4 (-20% from 100% in Dec 2006 to 80% 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.

#### *PROMOTIONS*

- Promotions of women accounted for **100%** (1 out of 1) of all promotions at the D-1 and D-2 levels.
- **Gender parity in promotions** was met at the D-2 (100%) level.

#### *APPOINTMENTS*

- Appointments of women represented **71.4%** (5 out of 7) of all appointments from the P-1 to the USG level, **66.7%** (2 out of 3) at the senior level and **75%** (3 out of 4) at the P-1 to P-5 levels.
- **Gender parity in appointments** was met at the USG (100%), ASG (50%), and P-4 (100%) levels.
- Lowest proportion: **0%** (0 out of 1) at the P-5 level

#### *SEPARATIONS*

- Separations of women constituted: **66.7%** (2 out of 3) of all separations in the Professional and higher categories.
  - **0%** (0 out of 1) at the D-1 level and above
  - **33.3%** (1 out of 3) at the Professional level (P-1 through P-5)
- **Highest proportion:** **100%** (1 out of 1) at the D-1, P-4, and P-3 levels.

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