## Gender distribution of staff in the Professional and higher categories

### Trends in the representation of women in the Professional and higher categories – 2005* to 2010

During the period **2005-2010 in the UN Secretariat**, the proportion of women increased by **1.6 percentage points**, from **37.2%** (2,223 out of 5,976) in 2005 to **38.8%** (3,945 out of 10,175) in 2010.

<table>
<thead>
<tr>
<th>Level</th>
<th>% of women as of 31 Dec 2005</th>
<th>% of women as of 31 Dec 2010</th>
<th>Total change 2005-2010 (percentage points)</th>
<th>Average annual change 2005-2010 (percentage points)</th>
</tr>
</thead>
<tbody>
<tr>
<td>USG</td>
<td>15.0</td>
<td>29.1</td>
<td>14.1</td>
<td>2.8</td>
</tr>
<tr>
<td>ASG</td>
<td>20.4</td>
<td>25</td>
<td>4.6</td>
<td>0.9</td>
</tr>
<tr>
<td>D-2</td>
<td>28.1</td>
<td>24.5</td>
<td>-3.6</td>
<td>-0.7</td>
</tr>
<tr>
<td>D-1</td>
<td>27.3</td>
<td>27.6</td>
<td>0.3</td>
<td>0.1</td>
</tr>
<tr>
<td>P-5</td>
<td>31.1</td>
<td>30.3</td>
<td>-0.8</td>
<td>-0.2</td>
</tr>
<tr>
<td>P-4</td>
<td>35.2</td>
<td>36.3</td>
<td>1.2</td>
<td>0.2</td>
</tr>
<tr>
<td>P-3</td>
<td>41.5</td>
<td>41.3</td>
<td>-0.1</td>
<td>0.0</td>
</tr>
<tr>
<td>P-2</td>
<td>48.9</td>
<td>53.5</td>
<td>4.7</td>
<td>0.9</td>
</tr>
<tr>
<td>P-1</td>
<td>100.0</td>
<td>65</td>
<td>-35.0</td>
<td>-7.0</td>
</tr>
</tbody>
</table>

During the period **2005-2010 in DSS**, the proportion of women **decreased** by **7.6 percentage points**, from **23.5%** (8 out of 34) in 2005 to **15.9%** (35 out of 220) in 2010.

<table>
<thead>
<tr>
<th>Level</th>
<th>% of women as of 31 Dec 2005</th>
<th>% of women as of 31 Dec 2010</th>
<th>Total change 2005-2010 (percentage points)</th>
<th>Average annual change 2005-2010 (percentage points)</th>
</tr>
</thead>
<tbody>
<tr>
<td>USG</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>ASG</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>D-2</td>
<td>100.0</td>
<td>0.0</td>
<td>-100.0</td>
<td>-20.0</td>
</tr>
<tr>
<td>D-1</td>
<td>50.0</td>
<td>0.0</td>
<td>-50.0</td>
<td>-10.0</td>
</tr>
<tr>
<td>P-5</td>
<td>9.1</td>
<td>10.7</td>
<td>1.6</td>
<td>0.3</td>
</tr>
<tr>
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<td>12.5</td>
<td>-1.8</td>
<td>-0.4</td>
</tr>
<tr>
<td>P-3</td>
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<td>19.3</td>
<td>-47.4</td>
<td>-9.5</td>
</tr>
<tr>
<td>P-2</td>
<td>50.0</td>
<td>29.4</td>
<td>-20.6</td>
<td>-4.1</td>
</tr>
<tr>
<td>P-1</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</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 DSS constituted:

- **15.6%** (35 out of 220) of all staff in the professional and higher categories with appointments of one year or more;
- **0%** (0 out of 4) of all staff at the **D-1 level and above**;
- **16.2%** (35 out of 216) of all staff at the **P level**;

**Gender balance** has not been achieved at **any** of the levels.  
Largest increase: **P-5** (1.6% from 9.1% in Dec. 2005 to **10.7%** in Dec. 2010);  
Largest decrease: **D-2** (-100% from 100% in Dec 2005 to 0% in Dec 2010)

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### 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 **P-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 **50%** (8 out of 16) of all promotions to the **P-2 to P-5 levels**.
- **Gender parity in promotions** was met at the **P-3** (57.3%) and **P-2 (100%) levels**.
- Lowest proportion: **0%** (0 out of 2) at the **P-5 level**

#### *APPOINTMENTS*

- Appointments of women represented **15.8%** (6 out of 38) of all appointments from the **P-1** to the **USG level**, **0%** (0 out of 1) at the **D-1 level and above** and **16.2%** (6 out of 37) at the **P-1 to P-5 levels**.
- **Gender parity in appointments** was met only at the **P-3 (50%)** level.
- Lowest proportion: **0%** (0 out of 1) at the **USG, 0%** (0 out of 2) at the **P-5, and 0%** (0 out of 4) at the **P-2 levels**.

#### *SEPARATIONS*

- Separations of women constituted: **15.9%** (7 out of 44) of all separations in the Professional and higher categories.
  - **100%** (1 out of 1) at the **D-1 level and above**
  - **14.3%** (6 out of 42) at the **Professional level** (P-1 through P-5)
- **Highest proportion**: **100% (1 out of 1)** at the **D-2 level**, **66.7%** (4 out of 6) at the **P-3 level**

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Source: OHRM

Prepared by the Focal Point for Women  UN Women  August 2011