During the period 2008-2010 in the UN Secretariat, the proportion of women increased by 0.8 percentage points, from 38% (2,835 out of 7,458) in 2008 to 38.8% (3,945 out of 10,175) in 2010.

During the period 2008-2010 in OAJ, the proportion of women increased by 3.3 percentage points, from 50% (1 out of 2) in 2008 to 53.3% (8 out of 15) in 2010.

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

<table>
<thead>
<tr>
<th>Level</th>
<th>USG</th>
<th>ASG</th>
<th>D-2</th>
<th>D-1</th>
<th>P-5</th>
<th>P-4</th>
<th>P-3</th>
<th>P-2</th>
<th>P-1</th>
</tr>
</thead>
<tbody>
<tr>
<td>as of 31 Dec 2008</td>
<td>20.0</td>
<td>21.1</td>
<td>23.8</td>
<td>28.7</td>
<td>32.3</td>
<td>36.0</td>
<td>41.7</td>
<td>50.8</td>
<td>0.0</td>
</tr>
<tr>
<td>as of 31 Dec 2010</td>
<td>29.1</td>
<td>25.0</td>
<td>24.5</td>
<td>27.6</td>
<td>30.3</td>
<td>36.3</td>
<td>41.3</td>
<td>53.5</td>
<td>65.0</td>
</tr>
<tr>
<td>Total change 2008-2010 (percentage points)</td>
<td>9.1</td>
<td>3.9</td>
<td>0.7</td>
<td>-1.1</td>
<td>-2.0</td>
<td>0.4</td>
<td>-0.4</td>
<td>2.8</td>
<td>32.5</td>
</tr>
<tr>
<td>Average annual change 2008-2010 (percentage points)</td>
<td>4.5</td>
<td>2.0</td>
<td>0.4</td>
<td>-0.5</td>
<td>-1.0</td>
<td>0.2</td>
<td>-0.2</td>
<td>1.4</td>
<td></td>
</tr>
</tbody>
</table>

### Trends in the representation of women in the Professional and higher categories – 2008* to 2010

<table>
<thead>
<tr>
<th>Level</th>
<th>USG</th>
<th>ASG</th>
<th>D-2</th>
<th>D-1</th>
<th>P-5</th>
<th>P-4</th>
<th>P-3</th>
<th>P-2</th>
<th>P-1</th>
</tr>
</thead>
<tbody>
<tr>
<td>as of 31 Dec 2008</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>100.0</td>
<td>100.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>as of 31 Dec 2010</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>100.0</td>
<td>100.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Total change 2008-2010 (percentage points)</td>
<td>0.0</td>
<td>0.0</td>
<td>50.0</td>
<td>50.0</td>
<td>0.0</td>
<td>50.0</td>
<td>50.0</td>
<td>50.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Average annual change 2008-2010 (percentage points)</td>
<td>0.0</td>
<td>0.0</td>
<td>25.0</td>
<td>25.0</td>
<td>0.0</td>
<td>25.0</td>
<td>33.3</td>
<td>25.0</td>
<td>0.0</td>
</tr>
</tbody>
</table>

Source: Data
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 decrease: USG level (13.2% from 11.8% in Dec. 2000 to 25% in 2010);
Largest increase: Gender parity has only been achieved at the P-2 (53.5%) and P-1 (65%) levels.

As of 31 December 2010, women in OAJ constituted:
- **53.3%** (8 out of 15) of all staff in the professional and higher categories with appointments of one year or more;
- **60%** (3 out of 5) of all staff at the D-1 level and above;
- **50%** (5 out of 10) of all staff at the P level;

**Gender balance** has been achieved at the D-2 (50%), D-1 (100%), P-4 (50%), P-3 (66.7%) and P-2 (50%) levels.

Largest increase: P-3 (66.7% from 0% in Dec. 2000 to 66.7% 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*
- **NO DATA**

#### *APPOINTMENTS*
- Appointments of women represented **100%** (1 out of 1) of all appointments at the P-1 to P-5 levels.
- **Gender parity in appointments** was met at the P-4 (100%) level.

#### *SEPARATIONS*
- **NO DATA**