The Status of Women in the United Nations Secretariat Departments

THE UNITED NATIONS SECRETARIAT

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 (Dec 2010) and ODA (Dec 2010)

During the period 2000-2010 in the UN Secretariat, the proportion of women increased by 3.3 percentage points, from 35.5% (1785 out of 5034) in 2000 to 38.8% (3,945 out of 10,175) in 2010.

During the period 2000-2010 in ODA, the proportion of women appointed decreased by 0.9 percentage points, from 35.7% (10 out of 28) in 2000 to 34.8% (16 out of 46) in 2010.

Trends in the representation of women in the Professional and higher categories – 2000 to 2010

<table>
<thead>
<tr>
<th>Level</th>
<th>% of women as of 31 Dec 2000</th>
<th>% of women as of 31 Dec 2010</th>
<th>Total change 2000-2010 (percentage points)</th>
<th>Average annual change 2000-2010 (percentage points)</th>
</tr>
</thead>
<tbody>
<tr>
<td>USG</td>
<td>8.6</td>
<td>29.1</td>
<td>20.5</td>
<td>2.1</td>
</tr>
<tr>
<td>ASG</td>
<td>11.8</td>
<td>25</td>
<td>13.2</td>
<td>1.3</td>
</tr>
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<td>D-2</td>
<td>18.4</td>
<td>24.5</td>
<td>6.2</td>
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<td>-2.7</td>
<td>-0.3</td>
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<tr>
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<td>30.3</td>
<td>-0.7</td>
<td>-0.1</td>
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<td>31.8</td>
<td>36.3</td>
<td>4.6</td>
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<td>41.3</td>
<td>1.8</td>
<td>0.2</td>
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<tr>
<td>P-2</td>
<td>48.0</td>
<td>53.5</td>
<td>5.6</td>
<td>0.6</td>
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<td>ASG</td>
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</tr>
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<td>0.0</td>
<td>50.0</td>
<td>50.0</td>
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<td>0.0</td>
<td>0.0</td>
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<td>23.1</td>
<td>-43.6</td>
<td>-4.4</td>
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<td>18.2</td>
<td>-10.4</td>
<td>-1.0</td>
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<tr>
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<td>25.0</td>
<td>25.0</td>
<td>2.5</td>
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<td>25.0</td>
<td>85.7</td>
<td>60.7</td>
<td>6.1</td>
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</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 ODA constituted:
- 34.8% (16 out of 46) of all staff in the professional and higher categories with appointments of one year or more;
- 42.9% (3 out of 7) of all staff at the D-1 level and above;
- 33.3% (13 out of 39) of all staff at the P level;

**Gender balance** has only been achieved at the D-2 (50%), D-1 (50%), and P-2 (85.7%) levels.

- **Largest increase:** P-2 (60.7% from 25% in Dec 2000 to 85.7% in Dec 2010);
- **Largest decrease:** P-5 (-43.6% from 66.7% in Dec 2000 to 23.1% 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 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

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

**SEPARATIONS**

- Separations of women constituted: **36.7%** (11 out of 30) of all separations in the Professional and higher categories.
  - 0% (0 out of 1) at the D-1 level and above
  - 37.9% (11 out of 29) at the Professional level (P-1 through P-5)
- **Highest proportion**: **88.9%** (8 out of 9) at the P-2 level.

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