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.

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

| Level | % of women as of 31 Dec 2000 | % of women as of 31 Dec 2010 | Total change 2000-2010 (percentage points) | Average annual change 2000-2010 (percentage points) |
|-------|-----------------------------|-----------------------------|---------------------------------------------|-------------------------------------------------
| USG   | 8.6                         | 29.1                        | 20.5                                        | 2.1                                              |
| ASG   | 11.8                        | 25                          | 13.2                                        | 1.3                                              |
| D-2   | 18.4                        | 24.5                        | 6.2                                         | 0.6                                              |
| D-1   | 30.3                        | 27.6                        | -2.7                                        | -0.3                                             |
| P-5   | 31.0                        | 30.3                        | -0.7                                        | -0.1                                             |
| P-4   | 31.8                        | 36.3                        | 4.6                                         | 0.5                                              |
| P-3   | 39.6                        | 41.3                        | 1.8                                         | 0.2                                              |
| P-2   | 48.0                        | 53.5                        | 5.6                                         | 0.6                                              |
| P-1   | 50                          | 65                          | 15.0                                        | 1.5                                              |

### UNFIP

During the period 2000-2010 in UNFIP, the proportion of women increased by 37.5 percentage points, from 25% (1 out of 4) in 2000 to 62.5% (5 out of 8) in 2010.

| Level | % of women as of 31 Dec 2000 | % of women as of 31 Dec 2010 | Total change 2000-2010 (percentage points) | Average annual change 2000-2010 (percentage points) |
|-------|-----------------------------|-----------------------------|---------------------------------------------|-------------------------------------------------
| USG   | 0.0                         | 0.0                         | 0.0                                         | 0.0                                              |
| ASG   | 0.0                         | 0.0                         | 0.0                                         | 0.0                                              |
| D-2   | 0.0                         | 0.0                         | 0.0                                         | 0.0                                              |
| D-1   | 0.0                         | 0.0                         | 0.0                                         | 0.0                                              |
| P-5   | 0.0                         | 66.7                        | 66.7                                        | 6.7                                              |
| P-4   | 50.0                        | 0.0                         | -50.0                                       | -5.0                                             |
| P-3   | 0.0                         | 100.0                       | 100.0                                       | 10.0                                             |
| P-2   | 0.0                         | 100.0                       | 100.0                                       | 10.0                                             |
| P-1   | 0.0                         | 0.0                         | 0.0                                         | 0.0                                              |

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 decrease: ASG level (13.2% from 11.8% in Dec. 2000 to 25% in 2010);

*APPOINTMENTS*

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 UNFIP constituted:
- 62.5% (5 out of 8) of all staff in the professional and higher categories with appointments of one year or more;
- 0% (0 out of 2) of all staff at the D-1 level and above;
- 83.3% (5 out of 6) of all staff at the P level;

Gender balance has only been achieved at the P-5 (66.7%), P-3 (100%) and P-2 (100%) levels. Largest increase: P-3 and P-2 (100% from 0% in Dec. 2000 to 100% in Dec. 2010);

Largest decrease: P-4 (-50% from 50% in Dec 2000 to 0% 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 P-2 to P-5 levels.
- Gender parity in promotions was met at the P-5 (100%) level.

**APPOINTMENTS**

- Appointments of women represented 75% (6 out of 8) of all appointments at the P-2 to P-5 levels.
- Gender parity in appointments was met at the P-5 (100%), P-4 (50%), P-3 (100%), and P-2 (100%) levels.
- Lowest proportion: 50% (2 out of 4) at the P-4 level.

**SEPARATIONS**

- Separations of women constituted: 66.7% (6 out of 9) of all separations in the Professional categories.
- Highest proportion: 100% (1 out of 1) at the P-5 and P-3 levels; 100% (2 out of 2) at the P-2 level.

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