The Status of Women in the United Nations Secretariat Departments

THE UNITED NATIONS SECRETARIAT

Gender distribution of staff in the Professional and higher categories

During the period 2000-2010 in the UN Secretariat, the proportion of women appointed increased by 3.3 percentage points, from 35.5% (1,785 out of 5,034) in 2000 to 38.8% (3,945 out of 10,175) in 2010.

During the period 2000-2010 in UNHABITAT, the proportion of women increased by 4.9 percentage points, from 29.2% (14 out of 48) in 2000 to 39.1% (91 out of 233) 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>25.0</td>
<td>13.2</td>
<td>1.3</td>
</tr>
<tr>
<td>D-2</td>
<td>18.3</td>
<td>24.5</td>
<td>6.2</td>
<td>0.6</td>
</tr>
<tr>
<td>D-1</td>
<td>30.3</td>
<td>27.6</td>
<td>-2.7</td>
<td>-0.3</td>
</tr>
<tr>
<td>P-5</td>
<td>31.0</td>
<td>30.3</td>
<td>-0.7</td>
<td>-0.1</td>
</tr>
<tr>
<td>P-4</td>
<td>31.7</td>
<td>36.3</td>
<td>4.6</td>
<td>0.5</td>
</tr>
<tr>
<td>P-3</td>
<td>39.5</td>
<td>41.3</td>
<td>1.8</td>
<td>0.2</td>
</tr>
<tr>
<td>P-2</td>
<td>48.0</td>
<td>53.5</td>
<td>5.6</td>
<td>0.6</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 UNHABITAT constituted:

- **39%** (91 out of 233) of all staff in the professional and higher categories with appointments of one year or more;
- **16%** (4 out of 25) of all staff at the D-1 level and above;
- **41.8%** (87 out of 208) of all staff at the P level;

Gender balance has been achieved at the P-3 (52.2%) and P-2 (55.9%) level.

Largest increase: D-2 (25% from 0% in Dec. 2000 to 25% in Dec. 2010);
Largest decrease: D-1 (-39.5% from 50% in Dec 2000 to 10.5% 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

#### * PROMOTIONS *
- Promotions of women accounted for **52%** (13 out of 25) of all promotions to the P-2 to D-1 levels. **16.7%** (1 out of 6) at the D-1 and D-2 levels, and **63.2%** (12 out of 19) of promotions to the P-2 to P-5 levels.
- Gender parity in promotions was met at the P-5 (50%), P-4 (50%), P-3 (83.3%), and P-2 (100%) levels.
- Lowest proportion: 16.7% (1 out of 6) 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.

---

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

**APPOINTMENTS**

- Appointments of women represented **34.7%** (33 out of 95) of all appointments from the **P-1** to the **USG level**, **25%** (1 out of 4) at the **D-1 level and above** and **35.2%** (32 out of 91) at the **P-1 to P-5 levels**.
- Gender parity in appointments was met at the **P-2 (54.5%)** level.
- Lowest proportion: **10.5%** (2 out of 19) at the **P-5 level**.

**SEPARATIONS**

- Separations of women constituted: **34.4%** (22 out of 64) of all separations in the Professional and higher categories.
  - **22.2%** (2 out of 9) at the **D-1 level and above**
  - **36.4%** (20 out of 55) at the **Professional level (P-1 through P-5)**
- Highest proportion: **75%** (9 out of 12) at the **P-2 level**; **28.6%** (4 out of 14) at the **P-4 level**.