



**The Status of Women in the United Nations System (from 1 January 2007 to 31 December 2008)  
and in the Secretariat (from 1 July 2007 to 30 June 2009)**

THE UNITED NATIONS SYSTEM	THE UNITED NATIONS SECRETARIAT																																	
<i>Gender distribution of staff in the Professional and higher categories</i>																																		
<b>Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations system (Dec 2008) and United Nations Secretariat (June 2009)</b>																																		
<table border="1"> <caption>Data for Gender Distribution of Staff</caption> <thead> <tr> <th>Category</th> <th>UN System (%)</th> <th>UN Secretariat (%)</th> </tr> </thead> <tbody> <tr> <td>USG</td> <td>-</td> <td>22.22</td> </tr> <tr> <td>ASG</td> <td>-</td> <td>22.81</td> </tr> <tr> <td>UG</td> <td>24.4</td> <td>-</td> </tr> <tr> <td>D-2</td> <td>25.8</td> <td>25.93</td> </tr> <tr> <td>D-1</td> <td>28.7</td> <td>28.99</td> </tr> <tr> <td>P-5</td> <td>31.3</td> <td>31.46</td> </tr> <tr> <td>P-4</td> <td>36.4</td> <td>36.06</td> </tr> <tr> <td>P-3</td> <td>44.1</td> <td>42.67</td> </tr> <tr> <td>P-2</td> <td>55.4</td> <td>51.47</td> </tr> <tr> <td>P-1</td> <td>53.2</td> <td>50</td> </tr> </tbody> </table>		Category	UN System (%)	UN Secretariat (%)	USG	-	22.22	ASG	-	22.81	UG	24.4	-	D-2	25.8	25.93	D-1	28.7	28.99	P-5	31.3	31.46	P-4	36.4	36.06	P-3	44.1	42.67	P-2	55.4	51.47	P-1	53.2	50
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<p>*UG stands for "Ungraded", e.g. Under-Secretary-General, Assistant Secretary-General, Deputy Director-General, Assistant Director-General, Director-General, and Secretary-General.</p>																																		
<p>As of 31 December 2008, women <b>in the UN system</b> constituted:</p> <ul style="list-style-type: none"> <li>• <b>38.7%</b> (10,207 out of 26,316) of all staff in the professional and higher categories with appointments of one year or more;</li> <li>• <b>27.7%</b> (716 out of 2,587) of all staff at the <b>D-1 level and above</b>;</li> <li>• <b>39.9%</b> (9,491 out of 23,729) of all staff at the <b>P level</b>;</li> </ul> <p><b>Gender balance</b> has only been achieved at the <b>P-1 (53.9%) and P-2 (55.4%) levels</b>.  <u>Largest increase:</u> <b>UG (3.7%</b> from <b>20.74%</b> in Dec 2006 to <b>24.39%</b> in Dec 2008)  <u>Smallest increase:</u> <b>P-3 (1.28%</b> from <b>42.86%</b> in Dec. 2006 to <b>44.15%</b> in Dec. 2008)</p>	<p>As of 30 June 2009, women <b>in the UN Secretariat</b> constituted:</p> <ul style="list-style-type: none"> <li>• <b>38.3%</b> (2,894 out of 7,565) of all staff in the professional and higher categories with appointments of one year or more;</li> <li>• <b>27.3%</b> (180 out of 660) of all staff at the <b>D-1 level and above</b>;</li> <li>• <b>39.3%</b> (2,713 out of 6,903) of all staff at the <b>P level</b>;</li> </ul> <p><b>Gender balance</b> has only been achieved at the <b>P-1 (50%) and P-2 levels (51.5%)</b>.  <u>Largest increase:</u> <b>USG (6.8%</b> from <b>15.4%</b> in June 2007 to <b>22.2%</b> in June 2009)  <u>Smallest increase:</u> <b>D-1 (0.5%</b> from <b>28.5%</b> in June 2007 to <b>29.0%</b> in June 2009)</p>																																	
<i>Trends in the representation of women in the Professional and higher categories</i>																																		
<p>During the <b>11-year period December 1997-December 2008 in the UN system</b>, the overall growth of women in appointments of one year or more was <b>7.8%</b>, an <b>increase</b> from <b>30.9%</b> (5,716 out of 18,486) in 1997 to <b>38.7%</b> (10,207 out of 26,316) in 2008.</p>	<p>During the <b>11-year period June 1998-June 2009 in the UN Secretariat</b>, the overall growth of women in appointments of one year or more was <b>3.7%</b>, an <b>increase</b> from <b>34.6%</b> (1,441 out of 4,164) in 1998 to <b>38.3%</b> (2,894 out of 7,565) in 2009.</p>																																	

THE UNITED NATIONS SYSTEM				THE UNITED NATIONS SECRETARIAT			
Level	Percentage of women as of 31 December 1997	Percentage of women as of 31 December 2008	Cumulative change(1997-2008)	Level	Percentage of women as of 30 June 1998	Percentage of women as of 30 June 2009	Cumulative change (1998-2009)
UG	13.1	24.4	11.3	USG	11.1	22.22	11.1
D-2	14.5	25.8	11.3	ASG	13.0	22.81	9.8
D-1	15.6	28.7	13.1	D-2	18.8	25.93	7.1
P-5	19.6	31.3	11.7	D-1	23.7	28.99	5.3
P-4	28.7	36.4	7.7	P-5	29.3	31.46	2.2
P-3	39.5	44.2	4.7	P-4	32.3	36.06	3.8
P-2	51.5	55.4	3.9	P-3	39.4	42.67	3.3
P-1	57.8	53.2	-4.6	P-2	45.4	51.47	6.1
				P-1	64.3	50.00	-14.3
<i>Promotions, appointments, and separations in the Professional and higher categories</i>							
<p><b>* PROMOTIONS *</b></p> <ul style="list-style-type: none"> <li>During the period from December 2005 to December 2007, women accounted for <b>44.8%</b> (2,051 out of 4,583) of all promotions to the <b>P-2 to the D-1 levels</b>, <b>33.6%</b> (153 out of 455) of promotions to the <b>D-1 level</b>, and <b>46%</b> (1,898 out of 4,128) of promotions to the <b>P-2 to the P-5 levels</b>.</li> <li><b>Gender parity in promotions</b> was only met at the <b>P-2 (62.8%) and P-3 (52.7%) levels</b>.</li> <li><u>Lowest percentage increase:</u> <b>D-1 level</b> with <b>33.6%</b> (153 out of 455)</li> </ul>				<p><b>* PROMOTIONS *</b></p> <ul style="list-style-type: none"> <li>During the period from July 2008 to June 2009, women accounted for <b>54.5%</b> (753 out of 1,382) of all promotions to the <b>P-2 to the D-1 levels</b>, <b>31.6%</b> of promotions to the <b>D-1 level</b>, and <b>46%</b> of promotions to the <b>P-2 to the P-5 levels</b>.</li> <li><b>Gender parity in promotions</b> was only met at the <b>P-2 (69.2%) and P-3 (57.3%) levels</b>, and almost met at the <b>P-4 level (49.8%)++</b>.</li> <li><u>Lowest percentage increase:</u> <b>D-2 level</b> with <b>21%</b> (4 out of 19)</li> </ul>			
<p><b>* APPOINTMENTS *</b></p> <ul style="list-style-type: none"> <li>During the period from December 2005 to December 2007, women represented <b>40.8%</b> (2,245 out of 5,501) of all appointments from the <b>P-2 to the ungraded levels</b>, <b>31.2%</b> (177 out of 568) of appointments at the <b>D-1 level and above</b>, and <b>41.9%</b> (2,068 out of 4,933) of appointments at the <b>P-2 to P-5 levels</b>.</li> <li><b>Gender parity in appointments</b> was only met at the <b>P-2 level (57.8%)</b>.</li> <li><u>Lowest percentage increase:</u> <b>Ungraded</b> with <b>25%</b> (28 out of 112)</li> </ul>				<p><b>* APPOINTMENTS *</b></p> <ul style="list-style-type: none"> <li>During the period from July 2008 to June 2009, women represented <b>50.3%</b> (569 out of 1,132) of all appointments from the <b>P-2 to the USG levels</b>. At the USG level, 2 out of 5 were women, and at the ASG level 1 out of 8 was a woman. At the <b>D-1 level and above</b> women represented <b>44.7%</b> (17 out of 38) and at the <b>P-2 to P-5 levels</b>, <b>41.9%</b> (215 out of 513) of appointments were women.</li> <li><b>Gender parity in appointments</b> was only met at the <b>P-2 level (57.2%) and P-3 levels (50.6%)++</b>.</li> <li><u>Lowest percentage increase:</u> <b>ASG level</b> with <b>18%</b> (3 out of 16)</li> </ul>			
<p><b>* SEPARATIONS *</b></p> <ul style="list-style-type: none"> <li>During the period from December 2005 to December 2007, <b>7,443 staff</b> in the professional and higher categories with appointments of one year or more separated out of a total of <b>24,553 staff</b>. Women constituted <b>40%</b> (2,975 out of 7,443) of all separations, <b>23.6%</b> (179 out of 757) of separations at the <b>D-1 level and above</b>, and <b>41.8%</b> (2,796 out of 6,686) of separations at the <b>P level</b>.</li> <li><u>Major causes of separation:</u> Women constituted <b>42.9%</b> (1,702 out of 3,969) of appointments expirations, <b>43%</b> (534 out of 1,241) of resignations, and <b>28.5%</b> (382 out of 1,339) of retirements.</li> </ul>				<p><b>* SEPARATIONS *</b></p> <ul style="list-style-type: none"> <li>During the period from July 2008 to June 2009, <b>868 staff</b> in the professional and higher categories with appointments of one year or more separated out of a total of <b>7,612 staff</b>. Women constituted <b>34.3%</b> of all separations in the Professional and higher categories.</li> <li><u>Major causes of separation:</u> Women constituted <b>38.1%</b> (93 out of 244) of retirements, <b>31.0%</b> (63 out of 203) of appointments expirations, and <b>37.1%</b> (49 out of 132) of resignations++.</li> </ul>			
<p>Source: CEB 1997 - 2008.</p>				<p>Source: OHRM 1998 - 2009. ++ As per data for June 2007- June 2008</p>			

Prepared by the Office of the Focal Point for Women 2/2010. See Report on the Improvement of the Status of Women in the United Nations System (A/63/364)