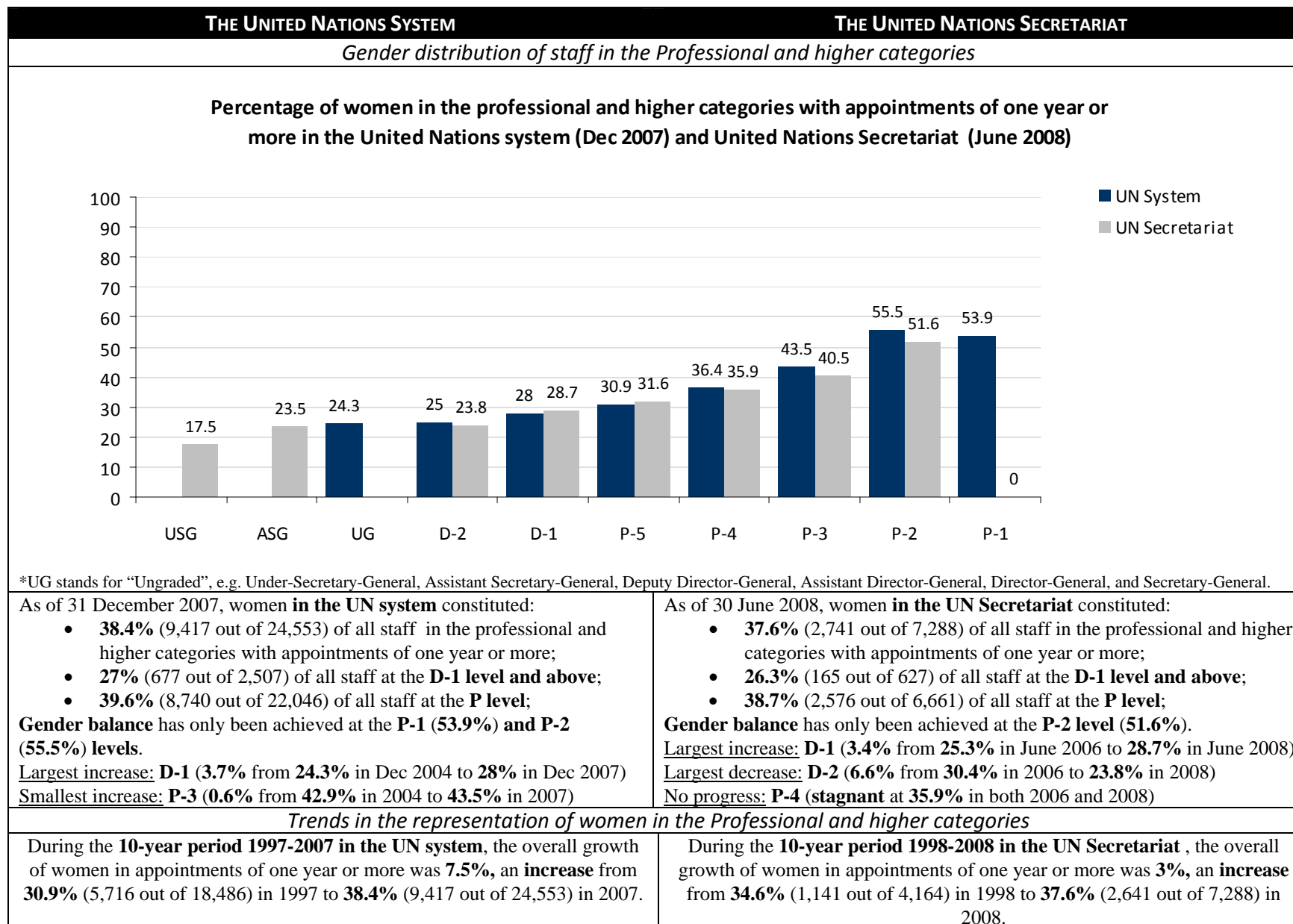




**The Status of Women in the United Nations System (from 1 January 2005 to 31 December 2007)
and in the Secretariat (from 1 July 2006 to 30 June 2008)**



THE UNITED NATIONS SYSTEM

THE UNITED NATIONS SECRETARIAT

| Level | Percentage of women as of 31 December 1997 | Percentage of women as of 31 December 2007 | Cumulative change of women (1997-2007) | Level | Percentage of women as of 30 June 1998 | Percentage of women as of 30 June 2008 | Cumulative change of women (1998-2008) |
|-------|--|--|--|-------|--|--|--|
| UG | 13.1 | 24.3 | 11.2 | USG | 11.1 | 17.5 | 6.4 |
| D-2 | 14.5 | 25.0 | 10.5 | ASG | 13.0 | 23.5 | 10.5 |
| D-1 | 15.6 | 28.0 | 12.4 | D-2 | 18.8 | 23.8 | 5 |
| P-5 | 19.6 | 30.9 | 11.3 | D-1 | 23.7 | 28.7 | 5 |
| P-4 | 28.7 | 36.4 | 7.7 | P-5 | 29.3 | 31.6 | 2.3 |
| P-3 | 39.5 | 43.5 | 4.0 | P-4 | 32.3 | 35.9 | 3.6 |
| P-2 | 51.5 | 55.5 | 4.0 | P-3 | 39.4 | 40.5 | 1.1 |
| P-1 | 57.8 | 53.9 | -3.9 | P-2 | 45.4 | 51.6 | 6.2 |
| | | | | P-1 | 64.3 | 0.0 | -64.3 |

Promotions, appointments, and separations in the Professional and higher categories

| | |
|---|---|
| <p>* PROMOTIONS *</p> <ul style="list-style-type: none"> During the period 2005-2007, women accounted for 44.8% (2,051 out of 4,583) of all promotions to the P-2 to the D-1 levels, 33.6% (153 out of 455) of promotions to the D-1 level, and 46% (1,898 out of 4,128) of promotions to the P-2 to the P-5 levels. Gender parity in promotions was only met at the P-2 (62.8%) and P-3 (52.7%) levels. <u>Lowest proportion: D-1 level with 33.6%</u> (153 out of 455) | <p>* PROMOTIONS *</p> <ul style="list-style-type: none"> During the period 2006-2008, women accounted for 48.4% (399 out of 825) of all promotions to the P-2 to the D-1 levels, 37.3% (31 out of 83) of promotions to the D-1 level, and 49.6% (368 out of 742) of promotions to the P-2 to the P-5 levels. Gender parity in promotions was only met at the P-2 (69.7%) and P-3 (58.2%) levels, and almost met at the P-4 level (48.4%). <u>Lowest proportion: D-1 level with 37.3%</u> (31 out of 83) |
| <p>* APPOINTMENTS *</p> <ul style="list-style-type: none"> During the period 2005-2007, women represented 40.8% (2,245 out of 5,501) of all appointments from the P-2 to the ungraded levels, 31.2% (177 out of 568) of appointments at the D-1 level and above, and 41.9% (2,068 out of 4,933) of appointments at the P-2 to P-5 levels. Gender parity in appointments was only met at the P-2 level (57.8%). <u>Lowest proportion: Ungraded with 25%</u> (28 out of 112) | <p>* APPOINTMENTS *</p> <ul style="list-style-type: none"> During the period 2006-2008, women represented 42.7% (404 out of 946) of all appointments from the P-2 to the USG levels, 26.4% (24 out of 91) at the D-1 level and above, and 44.4% (380 out of 855) of external recruitments at the P-2 to P-5 levels. Gender parity in appointments was only met at the P-2 level (60%), and almost met at the P-3 level (48.3%). <u>Lowest proportion: USG level with 23.1%</u> (3 out of 13) |
| <p>* SEPARATIONS *</p> <ul style="list-style-type: none"> During the period 2005-2007, 7,443 staff in the professional and higher categories with appointments of one year or more separated out of a total of 24,553 staff. Women constituted 40% (2,975 out of 7,443) of all separations, 23.6% (179 out of 757) of separations at the D-1 level and above, and 41.8% (2,796 out of 6,686) of separations at the P level. <u>Major causes of separation:</u> Women constituted 42.9% (1,702 out of 3,969) of appointments expirations, 43% (534 out of 1,241) of resignations, and 28.5% (382 out of 1,339) of retirements. | <p>* SEPARATIONS *</p> <ul style="list-style-type: none"> During the period 2006-2008, 697 staff in the professional and higher categories with appointments of one year or more separated out of a total of 7,288 staff. Women constituted 38.6% (269 out of 697) of all separations, 28.9% (44 out of 152) of separations at the D-1 level and above, and 41.3% (225 out of 545) of separations at the P level. <u>Major causes of separation:</u> Women constituted 39.8% (106 out of 266) of retirements, 33.3% (67 out of 201) of appointments expirations, and 43.7% (52 out of 119) of resignations. |

Source: CEB 1997 and 2004, information provided by UN entities 2007.

Source: OHRM 1998 and 2006, IMIS 2008.

Prepared by the Office of the Focal Point for Women 10/08. See Report on the Improvement of the Status of Women in the United Nations System (A/63/364).