

GENDER BALANCE

1997-2001

February 2002

Gender Balance Issues

I. Overall assessment of gender balance in the Secretary-General's first five-year term:

1. Overall percentages on geography

<u>1 January 1997</u>	<u>30 November 2001</u>	<u>Difference</u>
35.5%	40.4%	4.9

2. D-1 and above percentages on geography

<u>1 January 1997</u>	<u>30 November 2001</u>	<u>Difference</u>
18.5%	33.2%	14.7

3. Number and percentage of USGs, ASGs, and D-2s on geography

<u>1 January 1997</u>	<u>30 November 2001</u>
USG: 1 (5%)	3 (14.3%)
ASG: 1 (7.1%)	4 (25.0%)
D-2: 14 (19.7%)	17 (25.0%)

4. Overall percentages of women with appointments of one year or more

<u>30 June 1998</u>	<u>30 November 2001</u>	<u>Difference</u>
34.6%	34.6%	0.0

5. Percentages of women at the D-1 level and above with appointments of one year or more

<u>30 June 1998</u>	<u>30 November 2001</u>	<u>Difference</u>
21.2%	24.9%	3.7

6. Number and percentage of USGs, ASGs, and D-2s with 1 year or more appointments

<u>30 June 1998</u>	<u>30 November 2001</u>
USG: 3 (11.1%)	4 (12.1%)
ASG: 3 (13.0%)	4 (10.8%)
D-2: 18 (18.8%)	21 (19.4%)

7. Special and Personal Representatives and Envoys of the Secretary-General
- 14 November 2001
- One of 54
8. Departments with 50% or more women at the Professional and higher levels
- | <u>30 June 1998</u> | <u>30 November 2001</u> | <u>Difference</u> |
|---------------------|-------------------------|-------------------|
| 2 (DPI, OHRM) | 3 (DPI, OPPBA, DM) | 1 |
9. Departments with 40–49% women at the Professional and higher levels
- | <u>30 June 1998</u> | <u>30 November 2001</u> | <u>Difference</u> |
|----------------------------------------------|--------------------------------------------------------------|-------------------|
| 7 (OPPBA, DM, DESA, OLA, UNJSPF, DGAACS DDA) | 9 (OHRM, DESA, OLA, OHCHR, OSG, DGAACS, UNCC, ODCCP, UNJPSF) | 2 |
10. Departments will less than 25% women at the Professional and higher levels
- | <u>30 June 1998</u> | <u>30 November 2001</u> | <u>Difference</u> |
|-------------------------------------------|-------------------------|-------------------|
| 5 (DPKOFALD, UNCHS, UNCTAD ECA, INTERORG) | 2 (DPKOFALD, UNMOVIC) | (3) |
11. Overall percentages of women in the UN system as a whole
- | <u>1 January 1997</u> | <u>1 January 2001</u> | <u>Difference</u> |
|-----------------------|-----------------------|-------------------|
| 30.8% | 33.5% | 2.7 |
12. Percentages of women at the D-1 level and above in the UN system
- | <u>1 January 1997</u> | <u>1 January 2001</u> | <u>Difference</u> |
|-----------------------|-----------------------|-------------------|
| 13.7% | 20.1% | 6.4 |

GENDER REPRESENTATION IN DEPARTMENTS IN 1998 AND IN 2001

Departments with 40 per cent or above representation of Professional women staff with appointments of one year or more

Departments	30 June 1998 % of women	30 November 2001 % of women
DM	48.3	52.9
OPPBA	44.1	52.4
DPI	51.2	50.6
OHRM	56.3	48.5
DESA	41.5	48.0
OLA	42.3	47.1
UNJSPF	44.7	46.2
OSG		43.9
DGAACS	40.7	41.5
DDA	40.0	
UNCC		40.8
ODCCP		40.3

Departments with 25 per cent or less representation of Professional women staff with appointments of one year or more

Departments	30 June 1998 % of women	30 November 2001 % of women
DPKO/FALD	24.3	24.4
UNCHS	23.8	
UNCTAD	23.4	
ECA	22.8	
INTERORG	20.8	
UNMOVIC		18.6

Note: All departments have 20 or more staff.

Gender distribution of Professional and higher level staff in the organizations of the United Nations system as at 31 December 1996 and 1 January 2000

31 December 1996	1 January 2000
30.8 %	33.5 %

**COMPARISON OF THE GENDER DISTRIBUTION OF STAFF ON
APPOINTMENTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
AS OF 31 DECEMBER 1996 AND 30 NOVEMBER 2001**

31 DECEMBER 1996					<u>30 NOVEMBER 2001</u>			
Grade	Men	Women	Total	% Women	Men	Women	Total	% Women
USG	19	1	20	5%	18	3	21	14.3%
ASG	13	1	14	7.1%	12	4	16	25.0%
D-2	57	14	71	19.7%	51	17	68	25.0%
D-1	171	43	214	20.1%	138	85	223	38.1%
P-5	324	139	463	30.0%	316	153	469	32.6%
P-4	440	230	670	34.3%	428	274	702	39.0%
P-3	385	267	652	41.0%	339	287	626	45.8%
P-2	197	190	387	49.1%	156	166	322	51.6%
P-1	1	-	1	0%	-	-	-	-
Totals	1607	885	2492	35.5%	1458	989	2447	40.4%

31 DECEMBER 1996					<u>30 NOVEMBER 2001</u>			
Grade	Men	Women	Total	% Women	Men	Women	Total	% Women
D-1 and above	260	59	319	18.5%	219	109	328	33.2%

Note: Significant increases in women highlighted in bold

**COMPARISON OF THE GENDER DISTRIBUTION OF STAFF
WITH APPOINTMENTS OF ONE YEAR OR MORE
AS OF 30 JUNE 1998 AND 30 NOVEMBER 2001**

30 JUNE 1998					30 NOVEMBER 2001			
Grade	Men	Women	Total	% Women	Men	Women	Total	% Women
USG	24	3	27	11.1%	29	4	33	12.1%
ASG	20	3	23	13.0%	33	4	37	10.8%
D-2	78	18	96	18.8%	87	21	108	19.4%
D-1	209	65	274	23.7%	231	97	328	29.6%
P-5	483	200	683	29.3%	592	252	844	29.9%
P-4	868	414	1282	32.3%	1192	548	1740	31.5%
P-3	737	480	1217	39.4%	1083	649	1732	37.5%
P-2	299	249	548	45.4%	370	328	698	47.0%
P-1	5	9	14	64.3%	9	19	28	67.9%
Totals	2723	1441	4164	34.6%	3626	1922	5548	34.6%

30 JUNE 1998					30 NOVEMBER 2001			
Grade	Men	Women	Total	% Women	Men	Women	Total	% Women
D-1 and above	331	89	420	21.2%	380	126	506	24.9%

Notes: Significant increases in women highlighted in bold.

Statistics on the representation of women with appointments of one year or more were first reported to the General Assembly in 1998.