The Status of Women in the United Nations System and in the Secretariat

**Gender distribution of staff in the Professional and higher categories**

Percentage of women in the professional and higher categories with appointments of one year or more in the UN System and United Nations Secretariat as at 31 December 2010

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

During the period 2000-2010 in the UN system, the proportion of women increased by 6.9 percentage points, from 33.5% (5,980 out of 17,864) in 2000 to 40.4% (12,082 out of 29,891) in 2010.

During the period 2000-2010 in the UN Secretariat, the proportion of women increased by 3.3 percentage points, from 35.5% (1,785 out of 5034) in 2000 to 38.8% (3,945 out of 10,175) 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)
---|---|---|---|---
UG | 17.4 | 30.9 | 13.6 | 1.4
D-2 | 18.2 | 25.7 | 7.5 | 0.8
D-1 | 21.4 | 30.2 | 8.8 | 0.9
P-5 | 23.5 | 31.7 | 8.2 | 0.8
P-4 | 31.0 | 38.4 | 7.4 | 0.7
P-3 | 41.4 | 45.1 | 3.7 | 0.4
P-2 | 54.5 | 57.3 | 2.8 | 0.3
P-1 | 62.6 | 60.2 | -2.4 | -0.3

**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)
---|---|---|---|---
UG | 10.1 | 26.9 | 16.7 | 1.7
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 | 50.0 | 65.0 | 15.0 | 1.5

**UG stands for “Ungraded” and combines the ranks of Secretary-General, Under-Secretary-General, Assistant Secretary-General, Director-General, Assistant Director-General, and Deputy Director-General.**
As of 31 December 2010, women in the UN system constituted:
- **40.4%** (12,082 out of 29891) of all staff in the professional and higher categories with appointments of one year or more;
- **29.3%** (784 out of 2,674) of all staff at the D-1 level and above;
- **41.5%** (11,298 out of 27,217) of all staff at the P level;

Gender balance has only been achieved at the P-2 (57.3%) and P-1 (60.2%) levels.  
Largest increase: UG (13.5% from 17.4% in Dec. 2000 to 30.9% in Dec. 2010)  
Largest decrease: P-1 (-2.4% from 62.6% in Dec. 2000 to 60.2% in Dec. 2010)

<table>
<thead>
<tr>
<th>Promotions, appointments, and separations in the Professional and higher categories – 1 January 2008 to 31 December 2009*</th>
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<tbody>
<tr>
<td><strong>PROMOTIONS</strong></td>
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<td>- Promotions of women accounted for <strong>44.8%</strong> (1,299 out of 2,899) of all promotions to the P-2 to D-1 levels, <strong>31.2%</strong> (82 out of 263) to the D-1 level, and <strong>46.2%</strong> (1,217 out of 2,636) to the P-2 to P-5 levels.</td>
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<td>- Gender parity in promotions was only met at the P-2 (51.5%) and P-3 (50.6%) levels.</td>
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<td>- Lowest proportion: <strong>31.2%</strong> (82 out of 263) at the D-1 level</td>
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<td><strong>APPOINTMENTS</strong></td>
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<td>- Appointments of women represented <strong>45.2%</strong> (5,190 out of 11,493) of all appointments from the P-1 to the ungraded (UG) levels, <strong>26.4%</strong> (130 out of 493) at the D-1 level and above, and <strong>46%</strong> (5,064 out of 11,004) at the P-1 to P-5 levels.</td>
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<tr>
<td>- Gender parity in appointments was only met at the P-1 (64.2%) and P-2 level (60.3%).</td>
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<td>- Lowest proportion: <strong>26.3%</strong> (31 out of 118) at the D-2 level</td>
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<td><strong>SEPARATIONS</strong></td>
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<td>- <strong>6,516 staff</strong> in the professional and higher categories with appointments of one year or more separated out of a total of <strong>28,849 staff</strong>.</td>
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| Separateons of women constituted: **40.2%** (2,622 out of 6,516) of all separations in the Professional and higher categories.  
  - **24.5%** (153 out of 624) at the D-1 level and above  
  - **41.9%** (2,469 out of 5,892) at the Professional level (P-1 through P-5)  
  - **Major causes of separation:** Women constituted **42.9%** (1,592 out of 3,714) of appointments expirations, **41.4%** (441 out of 1,066) of resignations, and **29.6%** (273 out of 922) of mandatory retirements. |
| 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)
*Source: Secretary-General’s report A/65/334 dated 9 September 2010*