

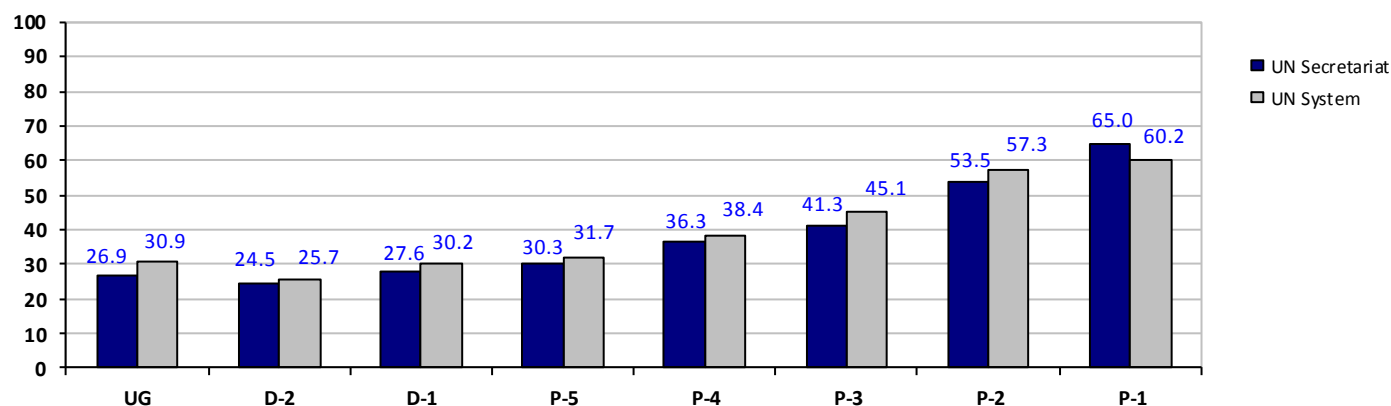
## The Status of Women in the United Nations System and in the Secretariat

THE UNITED NATIONS SYSTEM

THE UNITED NATIONS 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



\*\*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

### 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.

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

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 5,034) 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	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

<p>As of 31 December 2010, women <b>in the UN system</b> constituted:</p> <ul style="list-style-type: none"> <li>• <b>40.4%</b> (12,082 out of 29891) of all staff in the professional and higher categories with appointments of one year or more;</li> <li>• <b>29.3%</b> (784 out of 2,674) of all staff at the <b>D-1 level and above</b>;</li> <li>• <b>41.5%</b> (11,298 out of 27,217) of all staff at the <b>P level</b>;</li> </ul> <p><b>Gender balance</b> has only been achieved at the <b>P-2 (57.3%) and P-1 (60.2%) levels</b>.  <u>Largest increase:</u> UG (13.5% from 17.4% in Dec. 2000 to 30.9% in Dec. 2010)  <u>Largest decrease:</u> P-1 (-2.4% from 62.6% in Dec. 2000 to 60.2% in Dec. 2010)</p>	<p>As of 31 December 2010, women <b>in the UN Secretariat</b> constituted:</p> <ul style="list-style-type: none"> <li>• <b>38.8%</b> (3,945 out of 10,175) of all staff in the professional and higher categories with appointments of one year or more;</li> <li>• <b>26.9%</b> (207 out of 770) of all staff at the <b>D-1 level and above</b>;</li> <li>• <b>39.7%</b> (3,738 out of 9,405) of all staff at the <b>P level</b>;</li> </ul> <p><b>Gender balance</b> has only been achieved at the <b>P-2 (53.5%) and P-1 (65%) levels</b>.  <u>Largest increase:</u> <b>USG</b> (20.5% from 8.6% in Dec. 2000 to <b>29.1%</b> in Dec. 2010) and in ASG level(13.2% from 11.8% in Dec. 2000 to 25% in 2010);  <u>Largest decrease:</u> D-1 (-2.7% from 30.3% in Dec 2000 to 27.6% in Dec 2010)</p>
<p><b><i>Promotions, appointments, and separations in the Professional and higher categories – 1 January 2008 to 31 December 2009*</i></b></p>	
<p>* PROMOTIONS *</p> <ul style="list-style-type: none"> <li>• Promotions of women accounted for <b>44.8%</b> (1,299 out of 2,899) of all promotions to the <b>P-2 to D-1 levels</b>, <b>31.2%</b> (82 out of 263) to the <b>D-1 level</b>, and <b>46.2%</b> (1,217 out of 2,636) to the <b>P-2 to P-5 levels</b>.</li> <li>• <b>Gender parity in promotions</b> was only met at the <b>P-2 (51.5%) and P-3 (50.6%) levels</b>.</li> <li>• <u>Lowest proportion:</u> <b>31.2%</b> (82 out of 263) at the <b>D-1 level</b></li> </ul>	<p>* PROMOTIONS *</p> <ul style="list-style-type: none"> <li>• Promotions of women accounted for <b>47.6%</b> (435 out of 914) of all promotions to the <b>P-2 to D-1 levels</b>, <b>31.2%</b> (25 out of 80) of promotions to the <b>D-1 level</b>, and <b>49.2%</b> (410 out of 834) of promotions to the <b>P-2 to P-5 levels</b>.</li> <li>• <b>Gender parity in promotions</b> was only met at the <b>P-2 (66.7%) and P-3 (52.2%) levels</b>.</li> <li>• <u>Lowest proportion:</u> <b>31.3%</b> (25 out of 80) at the <b>D-1 level</b></li> </ul>
<p>* APPOINTMENTS *</p> <ul style="list-style-type: none"> <li>• Appointments of women represented <b>45.2%</b> (5,190 out of 11,493) of all appointments from the <b>P-1 to the ungraded (UG) levels</b>, <b>26.4%</b> (130 out of 493) at the <b>D-1 level and above</b>, and <b>46%</b> (5,064 out of 11,004) at the <b>P-1 to P-5 levels</b>.</li> <li>• <b>Gender parity in appointments</b> was only met at the <b>P-1 (64.2%) and P-2 level (60.3%)</b>.</li> <li>• <u>Lowest proportion:</u> <b>26.3%</b> (31 out of 118) at the <b>D-2 level</b></li> </ul>	<p>* APPOINTMENTS *</p> <ul style="list-style-type: none"> <li>• Appointments of women represented <b>42.7%</b> (1,743 out of 4,085) of all appointments from the <b>P-1 to the USG levels</b>, <b>23.5%</b> (4 out of 17) at the <b>USG level</b>, <b>22.9%</b> (8 out of 35) at the <b>ASG level</b>, <b>26.1%</b> (57 out of 218) at the <b>D-1 level and above</b> and <b>43.6%</b> (1,686 out of 3,867) at the <b>P-1 to P-5 levels</b>.</li> <li>• <b>Gender parity in appointments</b> was only met at the <b>P-1 level (62.1%) and P-2 level (58.0%)</b>.</li> <li>• <u>Lowest proportion:</u> <b>21.6%</b> (11 out of 51) at the <b>D-2 level</b></li> </ul>
<p>* SEPARATIONS *</p> <ul style="list-style-type: none"> <li>• <b>6,516 staff</b> in the professional and higher categories with appointments of one year or more separated out of a total of <b>28,849 staff</b>.</li> <li>• Separations of women constituted: <b>40.2%</b> (2,622 out of 6,516) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> <li>○ <b>24.5%</b> (153 out of 624) at the <b>D-1 level and above</b></li> <li>○ <b>41.9%</b> (2,469 out of 5,892) at the <b>Professional level (P-1 through P-5)</b></li> </ul> </li> <li>• <u>Major causes of separation:</u> Women constituted <b>42.9%</b> (1,592 out of 3,714) of appointments expirations, <b>41.4%</b> (441 out of 1,066) of resignations, and <b>29.6%</b> (273 out of 922) of mandatory retirements.</li> </ul>	<p>* SEPARATIONS *</p> <ul style="list-style-type: none"> <li>• <b>3,751 staff</b> in the professional and higher categories with appointments of one year or more separated out of a total of <b>10,118 staff</b>.</li> <li>• Separations of women constituted: <b>42.8%</b> (1,607 out of 3,751) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> <li>○ <b>26.4%</b> (72 out of 273) at the <b>D-1 level and above</b></li> <li>○ <b>44.1%</b> (1,535 out of 3,478) at the <b>Professional level (P-1 through P-5)</b>,</li> </ul> </li> <li>• <u>Major causes of separation:</u> Women constituted <b>44.3%</b> (1,153 out of 2,601) of appointments expirations, <b>42.7%</b> (226 out of 529) of resignations, and <b>37.0%</b> (133 out of 359) of mandatory retirements.</li> </ul>

\*Source: Secretary-General's report A/65/334 dated 9 September 2010