



# United Nations, Office of the Special Adviser on Gender Issues and Advancement of Women

## The Status of Women in the United Nations System (1 July 2001 – 30 June 2002)

### Women in the Professional Category

#### Overall

- Women represent **35 per cent** in the wider category of professional staff with **appointments of one year or more** (2,005 out of 5,733), an increase of 0.4 per cent over 2001.
- Women in the more restricted category of professional staff on posts subject to **geographical distribution** account for **41 per cent** (1,022 out of 2,492). This represents an increase of 0.8 per cent.

#### Appointments

- While the **goal** for women recruited with appointments of one year or more is **50 per cent**, women constituted **only 33.2 per cent** of all appointments in 2002 registering an overall decline of 7.5 per cent compared to 2001. The shortfall is especially notable at P-4(22.7 per cent), P-5(12.1 per cent), D-1(19.2 per cent) and D-2 (21.4 per cent) levels. At the P-4 level the **decline** was particularly significant (9.4 per cent) decreasing from 32.1 in 2001 to 22.7 per cent in 2002. Only at the P-2 level was the 50 per cent goal met.
- Women accounted for 59 per cent (36 of 61) of appointments from the **national competitive examinations** and 55.8 per cent (19 of 34) of appointments from the **language examinations**.
- Twelve women and 10 men were appointed to P-2/3 posts through the **General Service to Professional examinations**.

#### Promotions

- Women constituted **44.1 per cent** of all promotions in the wider category in 2002. This represented a decline of 3 per cent compared to 2001. At the critical P-3 and P-4 levels, the percentage **fell** from 53.8 per cent to 46.7 per cent and from 51.3 per cent to 39.8 per cent, respectively. At all other levels slight increases occurred.

### Women at the Senior Policy-making Levels

- At the **Under-Secretary-General (USG)** level, the proportion of women stood at 10.5 per cent (4 women of 38), a decline of 1.3 per cent compared to the 2001. At the **Assistant Secretary-General (ASG)** level, the proportion of women stood at 12.5 per cent (5 women out of 40).
- Among the **four women USGs** mentioned above, two are Executive Secretaries of the Economic and Social Commission for Western Asia (ESCWA) and the Economic Commission for Europe (ECE), respectively, representing two of the five heads of regional commissions. Three of these five commissions also have women as Deputy Heads(D-2) – ESCWA, Economic Commission for Africa (ECA) and Economic and Social Commission for Asia and the Pacific (ESCAP).
- One woman USG was appointed as the **head of UN-Habitat** (September 2002) and another was appointed at this level as **head of the Department for Management** (1 January 2003).
- At the ASG level, a woman was appointed as the **first United Nations Ombudsman** (26 April 2002) - an office created by the General Assembly at the end of 2001 and another as ASG for Peacekeeping Operations in DPKO as of 1 August 2003.
- Increases in the representation of **women at senior levels** (in the category of staff with appointments of one year or more), have been registered only at the D-2 and D-1 levels. At the USG and ASG levels, however, the representation is lower than the 1998 levels.

	USG	ASG	D-2	D-1
30 June 1998	11.1% (3 of 27)	13% (3 of 23)	18.8% (18 of 96)	23.7% (65 of 274)
30 June 2001	11.8% (4 of 34)	10.8% (4 of 37)	17.9% (20 of 112)	30.1% (97 of 322)
30 June 2002	10.5% (4 of 38)	12.5% (5 of 40)	22.3% (25 of 112)	28.9% (93 of 321)

- Overall, at the **D-1 level and above**, the representation of women in the Secretariat is 24.7 per cent. However, at the **D-2 level** there was a major increase of 4.4 per cent, bringing the representation of D-2 women to **22.3 per cent**.

### Peace Operations

- Women so far comprise only **24 per cent** of professional staff (345 women out of a total of 1437 staff). In less than one quarter of 28 peace missions, women represent over 30 per cent of professional level staff. Six missions have no women professional staff.
- **One** out of approximately 50 Special Representatives of the Secretary-General or Special Envoys on peace support operations is a woman - the Special Representative of the Secretary-General to the United Nations Observer Mission in Georgia (UNOMIG).

- There are **three women deputy heads** in peacekeeping missions: UNOMIG, the United Nations Mission in the Democratic Republic of the Congo (MONUC), and the United Nations Mission for the Verification of Human Rights in Guatemala (MINUGUA).
- At the **D-1 level and above**, women constituted only **4.2 per cent** (4 out of 92 staff). Of the 28 peace operations, 24 have no women at these levels.

### **Women in the General Service and Related Categories**

- Women represent 61.9 per cent **overall** of staff in the General Service category (4,277 out of 6,694); however, they are underrepresented in the Security category - 9.3 per cent (19 out of 205) and in the Trades and Crafts category - 3.5 per cent (6 out of 190).
- Out of 546 **promotions**, 63.6 per cent were women. Only 17 staff (14 women and 3 men) moved between departments and offices on promotion.

### **Performance of 31 Departments and Offices (with 20 staff or more) in the UN Secretariat**

- **Gender balance was achieved in four departments/offices:** Department of Public Information, Department of Management, Office of Human Resources Management and the Office of Programme Planning, Budget and Accounts. In four other Departments and Offices women accounted for **less than 30 per cent** of staff: the Economic Commission for Europe (ECE), the Office of Central Support Services (OCSS), and the Department of Peacekeeping Operations/Field Administration and Logistics Division (DPKO/FALD).
- **At the D-1 level and above**, 12 departments/offices reached between 30 and 40 per cent women. However, two departments/offices have less than 10 per cent women and three departments/offices have no women staff at these levels.

### **UN System Agencies (as of 31 December 2001)**

- The **overall** proportion of women in the Professional and higher categories in the 30 entities of the UN system constitute 34.1 per cent, an increase of 0.4 per cent since 31 December 2000.
- While no entities have met the 50 per cent goal, the United Nations Population Fund (UNFPA) continues to have the **highest percentage of women with 49.2 per cent**.
- The representation of women in the entities of the UN system ranges from this **high of 49.2 per cent to 17.6 per cent** in the International Atomic Energy Agency (IAEA).
- Nine entities have **over 40 per cent** of professional women staff overall: UNFPA, United Nations Institute for Training and Research, United Nations Children's Fund, the World Food Programme, United Nations Educational, Scientific and Cultural Organization, Pan American Health Organization, United Nations Programme on HIV/AIDS, International Civil Service Commission (ICSC), United Nations High Commissioner for Refugees.
- 12 have between **30 and 40 per cent**: World Intellectual Property Organization (WIPO), United Nations Development Programme, International Fund for Agricultural Development, International Maritime Organization, International Court of Justice, International Labour Organization, United Nations Secretariat, Joint Staff Pension Fund, World Health Organization, International Training Centre of the International Labour Organization, the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA), International Trade Organization.
- Nine have **less than 30 per cent** professional women staff: United Nations Office for Project Services, International Telecommunications Union, Food and Agriculture Organization, International Civil Aviation Organization, Universal Postal Union, World Meteorological Organization, United Nations Industrial Development Organization, United Nations University, IAEA.
- The **largest increase** (9.8 per cent) was registered in WIPO, followed closely by UNRWA (9.7 per cent). The **largest decrease** was registered in ICSC (5 per cent).
- At the D-1 level and above, there has been a **slight increase of 0.2 per cent** from 20.7 per cent to 20.9 per cent between 31 December 2000 and 31 December 2001.

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