



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

## The Status of Women in the United Nations System

Data is based on the period 1 July 2003 to 30 June 2004 from the Report of the Secretary-General on the Improvement of the Status of Women in the United Nations System (A/59/357)

### UNITED NATIONS SECRETARIAT

#### Women in the Professional Category

##### *Overall*

- Women accounted for **37.4 per cent** of staff in the wider category of professional and higher-level staff with **appointments of one year or more** (1,990 out of 5,325). This represents an increase of 1.7 percentage points since 30 June 2003.
- Women in the more restricted category of professional and higher-level on posts subject to **geographical distribution** accounted for **42.3 per cent** (1,063 out of 2,515). This represents an increase of 0.5 percentage points since 30 June 2003.

##### *Appointments*

- Women constituted **37.2 per cent** (191 of 514) of appointments of one year or more at all levels. The goal of 50 per cent gender balance in the appointments of professional staff was achieved and exceeded at the P-2 level with 52.9 per cent of all appointments. At the P-5, P-4 and P-3 levels, women comprised 14.5 per cent, 32.7 per cent and 41.9 per cent of appointments, respectively.
- Women accounted for 49.3 per cent (35 of 71) of recruits from the **national competitive recruitment examinations** and 63.7 per cent (14 of 22) of appointments from the **language examinations**.

##### *Promotions* (as at 30 June 2004)

- Women accounted for 45.9 per cent (146 out of 318) of promotions from the P-1 to D-2 levels.
- The goal of gender balance in terms of promotions was met and exceeded at the D-2 and P-4/P-3 level.

#### Women at the Senior Policy-making Levels (with appointments of one year or more)

- At the **Under-Secretary-General level**, the proportion of women increased from 13.5 per cent to 16.7 per cent (6 women out of 36). At the **Assistant Secretary-General level**, the proportion of women increased from 14.6 per cent to 17.1 per cent (6 women out of 35).
- The six women USGs are: the Deputy Secretary-General, the head of the Department of Management, the Executive Secretary of the Economic and Social Commission for Western Asia (ESCWA), the Executive Secretary of the Economic Commission for Europe (ECE), the Executive Director of UN-Habitat and the High Commissioner for Human Rights, appointed after the reporting period.
- At the **D-1 level and above**, the proportion of women in the Secretariat increased from 25.6 per cent to 29 per cent (150 women out of 517). At the **D-2 level**, the proportion of women increased from 24.8 per cent to 27.6 per cent (35 women out of 127) and at the **D-1 level** from 28.8 per cent to 32.3 per cent (103 women out of 319).

#### Women in Peace Operations

- Women comprised **27.5 per cent** of professional staff with appointments of one year or more in peace operations (261 women out of 949).
- **Two** out of 27 Peace Operations are headed by women - the Special Representatives of the Secretary-General to the United Nations Observer Mission in Georgia (UNOMIG) and the United Nations Operation in Burundi (ONUB).
- There are three women **Deputy Special Representatives of the Secretary-General** in peacekeeping operations: the United Nations Verification Mission in Guatemala (MINUGUA), the United Nations Mission in Afghanistan (UNAMA) and UNOMIG.
- At the **D-1 level and above**, women in peace operations constituted 12 per cent of staff (12 out of 97), an increase of 2 percentage points from June 2003.
- Of nine missions with 20 or more Professional staff members, three missions had more than 30 per cent women staff.

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

- Women constituted the majority of staff members in the General Service category with 62 per cent (4,191 women out of 6,751); however they are underrepresented in the Security and Safety Service category with 11.6 per cent (26 women out of 224) and in the Trades and Crafts category with 3.5 per cent (6 women out of 172).
- Women accounted for 55.9 per cent (382 out of 683) of promotions in the General Service category.

## **Departments or Offices with 20 or more Professional Staff** (with appointments of one year or more)

- **Gender balance** was achieved in five departments or offices (with 20 or more professional staff): the Department of Management/Office of the Under-Secretary-General, the Office of Human Resources Management, the Office of Programme Planning, Budget and Accounts, the Department of Public Information and the Executive Office of the Secretary-General.
- In seven departments or offices women accounted for **40 per cent or more** of staff: the Office of Legal Affairs, the United Nations Compensation Commission, the Department of Economic and Social Affairs, the Department for General Assembly and Conference Management, the Office of the United Nations High Commissioner for Human Rights, the United Nations Office on Drugs and Crime and the Department of Political Affairs.
- In four Departments or offices women accounted for **less than 30 per cent** of staff: the Office of Central Support Services, the Department of Peacekeeping Operations/Office for Mission Support, the United Nations Monitoring, Verification and Inspection Commission and the Office of the United Nations Security Coordinator.
- **At the D-1 level and above**, six departments or offices reached or exceeded the 50/50 gender balance goal. However, 10 departments/offices have **less than 30 per cent** women at senior levels.

## **ORGANIZATIONS OF THE UNITED NATIONS SYSTEM** (as at 31 December 2003)

- The **overall** proportion of women in the Professional and higher categories in the UN system constituted 36.4 per cent, an increase of 1.4 percentage points since 31 December 2002.
- Gender balance in the Professional category was achieved in two organizations: the United Nations Institute for Training and Research (UNITAR) with 50 per cent (13 women out of 26) and the United Nations Population Fund (UNFPA) with 49.9 per cent (173 women out of 347).
- Eight organizations have **40 per cent or more** professional women: United Nations Children's Fund (45.5 per cent), the United Nations Educational, Scientific and Cultural Organization (43.8 per cent), the International Civil Service Commission (42.1 per cent), the Pan-American Health Organization (42.3 per cent), the Joint United Nations Programme on HIV/AIDS (41.1 per cent), the Office of the United Nations High Commissioner for Refugees (40.7 per cent), the World Food Programme (40.6 per cent) and the International Fund for Agricultural Development (40 per cent). Seven organizations have **between 30 and 40 per cent** women on their staff.
- Nine organizations have **less than 30 per cent** women on their staff: the International Trade Centre (28.1 per cent), the United Nations Relief and Works Agency for Palestine Refugees in the Near East (27.2 per cent), the International Telecommunication Union (26.9 per cent), the World Meteorological Organization (26.1 per cent), the United Nations Industrial Development Organization (25.1 per cent), the International Civil Aviation Organization (24.3 per cent), the United Nations University (21.4 per cent), the Universal Postal Union (20.3 per cent) and the International Atomic Energy Agency (18.6 per cent).
- The **largest increase** was registered in the United Nations University where the representation of women rose from 13.6 per cent to 21.4 per cent. The **largest decrease** was registered by the International Maritime Organization where the representation of women declined from 37.2 per cent to 34.1 per cent.
- **At the D-1 level and above**, women constituted 22.3 per cent compared to 21 per cent in the last reporting period. Gender balance has only been achieved at the P-2 and P-1 levels in the organizations of the United Nations system.