



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

The Status of Women in the United Nations System

UNITED NATIONS SECRETARIAT

Women in the Professional Category

Overall (as at 31 December 2004)

- Women accounted for **37.1 per cent** of staff in the wider category of professional and higher-level staff with **appointments of one year or more** (2,085 out of 5,619). This represents an increase of 1.4 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 **42.7 per cent** (1,087 out of 2,547). This represents an increase of 0.9 percentage points since 30 June 2003.

Appointments (as at 30 June 2004)

- 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 levels.

Women at the Senior Policy-making Levels (with appointments of one year or more at 31 December 2004)

- At the **Under-Secretary-General level**, the proportion of women increased, since 30 June 2003, from 13.5 per cent to 17.5 per cent (7 women out of 40). At the **Assistant Secretary-General level**, the proportion of women increased from 14.6 per cent to 22.2 per cent (10 women out of 45).
- The seven 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, the High Commissioner for Human Rights and the Special Representative of the Secretary-General for Burundi.
- At the **D-1 level and above**, the proportion of women in the Secretariat increased, since 30 June 2003, from 25.6 per cent to 28.8 per cent (158 women out of 548). At the **D-2 level**, the proportion of women increased from 24.8 per cent to 27.6 per cent (33 women out of 131) and at the **D-1 level** from 28.8 per cent to 32.5 per cent (108 women out of 332).

Women in Peace Operations (as at 31 December 2004)

- Women comprised **25.7 per cent** of professional staff with appointments of one year or more in peace operations (314 women out of 1221).
- **Two** out of 27 Peace Operations are headed by women - **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 Mission in Ethiopia and Eritrea (UNMEE), the United Nations Mission in Afghanistan (UNAMA) and UNOMIG.
- At the **D-1 level and above**, women in peace operations constituted 11.4 per cent of staff (14 out of 123), an increase of 1.4 percentage points from June 2003.
- Of thirteen missions with more than 20 Professional staff members, four have more than 30 per cent women staff.

Women in the General Service and Related Categories (as at 31 December 2004)

- Women constituted the majority of staff members in the **General Service category** with 61.6 per cent (4,176 women out of 6,774); however they are underrepresented in the **Security and Safety Service category** with 11.9 per cent (25 women out of 210) and in the **Trades and Crafts category** with 3.5 per cent (6 women out of 170).
- Women accounted for 55.9 per cent (382 women out of 683) of **promotions** in the General Service category (as at 31 June 2004).

Departments or Offices with 20 or more Professional Staff

(with appointments of one year or more as at 31 December 2004)

- **Gender balance** was achieved in six departments or offices: 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, the Executive Office of the Secretary-General and the Office of the High Commissioner for Human Rights.
- 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**, nine departments or offices **reached or exceeded the 50/50** gender balance goal. However, 11 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 37 per cent, an increase of 2 percentage points since 31 December 2002.
- Gender balance in the Professional category was achieved in three organizations: the United Nations Population Fund (UNFPA) with 50 per cent (174 women out of 348), the World Food Programme (WFP) with 49.9 per cent (171 women out of 343) and the United Nations Institute for Training and Research (UNITAR) with 48 per cent (12 women out of 25).
- Seven organizations have **40 per cent or more** professional women: the United Nations Children's Fund (47.9 per cent), the United Nations Educational, Scientific and Cultural Organization (44 per cent), the Pan-American Health Organization (43.8 per cent), the World Intellectual Property Organization (41.7 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) and the International Fund for Agricultural Development (39.7 per cent). Twelve 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 (28.3 per cent), the Food and Agricultural Organization (28.1 per cent) the United Nations Relief and Works Agency for Palestine Refugees in the Near East (26.8 per cent), the International Telecommunication Union (26.8 per cent), the World Meteorological Organization (25.9 per cent), the United Nations Industrial Development Organization (22.4 per cent), the International Civil Aviation Organization (24.4 per cent), the Universal Postal Union (20.3 per cent) and the International Atomic Energy Agency (18.6 per cent).
- The **largest increase**, since December 2002, was registered in the United Nations University where the representation of women rose from 13.6 per cent to 32 per cent. The **largest decrease** was registered by the United Nations Institute for Training and Research where the representation of women declined from 52.4 per cent to 48 per cent.
- **At the D-1 level and above**, women constituted 23 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.