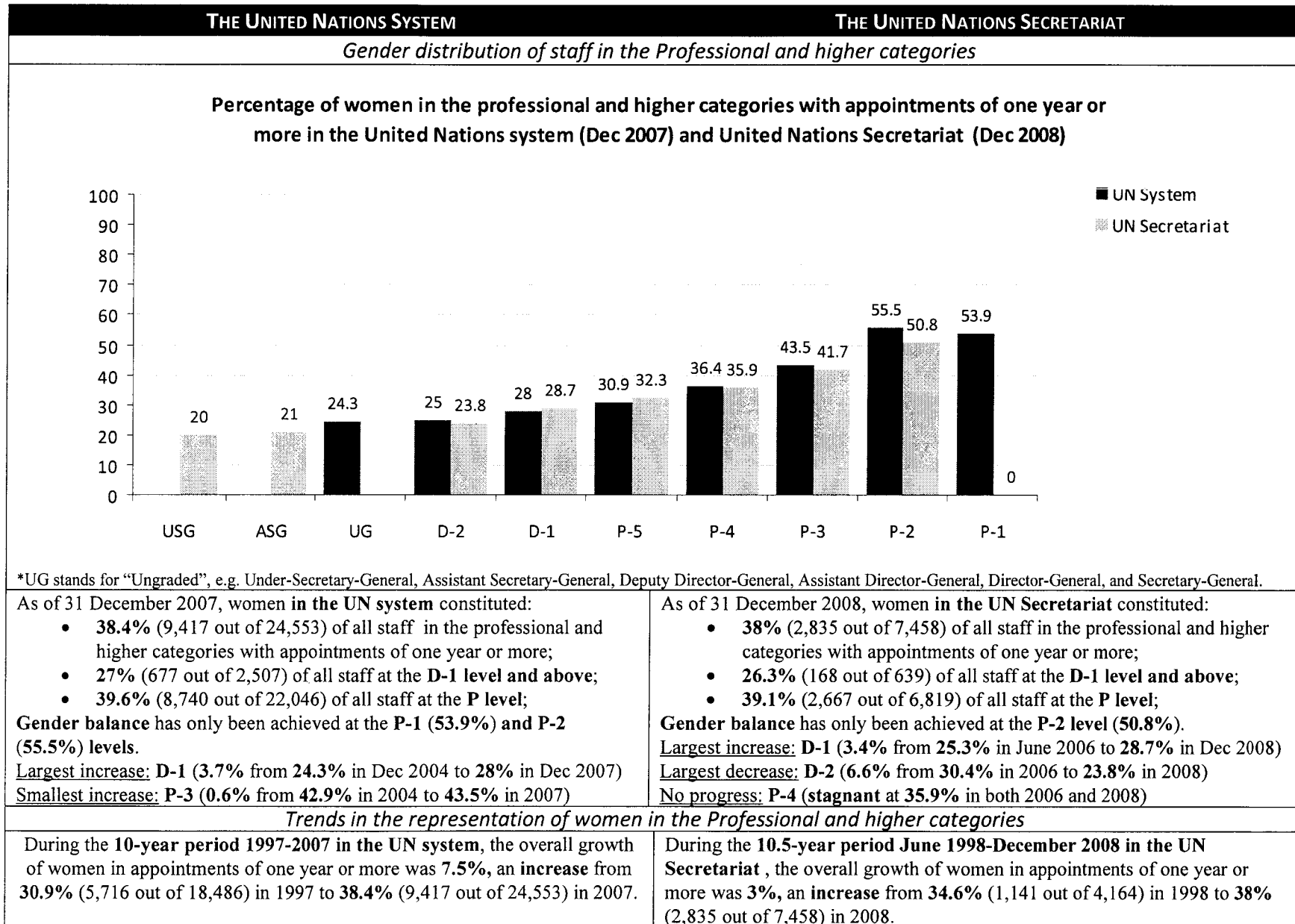




**The Status of Women in the United Nations System (from 1 January 2005 to 31 December 2007)
and in the Secretariat (from 1 July 2006 to 31 December 2008)**



THE UNITED NATIONS SYSTEM

THE UNITED NATIONS SECRETARIAT

Level	Percentage of women as of 31 December 1997	Percentage of women as of 31 December 2007	Cumulative change of women (1997-2007)
UG	13.1	24.3	11.2
D-2	14.5	25.0	10.5
D-1	15.6	28.0	12.4
P-5	19.6	30.9	11.3
P-4	28.7	36.4	7.7
P-3	39.5	43.5	4.0
P-2	51.5	55.5	4.0
P-1	57.8	53.9	-3.9

Level	Percentage of women as of 30 June 1998	Percentage of women as of 31 December 2008	Cumulative change of women (1998-2008)
USG	11.1	20.0	8.9
ASG	13.0	21.0	8
D-2	18.8	23.8	5
D-1	23.7	28.7	5
P-5	29.3	32.3	3
P-4	32.3	35.9	3.6
P-3	39.4	41.7	2.3
P-2	45.4	50.8	5.4
P-1	64.3	0.0	-64.3

Promotions, appointments, and separations in the Professional and higher categories

*** PROMOTIONS ***

- During the period 2005-2007, women accounted for **44.8%** (2,051 out of 4,583) of all promotions to the **P-2 to the D-1 levels**, **33.6%** (153 out of 455) of promotions to the **D-1 level**, and **46%** (1,898 out of 4,128) of promotions to the **P-2 to the P-5 levels**.
- **Gender parity in promotions** was only met at the **P-2 (62.8%) and P-3 (52.7%) levels**.
Lowest proportion: D-1 level with 33.6% (153 out of 455)

*** PROMOTIONS ***

- During the period 1 Jan. 2007- 31 Dec. 2008, women accounted for **47.6%** (408 out of 857) of all promotions to the **P-2 to the D-1 levels**, **31.6%** (25 out of 79) of promotions to the **D-1 level**, and **49.9%** (379 out of 759) of promotions to the **P-2 to the P-5 levels**.
- **Gender parity in promotions** was only met at the **P-2 (69.2%) and P-3 (57.3%) levels**, and almost met at the **P-4 level (49.8%)**.
Lowest proportion: D-2 level with 21% (4 out of 19)

*** APPOINTMENTS ***

- During the period 2005-2007, women represented **40.8%** (2,245 out of 5,501) of all appointments from the **P-2 to the ungraded levels**, **31.2%** (177 out of 568) of appointments at the **D-1 level and above**, and **41.9%** (2,068 out of 4,933) of appointments at the **P-2 to P-5 levels**.
- **Gender parity in appointments** was only met at the **P-2 level (57.8%)**. Lowest proportion: Ungraded with 25% (28 out of 112)

*** APPOINTMENTS ***

- During the period 1 Jan. 2007- 31 Dec. 2008, women represented **43.7%** (421 out of 963) of all appointments from the **P-2 to the USG levels**, **21.7%** (20 out of 92) at the **D-1 level and above**, and **45.4%** (386 out of 850) of external recruitments at the **P-2 to P-5 levels**.
- **Gender parity in appointments** was only met at the **P-2 level (57.2%) and P-3 levels (50.6%)**.
Lowest proportion: ASG level with 18% (3 out of 16)

*** SEPARATIONS ***

- During the period 2005-2007, **7,443 staff** in the professional and higher categories with appointments of one year or more separated out of a total of **24,553 staff**. Women constituted **40%** (2,975 out of 7,443) of all separations, **23.6%** (179 out of 757) of separations at the **D-1 level and above**, and **41.8%** (2,796 out of 6,686) of separations at the **P level**.
- Major causes of separation: Women constituted **42.9%** (1,702 out of 3,969) of appointments expirations, **43%** (534 out of 1,241) of resignations, and **28.5%** (382 out of 1,339) of retirements.

*** SEPARATIONS ***

- During the period 1 Jan. 2007- 31 Dec. 2008, **716 staff** in the professional and higher categories with appointments of one year or more separated out of a total of **7,458 staff**. Women constituted **35.9%** (257 out of 716) of all separations, **26.3%** (41 out of 156) of separations at the **D-1 level and above**, and **38.6%** (216 out of 560) of separations at the **P level**.
- Major causes of separation: Women constituted **38.1%** (93 out of 244) of retirements, **31.0%** (63 out of 203) of appointments expirations, and **37.1%** (49 out of 132) of resignations.

Source: CEB 1997 and 2004, information provided by UN entities 2007.

Source: OHRM 1998, 2006, and 2008, IMIS 2008.

Prepared by the Office of the Focal Point for Women 5/09. See Report on the Improvement of the Status of Women in the United Nations System (A/63/159).