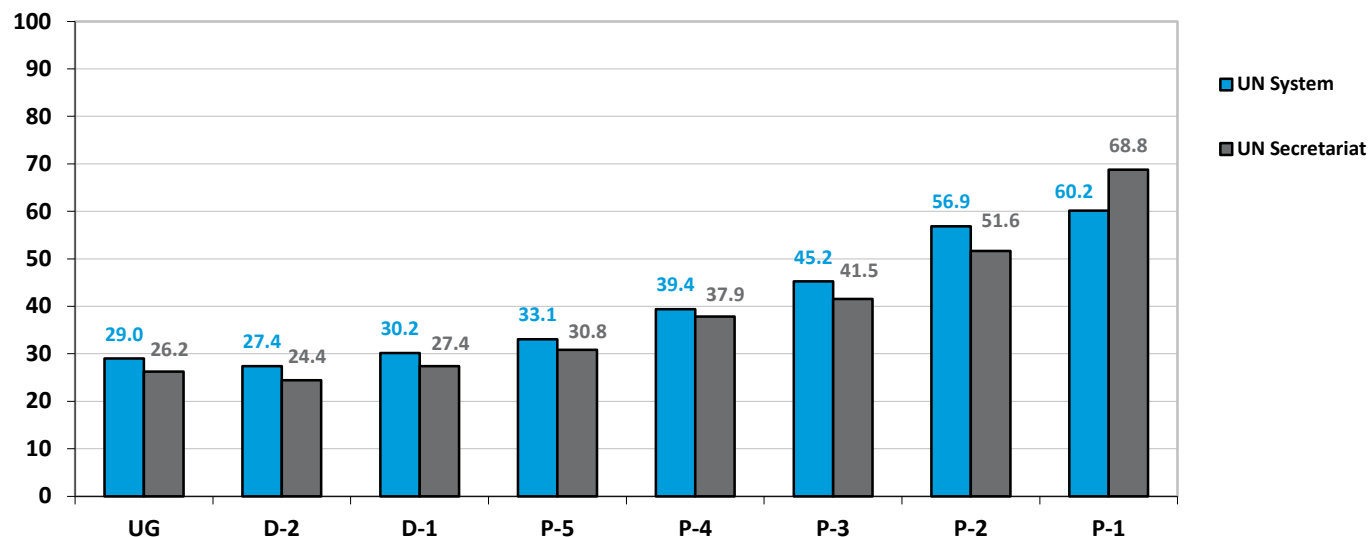


Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations System (Dec. 2011) and UN Secretariat (Dec. 2011)



Trends in the Representation of Women in the Professional and Higher Categories – 2001 to 2011

THE UNITED NATIONS SYSTEM					UN SECRETARIAT				
During the period 2001-2011 in the <b>UN System</b> , the proportion of women <b>increased</b> by <b>6.8</b> percentage points, from <b>33.9%</b> (6,533 out of 19,296) in 2001 to <b>40.7%</b> (12,086 out of 29,665) in 2011.					During the period 2001-2011 in the <b>UN Secretariat</b> , the proportion of women <b>increased</b> by <b>4.3</b> percentage points, from <b>34.4%</b> (2,250 out of 6,534) in 2001 to <b>38.7%</b> (3,734 out of 9,651) in 2011.				
Level	% of women as of 31 December 2001	% of women as of 31 December 2011	Total change 2001-2011 (percentage points)	Avg. annual change 2001-2011 (percentage points)	Level	% of women as of 31 December 2001	% of women as of 31 December 2011	Total change 2001-2011 (percentage points)	Avg. annual change 2001-2011 (percentage points)
<b>UG</b>	15.6	29.0	13.4	1.3	<b>UG</b>	10.0	26.2	16.2	1.6
<b>D-2</b>	20.8	27.4	6.6	0.7	<b>D-2</b>	21.2	24.4	3.2	0.3
<b>D-1</b>	21.3	30.2	8.8	0.9	<b>D-1</b>	25.9	27.4	1.5	0.2
<b>P-5</b>	24.1	33.1	8.9	0.9	<b>P-5</b>	26.4	30.8	4.5	0.4
<b>P-4</b>	31.3	39.4	8.1	0.8	<b>P-4</b>	30.6	37.9	7.3	0.7
<b>P-3</b>	40.3	45.2	5.0	0.5	<b>P-3</b>	37.6	41.5	4.0	0.4
<b>P-2</b>	53.3	56.9	3.6	0.4	<b>P-2</b>	48.0	51.6	3.7	0.4
<b>P-1</b>	63.6	60.2	-3.4	-0.3	<b>P-1</b>	75.0	68.8	-6.2	-0.6

<p>As of 31 December 2011, women in the <b>UN System</b> constituted:</p> <ul style="list-style-type: none"> <li>• <b>40.7%</b> (12,086 out of 29,665) of all staff in the professional and higher categories with appointments of one year or more</li> <li>• <b>29.5%</b> (787 out of 2,672) of all staff D-1 to UG</li> <li>• <b>41.9%</b> (11,299 out of 26,993) of all staff P-1 to P-5</li> </ul> <p>• Gender parity achieved: <b>P-1:</b> 60.2% (71 out of 118); <b>P-2:</b> 56.9% (1,746 out of 3,070)</p> <p>• Largest increase: <b>UG:</b> 13.4% (from 15.6% in Dec. 2001 to 29.0% in Dec. 2011)</p> <p>• Largest decrease: <b>P-1:</b> -3.4% (from 63.6% in Dec. 2001 to 60.2% in Dec. 2011)</p>	<p>As of 31 December 2011, women in the <b>UN Secretariat</b> constituted:</p> <ul style="list-style-type: none"> <li>• <b>38.7%</b> (3,734 out of 9,651) of all staff in the professional and higher categories with appointments of one year or more</li> <li>• <b>26.5%</b> (202 out of 761) of all staff D-1 to UG</li> <li>• <b>39.7%</b> (3,532 out of 8,890) of all staff P-1 to P-5</li> </ul> <p>• Gender parity achieved: <b>P-1:</b> 68.8% (11 out of 16); <b>P-2:</b> 51.6% (567 out of 1,098)</p> <p>• Largest increase: <b>UG:</b> 16.2% (from 10.0% in Dec. 2001 to 26.2% in December 2011)</p> <p>• Largest decrease: <b>P-1:</b> -6.2% (from 75.0% in Dec. 2001 to 68.8% in December 2011)</p>
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### Representation of Women in Appointments, Promotions and Separations (P-1 to UG): 1 January 2010 to 31 December 2011

THE UNITED NATIONS SYSTEM	UN SECRETARIAT
<b>APPOINTMENTS</b>	
<ul style="list-style-type: none"> <li>• All Appointments (P-1 to UG): <b>42.1%</b> (2,899 out of 6,885)</li> <li>• D-1 to UG Appointments: <b>29.1%</b> (123 out of 422)</li> <li>• P-1 to P-5 Appointments: <b>43.0%</b> (2,776 out of 6,463)</li> <li>• Gender parity in Appointments achieved: <b>P-1:</b> 64.1% (59 out of 92); <b>P-2:</b> 58.0% (728 out of 1,255)</li> <li>• Highest proportion of female Appointments: <b>P-1:</b> 64.1% (59 out of 92)</li> <li>• Lowest proportion of female Appointments: <b>D-2:</b> 28.5% (35 out of 123)</li> </ul>	<ul style="list-style-type: none"> <li>• All Appointments (P-1 to UG): <b>41.7%</b> (1,114 out of 2,674)</li> <li>• D-1 to UG Appointments: <b>25.3%</b> (48 out of 190)</li> <li>• P-1 to P-5 Appointments: <b>42.9%</b> (1,066 out of 2,484)</li> <li>• Gender parity in Appointments achieved at : <b>P-1:</b> 70.0% (14 out of 20); <b>P-2:</b> 50.9% (288 out of 566)</li> <li>• Highest proportion of female Appointments: <b>P-1:</b> 70.0% (14 out of 20)</li> <li>• Lowest proportion of female Appointments: <b>ASG:</b> 24.2% (8 out of 33)</li> </ul>
<b>PROMOTIONS</b>	
<ul style="list-style-type: none"> <li>• All Promotions (P-2 to D-2): <b>42.6%</b> (1,495 out of 3,507)</li> <li>• D-1 and D-2 Promotions: <b>29.1%</b> (141 out of 485)</li> <li>• P-2 to P-5 Promotions: <b>44.9%</b> (1,354 out of 3,013)</li> <li>• Gender parity in Promotions achieved: <b>P-1:</b> 66.7% (6 out of 9); <b>P-2:</b> 58.6% (116 out of 198); <b>P-3:</b> 54.0% (379 out of 702)</li> <li>• Highest proportion of female Promotions: <b>P-1:</b> 66.7% (6 out of 9)</li> <li>• Lowest proportion of female Promotions: <b>D-2:</b> 25.5% (28 out of 110)</li> </ul>	<ul style="list-style-type: none"> <li>• All Promotions (P-2 to D-2): <b>41.0%</b> (644 out of 1,572)</li> <li>• D-1 and D-2 Promotions: <b>32.4%</b> (55 out of 170)</li> <li>• P-2 to P-5 Promotions: <b>42.0%</b> (589 out of 1,402)</li> <li>• Gender parity in Promotions achieved at: <b>P-2:</b> 53.1% (26 out of 49)</li> <li>• Highest proportion of female Promotions: <b>P-2:</b> 53.1% (26 out of 49)</li> <li>• Lowest proportion of female Promotions: <b>D-2:</b> 24.1% (7 out of 29)</li> </ul>
<b>SEPARATIONS</b>	
<ul style="list-style-type: none"> <li>• Women constituted <b>39.8%</b> (2,583 out of 6,488) of all Separations (P-1 to UG), which is <b>lower</b> than their representation in the UN System (40.7%)</li> <li>• The proportion of female separations was higher than the proportion of women at these levels: <b>P-2:</b> 46.8% separations vs. 45.2% representation; <b>P-3:</b> 60.7% vs. 56.9%</li> </ul> <p><b>Major causes of separations at these levels:</b></p> <p>At the <b>P-2</b> level 61.2% (131 out of 214) of women separated because of appointment expirations and 30.8% (66 out of 214) because of resignation; At <b>P-3</b>, 62.0% (258 out of 416) because of appointment expirations, and 25.7% (107 out of 416) because of resignation.</p>	<ul style="list-style-type: none"> <li>• Women constituted <b>39.8%</b> (1,079 out of 2,713) of Separations (P-1 to UG), which is <b>higher</b> than their representation in the Secretariat (38.7%)</li> <li>• The proportion of female separations was higher than the proportion of women at these levels: <b>P-2:</b> 58.6% separations vs. 51.6% representation; <b>P-3:</b> 47.5% vs. 41.5%</li> </ul> <p><b>Major causes of separations at these levels:</b></p> <p>At the <b>P-2</b> level 61.2% (131 out of 214) of women separated because of appointment expirations and 30.8% (66 out of 214) because of resignation; At <b>P-3</b>, 62.0% (258 out of 416) because of appointment expirations, and 25.7% (107 out of 416) because of resignation.</p>