The Status of Women in the United Nations System

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

<table>
<thead>
<tr>
<th>Level</th>
<th>% of women as of 31 December 2001</th>
<th>% of women as of 31 December 2011</th>
<th>Total change 2001-2011 (percentage points)</th>
<th>Avg. annual change 2001-2011 (percentage points)</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG</td>
<td>15.6</td>
<td>29.0</td>
<td>13.4</td>
<td>1.3</td>
</tr>
<tr>
<td>D-2</td>
<td>20.8</td>
<td>27.4</td>
<td>6.6</td>
<td>0.7</td>
</tr>
<tr>
<td>D-1</td>
<td>21.3</td>
<td>30.2</td>
<td>8.8</td>
<td>0.9</td>
</tr>
<tr>
<td>P-5</td>
<td>24.1</td>
<td>33.1</td>
<td>8.9</td>
<td>0.9</td>
</tr>
<tr>
<td>P-4</td>
<td>31.3</td>
<td>39.4</td>
<td>8.1</td>
<td>0.8</td>
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<td>40.3</td>
<td>45.2</td>
<td>5.0</td>
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<tr>
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<td>56.9</td>
<td>3.6</td>
<td>0.4</td>
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<tr>
<td>P-1</td>
<td>63.6</td>
<td>60.2</td>
<td>-3.4</td>
<td>-0.3</td>
</tr>
</tbody>
</table>

During the period 2001-2011 in the UN System, the proportion of women increased by 6.8 percentage points, from 33.9% (6,533 out of 19,296) in 2001 to 40.7% (12,086 out of 29,665) in 2011.

<table>
<thead>
<tr>
<th>Level</th>
<th>% of women as of 31 December 2001</th>
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<th>Total change 2001-2011 (percentage points)</th>
<th>Avg. annual change 2001-2011 (percentage points)</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG</td>
<td>10.0</td>
<td>26.2</td>
<td>16.2</td>
<td>1.6</td>
</tr>
<tr>
<td>D-2</td>
<td>21.2</td>
<td>24.4</td>
<td>3.2</td>
<td>0.3</td>
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<tr>
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<td>25.9</td>
<td>27.4</td>
<td>1.5</td>
<td>0.2</td>
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<tr>
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<td>30.8</td>
<td>4.5</td>
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<td>37.9</td>
<td>7.3</td>
<td>0.7</td>
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<tr>
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<td>41.5</td>
<td>4.0</td>
<td>0.4</td>
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<td>0.4</td>
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<tr>
<td>P-1</td>
<td>75.0</td>
<td>68.8</td>
<td>-6.2</td>
<td>-0.6</td>
</tr>
</tbody>
</table>

During the period 2001-2011 in the UN Secretariat, the proportion of women increased by 4.3 percentage points, from 34.4% (2,250 out of 6,534) in 2001 to 38.7% (3,734 out of 9,651) in 2011.

As of 31 December 2011, women in the UN System constituted:
- 40.7% (12,086 out of 29,665) of all staff in the professional and higher categories with appointments of one year or more
- 29.5% (787 out of 2,672) of all staff D-1 to UG
- 41.9% (11,299 out of 26,993) of all staff P-1 to P-5

- Gender parity achieved: P-1: 60.2% (71 out of 118); P-2: 56.9% (1,746 out of 3,070)
- Largest increase: UG: 13.4% (from 15.6% in Dec. 2001 to 29.0% in Dec. 2011)
- Largest decrease: P-1:-3.4% (from 63.6% in Dec. 2001 to 60.2% in Dec. 2011)

As of 31 December 2011, women in the UN Secretariat constituted:
- 38.7% (3,734 out of 9,651) of all staff in the professional and higher categories with appointments of one year or more
- 26.5% (202 out of 761) of all staff D-1 to UG
- 39.7% (3,532 out of 8,890) of all staff P-1 to P-5

- Gender parity achieved: P-1: 68.8% (11 out of 16); P-2: 51.6% (567 out of 1,098)
- Largest increase: UG: 16.2% (from 10.0% in Dec. 2001 to 26.2% in December 2011)
- Largest decrease: P-1: -6.2% (from 75.0% in Dec. 2001 to 68.8% in December 2011)

Major causes of separations at these levels:
At the P-2 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 P-3, 62.0% (258 out of 416) because of appointment expirations, and 25.7% (107 out of 416) because of resignation.

Website: http://www.unwomen.org/en/how-we-work/un-system-coordination/women-in-the-united-nations/