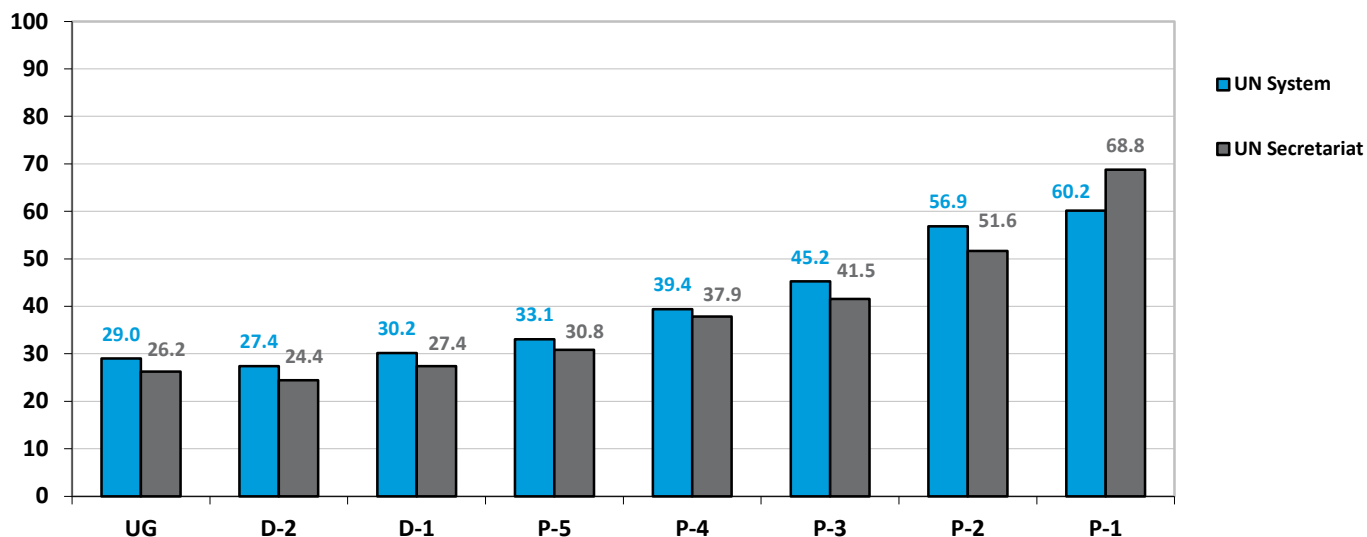


**Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations System (Dec. 2011) and UN Secretariat (Dec. 2011)**



**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

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)

### 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>