
-20 0 20 40 60 80
UG D-2 D-1 P-5 P-4 P-3 P-2 P-1
16 34 22 19 13 10 3.6
13.4 6.6 8.8 8.9 8.1 5.0 3.6
29.0 27.4 30.2 33.1 39.4 45.2 56.9 60.2

- Years required to achieve parity based on average annual increment between 2001 and 2011
- Percentage change between 2001 and 2011
- Percentage of women in 2011

B. Proportion of women by staff level in relation to gender parity, 31 Dec. 2011

- Percentage change between 2001 and 2011
- Percentage of women in 2011


- Gender parity progress in appointments and promotions at non-headquarters locations lags behind that at headquarters


- Men are awarded 2.5 times more appointments than women at the D-2 level, and almost 3 times the number of promotions

Sources: Latest data submitted by 32 United Nations entities. All data refers to contracts of one year or more, except in Graph C where the proportion of appointments is for all contract types; Graph A: For 2011 data see A/67/347; for 2001 data see CEB/2003/HLCM/22; Graphs B, C and D: A/67/347. Prepared: February 2013.
**Representation of Women in the United Nations System**

Prepared by the Focal Point for Women, Coordination Division, UN Women


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**E. Percentage of female resident coordinators by region, 31 Dec. 2009 and 31 Dec. 2011**

No region achieved gender balance among Resident Coordinators and the proportion of female RCs decreased in all regions except Africa.

**F. Gendered usage of flexible work arrangements across the UN system, 31 Dec. 2011**

Flexible work arrangements are used more by women than men across the UN system, except for staggered working hours and scheduled breaks.

**G. Number of entities with gender-related stipulations in their staff selection processes, 31 Dec. 2011**

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**Sources:**

- Graph E: United Nations Development Group. For 2009 data see A/65/334; for 2011 data see A/67/347;  