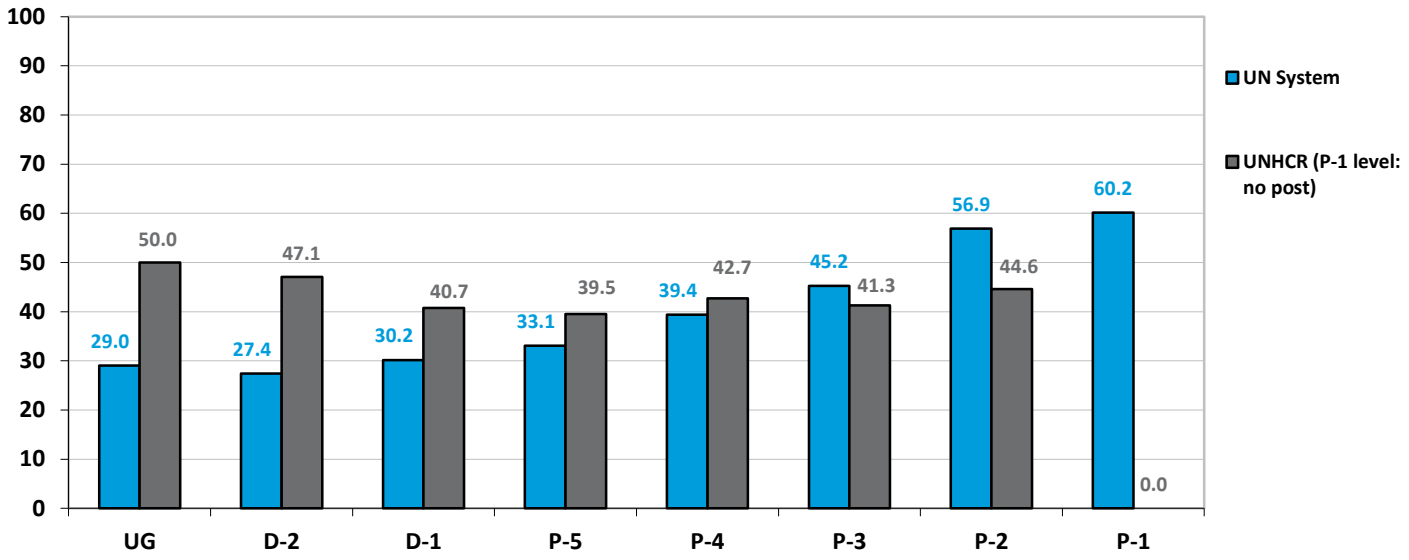
The Status of Women in the United Nations System

Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations System (Dec. 2001) and UNHCR (Dec. 2011)



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

THE UNITED NATIONS SYSTEM

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.

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)
UG	15.6	29.0	13.4	1.3
D-2	20.8	27.4	6.6	0.7
D-1	21.3	30.2	8.8	0.9
P-5	24.1	33.1	8.9	0.9
P-4	31.3	39.4	8.1	0.8
P-3	40.3	45.2	5.0	0.5
P-2	53.3	56.9	3.6	0.4
P-1	63.6	60.2	-3.4	-0.3

OFFICE OF THE UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES (UNHCR)

During the period 2001-2011 in **UNHCR**, the proportion of women **increased** by **1.9** percentage points, from **40.1%** (234 out of 584) in 2001 to **42.0%** (697 out of 1659) 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)
UG	0.0	50.0	50.0	5.0
D-2	42.9	47.1	4.2	0.4
D-1	38.2	40.7	2.5	0.3
P-5	21.0	39.5	18.6	1.9
P-4	31.1	42.7	11.6	1.2
P-3	44.3	41.3	-3.0	-0.3
P-2	58.2	44.6	-13.6	-1.4
P-1	66.7	0.0	-66.7	-6.7

Source: CEB (2001), UN System Entities (2011). Prepared by the Focal Point for Women, Coordination Division, UN Women, December 2012.
Website: http://www.unwomen.org/en/how-we-work/un-system-coordination/women-in-the-united-nations/

As of 31 December 2011, women in the **UN System** constituted:	As of 31 December 2011, women in **UNHCR** 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)	• **42.0%** (697 out of 1659) of all staff in the professional and higher categories with appointments of one year or more • **42.2%** (43 out of 102) of all staff D-1 to UG • **42.0%** (654 out of 1557) of all staff P-1 to P-5 • Gender parity achieved: **UG**: 50.0% (2 out of 4) • Largest increase: **UG**: 50.0% (from 0.0% in Dec. 2001 to 50.0% in Dec. 2011) • Largest decrease: **P-1**: -66.7% (from 66.7% in Dec. 2001 to 0.0% in Dec. 2011)

Representation of Women in Appointments, Promotions and Separations (P-1 to UG): 1 January 2010 to 31 December 2011

THE UNITED NATIONS SYSTEM	OFFICE OF THE UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES (UNHCR)
APPOINTMENTS	
• All Appointments (P-1 to UG): **42.1%** (2,899 out of 6,885) • D-1 to UG Appointments: **29.1%** (123 out of 422) • P-1 to P-5 Appointments: **43.0%** (2,776 out of 6,463) • Gender parity in Appointments achieved: **P-1**: 64.1% (59 out of 92); **P-2**: 58.0% (728 out of 1,255) • Highest proportion of female Appointments: **P-1**: 64.1% (59 out of 92) • Lowest proportion of female Appointments: **D-2**: 28.5% (35 out of 123)	• All Appointments (P-1 to UG): **43.2%** (83 out of 192) • D-1 to UG Appointments: **20.0%** (1 out of 5) • P-1 to P-5 Appointments: **43.9%** (82 out of 187) • Gender parity in Appointments achieved: **P-2:** 56.8% (25 out of 44); **P-5**: 63.6% (7 out of 11); **D-2**: 100.0% (1 out of 1) • Highest proportion of female Appointments: **D-2**: 100.0% (1 out of 1) • Lowest proportion of female Appointments: **D-1**: 0.0% (0 out of 3); **UG**: 0.0% (0 out of 1)
PROMOTIONS	
• All Promotions (P-2 to D-2): **42.6%** (1,495 out of 3,507) • D-1 and D-2 Promotions: **29.1%** (141 out of 485) • P-2 to P-5 Promotions: **44.9%** (1,354 out of 3,013) • Gender parity in Promotions achieved: **P-1**: 66.7% (6 out of 9); **P-2**: 58.6% (116 out of 198); **P-3**: 54.0% (379 out of 702) • Highest proportion of female Promotions: **P-1**: 66.7% (6 out of 9) • Lowest proportion of female Promotions: **D-2**: 25.5% (28 out of 110)	• All Promotions (P-2 to D-2): **30.0%** (3 out of 10) • D-1 and D-2 Promotions: **25.0%** (2 out of 8) • P-2 to P-5 Promotions: **50.0%** (1 out of 2) • Gender parity in Promotions achieved: **P-3**: 50.0% (1 out of 2) • Highest proportion of female Promotions: **P-3**: 50.0% (1 out of 2) • Lowest proportion of female Promotions: **D-1**: 0.0% (0 out of 2)
SEPARATIONS	
• Women constituted **39.8%** (2,583 out of 6,488) of all Separations (P-1 to UG), which is **lower** than their representation in the UN System (40.7%) • The proportion of female separations was higher than the proportion of women at these levels: **P-2**: 46.8% separations vs. 45.2% representation; **P-3**: 60.7% vs. 56.9% **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.	• Women constitued **29.5%** (62 out of 210) of all Separations (P-1 to UG), which is **lower** than their representation in UNHCR (42.0%) • The proportion of female separations was higher than the proportion of women at these levels: **P-2**: 46.7% separations vs. 44.6% representation **Major causes of separations at these levels**: At the **P-2** level 78.6% (11 out of 14) of women separated because of appointment expirations.

Source: CEB (2001), UN System Entities (2011). Prepared by the Focal Point for Women, Coordination Division, UN Women, December 2012.
Website: http://www.unwomen.org/en/how-we-work/un-system-coordination/women-in-the-united-nations/