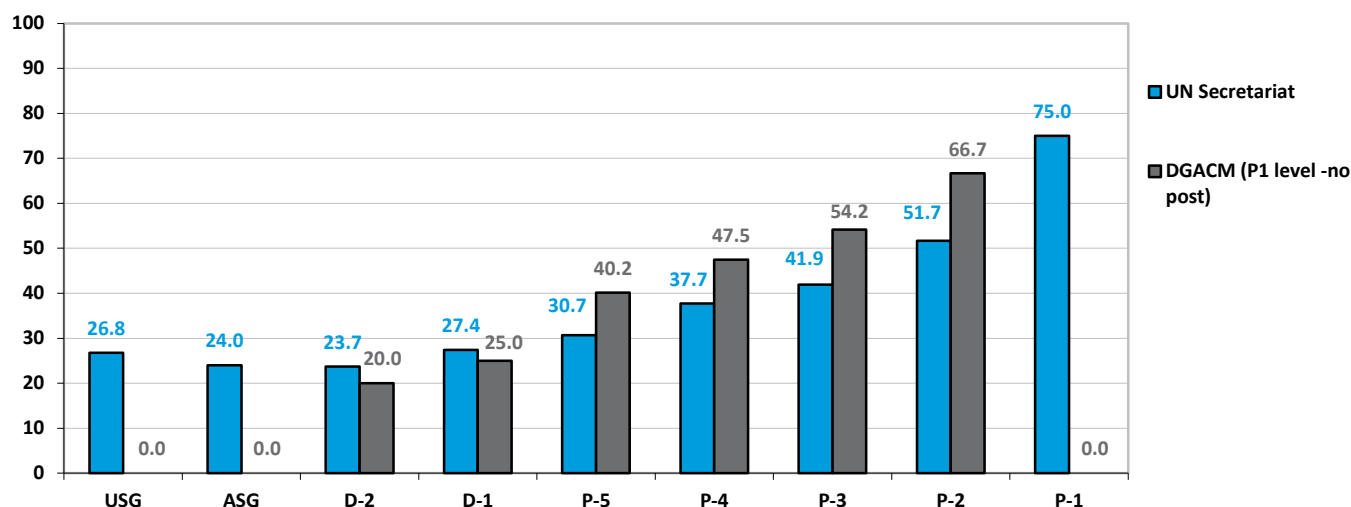


The Status of Women in the United Nations Secretariat Departments

Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations Secretariat (June 2012) and DGACM (June 2012)



Trends in the Representation of Women in the Professional and Higher Categories – 2002 to 2012

THE UNITED NATIONS SECRETARIAT					DGACM				
During the period 2002-2012 in the UN Secretariat , the proportion of women increased by 4.0 percentage points, from 35.0% (2,005 out of 5,733) in 2002 to 39.0% (4,297 out of 11,025) in 2012.					During the period 2002-2012 in DGACM , the proportion of women increased by 6.6 percentage points, from 41.7% (224 out of 537) in 2002 to 48.3% (269 out of 557) in 2012.				
Level	% of women as of 30 June 2002	% of women as of 30 June 2012	Total change 2002-2012 (percentage points)	Avg. annual change 2002-2012 (percentage points)	Level	% of women as of 30 June 2002	% of women as of 30 June 2012	Total change 2002-2012 (percentage points)	Avg. annual change 2002-2012 (percentage points)
USG	10.5	26.8	16.3	1.6	USG	0.0	0.0	0.0	0.0
ASG	12.5	24.0	11.5	1.2	ASG	0.0	0.0	0.0	0.0
D-2	22.3	23.7	1.3	0.1	D-2	33.3	20.0	-13.3	-1.3
D-1	29.0	27.4	-1.6	-0.2	D-1	58.3	25.0	-33.3	-3.3
P-5	29.5	30.7	1.2	0.1	P-5	40.4	40.2	-0.2	0.0
P-4	31.4	37.7	6.3	0.6	P-4	37.2	47.5	10.3	1.0
P-3	38.1	41.9	3.8	0.4	P-3	45.5	54.2	8.7	0.9
P-2	48.8	51.7	2.8	0.3	P-2	58.8	66.7	7.8	0.8
P-1	63.2	75.0	11.8	1.2	P-1	0.0	0.0	0.0	0.0

Source: OHRM. 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/>

<p>As of 30 June 2012, women in the UN Secretariat constituted:</p> <ul style="list-style-type: none"> • 39.0% (4,297 out of 11,025) of all staff in the professional and higher categories with appointments of one year or more • 26.2% (205 out of 781) of all staff D-1 to USG • 39.9% (4,092 out of 10,244) of all staff P-1 to P-5 <p>• Gender parity achieved: P-1: 75.0% (9 out of 12); P-2: 51.7% (666 out of 1,289)</p> <p>• Largest increase: USG: 16.3% (from 10.5% in June 2002 to 26.8% in June 2012)</p> <p>• Largest decrease: P-1: -1.6% (from 29.0% in June 2002 to 27.4% in June 2012)</p>	<p>As of 30 June 2012, women in DGACM constituted:</p> <ul style="list-style-type: none"> • 48.3% (269 out of 557) of all staff in the professional and higher categories with appointments of one year or more • 21.7% (5 out of 23) of all staff D-1 to USG • 49.4% (264 out of 534) of all staff P-1 to P-5 <p>• Gender parity achieved: P-2: 66.7% (20 out of 30); P-3: 54.2% (104 out of 192)</p> <p>• Largest increase: P-4: 10.3% (from 37.2% in June 2002 to 47.5% in June 2012)</p> <p>• Largest decrease: D-1: -33.3% (from 58.3% in June 2002 to 25.0% in June 2012)</p>
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Representation of Women in Appointments, Promotions and Separations (P-1 to USG): 1 January 2010 to 31 December 2011

THE UNITED NATIONS SECRETARIAT	DGACM
APPOINTMENTS	
<ul style="list-style-type: none"> • All Appointments (P-1 to USG): 41.7% (1,114 out of 2,674) • D-1 to USG Appointments: 25.3% (48 out of 190) • P-1 to P-5 Appointments: 42.9% (1,066 out of 2,484) • Gender parity in Appointments achieved: P-1: 70.0% (14 out of 20); P-2: 50.9% (288 out of 566) • Highest proportion of female Appointments: P-1: 70.0% (14 out of 20) • Lowest proportion of female Appointments: ASG: 24.2% (8 out of 33) 	<ul style="list-style-type: none"> • All Appointments (P-1 to USG): 49.4% (41 out of 83) • D-1 to USG Appointments: 16.7% (1 out of 6) • P-1 to P-5 Appointments: 51.9% (40 out of 77) • Gender parity in Appointments achieved: P-2: 66.7% (14 out of 21) • Highest proportion of female Appointments: P-2: 66.7% (14 out of 21) • Lowest proportion of female Appointments: P-5: 0.0% (0 out of 1)
PROMOTIONS	
<ul style="list-style-type: none"> • All Promotions (P-2 to D-2): 41.0% (644 out of 1,572) • D-1 and D-2 Promotions: 32.4% (55 out of 170) • P-2 to P-5 Promotions: 42.0% (589 out of 1,402) • Gender parity in Promotions achieved: P-2: 53.1% (26 out of 49) • Highest proportion of female Promotions: P-2: 53.1% (26 out of 49) • Lowest proportion of female Promotions: D-2: 24.1% (7 out of 29) 	<ul style="list-style-type: none"> • All Promotions (P-2 to D-2): 44.1% (49 out of 111) • D-1 and D-2 Promotions: 0.0% (0 out of 6) • P-2 to P-5 Promotions: 46.7% (49 out of 105) • Gender parity in Promotions achieved: P-3: 50.0% (9 out of 18); P-4: 52.5% (31 out of 59) • Highest proportion of female Promotions: P-4: 52.5% (31 out of 59) • Lowest proportion of female Promotions: P-2 and D-2: 0.0% (0 out of 1); D-1: 0.0% (0 out of 5)
SEPARATIONS	
<ul style="list-style-type: none"> • Women constituted 39.8% (1,079 out of 2,713) of Separations (P-1 to USG), which is higher than their representation in the Secretariat (38.7%) • The proportion of female separations was higher than the proportion of women at these levels: P-2: 58.6% separations vs. 51.6% representation; P-3: 47.5% vs. 41.5% <p>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.</p>	<ul style="list-style-type: none"> • Women constituted 46.9% (30 out of 64) of Separations (P-1 to USG), which is lower than their representation in DGACM (47.2%) • The proportion of female separations was higher than the proportion of women at these levels: P-3: 57.1% separations vs. 51.9% representation; P-4: 60.0% vs. 49.1%; D-1: 40.0% vs. 20.0% <p>Major causes of separations at these levels: At the P-3 level 50.0% (4 out of 8) of women separated because of mandatory retirement and 25.0% (2 out of 8) because of appointment expirations; At P-4, 66.7% (8 out of 12) because of mandatory retirement; At D-1, 100.0% (2 out of 2) because of mandatory retirement.</p>