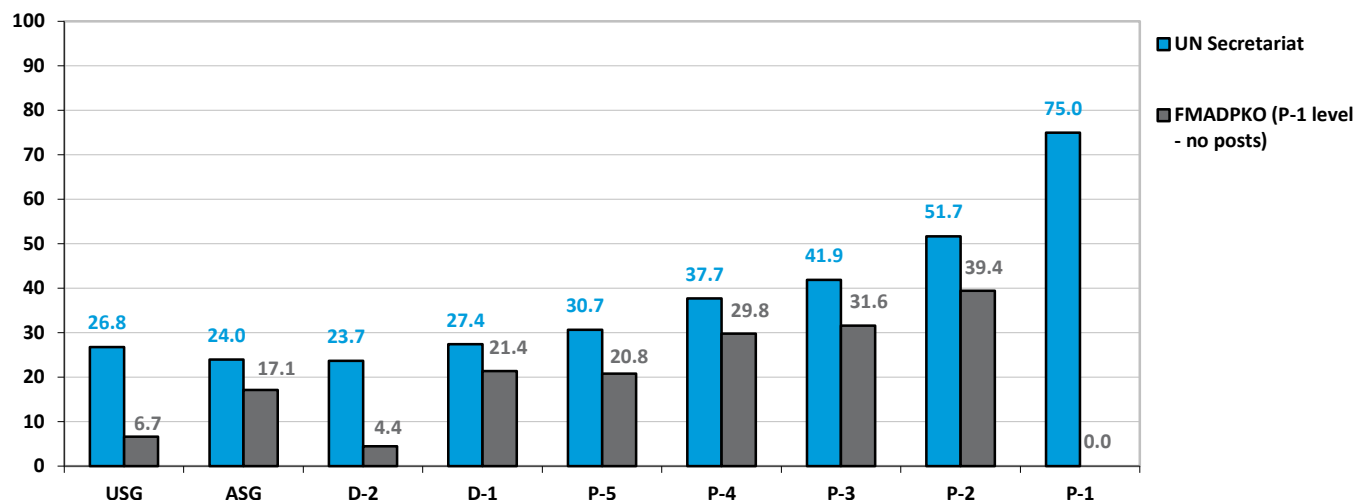


The Status of Women in the United Nations Secretariat Departments

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



Trends in the Representation of Women in the Professional and Higher Categories – 2008* to 2012

THE UNITED NATIONS SECRETARIAT					FMADPKO				
During the period 2008-2012 in the UN Secretariat , the proportion of women increased by 1.4 percentage points, from 37.6% (2,741 out of 7,288) in 2008 to 39.0% (4,297 out of 11,025) in 2012.					During the period 2008-2012 in FMADPKO , the proportion of women increased by 0.5 percentage points, from 28.9% (672 out of 2,327) in 2008 to 29.4% (828 out of 2,819) in 2012.				
Level	% of women as of 30 June 2008	% of women as of 30 June 2012	Total change 2008-2012 (percentage points)	Avg. annual change 2008-2012 (percentage points)	Level	% of women as of 30 June 2008	% of women as of 30 June 2012	Total change 2008-2012 (percentage points)	Avg. annual change 2008-2012 (percentage points)
USG	17.5	26.8	9.3	2.3	USG	5.3	6.7	1.4	0.4
ASG	23.5	24.0	0.5	0.1	ASG	12.0	17.1	5.1	1.3
D-2	23.8	23.7	-0.1	0.0	D-2	3.7	4.4	0.7	0.2
D-1	28.7	27.4	-1.3	-0.3	D-1	18.4	21.4	3.0	0.8
P-5	31.6	30.7	-0.9	-0.2	P-5	24.0	20.8	-3.2	-0.8
P-4	35.9	37.7	1.8	0.4	P-4	25.9	29.8	3.9	1.0
P-3	40.5	41.9	1.4	0.3	P-3	30.2	31.6	1.5	0.4
P-2	51.6	51.7	0.1	0.0	P-2	44.2	39.4	-4.8	-1.2
P-1	0.0	75.0	75.0	18.8	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. *=Earliest available data

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: P-1: 75% (from 0.0% in June 2008 to 75.0% in June 2012)</p> <p>• Largest decrease: D-1: -1.3% (from 28.7% in June 2008 to 27.4% in June 2012)</p>	<p>As of 30 June 2012, women in FMADPKO constituted:</p> <ul style="list-style-type: none"> • 29.4% (828 out of 2,819) of all staff in the professional and higher categories with appointments of one year or more • 16.0% (34 out of 212) of all staff D-1 to USG • 30.5% (794 out of 2,607) of all staff P-1 to P-5 <p>• Gender parity achieved: NONE</p> <p>• Largest increase: ASG: 5.1% (from 12.0% in June 2008 to 17.1% in June 2012)</p> <p>• Largest decrease: P-2: -4.8% (from 44.2% in June 2008 to 39.4% in June 2012)</p>
--	---

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

THE UNITED NATIONS SECRETARIAT	FMADPKO
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): 33.7% (279 out of 827) • D-1 to USG Appointments: 17.9% (15 out of 84) • P-1 to P-5 Appointments: 35.5% (264 out of 743) • Gender parity in Appointments achieved: P-1: 100.0% (1 out of 1) • Highest proportion of female Appointments: P-1: 100.0% (1 out of 1) • Lowest proportion of female Appointments: ASG: 10.5% (2 out of 19)
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): 32.9% (139 out of 423) • D-1 and D-2 Promotions: 40.0% (16 out of 40) • P-2 to P-5 Promotions: 32.1% (123 out of 383) • Gender parity in Promotions achieved: P-2: 57.1% (4 out of 7) • Highest proportion of female Promotions: P-2: 57.1% (4 out of 7) • Lowest proportion of female Promotions: D-2: 20.0% (1 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:</p> <p>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 36.0% (302 out of 840) of Separations (P-1 to USG), which is higher than their representation in FMADPKO (29.3%) • The proportion of female separations was higher than the proportion of women at these levels: P-2: 53.2% separations vs. 40.3% representation; P-3: 43.6% vs. 31.8%; P-4: 32.0% vs. 28.3%; P-5: 30.1% vs. 21.1%; D-1: 23.3% vs. 22.2%; D-2: 14.8% vs. 4.4%; ASG: 31.3% vs 16.7% <p>Major causes of separations at these levels:</p> <p>At the P-2 level 56.1% (23 out of 41) of women separated because of resignation and 31.7% (13 out of 41) because of appointment expirations; At P-3, 50.8% (62 out of 122) because of appointment expirations and 34.4% (42 out of 122) because of resignation; At P-4, 43.0% (37 out of 86) because of resignation and 39.5% (34 out of 86) because of appointment expirations; At P-5, 38.2% (13 out of 34) because of appointment expirations and 26.5% (9 out of 34) because of mandatory retirements; At D-1, 50.0% (5 out of 10) because of appointment expirations; At D-2, 75.0% (3 out of 4) because of appointment expirations; At ASG, 80.0% (4 out of 5) because of appointment expirations;</p>