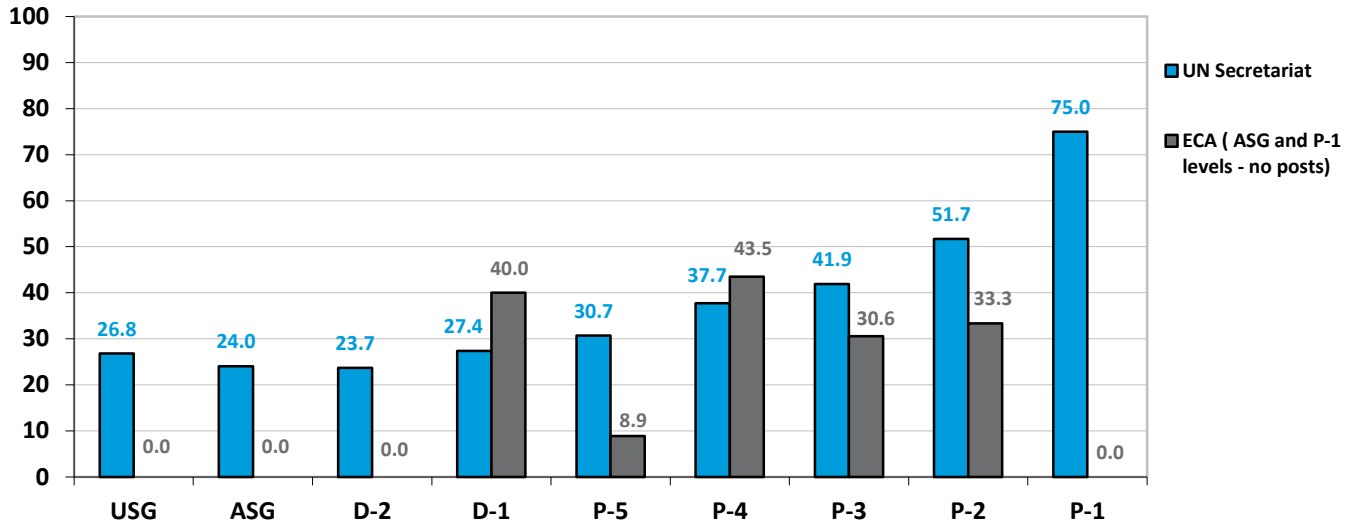
The Status of Women in the United Nations Secretariat Departments

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



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

THE UNITED NATIONS SECRETARIAT

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.

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
ASG	12.5	24.0	11.5	1.2
D-2	22.3	23.7	1.3	0.1
D-1	29.0	27.4	-1.6	-0.2
P-5	29.5	30.7	1.2	0.1
P-4	31.4	37.7	6.3	0.6
P-3	38.1	41.9	3.8	0.4
P-2	48.8	51.7	2.8	0.3
P-1	63.2	75.0	11.8	1.2

ECA

During the period 2002- 2012 in **ECA**, the proportion of women **decreased** by **0.2** percentage points, from **31.1%** (50 out of 161) in 2002 to **30.9%** (71 out of 230) 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)
USG	0.0	0.0	0.0	0.0
ASG	0.0	0.0	0.0	0.0
D-2	100.0	0.0	-100.0	-10.0
D-1	14.3	40.0	25.7	2.6
P-5	13.3	8.9	-4.4	-0.4
P-4	38.8	43.5	4.7	0.5
P-3	34.7	30.6	-4.1	-0.4
P-2	41.2	33.3	-7.8	-0.8
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.
Website: http://www.unwomen.org/en/how-we-work/un-system-coordination/women-in-the-united-nations/

As of 30 June 2012, women in the **UN Secretariat** constituted:	As of 30 June 2012, women in **ECA** constituted:
• **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 • Gender parity achieved: **P-1**: 75.0% (9 out of 12); **P-2**: 51.7% (666 out of 1,289) • Largest increase: **USG**: 16.3% (from 10.5% in June 2002 to 26.8% in June 2012) • Largest decrease: **P-1**: -1.6% (from 29.0% in June 2002 to 27.4% in June 2012)	• **30.9%** (71 out of 230) of all staff in the professional and higher categories with appointments of one year or more • **35.3%** (6 out of 17) of all staff D-1 to USG • **30.5%** (65 out of 213) of all staff P-1 to P-5 • Gender parity achieved: **NONE** • Largest increase: **D-1**: 25.7% (from 14.3% in June 2002 to 40.0% in June 2012) • Largest decrease: **P-5**: -100.0% (from 100.0% in June 2002 to 0.0% in June 2012)

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

THE UNITED NATIONS SECRETARIAT	ECA
APPOINTMENTS	
• 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)	• All Appointments (P-1 to USG): **30.7%** (23 out of 75) • D-1 to USG Appointments: **0.0%** (0 out of 2) • P-1 to P-5 Appointments: **31.5%** (23 out of 73) • Gender parity in Appointments achieved: **NONE** • Highest proportion of female Appointments: **P-3**: 41.9% (13 out of 31) • Lowest proportion of female Appointments: **P-5**: 0.0% (0 out of 10); **D-1**: 0.0% (0 out of 2)
PROMOTIONS	
• 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)	• All Promotions (P-2 to D-2): **24.2%** (8 out of 33) • D-1 and D-2 Promotions: **16.7%** (1 out of 6) • P-2 to P-5 Promotions: **25.9%** (7 out of 27) • Gender parity in Promotions achieved: **NONE** • Highest proportion of female Promotions: **P-3**: 33.3% (2 out of 6) • Lowest proportion of female Promotions: **P-2** and **D-2**: 0.0% (0 out of 1)
SEPARATIONS	
• 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% **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 **32.5%** (13 out of 40) of Separations (P-1 to USG), which is **higher** than their representation in ECA (30.0%) • The proportion of female separations was higher than the proportion of women at these levels: **P-2**: 50.0% separations vs. 38.1% representation; **P-3**: 41.7% vs. 29.6%; **D-1**: 50.0% vs. 33.3%; **D-2**: 100.0% vs. 0.0% **Major causes of separations at these levels**: At the **P-2** level 100.0% (3 out of 3) of women separated because of appointment expirations; At **P-3**, 60.0% (3 out of 5) because of appointment expirations; At **D-1**, 100.0% (2 out of 2) because of mandatory retirement; At **D-2**, 100.0% (1 out of 1) because of interagency transfers.

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/