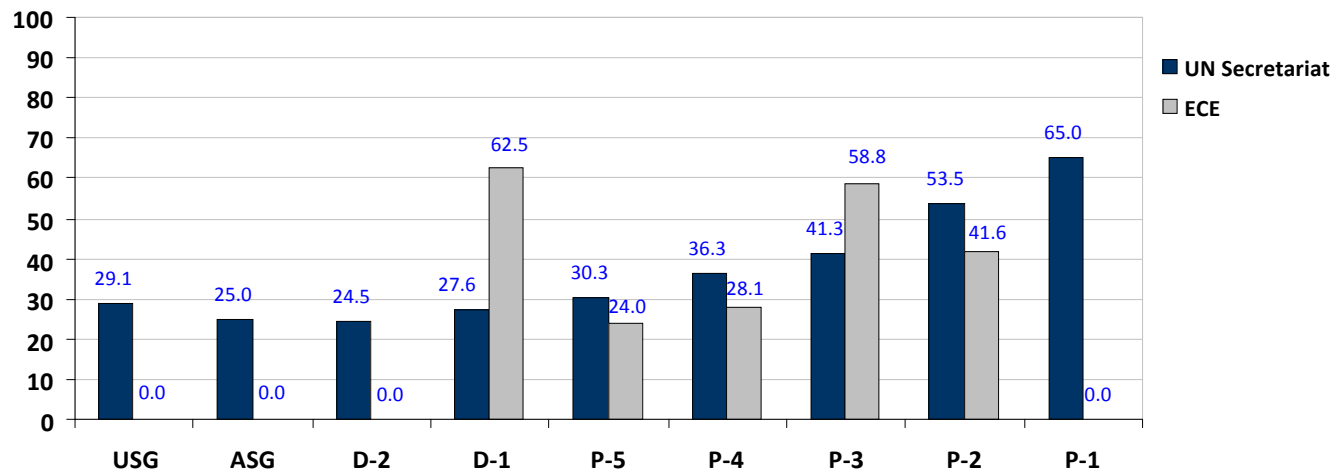


### Gender distribution of staff in the Professional and higher categories

Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations Secretariat and ECE as at 31 December 2010



### Trends in the representation of women in the Professional and higher categories – 2000 to 2010

During the period 2000-2010 in the UN Secretariat, the proportion of women increased by 3.3 percentage points, from 35.5% (1785 out of 5034) in 2000 to 38.8% (3,945 out of 10,175) in 2010.

Level	% of women as of 31 Dec 2000	% of women as of 31 Dec 2010	Total change 2000-2010 (percentage points)	Average annual change 2000-2010 (percentage points)
USG	8.6	29.1	20.5	2.1
ASG	11.8	25	13.2	1.3
D-2	18.4	24.5	6.2	0.6
D-1	30.3	27.6	-2.7	-0.3
P-5	31.0	30.3	-0.7	-0.1
P-4	31.8	36.3	4.6	0.5
P-3	39.6	41.3	1.8	0.2
P-2	48.0	53.5	5.6	0.6
P-1	50	65	15.0	1.5

During the period 2000-2010 in ECE, the proportion of women increased by 11.4 percentage points, from 28.6% (28 out of 98) in 2000 to 40% (50 out of 125) in 2010.

Level	% of women as of 31 Dec 2000	% of women as of 31 Dec 2010	Total change 2000-2010 (percentage points)	Average annual change 2000-2010 (percentage points)
USG	0.0	0.0	0.0	0.0
ASG	0.0	0.0	0.0	0.0
D-2	0.0	0.0	0.0	0.0
D-1	55.6	62.5	6.9	0.7
P-5	28.6	24.0	-4.6	-0.5
P-4	39.1	28.1	-11.0	-1.1
P-3	71.4	58.8	-12.6	-1.3
P-2	62.5	41.7	-20.8	-2.1
P-1	0.0	0.0	0.0	0.0

<p>As of 31 December 2010, women <b>in the UN Secretariat</b> constituted:</p> <ul style="list-style-type: none"> <li>• <b>38.8%</b> (3,945 out of 10,175) of all staff in the professional and higher categories with appointments of one year or more;</li> <li>• <b>26.9%</b> (207 out of 770) of all staff at the <b>D-1 level and above</b>;</li> <li>• <b>39.7%</b> (3,738 out of 9,405) of all staff at the <b>P level</b>;</li> </ul> <p><b>Gender balance</b> has only been achieved at the <b>P-2 (53.5%) and P-1 (65%) levels</b>.  <u>Largest increase:</u> <b>USG</b> (20.5% from 8.6% in Dec. 2000 to <b>29.1%</b> in Dec. 2010) and in <b>ASG level</b>(13.2% from 11.8% in Dec. 2000 to 25% in 2010);  <u>Largest decrease:</u> <b>D-1</b> (-2.7% from 30.3% in Dec 2000 to 27.6% in Dec 2010)</p>	<p>As of 31 December 2010, women <b>in ECE</b> constituted:</p> <ul style="list-style-type: none"> <li>• <b>40%</b> (50 out of 125) of all staff in the professional and higher categories with appointments of one year or more;</li> <li>• <b>50%</b> (5 out of 10) of all staff at the <b>D-1 level and above</b>;</li> <li>• <b>39.1%</b> (45 out of 115) of all staff at the <b>P level</b>;</li> </ul> <p><b>Gender balance</b> has been achieved at the <b>D-1 (62.5%) and P-3 (58.8%) levels</b>.  <u>Largest increase:</u> <b>D-1</b> (<b>6.9%</b> from <b>55.6%</b> in Dec. 2000 to <b>62.5%</b> in Dec. 2010);  <u>Largest decrease:</u> <b>P-2</b> (<b>-20.8%</b> from <b>62.5%</b> in Dec 2000 to <b>41.7%</b> in Dec 2010)</p>
<p><b><i>Promotions, appointments, and separations in the Professional and higher categories – 1 January 2008 to 31 December 2009</i></b></p>	
<p>* PROMOTIONS *</p> <ul style="list-style-type: none"> <li>• Promotions of women accounted for <b>47.6%</b> (435 out of 914) of all promotions to the <b>P-2 to D-1 levels</b>, <b>31.2%</b> (25 out of 80) of promotions to the <b>D-1 level</b>, and <b>49.2%</b> (410 out of 834) of promotions to the <b>P-2 to P-5 levels</b>.</li> <li>• <b>Gender parity in promotions</b> was only met at the <b>P-2 (66.7%) and P-3 (52.2%) levels</b>.</li> <li>• <u>Lowest proportion:</u> <b>31.3%</b> (25 out of 80) at the <b>D-1 level</b></li> </ul>	<p>* PROMOTIONS *</p> <ul style="list-style-type: none"> <li>• Promotions of women accounted for <b>69.2%</b> (9 out of 13) of all promotions to the <b>P-2 to D-1 levels</b>, <b>50%</b> (2 out of 4) at the <b>D-1 and D-2 levels</b>, and <b>77.8%</b> (7 out of 9) of promotions to the <b>P-2 to P-5 levels</b>.</li> <li>• <b>Gender parity in promotions</b> was met at the <b>D-1 (50%), P-5 (60%), P-4 (100%), and P-3 (100%) levels</b>.</li> <li>• <u>Lowest proportion:</u> <b>50%</b> (2 out of 4) at the <b>D-1 level</b></li> </ul>
<p>* APPOINTMENTS *</p> <ul style="list-style-type: none"> <li>• Appointments of women represented <b>42.7%</b> (1,743 out of 4,085) of all appointments from the <b>P-1 to the USG levels</b>, <b>23.5%</b> (4 out of 17) at the USG level, <b>22.9%</b> (8 out of 35) at the ASG level, <b>26.1%</b> (57 out of 218) at the <b>D-1 level and above</b> and <b>43.6%</b> (1,686 out of 3,867) at the <b>P-1 to P-5 levels</b>.</li> <li>• <b>Gender parity in appointments</b> was only met at the <b>P-1 level (62.1%) and P-2 level (58.0%)</b>.</li> <li>• <u>Lowest proportion:</u> <b>21.6%</b> (11 out of 51) at the <b>D-2 level</b></li> </ul>	<p>* APPOINTMENTS *</p> <ul style="list-style-type: none"> <li>• Appointments of women represented <b>50%</b> (9 out of 13) of all appointments from the <b>P-1 to the USG level</b>, <b>0%</b> (0 out of 1) at the <b>D-1 level and above</b> and <b>52.9%</b> (9 out of 17) at the <b>P-1 to P-5 levels</b>.</li> <li>• <b>Gender parity in appointments</b> was met at the <b>P-5 (50%), P-3 (66.7%), and P-2 (57.1%) levels</b>.</li> </ul> <p><u>Lowest proportion:</u> <b>0%</b> (0 out of 1) at the USG and <b>0%</b> (0 out of 2) at the <b>P-4 levels</b>.</p>
<p>* SEPARATIONS *</p> <ul style="list-style-type: none"> <li>• <b>3,751 staff</b> in the professional and higher categories with appointments of one year or more separated out of a total of <b>10,118 staff</b>.</li> <li>• Separations of women constituted: <b>42.8%</b> (1,607 out of 3,751) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> <li>○ <b>26.4%</b> (72 out of 273) at the <b>D-1 level and above</b></li> <li>○ <b>44.1%</b> (1,535 out of 3,478) at the <b>Professional level (P-1 through P-5)</b>,</li> </ul> </li> <li>• <b>Major causes of separation:</b> Women constituted <b>44.3%</b> (1,153 out of 2,601) of appointments expirations, <b>42.7%</b> (226 out of 529) of resignations, and <b>37.0%</b> (133 out of 359) of mandatory retirements.</li> </ul>	<p>* SEPARATIONS *</p> <ul style="list-style-type: none"> <li>• Separations of women constituted: <b>19.2%</b> (5 out of 26) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> <li>○ <b>0%</b> (0 out of 4) at the <b>D-1 level and above</b></li> <li>○ <b>23.8%</b> (5 out of 21) at the <b>Professional level (P-1 through P-5)</b></li> </ul> </li> <li>• <u>Highest proportion:</u> <b>37.5(3 out of 8)</b> at the P-5 level; 20% (1 out of 5) at the P-4 level</li> </ul>