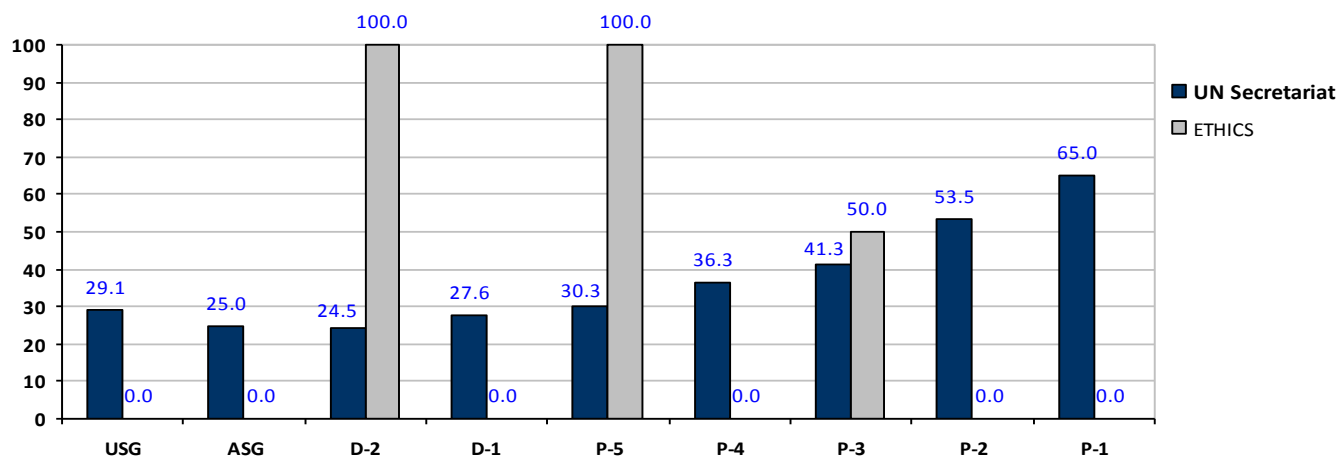


### Gender distribution of staff in the Professional and higher categories

Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations Secretariat (Dec 2010) and ETHICS (Dec 2010)



### Trends in the representation of women in the Professional and higher categories – 2006\* to 2010

During the period 2006-2010 in the UN Secretariat, the proportion of women increased by 1.5 percentage points, from 37.3% (2,434 out of 6,532) in 2006 to 38.8% (3,945 out of 10,175) in 2010.

| Level | % of women as of 31 Dec 2006 | % of women as of 31 Dec 2010 | Total change 2006-2010 (percentage points) | Average annual change 2006-2010 (percentage points) |
|-------|------------------------------|------------------------------|--|---|
| USG   | 15.0                         | 29.1                         | 14.1                                       | 3.5   |
| ASG   | 17.5                         | 25                           | 7.5  | 1.9   |
| D-2   | 25.6                         | 24.5                         | -1.1                                       | -0.3  |
| D-1   | 27.2                         | 27.6                         | 0.4  | 0.1   |
| P-5   | 31.3                         | 30.3                         | -1.0                                       | -0.2  |
| P-4   | 34.5                         | 36.3                         | 1.8  | 0.5   |
| P-3   | 41.1                         | 41.3                         | 0.3  | 0.1   |
| P-2   | 51.2                         | 53.5                         | 2.3  | 0.6   |
| P-1   | 80.0                         | 65                           | -15.0                                      | -3.8  |

During the period 2006-2010 in ETHICS, the proportion of women decreased by 40 percentage points, from 100% (2 out of 2) in 2006 to 60% (3 out of 5) in 2010.

| Level | % of women as of 31 Dec 2006 | % of women as of 31 Dec 2010 | Total change 2006-2010 (percentage points) | Average annual change 2006-2010 (percentage points) |
|-------|------------------------------|------------------------------|--|---|
| USG   | 0.0                          | 0.0                          | 0.0  | 0.0   |
| ASG   | 0.0                          | 0.0                          | 0.0  | 0.0   |
| D-2   | 0.0                          | 100.0                        | 100.0                                      | 25.0  |
| D-1   | 100.0                        | 0.0                          | -100.0                                     | -25.0   |
| P-5   | 0.0                          | 100.0                        | 100.0                                      | 25.0  |
| P-4   | 0.0                          | 0.0                          | 0.0  | 0.0   |
| P-3   | 100.0                        | 50.0                         | -50.0                                      | -12.5   |
| P-2   | 0.0                          | 0.0                          | 0.0  | 0.0   |
| P-1   | 0.0                          | 0.0                          | 0.0  | 0.0   |

\*Earliest available data

|  |  |
|--|--|
| <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>.<br/> <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);<br/> <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 ETHICS</b> constituted:</p> <ul style="list-style-type: none"> <li>• <b>60%</b> (3 out of 5)of all staff in the professional and higher categories with appointments of one year or more;</li> <li>• <b>100%</b> (1 out of 1) of all staff at the <b>D-1 level and above</b>;</li> <li>• <b>50%</b> (2 out of 4) of all staff at the <b>P level</b>;</li> </ul> <p><b>Gender balance</b> has only been achieved at the <b>P-3 (50%) and (100%) at the P-5 and D-2 levels</b>.<br/> <u>Largest increase:</u> <b>D-2 and P-5 (100%</b> from <b>0%</b> in Dec. 2006 to <b>100%</b> in Dec. 2010);<br/> <u>Largest decrease:</u> <b>D-1 (-100%</b> from <b>100%</b> in Dec 2006 to <b>0%</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>100%</b> (1 out of 1) of all promotions to the <b>P-2 to P-5 levels</b>.</li> <li>• <b>Gender parity in promotions</b> was met at the <b>P-3 (100%) levels</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>0%</b> (0 out of 4) at the <b>P-1 to P-5 levels</b>.</li> <li>• <b>Gender parity in appointments</b> was <b>not met at any</b> of the levels.</li> </ul> <p><u>Lowest proportion:</u> <b>0%</b> (0 out of 3) at the <b>P-3 and 0%</b> (0 out of 1) at the <b>P-2 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>0%</b> (0 out of 4) 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>Professional level (P-1 through P-5)</b></li> </ul> </li> </ul>   |