

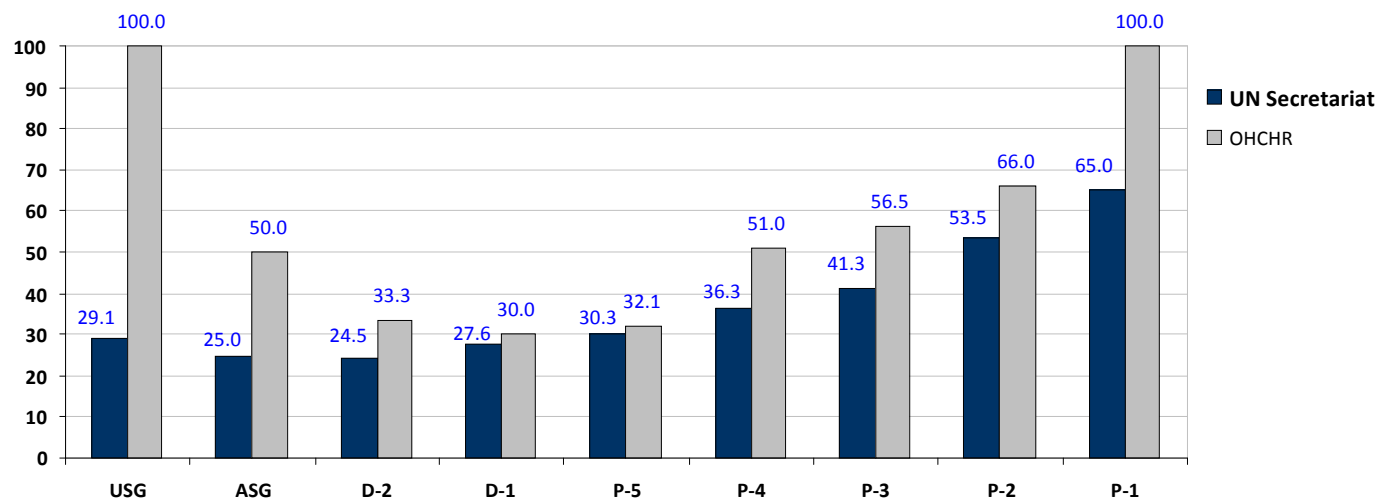
The Status of Women in the United Nations Secretariat Departments

THE UNITED NATIONS SECRETARIAT

OHCHR

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 OHCHR 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

During the period 2000- 2010 in OHCHR, the proportion of women increased by **6.2 percentage points**, from **45.9%** (39 out of 85) in 2000 to **52.1%** (237 out of 455) 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	100.0	100.0	0.0	0.0
ASG	0.0	50.0	50.0	5.0
D-2	0.0	33.3	33.3	3.3
D-1	66.7	30.0	-36.7	-3.7
P-5	58.3	32.1	-26.2	-2.6
P-4	14.3	51.0	36.7	3.7
P-3	56.3	56.6	0.3	0.0
P-2	61.5	66.0	4.4	0.4

P-1	50	65	15.0	1.5	P-1	0.0	100.0	100.0	10.0
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As of 31 December 2010, women **in the UN Secretariat** constituted:

- **38.8%** (3,945 out of 10,175) of all staff in the professional and higher categories with appointments of one year or more;
- **26.9%** (207 out of 770) of all staff at the **D-1 level and above**;
- **39.7%** (3,738 out of 9,405) of all staff at the **P level**;

Gender balance has only been achieved at the **P-2 (53.5%) and P-1 (65%) levels**.
Largest increase: **USG** (20.5% from 8.6% in Dec. 2000 to **29.1%** in Dec. 2010) and in ASG level (13.2% from 11.8% in Dec. 2000 to 25% in 2010);
Largest decrease: D-1 (-2.7% from 30.3% in Dec 2000 to 27.6% in Dec 2010)

As of 31 December 2010, women **in OHCHR** constituted:

- **52.1%** (237 out of 455) of all staff in the professional and higher categories with appointments of one year or more;
- **37.5%** (6 out of 16) of all staff at the **D-1 level and above**;
- **52.6%** (231 out of 439) of all staff at the **P level**;

Gender balance has been achieved at the **USG level (100%), P-4 (51%), P-3 (56.6%) and P-2 levels (66%)**
Largest increase: ASG level (**50%** from **0%** in Dec. 2000 to **50%** in Dec. 2010);
Largest decrease: P-4 level (**-36.7%** from **66.7%** in Dec. 2000 to **30%** in Dec. 2010)

Promotions, appointments, and separations in the Professional and higher categories – 1 January 2008 to 31 December 2009

* PROMOTIONS *

- Promotions of women accounted for **47.6%** (435 out of 914) of all promotions to the **P-2 to D-1 levels**, **31.2%** (25 out of 80) of promotions to the **D-1 level**, and **49.2%** (410 out of 834) of promotions to the **P-2 to P-5 levels**.
- **Gender parity in promotions** was only met at the **P-2 (66.7%) and P-3 (52.2%) levels**.
- Lowest proportion: **31.3%** (25 out of 80) at the **D-1 level**

* PROMOTIONS *

- Promotions of women accounted for **53.3%** (32 out of 60) of all promotions to the **P-2 to D-1 levels**, **40%** (2 out of 5) at the **D-1 and D-2 levels**, and **54.5%** (30 out of 55) of promotions to the **P-2 to P-5 levels**.
- **Gender parity in promotions** was met at the **D-1(50%), P-5 (66.7%), and P-3 (65.2%) levels**.
- Lowest proportion: **0%** (0 out of 1) at the **D-2 level**

<p>* APPOINTMENTS *</p> <ul style="list-style-type: none"> • Appointments of women represented 42.7% (1,743 out of 4,085) of all appointments from the P-1 to the USG levels, 23.5% (4 out of 17) at the USG level, 22.9% (8 out of 35) at the ASG level, 26.1% (57 out of 218) at the D-1 level and above and 43.6% (1,686 out of 3,867) at the P-1 to P-5 levels. • Gender parity in appointments was only met at the P-1 level (62.1%) and P-2 level (58.0%). • <u>Lowest proportion:</u> 21.6% (11 out of 51) at the D-2 level 	<p>* APPOINTMENTS *</p> <ul style="list-style-type: none"> • Appointments of women represented 58.9% (103 out of 175) of all appointments from the P-1 to the USG level, 66.7% (2 out of 3) at the D-1 level and above and 58.7% (101 out of 172) at the P-1 to P-5 levels. • Gender parity in appointments was met at the USG (100%), D-2 (100%), P-4 (56.7%), P-3 (51.4%) and P-1 (74.2%) levels. <p><u>Lowest proportion:</u> 0% (0 out of 1) at the D-1 level</p>
<p>* SEPARATIONS *</p> <ul style="list-style-type: none"> • 3,751 staff in the professional and higher categories with appointments of one year or more separated out of a total of 10,118 staff. • Separations of women constituted: 42.8% (1,607 out of 3,751) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> ○ 26.4% (72 out of 273) at the D-1 level and above ○ 44.1% (1,535 out of 3,478) at the Professional level (P-1 through P-5), • Major causes of separation: Women constituted 44.3% (1,153 out of 2,601) of appointments expirations, 42.7% (226 out of 529) of resignations, and 37.0% (133 out of 359) of mandatory retirements. 	<p>* SEPARATIONS *</p> <ul style="list-style-type: none"> • Separations of women constituted: 59% (102 out of 173) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> ○ 80% (4 out of 5) at the D-1 level and above ○ 58.3% (98 out of 168) at the Professional level (P-1 through P-5) • <u>Highest proportion:</u> 100% (1 out of 1) at the USG and D-1 levels.