

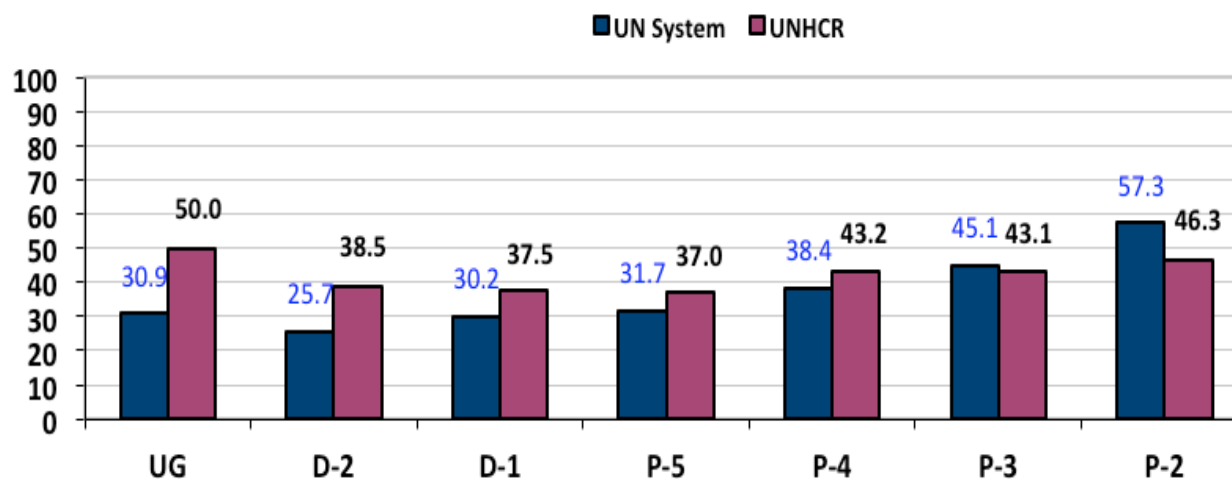
UN Women

The Status of Women in the United Nations System and UNHCR

(from 1 January 2001 to 31 December 2010)

THE UNITED NATIONS SYSTEM	UNHCR
<i>Gender distribution of staff in the Professional and higher categories</i>	

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



*30 of 31 entities submitted data

**UG stands for "Ungraded" and combines the ranks of Secretary-General, Under-Secretary-General, Assistant Secretary-General, Director-General, Deputy Director-General and Assistant Director-General

As of 31 December 2010, women in the UN system constituted:

- **40.3%** (12,005 out of 29,763) of all staff in the professional and higher categories with appointments of one year or more.
- **22.7%** (784 out of 2,674) of all staff at the **D-1 level and above**.
- **29.3%** (11,221 out of 27,089) of all staff at the **P level**;

Gender balance has only been achieved at the **P-2 (57.3%) level**.
Largest increase: UG (15.2% from 15.6% in Dec 2001 to 30.9% in Dec 2010)
Smallest increase: P-2 (4.0% from 53.3% in Dec 2001 to 57.3% in Dec 2010)

As of 31 December 2010, women in UNHCR constituted:

- **42.5%** (711 out of 1672) of all staff in the professional and higher categories with appointments of one year or more.
- **38.1%** (40 out of 105) of all staff at the **D-1 level and above**.
- **42.8%** (671 out of 1567) of all staff at the **P level**.

Gender balance has only been achieved or exceeded at the **UG(50.0%) level**.
Largest increase: UG (50.0% from 0.0% in Dec. 2001 to 50.0% in Dec. 2010)
Largest decrease: P-2 (-12.0% from 58.2% in Dec 2001 to 46.3% in Dec 2010)

Trends in the representation of women in the Professional and higher categories – 2001 to 2010

During the period **2001-2010 in the UN system**, the proportion of women appointed increased by **6.8 percentage points**, from **33.5%**(6,407 out of 19,098) in 2001 to **40.3%** (12,005 out of 29,763) in 2010.

During the period **2001- 2010 in UNHCR**, the proportion of women appointed increased by **2.7 percentage points**, from **39.8%** (230 out of 578) in 2001 to **42.5%** (711 out of 1672) in 2010.

Level	% of women as of 31 Dec 2001	% of women as of 31 Dec 2010	Total change 2001-2010 (percentage points)	Average annual change 2001-2010 (percentage points)
UG	15.6	30.9	15.2	1.5
D-2	20.8	25.7	4.8	0.5
D-1	21.3	30.2	8.9	0.9
P-5	24.1	31.7	7.6	0.8
P-4	31.3	38.4	7.1	0.7
P-3	40.3	45.1	4.8	0.5
P-2	53.3	57.3	4.0	0.0
P-1	-	-	-	-

Level	% of women as of 31 Dec 2001	% of women as of 31 Dec 2010	Total change 2001-2010 (percentage points)	Average annual change 2001-2010 (percentage points)
UG	0.0	50.0	50.0	5.0
D-2	42.9	38.5	-4.4	-0.4
D-1	38.2	37.5	-0.7	-0.1
P-5	21.0	37.0	16.0	1.6
P-4	31.1	43.2	12.2	1.2
P-3	44.3	43.1	-1.1	-0.1
P-2	58.2	46.3	-12.0	-1.2
P-1	-	-	-	-