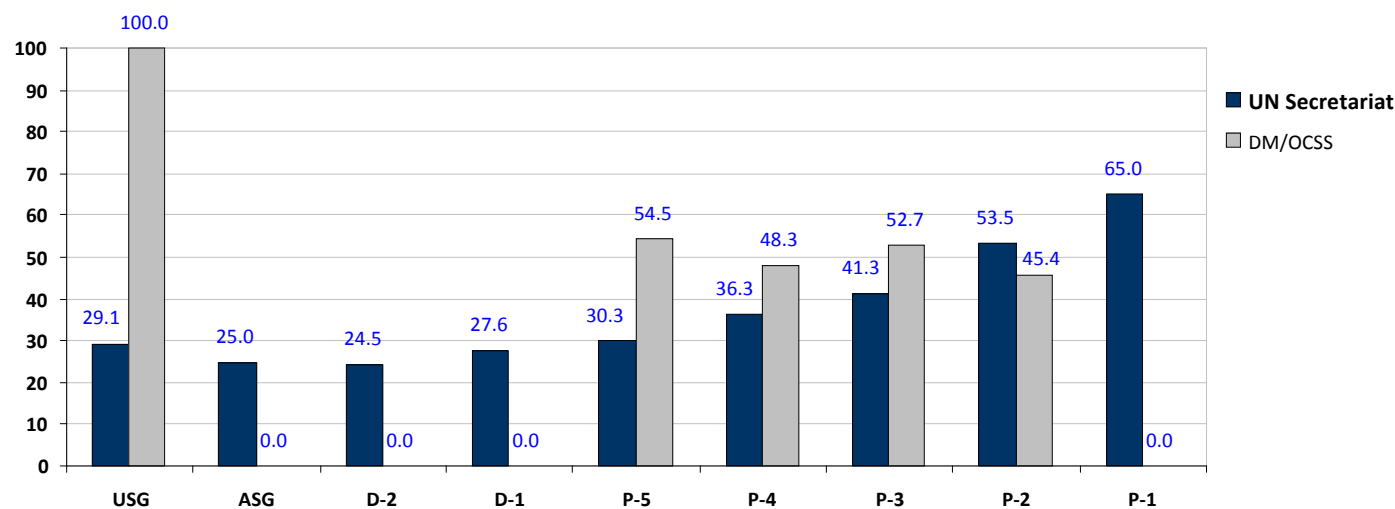


*Gender distribution of staff in the Professional and higher categories*

**Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations Secretariat and DM/OCSS 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)
<b>USG</b>	8.6	29.1	20.5	2.1
<b>ASG</b>	11.8	25	13.2	1.3
<b>D-2</b>	18.4	24.5	6.2	0.6
<b>D-1</b>	30.3	27.6	-2.7	-0.3
<b>P-5</b>	31.0	30.3	-0.7	-0.1
<b>P-4</b>	31.8	36.3	4.6	0.5
<b>P-3</b>	39.6	41.3	1.8	0.2
<b>P-2</b>	48.0	53.5	5.6	0.6
<b>P-1</b>	50	65	15.0	1.5

During the period **2000-2010 in DM/OCSS**, the proportion of women increased by **17.6 percentage points**, from **31.4%** (37 out of 118) in 2000 to **48.9%** (46 out of 94) 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)
<b>USG</b>	0.0	100.0	100.0	10.0
<b>ASG</b>	0.0	0.0	0.0	0.0
<b>D-2</b>	0.0	0.0	0.0	0.0
<b>D-1</b>	30.0	0.0	-30.0	-3.0
<b>P-5</b>	22.2	54.5	32.3	3.2
<b>P-4</b>	36.1	48.4	12.3	1.2
<b>P-3</b>	30.8	52.8	22.0	2.2
<b>P-2</b>	38.5	45.5	7.0	0.7
<b>P-1</b>	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 ASG level (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 DM/OCSS</b> constituted:</p> <ul style="list-style-type: none"> <li>• <b>48.9%</b> (46 out of 94) of all staff in the professional and higher categories with appointments of one year or more;</li> <li>• <b>20%</b> (1 out of 5) of all staff at the <b>D-1 level and above</b>;</li> <li>• <b>50.6%</b> (45 out of 89) of all staff at the <b>P level</b>;</li> </ul> <p><b>Gender balance</b> has been achieved the <b>USG (100%), P-5 (54.5%), and P-3 (52.8%) levels</b>.  <u>Largest increase:</u> <b>USG</b> (100% from 0% in Dec. 2000 to 100% in Dec. 2010);  <u>Largest decrease:</u> <b>D-1</b> (-30% from 30% in Dec 2000 to 0% 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>51.9%</b> (14 out of 27) of all promotions to the <b>P-2 to D-1 levels</b>, <b>0% (0 out of 4)</b> at the <b>D-1 and D-2 levels</b>, and <b>60.9%</b> (14 out of 23) 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>P-5(60%), P-4 (70%), and P-2 (100%) levels</b>.</li> <li>• <u>Lowest proportion:</u> <b>0%</b> (0 out of 2) at the <b>D-2 level</b> and <b>0%</b> (0 out of 2) <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 <b>USG level</b>, <b>22.9%</b> (8 out of 35) at the <b>ASG level</b>, <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>43.6%</b> (48 out of 110) of all appointments from the <b>P-1 to the USG level</b>.</li> <li>• <b>Gender parity in appointments</b> was met at the <b>P-4 (52.6%) and P-2 (100%) levels</b>.  <u>Lowest proportion:</u> <b>20%</b> (1 out of 5) at the <b>P-5 level</b>.</li> </ul>
<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>40.4%</b> (40 out of 99) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> <li>○ <b>40.4%</b> (40 out of 99) at the <b>Professional level (P-1 through P-5)</b></li> </ul> </li> <li>• <u>Highest proportion:</u> <b>47.1% (8 out of 17)</b> at the <b>P-2 level</b>; 100% (1 out of 1) at the <b>P-1 level</b></li> </ul>