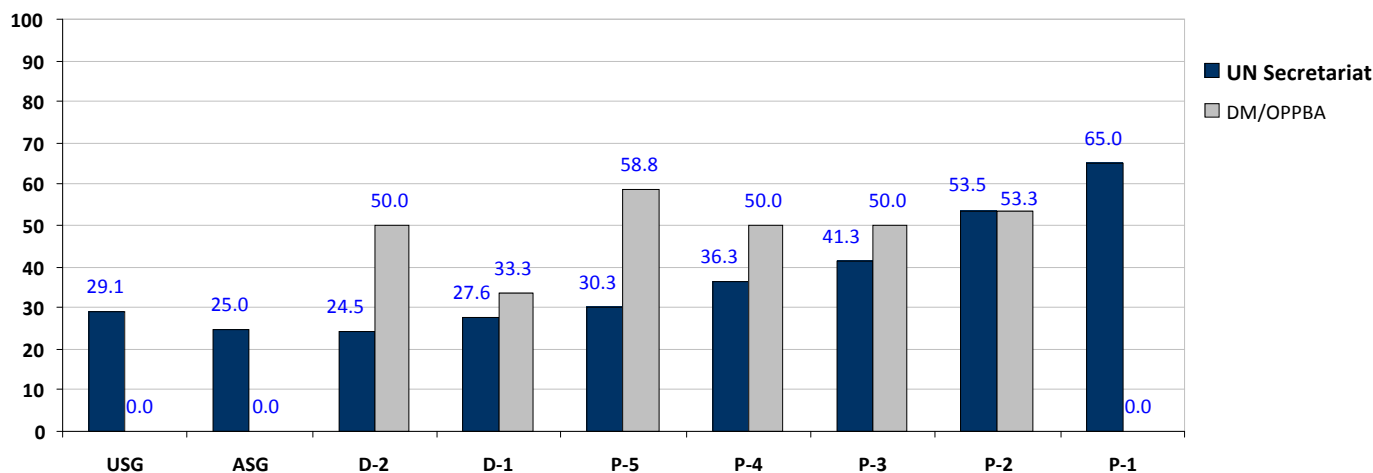


**Gender distribution of staff in the Professional and higher categories**

**Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations Secretariat and DM/OPPBA 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 DM/OPPBA, the proportion of women decreased by 1.4 percentage points, from 51.4% (54 out of 105) in 2000 to 50.0% (72 out of 144) 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	50.0	50.0	5.0
D-1	60.0	33.3	-26.7	-2.7
P-5	57.1	58.8	1.7	0.2
P-4	50.0	50.0	0.0	0.0
P-3	51.4	50.0	-1.4	-0.1
P-2	62.5	53.3	-9.2	-0.9
P-1	0.0	0.0	0.0	0.0

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 **DM/OPPBA** constituted:

- **50%** (72 out of 144) of all staff in the professional and higher categories with appointments of one year or more;
- **35.7%** (5 out of 14) of all staff at the **D-1 level and above**;
- **51.5%** (67 out of 130) of all staff at the **P level**;

**Gender balance** has been achieved at the **D-2 (50%), P-5 (58.8%), P-4 (50%), P-3 (50%) and P-2 (53.3%) levels**.  
Largest increase: **D-2 (50%** from **0%** in Dec. 2000 to **50%** in Dec. 2010);  
Largest decrease: **D-1** (-**26.7%** from **60%** in Dec 2000 to **33.3%** 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 **50%** (16 out of 32) of all promotions to the **P-2 to D-1 levels**, **0% (0 out of 3)** at the **D-1 and D-2 levels**, and **55.2%** (16 out of 29) of promotions to the **P-2 to P-5 levels**.
- **Gender parity in promotions** was met at the **P-5 (80%) and P-4 (58.3%) levels**.
- Lowest proportion: **0%** (0 out of 3) at the **D-1 level**

\* APPOINTMENTS \*

- 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%)**.
- Lowest proportion: **21.6%** (11 out of 51) at the **D-2 level**

\* APPOINTMENTS \*

- Appointments of women represented **45.8%** (33 out of 72) of all appointments from the **P-1 to the USG level**, **80%** (1 out of 1) at the **D-1 level and above** and **43.3%** (29 out of 67) at the **P-1 to P-5 levels**.
- **Gender parity in appointments** was met at the **D-2 (100%), D-1(100%), P-3 (62.5%), and P-2 (66.7%) levels**.
- Lowest proportion: **0%** (0 out of 1) at the **USG and P-5 levels**

\* SEPARATIONS \*

- **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.
  - **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.

\* SEPARATIONS \*

- Separations of women constituted: **49.3%** (40 out of 81) of all separations in the Professional and higher categories.
  - **66.7%** (4 out of 6) at the **D-1 level and above**
  - **48%** (36 out of 75) at the **Professional level (P-1 through P-5)**
- Highest proportion: **100% (1 out of 1)** at the **D-2 level**; **61.5% (24 out of 39)** at the **P-3 level**.

