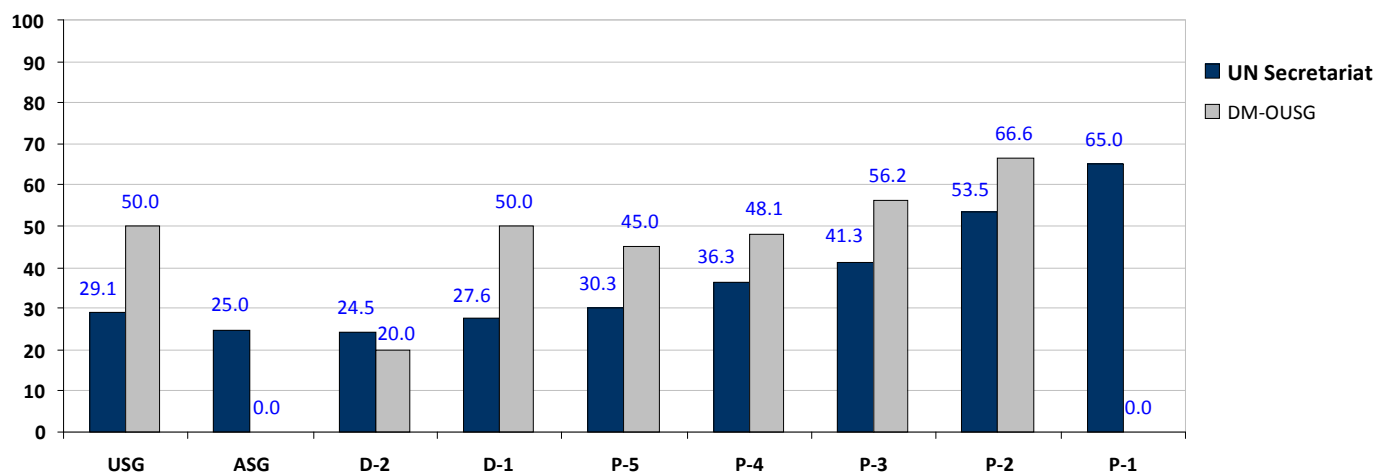


THE UNITED NATIONS SECRETARIAT

DM/OUSG

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/OUSG as at 31 December 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%** (2434 out of 6532) 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	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 DM-OUSG, the proportion of women increased by **3.6 percentage points**, from **48.0%** (12 out of 25) in 2006 to **48.2%** (40 out of 83) 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	50.0	50.0	12.5
ASG	50.0	0.0	0.0	0.0
D-2	0.0	20.0	20.0	5.0
D-1	50.0	50.0	0.0	0.0
P-5	44.4	45.0	0.6	0.1
P-4	57.1	48.1	-9.0	-2.2
P-3	33.3	56.3	22.9	5.7
P-2	100.0	66.7	-33.3	-8.3
P-1	0.0	0.0	0.0	0.0

*Earliest available data

<p>As of 31 December 2010, women in the UN Secretariat constituted:</p> <ul style="list-style-type: none"> • 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; <p>Gender balance has only been achieved at the P-2 (53.5%) and P-1 (65%) levels. <u>Largest increase:</u> 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); <u>Largest decrease:</u> D-1 (-2.7% from 30.3% in Dec 2000 to 27.6% in Dec 2010)</p>	<p>As of 31 December 2010, women in DM-OUSG constituted:</p> <ul style="list-style-type: none"> • 48.2% (40 out of 83) of all staff in the professional and higher categories with appointments of one year or more; • 41.2% (7 out of 17) of all staff at the D-1 level and above; • 50% (33out of 66) of all staff at the P level; <p>Gender balance has only been achieved at the USG (50%), D-1(50%), P-3(56.3%), and P-2 (66.7%) levels. <u>Largest increase:</u> USG (50% from 0% in Dec. 2006 to 50% in Dec. 2010); <u>Largest decrease:</u> P-2 (-33.3% from 100% in Dec 2006 to 66.7% in Dec 2010)</p>
<p><i>Promotions, appointments, and separations in the Professional and higher categories – 1 January 2008 to 31 December 2009</i></p>	
<p>* PROMOTIONS *</p> <ul style="list-style-type: none"> • 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. • <u>Lowest proportion:</u> 31.3% (25 out of 80) at the D-1 level 	<p>* PROMOTIONS *</p> <ul style="list-style-type: none"> • Promotions of women accounted for 54.2% (13 out of 24) of all promotions to the P-2 to D-1 levels, 62.5% (5 out of 8) at the D-1 and D-2 levels, and 50% (8 out of 16) of promotions to the P-2 to P-5 levels. • Gender parity in promotions was met at the D-2(100%), D-1(50%), P-5(57.1%), and P-3 (50%) levels. • <u>Lowest proportion:</u> 42.9% (3 out of 7) at the P-4 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 38.9% (14 out of 36) of all appointments from the P-1 to the USG level, 0% (0 out of 2) at the D-1 level and above and 41.2% (14 out of 34) at the P-1 to P-5 levels. • Gender parity in appointments was met at the P-3 (60%) and P-2 (83.3%) levels. • <u>Lowest proportion:</u> 0% (0 out of 1) at the D-2 and D-1 levels
<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: 51.2% (21 out of 41) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> ○ 0% (0 out of 1) at the D-1 level and above ○ 37.9% (11 out of 29) at the Professional level (P-1 through P-5) • <u>Highest proportion:</u> 71.4% (5 out of 7) at the P-2 level; 50% (2 out of 4) at the P-3 level.