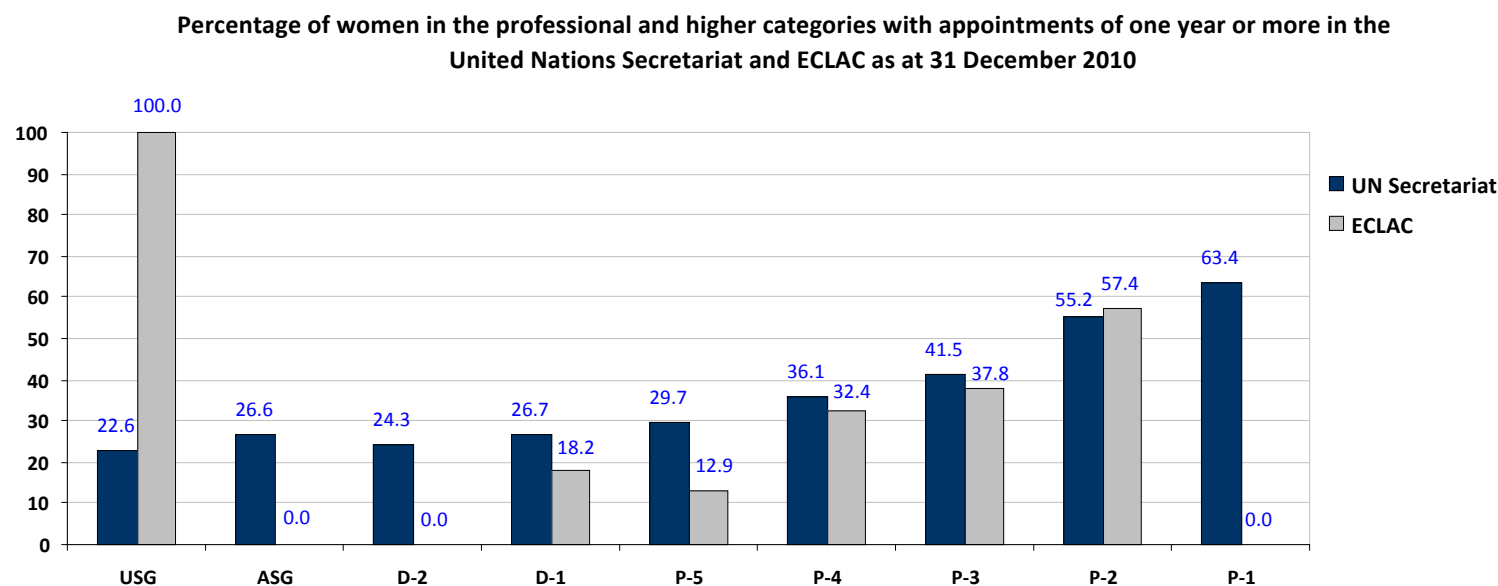


Gender distribution of staff in the Professional and higher categories



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 ECLAC, the proportion of women appointed increased by 1.6 percentage points, from 35.3% (55 out of 156) in 2000 to 36.9% (73 out of 198) 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	100.0	100.0	10.0
ASG	0.0	0.0	0.0	0.0
D-2	0.0	0.0	0.0	0.0
D-1	50.0	25.0	-25.0	-2.5
P-5	29.2	12.0	-17.2	-1.7
P-4	35.6	29.7	-5.9	-0.6
P-3	41.5	42.6	1.1	0.1
P-2	29.4	56.3	26.8	2.7
P-1	0.0	0.0	0.0	0.0

<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 ECLAC constituted:</p> <ul style="list-style-type: none"> • 36.9% (73 out of 198) of all staff in the professional and higher categories with appointments of one year or more; • 28.6% (4 out of 14) of all staff at the D-1 level and above; • 37.5% (69 out of 184) of all staff at the P level; <p>Gender balance has been achieved at the P-2 (56.3%) and USG (100%) levels. <u>Largest increase:</u> USG (100% from 0% in Dec. 2000 to 100% in Dec. 2010); <u>Largest decrease:</u> D-1 (-25% from 50% in Dec 2000 to 25% 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 20.8% (5 out of 24) of all promotions to the P-2 to D-1 levels, 0% (0 out of 2) at the D-1 and D-2 levels, and 22.7% (5 out of 22) of promotions to the P-2 to P-5 levels. • Gender parity in promotions was met only at the P-2 (100%) level. • <u>Lowest proportion:</u> 0% (0 out of 2) at the D-1 and P-5 (0 out of 4) levels.
<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 27.4% (17 out of 62) of all appointments from the P-1 to the USG level, 0% (0 out of 3) at the D-1 level and above and 28.8% (17 out of 59) at the P-1 to P-5 levels. • Gender parity in appointments was met only at the P-2 (61.1%) level. • <u>Lowest proportion:</u> 0% (0 out of 1) at the D-2, 0% (0 out of 2) at the D-1, and 0% (0 out of 5) at the P-5 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: 31.1% (28 out of 90) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> ○ 0% (0 out of 3) at the D-1 level and above ○ 32.6% (28 out of 86) at the Professional level (P-1 through P-5) • <u>Highest proportion:</u> 54.5% (12 out of 22) at the P-2 level; 50% (1 out of 2) at the P-1 level