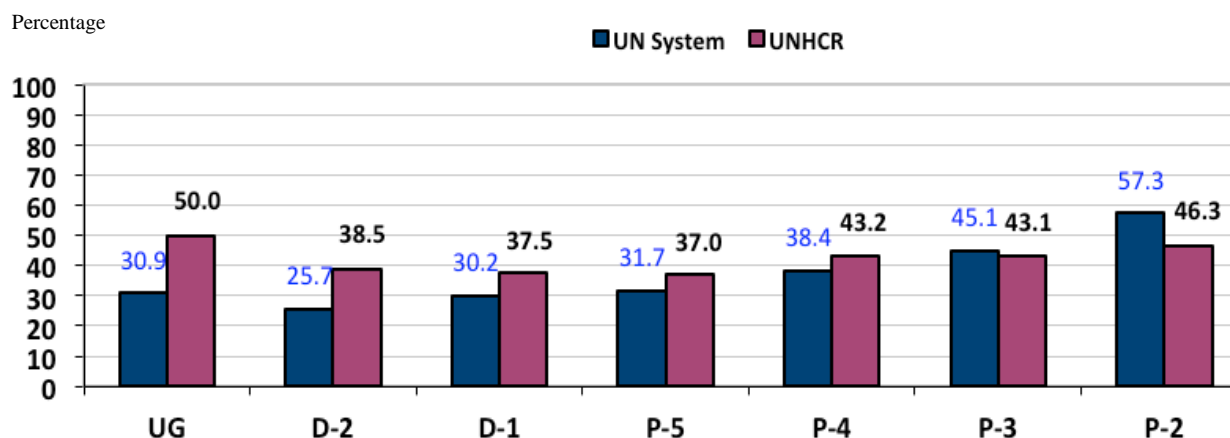


UN Women

The Status of Women in the United Nations System and UNHCR (from 1 January 2001 to 31 December 2010)

THE UNITED NATIONS SYSTEM	UNHCR
Gender distribution of staff in the Professional and higher categories	

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



*Source: CEB Table 11 –31 December 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 (UG-P2)
- **29.3%** (784 out of 2,674) of all staff at the **D-1 level and above**(UG-D1)
- **41.1%** (11,221 out of 27,089) of all staff at the **P level**(P5-P2)

Gender balance has only been achieved at the **P-2 level**(57.3%).

*Source: CEB Table 11 –31 December 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(UG-P2)
- **38.1%** (40 out of 105) of all staff at the **D-1 level and above**(UG-D1)
- **42.8%** (671 out of 1567) of all staff at the **P level** (P5-P2)

Gender balance has only been achieved or exceeded at the **UG level**(50.0%).

*Source: CEB Table 11 –31 December 2010

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

Largest increase: UG (15.2 percentage points from 15.6% in Dec 2001 to 30.9% in Dec 2010)
Smallest increase: P-2 (4.0 percentage points from 53.3% in Dec 2001 to 57.3% in Dec 2010)

Largest increase: UG (50.0 percentage points from 0.0% in Dec. 2001 to 50.0% in Dec. 2010)
Largest decrease: P-2 (-12.0 percentage points from 58.2% in Dec 2001 to 46.3% in Dec 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	-	-	-	-

*Source: CEB Table 11 – 31 December 2001 and 31 December 2010