

THE STATUS OF WOMEN IN THE UNITED NATIONS SECRETARIAT

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I - Representation of women in the Professional and higher categories with appointments of one year or more

A. Comparison of gender distribution of staff in the Professional and higher categories with appointments of one year or more in the United Nations Secretariat, as of 30 June 2006 and 30 June 2008

| Level | 30-Jun-06 | | | 30 Jun-08 | | | Change in percentage points (2006-2008) |
|-----------------|--------------|--------------|---------------------|-------------|-------------|---------------------|---|
| | Men | Women | Percentage of women | Men | Women | Percentage of women | |
| USG | 33 | 6 | 15.4 | 47 | 10 | 17.5 | 2.1 |
| ASG | 41 | 11 | 21.2 | 39 | 12 | 23.5 | 2.3 |
| D-2 | 80 | 35 | 30.4 | 93 | 29 | 23.8 | -6.6 |
| D-1 | 274 | 93 | 25.3 | 283 | 114 | 28.7 | 3.4 |
| Subtotal | 428 | 145 | 25.3 | 462 | 165 | 26.3 | 1.0 |
| P-5 | 705 | 313 | 30.7 | 787 | 364 | 31.6 | 0.9 |
| P-4 | 1 272 | 713 | 35.9 | 1477 | 827 | 35.9 | 0.0 |
| P-3 | 1 184 | 838 | 41.4 | 1433 | 974 | 40.5 | -0.9 |
| P-2 | 374 | 359 | 49.0 | 385 | 411 | 51.6 | 2.6 |
| P-1 | 0 | 3 | 100.0 | 3 | 0 | 0.0 | -100.0 |
| Subtotal | 3 535 | 2 226 | 38.6 | 4085 | 2576 | 38.7 | 0.1 |
| Total | 3 963 | 2 371 | 37.4 | 4547 | 2741 | 37.6 | 0.2 |

Source: IMIS

B. Number of departments and offices with 20 or more Professional staff, by percentage of women with appointments of one year or more, as at 30 June 2006 and 30 June 2008

| Percentage of women | Professional and higher categories | | Women at D-1 level and above | | D-1 level and above — 2008 (departments and offices) |
|---------------------|------------------------------------|-----------|------------------------------|-----------|---|
| | 2006 | 2008 | 2006 | 2008 | |
| 50 and above | 5 | 8 | 4 | 3 | DM/OHRM, DM/OUSG, DPI |
| 30 to 49 | 20 | 20 | 12 | 12 | DGACM, DM/OPPBA, ECA, ECE, OCHA, OHCHR, ODA, OIOS, OLA, UNCTAD, UNOG, UNOV |
| 1 to 29 | 7 | 3 | 13 | 14 | DESA, DFS, DM/OCSS, DPA, DPKO, DSS, ECLAC, EOSG, ESCAP, ESCWA, FMADPKO, UNEP, UN-HABITAT, UNODC |
| None | 0 | 0 | 3 | 2 | CTED, UNON |
| Total | 32 | 31 | 32 | 31 | |

Source: IMIS.

II - Trends in the representation of women in the Professional and higher categories with appointments of one year or more, 1998 to 2008

Trends in the representation of women in the Professional and higher categories with appointments of one year or more in the United Nations Secretariat, 30 June 1998 to 30 June 2008 (Percentage)

| Level | 30 June 98 | 30 June 99 | 30 June 00 | 30 June 01 | 30 June 02 | 30 June 03 | 30 June 04 | 30 June 05 | 30 June 06 | 30 June 07 | 30 June 08 | Percentage change (2006-2008) | Cumulative change (1998-2008) | Annual average change (1998-2008) |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------------------------|-------------------------------|-----------------------------------|
| USG | 11.1 | 9.4 | 6.5 | 11.8 | 10.5 | 13.9 | 16.7 | 16.2 | 15.4 | 15.4 | 17.5 | 2.1 | 6.4 | 0.64 |
| ASG | 13.0 | 14.3 | 11.5 | 10.8 | 12.5 | 15.0 | 17.1 | 18.8 | 21.2 | 20.8 | 23.5 | 2.3 | 10.5 | 1.05 |
| D-2 | 18.8 | 21.6 | 20.8 | 17.9 | 21.6 | 24.7 | 27.6 | 26.7 | 30.4 | 24 | 23.8 | -6.6 | 5 | 0.5 |
| D-1 | 23.7 | 28.1 | 29.3 | 30.1 | 28.7 | 28.9 | 32.3 | 29.9 | 25.3 | 28.5 | 28.7 | 3.4 | 5 | 0.5 |
| P-5 | 29.3 | 30.0 | 32.6 | 29.5 | 29.3 | 30.1 | 31.0 | 31.4 | 30.7 | 30.8 | 31.6 | 0.9 | 2.3 | 0.23 |
| P-4 | 32.3 | 33.7 | 33.5 | 31.4 | 31.4 | 31.5 | 34.1 | 34.6 | 35.9 | 34.5 | 35.9 | 0.0 | 3.6 | 0.36 |
| P-3 | 39.4 | 39.5 | 40.2 | 36.9 | 38.0 | 39.9 | 41.5 | 41.0 | 41.4 | 41.2 | 40.5 | -0.9 | 1.1 | 0.11 |
| P-2 | 45.4 | 48.2 | 50.1 | 48.0 | 48.7 | 50.1 | 50.8 | 50.8 | 49.0 | 49.7 | 51.6 | 2.6 | 6.2 | 0.62 |
| P-1 | 64.3 | 77.8 | 50.0 | 60.6 | 63.2 | 63.6 | 83.3 | 100.0 | 100.0 | 66.7 | 0.0 | -100.0 | -64.3 | -6.43 |
| Total | 34.60 | 35.80 | 36.50 | 34.60 | 34.90 | 35.70 | 37.37 | 37.10 | 37.43 | 37.07 | 37.61 | 0.18 | 3.01 | 0.30 |

Source: IMIS.

III – Appointments, promotions, lateral transfers, and separations in the Professional and higher categories

A. Appointments by gender and grade to Professional and higher categories in the United Nations Secretariat from 1 July 2006 to 30 June 2008

| Level | Men | Women | Total | Percentage of women |
|-----------------|------------|------------|------------|---------------------|
| USG | 10 | 3 | 13 | 23.1 |
| ASG | 9 | 3 | 12 | 25.0 |
| D-2 | 18 | 6 | 24 | 25.0 |
| D-1 | 30 | 12 | 42 | 28.6 |
| Subtotal | 67 | 24 | 91 | 26.4 |
| P-5 | 78 | 25 | 103 | 24.3 |
| P-4 | 151 | 79 | 230 | 34.3 |
| P-3 | 164 | 153 | 317 | 48.3 |
| P-2 | 82 | 123 | 205 | 60.0 |
| Subtotal | 475 | 380 | 855 | 44.4 |
| Total | 542 | 404 | 946 | 42.7 |

Source: IMIS.

*UG stands for "Ungraded", e.g. Under-Secretary-General, Assistant Secretary General, Deputy Director-General, Assistant Director-General, Director-General, and Secretary-General.

B. Trends in the appointment of women to the Professional and higher categories in the United Nations Secretariat (Percentage)

| Year | Level | | | | | | | | Total | Change from previous year |
|--------------------------------|-------|-------|-------|------|-------|------|------|------|-------|---------------------------|
| | USG | ASG | D-2 | D-1 | P-5 | P-4 | P-3 | P-2 | | |
| July 1998 to June 1999 | 0.0 | 0.0 | 55.6 | 27.3 | 31.8 | 26.2 | 31.8 | 64.5 | 40.1 | |
| July 1999 to June 2000 | 0.0 | 0.0 | 42.9 | 31.3 | 35.3 | 20.0 | 44.6 | 51.5 | 40.5 | 0.4 |
| July 2000 to June 2001 | 20.0 | 0.0 | 0.0 | 20.0 | 14.6 | 32.1 | 45.6 | 55.8 | 40.7 | 0.2 |
| July 2001 to June 2002 | 9.1 | 10.0 | 21.4 | 19.2 | 12.1 | 22.7 | 34.9 | 56.6 | 33.2 | -7.2 |
| July 2002 to June 2003 | 20.0 | 28.6 | 11.8 | 13.6 | 31.3 | 24.8 | | 61.9 | 38.5 | 5.3 |
| July 2003 to June 2004 | 14.3 | 33.3 | 20.8 | 31.0 | 14.5 | 32.7 | 41.9 | 52.9 | 37.2 | -1.3 |
| July 2004 to June 2005 | 11.1 | 33.3 | 20.0 | 18.1 | 30.7 | 39.5 | 36.2 | 51.0 | 38.2 | 1.0 |
| July 2005 to June 2006 | 14.3 | 12.5 | 6.3 | 24.0 | 26.5 | 33.3 | 44.2 | 52.9 | 37.8 | -0.4 |
| July 2006 to June 2007 | 20.0 | 100.0 | 7.7 | 17.6 | 26.2 | 30.6 | 46.7 | 61.3 | 41.3 | 3.5 |
| July 2007 to June 2008 | 25.0 | 18.2 | 45.5 | 36.0 | 21.1 | 38.7 | 50.4 | 58.5 | 44.4 | 3.1 |
| Changes 1998/1999 to 2007/2008 | 25.0 | 18.2 | -10.1 | 8.7 | -10.7 | 12.5 | 18.6 | -6.0 | 4.3 | |

Source: IMIS.

C. Promotions by gender and grade to Professional and higher categories in the United Nations Secretariat from 1 July 2006 to 30 June 2008

| Level | Men | Women | Total | Percentage of women |
|--------------------|------------|------------|------------|---------------------|
| D-1 | 52 | 31 | 83 | 37.3 |
| Subtotal D | 52 | 31 | 83 | 37.3 |
| P-5 | 130 | 94 | 224 | 42.0 |
| P-4 | 165 | 155 | 320 | 48.4 |
| P-3 | 69 | 96 | 165 | 58.2 |
| P-2 | 10 | 23 | 33 | 69.7 |
| Subtotal P | 374 | 368 | 742 | 49.6 |
| Grand total | 426 | 399 | 825 | 48.4 |

Source: IMIS.

D. Transfers by gender and grade to Professional and higher categories in the United Nations Secretariat from 1 July 2006 to 30 June 2008

| Level | Men | Women | Total | Percentage of women |
|-------------------|-----------|-----------|-----------|---------------------|
| D-2 | 6 | 3 | 9 | 33.3 |
| D-1 | 24 | 17 | 41 | 41.5 |
| Subtotal D | 30 | 20 | 50 | 40.0 |
| P-5 | 77 | 27 | 104 | 26.0 |
| P-4 | 158 | 105 | 263 | 39.9 |

| | | | | |
|--------------------|------------|------------|------------|-------------|
| P-3 | 124 | 96 | 220 | 43.6 |
| P-2 | 41 | 55 | 96 | 57.3 |
| Subtotal P | 400 | 283 | 683 | 41.4 |
| Grand total | 430 | 303 | 733 | 41.3 |

Source: IMIS.

E. Separation of women in the Professional and higher categories, by type, category and gender, in the United Nations Secretariat from 1 July 2006 to 30 June 2008

| Reason for separation | USG | | | ASG | | | D | | | P | | | Total number of women | Grand total | Percentage of women |
|---------------------------------|-----------|----------|-----------|-----------|----------|-----------|-----------|-----------|------------|------------|------------|------------|-----------------------|-------------|---------------------|
| | M | F | Total | M | F | Total | M | F | Total | M | F | Total | | | |
| Agreed termination | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 3 | 7 | 29 | 16 | 45 | 19 | 52 | 36.5 |
| Appointment expiration | 8 | 1 | 9 | 11 | 4 | 15 | 15 | 5 | 20 | 100 | 57 | 157 | 67 | 201 | 33.3 |
| Death | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 0 | 2 | 3 | 2 | 5 | 2 | 8 | 25.0 |
| Dismissal for misconduct | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0.0 |
| Resignation | 3 | 0 | 3 | 3 | 1 | 4 | 11 | 3 | 14 | 50 | 48 | 98 | 52 | 119 | 43.7 |
| Retirement | | | | | | | 46 | 24 | 70 | 114 | 82 | 196 | 106 | 266 | 39.8 |
| Summary dismissal | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 2 | 0.0 |
| Termination-health | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 2 | 4 | 3 | 5 | 60.0 |
| Transfer | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 2 | 6 | 19 | 18 | 37 | 20 | 43 | 46.5 |
| Total | 11 | 1 | 12 | 15 | 5 | 20 | 82 | 38 | 120 | 320 | 225 | 545 | 269 | 697 | 38.6 |
| Percentage of women by category | 8.3 | | | 25.0 | | | 31.7 | | | 41.3 | | | | | |

Source: IMIS.

IV - Staff Selection System for the Professional and D-1 levels

Gender distribution of candidates for vacancies in the professional and higher categories at each stage of the Galaxy staff selection process in the United Nations Secretariat, from 1 July 2006 to 30 June 2008

| Level | Total VA | Forwarded to Department by OHRM | | | | | | On Interview List | | | On Recom. List | | | Selected | | | Rostered | | |
|------------|-----------|---------------------------------|-------------|-------------|-------------|------------|-------------|-------------------|------------|-------------|----------------|-----------|-------------|-----------|-----------|-------------|-----------|-----------|-------------|
| | | M | F | % | M | F | % | M | F | % | M | F | % | M | F | % | M | F | % |
| D-1 | 65 | 5169 | 1141 | 18.1 | 3461 | 780 | 18.4 | 295 | 143 | 32.6 | 96 | 50 | 34.2 | 40 | 25 | 38.5 | 53 | 23 | 30.3 |
| Subtotal | 65 | 5169 | 1141 | 18.1 | 3461 | 780 | 18.4 | 295 | 143 | 32.6 | 96 | 50 | 34.2 | 40 | 25 | 38.5 | 53 | 23 | 30.3 |
| P-5 | 176 | 12533 | 3913 | 23.8 | 6110 | 2074 | 25.3 | 576 | 350 | 37.8 | 265 | 162 | 37.9 | 118 | 67 | 36.2 | 146 | 93 | 38.9 |
| P-4 | 306 | 34061 | 13578 | 28.5 | 16072 | 6217 | 27.9 | 1031 | 770 | 42.8 | 433 | 323 | 42.7 | 181 | 155 | 46.1 | 248 | 163 | 39.7 |
| P-3 | 213 | 38012 | 18470 | 32.7 | 17125 | 8463 | 33.1 | 531 | 463 | 46.6 | 200 | 223 | 52.7 | 103 | 128 | 55.4 | 95 | 93 | 49.5 |

| | | | | | | | | | | | | | | | | | | | |
|----------|------------|--------------|--------------|-------------|--------------|--------------|-------------|-------------|-------------|-------------|------------|------------|-------------|------------|------------|-------------|------------|------------|-------------|
| Subtotal | 695 | 84606 | 35961 | 29.8 | 39307 | 16754 | 29.9 | 2138 | 1583 | 42.5 | 898 | 708 | 44.1 | 402 | 350 | 46.5 | 489 | 349 | 41.6 |
| Total | 760 | 89775 | 37102 | 29.2 | 42768 | 17534 | 29.1 | 2433 | 1726 | 41.5 | 994 | 758 | 43.3 | 442 | 375 | 45.9 | 542 | 372 | 40.7 |

Source: IMIS.

V - Representation of women on posts in the expert category

All staff in the expert category in the United Nations Secretariat as of 30 June 2006 to 30 June 2008

| Level | 1 July 2006 | | | | 30 June 2008 | | | | Percentage change (2006-2008) |
|--------------|-------------|------------|-------------|------------------------|--------------|------------|-------------|------------------------|----------------------------------|
| | Men | Women | Total | Percentage of women | Men | Women | Total | Percentage of women | |
| L-7 | 6 | 1 | 7 | 14.3 | 3 | 0 | 3 | 0.0 | -14.3 |
| L-6 | 41 | 11 | 52 | 21.2 | 29 | 10 | 39 | 25.6 | 4.4 |
| L-5 | 139 | 27 | 166 | 16.3 | 139 | 29 | 168 | 17.3 | 1.0 |
| L-4 | 163 | 52 | 215 | 24.2 | 190 | 75 | 265 | 28.3 | 4.1 |
| L-3 | 193 | 126 | 319 | 39.5 | 241 | 130 | 371 | 35.0 | -4.5 |
| L-2 | 134 | 169 | 303 | 55.8 | 132 | 201 | 333 | 60.4 | 4.6 |
| L-1 | 14 | 7 | 21 | 33.3 | 6 | 3 | 9 | 33.3 | 0.0 |
| Total | 690 | 393 | 1083 | 36.3 | 740 | 448 | 1188 | 37.7 | 1.4 |

Source: IMIS.