

# THE STATUS OF WOMEN IN THE UNITED NATIONS SYSTEM

---

## Contents

I. Representation of women staff at the Professional and higher categories in the System	
A. Comparison of gender distribution of staff in the Professional and higher categories with appointments of one year or more in the United Nations System, as of 31 December 2004 and 31 December 2007 .....	Page 2
B. United Nations System entities by percentage of women staff at the Professional and higher categories, as of 31 December 2004 and 31 December 2007 .....	Page 2
C. Resident coordinator posts by region and gender, June 2006 and June 2008 ....	Page 3
II. Promotions, appointments, and separations in the Professional and higher categories	
A. Promotions by gender and grade to Professional and higher categories in the United Nations System from 1 January 2005 to 31 December 2007 .....	Page 3
B. Appointments by gender and grade to Professional and higher categories in the United Nations System from 1 January 2005 to 31 December 2007.....	Page 3
C. Separation of women in the Professional and higher categories, by type, category and gender, in the United Nations System from 1 January 2005 to 31 December 2007 .....	Page 4
III. Regional representation in the professional and higher categories	
Gender distribution of staff in the Professional and higher categories with appointments of one year or more in the United Nations system organizations by gender and regional group, as at 31 December 2007 .....	Page 4

*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 system, as of 31 December 2004 and 31 December 2007**

Level	31 December 2004			31 December 2007			Change in percentage points (2004-2007)
	Men	Women	Percentage of women	Men	Women	Percentage of women	
UG*	177	49	21.7	178	57	24.3	2.6
D-2	422	125	22.9	402	134	25.0	2.1
D-1	1242	399	24.3	1250	486	28.0	3.7
<b>Subtotal</b>	<b>1841</b>	<b>573</b>	<b>23.7</b>	<b>1830</b>	<b>677</b>	<b>27.0</b>	<b>3.3</b>
P-5	3689	1420	27.8	3576	1597	30.9	3.1
P-4	4446	2275	33.8	4789	2745	36.4	2.6
P-3	3178	2388	42.9	3687	2841	43.5	0.6
P-2	1244	1670	57.3	1189	1481	55.5	-1.8
P-1	111	171	60.6	65	76	53.9	-6.7
<b>Subtotal</b>	<b>12,668</b>	<b>7,924</b>	<b>38.5</b>	<b>13,306</b>	<b>8,740</b>	<b>39.6</b>	<b>1.1</b>
<b>Total</b>	<b>14,509</b>	<b>8,497</b>	<b>36.9</b>	<b>15,136</b>	<b>9,417</b>	<b>38.4</b>	<b>1.5</b>

Source: System of the United Nations System Chief Executives Board for Coordination (2004).  
Information provided by UN entities (2007).

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

**B. United Nations system entities by percentage of women staff at the Professional and higher categories, as of 31 December 2004 and 31 December 2007**

Percentage of women staff	31 December 2004	31 December 2007	Organizations and agencies 2007
50 or above	2	2	UNFPA, UNITAR
40-49	9	9	IFAD, ICJ, ILO, IMO, UNAIDS, UNESCO, UNICEF, UNWTO, WIPO
30-39	10	13	ICAO, ICSC, ITC, ITC-ILO, ITU, PAHO, United Nations, UNHCR, UNDP, UNJSPF, UNRWA, WFP, WHO
below 30	10	7	FAO, IAEA, UNIDO, UNOPS, UNU, UPU, WMO
<b>Total</b>	<b>31</b>	<b>31</b>	

Source: System of the United Nations System Chief Executives Board for Coordination (2004).  
Information provided by UN entities (2007).

## Resident coordinator posts by region and gender, June 2006 and June 2008

Geographical distribution June 2008							
<i>Regional group</i>	<i>Men</i>	<i>Women</i>	<i>Vacant</i>	<i>Total posts</i>	<i>Percentage of posts filled by women 2008</i>	<i>Percentage of posts filled by women 2006</i>	<i>Change in percentage</i>
Africa	28	12	4	44	30.0	37.8	-7.8
Asia and the Pacific	14	8	2	24	36.4	42.9	-6.5
Arab States	11	5	1	17	31.3	17.6	13.7
Europe and the Commonwealth of Independent States	15	5	1	21	25.0	41.2	-16.2
Latin America and the Caribbean	15	7	2	24	31.8	18.2	13.6
<b>Total</b>	<b>83</b>	<b>37</b>	<b>10</b>	<b>130</b>	<b>30.8</b>	<b>32.5</b>	<b>-1.7</b>

*Source:* United Nations Development Programme.

## II - Promotions, appointments, and separations in the Professional and higher categories

### A. Promotions by gender and grade to Professional and higher categories in the United Nations System organization, 1 January 2005 to 31 December 2007

<i>Level</i>	<i>Men</i>	<i>Women</i>	<i>Total</i>	<i>Percentage of women</i>
D-1	302	153	455	33.6
<b>Subtotal D</b>	<b>302</b>	<b>153</b>	<b>455</b>	<b>33.6</b>
P-5	717	416	1133	36.7
P-4	870	689	1559	44.2
P-3	508	565	1073	52.7
P-2	135	228	363	62.8
<b>Subtotal P</b>	<b>2230</b>	<b>1898</b>	<b>4128</b>	<b>46.0</b>
<b>Grand total</b>	<b>2532</b>	<b>2051</b>	<b>4583</b>	<b>44.8</b>

*Source:* 2007 submissions from UN entities.

### B. Appointments by gender and grade to Professional and higher categories in the United Nations System organizations, 1 January 2005 to 31 December 2007

<i>Level</i>	<i>Men</i>	<i>Women</i>	<i>Total</i>	<i>Percentage of women</i>
UG*	84	28	112	25.0
D-2	107	42	149	28.2
D-1	200	107	307	34.9
<b>Subtotal D</b>	<b>391</b>	<b>177</b>	<b>568</b>	<b>31.2</b>
P-5	660	307	967	31.7
P-4	951	539	1490	36.2
P-3	845	661	1506	43.9
P-2	409	561	970	57.8
<b>Subtotal P</b>	<b>2865</b>	<b>2068</b>	<b>4933</b>	<b>41.9</b>
<b>Grand total</b>	<b>3256</b>	<b>2245</b>	<b>5501</b>	<b>40.8</b>

*Source:* 2007 submissions from UN entities.

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

**C. Separation of women in the Professional and higher categories in the United Nations system, by type, category and gender, from 1 January 2005 to 31 December 2007**

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			
Abandonment of post	0	0	0	0	0	0	0	0	0	3	3	6	3	6	50.0
Abolishment of post	0	0	0	0	0	0	1	1	2	23	28	51	29	53	54.7
Agreed termination	2	0	2	0	2	2	34	22	56	143	93	236	117	296	39.5
Appointment expiration	16	1	17	9	5	14	92	25	117	2150	1671	3821	1702	3969	42.9
Death	2	0	2	0	0	0	4	3	7	32	10	42	13	51	25.5
Dismissal for misconduct	0	0	0	0	0	0	1	0	1	12	0	12	0	13	0.0
Inter-agency Secondments	0	0	0	0	0	0	5	4	9	22	25	47	29	56	51.8
Inter-agency Transfers	2	0	2	1	0	1	16	11	27	125	96	221	107	251	42.6
Resignation	4	1	5	6	4	10	71	15	86	626	514	1140	534	1241	43.0
Retirement	7	1	8	24	3	27	258	74	332	668	304	972	382	1339	28.5
Summary dismissal	0	0	0	0	0	0	3	1	4	10	4	14	5	18	27.8
Termination-health	0	0	0	0	0	0	2	2	4	13	16	29	18	33	54.5
Not specified	2	0	2	3	1	4	13	3	16	63	32	95	36	117	30.8
<b>Total</b>	<b>35</b>	<b>3</b>	<b>38</b>	<b>43</b>	<b>15</b>	<b>58</b>	<b>500</b>	<b>161</b>	<b>661</b>	<b>3890</b>	<b>2796</b>	<b>6686</b>	<b>2975</b>	<b>7443</b>	<b>40.0</b>
Percentage of women by category	7.9			25.9			24.4			41.8					

Source: 2007 submissions from UN entities.

*III - Regional representation in the professional and higher categories*

**Gender distribution of staff in the Professional and higher categories with appointments of one year or more in the United Nations system organizations by gender and regional group, as at 31 December 2007**

Regional groups	UG*			D			P			Total number of women	Grand total	% of women
	M	F	% F	M	F	% F	M	F	% F			
African States	33	5	13.2	281	76	21.3	2763	1321	32.3	1402	4479	31.3
Asian States	27	11	28.9	228	70	23.5	2052	1295	38.7	1376	3683	37.4
Eastern European States	5	1	16.7	67	11	14.1	825	330	28.6	342	1239	27.6
Latin American and Caribbean States	8	6	42.9	103	68	39.8	851	711	45.5	785	1747	44.9
Western European and other States*	82	20	19.6	703	308	30.5	5073	3889	43.4	4217	10075	41.9
Other <sup>1</sup>	1	0	0	0	0	0.0	13	7	35.0	7	21	33.3
<b>Total</b>	<b>156</b>	<b>43</b>	<b>21.6</b>	<b>1382</b>	<b>533</b>	<b>27.8</b>	<b>11577</b>	<b>7553</b>	<b>39.5</b>	<b>8129</b>	<b>21244</b>	<b>38.3</b>

Source: 2007 submissions from UN entities.

\*Including North America

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

<sup>1</sup> Staff who are stateless or from a non-member state.