

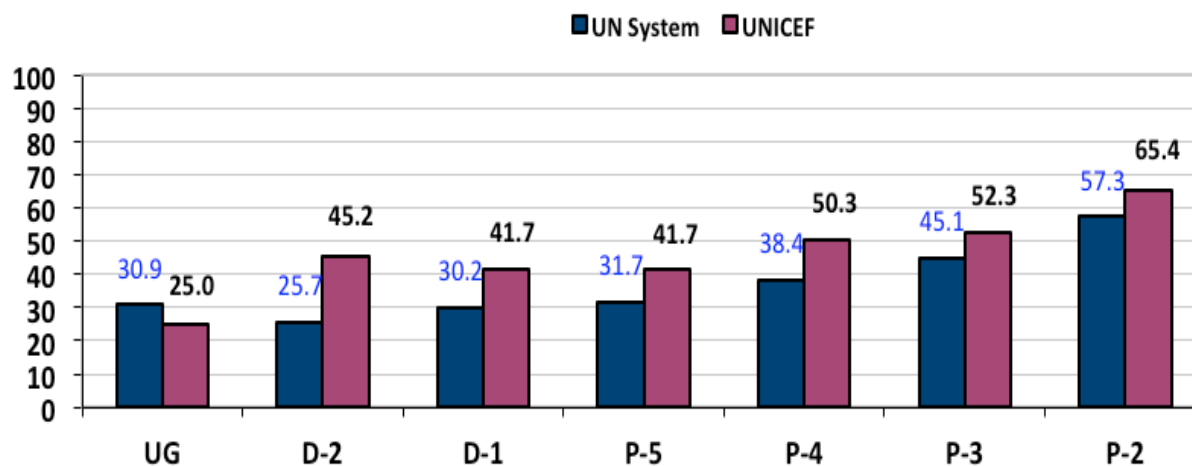
## UN Women

### The Status of Women in the United Nations System and UNICEF

(from 1 January 2001 to 31 December 2010)

THE UNITED NATIONS SYSTEM	UNICEF
<i>Gender distribution of staff in the Professional and higher categories</i>	

Percentage comparison of women in the professional and higher categories with appointments of one year or more in the United Nations system and UNICEF (Dec 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.
- **22.7%** (784 out of 2,674) of all staff at the **D-1 level and above**.
- **29.3%** (11,221 out of 27,089) of all staff at the **P level**;

**Gender balance** has only been achieved at the **P-2 (57.3%) level**.  
**Largest increase:** UG (**15.2%** from 15.6% in Dec 2001 to 30.9% in Dec 2010)  
**Smallest increase:** P-2 (**4.0%** from 53.3% in Dec 2001 to 57.3% in Dec 2010)

As of 31 December 2010, women in UNICEF constituted:

- **50.6%** (1367 out of 2703) of all staff in the professional and higher categories with appointments of one year or more.
- **42.0%** (44 out of 131) of all staff at the **D-1 level and above**.
- **51.0%** (1312 out of 2572) of all staff at the **P level**.

**Gender balance** has only been achieved or exceeded at the **P-2(65.4%) level, P-3(52.3%) level, P-4 (50.3%) level**.  
**Largest increase:** P-4 (**13.1%** from 37.1% in Dec. 2001 to 50.3% in Dec. 2010)  
**Largest decrease:** UG (**-15.0%** from 40.0% in Dec 2001 to 25.0% in Dec 2010)

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

During the period **2001-2010 in the UN system**, the proportion of women appointed increased by **6.8 percentage points**, from **33.5%**(6,407 out of 19,098) in 2001 to **40.3%** (12,005 out of 29,763) in 2010.

During the period **2001- 2010 in UNICEF**, the proportion of women appointed increased by **8.0 percentage points**, from **42.6%** (663 out of 1,556) in 2001 to **50.6%** (1,367 out of 2,703) in 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	40.0	25.0	-15.0	-1.5
D-2	32.1	45.2	13.0	1.3
D-1	30.6	41.7	11.1	1.1
P-5	37.4	41.7	4.3	0.4
P-4	37.1	50.3	13.1	1.3
P-3	45.8	52.3	6.5	0.7
P-2	66.4	65.4	-1.0	-0.1
P-1	-	-	-	-