

UN Women

The Status of Women in the United Nations System and UNRWA

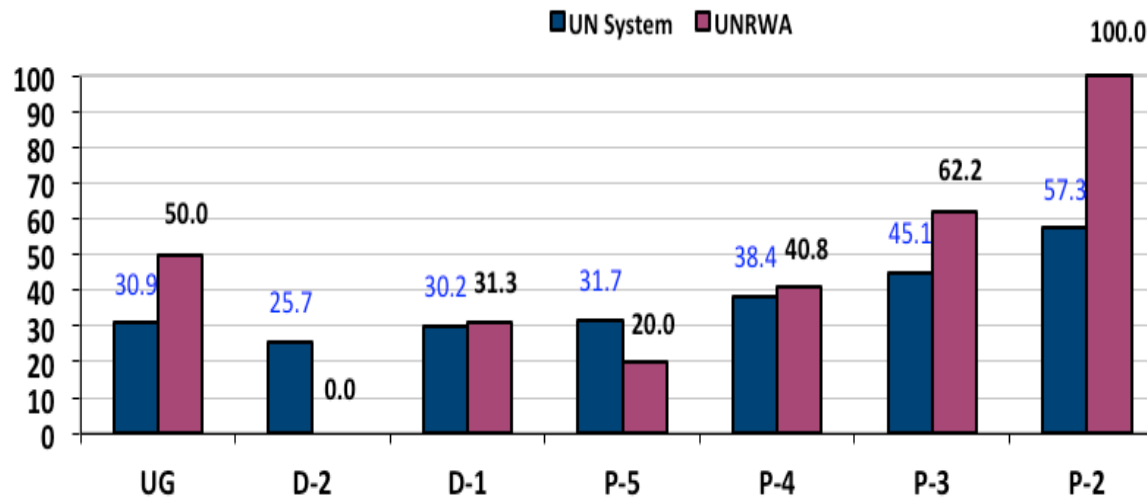
(from 1 January 2001 to 31 December 2010)

THE UNITED NATIONS SYSTEM

UNRWA

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 UNRWA (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 UNRWA constituted:

- **42.5%** (74 out of 174) of all staff in the professional and higher categories with appointments of one year or more.
- **21.4%** (6 out of 28) of all staff at the **D-1 level and above**.
- **48.1%** (63 out of 131) of all staff at the **P level**.

Gender balance has only been achieved or exceeded at UG(50.0%) level,P3(62.2%)level, P2(100.0%) level.
Largest increase: P-2 (**62.5%** from 37.5% in Dec. 2001 to **100.0%** in Dec. 2010)
Largest decrease: D1 (**-2.1%** from 33.3% in Dec 2001 to 31.3% 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 UNRWA**, the proportion of women appointed increased by **21.0 percentage points**, from **21.5%** (20 out of 93) in 2001 to **42.5%** (74 out of 174) 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	50.0	50.0	0.0	0.0
D-2	0.0	0.0	0.0	0.0
D-1	33.3	31.3	-2.1	-0.2
P-5	11.1	20.0	8.9	0.9
P-4	12.2	40.8	28.6	2.9
P-3	50.0	62.2	12.2	1.2
P-2	37.5	100.0	62.5	6.3
P-1	-	-	-	-