

For Heads of Departments, Offices and Missions  
(See distribution list)

DATE: 23 JANUARY 2011

REFERENCE:

THROUGH:

S/C DE:

*H. M. B...*

SUBJECT:

the United Nations should lead by example.

We have already made some progress, particularly in appointments of women at the most senior levels: the number of women at or above ASG level has gone from 21 in 2007 to 38 in 2011. However, this rate of growth has not been sufficient to reach parity with men. At the P-5 level, women represent 53 per cent of our total workforce in the Professional and higher grades, ranging from a high of 53 per cent at the P-2 level to a low of 24 per cent at the D-2 level. Further, the historic growth at the highest levels has been contrasted with the low rate of growth

and will.

Therefore, I call personally on all Heads of Departments, Offices and Missions to accelerate progress towards gender parity in their areas, particularly at those levels which have the least improvement, namely the D-4 to D-1 levels.

that is characterized by a culture of respect for all, including zero tolerance of

collecting a number of... with the aim of... our evidence

including an appropriate baseline for five year projections so that we can properly measure progress.

6. Finally, may I remind you that my Compact with senior managers contains two indicators to explicitly measure and account for progress in the enhanced representation of women at all levels, including, in particular, the middle level. I urge all senior managers to work tirelessly towards this goal.

7. I look forward to your continued cooperation in this important area.

**Distribution list:**

Mr. H. Abdel Aziz, Special Representative of the Secretary-General for Western Sahara  
Head of the United Nations Mission for the Referendum in Western Sahara  
HEAD OF THE UNITED NATIONS MISSION FOR THE REFERENDUM IN WESTERN SAHARA

Mr. Kiyotaka Akasaka, Under-Secretary-General for Communications and Public Information

Ms. Valerie Amos, Under-Secretary-General for Humanitarian Affairs and Emergency

Relief Coordinator

Ms. Michelle Bachelet, Executive Director, United Nations Entity for Gender Equality and the Empowerment of Women

Ms. Patricia Benavides, Executive Director, United Nations Foundation

Latin America and the Caribbean

Ms. Lisa M. Battershield, Special Representative of the Secretary-General and Head of the United Nations Peacekeeping Force in Cyprus

Mr. Joan Clos, Executive Director, United Nations Human Settlements Programme

Mr. Donald C. Cook, Chief Executive Officer of the United Nations Joint Staff Pension Fund and Secretary of the United Nations Joint Staff Pension Board

Ms. Radhika Coomaraswamy, Special Representative of the Secretary-General for Children and Armed Conflict

Mr. Steffen de Mistura, Special Representative of the Secretary-General for Afghanistan and

Mr. J. de la Uru, United Nations Assistant Secretary-General for Africa

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Mr. Martin Kobler, Special Representative of the Secretary-General for Iraq and Head of the

Mr. Jan Kumi, Executive Secretary, United Nations Economic Commission for Europe

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Ms. Karin Lindgren, Special Representative of the Secretary-General and Head of the

Head of the United Nations Political Office for Somalia

Mr. Abu-Muhammad, Special Representative of the Secretary-General and Head of the  
United Nations Regional Office for Central Africa

Head of the United Nations Integrated Peacebuilding Office in Guinea-Bissau

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Mr. B. Lynn Pascoe, Under-Secretary-General for Political Affairs

Ms. Navanethem Pillay, United Nations High Commissioner for Human Rights

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and Personal Representative of the Secretary-General to the Palestine Liberation  
Organization and the Palestinian Authority

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Management

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Mr. Achim Steiner, Executive Director, United Nations Environment Programme

Ms. Margaret Vest, Special Representative of the Secretary-General and Head of the

United Nations Integrated Peacebuilding Office in the Central African Republic  
Mr. Michael van der Schoor, Executive Representative of the Secretary-General for the

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Technology: Chief Information Technology Officer

VII. Adama Dieng, Registrar, International Criminal Tribunal for Rwanda

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