

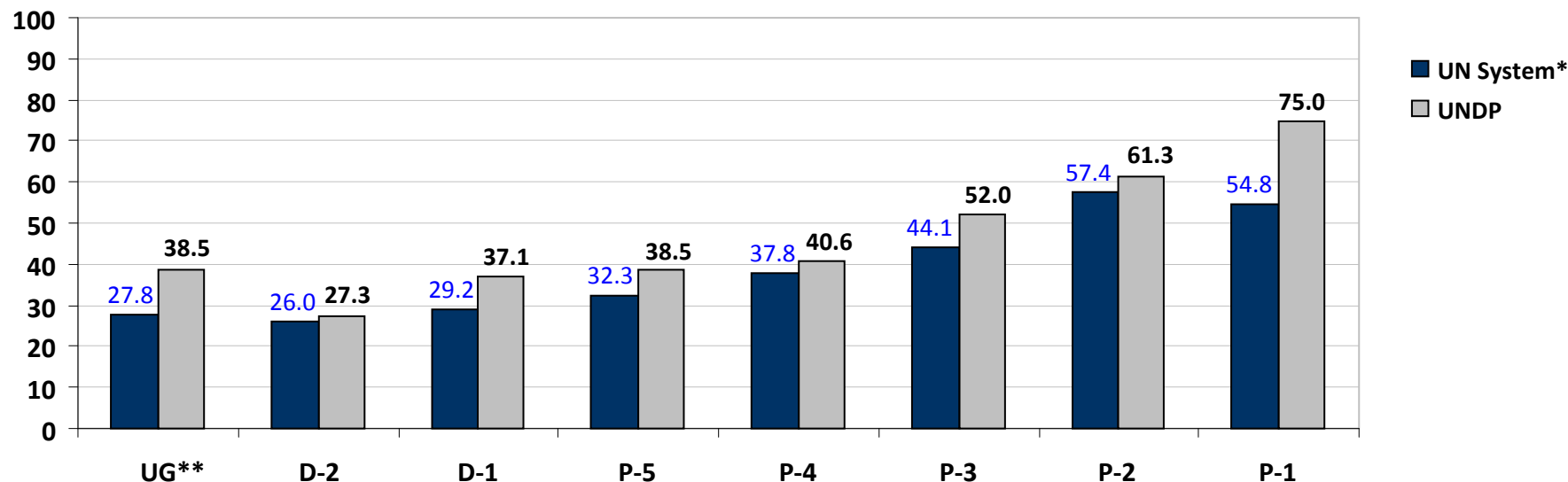
The Status of Women in the United Nations System and UNDP
(from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM

UNDP

Gender distribution of staff in the Professional and higher categories

Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations system and UNDP as of 31 December 2009



*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 2009, women **in the UN system** constituted:

- **39.9%** (11,514 out of 28,849) of all staff in the professional and higher categories with appointments of one year or more;
- **28.4%** (762 out of 2,685) of all staff at the **D-1 level and above**;
- **41.1%** (10,752 out of 26,164) of all staff at the **P level**;

Gender balance has only been achieved at the **P-1 (54.8%) and P-2 (57.4%) levels**.

Largest increase: **UG (3.5% from 24.3% in Dec 2007 to 27.8% in Dec 2009)**

Smallest increase: **P-3 (0.6% from 43.5% in Dec 2007 to 44.1% in Dec 2009)**

As of 31 December 2009, women **in UNDP** constituted:

- **43.8%** (991 out of 2,260) of all staff in the professional and higher categories with appointments of one year or more;
- **35.0%** (125 out of 357) of all staff at the **D-1 level and above**;
- **45.5%** (866 out of 1,903) of all staff at the **P level**;

Gender balance has only been achieved or exceeded at the **P-1 (75.0%), P-2 (61.3%), and P-3 (52.0%) levels**.

Largest increase: **P-3 (15.6% from 36.4% in Dec 2007 to 52.0% in Dec 2009)**

Largest decrease: **UG (-15.3% from 53.8% in Dec 2007 to 38.5% in Dec 2009)**

Promotions, appointments, and separations in the Professional and higher categories – 1 January 2008 to 31 December 2009

<p>* PROMOTIONS *</p> <ul style="list-style-type: none"> Promotions of women accounted for 44.8% (1,299 out of 2,899) of all promotions to the P-2 to D-1 levels, 31.2% (82 out of 263) to the D-1 level, and 46.2% (1,217 out of 2,636) to the P-2 to P-5 levels. Gender parity in promotions was only met at the P-2 (51.5%) and P-3 (50.6%) levels. <u>Lowest proportion</u>: 31.2% (82 out of 263) at the D-1 level 	<p>* PROMOTIONS *</p> <ul style="list-style-type: none"> Promotions of women accounted for 25.5% (38 out of 149) of all promotions to the P-2 to D-2 levels, 15.4% (4 out of 26) to the D-2 level and 42.3% (11 out of 26) to the D-1 level, and 23.7% (23 out of 97) of promotions to the P-2 to P-5 levels. Gender parity in promotions was not met at any level. <u>Lowest proportion</u>: 0.0% (0 out of 1) at the P-2 level, 15.4% (8 out of 52) at the P-4 level, and 15.4% (4 out of 26) at the D-2 level.
<p>* APPOINTMENTS *</p> <ul style="list-style-type: none"> Appointments of women represented 45.2% (5,190 out of 11,493) of all appointments from the P-1 to the ungraded (UG) levels, 26.4% (130 out of 493) at the D-1 level and above, and 46% (5,064 out of 11,004) at the P-1 to P-5 levels. Gender parity in appointments was only met at the P-1 (64.2%) and P-2 level (60.3%). <u>Lowest proportion</u>: 26.3% (31 out of 118) at the D-2 level 	<p>* APPOINTMENTS *</p> <ul style="list-style-type: none"> Appointments of women represented 52.5% (256 out of 488) of all appointments from the P-1 to the UG level, 40.6% (13 out of 32) at the D-1 level and above and 53.3% (243 out of 456) at the P-1 to P-5 levels. Gender parity in appointments was met at the P-1 (75.0%), P-2 (65.1%), and D-2 (50.0%) levels. <u>Lowest proportion</u>: 39.1% (9 out of 23) at the D-1 level
<p>* SEPARATIONS *</p> <ul style="list-style-type: none"> 6,516 staff in the professional and higher categories with appointments of one year or more separated out of a total of 28,849 staff. Separations of women constituted: 40.2% (2,622 out of 6,516) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> 24.5% (153 out of 624) at the D-1 level and above 41.9% (2,469 out of 5,892) at the Professional level (P-1 through P-5) <u>Major causes of separation</u>: Women constituted 42.9% (1,592 out of 3,714) of appointments expirations, 41.4% (441 out of 1,066) of resignations, and 29.6% (273 out of 922) of mandatory retirements. 	<p>* SEPARATIONS *</p> <ul style="list-style-type: none"> 414 staff in the professional and higher categories with appointments of one year or more separated out of a total of 2,260 staff. Separations of women constituted: 43.5% (180 out of 414) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> 29.2% (21 out of 72) at the D-1 level and above 46.5% (159 out of 342) at the Professional level (P-1 through P-5) <u>Major causes of separation</u>: Women constituted 45.0% (163 out of 362) of appointments expirations and 30.0% (15 out of 50) of mandatory retirements.

Trends in the representation of women in the Professional and higher categories – 2000 to 2009

During the period **2000-2009 in the UN system**, the proportion of women appointed increased by **6.5 percentage points**, from **33.4%**(5,977 out of 17,864) in 2000 to **39.9%** (11,514 out of 28,849) in 2009.

During the period **2000- 2009 in UNDP** , the proportion of women appointed increased by **4.1 percentage points**, from **39.7%** (433 out of 1,090) in 2000 to **43.8%** (991 out of 2,260) in 2009.

Level	UN System		UNDP	
	% of women as of 31 Dec 2000	% of women as of 31 Dec 2009	Total change 2000-2009 (percentage points)	Average annual change 2000-2009 (percentage points)
UG	17.4	27.8	10.4	1.2
D-2	18.2	26.0	7.8	0.9
D-1	21.4	29.2	7.8	0.9
P-5	23.5	32.3	8.8	1.0
P-4	31.0	37.8	6.8	0.8
P-3	41.4	44.1	2.7	0.3
P-2	54.5	57.4	2.9	0.3
P-1	62.6	54.8	-7.8	-0.9