

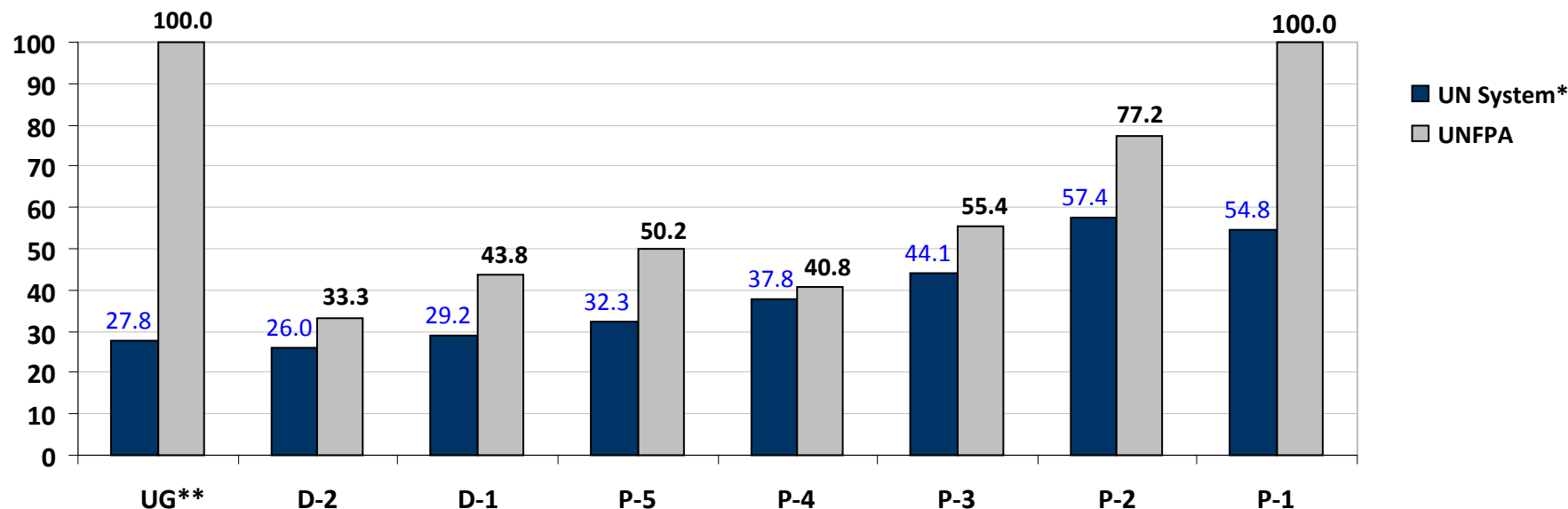
## The Status of Women in the United Nations System and UNFPA (from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM

UNFPA

### 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 UNFPA 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 UNFPA constituted:

- 51.2% (293 out of 572) of all staff in the professional and higher categories with appointments of one year or more;
- 43.9% (36 out of 82) of all staff at the D-1 level and above;
- 52.4% (257 out of 490) of all staff at the P level;

Gender balance has been achieved or exceeded at the P-1 (100.0%), P-2 (77.2%), P-3 (55.4%), and P-5 (50.2%) levels.

Largest increase: P-1 (57.1% from 42.9% in Dec 2007 to 100.0% in Dec 2009); and D-1 (8.1% from 35.7% in Dec 2007 to 43.8% in Dec 2009)

Largest decrease: P-3 (-10.6% from 66.0% in Dec 2007 to 55.4% 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"> <li>Promotions of women accounted for <b>44.8%</b> (1,299 out of 2,899) of all promotions to the <b>P-2 to D-1 levels</b>, <b>31.2%</b> (82 out of 263) to the <b>D-1 level</b>, and <b>46.2%</b> (1,217 out of 2,636) to the <b>P-2 to P-5 levels</b>.</li> <li><b>Gender parity in promotions</b> was only met at the <b>P-2 (51.5%)</b> and <b>P-3 (50.6%) levels</b>.</li> <li><u>Lowest proportion</u>: <b>31.2%</b> (82 out of 263) at the <b>D-1 level</b></li> </ul>	<p>* PROMOTIONS *</p> <p style="text-align: center; font-size: 2em; color: gray;">NO DATA</p>
<p>* APPOINTMENTS *</p> <ul style="list-style-type: none"> <li>Appointments of women represented <b>45.2%</b> (5,190 out of 11,493 ) of all appointments from the <b>P-1 to the ungraded (UG) levels</b>, <b>26.4%</b> (130 out of 493) at the <b>D-1 level and above</b>, and <b>46%</b> (5,064 out of 11,004) at the <b>P-1 to P-5 levels</b>.</li> <li><b>Gender parity in appointments</b> was only met at the <b>P-1 (64.2%)</b> and <b>P-2 level (60.3%)</b>.</li> <li><u>Lowest proportion</u>: <b>26.3%</b> (31 out of 118) at the <b>D-2 level</b></li> </ul>	<p>* APPOINTMENTS *</p> <ul style="list-style-type: none"> <li>Appointments of women represented <b>54.7%</b> (52 out of 95) of all appointments from the <b>P-1 to the UG levels</b>, <b>75.0%</b> (3 out of 14) at the <b>D-1 level and above</b> and <b>53.8%</b> (49 out of 91) at the <b>P-1 to P-5 levels</b>.</li> <li><b>Gender parity in appointments</b> was met at the <b>P-1 (100.0%)</b>, <b>P-2 (77.3%)</b>, <b>P-3 (55.0%)</b>, and <b>D-1 (75.0%) levels</b>.</li> <li><u>Lowest proportion</u>: <b>35.7%</b> (10 out of 28) at the <b>P-4 level</b></li> </ul>
<p>* SEPARATIONS *</p> <ul style="list-style-type: none"> <li><b>6,516 staff</b> in the professional and higher categories with appointments of one year or more separated out of a total of <b>28,849 staff</b>.</li> <li>Separations of women constituted: <b>40.2%</b> (2,622 out of 6,516) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> <li><b>24.5%</b> (153 out of 624) at the <b>D-1 level and above</b></li> <li><b>41.9%</b> (2,469 out of 5,892) at the <b>Professional level (P-1 through P-5)</b></li> </ul> </li> <li><u>Major causes of separation</u>: Women constituted <b>42.9%</b> (1,592 out of 3,714) of appointments expirations, <b>41.4%</b> (441 out of 1,066) of resignations, and <b>29.6%</b> (273 out of 922) of mandatory retirements.</li> </ul>	<p>* SEPARATIONS *</p> <ul style="list-style-type: none"> <li><b>60 staff</b> in the professional and higher categories with appointments of one year or more separated out of a total of <b>572 staff</b>.</li> <li>Separations of women constituted: <b>45.0%</b> (27 out of 60) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> <li><b>41.2%</b> (7 out of 17) at the <b>D-1 level and above</b></li> <li><b>46.5%</b> (20 out of 43) at the <b>Professional level (P-1 through P-5)</b></li> </ul> </li> <li><u>Major causes of separation</u>: Women constituted <b>45.8%</b> (22 out of 48) of appointments expirations and <b>41.7%</b> (5 out of 12) of mandatory retirements.</li> </ul>

***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.

Level	% 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

During the period **2000- 2009 in UNFPA**, the proportion of women appointed increased by **0.9 percentage points**, from **50.4%** (141 out of 280) in 2000 to **51.2%** (293 out of 572) in 2009.

Level	% 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	66.7	100.0	33.3	3.7
D-2	40.0	33.3	-6.7	-0.7
D-1	29.4	43.8	14.3	1.6
P-5	38.3	50.2	11.9	1.3
P-4	62.5	40.8	-21.7	-2.4
P-3	64.0	55.4	-8.6	-1.0
P-2	68.0	77.2	9.2	1.0
P-1	66.7	100.0	33.3	3.7