

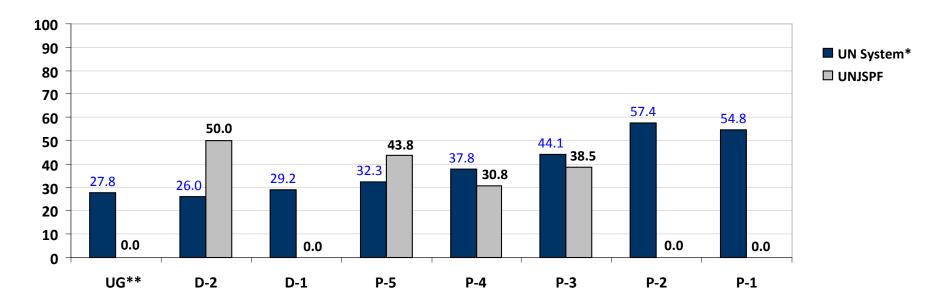
### The Status of Women in the United Nations System and UNJSPF

(from 1 January 2008 to 31 December 2009)

## THE UNITED NATIONS SYSTEM UNJSPF

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 UNJSPF as of 31 December 2009



<sup>\*30</sup> of 31 entities submitted data

### 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 UNJSPF constituted:

- **35.6%** (26 out of 73) of all staff in the professional and higher categories with appointments of one year or more;
- 25.0% (1 out of 4) of all staff at the **D-1 level and above**;
- **36.2%** (25 out of 69) of all staff at the **P level**;

Gender balance has been achieved or exceeded at the D-2 level (50.0%).

<u>Largest increase</u>: P-5 (8.1% from 35.7% in Dec 2007 to 43.8% in Dec 2009)

<u>Largest decreases:</u> P-2 (-100.0% from 100.0% in Dec 2007 to 0.0% in Dec 2009); and

**D-1** (-66.7% from 66.7% in Dec 2007 to 0.0% in Dec 2009)

<sup>\*\*</sup>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

		s, appointment	s, and separatio	ns in the Profession		higher categories	<u>– 1 January 2008</u>	to 31 December	r 2009
* APPO	Promotions of we promotions to the and 46.2% (1,21 Gender parity in (50.6%) levels.  Lowest proportice DINTMENTS * Appointments of appointments fro 493) at the D-1 levels.  Gender parity in level (60.3%).  Lowest proportice RATIONS * 6,516 staff in the year or more sep Separations of we separations in the 24.5% ( 41.9% (2.45%)).	omen accounted for P-2 to D-1 levels, 7 out of 2,636) to the promotions was on: 31.2% (82 out of women represented and above, and appointments was on: 26.3% (31 out of professional and hearated out of a total of professional and hearated out of a total onen constituted: 40 of Professional and hearated out of 5,892) at 153 out of 624) at the 2,469 out of 5,892) at	at 44.8% (1,299 out of 31.2% (82 out of 2 the P-2 to P-5 levels. only met at the P-2 of 263) at the D-1 level of 45.2% (5,190 out of 46% (5,064 out of 46% (	of 2,899) of all 63) to the <b>D-1 level</b> , (51.5%) and <b>P-3</b> vel  c of 11,493) of all s, 26.4% (130 out of f 11,004) at the <b>P-1 to</b> -1 (64.2%) and <b>P-2</b> vel  ch appointments of one 6,516) of all	* PRO  * APP  * SEP	Promotions of wom the P-2 to D-1 level 15) of promotions to Gender parity in p Lowest proportion: the D-1 level OINTMENTS * Appointments of w from the P-3 to the Gender parity in ap (50.0%) levels.	ten accounted for 38.5 (a), 0.0% (0 out of 3) to the P-2 to P-5 level (a) to the P-2 to P-5 level (a) to the P-2 to P-5 level (b) to the P-2 to P-5 level (b) to the P-5 level (c) to the P-5 level (c	9% (7 out of 18) of o the <b>D-1 level</b> , and <b>s</b> . met at the <b>P-3 level</b> and <b>0</b> the <b>P-4 level</b> and <b>0</b> ontments to the other or exceeded at the <b>P-3 level</b> are <b>P-3 level</b>	all promotions to 1 46.7% (7 out of 1 (66.7%). 0.0% (0 out of 3) at f all appointments r levels occurred.
•	of appointments	expirations, 41.4%	(441 out of 1,066)						
•	of appointments	expirations, <b>41.4%</b> of 922) of mandator	(441 out of 1,066) ory retirements.	of resignations, and	Professi	ional and higher c	ateaories – 2000	to 2009	
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6.5 perce	of appointments 29.6% (273 out of the period 2000-2009 entage points, from in 2009.	expirations, 41.4% of 922) of mandator  Trends in the UN system, the 33.4%(5,977 out of	(441 out of 1,066) or retirements.  ne representation the proportion of women 17,864) in 2000 to 39.  Total change	of resignations, and  n of women in the F en appointed increased by 9% (11,514 out of  Average annual change	During	the period 2002- 2009 in tage points, from 39.1%	n UNJSPF, the proportion (18 out of 46) in 2002	on of women appoint * to <b>35.6%</b> (26 out of Total change	Average annual change
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6.5 perce 28,849) i Level UG D-2 D-1 P-5	of appointments 29.6% (273 out of the period 2000-2009) entage points, from in 2009. % of women as of 31 Dec 2000  17.4 18.2 21.4 23.5	expirations, 41.4% of 922) of mandator  Trends in the UN system, the system of 33.4% (5,977 out of 33.4% (5,977 out of 36.0 29.2 32.3	(441 out of 1,066) or ry retirements.  The representation of women (17,864) in 2000 to 39.  Total change (2000-2009) (percentage points)  10.4  7.8  7.8  8.8	of resignations, and  n of women in the F en appointed increased by 9% (11,514 out of  Average annual change 2000-2009 (percentage points)  1.2  0.9  0.9  1.0	During percen  Level  UG D-2 D-1 P-5	% of women as of 31 Dec 2002*  0.0 0.0 33.3 44.4	WNJSPF, the proports to (18 out of 46) in 2002  % of women as of 31 Dec 2009  0.0 50.0 0.0 43.8	on of women appointed to 35.6% (26 out of Total change 2002-2009 (percentage points)  0.0 50.0 -33.3 -0.7	Average annual change 2002-2009 (percentage points)  0.0  7.1  -4.8  -0.1

\*Earliest UNJSPF data is from 2002

0.0

0.0

0.0

0.0

P-1

-0.9

62.6

P-1

54.8

-7.8