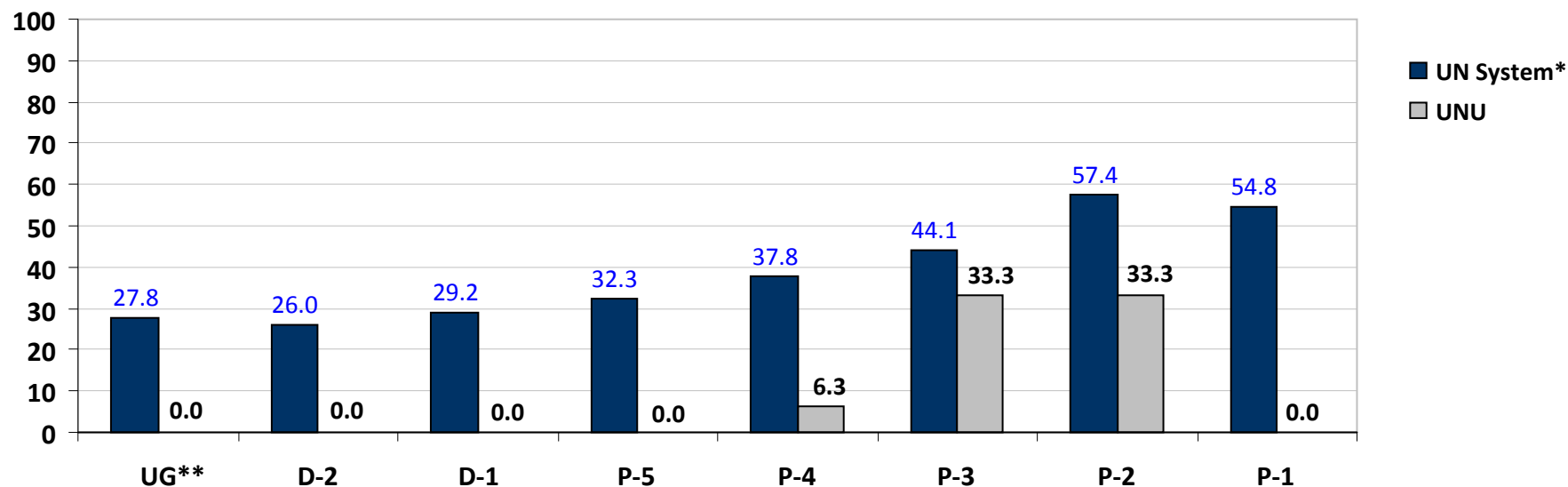


The Status of Women in the United Nations System and UNU
(from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM	UNU
<i>Gender distribution of staff in the Professional and higher categories</i>	

Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations system and UNU 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 UNU** constituted:

- **12.1%** (8 out of 66) of all staff in the professional and higher categories with appointments of one year or more;
- **0.0%** (0 out of 20) of all staff at the **D-1 level and above**;
- **17.4%** (8 out of 46) of all staff at the **P level**;

Gender balance has not been achieved at any level.

Largest increase: P-3 (20.0% from 13.3% in Dec 2007 to 33.3% in Dec 2009); and

Largest decrease: P-2 (-11.1% from 44.4% in Dec 2007 to 33.3% 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 25.0% (1 out of 4) of all promotions to the P-2 to D-1 levels, 0.0% (0 out of 1) to the D-1 level, and 33.3% (1 out of 3) of promotions to the P-2 to P-5 levels. Gender parity in promotions was met at the P-3 level (100.0%); 1 out of 1). <u>Lowest proportion</u>: 0.0% at all levels except for P-3
<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 15.8% (3 out of 19) of all appointments from the P-1 to the UG levels, 0.0% (0 out of 4) at the D-1 level and above and 20.0% (3 out of 15) at the P-1 to P-5 levels. Gender parity in appointments was not met at any level. <u>Lowest proportion</u>: 0.0% (0 out of 3) at the P-5 and D-2 levels
<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"> 17 staff in the professional and higher categories with appointments of one year or more separated out of a total of 66 staff. Separations of women constituted: 11.8% (2 out of 17) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> 0.0% (0 out of 7) at the D-1 level and above 20.0% (2 out of 10) at the Professional level (P-1 through P-5) <u>Major causes of separation</u>: None.

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 UNU** , the proportion of women appointed decreased by **9.9 percentage points**, from **22.0%** (11 out of 50) in 2000 to **12.1%** (8 out of 66) in 2009.

Level	% of women		Total change 2000-2009 (percentage points)	Average annual change 2000-2009 (percentage points)	Level	% of women		Total change 2000-2009 (percentage points)	Average annual change 2000-2009 (percentage points)
	as of 31 Dec 2000	as of 31 Dec 2009				as of 31 Dec 2000	as of 31 Dec 2009		
UG	17.4	27.8	10.4	1.2	UG	0.0	0.0	0.0	0.0
D-2	18.2	26.0	7.8	0.9	D-2	14.3	0.0	-14.3	-1.6
D-1	21.4	29.2	7.8	0.9	D-1	0.0	0.0	0.0	0.0
P-5	23.5	32.3	8.8	1.0	P-5	0.0	0.0	0.0	0.0
P-4	31.0	37.8	6.8	0.8	P-4	30.0	6.3	-23.8	-2.6
P-3	41.4	44.1	2.7	0.3	P-3	38.5	33.3	-5.1	-0.6
P-2	54.5	57.4	2.9	0.3	P-2	28.6	33.3	4.8	0.5
P-1	62.6	54.8	-7.8	-0.9	P-1	0.0	0.0	0.0	0.0