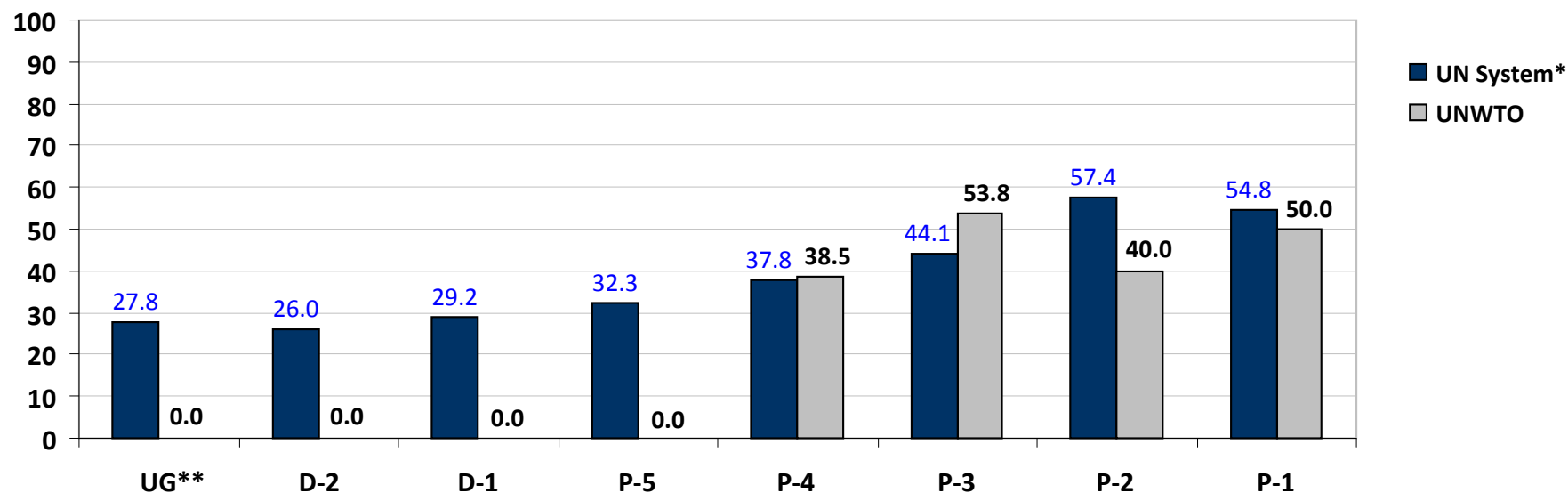


The Status of Women in the United Nations System and UNWTO (from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM	UNWTO
<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 UNWTO 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 UNWTO constituted:

- 37.5% (15 out of 40) of all staff in the professional and higher categories with appointments of one year or more;
- 0.0% (0 out of 3) of all staff at the D-1 level and above;
- 40.5% (15 out of 37) of all staff at the P level;

Gender balance has been achieved or exceeded at the P-1 (50.0%) and P-3 (53.8%) levels.

Largest increases: P-3 (18.1% from 35.7% in Dec 2007 to 53.8% in Dec 2009); and

P-1 (50.0% from 0.0% in Dec 2007 to 50.0% in Dec 2009)

Largest decreases: D-2 (-37.5% from 37.5% in Dec 2007 to 0.0% in Dec 2009); and

P-5 (-23.6% from 23.6% in Dec 2007 to 0.0% 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 53.3% (8 out of 15) of all promotions to the P-2 to P-4 levels. No promotions occurred at the other levels. Gender parity in promotions was met at the P-2 (50.0%), P-3 (57.1%), and P-4 (66.7%) levels. <u>Lowest proportion</u>: 50.0% (2 out of 4) at the P-2 level <p><i>Data updated since A/65/334 was published</i></p>
<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 28.6% (2 out of 7) of all appointments from the P-1 to the P-5 levels. No promotions occurred at the other levels. Gender parity in appointments was only met at the P-1 level (100.0%); 1 out of 1). <u>Lowest proportion</u>: 0.0% (0 out of 1) at the P-4 and P-5 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"> 5 in the professional and higher categories with appointments of one year or more separated out of a total of 40 staff. Separations of women constituted: 45.5% (5 out of 11) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> 0.0% (0 out of 2) at the D-1 level and above 55.6% (5 out of 9) at the Professional level (P-1 through P-5) <u>Major cause of separation</u>: Women constituted 71.4% (5 out of 7) of mandatory retirements.

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

<p>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.</p>					<p>During the period 2003- 2009 in UNWTO, the proportion of women appointed increased by 2.5 percentage points, from 35.0% (14 out of 40) in 2003 to 37.5% (15 out of 40) in 2009.</p>				
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)	Level	% of women as of 31 Dec 2003	% of women as of 31 Dec 2009	Total change 2003-2009 (percentage points)	Average annual change 2003-2009 (percentage points)
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	0.0	0.0	0.0	0.0
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	23.1	38.5	15.4	2.6
P-3	41.4	44.1	2.7	0.3	P-3	44.4	53.8	9.4	1.6
P-2	54.5	57.4	2.9	0.3	P-2	40.0	40.0	0.0	0.0
P-1	62.6	54.8	-7.8	-0.9	P-1	60.0	50.0	-10.0	-1.7

*Earliest UNWTO data is from 2003