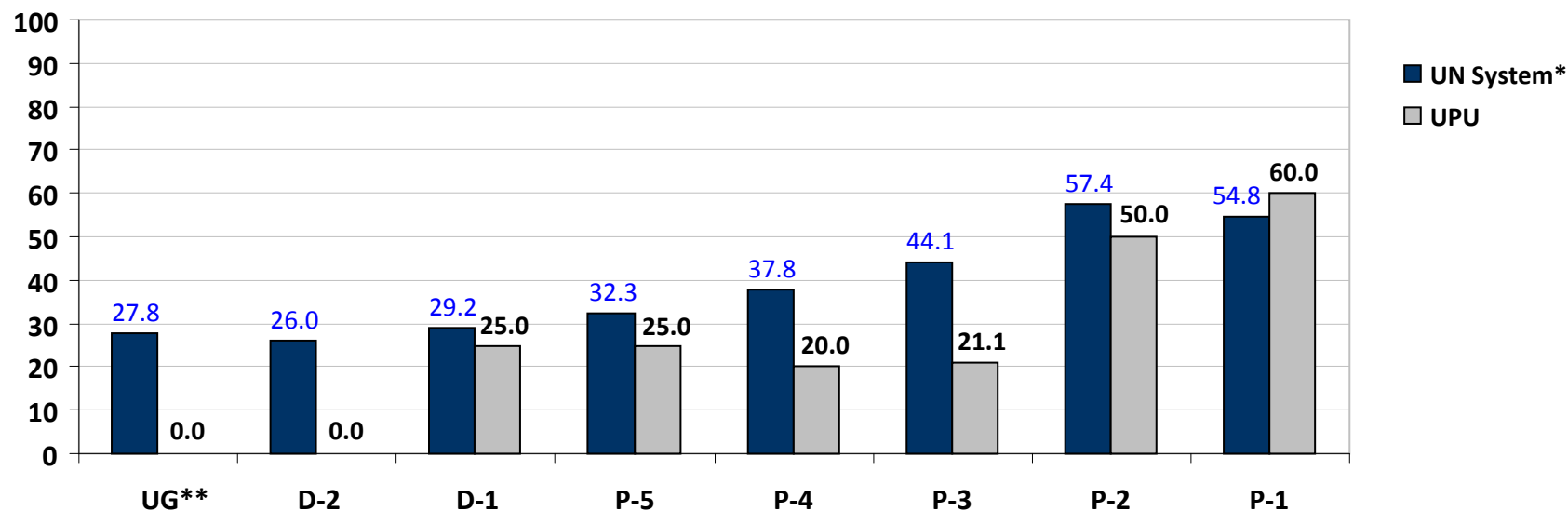


## The Status of Women in the United Nations System and UPU (from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM	UPU
<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 UPU 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 UPU** constituted:

- **25.5%** (25 out of 98) of all staff in the professional and higher categories with appointments of one year or more;
- **16.7%** (2 out of 12) of all staff at the **D-1 level and above**;
- **26.7%** (23 out of 86) of all staff at the **P level**;

**Gender balance** has only been achieved at the **P-1 (60.0%)** and **P-2 (50.0%)** levels.

Largest increases: **D-1 (25.0%** from 0.0% in Dec 2007 to 25.0% in Dec 2009); and

**P-5 (25.0%** from 0.0% in Dec 2007 to 25.0% in Dec 2009)

Largest decrease: **P-3 (-33.4%** from 54.5% in Dec 2007 to 21.1% in Dec 2009)

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

<p><b>* PROMOTIONS *</b></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><b>* PROMOTIONS *</b></p> <ul style="list-style-type: none"> <li>Promotions of women accounted for <b>44.4%</b> (4 out of 9) of all promotions to the <b>P-2 to D-2 levels</b>, with <b>no promotions</b> to the <b>D-1 or D-2 levels</b> and <b>44.4%</b> (4 out of 9) of promotions to the <b>P-2 to P-5 levels</b>.</li> <li><b>Gender parity in promotions</b> was met at the <b>P-2 (100.0%)</b> and <b>P-5 (50.0%) levels</b>.</li> <li><u>Lowest proportion</u>: <b>33.3%</b> (1 out of 3) at the <b>P-3 level</b> and <b>33.3%</b> (1 out of 3) at the <b>P-4 level</b></li> </ul>
<p><b>* APPOINTMENTS *</b></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><b>* APPOINTMENTS *</b></p> <ul style="list-style-type: none"> <li>Appointments of women represented <b>25.0%</b> (4 out of 16) of all appointments from the <b>P-1 to the UG level</b>. No women were appointed at the <b>UG or D-levels</b>. <b>25.0%</b> (4 out of 16) 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-2 level (50.1%)</b>.</li> <li><u>Lowest proportion</u>: <b>0.0%</b> (0 out of 1) at the <b>P-1 level</b> and <b>0.0%</b> (0 out of 2) at the <b>P-4 level</b></li> </ul>
<p><b>* SEPARATIONS *</b></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><b>* SEPARATIONS *</b></p> <ul style="list-style-type: none"> <li><b>16 staff</b> in the professional and higher categories with appointments of one year or more separated out of a total of <b>98 staff</b>.</li> <li>Separations of women constituted: <b>25.0%</b> (4 out of 16) of all separations in the Professional and higher categories.             <ul style="list-style-type: none"> <li><b>0.0%</b> (0 out of 2) at the <b>D-1 level and above</b></li> <li><b>28.6%</b> (4 out of 14) at the <b>Professional level (P-1 through P-5)</b></li> </ul> </li> <li><u>Major causes of separation</u>: Women constituted <b>40.0%</b> (2 out of 5) of abolishments of post and <b>40.0%</b> (2 out of 5) of mandatory retirements.</li> </ul>

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

<p>During the period <b>2000-2009 in the UN system</b>, the proportion of women appointed increased by <b>6.5 percentage points</b>, from <b>33.4%</b>(5,977 out of 17,864) in 2000 to <b>39.9%</b> (11,514 out of 28,849) in 2009.</p>					<p>During the period <b>2000- 2009 in UPU</b> , the proportion of women appointed increased by <b>5.8 percentage points</b>, from <b>19.7%</b> (15 out of 76) in 2000 to <b>25.5%</b> (25 out of 98) 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 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	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	25.0	25.0	2.8
P-5	23.5	32.3	8.8	1.0	P-5	25.0	25.0	0.0	0.0
P-4	31.0	37.8	6.8	0.8	P-4	25.0	20.0	-5.0	-0.6
P-3	41.4	44.1	2.7	0.3	P-3	25.0	21.1	-2.5	-0.3
P-2	54.5	57.4	2.9	0.3	P-2	0.0	50.0	50.0	5.6
P-1	62.6	54.8	-7.8	-0.9	P-1	0.0	60.0	60.0	6.7