

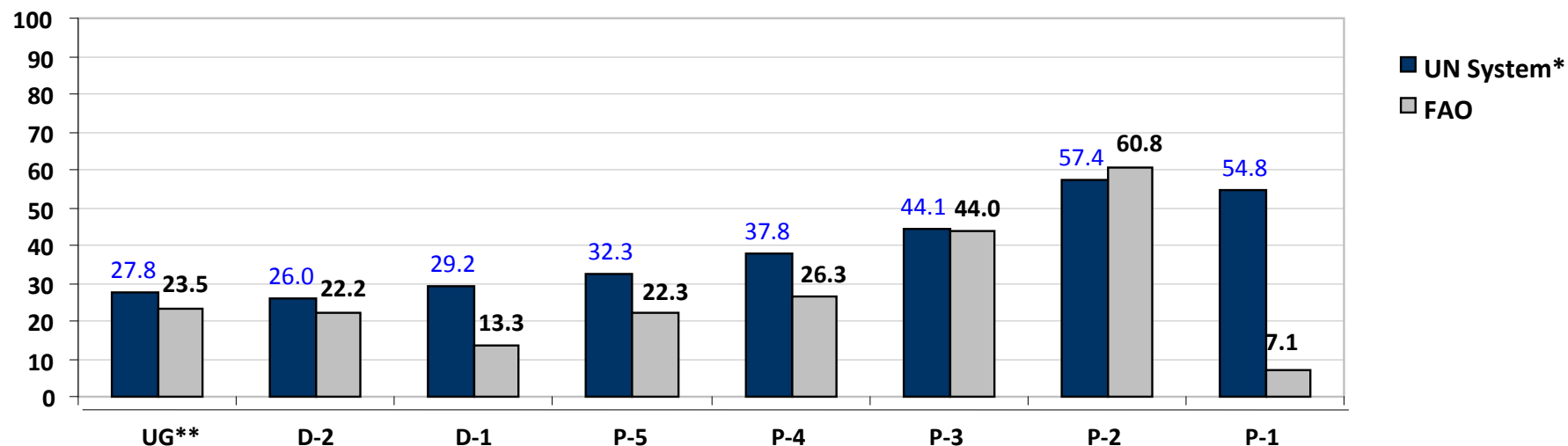
The Status of Women in the United Nations System and FAO
(from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM

FAO

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 FAO 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 FAO** constituted:

- **31.8%** (482 out of 1,518) of all staff in the professional and higher categories with appointments of one year or more;
- **17.1%** (26 out of 152) of all staff at the **D-1 level and above**;
- **33.4%** (456 out of 1,366) of all staff at the **P level**;

Gender balance has only been achieved or exceeded at the **P-2 (60.8%)** level.

Largest increase: P-2 (9.6% from 51.3% in Dec. 2007 to 60.8% in Dec. 2009); and

UG (11% from 12.5% in Dec. 2007 to 23.5% in Dec. 2009)

Largest decrease: P-1 (-21.5% from 28.6% in Dec 2007 to 7.1% 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 35.6% (31 out of 87) of all promotions to the P-2 to D-2 levels, 33.3% (1 out of 3) at the D-2 level and 40% (2 out of 5) to the D-1 level, and 35.4% (28 out of 79) to the P-2 to P-5 levels. Gender parity in promotions was only met at the P-2 (62.5%) and P-3 (52.6%) levels. <u>Lowest proportion:</u> 15.0% (3 out of 20) at the P-5 level
<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 35.8% (130 out of 363) of all appointments from the P-1 to the UG level. No women were appointed at the UG level (1 male). 20.0% (3 out of 15) at the D-1 level and above and 36.5% (127 out of 348) at the P-1 to P-5 levels. Gender parity in appointments was only met at the P-2 (64.1%) and D-2 (60%) levels. <u>Lowest proportion:</u> 16.7% (9 out of 54) at the P-5 level and 0.0% (0 out of 9) at the D-1 level <p><i>Data updated since A/65/334 was published</i></p>
<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"> 321 staff in the professional and higher categories with appointments of one year or more separated out of a total of 1443 staff. Separations of women constituted: 20.0% (65 out of 321) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> 9.8% (5 out of 51) at the D-1 level and above 22.2% (60 out of 270) at the Professional level (P-1 through P-5) <u>Major causes of separation:</u> Women constituted 27.3% (33 out of 121) of appointments expirations, 26.4% (19 out of 72) of resignations, and 7.4% (8 out of 108) of mandatory retirements.

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 FAO**, the proportion of women appointed increased by **9.1 percentage points**, from **22.7%** (302 out of 1,330) in 2000 to **31.8%** (482 out of 1,518) in 2009.

Level	UN System		FAO	
	% 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

Level	UN System		FAO	
	% 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	18.8	23.5	4.8	0.5
D-2	11.6	22.2	10.6	1.2
D-1	9.6	13.3	3.7	0.4
P-5	10.7	22.3	11.6	1.3
P-4	20	26.3	6.3	0.7
P-3	37.9	44.0	6.1	0.7
P-2	51.8	60.8	9.0	1.0
P-1	100	31.8	-92.9	-10.3