

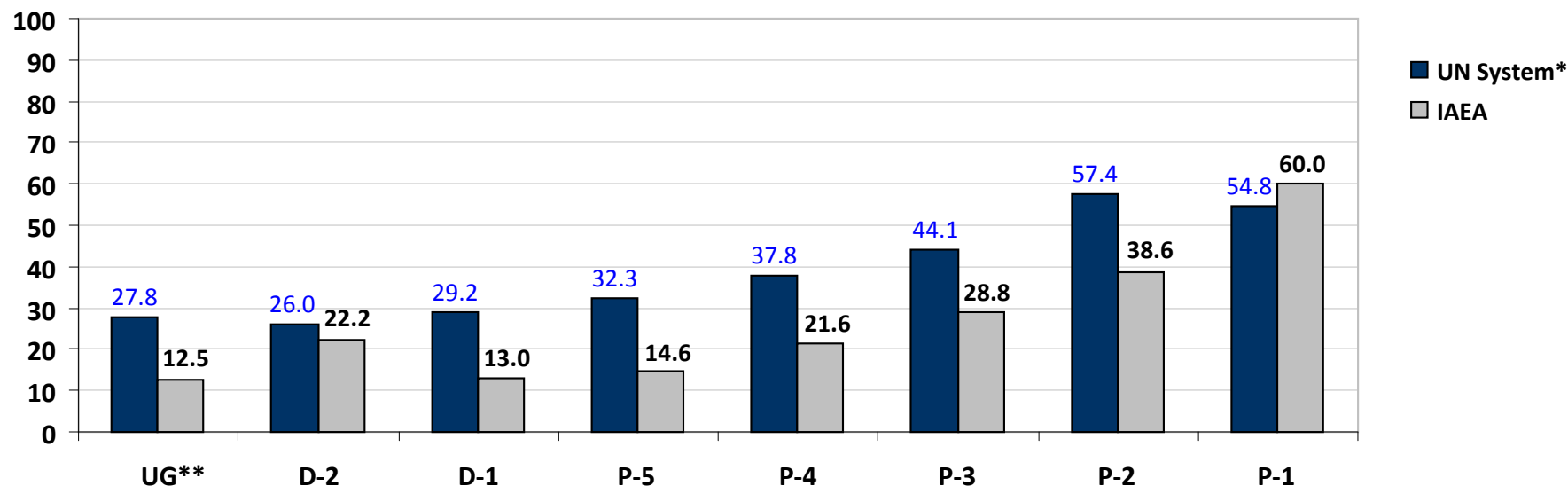
## The Status of Women in the United Nations System and IAEA (from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM

IAEA

### *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 IAEA 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 IAEA** constituted:

- **22.3%** (226 out of 1,012) of all staff in the professional and higher categories with appointments of one year or more;
- **16.3%** (8 out of 49) of all staff at the **D-1 level and above**;
- **22.6%** (218 out of 963) of all staff at the **P level**;

**Gender balance** has only been achieved at the **P-1 level (60%)**.

Largest increase: **P-1 (60.0%** from 0.0% in Dec. 2007 to 60.0% in Dec. 2009); and

**P-2 (5.3%** from 33.3% in Dec. 2007 to 38.6% in Dec. 2009)

Largest decrease: **UG (-4.2%** from 16.7% in Dec 2007 to 12.5% 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"> <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>* PROMOTIONS *</p> <ul style="list-style-type: none"> <li>Promotions of women accounted for <b>25.2%</b> (34 out of 135) of all promotions to the <b>P-2 to D-2 levels</b>, <b>16.7%</b> (2 out of 12) at the <b>D-2 level</b> and <b>0.0%</b> (0 out of 3) to the <b>D-1 level</b>, and <b>26.7%</b> (32 out of 120) of promotions 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-3 level (55.5%)</b>.</li> <li><u>Lowest proportion</u>: <b>16.7%</b> (2 out of 12) at the <b>D-2 level</b></li> </ul>																																																																																										
<p>* APPOINTMENTS *</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>* APPOINTMENTS *</p> <ul style="list-style-type: none"> <li>Appointments of women represented <b>22.7%</b> (56 out of 247) of all appointments from the <b>P-1 to the UG levels</b>, <b>8.3%</b> (1 out of 12) at the <b>D-1 level and above</b> and <b>23.4%</b> (55 out of 235) 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 (83.3%)</b>.</li> <li><u>Lowest proportion</u>: <b>10.0%</b> (1 out of 10) at the <b>D-1 level</b></li> </ul> <p><i>Data updated since A/65/334 was published</i></p>																																																																																										
<p>* SEPARATIONS *</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>* SEPARATIONS *</p> <ul style="list-style-type: none"> <li><b>265 staff</b> in the professional and higher categories with appointments of one year or more separated out of a total of <b>1,012 staff</b>.</li> <li>Separations of women constituted: <b>22.6%</b> (60 out of 265) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> <li><b>0.0%</b> (0 out of 13) at the <b>D-1 level and above</b></li> <li><b>23.8%</b> (60 out of 252) at the <b>Professional level (P-1 through P-5)</b>,</li> </ul> </li> <li><u>Major causes of separation</u>: Women constituted <b>29.6%</b> (29 out of 98) of appointments expirations, <b>20.4%</b> (11 out of 54) of resignations, and <b>11.0%</b> (9 out of 82) of mandatory retirements.</li> </ul>																																																																																										
<b><i>Trends in the representation of women in the Professional and higher categories – 2000 to 2009</i></b>																																																																																											
<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 IAEA</b>, the proportion of women appointed increased by <b>5.0 percentage points</b>, from <b>17.3%</b> (146 out of 843) in 2000 to <b>22.3%</b> (226 out of 1,012) in 2009.</p>																																																																																										
<table border="1"> <thead> <tr> <th>Level</th> <th>% of women as of 31 Dec 2000</th> <th>% of women as of 31 Dec 2009</th> <th>Total change 2000-2009 (percentage points)</th> <th>Average annual change 2000-2009 (percentage points)</th> </tr> </thead> <tbody> <tr><td>UG</td><td>17.4</td><td>27.8</td><td>10.4</td><td>1.2</td></tr> <tr><td>D-2</td><td>18.2</td><td>26.0</td><td>7.8</td><td>0.9</td></tr> <tr><td>D-1</td><td>21.4</td><td>29.2</td><td>7.8</td><td>0.9</td></tr> <tr><td>P-5</td><td>23.5</td><td>32.3</td><td>8.8</td><td>1.0</td></tr> <tr><td>P-4</td><td>31.0</td><td>37.8</td><td>6.8</td><td>0.8</td></tr> <tr><td>P-3</td><td>41.4</td><td>44.1</td><td>2.7</td><td>0.3</td></tr> <tr><td>P-2</td><td>54.5</td><td>57.4</td><td>2.9</td><td>0.3</td></tr> <tr><td>P-1</td><td>62.6</td><td>54.8</td><td>-7.8</td><td>-0.9</td></tr> </tbody> </table>	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	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	<table border="1"> <thead> <tr> <th>Level</th> <th>% of women as of 31 Dec 2000</th> <th>% of women as of 31 Dec 2009</th> <th>Total change 2000-2009 (percentage points)</th> <th>Average annual change 2000-2009 (percentage points)</th> </tr> </thead> <tbody> <tr><td>UG</td><td>0.0</td><td>12.5</td><td>12.5</td><td>1.4</td></tr> <tr><td>D-2</td><td>10.0</td><td>22.2</td><td>12.2</td><td>1.4</td></tr> <tr><td>D-1</td><td>15.4</td><td>13.0</td><td>-2.3</td><td>-0.3</td></tr> <tr><td>P-5</td><td>7.7</td><td>14.6</td><td>6.8</td><td>0.8</td></tr> <tr><td>P-4</td><td>15.6</td><td>21.6</td><td>6.0</td><td>0.7</td></tr> <tr><td>P-3</td><td>23.4</td><td>28.8</td><td>5.4</td><td>0.6</td></tr> <tr><td>P-2</td><td>41.9</td><td>38.6</td><td>-3.2</td><td>-0.4</td></tr> <tr><td>P-1</td><td>45.5</td><td>60.0</td><td>14.5</td><td>1.6</td></tr> </tbody> </table>	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	0.0	12.5	12.5	1.4	D-2	10.0	22.2	12.2	1.4	D-1	15.4	13.0	-2.3	-0.3	P-5	7.7	14.6	6.8	0.8	P-4	15.6	21.6	6.0	0.7	P-3	23.4	28.8	5.4	0.6	P-2	41.9	38.6	-3.2	-0.4	P-1	45.5	60.0	14.5	1.6
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																																																																																							
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	% 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	0.0	12.5	12.5	1.4																																																																																							
D-2	10.0	22.2	12.2	1.4																																																																																							
D-1	15.4	13.0	-2.3	-0.3																																																																																							
P-5	7.7	14.6	6.8	0.8																																																																																							
P-4	15.6	21.6	6.0	0.7																																																																																							
P-3	23.4	28.8	5.4	0.6																																																																																							
P-2	41.9	38.6	-3.2	-0.4																																																																																							
P-1	45.5	60.0	14.5	1.6																																																																																							