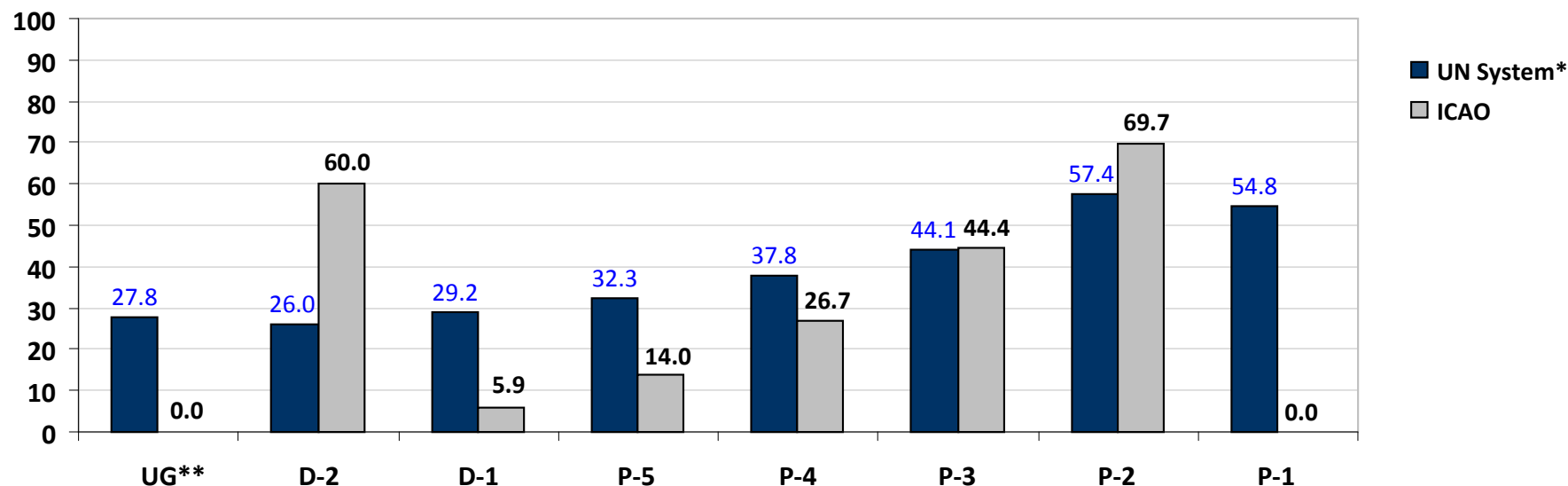


The Status of Women in the United Nations System and ICAO
(from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM **ICAO**
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 ICAO 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 ICAO** constituted:

- **31.3%** (88 out of 281) of all staff in the professional and higher categories with appointments of one year or more;
- **17.4%** (4 out of 23) of all staff at the **D-1 level and above**;
- **32.6%** (84 out of 258) of all staff at the **P level**;

Gender balance has only been achieved at the **P-2 (69.7%)** and **D-2 (60.0%)** levels.
Largest increase: **P-3 (2.5%** from 41.9% in Dec 2007 to 44.4% in Dec 2009)
Largest decrease: **D-2 (-5.2%** from 11.1% in Dec 2007 to 5.9% 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 28.2% (22 out of 84) of all promotions to the P-2 to D-2 levels, 0.0% (0 out of 7) to the D-1 level, and 28.9% (22 out of 76) of promotions to the P-2 to P-5 levels. Gender parity in promotions was only met at the P-2 level (69.2%). <u>Lowest proportion</u>: 14.3% (2 out of 14) at the P-5 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 24.1% (20 out of 83) of all appointments from the P-1 to the UG level. 0.0% (0 out of 8) at the D-1 level and above and 26.7% (20 out of 75) at the P-1 to P-5 levels. Gender parity in appointments was met at the P-2 level (69.2%). <u>Lowest proportion</u>: 7.7% (1 out of 13) at the P-5 level
<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"> 61 staff in the professional and higher categories with appointments of one year or more separated out of a total of 281 staff. Separations of women constituted: 16.4% (10 out of 61) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> 14.3% (1 out of 7) at the D-1 level and above 16.7% (9 out of 54) at the Professional level (P-1 through P-5) <u>Major causes of separation</u>: Women constituted 18.2% (4 out of 22) of resignations and 8.7% (2 out of 23) 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 ICAO**, the proportion of women appointed increased by **9.3 percentage points**, from **22.0%** (70 out of 318) in 2000 to **31.3%** (88 out of 281) in 2009.

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	60.0	60.0	6.7
D-1	21.4	29.2	7.8	0.9	D-1	0.0	5.9	5.9	0.7
P-5	23.5	32.3	8.8	1.0	P-5	10.2	14.0	3.7	0.4
P-4	31.0	37.8	6.8	0.8	P-4	17.9	26.7	8.8	1.0
P-3	41.4	44.1	2.7	0.3	P-3	36.7	44.4	7.8	0.9
P-2	54.5	57.4	2.9	0.3	P-2	53.8	69.7	15.9	1.8
P-1	62.6	54.8	-7.8	-0.9	P-1	33.3	0.0	-33.3	-3.7