

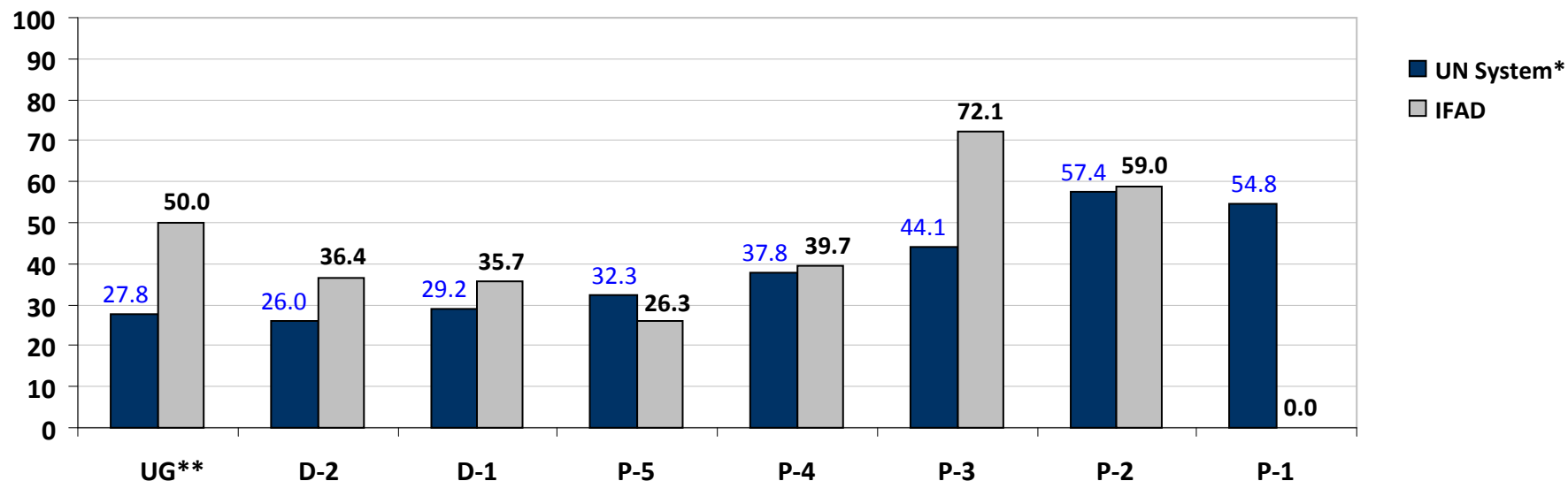
## The Status of Women in the United Nations System and IFAD (from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM

IFAD

### 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 IFAD 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 IFAD** constituted:

- **45.4%** (124 out of 273) of all staff in the professional and higher categories with appointments of one year or more;
- **37.0%** (10 out of 27) of all staff at the **D-1 level and above**;
- **46.3%** (114 out of 246) of all staff at the **P level**;

**Gender balance** has been achieved at the **P-2 (59.0%), P-3 (72.1%) and UG (50.0%) levels**.

Largest increase: **UG (30%** from 20.0% in Dec. 2007 to 50.0% in Dec. 2009)

Largest decrease: **P-1 (-16.7%** from 50.0% in Dec 2007 to 33.3% 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>55.6%</b> (10 out of 18) of all promotions to the <b>P-2 to D-2 levels</b>, <b>0.0%</b> (0 out of 1) to the <b>D-2 level</b> and <b>0.0%</b> (no staff) to the <b>D-1 level</b>, and <b>58.8%</b> (10 out of 17) 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 (75.0%)</b> and <b>P-4 (71.4%) levels</b>.</li> <li>• <u>Lowest proportion</u>: <b>40.0%</b> (2 out of 5) at the <b>P-5 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>57.1%</b> (32 out of 56) of all appointments from the <b>P-1 to the UG levels</b>, <b>44.4%</b> (4 out of 9) at the <b>D-1 level and above</b> and <b>59.6%</b> (28 out of 47) at the <b>P-1 to P-5 levels</b>.</li> <li>• <b>Gender parity in appointments</b> was met at the <b>P-2 (57.9%)</b>, <b>P-3 (75.0%)</b>, <b>P-4 (60.0%)</b> and <b>D-2 (75.0%) levels</b>.</li> <li>• <u>Lowest proportion</u>: <b>20.0%</b> (1 out of 5) at the <b>D-1 level</b></li> </ul>
<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>45 staff</b> in the professional and higher categories with appointments of one year or more separated out of a total of <b>273 staff</b>.</li> <li>• Separations of women constituted: <b>55.6%</b> (25 out of 45) of all separations in the Professional and higher categories.             <ul style="list-style-type: none"> <li>◦ <b>44.4%</b> (4 out of 9) at the <b>D-1 level and above</b></li> <li>◦ <b>58.3%</b> (21 out of 36) at the <b>Professional level (P-1 through P-5)</b>,</li> </ul> </li> <li>• <u>Major causes of separation</u>: Women constituted <b>46.7%</b> (7 out of 15) of appointments expirations, <b>46.2%</b> (6 out of 13) of resignations, and <b>37.5%</b> (3 out of 8) 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 IFAD</b> , the proportion of women appointed increased by <b>11.6 percentage points</b>, from <b>34.0%</b> (54 out of 159) in 2000 to <b>45.6%</b> (123 out of 270) 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	50.0	50.0	5.6
D-2	18.2	26.0	7.8	0.9	D-2	16.7	36.4	19.7	2.2
D-1	21.4	29.2	7.8	0.9	D-1	20.0	35.7	15.7	1.7
P-5	23.5	32.3	8.8	1.0	P-5	15.9	26.3	10.4	1.2
P-4	31.0	37.8	6.8	0.8	P-4	50.0	39.7	-10.3	-1.1
P-3	41.4	44.1	2.7	0.3	P-3	71.4	72.1	0.7	0.1
P-2	54.5	57.4	2.9	0.3	P-2	57.1	59.0	1.8	0.2
P-1	62.6	54.8	-7.8	-0.9	P-1	0.0	0.0	0.0	0.0