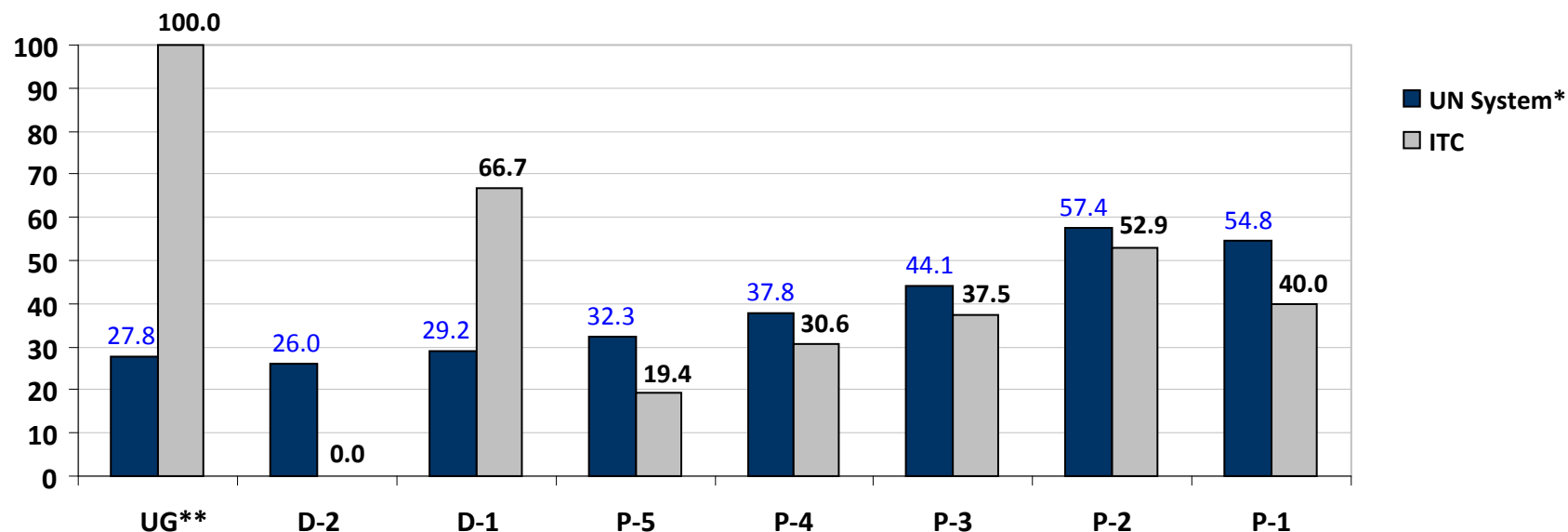


Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations system and ITC as of 31 December 2009



\*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 ITC** constituted:

- **36.6%** (52 out of 142) of all staff in the professional and higher categories with appointments of one year or more;
- **75.0%** (3 out of 7) of all staff at the **D-1 level and above**;
- **35.5%** (49 out of 138) of all staff at the **P level**;

**Gender balance** has been achieved at the **P-2 (52.9%)**, **D-1 (66.7%)** and **UG (100.0%)**; 1 out of 1) levels.

Largest increase: **D-1 (16.7%** from 50.0% in Dec. 2007 to 66.7% in Dec. 2009)

Largest decrease: **P-1 (-26.7%** from 66.7% in Dec 2007 to 40.0% 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>50.0%</b> (5 out of 10) of all promotions to the <b>P-2 to P-5 levels</b>. No promotions of women occurred at the D-level and above.</li> <li><b>Gender parity in promotions</b> was met at the <b>P-2 (62.5%)</b>, <b>P-3 (52.6%)</b>, and <b>P-4 (100.0%; 1 out of 1) levels</b>.</li> <li><u>Lowest proportion</u>: <b>0.0%</b> (0 out of 2) 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>35.1%</b> (13 out of 37) of all appointments from the <b>P-1 to the P-5 levels</b>. No appointments of women occurred at the D-level and above.</li> <li><b>Gender parity in appointments</b> was met at the <b>P-2 level (50.0%)</b>.</li> <li><u>Lowest proportion</u>: <b>25.0%</b> (2 out of 8) at the <b>P-4 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>19 staff</b> in the professional and higher categories with appointments of one year or more separated out of a total of <b>142 staff</b>.</li> <li>Separations of women constituted: <b>21.1%</b> (4 out of 19) 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>23.5%</b> (4 out of 17) at the <b>Professional level (P-1 through P-5)</b></li> </ul> </li> <li><u>Major causes of separation</u>: Women constituted <b>100.0%</b> (1 out of 1) of inter-agency transfers, <b>28.6%</b> (2 out of 7) of appointment expirations, and <b>20.0%</b> (1 out of 5) of resignations.</li> </ul>

**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 ITC**, the proportion of women appointed increased by **12.3 percentage points**, from **24.3%** (27 out of 111) in 2000 to **36.6%** (52 out of 142) in 2009.

Level	UN System		ITC	
	% 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