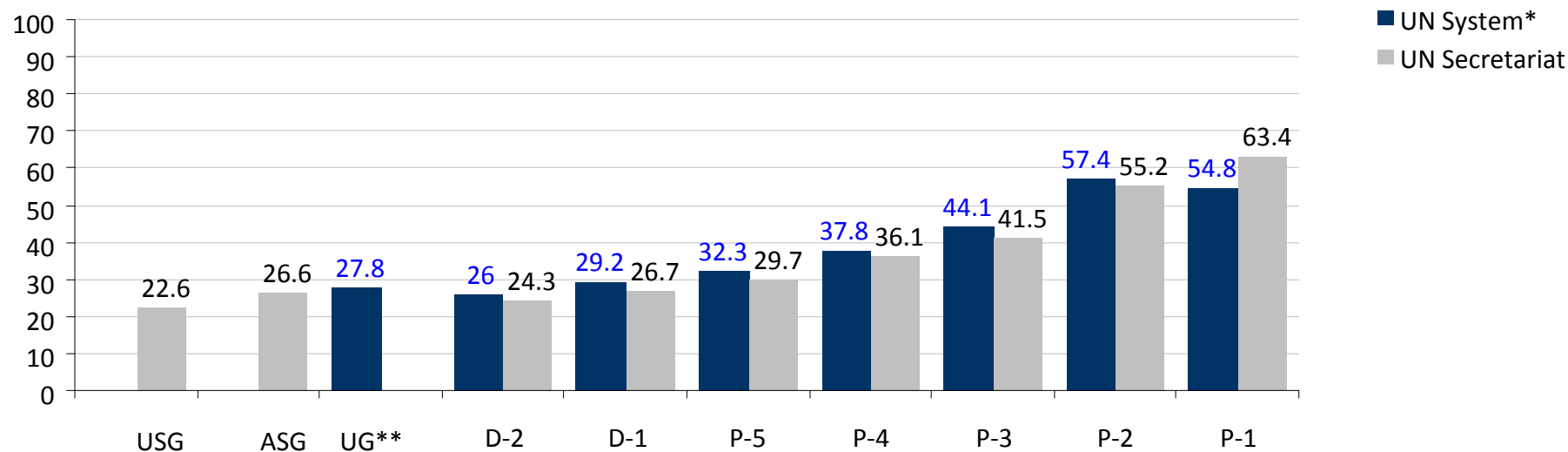


Gender distribution of staff in the Professional and higher categories

Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations system (Dec 2009) and United Nations Secretariat (Dec 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, Assistant Director-General, and Deputy 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 the UN Secretariat** constituted:

- **39%** (3,951 out of 10,118) of all staff in the professional and higher categories with appointments of one year or more;
- **26%** (195 out of 751) of all staff at the **D-1 level and above**;
- **40.1%** (3,756 out of 9,367) of all staff at the **P level**;

Gender balance has only been achieved at the **P-1 (63.4%)** and **P-2 (55.2%)** levels.

Largest increase: **ASG (6.6%** from 20% in Dec. 2007 to 26.6% in Dec. 2009);

and **P-1 (30.1%** from 33.3% in Dec. 2007 to 63.4% in Dec. 2009)

Largest decrease: **D-1 (-1.8%** from 28.5% in Dec 2007 to 26.7% 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 47.6% (435 out of 914) of all promotions to the P-2 to D-1 levels, 31.2% (25 out of 80) of promotions to the D-1 level, and 49.2% (410 out of 834) of promotions to the P-2 to P-5 levels. Gender parity in promotions was only met at the P-2 (66.7%) and P-3 (52.2%) levels. <u>Lowest proportion</u>: 31.3% (25 out of 80) at the D-1 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 42.7% (1,743 out of 4,085) of all appointments from the P-1 to the USG levels, 23.5% (4 out of 17) at the USG level, 22.9% (8 out of 35) at the ASG level, 26.1% (57 out of 218) at the D-1 level and above and 43.6% (1,686 out of 3,867) at the P-1 to P-5 levels. Gender parity in appointments was only met at the P-1 level (62.1%) and P-2 level (58.0%). <u>Lowest proportion</u>: 21.6% (11 out of 51) at the D-2 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"> 3,751 staff in the professional and higher categories with appointments of one year or more separated out of a total of 10,118 staff. Separations of women constituted: 42.8% (1,607 out of 3,751) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> 26.4% (72 out of 273) at the D-1 level and above 44.1% (1,535 out of 3,478) at the Professional level (P-1 through P-5), <u>Major causes of separation</u>: Women constituted 44.3% (1,153 out of 2,601) of appointments expirations, 42.7% (226 out of 529) of resignations, and 37.0% (133 out of 359) 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.

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

During the period **2000- 2009 in the UN Secretariat**, the proportion of women appointed increased by **3.6 percentage points**, from **35.4%** (1,785 out of 5,034) in 2000 to **39.0%** (3,951 out of 10,118) 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)
USG	8.6	22.6	14.0	1.6
ASG	11.8	26.6	14.8	1.6
D-2	18.4	24.3	5.9	0.7
D-1	30.3	26.7	-3.6	-0.4
P-5	31.0	29.7	-1.3	-0.1
P-4	31.8	36.1	4.3	0.5
P-3	39.6	41.5	1.9	0.2
P-2	48.0	55.2	7.2	0.8
P-1	50	63.4	13.4	1.5