

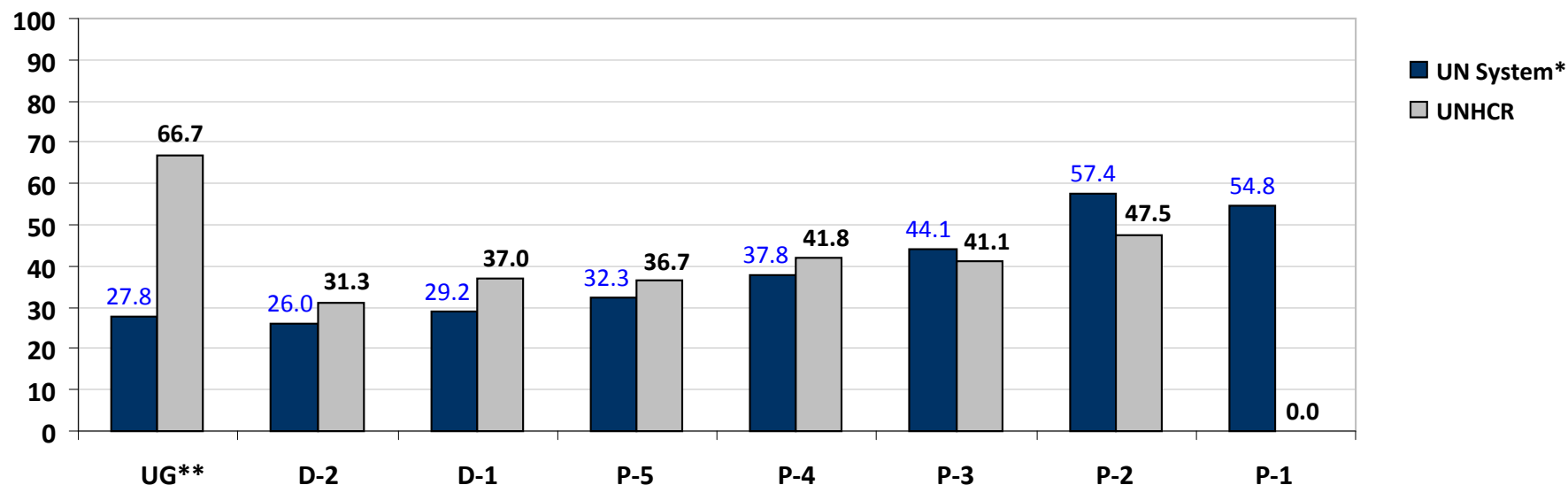
## The Status of Women in the United Nations System and UNHCR (from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM

UNHCR

### *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 UNHCR 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 UNHCR** constituted:

- **41.1%** (646 out of 1,570) of all staff in the professional and higher categories with appointments of one year or more;
- **36.9%** (41 out of 111) of all staff at the **D-1 level and above**;
- **41.5%** (605 out of 1,459) of all staff at the **P level**;

**Gender balance** has only been achieved or exceeded at the **UG level (66.7%)**.

Largest increase: UG (16.7% from 50.0% in Dec 2007 to 66.7% in Dec 2009)

Largest decrease: D-2 (-7.6% from 38.9% in Dec 2007 to 31.3% in Dec 2009)

### **Promotions, appointments, and separations in the Professional and higher categories – 1 January 2008 to 31 December 2009**

<p><b>* PROMOTIONS *</b></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><b>* PROMOTIONS *</b></p> <ul style="list-style-type: none"> <li>Promotions of women accounted for <b>42.7%</b> (76 out of 178) of all promotions to the <b>P-2 to D-2 levels</b>, <b>25.0%</b> (3 out of 12) to the <b>D-2 level</b> and <b>25.0%</b> (5 out of 20) to the <b>D-1 level</b>, and <b>46.6%</b> (68 out of 146) 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-4 (59.7%) level</b>.</li> <li><u>Lowest proportion</u>: <b>25.0%</b> (5 out of 20) at the <b>D-1 level</b> and <b>25.0%</b> (3 out of 12) at the <b>D-2 level</b></li> </ul> <p><i>Data updated since A/65/334 was published</i></p>																																																																																										
<p><b>* APPOINTMENTS *</b></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><b>* APPOINTMENTS *</b></p> <ul style="list-style-type: none"> <li>Appointments of women represented <b>46.2%</b> (54 out of 117) of all appointments from the <b>P-1 to the UG levels</b>, <b>100.0%</b> (4 out of 4) at the <b>D-1 level and above</b> and <b>44.2%</b> (50 out of 113) 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 (50.0%)</b>, <b>D-1 (100.0%)</b> and <b>D-2 (100.0%) 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><b>* SEPARATIONS *</b></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><b>* SEPARATIONS *</b></p> <ul style="list-style-type: none"> <li><b>208 staff</b> in the professional and higher categories with appointments of one year or more separated out of a total of <b>1,570 staff</b>.</li> <li>Separations of women constituted: <b>39.4%</b> (82 out of 208) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> <li><b>35.9%</b> (14 out of 39) at the <b>D-1 level and above</b></li> <li><b>40.2%</b> (68 out of 169) at the <b>Professional level (P-1 through P-5)</b></li> </ul> </li> <li><u>Major causes of separation</u>: Women constituted <b>48.0%</b> (12 out of 25) of resignations, <b>44.4%</b> (36 out of 81) of appointments expirations, <b>40.0%</b> (20 out of 50) of agreed terminations, and <b>16.2%</b> (6 out of 37) of mandatory retirements.</li> </ul>																																																																																										
<p><b><i>Trends in the representation of women in the Professional and higher categories – 2000 to 2009</i></b></p>																																																																																											
<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 UNHCR</b> , the proportion of women appointed increased by <b>2.3 percentage points</b>, from <b>38.9%</b> (408 out of 1,049) in 2000 to <b>41.1%</b> (646 out of 1,570) 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>50.0</td><td>66.7</td><td>16.7</td><td>1.9</td></tr> <tr><td>D-2</td><td>14.3</td><td>31.3</td><td>17.0</td><td>1.9</td></tr> <tr><td>D-1</td><td>31.4</td><td>37.0</td><td>5.6</td><td>0.6</td></tr> <tr><td>P-5</td><td>21.8</td><td>36.7</td><td>15.0</td><td>1.7</td></tr> <tr><td>P-4</td><td>30.6</td><td>41.8</td><td>11.3</td><td>1.3</td></tr> <tr><td>P-3</td><td>45.3</td><td>41.1</td><td>-4.2</td><td>-0.5</td></tr> <tr><td>P-2</td><td>59.6</td><td>47.5</td><td>-12.2</td><td>-1.4</td></tr> <tr><td>P-1</td><td>40.0</td><td>0.0</td><td>-40.0</td><td>-4.4</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	50.0	66.7	16.7	1.9	D-2	14.3	31.3	17.0	1.9	D-1	31.4	37.0	5.6	0.6	P-5	21.8	36.7	15.0	1.7	P-4	30.6	41.8	11.3	1.3	P-3	45.3	41.1	-4.2	-0.5	P-2	59.6	47.5	-12.2	-1.4	P-1	40.0	0.0	-40.0	-4.4
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