

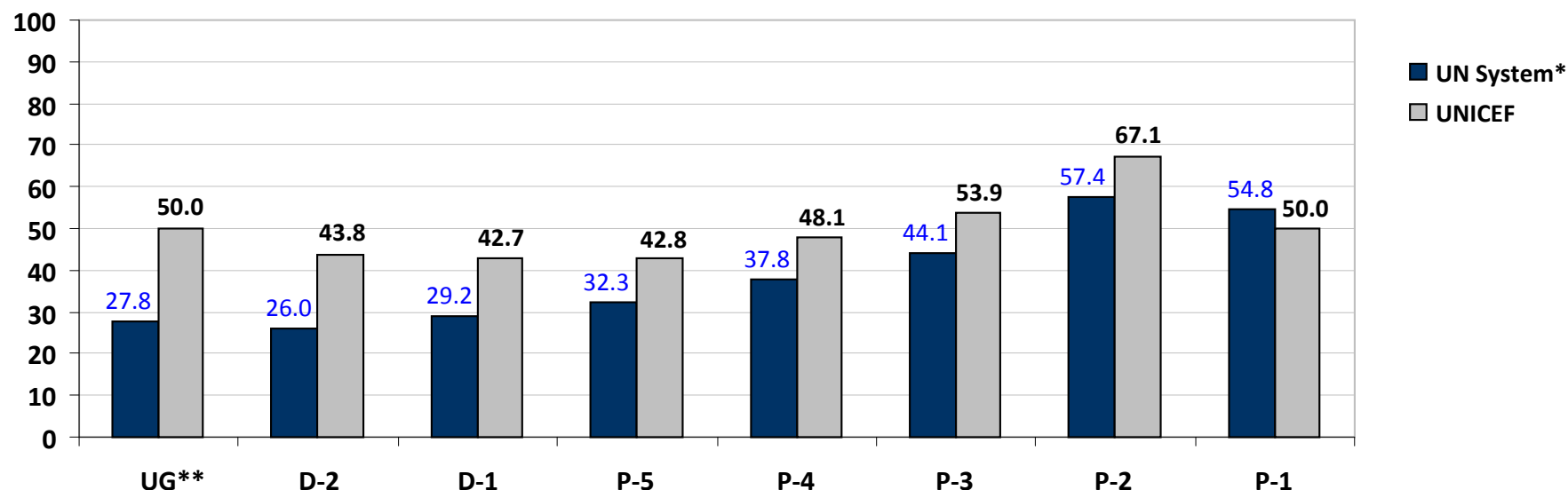
## The Status of Women in the United Nations System and UNICEF (from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM

UNICEF

### *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 UNICEF 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 UNICEF** constituted:

- **50.2%** (1,155 out of 2,302) of all staff in the professional and higher categories with appointments of one year or more;
- **43.2%** (60 out of 139) of all staff at the **D-1 level and above**;
- **50.6%** (1,095 out of 2,163) of all staff at the **P level**;

**Gender balance** has been achieved or exceeded at the **P-1 (50.0%), P-2 (67.1%), P-3 (53.9%), and UG (50.0%) levels**.

Largest increase: **P-1 (19.2% from 30.8% in Dec 2007 to 50.0% in Dec 2009); and**

**D-2 (9.4% from 34.4% in Dec 2007 to 43.8% in Dec 2009)**

Smallest increase: **D-1 (0.1% from 42.6% in Dec 2007 to 42.7% in Dec 2009)**

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

Prepared by the Focal Point for Women, UN Women, 17 February 2011; see Report on the Improvement of the Status of Women in the United Nations System (A/65/334). Website:

<http://www.un.org/womenwatch/osagi/fp.htm>

<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>51.9%</b> (191 out of 368) of all promotions to the <b>P-2 to D-2 levels</b>, <b>57.1%</b> (4 out of 7) to the <b>D-2 level</b> and <b>40.0%</b> (8 out of 20) to the <b>D-1 level</b>, and <b>52.5%</b> (179 out of 341) of promotions to the <b>P-2 to P-5 levels</b>.</li> <li><b>Gender parity in promotions</b> was met at the <b>P-3 (65.0%)</b> and <b>D-2 (57.1%) levels</b>.</li> <li><u>Lowest proportion:</u> <b>40.0%</b> (8 out of 20) at the <b>D-1 level</b></li> </ul>
<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>62.5%</b> (223 out of 357) of all appointments from the <b>P-2 to the D-2 levels</b>, <b>55.6%</b> (5 out of 9) at the <b>D-1 level and above</b> and <b>62.7%</b> (217 out of 346) at the <b>P-1 to P-5 levels</b>. No appointments to the UG level were reported.</li> <li><b>Gender parity in appointments</b> was met or exceeded at all levels P-2 through D-2.</li> <li><u>Highest proportion:</u> <b>77.9%</b> (88 out of 113) at the <b>P-2 level</b></li> <li><u>Lowest proportion:</u> <b>50.0%</b> (1 out of 2) at the <b>D-2 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>452 staff</b> in the professional and higher categories with appointments of one year or more separated out of a total of <b>2,302 staff</b>.</li> <li>Separations of women constituted: <b>50.0%</b> (226 out of 452) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> <li><b>20.0%</b> (5 out of 25) at the <b>D-1 level and above</b></li> <li><b>51.8%</b> (221 out of 427) at the <b>Professional level (P-1 through P-5)</b></li> </ul> </li> <li><u>Major causes of separation:</u> Women constituted <b>63.2%</b> (60 out of 95) of appointments expirations, <b>54.5%</b> (72 out of 132) of resignations, <b>53.3%</b> (32 out of 60) of abolishments of post, and <b>34.2%</b> (39 out of 114) of early retirements.</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 UNICEF**, the proportion of women appointed increased by **9.2 percentage points**, from **41.0%** (629 out of 1,534) in 2000 to **50.2%** (1,155 out of 2,302) 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	50.0	50.0	0.0	0.0
D-2	18.2	26.0	7.8	0.9	D-2	28.6	43.8	15.2	1.7
D-1	21.4	29.2	7.8	0.9	D-1	29.3	42.7	13.4	1.5
P-5	23.5	32.3	8.8	1.0	P-5	36.4	42.8	6.4	0.7
P-4	31.0	37.8	6.8	0.8	P-4	36.1	48.1	12.0	1.3
P-3	41.4	44.1	2.7	0.3	P-3	43.0	53.9	10.9	1.2
P-2	54.5	57.4	2.9	0.3	P-2	67.0	67.1	0.0	0.0
P-1	62.6	54.8	-7.8	-0.9	P-1	66.7	50.0	-16.7	-1.9