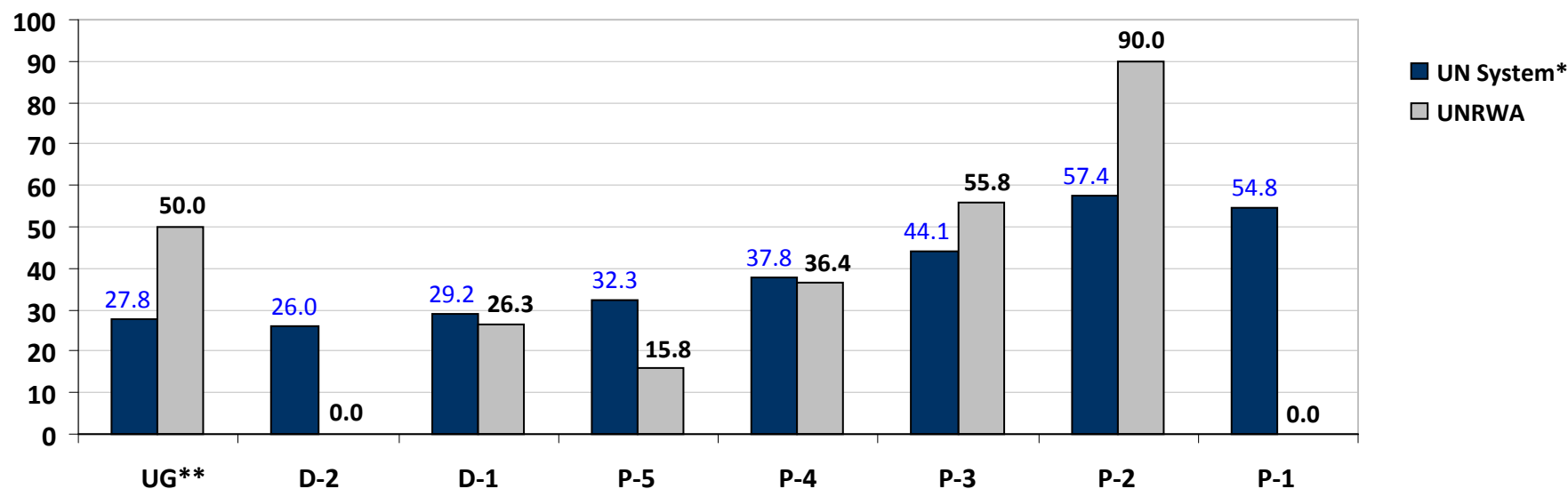


The Status of Women in the United Nations System and UNRWA
(from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM **UNRWA**
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 UNRWA 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

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

*** PROMOTIONS ***

- 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.
- **Lowest proportion: 31.2%** (82 out of 263) at the **D-1 level**

*** PROMOTIONS ***

- Promotions of women accounted for **47.6%** (10 out of 21) of all promotions to the **P-2 to D-2 levels**, **0.0%** (0 out of 2) to the **D-2 level** and **100.0%** (2 out of 2) to the **D-1 level**, and **47.1%** (8 out of 17) of promotions to the **P-2 to P-5 levels**.
- **Gender parity in promotions** was met at the **P-3 (80.0%)**, **P-4 (75.0%)**, and **D-1 (100.0%)** levels.
- **Lowest proportion: 12.5%** (1 out of 8) at the **P-5 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 53.3% (49 out of 92) of all appointments from the P-1 to the UG levels, 16.7% (1 out of 6) at the D-1 level and above and 55.8% (48 out of 86) at the P-1 to P-5 levels. • Gender parity in appointments was met at the P-2 (94.1%) and P-3 (58.6%) levels. • <u>Lowest proportion</u>: 11.1% (1 out of 9) at the P-5 level <p><i>Data updated since A/65/334 was published</i></p>
<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"> • 59 staff in the professional and higher categories with appointments of one year or more separated out of a total of 182 staff. • Separations of women constituted: 42.4% (25 out of 59) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> ○ 0.0% (0 out of 6) at the D-1 level and above ○ 47.2% (25 out of 53) at the Professional level (P-1 through P-5) • <u>Major causes of separation</u>: Women constituted 61.1% (11 out of 18) of appointments expirations, 47.1% (8 out of 17) of resignations, and 33.3% (4 out of 12) of inter-agency secondments.

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 UNRWA**, the proportion of women appointed increased by **24.6 percentage points**, from **18.8%** (16 out of 85) in 2000 to **43.4%** (79 out of 182) in 2009.

Level	% of women		Total change 2000-2009 (percentage points)	Average annual change 2000-2009 (percentage points)	Level	% of women		Total change 2000-2009 (percentage points)	Average annual change 2000-2009 (percentage points)
	as of 31 Dec 2000	as of 31 Dec 2009				as of 31 Dec 2000	as of 31 Dec 2009		
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	0.0	0.0	0.0	0.0
D-1	21.4	29.2	7.8	0.9	D-1	37.5	26.3	-11.2	-1.2
P-5	23.5	32.3	8.8	1.0	P-5	10.5	15.8	5.3	0.6
P-4	31.0	37.8	6.8	0.8	P-4	8.8	36.4	27.5	3.1
P-3	41.4	44.1	2.7	0.3	P-3	45.5	55.8	10.4	1.2
P-2	54.5	57.4	2.9	0.3	P-2	33.3	90.0	56.7	6.3
P-1	62.6	54.8	-7.8	-0.9	P-1	0.0	0.0	0.0	0.0