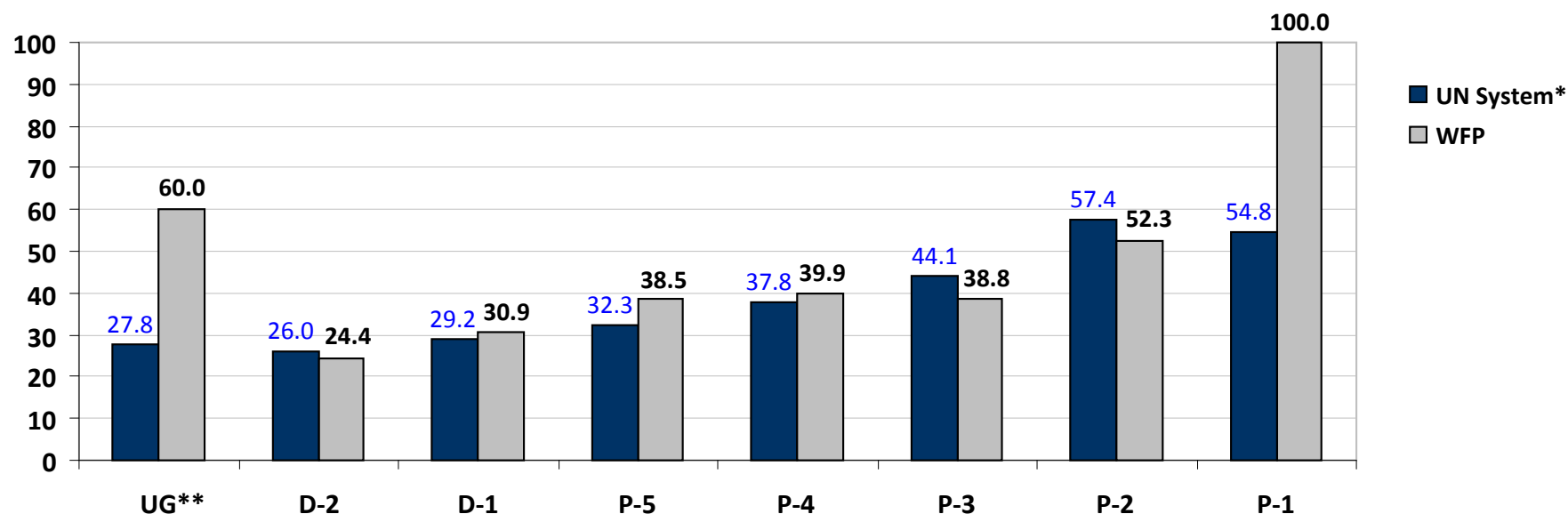


## The Status of Women in the United Nations System and WFP (from 1 January 2008 to 31 December 2009)

### THE UNITED NATIONS SYSTEM WFP *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 WFP 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 WFP** constituted:

- **40.0%** (573 out of 1431) of all staff in the professional and higher categories with appointments of one year or more;
- **30.0%** (42 out of 140) of all staff at the **D-1 level and above**;
- **41.1%** (531 out of 1291) of all staff at the **P level**;

**Gender balance** has been achieved at the **UG (60.0%) and P-2 (52.3%) and P-1 (100%) levels**.

Largest increase: **P-1 (100.0% from 0.0% in Dec. 2007 to 100.0% in Dec. 2009); and**

**UG (60.0% from 0.0% in Dec. 2007 to 60.0% in Dec. 2009)**

Smallest increase: **P-3 (8.8% from 30.0% in Dec 2007 to 38.8% 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>43.4%</b> (105 out of 242) of all promotions to the <b>P-2 to D-2 levels</b>, <b>33.3%</b> ( 1 out of 3) to the <b>D-2 level</b> and <b>12.5%</b> (1 out of 8) to the <b>D-1 level</b>, and <b>54.3%</b> (63 out of 116) 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-2 (60.0%)</b>, <b>P-3 (60.9%)</b>, and <b>P-4 (54.3%) levels</b>.</li> <li><u>Lowest proportion</u>: <b>12.5%</b> (1 out of 8) 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>43.2%</b> (140 out of 324) of all appointments from the <b>P-1 to the UG level</b>. No women were appointed at the <b>UG level</b>. Appointments of women constituted <b>50.0%</b> (4 out of 8) at the <b>D-1 level and above</b> and <b>43.0%</b> (136 out of 316) 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 (54.6%)</b>, <b>D-1 (50.0%)</b>, and <b>D-2 (66.7%) levels</b>.</li> <li><u>Lowest proportion</u>: <b>27.3%</b> (3 out of 11) 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>155 staff</b> in the professional and higher categories with appointments of one year or more separated out of a total of <b>1431 staff</b>.</li> <li>Separations of women constituted: <b>38.7%</b> (60 out of 155) of all separations in the Professional and higher categories.             <ul style="list-style-type: none"> <li><b>24.1%</b> (7 out of 29) at the <b>D-1 level and above</b></li> <li><b>42.1%</b> (53 out of 126) at the <b>Professional level (P-1 through P-5)</b></li> </ul> </li> <li><u>Major causes of separation</u>: Women constituted <b>44.4%</b> (20 out of 45) of appointment expirations, <b>40.7%</b> (11 out of 27) of resignations, and <b>32.3%</b> (10 out of 31) of early retirements.</li> </ul>

**Trends in the representation of women in the Professional and higher categories – 2000 to 2009**

<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 WFP</b>, the proportion of women appointed increased by <b>7.5 percentage points</b>, from <b>32.5%</b> (188 out of 578) in 2000 to <b>40.0%</b> (573 out of 1431) in 2009.</p>				
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	3.0	D-2	18.2	26.0	7.8	-0.1
D-2	21.4	29.2	7.8	0.5	D-1	21.4	29.2	7.8	0.5
D-1	23.5	32.3	8.8	1.9	P-5	23.5	32.3	8.8	1.9
P-5	31.0	37.8	6.8	1.6	P-4	31.0	37.8	6.8	1.6
P-4	41.4	44.1	2.7	0.3	P-3	41.4	44.1	2.7	0.3
P-3	54.5	57.4	2.9	0.1	P-2	54.5	57.4	2.9	0.1
P-2	62.6	54.8	-7.8	3.2	P-1	62.6	54.8	-7.8	3.2
P-1									