

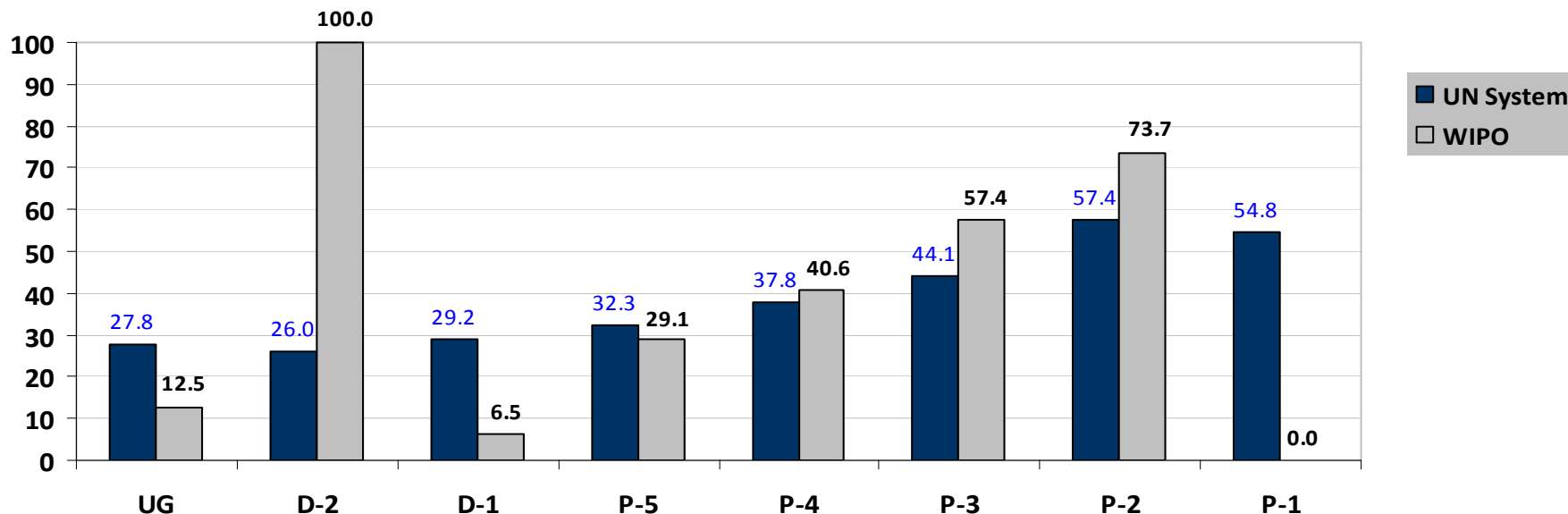
## The Status of Women in the United Nations System and WIPO (from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM

WIPO

### 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 WIPO 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 WIPO constituted:

- 41.6% (197 out of 474) of all staff in the professional and higher categories with appointments of one year or more;
- 10.7% (6 out of 56) of all staff at the D-1 level and above;
- 45.7% (191 out of 418) of all staff at the P level;

Gender balance has only been achieved at the P-1 (73.7%), P-2 (57.4%) and D2 (100%) levels.

Largest increase: D-2 (83.3% from 16.7% in Dec. 2007 to 100% in Dec. 2009)

Largest decrease: P-2 (2.9% from 76.6% in Dec 2007 to 74% 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>51.2%</b> (65 out of 127) 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>32.4%</b> (23 out of 71) of all appointments from the <b>P-1 to the UG levels</b>, <b>31.3%</b> (5 out of 16) at the <b>D-1 level and above</b> and <b>32.7%</b> (18 out of 55) at the <b>P-1 to P-5 levels</b>.</li> <li><b>Gender parity in appointments</b> was not met at any level.</li> <li><u>Highest proportion:</u> <b>35.7%</b> (5 out of 14) at the <b>P-5 level</b></li> <li><u>Lowest proportion:</u> <b>28.6%</b> (2 out of 7) 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>61 staff</b> in the professional and higher categories with appointments of one year or more separated out of a total of <b>474 staff</b>.</li> <li>Separations of women constituted: <b>50.8%</b> (31 out of 61) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> <li><b>22.2%</b> (2 out of 9) at the <b>D-1 level and above</b></li> <li><b>55.8%</b> (29 out of 52) at the <b>Professional level (P-1 through P-5)</b>,</li> </ul> </li> <li><u>Major causes of separation:</u> Women constituted <b>50.0%</b> (18 out of 36) of mandatory retirements and <b>54.2%</b> (13 out of 24) of agreed terminations.</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 WIPO**, the proportion of women appointed increased by **11.8% percentage points**, from **29.7%** (83 out of 279) in 2000 to **41.6%** (197 out of 474) 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	0.0	12.5	12.5	1.4
D-2	18.2	26.0	7.8	0.9	D-2	7.7	16.7	9.0	1.0
D-1	21.4	29.2	7.8	0.9	D-1	14.7	6.7	-8.0	-0.9
P-5	23.5	32.3	8.8	1.0	P-5	13.7	29.1	15.4	1.7
P-4	31.0	37.8	6.8	0.8	P-4	33.7	40.6	6.9	0.8
P-3	41.4	44.1	2.7	0.3	P-3	61.9	57.4	-4.5	-0.5
P-2	54.5	57.4	2.9	0.3	P-2	52.4	73.7	21.3	2.4
P-1	62.6	54.8	-7.8	-0.9	P-1	0.0	0.0	0.0	0.0