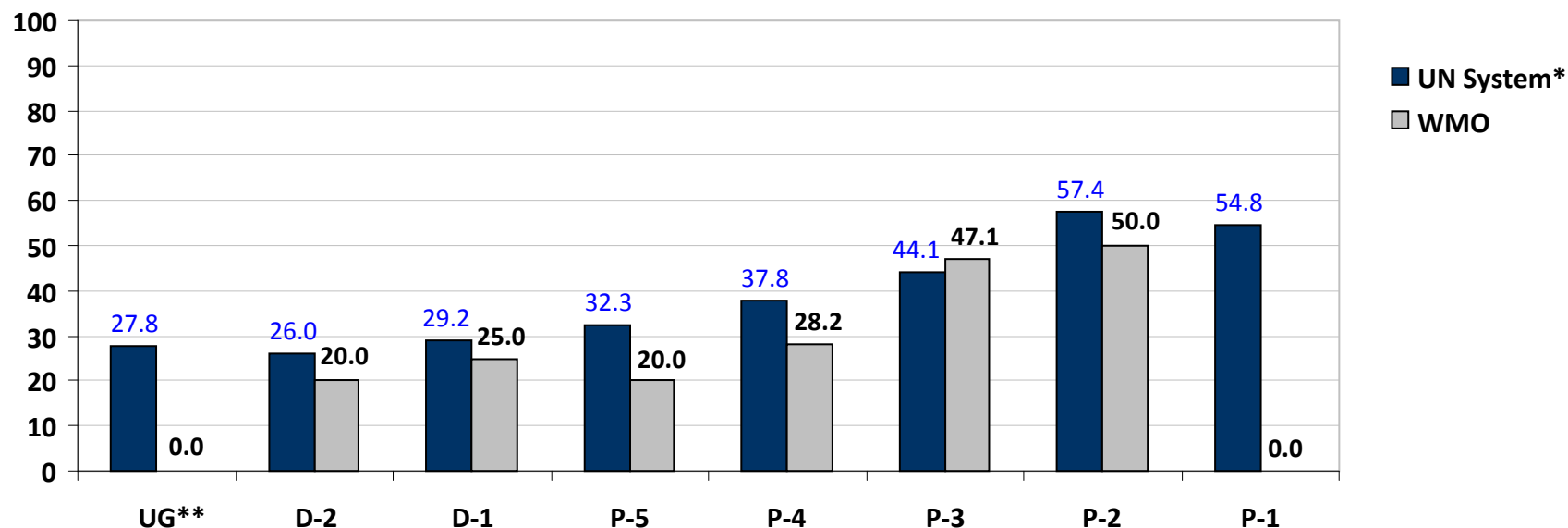


The Status of Women in the United Nations System and WMO (from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM	WMO
<i>Gender distribution of staff in the Professional and higher categories</i>	

Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations system and WMO 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 WMO** constituted:

- **27.6%** (37 out of 134) of all staff in the professional and higher categories with appointments of one year or more;
- **20.0%** (5 out of 25) of all staff at the **D-1 level and above**;
- **29.4%** (32 out of 109) of all staff at the **P level**;

Gender balance has only been achieved at the **P-2 level (50.0%)**.
Largest increase: D-1 (12.1% from 12.9% in Dec 2007 to 25.0% in Dec 2009)
Largest decrease: P-2 (-22.4% from 72.4% in Dec 2007 to 50.0% in Dec 2009)

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

<p>* PROMOTIONS *</p> <ul style="list-style-type: none"> 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. <u>Lowest proportion:</u> 31.2% (82 out of 263) at the D-1 level 	<p>* PROMOTIONS *</p> <ul style="list-style-type: none"> Promotions of women accounted for 23.1% (3 out of 13) of all promotions to the P-2 to D-2 levels, no promotions to the D-1 or D-2 levels and 50.0% (3 out of 6) to the P-2 to P-5 levels. Gender parity in promotions was only met at the P-2 (100.0%) and P-3 (66.7%) levels. <u>Lowest proportion:</u> 0.0% (0 out of 6) at the D-2 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 40.0% (12 out of 30) of all appointments from the P-1 to the UG level. No women were appointed at the UG or D levels while appointments of women constituted 46.2% (12 out of 26) at the P-1 to P-5 levels. Gender parity in appointments was met at the P-2 (60%), P-3 (63.6%), and P-4 (75.0%) levels. <u>Lowest proportion:</u> 11.1% (1 out of 9) at the P-5 level
<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"> 22 staff in the professional and higher categories with appointments of one year or more separated out of a total of 134 staff. Separations of women constituted: 27.3% (6 out of 22) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> 0.0% (0 out of 7) at the D-1 level and above 40.0% (6 out of 15) at the Professional level (P-1 through P-5), <u>Major cause of separation:</u> Women constituted 25.0% (4 out of 16) of mandatory retirements.

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 WMO**, the proportion of women appointed increased by **5.9 percentage points**, from **21.7%** (26 out of 120) in 2000 to **27.6%** (37 out of 134) in 2009.

Level	UN System		WMO	
	% of women as of 31 Dec 2000	% of women as of 31 Dec 2009	% of women as of 31 Dec 2000	% of women as of 31 Dec 2009
UG	17.4	27.8	0.0	0.0
D-2	18.2	26.0	10.0	20.0
D-1	21.4	29.2	0.0	25.0
P-5	23.5	32.3	14.3	20.0
P-4	31.0	37.8	20.9	28.2
P-3	41.4	44.1	64.3	47.1
P-2	54.5	57.4	66.7	50.0
P-1	62.6	54.8	0.0	0.0
			Total change 2000-2009 (percentage points)	Average annual change 2000-2009 (percentage points)
			10.4	1.2
			7.8	0.9
			7.8	0.9
			8.8	1.0
			6.8	0.8
			2.7	0.3
			2.9	0.3
			-7.8	-0.9