



(from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM

ITC ILO

Gender distribution of staff in the Professional and higher categories

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 ITC-ILO** constituted:

- **42.7%** (32 out of 75) of all staff in the professional and higher categories with appointments of one year or more;
- **0.0%** (0 out of 3) of all staff at the **D-1 level and above**;
- **44.4%**

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**

* APPOINTMENTS *

- 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%)**.
- Lowest proportion:

* PROMOTIONS *

- Promotions of women accounted for **20.0%** (2 out of 10) of all promotions to the **P-2 to P-5 levels**. No promotions of women occurred at the D-1 or D-2 levels.
- **Gender parity in promotions** was only met at the **P-4 level (66.7%)**.
- Lowest proportion: **0.0%** (0 out of 4) at the **P-3 level**