

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 the UN Secretariat** constituted:

- **39%** (3,951 out of 10,118) of all staff in the professional and higher categories with appointments of one year or more;
- **26%** (195 out of 751) of all staff at the **D-1 level and above**;
- **40.1%** (3,756 out of 9,367) of all staff at the **P level**;

Gender balance has only been achieved at the **P-1 (63.4%) and P-2 (55.2%) levels**.

Largest increase: **ASG (6.6%** from 20% in Dec. 2007 to 26.6% in Dec. 2009);

and **P-1 (30.1%** from 33.3% in Dec. 2007 to 63.4% in Dec. 2009)

Largest decrease: **D-1 (-1.8%** from 28.5% in Dec 2007 to 26.7% in Dec 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 47.6% (435 out of 914) of all promotions to the P-2 to D-1 levels, 31.2% (25 out of 80) of promotions to the D-1 level, and 49.2% (410 out of 834) of promotions to the P-2 to P-5 levels. • Gender parity in promotions was only met at the P-2 (66.7%) and P-3 (52.2%) levels. • <u>Lowest proportion:</u> 31.3% (25 out of 80) at the D-1 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 42.7% (1,743 out of 4,085) of all appointments from the P-1 to the USG levels, 23.5% (4 out of 17) at the USG level, 22.9% (8 out of 35) at the ASG level, 26.1% (57 out of 218) at the D-1 level and above and 43.6% (1,686 out of 3,867) at the P-1 to P-5 levels. • Gender parity in appointments was only met at the P-1 level (62.1%) and P-2 level (58.0%). • <u>Lowest proportion:</u> 21.6% (11 out of 51) at the D-2 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"> • 3,751 staff in the professional and higher categories with appointments of one year or more separated out of a total of 10,118 staff. • Separations of women constituted: 42.8% (1,607 out of 3,751) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> ○ 26.4% (72 out of 273) at the D-1 level and above ○ 44.1% (1,535 out of 3,478) at the Professional level (P-1 through P-5), • <u>Major causes of separation:</u> Women constituted 44.3% (1,153 out of 2,601) of appointments expirations, 42.7% (226 out of 529) of resignations, and 37.0% (133 out of 359) 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.

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