

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

THE UNITED NATIONS SYSTEM

UNHCR

*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:

\* 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

\* PROMOTIONS \*

- Promotions of women accounted for **42.7%** (76 out of ) of all promotions to the **P-2 to D-2 levels**, **25.0%** (3 out of 12) to the **D-2 level** and **25.0%** (5 out of 20) to the **D-1 level**, and **46.6%** (68 out of 146) to the **P-2 to P-5 levels**.
- **Gender parity in promotions** was only met at the **P-4 (59.7%) level**.
- Lowest proportion: **25.0%** (5 out of 20) at the **D-1 level** and **25.0%** (3 out of 12) at the **D-2 level**