

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

**\* 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**

**\* PROMOTIONS \***

Promotions of women accounted for **51.9%** (191 out of 368) of all promotions to the **P-2 to D-2 levels**, **57.1%** (4 out of 7) to the **D-2 level** and **40.0%** (8 out of 20) to the **D-1 level**, and **52.5%** (179 out of 341) of promotions to the **P-2 to P-5 levels**.

**Gender parity in promotions** was met at the **P-3 (65.0%)** and **D-2 (57.1%) levels**.

Lowest proportion: **40.0%** (8 out of 20) 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 **40.0%** (8 out of 20) at the **D-1 level**.