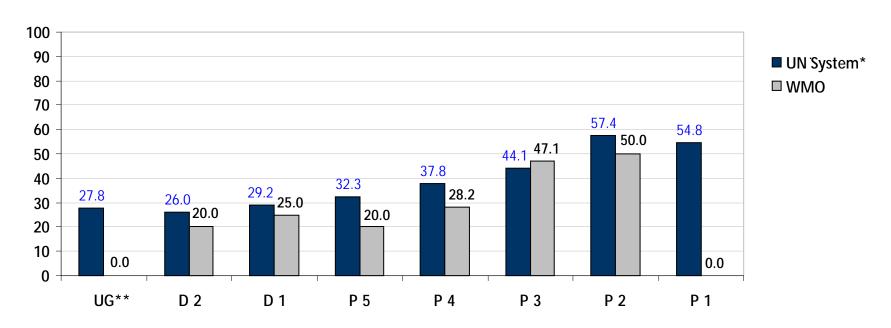
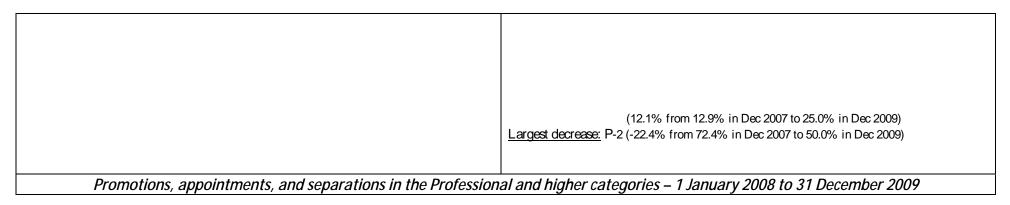
Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations system and WMO as of 31 December 2009





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- 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: 26.3% (31 out of 118) at the D-2 level

* SEPARATIONS *

- 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.
 - o 24.5% (153 out of 624) at the D-1 level and above
 - o 41.9% (2,469 out of 5,892) at the Professional level (P-1 through P-5)
- Major causes of separation: 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.

* PROMOTIONS *

- 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.
- Lowest proportion: 0.0% (0 out of 6) at the D-2 level

* APPOINTMENTS *

- 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.
- Lowest proportion: 11.1% (1 out of 9) at the P-5 level

* SEPARATIONS *

- 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.
 - o 0.0% (0 out of 7) at the D-1 level and above
 - o 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 per centage points, from 33.4% (5,977 out of 17,864) in 2000 to 39.9% (11,514 out of 28,849) in 2009.

Level% of women% of womenTotal changeAverage annual changeLevelas of 31 Dec 2000as of 31 Dec 20092000-20092000-2009(percentage points)(percentage points)