



Trends in the Representation of Women in the Professional and Higher Categories from 2001 to 2011

During the period 2001-2011 in the UN System, the proportion of women increased by 6.8 percentage points, from 33.9% (6,533 out of 19,290) in 2001 to 40.7% (12,086 out of 29,665) in 2011.

| Level | % of women as of 31 December 2001 | % of women as of 31 December 2011 | Total change 2001-2011 (percentage points) | Avg annual change 2001-2011 |
|-------|-----------------------------------|-----------------------------------|--|-----------------------------|
|       |                                   |                                   |  |                             |

| THE UNITED NATIONS SYSTEM  | OFFICE OF THE UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES (UNHCR)  |
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| <b>APPOINTMENTS</b>  |  |
| <p>-1 to UG):42.1%(2,899 out of 6,885)<br/> -1 to UG Appointments29.1%(123 out of 422)<br/> -1 to P5 Appointments:43.0%(2,776 out of 6,463)<br/> P-1: 64.1% (59 out of 92); P-2: 58.0%<br/> (728 out of 1,255)<br/> P-1: 64.1% (59 out of 92)<br/> proportion of female AppointmentsD-2: 28.5% (35 out of 123)</p> | <p>-1 to UG):43.2%(83 out of 192)<br/> -1 to UG Appointments20.0%(1 out of 5)<br/> -1 to P5 Appointments43.9%(82 out of 187)<br/> P-2: 56.8% (25 out of 44); P-5: 63.6% (7 out of 11); D-2: 100% (1 out of 1)<br/> tments: D-2: 100% (1 out of 1)<br/> owest proportion of female AppointmentsD-1: 0.0% (0 out of 3)UG 0.0% (0 out of 1)</p> |
| <b>PROMOTIONS</b>  |  |

-2 to D-2): 42.6%(1,495 out of 3,507)  
-1 and D2 Promotions29.1%(141 out of 485)  
-2 to P5 Promotions:44.9%(1,354 out of 3,013)  
P-1: 66.7% (6 out of 9); P-2: 58.6% (116 out of 198); P-3: 54.0% (379 out of 702)  
P-1: 66.7% (6 out of 9)  
owestproportion of female PromotionsD-2: 25.5% (28 out of 110)