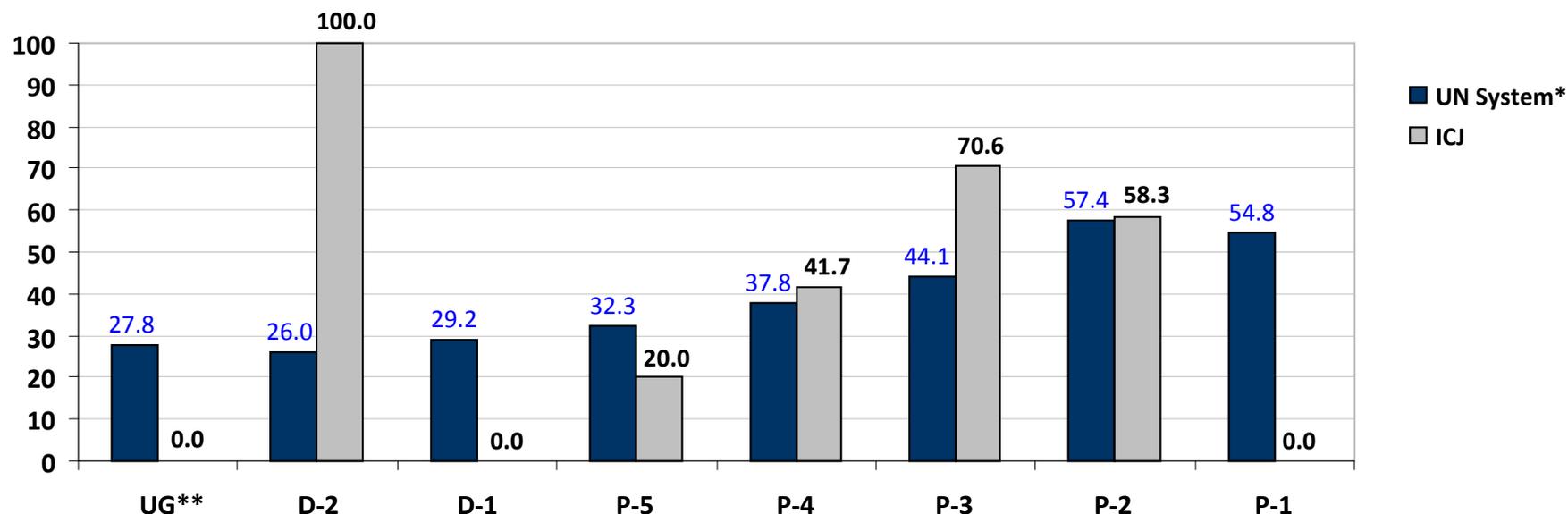


The Status of Women in the United Nations System and ICJ (from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM	ICJ
<i>Gender distribution of staff in the Professional and higher categories</i>	

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



*30 of 31 entities submitted data

**UG stands for "Ungraded" and combines the ranks of Secretary-General, Under-Secretary-General, Assistant Secretary-General, Director-General, Deputy Director-General and Assistant Director-General

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 ICJ** constituted:

- **53.1%** (26 out of 49) of all staff in the professional and higher categories with appointments of one year or more;
- **33.3%** (1 out of 3) of all staff at the **D-1 level and above**;
- **54.3%** (25 out of 46) of all staff at the **P level**;

Gender balance has been achieved at the **P-2 (58.3%)**, **P-3 (70.6%)**, and **D-2 (100.0%)**; 1 out of 1) levels.

Largest increase: **P-5 (20.0%** from 0.0% in Dec. 2007 to 20.0% in Dec. 2009); and **D-2 (100.0%** from 0.0% in Dec. 2007 to 100.0% in Dec. 2009)

Largest decrease: **P-2 (-1.7%** from 60.0% in Dec 2007 to 58.3% in Dec 2009)

Promotions, appointments, and separations in the Professional and higher categories – 1 January 2008 to 31 December 2009

* 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 **43.8%** (7 out of 16) of all promotions to the **P-2 to D-2 levels**, **0.0%** at the **D-1 and D-2 levels**, and **43.8%** (7 out of 16) of promotions to the **P-2 to P-5 levels**.
- **Gender parity in promotions** was only met at the **P-3 (50.0%)** and **P-4 (50.0%) levels**.
- Lowest proportion: **33.3%** (1 out of 3) at the **P-2 level**

Data updated since A/65/334 was published

* 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**

* APPOINTMENTS *

- Appointments of women represented **62.5%** (10 out of 16) of all appointments from the **P-1 to the UG levels**, **100.0%** (1 out of 1) at the **D-1 level and above** and **60.0%** (9 out of 15) at the **P-1 to P-5 levels**.
- **Gender parity in appointments** was met at the **P-2 (60.0%)**, **P-3 (100.0%)**, **P-4 (50.0%)**, and **D-2 (100%) levels**.
- Lowest proportion: **33.3%** (1 out of 3) at the **P-5 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.
 - **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)**
- 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.

* SEPARATIONS *

NO DATA

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.

During the period **2000- 2009 in ICJ** , the proportion of women appointed increased by **26.1 percentage points**, from **26.9%** (7 out of 26) in 2000 to **53.1%** (26 out of 49) in 2009.

Level	% of women as of 31 Dec 2000	% of women as of 31 Dec 2009	Total change 2000-2009 (percentage points)	Average annual change 2000-2009 (percentage points)
UG	17.4	27.8	10.4	1.2
D-2	18.2	26.0	7.8	0.9
D-1	21.4	29.2	7.8	0.9
P-5	23.5	32.3	8.8	1.0
P-4	31.0	37.8	6.8	0.8
P-3	41.4	44.1	2.7	0.3
P-2	54.5	57.4	2.9	0.3
P-1	62.6	54.8	-7.8	-0.9

Level	% of women as of 31 Dec 2000	% of women as of 31 Dec 2009	Total change 2000-2009 (percentage points)	Average annual change 2000-2009 (percentage points)
UG	0.0	0.0	0.0	0.0
D-2	0.0	100.0	100.0	11.1
D-1	0.0	0.0	0.0	0.0
P-5	0.0	20.0	20.0	2.2
P-4	11.1	41.7	30.6	3.4
P-3	20.0	70.6	50.6	5.6
P-2	71.4	58.3	-13.1	-1.5
P-1	0.0	0.0	0.0	0.0

