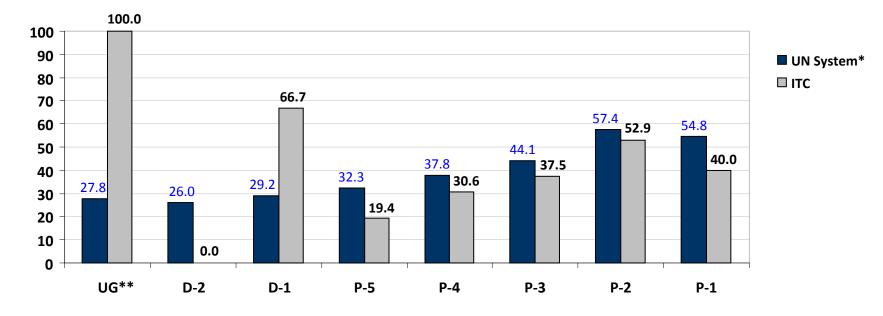


The Status of Women in the United Nations System and ITC (from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM ITC

Gender distribution of staff in the Professional and higher categories

## Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations system and ITC 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

<ul> <li>As of 31 December 2009, women in the UN system constituted:</li> <li>39.9% (11,514 out of 28,849) of all staff in the professional and higher categories with appointments of one year or more;</li> <li>28.4% (762 out of 2,685) of all staff at the D-1 level and above;</li> <li>41.1% (10,752 out of 26,164) of all staff at the P level;</li> <li>Gender balance has only been achieved at the P-1 (54.8%) and P-2 (57.4%) levels.</li> <li>Largest increase: UG (3.5% from 24.3% in Dec 2007 to 27.8% in Dec 2009)</li> <li>Smallest increase: P-3 (0.6% from 43.5% in Dec 2007 to 44.1% in Dec 2009)</li> </ul>	<ul> <li>As of 31 December 2009, women in ITC constituted:</li> <li>36.6% (52 out of 142) of all staff in the professional and higher categories with appointments of one year or more;</li> <li>75.0% (3 out of 7) of all staff at the D-1 level and above;</li> <li>35.5% (49 out of 138) of all staff at the P level;</li> <li>Gender balance has been achieved at the P-2 (52.9%), D-1 (66.7%) and UG (100.0%; 1 out of 1) levels.</li> <li>Largest increase: D-1 (16.7% from 50.0% in Dec. 2007 to 66.7% in Dec. 2009</li> <li>Largest decrease: P-1 (-26.7% from 66.7% in Dec 2007 to 40.0% in Dec 2009)</li> </ul>
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Promotions, appointments, and separations in the Professional and higher categories – 1 January 2008 to 31 December 2009

Prepared by the Focal Point for Women, UN Women, 17 February 2011; see Report on the Improvement of the Status of Women in the United Nations System (A/65/334). Website: http://www.un.org/womenwatch/osagi/fp.htm

•	promotions to the and 46.2% (1,21 Gender parity in (50.6%) levels. Lowest proportio NINTMENTS * Appointments of appointments fro 493) at the D-1 le P-5 levels. Gender parity in level (60.3%). Lowest proportio RATIONS * 6,516 staff in the year or more sepa Separations of wo separations of wo separations in the 0 24.5% (1 0 41.9% (2	P-2 to D-1 levels, 1 7 out of 2,636) to the promotions was on <u>n: 31.2% (82 out of</u> women represented in the P-1 to the unevel and above, and professional and here a total professional and here a total onen constituted: 44 2 Professional a total 2 Professional A Professional a total 2 Professional A Profesional A Professional A Pro	d <b>46%</b> (5,064 out of as only met at the <b>P</b> - at the <b>D-2 lev</b> igher categories wit of <b>28,849 staff</b> . <b>0.2%</b> (2,622 out of higher categories. <b>D-1 level and above</b> the <b>Professional leve</b> en constituted <b>42.9%</b>	<ul> <li>(53) to the D-1 level,</li> <li>(51.5%) and P-3</li> <li>(7el</li> <li>of 11,493 ) of all</li> <li><b>s</b>, 26.4% (130 out of 11,004) at the P-1 to</li> <li>1 (64.2%) and P-2</li> <li>(7el</li> <li>h appointments of one</li> <li>(5,516) of all</li> </ul>	• • • •	the P-2 to P-5 level above. Gender parity in p P-4 (100.0%; 1 out Lowest proportion: OINTMENTS * Appointments of w from the P-1 to the level and above. Gender parity in a Lowest proportion: ARATIONS * 19 staff in the profe or more separated of Separations of worn Professional and hig o 0.0% (0 out	<b>0.0%</b> (0 out of 2) at a some represented <b>35</b> <b>P-5 levels.</b> No appoint <b>ppointments</b> was meen <b>25.0%</b> (2 out of 8) at a sessional and higher can ut of a total of <b>142 st</b> are nonstituted: <b>21.1%</b> and the <b>21.1%</b> and the <b>D-1 level a</b> at of 17) at the <b>Profession</b>	women occurred at at the P-2 (62.5%), the P-5 level .1% (13 out of 37) ntments of women et at the P-2 level (5 t the P-4 level ategories with appoint aff. % (4 out of 19) of al and above onal level (P-1 throu	the D-level and P-3 (52.6%), and of all appointments occurred at the D- 50.0%).
•		expirations, <b>41.4%</b> of 922) of mandator		of resignations, and			<b>3.6%</b> (2 out of 7) of a		-
•		of 922) of mandator	ry retirements.	-	Professi	agency transfers, <b>28</b> out of 5) of resignat	<b>3.6%</b> (2 out of 7) of a ions.	ppointment expirati	-
	<b>29.6%</b> (273 out of the period <b>2000-2009 entage points</b> , from	of 922) of mandator Trends in th in the UN system, t	ry retirements.	n of women in the F en appointed increased by	During	agency transfers, <b>28</b> out of 5) of resignat	<b>8.6%</b> (2 out of 7) of a ions. <b>ategories – 2000</b> <b>ITC</b> , the proportion of a second	ppointment expirati to 2009 f women appointed in	ions, and <b>20.0%</b> (1 acreased by <b>12.3</b>
6.5 perce	<b>29.6%</b> (273 out of the period <b>2000-2009 entage points</b> , from	of 922) of mandator Trends in th in the UN system, t	ry retirements.	n of women in the F en appointed increased by	During	agency transfers, 28 out of 5) of resignat <b>onal and higher co</b> the period <b>2000- 2009 in</b>	<b>8.6%</b> (2 out of 7) of a ions. <b>ategories – 2000</b> <b>ITC</b> , the proportion of a second	ppointment expirati to 2009 f women appointed in	ions, and <b>20.0%</b> (1 acreased by <b>12.3</b>
<b>6.5 perce</b> 28,849) i	<b>29.6%</b> (273 out of the period <b>2000-2009</b> <b>entage points</b> , from in 2009. % of women	of 922) of mandaton Trends in th in the UN system, th 33.4%(5,977 out of % of women	ry retirements. <b>De representation</b> the proportion of wome 17,864) in 2000 to <b>39.</b> Total change 2000-2009	n of women in the F en appointed increased by 9% (11,514 out of Average annual change 2000-2009	During percent	agency transfers, 28 out of 5) of resignat fonal and higher co the period 2000- 2009 in tage points, from 24.3%	<b>3.6%</b> (2 out of 7) of a ions. <b>a tegories – 2000</b> <b>a ITC</b> , the proportion o (27 out of 111) in 200 % of women	ppointment expiration to 2009 f women appointed in 0 to 36.6% (52 out of Total change 2000-2009	ions, and <b>20.0%</b> (1 icreased by <b>12.3</b> f 142) in 2009. Average annual change 2000-2009
6.5 perce 28,849) i Level	<b>29.6%</b> (273 out of he period <b>2000-2009</b> <b>entage points</b> , from in 2009. % of women as of 31 Dec 2000	of 922) of mandaton Trends in the in the UN system, the 33.4%(5,977 out of 100 % of women as of 31 Dec 2009	ry retirements. <b>The representation</b> the proportion of wome 17,864) in 2000 to <b>39.</b> Total change 2000-2009 (percentage points)	n of women in the F en appointed increased by 9% (11,514 out of Average annual change 2000-2009 (percentage points)	During percent	agency transfers, <b>28</b> out of 5) of resignat <b>onal and higher co</b> the period <b>2000- 2009 in</b> <b>tage points</b> , from <b>24.3%</b> % of women as of 31 Dec 2000	<b>5.6%</b> (2 out of 7) of a ions. <b>ategories – 2000</b> <b>TTC</b> , the proportion of (27 out of 111) in 200 % of women as of 31 Dec 2009	ppointment expiration to 2009 f women appointed in 0 to 36.6% (52 out of Total change 2000-2009 (percentage points)	ions, and <b>20.0%</b> (1 acreased by <b>12.3</b> f 142) in 2009. Average annual change 2000-2009 (percentage points)
6.5 perce 28,849) i Level	<b>29.6%</b> (273 out of the period <b>2000-2009</b> <b>entage points</b> , from in 2009. % of women as of 31 Dec 2000 17.4	of 922) of mandaton Trends in th in the UN system, th 33.4%(5,977 out of 100 % of women as of 31 Dec 2009 27.8	ry retirements. <b>E representation</b> the proportion of wome 17,864) in 2000 to <b>39.</b> Total change 2000-2009 (percentage points) 10.4	n of women in the F en appointed increased by 9% (11,514 out of Average annual change 2000-2009 (percentage points) 1.2	During percent Level UG	agency transfers, 28 out of 5) of resignat onal and higher co the period 2000- 2009 in tage points, from 24.3% % of women as of 31 Dec 2000 0.0	<b>3.6%</b> (2 out of 7) of a ions. <b>ategories – 2000</b> <b>a ITC</b> , the proportion of a 111) in 200 % of women as of 31 Dec 2009 100.0	ppointment expiration to 2009 f women appointed in 0 to 36.6% (52 out of Total change 2000-2009 (percentage points) 100.0	ions, and <b>20.0%</b> (1 icreased by <b>12.3</b> f 142) in 2009. Average annual change 2000-2009 (percentage points) 11.1
6.5 perce 28,849) i Level UG D-2 D-1	<b>29.6%</b> (273 out of the period <b>2000-2009</b> <b>entage points</b> , from in 2009. % of women as of 31 Dec 2000 17.4 18.2	of 922) of mandaton <b>Trends in th</b> <b>in the UN system</b> , th <b>33.4%</b> (5,977 out of 100 % of women as of 31 Dec 2009 27.8 26.0	ry retirements. <b>E representation</b> the proportion of wome 17,864) in 2000 to <b>39.</b> Total change 2000-2009 (percentage points) 10.4 7.8	n of women in the F en appointed increased by 9% (11,514 out of Average annual change 2000-2009 (percentage points) 1.2 0.9	During percent Level UG D-2 D-1	agency transfers, 28 out of 5) of resignat onal and higher co the period 2000- 2009 in tage points, from 24.3% % of women as of 31 Dec 2000 0.0 0.0	<b>5.6%</b> (2 out of 7) of a ions. <b>ategories – 2000</b> <b>TTC</b> , the proportion of (27 out of 111) in 200 % of women as of 31 Dec 2009 100.0 0.0	ppointment expiration to 2009 f women appointed in 0 to 36.6% (52 out of Total change 2000-2009 (percentage points) 100.0 0.0	ions, and <b>20.0%</b> (1 icreased by <b>12.3</b> f 142) in 2009. Average annual change 2000-2009 (percentage points) 11.1 0.0
6.5 perce 28,849) i Level UG D-2 D-1 P-5	<b>29.6%</b> (273 out of the period <b>2000-2009</b> <b>entage points</b> , from in 2009. % of women as of 31 Dec 2000 17.4 18.2 21.4 23.5	of 922) of mandaton Trends in th in the UN system, th 33.4%(5,977 out of 1 % of women as of 31 Dec 2009 27.8 26.0 29.2 32.3	ry retirements. <b>E representation</b> the proportion of wome 17,864) in 2000 to <b>39.</b> Total change 2000-2009 (percentage points) 10.4 7.8 7.8 8.8	n of women in the F en appointed increased by 9% (11,514 out of Average annual change 2000-2009 (percentage points) 1.2 0.9 0.9 1.0	During percent Level UG D-2	agency transfers, 28 out of 5) of resignat onal and higher co the period 2000- 2009 in tage points, from 24.3% % of women as of 31 Dec 2000 0.0 0.0 0.0 9.7	<b>3.6%</b> (2 out of 7) of a ions. <b>ategories – 2000</b> <b>a ITC</b> , the proportion of a 111) in 200 % of women as of 31 Dec 2009 100.0 0.0 66.7 19.4	ppointment expiration to 2009 f women appointed in 0 to 36.6% (52 out of Total change 2000-2009 (percentage points) 100.0 0.0 66.7 9.7	ions, and <b>20.0%</b> (1 icreased by <b>12.3</b> f 142) in 2009. Average annual change 2000-2009 (percentage points) 11.1 0.0 7.4 1.1
6.5 perce 28,849) i Level UG D-2 D-1 P-5 P-4	<b>29.6%</b> (273 out of he period <b>2000-2009</b> <b>entage points</b> , from in 2009. % of women as of 31 Dec 2000 17.4 18.2 21.4	of 922) of mandaton <b>Trends in th</b> <b>in the UN system</b> , th <b>33.4%</b> (5,977 out of 1) % of women as of 31 Dec 2009 27.8 26.0 29.2	ry retirements. <b>E representation</b> the proportion of wome 17,864) in 2000 to <b>39.</b> Total change 2000-2009 (percentage points) 10.4 7.8 7.8 7.8	n of women in the F en appointed increased by 9% (11,514 out of Average annual change 2000-2009 (percentage points) 1.2 0.9 0.9	During percent Level UG D-2 D-1 P-5	agency transfers, 28 out of 5) of resignat onal and higher co the period 2000- 2009 in tage points, from 24.3% % of women as of 31 Dec 2000 0.0 0.0 0.0	<b>5.6%</b> (2 out of 7) of a ions. <b>ategories – 2000</b> <b>TTC</b> , the proportion of (27 out of 111) in 200 % of women as of 31 Dec 2009 100.0 0.0 66.7	ppointment expiration to 2009 f women appointed in 0 to 36.6% (52 out of Total change 2000-2009 (percentage points) 100.0 0.0 66.7	ions, and <b>20.0%</b> (1 icreased by <b>12.3</b> f 142) in 2009. Average annual change 2000-2009 (percentage points) 11.1 0.0 7.4
6.5 perce 28,849) i Level UG D-2 D-1 P-5	<b>29.6%</b> (273 out of the period <b>2000-2009</b> <b>entage points</b> , from in 2009. % of women as of 31 Dec 2000 17.4 18.2 21.4 23.5 31.0	27.8 26.0 29.2 33.4% (5,977 out of 2 % of women as of 31 Dec 2009	ry retirements. <b>E representation</b> the proportion of wome 17,864) in 2000 to <b>39.</b> Total change 2000-2009 (percentage points) 10.4 7.8 7.8 8.8 6.8	n of women in the F en appointed increased by 9% (11,514 out of Average annual change 2000-2009 (percentage points) 1.2 0.9 0.9 1.0 0.8	During percent Level UG D-2 D-1 P-5 P-4	agency transfers, 28 out of 5) of resignat onal and higher co the period 2000- 2009 in tage points, from 24.3% % of women as of 31 Dec 2000 0.0 0.0 0.0 9.7 21.4	<b>5.6%</b> (2 out of 7) of a ions. <b>ategories – 2000</b> <b>TTC</b> , the proportion of a of the proportion of th	ppointment expiration to 2009 f women appointed in 0 to 36.6% (52 out of Total change 2000-2009 (percentage points) 100.0 0.0 66.7 9.7 9.1	ions, and <b>20.0%</b> (1 icreased by <b>12.3</b> f 142) in 2009. Average annual change 2000-2009 (percentage points) 11.1 0.0 7.4 1.1 1.0