

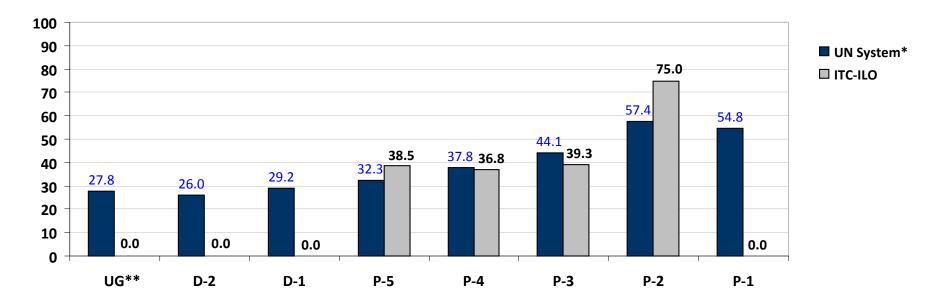
The Status of Women in the United Nations System and ITC-ILO

(from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM ITC-ILO

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-ILO 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:	As of 31 December 2009, women in ITC-ILO constituted:
• 39.9% (11,514 out of 28,849) of all staff in the professional and higher	• 42.7% (32 out of 75) of all staff in the professional and higher categories with
categories with appointments of one year or more;	appointments of one year or more;
• 28.4% (762 out of 2,685) of all staff at the D-1 level and above ;	• 0.0% (0 out of 3) 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 ;	• 44.4% (32 out of 72) 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.	Gender balance has only been achieved at the P-2 (75.0%).
Largest increase: UG (3.5% from 24.3% in Dec 2007 to 27.8% in Dec 2009)	Largest increase: P-2 (30.6% from 44.4% in Dec. 2007 to 75.0% in Dec. 2009)
Smallest increase: P-3 (0.6% from 43.5% in Dec 2007 to 44.1% in Dec 2009)	Largest decrease: P-4 (-2.3% from 39.1% in Dec 2007 to 36.8% in Dec 2009)

	Promotion	is, appointment	ts, and separatio	ns in the Profession	al and l	higher categories	- 1 January 2008	to 31 December	r 2009
• • • •	ADTIONS * Promotions of we promotions to the and 46.2% (1,21 Gender parity in (50.6%) levels. Lowest proportic INTMENTS * Appointments of appointments fro 493) at the D-1 le P-5 levels. Gender parity in level (60.3%). Lowest proportic RATIONS * 6,516 staff in the year or more sep Separations of wo separations in the o 24.5% (omen accounted for e P-2 to D-1 levels, 7 out of 2,636) to t n promotions was on: 31.2% (82 out of women represented in the P-1 to the un evel and above, an n appointments was on: 26.3% (31 out of e professional and h arated out of a total omen constituted: 4 e Professional and 1 153 out of 624) at the	r 44.8% (1,299 out 31.2% (82 out of 2 he P-2 to P-5 levels. only met at the P-2 of 263) at the D-1 le ed 45.2% (5,190 out ngraded (UG) level d 46% (5,064 out o as only met at the P- of 118) at the D-2 le higher categories with l of 28,849 staff. 0.2% (2,622 out of	of 2,899) of all 63) to the D-1 level , (51.5%) and P-3 vel t of 11,493) of all ls , 26.4% (130 out of f 11,004) at the P-1 to -1 (64.2%) and P-2 vel th appointments of one 6,516) of all	* PRO] • • • •	MOTIONS * Promotions of wom the P-2 to P-5 level levels. Gender parity in p Lowest proportion: DINTMENTS * Appointments of we from the P-1 to the No appointments of appointed to a D-1 j Gender parity in a (57.1%), and P-5 (O Lowest proportion: ARATIONS * 26 staff in the profe or more separated of Separations of wom Professional and hig o 0.0% (0 out	en accounted for 20. s. No promotions of promotions was only 0.0% (0 out of 4) at omen represented 61. UG levels and 63.3% women occurred at the position.) ppointments was me 56.7%) levels. 54.5% (6 out of 11) essional and higher categories. to f 1) at the D-1 level at	 0% (2 out of 10) of women occurred at met at the P-4 level the P-3 level 3% (19 out of 31) of (19 out of 30) at the D-level and aboother at the P-2 (77.8%) at the P-3 level at the P-3 level at the P-3 level at the P-3 level at the D-1 level and aboother at the P-3 level 	all promotions to the D-1 or D-2 (66.7%). of all appointments the P-1 to P-5 levels. ove. (One man was b), P-3 (54.5%), P-4 ntments of one year all separations in the
•	Major causes of	separation: Wom	en constituted 42.9%	% (1,592 out of 3,714)	•	Major causes of se	out of 25) at the Profes paration: Women co ations 66 7% (4 out	onstituted 71.4% (5	out of 7) of
•	Major causes of of appointments	separation: Wom	en constituted 42.9 % (441 out of 1,066)	% (1,592 out of 3,714)	•	Major causes of se appointments expira		onstituted 71.4% (5 of 6) of mandatory 1	out of 7) of
•	Major causes of of appointments	<u>Separation</u> : Wom expirations, 41.4% of 922) of mandato	en constituted 42.9 % (441 out of 1,066) ry retirements.	6 (1,592 out of 3,714) of resignations, and	• Professio	Major causes of se appointments expire 57.1% (4 out of 7)	paration: Women co ations, 66.7% (4 out of inter-agency transf	onstituted 71.4% (5 of 6) of mandatory 1 fers.	out of 7) of
-	Major causes of of appointments 29.6% (273 out of the period 2000-2009 entage points, from	<u>separation</u> : Wom expirations, 41.4% of 922) of mandato Trends in th D in the UN system , t	en constituted 42.9 % (441 out of 1,066) ry retirements.	6 (1,592 out of 3,714) of resignations, and n of women in the F en appointed increased by	During	Major causes of se appointments expire 57.1% (4 out of 7)	paration: Women co ations, 66.7% (4 out of inter-agency transf ategories – 2000 n ITC-ILO, the proport	onstituted 71.4% (5 of 6) of mandatory n fers. to 2009 ion of women appoint	out of 7) of retirements, and ted increased by 9.8
6.5 perce	Major causes of of appointments 29.6% (273 out of the period 2000-2009 entage points, from n 2009.	Separation: Wom expirations, 41.4% of 922) of mandato Trends in the 9 in the UN system, t 33.4%(5,977 out of	en constituted 42.9% (441 out of 1,066) ry retirements. he representatio the proportion of wom 17,864) in 2000 to 39.	% (1,592 out of 3,714) of resignations, and n of women in the F en appointed increased by 9% (11,514 out of	During	Major causes of se appointments expire 57.1% (4 out of 7) onal and higher ca the period 2000- 2009 in age points, from 32.9%	paration: Women co ations, 66.7% (4 out of inter-agency transf ategories – 2000 a ITC-ILO, the proport b (26 out of 79) in 2000	onstituted 71.4% (5 of 6) of mandatory r fers. to 2009 ion of women appoint to 42.7% (32 out of 7	out of 7) of retirements, and ted increased by 9.8 75) in 2009.
6.5 perce 28,849) i	Major causes of of appointments 29.6% (273 out of the period 2000-2009 entage points, from n 2009. % of women	Separation: Wom expirations, 41.4% of 922) of mandato Trends in th 9 in the UN system, t 33.4%(5,977 out of % of women	en constituted 42.99 (441 out of 1,066) ry retirements. the representation (the proportion of wom 17,864) in 2000 to 39 . Total change 2000-2009	% (1,592 out of 3,714) of resignations, and n of women in the F en appointed increased by 9% (11,514 out of Average annual change 2000-2009	During percent	Major causes of se appointments expire 57.1% (4 out of 7) onal and higher ca the period 2000- 2009 in tage points, from 32.9% % of women	paration: Women co ations, 66.7% (4 out of inter-agency transf ategories – 2000 h ITC-ILO, the proport of (26 out of 79) in 2000 % of women	onstituted 71.4% (5 of 6) of mandatory n fers. to 2009 ion of women appoint to 42.7% (32 out of 7 Total change 2000-2009	out of 7) of retirements, and ted increased by 9.8 75) in 2009. Average annual change 2000-2009
6.5 perce 28,849) i Level	Major causes of of appointments 29.6% (273 out of the period 2000-2009 entage points, from n 2009. % of women as of 31 Dec 2000	<u>Separation</u> : Wom expirations, 41.4% of 922) of mandato <u>Trends in th</u> in the UN system, t 33.4%(5,977 out of % of women as of 31 Dec 2009	en constituted 42.99 (441 out of 1,066) ry retirements. he representatio (he proportion of wom 17,864) in 2000 to 39 . Total change 2000-2009 (percentage points)	% (1,592 out of 3,714) of resignations, and n of women in the F en appointed increased by 9% (11,514 out of Average annual change 2000-2009 (percentage points)	During percent	Major causes of see appointments expire 57.1% (4 out of 7) onal and higher ca the period 2000- 2009 in age points, from 32.9% % of women as of 31 Dec 2000	paration: Women co ations, 66.7% (4 out of inter-agency transf ategories – 2000 n ITC-ILO, the proport (26 out of 79) in 2000 % of women as of 31 Dec 2009	onstituted 71.4% (5 of 6) of mandatory n fers. to 2009 tion of women appoint to 42.7% (32 out of 7 Total change 2000-2009 (percentage points)	out of 7) of retirements, and ted increased by 9.8 75) in 2009. Average annual change 2000-2009 (percentage points)
6.5 perce 28,849) i Level UG	Major causes of of appointments 29.6% (273 out of the period 2000-2009 entage points, from n 2009. % of women as of 31 Dec 2000 17.4	Separation: Wom expirations, 41.4% of 922) of mandato Trends in th D in the UN system, t 33.4%(5,977 out of % of women as of 31 Dec 2009 27.8	en constituted 42.99 (441 out of 1,066) ry retirements. he representatio the proportion of wom 17,864) in 2000 to 39 . Total change 2000-2009 (percentage points) 10.4	% (1,592 out of 3,714) of resignations, and 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	Major causes of se appointments expira 57.1% (4 out of 7) onal and higher ca the period 2000- 2009 in age points, from 32.9% % of women as of 31 Dec 2000 0.0	paration: Women co ations, 66.7% (4 out of inter-agency transf ategories – 2000 n ITC-ILO, the proport (26 out of 79) in 2000 % of women as of 31 Dec 2009 0.0	onstituted 71.4% (5 of 6) of mandatory a fers. to 2009 to 42.7% (32 out of 7 Total change 2000-2009 (percentage points) 0.0	out of 7) of retirements, and ted increased by 9.8 75) in 2009. Average annual change 2000-2009 (percentage points) 0.0
5.5 perce 28,849) i Level UG D-2	Major causes of of appointments 29.6% (273 out of the period 2000-2009 entage points, from n 2009. % of women as of 31 Dec 2000 17.4 18.2	Separation : Wom expirations, 41.4% of 922) of mandato Trends in th D in the UN system , t 33.4% (5,977 out of % of women as of 31 Dec 2009 27.8 26.0	en constituted 42.99 (441 out of 1,066) ry retirements. he representatio the proportion of wom 17,864) in 2000 to 39 . Total change 2000-2009 (percentage points) 10.4 7.8	% (1,592 out of 3,714) of resignations, and 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	Major causes of se appointments expira 57.1% (4 out of 7) onal and higher ca the period 2000- 2009 in cage points, from 32.9% % of women as of 31 Dec 2000 0.0 0.0	paration: Women co ations, 66.7% (4 out of inter-agency transf ategories – 2000 n ITC-ILO, the proport (26 out of 79) in 2000 % of women as of 31 Dec 2009 0.0 0.0	onstituted 71.4% (5 of 6) of mandatory p fers. to 2009 ion of women appoint to 42.7% (32 out of 7 Total change 2000-2009 (percentage points) 0.0 0.0	out of 7) of retirements, and ted increased by 9.8 75) in 2009. Average annual change 2000-2009 (percentage points) 0.0 0.0
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6.5 perce 28,849) i Level UG D-2 D-1 P-5 P-4	Major causes of of appointments 29.6% (273 out of the period 2000-2009 entage points, from n 2009. % of women as of 31 Dec 2000 17.4 18.2 21.4 23.5 31.0	2 separation: Wom expirations, 41.4% of 922) of mandato Trends in th D in the UN system , t 33.4% (5,977 out of % of women as of 31 Dec 2009 27.8 26.0 29.2 32.3 37.8	en constituted 42.99 (441 out of 1,066) ry retirements. he representatio the proportion of wom 17,864) in 2000 to 39 . Total change 2000-2009 (percentage points) 10.4 7.8 7.8 8.8 6.8	% (1,592 out of 3,714) of resignations, and 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	Major causes of se appointments expira 57.1% (4 out of 7) onal and higher ca the period 2000- 2009 in rage points, from 32.9% % of women as of 31 Dec 2000 0.0 0.0 13.6 30.8	paration: Women co ations, 66.7% (4 out of inter-agency transf ategories – 2000 a ITC-ILO, the proport (26 out of 79) in 2000 % of women as of 31 Dec 2009 0.0 0.0 0.0 38.5 36.8	onstituted 71.4% (5 of 6) of mandatory n fers. to 2009 ion of women appoint to 42.7% (32 out of 7 Total change 2000-2009 (percentage points) 0.0 0.0 0.0 24.8 6.1	out of 7) of retirements, and ted increased by 9.8 75) in 2009. Average annual change 2000-2009 (percentage points) 0.0 0.0 0.0 0.0 2.8 0.7