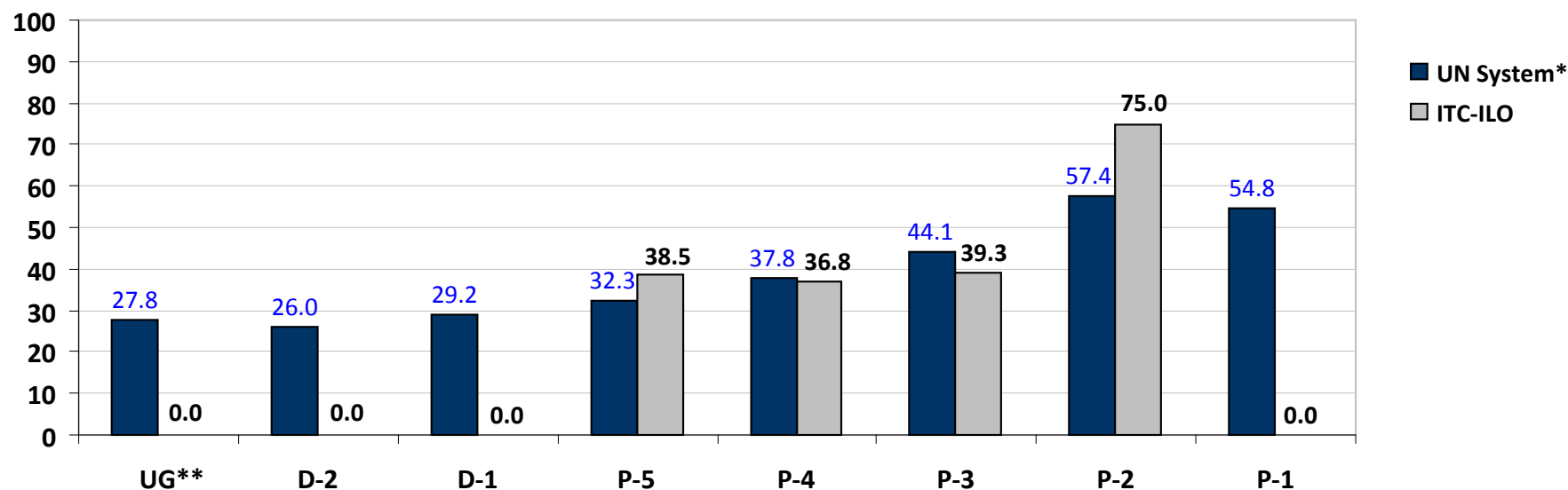


The Status of Women in the United Nations System and ITC-ILO (from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM	ITC-ILO
<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 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:

- **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 ITC-ILO** constituted:

- **42.7%** (32 out of 75) of all staff in the professional and higher categories with appointments of one year or more;
- **0.0%** (0 out of 3) of all staff at the **D-1 level and above**;
- **44.4%** (32 out of 72) of all staff at the **P level**;

Gender balance has only been achieved at the **P-2 (75.0%)**.

Largest increase: **P-2 (30.6%** from 44.4% in Dec. 2007 to 75.0% in Dec. 2009)

Largest decrease: **P-4 (-2.3%** from 39.1% in Dec 2007 to 36.8% in Dec 2009)

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

<p>* PROMOTIONS *</p> <ul style="list-style-type: none"> 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. <u>Lowest proportion</u>: 31.2% (82 out of 263) at the D-1 level 	<p>* PROMOTIONS *</p> <ul style="list-style-type: none"> Promotions of women accounted for 20.0% (2 out of 10) of all promotions to the P-2 to P-5 levels. No promotions of women occurred at the D-1 or D-2 levels. Gender parity in promotions was only met at the P-4 level (66.7%). <u>Lowest proportion</u>: 0.0% (0 out of 4) at the P-3 level
<p>* APPOINTMENTS *</p> <ul style="list-style-type: none"> 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%). <u>Lowest proportion</u>: 26.3% (31 out of 118) at the D-2 level 	<p>* APPOINTMENTS *</p> <ul style="list-style-type: none"> Appointments of women represented 61.3% (19 out of 31) of all appointments from the P-1 to the UG levels and 63.3% (19 out of 30) at the P-1 to P-5 levels. No appointments of women occurred at the D-level and above. (One man was appointed to a D-1 position.) Gender parity in appointments was met at the P-2 (77.8%), P-3 (54.5%), P-4 (57.1%), and P-5 (66.7%) levels. <u>Lowest proportion</u>: 54.5% (6 out of 11) at the P-3 level
<p>* SEPARATIONS *</p> <ul style="list-style-type: none"> 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. <ul style="list-style-type: none"> 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) <u>Major causes of separation</u>: 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. 	<p>* SEPARATIONS *</p> <ul style="list-style-type: none"> 26 staff in the professional and higher categories with appointments of one year or more separated out of a total of 75 staff. Separations of women constituted: 53.8% (14 out of 26) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> 0.0% (0 out of 1) at the D-1 level and above 56.0% (14 out of 25) at the Professional level (P-1 through P-5) <u>Major causes of separation</u>: Women constituted 71.4% (5 out of 7) of appointments expirations, 66.7% (4 out of 6) of mandatory retirements, and 57.1% (4 out of 7) of inter-agency transfers.

Trends in the representation of women in the Professional and higher categories – 2000 to 2009

<p>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.</p>	<p>During the period 2000- 2009 in ITC-ILO, the proportion of women appointed increased by 9.8 percentage points, from 32.9% (26 out of 79) in 2000 to 42.7% (32 out of 75) in 2009.</p>
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Level	% of women		Total change 2000-2009 (percentage points)	Average annual change 2000-2009 (percentage points)	Level	% of women		Total change 2000-2009 (percentage points)	Average annual change 2000-2009 (percentage points)
	as of 31 Dec 2000	as of 31 Dec 2009				as of 31 Dec 2000	as of 31 Dec 2009		
UG	17.4	27.8	10.4	1.2	UG	0.0	0.0	0.0	0.0
D-2	18.2	26.0	7.8	0.9	D-2	0.0	0.0	0.0	0.0
D-1	21.4	29.2	7.8	0.9	D-1	0.0	0.0	0.0	0.0
P-5	23.5	32.3	8.8	1.0	P-5	13.6	38.5	24.8	2.8
P-4	31.0	37.8	6.8	0.8	P-4	30.8	36.8	6.1	0.7
P-3	41.4	44.1	2.7	0.3	P-3	52.4	39.3	-13.1	-1.5
P-2	54.5	57.4	2.9	0.3	P-2	66.7	75.0	8.3	0.9
P-1	62.6	54.8	-7.8	-0.9	P-1	0.0	0.0	0.0	0.0