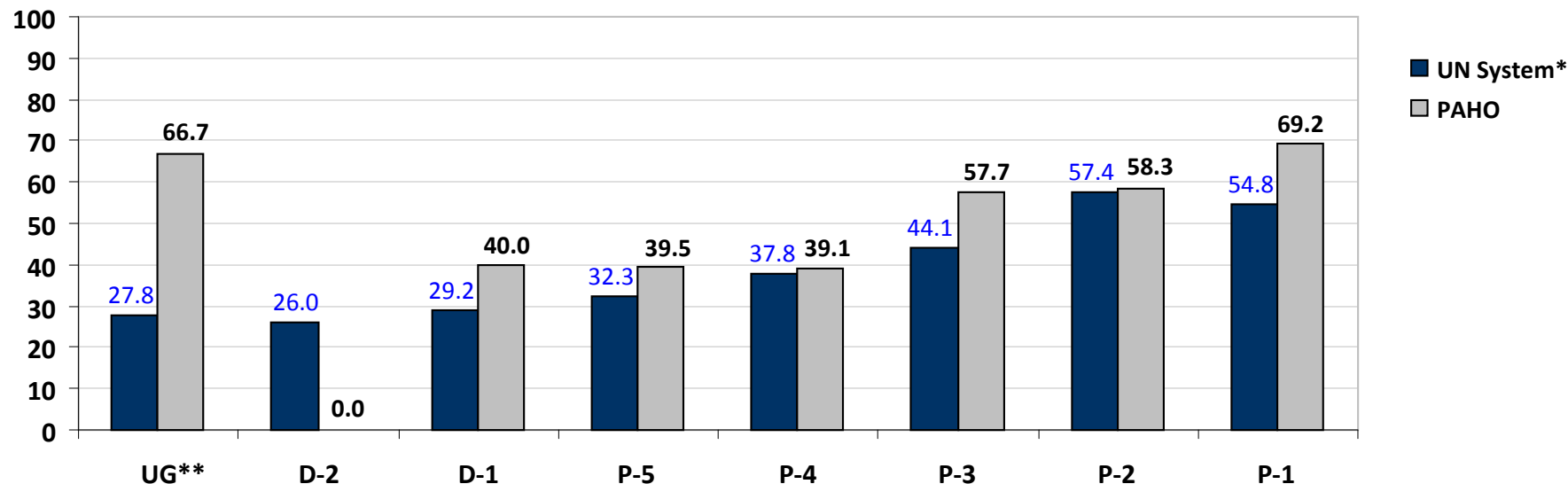


The Status of Women in the United Nations System and PAHO (from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM	PAHO
<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 PAHO 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 PAHO** constituted:

- **45.0%** (200 out of 444) of all staff in the professional and higher categories with appointments of one year or more;
- **40.9%** (18 out of 44) of all staff at the **D-1 level and above**;
- **45.5%** (182 out of 400) of all staff at the **P level**;

Gender balance has been achieved or exceeded at the **P-1 (69.2%), P-2 (58.3%), P-3 (57.7%) and UG (66.7%) levels**.

Largest increase: P-3 (11.1% from 46.6% in Dec 2007 to 57.7% in Dec 2009)

Largest decrease: UG (-33.3% from 100.0% in Dec 2007 to 66.7% 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 53.85% (28 out of 52) of all promotions to the P-2 to D-1 levels, 20.0% (1 out of 5) to the D-1 level, and 57.4% (27 out of 47) of promotions to the P-2 to P-5 levels. Gender parity in promotions was met at the P-2 (83.3%), P-3 (76.9%), and P-4 (66.7%) levels. <u>Lowest proportion:</u> 20.0% (1 out of 5) at the D-1 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 55.4% (31 out of 56) of all appointments from the P-1 to the UG levels, 20.0% (1 out of 5) at the D-1 level and above and 58.8% (30 out of 51) at the P-1 to P-5 levels. Gender parity in appointments was met or exceeded at the P-1 (50.0%), P-2 (55.6%), P-3 (57.1%), P-4 (62.5%), and P-5 (57.1%) levels. <u>Lowest proportion:</u> 25.0% (1 out of 4) at the D-1 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"> 71 staff in the professional and higher categories with appointments of one year or more separated out of a total of 444 staff. Separations of women constituted: 39.4% (28 out of 71) of all separations in the Professional and higher categories. <ul style="list-style-type: none"> 50.0% (2 out of 4) at the D-1 level and above 38.8% (26 out of 67) at the Professional level (P-1 through P-5) <u>Major causes of separation:</u> Women constituted 55.6% (5 out of 9) of appointments expirations, 42.9% (9 out of 21) of resignations, and 32.0% (8 out of 25) of mandatory retirements.

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 PAHO**, the proportion of women appointed increased by **3.8 percentage points**, from **41.3%** (128 out of 310) in 2000 to **45.0%** (200 out of 444) 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)	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	UG	33.3	66.7	33.3	3.7
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	27.6	40.0	12.4	1.4
P-5	23.5	32.3	8.8	1.0	P-5	33.9	39.5	5.6	0.6
P-4	31.0	37.8	6.8	0.8	P-4	41.8	39.1	-2.7	-0.3
P-3	41.4	44.1	2.7	0.3	P-3	55.3	57.7	2.4	0.3
P-2	54.5	57.4	2.9	0.3	P-2	44.8	58.3	13.5	1.5
P-1	62.6	54.8	-7.8	-0.9	P-1	75.0	69.2	-5.8	-0.6