

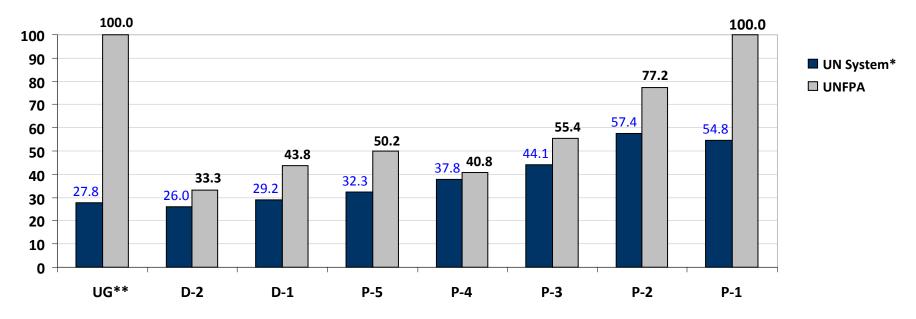
The Status of Women in the United Nations System and UNFPA

(from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM UNFPA

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 UNFPA 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 UNFPA constituted:					
• 39.9% (11,514 out of 28,849) of all staff in the professional and higher	• 51.2% (293 out of 572) of all staff in the professional and higher categories					
categories with appointments of one year or more;	with appointments of one year or more;					
• 28.4% (762 out of 2,685) of all staff at the D-1 level and above ;	• 43.9% (36 out of 82) 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 ;	• 52.4% (257 out of 490) 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 been achieved or exceeded at the P-1 (100.0%), P-2 (77.2%), P-3 (55.4%),					
Largest increase: UG (3.5% from 24.3% in Dec 2007 to 27.8% in Dec 2009)	and P-5 (50.2%) levels .					
Smallest increase: P-3 (0.6% from 43.5% in Dec 2007 to 44.1% in Dec 2009)	Largest increase: P-1 (57.1% from 42.9% in Dec 2007 to 100.0% in Dec 2009); and					
	D-1 (8.1% from 35.7% in Dec 2007 to 43.8% in Dec 2009)					
	Largest decrease: P-3 (-10.6% from 66.0% in Dec 2007 to 55.4% in Dec 2009)					
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 is (50.6%) levels. Lowest proportice DINTMENTS * Appointments of appointments fro 493) at the D-1 Is P-5 levels. Gender parity is level (60.3%). Lowest proportice RATIONS * 6,516 staff in the year or more sep Separatons of wo separations in the 0 24.5% (e P-2 to D-1 levels, 7 out of 2,636) to the n promotions was on: 31.2% (82 out of women represented of the P-1 to the unevel and above, and n appointments was on: 26.3% (31 out of e professional and h arated out of a total of the professional and h arated out of a total of the professional and h 153 out of 624) at the	d 46% (5,064 out of as only met at the P- of 118) at the D-2 lev igher categories wit of 28,849 staff. 0.2% (2,622 out of 0 nigher categories. D-1 level and above	63) to the D-1 level , (51.5%) and P-3 vel of 11,493) of all s , 26.4% (130 out of E11,004) at the P-1 to 1 (64.2%) and P-2 vel h appointments of one 6,516) of all	* APPOI	NTMENTS * Appointments of wom from the P-1 to the UC and 53.8% (49 out of Gender parity in app 3 (55.0%), and D-1 (7 <u>Lowest proportion:</u> 35 CATIONS * 60 staff in the profession or more separated out Separations of women Professional and higher	G levels, 75.0% (3 ou 91) at the P-1 to P-5 ointments was met a 5.0%) levels. .7% (10 out of 28) a tonal and higher cate of a total of 572 staf constituted: 45.0% (er categories. of 17) at the D-1 level a	% (52 out of 95) of a at of 14) at the D-1 k levels . at the P-1 (100.0%) , t the P-4 level gories with appointn f. (27 out of 60) of all a nd above	evel and above , P-2 (77.3%), P-
•	Major causes of of appointments	separation: Wom	(441 out of 1,066) of	6 (1,592 out of 3,714)		 46.5% (20 out Major causes of sepa appointments expiration 		tituted 45.8% (22 o	ut of 48) of
•	Major causes of of appointments	Eseparation : Wome expirations, 41.4% of 922) of mandator	en constituted 42.9% (441 out of 1,066) or ry retirements.	6 (1,592 out of 3,714)		Major causes of sepa appointments expiration	ration: Women consons and 41.7% (5 out	tituted 45.8% (22 of t of 12) of mandatory	ut of 48) of
-	Major causes of of appointments 29.6% (273 out he period 2000-2009 entage points, from	Separation: Wome expirations, 41.4% of 922) of mandato Trends in the D in the UN system, t	en constituted 42.9% (441 out of 1,066) or ry retirements.	6 (1,592 out of 3,714) of resignations, and n of women in the P en appointed increased by	Profession During the	Major causes of sepa appointments expiration	ration: Women cons ons and 41.7% (5 our egories – 2000 to NFPA, the proportion	tituted 45.8% (22 or t of 12) of mandator 2009 of women appointed in	ut of 48) of y retirements.
6.5 perc	Major causes of of appointments 29.6% (273 out he period 2000-2009 entage points, from	Separation: Wome expirations, 41.4% of 922) of mandato Trends in the D in the UN system, t	en constituted 42.9% (441 out of 1,066) or ry retirements. The representation the proportion of wome	6 (1,592 out of 3,714) of resignations, and n of women in the P en appointed increased by	Profession During the	Major causes of sepa appointments expiration and and higher cate period 2000- 2009 in U	ration: Women cons ons and 41.7% (5 our egories – 2000 to NFPA, the proportion	tituted 45.8% (22 or t of 12) of mandator 2009 of women appointed in	ut of 48) of y retirements.
6.5 perc 28,849)	Major causes of of appointments 29.6% (273 out he period 2000-2009 entage points, from in 2009. % of women	Separation: Wome expirations, 41.4% of 922) of mandator Trends in the D in the UN system, t 33.4%(5,977 out of % of women	en constituted 42.9% (441 out of 1,066) or ry retirements. The proportion of wome (17,864) in 2000 to 39.9 Total change 2000-2009	6 (1,592 out of 3,714) of resignations, and n of women in the P en appointed increased by 9% (11,514 out of Average annual change 2000-2009	Profession During the percentag	Major causes of sepa appointments expiration and and higher cate period 2000- 2009 in U se points, from 50.4% (1 % of women	ration: Women cons ons and 41.7% (5 our egories – 2000 to NFPA, the proportion 41 out of 280) in 2000 % of women	tituted 45.8% (22 or t of 12) of mandator 2009 of women appointed in to 51.2% (293 out of Total change 2000-2009	ut of 48) of y retirements. ncreased by 0.9 572) in 2009. Average annual char 2000-2009
6.5 perc 28,849) Level	Major causes of of appointments 29.6% (273 out he period 2000-2009 entage points, from in 2009. % of women as of 31 Dec 2000	Eseparation: Wome expirations, 41.4% of 922) of mandator Trends in the D in the UN system, t 33.4%(5,977 out of % of women as of 31 Dec 2009	en constituted 42.9% (441 out of 1,066) or ry retirements. De representation he proportion of wome 17,864) in 2000 to 39. Total change 2000-2009 (percentage points)	6 (1,592 out of 3,714) of resignations, and n of women in the P en appointed increased by 9% (11,514 out of Average annual change 2000-2009 (percentage points)	Profession During the percentag Level	Major causes of sepa appointments expiration and higher cate period 2000- 2009 in U se points, from 50.4% (1 % of women as of 31 Dec 2000	ration: Women cons ons and 41.7% (5 our egories – 2000 to NFPA, the proportion 41 out of 280) in 2000 % of women as of 31 Dec 2009	tituted 45.8% (22 or t of 12) of mandator 2009 of women appointed in to 51.2% (293 out of Total change 2000-2009 (percentage points)	ut of 48) of y retirements. ncreased by 0.9 572) in 2009. Average annual cha 2000-2009 (percentage points
6.5 perc 28,849) Level UG	Major causes of of appointments 29.6% (273 out he period 2000-2009 entage points, from in 2009. % of women as of 31 Dec 2000 17.4	Separation: Wome expirations, 41.4% of 922) of mandator Trends in the D in the UN system, t 33.4%(5,977 out of % of women as of 31 Dec 2009 27.8	en constituted 42.9% (441 out of 1,066) or ry retirements. De representation he proportion of wome 17,864) in 2000 to 39. Total change 2000-2009 (percentage points) 10.4	6 (1,592 out of 3,714) of resignations, and n of women in the P en appointed increased by 9% (11,514 out of Average annual change 2000-2009 (percentage points) 1.2	During the percentag	Major causes of sepa appointments expiration and higher cate e period 2000- 2009 in U ge points, from 50.4% (1 % of women as of 31 Dec 2000 66.7	ration: Women cons ons and 41.7% (5 out egories – 2000 to NFPA, the proportion 41 out of 280) in 2000 % of women as of 31 Dec 2009 100.0	tituted 45.8% (22 or t of 12) of mandator 2009 of women appointed in to 51.2% (293 out of Total change 2000-2009 (percentage points) 33.3	ut of 48) of y retirements. ncreased by 0.9 572) in 2009. Average annual cha 2000-2009 (percentage point: 3.7
6.5 perc 28,849) : Level UG D-2	Major causes of of appointments 29.6% (273 out he period 2000-2009 entage points, from in 2009. % of women as of 31 Dec 2000 17.4 18.2	Separation: Wome expirations, 41.4% of 922) of mandator 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 42.9% (441 out of 1,066) or ry retirements. De representation he proportion of wome 17,864) in 2000 to 39 . Total change 2000-2009 (percentage points) 10.4 7.8	6 (1,592 out of 3,714) of resignations, and n of women in the P en appointed increased by 9% (11,514 out of Average annual change 2000-2009 (percentage points) 1.2 0.9	During the percentag Level UG D-2	Major causes of sepa appointments expiration and and higher cate period 2000- 2009 in U period 2000- 2009 in U period 2000- 2009 in U sepoints, from 50.4% (1 % of women as of 31 Dec 2000 66.7 40.0	ration: Women cons ons and 41.7% (5 out egories – 2000 to NFPA, the proportion 41 out of 280) in 2000 % of women as of 31 Dec 2009 100.0 33.3	tituted 45.8% (22 or t of 12) of mandator 2009 of women appointed in to 51.2% (293 out of 12) Total change 2000-2009 (percentage points) 33.3 -6.7	ut of 48) of y retirements. ncreased by 0.9 572) in 2009. Average annual cha 2000-2009 (percentage point 3.7 -0.7
6.5 perc 28,849) Level UG D-2 D-1	Major causes of of appointments 29.6% (273 out he period 2000-2009 entage points, from in 2009. % of women as of 31 Dec 2000 17.4 18.2 21.4	Separation: Wome expirations, 41.4% of 922) of mandato Trends in th 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 29.2	en constituted 42.9% (441 out of 1,066) or ry retirements. De representation he proportion of wome 17,864) in 2000 to 39. Total change 2000-2009 (percentage points) 10.4 7.8 7.8 7.8	6 (1,592 out of 3,714) of resignations, and n of women in the P en appointed increased by 9% (11,514 out of Average annual change 2000-2009 (percentage points) 1.2 0.9 0.9	During the percentag Level UG D-2 D-1	Major causes of sepa appointments expiration and higher cate period 2000- 2009 in U ge points, from 50.4% (1 % of women as of 31 Dec 2000 66.7 40.0 29.4	ration: Women cons ons and 41.7% (5 out egories – 2000 to NFPA, the proportion 41 out of 280) in 2000 % of women as of 31 Dec 2009 100.0 33.3 43.8	tituted 45.8% (22 or t of 12) of mandator 2009 of women appointed in to 51.2% (293 out of Total change 2000-2009 (percentage points) 33.3 -6.7 14.3	ut of 48) of y retirements. ncreased by 0.9 572) in 2009. Average annual cha 2000-2009 (percentage point 3.7 -0.7 1.6
6.5 perc 28,849): Level UG D-2 D-1 P-5	<u>Major causes of</u> of appointments 29.6% (273 out a he period 2000-2009 entage points , from in 2009. % of women as of 31 Dec 2000 17.4 18.2 21.4 23.5	Separation: Wome expirations, 41.4% of 922) of mandato Trends in th Trends in th 0 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	en constituted 42.9% (441 out of 1,066) or ry retirements. De representation he proportion of wome 17,864) in 2000 to 39. Total change 2000-2009 (percentage points) 10.4 7.8 7.8 8.8	6 (1,592 out of 3,714) of resignations, and n of women in the P 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 the percentag Level UG D-2 D-1 P-5	Major causes of sepa appointments expiration and and higher cate e period 2000- 2009 in U ge points, from 50.4% (1 % of women as of 31 Dec 2000 66.7 40.0 29.4 38.3	ration: Women cons ons and 41.7% (5 our egories – 2000 to NFPA, the proportion 41 out of 280) in 2000 % of women as of 31 Dec 2009 100.0 33.3 43.8 50.2	tituted 45.8% (22 or t of 12) of mandator 2009 of women appointed in to 51.2% (293 out of Total change 2000-2009 (percentage points) 33.3 -6.7 14.3 11.9	ut of 48) of y retirements. ncreased by 0.9 572) in 2009. Average annual cha 2000-2009 (percentage point: 3.7 -0.7 1.6 1.3
6.5 perc 28,849) : Level UG D-2 D-1 P-5 P-4	Major causes of of appointments 29.6% (273 out) he period 2000-2009 entage points, from in 2009. % of women as of 31 Dec 2000 17.4 18.2 21.4 23.5 31.0	Separation: Wome expirations, 41.4% of 922) of mandator Trends in th Of mandator Trends in th Of mandator O 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 37.8	en constituted 42.9% (441 out of 1,066) or ry retirements. De representation he proportion of wome 17,864) in 2000 to 39.9 Total change 2000-2009 (percentage points) 10.4 7.8 7.8 8.8 6.8	6 (1,592 out of 3,714) of resignations, and n of women in the P 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 the percentag Level UG D-2 D-1 P-5 P-4	Major causes of sepa appointments expiration and higher cate e period 2000- 2009 in U e points, from 50.4% (1 % of women as of 31 Dec 2000 66.7 40.0 29.4 38.3 62.5	ration: Women cons ons and 41.7% (5 out egories – 2000 to NFPA, the proportion 41 out of 280) in 2000 % of women as of 31 Dec 2009 100.0 33.3 43.8 50.2 40.8	tituted 45.8% (22 or t of 12) of mandator 2009 of women appointed in to 51.2% (293 out of 12) Total change 2000-2009 (percentage points) 33.3 -6.7 14.3 11.9 -21.7	ut of 48) of y retirements. ncreased by 0.9 572) in 2009. Average annual cha 2000-2009 (percentage points 3.7 -0.7 1.6 1.3 -2.4