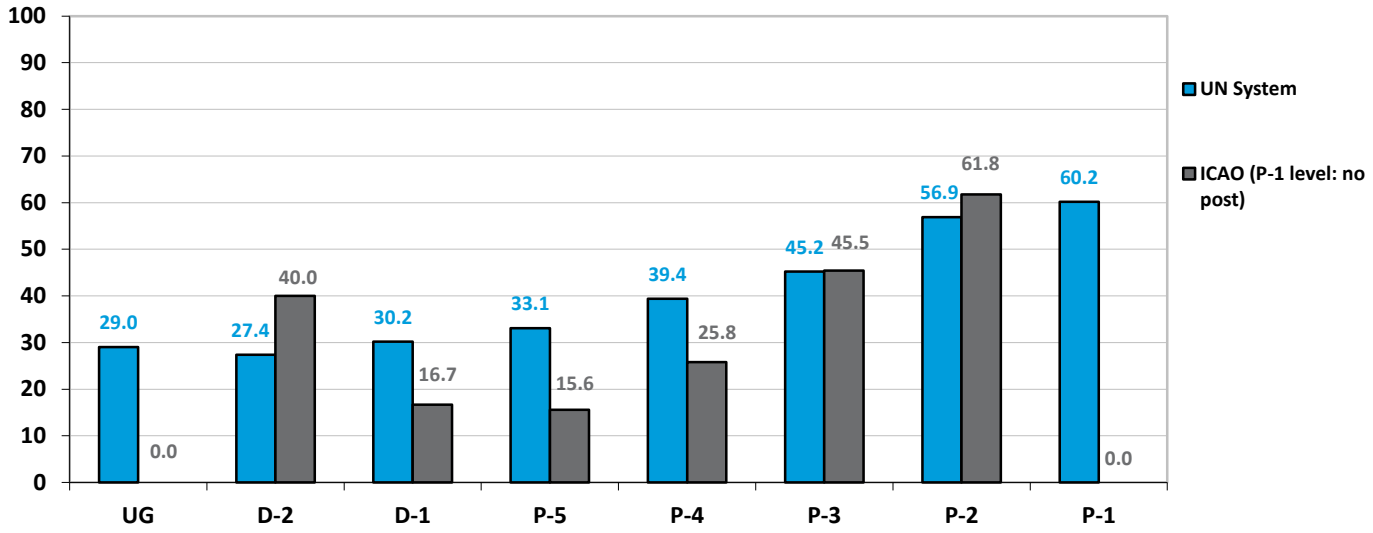
# The Status of Women in the United Nations System

**Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations System (Dec . 2011) and ICAO (Dec. 2011)**




## Trends in the Representation of Women in the Professional and Higher Categories – 2001 to 2011

### The United Nations System

During the period 2001-2011 in the **UN System**, the proportion of women **increased** by **6.8** percentage points, from **33.9%** (6,533 out of 19,296) in 2001 to **40.7%** (12,086 out of 29,665) in 2011.

| Level | % of women as of 31 December 2001 | % of women as of 31 December 2011 | Total change 2001-2011 (percentage points) | Avg. annual change 2001-2011 (percentage points) |
|---|---|---|---|---|
| **UG** | 15.6 | 29.0 | 13.4 | 1.3 |
| **D-2** | 20.8 | 27.4 | 6.6 | 0.7 |
| **D-1** | 21.3 | 30.2 | 8.8 | 0.9 |
| **P-5** | 24.1 | 33.1 | 8.9 | 0.9 |
| **P-4** | 31.3 | 39.4 | 8.1 | 0.8 |
| **P-3** | 40.3 | 45.2 | 5.0 | 0.5 |
| **P-2** | 53.3 | 56.9 | 3.6 | 0.4 |
| **P-1** | 63.6 | 60.2 | -3.4 | -0.3 |

### International Civil Aviation Organization (ICAO)

During the period 2001-2011 in **ICAO**, the proportion of women **increased** by **10.8** percentage points, from **19.9%** (76 out of 382) in 2001 to **30.7%** (94 out of 306) in 2011.

| Level | % of women as of 31 December 2001 | % of women as of 31 December 2011 | Total change 2001-2011 (percentage points) | Avg. annual change 2001-2011 (percentage points) |
|---|---|---|---|---|
| **UG** | 0.0 | 0.0 | 0.0 | 0.0 |
| **D-2** | 0.0 | 40.0 | 40.0 | 4.0 |
| **D-1** | 0.0 | 16.7 | 16.7 | 1.7 |
| **P-5** | 5.6 | 15.6 | 9.9 | 1.0 |
| **P-4** | 18.7 | 25.8 | 7.1 | 0.7 |
| **P-3** | 35.9 | 45.5 | 9.5 | 1.0 |
| **P-2** | 51.6 | 61.8 | 10.2 | 1.0 |
| **P-1** | 11.1 | 0.0 | -11.1 | -1.1 |

Source: CEB (2001), UN System Entities (2011). Prepared by the Focal Point for Women, Coordination Division, UN Women, December 2012.
Website: http://www.unwomen.org/en/how-we-work/un-system-coordination/women-in-the-united-nations/

| As of 31 December 2011, women in the **UN System** constituted: | As of 31 December 2011, women in **ICAO** constituted: |
|---|---|
| • **40.7%** (12,086 out of 29,665) of all staff in the professional and higher categories with appointments of one year or more<br>• **29.5%** (787 out of 2,672) of all staff D-1 to UG<br>• **41.9%** (11,299 out of 26,993) of all staff P-1 to P-5<br>• Gender parity achieved: **P-1**: 60.2% (71 out of 118); **P-2**: 56.9% (1,746 out of 3,070)<br>• Largest increase: **UG**: 13.4% (from 15.6% in Dec. 2001 to 29.0% in Dec. 2011)<br>• Largest decrease: **P-1**: -3.4% (from 63.6% in Dec. 2001 to 60.2% in Dec. 2011) | • **30.7%** (94 out of 306) of all staff in the professional and higher categories with appointments of one year or more<br>• **20.8%** (5 out of 24) of all staff D-1 to UG<br>• **31.6%** (89 out of 282) of all staff P-1 to P-5<br>• Gender parity achieved: **P-2**: 61.8% (21 out of 34)<br>• Largest increase: **D-2**: 40.0% (from 0.0% in Dec. 2001 to 40.0% in Dec. 2011)<br>• Largest decrease: **P-1**: -11.1% (from 11.1% in Dec. 2001 to 0.0% in Dec. 2011) |

## Representation of Women in Appointments, Promotions and Separations (P-1 to UG): 1 January 2010 to 31 December 2011

| THE UNITED NATIONS SYSTEM | INTERNATIONAL CIVIL AVIATION ORGANIZATION (ICAO) |
|---|---|
| **APPOINTMENTS** | |
| • All Appointments (P-1 to UG): **42.1%** (2,899 out of 6,885)<br>• D-1 to UG Appointments: **29.1%** (123 out of 422)<br>• P-1 to P-5 Appointments: **43.0%** (2,776 out of 6,463)<br>• Gender parity in Appointments achieved: **P-1**: 64.1% (59 out of 92); **P-2**: 58.0% (728 out of 1,255)<br>• Highest proportion of female Appointments: **P-1**: 64.1% (59 out of 92)<br>• Lowest proportion of female Appointments: **D-2**: 28.5% (35 out of 123) | • All Appointments (P-1 to UG): **18.2%** (10 out of 55)<br>• D-1 to UG Appointments: **0.0%** (0 out of 7)<br>• P-1 to P-5 Appointments: **20.8%** (10 out of 48)<br>• Gender parity in Appointments achieved: **P-2**: 75.0% (3 out of 4)<br>• Highest proportion of female Appointments: **P-2**: 75.0% (3 out of 4)<br>• Lowest proportion of female Appointments: **D-1**: 0.0% (0 out of 5); **D-2**: 0.0% (0 out of 2) |
| **PROMOTIONS** | |
| • All Promotions (P-2 to D-2): **42.6%** (1,495 out of 3,507)<br>• D-1 and D-2 Promotions: **29.1%** (141 out of 485)<br>• P-2 to P-5 Promotions: **44.9%** (1,354 out of 3,013)<br>• Gender parity in Promotions achieved: **P-1**: 66.7% (6 out of 9); **P-2**: 58.6% (116 out of 198); **P-3**: 54.0% (379 out of 702)<br>• Highest proportion of female Promotions: **P-1**: 66.7% (6 out of 9)<br>• Lowest proportion of female Promotions: **D-2**: 25.5% (28 out of 110) | • All Promotions (P-2 to D-2): **41.9%** (13 out of 31)<br>• D-1 and D-2 Promotions: **33.3%** (1 out of 3)<br>• P-2 to P-5 Promotions: **42.9%** (12 out of 28)<br>• Gender parity in Promotions achieved: **P-2**: 50.0% (3 out of 6); **P-3**: 66.7% (4 out of 6); **P-4**: 57.1% (4 out of 7)<br>• Highest proportion of female Promotions: **P-3**: 66.7% (4 out of 6)<br>• Lowest proportion of female Promotions: **P-5**: 11.1% (1 out of 9) |
| **SEPARATIONS** | |
| • Women constituted **39.8%** (2,583 out of 6,488) of all Separations (P-1 to UG), which is **lower** than their representation in the UN System (40.7%)<br>• The proportion of female separations was higher than the proportion of women at these levels: **P-2**: 46.8% separations vs. 45.2% representation; **P-3**: 60.7% vs. 56.9%<br>**Major causes of separations at these levels**:<br>At the **P-2** level 61.2% (131 out of 214) of women separated because of appointment expirations and 30.8% (66 out of 214) because of resignation; At **P-3**, 62.0% (258 out of 416) because of appointment expirations, and 25.7% (107 out of 416) because of resignation. | • Women constitued **21.8%** (12 out of 55) of all Separations (P-1 to UG), which is **lower** than their representation in ICAO (30.7%)<br>• The proportion of female separations was higher than the proportion of women at these levels: **P-2**: 80.0% separations vs. 62.0% representation; **D-2**: 100.0% vs. 13.6%; **ASG**: 16.7% vs. 40.0%<br>**Major causes of separations at these levels**:<br>At the **P-2** level 50.0% (2 out of 4) of women separated because of resignation, and 25.0% (1 out of 4) because of mandatory retirement; At **D-2**, 100.0% (1 out of 1) because of appointment expiration. |

Source: CEB (2001), UN System Entities (2011). Prepared by the Focal Point for Women, Coordination Division, UN Women, December 2012.
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