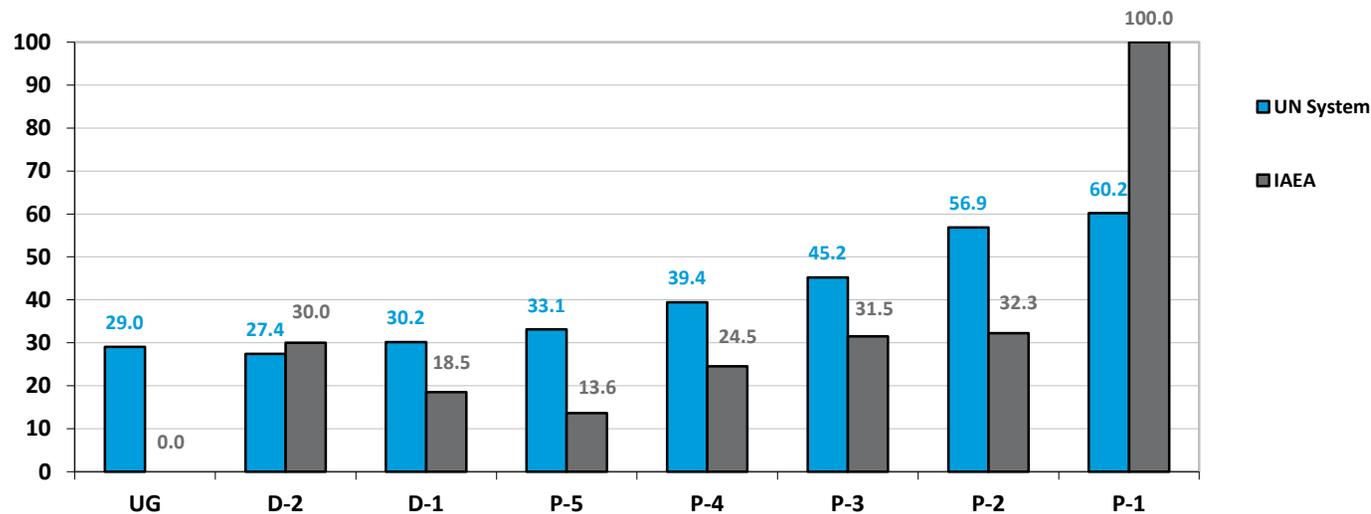


**Percentage of women in the professional and higher categories with appointments of one year or more in the United Nations System (Dec. 2011) and IAEA (Dec. 2011)**



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

THE UNITED NATIONS SYSTEM					INTERNATIONAL ATOMIC ENERGY AGENCY (IAEA)				
During the period 2001-2011 in the <b>UN System</b> , the proportion of women <b>increased</b> by <b>6.8</b> percentage points, from <b>33.9%</b> (6,533 out of 19,296) in 2001 to <b>40.7%</b> (12,086 out of 29,665) in 2011.					During the period 2001-2011 in <b>IAEA</b> , the proportion of women <b>increased</b> by <b>6.2</b> percentage points, from <b>17.6%</b> (155 out of 883) in 2001 to <b>23.8%</b> (261 out of 1098) 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)	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)
<b>UG</b>	15.6	29.0	13.4	1.3	<b>UG</b>	0.0	0.0	0.0	0.0
<b>D-2</b>	20.8	27.4	6.6	0.7	<b>D-2</b>	22.2	30.0	7.8	0.8
<b>D-1</b>	21.3	30.2	8.8	0.9	<b>D-1</b>	7.1	18.5	11.4	1.1
<b>P-5</b>	24.1	33.1	8.9	0.9	<b>P-5</b>	8.7	13.6	5.0	0.5
<b>P-4</b>	31.3	39.4	8.1	0.8	<b>P-4</b>	17.6	24.5	6.9	0.7
<b>P-3</b>	40.3	45.2	5.0	0.5	<b>P-3</b>	21.8	31.5	9.7	1.0
<b>P-2</b>	53.3	56.9	3.6	0.4	<b>P-2</b>	37.0	32.3	-4.7	-0.5
<b>P-1</b>	63.6	60.2	-3.4	-0.3	<b>P-1</b>	50.0	100.0	50.0	5.0

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/>

<p>As of 31 December 2011, women in the <b>UN System</b> constituted:</p> <ul style="list-style-type: none"> <li>• <b>40.7%</b> (12,086 out of 29,665) of all staff in the professional and higher categories with appointments of one year or more</li> <li>• <b>29.5%</b> (787 out of 2,672) of all staff D-1 to UG</li> <li>• <b>41.9%</b> (11,299 out of 26,993) of all staff P-1 to P-5</li> </ul> <p>• Gender parity achieved: <b>P-1:</b> 60.2% (71 out of 118); <b>P-2:</b> 56.9% (1,746 out of 3,070)</p> <p>• Largest increase: <b>UG:</b> 13.4% (from 15.6% in Dec. 2001 to 29.0% in Dec. 2011)</p> <p>• Largest decrease: <b>P-1:</b> -3.4% (from 63.6% in Dec. 2001 to 60.2% in Dec. 2011)</p>	<p>As of 31 December 2011, women in <b>IAEA</b> constituted:</p> <ul style="list-style-type: none"> <li>• <b>23.8%</b> (261 out of 1098) of all staff in the professional and higher categories with appointments of one year or more</li> <li>• <b>17.4%</b> (8 out of 46) of all staff D-1 to UG</li> <li>• <b>24.0%</b> (253 out of 1052) of all staff P-1 to P-5</li> </ul> <p>• Gender parity achieved: <b>P-1:</b> 100.0% (2 out of 2)</p> <p>• Largest increase: <b>P-1:</b> 50.0% (from 50.0% in Dec. 2001 to 100.0% in Dec. 2011)</p> <p>• Largest decrease: <b>P-2:</b> -4.7% (from 37.0% in Dec. 2001 to 32.3% in Dec. 2011)</p>
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### Representation of Women in Appointments, Promotions and Separations (P-1 to UG): 1 January 2010 to 31 December 2011

THE UNITED NATIONS SYSTEM	INTERNATIONAL ATOMIC ENERGY AGENCY (IAEA)
<b>APPOINTMENTS</b>	
<ul style="list-style-type: none"> <li>• All Appointments (P-1 to UG): <b>42.1%</b> (2,899 out of 6,885)</li> <li>• D-1 to UG Appointments: <b>29.1%</b> (123 out of 422)</li> <li>• P-1 to P-5 Appointments: <b>43.0%</b> (2,776 out of 6,463)</li> <li>• Gender parity in Appointments achieved: <b>P-1:</b> 64.1% (59 out of 92); <b>P-2:</b> 58.0% (728 out of 1,255)</li> <li>• Highest proportion of female Appointments: <b>P-1:</b> 64.1% (59 out of 92)</li> <li>• Lowest proportion of female Appointments: <b>D-2:</b> 28.5% (35 out of 123)</li> </ul>	<ul style="list-style-type: none"> <li>• All Appointments (P-1 to UG): <b>26.4%</b> (69 out of 261)</li> <li>• D-1 to UG Appointments: <b>26.7%</b> (4 out of 15)</li> <li>• P-1 to P-5 Appointments: <b>26.4%</b> (65 out of 246)</li> <li>• Gender parity in Appointments achieved: <b>P-1:</b> 50.0% (3 out of 6)</li> <li>• Highest proportion of female Appointments: <b>P-1:</b> 50.0% (3 out of 6)</li> <li>• Lowest proportion of female Appointments: <b>D-2:</b> 0.0% (0 out of 1); <b>UG:</b> 0.0% (0 out of 3)</li> </ul>
<b>PROMOTIONS</b>	
<ul style="list-style-type: none"> <li>• All Promotions (P-2 to D-2): <b>42.6%</b> (1,495 out of 3,507)</li> <li>• D-1 and D-2 Promotions: <b>29.1%</b> (141 out of 485)</li> <li>• P-2 to P-5 Promotions: <b>44.9%</b> (1,354 out of 3,013)</li> <li>• Gender parity in Promotions achieved: <b>P-1:</b> 66.7% (6 out of 9); <b>P-2:</b> 58.6% (116 out of 198); <b>P-3:</b> 54.0% (379 out of 702)</li> <li>• Highest proportion of female Promotions: <b>P-1:</b> 66.7% (6 out of 9)</li> <li>• Lowest proportion of female Promotions: <b>D-2:</b> 25.5% (28 out of 110)</li> </ul>	<ul style="list-style-type: none"> <li>• All Promotions (P-2 to D-2): <b>30.7%</b> (31 out of 101)</li> <li>• D-1 and D-2 Promotions: <b>33.3%</b> (1 out of 3)</li> <li>• P-2 to P-5 Promotions: <b>30.6%</b> (30 out of 98)</li> <li>• Gender parity in Promotions achieved: <b>D-2:</b> 50.0% (1 out of 2)</li> <li>• Highest proportion of female Promotions: <b>D-2:</b> 50.0% (1 out of 2)</li> <li>• Lowest proportion of female Promotions: <b>D-1:</b> 0.0% (0 out of 1)</li> </ul>
<b>SEPARATIONS</b>	
<ul style="list-style-type: none"> <li>• Women constituted <b>39.8%</b> (2,583 out of 6,488) of all Separations (P-1 to UG), which is <b>lower</b> than their representation in the UN System (40.7%)</li> <li>• The proportion of female separations was higher than the proportion of women at these levels: <b>P-2:</b> 46.8% separations vs. 45.2% representation; <b>P-3:</b> 60.7% vs. 56.9%</li> </ul> <p><b>Major causes of separations at these levels:</b></p> <p>At the <b>P-2</b> 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 <b>P-3</b>, 62.0% (258 out of 416) because of appointment expirations, and 25.7% (107 out of 416) because of resignation.</p>	<ul style="list-style-type: none"> <li>• Women constituted <b>22.2%</b> (53 out of 239) of all Separations (P-1 to UG), which is <b>lower</b> than their representation in IAEA (23.8%)</li> <li>• The proportion of female separations was higher than the proportion of women at these levels: <b>P-2:</b> 50.0% separations vs. 32.3% representation; <b>P-5:</b> 15.1% vs. 13.6%; <b>ASG:</b> 16.7% vs. 0.0%</li> </ul> <p><b>Major causes of separations at these levels:</b></p> <p>At the <b>P-2</b> level 66.7% (6 out of 9) of women separated because of appointment expirations, and 22.2% (2 out of 9) because of resignation; At <b>P-5</b>, 36.4% (4 out of 11) because of resignation, and 36.4% (4 out of 11) because of mandatory retirement; At <b>ASG</b>, 100.0% (1 out of 1) because of appointment expiration.</p>