



United Nations Entity for Gender Equality
and the Empowerment of Women

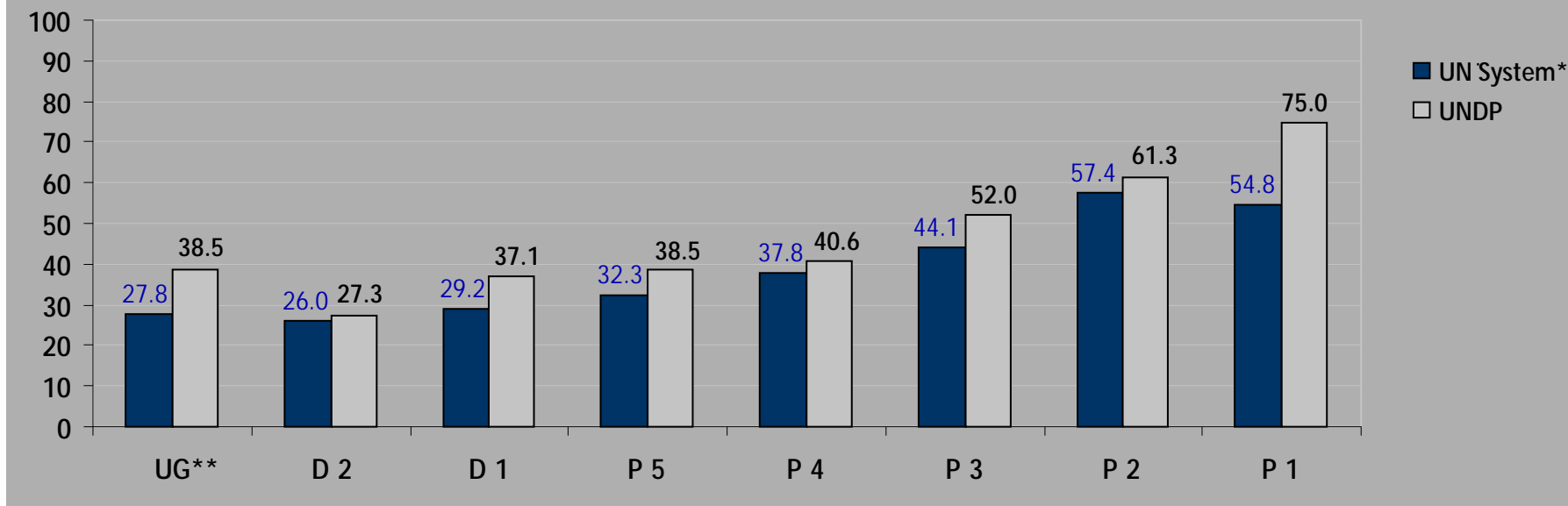
The Status of Women in the United Nations System and UNDP (from 1 January 2008 to 31 December 2009)

THE UNITED NATIONS SYSTEM

UNDP

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 UNDP as of 31 December 2009



*30 of 31 entities submitted data

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 UNDP** constituted:

- **43.8%** (991 out of 2,260) of all staff in the professional and higher categories with appointments of one year or more;
- **35.0%** (125 out of 357) of all staff at the **D-1 level and above**;
- **45.5%** (866 out of 1,903) of all staff at the **P level**;

Gender balance has only been achieved or exceeded at the **P-1 (75.0%), P-2 (61.3%), and P-3 (52.0%) levels**.

Largest increase: **P-3 (15.6%** from 36.4% in Dec 2007 to 52.0% in Dec 2009)

Largest decrease: **UG (-15.3%** from 53.8% in Dec 2007 to 38.5% in Dec 2009)

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

* PROMOTIONS *

- 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**.
- Lowest proportion: **31.2%** (82 out of 263) at the **D-1 level**

* PROMOTIONS *

- Promotions of women accounted for **25.5%** (38 out of 149) of all promotions to the **P-2 to D-2 levels**, **15.4%** (4 out of 26) to the **D-2 level** and **42.3%** (11 out of 26) to the **D-1 level**, and **23.7%** (23 out of 97) of promotions to the **P-2 to P-5 levels**.
- **Gender parity in promotions** was not met at any level.
- Lowest proportion: **0.0%** (0 out of 1) at the **P-2 level**, **15.4%** (8 out of 52) at the **P-4 level**, and **15.4%** (8 out of 52) at the **P-5 level**