



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

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.

During the period 2001-2011 in ITC, the proportion of women increased by 8.7 percentage points, from 27.5% (30 out of 109) in 2001 to 36.2% (51 out of 141) 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
	31.3	39.4	8.1	0.8
P-2	53.3	56.9	3.6	0.4

THE UNITED NATIONS SYSTEM	INTERNATIONAL TRADE CENTRE (ITC)
APPOINTMENTS	
<p>{ o o % }] v š a UG: 42.1% (2,899 out of 6,885) { -1 to UG Appointments: 29.1% (123 out of 422) { -1 to P5 Appointments: 43.0% (2,776 out of 6,463) { ' v CE % CE] š Ç] v % } P-1: 34.1% (59 out of 173) P-2: 58.0% (728 out of 1,255) { ,] P Z • š % CE } % } CE š] } v } (P-1: 64.1% (5 out of 8) v š • W { > } Á proportion of female Appointments D-2: 28.5% (35 out of 123)</p>	<p>{ o o % }] v š a UG: 47.4% (16 out of 34) { -1 to UG Appointments: 0.0% (0 out of 1) { -1 to P5 Appointments: 48.5% (16 out of 33) { ' v CE % CE] š Ç] v % } P-1: 33.3% (5 out of 15) P-2: 66.7% (2 out of 3) { ,] P Z • š % CE } % } CE š] } v } (P-1: 83.3% (5 out of 6) v š • W { owest proportion of female Appointments P-1: 0.0% (0 out of 2) D-2: 0.0% (0 out of 1)</p>
PROMOTIONS	
<p>{ o o W CE }] v š D-2: 42.0% (1,495 out of 3,507) { -1 and D2 Promotions: 29.1% (141 out of 485) { -1 to P5 Promotions: 44.9% (1,354 out of 3,013) { ' v CE % CE] š Ç] v W CE P-1: 66.7% (6 out of 9) P-2: 58.6% (116 out of 198); P-3: 54.0% (379 out of 702) { ,] P Z • š % CE } % } CE š] } v } (P-1: 66.7% (6 out of 9) v š • W { owest proportion of female Promotions D-2: 25.5% (28 out of 110)</p>	<p>{ o o W CE }] v š D-2: 25.0% (5 out of 20) { -1 and D2 Promotions: 0.0% (0 out of 1) { -1 to P5 Promotions: 26.3% (5 out of 19) { ' v CE % CE] š Ç] v W CE P-2: 100.0% (1 out of 1) P-3: 50.0% (3 out of 6) { ,] P Z • š % CE } % } CE š] } v } (P-2: 100.0% (1 out of 1) v š • W { owest proportion of female Promotions P-4: 0.0% (0 out of 8) D-1: 0.0% (0 out of 1)</p>
SEPARATIONS	
<p>{ t } u v } v • š 39.8% (2,583 out of 6,488) of all Separations (to UG) which is lower than their representation in the UN System (40.7%) { d Z % CE } % } CE š] } v } ((u o • % CE š] } v • Á • Z] P Z CE these levels: P-2: 46.8% separations vs. 45.2% representation; P-3: 60.7% vs. 56.9% <u>Major causes of separations at these levels</u> 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; P-3: 62.0% (258 out of 416) because of appointment expirations, and 25.7% (107 out of 416) because of resignation.</p>	<p>{ t } u v } v • š 46.2% (19 out of 43) of all Separations (to UG), which is higher than their representation in ITC (36.2%) { d Z % CE } % } CE š] } v } ((u o • % CE š] } v • Á • Z] P Z CE levels: P-1: 50.0% separations vs. 33.3% representation; P-2: 54.5% vs. 43.2%; P-3: 62.5% vs. 45.5%; P-4: 36.4% vs. 24.4% <u>Major causes of separations at these levels</u> At the P-1 level 100.0% (1 out of 1) of women separated because of resignation; P-2: 66.7% (4 out of 6) because of resignation, and 33.3% (2 out of 6) because of appointment expirations; P-3, 20.0% (1 out of 5) because of appointment expiration, 20.0% (1 out of 5) because of resignation, 20.0% (1 out of 5) because of early retirement, 20.0% (1 out of 5) because of mandatory retirement, and 20.0% (1 out of 5) because of interagency</p>