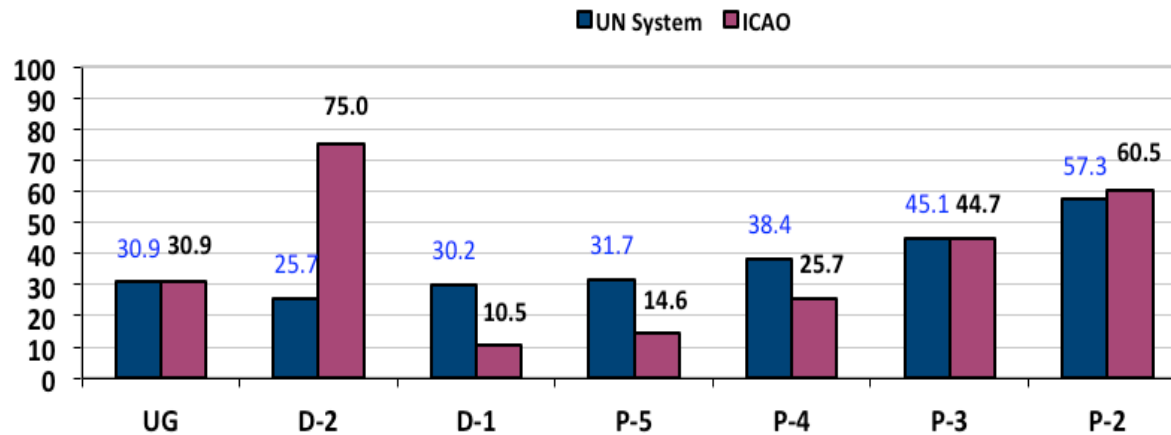


UN Women

The Status of Women in the United Nations System and ICAO (from 1 January 2001 to 31 December 2010)

THE UNITED NATIONS SYSTEM	ICAO
Gender distribution of staff in the Professional and higher categories	

Percentage comparison of women in the professional and higher categories with appointments of one year or more in the United Nations system and ICAO (Dec 2010)



*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 2010, women **in the UN system** constituted:

- **40.3%** (12,005 out of 29,763) of all staff in the professional and higher categories with appointments of one year or more.
- **22.7%** (784 out of 2,674) of all staff at the **D-1 level and above**.
- **29.3%** (11,221 out of 27,089) of all staff at the **P level**;

Gender balance has only been achieved at the **P-2 (57.3%) level**.

Largest increase: UG (**15.2%** from 15.6% in Dec 2001 to 30.9% in Dec 2010)

Smallest increase: P-2 (**4.0%** from 53.3% in Dec 2001 to 57.3% in Dec 2010)

As of 31 December 2010, women **in ICAO** constituted:

- **30.7%** (94 out of 306) of all staff in the professional and higher categories with appointments of one year or more.
- **20.0%** (5 out of 25) of all staff at the **D-1 level and above**.
- **31.7%** (89 out of 281) of all staff at the **P level**.

Gender balance has only been achieved or exceeded at D2(75.0%)level,P2(60.5%)level.

Largest increase: D2(**75.0%** from 0.0% in Dec. 2001 to 75.0% in Dec. 2010)

Smallest increase: UG(**0.0%** from 0.0% in Dec 2001 to 0.0% in Dec 2010)

Trends in the representation of women in the Professional and higher categories – 2001 to 2010

During the period **2001-2010 in the UN system**, the proportion of women appointed increased by **6.8 percentage points**, from **33.5%**(6,407 out of 19,098) in 2001 to **40.3%** (12,005 out of 29,763) in 2010.

During the period **2001- 2010 in ICAO** the proportion of women appointed increased by **10.7 percentage points**, from **20.0%** (75 out of 375) in 2001 to **30.7%** (94 out of 306) in 2010.

Level	% of women as of 31 Dec 2001	% of women as of 31 Dec 2010	Total change 2001-2010 (percentage points)	Average annual change 2001-2010 (percentage points)
UG	15.6	30.9	15.2	1.5
D-2	20.8	25.7	4.8	0.5
D-1	21.3	30.2	8.9	0.9
P-5	24.1	31.7	7.6	0.8
P-4	31.3	38.4	7.1	0.7
P-3	40.3	45.1	4.8	0.5
P-2	53.3	57.3	4.0	0.0
P-1	-	-	-	-

Level	% of women as of 31 Dec 2001	% of women as of 31 Dec 2010	Total change 2001-2010 (percentage points)	Average annual change 2001-2010 (percentage points)
UG	0.0	0.0	0.0	0.0
D-2	0.0	75.0	75.0	7.5
D-1	0.0	10.5	10.5	1.1
P-5	5.6	14.6	9.0	0.9
P-4	18.7	25.7	7.0	0.7
P-3	35.9	44.7	8.8	0.9
P-2	51.6	60.5	8.9	0.9
P-1	-	-	-	-