

TRENDS and PROJECTIONS for Gender Parity: DFS

Representation of women as of 31 December 2007 and 31 December 2015, on contracts of a year or more, at all locations

Representation of women: Trends for 31 December 2007– 31 December 2015																				
	P-1		P-2		P-3		P-4		P-5		D-1		D-2		ASG		USG		Total	
	2007	2015	2007	2015	2007	2015	2007	2015	2007	2015	2007	2015	2007	2015	2007	2015	2007	2015	2007	2015
Representation of women (% of total staff)	0.0	0.0	40.0	69.2	40.0	49.6	38.5	42.9	30.8	42.3	16.7	16.7	0.0	66.7	100.0	0.0	0.0	0.0	37.8	46.4
Change in Representation of women (% points)	0.0		29.2		9.6		4.4		11.5		0.0		66.7		-100.0		0.0		8.5	
Average annual increment (% points)	0.0		3.7		1.2		0.5		1.4		0.0		8.3		-12.5		0.0		1.1	

Projections for reaching gender parity at current average annual increment (31 December 2007 – 31 December 2015)										
	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Year at which gender parity will be reached	N/A	Attained	Attained	2029	2021	Never	Attained	Never	Never	2018
Number of years to reach parity	N/A	Attained	Attained	14	6	Never	Attained	Never	Never	3

Average annual increment required to achieve 50/50 gender balance by 2021* (% points)									
P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
N/A	Attained	Attained	1.2	1.3	5.6	Attained	8.3	8.3	0.6

If a year is not provided, projections for gender parity are as follows:

“Attained” = A representation of women of 50% or higher

“Never” = Grade has a negative average annual Increment or no growth

“N/A” = “Not Applicable”, i.e. no staff, male or female, are present at grade

*2021 marks the end of Secretary-General Antonio Guterres' first term.

Source: CEB HR Report (2005), OHRM (2015). Prepared by the Focal Point for Women, UN System Coordination Division. (Note: Allow for 0.1 discrepancies due to rounding) Website: <http://www.unwomen.org/en/how-we-work/un-system-coordination/women-in-the-united-nations/current-status-of-women>