

TRENDS and PROJECTIONS for Gender Parity: DGACM

Representation of women as of 31 December 2005 and 31 December 2015, on contracts of a year or more, at all locations

Representation of women: Trends for 31 December 2005– 31 December 2015																				
	P-1		P-2		P-3		P-4		P-5		D-1		D-2		ASG		USG		Total	
	2005	2015	2005	2015	2005	2015	2005	2015	2005	2015	2005	2015	2005	2015	2005	2015	2005	2015	2005	2015
Representation of women (% of total staff)	0.0	50.0	56.0	67.3	45.9	55.3	42.0	48.5	39.0	44.4	50.0	30.0	50.0	28.6	0.0	0.0	0.0	100	43.7	50.4
Change in Representation of women (% points)	50.0		11.3		9.5		6.5		5.4		-20.0		-21.4		0.0		100.0		6.7	
Average annual increment (% points)	5.0		1.1		0.9		0.7		0.5		-2.0		-2.1		0.0		10.0		0.7	

Projections for reaching gender parity at current average annual increment (31 December 2005 – 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	Attained	Attained	Attained	2017	2025	Never	Never	N/A	Attained	Attained
Number of years to reach parity	Attained	Attained	Attained	2	10	Never	Never	N/A	Attained	Attained

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
Attained	Attained	Attained	0.2	0.9	3.3	3.6	N/A	Attained	Attained

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>