

TRENDS and PROJECTIONS for Gender Parity: DM

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	0.0	52.4	55.6	44.4	46.4	43.2	51.9	38.4	40.2	36.0	35.5	50.0	41.7	25.0	50.0	0.0	0.0	43.0	47.3
Change in Representation of women (% points)	0.0		3.2		1.9		8.7		1.8		-0.5		-8.3		25.0		0.0		4.4	
Average annual increment (% points)	0.0		0.3		0.2		0.9		0.2		-0.1		-0.8		2.5		0.0		0.4	

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	N/A	Attained	2033	Attained	2064	Never	Never	Attained	Never	2022
Number of years to reach parity	N/A	Attained	18	Attained	49	Never	Never	Attained	Never	7

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	0.6	Attained	1.6	2.4	1.4	Attained	8.3	0.4

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>