

## TRENDS and PROJECTIONS for Gender Parity: DPKO

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	55.0	63.6	36.4	47.3	25.2	25.9	35.5	29.8	15.4	33.3	25.0	16.7	50.0	0.0	0.0	0.0	32.2	33.3
Change in Representation of women (% points)	0.0		8.6		10.9		0.7		-5.7		17.9		-8.3		-50.0		0.0		1.2	
Average annual increment (% points)	0.0		0.9		1.1		0.1		-0.6		1.8		-0.8		-5.0		0.0		0.1	

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	2017	2256	Never	2024	Never	Never	Never	2182
Number of years to reach parity	N/A	Attained	2	241	Never	9	Never	Never	Never	167

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	0.4	4.0	3.4	2.8	5.6	8.3	8.3	2.8

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>