

TRENDS and PROJECTIONS for Gender Parity: DSS

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	50.0	16.7	32.0	51.6	31.0	37.5	7.1	15.4	33.3	20.0	33.3	0.0	0.0	100.0	0.0	0.0	27.8	36.4
Change in Representation of women (% points)	0.0		-33.3		19.6		6.5		8.2		-13.3		-33.3		100.0		0.0		8.6	
Average annual increment (% points)	0.0		-4.2		2.5		0.8		1.0		-1.7		-4.2		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	Never	Attained	2030	2050	Never	Never	Attained	Never	2028
Number of years to reach parity	N/A	Never	Attained	15	35	Never	Never	Attained	Never	13

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	5.6	Attained	2.1	5.8	5.0	8.3	Attained	8.3	2.3

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>