

TRENDS and PROJECTIONS for Gender Parity: ECA

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	22.7	51.9	39.7	29.6	34.0	38.5	17.2	20.9	23.1	30.0	0.0	50.0	0.0	0.0	0.0	0.0	30.9	33.3
Change in Representation of women (% points)	0.0		29.1		-10.1		4.5		3.7		6.9		50.0		0.0		0.0		2.4	
Average annual increment (% points)	0.0		2.9		-1.0		0.4		0.4		0.7		5.0		0.0		0.0		0.2	

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	Never	2044	2088	2044	Attained	N/A	Never	2099
Number of years to reach parity	N/A	Attained	Never	29	73	29	Attained	N/A	Never	84

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	3.4	1.9	4.8	3.3	Attained	N/A	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>