

TRENDS and PROJECTIONS for Gender Parity: ECE

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	47.1	47.6	37.9	53.5	23.3	28.9	33.3	30.4	22.2	75.0	0.0	0.0	0.0	0.0	100	0.0	33.6	42.3
Change in Representation of women (% points)	50.0		0.6		15.6		5.6		-2.9		52.8		0.0		0.0		-100.0		8.7	
Average annual increment (% points)	5.0		0.1		1.6		0.6		-0.3		5.3		0.0		0.0		-10.0		0.9	

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	2058	Attained	2052	Never	Attained	Never	N/A	Never	2024
Number of years to reach parity	Attained	43	Attained	37	Never	Attained	Never	N/A	Never	9

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	0.4	Attained	3.5	3.3	Attained	8.3	N/A	8.3	1.3

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

"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>