

TRENDS and PROJECTIONS for Gender Parity: ECLAC

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 | 34.4 | 41.5 | 48.6 | 40.4 | 38.9 | 40.4 | 22.7 | 14.3 | 20.0 | 40.0 | 100 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100 | 36.5 | 36.9 |
| Change in Representation of women (% points) | 0.0 | | 7.1 | | -8.2 | | 1.5 | | -8.4 | | 20.0 | | -100.0 | | 0.0 | | 100.0 | | 0.4 | | |
| Average annual increment (% points) | 0.0 | | 0.7 | | -0.8 | | 0.1 | | -0.8 | | 2.0 | | -10.0 | | 0.0 | | 10.0 | | 0.04 | | |

| 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 | 2027 | Never | 2111 | Never | 2020 | Never | N/A | Attained | 2343 |
| Number of years to reach parity | N/A | 12 | Never | 96 | Never | 5 | Never | N/A | Attained | 328 |

| 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 | 1.4 | 1.6 | 1.6 | 6.0 | 1.7 | 8.3 | N/A | Attained | 2.2 |

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>