

TRENDS and PROJECTIONS for Gender Parity: ESCAP

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	47.6	43.8	28.3	42.6	22.0	29.7	42.3	22.9	20.0	50.0	0.0	0.0	0.0	0.0	0.0	100	30.3	35.8
Change in Representation of women (% points)	0.0		-3.9		14.3		7.7		-19.5		30.0		0.0		0.0		100.0		5.4	
Average annual increment (% points)	0.0		-0.4		1.4		0.8		-1.9		3.0		0.0		0.0		10.0		0.5	

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	Never	2020	2041	Never	Attained	N/A	N/A	Attained	2041
Number of years to reach parity	N/A	Never	5	26	Never	Attained	N/A	N/A	Attained	26

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	1.0	1.2	3.4	4.5	Attained	N/A	N/A	Attained	2.4

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: OHRM, 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>