

TRENDS and PROJECTIONS for Gender Parity: ESCWA

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	75.0	75.0	55.0	55.2	42.9	42.9	11.8	36.0	16.7	25.0	100.0	0.0	0.0	0.0	100.0	100.0	43.5	46.8
Change in Representation of women (% points)	0.0		0.0		0.2		0.0		24.2		8.3		-100.0		0.0		0.0		3.3	
Average annual increment (% points)	0.0		0.0		0.0		0.0		2.4		0.8		-10.0		0.0		0.0		0.3	

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	Attained	Never	2021	2046	Never	N/A	Attained	2025
Number of years to reach parity	N/A	Attained	Attained	Never	6	31	Never	N/A	Attained	10

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	Attained	1.2	2.3	4.2	8.3	N/A	Attained	0.5

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>