

TRENDS and PROJECTIONS for Gender Parity: OCHA

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	60.0	65.5	65.0	43.4	60.0	39.2	42.9	44.7	0.0	33.3	33.3	25.0	100.0	50.0	0.0	0.0	51.2	42.6
Change in Representation of women (% points)	0.0		5.5		-21.6		-20.8		1.8		33.3		-8.3		-50.0		0.0		-8.6	
Average annual increment (% points)	0.0		0.6		-2.2		-2.1		0.2		3.3		-0.8		-5.0		0.0		-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	N/A	Attained	Never	Never	2044	2020	Never	Attained	Never	Never
Number of years to reach parity	N/A	Attained	Never	Never	29	5	Never	Attained	Never	Never

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	1.1	1.8	0.9	2.8	4.2	Attained	8.3	1.2

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>