

## TRENDS and PROJECTIONS for Gender Parity: ODA

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 2006– 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)	100	0.0	25.0	66.7	50.0	61.5	11.1	20.0	22.2	28.6	100	33.3	50.0	0.0	0.0	100	0.0	0.0	31.3	35.8
Change in Representation of women (% points)	-100		41.7		11.5		8.9		6.3		-66.7		-50.0		100.0		0.0		4.6	
Average annual increment (% points)	-10.0		4.2		1.2		0.9		0.6		-6.7		-5.0		10.0		0.0		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	Never	Attained	Attained	2049	2050	Never	Never	Attained	Never	2044
Number of years to reach parity	Never	Attained	Attained	34	36	Never	Never	Attained	Never	29

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
8.3	Attained	Attained	5.0	3.6	2.8	8.3	Attained	8.3	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: 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>