

## TRENDS and PROJECTIONS for Gender Parity: OLA

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  | 36.4 | 52.9 | 59.1 | 64.0 | 61.1 | 55.9 | 35.3 | 52.2 | 33.3  | 14.3 | 25.0 | 60.0 | 0.0  | 0.0  | 0.0  | 0.0  | 46.3  | 52.6 |
| Change in Representation of women (% points)                           | 0.0  |      | 16.6 |      | 4.9  |      | -5.2 |      | 16.9 |      | -19.0 |      | 35.0 |      | 0.0  |      | 0.0  |      | 6.3   |      |
| Average annual increment (% points)                                    | 0.0  |      | 1.7  |      | 0.5  |      | -0.5 |      | 1.7  |      | -1.9  |      | 3.5  |      | 0.0  |      | 0.0  |      | 0.6   |      |

| 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 | Attained | Attained | Never | Attained | Never | Never | Attained |
| Number of years to reach parity  | N/A | Attained | Attained | Attained | Attained | Never | Attained | Never | Never | Attained |

| 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 | Attained | Attained | 6.0 | Attained | 8.3 | 8.3 | Attained |

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>