

TRENDS and PROJECTIONS for Gender Parity: OSRSGCAAC

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 | 0.0 | 0.0 | 0.0 | 66.7 | 0.0 | 100.0 | 0.0 | 100 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 | 85.7 |
| Change in Representation of women (% points) | 0.0 | | 0.0 | | 66.7 | | 100 | | 100 | | 0.0 | | 0.0 | | 0.0 | | 100.0 | | 85.7 | |
| Average annual increment (% points) | 0.0 | | 0.0 | | 6.7 | | 10.0 | | 10.0 | | 0.0 | | 0.0 | | 0.0 | | 10.0 | | 8.6 | |

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 | N/A | Attained | Attained | Attained | N/A | N/A | N/A | Attained | Attained |
| Number of years to reach parity | N/A | N/A | Attained | Attained | Attained | N/A | N/A | N/A | Attained | 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 | N/A | Attained | Attained | Attained | N/A | N/A | N/A | Attained | 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>