

## TRENDS and PROJECTIONS for Gender Parity: UNOAU

Representation of women as of 31 December 2011 and 31 December 2015, on contracts of a year or more, at all locations

Representation of women: Trends for 31 December 2011– 31 December 2015																				
	P-1		P-2		P-3		P-4		P-5		D-1		D-2		ASG		USG		Total	
	2011	2015	2011	2015	2011	2015	2011	2015	2011	2015	2011	2015	2011	2015	2011	2015	2011	2015	2011	2015
Representation of women (% of total staff)	0.0	0.0	0.0	0.0	0.0	33.3	12.5	46.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.5	36.4
Change in Representation of women (% points)	0.0		0.0		33.3		33.7		0.0		0.0		0.0		0.0		0.0		26.8	
Average annual increment (% points)	0.0		0.0		8.3		8.4		0.0		0.0		0.0		0.0		0.0		6.7	

Projections for reaching gender parity at current average annual increment (31 December 2011 – 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	2017	2016	N/A	N/A	Never	N/A	N/A	2017
Number of years to reach parity	N/A	N/A	2	1	N/A	N/A	Never	N/A	N/A	2

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	2.8	0.6	N/A	N/A	8.3	N/A	N/A	2.3

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>