

TRENDS and PROJECTIONS for Gender Parity: UNEP

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	62.5	66.7	41.4	54.3	39.1	40.9	18.2	34.4	16.7	25.0	36.4	66.7	0.0	0.0	0.0	0.0	35.8	45.6
Change in Representation of women (% points)	0.0		4.2		12.9		1.7		16.2		8.3		30.3		0.0		0.0		9.8	
Average annual increment (% points)	0.0		0.4		1.3		0.2		1.6		0.8		3.0		0.0		0.0		1.0	

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	2061	2025	2035	Attained	Never	Never	2019
Number of years to reach parity	N/A	Attained	Attained	46	10	00	Attained	Never	Never	4

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	1.5	2.6	4.2	Attained	8.3	8.3	0.7

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>