

TRENDS and PROJECTIONS for Gender Parity: UNICRI

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 2005– 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)	100.0	0.0	60.0	100.0	66.7	70.0	0.0	25.0	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	60.0	55.6
Change in Representation of women (% points)	-100.0		40.0		3.3		25.0		-100.0		0.0		100.0		0.0		0.0		-4.4		
Average annual increment (% points)	-25.0		10.0		0.8		6.3		-25.0		0.0		25.0		0.0		0.0		-1.1		

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	Never	Attained	Attained	2019	Never	N/A	Attained	N/A	N/A	Attained
Number of years to reach parity	Never	Attained	Attained	4	Never	N/A	Attained	N/A	N/A	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
8.3	Attained	Attained	4.2	8.3	N/A	Attained	N/A	N/A	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: 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>