

TRENDS and PROJECTIONS for Gender Parity: UNODC

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 | 80.0 | 66.7 | 66.7 | 48.7 | 54.5 | 36.8 | 14.8 | 44.0 | 13.3 | 33.3 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 46.2 | 43.3 |
| Change in Representation of women (% points) | 0.0 | | -13.3 | | -18.0 | | -17.7 | | 29.2 | | 20.0 | | -50.0 | | 0.0 | | 0.0 | | -2.9 | | |
| Average annual increment (% points) | 0.0 | | -1.3 | | -1.8 | | -1.8 | | 2.9 | | 2.0 | | -5.0 | | 0.0 | | 0.0 | | -0.3 | | |

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 | Never | Never | 2017 | 2024 | Never | N/A | Never | Never |
| Number of years to reach parity | N/A | Attained | Never | Never | 2 | 9 | Never | N/A | Never | Never |

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 | 0.1 | 0.9 | 0.4 | 1.1 | 3.3 | N/A | 3.3 | 0.4 |

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>