

## TRENDS and PROJECTIONS for Gender Parity: UNOG

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	56.7	52.0	42.1	43.1	31.9	56.8	42.9	26.7	45.5	37.5	50.0	0.0	0.0	0.0	0.0	0.0	0.0	39.5	45.3
Change in Representation of women (% points)	0.0		-4.7		1.1		24.8		-16.2		-8.0		-50.0		0.0		0.0		5.8		
Average annual increment (% points)	0.0		-0.5		0.1		2.5		-1.6		-0.8		-5.0		0.0		0.0		0.6		

### 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	Attained	2079	Attained	Never	Never	Never	N/A	Never	2023
Number of years to reach parity	N/A	Attained	64	Attained	Never	Never	Never	N/A	Never	8

### 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	1.1	Attained	3.9	2.1	8.3	N/A	8.3	0.8

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>