

TRENDS and PROJECTIONS for Gender Parity: UNOMS

Representation of women as of 31 December 2012 and 31 December 2015, on contracts of a year or more, at all locations

Representation of women: Trends for 31 December 2012– 31 December 2015																				
	P-1		P-2		P-3		P-4		P-5		D-1		D-2		ASG		USG		Total	
	2012	2015	2012	2015	2012	2015	2012	2015	2012	2015	2012	2015	2012	2015	2012	2015	2012	2015	2012	2015
Representation of women (% of total staff)	0.0	0.0	0.0	0.0	100.0	100.0	50.0	100.0	50.0	40.0	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	66.7	58.8
Change in Representation of women (% points)	0.0		0.0		0.0		50.0		-10.0		0.0		0.0		0.0		0.0		-7.8	
Average annual increment (% points)	0.0		0.0		0.0		16.7		-3.3		0.0		0.0		0.0		0.0		-2.6	

Projections for reaching gender parity at current average annual increment (31 December 2012 – 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	Attained	Attained	Never	Attained	N/A	Never	N/A	Attained
Number of years to reach parity	N/A	N/A	Attained	Attained	Never	Attained	N/A	Never	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
N/A	N/A	Attained	Attained	1.7	Attained	N/A	8.3	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

**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>

"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>