

TRENDS and PROJECTIONS for Gender Parity: ICJ

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		UG		Total	
	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	36.4	60.0	75.0	61.1	11.1	75.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	35.5	56.1
Change in Representation of women (% points)	0.0		23.6		-13.9		63.9		0.0		0.0		0.0		0.0		20.7	
Average annual increment (% points)	0.0		2.4		-1.4		6.4		0.0		0.0		0.0		0.0		2.1	

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	UG	Total
Year at which gender parity will be reached	N/A	Attained	Attained	Attained	Never	Never	Never	Never	Attained
Number of years to reach parity	N/A	Attained	Attained	Attained	Never	Never	Never	Never	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	UG	Total
N/A	Attained	Attained	Attained	8.3	8.3	8.3	8.3	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: CEB HR Report (2005), UN entities (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>