

## TRENDS and PROJECTIONS for Gender Parity: ICSC

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	66.7	66.7	0.0	0.0	83.3	37.5	0.0	75.0	50.0	0.0	0.0	100.0	0.0	0.0	53.3	42.9
Change in Representation of women (% points)	0.0		0.0		0.0		-45.8		75.0		-50.0		100.0		0.0		-10.5	
Average annual increment (% points)	0.0		0.0		0.0		-4.6		7.5		-5.0		10.0		0.0		-1.0	

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	Never	Never	Attained	Never	Attained	N/A	Never
Number of years to reach parity	N/A	Attained	Never	Never	Attained	Never	Attained	N/A	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	UG	Total
N/A	Attained	8.3	2.1	Attained	8.3	Attained	N/A	1.2

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>