

## TRENDS and PROJECTIONS for Gender Parity: PAHO

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)	66.7	100.0	55.0	61.0	55.6	54.7	33.2	46.3	42.3	40.4	47.8	31.3	50.0	0.0	66.7	66.7	41.3	48.2
Change in Representation of women (% points)	33.3		6.0		-0.9		13.1		-1.9		-16.6		-50.0		0.0		6.9	
Average annual increment (% points)	3.3		0.6		-0.1		1.3		-0.2		-1.7		-5.0		0.0		0.7	

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	Attained	Attained	Attained	2018	Never	Never	Never	Attained	2018
Number of years to reach parity	Attained	Attained	Attained	3	Never	Never	Never	Attained	3

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
Attained	Attained	Attained	0.6	1.6	3.1	8.3	Attained	0.3

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>