

TRENDS and PROJECTIONS for Gender Parity: UN WOMEN

Representation of women as of 31 December 2011 and 31 December 2015, on contracts of a year or more, at all locations

| Representation of women: Trends for 31 December 2011– 31 December 2015 | | | | | | | | | | | | | | | | | | |
|------------------------------------------------------------------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|-------|------|
| | P-1 | | P-2 | | P-3 | | P-4 | | P-5 | | D-1 | | D-2 | | UG | | Total | |
| | 2011 | 2015 | 2011 | 2015 | 2011 | 2015 | 2011 | 2015 | 2011 | 2015 | 2011 | 2015 | 2011 | 2015 | 2011 | 2015 | 2011 | 2015 |
| Representation of women (% of total staff) | 0.0 | 0.0 | 50.0 | 82.9 | 63.6 | 73.4 | 20.0 | 81.9 | 29.5 | 80.8 | 15.4 | 77.3 | 14.3 | 80.0 | 0.0 | 66.7 | 27.0 | 79.1 |
| Change in Representation of women (% points) | 0.0 | | 32.9 | | 9.8 | | 61.9 | | 51.2 | | 61.9 | | 65.7 | | 66.7 | | 52.2 | |
| Average annual increment (% points) | 0.0 | | 8.2 | | 2.4 | | 15.5 | | 12.8 | | 15.5 | | 16.4 | | 16.7 | | 13.0 | |

| Projections for reaching gender parity at current average annual increment (31 December 2011 – 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 | Attained | Attained | Attained | Attained | Attained |
| Number of years to reach parity | N/A | Attained | Attained | Attained | Attained | Attained | Attained | Attained | 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 | Attained | Attained | Attained | Attained | 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>