

TRENDS and PROJECTIONS for Gender Parity: UNDP

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) | 68.0 | 66.7 | 59.9 | 62.0 | 37.5 | 49.0 | 33.7 | 42.9 | 38.4 | 38.2 | 34.0 | 41.5 | 27.0 | 32.8 | 27.3 | 30.4 | 39.5 | 44.4 |
| Change in Representation of women (% points) | -1.3 | | 2.1 | | 11.5 | | 9.2 | | -0.2 | | 7.5 | | 5.8 | | 3.2 | | 4.9 | |
| Average annual increment (% points) | -0.1 | | 0.2 | | 1.2 | | 0.9 | | 0.0 | | 0.8 | | 0.6 | | 0.3 | | 0.5 | |

| 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 | 2016 | 2023 | Never | 2026 | 2045 | 2080 | 2026 |
| Number of years to reach parity | Attained | Attained | 1 | 8 | Never | 11 | 30 | 65 | 11 |

| 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 | 0.2 | 1.2 | 2.0 | 1.4 | 2.9 | 3.3 | 0.9 |

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 (2005-2014), 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>