

TRENDS and PROJECTIONS for Gender Parity: UNFCCC

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)	25.0	0.0	46.2	37.1	46.3	41.3	31.4	43.1	17.6	36.8	25.0	22.2	0.0	0.0	100.0	100.0	40.4	39.2
Change in Representation of women (% points)	-25.0		-9.1		-5.0		11.7		19.2		-2.8		0.0		0.0		-1.1	
Average annual increment (% points)	-6.3		-2.3		-1.2		2.9		4.8		-0.7		0.0		0.0		-0.3	

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	Never	Never	2017	2018	Never	Never	Attained	Never
Number of years to reach parity	N/A	Never	Never	2	3	Never	Never	Attained	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	2.2	1.4	1.1	2.2	4.6	8.3	Attained	1.8

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>