

TRENDS and PROJECTIONS for Gender Parity: UNFPA

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	0.0	77.8	63.6	62.2	52.2	46.8	45.5	46.6	49.5	31.0	50.0	35.7	25.0	66.7	66.7	49.9	49.6
Change in Representation of women (% points)	-66.7		-14.1		-10.0		-1.3		2.9		19.0		-10.7		0.0		-0.3	
Average annual increment (% points)	-6.7		-1.4		-1.0		-0.1		0.3		1.9		-1.1		0.0		0.0	

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	Attained	Never	2017	Attained	Never	Attained	Never
Number of years to reach parity	N/A	Attained	Attained	Never	2	Attained	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	Attained	Attained	0.8	0.1	Attained	4.2	Attained	0.1

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>