

TRENDS and PROJECTIONS for Gender Parity: UNHCR

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)	64.3	0.0	48.6	55.4	45.2	40.9	36.1	42.9	30.2	43.3	26.5	39.2	27.8	48.3	50.0	16.7	40.4	44.0
Change in Representation of women (% points)	-64.3		6.7		-4.3		6.8		13.0		12.7		20.5		-33.3		3.6	
Average annual increment (% points)	-6.4		0.7		-0.4		0.7		1.3		1.3		2.0		-3.3		0.4	

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	Never	Attained	Never	2026	2020	2024	2016	Never	2032
Number of years to reach parity	Never	Attained	Never	11	5	9	1	Never	17

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
8.3	Attained	1.5	1.2	1.1	1.8	0.3	5.6	1.0

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>