

TRENDS and PROJECTIONS for Gender Parity: UNICC

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	27.3	18.2	30.2	21.2	13.0	20.8	0.0	7.7	25.0	0.0	0.0	0.0	0.0	0.0	0.0	22.0	18.8
Change in Representation of women (% points)	0.0		-9.1		-9.0		7.8		7.7		-25.0		0.0		0.0		-3.2		
Average annual increment (% points)	0.0		-2.3		-2.3		1.9		1.9		-6.3		0.0		0.0		-0.8		

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	2030	2037	Never	N/A	N/A	Never
Number of years to reach parity	N/A	Never	Never	15	22	Never	N/A	N/A	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	5.3	4.8	4.9	7.1	8.3	N/A	N/A	5.2

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>