

TRENDS and PROJECTIONS for Gender Parity: UNICEF

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)	23.1	75.0	69.2	61.6	47.1	48.9	41.7	49.0	39.1	46.5	37.2	40.2	31.4	46.9	50.0	60.0	45.0	49.3
Change in Representation of women (% points)	51.9		-7.7		1.8		7.3		7.4		3.0		15.4		10.0		4.2	
Average annual increment (% points)	5.2		-0.8		0.2		0.7		0.7		0.3		1.5		1.0		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	Attained	Attained	2021	2016	2020	2048	2017	Attained	2017
Number of years to reach parity	Attained	Attained	6	1	5	33	2	Attained	2

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	0.2	0.6	1.6	0.5	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>