

## TRENDS and PROJECTIONS for Gender Parity: UNRWA

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)	0.0	0.0	73.3	44.4	36.4	56.9	11.6	41.3	28.6	37.1	12.5	16.7	0.0	16.7	50.0	50.0	26.8	42.4
Change in Representation of women (% points)	0.0		-28.9		20.5		29.7		8.6		4.2		16.7		0.0		15.5	
Average annual increment (% points)	0.0		-2.9		2.1		3.0		0.9		0.4		1.7		0.0		1.6	

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	Never	Attained	2018	2030	2098	2035	Attained	2020
Number of years to reach parity	N/A	Never	Attained	3	15	83	20	Attained	5

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	0.9	Attained	1.4	2.1	5.6	5.6	Attained	1.3

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>