

## TRENDS and PROJECTIONS for Gender Parity: WHO

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	60.0	57.7	64.4	45.9	52.3	40.2	44.4	31.0	37.9	20.9	25.0	23.5	20.5	27.3	38.9	35.9	43.5
Change in Representation of women (% points)	60.0		6.7		6.4		4.2		7.0		4.1		-3.0		11.6		7.6	
Average annual increment (% points)	6.0		0.7		0.6		0.4		0.7		0.4		-0.3		1.2		0.8	

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	Attained	2028	2032	2076	Never	2025	2024
Number of years to reach parity	Attained	Attained	Attained	13	17	62	Never	10	9

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	Attained	0.9	2.0	4.2	4.9	1.9	1.1

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 Reports (2005-2014), 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>