

TRENDS and PROJECTIONS for Gender Parity: WMO

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	100.0	50.0	66.7	63.6	51.7	20.0	43.6	29.5	15.6	15.4	27.3	14.3	20.0	0.0	33.3	27.0	37.8
Change in Representation of women (% points)	100.0		16.7		-11.9		23.6		-14.0		11.9		5.7		33.3		10.8	
Average annual increment (% points)	10.0		1.7		-1.2		2.4		-1.4		1.2		0.6		3.3		1.1	

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	2018	Never	2034	2065	2020	2026
Number of years to reach parity	Attained	Attained	Attained	3	Never	19	50	5	11

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	1.1	5.7	3.8	5.0	2.8	2.0

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>