**ICJ** 

Representation of women (Percentage)														
	P2		P3 P4		P5		D1		D2		UG			
	1998	2009	1998	2009	1998	2009	1998	2009	1998	2009	1998	2009	1998	2009
Total %	100	58.3	0	70.6	0	41.7	0	20	0	0	0	100	0	0
Total change %	-41	1.7	70	).6	41	.7	2	0	(	)	10	00	(	)

Average annual increment (Percentage)									
	P2	P3	P4	P5	D1	D2	UG		
Dec. 1998 – Dec. 2009	-3.8	6.4	3.8	1.8	0	9.1	0		

Year at which gender parity will be reached									
	P2	P3	P4	P5	D1	D2	UG		
At Dec. 1998 – Dec. 2009 average annual increment	Reached	Reached	2011	2026	Stagnant	Reached	Stagnant		

By meeting 2% annual increase									
P2	P3	P4 P5		D1	D2	UG			
Reached	Reached	2013	2024	2034	Reached	2034			

Required average annual increase to achieve 50% gender balance in all categories by 2015 (percentage)									
P2	P2 P3		P5	D1	D2	UG			
Reached	Reached	1.4	5	8.3	Reached	8.3			

\* Source: CEB Table 11 – 31 December 1998

ICJ – 31 December 2009