

**Status of Women in the UN System at a Glance – 31 December 1998 – 31 December 2009**

**UNHCR**

<b>Representation of women (Percentage)</b>														
	<b>P2</b>		<b>P3</b>		<b>P4</b>		<b>P5</b>		<b>D1</b>		<b>D2</b>		<b>UG</b>	
	<b>1998</b>	<b>2009</b>	<b>1998</b>	<b>2009</b>	<b>1998</b>	<b>2009</b>	<b>1998</b>	<b>2009</b>	<b>1998</b>	<b>2009</b>	<b>1998</b>	<b>2009</b>	<b>1998</b>	<b>2009</b>
Total %	57.7	47.5	39.1	41.1	27.9	41.8	20	36.7	28.3	37	9.1	31.3	33.3	66.7
Total change %	-10.2		2		13.9		16.7		8.7		22.2		33.3	

<b>Average annual increment (Percentage)</b>								
	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>D1</b>	<b>D2</b>	<b>UG</b>	
Dec. 1998 – Dec. 2009	-0.9	0.2	1.3	1.5	0.8	2	3	

<b>Year at which gender parity will be reached</b>							
	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>D1</b>	<b>D2</b>	<b>UG</b>
At Dec. 1998 – Dec. 2009 average annual increment	Never	2057	2015	2018	2026	2018	Reached

<b>By meeting 2% annual increase</b>						
<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>D1</b>	<b>D2</b>	<b>UG</b>
2010	2013	2013	2016	2016	2018	Reached

<b>Required average annual increase to achieve 50% gender balance in all categories by 2015 (percentage)</b>						
<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>D1</b>	<b>D2</b>	<b>UG</b>
0.4	1.5	1.4	2.2	2.2	3.1	Reached

\* Source: Table 11 – 31 December 1998  
UNHCR – 31 December 2009