

TRENDS and PROJECTIONS for Gender Parity: ICAO

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)	100.0	0.0	67.6	53.1	36.4	45.0	21.2	23.8	8.4	22.2	6.3	5.3	0.0	0.0	0.0	100.0	23.3	30.3
Change in Representation of women (% points)	-100.0		-14.5		8.6		2.6		13.8		-1.0		0.0		100.0		7.1	
Average annual increment (% points)	-10.0		-1.5		0.9		0.3		1.4		-0.1		0.0		10.0		0.7	

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	Never	Attained	2021	2103	2035	Never	N/A	Attained	2043
Number of years to reach parity	Never	Attained	6	88	20	Never	N/A	Attained	28

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
8.3	Attained	0.8	4.4	4.6	7.5	N/A	Attained	3.3

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>