

TRENDS and PROJECTIONS for Gender Parity: ILO

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	66.7	71.2	54.8	57.4	56.8	45.5	47.5	27.2	32.9	29.4	36.8	27.8	44.0	36.4	27.3	41.3	45.0
Change in Representation of women (% points)	-33.3		-16.4		-0.6		2.1		5.7		7.4		16.2		-9.1		3.7	
Average annual increment (% points)	-3.3		-1.6		-0.1		0.2		0.6		0.7		1.6		-0.9		0.4	

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	2044	2034	2019	Never	2028
Number of years to reach parity	Attained	Attained	Attained	13	29	19	4	Never	13

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	0.4	2.8	2.2	1.0	3.8	0.8

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>