

TRENDS and PROJECTIONS for Gender Parity: ITC

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) | 28.6 | 66.7 | 44.0 | 51.4 | 42.9 | 42.3 | 35.3 | 34.1 | 10.0 | 19.2 | 0.0 | 25.0 | 0.0 | 100.0 | 0.0 | 100.0 | 32.3 | 39.9 |
| Change in Representation of women (% points) | 38.1 | | 7.4 | | -0.5 | | -1.1 | | 9.2 | | 25.0 | | 100.0 | | 100.0 | | 7.6 | |
| Average annual increment (% points) | 3.8 | | 0.7 | | -0.1 | | -0.1 | | 0.9 | | 2.5 | | 10.0 | | 10.0 | | 0.8 | |

| 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 | Never | Never | 2048 | 2025 | Attained | Attained | 2028 |
| Number of years to reach parity | Attained | Attained | Never | Never | 33 | 10 | Attained | Attained | 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 | 1.3 | 2.6 | 5.1 | 4.2 | Attained | Attained | 1.7 |

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>