

TRENDS and PROJECTIONS for Gender Parity: UNESCO

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)	62.9	56.3	60.7	63.5	51.9	51.8	40.7	47.3	35.8	36.0	20.3	37.0	23.1	66.7	7.7	37.5	45.4	50.6
Change in Representation of women (% points)	-6.6		2.8		-0.1		6.6		0.2		16.7		43.6		29.8		5.1	
Average annual increment (% points)	-0.7		0.3		0.0		0.7		0.02		1.7		4.4		3.0		0.5	

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	2019	2715	2023	Attained	2019	Attained
Number of years to reach parity	Attained	Attained	Attained	4	700	8	Attained	4	Attained

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	2.3	2.2	Attained	2.1	Attained

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>