

## TRENDS and PROJECTIONS for Gender Parity: UNIDO

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)	66.7	0.0	45.5	47.1	28.8	47.1	29.0	30.8	11.8	23.5	29.6	20.7	16.7	0.0	0.0	0.0	25.4	32.7
Change in Representation of women (% points)	-66.7		1.6		18.3		1.8		11.7		-8.9		-16.7		0.0		7.3	
Average annual increment (% points)	-6.7		0.2		1.8		0.2		1.2		-0.9		-1.7		0.0		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	2030	2017	2111	2038	Never	Never	N/A	2040
Number of years to reach parity	Never	15	2	96	23	Never	Never	N/A	25

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	0.5	0.5	3.2	4.4	4.9	8.3	N/A	2.9

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>