

TRENDS and PROJECTIONS for Gender Parity: WIPO

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	50.0	68.8	75.0	60.4	52.9	37.8	45.6	25.9	35.6	12.2	27.1	17.6	18.2	16.7	12.5	41.9	45.4
Change in Representation of women (% points)	-50.0		6.3		-7.5		7.8		9.8		14.9		0.5		-4.2		3.4	
Average annual increment (% points)	-5.0		0.6		-0.7		0.8		1.0		1.5		0.1		-0.4		0.3	

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	2021	2030	2030	2333	Never	2030
Number of years to reach parity	Attained	Attained	Attained	6	15	15	318	Never	15

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	0.7	2.4	3.8	5.3	6.3	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>