

Gender distribution of staff at the P level and above by nationality and level at Headquarters, other established offices and project posts, with appointments of one or more, as at 31 December 2007

| Country of nationality | USG | | ASG | | D2 | | D1 | | P5 | | P4 | | P3 | | P2/P1 | | Total number of women | Grand total | Percentage of women |
|----------------------------------|-----|---|-----|---|----|---|----|---|----|---|----|---|----|----|-------|---|-----------------------|-------------|---------------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | | | |
| Afghanistan | | | | | | | | 1 | | | | 1 | | | | 1 | 0 | 3 | 0.0 |
| Albania | | | | | | | | | | | | | | 1 | 1 | | 1 | 2 | 50.0 |
| Algeria | | | | | | | | | | 2 | 1 | 2 | | 1 | | 1 | 1 | 7 | 14.3 |
| Angola | | | | | | | | | | | | 2 | | | | | 0 | 2 | 0.0 |
| Argentina | | | | | | | 1 | | | | | 1 | 1 | 2 | 1 | | 3 | 6 | 50.0 |
| Armenia | | | | | | | | | | | 1 | 1 | 1 | 2 | 1 | | 3 | 6 | 50.0 |
| Australia | | | 1 | | | | 1 | 2 | 2 | 1 | 4 | 5 | 3 | 2 | 1 | 1 | 12 | 23 | 52.2 |
| Austria | | | | | | | 1 | 3 | 1 | 1 | 1 | 1 | | 3 | | | 3 | 11 | 27.3 |
| Azerbaijan | | | | | | | | | | | | 1 | | 2 | | | 0 | 3 | 0.0 |
| Bahamas | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| Bangladesh | | | | | | | | | | 3 | | 5 | | 3 | | | 0 | 11 | 0.0 |
| Belarus | | | | | | | | | | | | | | 2 | | 1 | 0 | 3 | 0.0 |
| Belgium | | | | | | | 1 | 1 | 1 | 2 | 2 | 4 | 4 | 1 | | 1 | 8 | 17 | 47.1 |
| Benin | | | | | | | | 2 | 1 | | 2 | 4 | 3 | 3 | | | 6 | 15 | 40.0 |
| Bosnia & Herzegovina | | | | | | | | | | | 1 | 2 | 4 | 5 | 4 | 1 | 9 | 17 | 52.9 |
| Botswana | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| Brazil | | | | | | 1 | | | | | | | | 1 | 3 | 1 | 1 | 6 | 16.7 |
| Bulgaria | | | | | | | | | | | 1 | 1 | 3 | | | | 4 | 5 | 80.0 |
| Burkina Faso | | | | | | | | | | 1 | 1 | 2 | | 1 | | | 1 | 5 | 20.0 |
| Burundi | | | | | | | | | | | 1 | 4 | 2 | 5 | | 1 | 3 | 13 | 23.1 |
| Cambodia | | | | | | | | | | | | 2 | | | | | 0 | 2 | 0.0 |
| Cameroon | | | | | | | 1 | 1 | | | 3 | 5 | 1 | 8 | | 1 | 5 | 20 | 25.0 |
| Canada | | | | | | 1 | | | | 5 | 6 | 4 | 1 | 13 | 13 | 5 | 27 | 49 | 55.1 |
| Central African Republic | | | | | | | | | | 1 | | | 1 | | 3 | | 1 | 5 | 20.0 |
| Chad | | | | | | | | 1 | | | | | 1 | | | | 0 | 2 | 0.0 |
| Chile | | | | | | | | | | 1 | | 1 | | 1 | | | 0 | 3 | 0.0 |
| China | | | | | | | | | | | 1 | 2 | 1 | | | | 2 | 4 | 50.0 |
| Colombia | | | | | | | | 1 | | 2 | 1 | 1 | | | | | 1 | 5 | 20.0 |
| Costa Rica | | | | | 1 | | | | | 1 | | 1 | | | | | 1 | 3 | 33.3 |
| Côte d'Ivoire | | | | | | | 1 | | 1 | 1 | 4 | 4 | 2 | 6 | | 2 | 8 | 21 | 38.1 |
| Croatia | | | | | | | | | | | 2 | 2 | 2 | 4 | | | 4 | 10 | 40.0 |
| Cyprus | | | | | | | | | | 1 | | | | | | | 0 | 1 | 0.0 |
| Czech Republic | | | | | | | | | | | 1 | | 1 | | | | 2 | 2 | 100.0 |
| Democratic Republic of the Congo | | | | | | | 1 | | 1 | 1 | | 4 | 3 | 9 | | 8 | 4 | 27 | 14.8 |
| Denmark | | | | | | | 2 | 2 | | 2 | 2 | 2 | 4 | 4 | 1 | 1 | 9 | 20 | 45.0 |
| Djibouti | | | | | | | | | | | | | | 1 | | | 0 | 1 | 0.0 |

| Country of nationality | USG | | ASG | | D2 | | D1 | | P5 | | P4 | | P3 | | P2/P1 | | Total number of women | Grand total | Percentage of women |
|-------------------------|-----|---|-----|---|----|---|----|---|----|---|----|----|----|----|-------|---|-----------------------|-------------|---------------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | | | |
| Dominican Republic | | | | | | | 1 | | | | 1 | | | | | | 2 | 2 | 100.0 |
| Ecuador | | | | | | | | | | 2 | | 1 | | | | 1 | 0 | 4 | 0.0 |
| Egypt | | | | | | | | | | | | 1 | 3 | 3 | 1 | 3 | 4 | 11 | 36.4 |
| El Salvador | | | | | | | 1 | | | 1 | | | | | | | 0 | 2 | 0.0 |
| Eritrea | | | | | | | | | | | | 1 | 1 | 4 | | 2 | 1 | 8 | 12.5 |
| Ethiopia | | | | | | | 1 | 1 | 1 | 1 | 1 | 3 | 6 | 6 | 2 | 6 | 11 | 28 | 39.3 |
| Finland | | | | | 1 | | 1 | | | | 2 | 1 | 2 | 1 | | | 6 | 8 | 75.0 |
| France | | | | | | 1 | 1 | 4 | 5 | 7 | 14 | 12 | 21 | 12 | 2 | 2 | 43 | 81 | 53.1 |
| Gabon | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| Gambia | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| Georgia | | | | | | | | | | | | | 1 | 1 | | | 1 | 2 | 50.0 |
| Germany | | | | | | | 3 | 1 | 3 | 6 | 8 | 9 | 11 | 7 | | 1 | 25 | 49 | 51.0 |
| Ghana | | | | | | 1 | 1 | 1 | 1 | | 3 | 3 | | 5 | 1 | 1 | 6 | 17 | 35.3 |
| Greece | | | | | | | | | | | | | 1 | | 4 | | 0 | 5 | 0.0 |
| Guatemala | | | | | | | | | | | | | 1 | | | | 0 | 1 | 0.0 |
| Guinea | | | | | | | | | | | | 1 | 1 | 9 | 2 | 2 | 3 | 15 | 20.0 |
| Guyana | | | | | | | | | 1 | | | | | | | | 1 | 1 | 100.0 |
| Haiti | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| Honduras | | | | | | | | 1 | | | 1 | 2 | | | | | 1 | 4 | 25.0 |
| Hungary | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| Iceland | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| India | | | | | | | | 1 | 1 | | 1 | 5 | 4 | 8 | | 1 | 6 | 21 | 28.6 |
| Indonesia | | | | | | | | | | | | 1 | | | | | 1 | 1 | 100.0 |
| Iran (Islamic Republic) | | | | | | | | 1 | 1 | | 1 | 2 | 3 | 2 | | | 5 | 10 | 50.0 |
| Iraq | | | | | | | | 1 | | 1 | 1 | | | 1 | | 1 | 1 | 5 | 20.0 |
| Ireland | | | | | | | | | 1 | 2 | 1 | 5 | 3 | 2 | 2 | | 7 | 16 | 43.8 |
| Israel | | | | | | | | | | 1 | | | | | | | 0 | 1 | 0.0 |
| Italy | | | | | | | 2 | 1 | 3 | 7 | 6 | 11 | 11 | 7 | 1 | | 23 | 49 | 46.9 |
| Jamaica | | | | | | | | | | | 2 | | | | | | 2 | 2 | 100.0 |
| Japan | | | | | | 1 | 1 | | 4 | 6 | 11 | 6 | 17 | 6 | 1 | | 34 | 53 | 64.2 |
| Jordan | | | | | | | | | | 1 | | 4 | 3 | 1 | 1 | | 4 | 10 | 40.0 |
| Kazakhstan | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| Kenya | | | | | 1 | | | | 1 | 1 | 4 | 8 | 9 | 13 | 2 | 2 | 17 | 41 | 41.5 |
| Kuwait | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| Kyrgyzstan | | | | | | | | | | | | | 1 | | | | 1 | 1 | 100.0 |
| Lebanon | | | | | | 1 | | | 1 | 1 | | 2 | 1 | 1 | | | 2 | 7 | 28.6 |
| Liberia | | | | | 1 | | 1 | | 2 | | 1 | | | | 1 | 3 | 6 | 9 | 66.7 |
| Libyan Arab Jamahiriya | | | | | | | | | | 1 | | | | | | | 0 | 1 | 0.0 |
| Luxembourg | | | | | | | 1 | | | | | | | | | | 1 | 1 | 100.0 |
| Macedonia (FYR) | | | | | | | | | | | | | 1 | 2 | | | 1 | 3 | 33.3 |
| Madagascar | | | | | | | | | | 1 | | | 1 | | | | 2 | 2 | 100.0 |

| Country of nationality | USG | | ASG | | D2 | | D1 | | P5 | | P4 | | P3 | | P2/P1 | | Total number of women | Grand total | Percentage of women |
|------------------------|-----|---|-----|---|----|---|----|---|----|---|----|---|----|---|-------|---|-----------------------|-------------|---------------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | | | |
| Malawi | | | | | | | | | | | | 5 | | | | | 0 | 5 | 0.0 |
| Malaysia | | | 1 | | | | 1 | | | 2 | 6 | 3 | 3 | 2 | 1 | 1 | 12 | 20 | 60.0 |
| Mali | | | | | | | | | | | 2 | 3 | | 1 | | | 2 | 6 | 33.3 |
| Malta | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| Mauritania | | | | | | | | | | 1 | 1 | 3 | | | | 1 | 1 | 6 | 16.7 |
| Mexico | | | | | | | 1 | 1 | | | 2 | 1 | | | 1 | | 4 | 6 | 66.7 |
| Montenegro | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| Morocco | | | | | | | | 1 | | | | 1 | | 1 | | | 0 | 3 | 0.0 |
| Mozambique | | | | | | | | | | 1 | | | | 2 | | | 0 | 3 | 0.0 |
| Myanmar | | | | | | | | | | | | | 1 | | | | 1 | 1 | 100.0 |
| Namibia | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| Nepal | | | | | | | | 1 | | 3 | | 5 | | 3 | | 1 | 0 | 13 | 0.0 |
| Netherlands | | | | | | | 1 | 2 | 1 | 7 | 7 | 1 | 9 | 3 | 1 | 2 | 19 | 34 | 55.9 |
| New Zealand | | | | | | | | | 2 | 1 | 1 | 3 | 1 | 3 | | | 4 | 11 | 36.4 |
| Nicaragua | | | | | | | 1 | | | | 1 | | | | | | 2 | 2 | 100.0 |
| Niger | | | | | | | | | | | | 1 | | 2 | | | 0 | 3 | 0.0 |
| Nigeria | | | | | | | 1 | | 1 | 2 | 2 | 3 | 1 | 3 | | | 5 | 13 | 38.5 |
| Norway | | | | | | | | | 1 | | 3 | 5 | 4 | 1 | 5 | 1 | 13 | 20 | 65.0 |
| Pakistan | | | | | | | 1 | 1 | 3 | | 14 | | | 9 | 2 | 5 | 3 | 35 | 8.6 |
| Palestine | | | | | | | | | | | | | 1 | | | | 1 | 1 | 100.0 |
| Panama | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| Papua New Guinea | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| Peru | | | | | | | | | | 3 | | 2 | | | | | 0 | 5 | 0.0 |
| Philippines | | | | | | | 1 | | 1 | | 6 | 4 | 5 | 3 | | 2 | 13 | 22 | 59.1 |
| Poland | | | | | | | | | | | | 1 | | 2 | 1 | | 1 | 4 | 25.0 |
| Portugal | | | 1 | | | | | | | 1 | | | 1 | 1 | | | 1 | 4 | 25.0 |
| Republic of Korea | | | | | | | | | | | | | 1 | | 1 | | 2 | 2 | 100.0 |
| Republic of Moldova | | | | | | | | | | | | | | 1 | 1 | | 1 | 2 | 50.0 |
| Republic of the Congo | | | | | | | 1 | | 2 | | 1 | | 4 | 1 | 1 | | 1 | 10 | 10.0 |
| Romania | | | | | | | | | | | | | 2 | | 1 | | 3 | 3 | 100.0 |
| Russian Federation | | | | | | | | | | 1 | | 3 | 3 | 3 | | | 3 | 10 | 30.0 |
| Rwanda | | | | | | | | | | | 1 | 1 | | 5 | 1 | 2 | 2 | 10 | 20.0 |
| Senegal | | | | | | | 1 | 2 | 2 | 4 | 6 | 2 | 4 | | 2 | | 8 | 23 | 34.8 |
| Serbia | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| Serbia & Montenegro | | | | | | | | | | | | 5 | 3 | 4 | | 2 | 3 | 14 | 21.4 |
| Sierra Leone | | | | | | | | | 1 | | 1 | 2 | 1 | | | | 3 | 5 | 60.0 |
| Singapore | | | | | 1 | | | | | 1 | 1 | | | | | | 2 | 3 | 66.7 |
| Slovakia | | | | | | | | | | | | | 1 | | | | 1 | 1 | 100.0 |
| Slovenia | | | | | | | | | | | | | | | 1 | | 1 | 1 | 100.0 |
| Somalia | | | | | | | 1 | | 1 | 4 | 2 | 4 | | 1 | | 1 | 4 | 14 | 28.6 |
| South Africa | | | | | | | | | | | | 1 | 1 | 2 | 1 | | 2 | 5 | 40.0 |

| Country of nationality | USG | | ASG | | D2 | | D1 | | P5 | | P4 | | P3 | | P2/P1 | | Total number of women | Grand total | Percentage of women |
|-----------------------------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|-----------|-----------|-----------------------|-------------|---------------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | | | |
| Spain | | | | | | | 2 | | 2 | 4 | 5 | 2 | 5 | 4 | 2 | 2 | 16 | 28 | 57.1 |
| Sri Lanka | | | | | | | 1 | | | 3 | | 3 | | | | | 1 | 7 | 14.3 |
| Sudan | | | | | | | | 3 | 1 | 2 | 1 | 6 | 3 | 1 | | 2 | 5 | 19 | 26.3 |
| Sweden | | | | | | | 1 | 1 | 2 | 1 | 5 | 5 | 6 | 3 | | 3 | 14 | 27 | 51.9 |
| Switzerland | | | | | | | | 4 | 2 | 1 | | 4 | 2 | 2 | | 1 | 4 | 16 | 25.0 |
| Syrian Arab Republic | | | | | | | | | | 1 | 2 | | | 2 | 1 | | 3 | 6 | 50.0 |
| Tajikistan | | | | | | | | | | | | | | | 2 | | 0 | 2 | 0.0 |
| Thailand | | | | | | | | 1 | 3 | 4 | 1 | 2 | 2 | 4 | | | 6 | 17 | 35.3 |
| Timor-Leste | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| Togo | | | | | | | | 1 | 1 | | 1 | 5 | | 2 | | | 2 | 10 | 20.0 |
| Trinidad & Tobago | | | | | | | | | | | | | | 1 | | | 0 | 1 | 0.0 |
| Tunisia | | | | | | | 1 | | | | | 2 | | | 1 | | 1 | 4 | 25.0 |
| Turkey | | | | | | | | 1 | 2 | | | 1 | 3 | 4 | | 1 | 5 | 12 | 41.7 |
| Turkmenistan | | | | | | | | | | | | | | | 1 | | 1 | 1 | 100.0 |
| Uganda | | | | | | | | 1 | | 1 | 2 | 2 | 2 | 6 | | 4 | 4 | 18 | 22.2 |
| Ukraine | | | | | | | | | | | 1 | | | 1 | | | 1 | 2 | 50.0 |
| United Kingdom | | | | | | 2 | 3 | 2 | 3 | 8 | 4 | 9 | 1 | 14 | | 4 | 11 | 50 | 22.0 |
| United Republic of Tanzania | | | | | | | | | | 2 | 2 | 3 | 5 | 11 | | 1 | 7 | 24 | 29.2 |
| United States | | | | 1 | 2 | 1 | 2 | 7 | 3 | 1 | 26 | 23 | 19 | 19 | 4 | 3 | 56 | 111 | 50.5 |
| Uruguay | | | | | | | | | | | 1 | 1 | | 1 | | | 1 | 3 | 33.3 |
| Uzbekistan | | | | | | | | | | | | | 1 | 2 | 3 | | 4 | 6 | 66.7 |
| Venezuela | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| Viet Nam | | | | | | | | | | 1 | | | | | | | 0 | 1 | 0.0 |
| Yemen | | | | | | | | | | | | | | | | 1 | 0 | 1 | 0.0 |
| Zambia | | | | | | | | | | 2 | 1 | 1 | | | | | 1 | 4 | 25.0 |
| Zimbabwe | | | | | | | | | | | | 3 | 1 | | | | 1 | 4 | 25.0 |
| Total | 0 | 1 | 2 | 1 | 7 | 11 | 37 | 57 | 69 | 127 | 184 | 292 | 240 | 317 | 59 | 91 | 598 | 1495 | 40.0 |