

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 | | | 2 | | 4 | 1 | | 2 | 8 | 25.0 |
| Albania | | | | | | | | | | | | | | | 1 | | 1 | 1 | 100.0 |
| Algeria | | | | | | | | | 1 | 1 | | 3 | | 1 | 1 | | 2 | 7 | 28.6 |
| Angola | | | | | | | | | | | 1 | 1 | | | | | 1 | 2 | 50.0 |
| Argentina | | | | | | | | | 1 | | 1 | | | 1 | | 1 | 2 | 4 | 50.0 |
| Armenia | | | | | | | | | 1 | | | | | | | 1 | 1 | 2 | 50.0 |
| Australia | | | | | | | 1 | 3 | 2 | 9 | 9 | 7 | 6 | 3 | 4 | 1 | 22 | 45 | 48.9 |
| Austria | | | | | | | | | | 2 | | | | 1 | | 1 | 2 | 6 | 33.3 |
| Azerbaijan | | | | | | | | | | | | | | | 1 | | 1 | 1 | 100.0 |
| Bangladesh | | | | | | | | | 2 | 3 | 4 | 11 | 6 | 6 | 3 | 1 | 15 | 36 | 41.7 |
| Barbados | | | | | | | | | | | 1 | | | | | | 1 | 1 | 100.0 |
| Belarus | | | | | | | | | | | 1 | | | | | 1 | 1 | 2 | 50.0 |
| Belgium | | | | | | | 1 | | 3 | 9 | 4 | 3 | 5 | 3 | 1 | 1 | 14 | 30 | 46.7 |
| Belize | | | | | | | | | | | 1 | | | | | | 1 | 1 | 100.0 |
| Benin | | | | | | | | | | 1 | 3 | 10 | 1 | 6 | 1 | | 5 | 22 | 22.7 |
| Bhutan | | | | | | | | | | | | 1 | | | | | 0 | 1 | 0.0 |
| Bolivia | | | | | | | | | | | 1 | | 3 | 1 | | | 4 | 5 | 80.0 |
| Bosnia & Herzegovina | | | | | | | | | | | | | 2 | | | | 2 | 2 | 100.0 |
| Botswana | | | | | | | | | 1 | | | | | | | | 1 | 1 | 100.0 |
| Brazil | | | | | | | | | | 2 | 1 | 5 | | 1 | 2 | 1 | 3 | 12 | 25.0 |
| Bulgaria | | | | | | | | | | | 1 | | 1 | | | | 2 | 2 | 100.0 |
| Burkina Faso | | | | | | | 1 | 1 | | | 2 | 3 | 1 | 5 | | | 4 | 13 | 30.8 |
| Burundi | | | | | | | | | | 1 | 3 | 5 | 3 | | | 1 | 6 | 13 | 46.2 |
| Cambodia | | | | | | | | | | | | | | | | 1 | 0 | 1 | 0.0 |
| Cameroon | | | | | 1 | | | | | 1 | 5 | 3 | 1 | 10 | 1 | 1 | 8 | 23 | 34.8 |
| Canada | | | | 1 | | 3 | 1 | 4 | 6 | 14 | 24 | 20 | 15 | 13 | 9 | | 55 | 110 | 50.0 |
| Cape Verde | | | | | | | | | | | | 2 | | | | 1 | 0 | 3 | 0.0 |
| Central African Republic | | | | | | | | | | | | 1 | | 1 | | | 0 | 2 | 0.0 |
| Chad | | | | | | | | | | | | 2 | | 1 | | | 0 | 3 | 0.0 |
| Chile | | | | | | | | | | 1 | | 1 | | | | 1 | 0 | 3 | 0.0 |
| China | | | | | | | 1 | 2 | 1 | 2 | 1 | 1 | 2 | | 1 | | 5 | 11 | 45.5 |
| Colombia | | | | | | | | | 1 | 4 | | | 2 | 2 | 2 | | 5 | 11 | 45.5 |
| Comoros | | | | | | | | | | | | | | 1 | | | 0 | 1 | 0.0 |
| Costa Rica | | | | | | | | | | | | 1 | | | | | 0 | 1 | 0.0 |
| Côte d'Ivoire | | | | | | | | | | 1 | | 2 | 1 | 6 | | 2 | 1 | 12 | 8.3 |
| Croatia | | | | | | | | | 1 | | 2 | | 4 | | | | 7 | 7 | 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 | | | | |
| Cuba | | | | | | | | | | | | 1 | | | | 1 | 0 | 2 | 0.0 | |
| Democratic Republic of the Congo | | | | | | | | | | 1 | | 4 | 2 | 4 | 2 | 2 | 4 | 15 | 26.7 | |
| Denmark | | | | | | 1 | 2 | 3 | 1 | 2 | 5 | 8 | 3 | 7 | 5 | 2 | 16 | 39 | 41.0 | |
| Djibouti | | | | | | | | | | | | | | | | 1 | 0 | 1 | 0.0 | |
| Dominican Republic | | | | | | | | | | | | | | 1 | | | 0 | 1 | 0.0 | |
| Ecuador | | | | | | | | | | | 2 | 4 | | 1 | 1 | | 3 | 8 | 37.5 | |
| Egypt | | | | | | | | | | 3 | 2 | 1 | 1 | | 1 | | 4 | 8 | 50.0 | |
| Eritrea | | | | | | | | | | | 3 | | 2 | | | 1 | 5 | 6 | 83.3 | |
| Ethiopia | | | | | | 1 | | | | 2 | 3 | | 7 | 5 | 5 | 1 | 1 | 8 | 25 | 32.0 |
| Finland | | | | | | | 1 | 1 | 4 | 1 | 2 | 1 | 2 | | 7 | | 16 | 19 | 84.2 | |
| France | | | | | | | 2 | 2 | 4 | 16 | 24 | 30 | 19 | 24 | 11 | 4 | 60 | 136 | 44.1 | |
| Gabon | | | | | | | | | | | 1 | | | | | | 1 | 1 | 100.0 | |
| Gambia | | | | | | | | | | 1 | | 1 | 2 | | | | 2 | 4 | 50.0 | |
| Georgia | | | | | | | | | | | | 1 | 1 | 2 | | | 1 | 4 | 25.0 | |
| Germany | | | | | | 1 | | 1 | 5 | 3 | 6 | 9 | 12 | 4 | 6 | 1 | 29 | 48 | 60.4 | |
| Ghana | | | | | | | 1 | 1 | 1 | 1 | 2 | 4 | 1 | 5 | 1 | 3 | 6 | 20 | 30.0 | |
| Greece | | | | | | | | | | | | | | | 1 | 1 | 1 | 2 | 50.0 | |
| Grenada | | | | | | | | | | | | | | | 1 | | 1 | 1 | 100.0 | |
| Guatemala | | | | | | | | | | 2 | 1 | | | | 2 | | 2 | 5 | 40.0 | |
| Guinea | | | | | | | 1 | | | 1 | 1 | 4 | 1 | 3 | 2 | | 5 | 13 | 38.5 | |
| Guinea-Bissau | | | | | | | | | | | 2 | | | | | 1 | 0 | 3 | 0.0 | |
| Guyana | | | | | | | 1 | | | 2 | | 2 | | | 2 | | 7 | 7 | 100.0 | |
| Haiti | | | | | | | | | | | 3 | 2 | | 1 | 2 | 1 | 4 | 9 | 44.4 | |
| Honduras | | | | | | | 1 | | | | 1 | | | 1 | | | 2 | 3 | 66.7 | |
| Hungary | | | | | | | | | | | 1 | 2 | | | 1 | 1 | 3 | 5 | 60.0 | |
| Iceland | | | | | | | | | | | | | | | 1 | 1 | 1 | 2 | 50.0 | |
| India | | | | | 1 | 1 | 1 | 2 | 4 | 13 | 9 | 21 | 13 | 12 | 6 | 7 | 34 | 90 | 37.8 | |
| Indonesia | | | | | | | | | | 1 | | | | 4 | 2 | 2 | 5 | 9 | 55.6 | |
| Iran (Islamic Republic) | | | | | | | 2 | | | 1 | 5 | 1 | | 1 | | | 7 | 10 | 70.0 | |
| Iraq | | | | | | | | | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 3 | 4 | 11 | 36.4 | |
| Ireland | | | | | | 1 | 1 | 3 | 2 | 3 | 3 | 2 | 6 | 3 | 1 | 1 | 13 | 26 | 50.0 | |
| Israel | | | | | 1 | | | | | | | | | | 2 | | 3 | 3 | 100.0 | |
| Italy | | | | | 1 | 1 | | 1 | 9 | 12 | 10 | 10 | 18 | 6 | 14 | 2 | 52 | 84 | 61.9 | |
| Jamaica | | | | | | | | | | 1 | | 1 | | | 3 | | 2 | 5 | 40.0 | |
| Japan | | | | | | | 4 | | | 3 | 4 | 10 | 3 | 24 | 5 | 14 | 5 | 55 | 76.4 | |
| Jordan | | | | | | | | | | | 2 | 1 | 3 | 1 | 2 | 3 | 5 | 12 | 41.7 | |
| Kazakhstan | | | | | | | | | | | | | | | 2 | 1 | 0 | 3 | 0.0 | |
| Kenya | | | | | | 1 | | 1 | 1 | 5 | 10 | 10 | 9 | 15 | 8 | 4 | 28 | 64 | 43.8 | |
| Korea (DPR) | | | | | | | | | | | | | | | 1 | | 0 | 1 | 0.0 | |
| Kyrgyzstan | | | | | | | | | | | | | | | 1 | | 1 | 1 | 100.0 | |
| Lao (PDR) | | | | | | | | | | | | 1 | | | | | 1 | 1 | 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 | | | |
| Lebanon | | | | | | | 1 | | | 1 | 3 | 2 | 2 | 1 | | | 6 | 10 | 60.0 |
| Lesotho | | | | | | | | | | | | | | 1 | | | 0 | 1 | 0.0 |
| Liberia | | | | | | | | | | | | 5 | 1 | 1 | | 1 | 1 | 8 | 12.5 |
| Lithuania | | | | | | | | | | | | | 1 | | | | 1 | 1 | 100.0 |
| Luxembourg | | | | | | | | | | | | | | | 2 | | 2 | 2 | 100.0 |
| Macedonia (FYR) | | | | | | | | | | | | | 1 | | | | 1 | 1 | 100.0 |
| Madagascar | | | | | | | | | | 1 | 2 | 3 | | 1 | | | 2 | 7 | 28.6 |
| Malawi | | | | | | | | | | | 1 | 2 | | 5 | | | 1 | 8 | 12.5 |
| Malaysia | | | | | | | | | | | 2 | | 3 | 1 | 1 | 1 | 6 | 8 | 75.0 |
| Maldives | | | | | | | | | | 1 | | | | | | | 0 | 1 | 0.0 |
| Mali | | | | | | | 1 | | 2 | 2 | 4 | 5 | 1 | 7 | 1 | 1 | 9 | 24 | 37.5 |
| Malta | | | | | | | | | | 1 | | | | | | | 0 | 1 | 0.0 |
| Mauritania | | | | | | | | 1 | | 1 | | 2 | | 5 | | 1 | 0 | 10 | 0.0 |
| Mauritius | | | | | | | | | | 1 | | 2 | 1 | 1 | | | 1 | 5 | 20.0 |
| Mexico | | | | | | | | | | | | 1 | | | 1 | | 1 | 2 | 50.0 |
| Mongolia | | | | | | | | | | | 1 | | 2 | 1 | | 1 | 3 | 5 | 60.0 |
| Montenegro | | | | | | | | | | | | | 1 | | 1 | | 2 | 2 | 100.0 |
| Morocco | | | | | | | | | | 1 | 1 | | 1 | | | 1 | 2 | 4 | 50.0 |
| Mozambique | | | | | | | | | | 1 | 4 | | 1 | | | | 5 | 6 | 83.3 |
| Myanmar | | | | | 1 | | | | 1 | 1 | 4 | 1 | 1 | 4 | 1 | 1 | 8 | 15 | 53.3 |
| Namibia | | | | | | | | | | | 1 | | 2 | | | | 3 | 3 | 100.0 |
| Nepal | | | | | | | 2 | | 4 | 2 | 12 | 1 | 13 | 1 | | | 4 | 35 | 11.4 |
| Netherlands | | | | | 2 | | 4 | 7 | 5 | 13 | 12 | 12 | 5 | 12 | 5 | | 46 | 77 | 59.7 |
| New Zealand | | | | | | 1 | | | 1 | 2 | | 1 | | 1 | | 1 | 2 | 7 | 28.6 |
| Nicaragua | | | | | | | | | 1 | | | 1 | | | | | 1 | 2 | 50.0 |
| Niger | | | | | | | | | 2 | | 2 | 3 | 2 | | | | 3 | 9 | 33.3 |
| Nigeria | | | | | | | | | 4 | 4 | 2 | 12 | 2 | 7 | | 2 | 8 | 33 | 24.2 |
| Norway | | | 1 | | | 2 | 1 | 1 | 2 | 4 | 5 | 2 | 5 | 3 | 4 | 2 | 18 | 32 | 56.3 |
| Oman | | | | | | | | | | | 1 | | | | | | 1 | 1 | 100.0 |
| Pakistan | | | | | | | 1 | | | 1 | 3 | 9 | 1 | 7 | 1 | 6 | 6 | 29 | 20.7 |
| Palestine | | | | | | | | | | | 1 | | | 1 | | | 1 | 2 | 50.0 |
| Panama | | | | | | | | | 1 | | 1 | 2 | | | | | 2 | 4 | 50.0 |
| Papua New Guinea | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 |
| Paraguay | | | | | | | | | | 1 | | | | 1 | | | 0 | 2 | 0.0 |
| Peru | | | | | | | | | 2 | 2 | 2 | 4 | 1 | 1 | 1 | | 6 | 13 | 46.2 |
| Philippines | | | | | | | 1 | 6 | 2 | 7 | 7 | 11 | 3 | 5 | 2 | | 29 | 44 | 65.9 |
| Poland | | | | | | | | | | | | | | 1 | | | 0 | 1 | 0.0 |
| Portugal | | | | | 1 | | | | 1 | 1 | 1 | | 2 | | 1 | 1 | 6 | 8 | 75.0 |
| Republic of Korea | | | | | | | | | | | 3 | 1 | 1 | | 2 | | 6 | 7 | 85.7 |
| Republic of Moldova | | | | | | | | | | | | 1 | 4 | 1 | | 1 | 4 | 7 | 57.1 |
| Republic of the Congo | | | | | | | | | | | 1 | 3 | | 1 | 1 | | 2 | 6 | 33.3 |

| 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 | | | | |
| Romania | | | | | | | | | 1 | | 1 | | | 1 | 2 | | 4 | 5 | 80.0 | |
| Russian Federation | | | | | | | | 1 | | 2 | 1 | 2 | | 1 | 1 | | 2 | 8 | 25.0 | |
| Rwanda | | | | | | | | 1 | | | 2 | 3 | 3 | 4 | 1 | | 6 | 14 | 42.9 | |
| Saint Kitts & Nevis | | | | | | | | | | | | | 1 | | | | 1 | 1 | 100.0 | |
| Senegal | | | | | | | | | 1 | 2 | 4 | 3 | | 6 | 1 | 1 | 6 | 18 | 33.3 | |
| Serbia | | | | | | | | | | | 2 | 3 | | 1 | | 1 | 2 | 7 | 28.6 | |
| Sierra Leone | | | | | | | | 1 | 1 | 1 | 2 | 9 | 2 | 5 | | | 5 | 21 | 23.8 | |
| Singapore | | | | | | | 1 | | 1 | | | | | | | | 2 | 2 | 100.0 | |
| Slovakia | | | | | | | | | | | | | | 1 | | | 0 | 1 | 0.0 | |
| Slovenia | | | | | | | | | 1 | | | | | | | | 1 | 1 | 100.0 | |
| Solomon Islands | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 | |
| Somalia | | | | | | | | | | | | 3 | 1 | 1 | | 1 | 1 | 6 | 16.7 | |
| South Africa | | | | | | | | | | | 3 | 2 | 3 | 1 | | | 6 | 9 | 66.7 | |
| Spain | | | | | | | | | 1 | 4 | 6 | 7 | 5 | 3 | 6 | 2 | 18 | 34 | 52.9 | |
| Sri Lanka | | | | | | | | | 1 | 2 | 1 | 1 | 5 | | 1 | | 8 | 11 | 72.7 | |
| Sudan | | | | | | | | | 1 | 3 | 1 | 8 | | 2 | 1 | 1 | 3 | 17 | 17.6 | |
| Suriname | | | | | | | | | 1 | | | | | | | | 1 | 1 | 100.0 | |
| Swaziland | | | | | | | | | | 1 | | | | 1 | | | 1 | 2 | 50.0 | |
| Sweden | | | | | 1 | 2 | 1 | 2 | 2 | 2 | 8 | 3 | 6 | 2 | 13 | 2 | 31 | 44 | 70.5 | |
| Switzerland | | | | | | 1 | | | | 2 | | 5 | 1 | 1 | 2 | 2 | 4 | 10 | 18 | 55.6 |
| Syrian Arab Republic | | | | | | | | | | 1 | | | | | | | 0 | 1 | 0.0 | |
| Tajikistan | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 | |
| Thailand | | | | | | | | | 1 | | 1 | 1 | 3 | | 4 | 1 | 9 | 11 | 81.8 | |
| Togo | | | | | | | | | | | 1 | 1 | 1 | 1 | | | 2 | 4 | 50.0 | |
| Trinidad & Tobago | | | | | | | | | 1 | | | | 1 | | | | 2 | 2 | 100.0 | |
| Tunisia | | | | | | | | | | 1 | | 2 | | | 1 | | 1 | 4 | 25.0 | |
| Turkey | | | | | | | | | 1 | | | 1 | 2 | 1 | | | 3 | 5 | 60.0 | |
| Turkmenistan | | | | | | | | | | | | 1 | | | | | 0 | 1 | 0.0 | |
| Uganda | | | | | | | | | 2 | 2 | 5 | 4 | 3 | 10 | 1 | 4 | 11 | 31 | 35.5 | |
| Ukraine | | | | | | | | | | | | 1 | | | | | 0 | 1 | 0.0 | |
| United Kingdom | | | | | 4 | 5 | 9 | 16 | 32 | 23 | 30 | 16 | 13 | 5 | 3 | | 65 | 156 | 41.7 | |
| United Republic of Tanzania | | | | | | | 1 | | | 7 | 6 | 2 | 2 | 2 | | 2 | 9 | 22 | 40.9 | |
| United States | 1 | | | | 2 | 2 | 6 | 7 | 28 | 30 | 50 | 31 | 44 | 28 | 31 | 12 | 162 | 272 | 59.6 | |
| Uruguay | | | | | | | | | | | | | | | 1 | | 1 | 1 | 100.0 | |
| Uzbekistan | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 | |
| Vanuatu | | | | | | | | | | | | | | | | | 0 | 0 | 0.0 | |
| Venezuela | | | | | | | | | 1 | | 1 | 1 | 1 | | | | 3 | 4 | 75.0 | |
| Viet Nam | | | | | | | | | | | | | | 2 | | 1 | 0 | 3 | 0.0 | |
| Yemen | | | | | | | | | | | 2 | 2 | | | | | 2 | 4 | 50.0 | |
| Zambia | | | | | | | | | 3 | 1 | 2 | 1 | | 2 | 1 | 2 | 6 | 12 | 50.0 | |
| Zimbabwe | | | | | | | | | 1 | | 1 | 7 | 1 | 4 | | 2 | 3 | 16 | 18.8 | |

| 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 | | | |
| Total | 1 | 0 | 1 | 1 | 11 | 21 | 40 | 54 | 164 | 259 | 364 | 433 | 342 | 351 | 228 | 127 | 1151 | 2397 | 48.0 |