

**Gender distribution of all staff (P1 to USG and GS) by nationality and level at Headquarters, other established offices and project posts, with appointments of one year or more, as at 31 December 2007**

| Country of nationality           | USG |   | ASG |   | D2 |   | D1 |   | P5 |    | P4 |    | P3 |    | P2/P1 |   | General Service and related categories |    | 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 | F                                      | M  |                       |             |                     |
| Afghanistan                      |     |   |     |   |    |   |    |   |    |    | 1  |    |    |    |       |   |                                        |    | 1                     | 1           | 100.0               |
| Algeria                          |     |   |     |   |    |   |    |   | 1  | 1  |    | 1  | 1  | 1  |       |   | 1                                      | 3  | 3                     | 9           | 33.3                |
| Argentina                        |     |   |     |   |    |   |    |   |    | 1  | 1  |    | 2  | 1  | 2     |   | 2                                      | 3  | 7                     | 12          | 58.3                |
| Australia                        |     |   |     | 1 |    | 1 |    | 2 |    | 2  | 1  | 1  |    |    |       |   |                                        | 3  | 1                     | 11          | 9.1                 |
| Austria                          |     |   |     |   |    |   |    |   |    | 2  |    |    |    |    |       |   | 1                                      |    | 1                     | 3           | 33.3                |
| Bangladesh                       |     |   |     |   |    |   |    |   |    |    |    | 1  |    |    |       |   |                                        | 1  | 0                     | 2           | 0.0                 |
| Belarus                          |     |   |     |   |    |   |    |   |    |    |    | 1  |    |    |       |   | 1                                      |    | 1                     | 2           | 50.0                |
| Belgium                          |     |   |     |   |    |   |    | 1 |    | 4  | 1  | 1  |    | 1  |       |   | 2                                      | 1  | 3                     | 11          | 27.3                |
| Brazil                           |     |   |     |   |    |   |    | 1 |    |    | 1  |    | 1  | 1  |       |   |                                        | 2  | 2                     | 6           | 33.3                |
| Bulgaria                         |     |   |     |   |    |   |    |   |    | 1  | 2  | 1  |    |    |       |   |                                        |    | 2                     | 4           | 50.0                |
| Burkina Faso                     |     |   |     |   |    |   |    |   |    | 1  |    |    |    |    |       |   |                                        |    | 0                     | 1           | 0.0                 |
| Burundi                          |     |   |     |   |    |   |    |   | 1  |    |    |    |    |    |       |   |                                        |    | 1                     | 1           | 100.0               |
| Cambodia                         |     |   |     |   |    |   |    |   |    |    |    | 1  |    | 1  |       |   |                                        |    | 0                     | 2           | 0.0                 |
| Cameroon                         |     |   |     |   |    | 1 |    |   |    |    |    | 1  |    | 1  |       |   | 1                                      |    | 1                     | 4           | 25.0                |
| Canada                           |     |   |     |   |    |   |    | 1 |    | 2  | 2  | 4  | 2  |    | 3     |   | 3                                      | 1  | 10                    | 18          | 55.6                |
| Chile                            |     |   |     |   |    |   |    |   |    | 1  |    |    |    | 1  |       |   |                                        | 3  | 0                     | 5           | 0.0                 |
| China                            |     |   | 1   |   |    |   |    |   | 1  | 2  | 1  | 1  | 1  | 2  |       |   | 1                                      | 1  | 5                     | 11          | 45.5                |
| Colombia                         |     |   |     |   |    |   |    |   |    | 1  | 1  |    |    |    | 1     |   |                                        | 5  | 2                     | 8           | 25.0                |
| Comoros                          |     |   |     |   |    |   |    |   |    |    |    |    |    |    |       |   |                                        | 1  | 0                     | 1           | 0.0                 |
| Costa Rica                       |     |   |     |   |    |   |    |   |    |    |    |    |    | 1  |       |   |                                        |    | 0                     | 1           | 0.0                 |
| Côte d'Ivoire                    |     |   |     |   |    |   |    |   |    | 1  |    |    |    |    |       |   |                                        |    | 0                     | 1           | 0.0                 |
| Cuba                             |     |   |     |   |    | 1 |    |   |    | 1  |    | 1  |    |    |       |   |                                        | 1  | 0                     | 4           | 0.0                 |
| Democratic Republic of the Congo |     |   |     |   |    |   |    |   |    |    |    | 1  |    |    |       |   |                                        | 1  | 0                     | 2           | 0.0                 |
| Denmark                          |     |   |     |   |    |   |    | 1 | 1  |    |    |    |    |    |       |   | 2                                      | 1  | 3                     | 5           | 60.0                |
| Ecuador                          |     |   |     |   |    |   |    |   |    |    | 1  |    |    |    |       |   |                                        | 1  | 1                     | 2           | 50.0                |
| Egypt                            |     |   |     |   |    | 1 |    |   |    |    | 1  | 1  |    |    |       |   |                                        | 1  | 1                     | 4           | 25.0                |
| El Salvador                      |     |   |     |   |    |   |    |   |    |    |    |    |    |    |       |   | 1                                      |    | 1                     | 1           | 100.0               |
| Ethiopia                         |     |   |     |   |    |   |    |   |    | 1  |    |    | 1  |    |       |   |                                        |    | 1                     | 2           | 50.0                |
| Finland                          |     |   |     |   |    |   |    |   |    |    | 1  |    | 2  |    |       |   |                                        |    | 3                     | 3           | 100.0               |
| France                           |     |   | 1   | 1 | 3  | 2 | 1  | 1 | 10 | 11 | 18 | 23 | 11 | 15 | 7     |   | 165                                    | 65 | 218                   | 334         | 65.3                |
| Germany                          |     |   |     |   |    | 1 | 1  | 1 |    |    | 2  | 5  | 2  |    | 7     | 2 | 4                                      | 3  | 16                    | 28          | 57.1                |
| Ghana                            |     |   |     |   |    | 1 |    |   |    |    |    |    | 2  |    |       |   | 4                                      |    | 6                     | 7           | 85.7                |
| Greece                           |     |   |     |   |    |   |    |   | 1  | 1  |    |    | 2  |    | 1     |   |                                        | 2  | 4                     | 7           | 57.1                |
| Grenada                          |     |   |     |   |    |   |    |   |    |    |    |    | 1  |    |       |   |                                        |    | 1                     | 1           | 100.0               |
| Honduras                         |     |   |     |   |    |   |    |   |    |    |    |    |    |    |       |   |                                        | 1  | 0                     | 1           | 0.0                 |
| Hungary                          |     |   |     |   |    |   |    |   | 1  | 2  |    |    |    |    |       |   |                                        |    | 1                     | 3           | 33.3                |
| India                            |     |   | 1   |   |    |   |    | 3 | 2  |    |    | 1  |    |    |       |   |                                        | 2  | 2                     | 9           | 22.2                |
| Indonesia                        |     |   |     |   |    |   |    |   |    |    |    | 1  |    |    |       |   |                                        |    | 0                     | 1           | 0.0                 |
| Iran (Islamic Republic)          |     |   |     |   |    |   |    |   |    | 1  |    |    |    |    |       |   | 1                                      |    | 1                     | 2           | 50.0                |

| Country of nationality | USG |   | ASG |   | D2 |   | D1 |   | P5 |   | P4 |   | P3 |   | P2/P1 |   | General Service and related categories |   | 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 | F                                      | M |                       |             |                     |
| Ireland                |     |   |     |   |    |   |    |   | 1  |   |    |   |    | 2 | 1     |   | 8                                      | 1 | 10                    | 13          | 76.9                |
| Israel                 |     |   |     |   |    |   |    |   |    |   |    |   | 1  |   |       |   |                                        |   | 1                     | 1           | 100.0               |
| Italy                  |     |   |     |   | 1  |   |    | 1 | 1  | 3 | 1  | 1 | 1  |   | 2     |   | 8                                      | 6 | 14                    | 25          | 56.0                |
| Jamaica                |     |   |     |   |    |   |    |   |    |   | 1  |   |    |   |       |   | 1                                      | 1 | 2                     | 3           | 66.7                |
| Japan                  |     |   |     |   |    | 1 |    |   | 1  |   | 1  | 1 |    | 2 |       | 2 | 8                                      | 1 | 10                    | 17          | 58.8                |
| Jordan                 |     |   |     |   |    |   |    |   |    |   |    | 1 |    |   |       |   |                                        |   | 0                     | 1           | 0.0                 |
| Kazakhstan             |     |   |     |   |    |   |    |   |    |   |    | 1 |    |   |       |   |                                        |   | 1                     | 1           | 100.0               |
| Kenya                  |     |   |     |   |    |   |    |   |    |   |    | 1 |    |   |       |   | 2                                      |   | 2                     | 3           | 66.7                |
| Lesotho                |     |   |     |   |    |   |    |   |    |   |    | 1 |    |   |       |   |                                        |   | 1                     | 1           | 100.0               |
| Liban                  |     |   |     |   |    |   | 1  |   | 1  |   |    |   |    |   |       |   |                                        |   | 2                     | 2           | 100.0               |
| Liberia                |     |   |     |   |    |   |    |   |    |   |    |   |    |   |       |   | 1                                      |   | 1                     | 1           | 100.0               |
| Libyan Arab Jamahiriya |     |   |     |   |    |   |    |   |    |   |    | 1 |    |   |       |   |                                        | 1 | 0                     | 2           | 0.0                 |
| Macedonia (FYR)        |     |   |     |   |    |   |    |   |    |   |    | 1 |    | 1 |       |   |                                        |   | 2                     | 2           | 100.0               |
| Madagascar             |     |   |     |   |    |   |    |   |    |   |    |   |    |   |       |   | 2                                      |   | 2                     | 2           | 100.0               |
| Malaysia               |     |   |     |   |    |   |    |   |    |   |    | 1 |    |   |       |   |                                        |   | 1                     | 1           | 100.0               |
| Mali                   |     |   |     |   |    |   |    |   |    |   |    |   |    |   |       |   |                                        | 1 | 0                     | 1           | 0.0                 |
| Mauritius              |     |   |     |   |    |   |    |   | 1  |   |    |   |    |   |       |   | 1                                      |   | 2                     | 2           | 100.0               |
| Mexico                 |     |   |     |   |    | 1 |    |   | 1  | 1 |    |   | 1  |   |       |   | 1                                      | 1 | 3                     | 6           | 50.0                |
| Mongolia               |     |   |     |   |    |   |    |   |    |   |    |   |    | 1 |       |   |                                        |   | 0                     | 1           | 0.0                 |
| Morocco                |     |   |     |   |    |   |    |   |    |   |    | 1 |    | 1 | 1     |   |                                        | 5 | 1                     | 8           | 12.5                |
| Myanmar                |     |   |     |   |    |   |    |   |    |   |    |   |    |   |       |   | 1                                      |   | 1                     | 1           | 100.0               |
| Netherlands            |     |   |     |   |    |   |    | 1 |    | 1 | 1  | 1 | 1  | 1 | 1     |   | 2                                      |   | 5                     | 9           | 55.6                |
| New Zealand            |     |   |     |   |    |   |    |   |    | 1 | 1  |   |    |   |       |   |                                        |   | 1                     | 2           | 50.0                |
| Nicaragua              |     |   |     |   |    |   |    |   |    |   |    | 1 |    |   |       |   |                                        | 1 | 1                     | 2           | 50.0                |
| Niger                  |     |   |     |   |    |   |    |   |    |   |    |   |    |   |       |   | 1                                      |   | 1                     | 1           | 100.0               |
| Nigeria                |     |   |     | 1 |    |   |    | 1 |    |   |    |   | 1  |   |       |   |                                        |   | 1                     | 3           | 33.3                |
| Norway                 |     |   |     |   |    |   |    | 1 |    |   |    |   |    |   |       |   |                                        |   | 0                     | 1           | 0.0                 |
| Pakistan               |     |   |     |   |    |   |    |   |    | 2 |    |   |    |   |       | 1 |                                        |   | 0                     | 3           | 0.0                 |
| Peru                   |     |   |     |   |    |   |    | 1 |    |   | 1  |   | 1  |   |       |   | 3                                      | 7 | 5                     | 13          | 38.5                |
| Philippines            |     |   |     |   |    | 1 |    |   | 1  |   | 1  |   |    | 1 |       |   | 5                                      | 1 | 7                     | 10          | 70.0                |
| Poland                 |     |   |     |   |    |   |    |   |    |   |    |   |    |   |       |   |                                        | 3 | 0                     | 3           | 0.0                 |
| Portugal               |     |   |     |   |    |   |    |   |    | 1 |    |   |    | 2 |       |   | 3                                      | 3 | 3                     | 9           | 33.3                |
| Republic of Korea      |     |   |     |   |    |   |    |   |    |   | 1  | 2 |    | 2 |       |   | 1                                      | 2 | 2                     | 8           | 25.0                |
| Republic of the Congo  |     |   |     |   |    |   |    |   |    |   |    |   |    |   |       |   |                                        | 1 | 0                     | 1           | 0.0                 |
| Romania                |     |   |     |   |    |   |    |   |    |   |    | 1 |    |   |       |   |                                        |   | 0                     | 1           | 0.0                 |
| Russian Federation     |     |   |     |   |    |   |    | 1 |    | 3 |    | 1 |    |   |       |   | 2                                      |   | 2                     | 7           | 28.6                |
| Senegal                |     |   |     |   |    |   |    |   |    | 1 |    |   | 1  | 2 |       |   | 1                                      |   | 2                     | 5           | 40.0                |
| Serbia                 |     |   |     |   |    |   |    |   |    |   |    | 1 | 1  |   |       |   | 1                                      | 1 | 2                     | 4           | 50.0                |
| Singapore              |     |   |     |   |    |   |    |   |    |   |    |   |    |   | 1     |   |                                        |   | 1                     | 1           | 100.0               |
| Slovakia               |     |   |     |   |    |   |    |   |    | 1 |    |   |    |   |       |   |                                        |   | 0                     | 1           | 0.0                 |
| Slovenia               |     |   |     |   |    |   |    | 1 |    |   |    |   |    |   |       |   |                                        |   | 0                     | 1           | 0.0                 |
| South Africa           |     |   |     |   |    |   |    |   | 1  | 1 |    |   |    |   |       |   | 1                                      |   | 2                     | 3           | 66.7                |
| Spain                  |     |   |     |   |    |   |    | 1 |    | 3 | 1  | 1 | 3  | 2 | 2     | 1 | 6                                      | 5 | 12                    | 25          | 48.0                |
| Sri Lanka              |     |   |     |   |    |   |    | 1 |    |   | 1  | 1 |    |   |       |   | 2                                      | 1 | 3                     | 6           | 50.0                |

| Country of nationality      | USG      |          | ASG      |          | D2       |           | D1       |           | P5        |           | P4        |           | P3        |           | P2/P1     |           | General Service and related categories |            | 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         | F                                      | M          |                       |             |                     |
| Sudan                       |          |          |          |          |          |           |          |           |           | 2         |           |           |           |           |           |           |                                        |            | 0                     | 2           | 0.0                 |
| Sweden                      |          |          |          |          |          |           |          |           | 1         | 1         | 1         |           | 1         |           |           |           | 1                                      | 1          | 4                     | 6           | 66.7                |
| Switzerland                 |          |          |          |          |          |           |          | 1         |           | 2         |           |           |           | 4         | 4         | 1         | 20                                     | 8          | 24                    | 40          | 60.0                |
| Syrian Arab Republic        |          |          |          |          |          |           |          |           | 1         |           |           |           |           |           |           |           |                                        |            | 1                     | 1           | 100.0               |
| Thailand                    |          |          |          |          |          |           |          |           |           |           |           |           |           |           |           |           | 1                                      |            | 1                     | 1           | 100.0               |
| Trinidad & Tobago           |          |          |          |          |          |           |          |           |           |           |           |           | 1         |           |           |           |                                        |            | 0                     | 1           | 0.0                 |
| Tunisia                     |          |          |          |          |          |           |          |           | 1         |           |           |           | 1         | 3         |           |           |                                        | 5          | 2                     | 10          | 20.0                |
| Turkey                      |          |          |          |          |          |           |          |           |           |           |           | 1         |           |           |           |           |                                        |            | 0                     | 1           | 0.0                 |
| Uganda                      |          |          |          |          |          |           |          |           |           |           |           | 1         |           |           |           |           | 1                                      |            | 2                     | 2           | 100.0               |
| United Kingdom              |          |          |          |          |          |           |          | 4         | 1         | 4         | 4         | 10        | 10        | 5         | 1         | 2         | 18                                     | 6          | 34                    | 65          | 52.3                |
| United Republic of Tanzania |          |          |          |          |          |           |          |           |           |           |           | 1         | 1         |           |           |           |                                        |            | 1                     | 2           | 50.0                |
| United States               |          |          |          | 1        |          |           |          | 2         | 1         | 5         | 1         | 7         | 1         | 2         |           |           | 7                                      | 2          | 10                    | 29          | 34.5                |
| Uruguay                     |          |          |          | 1        |          |           |          |           |           | 1         | 1         |           |           |           |           |           | 4                                      |            | 5                     | 7           | 71.4                |
| Venezuela                   |          |          |          |          |          |           |          |           |           | 1         | 1         | 1         |           |           |           |           | 2                                      |            | 3                     | 5           | 60.0                |
| Zambia                      |          |          |          |          |          | 1         |          |           |           |           |           |           |           |           |           |           |                                        |            | 0                     | 1           | 0.0                 |
| <b>Total</b>                | <b>0</b> | <b>0</b> | <b>1</b> | <b>6</b> | <b>2</b> | <b>13</b> | <b>4</b> | <b>27</b> | <b>22</b> | <b>69</b> | <b>52</b> | <b>75</b> | <b>65</b> | <b>52</b> | <b>42</b> | <b>16</b> | <b>304</b>                             | <b>166</b> | <b>492</b>            | <b>916</b>  | <b>53.7</b>         |