

ICAO

Gender distribution of all staff(P1 to USG and GS) by nationality and level at Headquarters, other established offices and projects posts, with appointment of one year or more, as at 31 December 2009

Country	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					2					7	15	7	25	28
Albania											1			3	1				1	3	6	50
Algeria								1		1				3	1			2	1	5	9	55.56
Andorra																				0	0	0
Angola											1				1			5	5	5	12	41.67
Antigua and Barbuda							1													1	1	100
Argentina								2		4		1	1	2	4			9	1	14	24	58.33
Armenia												2							1	0	3	0
Australia								2	1	7		6		2	4			14	4	19	40	47.5
Austria								1		2		2		2				2		2	9	22.22
Azerbaijan												1								0	1	0
Bahrain																				0	0	0
Bangladesh							1				2				1			1	22	1	27	3.7
Barbados																		9	2	9	11	81.82
Belarus																				0	0	0
Belgium							1	1	2	14	3	12	5	3		12		9	1	19	63	30.16
Belize												1		1						0	2	0
Benin								1				1		2		4		3	2	4	13	30.77
Bhutan												1						2	1	2	4	50
Bolivia										1	1				1	4	4	5	2	10	18	55.56
Bosnia and Herzegovina												1		1	8			1		9	11	81.82
Botswana									1			1								1	2	50
Brazil				1				2	3	3		5		1	4			11	5	18	35	51.43
Brunei																				0	0	0
Bulgaria											1	1	1	1						2	4	50
Burkina Faso										2		1						6	6	6	15	40
Burundi											1		1		4			5	5	11	16	68.75
Cambodia								1										5	6	5	12	41.67
Cameroon									1	2				2				5	7	6	17	35.29

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	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M			
Canada						1		1	4	14	3	9	5	5	4	4	24	2	40	76	52.63
Cape Verde			1														3	1	4	5	80
Central African Republic									1								2	1	3	4	75
Chad									1							4	2	3	3	10	30
Chile						1			2	1		2					29	13	31	48	64.58
China				1		1		2	1	2	1	5	4	4	4		8	3	18	36	50
Colombia						1				2		1	3	1			11	5	15	24	62.5
Comoros												1							0	1	0
Congo (Democratic Republic of the)										2		2					12	18	12	34	35.29
Congo (Republic of the)								1				3					3		3	7	42.86
Cook Island																			0	0	0
Costa Rica										1						4	1	2	1	8	12.5
Cote d'Ivoire								1		2	1	2	1	1			4	2	6	14	42.86
Croatia												1							0	1	0
Cuba									1		1							1	2	3	66.67
Cyprus																			0	0	0
Czech Republic												1	1	1					1	3	33.33
Denmark						1			2	1	3	3	1	1		4	1		7	17	41.18
Djibouti												1					1		2	2	100
Dominica										2									2	2	100
Dominican Republic												1	1				1	1	2	4	50
East Timor																			0	0	0
Ecuador												2					1	2	1	5	20
Egypt				1						1	1	3		2	8	4	31	17	40	68	58.82
El Salvador										2				1			3	1	4	7	57.14
Equatorial Guinea																	1		1	1	100
Eritrea												1					4	3	4	8	50
Estonia																			0	0	0
Ethiopia										3		1		2			9	4	9	19	47.37
Federated States of Micronesia																			0	0	0
Fiji										1									0	1	0
Finland				1					3	1		4	1	1	12		2	2	18	27	66.67

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	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M			
France				1		1	1	2	11	21	10	20	14	9	24	8	76	5	136	203	67
Gabon										1							2	1	2	4	50
Georgia											1		2						3	3	100
Germany				1	1	1	2	2	5	21	12	23	4	14	36	4	5		65	131	49.62
Ghana										3							31	19	31	53	58.49
Greece						2			1	1		1		1			1	1	2	8	25
Grenada										1									0	1	0
Guatemala										1		2	1		4		1	1	6	10	60
Guinea										2		1		1			2	3	2	9	22.22
Guinea-Bissau										1							1	2	1	4	25
Guyana										3					4				4	7	57.14
Haiti																	4	7	4	11	36.36
Honduras										1							4	1	4	6	66.67
Hungary									1	1					4		55	19	60	80	75
Iceland						1						1	1						1	3	33.33
India				1		1				6	3	5	2	1	4	24	4	11	13	62	20.97
Indonesia										1					4		4	2	9	11	81.82
Iran						1						2					2	3	2	8	25
Iraq										1	1	1		2			2		3	7	42.86
Ireland							1	1	1	1	5	3	2	1		4	10	1	18	29	62.07
Israel										1							1		1	2	50
Italy				1	1	1	1	7	7	22	15	38	21	23	84	72	313	199	442	805	54.91
Jamaica											1	1					4	2	5	8	62.5
Japan				1		1	2	2	1	2	2	12	7	5	8	28	2		22	73	30.14
Jordan										1									0	1	0
Kazakhstan											1								1	1	100
Kenya										1	2	3	1	1	4	16	7	5	14	40	35
Kiribati																			0	0	0
Korea, North																			0	0	0
Korea, South							1		1					3		4			0	9	0
Kosovo																			0	0	0
Kuwait																			0	0	0

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	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M				
Kyrgyz Republic												2						1		3	3	100
Laos																		4	5	4	9	44.44
Latvia																				0	0	0
Lebanon								1	1	1	2	2				4	4	9	4	16	28	57.14
Lesotho										1						4		2	1	6	8	75
Liberia												1	1					1	1	2	4	50
Libya										1		1							2	0	4	0
Liechtenstein																				0	0	0
Lithuania												1					4			0	5	0
Luxembourg										1	1			1						1	3	33.33
Macedonia (the former Yugoslav Republic of)																4		1		5	5	100
Madagascar					1					1				1	2			6	2	8	13	61.54
Malawi						1		1							1		4	5	12	5	24	20.83
Malaysia											1	2								1	3	33.33
Maldives																				0	0	0
Mali				1						1		1						5	6	5	14	35.71
Malta														1				2		2	3	66.67
Marshall Islands																				0	0	0
Mauritania							1					2		1				3	4	3	11	27.27
Mauritius														1	4					4	5	80
Mexico					1				1	5	1	4	1	1				10	4	14	28	50
Moldova											1	1								1	2	50
Monaco																				0	0	0
Mongolia																		1	1	1	2	50
Montenegro																				0	0	0
Morocco					1		4		8		5		2					7	5	7	32	21.88
Mozambique							1		1									5	5	5	12	41.67
Myanmar (Burma)																		2	4	2	6	33.33
Namibia							1											3	1	3	5	60
Nepal									6		3							5	4	5	18	27.78
Netherlands							1	3	9	3	10		4	24	12		3	1	33	70	47.14	
New Zealand							3		1	1	1	2	1				3		6	12	50	

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	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M			
Nicaragua											1			2			1	2	1	6	16.67
Niger							1			2		2				12	5	15	5	37	13.51
Nigeria							1	1			1			2			5	5	6	15	40
Norway									1		1	1				12	8		14	23	60.87
Oman																			0	0	0
Pakistan						1		2				2	1	1			1	9	2	17	11.76
Palestine																			0	0	0
Panama																	1	1	1	2	50
Papua New Guinea												2							0	2	0
Paraguay													1						1	1	100
Peru						1		1	1			1				8	9	6	10	27	37.04
Philippines										1	3	4	3	1	8	4	15	4	29	43	67.44
Poland										1						4			0	5	0
Portugal							1	1			1	2		1		4	1		3	11	27.27
Qatar																			0	0	0
Romania											1		1				4	3	6	9	66.67
Russia							1	1		1		1	2	1					3	7	42.86
Rwanda										2		1					3	3	3	9	33.33
Saint Lucia			1									1							2	2	100
Saint Kitts and Nevis																			0	0	0
Saint Vincent & the Grenadines											1								0	1	0
Samoa											1						3	3	3	7	42.86
San Marino																			0	0	0
Sao Tome & Principe										1									0	1	0
Saudi Arabia												1						1	0	2	0
Senegal							1	1	4				1	1	4		8	5	14	25	56
Serbia										1				1	4		5	1	9	12	75
Seychelles										1				1			5		5	7	71.43
Sierra Leone										1		1					4	2	4	8	50
Singapore																			0	0	0
Slovakia			1										1	1			2		4	5	80
Slovenia													1						1	1	100

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	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M			
Solomon Islands																			0	0	0
Somalia																			0	0	0
South Africa								1		1		1	1		8	4	2	3	11	21	52.38
Spain				1	1				1	7	4	8	5	8	36	12	20	1	67	104	64.42
Sri Lanka										1		2					5	3	5	11	45.45
stateless																			0	0	0
Sudan										6		1	1	1			3	11	4	23	17.39
Suriname																			0	0	0
Swaziland													1				1		2	2	100
Sweden			1			1		1	2	2	1	5	2	3	12	8	2		20	40	50
Switzerland						1			2	1	2	5		1	4	4		2	8	22	36.36
Syria								1						1			7	6	7	15	46.67
Taiwan																			0	0	0
Tajikistan															4				4	4	100
Tanzania					1	1				1		1		1	4		4	6	9	19	47.37
Thailand									1	1							59	20	60	81	74.07
The Bahamas										1									1	1	100
The Gambia							1			2		1					2	1	2	7	28.57
Togo													2			4	1	2	1	9	11.11
Tonga								1											0	1	0
Trinidad and Tobago											1	2					7	4	8	14	57.14
Tunisia						1		2		4		5		2			9	4	9	27	33.33
Turkey																	6	2	6	8	75
Turkmenistan																			0	0	0
Tuvalu																			0	0	0
Uganda					1							3			4		8	6	13	22	59.09
Ukraine														2			1		1	3	33.33
uncoded																			0	0	0
United Kingdom						3		9	5	31	5	26	6	8	16	12	78	10	110	209	52.63
United States					2	7	2	10	12	31	17	32	16	14	36	16	41	10	126	246	51.22
United Arab Emirates																			0	0	0
Uruguay									1	2				1			6	4	7	14	50

Country	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				
Uzbekistan														1		4				5	5	100
Vanuatu															1					0	1	0
Venezuela						1		1			1					4		4	1	9	12	75
Vietnam										1								6	9	7	16	43.75
Yemen										1	1							3	5	4	10	40
Zambia												1	2				4	5	4	6	16	37.5
Zimbabwe												1	2	1	2			7	3	9	16	56.25
Total	0	0	4	11	10	35	12	78	89	310	123	345	136	173	432	328	1222	689	2028	3997	50.74	