

UNHCR

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						2		5	1	4	5	12	3	13	6	10	80	794	95	935	10.16	
Albania								1		1	4	4	18	8	6	6	17	16	45	81	55.56	
Algeria				3		1	2	9	5	17	11	20	11	15	12	2	52	68	93	228	40.79	
Andorra														2	1		2			2	5	40
Angola								2		1	1	6	2	5			18	54	21	89	23.6	
Antigua and Barbuda								1	2								2		4	5	80	
Argentina					1	4	4	13	16	32	27	46	19	28	22	26	95	48	184	381	48.29	
Armenia						2				1		6	8	4	8	8	6	19	21	38	83	45.78
Australia			1	4	3	7	8	33	32	90	44	111	41	50	40	30	76	21	245	591	41.46	
Austria				2	1		2	10	9	19	20	41	26	32	48	26	519	370	625	1125	55.56	
Azerbaijan										3	3	7	5	10	2	4	11	17	21	62	33.87	
Bahrain								2				1	1	2	2		5	3	8	16	50	
Bangladesh			1			3	1	8	3	21	7	41	3	30	14	8	21	108	50	269	18.59	
Barbados								1		3	3	1		5		12	36	17	58	78	74.36	
Belarus								3	2	5	2	14	3	9		4	19	16	26	77	33.77	
Belgium				1	2	9	8	24	28	73	36	76	35	52	30	42	57	18	196	491	39.92	
Belize								1			2	4	4		1	2	2	8	3	15	27	55.56
Benin				1		1	1	5	5	15	7	44	9	24	4	22	29	40	55	207	26.57	
Bhutan								1	2	4	1	1		5		2	22	18	25	56	44.64	
Bolivia								3	4	12	5	15	6	6	12	4	53	33	80	153	52.29	
Bosnia and Herzegovina								1	1	1	9	10	16	19	12	8	60	68	98	205	47.8	
Botswana									2	1		4	4	1	6	4	15	15	27	52	51.92	
Brazil				2	1	2	9	17	21	42	41	52	27	36	22	18	103	97	224	490	45.71	
Brunei									1		1			1					2	3	66.67	
Bulgaria								2	2	4	12	16	22	17	16	4	22	17	77	150	51.33	
Burkina Faso						1	4	9	2	17	6	24	8	24	2	4	25	44	47	170	27.65	
Burundi								1	3	4	11	8	13	13	12	14	14	89	165	129	347	37.18
Cambodia								2		2	3	4	2	6	2	12	26	96	33	155	21.29	
Cameroon					2	3	3	7	7	7	25	15	44	25	63	14	18	51	53	117	330	35.45

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			
Canada			2	2	9	17	25	42	68	149	98	198	106	130	90	62	199	56	597	1253	47.65
Cape Verde					1					3	2	3	2	3			16	4	21	34	61.76
Central African Republic								2	2	4	2	5		4	2	2	21	57	27	101	26.73
Chad				1		1	1	1	1	3	1	6	1	2	2	6	48	206	54	280	19.29
Chile				1		2	1	6	13	14	6	25	4	12	14	18	215	149	253	480	52.71
China				1	2	5	5	21	13	54	55	98	61	46	54	28	130	76	320	649	49.31
Colombia					1	1	4	8	13	32	27	28	13	24	18	12	132	93	208	406	51.23
Comoros										1		6	2	3			16	13	18	41	43.9
Congo (Democratic Republic of the)						4	2	3	3	14	3	29	7	28	4	34	156	849	175	1136	15.4
Congo (Republic of the)								4	1	9	3	12	6	17	2	16	25	46	37	141	26.24
Cook Island															2				2	2	100
Costa Rica			1		1	2		3	3	4	3	17	3	5	6	2	26	16	43	92	46.74
Cote d'Ivoire						2	2	5	6	16	10	34	9	28	4	14	55	134	86	319	26.96
Croatia							3		5	2	15	9	24	21	24	4	74	36	145	217	66.82
Cuba					1	1		4	3	7	5	26	11	10	2	6	24	24	46	124	37.1
Cyprus						1		1		3				2	2	6	33	51	41	99	41.41
Czech Republic						1			3	8	5	12	7	5	2	4	15	15	32	77	41.56
Denmark				2	1	7	9	16	17	40	21	52	20	38	52	42	46	36	166	399	41.6
Djibouti								2		4		5	5	2			14	15	19	47	40.43
Dominica									2		2	1	1	2			1	5	6	14	42.86
Dominican Republic							2	2	3		6	6	1	2	4		27	13	43	66	65.15
East Timor										1						2	28	145	28	176	15.91
Ecuador					1	1	1		2	8	11	19	5	10	10	6	60	40	90	174	51.72
Egypt				1	2	3	1	9	18	32	16	30	14	38	22	22	97	97	170	402	42.29
El Salvador						1	1	2	1	4	8	12	4	2			31	12	45	78	57.69
Equatorial Guinea								1		3	1	3					8	2	9	18	50
Eritrea								2		2	4	4	8	9	2	8	34	83	48	156	30.77
Estonia								1		4	2		1	1	2	2	1	1	6	15	40
Ethiopia				1	1	4	6	5	12	23	15	40	25	47	36	40	334	415	429	1004	42.73
Federated States of Micronesia														1					0	1	0
Fiji									3	2	4	7	3	6		4	28	29	38	86	44.19
Finland				3	1		6	5	14	12	24	28	16	12	60	18	27	10	148	236	62.71

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			
France			1	2	7	16	23	65	94	191	190	228	214	203	286	176	929	533	1744	3158	55.22
Gabon						1			1	5	1	2	2	4	4	4	13	12	21	49	42.86
Georgia								2	2	4	3	3	6	5	2	2	42	91	55	162	33.95
Germany				5	6	17	23	36	55	124	116	153	101	99	240	170	88	33	629	1266	49.68
Ghana					2	6	2	14	8	27	17	41	13	39	12	16	122	91	176	410	42.93
Greece						2	4	2	4	16	5	10	8	15	20	12	27	14	68	139	48.92
Grenada										2	1	2	2	5	2		4	3	9	21	42.86
Guatemala				1				1	1	5	3	8	5	11	6	4	47	13	62	105	59.05
Guinea					1	1	1		2	8	1	12	8	23	6	10	35	73	54	181	29.83
Guinea-Bissau				2					2	6		1		2	2	2	9	22	13	48	27.08
Guyana			1				2	4	7	9	7	8	5	1	8	2	50	21	80	125	64
Haiti					1		1	1	4	3	4	8	4	4	4	2	78	27	96	141	68.09
Honduras							1	1	2	2	3	11	2	6	4	2	36	19	48	89	53.93
Hungary						3	2	2	4	19	10	16	2	8	2	4	97	36	117	205	57.07
Iceland						2				2	2	4	3	4	10		1	2	16	30	53.33
India				3	4	10	13	37	33	102	57	145	33	106	36	52	148	320	324	1099	29.48
Indonesia						1		2	5	2	8	9	12	14	2	10	72	55	99	192	51.56
Iran					1	1	4	5	8	16	10	13	10	12		6	71	79	104	236	44.07
Iraq							2	4	10	3	7	7	10	8	12		43	126	65	232	28.02
Ireland					2	5	7	12	16	33	24	38	19	22	32	18	74	33	174	335	51.94
Israel					1		2	1		2	3	7	4	10	6	6	22	26	38	90	42.22
Italy				4	6	19	16	40	54	138	111	188	129	158	206	192	792	495	1314	2548	51.57
Jamaica			1				4	2	10	3	18	10	6	3	10		87	47	136	201	67.66
Japan			1	4	6	9	12	23	47	70	85	79	106	66	126	68	76	20	459	798	57.52
Jordan			1			4		5	8	15	20	31	12	24	20	10	93	146	154	389	39.59
Kazakhstan						5			2	2	4	5	6	8	8	2	27	18	47	87	54.02
Kenya					2	3	4	4	23	25	49	65	61	90	52	54	605	545	796	1582	50.32
Kiribati																	1	1	1	2	50
Korea, North							1		3	2	3		1				1		3	11	27.27
Korea, South			1	2		1	3	5	2	20	11	31	17	28	44	12	9	8	87	194	44.85
Kosovo														1			5	11	5	17	29.41
Kuwait																	2		2	2	100

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			
Kyrgyz Republic							1	1	2	1	2	1	4	5	4	6	24	17	37	68	54.41
Laos											1	1		2	2	2	25	31	28	64	43.75
Latvia									2	3		1	3	2	2	4	1	5	8	23	34.78
Lebanon					1	1	3	7	9	11	17	22	22	21	30	12	339	646	421	1141	36.9
Lesotho								1	2	1	2	3	2		2		12	9	20	34	58.82
Liberia					1		1	1	5	5	5	10	5	6	6	8	118	479	141	650	21.69
Libya								2		3	1	3	1			2	9	16	11	37	29.73
Liechtenstein															4		1		5	5	100
Lithuania											1	6		1	6	2	4	1	11	21	52.38
Luxembourg							1	1		2	1	3	2	3	18	10		1	22	42	52.38
Macedonia (the former Yugoslav Republic of)										2	3	4	5	8	4		22	28	34	76	44.74
Madagascar									5	4	4	8	11	11	6	4	47	42	73	142	51.41
Malawi						1		3		7	4	13	3	13	2	4	16	43	25	109	22.94
Malaysia			1	1	1	2	3	3	8	17	24	21	16	16	8	6	52	31	113	210	53.81
Maldives										1		1		1	2	2	6	8	8	21	38.1
Mali				1	1	4	2	12	4	9	7	30	8	20	2	4	30	49	54	183	29.51
Malta						1			4	3		1	2	1	4	4	4	1	14	25	56
Marshall Islands																2			0	2	0
Mauritania						2	1	4	1	10	2	20	2	18	2	6	11	24	19	103	18.45
Mauritius						1	1	2	2	5	2	9	7	6	18	10	24	10	54	97	55.67
Mexico			1		4	1	5	4	11	26	16	23	18	21	32	38	114	53	201	367	54.77
Moldova								1	1	2	3	3	6	4	8	2	12	16	30	58	51.72
Monaco							1		1										2	2	100
Mongolia							1	2	1	1	13	5	12	6	4	2	17	14	48	78	61.54
Montenegro														1	1		4	10	5	16	31.25
Morocco						3	2	11	6	26	11	24	13	15	8	16	80	103	120	318	37.74
Mozambique						3		3	2	10	4	2	2	5		4	34	43	42	112	37.5
Myanmar (Burma)					1	1	1	1	4	4	5	4	8	9	8	8	78	104	105	236	44.49
Namibia								1	1	1	3	3	3	2	2		23	22	32	61	52.46
Nepal						2	4	10	2	27	5	45	11	47	8	18	46	120	76	345	22.03
Netherlands				1	3	9	6	38	21	92	43	91	48	45	56	42	102	142	279	739	37.75
New Zealand			1	1	1	6	3	7	14	28	15	38	8	23	6	12	13	4	61	180	33.89

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			
Nicaragua					2	1	3		5	3	8	11	4	3	2	4	24	14	48	84	57.14
Niger					1			6	4	13	5	12	3	17	2	16	18	63	33	160	20.62
Nigeria				1	1	3	6	8	12	36	18	61	19	44	10	12	50	132	116	413	28.09
Norway			1	1	2	3	3	10	10	16	20	17	16	18	92	34	3	5	147	251	58.57
Oman								1							2	1	2	1	6	16.67	
Pakistan						9	2	15	7	22	14	64	8	45	16	46	52	281	99	581	17.04
Palestine								1		2	1	2	4	5			25	56	30	96	31.25
Panama								1	4	4	4	8		1	8	8	57	28	73	123	59.35
Papua New Guinea									1	1		4		1		2	15	16	16	40	40
Paraguay									1	2	2	5	5	4	6	2	21	11	35	59	59.32
Peru					1	5	14	12	19	16	36	10	15	18	16		223	94	284	479	59.29
Philippines			1		2	4	5	5	27	17	51	50	53	45	34	36	492	220	665	1042	63.82
Poland					1	2	2	5	16	7	22	5	18	18	26		23	18	60	163	36.81
Portugal					1	1	1	4	7	9	6	18	20	15	16	16	29	29	80	172	46.51
Qatar												3							0	3	0
Romania								1	2	5	14	12	20	18	6	8	56	60	98	202	48.51
Russia				2	1	7	3	20	10	92	15	155	28	77	28	22	217	90	302	767	39.37
Rwanda							1	3	4	15	6	23	10	20	12	52	54	107	87	307	28.34
Saint Lucia			1						1	2	1	2	1		4	2	5	6	13	25	52
Saint Kitts and Nevis								1	2		1		2	1		2	1		6	10	60
Saint Vincent & the Grenadines							1			2	1	1	1	1	2		1	3	6	13	46.15
Samoa								2		1		2		2			9	13	9	29	31.03
San Marino													3						3	3	100
Sao Tome & Principe										1		2	1		4	2	8	11	13	29	44.83
Saudi Arabia				1				2	1	2	1	2	2		2		5	3	9	21	42.86
Senegal				2		5	7	19	17	45	22	53	20	36	10	34	74	97	150	441	34.01
Serbia			1			1		1	2	8	18	24	15	18	18	10	466	1116	520	1698	30.62
Seychelles								1		1		1	4	4	2		8	3	14	24	58.33
Sierra Leone							3	4	4	9	7	19	9	18	6	4	37	62	66	182	36.26
Singapore					2	1	2		1	4	5	2	7	4	6	10	12	3	35	59	59.32
Slovakia			1						1	7	1	13	8	9	2		39	15	52	96	54.17
Slovenia							1	1	1	1	2	6	5	3	4	2	5	2	18	33	54.55

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				
Solomon Islands										1				1			3	1	3	6	50	
Somalia						3	3	1	1	6	5	10	3	13	2	6	12	80	26	145	17.93	
South Africa			1	2		6		6	8	29	13	36	22	24	18	6	46	35	108	252	42.86	
Spain				1	2	3	5	7	36	52	63	99	81	76	138	78	134	71	459	846	54.26	
Sri Lanka					1	2	2	5	4	21	9	15	9	20	6	10	102	153	133	359	37.05	
stateless									1		2	1		6		4	226	258	229	498	45.98	
Sudan						4		8	8	33	9	47	13	42	10	10	77	377	117	638	18.34	
Suriname									1		4	2				2	4	4	9	17	52.94	
Swaziland							1		4	8	3	3	3				8	8	19	38	50	
Sweden			2	1	7	6	12	10	29	42	31	43	40	34	52	40	28	18	201	395	50.89	
Switzerland						5	4	14	17	18	36	39	27	34	90	48	152	133	326	617	52.84	
Syria								4	6	10	16	6	7	5	6	6	104	144	139	314	44.27	
Taiwan																	1		1	1	100	
Tajikistan											2	2	4	6		8	17	17	23	56	41.07	
Tanzania					2	2	1	8	7	17	16	19	11	27	6	8	185	402	228	711	32.07	
Thailand						1	2	4	14	9	8	10	7	7	12	10	378	238	421	700	60.14	
The Bahamas								1	1		2		6	2	2		4		15	18	83.33	
The Gambia						1	1	2	5	2	13	8	15	5	8	4	6	18	17	40	105	38.1
Togo						1		5	3	7	3	28	4	14	2	8	22	34	34	131	25.95	
Tonga								2						1					1	3	33.33	
Trinidad and Tobago			1		1		2	2	4	7	14	4	10	8	10	6	79	51	121	199	60.8	
Tunisia				1		3	1	9	8	22	11	31	10	12	8	14	44	45	82	219	37.44	
Turkey					1	1	2	3	11	6	9	17	13	19	12	8	46	51	94	199	47.24	
Turkmenistan										1	2	1	1	2	6	2	6	19	15	40	37.5	
Tuvalu													1						0	1	0	
Uganda			1		1	1	2	5	9	23	19	34	18	45	24	26	97	121	171	426	40.14	
Ukraine						1		6		4	7	28	7	28	12		39	25	65	157	41.4	
uncoded																	1	7	1	8	12.5	
United Kingdom				5	10	27	23	80	77	229	127	264	117	143	78	60	463	118	895	1821	49.15	
United States			2	10	26	39	75	108	189	351	300	371	266	258	220	186	934	693	2012	4028	49.95	
United Arab Emirates															2	2	1		3	5	60	
Uruguay						1	1	5	11	12	11	25	8	16	16	6	62	44	109	218	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		2	12	7	14	10	18	12	44	76	57.89
Vanuatu														1			1	1	1	3	33.33
Venezuela					1	3	2	4	8	13	12	17	8	7	4	4	39	32	74	154	48.05
Vietnam									2	3	2	4	5	7	10	8	49	34	68	124	54.84
Yemen			1	1				2	1	2	2	6		3		4	36	73	40	131	30.53
Zambia					1	1	1	2	6	12	15	15	9	8	6	6	53	71	91	206	44.17
Zimbabwe						3	1	9	7	21	13	26	11	22	12	16	41	30	85	212	40.09
Total	0	0	27	80	149	382	463	1125	1483	3364	2614	4723	2707	3628	3248	2686	13985	15917	24676	56581	43.61