

UNHCR

Gender distribution of all staff (D1 to USG) 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		Total Number of Women	Grand Total	Percentage of Women
	F	M	F	M	F	M	F	M			
Afghanistan						2		5	0	7	0
Albania								1	0	1	0
Algeria				3		1	2	9	2	15	13.33
Andorra									0	0	0
Angola								2	0	2	0
Antigua and Barbuda								1	0	1	0
Argentina					1	4	4	13	5	22	22.73
Armenia						2			0	2	0
Australia			1	4	3	7	8	33	12	56	21.43
Austria				2	1		2	10	3	15	20
Azerbaijan									0	0	0
Bahrain								2	0	2	0
Bangladesh			1			3	1	8	2	13	15.38
Barbados							1		1	1	100
Belarus								3	0	3	0
Belgium				1	2	9	8	24	10	44	22.73
Belize							1		1	1	100
Benin				1		1	1	5	1	8	12.5
Bhutan								1	0	1	0
Bolivia								3	0	3	0
Bosnia and Herzegovina								1	0	1	0
Botswana									0	0	0
Brazil				2	1	2	9	17	10	31	32.26
Brunei									0	0	0

Country	USG		ASG		D2		D1		Total Number of Women	Grand Total	Percentage of Women
	F	M	F	M	F	M	F	M			
Bulgaria							2	2	2	4	50
Burkina Faso						1	4	9	4	14	28.57
Burundi							1	3	1	4	25
Cambodia								2	0	2	0
Cameroon					2	3	3	7	5	15	33.33
Canada			2	2	9	17	25	42	36	97	37.11
Cape Verde					1				1	1	100
Central African Republic								2	0	2	0
Chad				1		1	1	1	1	4	25
Chile				1		2	1	6	1	10	10
China				1	2	5	5	21	7	34	20.59
Colombia					1	1	4	8	5	14	35.71
Comoros									0	0	0
Congo (Democratic Republic of the)						4	2	3	2	9	22.22
Congo (Republic of the)								4	0	4	0
Cook Island									0	0	0
Costa Rica			1		1	2		3	2	7	28.57
Cote d'Ivoire						2	2	5	2	9	22.22
Croatia							3		3	3	100
Cuba					1	1		4	1	6	16.67
Cyprus						1		1	0	2	0
Czech Republic						1			0	1	0
Denmark				2	1	7	9	16	10	35	28.57
Djibouti								2	0	2	0
Dominica									0	0	0
Dominican Republic							2	2	2	4	50
East Timor									0	0	0

Country	USG		ASG		D2		D1		Total Number of Women	Grand Total	Percentage of Women
	F	M	F	M	F	M	F	M			
Ecuador					1	1	1		2	3	66.67
Egypt				1	2	3	1	9	3	16	18.75
El Salvador						1	1	2	1	4	25
Equatorial Guinea								1	0	1	0
Eritrea								2	0	2	0
Estonia								1	0	1	0
Ethiopia				1	1	4	6	5	7	17	41.18
Federated States of Micronesia									0	0	0
Fiji									0	0	0
Finland				3	1		6	5	7	15	46.67
France			1	2	7	16	23	65	31	114	27.19
Gabon						1			0	1	0
Georgia								2	0	2	0
Germany				5	6	17	23	36	29	87	33.33
Ghana					2	6	2	14	4	24	16.67
Greece						2	4	2	4	8	50
Grenada									0	0	0
Guatemala				1				1	0	2	0
Guinea					1	1	1		2	3	66.67
Guinea-Bissau				2					0	2	0
Guyana			1				2	4	3	7	42.86
Haiti					1		1	1	2	3	66.67
Honduras							1	1	1	2	50
Hungary						3	2	2	2	7	28.57
Iceland						2			0	2	0
India				3	4	10	13	37	17	67	25.37
Indonesia						1		2	0	3	0

Country	USG		ASG		D2		D1		Total Number of Women	Grand Total	Percentage of Women
	F	M	F	M	F	M	F	M			
Iran					1	1	4	5	5	11	45.45
Iraq								2	0	2	0
Ireland					2	5	7	12	9	26	34.62
Israel					1		2	1	3	4	75
Italy				4	6	19	16	40	22	85	25.88
Jamaica			1				4	2	5	7	71.43
Japan			1	4	6	9	12	23	19	55	34.55
Jordan			1			4		5	1	10	10
Kazakhstan						5			0	5	0
Kenya					2	3	4	4	6	13	46.15
Kiribati									0	0	0
Korea, North								1	0	1	0
Korea, South			1	2		1	3	5	4	12	33.33
Kosovo									0	0	0
Kuwait									0	0	0
Kyrgyz Republic							1	1	1	2	50
Laos									0	0	0
Latvia									0	0	0
Lebanon					1	1	3	7	4	12	33.33
Lesotho								1	0	1	0
Liberia					1		1	1	2	3	66.67
Libya								2	0	2	0
Liechtenstein									0	0	0
Lithuania									0	0	0
Luxembourg							1	1	1	2	50
Macedonia (the former Yugoslav Republic of)									0	0	0
Madagascar									0	0	0

Country	USG		ASG		D2		D1		Total Number of Women	Grand Total	Percentage of Women
	F	M	F	M	F	M	F	M			
Malawi						1		3	0	4	0
Malaysia			1	1	1	2	3	3	5	11	45.45
Maldives									0	0	0
Mali				1	1	4	2	12	3	20	15
Malta						1			0	1	0
Marshall Islands									0	0	0
Mauritania						2	1	4	1	7	14.29
Mauritius						1	1	2	1	4	25
Mexico			1		4	1	5	4	10	15	66.67
Moldova								1	0	1	0
Monaco							1		1	1	100
Mongolia							1	2	1	3	33.33
Montenegro									0	0	0
Morocco						3	2	11	2	16	12.5
Mozambique						3		3	0	6	0
Myanmar (Burma)					1	1	1	1	2	4	50
Namibia								1	0	1	0
Nepal						2	4	10	4	16	25
Netherlands				1	3	9	6	38	9	57	15.79
New Zealand			1	1	1	6	3	7	5	19	26.32
Nicaragua					2	1	3		5	6	83.33
Niger					1			6	1	7	14.29
Nigeria				1	1	3	6	8	7	19	36.84
Norway			1	1	2	3	3	10	6	20	30
Oman								1	0	1	0
Pakistan						9	2	15	2	26	7.69
Palestine								1	0	1	0

Country	USG		ASG		D2		D1		Total Number of Women	Grand Total	Percentage of Women
	F	M	F	M	F	M	F	M			
Panama								1	0	1	0
Papua New Guinea									0	0	0
Paraguay									0	0	0
Peru						1	5	14	5	20	25
Philippines			1		2	4	5	5	8	17	47.06
Poland						1	2	2	2	5	40
Portugal					1	1	1	4	2	7	28.57
Qatar									0	0	0
Romania								1	0	1	0
Russia				2	1	7	3	20	4	33	12.12
Rwanda							1	3	1	4	25
Saint Lucia			1						1	1	100
Saint Kitts and Nevis								1	0	1	0
Saint Vincent & the Grenadines								1	1	1	100
Samoa								2	0	2	0
San Marino									0	0	0
Sao Tome & Principe									0	0	0
Saudi Arabia				1				2	0	3	0
Senegal				2		5	7	19	7	33	21.21
Serbia			1			1		1	1	3	33.33
Seychelles								1	0	1	0
Sierra Leone								3	4	7	42.86
Singapore					2	1	2		4	5	80
Slovakia			1						1	1	100
Slovenia								1	1	2	50
Solomon Islands									0	0	0
Somalia						3	3	1	3	7	42.86

Country	USG		ASG		D2		D1		Total Number of Women	Grand Total	Percentage of Women
	F	M	F	M	F	M	F	M			
South Africa			1	2		6		6	1	15	6.67
Spain				1	2	3	5	7	7	18	38.89
Sri Lanka					1	2	2	5	3	10	30
stateless									0	0	0
Sudan						4		8	0	12	0
Suriname									0	0	0
Swaziland							1		1	1	100
Sweden			2	1	7	6	12	10	21	38	55.26
Switzerland						5	4	14	4	23	17.39
Syria								4	0	4	0
Taiwan									0	0	0
Tajikistan									0	0	0
Tanzania					2	2	1	8	3	13	23.08
Thailand						1	2	4	2	7	28.57
The Bahamas								1	0	1	0
The Gambia					1	1	2	5	3	9	33.33
Togo						1		5	0	6	0
Tonga								2	0	2	0
Trinidad and Tobago			1		1		2	2	4	6	66.67
Tunisia				1		3	1	9	1	14	7.14
Turkey					1	1	2	3	3	7	42.86
Turkmenistan									0	0	0
Tuvalu									0	0	0
Uganda			1		1	1	2	5	4	10	40
Ukraine						1		6	0	7	0
uncoded									0	0	0
United Kingdom				5	10	27	23	80	33	145	22.76

Country	USG		ASG		D2		D1		Total Number of Women	Grand Total	Percentage of Women
	F	M	F	M	F	M	F	M			
United States			2	10	26	39	75	108	103	260	39.62
United Arab Emirates									0	0	0
Uruguay						1	1	5	1	7	14.29
Uzbekistan									0	0	0
Vanuatu									0	0	0
Venezuela					1	3	2	4	3	10	30
Vietnam									0	0	0
Yemen			1	1				2	1	4	25
Zambia					1	1	1	2	2	5	40
Zimbabwe						3	1	9	1	13	7.69
Total	0	0	27	80	149	382	463	1125	639	2226	28.71