

ITCILO

Gender distribution of all staff(P1 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		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					0	3	0
Albania										1			3	1			3	5	60
Algeria							1		1				3	1			3	6	50
Andorra																	0	0	0
Angola										1				1			0	2	0
Antigua and Barbuda							1										1	1	100
Argentina								2		4		1	1	2	4		5	14	35.71
Armenia												2					0	2	0
Australia							2	1	7			6		2	4		5	22	22.73
Austria							1		2			2		2			0	7	0
Azerbaijan												1					0	1	0
Bahrain																	0	0	0
Bangladesh						1				2				1			0	4	0
Barbados																	0	0	0
Belarus																	0	0	0
Belgium						1		1	2	14	3	12	5	3		12	10	53	18.87
Belize												1		1			0	2	0
Benin							1					1		2		4	1	8	12.5
Bhutan												1					0	1	0
Bolivia										1	1			1	4	4	5	11	45.45
Bosnia and Herzegovina												1		1	8		8	10	80
Botswana									1			1					1	2	50
Brazil				1			2	3	3			5		1	4		7	19	36.84
Brunei																	0	0	0
Bulgaria											1	1	1	1			2	4	50
Burkina Faso										2		1					0	3	0
Burundi											1		1		4		6	6	100
Cambodia							1										0	1	0
Cameroon									1	2				2			1	5	20

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	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	16	50	32
Cape Verde			1														1	1	100
Central African Republic									1								1	1	100
Chad									1							4	1	5	20
Chile						1			2	1		2					2	6	33.33
China				1		1		2	1	2	1	5	4	4	4		10	25	40
Colombia						1						2	1	3	1		4	8	50
Comoros													1				0	1	0
Congo (Democratic Republic of the)												2		2			0	4	0
Congo (Republic of the)								1					3				0	4	0
Cook Island																	0	0	0
Costa Rica										1						4	0	5	0
Cote d'Ivoire								1		2	1	2	1	1			2	8	25
Croatia												1					0	1	0
Cuba									1		1						2	2	100
Cyprus																	0	0	0
Czech Republic												1	1	1			1	3	33.33
Denmark						1			2	1	3	3	1	1		4	6	16	37.5
Djibouti												1					1	1	100
Dominica									2								2	2	100
Dominican Republic											1	1					1	2	50
East Timor																	0	0	0
Ecuador												2					0	2	0
Egypt				1						1	1	3		2	8	4	9	20	45
El Salvador										2				1			1	3	33.33
Equatorial Guinea																	0	0	0
Eritrea												1					0	1	0
Estonia																	0	0	0
Ethiopia										3		1		2			0	6	0
Federated States of Micronesia																	0	0	0
Fiji										1							0	1	0
Finland				1					3	1		4	1	1	12		16	23	69.57

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	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	60	122	49.18
Gabon										1							0	1	0
Georgia											1		2				3	3	100
Germany				1	1	1	2	2	5	21	12	23	4	14	36	4	60	126	47.62
Ghana										3							0	3	0
Greece						2			1	1		1		1			1	6	16.67
Grenada										1							0	1	0
Guatemala										1		2	1		4		5	8	62.5
Guinea										2		1		1			0	4	0
Guinea-Bissau										1							0	1	0
Guyana										3					4		4	7	57.14
Haiti																	0	0	0
Honduras										1							0	1	0
Hungary									1	1					4		5	6	83.33
Iceland						1						1	1				1	3	33.33
India				1		1				6	3	5	2	1	4	24	9	47	19.15
Indonesia										1					4		5	5	100
Iran						1						2					0	3	0
Iraq										1	1	1		2			1	5	20
Ireland								1	1	1	5	3	2	1		4	8	18	44.44
Israel										1							0	1	0
Italy				1	1	1	1	7	7	22	15	38	21	23	84	72	129	293	44.03
Jamaica											1	1					1	2	50
Japan				1		1	2	2	1	2	2	12	7	5	8	28	20	71	28.17
Jordan										1							0	1	0
Kazakhstan											1						1	1	100
Kenya										1	2	3	1	1	4	16	7	28	25
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				
Kyrgyz Republic												2						2	2	100
Laos																		0	0	0
Latvia																		0	0	0
Lebanon								1	1	1	2	2				4	4	7	15	46.67
Lesotho										1						4		4	5	80
Liberia												1	1					1	2	50
Libya										1		1						0	2	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		4	4	100
Madagascar					1					1				1	2			2	5	40
Malawi						1		1							1		4	0	7	0
Malaysia												1	2					1	3	33.33
Maldives																		0	0	0
Mali				1						1		1						0	3	0
Malta															1			0	1	0
Marshall Islands																		0	0	0
Mauritania								1				2			1			0	4	0
Mauritius															1	4		4	5	80
Mexico					1					1	5	1	4	1	1			4	14	28.57
Moldova												1	1					1	2	50
Monaco																		0	0	0
Mongolia																		0	0	0
Montenegro																		0	0	0
Morocco						1		4		8		5			2			0	20	0
Mozambique								1		1								0	2	0
Myanmar (Burma)																		0	0	0
Namibia								1										0	1	0
Nepal										6		3						0	9	0
Netherlands								1	3	9	3	10			4	24	12	30	66	45.45
New Zealand								3		1	1	1	2	1				3	9	33.33

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	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M				
Nicaragua												1		2			0	3	0	
Niger							1		2		2					12	0	17	0	
Nigeria							1	1			1			2			1	5	20	
Norway									1		1	1				12	8	14	23	60.87
Oman																	0	0	0	
Pakistan						1		2			2		1	1			1	7	14.29	
Palestine																	0	0	0	
Panama																	0	0	0	
Papua New Guinea												2					0	2	0	
Paraguay													1				1	1	100	
Peru						1		1	1			1				8	1	12	8.33	
Philippines										1	3	4	3	1	8	4	14	24	58.33	
Poland										1						4	0	5	0	
Portugal							1	1			1	2		1		4	2	10	20	
Qatar																	0	0	0	
Romania											1		1				2	2	100	
Russia							1	1		1		1	2	1			3	7	42.86	
Rwanda										2		1					0	3	0	
Saint Lucia			1									1					2	2	100	
Saint Kitts and Nevis																	0	0	0	
Saint Vincent & the Grenadines										1							0	1	0	
Samoa										1							0	1	0	
San Marino																	0	0	0	
Sao Tome & Principe										1							0	1	0	
Saudi Arabia												1					0	1	0	
Senegal							1	1	4				1	1	4		6	12	50	
Serbia										1				1	4		4	6	66.67	
Seychelles										1				1			0	2	0	
Sierra Leone										1		1					0	2	0	
Singapore																	0	0	0	
Slovakia			1										1	1			2	3	66.67	
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			
Solomon Islands																	0	0	0
Somalia																	0	0	0
South Africa								1		1		1	1		8	4	9	16	56.25
Spain				1	1				1	7	4	8	5	8	36	12	47	83	56.63
Sri Lanka										1		2					0	3	0
stateless																	0	0	0
Sudan										6		1	1	1			1	9	11.11
Suriname																	0	0	0
Swaziland													1				1	1	100
Sweden			1		1		1	2	2	1	5	2	3	12	8	18	38	47.37	
Switzerland					1			2	1	2	5		1	4	4	8	20	40	
Syria							1						1			0	2	0	
Taiwan																	0	0	0
Tajikistan														4		4	4	100	
Tanzania				1	1				1		1		1	4		5	9	55.56	
Thailand								1	1							1	2	50	
The Bahamas								1								1	1	100	
The Gambia					1				2		1					0	4	0	
Togo												2			4	0	6	0	
Tonga							1									0	1	0	
Trinidad and Tobago										1	2					1	3	33.33	
Tunisia					1		2		4		5		2			0	14	0	
Turkey																0	0	0	
Turkmenistan																0	0	0	
Tuvalu																0	0	0	
Uganda					1						3			4		5	8	62.5	
Ukraine													2			0	2	0	
uncoded																0	0	0	
United Kingdom					3		9	5	31	5	26	6	8	16	12	32	121	26.45	
United States				2	7	2	10	12	31	17	32	16	14	36	16	85	195	43.59	
United Arab Emirates																0	0	0	
Uruguay								1	2				1			1	4	25	

Country	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				
Uzbekistan														1		4		5	5	100
Vanuatu															1			0	1	0
Venezuela						1		1			1					4		5	7	71.43
Vietnam										1								1	1	100
Yemen										1	1							1	2	50
Zambia												1	2				4	1	7	14.29
Zimbabwe												1	2	1	2			2	6	33.33
Total	0	0	4	11	10	35	12	78	89	310	123	345	136	173	432	328	806	2086	38.64	