

UNHCR

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						2		5	1	4	5	12	3	13	6	10	15	61	24.59
Albania								1		1	4	4	18	8	6	6	28	48	58.33
Algeria				3		1	2	9	5	17	11	20	11	15	12	2	41	108	37.96
Andorra													2	1		2	2	5	40
Angola								2		1	1	6	2	5			3	17	17.65
Antigua and Barbuda								1	2								2	3	66.67
Argentina					1	4	4	13	16	32	27	46	19	28	22	26	89	238	37.39
Armenia						2			1		6	8	4	8	8	6	19	43	44.19
Australia			1	4	3	7	8	33	32	90	44	111	41	50	40	30	169	494	34.21
Austria				2	1		2	10	9	19	20	41	26	32	48	26	106	236	44.92
Azerbaijan										3	3	7	5	10	2	4	10	34	29.41
Bahrain								2				1	1	2	2		3	8	37.5
Bangladesh			1			3	1	8	3	21	7	41	3	30	14	8	29	140	20.71
Barbados							1		3	3	1		5		12		22	25	88
Belarus								3	2	5	2	14	3	9		4	7	42	16.67
Belgium				1	2	9	8	24	28	73	36	76	35	52	30	42	139	416	33.41
Belize							1			2	4	4		1	2	2	7	16	43.75
Benin				1		1	1	5	5	15	7	44	9	24	4	22	26	138	18.84
Bhutan								1	2	4	1	1		5		2	3	16	18.75
Bolivia								3	4	12	5	15	6	6	12	4	27	67	40.3
Bosnia and Herzegovina								1	1	1	9	10	16	19	12	8	38	77	49.35
Botswana									2	1		4	4	1	6	4	12	22	54.55
Brazil				2	1	2	9	17	21	42	41	52	27	36	22	18	121	290	41.72
Brunei									1		1			1			2	3	66.67
Bulgaria							2	2	4	12	16	22	17	16	16	4	55	111	49.55
Burkina Faso						1	4	9	2	17	6	24	8	24	2	4	22	101	21.78
Burundi							1	3	4	11	8	13	13	12	14	14	40	93	43.01
Cambodia								2		2	3	4	2	6	2	12	7	33	21.21
Cameroon					2	3	3	7	7	25	15	44	25	63	14	18	66	226	29.2

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			
Canada			2	2	9	17	25	42	68	149	98	198	106	130	90	62	398	998	39.88
Cape Verde					1					3	2	3	2	3			5	14	35.71
Central African Republic								2	2	4	2	5		4	2	2	6	23	26.09
Chad				1		1	1	1	1	3	1	6	1	2	2	6	6	26	23.08
Chile				1		2	1	6	13	14	6	25	4	12	14	18	38	116	32.76
China				1	2	5	5	21	13	54	55	98	61	46	54	28	190	443	42.89
Colombia					1	1	4	8	13	32	27	28	13	24	18	12	76	181	41.99
Comoros										1		6	2	3			2	12	16.67
Congo (Democratic Republic of the)						4	2	3	3	14	3	29	7	28	4	34	19	131	14.5
Congo (Republic of the)								4	1	9	3	12	6	17	2	16	12	70	17.14
Cook Island															2		2	2	100
Costa Rica			1		1	2		3	3	4	3	17	3	5	6	2	17	50	34
Cote d'Ivoire						2	2	5	6	16	10	34	9	28	4	14	31	130	23.85
Croatia							3		5	2	15	9	24	21	24	4	71	107	66.36
Cuba					1	1		4	3	7	5	26	11	10	2	6	22	76	28.95
Cyprus						1		1		3			2	2	6		8	15	53.33
Czech Republic						1			3	8	5	12	7	5	2	4	17	47	36.17
Denmark				2	1	7	9	16	17	40	21	52	20	38	52	42	120	317	37.85
Djibouti								2		4		5	5	2			5	18	27.78
Dominica									2		2	1	1	2			5	8	62.5
Dominican Republic							2	2	3		6	6	1	2	4		16	26	61.54
East Timor										1						2	0	3	0
Ecuador					1	1	1		2	8	11	19	5	10	10	6	30	74	40.54
Egypt				1	2	3	1	9	18	32	16	30	14	38	22	22	73	208	35.1
El Salvador						1	1	2	1	4	8	12	4	2			14	35	40
Equatorial Guinea								1		3	1	3					1	8	12.5
Eritrea								2		2	4	4	8	9	2	8	14	39	35.9
Estonia								1		4	2		1	1	2	2	5	13	38.46
Ethiopia				1	1	4	6	5	12	23	15	40	25	47	36	40	95	255	37.25
Federated States of Micronesia														1			0	1	0
Fiji									3	2	4	7	3	6		4	10	29	34.48
Finland				3	1		6	5	14	12	24	28	16	12	60	18	121	199	60.8

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			
France			1	2	7	16	23	65	94	191	190	228	214	203	286	176	815	1696	48.05
Gabon						1			1	5	1	2	2	4	4	4	8	24	33.33
Georgia								2	2	4	3	3	6	5	2	2	13	29	44.83
Germany				5	6	17	23	36	55	124	116	153	101	99	240	170	541	1145	47.25
Ghana					2	6	2	14	8	27	17	41	13	39	12	16	54	197	27.41
Greece						2	4	2	4	16	5	10	8	15	20	12	41	98	41.84
Grenada										2	1	2	2	5	2		5	14	35.71
Guatemala				1				1	1	5	3	8	5	11	6	4	15	45	33.33
Guinea					1	1	1		2	8	1	12	8	23	6	10	19	73	26.03
Guinea-Bissau				2					2	6		1		2	2	2	4	17	23.53
Guyana			1				2	4	7	9	7	8	5	1	8	2	30	54	55.56
Haiti					1		1	1	4	3	4	8	4	4	4	2	18	36	50
Honduras							1	1	2	2	3	11	2	6	4	2	12	34	35.29
Hungary					3	2	2	4	19	10	16	2	8	2	4		20	72	27.78
Iceland					2					2	2	4	3	4	10		15	27	55.56
India				3	4	10	13	37	33	102	57	145	33	106	36	52	176	631	27.89
Indonesia					1		2	5	2	8	9	12	14	2	10		27	65	41.54
Iran					1	1	4	5	8	16	10	13	10	12		6	33	86	38.37
Iraq							2	4	10	3	7	7	10	8	12		22	63	34.92
Ireland					2	5	7	12	16	33	24	38	19	22	32	18	100	228	43.86
Israel					1		2	1		2	3	7	4	10	6	6	16	42	38.1
Italy				4	6	19	16	40	54	138	111	188	129	158	206	192	522	1261	41.4
Jamaica			1				4	2	10	3	18	10	6	3	10		49	67	73.13
Japan			1	4	6	9	12	23	47	70	85	79	106	66	126	68	383	702	54.56
Jordan			1			4		5	8	15	20	31	12	24	20	10	61	150	40.67
Kazakhstan					5				2	2	4	5	6	8	8	2	20	42	47.62
Kenya					2	3	4	4	23	25	49	65	61	90	52	54	191	432	44.21
Kiribati																	0	0	0
Korea, North							1		3	2	3			1			2	10	20
Korea, South			1	2		1	3	5	2	20	11	31	17	28	44	12	78	177	44.07
Kosovo														1			0	1	0
Kuwait																	0	0	0

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			
Kyrgyz Republic							1	1	2	1	2	1	4	5	4	6	13	27	48.15
Laos											1	1		2	2	2	3	8	37.5
Latvia									2	3		1	3	2	2	4	7	17	41.18
Lebanon					1	1	3	7	9	11	17	22	22	21	30	12	82	156	52.56
Lesotho							1	2	1	2	3	2		2			8	13	61.54
Liberia					1		1	1	5	5	5	10	5	6	6	8	23	53	43.4
Libya							2		3	1	3	1			2		2	12	16.67
Liechtenstein															4		4	4	100
Lithuania										1	6		1	6	2		7	16	43.75
Luxembourg							1	1		2	1	3	2	3	18	10	22	41	53.66
Macedonia (the former Yugoslav Republic of)										2	3	4	5	8	4		12	26	46.15
Madagascar									5	4	4	8	11	11	6	4	26	53	49.06
Malawi						1		3		7	4	13	3	13	2	4	9	50	18
Malaysia			1	1	1	2	3	3	8	17	24	21	16	16	8	6	61	127	48.03
Maldives										1		1		1	2	2	2	7	28.57
Mali				1	1	4	2	12	4	9	7	30	8	20	2	4	24	104	23.08
Malta						1			4	3		1	2	1	4	4	10	20	50
Marshall Islands																2	0	2	0
Mauritania						2	1	4	1	10	2	20	2	18	2	6	8	68	11.76
Mauritius						1	1	2	2	5	2	9	7	6	18	10	30	63	47.62
Mexico			1		4	1	5	4	11	26	16	23	18	21	32	38	87	200	43.5
Moldova								1	1	2	3	3	6	4	8	2	18	30	60
Monaco							1		1								2	2	100
Mongolia							1	2	1	1	13	5	12	6	4	2	31	47	65.96
Montenegro														1	1		1	2	50
Morocco						3	2	11	6	26	11	24	13	15	8	16	40	135	29.63
Mozambique						3		3	2	10	4	2	2	5		4	8	35	22.86
Myanmar (Burma)					1	1	1	1	4	4	5	4	8	9	8	8	27	54	50
Namibia								1	1	1	3	3	3	2	2		9	16	56.25
Nepal						2	4	10	2	27	5	45	11	47	8	18	30	179	16.76
Netherlands				1	3	9	6	38	21	92	43	91	48	45	56	42	177	495	35.76
New Zealand			1	1	1	6	3	7	14	28	15	38	8	23	6	12	48	163	29.45

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			
Nicaragua					2	1	3		5	3	8	11	4	3	2	4	24	46	52.17
Niger					1			6	4	13	5	12	3	17	2	16	15	79	18.99
Nigeria				1	1	3	6	8	12	36	18	61	19	44	10	12	66	231	28.57
Norway			1	1	2	3	3	10	10	16	20	17	16	18	92	34	144	243	59.26
Oman								1							2		0	3	0
Pakistan						9	2	15	7	22	14	64	8	45	16	46	47	248	18.95
Palestine								1		2	1	2	4	5			5	15	33.33
Panama								1	4	4	4	8		1	8	8	16	38	42.11
Papua New Guinea									1	1		4		1		2	1	9	11.11
Paraguay									1	2	2	5	5	4	6	2	14	27	51.85
Peru						1	5	14	12	19	16	36	10	15	18	16	61	162	37.65
Philippines			1		2	4	5	5	27	17	51	50	53	45	34	36	173	330	52.42
Poland						1	2	2	5	16	7	22	5	18	18	26	37	122	30.33
Portugal					1	1	1	4	7	9	6	18	20	15	16	16	51	114	44.74
Qatar												3					0	3	0
Romania								1	2	5	14	12	20	18	6	8	42	86	48.84
Russia				2	1	7	3	20	10	92	15	155	28	77	28	22	85	460	18.48
Rwanda							1	3	4	15	6	23	10	20	12	52	33	146	22.6
Saint Lucia			1						1	2	1	2	1		4	2	8	14	57.14
Saint Kitts and Nevis								1	2		1		2	1		2	5	9	55.56
Saint Vincent & the Grenadines								1			2	1	1	1	1	2	5	9	55.56
Samoa								2		1		2		2			0	7	0
San Marino														3			3	3	100
Sao Tome & Principe										1		2	1		4	2	5	10	50
Saudi Arabia				1				2	1	2	1	2	2			2	4	13	30.77
Senegal				2		5	7	19	17	45	22	53	20	36	10	34	76	270	28.15
Serbia			1			1		1	2	8	18	24	15	18	18	10	54	116	46.55
Seychelles								1		1		1	4	4	2		6	13	46.15
Sierra Leone							3	4	4	9	7	19	9	18	6	4	29	83	34.94
Singapore					2	1	2		1	4	5	2	7	4	6	10	23	44	52.27
Slovakia			1						1	7	1	13	8	9	2		13	42	30.95
Slovenia							1	1	1	1	2	6	5	3	4	2	13	26	50

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			
Solomon Islands										1				1			0	2	0
Somalia						3	3	1	1	6	5	10	3	13	2	6	14	53	26.42
South Africa			1	2		6		6	8	29	13	36	22	24	18	6	62	171	36.26
Spain				1	2	3	5	7	36	52	63	99	81	76	138	78	325	641	50.7
Sri Lanka					1	2	2	5	4	21	9	15	9	20	6	10	31	104	29.81
stateless									1		2	1		6		4	3	14	21.43
Sudan						4		8	8	33	9	47	13	42	10	10	40	184	21.74
Suriname									1		4	2				2	5	9	55.56
Swaziland							1		4	8	3	3	3				11	22	50
Sweden			2	1	7	6	12	10	29	42	31	43	40	34	52	40	173	349	49.57
Switzerland						5	4	14	17	18	36	39	27	34	90	48	174	332	52.41
Syria								4	6	10	16	6	7	5	6	6	35	66	53.03
Taiwan																	0	0	0
Tajikistan											2	2	4	6		8	6	22	27.27
Tanzania					2	2	1	8	7	17	16	19	11	27	6	8	43	124	34.68
Thailand						1	2	4	14	9	8	10	7	7	12	10	43	84	51.19
The Bahamas								1	1		2		6	2	2		11	14	78.57
The Gambia					1	1	2	5	2	13	8	15	5	8	4	6	22	70	31.43
Togo						1		5	3	7	3	28	4	14	2	8	12	75	16
Tonga								2					1				1	3	33.33
Trinidad and Tobago			1		1		2	2	4	7	14	4	10	8	10	6	42	69	60.87
Tunisia				1		3	1	9	8	22	11	31	10	12	8	14	38	130	29.23
Turkey					1	1	2	3	11	6	9	17	13	19	12	8	48	102	47.06
Turkmenistan										1	2	1	1	2	6	2	9	15	60
Tuvalu												1					0	1	0
Uganda			1		1	1	2	5	9	23	19	34	18	45	24	26	74	208	35.58
Ukraine						1		6		4	7	28	7	28	12		26	93	27.96
uncoded																	0	0	0
United Kingdom				5	10	27	23	80	77	229	127	264	117	143	78	60	432	1240	34.84
United States			2	10	26	39	75	108	189	351	300	371	266	258	220	186	1078	2401	44.9
United Arab Emirates															2	2	2	4	50
Uruguay						1	1	5	11	12	11	25	8	16	16	6	47	112	41.96

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		2	12	7	14	10	26	46	56.52
Vanuatu														1			0	1	0
Venezuela					1	3	2	4	8	13	12	17	8	7	4	4	35	83	42.17
Vietnam									2	3	2	4	5	7	10	8	19	41	46.34
Yemen			1	1				2	1	2	2	6		3		4	4	22	18.18
Zambia					1	1	1	2	6	12	15	15	9	8	6	6	38	82	46.34
Zimbabwe						3	1	9	7	21	13	26	11	22	12	16	44	141	31.21
Total	0	0	27	80	149	382	463	1125	1483	3364	2614	4723	2707	3628	3248	2686	10691	26679	40.07