

Web Annex 10

Major Impediments to achieving gender parity at the P-4 to D-2 levels - OSAGI 2009 survey responses by United Nations entities

No.	Entities	Low number of qualified women applicants	Lack of accountability	Lack of special measures for gender equality	Lack of outreach	Lack of gender balance focal point system	Lack of flexible working arrangements
1	FAO		1	2	3		
2	IAEA	1	2		3		
3	ICAO	1	2		3		
4	ICJ	1			2		3
5	ICSC	1		1	1		
6	IFAD			1	3	2	
7	ILO		1				
8	IMO	1		2			
9	ITC	n/a					
10	ITC-ILO	2		3	1		
11	ITU	2		1	3		
12	PAHO	2			1	3	
13	UNAIDS	1		2		3	
14	UNDP		1	2	3		
15	UNESCO		1				
16	UNFPA	1					
17	UNHCR		1				
18	UNICEF		1				
19	UNIDO	2		1	3		
20	UNITAR	n/a					
21	United Nations		1	2			3
22	UNJSPF	1					
23	UNOPS	1			2	3	
24	UNRWA	1	3		2		
25	UNU	1				2	
26	UNWTO	n/a					
27	UPU	1					
28	WFP	n/a					
29	WHO	2	1	3			
30	WIPO			1			
31	WMO	1		2			

SUMMARY	13 as 1st	8 as 1st	5 as 1st	3 as 1st	None	None
	5 as 2nd	2 as 2nd	6 as 2nd	3 as 2nd	2 as 2nd	None
	None	1 as 3rd	2 as 3rd	7 as 3rd	3 as 3rd	2 as 3rd
	9 as not one of top 3 impediments	16 as not one of top 3 impediments	14 as not one of top 3 impediments	14 as not one of top 3 impediments	22 as not one of top 3 impediments	25 as not one of top 3 impediments
	Total 27	Total 27	Total 27	Total 27	Total 27	Total 27
	4 No response	4 No response	4 No response	4 No response	4 No response	4 No response

source: 2010 - responses from entities