

**Over represented  
31-Dec-2007**

**Over represented**

Member States	Staff	Women	Range	Mid-Point	Status	Leave	Ret-Year	Ret-Next
Austria	28	15	16-26	21.07	Over represented	1		
Australia	56	28	31-42	36.20	Over represented	2		
Argentina	36	17	8-17	12.50	Over represented			
Zimbabwe	15	5	2-14	6.68	Over represented			
Venezuela	16	5	5-15	10.17	Over represented	1		
Ukraine	20	2	3-14	8.03	Over represented			
Uganda	21	7	2-14	7.00	Over represented	1		
Brazil	39	16	20-30	25.03	Over represented	1		
Bulgaria	18	8	2-14	6.75	Over represented			
Cameroon	17	3	2-14	6.82	Over represented			
Chile	16	2	4-14	9.28	Over represented			
Egypt	16	4	5-14	9.40	Over represented		1	
Ethiopia	22	8	3-14	8.17	Over represented			
India	51	18	34-46	40.04	Over represented			
Italy	119	60	78-105	91.38	Over represented	3		
Kenya	19	13	2-14	7.26	Over represented			
New Zealand	16	7	6-15	10.57	Over represented			
Nigeria	17	4	6-15	10.38	Over represented			
Philippines	41	29	5-14	9.52	Over represented			
Russian Federation	85	11	24-34	29.26	Over represented	2		
South Africa	22	7	7-17	12.13	Over represented			

*Total for Over represented: 21*

**Unrepresented  
31-Dec-2007**

**Unrepresented**

Member States	Staff	Women	Range	Mid-Point	Status	Leave	Ret-Year	Ret-Next
Bahrain			2-14	6.81	Unrepresented			
Vanuatu			1-14	6.27	Unrepresented			
United Arab Emirates			7-16	11.33	Unrepresented			
Comoros			1-14	6.29	Unrepresented			
Democratic People's Republic of Korea			2-14	6.90	Unrepresented			
Democratic Republic of Timor-Leste			1-14	6.29	Unrepresented			
Kiribati			1-14	6.27	Unrepresented			
Kuwait			5-14	9.32	Unrepresented			
Liechtenstein			2-14	6.42	Unrepresented			
Marshall Islands			1-14	6.27	Unrepresented			
Monaco			2-14	6.30	Unrepresented			
Nauru			1-14	6.27	Unrepresented			
Palau			1-14	6.27	Unrepresented			
Republic of Montenegro			1-14	6.28	Unrepresented			
Samoa			1-14	6.27	Unrepresented			
Sao Tome and Principe			1-14	6.27	Unrepresented			

*Total for Unrepresented: 16*

**Under represented  
31-Dec-2007**

**Under represented**

Member States	Staff	Women	Range	Mid-Point	Status	Leave	Ret-Year	Ret-Next
Angola	1		2-14	6.68	Under represented			
Yemen	1		2-14	6.87	Under represented			
Turkmenistan	1	1	2-14	6.46	Under represented			
Brunei Darussalam	1		2-14	6.69	Under represented			
Cambodia	1	1	2-14	6.59	Under represented			
Chad	1		2-14	6.51	Under represented			
Gabon	1	1	2-14	6.41	Under represented			
Guinea-Bissau	1		2-14	6.30	Under represented			
Japan	114	71	241-326	283.43	Under represented	6		
Lao People's Democratic Republic	1		2-14	6.40	Under represented			
Libyan Arab Jamahiriya	2		3-14	7.41	Under represented			
Mexico	38	16	39-53	45.89	Under represented			
Norway	12	6	14-24	19.26	Under represented	1		
Oman	1		3-14	7.51	Under represented			
Qatar	1		3-14	7.67	Under represented			
Republic of Korea	32	10	37-50	43.19	Under represented	1		
Saudi Arabia	7	5	14-24	19.15	Under represented			
Tajikistan	1		2-14	6.42	Under represented			

*Total for Under represented: 18*

**Within range, below Midpoint**  
**31-Dec-2007**

**Within range, below Midpoint**

Member States	Staff	Women	Range	Mid-Point	Status	Leave	Ret-Year	Ret-Next
Armenia	5	1	2-14	6.35	Within range, below Midpoint			
Andorra	2		2-14	6.38	Within range, below Midpoint			
Antigua and Barbuda	1	1	1-14	6.28	Within range, below Midpoint			
Algeria	8	4	4-14	8.42	Within range, below Midpoint			
Azerbaijan	5	3	2-14	6.52	Within range, below Midpoint			
Viet Nam	6	2	4-14	8.62	Within range, below Midpoint			
Zambia	4	1	2-14	6.54	Within range, below Midpoint			
United Kingdom of Great Britain and Northern Ireland	103	43	100-135	117.21	Within range, below Midpoint	2	1	
United States of America	328	182	320-433	376.15	Within range, below Midpoint	4	2	
Tuvalu	1		1-14	6.27	Within range, below Midpoint			
Turkey	14	8	9-19	14.23	Within range, below Midpoint			
Tonga	1	1	1-14	6.27	Within range, below Midpoint			
Belize	4	1	1-14	6.27	Within range, below Midpoint			
Barbados	3	3	2-14	6.41	Within range, below Midpoint			
Bangladesh	7		5-15	9.99	Within range, below Midpoint			1
Bhutan	5		1-14	6.28	Within range, below Midpoint			
Bosnia and Herzegovina	6	3	2-14	6.44	Within range, below Midpoint			
Botswana	2	1	2-14	6.52	Within range, below Midpoint			
Burkina Faso	4	2	2-14	6.62	Within range, below Midpoint			
Central African Republic	4	1	2-14	6.36	Within range, below Midpoint	1		
Cape Verde	3		1-14	6.28	Within range, below Midpoint			
Congo	2		2-14	6.35	Within range, below Midpoint			
China	72	41	68-92	80.22	Within range, below Midpoint			1

**Within range, below Midpoint**  
**31-Dec-2007**

Within range, below Midpoint

Member States	Staff	Women	Range	Mid-Point	Status	Leave	Ret-Year	Ret-Next
Costa Rica	6	2	2-14	6.88	Within range, below Midpoint			
Cyprus	3	1	2-14	7.00	Within range, below Midpoint			
Czech Republic	11	5	6-16	11.12	Within range, below Midpoint			
Cuba	5	2	3-14	7.40	Within range, below Midpoint			
Denmark	14	7	14-23	18.57	Within range, below Midpoint	1		
Democratic Republic of the Congo	6	2	3-14	7.71	Within range, below Midpoint			
Dominican Republic	3	1	2-14	6.87	Within range, below Midpoint			
Dominica	3		1-14	6.27	Within range, below Midpoint			
Djibouti	5	1	1-14	6.29	Within range, below Midpoint			
Eritrea	6	2	2-14	6.38	Within range, below Midpoint			1
Equatorial Guinea	3	1	1-14	6.29	Within range, below Midpoint			
Estonia	5	2	2-14	6.54	Within range, below Midpoint			
Gambia	5	1	2-14	6.31	Within range, below Midpoint			
Georgia	3		2-14	6.40	Within range, below Midpoint			
Guinea	4		2-14	6.48	Within range, below Midpoint			
Grenada	2		1-14	6.27	Within range, below Midpoint			
Guatemala	4	2	2-14	7.08	Within range, below Midpoint			
Greece	16	8	12-21	16.34	Within range, below Midpoint	1		
Haiti	4	3	2-14	6.50	Within range, below Midpoint			
Honduras	2		2-14	6.49	Within range, below Midpoint			
Iceland	5	1	2-14	6.87	Within range, below Midpoint			
Iran (Islamic Republic of)	7	6	6-16	10.83	Within range, below Midpoint			
Iraq	3	2	2-14	7.15	Within range, below Midpoint			

**Within range, below Midpoint**  
**31-Dec-2007**

Within range, below Midpoint

Member States	Staff	Women	Range	Mid-Point	Status	Leave	Ret-Year	Ret-Next
Ireland	10	3	9-18	13.69	Within range, below Midpoint	1		
Israel	12	4	9-18	13.32	Within range, below Midpoint			
Kyrgyzstan	5	2	2-14	6.39	Within range, below Midpoint			
Kazakhstan	7	3	2-14	7.08	Within range, below Midpoint			
Liberia	5	3	2-14	6.35	Within range, below Midpoint			
Latvia	3	1	2-14	6.60	Within range, below Midpoint			
Lithuania	2	1	2-14	6.84	Within range, below Midpoint	2		
Lesotho	3	3	2-14	6.31	Within range, below Midpoint			
Madagascar	5	2	2-14	6.73	Within range, below Midpoint			
Maldives	2	1	1-14	6.27	Within range, below Midpoint			
Luxembourg	5	1	3-14	7.66	Within range, below Midpoint			
Malawi	2		2-14	6.58	Within range, below Midpoint			
Micronesia (Federated States of)	1		1-14	6.27	Within range, below Midpoint			
Malta	3	2	2-14	6.54	Within range, below Midpoint			
Mauritania	5		2-14	6.34	Within range, below Midpoint			
Mauritius	3	1	2-14	6.46	Within range, below Midpoint			
Mongolia	6	3	2-14	6.33	Within range, below Midpoint			
Mozambique	3		2-14	6.75	Within range, below Midpoint			
Morocco	5	3	3-14	7.65	Within range, below Midpoint			
Namibia	2	1	2-14	6.40	Within range, below Midpoint			
Myanmar	7	3	3-14	7.43	Within range, below Midpoint			
Netherlands	36	8	32-43	37.52	Within range, below Midpoint	3		
Nicaragua	5	3	2-14	6.41	Within range, below Midpoint	1		

**Within range, below Midpoint**  
**31-Dec-2007**

**Within range, below Midpoint**

Member States	Staff	Women	Range	Mid-Point	Status	Leave	Ret-Year	Ret-Next
Panama	6	3	2-14	6.70	Within range, below Midpoint			
Papua New Guinea	3		2-14	6.43	Within range, below Midpoint			
Paraguay	6	4	2-14	6.47	Within range, below Midpoint			
Portugal	12	6	10-20	15.19	Within range, below Midpoint			
Poland	13	4	11-20	15.38	Within range, below Midpoint			
Rwanda	6		2-14	6.49	Within range, below Midpoint			
Republic of Moldova	2	1	2-14	6.35	Within range, below Midpoint			
Saint Kitts and Nevis	6	4	1-14	6.27	Within range, below Midpoint			
Saint Lucia	2	1	1-14	6.27	Within range, below Midpoint			
Saint Vincent and the Grenadines	4	2	1-14	6.27	Within range, below Midpoint			
San Marino	2	2	2-14	6.30	Within range, below Midpoint			
Seychelles	4	1	1-14	6.28	Within range, below Midpoint			
Singapore	10	5	7-17	12.08	Within range, below Midpoint			
Sierra Leone	2	2	2-14	6.40	Within range, below Midpoint			
Solomon Islands	1		1-14	6.28	Within range, below Midpoint			
Slovakia	6	1	3-14	7.41	Within range, below Midpoint			
Slovenia	4	3	3-14	7.88	Within range, below Midpoint	1		
Somalia	4	2	2-14	6.46	Within range, below Midpoint			
Spain	52	22	48-65	56.22	Within range, below Midpoint	1		
Swaziland	2	1	2-14	6.31	Within range, below Midpoint			
Sri Lanka	5	2	2-14	6.95	Within range, below Midpoint			
Switzerland	26	19	22-31	26.48	Within range, below Midpoint			
Suriname	2	1	1-14	6.28	Within range, below Midpoint			

**Within range, below Midpoint  
31-Dec-2007**

**Within range, below Midpoint**

Member States	Staff	Women	Range	Mid-Point	Status	Leave	Ret-Year	Ret-Next
The Transitional Islamic State of Afghanistan	2		2-14	6.88	Within range, below Midpoint			
The former Yugoslav Republic of Macedonia	4	1	2-14	6.38	Within range, below Midpoint			
Togo	6		2-14	6.42	Within range, below Midpoint			

*Total for Within range, below Midpoint: 95*

**Within range, above Midpoint**  
**31-Dec-2007**

**Within range, above Midpoint**

Member States	Staff	Women	Range	Mid-Point	Status	Leave	Ret-Year	Ret-Next
Albania	7	6	2-14	6.42	Within range, above Midpoint			
Bahamas	10	8	2-14	6.52	Within range, above Midpoint			
Bolivia	7	3	2-14	6.56	Within range, above Midpoint			
Uzbekistan	8	4	2-14	7.00	Within range, above Midpoint			
Uruguay	8	3	2-14	6.77	Within range, above Midpoint			
United Republic of Tanzania	9	4	2-14	7.26	Within range, above Midpoint			
Tunisia	14	4	2-14	6.99	Within range, above Midpoint			1
Belarus	9		2-14	6.80	Within range, above Midpoint			
Benin	7	1	2-14	6.47	Within range, above Midpoint			
Belgium	26	10	20-29	24.67	Within range, above Midpoint	1		
Burundi	7	1	2-14	6.46	Within range, above Midpoint			
Canada	57	21	48-65	56.11	Within range, above Midpoint	4		1
Colombia	10	7	4-14	9.02	Within range, above Midpoint	1		1
Cote d'Ivoire	11		2-14	6.83	Within range, above Midpoint	1		
Croatia	8	4	2-14	7.18	Within range, above Midpoint			
Ecuador	7	2	2-14	6.90	Within range, above Midpoint			
El Salvador	8	5	2-14	6.73	Within range, above Midpoint			
Finland	16	7	11-20	15.68	Within range, above Midpoint			
Fiji	11	7	2-14	6.32	Within range, above Midpoint			
France	125	60	95-128	111.61	Within range, above Midpoint			
Ghana	13	4	2-14	6.85	Within range, above Midpoint			
Germany	172	76	127-172	149.63	Within range, above Midpoint	6		1
Guyana	10	8	1-14	6.28	Within range, above Midpoint			

**Within range, above Midpoint  
31-Dec-2007**

**Within range, above Midpoint**

Member States	Staff	Women	Range	Mid-Point	Status	Leave	Ret-Year	Ret-Next
Hungary	11	4	6-15	10.50	Within range, above Midpoint			
Indonesia	17	9	9-19	14.13	Within range, above Midpoint			
Jordan	12	4	2-14	6.58	Within range, above Midpoint			
Jamaica	11	7	2-14	6.48	Within range, above Midpoint			
Lebanon	13	7	2-14	6.90	Within range, above Midpoint			
Malaysia	10	5	5-15	9.98	Within range, above Midpoint			
Mali	10	2	2-14	6.54	Within range, above Midpoint			
Nepal	7		2-14	6.94	Within range, above Midpoint	1		
Niger	8	2	2-14	6.59	Within range, above Midpoint			
Pakistan	13	5	6-16	10.92	Within range, above Midpoint			
Peru	9	3	3-14	8.17	Within range, above Midpoint			
Republic of Serbia	9	1	2-14	6.82	Within range, above Midpoint			
Romania	14	5	3-14	7.89	Within range, above Midpoint			
Senegal	10	3	2-14	6.60	Within range, above Midpoint			
Sudan	9	2	2-14	7.28	Within range, above Midpoint			
Syrian Arab Republic	8	6	2-14	6.96	Within range, above Midpoint			
Sweden	29	20	19-29	24.13	Within range, above Midpoint	1		
Thailand	15	8	6-16	10.76	Within range, above Midpoint			
Trinidad and Tobago	13	7	2-14	6.73	Within range, above Midpoint			

*Total for Within range, above Midpoint: 42*