

C 2025/8 Annex 8: Gender and geographical distribution

Gender balance of staff

1. FAO remains committed to continuing its efforts towards gender parity in the workforce and aligning its approach with the system-wide strategy. Following the launch of the UN System-wide Strategy on Gender Parity, the Organization developed a detailed Action Plan for the Achievement of Gender Parity of FAO Staff, informed by the Organization's specific context and challenges as a specialized agency.
2. FAO aims to achieve gender parity at professional level by 2024, and for senior positions by 2026. Since 2012, particular attention has been given to women candidates in the recruitment and appointment process, including the mandatory inclusion of women candidates for interview and appointment for positions. At the end of December 2023, female staff accounted for 47 percent in professional positions and 28 percent for senior positions.
3. Among other measures, to accelerate the achievement of gender parity in the workforce, FAO has been further expanding its recruitment outreach efforts to a wide range of professional institutions and universities to attract female applicants. As senior staff progressively retire, the Organization will use a critical window of opportunity to recruit new staff in its workforce, focusing in particular on gender balance.

Female and male staff as at 31 December 2023

Grade	Female	Male	Total	Percentage Female
Director (D1, D2, ADG, DDG)	36	94	130	28%
Professional (P1 – P5)*	776	860	1 636	47%
National Professional Officer (N1 – N4)	109	149	258	42%
General Service (G1 – G7)	847	417	1 264	67%
Total	1 768	1 520	3 288	54%

*includes 39 Junior Professional Officers

Progress on geographic representation

4. In taking decisions on recruitment to international professional positions, the primordial criterion of merit has always been followed to ensure that the Organization is able to fill all positions with the best qualified candidates. At the same time, in line with the spirit of Article VIII paragraph 3 of the FAO Constitution, due attention continues to be given to ensuring an equitable geographic representation of member countries in the Secretariat of the Organization.
5. FAO's methodology for calculating the geographic distribution representation was adopted by the Conference at its 32nd Session in November 2003. Under this methodology, 40 percent of posts are distributed on the basis of membership, 5 percent on the basis of member country population and 55 percent in proportion to the scale of assessments.

During 2022-23, the number of non-, under- and over-represented countries remained relatively low. FAO met the target of equitably represented countries in the workforce at 75 percent or above, as set by the FAO Conference. At 31 December 2023, 76 percent of Member Nations were equitably represented in the FAO workforce.

6. FAO continues to focus outreach efforts to target candidates from non- and under-represented countries through programmes such as the re-launched Young Professionals Programme.

Countries not within range by region as at 31 December 2023

Region	Countries that have exceeded the top of their range	Under-represented countries	Non-represented countries
Africa			Angola, Liberia, Sao Tome and Principe, Seychelles
Asia	Pakistan	China, Indonesia, Japan, Republic of Korea, Singapore	Timor-Leste
Europe	Bulgaria, Greece, Hungary, Italy, Spain	Denmark, Israel, Sweden, Switzerland	Estonia, Montenegro
Latin America and Caribbean	Brazil, Colombia, Ecuador		Antigua and Barbuda, Bahamas, Saint Lucia, Saint Vincent and the Grenadines
Near East	Egypt	Iraq, Kuwait, Saudi Arabia, United Arab Emirates	Qatar
North America		United States of America	
South-West Pacific			Cook Islands, Fiji, Kiribati, Marshall Islands, Micronesia, Nauru, Niue, Palau, Tuvalu, Vanuatu