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						