

UNFPA	UNFPA places special emphasis on attracting women for vacancies: "UNFPA attracts many qualified women candidates. Overall gender balance in international posts is: Female: 51%, Male: 49%." The following statement is included in all UNFPA vacancies: "UNFPA encourages women especially women from developing countries to apply to UNFPA vacancies. UNFPA is mindful of achieving gender balance in its selection/recruitment process. Currently, UNFPA has 51% of women in its international professional workforce" (UNFPA, 2010).	Measure
UNHCR	UNHCR International Professional Roster keeps a pool of competent and qualified candidates including female candidates.	Measure
UNICEF	Gender Equality and Parity Policy and Action Plan (CF/EXD/2007 based on ST/AI/1999) - Annex 1	Policy
UNIDO	"Such decisions are normally made in connection with the preparations of the Organization's annual recruitment plan and/or in the context of UNIDO Field Mobility Policy" (UNIDO, 2010).	Policy
UN Secretariat	ST/AI/2006/3/REV.1, para 5.5(b) (ii)	Policy
UNJSPF	ST/AI/2006/3/REV.1, para 5.5(b) (ii) and ST/AI/2006/3/REV.1, para 9.3 of UN Secretariat policy	Policy
UNOPS	Follow Gender Balance Administrative Instruction - UNOPS HR Strategy 2007-08	Policy
UNRWA	Indicated in the Personnel Directives for International and area staff selection policies.	Policy
UNWTO	"All UNWTO Vacancy announcements include the following: 'Women candidates and	