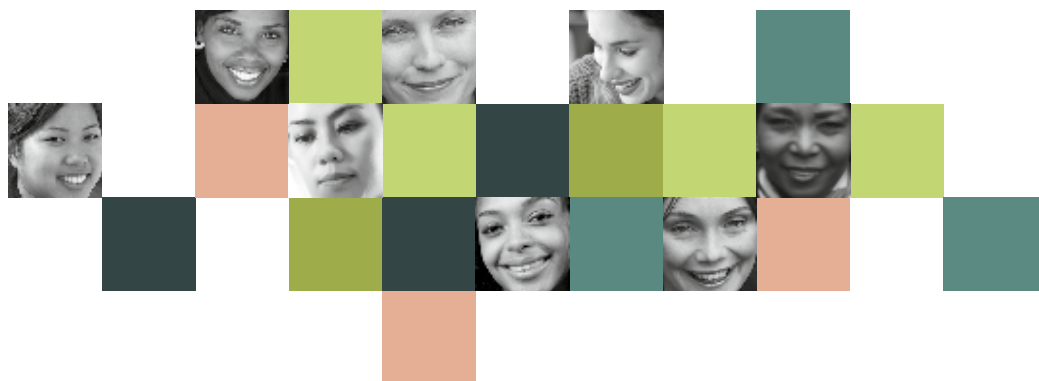




WORLD TRADE  
ORGANIZATION



# WOMEN AND THE WTO GENDER STATISTICS

(1995-2016)



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### Disclaimer

Disclaimer: This report was prepared jointly by the WTO's Council and Trade Negotiations Committee (TNC) Division and the Human Resources Division. It is not intended to represent the position or opinions of the WTO or its members, nor the official position of any staff members. Any errors are the fault of the authors.



## FOREWORD BY THE WTO DIRECTOR-GENERAL

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Achieving gender parity, or equal representation of women and men, is not a novel institutional trend. For decades, governments, organizations and companies around the world have strived to achieve gender parity in the workplace. Undeniably, progress has been made, but much remains to be done. According to some estimates, gender equality in the workplace will not be achieved until 2095.

WTO is aware of this challenge. Throughout the years we have increasingly integrated the gender dimension into our rules and administrative procedures. Diversity at the WTO is monitored every year through Annual Diversity Reports to Members. Since 1995, female representation in the WTO increased dramatically – currently, 53% of our staff are female. We also made progress in employing female professionals, and noted a 14% increase from 1995 to 2015. Today 45% of our professional staff are female. This is progress, but of course there is still ample room for improvement, particularly as women continue to be underrepresented in senior management positions. Furthermore, the number of women chairing WTO bodies, panels and working groups is considerably lower than that of men. The same is the case for women representing Members and Observers to the WTO.

In this context, this report provides a retrospective look at gender parity in the WTO over the past 20 years. It focuses on women in the Secretariat and on women leading the work of WTO bodies. Undoubtedly, these pages are a valuable contribution to our discourse on gender, and provide a solid basis for identifying gaps and raising awareness. I am especially pleased to note an increasing interest among Members in making gender equality in the WTO a priority. This is generating momentum for further action.

As WTO Director-General, I have strived to ensure a better gender balance in the Secretariat. Also, I have recently joined the 'Geneva Gender Champions' group which is focused on making gender a priority in 'international Geneva'. This includes ensuring gender balance in our public events. At our 2015 Public Forum, the high-level opening plenary session had an all-women panel. Of course that's a good thing, but the fact that it seemed so unusual shows why change is necessary.

I strongly believe that with relentless commitment and concrete institutional action we can achieve gender parity, and ensure that gender equality becomes second nature to all in our institution - hopefully, a long, long time before 2095!

Roberto Azevêdo  
**Director-General**





## INTRODUCTION

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This report provides an overview of the representation of women among WTO staff and the gender of WTO representatives chairing WTO bodies, sitting as members of the Appellate Body, working as panelists in disputes or acting as discussants in Trade Policy Reviews since the organization was established in 1995.<sup>1</sup>

In particular, the report provides information on:

- the WTO Secretariat as of 31 December 2016, showing the evolution of gender diversity since 1995, the composition of staff by professional grade, and data on staff recruitment such as statistics on applications received and number of appointments by gender in 2016;
- the WTO adjudicative bodies – the WTO Appellate Body and WTO panels;
- the chairs and vice-chairs of the WTO ministerial conferences and participants in the two most recent ministerial conferences in Bali and in Nairobi;
- the General Council, also meeting as the Dispute Settlement Body and as the Trade Policy Review Body, examining representation in the subsidiary bodies of the General Council, and providing relevant information on the chairpersons of plurilateral trade agreements;
- the chairpersons of the Trade Negotiations Committee and the negotiating groups;
- the discussants of Trade Policy Review meetings;
- the chairpersons of WTO accession working parties; and
- the current heads of delegations of members and observers to the WTO.

In the charts in this report, seven regions are used to show gender diversity, following the classification in the 2015 WTO World Trade Report:<sup>2</sup> North America, South and Central America and the Caribbean, Europe, the Commonwealth of Independent States, Africa, Middle East, and Asia.

For the purposes of this report, an individual who served more than once as chair of a specific WTO body was counted only once. Therefore, the number of chairs corresponds to the number of individuals who have served in a particular position.

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<sup>1</sup> Most of the data was last reviewed on 15 October 2016.

<sup>2</sup> WTO World Trade Report (2015), Technical Notes, at pages 141-142 at [https://www.wto.org/english/res\\_e/booksp\\_e/world\\_trade\\_report15\\_e.pdf](https://www.wto.org/english/res_e/booksp_e/world_trade_report15_e.pdf). See also the Annex to this paper.



## WORKFORCE IN THE WTO SECRETARIAT

### Gender balance

The WTO continues to strive towards achieving equal representation of men and women in the Secretariat, especially in professional positions. Currently, women represent approximately 54% of staff in the organization (see Annex 2). Looking at only the professional staff population, female representation went from 31% in 1995 to nearly 45% in 2016. Furthermore, data in Chart 1 shows that the percentage increase in representation at the professional level has been significantly higher for women (14.3%) than for men (5.2%). Additional observations can be made within the administrative category. Of the support staff population in 2016, 67.6% are women whereas 32.4% are men. In 1995, these percentages were 72.2% and 27.8% respectively.

**Chart 1: Percentage of WTO staff by professional/support category**

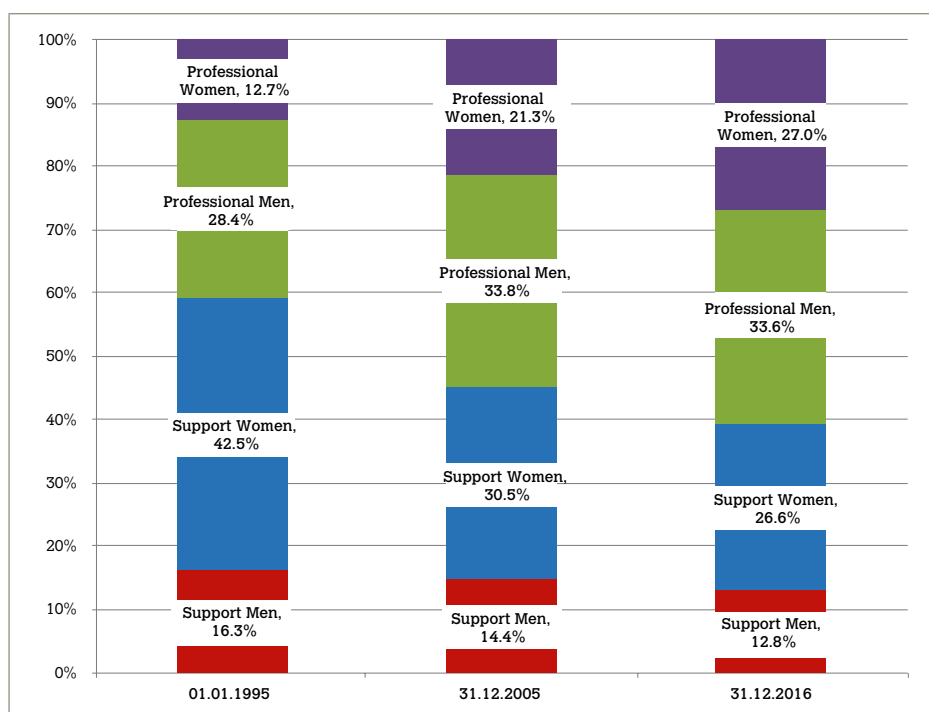


Chart 2 shows that while there was no female representation at Grade 11 or above (the WTO's highest grades) in 1995, this had risen to three in December 2016. There has also been notable improvement over the last twenty years in the representation of female professionals, specifically in 9. In 1995, the number of female professionals in Grade 9 increased from 37% in 1995 to 51% in 2016. While gender balance continues to gradually improve, women continue to be underrepresented overall in senior management positions.

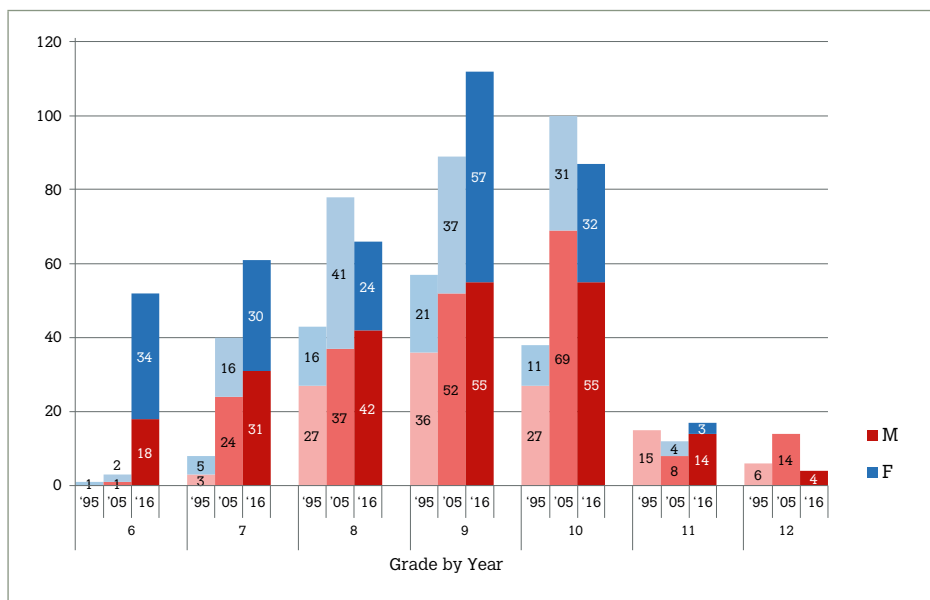
As of 31 December 2016, the Secretariat had a total of 28 staff members at Director-level and above (Grade 11 or above), shown in Table 1. This comprises the Director-General, Deputy Directors-General, Chef de Cabinet, Head of Office of Internal Oversight, Directors, and interim Directors (Officer in Charge).<sup>3</sup>

**Table 1: Director-level and above, by grade and gender**

Grade	Female		Male		Total
DG	-	0.0%	1	3.6%	1
DDG	-	0.0%	4	14.3%	4
12	-	0.0%	4	14.3%	4
11	3	10.7%	13	46.4%	16
10	2	7.1%	1	3.6%	3
<b>Grand Total</b>	<b>5</b>	<b>17.9%</b>	<b>23</b>	<b>82.1%</b>	<b>28</b>

Gender equality is also an integral part of the WTO's mediation policy. In addition to Legal Counsel and Office of Internal Oversight, the Secretariat appointed one internal and one external mediator (both female) in order to provide additional forms of informal resolution of disputes in the WTO.

<sup>3</sup> While there were 3 female staff members at Grade 11 in December 2016, there were 2 additional female staff members at Grade 10 acting as "Officer in Charge" for their respective divisions due to one female Director separation in the 3rd quarter of 2016 and one male Director having left on Special Leave Without Pay (who is included in the Grade 11 figure in Chart 2).

**Chart 2: WTO professional staff by grade**

## WTO staff by nationality

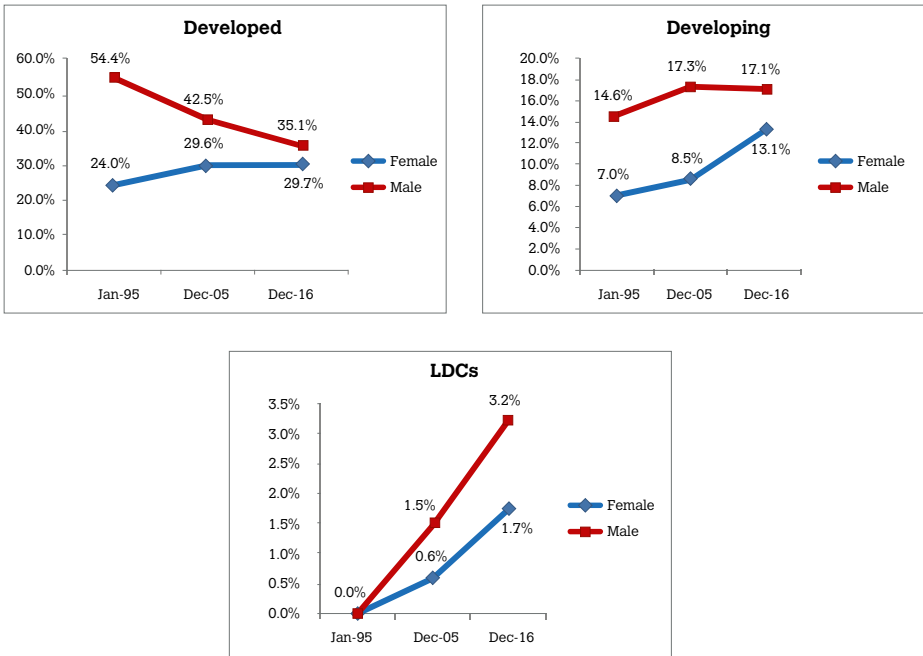
The number of nationalities represented in the Secretariat totals 82. Among all staff, women have more diverse nationalities (64) than men (58).

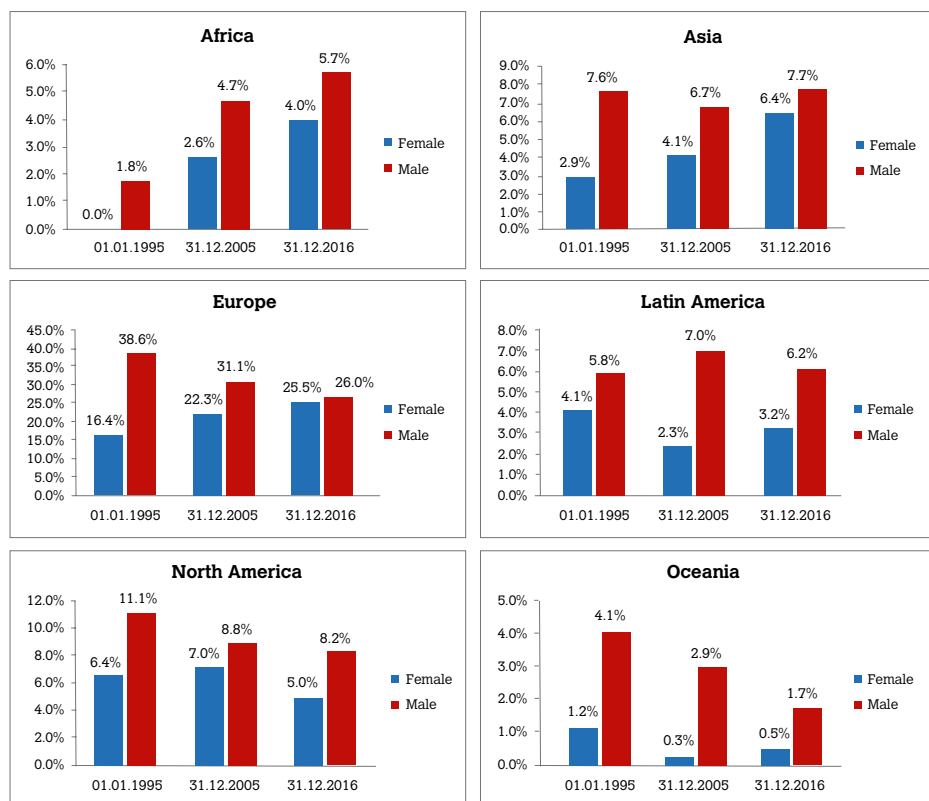
As shown in Chart 3, the share of professional staff represented by developing and least developed countries (LDCs) increased from 21.6% in January 1995 to 35.2% in 31 December 2016 (see Annex 4). Men outnumber women in terms of professional staff from developed and developing countries and from LDCs. But there has been a steady increase in the percentage of female professionals in all three categories. The proportion of men from developed countries has continued to decrease (from 54.4% in 1995 to 35.1% in 2016), while the percentage of female staff members from these countries has continued to increase, especially from developing countries (7% in 1995 to 13.1% in 2016).

Chart 4 illustrates that Europe continues to have the highest proportion of professional staff (51.5%) for both males and females (see Annex 5). However, the proportion of male professionals from Europe has significantly decreased, from 38.6% to 26%, while the proportion has increased for females, from 16.4% to 25.5%. Since 1995, representation of female professionals from Africa has risen from 0 to 4%. For those from Asia, it has risen from 2.9% to 6.4%.

In contrast, female professionals from Latin America and Oceania have the lowest proportion of professional staff. Their representation has decreased over the years. In the case of Latin America, the proportion decreased from 4.1% to 3.2%. In the case of Oceania, the proportion decreased from 1.2% to 0.5%.

**Chart 3: WTO professional staff by country status**



**Chart 4: WTO professional staff by region**

## Applications for WTO vacancy notices in 2016

In 2016, the WTO Secretariat received a total of 7,485 applications in response to 73 vacancy notices (VNs). Forty of these VNs were advertised externally while 33 VNs were internally advertised. For the 46 professional positions advertised, the Secretariat received 5,311 applications.

Table 2 shows that for the professional positions, the proportion of applications received by men (58.7%) outweighed those from women (41.3%). The percentage of applications received by men is significantly higher than those by women for every grade, with the exception of Grade 9 (men 41% to women 59%). The number of appointments for professional positions in 2016 (see Table 3) is relatively equally divided between men and women in contrast to the applications received. For example, while approximately 60% of men applied for Grade 6 professional positions, over half of the staff members appointed at this grade were women (62.5%, see Table 3).

For director positions (Grade 11) advertised in 2016, 77% of applications were from men. The selection process for three director positions is still ongoing. The Secretariat has sought to ensure as much gender balance as possible during this process.

**Table 2: Applications received for all vacancy notices**

Grade	No. of Females	%	No. of Males	%	Total
<b>Professional</b>	<b>2196</b>	<b>41.3%</b>	<b>3115</b>	<b>58.7%</b>	<b>5311</b>
11	128	23.3%	421	76.7%	549
10	115	34.5%	218	65.5%	333
9	220	59.0%	153	41.0%	373
8	62	33.7%	122	66.3%	184
7	732	47.9%	797	52.1%	1529
6	939	40.1%	1404	59.9%	2343
<b>Support</b>	<b>1342</b>	<b>61.7%</b>	<b>832</b>	<b>38.3%</b>	<b>2174</b>
7	2	100.0%	0	0.0%	2
6	13	86.7%	2	13.3%	15
5	381	51.5%	359	48.5%	740
4	520	64.2%	290	35.8%	810
3	426	70.2%	181	29.8%	607
<b>Grand Total</b>	<b>3538</b>	<b>47.3%</b>	<b>3947</b>	<b>52.7%</b>	<b>7485</b>

**Table 3: Staff appointments in 2016**

Grade	No. of Females	%	No. of Males	%
<b>Professional</b>	<b>8</b>	<b>47.1%</b>	<b>9</b>	<b>52.9%</b>
10	-	0.0%	1	100.0%
9	-	0.0%	1	100.0%
8	1	100.0%	-	0.0%
7	2	33.3%	4	66.7%
6	5	62.5%	3	37.5%
<b>Support</b>	<b>13</b>	<b>76.5%</b>	<b>4</b>	<b>23.5%</b>
5	2	50.0%	2	50.0%
4	6	75.0%	2	25.0%
3	5	100.0%	-	0.0%
<b>Grand Total</b>	<b>21</b>	<b>61.8%</b>	<b>13</b>	<b>38.2%</b>



## WTO PANELS

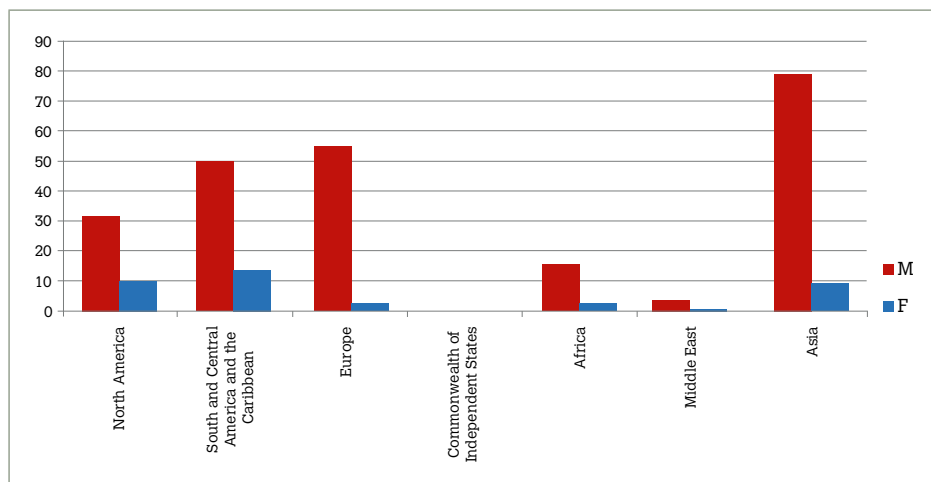
WTO panels are established to consider disputes brought by WTO members. They usually consist of three, and exceptionally five, experts selected on an ad hoc basis.

The WTO Secretariat maintains a list of governmental and non-governmental experts, from which panelists may be drawn. WTO members regularly propose names for inclusion in that list, which are invariably approved by the DSB. It is not necessary for an individual to be on the list to be proposed as a potential panelist in a specific dispute.

### WTO panelists

Of the 268 WTO panels composed since 1995,<sup>4</sup> 123 (46%) have included women panelists. Of the 276 individuals selected to serve as panelists since 1995, 40 (14%) have been women – see Chart 5.<sup>5</sup>

**Chart 5: WTO Panelists (1995-2016)**



<sup>4</sup> The data was last visited on 31 December 2016. This number is the sum of all panels composed to date and counts as separate panels composed for original proceedings, for proceedings under Article 21.5 of the DSU (first recourse, second recourse), for proceedings under Article 22.6 of the DSU and for proceedings under Article 25 of the DSU, which otherwise fall under the same DS number.

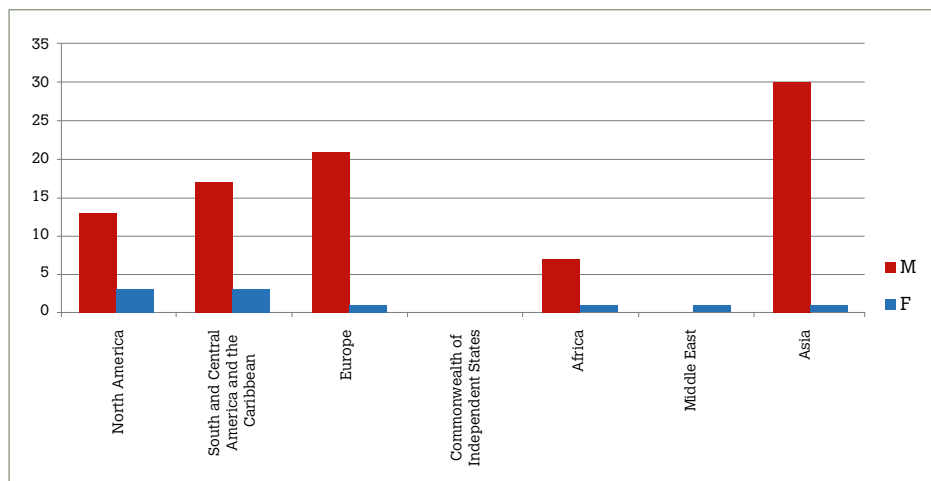
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<sup>5</sup> These 40 women panelists have been: Ms Lidia Elena Di Vico of Argentina for DS184; Ms Joan Hird of Australia for DS322; Ms Patricia Holmes of Australia for DS401/DS400; Ms Stephanie Sin Far Man of Australia for DS460, DS454, DS422, DS335, DS282 (Article 21.5 – Mexico), and DS282; Ms Billie Miller of Barbados for DS467, DS458, DS441, DS435, and DS434; Ms Delilah Cabb Ayala of Belize for DS475 and DS430; Ms Marta Lemme of Brazil for DS295, DS257, DS141, DS99 (Article 21.5 – Korea), and DS99; Ms Leane Naidin of Brazil for DS312 (Article 21.5 – Indonesia) and DS312; Ms Elaine Feldman of Canada for DS413 and DS238; Ms Heather Forton of Canada for DS77 and DS56; Ms Kirsten Hillman of Canada for DS367; Ms Valerie Hughes of Canada for DS377/DS376/DS375; Ms Debra Steger of Canada for DS341; Ms Carmen Luz Guarda of Chile for DS160, DS126 (Article 21.5 – Argentina), and DS126; Ms Ana Novik Assael of Chile for DS273; Ms Gloria Peña of Chile for DS341, DS317, and DS175/DS146; Ms Claudia Orozco of Colombia for DS484, DS464, DS438/DS444/DS445, DS427, DS403/DS396, DS321, DS320, DS276, DS221, DS121, DS72, DS21, DS18 (Article 21.5 – Canada), and DS18; Ms Angela María Orozco Gómez of Colombia for DS477/DS478; Ms Marta Lucia Ramírez De Rincón of Colombia for DS317; Ms Magda Shahnin of Egypt for DS69; Ms Deborah Milstein of Israel for DS480, DS404, DS383, DS355, DS335, DS312 (Article 21.5 – Indonesia), DS312, and DS219; Ms Andrea Marie Brown of Jamaica for DS482, DS440, DS425, DS379, and DS350; Ms Kathy-Ann Brown of Jamaica for DS245 (Article 21.5 – United States) and DS245; Ms Salmiah Ramli of Malaysia for DS206; Ms Usha Dwarka-Canabady of Mauritius for DS294 (Article 22.6 – United States), DS294 (Article 21.5 – European Communities), DS222 (Article 22.6 – Canada), DS222, and DS166; Ms Gisela Bolívar of Mexico for DS418/DS417/DS416/DS415; Ms Beatriz Leycegui Gardoqui of Mexico for DS471; Ms Luz Elena Reyes de la Torre of Mexico for DS490/DS496, DS337, DS299, DS277 (Article 21.5 – Canada), DS277, DS206, and DS98; Ms Dell Higgin of New Zealand for DS398/DS395/DS394; Ms Penelope Jane Ridings of New Zealand for DS492 and DS356/DS351; Ms Lilia R. Bautista of the Philippines for DS350; Ms Mary Elizabeth Chelliah of Singapore for DS401/DS400, DS381 (Article 21.5 – Mexico), DS381, DS286/DS269, and DS243; Ms Margaret Liang of Singapore for DS391, DS259/DS258/DS254/DS253/DS252/DS251/DS249/DS248, DS231, and DS160 (Article 25); Ms Leora Blumberg of South Africa for DS504, DS438/DS444/DS445, DS344 (Article 21.5 – Mexico), DS344, DS165, and DS98; Ms Marie-Gabrielle Ineichen-Fleisch of Switzerland for DS334, DS212 (Article 21.5 – European Communities), DS212, and DS163; Ms Barbara Rigassi of Switzerland for DS14/DS12 and DS7; Ms Laurence Wiedmer of Switzerland for DS121; Ms Marsha Echols of the United States for DS246; Ms Merit Janow of the United States for DS231; and Ms Enie Neri De Ross of the Bolivarian Republic of Venezuela for DS490/DS496, DS471, DS457, DS440, DS418/DS417/DS416/DS415, DS402, DS345, DS343, DS295, DS241, and DS179.

## Chairs of WTO panels

Out of the 268 panels composed, 16 (6%) have been chaired by women. Of the 99 panel chairs, ten (10%) have been women from various parts of the world: North America (3), South and Central America and the Caribbean (3), Europe (1), Africa (1), the Middle East (1) and Asia (1) – see Chart 6.<sup>6</sup>

**Chart 6: WTO Panel Chairs (1995-2016)**



<sup>6</sup> The ten women panel Chairs have been: Ms Elaine Feldman of Canada for DS238; Ms Debra Steger of Canada for DS341; Ms Carmen Luz Guarda of Chile for DS160, DS126 and DS126 (Article 21.5 – Argentina); Ms Claudia Orozco of Colombia for DS464, DS276 and DS221; Ms Marta Lucia Ramírez De Rincón of Colombia for DS317; Ms Deborah Milstein of Israel for DS480; Ms Luz Elena Reyes de la Torre of Mexico for DS490/DS496 and DS299; Ms Margaret Liang of Singapore for DS391 and DS231; Ms Leora Blumberg of South Africa for DS438/DS444/DS445; and Ms Marie-Gabrielle Ineichen-Fleisch of Switzerland for DS334.

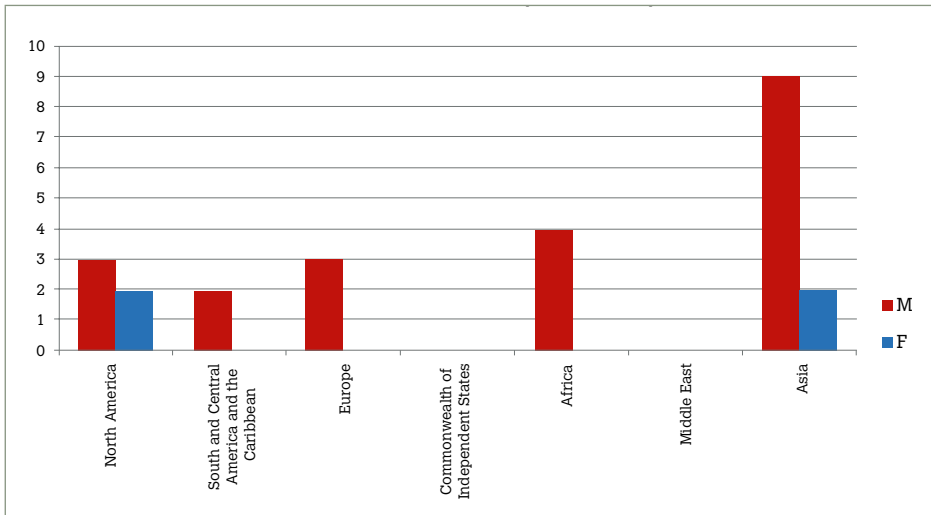
## WTO APPELLATE BODY

The WTO's Appellate Body (AB)<sup>7</sup> consists of seven individuals who hear appeals brought by WTO members regarding panel reports. Appellate Body members are appointed by the DSB to serve a four-year term, with the possibility of being reappointed for one more term. A chairperson is elected from among the AB members to serve a one-year term, which can be extended for an additional year.

### Appellate Body members

Since the Appellate Body was established in 1995, there have been 25 members. Five of these have been women: Ms Hong Zhao of China (2016-2020), Ms Yuejiao Zhang of China (2008-2012; 2012-2016), Ms Lilia R. Bautista of the Philippines (2007-2011), Ms Jennifer Hillman of the United States (2007-2011), and Ms Merit E. Janow of the United States (2003-2007) – see Chart 7.

**Chart 7: WTO AB Members (1995-2016)**

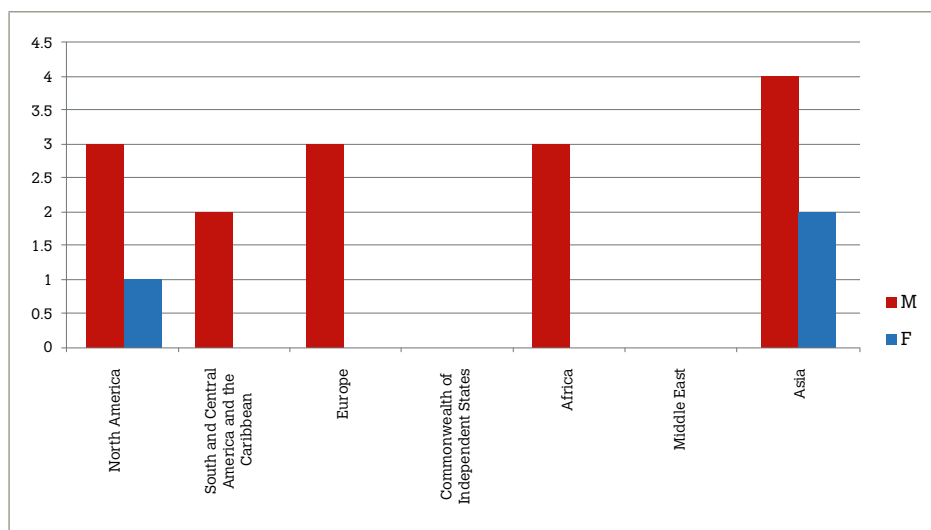


<sup>7</sup> WTO DSB Decision of 10 February 1995 on the "Establishment of the Appellate Body", WT/DSB/1, 19 June 1995.

## Chairs of the Appellate Body

Out of the 18 chairs<sup>8</sup> of the Appellate Body, three have been women: Ms Yuejiao Zhang of China (11 December 2011 to 31 May 2012; 1 June 2012 to 31 December 2012), Ms Jennifer Hillman of the United States (15 June 2011 to 10 December 2011), and Ms Lilia R. Bautista of the Philippines (17 December 2010 to 14 June 2011) – see Chart 8.

**Chart 8: WTO AB Chairs (1995-2016)**

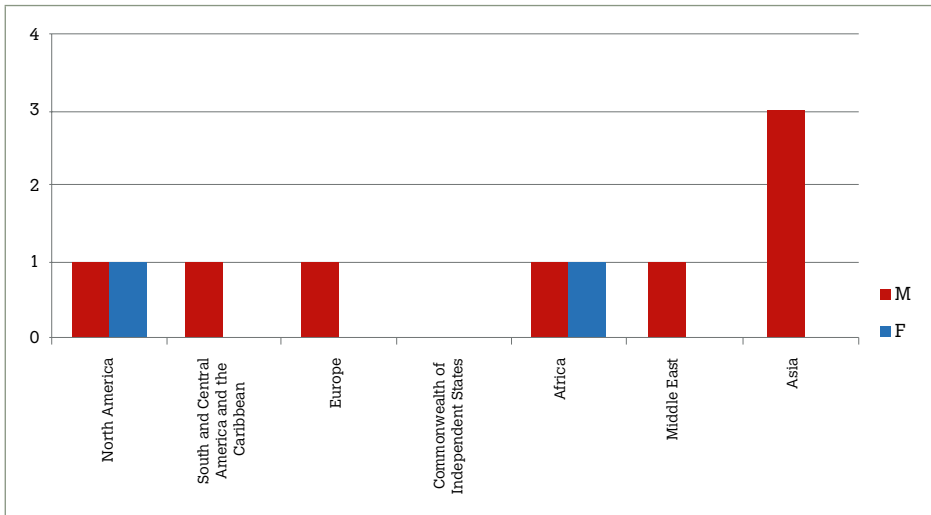


<sup>8</sup> Mr Ricardo Ramírez-Hernández of Mexico was Chair for the years 2014 (1 January 2014 to 31 December 2014) and 2013 (1 January 2013 to 31 December 2013); Mr David Unterhalter of South Africa was Chair for the years 2010 (12 December 2009 to 11 December 2010) and 2009 (18 December 2008 to 11 December 2009); Mr James Bacchus of the United States was Chair for the years 2003 (15 December 2002 to 10 December 2003) and 2002 (15 December 2001 to 14 December 2002); and Mr Julio Lacarte-Muró of Uruguay was Chair for the years 1997 (1 February 1997 to 6 February 1998) and 1996 (1 February 1996 to 31 January 1997).

## THE WTO MINISTERIAL CONFERENCE

The Ministerial Conference (MC) is the highest decision-making body of the WTO. It has the authority to take decisions under any of the multilateral trade agreements and is composed of representatives of all WTO members. It normally meets once every two years. Since the creation of the WTO, there have been ten ministerial conferences.<sup>9</sup> Out of the ten Ministerial Conference Chairs, two have been women and eight have been men.

**Chart 9: Gender and Geographical Distribution of Ministerial Conference Chairpersons**



<sup>9</sup> The sessions of the WTO Ministerial Conference were held in Nairobi (2015); Bali (2013); Geneva (2011, 2009, 1998); Hong Kong (2005); Cancún (2003); Doha (2001); Seattle (1999); and Singapore (1996).

## Chairs and vice-chairs of WTO ministerial conferences

For each Ministerial Conference, a chairperson and three vice-chairpersons are elected from among the WTO members. There have been two female MC chairs since the WTO was established. H.E. Ms Charlene Barshefsky of the United States was the first female MC chairperson - in Seattle in 1999. H.E. Ms Amina Mohamed of Kenya was the second - in Nairobi in 2015. She is the only person to have chaired the Ministerial Conference, the General Council (in 2005) and the Dispute Settlement Body (in 2004).

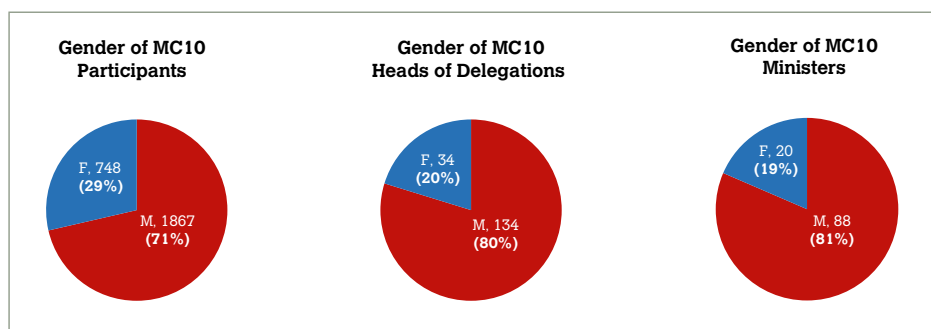
To date, there have been 30 vice chairs of the Ministerial Conference. Six of them have been women - Ms Magali Silva Velarde-Álvarez of Peru as Vice-Chair of the Bali MC (2013); Ms Doris Leuthard of Switzerland and Ms Mari Elka Pangestu of Indonesia as vice-chairs of the Geneva MC (2009); Ms Billie Antoinette Miller of Barbados as Vice-Chair of the Hong Kong MC (2005); Ms Tebelelo Seretse of Botswana as Vice-Chair of the Doha MC (2001); and Ms Marta Lucía Ramírez de Rincón of Colombia as Vice-Chair of the Seattle MC (1999).

## Participants in most recent ministerial conferences

### Nairobi Ministerial Conference (MC10)

In Nairobi (2015), out of the 2,615 participants, 748 (28.60 per cent) were women. A total of 108 ministers attended the event, 20 of which were women. At the level of heads of delegations, there were 168 who participated in the conference, 34 of which were women.

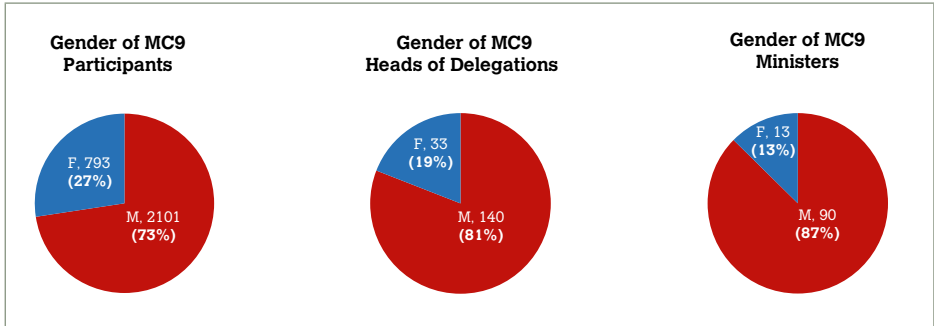
**Chart 10: Gender MC10**



### **Bali Ministerial Conference (MC9)**

In Bali (2013), out of the 2,894 participants, 793 (27 per cent) were women. A total of 103 ministers attended the event, 13 of which were women. At the level of heads of delegations, there were 173 who participated in the conference, 33 of which were women.

**Chart 11: Gender MC9**





## WTO GENERAL COUNCIL AND OTHER COUNCILS AND COMMITTEES

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### Appointment of officers

Each year, WTO members appoint chairpersons of the WTO's councils and committees following the procedures laid out in the Guidelines for Appointment of Officers to WTO Bodies adopted by the General Council in 2002<sup>10</sup> and some practical steps in its implementation noted by the General Council in 2012.<sup>11</sup>

The appointment process is carried out by the serving General Council Chair with the assistance of the serving Dispute Settlement Body Chair and any former GC chairs still serving as representatives to the WTO in Geneva. They conduct a series of consultations with members, following which they devise a balanced slate of names in accordance with the guidelines and based on the comments from WTO members. A meeting is convened to provide the opportunity for the membership to discuss the slate. The list would be proposed and agreed at the February meeting of the General Council. For other bodies, such as the subsidiary bodies of the Goods Council and the Services Council, the respective chairs usually lead the process.

### General Council

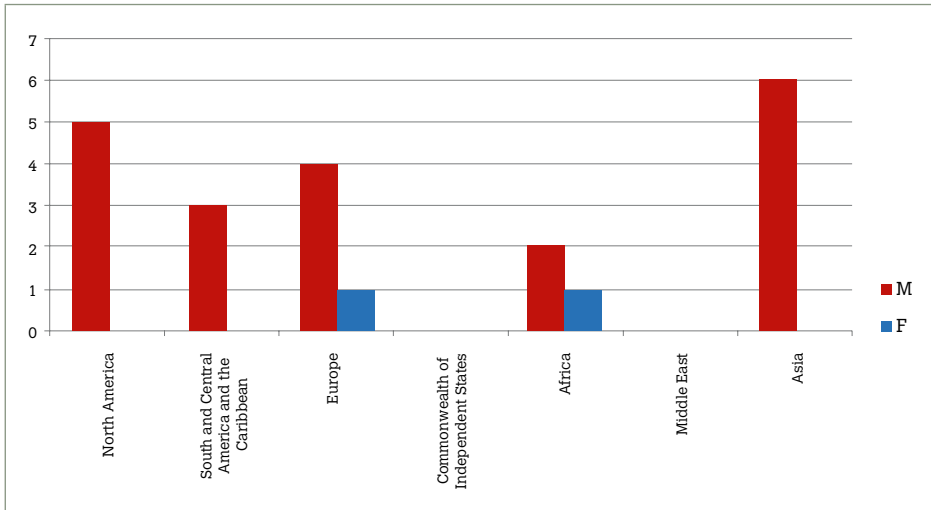
The General Council is the WTO's highest-level decision-making body in Geneva. It is composed of representatives from all members and is mandated to conduct the functions of the Ministerial Conference when the latter is not in session. It also carries out the follow-up work assigned to it by the Ministerial Conference. The Chair of the General Council is appointed following the guidelines indicated above for a one-year term.

Since 1995, 22 permanent representatives to the WTO have served as chairs of the General Council. This includes two women – Ms Elin Østebø Johansen of Norway (2012) and Ms Amina Chawahir Mohamed of Kenya (2005) – see Chart 12.

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<sup>10</sup> Guidelines for Appointment of Officers to WTO Bodies adopted by the General Council on 11 December 2002 in document WT/L/510.

<sup>11</sup> Agenda Item 8 – Guidelines for the Appointment of Officers to WTO Bodies – Statement by the Chair taken note of by the General Council on July 2012 in document JOB/GC/22.

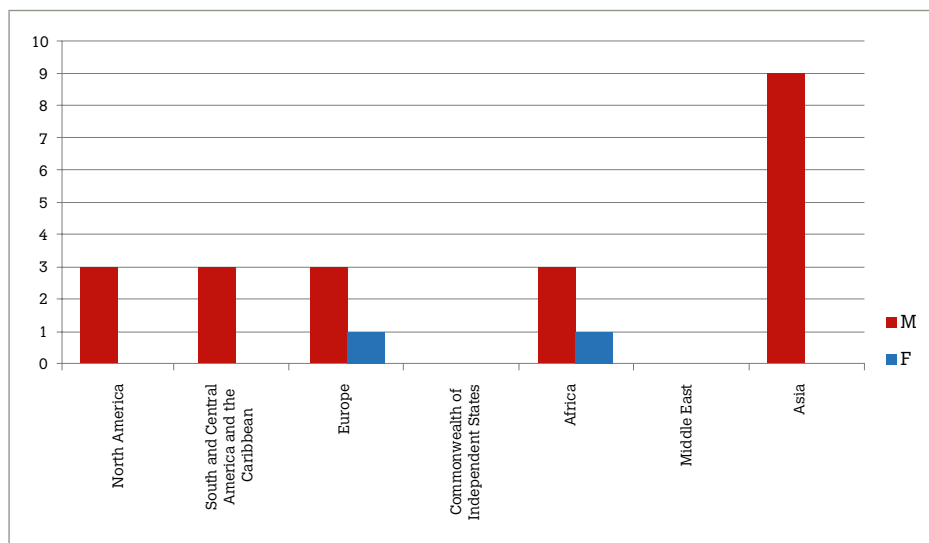
**Chart 12: General Council Chairpersons (1995-2016)**

## Dispute Settlement Body

The General Council discharges its responsibilities under the Dispute Settlement Understanding (DSU) through the Dispute Settlement Body (DSB). Like the General Council, the DSB is composed of representatives of all WTO members. It is responsible for administering the DSU, including by overseeing the entire dispute settlement process.

Since 1995, two women have served as DSB chairpersons out of the 23<sup>12</sup> officers who assumed the role (see Chart 4). These were Ms Elin Østebø Johansen of Norway (2011) and Ms Amina Chawahir Mohamed of Kenya (2004).

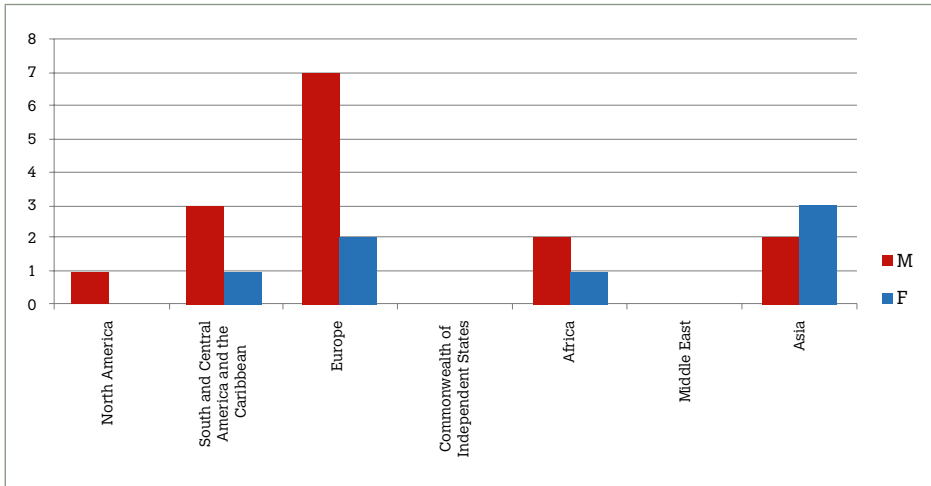
<sup>12</sup> In 1999 and 2001 there were two successive Chairs of the DSB. In 1999 Mr Nobutoshi Akao of Japan was followed by Mr Kåre Bryn of Norway and in 2001 Mr Roger Farrell of New Zealand was followed by Mr Kåre Bryn of Norway.

**Chart 13: DSB Chairpersons (1995-2016)**

## Trade Policy Review Body

The General Council also meets as the Trade Policy Review Body (TPRB) to discharge the responsibilities outlined in the Trade Policy Review Mechanism. The TPRB undertakes trade policy reviews of WTO members and considers the WTO Director-General's regular trade monitoring reports.

Since 1995, there have been 22 TPRB chairpersons. Seven of them have been women – Ms Irene B.K. Young of Hong Kong, China (2016); Ms Mariam MD Salleh of Malaysia (2014); Ms Claudia Uribe of Colombia (2006); Ms Puangrat Asavapisit of Thailand (2004); Ms Mary Whelan of Ireland (2003); Ms Amina Chawahir Mohamed of Kenya (2002); and Ms Anne Anderson of Ireland (1996) – see Chart 14).

**Chart 14: TPRB Chairpersons (1995-2016)**

## Regular bodies established under the General Council

A number of WTO bodies operate under the general supervision of the General Council. These include the Council for Trade in Goods, the Council for Trade in Services and the Council for Trade-Related Aspects of Intellectual Property Rights (TRIPS). These councils are open to representatives of all WTO members. All three bodies have the power to establish subsidiary bodies as required to fulfil its functions and the chairpersons of these bodies are appointed following the guidelines indicated above for a one-year term.<sup>13</sup>

Other WTO bodies include the Committee on Trade and Development, the Committee on Balance-of-Payments Restrictions and the Committee on Budget, Finance and Administration.

<sup>13</sup> Guidelines for Appointment of Officers to WTO Bodies adopted by the General Council on 11 December 2002, WT/L/510 (21 January 2003).

In addition, the Committee on Trade and Environment (created in 1994), the Committee on Regional Trade Agreements (established in 1996)<sup>14</sup>, the Working Group on Trade, Debt and Finance (established in 2001), the Working Group on Transfer of Technology (set up in 2001)<sup>15</sup> and the Preparatory Committee on Trade Facilitation (created in 2013) are other active WTO bodies.<sup>16</sup>

### *Council for Trade in Goods*

The Council for Trade in Goods (CTG) oversees the implementation of multilateral agreements on trade in goods. The Council has established 11 committees dealing with specific subjects (such as market access, agriculture, sanitary and phytosanitary measures, technical barriers to trade, trade-related investment measures, anti-dumping, customs valuation, rules of origin, import licensing, subsidies and safeguards). The Working Party on State Trading Enterprises and the Committee of Participants on the Expansion of Trade in Information Technology Products (ITA Committee) also report to the Goods Council.

Since 1995, out of the 25<sup>17</sup> people who have served as CTG chairs two have been women – Ms Elin Østebø Johansen of Norway (2009) and Ms Karen Tan of Singapore (2008) – see Chart 15.

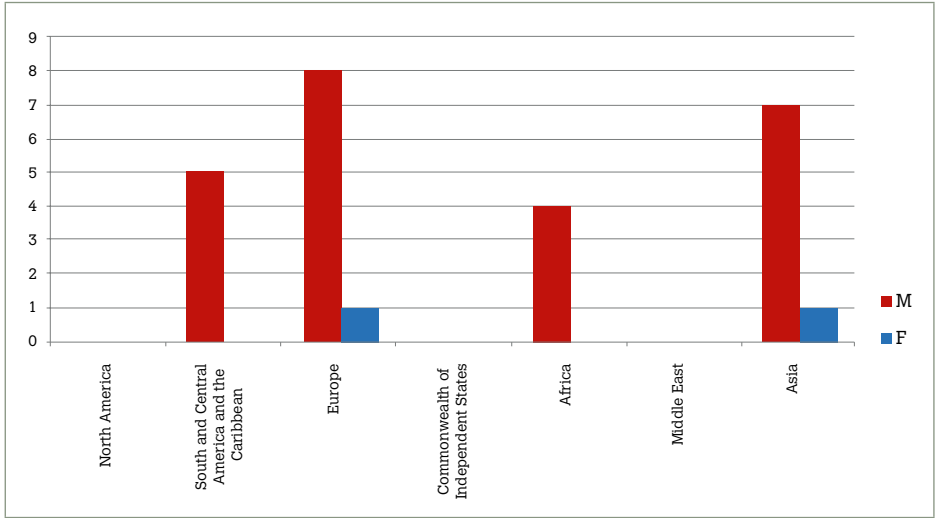
<sup>14</sup> WTO General Council Decision of 6 February 1996 on the Committee on Regional Trade Agreements, WT/L/127, 7 February 1996.

<sup>15</sup> Doha WTO Ministerial Declaration 2001, WT/MIN(01)/DEC/1, 20 November 2001, at paragraphs 36 and 37.

<sup>16</sup> Bali WTO Ministerial Decision of 7 December 2013, WT/MIN(13)/36 or WT/L/911, 11 December 2013, at paragraph 2.

<sup>17</sup> In 2001, 2004, 2013 and 2014 there were two successive Chairs of the Council for Trade in Goods. In 2001 Mr István Major of Hungary was followed by Mr Milan Hovorka of the Czech Republic. In 2004 Mr Alfredo Chiaradia of Argentina was followed by Mr Choi Hynck of the Republic of Korea. In 2013 Mr. Baati of Tunisia was followed by Mr. Castillo of Honduras. In 2014 Mr Joakim Reiter of Sweden was followed by Mr Atanas Atanassov Paparizov of Bulgaria.

**Chart 15: CTG Chairpersons (1995-2016)**



## Subsidiary bodies of the Council for Trade in Goods

Table 3 shows that 54 women have served as chairs of the various subsidiary bodies of the Council for Trade in Goods.

**Table 3:** Chairs of subsidiary bodies of the Council for Trade in Goods

Subsidiary Body	Total Number of Chairs	Total Number of Female Chairs	Name and Origin of the Female Chairs
Committee on Market Access	19	4	<ul style="list-style-type: none"> <li>▪ Ms Hanna Olsen Bodsberg of Norway (2016)</li> <li>▪ Ms Krizia Denisse Matthews Barahona of Panama (2015)</li> <li>▪ Ms Alana Hudson of New Zealand (2014)</li> <li>▪ Ms Jo Lomas of the United Kingdom (2003)</li> </ul>
Committee on Agriculture	14	3	<ul style="list-style-type: none"> <li>▪ Ms Miriam Chaves of Argentina (2014)</li> <li>▪ Ms Valeria Csukasi of Uruguay (2010, 2009, 2008, 2007)</li> <li>▪ Ms Apiradi Tantraporn of Thailand (2001, 1996)</li> </ul>
Committee on Sanitary and Phytosanitary Measures	17	5	<ul style="list-style-type: none"> <li>▪ Ms Marcela Otero of Chile (2016)</li> <li>▪ Ms Lilian Bwalya of Zambia (2014)</li> <li>▪ Ms Maria Albarece of the Philippines (2013, 2012)</li> <li>▪ Ms Miriam Chaves of Argentina (2009)</li> <li>▪ Ms Maria Fe Alberto-Chau Huu of the Philippines (2002)</li> </ul>
Committee on Technical Barriers to Trade	20	6	<ul style="list-style-type: none"> <li>▪ Ms Esther Peh of Singapore (2016)</li> <li>▪ Ms Alana Maria Lanza Suazo of Honduras (2015)</li> <li>▪ Ms Denise Pereira of Singapore (2011)</li> <li>▪ Ms Xueyan Guo of China (2008)</li> <li>▪ Ms Emily Earl of New Zealand (2002)</li> <li>▪ Ms Carmen Luz Guarda of Chile (1996, 1995)</li> </ul>
Committee on Trade-Related Investment Measures	21	4	<ul style="list-style-type: none"> <li>▪ Ms Marine Willemetz of Switzerland (2016)</li> <li>▪ Ms Hong Zhao of China (2010)</li> <li>▪ In 2009, Ms Octavia Cerchez of Romania succeeded Mr Vasile Radu of Romania.</li> <li>▪ In 2005, Ms Suren Badral of Mongolia succeeded Mr Antonio Buencamino of the Philippines.</li> </ul>

**Table 3: Chairs of subsidiary bodies of the Council for Trade in Goods**

Subsidiary Body	Total Number of Chairs	Total Number of Female Chairs	Name and Origin of the Female Chairs
Committee on Anti-Dumping	22	4	<ul style="list-style-type: none"> <li>▪ Ms Parima Damrithamanij of Thailand (2013)</li> <li>▪ Ms Victoria Campeanu of Romania (2006)</li> <li>▪ Ms Frida Collste of Sweden (2005)</li> <li>▪ Ms Sahar Hosni Abdelaziz of Egypt (2001)</li> </ul>
Committee on Customs Valuation	21	4	<ul style="list-style-type: none"> <li>▪ Ms Joanna Cheung of Hong Kong, China (2014)</li> <li>▪ Ms Irena Banaszynska of Poland (2012)</li> <li>▪ Ms Octavia Cherchez of Romania (2008)</li> <li>▪ Ms Diana Reaich of New Zealand (2006)</li> </ul>
Committee on Rules of Origin	16	3	<ul style="list-style-type: none"> <li>▪ Ms Jasmin Quah-Zubair of Singapore (2010)</li> <li>▪ Ms Vera Thorstensen of Brazil (2009, 2008, 2007, 2006, 2005, 2004)</li> <li>▪ Ms Lourdes A. Berrig of the Philippines (1997)</li> </ul>
Committee on Import Licensing	18	7	<ul style="list-style-type: none"> <li>▪ Ms Carrie I-Jen Wu of Chinese Taipei (2015)</li> <li>▪ Ms Anna Ashikali of Cyprus (2010)</li> <li>▪ Ms Pamela Cooper of Canada (2005)</li> <li>▪ Ms Victoria Campeanu of Romania (2004)</li> <li>▪ Ms Philippa Davies of Jamaica (2003)</li> <li>▪ Ms Simone Rudder of Barbados (2001)</li> <li>▪ Ms Marie Gosset of Côte d'Ivoire (1999, 1998)</li> </ul>
Committee on Subsidies and Countervailing Measures	22	3	<ul style="list-style-type: none"> <li>▪ Ms Victoria Campeanu of Romania (2005)</li> <li>▪ Ms Olga Lucia Lozano of Colombia (2003)</li> <li>▪ Ms Usha Dwarka-Canabady of Mauritius (2000)</li> </ul>
Committee on Safeguards	21	5	<ul style="list-style-type: none"> <li>▪ Ms Kim Kampel of South Africa (2014)</li> <li>▪ Ms Lillian Saili Bwalya of Zambia (2012, 2011)</li> <li>▪ Ms Dineswaree Mohun of Mauritius (2009)</li> <li>▪ Ms Jo McKeagg of New Zealand (2007)</li> <li>▪ Ms Ana Novik of Chile (2005)</li> </ul>
Working Party on State Trading Enterprises	20	6	<ul style="list-style-type: none"> <li>▪ Ms Yeili Danelly Rangel Peñaranda of Colombia (2016)</li> <li>▪ Ms Doris Jurado of Colombia (2010)</li> <li>▪ Ms Virág Dani of Hungary (2008)</li> <li>▪ Ms Judith Vanková of the Slovak Republic (2003)</li> <li>▪ Ms Maija Manika of Latvia (2001)</li> <li>▪ Ms Vibeke Roosen of Denmark (1997)</li> </ul>
<b>Total</b>	<b>231</b>	<b>54</b>	



### **ITA Committee**

The ITA Committee held its first meeting in 1997. Since then, out of the 20 people who have served as chairs of the ITA Committee<sup>18</sup> two have been women – Ms Zsofia Tvarusko of Hungary (2016) and Ms E. Chelliah of Singapore (2000).

### **Working Group on Notification Obligations and Procedures**

The Working Group on Notification Obligations and Procedures terminated its functions in 1996. The only Chair of this group was Mr A. Shoyer of the United States (1995-1996).

### **Working Party on Pre-shipment Inspection**

The Working Party on Pre-shipment Inspection held its first meeting in February 1997 and its last meeting in March 1999 when it terminated its functions. The two chairs of this group were both men.

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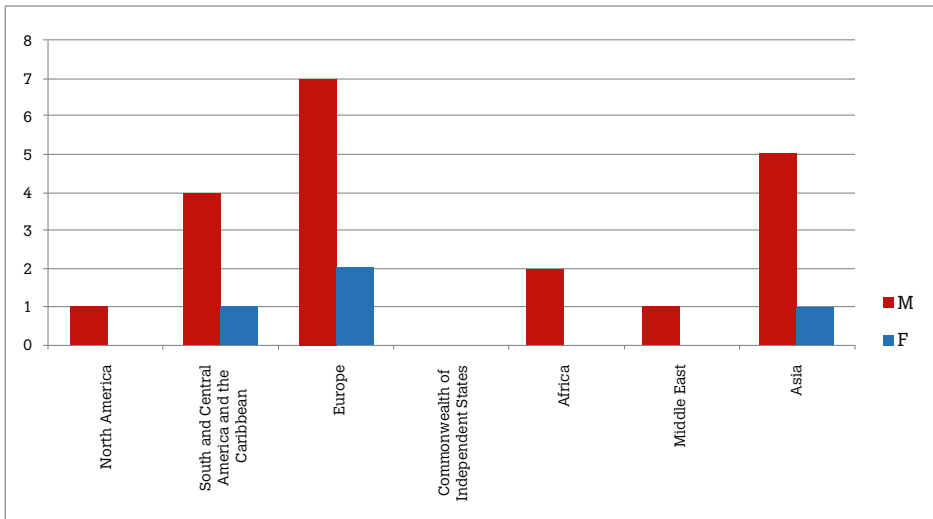
<sup>18</sup> In 1998, 2007 and 2011 there were two successive Chairs of the ITA Committee. In 1998 Mr Martin Harvey of New Zealand was followed by Mr R. Saborío Soto of Costa Rica, who served as *ad hoc* Chair. In 2007 Mr Amr Aljowaily of Egypt was followed by Mr Khalid Emara of Egypt. In 2011 Mr Syed Mohd Faizal bin Mohd Dardin of Malaysia was followed by Mr Zahari MD Ali of Malaysia.

### Council for Trade in Services

The Council for Trade in Services oversees the implementation of the General Agreement on Trade in Services (GATS). It has established five subsidiary bodies: the Working Party on Professional Services, the Working Party on Domestic Regulation, the Working Party on GATS Rules, the Committee on Specific Commitments and the Committee on Trade in Financial Services. The Working Party on Professional Services was replaced by the Working Party on Domestic Regulation in 1999.

Since 1995, there have been 24 chairs of the Council for Trade in Services.<sup>19</sup> Four of these have been women – Ms Elin Østebø Johansen of Norway (2010); Ms Claudia Uribe of Colombia (2005); Ms Mary Whelan of Ireland (2002); and Ms L. Bautista of the Philippines (1996) – see Chart 16.

**Chart 16: CTS Chairpersons (1995-2016)**



<sup>19</sup> In 2001 and 2006 there were two successive Chairs of the Council for Trade in Services. In 2001 Mr Celso Amorim of Brazil was followed by Mr Alejandro Jara of Chile. In 2006 Mr François Roux of Belgium was followed by Mr István Major of Hungary.

## Subsidiary bodies of the Council for Trade in Services

Out of the 81 people who have headed the subsidiary bodies of the Council for Trade in Services, 22 have been women (see Table 4).

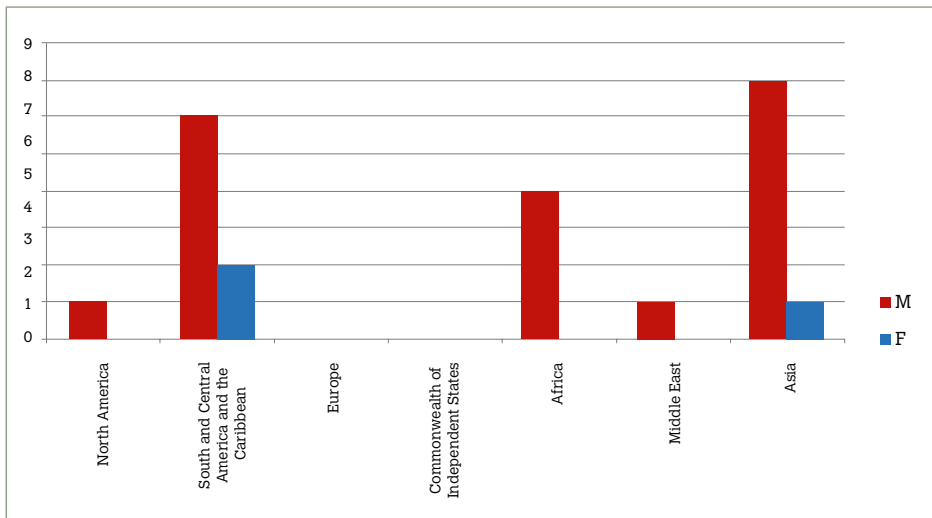
**Table 4:** Chairs of the subsidiary bodies of the Council for Trade in Services

Subsidiary Body	Total Number of Chairs	Total Number of Female Chairs	Name and Origin of the Female Chairs
Working Party on Professional Services (1995-1999)	5	2	<ul style="list-style-type: none"> <li>▪ Ms Lilia R. Bautista of the Philippines (1996)</li> <li>▪ Ms Leonora Saurel of El Salvador (1996, 1995)</li> </ul>
Working Party on Domestic Regulation	14	2	<ul style="list-style-type: none"> <li>▪ Ms Katarzyna Stecz of Poland (2016)</li> <li>▪ Ms Misako Takahashi of Japan (2009)</li> </ul>
Working Party on GATS Rules	22	7	<ul style="list-style-type: none"> <li>▪ Ms Kyoko Hokugo of Japan (2012)</li> <li>▪ Ms Tamsin Royson of New Zealand (2011)</li> <li>▪ Ms Gabriela Kulesza of Poland (2010)</li> <li>▪ Ms Jan Bailey of New Zealand (2008)</li> <li>▪ Ms Shaista Sohail of Pakistan (2007)</li> <li>▪ Ms Clare Kelly of New Zealand (2004)</li> <li>▪ Ms Jill Courtney of Australia (1997)</li> </ul>
Committee on Specific Commitments	20	5	<ul style="list-style-type: none"> <li>▪ Ms Brigitte Lüth of Austria (2015)</li> <li>▪ Ms Monica Nagelgaard of Norway (2013)</li> <li>▪ Ms Nathalie Burke of Barbados (2010)</li> <li>▪ Ms Pimchanok Vonkhorporn of Thailand (2001)</li> <li>▪ Ms Annie Tang of Hong Kong, China (1996)</li> </ul>
Committee on Trade in Financial Services	20	6	<ul style="list-style-type: none"> <li>▪ Ms Junko Ueno of Japan (2016)</li> <li>▪ Ms Maha Gabbani of the Kingdom of Saudi Arabia (2015)</li> <li>▪ Ms Caroline McCarthy of Australia (2014)</li> <li>▪ Ms Micong Klimes of Germany (2012)</li> <li>▪ Ms Helen Stylianou of Australia (2010)</li> <li>▪ Ms Mi-yon Lee of the Republic of Korea (2004)</li> </ul>
<b>Total</b>	<b>81</b>	<b>22</b>	

### Council for TRIPS

The Council for TRIPS oversees the implementation of the Agreement on Trade-Related Aspects of Intellectual Property Rights (TRIPS). Since 1995, out of the 24 who have served as chairs of the Council,<sup>20</sup> three have been women - Ms Karen Tan of Singapore (2009); Ms Gail Marie Mathurin of Jamaica (2008); and Ms Carmen Luz Guarda of Chile (1997) – see Chart 17.

**Chart 17: Council for TRIPS Chairpersons (1995-2016)**

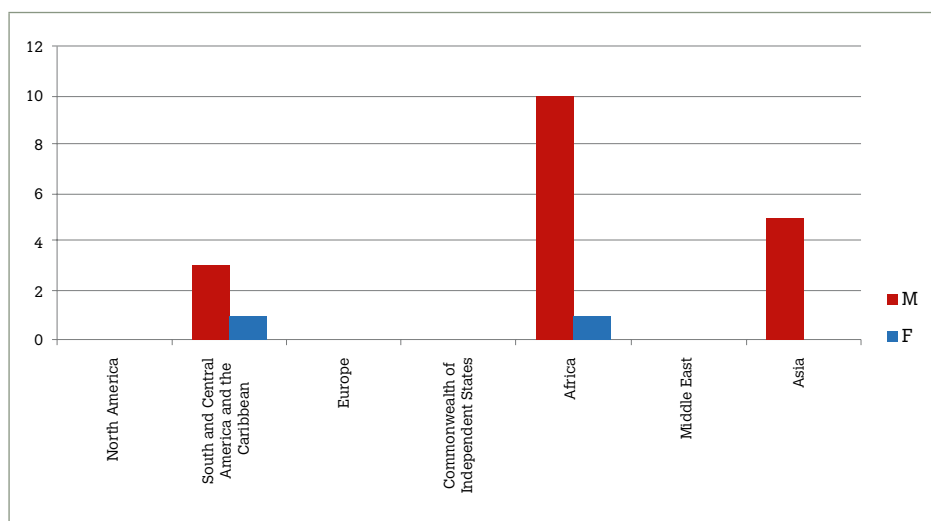


### Committee on Trade and Development

The Committee on Trade and Development serves as a focal point for the coordination of work on development issues. It also supervises the Sub-Committee on Least-Developed Countries (LDCs). Since 1995, out of the 20 who have served as chairs of the CTD,<sup>21</sup> two have been women: Ms Marion Williams of Barbados (2013) and Ms Absa Claude Diallo of Senegal (1999) – see Chart 18.

<sup>20</sup> In 2004 and 2008 there were two successive Chairs of the Council for TRIPS. In 2004 Mr Joshua C.K. Law of Hong Kong, China was followed by Mr Tony Miller of Hong Kong, China. In 2008 Ms Gail Marie Mathurin of Jamaica was followed by Mr Francis of Trinidad and Tobago.

<sup>21</sup> In 2015 there were two successive Chairs of the Committee on Trade and Development. Mr Bassirou Sene of Senegal was followed by Mr Juan Esteban Aguirre Martínez of Paraguay.

**Chart 18: CTD Chairpersons (1995-2016)**

### **Sub-Committee on Least-Developed Countries**

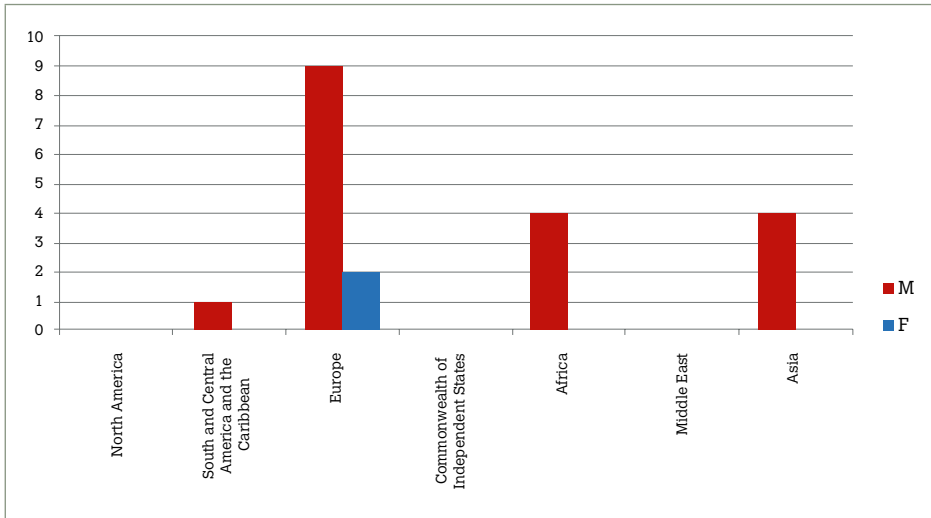
Since 1995, 11 people have served as chairs of the Sub-Committee on Least-Developed Countries.<sup>22</sup> One of these was a woman – Ms Anne Stoddart of the United Kingdom in 1995.

### ***Committee on Balance-of-Payments Restrictions***

The Committee on Balance of Payments Restrictions consults with members who maintain restrictions for balance-of-payments reasons. Since 1995, out of the 20 who have served as chairs of the Committee,<sup>23</sup> two have been women – Ms Päivi Kairamo of Finland (2013) and Ms Anda Cristina Filip of Romania (2002) – see Chart 19.

<sup>22</sup> In 2006 there were two successive Chairs of the Sub-Committee on Least Developed Countries. Mr Ian M. de Jong of the Netherlands was followed by Mr Jean Feyder of Luxembourg.

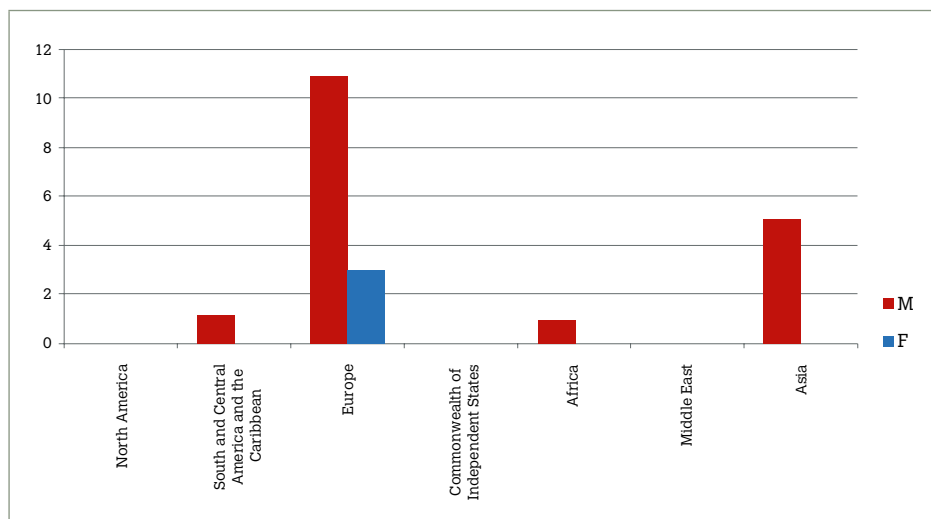
<sup>23</sup> In 2009 there were two successive Chairs of the Committee on Balance-of-Payments Restrictions. Mr Arsene M. Balihuta of Uganda was followed by Mr Darlington Mwape of Zambia.

**Chart 19: BOP Committee Chairpersons (1995-2016)**

### *Committee on Budget, Finance and Administration*

The Committee on Budget, Finance and Administration (CBFA) reviews the WTO budget and the financial statement presented by the Director-General and makes recommendations to the General Council. It also discusses any financial and administrative matters referred to it by the General Council or the Director-General. Since 1995, 21 people have served as CBFA chairs.<sup>24</sup> Three of these were women - Ms Inga Ernstson of Latvia (2016); Ms Marie-Claire Swärd Capra of Sweden (2009); and Ms Laurence Dubois-Destrizais of France (1999) – see Chart 20.

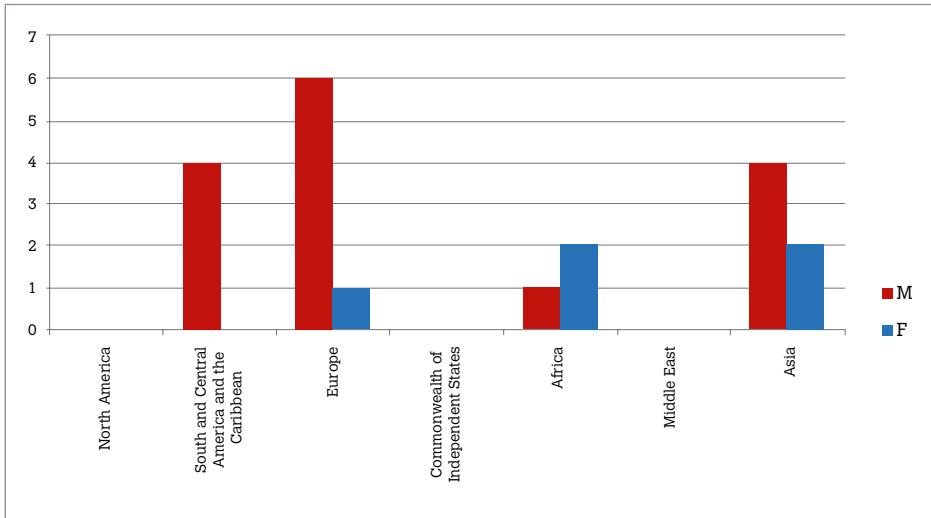
<sup>24</sup> In 2008 there were two successive Chairs of the Committee on Budget, Finance and Administration. Mr Tony Lynch of New Zealand was followed by Mr Henning Stiro of Norway.

**Chart 20: CBFA Chairpersons (1995-2016)**

### *Committee on Trade and Environment*

The Committee on Trade and Environment (CTE)<sup>25</sup> is open to the entire WTO membership. It also includes some international organizations as observers. Since 1995, out of the 20 who have served as chairs of the CTE, five have been women – Ms Irene B.K. Young of Hong Kong, China (2015); Ms Päivi Kairamo of Finland (2014); Ms Hiswani Harun of Malaysia (2011); Ms Naéla Gabr of Egypt (2004); and Ms Yolande Biké of Gabon (2000) – see Chart 21.

<sup>25</sup> 1994 Ministerial Decision on Trade and Environment adopted in Marrakesh on 15 April 1994.

**Chart 21: CTE Chairpersons (1995-2016)**

### ***Committee on Regional Trade Agreements***

The Committee on Regional Trade Agreements examines regional agreements and considers the systemic implications of the agreements for the multilateral trading system as well as the relationship between them.<sup>26</sup> Since 1996, there have been 17 chairs of the CRTA. One of these was a woman – Ms Laurence Dubois-Destrizais of France (2001).

### ***Preparatory Committee on Trade Facilitation***

Work on the implementation of the Trade Facilitation Agreement takes place in the Preparatory Committee on Trade Facilitation. The Committee is open to all WTO members. It was established by the Bali Ministerial Conference in 2013<sup>27</sup>. Since 2014, out of the two chairs of the Committee one has been a woman – Ms Mariam MD Salleh of Malaysia (2016 – present).

<sup>26</sup> WTO General Council Decision of 6 February 1996 on the Committee on Regional Trade Agreements, WT/L/127, 7 February 1996.

<sup>27</sup> Bali WTO Ministerial Decision of 7 December 2013, WT/MIN(13)/36 or WT/L/911, 11 December 2013, at paragraph 2.



### Working Group on Trade, Debt and Finance

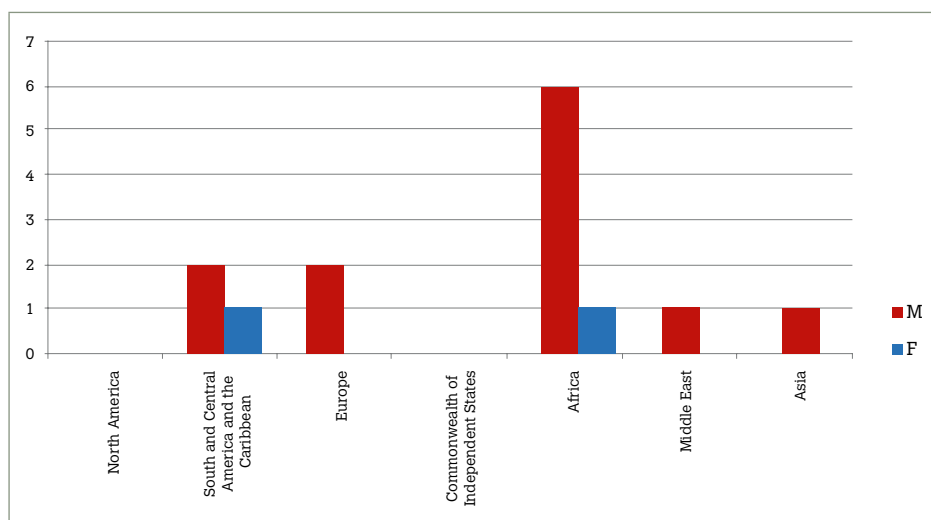
The Working Group on Trade, Debt and Finance (WGTDF) was established in 2001 by the Doha Ministerial Conference.<sup>28</sup> Since 2002, out of the 12 who have served as chairs of the WGTDF, none have been women.

### Working Group on Trade and Transfer of Technology

The Working Group on Trade and Transfer of Technology (WGTTT) was established in 2001 by the Doha Ministerial Conference.<sup>29</sup>

Since 2002, 13 people have served as chairs of the WGTTT. Two of these have been women – Ms Wafaa Bassim of Egypt (2013); and Ms Marion V. Williams of Barbados (2011) – see Chart 22.

**Chart 22: WGTTT Chairpersons (2002-2016)**



<sup>28</sup> Doha WTO Ministerial Declaration 2001, WT/MIN(01)/DEC/1, 20 November 2001, at paragraph 36.

<sup>29</sup> Doha WTO Ministerial Declaration 2001, WT/MIN(01)/DEC/1, 20 November 2001, at paragraph 37.

### *Inactive working groups*

From 1997 to 2003, there were four chairs of the Working Group on the Relationship between Trade and Investment, one chair of the Working Group on the Interaction between Trade and Competition Policy and two chairs of the Working Group on Transparency in Government Procurement. None of these were women.

### **Committees in charge of plurilateral agreements**

The Committee on the Government Procurement Agreement (GPA) administers the implementation of the GPA. It is composed of representatives from each party to the Agreement as well as WTO members and inter-governmental organizations with observer status. Since its establishment, there has been one female chair – Ms Helle Klem of Norway (1997). Work in the WTO on trade in civil aircraft is overseen by the Committee on Trade in Civil Aircraft and its technical sub-committee.

## TRADE NEGOTIATIONS COMMITTEE AND ITS NEGOTIATING GROUPS

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The Trade Negotiations Committee (TNC) was established in 2001<sup>30</sup> and operates under the authority of the General Council. During its first meeting, in 2002, the TNC reached an agreement on the appointment of chairpersons to the TNC and to the bodies established by it.

The TNC has created 10 subsidiary negotiating bodies to handle specific negotiating subjects.<sup>31</sup> The Chairs of these negotiating groups usually remain from one ministerial conference to the next (normally two years).

### Trade Negotiations Committee

The TNC is chaired by the WTO Director-General. Since 2002, all Chairs of the TNC – the four WTO Directors-General<sup>32</sup> - have been men.<sup>33</sup>

### WTO negotiating groups

#### *Special Session of the Committee on Agriculture*

Since 2002, all six chairs<sup>34</sup> of the Special Session of the Committee on Agriculture have been men.<sup>35</sup>

<sup>30</sup> Doha WTO Ministerial Declaration 2001, WT/MIN(01)/DEC/1, 20 November 2001, at paragraph 46.

<sup>31</sup> These bodies are: the Special Session of the Committee on Agriculture; the Sub-Committee on Cotton; the Negotiating Group on Market Access; the Special Session of the Council for Trade in Services; the Negotiating Group on Trade Facilitation; the Negotiating Group on Rules; the Special Session of the Council for TRIPS; the Special Session of the Committee on Trade and Environment; the Special Session of the Committee on Trade and Development; and the Special Session of the Dispute Settlement Body.

<sup>32</sup> In 2003 and 2005 there were two successive Chairs of the TNC. In 2003 Mr Mike Moore of New Zealand was followed by Mr Supachai Panitchpakdi of Thailand. In 2005 Mr Supachai Panitchpakdi of Thailand was followed by Mr Pascal Lamy of France.

<sup>33</sup> Mr Roberto Azevêdo of Brazil (2014 – today); Mr Pascal Lamy of France (2005-2013); Mr. Supachai Panitchpakdi of Thailand (2003-2005); and Mr Mike Moore of New Zealand (2002-2003).

<sup>34</sup> In 2005, 2009, 2011 and 2015 there were two successive Chairs of the Special Session of the Committee on Agriculture. In 2005 Mr Tim Groser of New Zealand was followed by Mr Crawford Falconer of New Zealand. In 2009 Mr Crawford Falconer of New Zealand was followed by Mr David Walker of New Zealand. In 2011 Mr David Walker of New Zealand was followed by Mr John Adank of New Zealand. In 2015 Mr John Adank of New Zealand was followed by Mr Vangelis Vitalis of New Zealand.

<sup>35</sup> Mr Vangelis Vitalis of New Zealand (2015-today); Mr John Adank of New Zealand (2011-2015); Mr David Walker of New Zealand (2009-2011); Mr Crawford Falconer of New Zealand (2005-2009); Mr Tim Groser of New Zealand (2004-2005); and Mr Stuart Harbinson of Hong Kong, China (2002-2003).

### ***Sub-Committee on Cotton***

The Sub-Committee on Cotton, a sub-committee of the Special Session of the Committee on Agriculture, has since its establishment in November 2004<sup>36</sup> had the same chairs as the Special Session.<sup>37</sup> Out of the five chairs, all of them have been men.

### ***Negotiating Group on Market Access***

Since 2002, all five chairs<sup>38</sup> of the Negotiating Group on Market Access have been men.<sup>39</sup>

### ***Special Session of the Council for Trade in Services***

Since 2002, out of the three chairs<sup>40</sup> of the Special Session of the Council for Trade in Services, all have been men.<sup>41</sup>

### ***Negotiating Group on Trade Facilitation***

Established in 2004, the Negotiating Group on Trade Facilitation<sup>42</sup> was dissolved once WTO members concluded negotiations on the Trade Facilitation Agreement at the Bali Ministerial Conference in December 2013.<sup>43</sup> From 2004 to 2013, all three chairs of the Negotiating Group were men.<sup>44</sup>

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<sup>36</sup> TN/AG/13, 26 November 2004.

<sup>37</sup> Mr Vangelis Vitalis of New Zealand (2015-today); Mr John Adank of New Zealand (2011-2015); Mr David Walker of New Zealand (2009-2011); Mr Crawford Falconer of New Zealand (2005-2009); and Mr Tim Groser of New Zealand (2004-2005).

<sup>38</sup> In 2008 and 2012 there were two successive Chairs of the Negotiating Group on Market Access. In 2008 Mr Don Stephenson of Canada was followed by Mr Luzius Wasescha of Switzerland. In 2012 Mr Luzius Wasescha of Switzerland was followed by Mr Remigi Winzap of Switzerland.

<sup>39</sup> Mr Remigi Winzap of Switzerland (2012-today); Mr Luzius Wasescha of Switzerland (2008-2012); Mr Don Stephenson of Canada (2006-2008); Mr Stefán Jóhannesson of Iceland (2004-2005); and Mr Pierre-Louis Girard of Switzerland (2002-2003).

<sup>40</sup> In 2005 there were two successive Chairs of the Special Session of the Council for Trade in Services. Mr Alejandro Jara of Chile was followed by Mr Fernando De Mateo y Venturini of Mexico.

<sup>41</sup> Mr Gabriel Duque of Colombia (2014-today); Mr Fernando De Mateo y Venturini of Mexico (2005-2013); and Mr Alejandro Jara of Chile (2002-2005).

<sup>42</sup> TN/C/M/14, 2 November 2004.

<sup>43</sup> World Trade Organization, Bali Ministerial Declaration, WT/(MIN13)/36, 11 December 2013.

<sup>44</sup> Mr Eduardo Ernesto Sperisen-Yurt of Guatemala (2007-2013); Mr Tony Miller of Hong Kong, China (2006); and Mr Muhamad Noor of Malaysia (2004-2005).

### *Negotiating Group on Rules*

Since 2002, out of the five chairs<sup>45</sup> of the Negotiating Group on Rules, all have been men.<sup>46</sup>

### *Special Session of the Council for TRIPS*

Since 2002, out of the eight chairs<sup>47</sup> of the Special Session of the Council for TRIPS, one has been a woman:<sup>48</sup> Ms Yee Woan Tan of Singapore (2009).

### *Special Session of the Committee on Trade and Environment*

Since 2002, out of the eight chairs<sup>49</sup> of the Special Session of the Committee on Trade and Environment,<sup>50</sup> three of them have been women: Ms Wiboonlasana Ruamraksa of Thailand (2014-2015), Ms Hiswani Harun of Malaysia (2011-2012), and Ms Yolande Biké of Gabon (2002-2003). This is the highest proportion of women among all the negotiating groups. See Chart 23.

<sup>45</sup> In 2004, 2010 and 2011 there were two successive Chairs of the Negotiating Group on Rules. In 2004 Mr Eduardo Pérez Motta of Mexico was followed by Mr Guillermo Valles Galmés of Uruguay. In 2010 Mr Guillermo Valles Galmés of Uruguay was followed by Mr Dennis Francis of Trinidad and Tobago. In 2011 Mr Dennis Francis of Trinidad and Tobago was followed by Mr Wayne McCook of Jamaica.

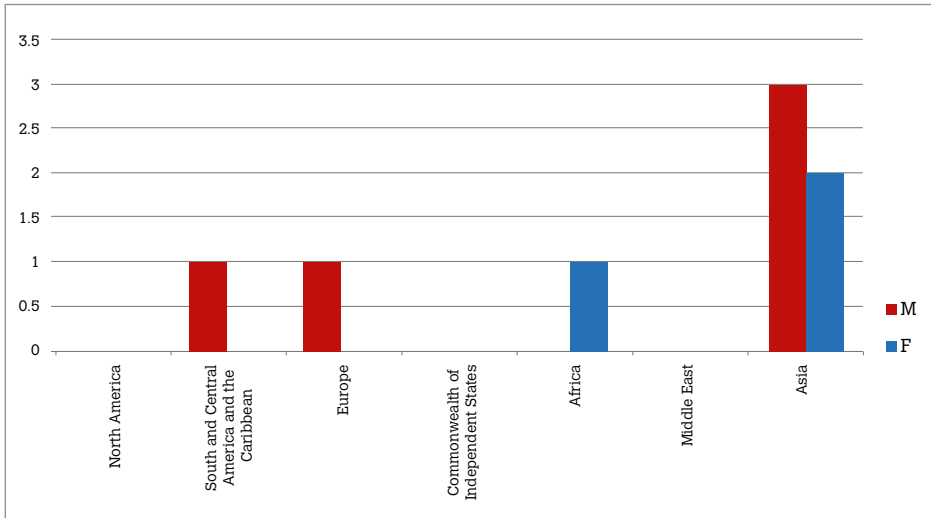
<sup>46</sup> Mr Wayne McCook of Jamaica (2011-today); Mr Dennis Francis of Trinidad and Tobago (2010-2011); Mr Guillermo Valles Galmés of Uruguay (2004-2010); Mr Eduardo Pérez Motta of Mexico (2004); and Mr Timothy John Groser of New Zealand (2002-2003).

<sup>47</sup> In 2008, 2009 and 2013 there were two successive Chairs of the Special Session of the Council for TRIPS. In 2008 Mr Manzoor Ahmad of Pakistan was followed by Mr Trevor Clarke of Barbados. In 2009 Mr Trevor Clarke of Barbados was followed by Ms Yee Woan Tan of Singapore who served as pro tempore Chair. In 2013 Mr Yonov Frederick Agah of Nigeria was followed by Mr Alfredo Suescum of Panama who served as interim Chair.

<sup>48</sup> Mr Dacio Castillo of Honduras (2014-today); Mr Alfredo Suescum of Panama (2013 - ad interim); Mr Yonov Frederick Agah of Nigeria (2012-2013); Mr Darlington Mwape of Zambia (2010-2011); Mr Trevor Clarke of Barbados (2008-2009); Mr Manzoor Ahmad of Pakistan (2004-2008); and Mr Eui Yong Chung of the Republic of Korea (2002-2003).

<sup>49</sup> In 2007, 2011, 2012 and 2015 there were two successive Chairs of the Special Session of the Committee on Trade and Environment. In 2007 Mr Toufiq Ali of Bangladesh was followed by Mr Mario Matus of Chile. In 2011 Mr Manuel A. J. Teehankee of the Philippines was followed by Ms Hiswani Harun of Malaysia. In 2012 Ms Hiswani Harun of Malaysia was followed by Mr Selim Kunalalp of Turkey. In 2015 Ms Wiboonlasana Ruamraksa of Thailand was followed by Mr Syed Tauqir Shah of Pakistan.

<sup>50</sup> Mr Syed Tauqir Shah of Pakistan (2015-today); Ms Wiboonlasana Ruamraksa of Thailand (2014-2015); Mr Selim Kunalalp of Turkey (2012-2013); Ms Hiswani Harun of Malaysia (2011-2012); Mr Manuel A. J. Teehankee of the Philippines (2008-2011); Mr Mario Matus of Chile (2007); Mr Toufiq Ali of Bangladesh (2004-2007); and Ms Yolande Biké of Gabon (2002-2003).

**Chart 23: SS Environment Chairpersons (2002-2016)**

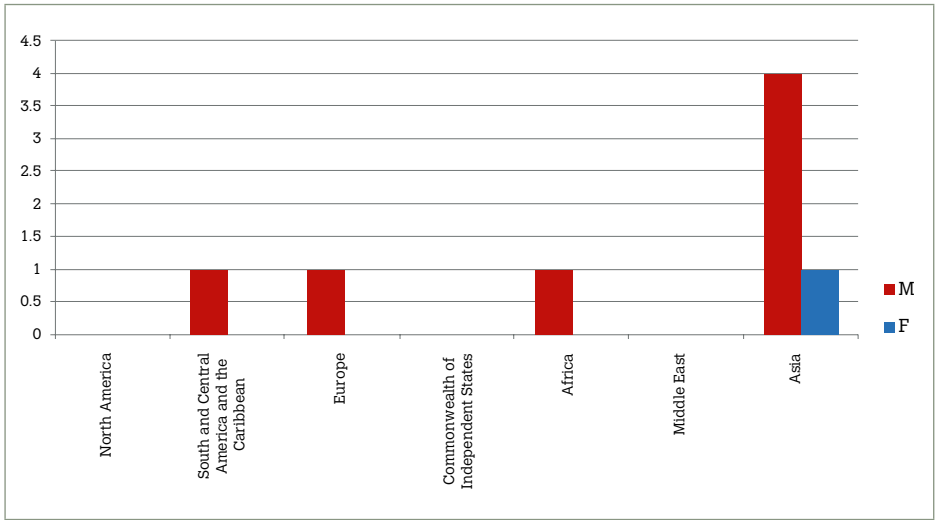
### *Special Session of the Committee on Trade and Development*

Since 2002, out of the eight chairs<sup>51</sup> of the Special Session of the Committee on Trade and Development, one of these has been a woman: Ms Yee Woan Tan of Singapore (2015-today).<sup>52</sup> See Chart 24.

<sup>51</sup> In 2007 and 2010 there were two successive Chairs of the Special Session of the Committee on Trade and Development. In 2007 Mr Burhan Gafoor of Singapore was followed by Mr Thawatchai Sophastienphong of Thailand. In 2010 Mr Thawatchai Sophastienphong of Thailand was followed by Mr Shahid Bashir of Pakistan.

<sup>52</sup> Ms Yee Woan Tan of Singapore (2015-today); Mr Harald Neple of Norway (2014); Mr Fook Seng Kwok of Singapore (2012-2013); Mr Shahid Bashir of Pakistan (2010-2011); Mr Thawatchai Sophastienphong of Thailand (2007-2010); Mr Burhan Gafoor of Singapore (2006-2007); Mr Faizel Ismail of South Africa (2004-2005); and Mr Ransford Smith of Jamaica (2002-2003).

**Chart 24: SS CTD Chairpersons (2002-2016)**



***Special Session of the Dispute Settlement Body***

Since 2002, all four chairs of the Special Session of the Dispute Settlement Body have been men.<sup>53</sup>

<sup>53</sup> Mr Stephen Karau of Kenya (2016-today); Mr Ronald Saborío Soto of Costa Rica (2006-2015); Mr David Spencer of Australia (2004-2005); and Mr Péter Balás of Hungary (2002-2003).

## TRADE POLICY REVIEW MEETINGS

In advance of each Trade Policy Review Meeting (TPRM), a discussant is chosen from the WTO membership to stimulate the debate in the meeting. Discussants are not representatives of their governments. From 1995 to 1999, two discussants were chosen for each TPRM. From 2000 onwards, there has been one discussant for each TPRM.

Out of 378 TPRM discussants from 1995 to 2016, 52 were women, amounting to 14% of the total. All regions had female representation, except for the Commonwealth of Independent States and the Middle East (see Table 5 and Chart 25).

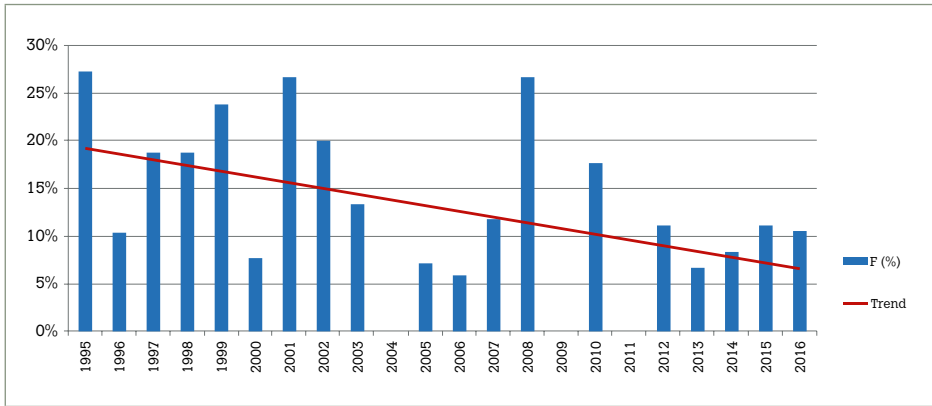
**Table 5: TPRM discussants: Gender statistics 1995-2016**

	Total discussants	Male discussants	Female discussants	Percentage females	Footnote Reference
<b>1995</b>	22	16	6	27%	54
<b>1996</b>	29	26	3	10%	55
<b>1997</b>	16	13	3	19%	56
<b>1998</b>	32	26	6	19%	57
<b>1999</b>	21	16	5	24%	58
<b>2000</b>	13	12	1	8%	59
<b>2001</b>	15	11	4	27%	60
<b>2002</b>	15	12	3	20%	61
<b>2003</b>	15	13	2	13%	62
<b>2004</b>	10	10	0	0%	-
<b>2005</b>	14	13	1	7%	63
<b>2006</b>	17	16	1	6%	64
<b>2007</b>	17	15	2	12%	65
<b>2008</b>	15	11	4	27%	66
<b>2009</b>	16	16	0	0%	-
<b>2010</b>	17	14	3	18%	67
<b>2011</b>	12	12	0	0%	-
<b>2012</b>	18	16	2	11%	68
<b>2013</b>	15	14	1	7%	69
<b>2014</b>	12	11	1	8%	70
<b>2015</b>	18	16	2	11%	71
<b>2016</b>	19	17	2	11%	72
<b>TOTAL</b>	378	326	52	14%	

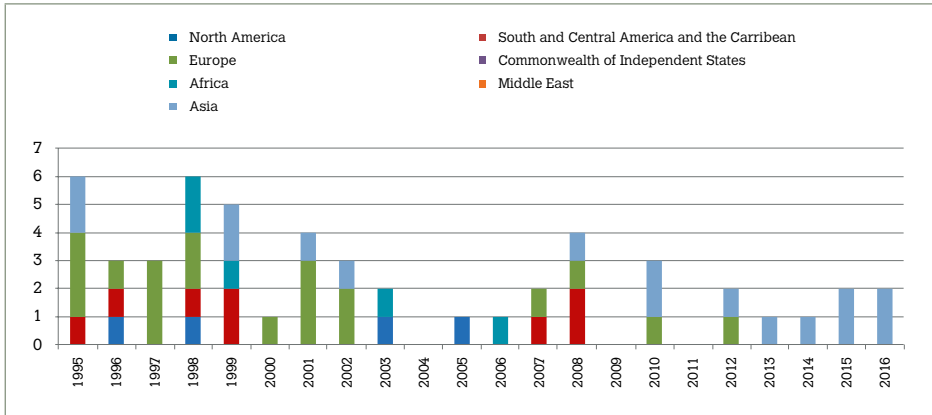


- 54 Ms Anne-Marie Plate of the Netherlands for Cameroon's TPR (13 and 14 February); Ms Linda Fernandez-Corugedo Steneberg of Sweden for Pakistan's TPR (15 and 16 February); Ms Carmen Luz Guarda of Chile for the European Union's TPR (24 and 25 July); Ms Clare Birgin of Australia for Mauritius' TPR (17 and 18 October); Ms Lilia Bautista of the Philippines for Sri Lanka's TPR (7 and 8 November); and Ms Linda Steneberg of Sweden for the Slovak Republic's TPR (5 and 6 December).
- 55 Ms Carmen Luz Guarda of Chile for Dominican Republic's TPR (14 and 15 February); Ms Vibeke Roosen of Denmark for the Czech Republic's TPR (6 and 7 March); and Ms Elaine Feldman of Canada for El Salvador's TPR (25 and 26 November).
- 56 Ms Vibeke Roosen of Denmark for Fiji's TPR (9 and 10 April); Ms Florence Dobbelle of France for Benin's TPR (15 and 16 September); and Ms Eveline L. Herfkens of the Netherlands for Chile's TPR (23 and 24 September).
- 57 Ms Anne Anderson of Ireland for Japan's TPR (27 and 28 January); Ms Florence Dobbelle of France for Nigeria's TPR (23 and 24 June); Ms Elaine Feldman of Canada for Australia's TPR (30 June and 2 July); Ms Usha Chandnee Dwarka-Canabady of Mauritius for the Solomon Islands' TPR (21 and 22 September); Ms Claudia Orozco Jaramillo of Colombia for Trinidad and Tobago's TPR (12 and 13 November); Ms Marie Gosset of Côte d'Ivoire for Burkina Faso's and Mali's TPRs (18 and 20 November).
- 58 Ms Absa Claude Diallo of Senegal for Guinea's TPR (24 and 26 February); Ms Chitra Narayanan of India for Egypt's TPR (24 and 25 June); Ms Carmen Luz Guarda of Chile for the United States' TPR (12 and 14 July); Ms Silvia Avila Seifert of the Plurinational State of Bolivia for the Philippines' TPR (27 and 29 September); and Ms Catherine Grant of New Zealand for Papua New Guinea's TPR (15 and 17 November).
- 59 Ms Anne Anderson of Ireland for the Republic of Korea's TPR (26 and 28 September).
- 60 Ms Rikke Eeg-Henriksen of Norway for Mozambique's TPR (24 and 26 January); Ms Laurence Dubois-Destrizais of France for Madagascar's TPR (19 and 21 February); Ms Margaret Liang of Singapore for Macao's, China, TPR (19 and 21 March); and Ms Michèle Pranchères-Tomassini of Luxembourg for the Organization of East Caribbean States' TPR (5 and 7 June).
- 61 Ms Halida Miljani of Indonesia for Pakistan's TPR (23 and 25 January); Ms Kare Bryn of Norway for Slovenia's TPR (13 and 15 May); and Ms Mary Whelan of Ireland for India's TPR (19 and 21 June).
- 62 In 2003 Ms Amina Chawahir Mohamed of Kenya served twice as discussant for the Southern African Customs Union's TPR (23 and 25 April) and for Honduras' TPR (29 September and 1 October).
- 63 Ms Heather Grant of Canada for Tunisia's TPR (5 and 7 October).
- 64 Ms Amina Chawahir Mohamed of Kenya for the United States' TPR (22 and 24 March).
- 65 Ms Claudia Uribe of Colombia for the European Communities' TPR (26 and 28 February); and Ms Mia Horn Af Rantzien of Sweden for Indonesia's TPR (27 and 29 June).
- 66 Ms Karen Tan of Singapore for Pakistan's TPR (16 and 18 January); Ms Claudia Uribe of Colombia for Mexico's (11 and 13 February) and the United States' (9 and 11 June) TPRs; Ms Marie-Claire Swärd Capra of Sweden for Brunei Darussalam's TPR (25 and 27 February); and Ms Claudia Hernández of the Dominican Republic for Barbados' TPR (17 and 19 September).
- 67 Ms Marie-Claire Swärd Capra of Sweden for China's TPR (31 May and 2 June); Ms Hiswani Harun of Malaysia for the United States' TPR (29 September and 1 October); and Ms Karen Tan of Singapore for Sri Lanka's TPR (4 and 5 November).
- 68 Ms Christine Hochstatter of Germany for Nepal's TPR (13 and 15 March); and Ms Reenat Sandhu of India for the United Arab Emirates' TPR (27 and 29 March).
- 69 Ms Mariam MD Salleh of Malaysia for Liechtenstein's and Switzerland's TPRs (23 and 25 April).
- 70 Ms Wiboonlasana Ruamraksa of Thailand for Ghana's TPR (26 and 28 May),
- 71 Ms Tan Yee Woan of Singapore for Barbados' TPR (27 and 29 January); and Ms Irene B.K. Young of Hong Kong, China for Australia's (21 and 23 April) and Chile's (23 and 25 June) TPRs.
- 72 Ms Mariam MD Salleh of Malaysia for Turkey's TPR (15 and 17 March); and Ms Shin-Yuan Lai of Chinese Taipei for Honduras' TPR (2 and 4 May).

**Chart 25: Female TPRM Discussants by Year (%) 1995-2016**



**Chart 26: Female TPRM Discussants by Geographical Distribution 1995-2016**



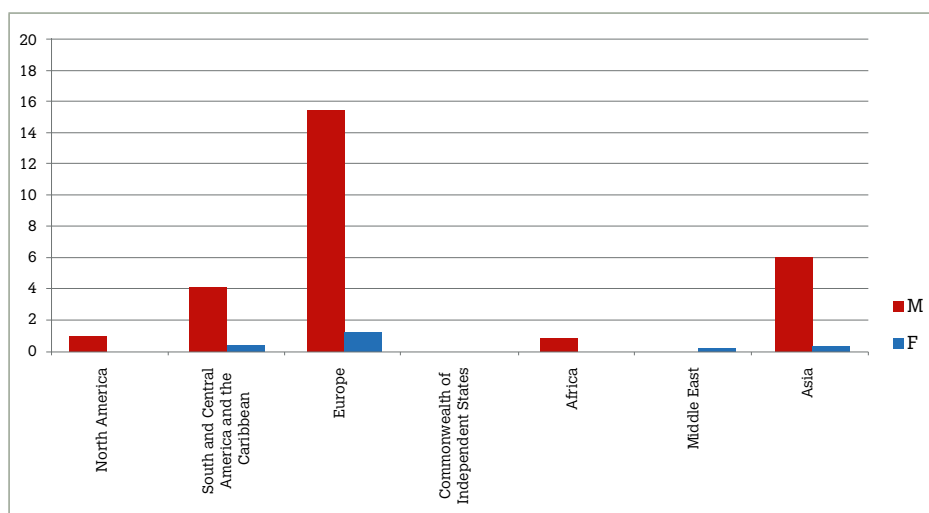
## WTO ACCESSION WORKING PARTIES

The negotiation process for acceding to the WTO is conducted through a working party (WP) open to all WTO members.

Since 1995, there have been 36 new WTO members<sup>73</sup> while 21 accession processes are ongoing.<sup>74</sup> During an accession process, more than one person usually serves as chair of the respective working party.

Out of 97 chairs<sup>75</sup> of working parties for completed or ongoing accessions, ten (10%) have been women originating from South and Central America and the Caribbean (1), Europe (6), the Middle East (1) and Asia (2) – see Chart 27.

**Chart 27: Chairs of WTO Accession WPs**



<sup>73</sup> The Members who have already acceded to the WTO in chronological order starting with the most recent one are: Afghanistan; Liberia; Kazakhstan; Seychelles; Yemen; Tajikistan; Lao, People's Democratic Republic; Vanuatu; Russian Federation; Samoa; Montenegro; Cabo Verde; Ukraine; Tonga; Viet Nam; Saudi Arabia, Kingdom of; Cambodia; Nepal; The former Yugoslav Republic of Macedonia; Armenia, Republic of; Chinese Taipei; China; Moldova, Republic of; Lithuania; Croatia; Oman; Albania; Georgia; Jordan; Estonia; Latvia; Kyrgyz Republic; Panama; Mongolia; Bulgaria; Ecuador.

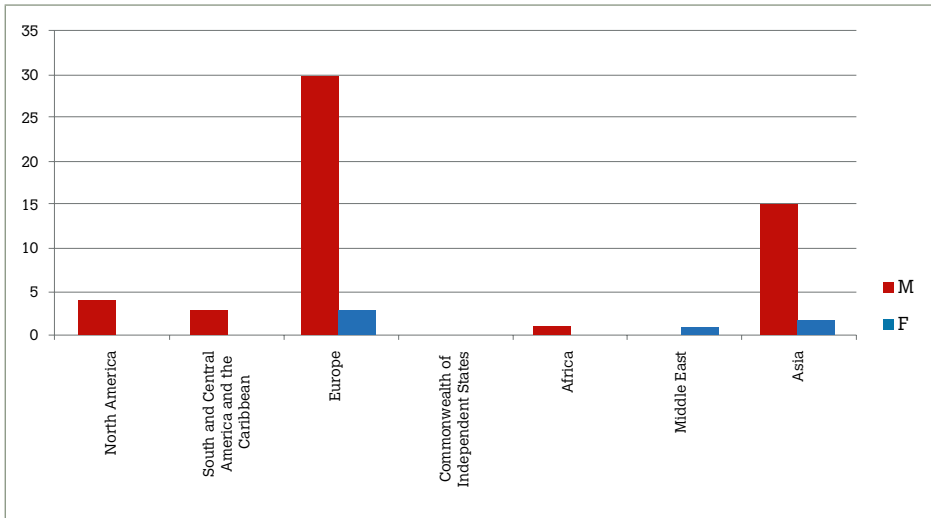
<sup>74</sup> Accession working parties have been established for the following (listed in alphabetical order): Algeria; Andorra; Azerbaijan; The Bahamas; Belarus; Bhutan; Bosnia and Herzegovina; Comoros, Union of the; Equatorial Guinea; Ethiopia; Iran; Iraq; Lebanese Republic; Libya; Sao Tomé and Príncipe; Serbia; Somalia; Sudan; Syrian Arab Republic; Timor-Leste and Uzbekistan.

<sup>75</sup> Mr Christer Manhusen of Sweden served as Chair for both a WP on a completed accession (Ecuador's WP during the period 02/1993 - 01/1996) and a WP on an ongoing accession (Belarus' WP during the period 01/1994 - 12/2004).

## Chairs of working parties for completed accessions

Out of 59 working party chairs<sup>76</sup> for already completed accessions, six (10%) have been women : Ms Hilda Ali Al-Hina of Oman (Chair of Seychelles' WP from July 2009 to December 2014), Ms Saodah B.A. Syahrudin of Indonesia (Chair of Vanuatu's WP from July 1996 to October 2001), Ms Kuni Sato of Japan (Chair of Samoa's WP from May 2009 to July 2010), Ms Anne-Marie Plate of the Netherlands (Chair of Croatia's WP from August 1995 to June 2000), Ms Anne Anderson of Ireland (Chair of Georgia's WP from November 1998 to August 1999), and Ms Eveline Herfkens of the Netherlands (Chair of Georgia's WP from April 1997 to March 1998) – see Chart 28.

**Chart 28: Chairs of WTO Accession WPs (Completed)**

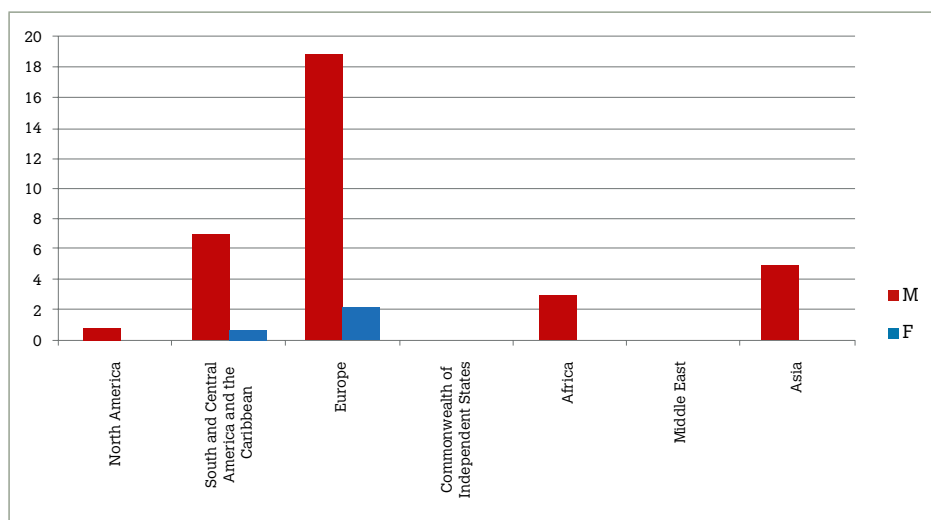


<sup>76</sup> Mr Donald Kenyon of Australia served twice as Chair, for the Republic of Armenia's WP (01/1995 - 11/2002) and for Estonia's WP (since 01/11/1995). Mr Pierre-Louis Girard of Switzerland served twice as Chair, for Nepal's WP (10/2002 - 04/2004) and for China's WP (06/1987 - 09/2000). Mr Munir Akram of Pakistan served twice as Chair, for the Kingdom of Saudi Arabia's WP (03/2002 - 10/2005) and for Oman's WP (11/1996 - 07/2000). Mr Kåre Bryn of Norway served twice as Chair, for the Russian Federation's WP (07/2000 - 12/2003) and for the former Yugoslav Republic of Macedonia's WP (01/2000 - 09/2002). Mr Vesa Himanen of Finland served twice as Chair for Kazakhstan's WP (07/2012 - 06/2015; 10/2003 - 10/2008).

## Chairs of working parties for ongoing accessions

Out of 39 working party chairs<sup>77</sup> for ongoing accessions, four (10%) have been women<sup>78</sup>: Ms Mia Horn Af Rantzien of Sweden (Chair of Belarus' WP from December 2004 to November 2009); Ms Claudia Uribe of Colombia (Chair of Iraq's WP from December 2006 to May 2009); Ms Laurence Dubois-Destrizais of France (Chair of the Lebanese Republic's WP from August 1999 to August 2015); and Ms Marie-Claire Swärd Capra of Sweden (Chair of Serbia's WP from October 2008 to present) – see Chart 29.

**Chart 29: Chairs of WTO Accession WPs (Ongoing)**



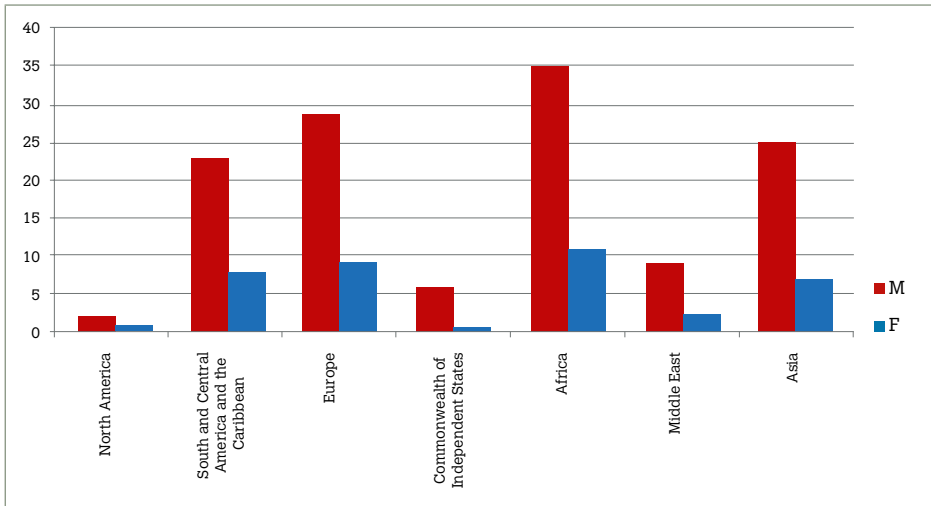
<sup>77</sup> Mr François Roux of Belgium served twice as Chair, for Algeria's WP (11/2011 - 06/2012) and for Serbia's WP (06/2005 - 10/2005). The appointment of Chairs for the WTO Accession WP of Andorra (WP established on 22 October 1997), Equatorial Guinea (WP established on 5 February 2008), Iran (WP established on 26 May 2005), Sao Tomé and Príncipe (WP established on 26 May 2005), Somalia (WP established on 7 December 2016), the Syrian Arab Republic (WP established on 4 May 2010), and Timor-Leste (WP established on 7 December 2016) is still pending.

<sup>78</sup> Ms Mia Horn Af Rantzien of Sweden as Chair (12/2004 - 11/2009) of Belarus' WP; Ms Claudia Uribe of Colombia as Chair (12/2006 - 05/2009) of Iraq's WP; Ms Laurence Dubois-Destrizais of France as Chair (08/1999 - 08/2015) of the Lebanese Republic's WP; and Ms Marie-Claire Swärd Capra of Sweden as Chair (10/2008 - present) of Serbia's WP.

## CURRENT HEADS OF DELEGATIONS OF WTO MEMBERS AND OBSERVERS

Out of 168 heads of delegations to the WTO (HoDs),<sup>79</sup> representing the WTO's 164 members,<sup>80</sup> 39 (23%) are women (see Chart 30).<sup>81</sup> Of 19 HoDs,<sup>82</sup> representing 20 observers to the WTO,<sup>83</sup> four (21%) are women (see Chart 31).<sup>84</sup>

**Chart 30: WTO Members' HoDs 2016**

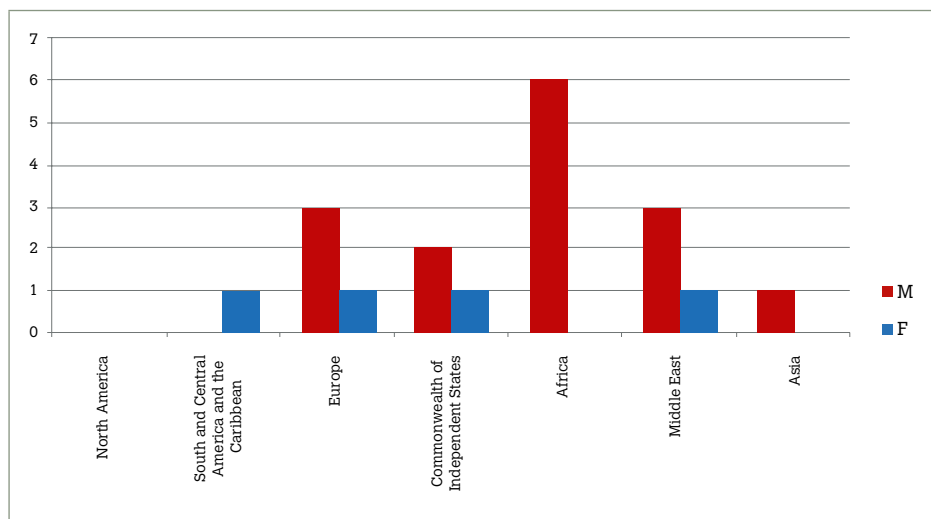


<sup>79</sup> Liberia, Qatar, Seychelles and the United Arab Emirates have two HoDs to the WTO.

<sup>80</sup> For the list of WTO Members: [https://www.wto.org/english/thewto\\_e/whatis\\_e/tif\\_e/org6\\_e.htm](https://www.wto.org/english/thewto_e/whatis_e/tif_e/org6_e.htm).

<sup>81</sup> According to the WTO E-Directory as of 11 October 2016, the women HoDs are: Amb. Daili of Afghanistan; Amb. Kodra of Albania; Ms Banahene of Antigua and Barbuda; Amb. Suxo Iturry of the Plurinational State of Bolivia; Amb. Batistić Kos of Croatia; Amb. Rodríguez Camejo of Cuba; Ms Charles (a.i.) of Dominica; Amb. Khan of Fiji; Amb. Hakala of Finland; Amb. Bibalou Bounda of Gabon; Amb. Jaiteh of The Gambia; Amb. Korka of Greece; Amb. Ferrage of Guinea-Bissau; Ms Mc Donald (a.i.) of Guyana; Ms Young of Hong Kong, China; Amb. Prasad of India; Amb. O'Brien of Ireland; Amb. Raz-Shechter of Israel; Amb. Majali of Jordan; Amb. Aitghanova of Kazakhstan; Amb. Ernstson of Latvia; Ms Kadišienė of Lithuania; Amb. Salleh of Malaysia; Amb. Thiam Diallo of Mali; Amb. Mint Bilal Yamar of Mauritania; Ms Cristina Hernández-Zermeño of Mexico; Amb. Marić-Djordjević of Montenegro; Amb. Böhlke Möller of Namibia; Amb. Sidikou of Niger; Amb. Ishmael of Saint Kitts and Nevis; Amb. Ishamel of Saint Vincent & the Grenadines; Ms Simi of Samoa; Ms Dine (a.i.) of Seychelles; Amb. Stevens of Sierra Leone; Amb. Tan of Singapore; Amb. Menéndez Pérez of Spain; Amb. Gwebu of Swaziland; Ms Ali-Rodríguez (a.i.) of Trinidad and Tobago; and Amb. Sinjela of Zambia.

**Chart 31: WTO Observers' HoDs 2016**



<sup>82</sup> Libya has not appointed yet a HoD.

<sup>83</sup> For the list of WTO Observers: [https://www.wto.org/english/thewto\\_e/whatis\\_e/tif\\_e/org6\\_e.htm](https://www.wto.org/english/thewto_e/whatis_e/tif_e/org6_e.htm).

<sup>84</sup> Amb. Jackson of Bahamas; Amb. Ljubić-Lepine of Bosnia and Herzegovina; Amb. Riachi Assaker of the Lebanese Republic; and Amb. Karimova of Uzbekistan.

## CONCLUSION

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Women have played an integral role in the WTO's councils or committees, in facilitating trade negotiations, in working as a panelist or as a member of the Appellate Body in WTO dispute settlement, in acting as discussants to stimulate debate in trade policy reviews, in conducting the day-to-day work of the WTO Secretariat and in taking a leadership role in the highest decision-making bodies of the WTO.

- WTO Secretariat: Women outnumber men at the WTO by 357 to 309; while among professional staff, men outnumber women by 224 to 180. In terms of total staff in 2016, 60.7% are in “professional” grades. Out of the professional staff population, women represent 44.6% and men 55.4%.
- Currently, just under a quarter (23%) of all WTO members' heads of delegation are women and approximately a fifth (21%) of WTO observers' heads of delegations are women.
- Out of a total of 25 members of the Appellate Body since the establishment of the WTO, four have been women. Only one of these was reappointed for a second term. Three of the four acted as chairs of the Appellate Body.
- Almost half (46%) of all WTO panels composed between 1995 and 2016 have included women panelists. However, only 14% of the individuals on the Indicative List of Governmental and Non-Governmental Panelists are women. Women panelists are more likely to have served on multiple panels than their male counterparts. Only 6% of panels have been chaired by women.
- Only two women have chaired the WTO's highest decision-making body – the Ministerial Conference. However, one of them, H.E. Ms Amina Mohamed of Kenya, is the first person to have chaired both the Ministerial Conference and the General Council.
- All of the WTO's councils and committees have been chaired by a woman, except for the Working Group on Trade, Debt and Finance. However, in all of these bodies, only about a quarter of the chairpersons have been women.
- There has never been a female chair of the Trade Negotiations Committee (TNC). Seven of its ten subsidiary negotiating bodies have only been chaired by men. All three of the negotiating bodies that have been chaired by women – the Special Session of the Council for TRIPS, the Committee on Trade and Environment, and the Committee on Trade and Development - have had more male than female chairs.



- Out of the 378 TPRM discussants between 1995 and 2016, 52 (14%) of them have been women. The proportion of female discussants has seen a downward trend since 1995. During the WTO's first decade (1995-2005) an average of 16% of discussants were women. In its second decade (1996-2016) the number dropped to 10%.
- The participation of women as chairs of accession working parties has remained consistent at about 10%. This is the same for both completed and ongoing accessions.

The report shows that throughout the years, the WTO has been making progress on improving gender balance in several areas. Notably, it has achieved a relatively good balance in the WTO Secretariat and the numbers of women in more senior grades is improving. While there still remains room for improving the participation of women in the WTO, this report stands testament to the significant contributions of women in strengthening the multilateral trading system.

## ANNEX 1 - COMPOSITION OF REGIONS

<b>Composition of Regions<sup>85</sup></b>				
<b>North America</b>				
Bermuda	Canada*	Mexico*	United States of America*	
Other territories in the region not elsewhere specified (n.e.s.)				
<b>South and Central America and the Caribbean</b>				
Antigua and Barbuda*	Chile*	El Salvador*	Panama*	Trinidad and Tobago*
Argentina*	Colombia*	Grenada*	Paraguay*	Uruguay*
Aruba, the Netherlands with respect to*	Costa Rica*	Guatemala*	Peru*	Bolivarian Republic of Venezuela*
Bahamas**	Cuba*	Guyana*	Saint Kitts and Nevis*	
Barbados*	Curaçao*	Haiti*	Saint Lucia*	
Belize*	Dominica*	Honduras*	Saint Vincent and the Grenadines*	
Bolivia, Plurinational State of*	Dominican Republic*	Jamaica*	Sint Maarten*	
Brazil*	Ecuador*	Nicaragua*	Suriname*	
Other territories in the region n.e.s.				
<b>Europe</b>				
Albania*	Czech Republic*	Hungary*	Malta*	Slovak Republic*
Andorra**	Denmark*	Iceland*	Montenegro*	Slovenia*
Austria*	Estonia*	Ireland*	Netherlands*	Spain*
Belgium*	Finland*	Italy*	Norway*	Sweden*

<sup>85</sup> Source: WTO World Trade Report 2015, pages 141-142.

\* = WTO Member; \*\* = Observer government.

Bosnia and Herzegovina**	France*	Latvia*	Poland*	Switzerland*
Bulgaria*	FYR Macedonia*	Liechtenstein*	Portugal*	Turkey*
Croatia*	Germany*	Lithuania*	Romania*	United Kingdom*
Cyprus*	Greece*	Luxembourg*	Serbia*	
Other territories in the region n.e.s.				
<b>Commonwealth of Independent States (CIS)</b>				
Armenia*	Georgia* <sup>85</sup>	Moldova, Republic of*	Turkmenistan	
Azerbaijan**	Kazakhstan*	Russian Federation*	Ukraine*	
Belarus**	Kyrgyz Republic*	Tajikistan*	Uzbekistan**	
Other territories in the region n.e.s.				
<b>Africa</b>				
Algeria**	Congo*	Guinea*	Morocco*	South Africa*
Angola*	Côte d'Ivoire*	Guinea-Bissau*	Mozambique*	Sudan**
Benin*	Democratic Republic of the Congo*	Kenya*	Namibia*	Swaziland*
Botswana*	Djibouti*	Lesotho*	Niger*	Tanzania*
Burkina Faso*	Egypt*	Liberia, Republic of**	Nigeria*	Togo*
Burundi*	Equatorial Guinea**	Libya**	Rwanda*	Tunisia*
Cabo Verde*	Eritrea	Madagascar*	São Tomé and Príncipe**	Uganda*
Cameroon*	Ethiopia**	Malawi*	Senegal*	Zambia*

<sup>86</sup> Georgia is not a member of the Commonwealth of Independent States but is included in this group for reasons of geography and similarities in economic structure.

Central African Republic*	Gabon*	Mali*	Seychelles*	Zimbabwe*
Chad*	The Gambia*	Mauritania*	Sierra Leone*	
Comoros**	Ghana*	Mauritius*	Somalia	
Other territories in the region n.e.s.				
<b>Middle East</b>				
Bahrain, Kingdom of*	Israel*	Lebanese Republic**	Saudi Arabia, Kingdom of*	Yemen*
Iran**	Jordan*	Oman*	Syrian Arab Republic**	
Iraq**	Kuwait, the State of*	Qatar*	United Arab Emirates*	
Other territories in the region n.e.s.				
<b>Asia</b>				
Afghanistan**	Hong Kong, China*	Malaysia*	Papua New Guinea*	Timor-Leste
Australia*	India*	Maldives*	Philippines*	Tonga*
Bangladesh*	Indonesia*	Mongolia*	Samoa*	Tuvalu
Bhutan**	Japan*	Myanmar*	Singapore*	Vanuatu*
Brunei Darussalam*	Kiribati	Nepal*	Solomon Islands*	Viet Nam*
Cambodia*	Korea, Republic of*	New Zealand*	Sri Lanka*	
China*	Lao People's Democratic Republic*	Pakistan*	Chinese Taipei*	
Fiji*	Macao, China*	Palau	Thailand*	
Other territories in the region n.e.s.				

## ANNEX 2 – TOTAL WTO STAFF BY MEMBER AND GENDER

31 DECEMBER 2016							
	Member	No. of Females	%	No. of Males	%	Total	%
1	France	99	14.9%	71	10.7%	170	25.5%
2	United Kingdom	41	6.2%	13	2.0%	54	8.1%
3	Switzerland	27	4.1%	23	3.5%	50	7.5%
4	Spain	28	4.2%	11	1.7%	39	5.9%
5	United States of America	21	3.2%	14	2.1%	35	5.3%
6	Germany	9	1.4%	14	2.1%	23	3.5%
6	Italy	10	1.5%	13	2.0%	23	3.5%
8	Canada	4	0.6%	14	2.1%	18	2.7%
9	China	8	1.2%	7	1.1%	15	2.3%
10	Philippines	6	0.9%	8	1.2%	14	2.1%
11	India	3	0.5%	10	1.5%	13	2.0%
12	Brazil	3	0.5%	9	1.4%	12	1.8%
12	Ireland	11	1.7%	1	0.2%	12	1.8%
14	Australia	4	0.6%	6	0.9%	10	1.5%
15	Colombia	3	0.5%	6	0.9%	9	1.4%
15	Peru	5	0.8%	4	0.6%	9	1.4%
17	Mexico	2	0.3%	6	0.9%	8	1.2%
18	Argentina	3	0.5%	4	0.6%	7	1.1%
19	Austria	2	0.3%	3	0.5%	5	0.8%
19	Egypt	3	0.5%	2	0.3%	5	0.8%
19	Netherlands	1	0.2%	4	0.6%	5	0.8%
19	Uruguay	1	0.2%	4	0.6%	5	0.8%
19	Venezuela, Bolivarian Republic of	1	0.2%	4	0.6%	5	0.8%
24	Belgium	2	0.3%	2	0.3%	4	0.6%
24	Greece	3	0.5%	1	0.2%	4	0.6%
24	Japan	2	0.3%	2	0.3%	4	0.6%

31 DECEMBER 2016							
	Member	No. of Females	%	No. of Males	%	Total	%
24	Korea, Republic of	4	0.6%		0.0%	4	0.6%
24	Morocco	1	0.2%	3	0.5%	4	0.6%
24	Pakistan	1	0.2%	3	0.5%	4	0.6%
24	Portugal	1	0.2%	3	0.5%	4	0.6%
24	Tunisia	2	0.3%	2	0.3%	4	0.6%
24	Turkey	2	0.3%	2	0.3%	4	0.6%
33	Bulgaria	1	0.2%	2	0.3%	3	0.5%
33	Democratic Republic of the Congo	1	0.2%	2	0.3%	3	0.5%
33	Denmark	2	0.3%	1	0.2%	3	0.5%
33	Finland	2	0.3%	1	0.2%	3	0.5%
33	Hungary	1	0.2%	2	0.3%	3	0.5%
33	Poland	2	0.3%	1	0.2%	3	0.5%
33	Russian Federation	3	0.5%		0.0%	3	0.5%
33	Sweden	1	0.2%	2	0.3%	3	0.5%
33	Uganda	3	0.5%		0.0%	3	0.5%
42	Benin		0.0%	2	0.3%	2	0.3%
42	Chile	2	0.3%		0.0%	2	0.3%
42	Costa Rica	1	0.2%	1	0.2%	2	0.3%
42	Ghana		0.0%	2	0.3%	2	0.3%
42	Guatemala	2	0.3%		0.0%	2	0.3%
42	Guinea	1	0.2%	1	0.2%	2	0.3%
42	Honduras	2	0.3%		0.0%	2	0.3%
42	Malaysia		0.0%	2	0.3%	2	0.3%
42	Mauritius		0.0%	2	0.3%	2	0.3%
42	Nepal		0.0%	2	0.3%	2	0.3%
42	Nigeria		0.0%	2	0.3%	2	0.3%
42	Norway		0.0%	2	0.3%	2	0.3%
42	Romania	2	0.3%		0.0%	2	0.3%
42	Senegal		0.0%	2	0.3%	2	0.3%
42	South Africa		0.0%	2	0.3%	2	0.3%

31 DECEMBER 2016							
	Member	No. of Females	%	No. of Males	%	Total	%
42	Zimbabwe	2	0.3%		0.0%	2	0.3%
58	Bangladesh		0.0%	1	0.2%	1	0.2%
58	Barbados		0.0%	1	0.2%	1	0.2%
58	Bolivia, Plurinational State of		0.0%	1	0.2%	1	0.2%
58	Botswana	1	0.2%		0.0%	1	0.2%
58	Burundi		0.0%	1	0.2%	1	0.2%
58	Chad		0.0%	1	0.2%	1	0.2%
58	Croatia	1	0.2%		0.0%	1	0.2%
58	Cuba	1	0.2%		0.0%	1	0.2%
58	Czech Republic	1	0.2%		0.0%	1	0.2%
58	Ecuador	1	0.2%		0.0%	1	0.2%
58	Estonia	1	0.2%		0.0%	1	0.2%
58	Jamaica	1	0.2%		0.0%	1	0.2%
58	Jordan	1	0.2%		0.0%	1	0.2%
58	Kenya	1	0.2%		0.0%	1	0.2%
58	Malawi		0.0%	1	0.2%	1	0.2%
58	New Zealand		0.0%	1	0.2%	1	0.2%
58	Paraguay	1	0.2%		0.0%	1	0.2%
58	Rwanda		0.0%	1	0.2%	1	0.2%
58	Sierra Leone		0.0%	1	0.2%	1	0.2%
58	Tanzania	1	0.2%		0.0%	1	0.2%
58	The Gambia	1	0.2%		0.0%	1	0.2%
58	Trinidad and Tobago	1	0.2%		0.0%	1	0.2%
58	Ukraine	1	0.2%		0.0%	1	0.2%
58	Viet Nam	1	0.2%		0.0%	1	0.2%
58	Zambia	1	0.2%		0.0%	1	0.2%
	Grand Total	357	53.6%	309	46.4%	666	100.0%

## ANNEX 3 – WTO PROFESSIONAL STAFF BY MEMBER AND GENDER

31 DECEMBER 2016							
	Member	No. of Females	%	No. of Males	%	Total	%
1	France	28	6.9%	25	6.2%	53	13.1%
2	United States of America	14	3.5%	14	3.5%	28	6.9%
3	Switzerland	12	3.0%	15	3.7%	27	6.7%
4	Spain	16	4.0%	8	2.0%	24	5.9%
5	Germany	7	1.7%	14	3.5%	21	5.2%
6	Italy	8	2.0%	12	3.0%	20	5.0%
6	United Kingdom	10	2.5%	10	2.5%	20	5.0%
8	Canada	4	1.0%	14	3.5%	18	4.5%
9	China	7	1.7%	7	1.7%	14	3.5%
10	India	3	0.7%	9	2.2%	12	3.0%
11	Brazil	3	0.7%	8	2.0%	11	2.7%
12	Philippines	5	1.2%	4	1.0%	9	2.2%
13	Australia	2	0.5%	6	1.5%	8	2.0%
14	Colombia	1	0.2%	6	1.5%	7	1.7%
14	Mexico	2	0.5%	5	1.2%	7	1.7%
16	Austria	2	0.5%	3	0.7%	5	1.2%
16	Egypt	3	0.7%	2	0.5%	5	1.2%
18	Ireland	3	0.7%	1	0.2%	4	1.0%
18	Japan	2	0.5%	2	0.5%	4	1.0%
18	Korea, Republic of	4	1.0%		0.0%	4	1.0%
18	Netherlands		0.0%	4	1.0%	4	1.0%
18	Peru	2	0.5%	2	0.5%	4	1.0%
18	Turkey	2	0.5%	2	0.5%	4	1.0%
18	Venezuela, Bolivarian Republic of	1	0.2%	3	0.7%	4	1.0%
25	Bulgaria	1	0.2%	2	0.5%	3	0.7%
25	Finland	2	0.5%	1	0.2%	3	0.7%
25	Greece	2	0.5%	1	0.2%	3	0.7%



31 DECEMBER 2016							
	Member	No. of Females	%	No. of Males	%	Total	%
25	Morocco	1	0.2%	2	0.5%	3	0.7%
25	Pakistan	1	0.2%	2	0.5%	3	0.7%
25	Russian Federation	3	0.7%		0.0%	3	0.7%
25	Sweden	1	0.2%	2	0.5%	3	0.7%
25	Tunisia	1	0.2%	2	0.5%	3	0.7%
25	Uganda	3	0.7%		0.0%	3	0.7%
34	Argentina	1	0.2%	1	0.2%	2	0.5%
34	Benin		0.0%	2	0.5%	2	0.5%
34	Costa Rica	1	0.2%	1	0.2%	2	0.5%
34	Denmark	1	0.2%	1	0.2%	2	0.5%
34	Ghana		0.0%	2	0.5%	2	0.5%
34	Guinea	1	0.2%	1	0.2%	2	0.5%
34	Hungary		0.0%	2	0.5%	2	0.5%
34	Malaysia		0.0%	2	0.5%	2	0.5%
34	Nepal		0.0%	2	0.5%	2	0.5%
34	Nigeria		0.0%	2	0.5%	2	0.5%
34	Poland	1	0.2%	1	0.2%	2	0.5%
34	Portugal	1	0.2%	1	0.2%	2	0.5%
34	South Africa		0.0%	2	0.5%	2	0.5%
34	Uruguay		0.0%	2	0.5%	2	0.5%
34	Zimbabwe	2	0.5%		0.0%	2	0.5%
49	Bangladesh		0.0%	1	0.2%	1	0.2%
49	Barbados		0.0%	1	0.2%	1	0.2%
49	Belgium		0.0%	1	0.2%	1	0.2%
49	Bolivia, Plurinational State of		0.0%	1	0.2%	1	0.2%
49	Botswana	1	0.2%		0.0%	1	0.2%
49	Burundi		0.0%	1	0.2%	1	0.2%

31 DECEMBER 2016							
	Member	No. of Females	%	No. of Males	%	Total	%
49	Chad		0.0%	1	0.2%	1	0.2%
49	Croatia	1	0.2%		0.0%	1	0.2%
49	Czech Republic	1	0.2%		0.0%	1	0.2%
49	Democratic Republic of the Congo		0.0%	1	0.2%	1	0.2%
49	Ecuador	1	0.2%		0.0%	1	0.2%
49	Estonia	1	0.2%		0.0%	1	0.2%
49	Guatemala	1	0.2%		0.0%	1	0.2%
49	Jamaica	1	0.2%		0.0%	1	0.2%
49	Jordan	1	0.2%		0.0%	1	0.2%
49	Kenya	1	0.2%		0.0%	1	0.2%
49	Malawi		0.0%	1	0.2%	1	0.2%
49	Mauritius		0.0%	1	0.2%	1	0.2%
49	New Zealand		0.0%	1	0.2%	1	0.2%
49	Norway		0.0%	1	0.2%	1	0.2%
49	Romania	1	0.2%		0.0%	1	0.2%
49	Rwanda		0.0%	1	0.2%	1	0.2%
49	Senegal		0.0%	1	0.2%	1	0.2%
49	Sierra Leone		0.0%	1	0.2%	1	0.2%
49	Tanzania	1	0.2%		0.0%	1	0.2%
49	The Gambia	1	0.2%		0.0%	1	0.2%
49	Trinidad and Tobago	1	0.2%		0.0%	1	0.2%
49	Ukraine	1	0.2%		0.0%	1	0.2%
49	Viet Nam	1	0.2%		0.0%	1	0.2%
49	Zambia	1	0.2%		0.0%	1	0.2%
	Grand Total	180	44.6%	224	55.4%	404	100.0%

## ANNEX 4 – WTO STAFF BY MEMBER COUNTRY STATUS AND GENDER

TOTAL WTO STAFF BY MEMBER COUNTRY STATUS AND GENDER						
	1 January 1995		31 December 2005		31 December 2016	
	Number	%	Number	%	Number	%
<b>Developed</b>	<b>346</b>	<b>83.2%</b>	<b>489</b>	<b>79.0%</b>	<b>485</b>	<b>72.8%</b>
Female	200	48.1%	275	44.4%	278	41.7%
Male	146	35.1%	214	34.6%	207	31.1%
<b>Developing</b>	<b>68</b>	<b>16.3%</b>	<b>121</b>	<b>19.5%</b>	<b>158</b>	<b>23.7%</b>
Female	30	7.2%	44	7.1%	71	10.7%
Male	38	9.1%	77	12.4%	87	13.1%
<b>LDC</b>	<b>2</b>	<b>0.5%</b>	<b>9</b>	<b>1.5%</b>	<b>23</b>	<b>3.5%</b>
Female	-	0.0%	2	0.3%	8	1.2%
Male	2	0.5%	7	1.1%	15	2.3%
<b>Grand Total</b>	<b>416</b>	<b>100.0%</b>	<b>619</b>	<b>100.0%</b>	<b>666</b>	<b>100.0%</b>

TOTAL WTO PROFESSIONAL STAFF BY MEMBER COUNTRY STATUS AND GENDER						
	1 January 1995		31 December 2005		31 December 2016	
	Number	%	Number	%	Number	%
<b>Developed</b>	<b>134</b>	<b>78.4%</b>	<b>246</b>	<b>72.1%</b>	<b>262</b>	<b>64.9%</b>
Female	41	24.0%	101	29.6%	120	29.7%
Male	93	54.4%	145	42.5%	142	35.1%
<b>Developing</b>	<b>37</b>	<b>21.6%</b>	<b>88</b>	<b>25.8%</b>	<b>122</b>	<b>30.2%</b>
Female	12	7.0%	29	8.5%	53	13.1%
Male	25	14.6%	59	17.3%	69	17.1%
<b>LDC</b>	<b>-</b>	<b>0.0%</b>	<b>7</b>	<b>2.1%</b>	<b>20</b>	<b>5.0%</b>
Female	-	0.0%	2	0.6%	7	1.7%
Male	-	0.0%	5	1.5%	13	3.2%
<b>Grand Total</b>	<b>171</b>	<b>100.0%</b>	<b>341</b>	<b>100.0%</b>	<b>404</b>	<b>100.0%</b>

## ANNEX 5 – WTO STAFF BY REGION AND GENDER

TOTAL WTO STAFF BY REGION AND GENDER						
	1 January 1995		31 December 2005		31 December 2016	
	Number	%	Number	%	Number	%
<b>Africa</b>	<b>7</b>	<b>1.7%</b>	<b>32</b>	<b>5.2%</b>	<b>45</b>	<b>6.8%</b>
Female	2	0.5%	11	1.8%	18	2.7%
Male	5	1.2%	21	3.4%	27	4.1%
<b>Asia</b>	<b>25</b>	<b>6.0%</b>	<b>45</b>	<b>7.3%</b>	<b>65</b>	<b>9.8%</b>
Female	9	2.2%	18	2.9%	28	4.2%
Male	16	3.8%	27	4.4%	37	5.6%
<b>Europe</b>	<b>302</b>	<b>72.6%</b>	<b>414</b>	<b>66.9%</b>	<b>422</b>	<b>63.4%</b>
Female	183	44.0%	240	38.8%	252	37.8%
Male	119	28.6%	174	28.1%	170	25.5%
<b>Latin America</b>	<b>37</b>	<b>8.9%</b>	<b>52</b>	<b>8.4%</b>	<b>62</b>	<b>9.3%</b>
Female	17	4.1%	17	2.7%	28	4.2%
Male	20	4.8%	35	5.7%	34	5.1%
<b>North America</b>	<b>36</b>	<b>8.7%</b>	<b>61</b>	<b>9.9%</b>	<b>61</b>	<b>9.2%</b>
Female	17	4.1%	30	4.8%	27	4.1%
Male	19	4.6%	31	5.0%	34	5.1%
<b>Oceania</b>	<b>9</b>	<b>2.2%</b>	<b>15</b>	<b>2.4%</b>	<b>11</b>	<b>1.7%</b>
Female	2	0.5%	5	0.8%	4	0.6%
Male	7	1.7%	10	1.6%	7	1.1%
<b>Grand Total</b>	<b>416</b>	<b>100.0%</b>	<b>619</b>	<b>100.0%</b>	<b>666</b>	<b>100.0%</b>

TOTAL WTO PROFESSIONAL STAFF BY REGION AND GENDER						
	1 January 1995		31 December 2005		31 December 2016	
	Number	%	Number	%	Number	%
<b>Africa</b>	<b>3</b>	<b>1.8%</b>	<b>25</b>	<b>7.3%</b>	<b>39</b>	<b>9.7%</b>
Female		0.0%	9	2.6%	16	4.0%
Male	3	1.8%	16	4.7%	23	5.7%
<b>Asia</b>	<b>18</b>	<b>10.5%</b>	<b>37</b>	<b>10.9%</b>	<b>57</b>	<b>14.1%</b>
Female	5	2.9%	14	4.1%	26	6.4%
Male	13	7.6%	23	6.7%	31	7.7%
<b>Europe</b>	<b>94</b>	<b>55.0%</b>	<b>182</b>	<b>53.4%</b>	<b>208</b>	<b>51.5%</b>
Female	28	16.4%	76	22.3%	103	25.5%
Male	66	38.6%	106	31.1%	105	26.0%
<b>Latin America</b>	<b>17</b>	<b>9.9%</b>	<b>32</b>	<b>9.4%</b>	<b>38</b>	<b>9.4%</b>
Female	7	4.1%	8	2.3%	13	3.2%
Male	10	5.8%	24	7.0%	25	6.2%
<b>North America</b>	<b>30</b>	<b>17.5%</b>	<b>54</b>	<b>15.8%</b>	<b>53</b>	<b>13.1%</b>
Female	11	6.4%	24	7.0%	20	5.0%
Male	19	11.1%	30	8.8%	33	8.2%
<b>Oceania</b>	<b>9</b>	<b>5.3%</b>	<b>11</b>	<b>3.2%</b>	<b>9</b>	<b>2.2%</b>
Female	2	1.2%	1	0.3%	2	0.5%
Male	7	4.1%	10	2.9%	7	1.7%
<b>Grand Total</b>	<b>171</b>	<b>100.0%</b>	<b>341</b>	<b>100.0%</b>	<b>404</b>	<b>100.0%</b>



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