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(1995-2016)

FOREWORD BY THE WTO DIRECTOR-GENERAL

5

<i>Council for TRIPS</i>	34
<i>Committee on Trade and Development</i>	34
<i>Committee on Balance-of-Payments Restrictions</i>	35
<i>Committee on Budget, Finance and Administration</i>	36
<i>Committee on Trade and Environment</i>	37
<i>Committee on Regional Trade Agreements</i>	38
<i>Preparatory Committee on Trade Facilitation</i>	38
<i>Working Group on Trade, Debt and Finance</i>	39
<i>Working Group on Trade and Transfer of Technology</i>	39
<i>Inactive working groups</i>	40
Committees in charge of plurilateral agreements	40

TRADE NEGOTIATIONS COMMITTEE AND ITS NEGOTIATING GROUPS 41

Trade Negotiations Committee	41
WTO negotiating groups	41
Special Session of the Committee on Agriculture	41
<i>Sub-Committee on Cotton</i>	42
<i>Negotiating Group on Market Access</i>	42
<i>Special Session of the Council for Trade in Services</i>	42
<i>Negotiating Group on Trade Facilitation</i>	42
<i>Negotiating Group on Rules</i>	43
<i>Special Session of the Council for TRIPS</i>	43
<i>Special Session of the Committee on Trade and Environment</i>	43
<i>Special Session of the Committee on Trade and Development</i>	44
<i>Special Session of the Dispute Settlement Body</i>	45

TRADE POLICY REVIEW MEETINGS 46

WTO ACCESSION WORKING PARTIES 49

Chairs of working parties for completed accessions	50
Chairs of working parties for ongoing accessions	51

CURRENT HEADS OF DELEGATIONS OF WTO MEMBERS AND OBSERVERS	52
CONCLUSION	54
ANNEX 1 - COMPOSITION OF REGIONS	56
ANNEX 2 TOTAL WTO STAFF BY M	

FOREWORD BY THE WTO DIRECTOR-GENERAL

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

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 199 w Tw 0 - 0 0 9.6 42.51979 wn 0.a5.90.a5.90.a(G)-5.9(e)-8.4a(G)-6.2(75)1.5()JT)na

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, especially 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.

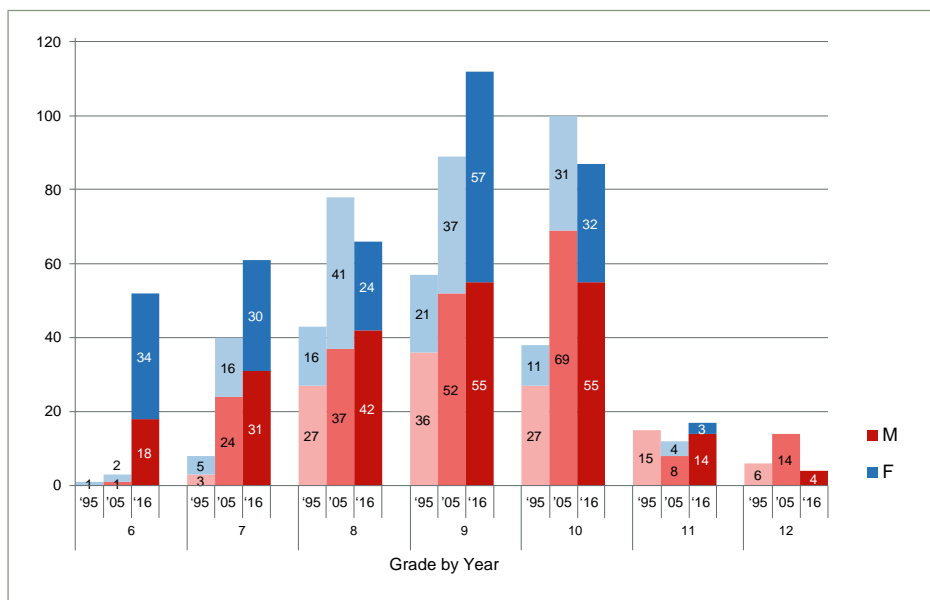
As of 31 December 2016, the Secretariat had a total of 28 staff members at Director-level and above (Grade 11 or above), shown in Table 1. This comprises the Director-General, Deputy Directors-General, Chef de Cabinet, Head of Office of Internal Oversight, Directors, and interim Directors (Oficer in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

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
Grand Total	5	17.9%	23	82.1%	28

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.

³ 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 "Oficer 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

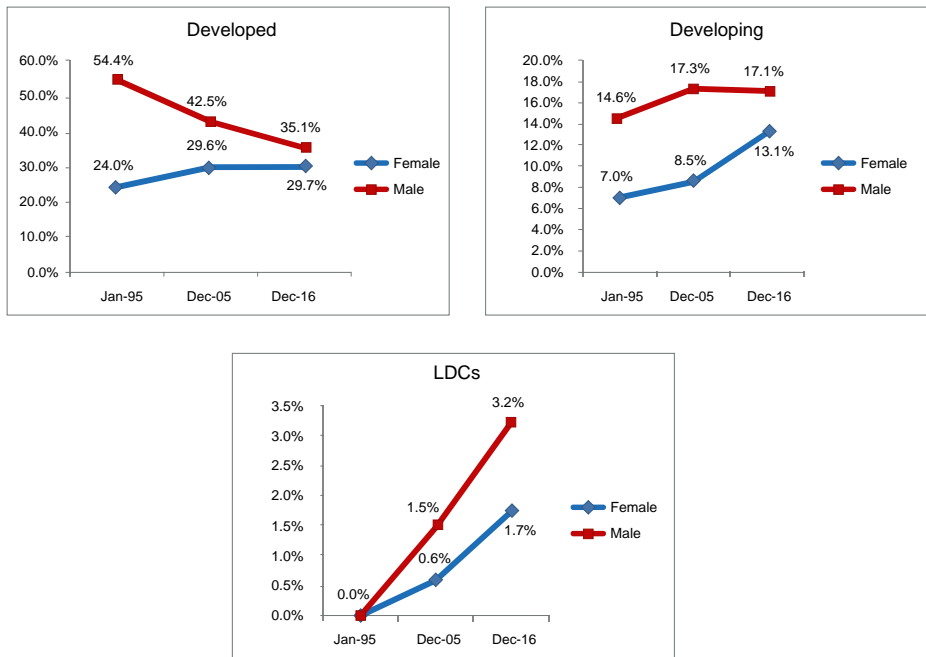
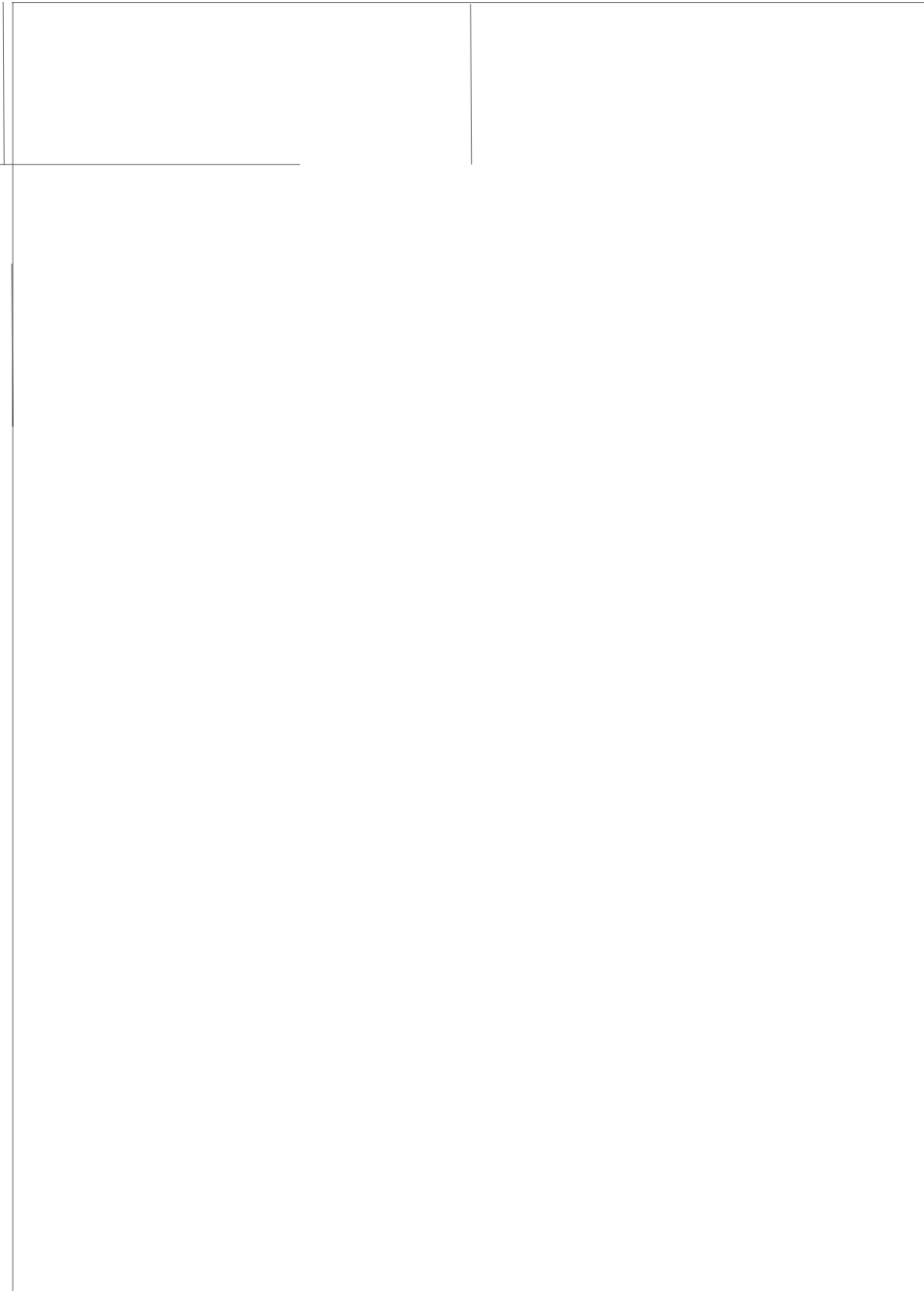


Chart 4: WTO professional staff by region



WOMEN AND THE WTO -

WTO APPELLATE BODY

The WTO's Appellate Body (AB) 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)



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

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).

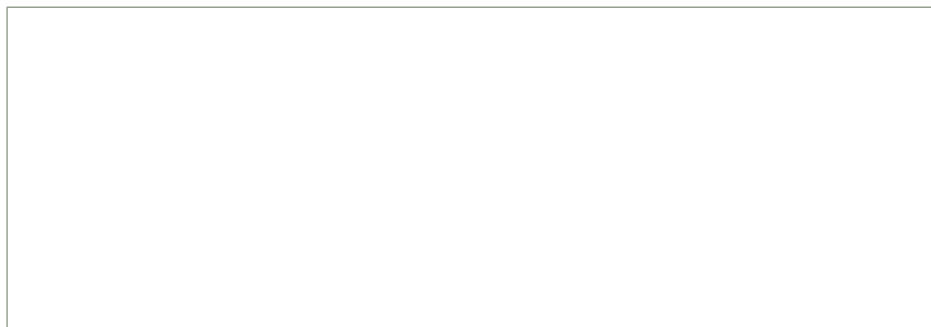
To date, there have been 30 vice chairs of the Ministerial Conference. Six of them have been women - Ms Magali Silva Velarde-Álvarez of Peru as Vice-Chair of the Bali MC (2013); Ms Doris Leuthard of Switzerland and Ms Mari Elka Pangestu of Indonesia as vice-chairs of the Geneva MC (2009); Ms Billie Antoinette 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.

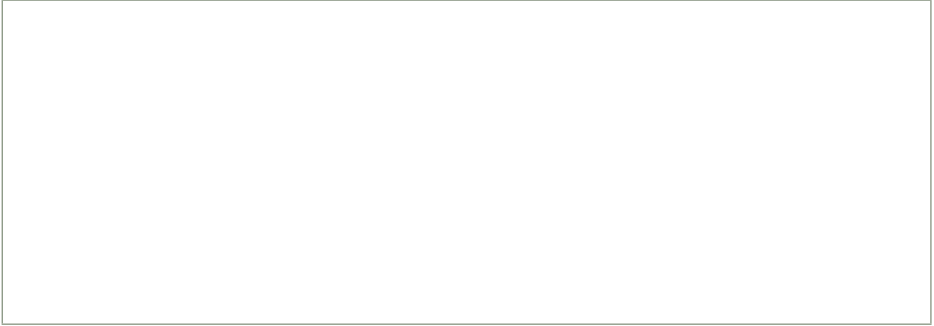
Chart 10: Gender MC10



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

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

Chart 12: General Council Chairpersons (1995-2016)

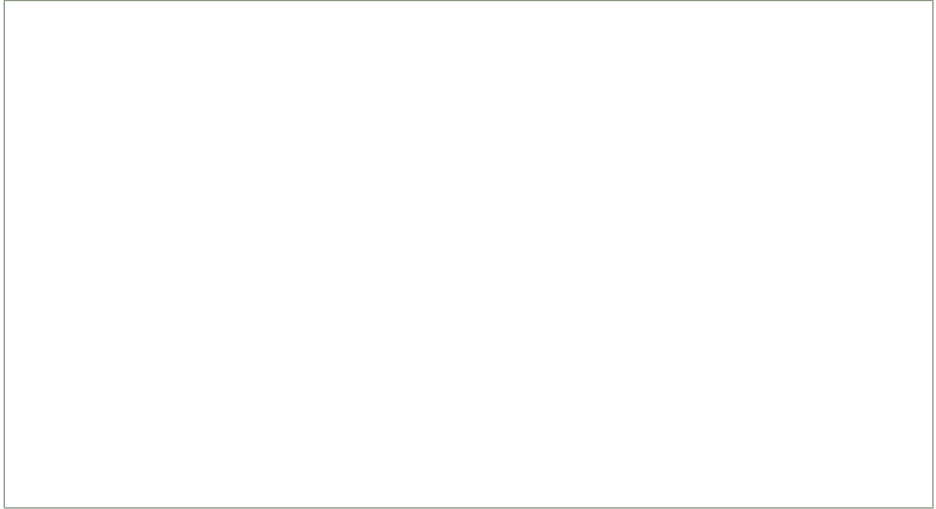


Chart 13: DSB Chairpersons (1995-2016)

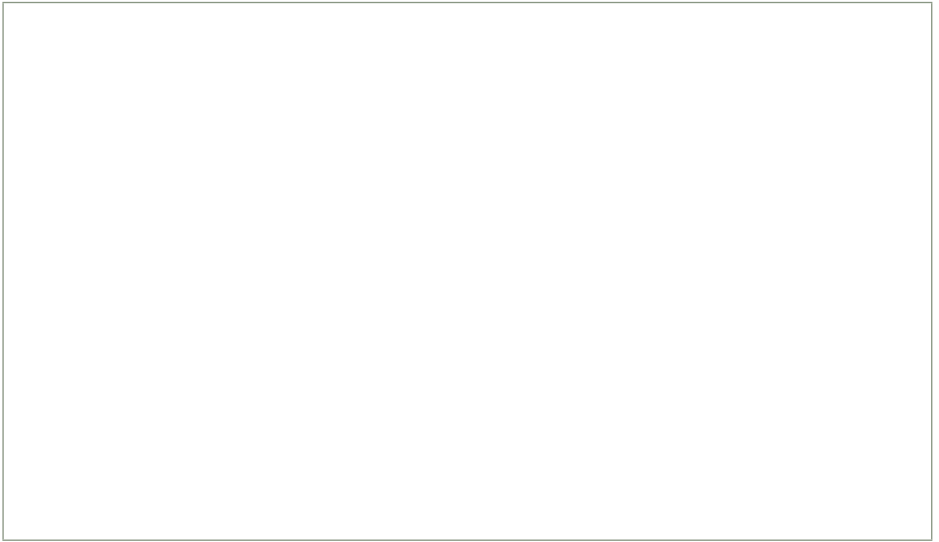
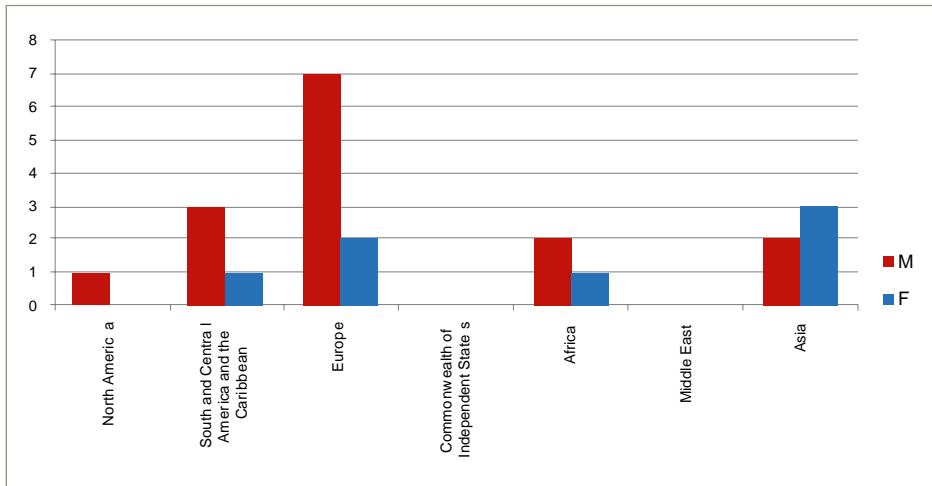


Chart 14: TPRB Chairpersons (1995-2016)

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.

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.

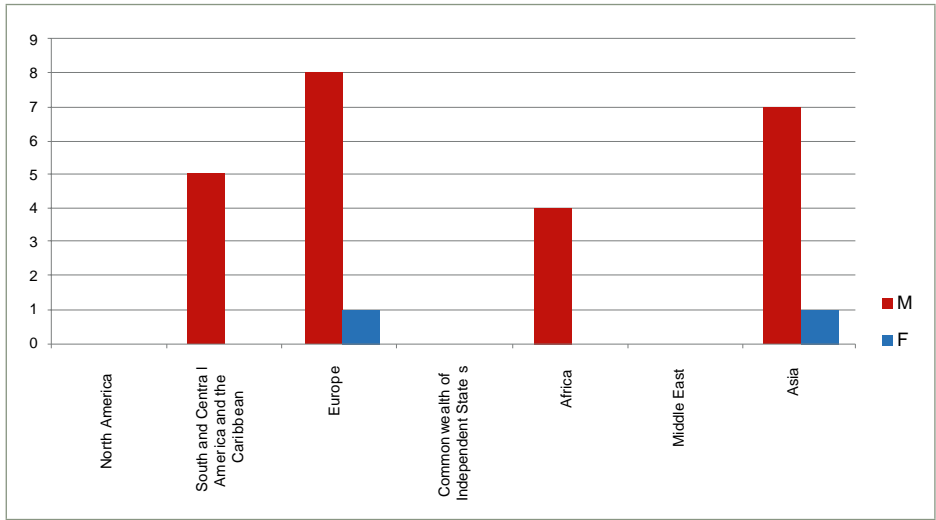
¹³ Guidelines for Appointment of Officers to WTO Bodies adopted by the General Council on 11 December 2002, WT/L/510 (21 January 2003).

In addition, the Committee on Trade and Environment (created in 1994), the Committee on Regional Trade Agreements (established in 1996), the Working Group on Trade, Debt and Finance (established in 2001), the Working Group on Transfer of Technology (set up in 2001)⁵ and the Preparatory Committee on Trade Facilitation (created in 2013) are other active WTO bodies.

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-

Chart 15: CTG Chairpersons (1995-2016)



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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	tMs Parima Damrithamanij of Thailand (2013) tMs Victoria Campeanu of Romania (2006) tMs Frida Collste of Sweden (2005) tMs Sahar Hosni Abdelaziz of Egypt (2001)
Committee on Customs Valuation	21	4	tMs Joanna Cheung of Hong Kong, China (2014) tMs Irena Banaszynska of Poland (2012) tMs Octavia Cherchez of Romania (2008) tMs Diana Reaich of New Zealand (2006)
Committee on Rules of Origin	16	3	tMs Jasmin Quah-Zubair of Singapore (2010) tMs Vera Thorstensen of Brazil (2009, 2008, 2007, 2006, 2005, 2004) tMs Lourdes A. Berrig of the Philippines (1997)
Committee on Import Licensing	18	7	tMs Carrie I-Jen Wu of Chinese Taipei (2015) tMs Anna Ashikali of Cyprus (2010) tMs Pamela Cooper of Canada (2005) tMs Victoria Campeanu of Romania (2004) tMs Philippa Davies of Jamaica (2003) tMs Simone Rudder of Barbados (2001) tMs Marie Gosset of Côte d'Ivoire (1999, 1998)
Committee on Subsidies and Countervailing Measures	22	3	tMs Victoria Campeanu of Romania (2005) tMs Olga Lucia Lozano of Colombia (2003) tMs Usha Dwarka-Canabady of Mauritius (2000)
Committee on Safeguards	21	5	tMs Kim Kampel of South Africa (2014) tMs Lillian Saili Bwalya of Zambia (2012, 2011) tMs Dineswar Mohun of Mauritius (2009, 2008, 2007, 2006, 2005, 2004)

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 two have been women –

Council for Trade in Services

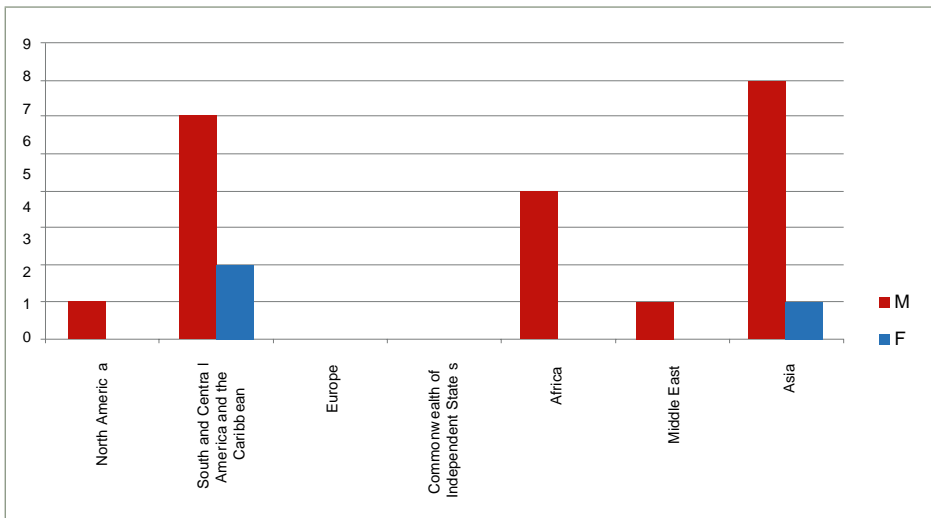
The Council for Trade in Services oversees the implementation of the General Agreement on Trade in Services (GATS). It has established five subsidiary bodies: the Working Party on Professional Services, the Working Party on Domestic Regulation, the Working Party on GATS Rules, the Committee on Specific 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. Four of these have been women – Ms Elin Østebø Johansen of Norway (2010);

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, 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.

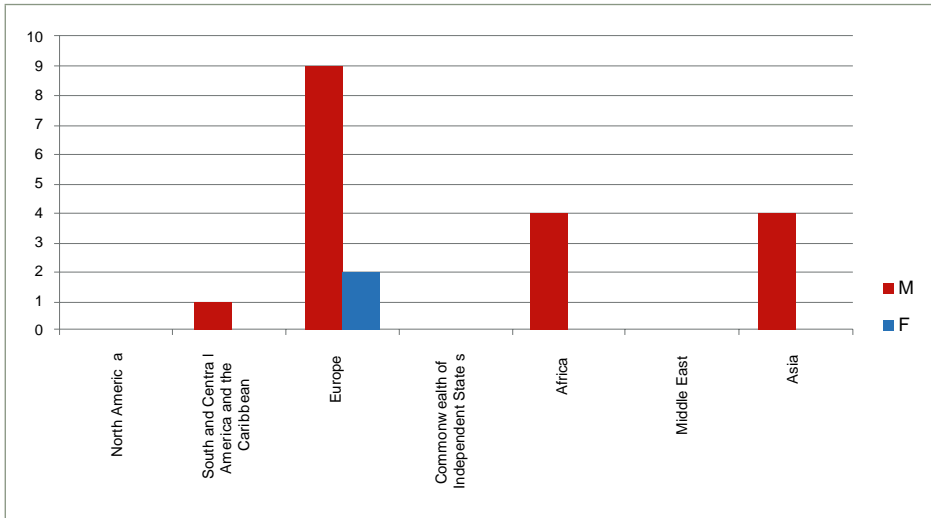
Chart 17: Council for TRIPS Chairpersons (1995-2016)



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,²¹ two have been women: Ms Marion Williams of Barbados (2013) and Ms Absa Claude Diallo of Senegal (1999) – see Chart 18.

²⁰ 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.

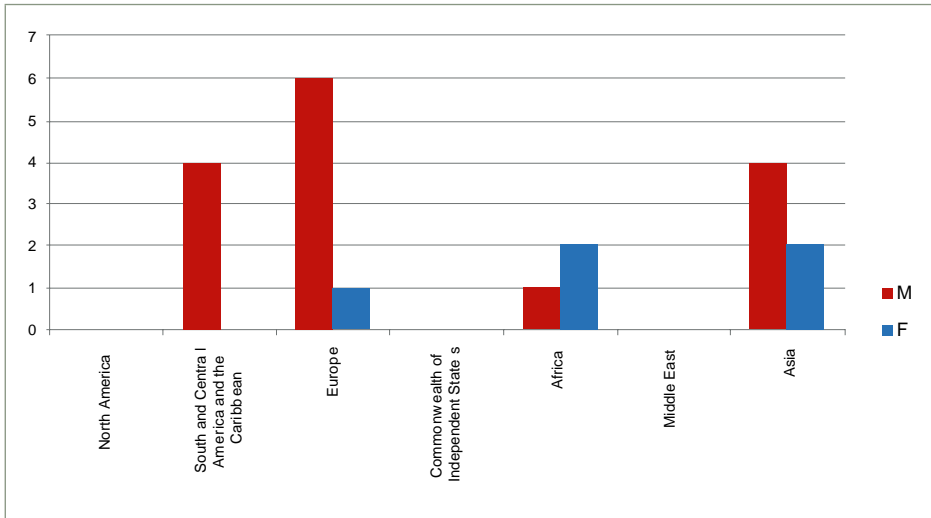
Chart 19: BOP Committee Chairpersons (1995-2016)

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 chairs²⁴ Three of these were women - Ms Inga Ernstson of Latvia (2016); Ms Marie-Claire Swärd Capra of Sweden (2009); and Ms Laurence Dubois-Destriez of France (1999) – see Chart 20.

²⁴ 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 Stirø of Norway.



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. 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 2001. Since 2014, out of the two chairs of the Committee one has been a woman – Ms Mariam MD Salleh of Malaysia (2016 – present).

Working Group on Trade, Debt and Finance

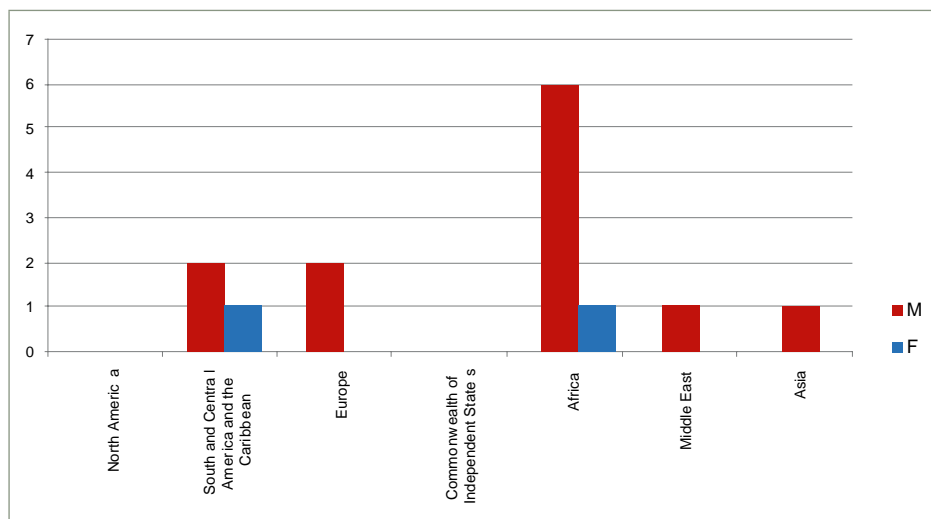
The Working Group on Trade, Debt and Finance (WGTF) was established in 2001 by the Doha Ministerial Conference.²⁸ Since 2002, out of the 12 who have served as chairs of the WGTF, none have been women.

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.

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)



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

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 NEGOTIATI

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 had the same chairs as the Special Session. Out of the five chairs, all of them have been men.

Negotiating Group on Market Access

Since 2002, all five chairs³⁸ of the Negotiating Group on Market Access have been men.

Special Session of the Council for Trade in Services

Since 2002, out of the three chairs³⁹ of the Special Session of the Council for Trade in Services, all have been men.

Negotiating Group on Trade Facilitation

Established in 2004, the Negotiating Group on Trade Facilitation⁴⁰ was dissolved once WTO members concluded negotiations on the Trade Facilitation Agreement at the Bali Ministerial Conference in December 2013. From 2004 to 2013, all three chairs of the Negotiating Group were men.⁴¹

³⁶ TN/AG/13, 26 November 2004.

³⁷ 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).

³⁸ 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.

³⁹ 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).

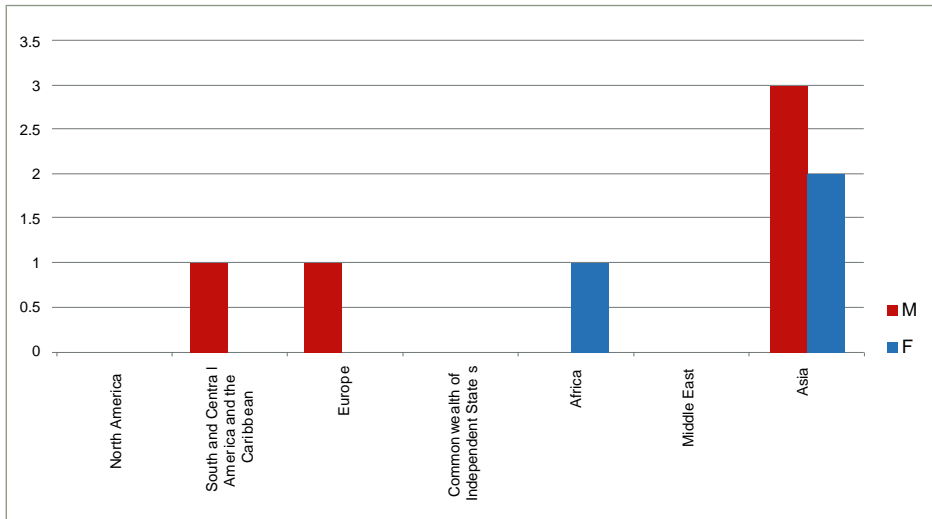
⁴⁰ In 2005 there were two successive Chairs of the Special Session of the Council for Trade in Services. Mr Alejandro Jara of Chile was followed by Mr Fernando De Mateo y Venturini of Mexico.

⁴¹ 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).

⁴² TN/C/M/14, 2 November 2004.

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

⁴⁴ 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).

Chart 23: SS Environment Chairpersons (2002-2016)

Special Session of the Committee on Trade and Development

Since 2002, out of the eight chairs 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).⁵² See Chart 24.

⁵¹ 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.

⁵² 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).

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

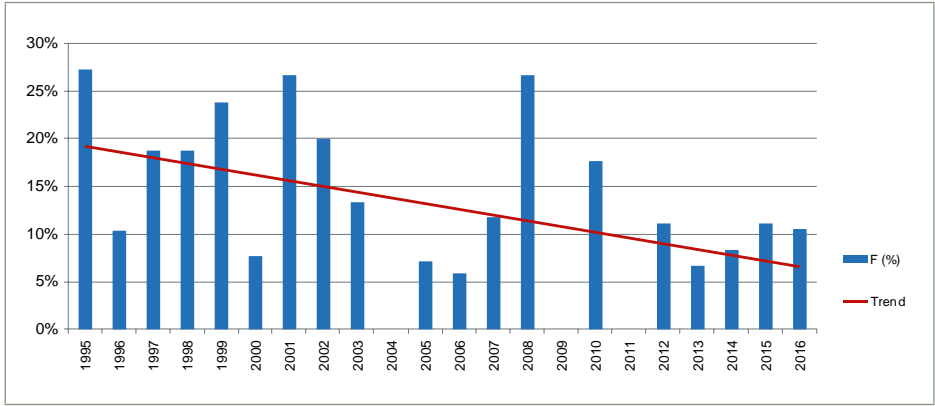
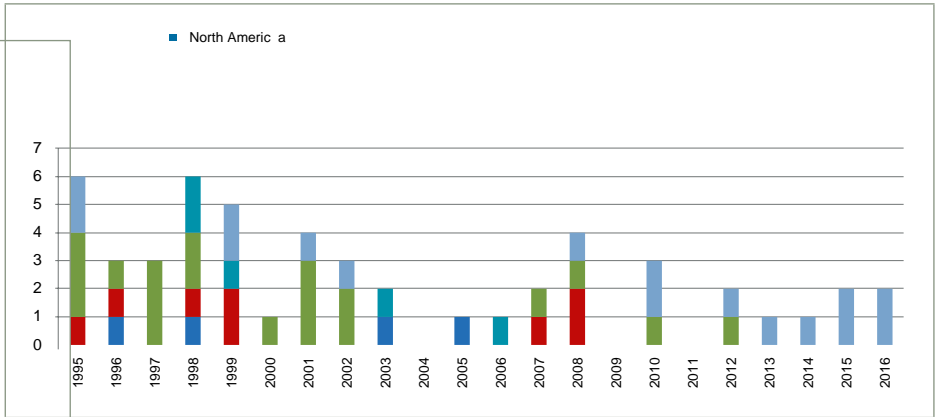


Chart 26: Female TPRM Discussants by Geographical Distribution 1995-2016



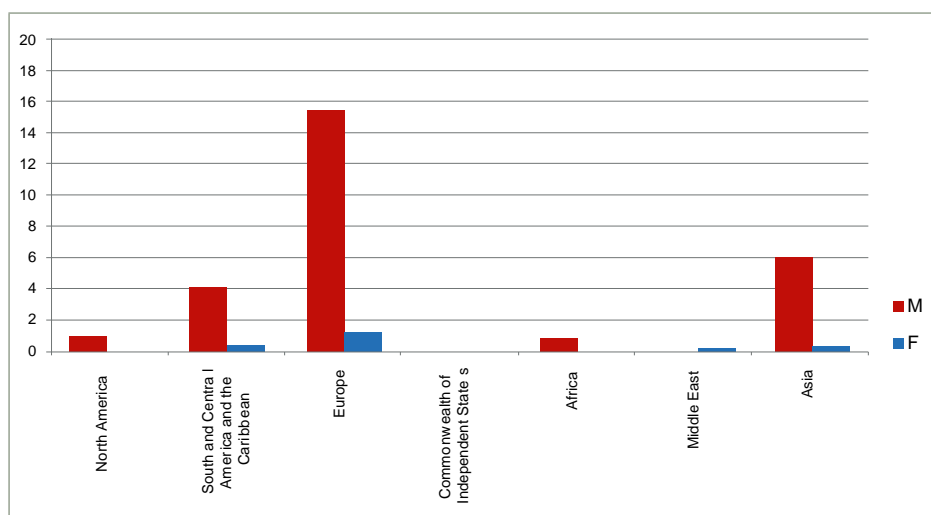
WTO ACCESSION WORKING PARTIES

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 members⁷³, while 21 accession processes are ongoing⁷⁴. During an accession process, more than one person usually serves as chair of the respective working party.

Out of 97 chairs⁷⁵ 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



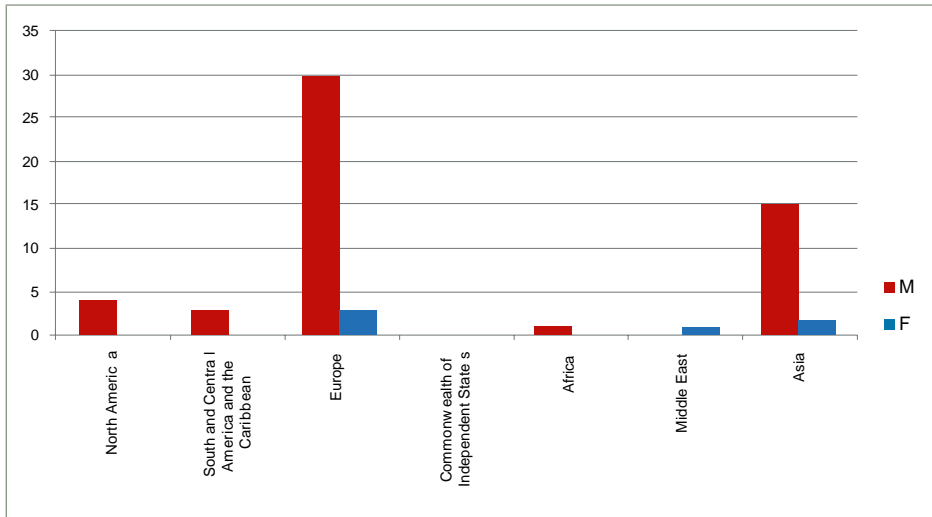
⁷³ The Members who have already acceded to the WTO in chronological order starting with the most recent one are: Afghanistan; Liberia; Kazakhstan; Seychelles; Yemen; Tajikistan; Lao, People's Democratic Republic; Vanuatu; Russian Federation; Samoa; Montenegro; Cabo Verde; Ukraine; Tonga; Viet Nam; Saudi 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.

⁷⁴ Accession working parties have been established for the following (listed in alphabetical order): Algeria;

Chairs of working parties for completed accessions

Out of 59 working party chairs⁷⁶ 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)



⁷⁶ 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 chairs⁷⁸ for ongoing accessions, four (10%) have been women⁷⁸ : 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)

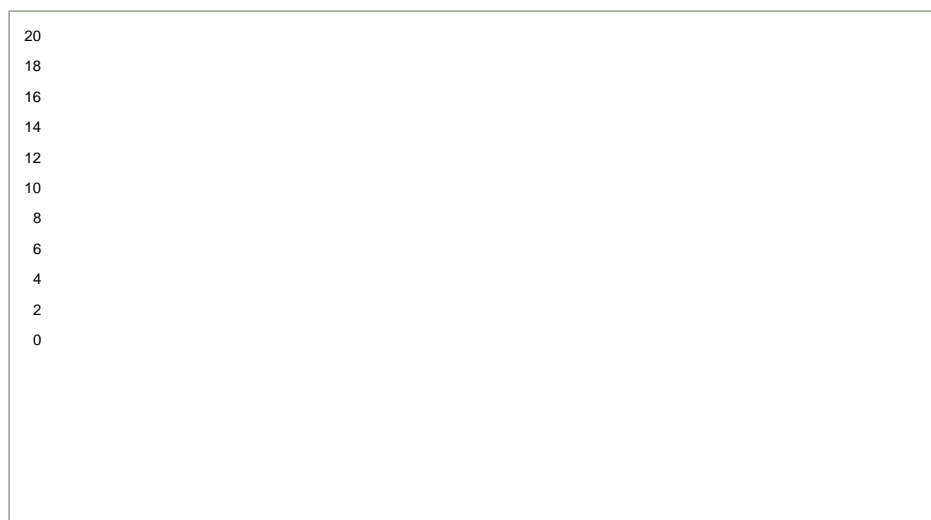
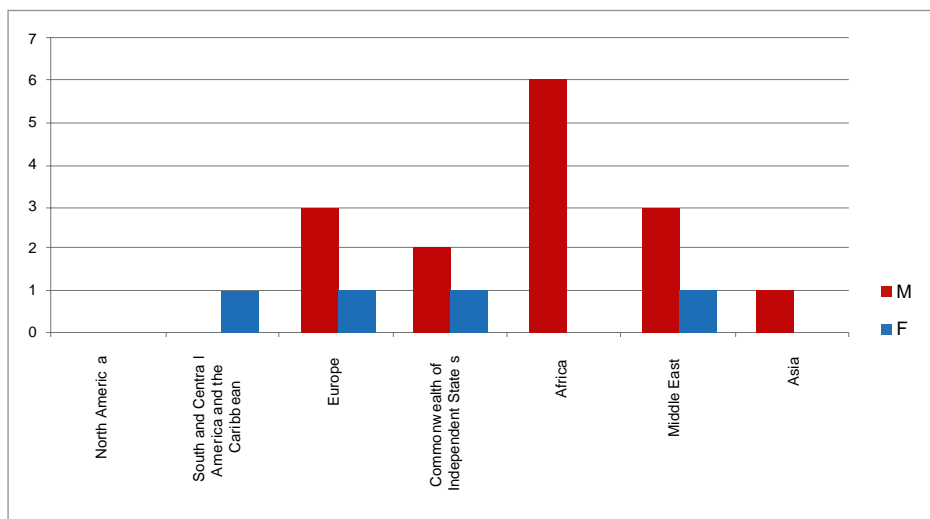


Chart 31: WTO Observers HoDs 2016



⁸² Libya has not appointed yet a HoD.

⁸³ For the list of WTO Observers: https://www.wto.org/english/thewto_e/whatis_e/tif_e/org6_e.htm

⁸⁴ Amb. Jackson of Bahamas; Amb. LjubLepine of Bosnia and Herzegovina; Amb. Riachi Assaker of the Lebanese Republic; and Amb. Karimova of Uzbekistan.

- t 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%.
- t 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.

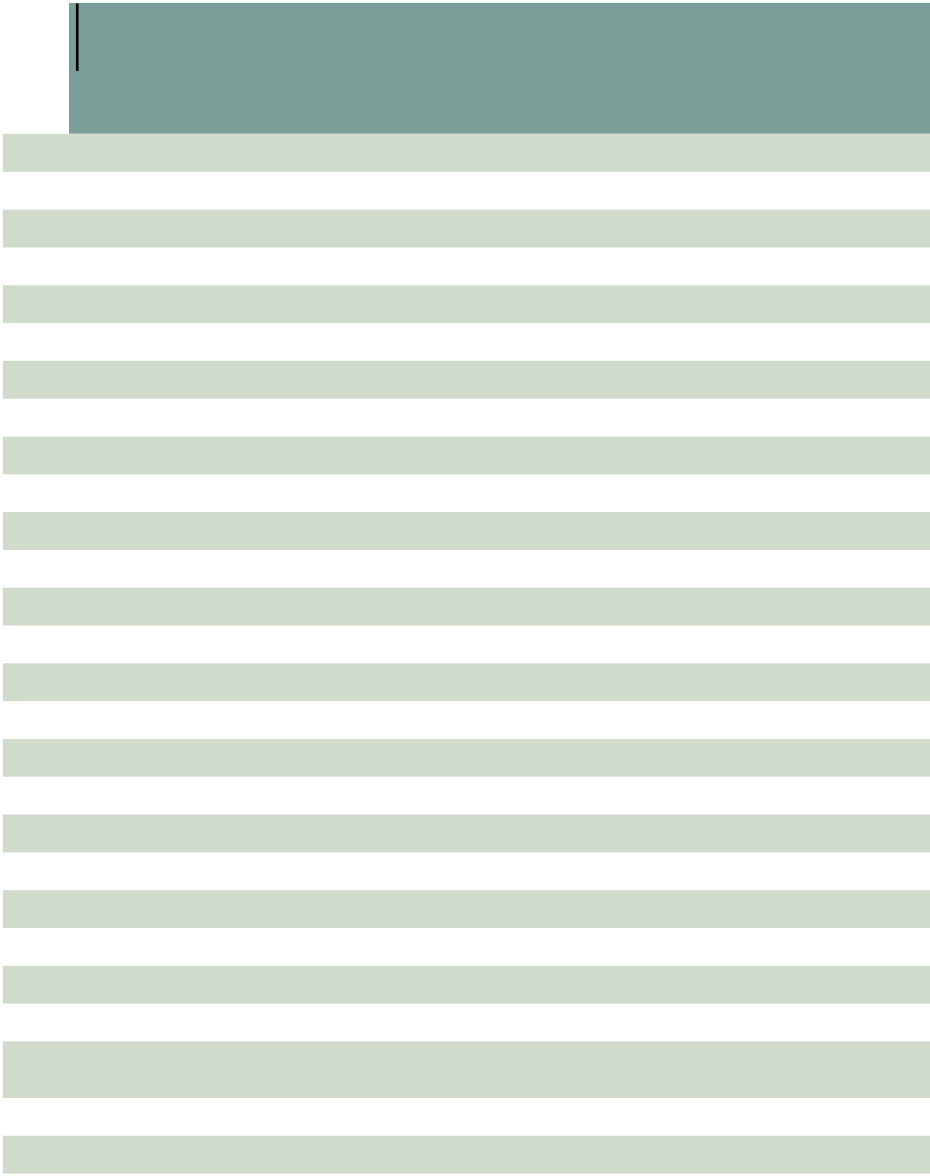
The report shows that throughout the years, the WTO has been making progress on

ANNEX 1 - C

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.				
Middle East				
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.				
Asia				
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 3 WTO PROFESSIONAL STAFF BY MEMBER AND GENDER

The table content is almost entirely obscured by a large dark teal redaction block. Only two small, empty rectangular boxes are visible at the bottom of the table area, one on the left and one on the right.





ANNEX 4 WTO STAFF BY MEMBER COUNTRY STATUS AND GENDER

WTO STAFF BY MEMBER COUNTRY STATUS AND GENDER						
Country	Total	Male	Female	Total	Male	Female
Algeria						
Angola						
Argentina						
Australia						
Austria						
Belgium						
Brazil						
Canada						
Chile						
China						
Colombia						
Czechia						
Denmark						
Ecuador						
Egypt						
El Salvador						
France						
Germany						
Ghana						
Guatemala						
India						
Indonesia						
Italy						
Japan						
Korea						
Kuwait						
Lithuania						
Luxembourg						
Malaysia						
Mexico						
Morocco						
Netherlands						
New Zealand						
Norway						
Pakistan						
Paraguay						
Peru						
Poland						
Portugal						
Romania						
Russian Federation						
Saudi Arabia						
Singapore						
Slovakia						
Slovenia						
South Africa						
Spain						
Sweden						
Switzerland						
Taiwan						
Thailand						
Turkey						
Ukraine						
United Kingdom						
United States						
Uruguay						
Vietnam						
Zimbabwe						



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