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**Executive Board
Annual Session**

Rome, 3–6 June 2014

ADMINISTRATIVE AND MANAGERIAL MATTERS

Agenda item 11

*For information**

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STATISTICAL REPORT ON WFP INTERNATIONAL PROFESSIONAL STAFF AND HIGHER CATEGORIES

At 31 December 2013

* In accordance with the Executive Board's decisions on governance, approved at the Annual and Third Regular Sessions, 2000, items for information should not be discussed unless a Board member specifically requests it, well in advance of the meeting, and the Chair accepts the request on the grounds that it is a proper use of the Board's time.

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NOTE TO THE EXECUTIVE BOARD

This document is submitted to the Executive Board for information.

The Secretariat invites members of the Board who may have questions of a technical nature with regard to this document to contact the WFP staff focal points indicated below, preferably well in advance of the Board's meeting.

Director, HRM*: Ms P. Issar Tel.: 066513-2400

Chief, HRMOI**: Ms A. Majkowski Tel.: 066513-2794

Should you have any questions regarding availability of documentation for the Executive Board, please contact the Conference Servicing Unit (tel.: 066513-2645).

* Human Resources Division

** Information Systems Support and Reporting Branch

INTRODUCTION

1. This document reflects WFP's staffing composition for international professional staff and higher categories holding continuing, indefinite or fixed-term (one year or more) appointments. Statistics on junior professional officers (JPOs) participating in WFP activities are also reported separately in Table 4. The information reflects the situation at 31 December 2013 except where otherwise indicated.

STAFFING STATISTICS OF INTERNATIONAL PROFESSIONAL STAFF AND HIGHER CATEGORIES

Gender and Geographical Representation by Grade Level

2. The total number of international professional staff excluding junior professional officers decreased by 4.6 percentage points, from 1,401 at 31 December 2012 to 1,336 at 31 December 2013.

TABLE 1: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY GENDER AND GEOGRAPHICAL REPRESENTATION					
	Total	Women	% Women	Developing countries*	% Developing countries
At 31 December of 2013¹					
Staff members	1336	543	40.6	556	41.6
USG**	1	1	100.0	-	0.0
ASG***	5	1	20.0	2	40.0
D-2	35	9	25.7	14	40.0
D-1	105	34	32.4	29	27.6
P-5	243	95	39.1	68	28.0
P-4	330	149	45.2	119	36.1
P-3	501	196	39.1	267	53.3
P-2	114	57	50.0	57	50.0
P-1	2	1	50.0	-	0.0
At 31 December of 2012					
Staff members	1401	559	39.9	579	41.3
USG**	1	1	100.0	-	0.0
ASG***	4	1	25.0	3	75.0
D-2	41	8	19.5	17	41.5
D-1	98	31	31.6	21	21.4
P-5	235	94	40.0	62	26.4
P-4	335	140	41.8	119	35.5
P-3	555	216	38.9	294	53.0
P-2	130	67	51.5	63	48.5
P-1	2	1	50.0	-	0.0

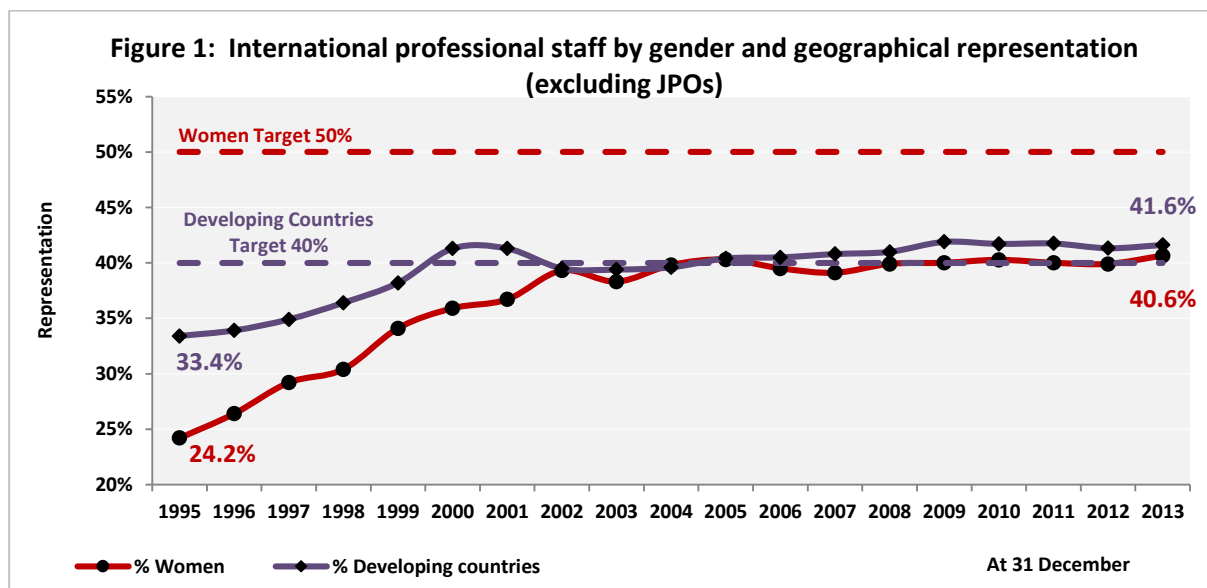
* Nationals of developing countries

** Under-Secretary-General

*** Assistant Secretary-General

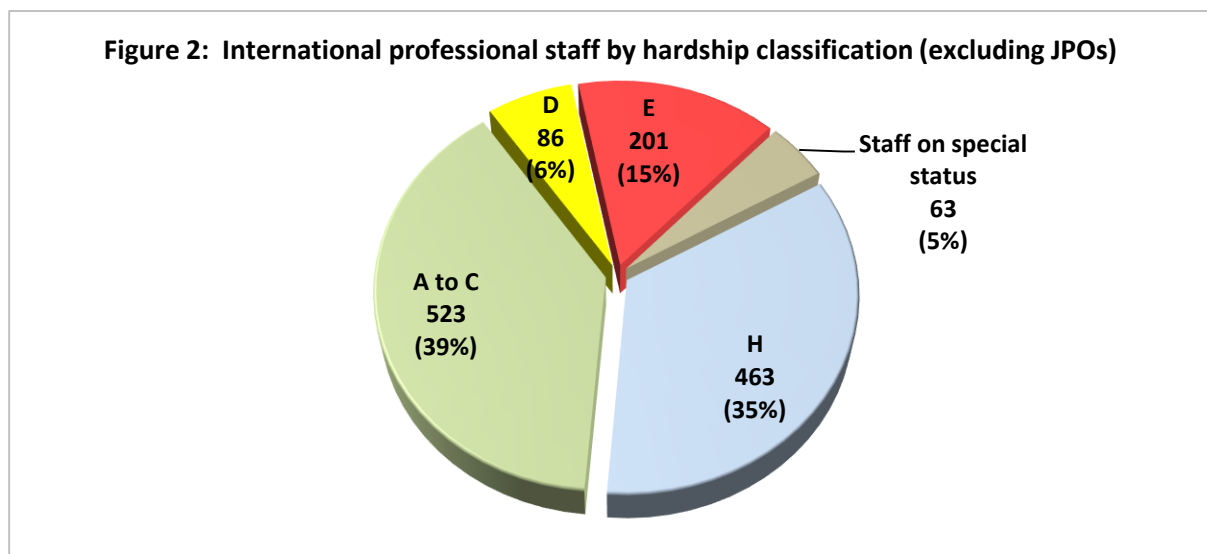
¹ Figures for 2013 include the African Risk Capacity International Professional Staff working in WFP.

3. Women’s representation in the international professional staff and higher categories (excluding JPOs) was 40.6 percent at 31 December 2013 (Figure 1).



Staff Distribution by Hardship Classification and by Duty Station Location

4. Of 1,336 international professional staff, 287 (21 per cent) were located in D or E hardship duty stations (Figure 2).



Notes:

- Duty Station Hardship Classification as per the International Civil Service Commission 2013 Guide to the Mobility and Hardship scheme and related arrangements: H duty stations are Headquarters or similarly designated locations. Duty stations are categorized on a scale of difficulty from A to E with A being the least difficult. In determining the degree of hardship, consideration is given to local conditions of safety and security, health care, housing, climate, isolation and the availability of basic amenities of life.
- “Staff on Special Status” covers staff on leave without pay or on loan/secondment to other agencies.

TABLE 2: GEOGRAPHICAL DISTRIBUTION BY REGION

Breakdown by region	No. of staff	Percentage
List A: Africa	350	26.2
List B: Asia and the Middle East	157	11.8
List C: Latin America and the Caribbean	49	3.7
Subtotal	556	41.6
List D: North America, Western Europe, Japan, Australia, New Zealand	725	54.3
List E: Eastern Europe	55	4.1
Subtotal	780	58.4
Grand Total	1 336	

TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY, GENDER AND GRADE LEVEL

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Afghanistan	M		1		1						2
	F			1		1					2
	Total		1	1	1	1					4
Albania	M			2	1						3
	F			1							1
	Total			3	1						4
Algeria	M			1	1	1					3
	F			1		1					2
	Total			2	1	2					5
Angola	M			2							2
	F		1	2							3
	Total		1	4							5
Argentina	M										
	F			1	1						2
	Total			1	1						2
Armenia	M			2	1						3
	F			1							1
	Total			3	1						4
Australia	M			3	5	2	2				12
	F		2	1	3	3	1				10
	Total		2	4	8	5	3				22
Austria	M				1	2	1				4
	F			1	1						2
	Total			1	2	2	1				6
Bangladesh	M			3	1	1					5
	F			1							1
	Total			4	1	1					6
Belgium	M			5	7	5	1				18
	F			2	5	3					10
	Total			7	12	8	1				28
Benin	M		1	3			1				5
	F			1		1					2
	Total		1	4		1	1				7
Bhutan	M			1	1						2
	F										
	Total			1	1						2
Bolivia, Plurinational State of	M				1						1
	F			1	1						2
	Total			1	2						3

TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY, GENDER AND GRADE LEVEL

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Bosnia and Herzegovina	M			1			1				2
	F				1	2					3
	Total			1	1	2	1				5
Brazil	M			1	1			1			3
	F			1		1					2
	Total			2	1	1		1			5
Brunei Darussalam	M										
	F				1						1
	Total				1						1
Bulgaria	M			1							1
	F										
	Total			1							1
Burkina Faso	M		2	3		1	1				7
	F			1							1
	Total		2	4		1	1				8
Burundi	M		3	5			1				9
	F			4							4
	Total		3	9			1				13
Cabo Verde	M			1							1
	F										
	Total			1							1
Cameroon	M		1	2	1		1	1			6
	F		1	4	2			1			8
	Total		2	6	3		1	2			14
Canada	M		2	6	8	15	7				38
	F		2	14	8	10	5	1			40
	Total		4	20	16	25	12	1			78
Chad	M										
	F		1								1
	Total		1								1
Chile	M						1				1
	F		1								1
	Total		1				1				2
China	M			2	2						4
	F			5	1						6
	Total			7	3						10
Colombia	M			3							3
	F			1	1						2
	Total			4	1						5
Congo	M			2	1						3
	F			1	1						2
	Total			3	2						5

TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY, GENDER AND GRADE LEVEL

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Côte d'Ivoire	M		1	6	1	1					9
	F				1						1
	Total		1	6	2	1					10
Croatia	M										
	F				1		1				2
	Total				1		1				2
Cuba	M			1	1						2
	F			1							1
	Total			2	1						3
Cyprus	M										
	F				1						1
	Total				1						1
Czech Republic	M										
	F			1							1
	Total			1							1
Dem. Rep. of the Congo	M		5	9		1					15
	F			2							2
	Total		5	11		1					17
Denmark	M		1	6	3	1	1				12
	F			1	1	1	1				4
	Total		1	7	4	2	2				16
Djibouti	M				1	1					2
	F			1							1
	Total			1	1	1					3
DPR Korea	M			1							1
	F										
	Total			1							1
Ecuador	M		1				1				2
	F				1						1
	Total		1		1		1				3
Egypt	M			1	3						4
	F				1						1
	Total			1	4						5
El Salvador	M										
	F			1							1
	Total			1							1
Eritrea	M		1	1							2
	F		1	2	2	1					6
	Total		2	3	2	1					8
Ethiopia	M			10	2	2	1				15
	F		1	1		4					6
	Total		1	11	2	6	1				21

TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY, GENDER AND GRADE LEVEL

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Fiji	M			2	1						3
	F										
	Total			2	1						3
Finland	M					1	1				2
	F		1	2	3						6
	Total		1	2	3	1	1				8
France	M		5	17	9	12	3	1			47
	F		7	7	9	5					28
	Total		12	24	18	17	3	1			75
Gambia	M			1		1		1			3
	F				1	1	1				3
	Total			1	1	2	1	1			6
Georgia	M			3		1					4
	F			1							1
	Total			4		1					5
Germany	M			7	9	5	3	2	1		27
	F		2	4	11	3	1	1			22
	Total		2	11	20	8	4	3	1		49
Ghana	M			2		2	2	1			7
	F					1					1
	Total			2		3	2	1			8
Greece	M			1							1
	F			1							1
	Total			2							2
Guatemala	M				1						1
	F										
	Total				1						1
Guinea	M		1	2							3
	F		1		1						2
	Total		2	2	1						5
Guinea-Bissau	M		1								1
	F										
	Total		1								1
Guyana	M										
	F		1								1
	Total		1								1
Haiti	M										
	F		1	1	1						3
	Total		1	1	1						3
Honduras	M				2						2
	F										
	Total				2						2

TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY, GENDER AND GRADE LEVEL

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Hungary	M										
	F		1								1
	Total		1								1
India	M			7	4	5	1		1		18
	F		1	1		1	1	1			5
	Total		1	8	4	6	2	1	1		23
Indonesia	M			1							1
	F			1	1						2
	Total			2	1						3
Iran, Islamic Republic of	M			1							1
	F			2							2
	Total			3							3
Iraq	M		1	3	2	1					7
	F		1	3			1				5
	Total		2	6	2	1	1				12
Ireland	M			3	9	5		2			19
	F			3		2	1				6
	Total			6	9	7	1	2			25
Israel	M										
	F				1						1
	Total				1						1
Italy	M	1	6	24	17	12	2	3			65
	F		5	20	9	5	4				43
	Total	1	11	44	26	17	6	3			108
Jamaica	M										
	F				1	1					2
	Total				1	1					2
Japan	M		1	9	3			1			14
	F		1	13	4	5	2				25
	Total		2	22	7	5	2	1			39
Jordan	M		2	3	3	2		1			11
	F		1								1
	Total		3	3	3	2		1			12
Kenya	M			12	5	3					20
	F		5	4	4	2					15
	Total		5	16	9	5					35
Kyrgyz Republic	M										
	F			1							1
	Total			1							1
Lebanon	M			1							1
	F			1							1
	Total			2							2

**TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY,
GENDER AND GRADE LEVEL**

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Liberia	M			1			1				2
	F			1							1
	Total			2			1				3
Libya	M										
	F			1							1
	Total			1							1
Lithuania	M										
	F			1							1
	Total			1							1
Luxembourg	M										
	F			1							1
	Total			1							1
Madagascar	M			1							1
	F			2							2
	Total			3							3
Malawi	M			1							1
	F										
	Total			1							1
Malaysia	M		1								1
	F		1								1
	Total		2								2
Mali	M			3	2	1	2				8
	F			1	1						2
	Total			4	3	1	2				10
Malta	M					1					1
	F										
	Total					1					1
Mauritania	M				1						1
	F										
	Total				1						1
Mexico	M			2							2
	F										
	Total			2							2
Moldova	M										
	F			1							1
	Total			1							1
Montenegro	M			1							1
	F										
	Total			1							1
Morocco	M						1				1
	F										
	Total						1				1

TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY, GENDER AND GRADE LEVEL

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Mozambique	M			3	2	1					6
	F			1		1					2
	Total			4	2	2					8
Myanmar	M			1							1
	F			1							1
	Total			2							2
Namibia	M										
	F				1						1
	Total				1						1
Nepal	M		1	4	4	1		1			11
	F					2					2
	Total		1	4	4	3		1			13
Netherlands	M			1	1	3	5				10
	F			3	3	2	1				9
	Total			4	4	5	6				19
New Zealand	M			2	1						3
	F				1						1
	Total			2	2						4
Nicaragua	M			1	1						2
	F			1							1
	Total			2	1						3
Niger	M			3							3
	F		1	1							2
	Total		1	4							5
Nigeria	M				2						2
	F			2		2					4
	Total			2	2	2					6
Norway	M				2	1					3
	F			1					1		2
	Total			1	2	1			1		5
Pakistan	M			8	5	1		1			15
	F				1						1
	Total			8	6	1		1			16
Panama	M			1							1
	F			1							1
	Total			2							2
Peru	M			1		1	2				4
	F			2							2
	Total			3		1	2				6
Philippines	M			3	1	1					5
	F		1	3	3						7
	Total		1	6	4	1					12

TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY, GENDER AND GRADE LEVEL

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Poland	M					1					1
	F			1			1				2
	Total			1		1	1				3
Portugal	M				2	2			1		5
	F		1	1		2	1				5
	Total		1	1	2	4	1		1		10
Republic of Korea	M			2	1						3
	F			3	2						5
	Total			5	3						8
Russian Federation	M		1		1						2
	F		1	3	1						5
	Total		2	3	2						7
Rwanda	M			5	2	1					8
	F					1					1
	Total			5	2	2					9
Samoa	M			1							1
	F										
	Total			1							1
Senegal	M		2	1	3	1	2	1			10
	F			2	1		2				5
	Total		2	3	4	1	4	1			15
Serbia	M			2	2	1					5
	F		1	1	1						3
	Total		1	3	3	1					8
Sierra Leone	M			2	3	1	2				8
	F			1			1				2
	Total			3	3	1	3				10
Singapore	M			1							1
	F				1						1
	Total			1	1						2
Slovenia	M				1	1					2
	F										
	Total				1	1					2
Somalia	M		1	3		1					5
	F			1		1					2
	Total		1	4		2					7
South Africa	M			3	1	1					5
	F			1							1
	Total			4	1	1					6
South Sudan	M		1	5	1						7
	F										
	Total		1	5	1						7

TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY, GENDER AND GRADE LEVEL

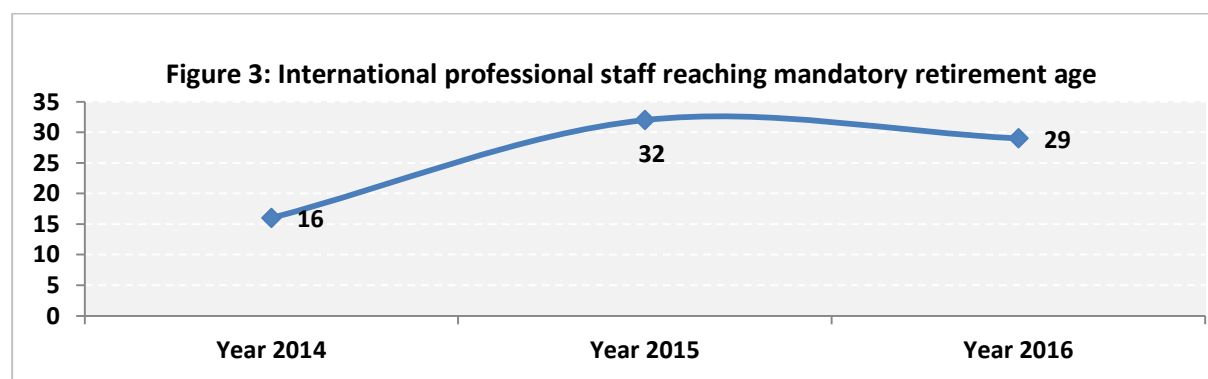
Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Spain	M			3	1	2					6
	F		2	3	1		1	1			8
	Total		2	6	2	2	1	1			14
Sri Lanka	M										
	F			2							2
	Total			2							2
Sudan	M		1	5	4	3	1	1	1		16
	F			2		1					3
	Total		1	7	4	4	1	1	1		19
Sweden	M		1	4	7	2	1				15
	F		2	1	2	2					7
	Total		3	5	9	4	1				22
Switzerland	M		2	2		1	1	1			7
	F		1	2	2			1			6
	Total		3	4	2	1	1	2			13
Tajikistan	M			1							1
	F			2							2
	Total			3							3
Thailand	M			1							1
	F			3	2						5
	Total			4	2						6
The FYR of Macedonia	M			1		1					2
	F				1						1
	Total			1	1	1					3
Togo	M			2	2			1			5
	F										
	Total			2	2			1			5
Tunisia	M			2							2
	F				1	1					2
	Total			2	1	1					4
Turkey	M			1		1					2
	F										
	Total			1		1					2
Uganda	M		1	9		2	1				13
	F		3	5	4						12
	Total		4	14	4	2	1				25
Ukraine	M			3							3
	F			1	1	1					3
	Total			4	1	1					6
United Kingdom	M		3	9	4	11	11	2			40
	F	1	2	5	12	5	3	1			29
	Total	1	5	14	16	16	14	3			69

TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY, GENDER AND GRADE LEVEL

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
United Republic of Tanzania	M		1	1							2
	F				2	1					3
	Total		1	1	2	1					5
United States of America	M		2	9	11	17	9	2			50
	F		2	8	22	18	4	2		1	57
	Total		4	17	33	35	13	4		1	107
Uruguay	M			1	1	1					3
	F										
	Total			1	1	1					3
Uzbekistan	M										
	F			2							2
	Total			2							2
Viet Nam	M		1	2							3
	F				1						1
	Total		1	2	1						4
Yemen	M				1						1
	F										
	Total				1						1
Zambia	M		1	3	2	1					7
	F				2	1	1				4
	Total		1	3	4	2	1				11
Zimbabwe	M		1	1		2		2			6
	F		1	2							3
	Total		2	3		2		2			9

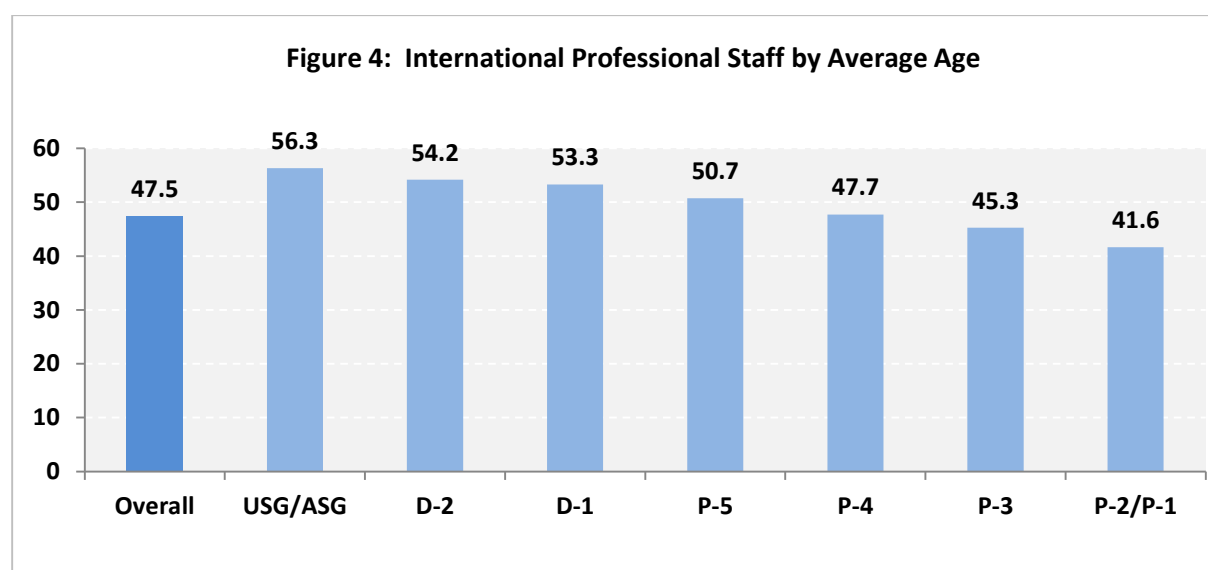
Staff Retirement Forecast

5. In 2013, 23 international professional staff retired. Between 2014 and 2016, 77 (5.8 percent) of 1,336 staff will be reaching the mandatory retirement age of 62 (Figure 3).



Staff Average Age

6. The average age of international professional staff in WFP is 47.5 (Figure 4).



STAFFING STATISTICS OF JUNIOR PROFESSIONAL OFFICERS

Gender and Geographical Representation, by Grade Level

7. The total number of junior professional officers decreased by 4.3 percentage points, from 47 at 31 December 2012, to 45 at 31 December 2013.

TABLE 4: NUMBER OF JPOS, BY GENDER AND GEOGRAPHICAL REPRESENTATION					
At 31 December	Total	Women	% women	Developing countries	% developing countries
2013	45	31	68.9	3	6.7
P-2	44	31	70.5	3	6.8
P-1	1	-	-	-	-
2012	47	37	78.7	1	2.1
P-2	46	36	78.3	1	2.2
P-1	1	1	100.0	-	-