

برنامج  
الأغذية  
العالمي



Programme  
Alimentaire  
Mondial

World  
Food  
Programme

Programa  
Mundial  
de Alimentos

**Executive Board  
Third Regular Session**

**Rome, 21 - 24 October 1996**

# PROGRESS REPORT ON GENDER BALANCE AND THE CHANGING WFP PROFILE

Agenda item 10 a)

## PROGRESS REPORT ON GENDER BALANCE AND STAFF FROM ECONOMICALLY DEVELOPING COUNTRIES

**E**

Distribution: GENERAL  
**WFP/EB.3/96/10-A**  
17 October 1996  
ORIGINAL: ENGLISH

This document is produced in a limited number of copies. Delegates and observers are kindly requested to bring it to the meetings and to refrain from asking for additional copies

## NOTE TO THE EXECUTIVE BOARD

**This document is submitted for information to the Executive Board.**

Pursuant to the decisions taken on the methods of work by the Executive Board at its First Regular Session, the documentation prepared by the Secretariat for the Board has been kept brief and decision-oriented. The meetings of the Executive Board are to be conducted in a business-like manner, with increased dialogue and exchanges between delegations and the Secretariat. Efforts to promote these guiding principles will continue to be pursued by the Secretariat.

The Secretariat therefore invites members of the Board who may have questions of a technical nature with regard to this document, to contact the WFP staff member(s) listed below, preferably well in advance of the Board's meeting. This procedure is designed to facilitate the Board's consideration of the document in the plenary.

The WFP focal points for this document are:

Director, HR: D. Dufresne tel.: 5228-2400

Senior Personnel Officer, HRR: R. Michiels tel.: 5228-2406

Should you have any questions regarding matters of dispatch of documentation for the Executive Board, please contact the Documents Clerk (tel.: 5228-2641).



## INDEX

	<u>Page</u>
<b>INTRODUCTION:</b>	<b>4</b>
<b>A.                    PROGRESS REPORT ON GENDER BALANCE AMONG WFP INTERNATIONAL PROFESSIONAL AND HIGHER CATEGORY STAFF</b>	<b>5</b>
<b>CHART I:</b> Evolution of female staff from 1 January 1992 to 31 August 1996	<b>5</b>
<b>CHART II:</b> Representation of women among staff at levels P5 to ASG/USG, inclusive, from 1 January 1992 to 31 August 1996	<b>6</b>
<b>CHART III:</b> Female staff at headquarters and in country offices and their representation among higher category, specialized, unified service and project staff as at 31 August 1996	<b>7</b>
<b>B.                    PROGRESS REPORT ON REPRESENTATION OF STAFF FROM ECONOMICALLY DEVELOPING COUNTRIES AMONG WFP INTERNATIONAL PROFESSIONAL AND HIGHER CATEGORY STAFF</b>	<b>8</b>
<b>CHART IV:</b> Evolution of staff from economically developing countries from 1 January 1992 to 31 August 1996	<b>8</b>
<b>CHART V:</b> Staff from economically developing countries assigned to headquarters and country offices, and their representation among higher category, specialized, unified service and project staff (situation as at 31 August 1996)	<b>9</b>



---

## INTRODUCTION

1. This report outlines the representation of female staff and those staff from economically developing countries over the period of 1 January 1992 to 31 August 1996. For the purpose of this report, the staff shall be defined as those with international contracts at levels P-1 to D-2 and above; for one year and longer, covering all categories of international professionals: specialized, unified service and project; headquarters-based and in country offices; but Junior Professional Officers (JPO) are excluded. These figures also include those staff members, who are (or were) on leave without pay (LWOP) or on loan/secondment to other United Nations Agencies. This latter group is listed under headquarters-based staff (not in country offices).
2. For female staff, Charts I to III reflect several aspects:
  - a) The increase in absolute and relative terms as compared to total staff over the period 1 January 1992 to 31 August 1996; (Chart I)
  - b) The representation at levels P-5 to ASG/USG, inclusive (Chart II); and
  - c) The distribution in headquarters and country offices by higher category and by professional sub-category (Chart III).
3. The number of female staff has increased substantially at all levels and in all categories, through a proactive recruitment, promotions and a better retention rate. In particular, female staff are now represented at levels P-5 and above. In fact on 1 January 1992, no women had a grade higher than P-5 and at the latter level only 9.2 percent were female, against 18.5 percent on 31 August 1996. It is realized, however, that sustained and continuous efforts are required to reach the United Nations target of 50 percent female staff representation by the year 2001.
4. From 1 January 1992, the staff from economically developing countries decreased in terms of percentage. However, this trend has been reversed since 1995, and more in particular over the first eight months of 1996. The major factor in the increase is the low separation rate, combined with an increased recruitment effort. If the trend is maintained, it will enable the Programme to reach 37 or 38 percent by 1997. (Charts IV and V).



## A. PROGRESS REPORT ON GENDER BALANCE AMONG WFP INTERNATIONAL PROFESSIONAL AND HIGHER CATEGORY STAFF

CHART I: EVOLUTION OF FEMALE STAFF FROM 1 JANUARY 1992 TO 31 AUGUST 1996

As at	Total WFP Staff	Female Staff	Female Staff as proportion of total staff %
1/1/92	368	63	17.12
1/1/93	399	77	19.29
1/1/94	427	93	21.78
1/1/95	479	106	22.13
1/1/96	553	136	24.59
31/8/96	587	151	25.72

1. From 1 January 1992 to 31 August 1996 the female staff representation has increased by over eight percentage points, that is, from 17.12 to 25.72 percent in relative terms (i.e., as compared to total staff numbers), or an increase of 140 percent in absolute numbers (from 63 to 151).
2. This still falls far short of our goals.



**CHART II: REPRESENTATION OF WOMEN AMONG STAFF AT LEVELS P5 TO ASG/USG INCLUSIVE, FROM 1 JANUARY 1992 TO 31 AUGUST 1996**

As at	Total staff	P-5		D-1		D-2		ASG/USG				
		Female staff		Female staff		Female staff		Female staff				
		No.	%	No.	%	No.	%	No.	%			
1/1/92	54	5	9.2	28	-	-	6	-	-	3	0	00.00
1/1/93	61	5	8.2	26	2	7.7	5	-	-	2	1	50.00
1/1/94	59	6	10.2	31	6	19.4	8	2	25.00	3	1	33.00
1/1/95	63	9	14.3	32	6	18.8	8	2	25.00	3	1	33.00
1/1/96	74	14	18.9	37	6	16.2	7	1	14.30	2	1	50.00
31/8/96	81	15	18.5	42	7	16.7	7	1	14.30	3	1	33.00

1. As at 1 January 1992 there was no female staff representation at levels higher than P-5.
2. Female staff have been recruited/promoted into higher levels during the subsequent years, doubling their proportional representation at P-5 level from 9.2 percent to 18.5 percent. They are now also represented at D-1 (16.7 percent) and D-2 (14.3 percent) levels.



**CHART III: FEMALE STAFF AT HEADQUARTERS AND IN COUNTRY OFFICES AND THEIR REPRESENTATION AMONG HIGHER CATEGORY, SPECIALIZED, UNIFIED SERVICE AND PROJECT STAFF - SITUATION AS AT 31 AUGUST 1996**

Category	At headquarters			In country offices			Total		
	All staff		Female staff	All staff		Female staff	All staff		Female staff
	No.	No.	%	No.	No.	%	No.	No.	%
Higher (D-2 and above)	10	2	20.00	-	-	-	10	2	20.00
Unified Service	99	30	30.30	166	32	19.28	265	62	23.40
Specialized Service	83	32	38.55	2	-	-	85	32	37.65
Project Service	50	23	46.00	177	32	18.08	227	55	24.23
<b>Total</b>	<b>242</b>	<b>87</b>	<b>35.95</b>	<b>345</b>	<b>64</b>	<b>18.55</b>	<b>587</b>	<b>151</b>	<b>25.72</b>

1. Female staff representation as at 31 August 1996 was higher (35.95 percent) at headquarters than in country offices (18.55 percent of all staff). At headquarters the percentage of women was highest in the project category (46 percent), while in country offices it was slightly higher in the Unified Service (19.28 percent) than in the Project Service (18.08 percent).



## B. PROGRESS REPORT ON REPRESENTATION OF STAFF FROM ECONOMICALLY DEVELOPING COUNTRIES AMONG WFP INTERNATIONAL PROFESSIONAL AND HIGHER CATEGORY STAFF

**CHART IV: EVOLUTION OF STAFF FROM ECONOMICALLY DEVELOPING COUNTRIES FROM 1 JANUARY 1992 TO 31 AUGUST 1996**

As at	Total staff (number)	Staff from economically developing countries (number)	Proportion of staff from economically developing countries out of total staff (%)
1/1/92	368	141	38.31
1/1/93	399	147	36.85
1/1/94	427	151	35.36
1/1/95	479	164	34.24
1/1/96	553	192	34.72
31/8/96	587	209	35.60

1. Between 1/1/92 and 1/1/95 the proportional representation of staff from economically developing countries decreased from 38.31 to 34.24 percent. However, this trend has been reversed since January 1995, and more particularly over the first eight months of 1996. This growth, if maintained, would increase the percentage of nationals from economically developing countries to 37 or 38 percent of all staff by the end of 1997.
2. We have an informal goal that 40 percent of international professional and higher category staff should be from economically developing countries.





**CHART V: STAFF FROM ECONOMICALLY DEVELOPING COUNTRIES ASSIGNED AT HEADQUARTERS AND IN COUNTRY OFFICES, AND THEIR REPRESENTATION AMONG HIGHER CATEGORY, SPECIALIZED, UNIFIED SERVICE AND PROJECT STAFF (SITUATION AS AT 31 AUGUST 1996)**

Category	At headquarters			In country offices			Total		
	All Staff (number)	Staff from economically developing countries		All Staff (number)	Staff from economically developing countries		All Staff (number)	Staff from economically developing countries	
		No.	%		No.	%		No.	%
Higher (D-2 and above)	10	4	40.00	-	-	-	10	4	40.00
Unified Service	99	35	35.35	166	73	43.98	265	108	40.75
Specialized Service	83	18	21.69	2	-	-	85	18	21.18
Project Service	50	8	16.00	177	71	40.11	227	79	34.80
<b>Total</b>	<b>242</b>	<b>65</b>	<b>26.85</b>	<b>345</b>	<b>144</b>	<b>41.74</b>	<b>587</b>	<b>209</b>	<b>35.60</b>

- As at 31 August 1996 there was a higher percentage of staff from economically developing countries assigned to country offices (41.74 percent) than at headquarters (26.85 percent). However, in the higher category, these staff represented 40 percent at headquarters. In the Unified Service at headquarters and country offices, this percentage was 35.35 percent and 43.98 percent, respectively.

