



World Food Programme
Programme Alimentaire Mondial
Programa Mundial de Alimentos
برنامج الأغذية العالمي

Executive Board
Annual session
Rome, 10–14 June 2019

Distribution: General

Agenda item 10

Date: 6 May 2019

WFP/EB.A/2019/10-E

Original: English

Administrative and managerial matters

For information

Executive Board documents are available on WFP's website (<https://executiveboard.wfp.org>).

Statistical report on international professional staff and higher categories at 31 December 2018

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 as at 31 December 2018 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 increased by 2.5 percentage points, from 1,463 at 31 December 2017 to 1,499 at 31 December 2018.

Focal points:

Mr. J. Aylieff
Director
Human Resources Division
tel.: 066513-3468

Ms. M. Kavelj
Chief
HR Technology and Analytics
tel.: 066513-2187

TABLE 1: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY GENDER AND GEOGRAPHICAL REPRESENTATION					
	Total	Women	% Women	Developing countries*	% Developing countries
At 31 December of 2018¹					
Staff members	1499	643	42.9	656	43.8
USG**	1	0	0	0	0
ASG*** ¹	4	1	25.0	3	75.0
D-2	54	18	33.3	19	35.2
D-1	116	47	40.5	38	32.8
P-5	298	124	41.6	102	34.2
P-4	402	180	44.8	154	38.3
P-3	538	226	42.0	285	53.0
P-2	86	47	54.7	55	64.0
P-1	0	0	0	0	0
At 31 December of 2017¹					
Staff members	1463	614	42.0	634	43.3
USG**	1	0	0	0	0
ASG*** ¹	5	1	20.0	3	60.0
D-2	49	17	34.7	20	40.8
D-1	109	40	36.7	32	29.4
P-5	296	125	42.2	98	33.1
P-4	339	148	43.7	132	38.9
P-3	550	229	41.6	280	50.9
P-2	114	54	47.4	69	60.5
P-1	0	0	0	0	0

* Nationals of developing countries

** Under-Secretary-General

*** Assistant Secretary-General

¹ Figures include the African Risk Capacity international professional staff administered by WFP.

3. Women's representation in the international professional staff and higher categories (excluding JPOs) was 42.9 percent at 31 December 2018 (Figure 1).

Figure 1: International professional staff by gender and geographical representation (excluding JPOs)

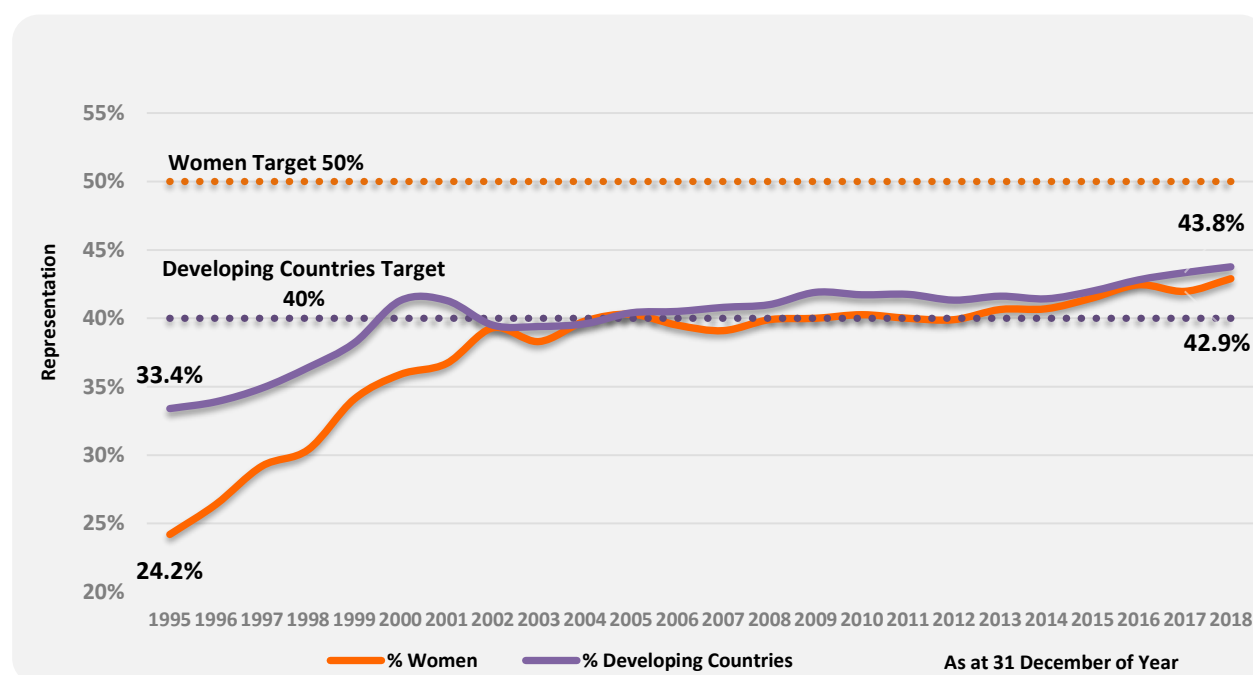


TABLE 2: GEOGRAPHICAL DISTRIBUTION BY REGION AS PER LISTING FOR ELECTION TO THE WFP EXECUTIVE BOARD

Breakdown by region	No. of staff	Percentage
1. Developing Countries		
List A: Africa	397	26.5
List B: Asia and the Middle East	197	13.1
List C: Latin America and the Caribbean	62	4.1
Subtotal	656	43.8
2. Economically Developed Countries		
List D: North America, Western Europe, Japan, Australia, New Zealand	780	52.0
List E: Eastern Europe	63	4.2
Subtotal	843	56.2
Grand Total	1 499	

**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	3		1					5
	F			1		1					2
	Total		1	4		2					7
Albania	M			2							2
	F				1						1
	Total			2	1						3
Algeria	M			1		2					3
	F			2			1				3
	Total			3		2	1				6
Angola	M			1	1						2
	F			2	1						3
	Total			3	2						5
Argentina	M				1						1
	F				1						1
	Total				2						2
Armenia	M			1	1						2
	F			1							1
	Total			2	1						3
Australia	M			2	3	3	2	1			11
	F			3	7	3	2				15
	Total			5	10	6	4	1			26
Austria	M				1	3	2				6
	F				2						2
	Total				3	3	2				8
Bangladesh	M			1	3	1		1			6
	F			1							1
	Total			2	3	1		1			7
Belgium	M			8	4	7	1				20
	F		1	1	5	3	3				13
	Total		1	9	9	10	4				33
Benin	M			4			1				5
	F			1		1					2
	Total			5		1	1				7
Bhutan	M			1		1					2
	F										
	Total			1		1					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
Bolivia (Plurinational State of)	M				1	1					2
	F			1		1					2
	Total			1	1	2					4
Bosnia and Herzegovina	M			1				1			2
	F					3					3
	Total			1		3		1			5
Botswana	M							1			1
	F										
	Total							1			1
Brazil	M			1	3			1			5
	F			1	1						2
	Total			2	4			1			7
Bulgaria	M				1						1
	F										
	Total				1						1
Burkina Faso	M			5	1	1	1				8
	F			1							1
	Total			6	1	1	1				9
Burundi	M		1	7				1			9
	F			3	1	1					5
	Total		1	10	1	1		1			14
Cameroon	M			5	2		2				9
	F			3	1	3					7
	Total			8	3	3	2				16
Canada	M		1	6	7	9	6	3			32
	F			14	10	9	5	2			40
	Total		1	20	17	18	11	5			72
Cabo Verde	M				1						1
	F			1							1
	Total			1	1						2
Chad	M			1							1
	F			1							1
	Total			2							2
Chile	M										
	F		1		1	1					3
	Total		1		1	1					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
China	M		1	3		2	1	1			8
	F		1	5	1						7
	Total		2	8	1	2	1	1			15
Colombia	M			2	2						4
	F		2	1	1	1					5
	Total		2	3	3	1					9
Congo	M			1		1					2
	F										
	Total			1		1					2
Côte d'Ivoire	M		1	4	4	1	1				11
	F					1					1
	Total		1	4	4	2	1				12
Croatia	M										
	F				2		1				3
	Total				2		1				3
Cuba	M										
	F			1							1
	Total			1							1
Cyprus	M										
	F				1						1
	Total				1						1
Czechia	M										
	F				2						2
	Total				2						2
Democratic Republic of the Congo	M		4	10	1						15
	F			1	1						2
	Total		4	11	2						17
Denmark	M			4	6	2	1				13
	F			1	3	1		1			6
	Total			5	9	3	1	1			19
Djibouti	M				1	1					2
	F				1						1
	Total				2	1					3
Democratic People's Republic of Korea	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
Ecuador	M		1								1
	F				1		1				2
	Total		1		1		1				3
Egypt	M		1	4	3	1					9
	F			2	2						4
	Total		1	6	5	1					13
El Salvador	M					1					1
	F			1							1
	Total			1		1					2
Eritrea	M			1	1						2
	F			2	3	1	1				7
	Total			3	4	1	1				9
Eswatini	M										
	F			1							1
	Total			1							1
Ethiopia	M			11	2		1				14
	F			1	2	2					5
	Total			12	4	2	1				19
Fiji	M			1							1
	F										
	Total			1							1
Finland	M			1		1					2
	F			3	5	2					10
	Total			4	5	3					12
France	M			15	12	13	7				47
	F		1	16	9	6	1				33
	Total		1	31	21	19	8				80
Gambia	M			1	1		1				3
	F			1		2					3
	Total			2	1	2	1				6
Georgia	M			2	1	1					4
	F			1							1
	Total			3	1	1					5
Germany	M		1	4	7	5	2				19
	F		3	9	10	5		1			28
	Total		4	13	17	10	2	1			47

**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
Ghana	M			4		2	1	1			8
	F										
	Total			4		2	1	1			8
Greece	M										
	F		1		1						2
	Total		1		1						2
Guatemala	M				1						1
	F						1				1
	Total				1		1				2
Guinea	M		1		3				1		5
	F			1		1					2
	Total		1	1	3	1			1		7
Guinea-Bissau	M			1							1
	F										
	Total			1							1
Guyana	M										
	F		1								1
	Total		1								1
Haiti	M										
	F		1		2						3
	Total		1		2						3
Honduras	M				2	1					3
	F										
	Total				2	1					3
Hungary	M										
	F			1							1
	Total			1							1
India	M			6	3	4	3		1		17
	F		2	2	1	1	2	1			9
	Total		2	8	4	5	5	1	1		26
Indonesia	M										
	F			3							3
	Total			3							3
Iran, (Islamic Republic of)	M										
	F				1						1
	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
Iraq	M			3	3	1					7
	F			2	2	1					5
	Total			5	5	2					12
Ireland	M			3	8	7		2			20
	F				3	1	1				5
	Total			3	11	8	1	2			25
Israel	M										
	F				1						1
	Total				1						1
Italy	M		5	23	22	17	3	1			71
	F		5	22	13	9	3	3			55
	Total		10	45	35	26	6	4			126
Jamaica	M										
	F				1	1					2
	Total				1	1					2
Japan	M		1	7	4	1					13
	F		5	12	9	2	3	1			32
	Total		6	19	13	3	3	1			45
Jordan	M			9	3	1	2	2			17
	F			2							2
	Total			11	3	1	2	2			19
Kenya	M		1	9	11	3	1	1			26
	F		5	7	4	5	2				23
	Total		6	16	15	8	3	1			49
Kyrgyzstan	M		1								1
	F		1		1						2
	Total		2		1						3
Lebanon	M		1		1						2
	F			3							3
	Total		1	3	1						5
Liberia	M			1	2						3
	F			1							1
	Total			2	2						4
Libya	M										
	F			1							1
	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
Lithuania	M										
	F			2	1						3
	Total			2	1						3
Luxembourg	M			1							1
	F										
	Total			1							1
Madagascar	M			1							1
	F										
	Total			1							1
Malawi	M			2							2
	F		1	1	1						3
	Total		1	3	1						5
Malaysia	M			1							1
	F		1								1
	Total		1	1							2
Mali	M			2	1	1		1			5
	F				1	1					2
	Total			2	2	2		1			7
Malta	M					1					1
	F										
	Total					1					1
Mauritania	M			1							1
	F										
	Total			1							1
Mauritius	M			1							1
	F				1						1
	Total			1	1						2
Mexico	M			1	1	1					3
	F										
	Total			1	1	1					3
Montenegro	M				1						1
	F										
	Total				1						1
Mozambique	M			2	1	1					4
	F				1	1					2
	Total			2	2	2					6

**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
Myanmar	M										
	F			1							1
	Total			1							1
Namibia	M										
	F				1						1
	Total				1						1
Nepal	M		3	2	4	3		1			13
	F		1			1					2
	Total		4	2	4	4		1			15
Netherlands	M			1	2	2	3	1			9
	F		1	2	4		2	1			10
	Total		1	3	6	2	5	2			19
New Zealand	M			4	1	1					6
	F				1	1					2
	Total			4	2	2					8
Nicaragua	M		1			2					3
	F					1					1
	Total		1			3					4
Niger	M		1	2							3
	F				1						1
	Total		1	2	1						4
Nigeria	M					1					1
	F				1	3					4
	Total				1	4					5
North Macedonia	M				1	1					2
	F					1					1
	Total				1	2					3
Norway	M		1		1						2
	F						1	1			2
	Total		1		1		1	1			4
Pakistan	M		3	9	3	5	1	1			22
	F					1					1
	Total		3	9	3	6	1	1			23
Panama	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
Paraguay	M										
	F				1						1
	Total				1						1
Peru	M				1	1		2			4
	F			1		1					2
	Total			1	1	2		2			6
Philippines	M			3	3		1				7
	F			5	1						6
	Total			8	4		1				13
Poland	M					1					1
	F			1	1						2
	Total			1	1	1					3
Portugal	M			1	1	2					4
	F			2		2	1				5
	Total			3	1	4	1				9
Republic of Korea	M			2		1					3
	F		2	3	2		1				8
	Total		2	5	2	1	1				11
Republic of Moldova	M										
	F			1							1
	Total			1							1
Romania	M			1							1
	F										
	Total			1							1
Russian Federation	M		1	1	1						3
	F		1	4	3						8
	Total		2	5	4						11
Rwanda	M			4		3					7
	F		1	1	1		1				4
	Total		1	5	1	3	1				11
Samoa	M					1					1
	F										
	Total					1					1
Senegal	M		1	4	2	1	1	1			10
	F			4	1	1					6
	Total		1	8	3	2	1	1			16

**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
Serbia	M				4	1					5
	F			1		1					2
	Total			1	4	2					7
Sierra Leone	M			2		3	2				7
	F		1	1							2
	Total		1	3		3	2				9
Singapore	M										
	F					1					1
	Total					1					1
Slovenia	M			1	1	1					3
	F										
	Total			1	1	1					3
Somalia	M			1	2		1				4
	F						1				1
	Total			1	2		2				5
South Africa	M		1	1	1	2					5
	F			2							2
	Total		1	3	1	2					7
South Sudan	M			5	1						6
	F										
	Total			5	1						6
Spain	M			1	8	3					12
	F			6	3	2	1	1			13
	Total			7	11	5	1	1			25
Sri Lanka	M										
	F				1						1
	Total				1						1
Sudan	M		1	5	6	1	2		1		16
	F			2	1	1					4
	Total		1	7	7	2	2		1		20
Sweden	M			6	6	3	1				16
	F			1		2	1				4
	Total			7	6	5	2				20
Switzerland	M			2	1	1	1	1			6
	F			3	1			1			5
	Total			5	2	1	1	2			11

**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
Syrian Arab Republic	M			3							3
	F		3	1	1						5
	Total		3	4	1						8
Tajikistan	M			1	2						3
	F			2	1						3
	Total			3	3						6
Thailand	M			1							1
	F			2	4						6
	Total			3	4						7
Togo	M		1	1	1	1		1			5
	F										
	Total		1	1	1	1		1			5
Trinidad and Tobago	M										
	F			1							1
	Total			1							1
Tunisia	M			1	1						2
	F			1	1		1				3
	Total			2	2		1				5
Turkey	M			2		1					3
	F										
	Total			2		1					3
Uganda	M		2	12	2	2	1				19
	F			5	4	3	1				13
	Total		2	17	6	5	2				32
Ukraine	M			3	1						4
	F			1		2					3
	Total			4	1	2					7
United Kingdom	M			10	10	8	12	3			43
	F		2	8	6	6	2	2			26
	Total		2	18	16	14	14	5			69
United Republic of Tanzania	M			2							2
	F		1		2	1					4
	Total		1	2	2	1					6
United States of America	M			9	13	18	4	6		1	51
	F		1	15	15	22	6	2	1		62
	Total		1	24	28	40	10	8	1	1	113

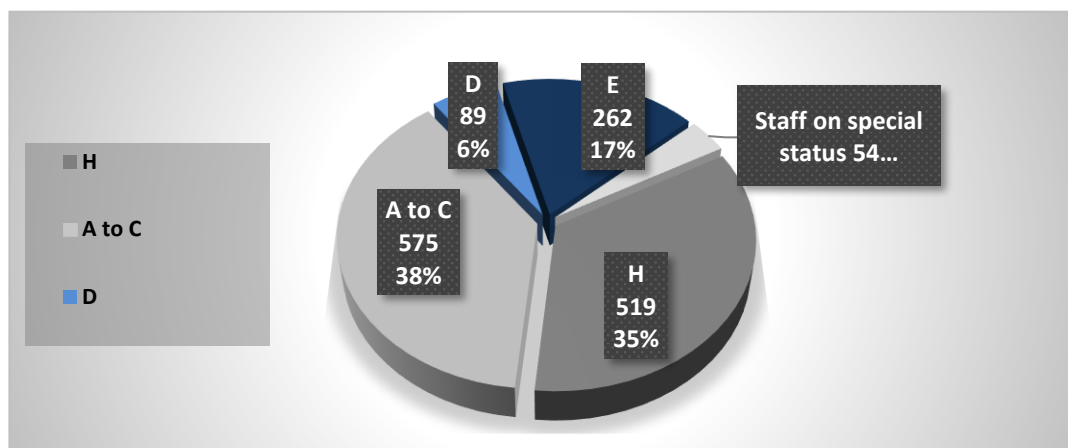
**TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY,
GENDER AND GRADE LEVEL**

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Uruguay	M			1		2					3
	F										
	Total			1		2					3
Uzbekistan	M										
	F			2							2
	Total			2							2
Viet Nam	M			2	1						3
	F										
	Total			2	1						3
Yemen	M				1						1
	F										
	Total				1						1
Zambia	M			4	2	1					7
	F				1	1	1	1			4
	Total			4	3	2	1	1			11
Zimbabwe	M		1	8		2		1			12
	F		1	3	2						6
	Total		2	11	2	2		1			18

Staff distribution by hardship classification and by duty station location

4. Of 1,499 international professional staff, 351 (23.4 percent) were located in D or E hardship duty stations (Figure 2).

Figure 2: International professional staff by hardship classification (excluding JPOs)



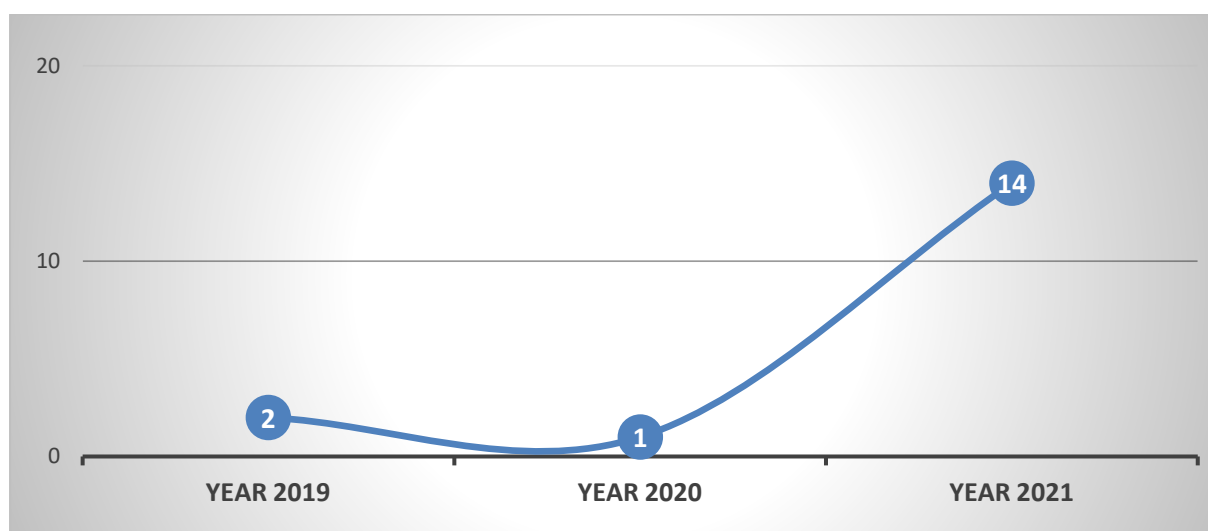
Notes:

- 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.

Staff retirement forecast

5. In 2018, 8 international professional staff retired. Between 2019 and 2021, 17 (1.1 percent) of 1,499 staff will be reaching the mandatory retirement age of 65 (Figure 3).

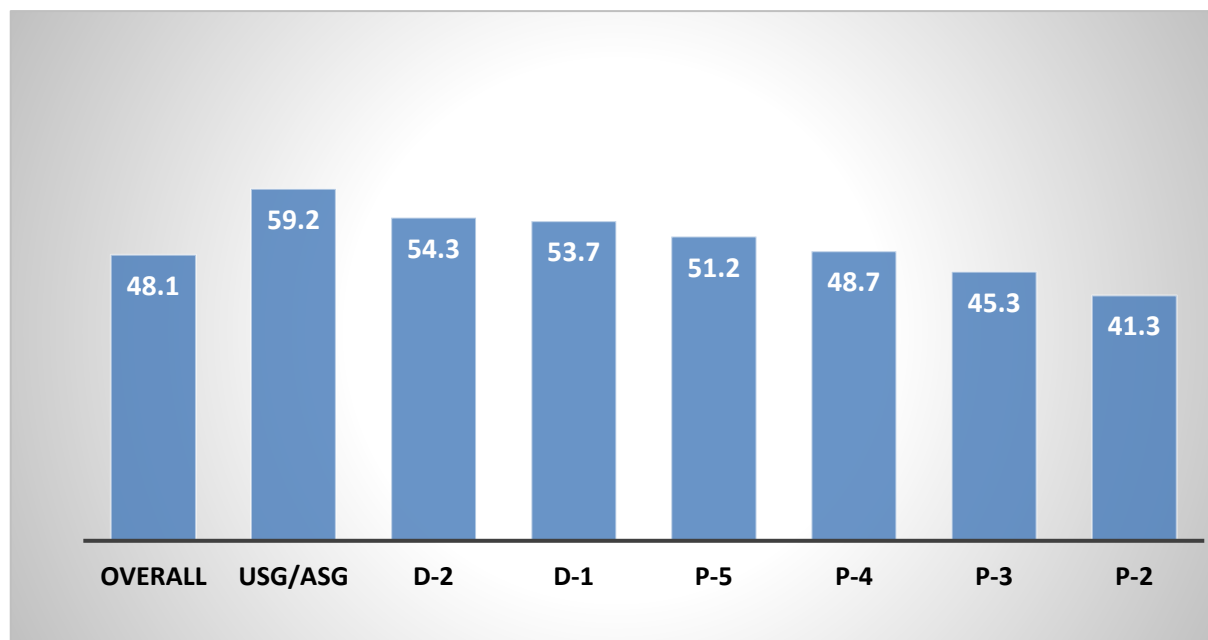
Figure 3: International professional staff reaching, mandatory retirement age



Staff average age

6. The average age of international professional staff in WFP is 48.1 (Figure 4).

Figure 4: International professional staff by average age



Staffing statistics of junior professional officers

Gender and geographical representation, by grade level

7. The total number of junior professional officers increased by 31 percent, from 36 at 31 December 2017, to 47 at 31 December 2018.

TABLE 4: NUMBER OF JPOs, BY GENDER AND GEOGRAPHICAL REPRESENTATION					
At 31 December	Total	Women	% women	Developing countries	% developing countries
2018	47	33	70.2	3	6.4
P-2	43	30	69.8	2	4.7
P-1	4	3	75.0	1	25.0
2017	36	26	72.2	2	5.6
P-2	33	24	72.7	2	6.1
P-1	3	2	66.7	0	-