



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

Executive Board
Annual session
Rome, 29 June–3 July 2020

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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 2019

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 2019 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 9.3 percentage points, from 1,489 at 31 December 2018 to 1,627 at 31 December 2019.

Focal points:

Ms J. Luma
Director
Human Resources Division
tel.: 066513-2923

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 2019¹					
Staff members	1 627	718	44.1	721	44.3
USG**	1	0	0.0	0	0.0
ASG*** ¹	4	2	50.0	2	50.0
D-2	50	13	26.0	17	34.0
D-1	127	53	41.7	42	33.1
P-5	312	142	45.5	108	34.6
P-4	398	175	44.0	145	36.4
P-3	631	278	44.1	344	54.5
P-2	102	53	52.0	62	60.8
P-1	2	2	100.0	1	50.0
At 31 December of 2018¹					
Staff members	1 489	639	42.9	650	43.7
USG**	1	0	0.0	0	0.0
ASG*** ¹	3	1	33.3	2	66.7
D-2	54	18	33.3	19	35.2
D-1	115	46	40.0	37	32.2
P-5	297	124	41.8	101	34.0
P-4	398	178	44.7	152	38.2
P-3	535	225	42.1	284	53.1
P-2	86	47	54.7	55	64.0
P-1	0	0	0	0	0

* Nationals of developing countries

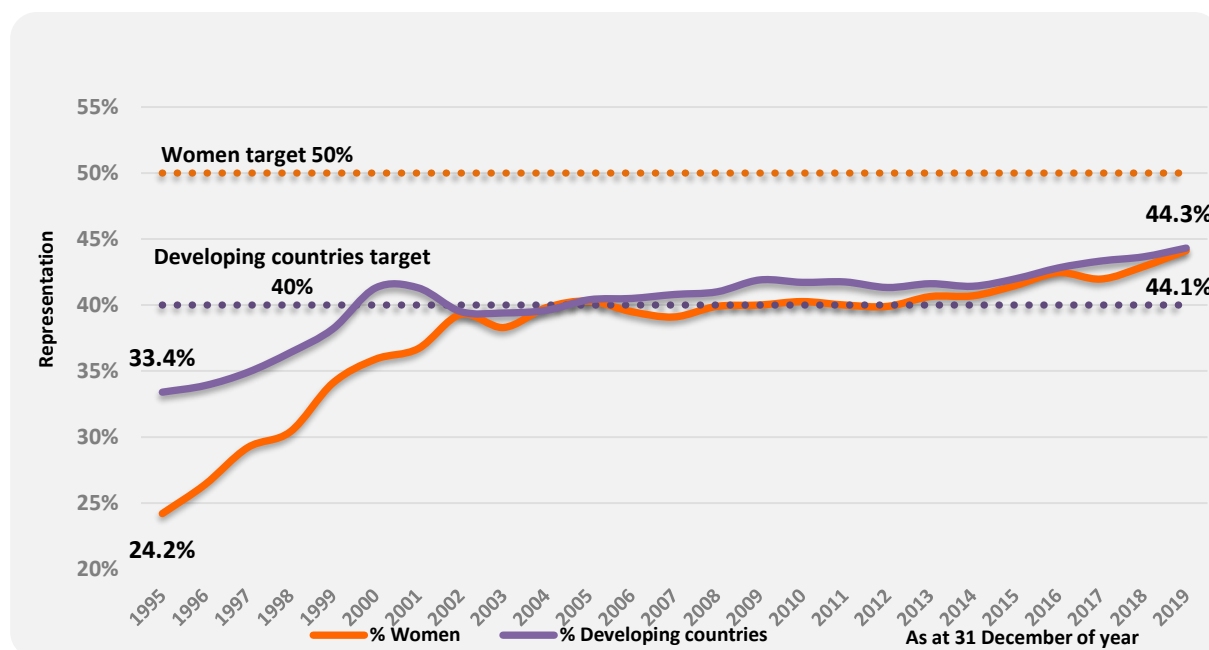
** Under-Secretary-General

*** Assistant Secretary-General

¹ Figures do not 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 44.1 percent at 31 December 2019 (figure 1).

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



Breakdown by region	No. of staff	Percentage
1. Developing countries		
List A: Africa	433	26.6
List B: Asia and the Middle East	222	13.6
List C: Latin America and the Caribbean	66	4.1
Subtotal	721	44.3
2. Economically developed countries		
List D: North America, Western Europe, Japan, Australia, New Zealand	838	51.5
List E: Eastern Europe	68	4.2
Subtotal	906	55.7
Grand total	1 627	

**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		2	5		1					8
	F			1		1					2
	Total		2	6		2					10
Albania	M			2							2
	F					1					1
	Total			2		1					3
Algeria	M					2					2
	F			2			1				3
	Total			2		2	1				5
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			3	3	2	4				12
	F			3	7	3	2				15
	Total			6	10	5	6				27
Austria	M				1	3	1	1			6
	F			1	1	1					3
	Total			1	2	4	1	1			9
Bangladesh	M			1	2	1	1	1			6
	F			1							1
	Total			2	2	1	1	1			7
Belgium	M			7	4	8	2				21
	F		1	1	3	5	2				12
	Total		1	8	7	13	4				33

**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
Benin	M		1	5			1				7
	F			1		1					2
	Total		1	6		1	1				9
Bhutan	M			1		1					2
	F										
	Total			1		1					2
Bolivia (Plurinational State of)	M					1					1
	F			1			1				2
	Total			1		1	1				3
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	2	4			1			8
	F			1	1						2
	Total		1	3	5			1			10
Bulgaria	M				1						1
	F										
	Total				1						1
Burkina Faso	M			6	1		1				8
	F			1							1
	Total			7	1		1				9
Burundi	M		1	8				1			10
	F			3	1	1					5
	Total		1	11	1	1		1			15
Cameroon	M			5	2		2				9
	F			3	1	3					7
	Total			8	3	3	2				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
Cyprus	M										
	F				1						1
	Total				1						1
Czechia	M										
	F				2						2
	Total				2						2
Democratic Republic of the Congo	M		3	10		1					14
	F			1	1						2
	Total		3	11	1	1					16
Denmark	M			4	6	2	2				14
	F			3	3	1		1			8
	Total			7	9	3	2	1			22
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
Ecuador	M		1								1
	F				1		1				2
	Total		1		1		1				3
Egypt	M			7	1	2					10
	F		1	6	1						8
	Total		1	13	2	2					18
El Salvador	M					1					1
	F			1							1
	Total			1		1					2
Eritrea	M			1	1						2
	F			2	2	2	1				7
	Total			3	3	2	1				9

**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
	M										
Estonia	F			1							1
	Total			1							1
	M										
Eswatini	F			2							2
	Total			2							2
	M		1	10	2	1					14
Ethiopia	F			2	2		2				6
	Total		1	12	4	1	2				20
	M			1							1
Fiji	F										
	Total			1							1
	M			1		1					2
Finland	F			4	5	1	1				11
	Total			5	5	2	1				13
	M		1	15	16	12	7				51
France	F		2	18	8	7	1				36
	Total		3	33	24	19	8				87
	M			1	1		1				3
Gambia (the)	F			1		2					3
	Total			2	1	2	1				6
	M			3	1	1					5
Georgia	F			1							1
	Total			4	1	1					6
	M		1	6	8	5	2				22
Germany	F		3	8	10	8		1	1		31
	Total		4	14	18	13	2	1	1		53
	M			5	1	1	1	1			9
Ghana	F			1							1
	Total			6	1	1	1	1			10

**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
	M										
Greece	F		1		1						2
	Total		1		1						2
	M										
Guatemala	F						1				1
	Total						1				1
	M		1		2						3
Guinea	F			1		1					2
	Total		1	1	2	1					5
	M			1							1
Guinea-Bissau	F										
	Total			1							1
	M										
Guyana	F		1								1
	Total		1								1
	M										
Haiti	F			1	2						3
	Total			1	2						3
	M				2	1					3
Honduras	F										
	Total				2	1					3
	M										
Hungary	F			1							1
	Total			1							1
	M			5	4	4	3		1		17
India	F		2	3	1	1	2				9
	Total		2	8	5	5	5		1		26

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
Indonesia	M			1							1
	F			4							4
	Total			5							5
Iran (Islamic Republic of)	M										
	F				1						1
	Total				1						1
Iraq	M			3	2	2					7
	F			2	1	2					5
	Total			5	3	4					12
Ireland	M			2	6	7	1	2			18
	F				3	1	1				5
	Total			2	9	8	2	2			23
Israel	M										
	F				1						1
	Total				1						1
Italy	M		5	21	22	19	3	1			71
	F		5	26	16	9	4	2			62
	Total		10	47	38	28	7	3			133
Jamaica	M										
	F						1				1
	Total						1				1
Japan	M		2	9	5	1					17
	F		6	12	8	4	2	1			33
	Total		8	21	13	5	2	1			50
Jordan	M			7	4	1	2	2			16
	F		1		2						3
	Total		1	9	4	1	2	2			19
Kenya	M		1	14	11	4	1	1			32
	F		5	12	6	6	2				31
	Total		6	26	17	10	3	1			63

**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
Kyrgyzstan	M		1								1
	F		1		1						2
	Total		2		1						3
Lebanon	M		2	1	1						4
	F			4	1						5
	Total		2	5	2						9
Liberia	M			1	2						3
	F			1							1
	Total			2	2						4
Libya	M										
	F			1							1
	Total			1							1
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	2							3
	Total		1	4							5
Malaysia	M			1							1
	F										
	Total			1							1
Mali	M			2	2			1			5
	F				1	1					2
	Total			2	3	1		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
Mauritania	M			2							2
	F										
	Total			2							2
Mauritius	M			1							1
	F				1						1
	Total			1	1						2
Mexico	M		1	1	1	1					4
	F										
	Total		1	1	1	1					4
Mongolia	M										
	F			1							1
	Total			1							1
Montenegro	M				1						1
	F										
	Total				1						1
Mozambique	M			2	1	1					4
	F				1	1					2
	Total			2	2	2					6
Myanmar	M										
	F			2							2
	Total			2							2
Namibia	M										
	F					1					1
	Total					1					1
Nepal	M		2	3	5	2		1			13
	F		1			1					2
	Total		3	3	5	3		1			15
Netherlands	M			1	3	2	3	1			10
	F		1	2	4	1	2	1			11
	Total		1	3	7	3	5	2			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
New Zealand	M			3		1					4
	F				1	2					3
	Total			3	1	3					7
Nicaragua	M		1			1					2
	F					1					1
	Total		1			2					3
Niger (the)	M		1	2		1					4
	F				1						1
	Total		1	2	1	1					5
Nigeria	M					1					1
	F					3					3
	Total					4					4
North Macedonia	M				1	1					2
	F					1					1
	Total				1	2					3
Norway	M		1		1						2
	F						1				1
	Total		1		1		1				3
Pakistan	M		3	12	2	6	1	1			25
	F			1		1					2
	Total		3	13	2	7	1	1			27
Panama	M			1							1
	F			1							1
	Total			2							2
Paraguay	M										
	F				1						1
	Total				1						1
Peru	M				1	1		2			4
	F		1	1		1					3
	Total		1	1	1	2		2			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
Philippines	M			4	3		1				8
	F			6	1	1					8
	Total			10	4	1	1				16
Poland	M						1				1
	F			1		1					2
	Total			1		1	1				3
Portugal	M			2		2	1				5
	F			2		2	1				5
	Total			4		4	2				10
Republic of Korea	M			3		1					4
	F		2	3	2		1				8
	Total		2	6	2	1	1				12
Romania	M			2							2
	F										
	Total			2							2
Russian Federation	M		1	1	1						3
	F		1	6	2	1					10
	Total		2	7	3	1					13
Rwanda	M			5	1	2					8
	F		1	2	1		1				5
	Total		1	7	2	2	1				13
Samoa	M					1					1
	F										
	Total					1					1
Senegal	M		1	4	1	2	1				9
	F			4	1		1				6
	Total		1	8	2	2	2				15
Serbia	M				3	1					4
	F			2		1					3
	Total			2	3	2					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
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	1	1	1				4
	F						1				1
	Total			1	1	1	2				5
South Africa	M			2	1	2					5
	F			2							2
	Total			4	1	2					7
South Sudan	M			5	1						6
	F										
	Total			5	1						6
Spain	M			2	7	3					12
	F			9	3	3	1	1			17
	Total			11	10	6	1	1			29
Sri Lanka	M										
	F				1						1
	Total				1						1
Sudan (the)	M		3	8	6	1	2		1		21
	F			2	1	1					4
	Total		3	10	7	2	2		1		25
Sweden	M			6	6	3	1				16
	F			1		2	1				4
	Total			7	6	5	2				20

**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
Switzerland	M			3	1	1	1	1			7
	F			4	1			1			6
	Total			7	2	1	1	2			13
Syrian Arab Republic	M		2	4	1						7
	F		3	2	1						6
	Total		5	6	2						13
Tajikistan	M			2	2						4
	F			1	1						2
	Total			3	3						6
Thailand	M			2							2
	F			2	4	1					7
	Total			4	4	1					9
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	1	1	1				5
Turkey	M			2		1					3
	F			1							1
	Total			3		1					4
Uganda	M		2	12	2	2	1				19
	F			10	3	4					17
	Total		2	22	5	6	1				36

**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
Ukraine	M			3	1						4
	F			1		1	1				3
	Total			4	1	1	1				7
United Kingdom of Great Britain and Northern Ireland	M		1	11	12	6	11	4			45
	F		3	10	9	6	2	2			32
	Total		4	21	21	12	13	6			77
United Republic of Tanzania	M			3							3
	F		1		2	1					4
	Total		1	3	2	1					7
United States of America	M			10	15	14	3	8		1	51
	F		3	21	17	24	6	2	1		74
	Total		3	31	32	38	9	10	1	1	125
Uruguay	M			1		2					3
	F										
	Total			1		2					3
Uzbekistan	M										
	F			2							2
	Total			2							2
Venezuela	M										
	F		1								1
	Total		1								1
Viet Nam	M			2	1						3
	F										
	Total			2	1						3
Yemen	M			1	1						2
	F										
	Total			1	1						2
Zambia	M			4	2						6
	F				1	1	1	1			4
	Total			4	3	1	1	1			10

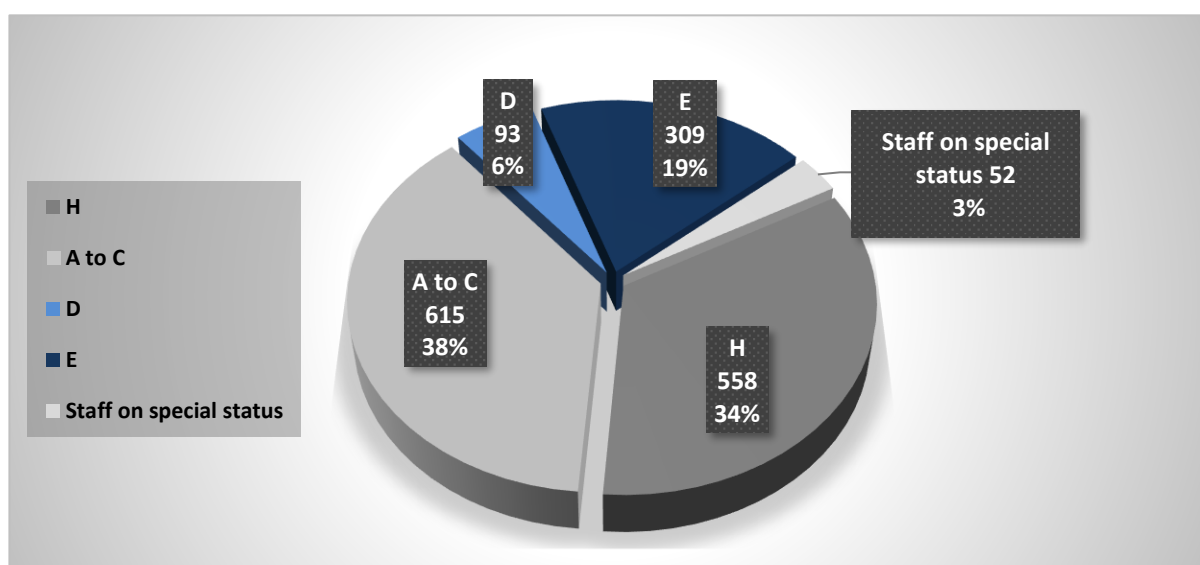
TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY, GENDER AND GRADE LEVEL

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Zimbabwe	M		1	8	1	2		1			13
	F		1	3	2						6
	Total		2	11	3	2		1			19

Staff distribution by hardship classification and by duty station location

4. Of 1,627 international professional staff, 402 (24.7 percent) were located in D or E hardship duty stations (figure 2).

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

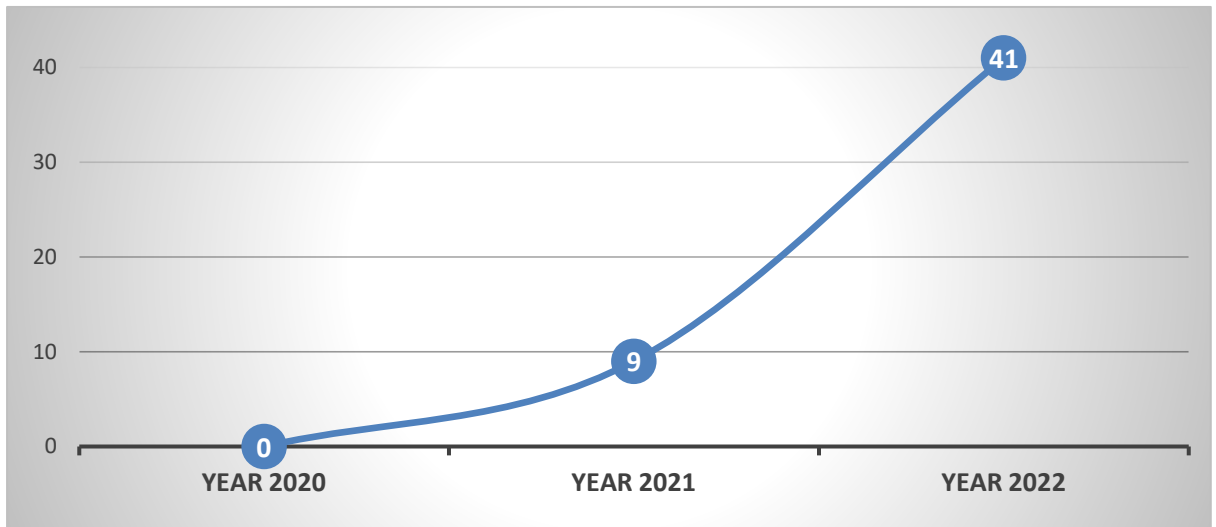


Notes:

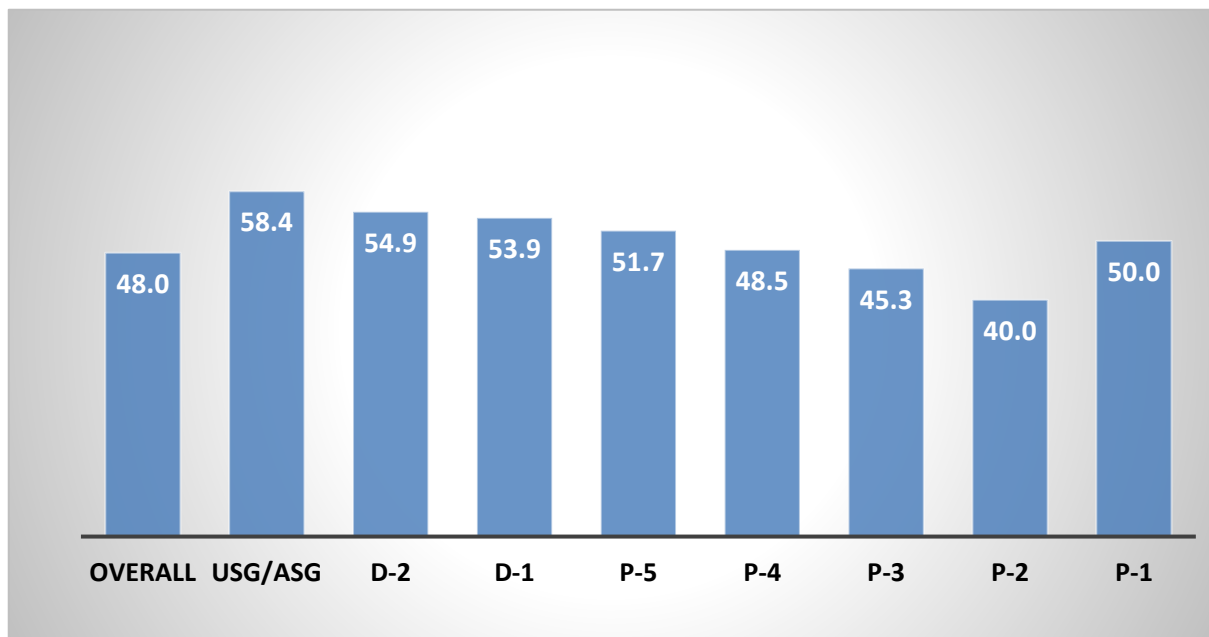
- Duty station hardship classification as per the International Civil Service Commission 2020 A Guide to the Mobility and Hardship Scheme and Related Arrangements: H duty stations are Headquarters or similarly designated locations. Duty stations are categorized on a scale of difficulty from A to E with A being the least difficult. In determining the degree of hardship, consideration is given to local conditions of safety and security, healthcare, 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 2019, 7 international professional staff retired. Between 2020 and 2022, 50 (3.1 percent) of 1,627 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. (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 23 percentage points, from 47 at 31 December 2018, to 58 at 31 December 2019.

TABLE 4: NUMBER OF JPOs, BY GENDER AND GEOGRAPHICAL REPRESENTATION					
At 31 December	Total	Women	% women	Developing countries	% developing countries
2019	58	40	69.0	6	10.3
P-2	56	40	71.4	5	8.9
P-1	2	0	0.0	1	50.0
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