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Programme Alimentaire Mondial
Programa Mundial de Alimentos
برنامج الأغذية العالمي

Executive Board
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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 2020

Introduction

1. This document provides information on the composition of WFP's international professional and higher staff holding continuing, indefinite or fixed-term (one year or more) appointments. Statistics on junior professional officers (JPOs) participating in WFP activities are also provided, in table 4. The information reflects the situation as at 31 December 2020 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 6.2 percentage points, from 1,627 at 31 December 2019 to 1,728 at 31 December 2020.

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TABLE 1: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY GENDER AND GEOGRAPHICAL REPRESENTATION						
	Total	Women	% Women	Developing countries*	% Developing countries	Other[†]
At 31 December of 2020¹						
Staff members	1 728	781	45.2	771	44.6	1
USG**	1	0	0.0	0	0.0	0
ASG*** ¹	5	3	60.0	3	60.0	0
D-2	52	14	26.9	15	28.8	0
D-1	134	61	45.5	44	32.8	0
P-5	327	142	43.4	120	36.7	0
P-4	463	210	45.4	176	38.0	1
P-3	636	289 [†]	45.4 [†]	352	55.4	0
P-2	107	60	56.1	60	56.1	0
P-1	3	2	66.7	1	33.3	0
At 31 December of 2019¹						
Staff members	1 627	718	44.1	721	44.3	0
USG**	1	0	0.0	0	0.0	0
ASG*** ¹	4	2	50.0	2	50.0	0
D-2	50	13	26.0	17	34.0	0
D-1	127	53	41.7	42	33.1	0
P-5	312	142	45.5	108	34.6	0
P-4	398	175	44.0	145	36.4	0
P-3	631	278	44.1	344	54.5	0
P-2	102	53	52.0	62	60.8	0
P-1	2	2	100.0	1	50.0	0

* Nationals of developing countries.

** USG = Under-Secretary-General.

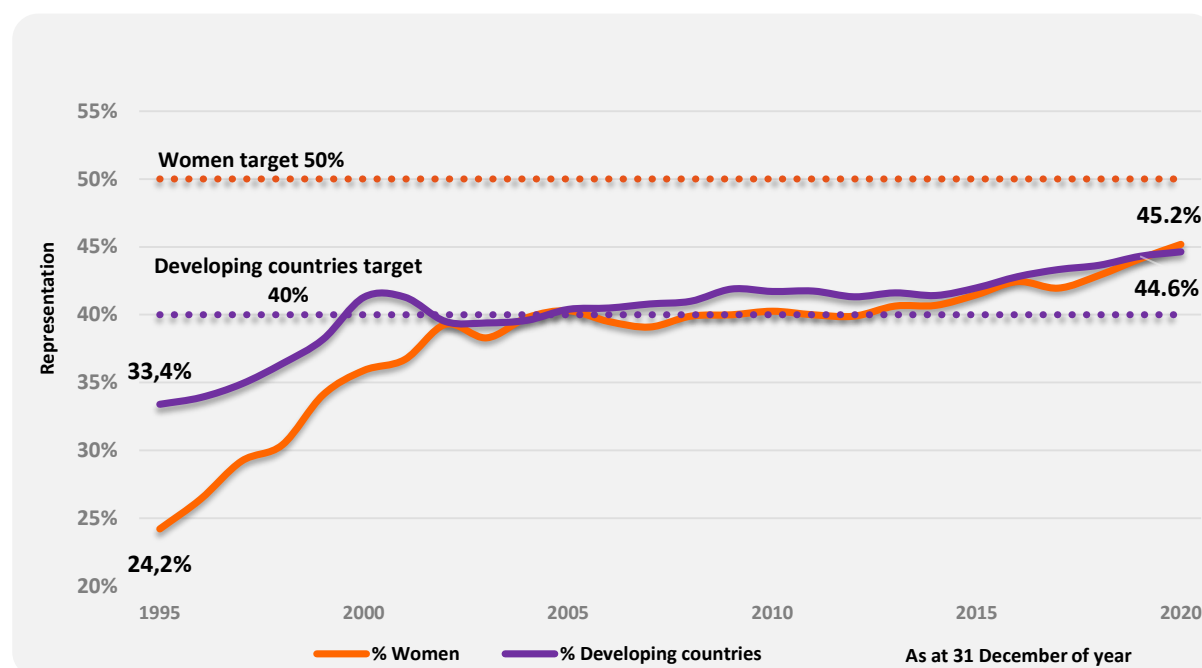
*** ASG = Assistant Secretary-General.

¹ Figures do not include the African Risk Capacity international professional staff administered by WFP.

[†] Includes staff from the State of Palestine.

3. Women's representation in the international professional staff and higher categories (excluding JPOs) was 45.2 percent at 31 December 2020 (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	461	26.7
List B: Asia and the Middle East	236	13.6
List C: Latin America and the Caribbean	74	4.3
Subtotal	771	44.6
2. Economically developed countries		
List D: North America, Western Europe, Japan, Australia, New Zealand	881	51.0
List E: Eastern Europe	75	4.3
Subtotal	956	55.3
Other^a	1	0.1
Grand total	1 728	

^a Includes staff from the State of Palestine.

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		1	1				10
Albania	M			2							2
	F					1					1
	Total			2		1					3
Algeria	M					1					1
	F			1	1		1				3
	Total			1	1	1	1				4
Angola	M				1						1
	F			2							2
	Total			2	1						3
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	2	3	2			12
	F			2	9	3	2				16
	Total			4	12	5	5	2			28
Austria	M				1	2	2	1			6
	F			1		2					3
	Total			1	1	4	2	1			9
Azerbaijan	M										
	F		1								1
	Total		1								1
Bangladesh	M			1	2	1	1				5
	F			2							2
	Total			3	2	1	1				7
Belgium	M			7	5	7	3				22
	F		1	2	3	4	2				12
	Total		1	9	8	11	5				34
Benin	M		1	3	2						6
	F			1	1						2
	Total		1	4	3						8

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
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	1						3
	Total		2	3	5			1			11
Bulgaria	M					1					1
	F										
	Total					1					1
Burkina Faso	M			5	2		1				8
	F			1							1
	Total			6	2		1				9
Burundi	M		1	8	1			1			11
	F			3	2	1					6
	Total		1	11	3	1		1			17
Cabo Verde	M				1						1
	F										
	Total				1						1
Cameroon	M			4	2	1	1				8
	F		2	2	2	4					10
	Total		2	6	4	5	1				18
Canada	M		3	8	7	9	6	2			35
	F	1	1	16	13	9	6				46
	Total	1	4	24	20	18	12	2			81
Chad	M			3							3
	F			1							1
	Total			4							4

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
Chile	M			1							1
	F			1	1	1					3
	Total			2	1	1					4
China	M		1	3		2	1	1			8
	F		1	3	2						6
	Total		2	6	2	2	1	1			14
Colombia	M			3	2	1					6
	F		3	2	1	1					7
	Total		3	5	3	2					13
Congo (the)	M			1		1					2
	F										
	Total			1		1					2
Côte d'Ivoire	M			5	5	2	1				13
	F			1		1					2
	Total			6	5	3	1				15
Croatia	M			1							1
	F				1	1	1				3
	Total			1	1	1	1				4
Cuba	M										
	F			1							1
	Total			1							1
Cyprus	M										
	F				1						1
	Total				1						1
Czechia	M										
	F			2	2						4
	Total			2	2						4
Democratic People's Republic of Korea	M			1							1
	F										
	Total			1							1
Democratic Republic of the Congo	M		1	11	2	1					15
	F			1		1					2
	Total		1	12	2	2					17
Denmark	M			2	6	3	1	1			13
	F			3	3	1					7
	Total			5	9	4	1	1			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
Djibouti	M				1	1					2
	F				1						1
	Total				2	1					3
Ecuador	M			1							1
	F				1		1				2
	Total			1	1		1				3
Egypt	M			8	1	1					10
	F		1	6	1						8
	Total		1	14	2	1					18
El Salvador	M					1					1
	F				1						1
	Total				1	1					2
Eritrea	M			1	1						2
	F			2	1	3	1				7
	Total			3	2	3	1				9
Estonia	M										
	F			1							1
	Total			1							1
Eswatini	M										
	F			1	1						2
	Total			1	1						2
Ethiopia	M		1	9	2	2					14
	F			2	2		2				6
	Total		1	11	4	2	2				20
Fiji	M				1						1
	F										
	Total				1						1
Finland	M				1	1					2
	F			4	4	2	1				11
	Total			4	5	3	1				13
France	M		1	14	16	16	5				52
	F		3	14	10	7	2				36
	Total		4	28	26	23	7				88
Gambia (the)	M			2		1	1				4
	F			1		2					3
	Total			3		3	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
Georgia	M			1	3	1					5
	F			1							1
	Total			2	3	1					6
Germany	M		1	9	8	5	2	1			26
	F		1	12	11	6	1	1	1		33
	Total		2	21	19	11	3	2	1		59
Ghana	M			6	1	1	1	1			10
	F			1							1
	Total			7	1	1	1	1			11
Greece	M										
	F		1	1	2						4
	Total		1	1	2						4
Guatemala	M										
	F						1				1
	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	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			4	6	4	3		1		18
	F		3	4	1	1	2				11
	Total		3	8	7	5	5		1		29

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							2
	F			4							4
	Total		1	5							6
Iran (Islamic Republic of)	M										
	F				1						1
	Total				1						1
Iraq	M			2	2	2					6
	F			1	2	2					5
	Total			3	4	4					11
Ireland	M			2	5	4	1	2			14
	F				4	1		1			6
	Total			2	9	5	1	3			20
Israel	M										
	F				1						1
	Total				1						1
Italy	M		6	25	19	20	3	1			74
	F		6	29	19	9	4	2			69
	Total		12	54	38	29	7	3			143
Jamaica	M										
	F						1				1
	Total						1				1
Japan	M		2	7	6	2					17
	F		5	9	11	5	2	1			33
	Total		7	16	17	7	2	1			50
Jordan	M		1	7	4	1	3	1			17
	F	1		2							3
	Total	1	1	9	4	1	3	1			20
Kenya	M		1	16	9	7	1	1			35
	F		6	19	7	2	5				39
	Total		7	35	16	9	6	1			74
Kyrgyzstan	M		1								1
	F			1	1						2
	Total		1	1	1						3
Lebanon	M		2	1	1						4
	F		1	3	2						6
	Total		3	4	3						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
Liberia	M			2	1	1					4
	F			1							1
	Total			3	1	1					5
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			1							1
	Total			2							2
Malawi	M			2							2
	F			2							2
	Total			4							4
Malaysia	M			1							1
	F										
	Total			1							1
Mali	M			1	3			1			5
	F				1	1					2
	Total			1	4	1		1			7
Mauritania	M			2							2
	F										
	Total			2							2
Mauritius	M			1							1
	F					1					1
	Total			1		1					2
Mexico	M		1	1	2	1					5
	F								1		1
	Total		1	1	2	1			1		6
Mongolia	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
Montenegro	M				1						1
	F										
	Total				1						1
Mozambique	M			1	1	2					4
	F					2					2
	Total			1	1	4					6
Myanmar	M										
	F			2							2
	Total			2							2
Namibia	M										
	F					1					1
	Total					1					1
Nepal	M		2	4	4	3		1			14
	F		1	3							4
	Total		3	7	4	3		1			18
Netherlands	M			2	3	1	4	1			11
	F		2	2	3	2	2	1			12
	Total		2	4	6	3	6	2			23
New Zealand	M			2	1	1					4
	F				1	2	1				4
	Total			2	2	3	1				8
Nicaragua	M		1			1					2
	F			2		1					3
	Total		1	2		2					5
Niger (the)	M		1	1	2	1					5
	F					1					1
	Total		1	1	2	2					6
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

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
Other-Yu	M				1	1					2
	F										
	Total				1	1					2
Pakistan	M		2	17	2	7	1				29
	F		1			1					2
	Total		3	17	2	8	1				31
Panama	M			1							1
	F			2							2
	Total			3							3
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
Philippines	M			4	4		1				9
	F			6	1	1					8
	Total			10	5	1	1				17
Poland	M		1				1				2
	F			2		1					3
	Total		1	2		1	1				5
Portugal	M			2	1	2	1				6
	F				2	2	1				5
	Total			2	3	4	2				11
Republic of Korea	M			3		1					4
	F			5	3	1	1				10
	Total			8	3	2	1				14
Romania	M			2							2
	F										
	Total			2							2
Russian Federation	M			1	2						3
	F		1	4	5	1					11
	Total		1	5	7	1					14
Rwanda	M		1	4	3	2					10
	F		2	2	2						6
	Total		3	6	5	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
Samoa	M					1					1
	F										
	Total					1					1
Senegal	M		1	4	2	3	1				11
	F			3	3		1				7
	Total		1	7	5	3	2				18
Serbia	M				1	1					2
	F			2		1					3
	Total			2	1	2					5
Sierra Leone	M			2		1	2	1			6
	F		1		1						2
	Total		1	2	1	1	2	1			8
Singapore	M										
	F					1					1
	Total					1					1
Slovakia	M			1							1
	F										
	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	2	2					6
	F			3							3
	Total			5	2	2					9
South Sudan	M			4	1						5
	F										
	Total			4	1						5
Spain	M	1		2	7	3					13
	F		1	8	5	3	1	1			19
	Total	1	1	10	12	6	1	1			32
Sri Lanka	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
State of Palestine	M										
	F			1							1
	Total			1							1
Sudan (the)	M		3	7	7	1	2		1		21
	F			1	2	1					4
	Total		3	8	9	2	2		1		25
Sweden	M			5	5	4	1				15
	F			1		2		1			4
	Total			6	5	6	1	1			19
Switzerland	M			2	1	3	1	1			8
	F			4	1			1			6
	Total			6	2	3	1	2			14
Syrian Arab Republic	M		3	4	2						9
	F		3	2	1						6
	Total		6	6	3						15
Tajikistan	M			2	2						4
	F			1	1						2
	Total			3	3						6
Thailand	M			1							1
	F				5	2					7
	Total			1	5	2					8
Togo	M			1	2	1		1			5
	F										
	Total			1	2	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						2
	F			1							1
	Total			1	2						3
Uganda	M			14	3	2	1				20
	F			10	4	3					17
	Total			24	7	5	1				37

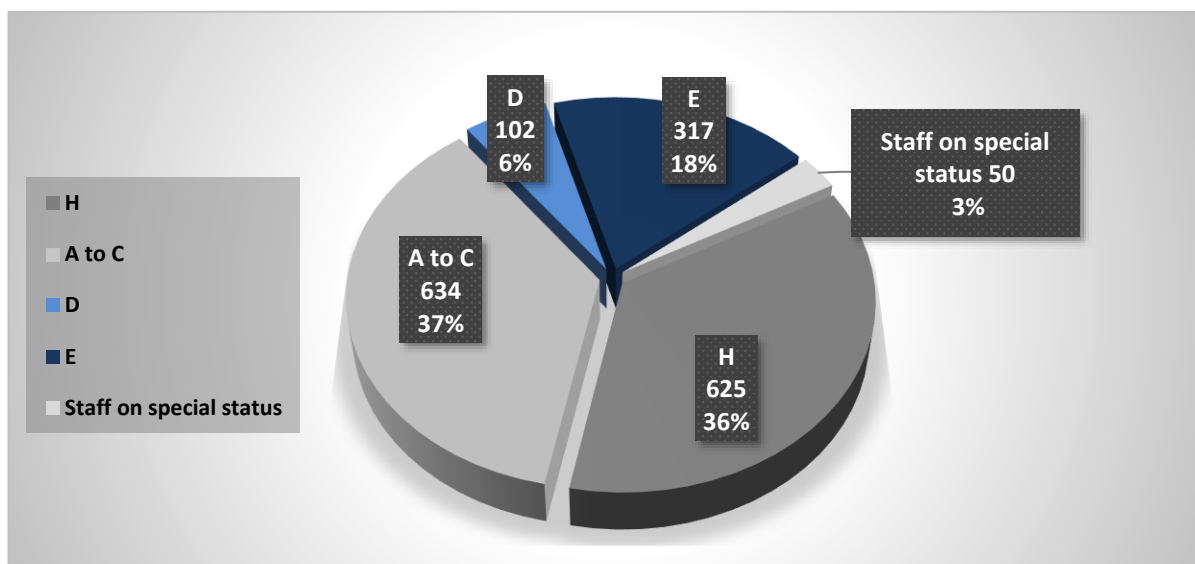
TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY, GENDER AND GRADE LEVEL

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Ukraine	M			2	2						4
	F			1			2				3
	Total			3	2		2				7
United Kingdom of Great Britain and Northern Ireland	M		1	11	15	8	9	4			48
	F		4	12	12	6	2	2			38
	Total		5	23	27	14	11	6			86
United Republic of Tanzania	M			3							3
	F		1		2	1					4
	Total		1	3	2	1					7
United States of America	M		1	9	18	13	5	8		1	55
	F		3	20	19	21	9	2	1		75
	Total		4	29	37	34	14	10	1	1	130
Uruguay	M					2					2
	F										
	Total					2					2
Uzbekistan	M										
	F			1							1
	Total			1							1
Venezuela (Bolivarian Republic of)	M										
	F		1								1
	Total		1								1
Viet Nam	M			1	1						2
	F										
	Total			1	1						2
Yemen	M			1	1						2
	F										
	Total			1	1						2
Zambia	M			3	3	1					7
	F					2	1	1			4
	Total			3	3	3	1	1			11
Zimbabwe	M		1	8	1	2		1			13
	F		1	4	2	1					8
	Total		2	12	3	3		1			21

Staff distribution by hardship classification and duty station

4. Of 1,728 international professional staff, 419 (24.2 percent) were located in D or E hardship duty stations (figure 2).

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



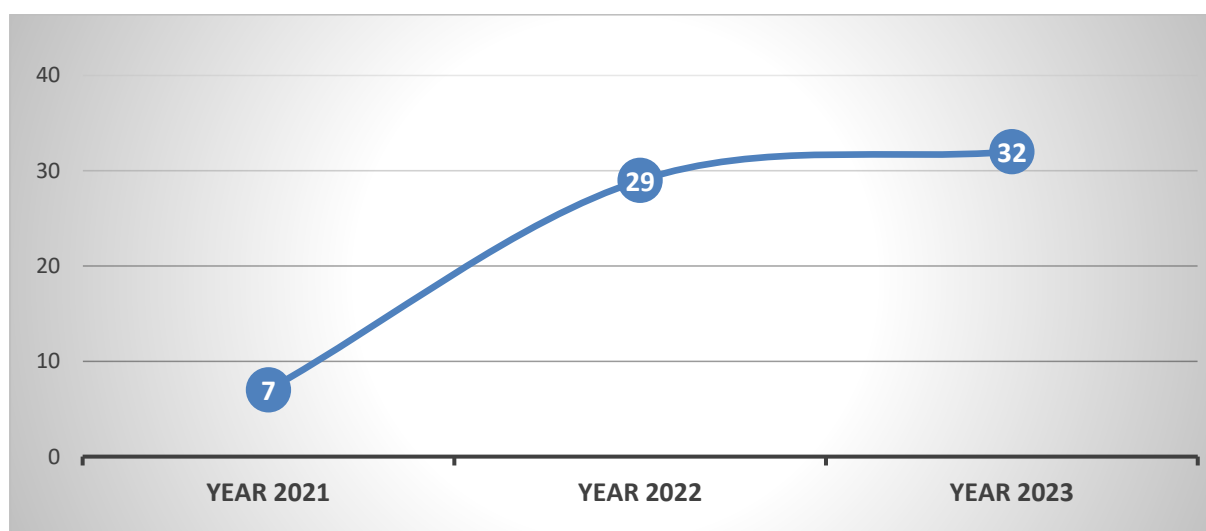
Notes:

- Duty station hardship classification is set by the International Civil Service Commission. H duty stations are headquarters or similarly designated locations. Duty stations are categorized from A to E with A being duty stations that pose the least hardship. In determining the degree of hardship, consideration is given to safety and security, healthcare, housing, climate, isolation and the availability of basic amenities of life.
- Staff on special status includes staff on leave without pay or on loan or secondment to other agencies.

Staff retirement forecast

5. In 2020, 10 international professional staff retired. Between 2021 and 2023, 68 (3.9 percent) of 1,728 staff will be reaching the mandatory retirement age of 65 (figure 3).

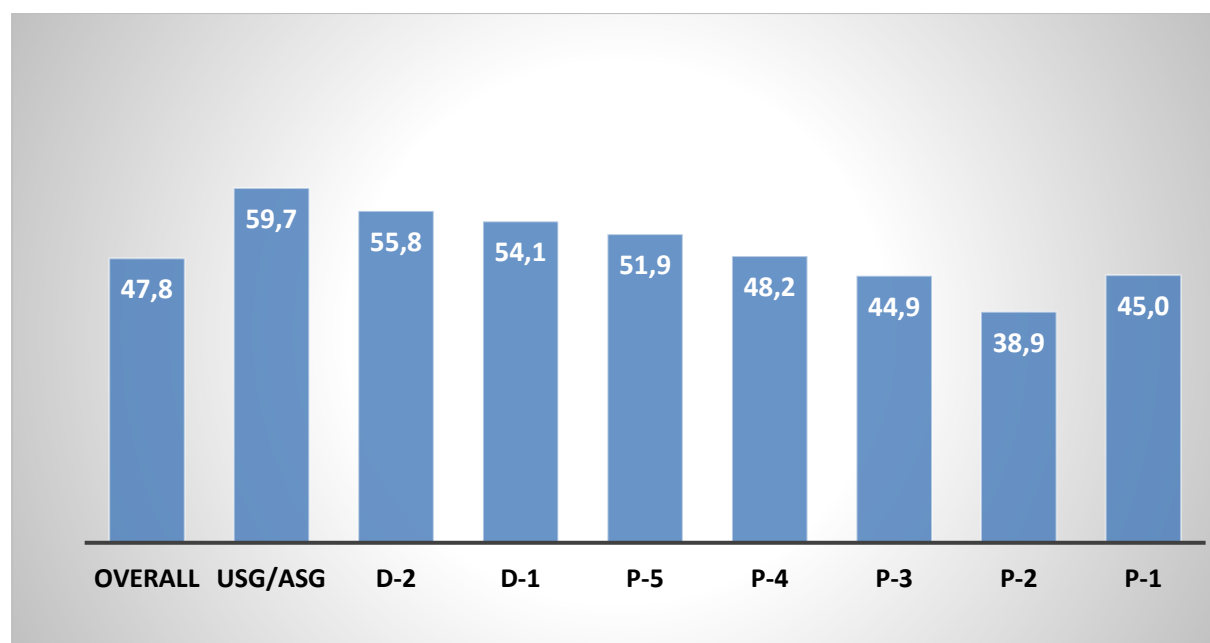
Figure 3: International professional staff reaching mandatory retirement age



Average age of staff

6. The average age of international professional staff in WFP is 47.8 (figure 4).

Figure 4: International professional staff by age



Staffing statistics for junior professional officers

Gender and geographical representation by grade level

7. The total number of junior professional officers decreased by 14 percentage points, from 58 at 31 December 2019 to 50 at 31 December 2020.

TABLE 4: NUMBER OF JPOs, BY GENDER AND GEOGRAPHICAL REPRESENTATION					
At 31 December	Total	Women	% women	Developing countries	% developing countries
2020	50	31	62.0	5	10.0
P-2	49	31	63.3	5	10.2
P-1	1	0	0.0	0	0.0
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