



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

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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 2023

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 2023 except where otherwise indicated.

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Staffing statistics for international professional staff and higher

Gender and geographical representation by grade

2. The total number of international professional staff excluding JPOs increased by 14.3 percentage points, from 2,265 at 31 December 2022 to 2,589 at 31 December 2023.

TABLE 1: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY GENDER AND GEOGRAPHICAL REPRESENTATION						
	Total	Women	% Women	Developing countries*	% Developing countries	Other[†]
At 31 December of 2023¹						
Staff members	2 589	1 226	47.4	1 291	49.9	1
USG**	1	1	100.0	0	0.0	0
ASG*** ¹	3	2	66.7	0	0.0	0
D-2	55	17	30.9	19	34.5	0
D-1	133	60	45.1	47	35.3	0
P-5	399	178	44.6	153	38.3	0
P-4	846	402	47.5	390	46.1	0
P-3	927	441	47.6	538	58.0	1
P-2	210	115	54.8	137	65.2	0
P-1	15	10	66.7	7	46.7	0
At 31 December of 2022						
Staff members	2 265	1 057	46.7	1 096	48.4	1
USG**	1	0	0.0	0	0.0	0
ASG***	3	2	66.7	1	33.3	0
D-2	56	15	26.8	16	28.6	0
D-1	135	62	45.9	47	34.8	0
P-5	396	173	43.7	154	38.9	0
P-4	746	341	45.7	344	46.1	0
P-3	771	373	48.4	445	57.7	1
P-2	150	86	57.3	86	57.3	0
P-1	7	5	71.4	3	42.9	0

* Nationals of developing countries in accordance with Appendix A of the General Regulations.

** USG = Under-Secretary-General

*** ASG = Assistant Secretary-General

¹ Figures do not include the African Risk Capacity international professional staff administered by WFP. Due to a change in reporting methods, figures as at 31 December 2023 do not include staff on leave without pay or on loan or secondment to other agencies.

[†] Includes staff from the State of Palestine

3. Women's representation in the international professional staff and higher categories (excluding JPOs) was 47.4 percent at 31 December 2023 (figure 1).

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

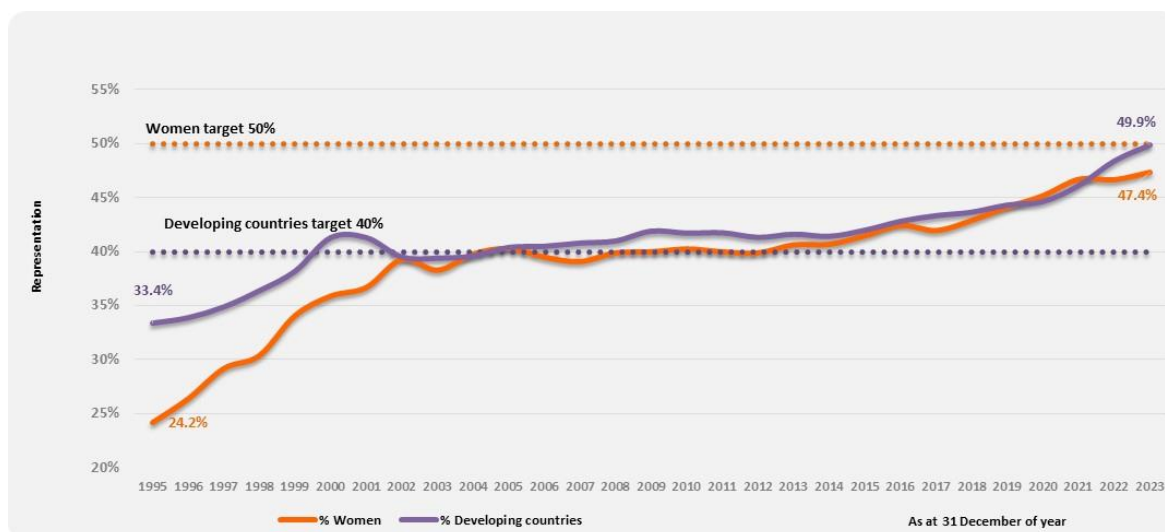


TABLE 2: GEOGRAPHICAL DISTRIBUTION BY REGION AS PER LISTING FOR ELECTION TO THE WFP EXECUTIVE BOARD		
Breakdown by region	No. of staff	Percentage
1. Developing countries		
List A: Africa	804	31.1
List B: Asia and the Middle East	352	13.6
List C: Latin America and the Caribbean	135	5.2
Subtotal	1 291	49.9
2. Economically developed countries		
List D: North America, Western Europe, Japan, Australia, New Zealand	1 195	46.2
List E: Eastern Europe	102	3.9
Subtotal	1 297	50.1
Other*	1	0.04
Grand total	2 589	

* 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	F				1						1
	M	1	2	6	3	1					13
	Total	1	2	6	4	1					14
Albania	F		1		1	1					3
	M				2						2
	Total		1		3	1					5
Algeria	F				1	1	1				3
	M		1		1	1					3
	Total		1		2	2	1				6
Angola	F				2						2
	M				1						1
	Total				3						3
Argentina	F		1	1	2						4
	M				2						2
	Total		1	1	4						6
Armenia	F			2	2						4
	M		1	1	1						3
	Total		1	3	3						7
Australia	F		1	5	11	1	1				19
	M			2	7	3	2	2			16
	Total		1	7	18	4	3	2			35
Austria	F			3		2					5
	M		1	1		3	1	1			7
	Total		1	4		5	1	1			12
Azerbaijan	F		1								1
	M										
	Total		1								1
Bangladesh	F			3	2	1					6
	M			2	4		1				7
	Total			5	6	1	1				13
Belgium	F			4	1	4		3			12
	M			5	10	6	2				23
	Total			9	11	10	2	3			35
Benin	F			1	1	1					3
	M		2	3	5	2					12
	Total		2	4	6	3					15
Bhutan	F										
	M			1			1				2
	Total			1			1				2
Bolivia (Plurinational State of)	F			2			1				3
	M			1	1						2
	Total			3	1		1				5
Bosnia and Herzegovina	F		1	1			3				5
	M		1	1							2
	Total		2	2			3				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
Botswana	F				1	1					2
	M							1			1
	Total				1	1		1			3
Brazil	F	1	4	4	3	1					13
	M	1	4	3	5	2		2			17
	Total	2	8	7	8	3		2			30
Bulgaria	F		1	2							3
	M					1					1
	Total		1	2		1					4
Burkina Faso	F			2	1						3
	M			10	6	3	1				20
	Total			12	7	3	1				23
Burundi	F			2	2	2					6
	M		2	3	5	1		1			12
	Total		2	5	7	3		1			18
Cabo Verde	F										
	M			2		1					3
	Total			2		1					3
Cambodia	F			1							1
	M										
	Total			1							1
Cameroon	F		4	2	2	5	1				14
	M	1	3	11	7	1	1	1			25
	Total	1	7	13	9	6	2	1			39
Canada	F		2	19	17	15	2				55
	M			7	11	7	5	3			33
	Total		2	26	28	22	7	3			88
Central African Republic	F										
	M			2							2
	Total			2							2
Chad	F		1	1	1						3
	M		1	5	4						10
	Total		2	6	5						13
Chile	F			1	1	1					3
	M		1	1							2
	Total		1	2	1	1					5
China	F	1		3	4	2					10
	M		1	3		1		2			7
	Total	1	1	6	4	3		2			17
Colombia	F		2	5	2	1					10
	M			5	3	2					10
	Total		2	10	5	3					20
Congo, Republic of the	F	1									1
	M				1		1				2
	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
Costa Rica	F			1							1
	M				1						1
	Total			1	1						2
Côte d'Ivoire	F		1	1	1	1					4
	M		1	11	5	3	1				21
	Total		2	12	6	4	1				25
Croatia	F			1		1					2
	M			1							1
	Total			2		1					3
Cuba	F			1							1
	M										
	Total			1							1
Cyprus	F					1					1
	M			1							1
	Total			1		1					2
Czechia	F			2	2						4
	M										
	Total			2	2						4
Democratic People's Republic of Korea	F										
	M				1						1
	Total				1						1
Democratic Republic of the Congo	F		1	3	2	1					7
	M		3	9	8	2					22
	Total		4	12	10	3					29
Denmark	F			2	7	2					11
	M			1	4	3	4				12
	Total			3	11	5	4				23
Djibouti	F			1	1						2
	M			2	1						3
	Total			3	2						5
Dominican Republic	F		1	2							3
	M			1	1						2
	Total		1	3	1						5
Ecuador	F			1	2		1				4
	M			1	2						3
	Total			2	4		1				7
Egypt	F		1	6	4	1					12
	M		1	9	8	1					19
	Total		2	15	12	2					31
El Salvador	F			1		1					2
	M			1		1					2
	Total			2		2					4
Eritrea	F			1	1	2	2				6
	M			1	2						3
	Total			2	3	2	2				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
Estonia	F			2							2
	M										
	Total			2							2
Eswatini	F			1		1					2
	M										
	Total			1		1					2
Ethiopia	F		5	4	2	2	1				14
	M		1	25	4	2					32
	Total		6	29	6	4	1				46
Fiji	F										
	M					1					1
	Total					1					1
Finland	F		1	2	6	1	1				11
	M			1	1	1					3
	Total		1	3	7	2	1				14
France	F	1	5	21	23	10	3	1			64
	M		1	13	25	24	2	2			67
	Total	1	6	34	48	34	5	3			131
Gambia	F				2	1	1				4
	M			1	1			1			3
	Total			1	3	1	1	1			7
Georgia	F				3	1					4
	M			1	2	1					4
	Total			1	5	2					8
Germany	F	1	2	10	18	9			1		41
	M	1	1	8	14	5	1	1			31
	Total	2	3	18	32	14	1	1	1		72
Ghana	F		2	2	2						6
	M			5	7	1	2	1			16
	Total		2	7	9	1	2	1			22
Greece	F			1	2	1					4
	M										
	Total			1	2	1					4
Guatemala	F						1				1
	M										
	Total						1				1
Guinea	F				1	1					2
	M		1	3	1	2					7
	Total		1	3	2	3					9
Guinea-Bissau	F										
	M				1						1
	Total				1						1
Guyana	F			1							1
	M					1					1
	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
Haiti	F			1	2	1					4
	M										
	Total			1	2	1					4
Honduras	F			2	1						3
	M			1	2	1					4
	Total			3	3	1					7
Hungary	F		1	2	1						4
	M										
	Total		1	2	1						4
India	F		1	5	6	3					15
	M		1		6	4	3				14
	Total		2	5	12	7	3				29
Indonesia	F			4	1						5
	M		1	2							3
	Total		1	6	1						8
Iran (Islamic Republic of)	F				1						1
	M										
	Total				1						1
Iraq	F			1	2	1	1				5
	M		2	3	4	1					10
	Total		2	4	6	2	1				15
Ireland	F			2	7	2		1			12
	M			3	3	7	2	1			16
	Total			5	10	9	2	2			28
Israel	F				1						1
	M			1							1
	Total			1	1						2
Italy	F	2	13	55	41	11	5				127
	M		7	39	31	24	6	1			108
	Total	2	20	94	72	35	11	1			235
Jamaica	F				1		1				2
	M										
	Total				1		1				2
Japan	F		1	16	11	8	1	1			38
	M		2	5	10	2	1				20
	Total		3	21	21	10	2	1			58
Jordan	F		1	2							3
	M		3	6	4	1	2	1			17
	Total		4	8	4	1	2	1			20
Kazakhstan	F		1								1
	M										
	Total		1								1
Kenya	F		2	36	25	5	3				71
	M		4	24	16	7	1				52
	Total		6	60	41	12	4				123

**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	F			1	2						3
	M			1							1
	Total			2	2						4
Lebanon	F		2	8	6						16
	M		1	6	2	1					10
	Total		3	14	8	1					26
Liberia	F					1					1
	M			2	2	1					5
	Total			2	3	1					6
Libya	F										1
	M					1					1
	Total					1					1
Lithuania	F			1	1	1					3
	M										
	Total			1	1	1					3
Luxembourg	F										
	M			1							1
	Total			1							1
Madagascar	F			3	2						5
	M			1	1						2
	Total			4	3						7
Malawi	F		1	4	1						6
	M			5	1						6
	Total		1	9	2						12
Malaysia	F		1								1
	M		1		1						2
	Total		2		1						3
Mali	F			2		1					3
	M			4	3	1	1				9
	Total			6	3	2	1				12
Mauritania	F										
	M			1	2						3
	Total			1	2						3
Mauritius	F					1					1
	M				1						1
	Total				1	1					2
Mexico	F			1	1						2
	M				1	3					4
	Total			1	2	3					6
Mongolia	F			1							1
	M										
	Total			1							1
Montenegro	F										
	M					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
Morocco	F		1	1							2
	M										
	Total		1	1							2
Mozambique	F		1	2		1					4
	M		1		2	1					4
	Total		2	2	2	2					8
Myanmar	F		1	3							4
	M			1							1
	Total		1	4							5
Namibia	F				1						1
	M										
	Total				1						1
Nepal	F			5	2						7
	M		2	9	4	2					17
	Total		2	14	6	2					24
Netherlands	F		3	7	5	2	3	1			21
	M			5	5	2	1	1			14
	Total		3	12	10	4	4	2			35
New Zealand	F			1		3					4
	M			2	1	2					5
	Total			3	1	5					9
Nicaragua	F		1	1	3	1					6
	M		1				1				2
	Total		2	1	3	1	1				8
Niger	F						1				1
	M		2	9	3	2					16
	Total		2	9	3	2	1				17
Nigeria	F		1	4	1	1	2				9
	M		1	3	3	1					8
	Total		2	7	4	2	2				17
North Macedonia	F					1					1
	M			1	1		1				3
	Total			1	1	1	1				4
Norway	F			1							1
	M			1		1					2
	Total			2		1					3
Other-Yu	F										
	M				1	1					2
	Total				1	1					2
Pakistan	F		4	2	1		1				8
	M		2	22	15	8	1				48
	Total		6	24	16	8	2				56
Panama	F				2						2
	M			1	1						2
	Total			1	3						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
Peru	F		1	3		1					5
	M				1						1
	Total		1	3	1	1					6
Philippines	F			5	6	1					12
	M			4	4		1				9
	Total			9	10	1	1				21
Poland	F				2	1					3
	M		1				1				2
	Total		1		2	1	1				5
Portugal	F		1	2	2	5	1				11
	M		1	5	1	1	1				9
	Total		2	7	3	6	2				20
Republic of Korea	F		1	5	1	2		1			10
	M		2	3	1	1					7
	Total		3	8	2	3		1			17
Republic of Moldova	F										
	M			1							1
	Total			1							1
Romania	F			1							1
	M			2	1						3
	Total			3	1						4
Russian Federation	F			3	6						9
	M	1		1	3	1					6
	Total	1		4	9	1					15
Rwanda	F		3	4	1						8
	M		4	5	5	3	1				18
	Total		7	9	6	3	1				26
Samoa	F										
	M					1					1
	Total					1					1
Senegal	F		1	8	3	2		1			15
	M		1	10	4	5					20
	Total		2	18	7	7		1			35
Serbia	F			2			1				3
	M			1	1	2					4
	Total			3	1	2	1				7
Sierra Leone	F				1	1					2
	M			2	1	1	1	1			6
	Total			2	2	2	1	1			8
Singapore	F						1				1
	M										
	Total						1				1
Slovakia	F										
	M			1							1
	Total			1							1

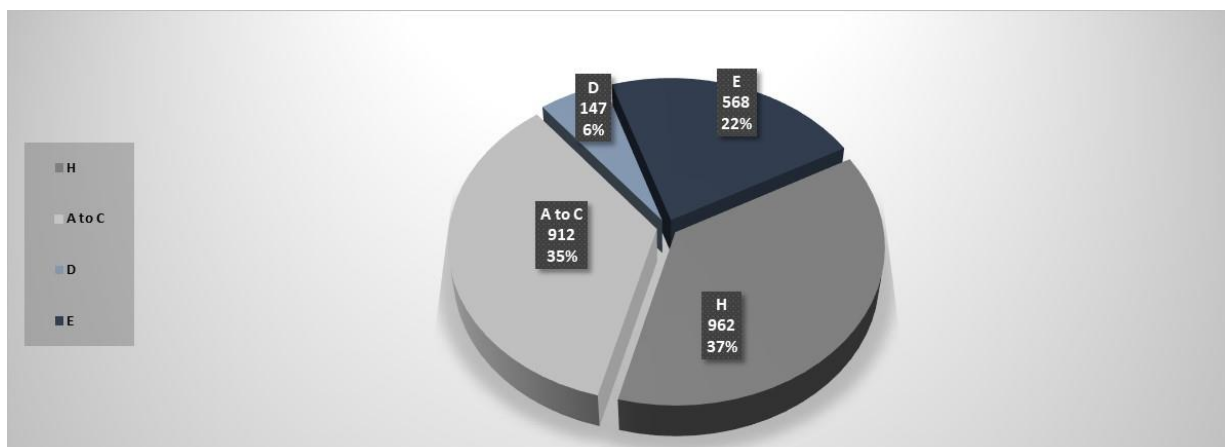
**TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF,
BY NATIONALITY, GENDER AND GRADE LEVEL**

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Tunisia	F				1	1	1				3
	M			2	3						5
	Total			2	4	1	1				8
Türkiye	F		1	5	1						7
	M				1	1					2
	Total		1	5	2	1					9
Uganda	F		6	8	9	4	1				28
	M		3	17	10	1	1				32
	Total		9	25	19	5	2				60
Ukraine	F				1		2				3
	M			3	4	1					8
	Total			3	5	1	2				11
United Kingdom of Great Britain and Northern Ireland	F		5	18	18	6	2	1			50
	M		1	13	24	10	6	5			59
	Total		6	31	42	16	8	6			109
United Republic of Tanzania	F			2		1					3
	M			1	2						3
	Total			3	2	1					6
United States of America	F	2	8	15	42	18	10	3	1	1	100
	M		4	16	27	14	5	6			72
	Total	2	12	31	69	32	15	9	1	1	172
Uruguay	F		1	3							4
	M			1	1						2
	Total		1	4	1						6
Uzbekistan	F			2							2
	M			1							1
	Total			3							3
Venezuela (Bolivarian Republic of)	F			1							1
	M			1							1
	Total			2							2
Viet Nam	F		1								1
	M				1						1
	Total		1		1						2
Yemen	F										
	M		3	6	3						12
	Total		3	6	3						12
Zambia	F		1	2	2	1	1	1			8
	M		2	1	5	2					10
	Total		3	3	7	3	1	1			18
Zimbabwe	F		3	8	6	2					19
	M			11	11	2		1			25
	Total		3	19	17	4		1			44

Staff distribution by hardship classification and duty station

4. Of 2,589 international professional staff, 715 (27.6 percent) were located in D or E hardship duty stations (figure 2).

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



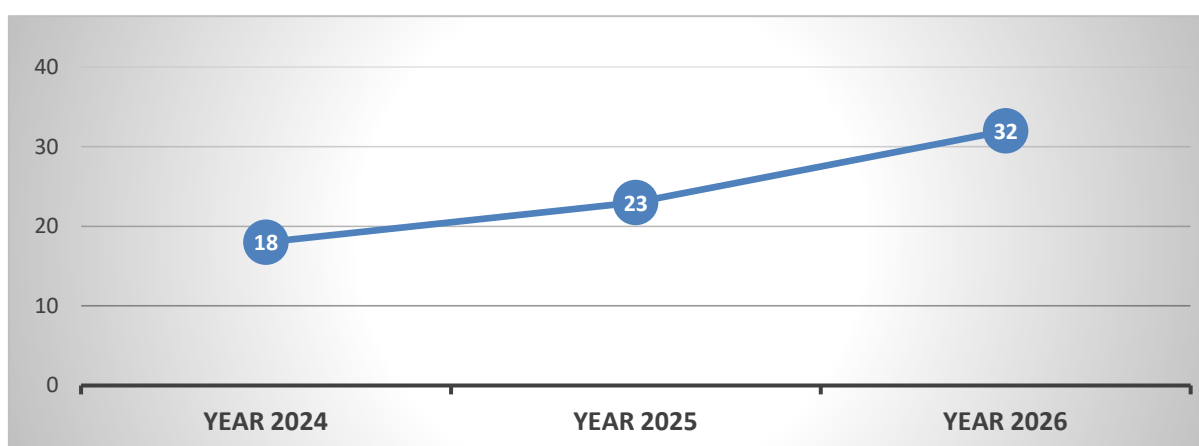
Notes:

- 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.
- Figures exclude staff on leave without pay or on loan or secondment to other agencies.

Staff retirement forecast

5. In 2023, 30 international professional staff retired. Between 2024 and 2026, 73 (2.8 percent) of 2,589 staff will be reaching the mandatory retirement age of 65 (figure 3).

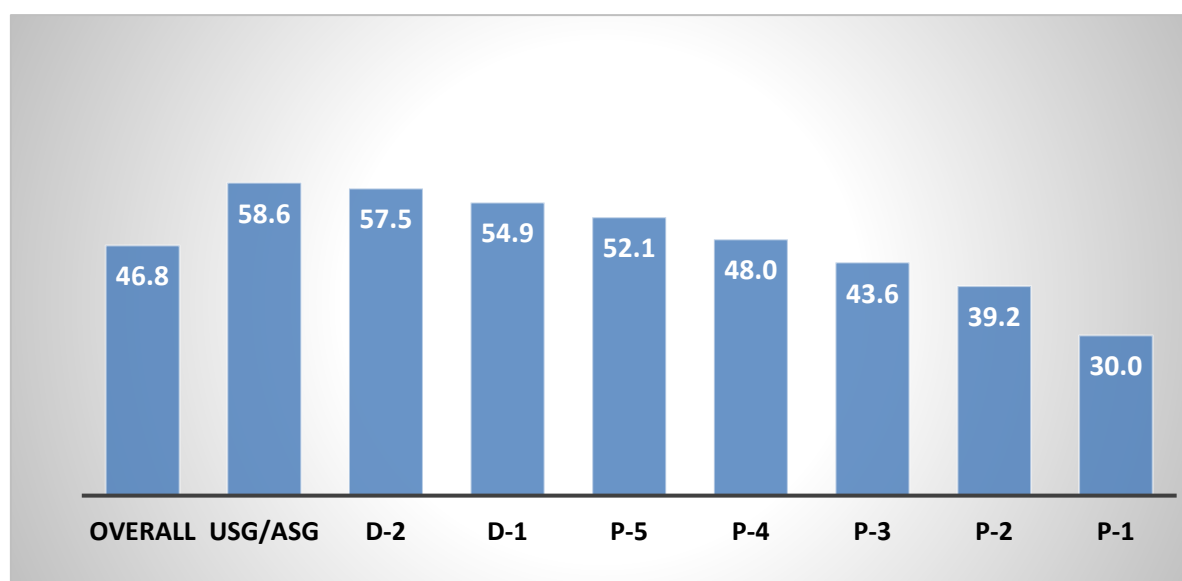
Figure 3: International professional staff reaching mandatory retirement age



Average age of staff

6. The average age of international professional staff in WFP is 46.8 (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 JPOs increased by 27 percentage points, from 45 at 31 December 2022, to 57 at 31 December 2023.

TABLE 4: NUMBER OF JPOs, BY GENDER AND GEOGRAPHICAL REPRESENTATION					
	Total	Women	% women	Developing countries	% developing countries
2023	57	40	70.2	4	7.0
P-2	55	38	69.1	3	5.5
P-1	2	2	0.0	1	50.0
2022	45	29	64.4	1	2.2
P-2	45	29	64.4	1	2.2
P-1	0	0	0	0	0.0