



Executive Board
Annual Session

Rome, 25–28 May 2015

ADMINISTRATIVE AND MANAGERIAL MATTERS

Agenda item 12

*For information**

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STATISTICAL REPORT ON WFP INTERNATIONAL PROFESSIONAL STAFF AND HIGHER CATEGORIES

* In accordance with the Executive Board's decisions on governance, approved at the Annual and Third Regular Sessions, 2000, items for information should not be discussed unless a Board member specifically requests it, well in advance of the meeting, and the Chair accepts the request on the grounds that it is a proper use of the Board's time.

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

NOTE TO THE EXECUTIVE BOARD

This document is submitted to the Executive Board for information.

The Secretariat invites members of the Board who may have questions of a technical nature with regard to this document to contact the WFP staff focal points indicated below, preferably well in advance of the Board's meeting.

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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 2014 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 3 percentage points, from 1,336 at 31 December 2013 to 1,376 at 31 December 2014.

TABLE 1: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY GENDER AND GEOGRAPHICAL REPRESENTATION					
	Total	Women	% women	Developing countries*	% developing countries
At 31 December of 2014¹					
Staff members	1 376	560	40.7	570	41.4
USG**	1	1	100.0	0	0.0
ASG***	5	1	20.0	2	40.0
D-2	37	10	27.0	18	48.6
D-1	111	41	36.9	29	26.1
P-5	273	107	39.2	76	27.8
P-4	348	156	44.8	128	36.8
P-3	493	194	39.4	260	52.7
P-2	106	49	46.2	57	53.8
P-1	2	1	50.0	0	0.0
At 31 December of 2013¹					
Staff members	1 336	543	40.6	556	41.6
USG**	1	1	100.0	0	0.0
ASG***	5	1	20.0	2	40.0
D-2	35	9	25.7	14	40.0
D-1	105	34	32.4	29	27.6
P-5	243	95	39.1	68	28.0
P-4	330	149	45.2	119	36.1
P-3	501	196	39.1	267	53.3
P-2	114	57	50.0	57	50.0
P-1	2	1	50.0	0	0.0

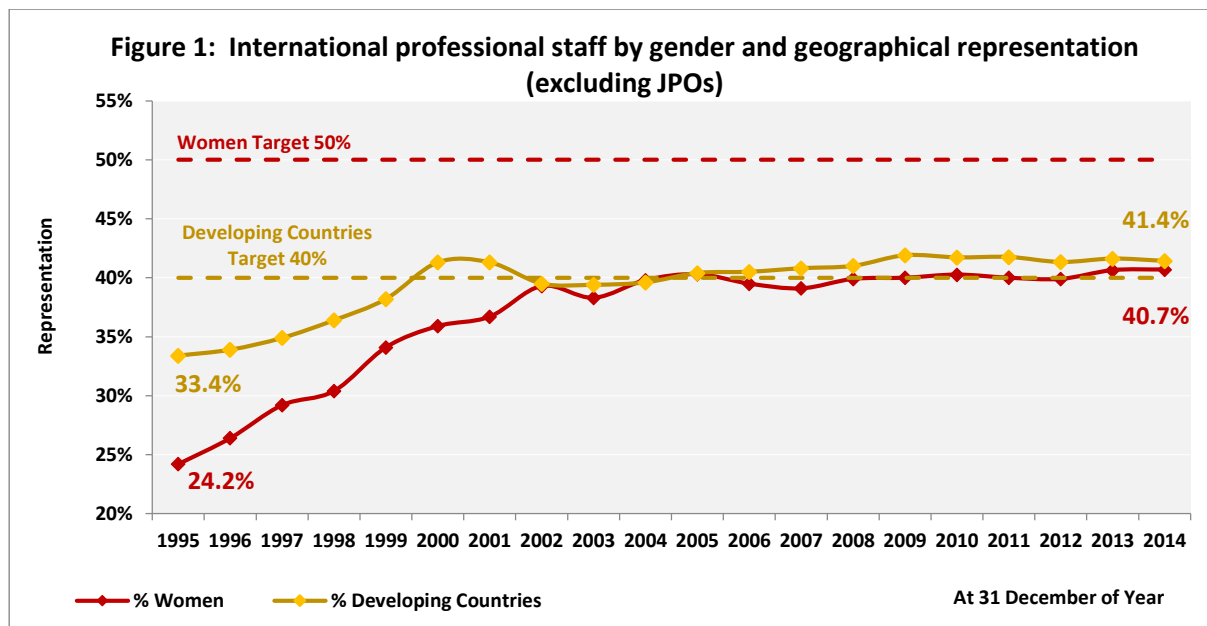
* Nationals of developing countries

** USG is Under-Secretary-General

*** ASG is Assistant Secretary-General

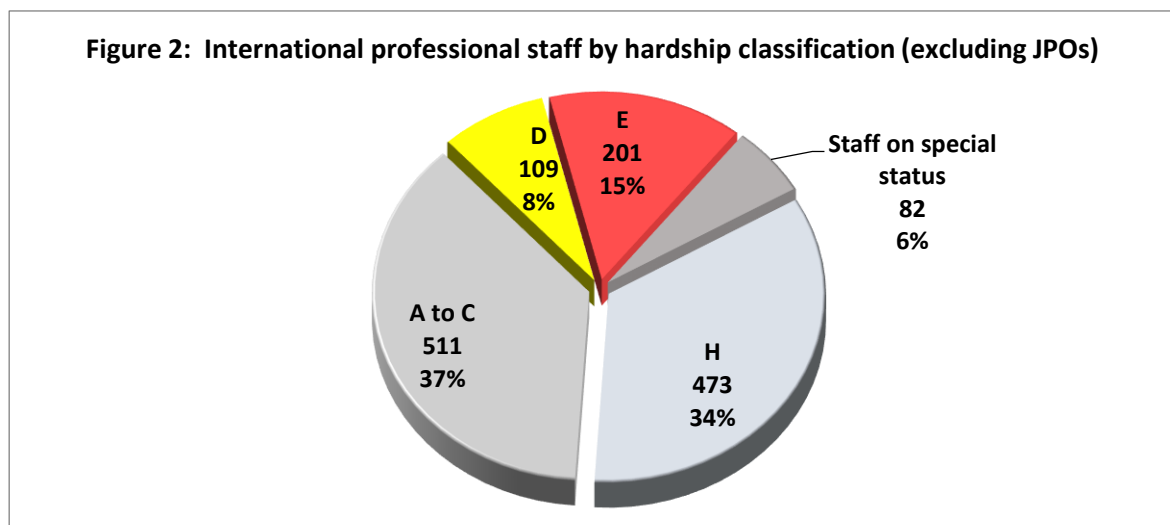
¹ Figures include the African Risk Capacity International Professional Staff working in WFP.

- Women’s representation in the international professional staff and higher categories (excluding JPOs) was 40.7 percent at 31 December 2014 (Figure 1).



Staff Distribution by Hardship Classification and by Duty Station Location

- Of 1,376 international professional staff, 310 (23 percent) were located in D or E hardship duty stations (Figure 2).



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.

TABLE 2: GEOGRAPHICAL DISTRIBUTION BY REGION

Breakdown by region	No. of staff	Percentage
List A: Africa	354	25.7
List B: Asia and the Middle East	163	11.8
List C: Latin America and the Caribbean	53	3.9
Subtotal	570	41.4
List D: North America, Western Europe, Japan, Australia, New Zealand	749	54.4
List E: Eastern Europe	57	4.1
Subtotal	806	58.6
Grand Total	1 376	

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	1	1						3
	F			1		1					2
	Total		1	2	1	1					5
Albania	M			2	1						3
	F			1							1
	Total			3	1						4
Algeria	M			1		2					3
	F			1		1					2
	Total			2		3					5
Angola	M			1	1						2
	F		1	1	1						3
	Total		1	2	2						5
Argentina	M										
	F			1	1						2
	Total			1	1						2
Armenia	M			2	1						3
	F			1							1
	Total			3	1						4
Australia	M			2	5	3	2				12
	F		2	1	3	2	2				10
	Total		2	3	8	5	4				22
Austria	M				1	2	1				4
	F			1		1					2
	Total			1	1	3	1				6
Bangladesh	M			2	2	1					5
	F			1							1
	Total			3	2	1					6
Belgium	M			6	7	5	1				19
	F			1	7	3					11
	Total			7	14	8	1				30
Benin	M		1	3			1				5
	F			1	1	1					3
	Total		1	4	1	1	1				8
Bhutan	M			1	1						2
	F										
	Total			1	1						2
Bolivia, Plurinational State of	M				1						1
	F			1	1						2
	Total			1	2						3
Bosnia and Herzegovina	M			1			1				2
	F				1	2					3
	Total			1	1	2	1				5
Brazil	M			1	1			1			3
	F			1	1	1					3
	Total			2	2	1		1			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
Bulgaria	M			1							1
	F										
	Total			1							1
Burkina Faso	M		2	3	1	1	1				8
	F			1							1
	Total		2	4	1	1	1				9
Burundi	M		3	5				1			9
	F			3	1						4
	Total		3	8	1			1			13
Cameroon	M		1	2	1		2	1			7
	F		1	3	2	1		1			8
	Total		2	5	3	1	2	2			15
Canada	M		2	5	7	17	7				38
	F		1	12	9	8	7	1			38
	Total		3	17	16	25	14	1			76
Cabo Verde	M				1						1
	F										
	Total				1						1
Chad	M			1							1
	F			1							1
	Total			2							2
Chile	M						1				1
	F		1		1						2
	Total		1		1			1			3
China	M			2	1	1					4
	F			5		1					6
	Total			7	1	2					10
Colombia	M			3							3
	F			1	1						2
	Total			4	1						5
Congo	M			2		1					3
	F			1							1
	Total			3		1					4
Côte d'Ivoire	M		1	6	2	1					10
	F				1						1
	Total		1	6	3	1					11
Croatia	M		1								1
	F				1		1				2
	Total		1		1		1				3
Cuba	M			1	1						2
	F			1							1
	Total			2	1						3
Cyprus	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
Czech Republic	M										
	F			1							1
	Total			1							1
Dem. Rep. of the Congo	M		4	9							13
	F			2							2
	Total		4	11							15
Denmark	M		1	6	3	2	1				13
	F			1	1	1	1				4
	Total		1	7	4	3	2				17
Djibouti	M				1	1					2
	F			1							1
	Total			1	1	1					3
DPR Korea	M			1							1
	F										
	Total			1							1
Ecuador	M		2					1			3
	F				1						1
	Total		2		1			1			4
Egypt	M		1		3						4
	F				1						1
	Total		1		4						5
El Salvador	M										
	F			1							1
	Total			1							1
Eritrea	M			2							2
	F		1	3	2	1					7
	Total		1	5	2	1					9
Ethiopia	M			10	2	2	1				15
	F		1	1		4					6
	Total		1	11	2	6	1				21
Fiji	M			2	1						3
	F										
	Total			2	1						3
Finland	M					1	1				2
	F		1	3	3						7
	Total		1	3	3	1	1				9
France	M		3	19	10	15	3	1			51
	F		4	8	11	5	1				29
	Total		7	27	21	20	4	1			80
Gambia	M			2		1		1			4
	F			1	1	1	1				4
	Total			3	1	2	1	1			8
Georgia	M			3		1					4
	F			1							1
	Total			4		1					5

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
Germany	M			5	12	4	3	2	1		27
	F		2	5	10	4	1	1			23
	Total		2	10	22	8	4	3	1		50
Ghana	M			2		2	2	1			7
	F					1					1
	Total			2		3	2	1			8
Greece	M										
	F			1							1
	Total			1							1
Guatemala	M				1						1
	F										
	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	1	1						3
	Total		1	1	1						3
Honduras	M				2						2
	F										
	Total				2						2
Hungary	M										
	F		1								1
	Total		1								1
India	M		1	7	4	6	1		1		20
	F		1	1		1	1	1			5
	Total		2	8	4	7	2	1	1		25
Indonesia	M			1							1
	F			2	1						3
	Total			3	1						4
Iran, Islamic Republic of	M			1							1
	F			1	1						2
	Total			2	1						3
Iraq	M		1	2	3	1					7
	F		1	3			1				5
	Total		2	5	3	1	1				12
Ireland	M			2	10	6		2			20
	F			3		2	1				6
	Total			5	10	8	1	2			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
Israel	M										
	F				1						1
	Total				1						1
Italy	M	1	8	22	18	14	2	2			67
	F		3	18	11	6	4				42
	Total	1	11	40	29	20	6	2			109
Jamaica	M										
	F				1	1					2
	Total				1	1					2
Japan	M		1	7	4						12
	F		1	13	5	6	2				27
	Total		2	20	9	6	2				39
Jordan	M		2	5	3	1	1	1			13
	F			1							1
	Total		2	6	3	1	1	1			14
Kenya	M			9	8	3					20
	F		4	4	3	4					15
	Total		4	13	11	7					35
Kyrgyzstan	M										
	F			1							1
	Total			1							1
Lebanon	M			1							1
	F			2							2
	Total			3							3
Liberia	M			1			1				2
	F			1							1
	Total			2			1				3
Libya	M										
	F			1							1
	Total			1							1
Lithuania	M										
	F			2							2
	Total			2							2
Luxembourg	M			1							1
	F			2							2
	Total			3							3
Madagascar	M			1							1
	F			2							2
	Total			3							3
Malawi	M			1							1
	F			1							1
	Total			2							2
Malaysia	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
Mali	M			4	2		2				8
	F			1	1						2
	Total			5	3		2				10
Malta	M					1					1
	F										
	Total					1					1
Mexico	M			2							2
	F										
	Total			2							2
Moldova	M										
	F			1							1
	Total			1							1
Montenegro	M			1							1
	F										
	Total			1							1
Morocco	M						1				1
	F										
	Total						1				1
Mozambique	M			2	1	1					4
	F				1	1					2
	Total			2	2	2					6
Myanmar	M			1							1
	F			1							1
	Total			2							2
Namibia	M										
	F				1						1
	Total				1						1
Nepal	M		2	3	5	1		1			12
	F					2					2
	Total		2	3	5	3		1			14
Netherlands	M			2	1	3	5				11
	F		1	3	3	2	1				10
	Total		1	5	4	5	6				21
New Zealand	M			3	1						4
	F					1					1
	Total			3	1	1					5
Nicaragua	M			1	1						2
	F				1						1
	Total			1	2						3
Niger	M			3							3
	F		1	1							2
	Total		1	4							5
Nigeria	M					1					1
	F			1	1	2					4
	Total			1	1	3					5

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
Norway	M				2	1					3
	F			1			1		1		3
	Total			1	2	1	1		1		6
Pakistan	M			8	4	1	1	1			15
	F				1						1
	Total			8	5	1	1	1			16
Panama	M			1							1
	F			1							1
	Total			2							2
Peru	M			1	1	1	1	1			5
	F			2							2
	Total			3	1	1	1	1			7
Philippines	M			3	1	1					5
	F		1	3	2						6
	Total		1	6	3	1					11
Poland	M					1					1
	F			1			1				2
	Total			1		1	1				3
Portugal	M			1	1	3			1		6
	F		1	1		2	1				5
	Total		1	2	1	5	1		1		11
Republic of Korea	M			2	1						3
	F		1	3	1	1					6
	Total		1	5	2	1					9
Russian Federation	M		1		1						2
	F		1	3	1						5
	Total		2	3	2						7
Rwanda	M			5	2	1					8
	F						1				1
	Total			5	2	1	1				9
Samoa	M				1						1
	F										
	Total				1						1
Senegal	M		1	2	2	1	2	1			9
	F			4	1		2				7
	Total		1	6	3	1	4	1			16
Serbia	M				4	1					5
	F		1	1		1					3
	Total		1	1	4	2					8
Sierra Leone	M		1	2	1	3	2				9
	F			1			1				2
	Total		1	3	1	3	3				11
Singapore	M			1							1
	F				1						1
	Total			1	1						2

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

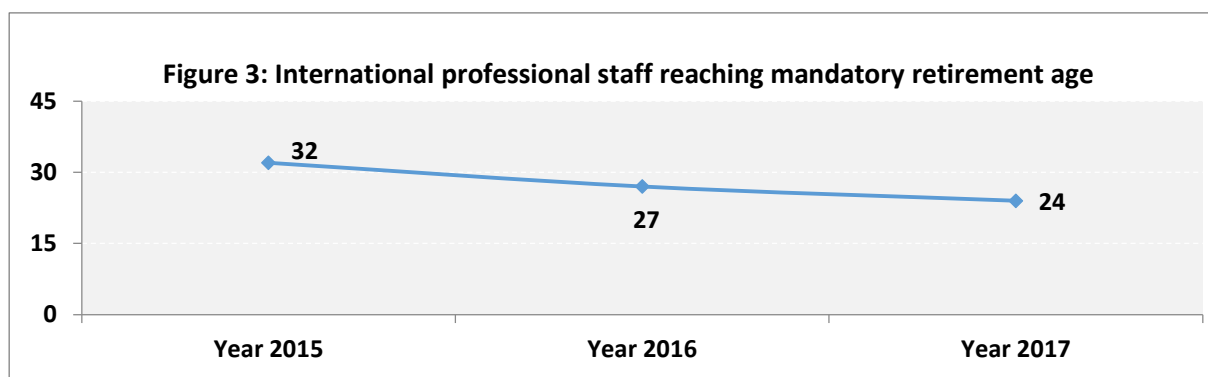
Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Slovenia	M				1	1					2
	F										
	Total				1	1					2
Somalia	M			3		1					4
	F			1		1					2
	Total			4		2					6
South Africa	M			3	1	1					5
	F										
	Total			3	1	1					5
South Sudan	M		1	5	1						7
	F										
	Total		1	5	1						7
Spain	M			3	2	3					8
	F		2	4	1	2	1	1			11
	Total		2	7	3	5	1	1			19
Sri Lanka	M										
	F			1	1						2
	Total			1	1						2
Sudan	M		1	5	4	3	1	1	1		16
	F			1	1	1					3
	Total		1	6	5	4	1	1	1		19
Sweden	M		1	4	6	3	1				15
	F		1	1	2	2					6
	Total		2	5	8	5	1				21
Switzerland	M			3		1	1	1			6
	F		1	1	2			1			5
	Total		1	4	2	1	1	2			11
Tajikistan	M			1							1
	F			2							2
	Total			3							3
Thailand	M			1							1
	F			2	2						4
	Total			3	2						5
The FYR of Macedonia	M			1		1					2
	F				1						1
	Total			1	1	1					3
Togo	M		1	2	2			1			6
	F										
	Total		1	2	2			1			6
Tunisia	M			1	1						2
	F				1	1					2
	Total			1	2	1					4
Turkey	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
Uganda	M		2	9		2	1				14
	F		3	4	5						12
	Total		5	13	5	2	1				26
Ukraine	M			3							3
	F			1		2					3
	Total			4		2					6
United Kingdom	M		2	10	6	13	11	2			44
	F	1	2	7	12	6	3	1			32
	Total	1	4	17	18	19	14	3			76
United Republic of Tanzania	M		1	1							2
	F				2	1					3
	Total		1	1	2	1					5
United States of America	M		1	10	11	17	8	2			49
	F		3	7	19	19	6	2		1	57
	Total		4	17	30	36	14	4		1	106
Uruguay	M			1	1	1					3
	F										
	Total			1	1	1					3
Uzbekistan	M										
	F			2							2
	Total			2							2
Viet Nam	M		1	2							3
	F				1						1
	Total		1	2	1						4
Yemen	M				1						1
	F										
	Total				1						1
Zambia	M		1	3	2	1					7
	F				2	1		1			4
	Total		1	3	4	2		1			11
Zimbabwe	M		1	1		2		2			6
	F			2	1						3
	Total		1	3	1	2		2			9

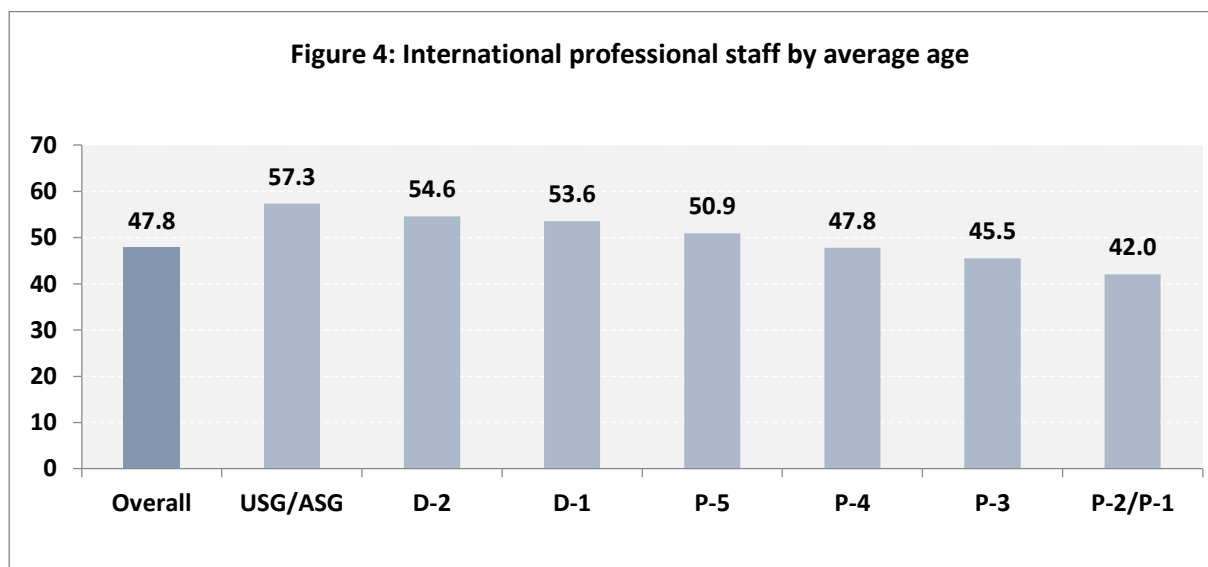
Staff Retirement Forecast

5. In 2014, 12 international professional staff retired. Between 2015 and 2017, 83 (6 percent) of 1,376 staff will be reaching the mandatory retirement age of 62 (Figure 3).



Staff Average Age

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



STAFFING STATISTICS OF JUNIOR PROFESSIONAL OFFICERS

Gender and Geographical Representation, by Grade Level

7. The total number of junior professional officers increased by 15.6 percentage points, from 45 at 31 December 2013, to 52 at 31 December 2014.

TABLE 4: NUMBER OF JPOs, BY GENDER AND GEOGRAPHICAL REPRESENTATION					
At 31 December	Total	Women	% women	Developing countries	% developing countries
2014	52	32	61.5	6	11.5
P-2	50	30	60	6	12
P-1	2	2	100	0	0
2013	45	31	68.9	3	6.7
P-2	44	31	70.5	3	6.8
P-1	1	0	0	0	0