

برنامج
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Programme
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Programa
Mundial
de Alimentos

**Executive Board
Annual Session**

Rome, 24–26 May 2004

INFORMATION NOTES

INFORMATION NOTE ON GEOGRAPHICAL AND GENDER DISTRIBUTION OF INTERNATIONAL AND LOCALLY RECRUITED STAFF



Distribution: GENERAL
WFP/EB.A/2004/INF/7
12 May 2004
ORIGINAL: ENGLISH

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NOTE TO THE EXECUTIVE BOARD

This document is submitted for information to the Executive Board.

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.

Director, Human Resources Division (HR): Ms D. Serrano tel.: 066513-2400

Deputy Director, HR: Mr A. Piscina tel.: 066513-2407

Should you have any questions regarding matters of dispatch of documentation for the Executive Board, please contact the Supervisor, Meeting Servicing and Distribution Unit (tel.: 066513-2328).



1. The document “WFP Policy on Staff Recruitment and Geographical Representation of Member States” (WFP/EB.1/2004/4-B/Rev.1) was presented to the WFP Executive Board during its First Regular Session in February 2004. Members of the Board subsequently requested a detailed analysis of WFP staff by geographical and gender distribution.
2. The purpose of this information note is to inform Board members of staff composition as at 31 December 2003, classified by State Members Lists for the Executive Board elections.

GEOGRAPHICAL DISTRIBUTION

3. Table 1 shows 10,790 WFP staff, of whom:
 - 87 percent are nationals from Lists A, B and C, hereafter referred to as developing countries; and
 - 13 percent are nationals from Lists D and E, hereafter referred to as developed countries.
4. There are 9,458 locally recruited staff, who constitute 88 percent of WFP employees, of whom:
 - 94 percent are nationals from developing countries; and
 - 6 percent are nationals from developed countries.
5. There are 1,332 internationally recruited staff under all contract types, who constitute 12 percent of WFP employees, of whom:
 - 38 percent are from developing countries; and
 - 62 percent are from developed countries.

TABLE 1: WFP STAFF AS AT 31 DECEMBER 2003			
	All staff(100%)	Locally recruited (88%)	Internationally recruited¹ (12%)
	10 790	9 458	1 332
Developing	(87%) 9 417	(94%) 8 909	(38%) 508
A: Africa	5 312	5 022	290
B: Asia and Middle East	3 620	3 453	167
C: Latin America and the Caribbean	428	377	51
Other ²	57	57	
Developed	(13%) 1 373	(6%) 549	(62%) 824
D: North America, Western Europe, Japan, Australia, New Zealand	1 140	356	784
E: Eastern Europe	233	193	40

¹ Includes international professional staff, junior professional officers (JPOs), international general service staff, short-term international professional staff and international consultants.

² Countries include the West Bank and Gaza.



6. Table 2 shows 979 international professional staff with contracts of one year or more, of whom 39 percent are nationals from developing countries and 61 percent are nationals from developed countries. Of these:
- 880 hold P1 to P5 positions;
 - 95 hold senior positions at D1 and D2;
 - 3 hold Assistant Secretary-General (ASG) positions; and
 - there is one Executive Director.

TABLE 2: INTERNATIONAL PROFESSIONAL STAFF (CONTRACTS OF ONE YEAR OR MORE)¹, AS AT 31 DECEMBER 2003			
Total: 979, inc. the Executive Director	P1–P5	D1–D2	ASG²
	880	95	3
Developing	(40%) 351	(33%) 31	(33%) 1
A: Africa	210	14	1
B: Asia and Middle East	110	11	0
C: Latin America and the Caribbean	31	6	0
Developed	(60%) 529	(67%) 64	(67%) 2
D: North America, Western Europe, Japan, Australia, New Zealand	504	62	2
E: Eastern Europe	25	2	0

¹ The Executive Board document "Composition of WFP International Professional Staff and Higher Categories" may be referred to for details of staff composition.

² The fourth ASG position is vacant; recruitment action is under way.

7. Of the 95 senior staff at D1 and D2, 32 are 55 years of age or more, which implies the probable retirement of 34 percent of WFP senior staff in the coming years. This creates an opportunity for recruitment and promotion of nationals from under-represented developing countries and donor countries.
8. Four senior staff are 60 years of age or more, which indicates the imminent retirement of 4 percent of WFP senior staff.
9. It should be noted that the average age of WFP international professional staff is 44 years, distributed as follows:
- senior staff at D1 and D2: 52 years; and
 - P1 to P5: 43 years.

Gender Balance

10. Table 3 shows the gender ratio in WFP: women constitute 30 percent of all staff, men 70 percent.



11. Of the 3,212 women staff, 78 percent are nationals from developing countries and 22 percent are nationals from developed countries. Women constitute:
- 25 percent of senior staff;
 - 40 percent of P1–P5 staff;
 - 72 percent of JPOs;
 - 41 percent of national officers; and
 - 28 percent of local staff.

TABLE 3: GENDER BALANCE, WFP STAFF AS AT 31 DECEMBER 2003				
	WFP staff			
	Men		Women	
Total: 10,790	7 578	(70%)	3 212	(30%)
International staff: 1,332	802	(60%)	530	(40%)
International professional staff: 979	604	(62%)	375	(38%)
ASG and ED	3	(75%)	1	(25%)
Senior staff (D1 and D2)	71	(75%)	24	(25%)
P1–P5	530	(60%)	350	(40%)
JPOs: 71	20	(28%)	51	(72%)
Other: ¹ 282	178	(63%)	104	(37%)
Local staff: 9,458	6 776	(72%)	2 682	(28%)
National officers	123	(59%)	85	(41%)
General service	740	(53%)	665	(47%)
Other ²	5 913	(75%)	1 932	(25%)

¹ Includes international general service staff, short-term international professional staff and international consultants.

² Includes ALDs Pro, ALDs GS, SC Pro, SC GS, short-term general service staff, consultants Pro, SSAs Pro, SSAs GS and United Nations volunteers.

12. WFP is working towards its goal of equal representation of men and women at all levels and functions, in line with WFP's Enhanced Commitments to Women (ECW) within the Gender Policy (2003–2007) approved by the Executive Board in October 2002. Particular attention is given to recruitment of food-aid monitors: 75 percent of recruits should be qualified women (ECW VIII.2).
13. The geographical distribution of staff closely follows WFP's targets, which guides managers in recruitment with the aim of establishing equitable levels of representation among international professional staff. The Executive Director and managers will continue to work towards reaching 40 percent representation of developing countries among senior staff.



ACRONYMS USED IN THE DOCUMENT

ALD GS	Appointment for Activities of Limited Duration, General Service
ALD Pro	Appointment for Activities of Limited Duration, Professional Consultant Pro Consultant, Professional
ECW	Enhanced Commitments to Women
JPO	Junior Professional Officer
SC GS	Service Contract, General Service
SC Pro	Service Contract, Professional
SSA GS	Special Service Agreement, General Service
SSA Pro	Special Service Agreement, Professional

