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Agenda Item 10

WFP/EB.A/2017/10-D

Administrative and Managerial Matters

For information

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

Statistical Report on International Professional Staff and Higher Categories

At 31 December 2016

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 2016 except where otherwise indicated.

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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 1 percentage points, from 1,398 at 31 December 2015 to 1,418 at 31 December 2016.

| TABLE 1: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY GENDER AND GEOGRAPHICAL REPRESENTATION | | | | | |
|---|--------------|--------------|----------------|----------------------------------|-----------------------------------|
| | Total | Women | % Women | Developing countries* | % Developing countries |
| At 31 December of 2016¹ | | | | | |
| Staff members | 1 418 | 602 | 42.5 | 607 | 42.8 |
| USG** | 1 | 1 | 100.0 | 0 | 0.0 |
| ASG*** ¹ | 6 | 1 | 16.7 | 3 | 50.0 |
| D-2 | 47 | 13 | 27.7 | 20 | 42.6 |
| D-1 | 107 | 44 | 41.1 | 32 | 29.9 |
| P-5 | 291 | 123 | 42.3 | 90 | 30.9 |
| P-4 | 346 | 154 | 44.5 | 141 | 40.8 |
| P-3 | 521 | 218 | 41.8 | 265 | 50.9 |
| P-2 | 99 | 48 | 48.5 | 56 | 56.6 |
| P-1 | 0 | 0 | 0.0 | 0 | 0.0 |
| At 31 December of 2015¹ | | | | | |
| Staff members | 1 398 | 580 | 41.5 | 587 | 42.0 |
| USG** | 1 | 1 | 100.0 | 0 | 0.0 |
| ASG*** ¹ | 6 | 1 | 16.7 | 3 | 50.0 |
| D-2 | 44 | 13 | 29.5 | 19 | 43.2 |
| D-1 | 103 | 39 | 37.9 | 28 | 27.2 |
| P-5 | 282 | 116 | 41.1 | 80 | 28.4 |
| P-4 | 327 | 147 | 45.0 | 125 | 38.2 |
| P-3 | 521 | 209 | 40.1 | 268 | 51.4 |
| P-2 | 114 | 54 | 47.4 | 64 | 56.1 |
| P-1 | 0 | 0 | 0.0 | 0 | 0.0 |

* Nationals of developing countries

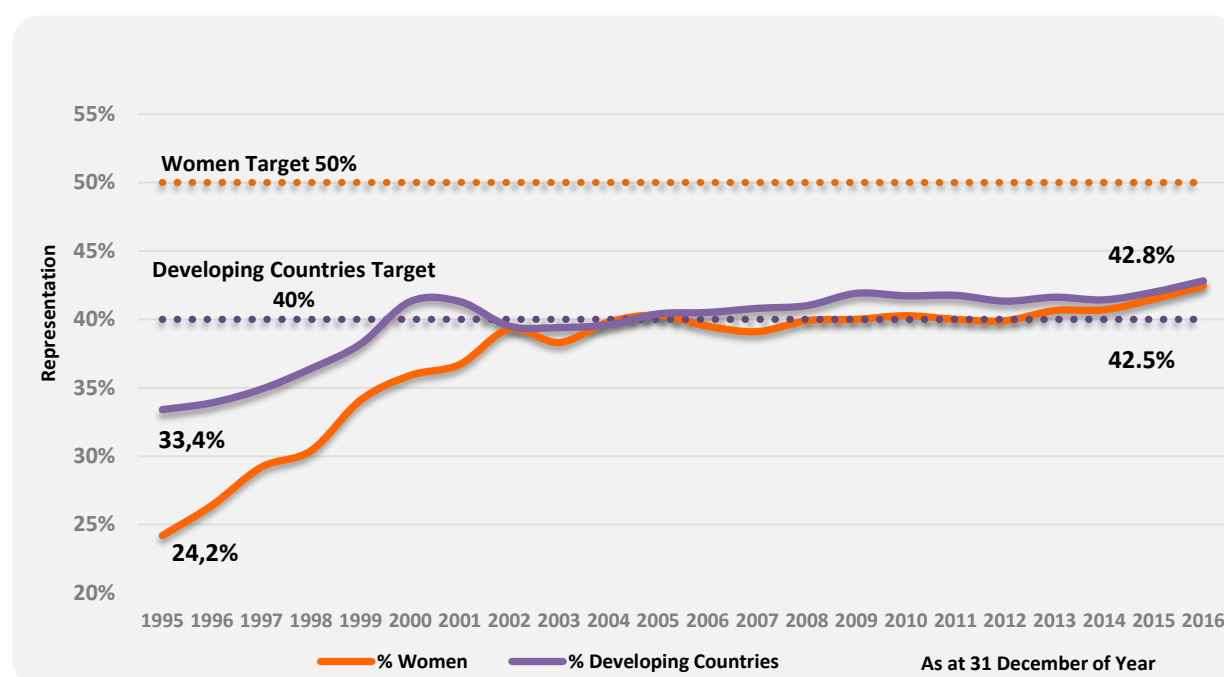
** Under-Secretary-General

*** Assistant Secretary-General

¹ Figures 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 42.5 percent at 31 December 2016 (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 | 371 | 26.2 |
| List B: Asia and the Middle East | 180 | 12.7 |
| List C: Latin America and the Caribbean | 56 | 3.9 |
| Subtotal | 607 | 42.8 |
| 2. Developed Countries | | |
| List D: North America, Western Europe, Japan, Australia, New Zealand | 753 | 53.1 |
| List E: Eastern Europe | 58 | 4.1 |
| Subtotal | 811 | 57.2 |
| Grand Total | 1 418 | |

| 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 | 3 | | 1 | | | | | 5 |
| | F | | | 1 | | 1 | | | | | 2 |
| | Total | | 1 | 4 | | 2 | | | | | 7 |
| 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 | | | 1 | | | | | | | 1 |
| | F | | | 1 | 1 | | | | | | 2 |
| | Total | | | 2 | 1 | | | | | | 3 |
| Armenia | M | | | 2 | | | | | | | 2 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 3 | | | | | | | 3 |
| Australia | M | | | 2 | 4 | 2 | 3 | | | | 11 |
| | F | | 2 | 2 | 5 | 3 | 2 | | | | 14 |
| | Total | | 2 | 4 | 9 | 5 | 5 | | | | 25 |
| Austria | M | | | | 1 | 1 | 2 | | | | 4 |
| | F | | | 1 | | 1 | | | | | 2 |
| | Total | | | 1 | 1 | 2 | 2 | | | | 6 |
| Bangladesh | M | | | 1 | 2 | 1 | | | | | 4 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 2 | 2 | 1 | | | | | 5 |
| Belgium | M | | | 7 | 4 | 8 | 1 | | | | 20 |
| | F | | 1 | 1 | 6 | 3 | 1 | | | | 12 |
| | Total | | 1 | 8 | 10 | 11 | 2 | | | | 32 |
| Benin | M | | 1 | 3 | | | 1 | | | | 5 |
| | F | | | 1 | | 1 | | | | | 2 |
| | Total | | 1 | 4 | | 1 | 1 | | | | 7 |
| Bhutan | 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 |
| Bolivia (Plurinational State of) | M | | | | | 1 | | | | | 1 |
| | F | | | 1 | | 1 | | | | | 2 |
| | Total | | | 1 | | 2 | | | | | 3 |
| Bosnia and Herzegovina | M | | | 2 | | | 1 | | | | 3 |
| | F | | | | 1 | 2 | | | | | 3 |
| | Total | | | 2 | 1 | 2 | 1 | | | | 6 |
| Botswana | M | | | | | | | 1 | | | 1 |
| | F | | | | | | | | | | |
| | Total | | | | | | | 1 | | | 1 |
| Brazil | M | | | 1 | 3 | | | 1 | | | 5 |
| | F | | | 1 | | 1 | | | | | 2 |
| | Total | | | 2 | 3 | 1 | | 1 | | | 7 |
| Bulgaria | M | | | | 1 | | | | | | 1 |
| | F | | | | | | | | | | |
| | Total | | | | 1 | | | | | | 1 |
| Burkina Faso | M | | | 5 | 1 | 1 | 1 | | | | 8 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 6 | 1 | 1 | 1 | | | | 9 |
| Burundi | M | | 2 | 6 | | | | 1 | | | 9 |
| | F | | | 3 | 2 | | | | | | 5 |
| | Total | | 2 | 9 | 2 | | | 1 | | | 14 |
| Cameroon | M | | 1 | 5 | 1 | | 2 | 1 | | | 10 |
| | F | | | 3 | 2 | 2 | | | | | 7 |
| | Total | | 1 | 8 | 3 | 2 | 2 | 1 | | | 17 |
| Canada | M | | 2 | 5 | 4 | 15 | 5 | 1 | | | 32 |
| | F | | 1 | 13 | 7 | 10 | 7 | 1 | | | 39 |
| | Total | | 3 | 18 | 11 | 25 | 12 | 2 | | | 71 |
| Cabo Verde | M | | | | 1 | | | | | | 1 |
| | F | | | | | | | | | | |
| | Total | | | | 1 | | | | | | 1 |
| Chad | M | | | 1 | | | | | | | 1 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 2 | | | | | | | 2 |
| Chile | M | | | | | | | | | | |
| | F | | 1 | | 1 | | | | | | 2 |
| | 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 |
| China | M | | 1 | 2 | 1 | 1 | 1 | 1 | | | 7 |
| | F | | 1 | 5 | 1 | 1 | | | | | 8 |
| | Total | | 2 | 7 | 2 | 2 | 1 | 1 | | | 15 |
| Colombia | M | | | 2 | 1 | | | | | | 3 |
| | F | | 1 | 1 | | 1 | | | | | 3 |
| | Total | | 1 | 3 | 1 | 1 | | | | | 6 |
| Congo | M | | | 2 | | 1 | | | | | 3 |
| | F | | | | | | | | | | |
| | Total | | | 2 | | 1 | | | | | 3 |
| Côte d'Ivoire | M | | 1 | 7 | 1 | 1 | 1 | | | | 11 |
| | F | | | | 1 | | | | | | 1 |
| | Total | | 1 | 7 | 2 | 1 | 1 | | | | 12 |
| Croatia | M | | 1 | | | | | | | | 1 |
| | F | | | | 1 | | 1 | | | | 2 |
| | Total | | 1 | | 1 | | 1 | | | | 3 |
| Cuba | M | | | | | | | | | | |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 1 | | | | | | | 1 |
| Cyprus | M | | | | | | | | | | |
| | F | | | | 1 | | | | | | 1 |
| | Total | | | | 1 | | | | | | 1 |
| Czech Republic | M | | | | | | | | | | |
| | F | | | | 1 | | | | | | 1 |
| | Total | | | | 1 | | | | | | 1 |
| Dem. Rep. of the Congo | M | | 4 | 7 | 1 | | | | | | 12 |
| | F | | | 2 | | | | | | | 2 |
| | Total | | 4 | 9 | 1 | | | | | | 14 |
| Denmark | M | | | 5 | 4 | 2 | 1 | | | | 12 |
| | F | | | 1 | 3 | 1 | 1 | | | | 6 |
| | Total | | | 6 | 7 | 3 | 2 | | | | 18 |
| Djibouti | M | | | | 1 | 1 | | | | | 2 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 1 | 1 | 1 | | | | | 3 |
| Ecuador | M | | 1 | | | | | | | | 1 |
| | F | | | | 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 |
| Guatemala | M | | | | 1 | | | | | | 1 |
| | F | | | | | | | | | | |
| | Total | | | | 1 | | | | | | 1 |
| Guinea | M | | 1 | 1 | 2 | | | | 1 | | 5 |
| | F | | 1 | | 1 | | | | | | 2 |
| | Total | | 2 | 1 | 3 | | | | 1 | | 7 |
| Guinea-Bissau | M | | 1 | | | | | | | | 1 |
| | F | | | | | | | | | | |
| | Total | | 1 | | | | | | | | 1 |
| Guyana | M | | | | | | | | | | |
| | F | | 1 | | | | | | | | 1 |
| | Total | | 1 | | | | | | | | 1 |
| Haiti | M | | | | | 1 | | | | | 1 |
| | F | | 1 | | 2 | | | | | | 3 |
| | Total | | 1 | | 2 | 1 | | | | | 4 |
| Honduras | M | | | | 3 | | | | | | 3 |
| | F | | | | | | | | | | |
| | Total | | | | 3 | | | | | | 3 |
| India | M | | 1 | 7 | 5 | 3 | 3 | | 1 | | 20 |
| | F | | | 2 | | 1 | 1 | 2 | | | 6 |
| | Total | | 1 | 9 | 5 | 4 | 4 | 2 | 1 | | 26 |
| Indonesia | M | | 1 | | | | | | | | 1 |
| | F | | | 3 | | | | | | | 3 |
| | Total | | 1 | 3 | | | | | | | 4 |
| Iran, Islamic Republic of | M | | | 1 | | | | | | | 1 |
| | F | | | | 1 | | | | | | 1 |
| | Total | | | 1 | 1 | | | | | | 2 |
| Iraq | M | | | 3 | 3 | 1 | | | | | 7 |
| | F | | | 3 | 1 | | 1 | | | | 5 |
| | Total | | | 6 | 4 | 1 | 1 | | | | 12 |
| Ireland | M | | | 2 | 8 | 8 | | 2 | | | 20 |
| | F | | | 2 | 1 | 1 | | 1 | | | 5 |
| | Total | | | 4 | 9 | 9 | | 3 | | | 25 |
| Israel | 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 |
| Malawi | M | | | 1 | | | | | | | 1 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 2 | | | | | | | 2 |
| Malaysia | M | | 1 | | | | | | | | 1 |
| | F | | 1 | | | | | | | | 1 |
| | Total | | 2 | | | | | | | | 2 |
| Mali | M | | | 2 | 1 | 1 | 1 | 1 | | | 6 |
| | F | | | | 1 | 1 | | | | | 2 |
| | Total | | | 2 | 2 | 2 | 1 | 1 | | | 8 |
| Malta | M | | | | | 1 | | | | | 1 |
| | F | | | | | | | | | | |
| | Total | | | | | 1 | | | | | 1 |
| Mauritius | M | | | 1 | | | | | | | 1 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 2 | | | | | | | 2 |
| Mexico | M | | | 1 | 2 | | | | | | 3 |
| | F | | | | | | | | | | |
| | Total | | | 1 | 2 | | | | | | 3 |
| Republic of 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 | | | 1 | 2 | | | | | | 3 |
| | F | | | | 1 | 1 | | | | | 2 |
| | Total | | | 1 | 3 | 1 | | | | | 5 |
| Myanmar | M | | | 1 | | | | | | | 1 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 2 | | | | | | | 2 |
| Namibia | 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 |
| Nepal | M | | 3 | 2 | 5 | 1 | | 1 | | | 12 |
| | F | | | | | 2 | | | | | 2 |
| | Total | | 3 | 2 | 5 | 3 | | 1 | | | 14 |
| Netherlands | M | | | 1 | 2 | 3 | 3 | 1 | | | 10 |
| | F | | | 2 | 4 | 1 | 2 | | | | 9 |
| | Total | | | 3 | 6 | 4 | 5 | 1 | | | 19 |
| New Zealand | M | | | 4 | 1 | 1 | | | | | 6 |
| | F | | | | 1 | 1 | | | | | 2 |
| | Total | | | 4 | 2 | 2 | | | | | 8 |
| Nicaragua | M | | | | 1 | 1 | | | | | 2 |
| | F | | | | 1 | | | | | | 1 |
| | Total | | | | 2 | 1 | | | | | 3 |
| Niger | M | | | 2 | | | | | | | 2 |
| | F | | 1 | | 1 | | | | | | 2 |
| | Total | | 1 | 2 | 1 | | | | | | 4 |
| Nigeria | M | | | | | 1 | | | | | 1 |
| | F | | | 1 | 1 | 3 | | | | | 5 |
| | Total | | | 1 | 1 | 4 | | | | | 6 |
| Norway | M | | 1 | | 1 | 1 | | | | | 3 |
| | F | | | | | | 1 | | 1 | | 2 |
| | Total | | 1 | | 1 | 1 | 1 | | 1 | | 5 |
| Pakistan | M | | 1 | 10 | 4 | 2 | 1 | 1 | | | 19 |
| | F | | | | | 1 | | | | | 1 |
| | Total | | 1 | 10 | 4 | 3 | 1 | 1 | | | 20 |
| Panama | M | | | 1 | | | | | | | 1 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 2 | | | | | | | 2 |
| Peru | M | | | | 1 | 1 | | 2 | | | 4 |
| | F | | | 1 | 1 | | | | | | 2 |
| | Total | | | 1 | 2 | 1 | | 2 | | | 6 |
| Philippines | M | | | 3 | 2 | 1 | | | | | 6 |
| | F | | | 4 | 2 | | | | | | 6 |
| | Total | | | 7 | 4 | 1 | | | | | 12 |
| Poland | M | | | | | 1 | | | | | 1 |
| | F | | | 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 |
| Portugal | M | | | 1 | 1 | 2 | | | 1 | | 5 |
| | F | | | 2 | | 2 | 1 | | | | 5 |
| | Total | | | 3 | 1 | 4 | 1 | | 1 | | 10 |
| Republic of Korea | M | | | 1 | 2 | | | | | | 3 |
| | F | | 2 | 2 | 2 | 1 | | | | | 7 |
| | Total | | 2 | 3 | 4 | 1 | | | | | 10 |
| Russian Federation | M | | 1 | | 1 | | | | | | 2 |
| | F | | | 5 | 1 | | | | | | 6 |
| | Total | | 1 | 5 | 2 | | | | | | 8 |
| Rwanda | M | | | 4 | 2 | 2 | | | | | 8 |
| | F | | | | | | 1 | | | | 1 |
| | Total | | | 4 | 2 | 2 | 1 | | | | 9 |
| Samoa | M | | | | 1 | | | | | | 1 |
| | F | | | | | | | | | | |
| | Total | | | | 1 | | | | | | 1 |
| Senegal | M | | 1 | 4 | 2 | 1 | 1 | 1 | | | 10 |
| | F | | | 3 | 1 | 1 | 1 | | | | 6 |
| | Total | | 1 | 7 | 3 | 2 | 2 | 1 | | | 16 |
| Serbia | M | | | | 4 | 1 | | | | | 5 |
| | F | | | 1 | | 1 | | | | | 2 |
| | Total | | | 1 | 4 | 2 | | | | | 7 |
| Sierra Leone | M | | 1 | 2 | | 3 | 2 | | | | 8 |
| | F | | 1 | 1 | | | 1 | | | | 3 |
| | Total | | 2 | 3 | | 3 | 3 | | | | 11 |
| Singapore | M | | | | | | | | | | |
| | F | | | | 1 | | | | | | 1 |
| | Total | | | | 1 | | | | | | 1 |
| Slovenia | M | | | | 1 | 1 | | | | | 2 |
| | F | | | | | | | | | | |
| | Total | | | | 1 | 1 | | | | | 2 |
| Somalia | M | | | 3 | | | 1 | | | | 4 |
| | F | | | | | 1 | | | | | 1 |
| | Total | | | 3 | | 1 | 1 | | | | 5 |
| South Africa | M | | | 2 | 1 | 1 | | | | | 4 |
| | F | | | 2 | 1 | | | | | | 3 |
| | Total | | | 4 | 2 | 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 |
| South Sudan | M | | 1 | 5 | 1 | | | | | | 7 |
| | F | | | | | | | | | | |
| | Total | | 1 | 5 | 1 | | | | | | 7 |
| Spain | M | | | 3 | 3 | 2 | | | | | 8 |
| | F | | 2 | 5 | 1 | 2 | 1 | | | | 11 |
| | Total | | 2 | 8 | 4 | 4 | 1 | | | | 19 |
| Sri Lanka | M | | | | | | | | | | |
| | F | | | | 1 | | | | | | 1 |
| | Total | | | | 1 | | | | | | 1 |
| Sudan | M | | 1 | 3 | 6 | 1 | 2 | | 1 | | 14 |
| | F | | | 2 | 1 | 1 | | | | | 4 |
| | Total | | 1 | 5 | 7 | 2 | 2 | | 1 | | 18 |
| Swaziland | M | | | | | | | | | | |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 1 | | | | | | | 1 |
| Sweden | M | | 1 | 4 | 5 | 3 | 2 | | | | 15 |
| | F | | | 2 | 1 | 1 | 1 | | | | 5 |
| | Total | | 1 | 6 | 6 | 4 | 3 | | | | 20 |
| Switzerland | M | | | 2 | 1 | 1 | 1 | 1 | | | 6 |
| | F | | | 3 | 1 | | | 1 | | | 5 |
| | Total | | | 5 | 2 | 1 | 1 | 2 | | | 11 |
| Syrian Arab Republic | M | | | | | | | | | | |
| | F | | 1 | | 1 | | | | | | 2 |
| | Total | | 1 | | 1 | | | | | | 2 |
| Tajikistan | M | | | 1 | | | | | | | 1 |
| | F | | | 2 | | | | | | | 2 |
| | Total | | | 3 | | | | | | | 3 |
| Thailand | M | | | 1 | | | | | | | 1 |
| | F | | | 2 | 3 | | | | | | 5 |
| | Total | | | 3 | 3 | | | | | | 6 |
| The former Yugoslav Republic of Macedonia | M | | | 1 | | 1 | | | | | 2 |
| | F | | | | | 1 | | | | | 1 |
| | Total | | | 1 | | 2 | | | | | 3 |
| Togo | M | | 1 | 1 | 2 | | | 1 | | | 5 |
| | F | | | | | | | | | | |
| | Total | | 1 | 1 | 2 | | | 1 | | | 5 |

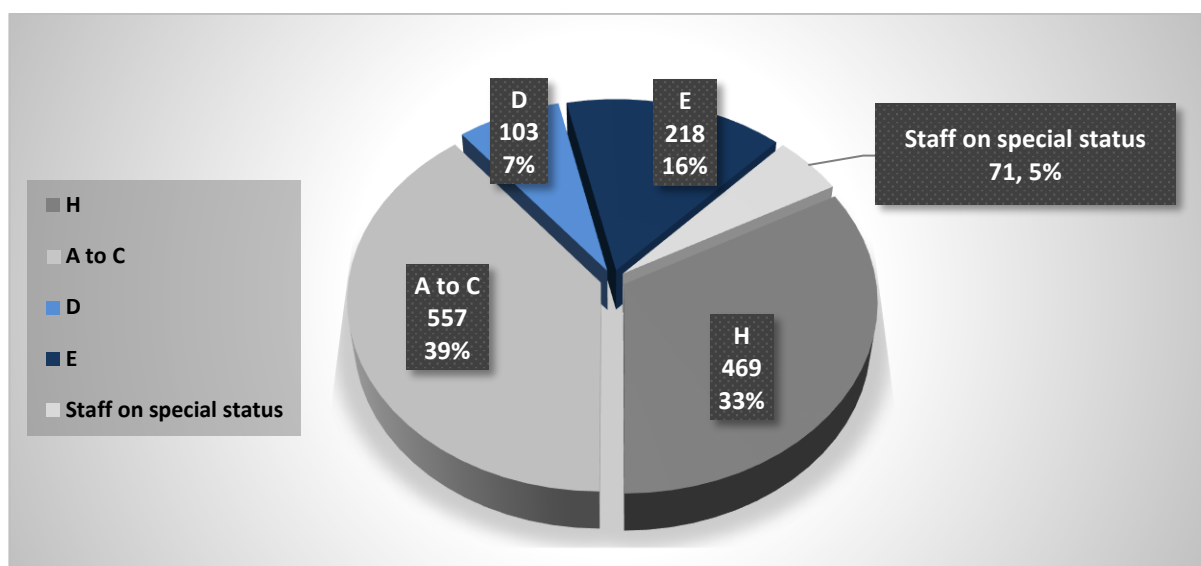
| TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY, GENDER AND GRADE LEVEL | | | | | | | | | | | |
|--|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| Nationality | Gender | P-1 | P-2 | P-3 | P-4 | P-5 | D-1 | D-2 | ASG | USG | Total |
| 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 | | 1 | | | | | 3 |
| | F | | | | | | | | | | |
| | Total | | | 2 | | 1 | | | | | 3 |
| Uganda | M | | 2 | 13 | | 2 | 1 | | | | 18 |
| | F | | 3 | 3 | 3 | 3 | | | | | 12 |
| | Total | | 5 | 16 | 3 | 5 | 1 | | | | 30 |
| Ukraine | M | | | 4 | | | | | | | 4 |
| | F | | | 1 | | 2 | | | | | 3 |
| | Total | | | 5 | | 2 | | | | | 7 |
| United Kingdom | M | | 2 | 11 | 5 | 12 | 6 | 5 | 1 | | 42 |
| | F | | 1 | 11 | 8 | 5 | 3 | 2 | | | 30 |
| | Total | | 3 | 22 | 13 | 17 | 9 | 7 | 1 | | 72 |
| United Republic of Tanzania | M | | | 2 | | | | | | | 2 |
| | F | | | | 2 | 1 | | | | | 3 |
| | Total | | | 2 | 2 | 1 | | | | | 5 |
| United States of America | M | | | 13 | 11 | 19 | 6 | 4 | | | 53 |
| | F | | 2 | 9 | 17 | 20 | 6 | 2 | | 1 | 57 |
| | Total | | 2 | 22 | 28 | 39 | 12 | 6 | | 1 | 110 |
| Uruguay | M | | | 1 | | 2 | | | | | 3 |
| | F | | | | | | | | | | |
| | Total | | | 1 | | 2 | | | | | 3 |
| Uzbekistan | M | | | | | | | | | | |
| | F | | | 2 | | | | | | | 2 |
| | Total | | | 2 | | | | | | | 2 |
| Viet Nam | M | | 1 | 1 | 1 | | | | | | 3 |
| | F | | | | 1 | | | | | | 1 |
| | Total | | 1 | 1 | 2 | | | | | | 4 |
| Yemen | M | | | | 1 | | | | | | 1 |
| | F | | | | | | | | | | |
| | Total | | | | 1 | | | | | | 1 |

| Nationality | Gender | P-1 | P-2 | P-3 | P-4 | P-5 | D-1 | D-2 | ASG | USG | Total |
|-------------|--------------|-----|-----|----------|----------|----------|----------|----------|-----|-----|-----------|
| Zambia | M | | | 4 | 2 | 1 | | | | | 7 |
| | F | | | | 1 | 1 | 1 | 1 | | | 4 |
| | Total | | | 4 | 3 | 2 | 1 | 1 | | | 11 |
| Zimbabwe | M | | | 4 | | 2 | | 1 | | | 7 |
| | F | | | 3 | 1 | | | | | | 4 |
| | Total | | | 7 | 1 | 2 | | 1 | | | 11 |

Staff Distribution by Hardship Classification and by Duty Station Location

4. Of 1,418 international professional staff, 321 (23 percent) were located in D or E hardship duty stations (Figure 2).

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



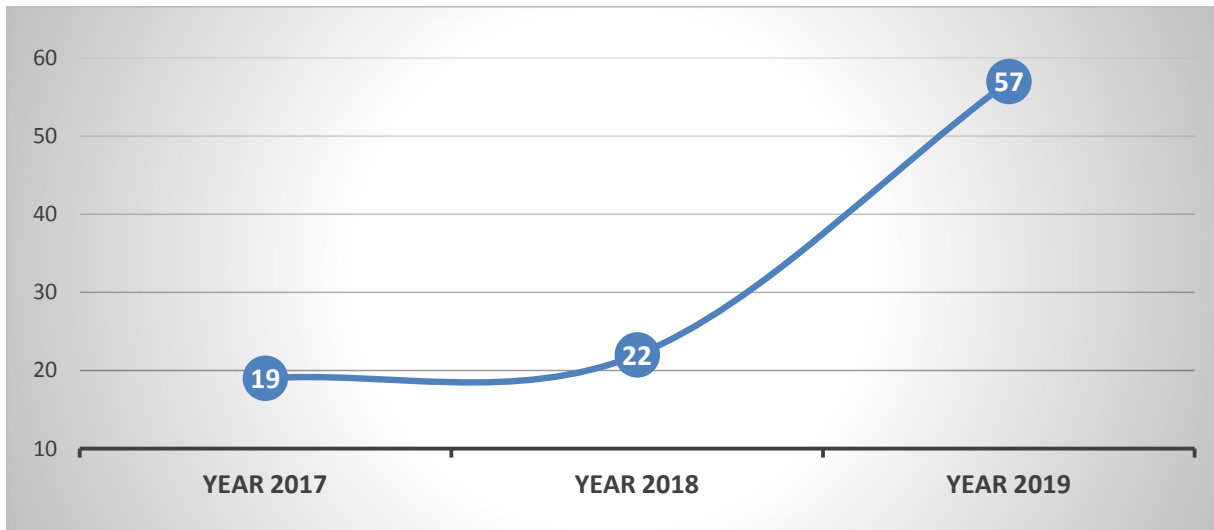
Notes:

- Duty station hardship classification as per the International Civil Service Commission 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.

Staff Retirement Forecast

5. In 2016, 31 international professional staff retired. Between 2017 and 2019, 98 (7 percent) of 1,418 staff will be reaching the mandatory retirement age of 62 or 65 (Figure 3).

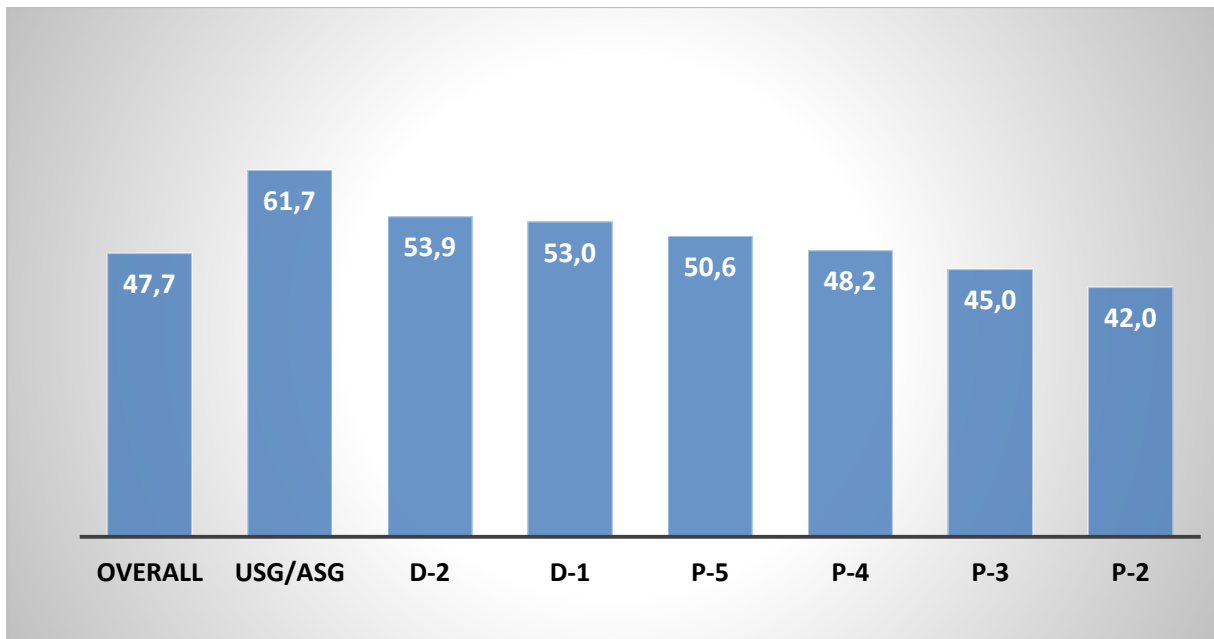
Figure 3: International professional staff reaching, mandatory retirement age



Staff Average Age

6. The average age of international professional staff in WFP is 47.7 (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 2 percentage points, from 49 at 31 December 2015, to 50 at 31 December 2016.

| TABLE 4: NUMBER OF JPOs, BY GENDER AND GEOGRAPHICAL REPRESENTATION | | | | | |
|---|--------------|--------------|----------------|---------------------------------|-----------------------------------|
| At 31 December | Total | Women | % women | Developing countries | % developing countries |
| 2016 | 50 | 26 | 52.0 | 7 | 14.0 |
| P-2 | 48 | 25 | 52.1 | 7 | 14.6 |
| P-1 | 2 | 1 | 50.0 | 0 | - |
| 2015 | 49 | 26 | 53.1 | 7 | 14.3 |
| P-2 | 49 | 26 | 53.1 | 7 | 14.3 |
| P-1 | 0 | 0 | - | 0 | - |