

World Food Programme Programme Alimentaire Mondial Programa Mundial de Alimentos برنامج الأغذية العالمي **Executive Board** Annual session Rome, 24–28 June 2024

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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.

Focal points:

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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.

				IAL PROFESSION AL REPRESENTA	•	
	Total	Women	% Women	Developing countries*	% Developing countries	Other [†]
		At	31 December	of 2023 ¹		
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.

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
	F				1						1
Afghanistan	М	1	2	6	3	1					13
	Total	1	2	6	4	1					14
	F		1		1	1					3
Albania	М				2						2
	Total		1		3	1					5
	F				1	1	1				3
Algeria	M		1		1	1					3
	Total		1		2	2	1				6
	F				2						2
Angola	M				1						1
	Total		1	1	3						3
Argonting	F M		1	1	2 2						4
Argentina	Total		1	1	4						2 6
	F		1	2	2						4
Armenia	Г		1	2 1	2 1						4
Annenia	Total		1	3	3						7
	F		1	5	11	1	1				, 19
Australia	M		•	2	7	3	2	2			16
	Total		1	7	18	4	3	2			35
	F		•	3		2	0	_			5
Austria	м		1	1		3	1	1			7
	Total		1	4		5	1	1			12
	F		1								1
Azerbaijan	М										
	Total		1								1
	F			3	2	1					6
Bangladesh	м			2	4		1				7
	Total			5	6	1	1				13
	F			4	1	4		3			12
Belgium	М			5	10	6	2				23
	Total			9	11	10	2	3			35
	F			1	1	1					3
Benin	м		2	3	5	2					12
	Total		2	4	6	3					15
	F										
Bhutan	М			1			1				2
	Total			1			1				2
Bolivia	F			2			1				3
(Plurinational	M			1	1						2
State of)	Total			3	1		1				5
Bosnia and	F		1	1			3				5
	Μ		1	1							2

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
-	F				1	1					2
Botswana	м							1			1
	Total				1	1		1			3
	F	1	4	4	3	1					13
Brazil	М	1	4	3	5	2		2			17
	Total	2	8	7	8	3		2			30
	F		1	2							3
Bulgaria	м					1					1
	Total		1	2		1					4
	F			2	1						3
Burkina Faso	М			10	6	3	1				20
	Total			12	7	3	1				23
	F			2	2	2					6
Burundi	М		2	3	5	1		1			12
	Total		2	5	7	3		1			18
	F										
Cabo Verde	М			2		1					3
	Total			2		1					3
	F			1							1
Cambodia	Μ										
	Total			1							1
	F		4	2	2	5	1				14
Cameroon	M	1	3	11	7	1	1	1			25
	Total	1	7	13	9	6	2	1			39
	F		2	19	17	15	2				55
Canada	M		2	7	11	7	5	3			33
	Total		2	26	28	22	7	3			88
Central	F			-							2
African Republic	M			2							2
Керибііс	Total		4	2	4						2
Charl	F		1	1	1						3
Chad	M Total		1	5 6	4 5						10 13
_			2			1					
Chile	F M		1	1	1	1					3 2
Crille	Total		1	1 2	1	1					5
	F	1	1	3	4	2					10
China	г М	1	1	3	4	2 1		2			10 7
Сппа	Total	1	1	6	4	3		2			17
	F		2	5	2	1		2			10
Colombia	м		2	5	2	2					10
	Total		2	10	5	3					20
Congo	F	1	2	10	5	5					1
Congo, Republic of	M	1			1		1				2
the	Total	1			1		1				3

5

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Tota
	F			1							1
Costa Rica	М				1						1
	Total			1	1						2
	F		1	1	1	1					4
Côte d'Ivoire	М		1	11	5	3	1				21
	Total		2	12	6	4	1				25
	F			1		1					2
Croatia	М			1							1
	Total			2		1					3
	F			1							1
Cuba	М										
	Total			1							1
	F					1					1
Cyprus	М			1							1
	Total			1		1					2
	F			2	2						4
Czechia	Μ										
	Total			2	2						4
Democratic	F										
People's Republic of	М				1						1
Korea	Total				1						1
Democratic	F		1	3	2	1					7
Republic of	м		3	9	8	2					22
the Congo	Total		4	12	10	3					29
	F			2	7	2					11
Denmark	м			1	4	3	4				12
	Total			3	11	5	4				23
	F			1	1						2
Djibouti	М			2	1						3
,	Total			3	2						5
	F		1	2							3
Dominican	М			1	1						2
Republic	Total		1	3	1						5
	F			1	2		1				4
Ecuador	м			1	2						3
	Total			2	4		1				7
	F		1	6	4	1					12
Egypt	M		1	9	8	1					19
-974-	Total		2	15	12	2					31
	F			1		1					2
El Salvador	M			1		1					2
	Total			2		2					4
	F			1	1	2	2				6
Eritrea	Г			1	2	2	2				3
	141			1	~						5

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
	F			2							2
Estonia	М										
	Total			2							2
	F			1		1					2
Eswatini	М										
	Total			1		1					2
	F		5	4	2	2	1				14
Ethiopia	М		1	25	4	2					32
	Total		6	29	6	4	1				46
	F										
Fiji	М					1					1
	Total					1					1
	F		1	2	6	1	1				11
Finland	М			1	1	1					3
	Total		1	3	7	2	1				14
	F	1	5	21	23	10	3	1			64
France	М		1	13	25	24	2	2			67
	Total	1	6	34	48	34	5	3			131
	F				2	1	1				4
Gambia	М			1	1			1			3
	Total			1	3	1	1	1			7
	F				3	1					4
Georgia	М			1	2	1					4
Ū	Total			1	5	2					8
	F	1	2	10	18	9			1		41
Germany	М	1	1	8	14	5	1	1			31
	Total	2	3	18	32	14	1	1	1		72
	F		2	2	2						6
Ghana	М			5	7	1	2	1			16
	Total		2	7	9	1	2	1			22
	F			1	2	1					4
Greece	М										
	Total			1	2	1					4
	F						1				1
Guatemala	M										
	Total						1				1
	F				1	1					2
Guinea	M		1	3	1	2					7
	Total		1	3	2	3					9
_	F										,
Guinea-Bissau	M				1						1
	Total				1						1
	F			1							1
Guyana	Г			I		1					1
Guyana	IVI					1					I

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
	F			1	2	1					4
Haiti	М										
	Total			1	2	1					4
	F			2	1						3
Honduras	М			1	2	1					4
	Total			3	3	1					7
	F		1	2	1						4
Hungary	М										
	Total		1	2	1						4
	F		1	5	6	3					15
India	М		1		6	4	3				14
	Total		2	5	12	7	3				29
	F			4	1						5
Indonesia	М		1	2							3
	Total		1	6	1						8
Iran (Islamic	F				1						1
Republic of)	М										
	Total				1						1
	F			1	2	1	1				5
Iraq	М		2	3	4	1					10
	Total		2	4	6	2	1				15
	F			2	7	2		1			12
Ireland	М			3	3	7	2	1			16
	Total			5	10	9	2	2			28
	F				1						1
Israel	М			1							1
	Total			1	1						2
	F	2	13	55	41	11	5				127
Italy	Μ		7	39	31	24	6	1			108
	Total	2	20	94	72	35	11	1			235
	F				1		1				2
Jamaica	M										-
	Total		4	10	1		1	4			2
level i	F		1	16	11	8	1	1			38
Japan	M		2	5	10	2	1	1			20
_	Total		3	21	21	10	2	1			58
lordon	F M		1 3	2	Л	1	r	1			3 17
Jordan	Total		3	6 8	4	1	2	1			20
	F		4	0	4		2	1			20
Kazakhstan	г М		I								I
	Total		1								1
_	F		2	36	25	5	3				71
Kenya	F M		2 4	36 24	25 16	5 7	3 1				71 52

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
	F			1	2						3
Kyrgyzstan	М			1							1
	Total			2	2						4
	F		2	8	6						16
Lebanon	М		1	6	2	1					10
	Total		3	14	8	1					26
	F				1						1
Liberia	М			2	2	1					5
	Total			2	3	1					6
	F					1					1
Libya	М										
	Total					1					1
	F			1	1	1					3
Lithuania	М										
	Total			1	1	1					3
	F										
Luxembourg	М			1							1
	Total			1							1
	F			3	2						5
Madagascar	М			1	1						2
	Total			4	3						7
	F		1	4	1						6
Malawi	М			5	1						6
	Total		1	9	2						12
	F		1								1
Malaysia	М		1		1						2
	Total		2		1						3
	F			2		1					3
Mali	М			4	3	1	1				9
	Total			6	3	2	1				12
	F										
Mauritania	М			1	2						3
	Total			1	2						3
	F					1					1
Mauritius	М				1						1
	Total				1	1					2
	F			1	1						2
Mexico	М				1	3					4
	Total			1	2	3					6
	F			1							1
Mongolia	М										
	Total			1							1
	F										
Montenegro	М					1					1

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
	F		1	1							2
Morocco	М										
	Total		1	1							2
	F		1	2		1					4
Mozambique	М		1		2	1					4
	Total		2	2	2	2					8
	F		1	3							4
Myanmar	М			1							1
	Total		1	4							5
	F				1						1
Namibia	М										
	Total				1						1
	F			5	2						7
Nepal	М		2	9	4	2					17
	Total		2	14	6	2					24
	F		3	7	5	2	3	1			21
Netherlands	М			5	5	2	1	1			14
	Total		3	12	10	4	4	2			35
	F			1		3					4
New Zealand	М			2	1	2					5
	Total			3	1	5					9
	F		1	1	3	1					6
Nicaragua	Μ		1				1				2
	Total		2	1	3	1	1				8
	F						1				1
Niger	Μ	_	2	9	3	2					16
	Total		2	9	3	2	1				17
	F		1	4	1	1	2				9
Nigeria	Μ	_	1	3	3	1					8
	Total		2	7	4	2	2				17
North	F			_	_	1					1
Macedonia	M			1	1		1				3
	Total			1	1	1	1				4
	F			1							1
Norway	M			1		1					2
	Total			2		1					3
	F										~
Other-Yu	M				1	1					2
	Total		4		1	1	4				2
	F		4	2	1	~	1				8
Pakistan	M		2	22	15	8	1				48
	Total		6	24	16	8	2				56
Panama	F M			1	2						2 2
					1						

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
	F		1	3		1					5
Peru	М				1						1
	Total		1	3	1	1					6
	F			5	6	1					12
Philippines	М			4	4		1				9
	Total			9	10	1	1				21
	F				2	1					3
Poland	М		1				1				2
	Total		1		2	1	1				5
	F		1	2	2	5	1				11
Portugal	М		1	5	1	1	1				9
	Total		2	7	3	6	2				20
Depublic of	F		1	5	1	2		1			10
Republic of Korea	М		2	3	1	1					7
Koreu	Total		3	8	2	3		1			17
Depublic of	F										
Republic of Moldova	М			1							1
Woldova	Total			1							1
	F			1							1
Romania	М			2	1						3
	Total			3	1						4
Russian	F			3	6						9
Federation	М	1		1	3	1					6
	Total	1		4	9	1					15
	F		3	4	1						8
Rwanda	М		4	5	5	3	1				18
	Total		7	9	6	3	1				26
	F										
Samoa	M					1					1
	Total					1					1
	F		1	8	3	2		1			15
Senegal	M		1	10	4	5		4			20
	Total		2	18	7	7	4	1			35
Caulaia	F			2	1	2	1				3
Serbia	M			1 3	1	2	1				4
	Total F			3	1	2	1				7
Sierra Leone	г М			2	1 1	1 1	1	1			2 6
	Total			2	2	2	1	1			8
	F			2	2	2	1				0
Singapore	г М						I				I
Singapore	Total						1				1
	F										
Slovakia	г М			1							1
	IVI			1							1

Total7832South SudhM13M13-Total14M1821SpainM18633M18633F11521Sri LankaF11F12Total-1State of PalestineF1311F1311-F1311-State of PalestineF1311F1311-State of PalestineF1311F1311-SwedenM66921M12321SwedenM351-F19211Syrian Arab RepublicF1921Total2133Total2133Total2133Total2133Total2133-	Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Tota
TotalIIISomaliaFI2IM312ITotal332ISouth AfricaM4332F112ISouth SudanM13IIF114IISouth SudanM12IIF114IISpainM133ISpainM11IISpainF11IIF11IIISpainF11IIF1311IState of PalestineF131IF131IIF131IISwedenM6921F135IISwitzerlandM322IM37322ISwitzerlandM3732IM3731IISwitzerlandM3732IM3731IITotal7331I		F										
F 1 Somalia M 3 1 2 1 Total 3 1 2 2 F 3 5 5 South Africa M 4 3 3 2 Total 7 8 3 2 1 South Sudan M 1 3 2 1 South Sudan M 1 3 2 1 South Sudan F 2 14 11 5 2 1 Spain M 1 8 6 3 3 1 Total 1 1 5 2 1 1 Spain M 1 1 2 1 1 M 1 1 2 1 1 1 Spain M 1 1 2 1 1 Sytitar Ana F 1 3	Slovenia	М			1	1		1				3
SomaliaM3121Total3122South AfricaF332Total7832Total132South SubaM132Total1452Total1452SpainM1863M18633SpainM1863F1111SylankaF111F1111State of PalestineF131SwedenM66921SwedenM1221SwedenM1231F12321SwedenM66921SwedenM3511SwedenM3511SwedenM3511SwedenM2511SwedenM3711SwedenM2511SwedenM3711SwedenM2511SwedenM2511		Total			1	1		1				3
Total3122South AfricaF35-M4332-TotalTotal7832South SudanM13-M114SpainM11521SpainM11521SpainF21411521M11533-State of PalestineF111-State of PalestineF12311SudanM669211State of PalestineF12311SubanM669211SwedenM178421SwitzerlandF123211SwitzerlandF122111SwitzerlandM3751-1Syrian Arab RepublicF1211-1TajikistanF13311Total21331Syrian Arab RepublicF1331-		F							1			1
F 3 5 South Africa M 4 3 3 2 Total 7 8 3 2 South Sudan M 1 3 2 F 1 1 3 2 Spain F 2 14 11 5 2 1 Spain M 1 8 6 3 3 - Spain M 1 8 6 3 3 - Spain M 1 1 1 - - - Spain M 1 1 1 - - - State of Palestine F 1 3 1 1 - Sudan F 1 3 2 1 1 Subscript F 1 2 3 2 1 Subscript M 5 2	Somalia								-			7
South Africa4332Total7832M1121South SudaM132F21411521SpainF21411521M186332F21411521Sri LankaF11521F11521State of PalestineF1311Total7910311SudanM669211State of PalestineF13111SudanM669211M123211SudanM669211M669211M32321SwedenM3511M37511SwitzerianF1921M37511SwitzerianF1921M3211M3311Tajkisterian <th< td=""><td></td><td>Total</td><td></td><td></td><td></td><td></td><td>2</td><td></td><td>2</td><td></td><td></td><td>8</td></th<>		Total					2		2			8
Total7832South SudhM13-Total13Total14SpainM18633M18633-Total32217851SpainF11Sri LankaF12F11Total11State of PalestineF1311Total7910311SudanM66921State of PalestineF12321State of PalestineF1311-SudanM669211SubanM12321M1255221SwedenM351Syrian ArabF1921-Re1921Total2133Total2133Total2133Re133					3	5						8
F 1 1 3 South Sudan M 1 3 Total 1 4 \cdot Spain F 2 14 11 5 2 1 Spain M 1 8 6 3 3 \cdot Spain M 1 8 6 3 3 \cdot Spain M 1 1 5 2 1 Spain M 1 1 1 \cdot \cdot Spain F 1 3 1 1 \cdot \cdot State of Palestine F 1 3 1 1 \cdot \cdot Sudan M 1 3 1 1 \cdot \cdot Sudan M 1 2 3 1 1 Sudan M 2 3 2 1 1 Sweden	South Africa											12
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N/I	Trinidad and			1	1							2
Tobago Total 1 1	Tobago	М										2

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