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de Alimentos

**Executive Board  
Annual Session**

**Rome, 3–6 June 2013**

## **ADMINISTRATIVE AND MANAGERIAL MATTERS**

**Agenda item 11**

*For information\**



Distribution: GENERAL  
**WFP/EB.A/2013/11-D**  
19 April 2013  
ORIGINAL: ENGLISH

## **STATISTICAL REPORT ON WFP INTERNATIONAL PROFESSIONAL STAFF AND HIGHER CATEGORIES**

**At 31 December 2012**

\* 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.

This document is printed in a limited number of copies. 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.

Director, HRM\*                      Ms P. Issar                      Tel.: 066513-2400

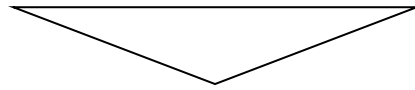
Chief, HRMOI\*\*                      Ms A. Majkowski                      Tel.: 066513-2794

Should you have any questions regarding availability of documentation for the Executive Board, please contact the Conference Servicing Unit (tel.: 066513-2645/2558).

\* Human Resources Division

\*\* Information Systems Support and Corporate Reporting Branch

## DRAFT DECISION\*



The Board takes note of “Statistical Report on WFP International Professional Staff and Higher Categories” (WFP/EB.A/2013/11-D).

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\* This is a draft decision. For the final decision adopted by the Board, please refer to the Decisions and Recommendations document issued at the end of the session.

## 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 2012 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 decreased by 1.7 percentage points, from 1,425 at 31 December 2011 to 1,401 at 31 December 2012.

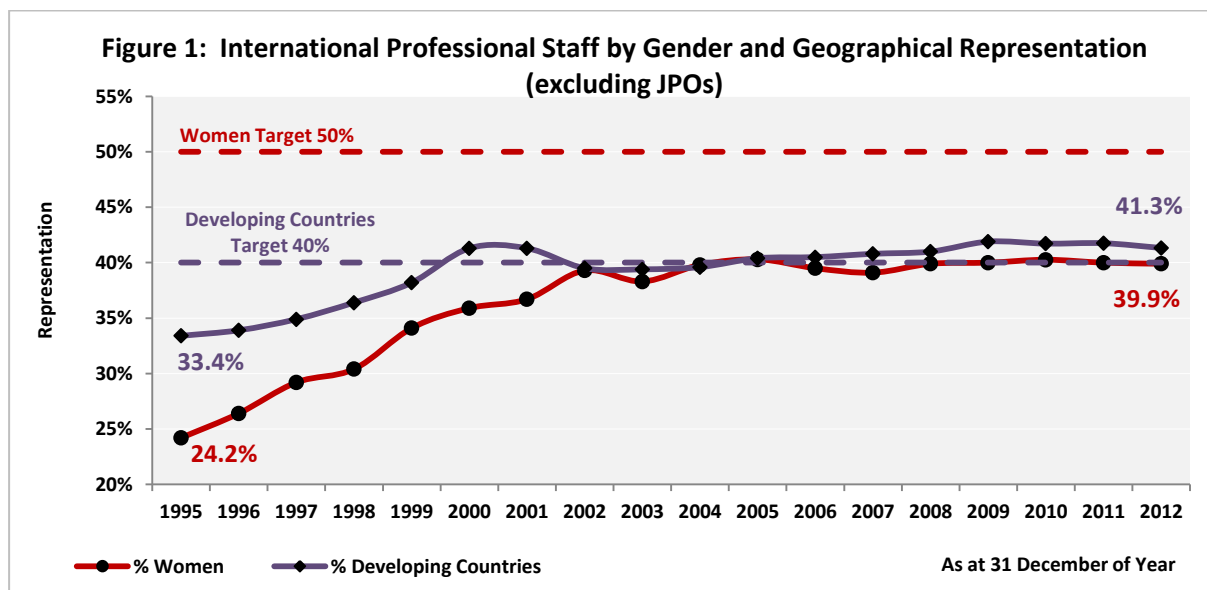
<b>TABLE 1: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY GENDER AND GEOGRAPHICAL REPRESENTATION</b>					
	<b>Total</b>	<b>Women</b>	<b>% Women</b>	<b>Developing countries*</b>	<b>% Developing countries</b>
<b>At 31 December of 2012</b>					
<b>Staff members</b>	<b>1 401</b>	<b>559</b>	<b>39.9</b>	<b>579</b>	<b>41.3</b>
USG**	1	1	100.0	0	0.0
ASG***	4	1	25.0	3	75.0
D-2	41	8	19.5	17	41.5
D-1	98	31	31.6	21	21.4
P-5	235	94	40.0	62	26.4
P-4	335	140	41.8	119	35.5
P-3	555	216	38.9	294	53.0
P-2	130	67	51.5	63	48.5
P-1	2	1	50.0	0	0.0
<b>At 31 December of 2011</b>					
<b>Staff members</b>	<b>1 425</b>	<b>570</b>	<b>40.0</b>	<b>595</b>	<b>41.8</b>
USG**	1	1	100.0	0	0.0
ASG***	3	1	33.3	2	66.7
D-2	46	11	23.9	21	45.7
D-1	100	28	28.0	24	24.0
P-5	210	88	41.9	54	25.7
P-4	370	149	40.3	135	36.5
P-3	563	221	39.3	297	52.8
P-2	131	70	53.4	62	47.3
P-1	1	1	100.0	0	0.0

\* Nationals of developing countries

\*\* USG is Under-Secretary-General

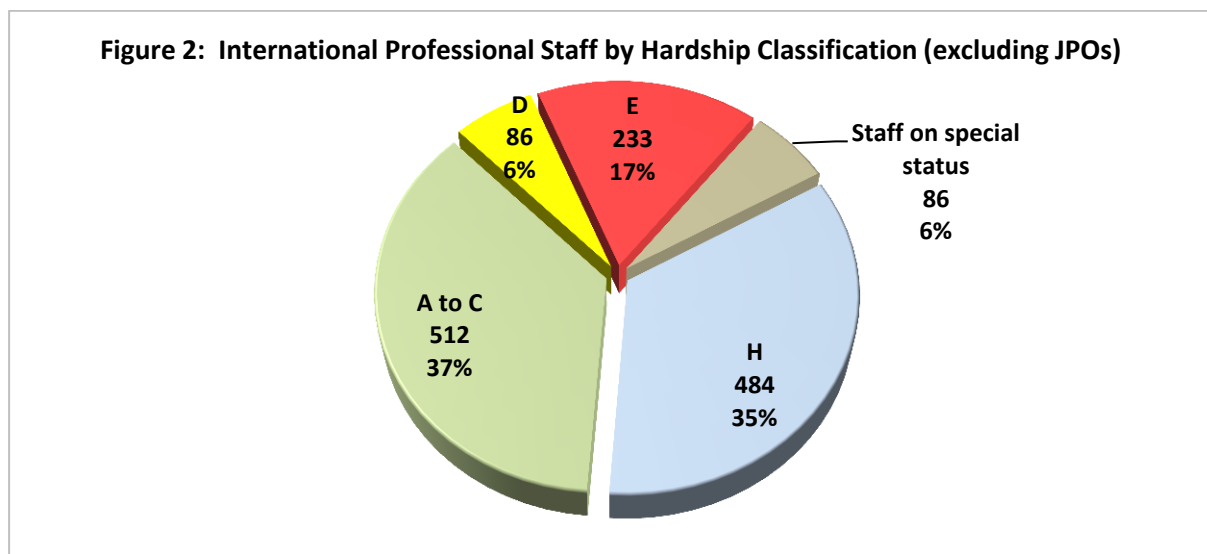
\*\*\* ASG is Assistant Secretary-General

3. Women’s representation in the international professional staff and higher categories (excluding JPOs) was 39.9 percent at 31 December 2012 (Figure 1).



### Staff Distribution by Hardship Classification and by Duty Station Location

4. Of 1,401 international professional staff, 319 (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 2009 guide to mobility and hardship arrangements: “H duty stations are Headquarters and 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**

<b>Breakdown by region</b>	<b>No. of staff</b>	<b>Percentage</b>
<b>List A:</b> Africa	364	26.0
<b>List B:</b> Asia and the Middle East	165	11.8
<b>List C:</b> Latin America and the Caribbean	50	3.6
<b>Subtotal</b>	<b>579</b>	<b>41.3</b>
<b>List D:</b> North America, Western Europe, Japan, Australia, New Zealand	767	54.7
<b>List E:</b> Eastern Europe	55	3.9
<b>Subtotal</b>	<b>822</b>	<b>58.7</b>
<b>Grand Total</b>	<b>1 401</b>	

**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							2
	F			1	1						2
	<b>Total</b>		1	2	1						4
Albania	M			3							3
	F		1	1							2
	<b>Total</b>		1	4							5
Algeria	M			1	1	1					3
	F			1		1					2
	<b>Total</b>			2	1	2					5
Angola	M			3							3
	F		1	2							3
	<b>Total</b>		1	5							6
Argentina	M										
	F			1	1						2
	<b>Total</b>			1	1						2
Armenia	M			2	1						3
	F			1							1
	<b>Total</b>			3	1						4
Australia	M			3	6	1	3				13
	F		2	1	4	4					11
	<b>Total</b>		2	4	10	5	3				24
Austria	M			1		2	1				4
	F		1		1						2
	<b>Total</b>		1	1	1	2	1				6
Bangladesh	M			3	2	1		1			7
	F			1							1
	<b>Total</b>			4	2	1		1			8
Belgium	M			6	8	5					19
	F			3	4	2		1			10
	<b>Total</b>			9	12	7		1			29
Benin	M		1	3			1				5
	F			1		1					2
	<b>Total</b>		1	4		1	1				7
Bhutan	M			1	1						2
	F										
	<b>Total</b>			1	1						2
Bolivia	M				1						1
	F			1	1						2
	<b>Total</b>			1	2						3
Bosnia and Herzegovina	M			1			1				2
	F			1	1	1					3
	<b>Total</b>			2	1	1	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
Brazil	M			2				1			3
	F			1		1					2
	<b>Total</b>			3		1		1			5
Brunei Darussalam	M										
	F				1						1
	<b>Total</b>				1						1
Bulgaria	M			1							1
	F										
	<b>Total</b>			1							1
Burkina Faso	M		2	3	1	2					8
	F			1							1
	<b>Total</b>		2	4	1	2					9
Burundi	M		3	3			1				7
	F			4							4
	<b>Total</b>		3	7			1				11
Cameroon	M		1	2	1	1		1			6
	F		2	4	1			1			8
	<b>Total</b>		3	6	2	1		2			14
Canada	M		3	6	11	12	9	1			42
	F		2	13	8	13	4	1			41
	<b>Total</b>		5	19	19	25	13	2			83
Cape Verde	M			1							1
	F										
	<b>Total</b>			1							1
Chad	M										
	F		1								1
	<b>Total</b>		1								1
Chile	M						1		1		2
	F		1								1
	<b>Total</b>		1				1		1		3
China	M			3	2						5
	F			5	2						7
	<b>Total</b>			8	4						12
Colombia	M		1	1							2
	F			1	1						2
	<b>Total</b>		1	2	1						4
Congo	M			2	1						3
	F			1	1						2
	<b>Total</b>			3	2						5
Côte d'Ivoire	M		1	5	1	1					8
	F			1							1
	<b>Total</b>		1	6	1	1					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
Croatia	M										
	F				1		1				2
	<b>Total</b>				1		1				2
Cuba	M			1	1						2
	F			1							1
	<b>Total</b>			2	1						3
Cyprus	M										
	F				1						1
	<b>Total</b>				1						1
Czech Republic	M										
	F			1							1
	<b>Total</b>			1							1
Dem. People's Rep. of Korea	M			1							1
	F										
	<b>Total</b>			1							1
Dem. Rep. of the Congo	M		5	9	1						15
	F		1	1							2
	<b>Total</b>		6	10	1						17
Denmark	M		2	6	3	2		1			14
	F			1	1	1	1				4
	<b>Total</b>		2	7	4	3	1	1			18
Djibouti	M				1	1					2
	F			1							1
	<b>Total</b>			1	1	1					3
Dominican Republic	M										
	F					1					1
	<b>Total</b>					1					1
Ecuador	M		1				1				2
	F			1	1						2
	<b>Total</b>		1	1	1		1				4
Egypt	M			3	1	1					5
	F				1						1
	<b>Total</b>			3	2	1					6
El Salvador	M										
	F			1							1
	<b>Total</b>			1							1
Eritrea	M		1	1							2
	F		1	3	2						6
	<b>Total</b>		2	4	2						8
Ethiopia	M			11	4	2	1				18
	F		1	1		4					6
	<b>Total</b>		1	12	4	6	1				24

**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
Fiji	M			2	1						3
	F										
	<b>Total</b>			2	1						3
Finland	M					1	1				2
	F		1	3	2						6
	<b>Total</b>		1	3	2	1	1				8
France	M		5	21	13	10	2	1			52
	F		6	10	7	4					27
	<b>Total</b>		11	31	20	14	2	1			79
Gambia	M			1		1		1			3
	F				1	1	1				3
	<b>Total</b>			1	1	2	1	1			6
Georgia	M			3	1						4
	F			1							1
	<b>Total</b>			4	1						5
Germany	M			9	7	4	3	3			26
	F		3	5	9	3	3				23
	<b>Total</b>		3	14	16	7	6	3			49
Ghana	M			2	1	1	2	1			7
	F					1					1
	<b>Total</b>			2	1	2	2	1			8
Guatemala	M				1						1
	F										
	<b>Total</b>				1						1
Guinea	M		1	2							3
	F		1	1							2
	<b>Total</b>		2	3							5
Guinea-Bissau	M		1								1
	F										
	<b>Total</b>		1								1
Guyana	M										
	F		1								1
	<b>Total</b>		1								1
Haiti	M										
	F		1	1	1						3
	<b>Total</b>		1	1	1						3
Honduras	M				1						1
	F										
	<b>Total</b>				1						1
India	M			8	4	5	1				18
	F		2			2					4
	<b>Total</b>		2	8	4	7	1				22

**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
Indonesia	M			1							1
	F			1	1						2
	<b>Total</b>			2	1						3
Iran, Islamic Republic of	M			1							1
	F			2							2
	<b>Total</b>			3							3
Iraq	M		1	3	3						7
	F		1	3			1				5
	<b>Total</b>		2	6	3		1				12
Ireland	M			4	8	5		2			19
	F			2		2	1				5
	<b>Total</b>			6	8	7	1	2			24
Israel	M										
	F				1						1
	<b>Total</b>				1						1
Italy	M	1	10	27	14	13	2	3			70
	F		5	21	9	6	1	1			43
	<b>Total</b>	1	15	48	23	19	3	4			113
Jamaica	M										
	F				1	1					2
	<b>Total</b>				1	1					2
Japan	M		1	8	3			1			13
	F		5	10	5	5	2				27
	<b>Total</b>		6	18	8	5	2	1			40
Jordan	M		2	4	4	2		1			13
	F		1								1
	<b>Total</b>		3	4	4	2		1			14
Kenya	M			14	4	2					20
	F		5	6	3	2					16
	<b>Total</b>		5	20	7	4					36
Kyrgyzstan	M										
	F			1							1
	<b>Total</b>			1							1
Lebanon	M			1							1
	F			1							1
	<b>Total</b>			2							2
Liberia	M			1		1					2
	F			1							1
	<b>Total</b>			2		1					3
Libya	M										
	F			1							1
	<b>Total</b>			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
Lithuania	M										
	F			1							1
	<b>Total</b>			1							1
Luxembourg	M										
	F			1							1
	<b>Total</b>			1							1
Madagascar	M			1							1
	F			3							3
	<b>Total</b>			4							4
Malawi	M			1	1						2
	F				1						1
	<b>Total</b>			1	2						3
Malaysia	M		1								1
	F		1								1
	<b>Total</b>		2								2
Mali	M			4	2	1	1	1			9
	F			2							2
	<b>Total</b>			6	2	1	1	1			11
Malta	M										
	F			1							1
	<b>Total</b>			1							1
Mauritania	M				2						2
	F										
	<b>Total</b>				2						2
Mexico	M			2							2
	F										
	<b>Total</b>			2							2
Montenegro	M			1							1
	F										
	<b>Total</b>			1							1
Morocco	M						1				1
	F										
	<b>Total</b>						1				1
Mozambique	M			3	2	1					6
	F			1		1					2
	<b>Total</b>			4	2	2					8
Myanmar	M			1							1
	F			1							1
	<b>Total</b>			2							2
Namibia	M										
	F				1						1
	<b>Total</b>				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		1	6	4			2			13
	F			1	2						3
	<b>Total</b>		1	7	6			2			16
Netherlands	M			1	2	3	6				12
	F			3	3	3					9
	<b>Total</b>			4	5	6	6				21
New Zealand	M			2	1						3
	F				1						1
	<b>Total</b>			2	2						4
Nicaragua	M			1	1						2
	F			1							1
	<b>Total</b>			2	1						3
Niger	M			3							3
	F		1	1							2
	<b>Total</b>		1	4							5
Nigeria	M				2						2
	F			3		1					4
	<b>Total</b>			3	2	1					6
Norway	M			1	1	1		1			4
	F			1							1
	<b>Total</b>			2	1	1		1			5
Pakistan	M			10	4	1		1			16
	F			1							1
	<b>Total</b>			11	4	1		1			17
Panama	M			1							1
	F			1							1
	<b>Total</b>			2							2
Peru	M			1		3					4
	F			2							2
	<b>Total</b>			3		3					6
Philippines	M			3	1	1					5
	F		1	4	2						7
	<b>Total</b>		1	7	3	1					12
Poland	M					1					1
	F			1			1				2
	<b>Total</b>			1		1	1				3
Portugal	M				2	2			1		5
	F		1		1	1	1				4
	<b>Total</b>		1		3	3	1		1		9
Republic of Korea	M			2							2
	F			4	1						5
	<b>Total</b>			6	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
Republic of Moldova	M										
	F			1							1
	<b>Total</b>			1							1
Russian Federation	M				1						1
	F		3	1	2						6
	<b>Total</b>		3	1	3						7
Rwanda	M			6	2	1					9
	F					1					1
	<b>Total</b>			6	2	2					10
Samoa	M			1							1
	F										
	<b>Total</b>			1							1
Senegal	M		2	2	3		2	1			10
	F			3		1	1				5
	<b>Total</b>		2	5	3	1	3	1			15
Serbia	M			3	2						5
	F		1	1	1						3
	<b>Total</b>		1	4	3						8
Sierra Leone	M			2	3	1	2				8
	F			1		1					2
	<b>Total</b>			3	3	2	2				10
Singapore	M			1							1
	F				1						1
	<b>Total</b>			1	1						2
Slovenia	M				1	1					2
	F										
	<b>Total</b>				1	1					2
Somalia	M		1	3		1					5
	F			1		1					2
	<b>Total</b>		1	4		2					7
South Africa	M			3	1	1					5
	F		1	1					1		3
	<b>Total</b>		1	4	1	1			1		8
South Sudan	M			2							2
	F										
	<b>Total</b>			2							2
Spain	M			3	2	1	1				7
	F		2	5		1	1				9
	<b>Total</b>		2	8	2	2	2				16
Sri Lanka	M										
	F			2							2
	<b>Total</b>			2							2

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

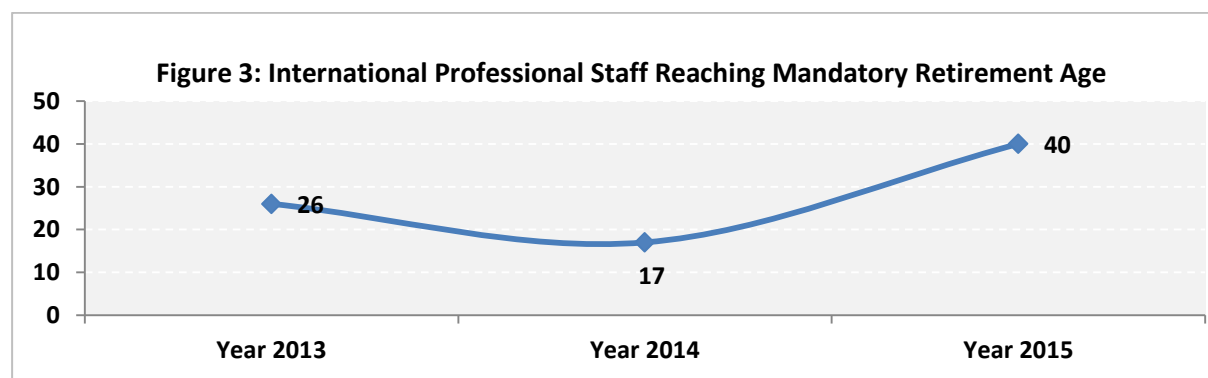
Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Sudan	M		2	8	5	3	1	1	1		21
	F			2		1					3
	<b>Total</b>		2	10	5	4	1	1	1		24
Sweden	M		1	5	6	2	2				16
	F		2	2	1	2					7
	<b>Total</b>		3	7	7	4	2				23
Switzerland	M		2	2		1	2				7
	F		1	2	2		1				6
	<b>Total</b>		3	4	2	1	3				13
Tajikistan	M		1								1
	F			2							2
	<b>Total</b>		1	2							3
Thailand	M			1							1
	F			3	2						5
	<b>Total</b>			4	2						6
The FYR of Macedonia	M			1	1						2
	F			1							1
	<b>Total</b>			2	1						3
Togo	M			3	1		1	1			6
	F										
	<b>Total</b>			3	1		1	1			6
Tunisia	M			2				1			3
	F				2						2
	<b>Total</b>			2	2			1			5
Turkey	M			1		1					2
	F										
	<b>Total</b>			1		1					2
Uganda	M		1	9		2	1				13
	F		3	5	3						11
	<b>Total</b>		4	14	3	2	1				24
Ukraine	M			3							3
	F			2		1					3
	<b>Total</b>			5		1					6
United Kingdom	M		2	12	8	13	9	1			45
	F	1	2	6	12	5	3	1			30
	<b>Total</b>	1	4	18	20	18	12	2			75
United Republic of Tanzania	M		1	1							2
	F			1	2	1					4
	<b>Total</b>		1	2	2	1					6
United States of America	M		2	12	15	21	8	3			61
	F		1	10	22	17	7	3		1	61
	<b>Total</b>		3	22	37	38	15	6		1	122

**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
Uruguay	M			2	1						3
	F										
	<b>Total</b>			2	1						3
Uzbekistan	M										
	F			2							2
	<b>Total</b>			2							2
Viet Nam	M		1	2							3
	F					1					1
	<b>Total</b>		1	2		1					4
Yemen	M					1					1
	F										
	<b>Total</b>					1					1
Zambia	M		1	3	2	1					7
	F					3		1			4
	<b>Total</b>		1	3	5	1		1			11
Zimbabwe	M		1	1	2			2			6
	F		1	2							3
	<b>Total</b>		2	3	2			2			9

### Staff Retirement Forecast

5. In 2012, 15 international professional staff retired. Between 2013 and 2015, 83 (5.9%) of 1,401 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 47.1 (Figure 4).



## STAFFING STATISTICS OF JUNIOR PROFESSIONAL OFFICERS

### Gender and Geographical Representation, by Grade Level

7. The total number of junior professional officers decreased by 4.1 percentage points, from 49 at 31 December 2011, to 47 at 31 December 2012.

<b>TABLE 4: NUMBER OF JPOS, BY GENDER AND GEOGRAPHICAL REPRESENTATION</b>					
<b>At 31 December</b>	<b>Total</b>	<b>Women</b>	<b>% women</b>	<b>Developing countries</b>	<b>% developing countries</b>
<b>2012</b>	<b>47</b>	<b>37</b>	<b>78.7</b>	<b>1</b>	<b>2.1</b>
P-2	46	36	78.3	1	2.2
P-1	1	1	100.0	0	0
<b>2011</b>	<b>49</b>	<b>36</b>	<b>73.5</b>	<b>1</b>	<b>2.04</b>
P-2	49	36	73.5	1	2.04
P-1	0	0	0	0	0