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**Executive Board  
Annual Session**

**Rome, 6–10 June 2011**

## **ADMINISTRATIVE AND MANAGERIAL MATTERS**

**Agenda item 13**

*For information\**

**E**

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

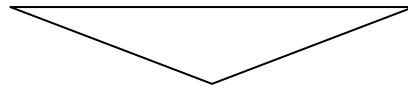
**At 31 December 2010**

\* 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.

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## DRAFT DECISION\*



The Board takes note of “Statistical Report on WFP International Professional Staff and Higher Categories” (WFP/EB.A/2011/13-C)

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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 included. The information reflects the situation as at 31 December 2010 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 holding continuing, indefinite or fixed term appointments, excluding JPOs, increased slightly by 0.8 percentage points, from 1,431 at 31 December 2009 to 1,443 at 31 December 2010.

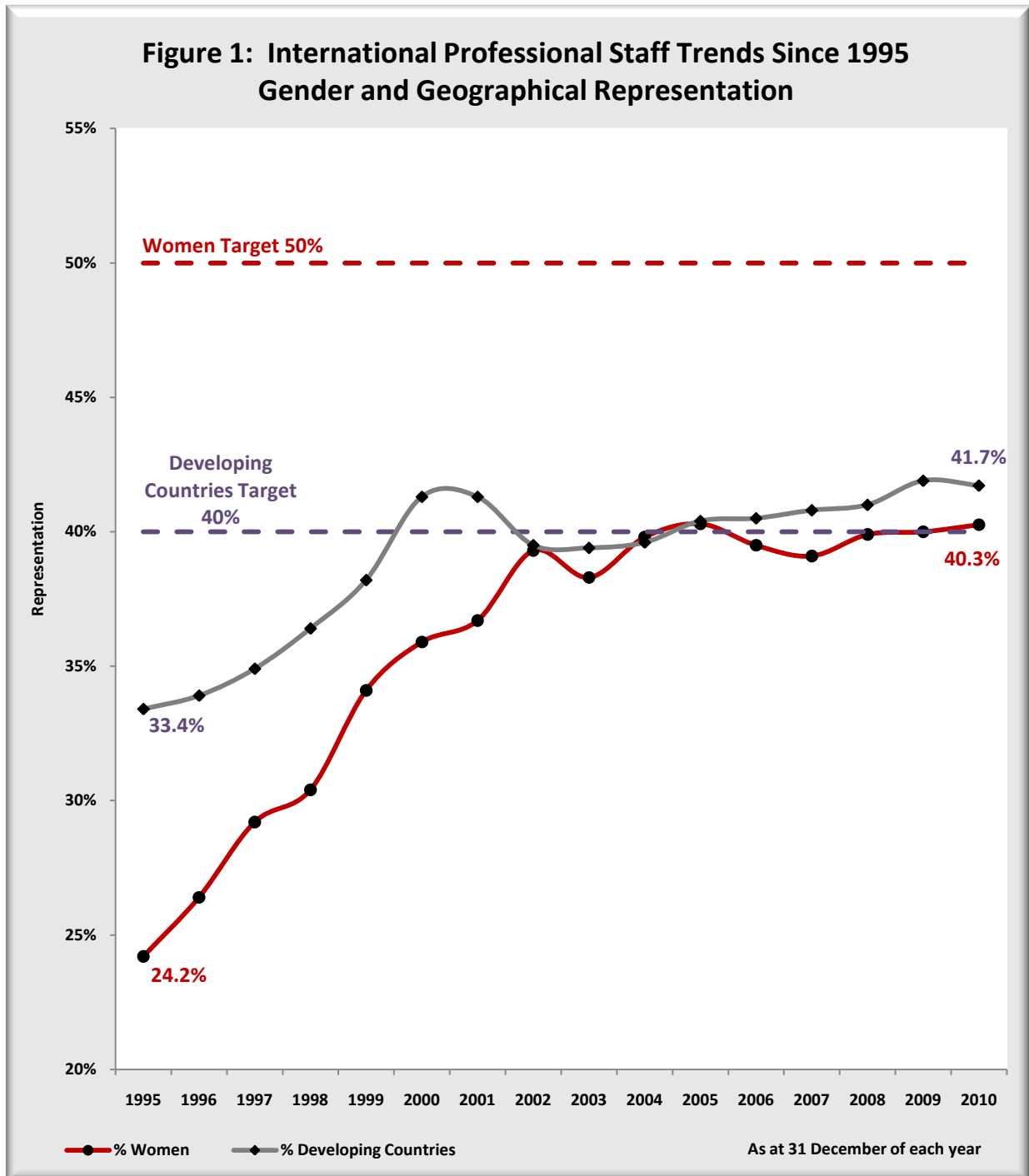
<b>TABLE 1: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY GENDER AND GEOGRAPHICAL REPRESENTATION</b>					
	<b>Total</b>	<b>Women</b>	<b>% Women</b>	<b>Developing countries*</b>	<b>% Developing countries</b>
<b>At 31 December 2010</b>					
<b>Staff members</b>	<b>1 443</b>	<b>581</b>	<b>40.3</b>	<b>602</b>	<b>41.7</b>
USG**	1	1	100.0	0	0.0
ASG***	4	2	50.0	3	75.0
D-2	42	10	23.8	16	38.1
D-1	101	31	30.7	28	27.7
P-5	217	87	40.1	57	26.3
P-4	360	146	40.6	130	36.1
P-3	549	216	39.3	298	54.3
P-2	168	87	51.8	70	41.7
P-1	1	1	100.0	0	0.0
<b>At 31 December 2009</b>					
<b>Staff members</b>	<b>1 431</b>	<b>573</b>	<b>40.0</b>	<b>599</b>	<b>41.9</b>
USG	1	1	100.0	0	0.0
ASG	4	2	50.0	3	75.0
D-2	41	10	24.4	15	36.6
D-1	94	29	30.9	28	29.8
P-5	213	82	38.5	54	25.4
P-4	346	138	39.9	125	36.1
P-3	538	209	38.8	290	53.9
P-2	193	101	52.3	84	43.5
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 increased by 0.3 percentage points, from 40.0 percent at 31 December 2009 to 40.3 percent at 31 December 2010. Although efforts are still needed to meet the objective of 50 percent women set by the United Nations Secretary-General, it is worth noting that the percentage of women in the WFP international professional staff category increased substantially in the past 15 years (24.2 percent in 1995 to 40.3 percent in 2010) (Figure 1). WFP continues to give preference in recruitment to qualified women. It also seeks to promote more women to senior positions through reassignment, taking into consideration staff needs and preferences when possible.



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

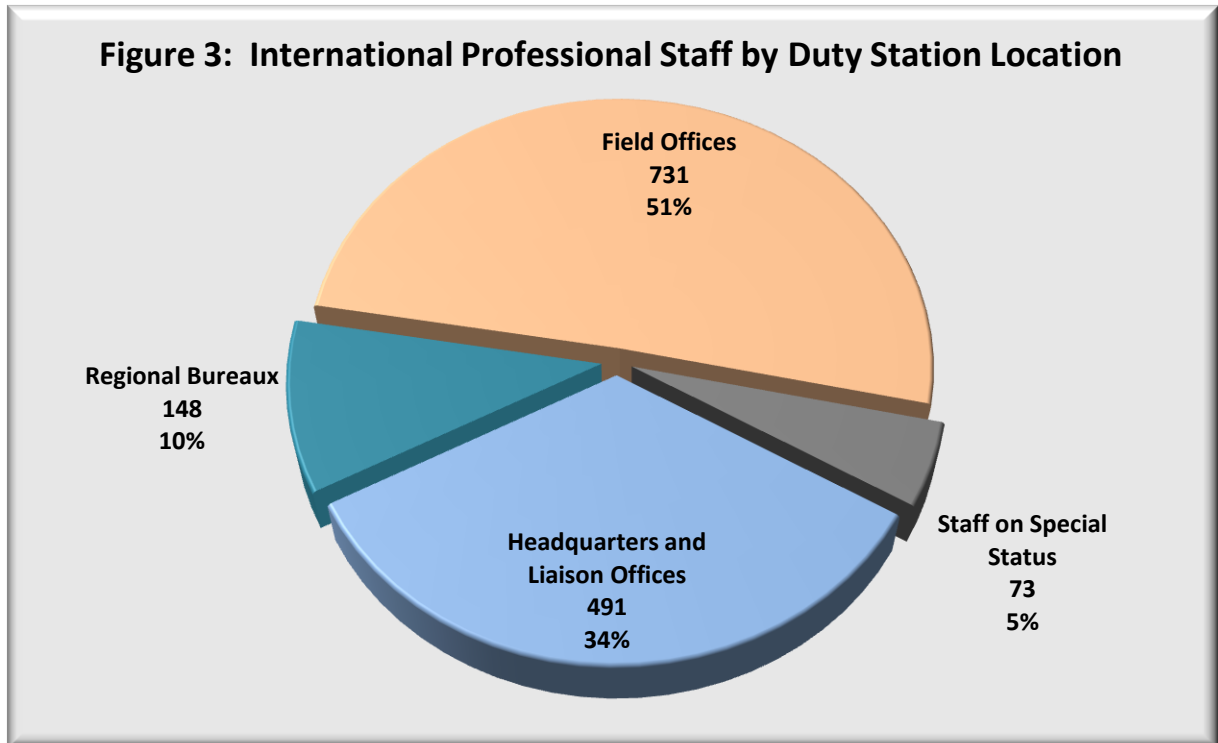
4. Of 1,443 international professional staff 397 (27.5 percent) were located in D or E hardship duty stations (Figure 2).



### Notes:

- Duty Station Hardship Classification as per the International Civil Service Commission's (ICSC) 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.*"
- Brindisi, Italy, is classified as H duty station but is counted as a field office.
- "Staff on Special Status" covers staff on leave without pay or on loan/secondment to other agencies.

5. Sixty-one percent of international professional staff were located in regional bureaux and field offices; 34 percent were based in Headquarters located in Rome and WFP liaison offices in Berlin, Brussels, Geneva, London, New York, Paris, Tokyo and Washington (Figure 3).



Note: "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	371	25.7
<b>List B:</b> Asia and the Middle East	176	12.2
<b>List C:</b> Latin America and the Caribbean	55	3.8
<b>Subtotal</b>	<b>602</b>	<b>41.7</b>
<b>List D:</b> North America, Western Europe, Japan, Australia, New Zealand	790	54.7
<b>List E:</b> Eastern Europe	51	3.5
<b>Subtotal</b>	<b>841</b>	<b>58.3</b>
<b>Grand Total</b>	<b>1 443</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										
	<b>Total</b>			1	1	1					3
Angola	M			3							3
	F		1	2							3
	<b>Total</b>		1	5							6
Argentina	M							1			1
	F		1		1						2
	<b>Total</b>		1		1			1			3
Armenia	M			2	1						3
	F			2							2
	<b>Total</b>			4	1						5
Australia	M			4	6	3	2				15
	F			2	4	4					10
	<b>Total</b>			6	10	7	2				25
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						2
	<b>Total</b>			4	3	1		1			9
Belgium	M			4	11	4	2				21
	F		1	3	5		1				10
	<b>Total</b>		1	7	16	4	3				31
Benin	M		1	3		1					5
	F			1		1					2
	<b>Total</b>		1	4		2					7
Bhutan	M			1	1						2
	F										
	<b>Total</b>			1	1						2
Bolivia (Plurinational State of)	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 (continued)**

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Brazil	M			3							3
	F			2		1					3
	<b>Total</b>			5		1					6
Brunei Darussalam	M										
	F				1						1
	<b>Total</b>				1						1
Burkina Faso	M		2	3	3	1					9
	F			1	1						2
	<b>Total</b>		2	4	4	1					11
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		1	1		14
Canada	M		3	6	13	10	9	1			42
	F		3	11	10	11	4	2			41
	<b>Total</b>		6	17	23	21	13	3			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		2	6	1						9
	<b>Total</b>		2	9	3						14
Colombia	M		2	1							3
	F			1	1						2
	<b>Total</b>		2	2	1						5
Congo, Rep. of	M			1	1						2
	F			1	1						2
	<b>Total</b>			2	2						4
Côte d'Ivoire	M		1	5	2						8
	F			1							1
	<b>Total</b>		1	6	2						9

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

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			2	1						3
	F			1							1
	<b>Total</b>			3	1						4
Cyprus	M										
	F				1						1
	<b>Total</b>				1						1
Czech Republic	M										
	F			1							1
	<b>Total</b>			1							1
Dem. Rep. of the Congo	M		8	6	1						15
	F		1	1							2
	<b>Total</b>		9	7	1						17
Denmark	M		2	7	3	2		1			15
	F			1	1	1	1				4
	<b>Total</b>		2	8	4	3	1	1			19
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
DPR Korea	M			1							1
	F										
	<b>Total</b>			1							1
Ecuador	M		1			1					2
	F			2				1			3
	<b>Total</b>		1	2		1		1			5
Egypt	M			2	1	1					4
	F				1						1
	<b>Total</b>			2	2	1					5
Eritrea	M		1	1							2
	F		1	2	2						5
	<b>Total</b>		2	3	2						7
Ethiopia	M			12	4	3	1				20
	F		1	2	1	4					8
	<b>Total</b>		1	14	5	7	1				28
Fiji	M			2	1						3
	F										
	<b>Total</b>			2	1						3

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

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Finland	M				1		1				2
	F		3	1	2						6
	<b>Total</b>		3	1	3		1				8
France	M		7	23	15	10	1	2			58
	F		6	10	8	3					27
	<b>Total</b>		13	33	23	13	1	2			85
Gambia	M			1	1			1			3
	F				1	1	1				3
	<b>Total</b>			1	2	1	1	1			6
Georgia	M			3	1						4
	F										
	<b>Total</b>			3	1						4
Germany	M		1	8	7	3	2	4			25
	F		5	5	8	4	3	1			26
	<b>Total</b>		6	13	15	7	5	5			51
Ghana	M			2	1	1	3				7
	F					1					1
	<b>Total</b>			2	1	2	3				8
Guatemala	M				1						1
	F										
	<b>Total</b>				1						1
Guinea	M		1	3							4
	F		1	1							2
	<b>Total</b>		2	4							6
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
	<b>Total</b>				1						1
Honduras	M				1						1
	F										
	<b>Total</b>				1						1
India	M			7	5	3	1				16
	F		2	1	1	2					6
	<b>Total</b>		2	8	6	5	1				22
Indonesia	M			2							2
	F			1	1						2
	<b>Total</b>			3	1						4

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

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Iran, Islamic Republic of	M			1							1
	F			2							2
	<b>Total</b>			3							3
Iraq	M		1	4	2						7
	F		1	3			1				5
	<b>Total</b>		2	7	2		1				12
Ireland	M			2	8	5		2			17
	F			2	1	2					5
	<b>Total</b>			4	9	7		2			22
Israel	M										
	F				1						1
	<b>Total</b>				1						1
Italy	M		12	25	17	8	2	3			67
	F		13	16	10	4	2				45
	<b>Total</b>		25	41	27	12	4	3			112
Jamaica	M										
	F				2						2
	<b>Total</b>				2						2
Japan	M		3	9	2			1			15
	F		6	11	5	5	1	1			29
	<b>Total</b>		9	20	7	5	1	2			44
Jordan	M		3	2	5	2		1			13
	F		1								1
	<b>Total</b>		4	2	5	2		1			14
Kenya	M			15	7		1				23
	F		4	7	3	2					16
	<b>Total</b>		4	22	10	2	1				39
Kyrgyzstan	M										
	F			1							1
	<b>Total</b>			1							1
Lebanon	M			1							1
	F			1			1				2
	<b>Total</b>			2			1				3
Liberia	M			1		1					2
	F			1							1
	<b>Total</b>			2		1					3
Libyan Arab Jamahiriya	M										
	F			1							1
	<b>Total</b>			1							1
Lithuania	M										
	F			1							1
	<b>Total</b>			1							1

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

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Luxembourg	M										
	F			1							1
	<b>Total</b>			1							1
Madagascar	M										
	F			3							3
	<b>Total</b>			3							3
Malawi	M			1	1						2
	F				1						1
	<b>Total</b>			1	2						3
Malaysia	M		1	1							2
	F		1								1
	<b>Total</b>		2	1							3
Mali	M			4	2		3				9
	F			2							2
	<b>Total</b>			6	2		3				11
Malta	M										
	F			1							1
	<b>Total</b>			1							1
Mauritania	M				2						2
	F										
	<b>Total</b>				2						2
Mexico	M			1				1			2
	F								1		1
	<b>Total</b>			1				1	1		3
Moldova, Republic of	M										
	F			1							1
	<b>Total</b>			1							1
Montenegro	M			1							1
	F										
	<b>Total</b>			1							1
Morocco	M						1				1
	F			1							1
	<b>Total</b>			1			1				2
Mozambique	M			3	2	1		1			7
	F			1		1					2
	<b>Total</b>			4	2	2		1			9
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 (continued)**

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Nepal	M		1	6	3		1	1			12
	F			1	2						3
	<b>Total</b>		1	7	5		1	1			15
Netherlands	M			3	2	5	6				16
	F			6	2	4					12
	<b>Total</b>			9	4	9	6				28
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>		1	1	1						3
Niger	M			2			1				3
	F		1								1
	<b>Total</b>		1	2			1				4
Nigeria	M				2						2
	F			3		1					4
	<b>Total</b>			3	2	1					6
Norway	M		1	1	1	1		1			5
	F		1	2							3
	<b>Total</b>		2	3	1	1		1			8
Pakistan	M		1	10	3	1	1	1			17
	F			1							1
	<b>Total</b>		1	11	3	1	1	1			18
Panama	M		1								1
	F			1							1
	<b>Total</b>		1	1							2
Peru	M			2	1	3					6
	F			1							1
	<b>Total</b>			3	1	3					7
Philippines	M			5	1	2					8
	F		1	5	1						7
	<b>Total</b>		1	10	2	2					15
Poland	M					1					1
	F			1			1				2
	<b>Total</b>			1		1	1				3
Portugal	M				2	2			1		5
	F		1		2		1				4
	<b>Total</b>		1		4	2	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 (continued)**

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Russian Federation	M			1							1
	F		4	1	2						7
	<b>Total</b>		4	2	2						8
Rwanda	M			7	2						9
	F					1					1
	<b>Total</b>			7	2	1					10
Samoa	M			1							1
	F										
	<b>Total</b>			1							1
Senegal	M		2	2	2		2	1			9
	F			3		1	1				5
	<b>Total</b>		2	5	2	1	3	1			14
Serbia	M			3	2						5
	F		1		1						2
	<b>Total</b>		1	3	3						7
Sierra Leone	M			4	1	2	1				8
	F			1		1					2
	<b>Total</b>			5	1	3	1				10
Singapore	M										
	F			1							1
	<b>Total</b>			1							1
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
Spain	M		1	2	2	1	1				7
	F		2	5		2	1				10
	<b>Total</b>		3	7	2	3	2				17
Sri Lanka	M					1					1
	F			2							2
	<b>Total</b>			2		1					3
Sudan	M		1	10	6	3		1	1		22
	F			2		1					3
	<b>Total</b>		1	12	6	4		1	1		25
Sweden	M		2	6	5	2	2				17
	F		2	3	2	2					9
	<b>Total</b>		4	9	7	4	2				26



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

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Switzerland	M		2	2		1	2				7
	F		3	1	2		1				7
	<b>Total</b>		5	3	2	1	3				14
Syrian Arab Republic	M					1					1
	F										
	<b>Total</b>					1					1
Tajikistan	M		1								1
	F			2		1					3
	<b>Total</b>		1	2		1					4
Thailand	M			1							1
	F			3	2						5
	<b>Total</b>			4	2						6
The former Yugoslav Republic of Macedonia	M			1	1						2
	F			1							1
	<b>Total</b>			2	1						3
Togo	M			2	1		1	1			5
	F										
	<b>Total</b>			2	1		1	1			5
Trinidad and Tobago	M			1							1
	F										
	<b>Total</b>			1							1
Tunisia	M			2	1			1			4
	F				2						2
	<b>Total</b>			2	3			1			6
Turkey	M			1		1					2
	F										
	<b>Total</b>			1		1					2
Uganda	M		2	10	2		1				15
	F		3	5	5						13
	<b>Total</b>		5	15	7		1				28
Ukraine	M			1							1
	F			2							2
	<b>Total</b>			3							3
United Kingdom	M		2	9	13	15	7				46
	F	1	2	7	12	6	2				30
	<b>Total</b>	1	4	16	25	21	9				76
United Republic of Tanzania	M			2			1				3
	F			1	2	1					4
	<b>Total</b>			3	2	1	1				7
United States of America	M		4	8	13	19	9	2			55
	F		3	11	19	16	6	5		1	61
	<b>Total</b>		7	19	32	35	15	7		1	116

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

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			1	3			1			5
	<b>Total</b>		1	4	5	1		1			12
Zimbabwe	M			1	2		1	1			5
	F		1	1							2
	<b>Total</b>		1	2	2		1	1			7

## STAFFING STATISTICS OF JUNIOR PROFESSIONAL OFFICERS

### Gender and Geographical Representation, by Grade Level

6. The total number of JPOs increased by 21.4 percentage points, from 42 at 31 December 2009, to 51 at 31 December 2010.
7. In 2010, WFP converted 3 JPOs into regular international professional staff when their assignments ended.

**TABLE 4: NUMBER OF JPOS, BY GENDER AND GEOGRAPHICAL REPRESENTATION**

At 31 December	Total	Women	% women	Developing countries	% developing countries
<b>2010</b>	<b>51</b>	<b>33</b>	<b>64.7</b>	<b>1</b>	<b>1.96</b>
P-2	49	31	63.3	1	2.04
P-1	2	2	100.0	0	0
<b>2009</b>	<b>42</b>	<b>28</b>	<b>66.7</b>	<b>0</b>	<b>0</b>
P-2	42	28	66.7	0	0
P-1	0	0	0	0	0