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**Executive Board
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Rome, 7–11 June 2010

ADMINISTRATIVE AND MANAGERIAL MATTERS

Agenda item 13

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STATISTICAL REPORT ON WFP INTERNATIONAL PROFESSIONAL STAFF AND HIGHER CATEGORIES

At 31 December 2009

* 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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NOTE TO THE EXECUTIVE BOARD

This document is submitted to the Executive Board for information

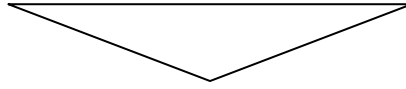
The Secretariat invites members of the Board who may have questions of a technical nature with regard to this document to contact the WFP staff focal points indicated below, preferably well in advance of the Board's meeting.

Director, Human Resources Division Ms D. Serrano Tel.: 066513-2400

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Should you have any questions regarding matters of dispatch of documentation for the Executive Board, please contact Ms I. Carpitella, Administrative Assistant, Conference Servicing Unit (tel.: 066513-2645).

DRAFT DECISION*



The Board takes note of “Statistical Report on WFP International Professional Staff and Higher Categories” (WFP/EB.A/2010/13-D).

* 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.

TABLE OF CONTENTS

| | Page |
|--|-------------|
| Introduction | 4 |
| Staffing Statistics of International Professional Staff and Higher Categories | 4 |
| ➤ Gender and Geographical Representation by Grade Level | 4 |
| ○ Table 1: Number of International Professional Staff, by Gender and Geographical Representation | 4 |
| ○ Figure 1: International Professional Staff Trends Since 1995 by Gender and Geographical Representation | 5 |
| ➤ Staff Distribution by Hardship Classification and by Duty Station Location | 6 |
| ○ Figure 2: International Professional Staff by Hardship Classification | 6 |
| ○ Figure 3: International Professional Staff by Duty Station | 7 |
| ○ Table 2: Geographical Distribution by Region | 8 |
| ○ Table 3: Number of International Professional Staff by Nationality, Gender and Grade Level | 9 |
| Staffing Statistics of Junior Professional Officers | 20 |
| ➤ Gender and Geographical Representation by Grade Level | 20 |
| ○ Table 4: Number of JPOs by Gender and Geographical Representation | 20 |

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 2009 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 by 14.4 percentage points, from 1,251 at 31 December 2008 to 1,431 at 31 December 2009, in line with increases in the overall WFP operational level.

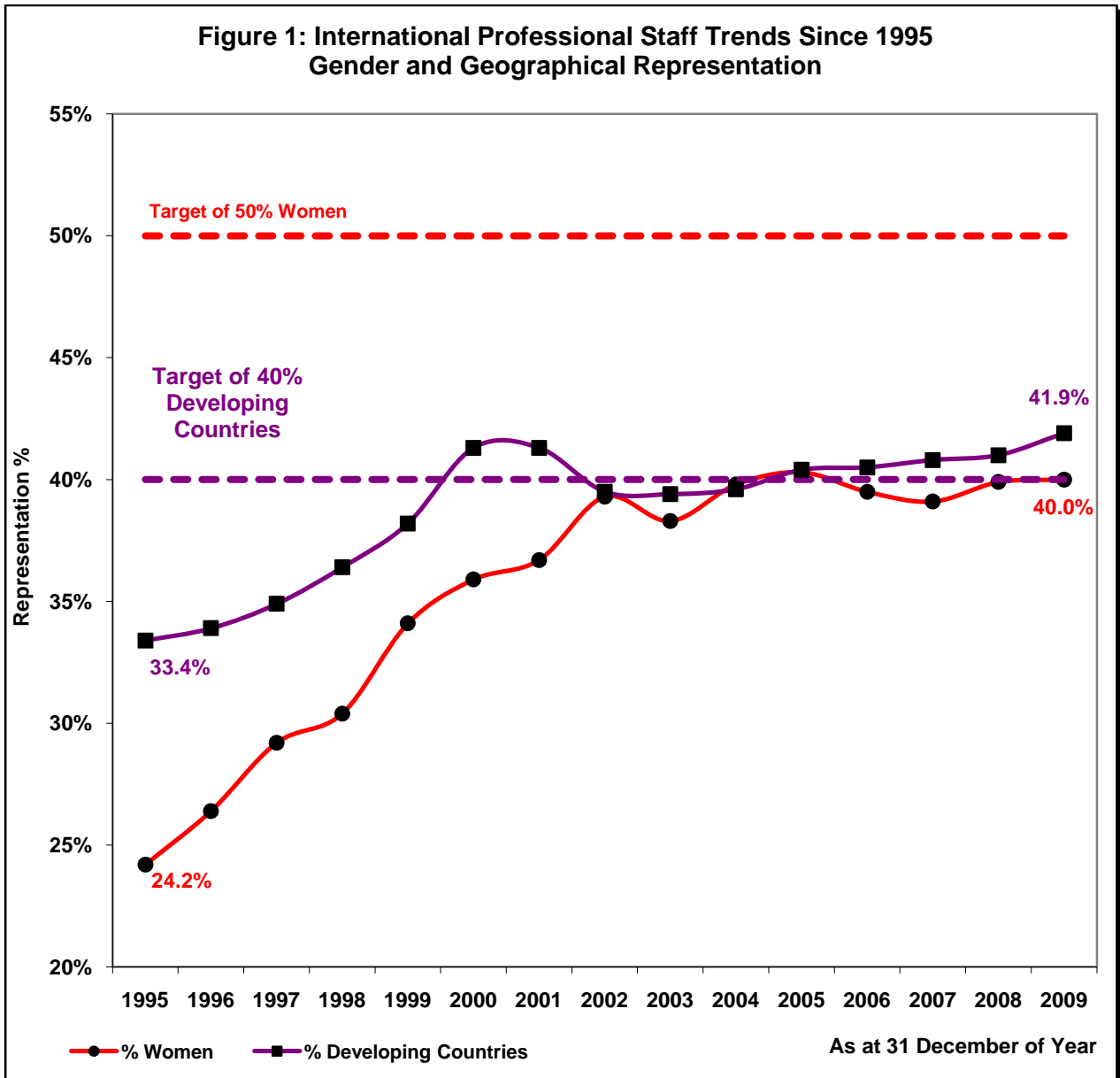
| TABLE 1: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF BY GENDER AND GEOGRAPHICAL REPRESENTATION | | | | | |
|--|--------------|--------------|----------------|------------------------------|-------------------------------|
| | Total | Women | % Women | Developing countries* | % Developing countries |
| At 31 December of 2009 | | | | | |
| Staff members | 1 431 | 573 | 40.0 | 599 | 41.9 |
| 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 |
| At 31 December of 2008 | | | | | |
| Staff members | 1 251 | 499 | 39.9 | 513 | 41.0 |
| USG | 1 | 1 | 100.0 | 0 | 0.0 |
| ASG | 2 | 1 | 50.0 | 1 | 50.0 |
| D-2 | 40 | 10 | 25.0 | 15 | 37.5 |
| D-1 | 85 | 24 | 28.2 | 23 | 27.1 |
| P-5 | 203 | 74 | 36.5 | 52 | 25.6 |
| P-4 | 328 | 133 | 40.5 | 121 | 36.9 |
| P-3 | 436 | 174 | 39.9 | 231 | 53.0 |
| P-2 | 154 | 80 | 51.9 | 70 | 45.5 |
| P-1 | 2 | 2 | 100.0 | 0 | 0.0 |

* Nationals of developing countries

** USG is Under-Secretary-General.

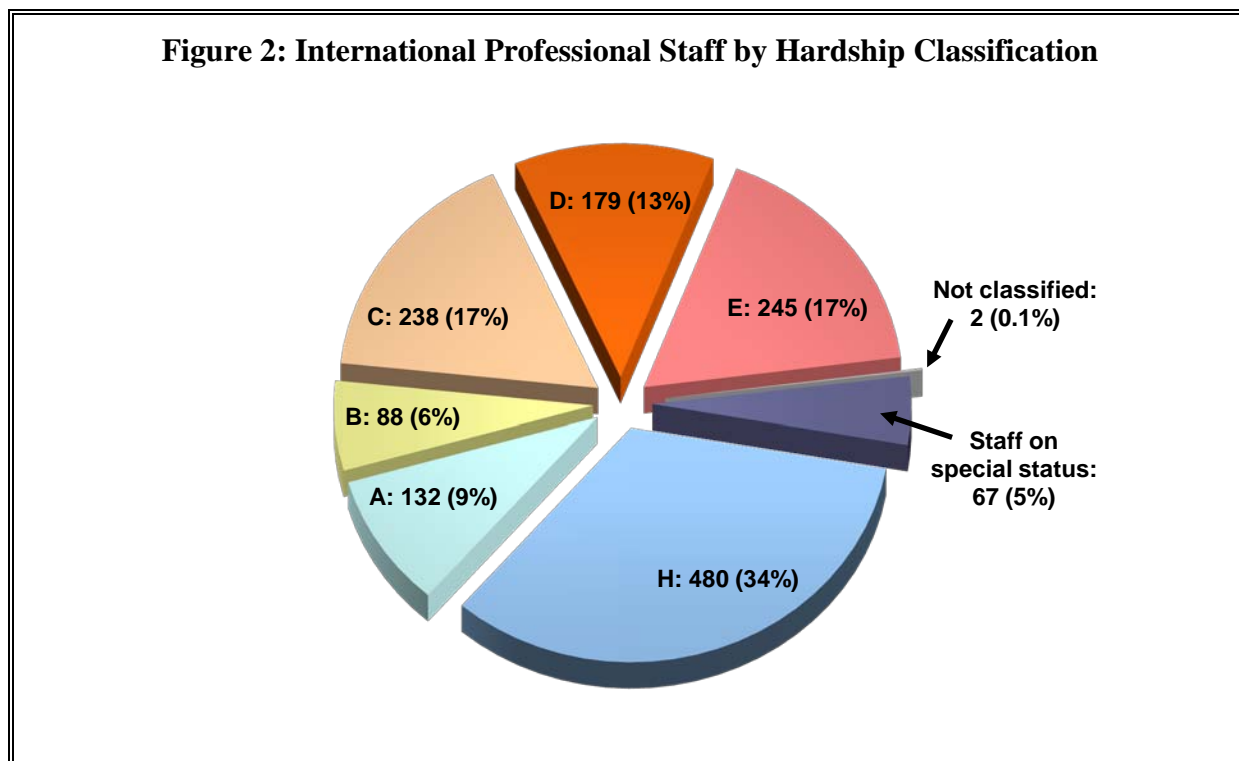
***ASG is Assistant Secretary-General.

3. Women’s representation in the international professional staff and higher categories increased by 0.1 percentage points, from 39.9 percent at 31 December 2008 to 40 percent at 31 December 2009. 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 14 years: 24.2 percent in 1995 to 40 percent in 2009. (see 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

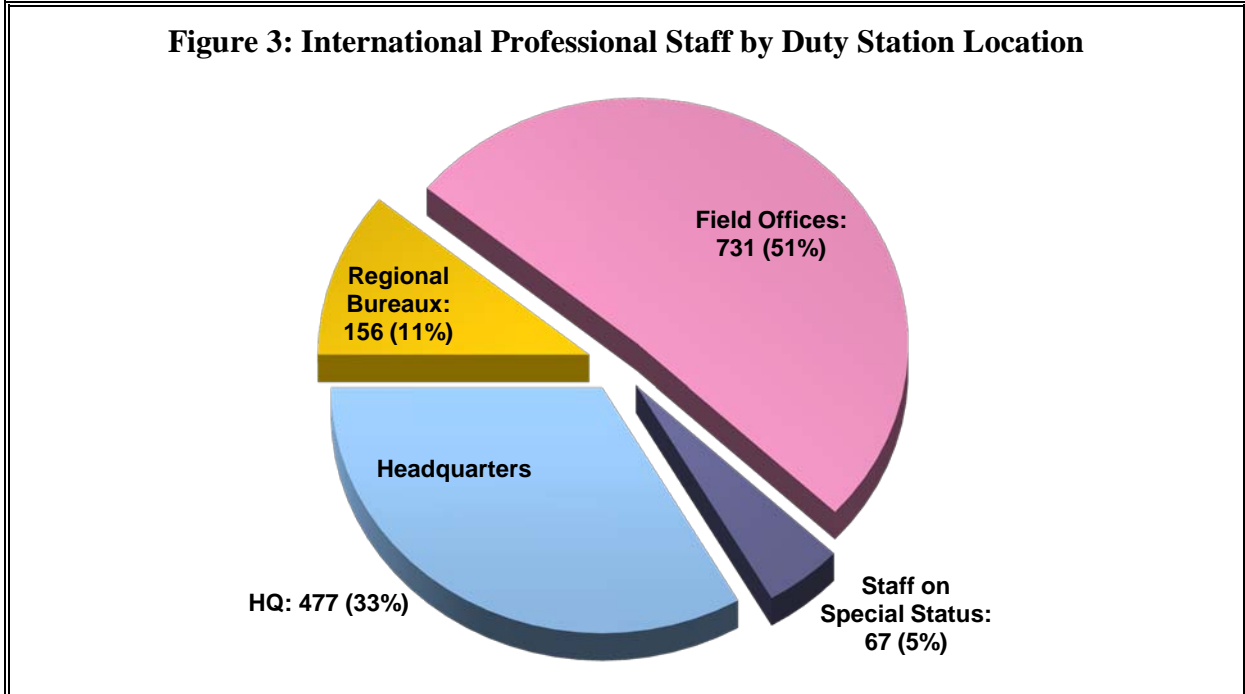
4. Of 1,431 international professional staff 424 (29.6 percent) were located in D or E hardship duty stations (see Figure 2).



Notes:

- 1) Duty Station Hardship Classification as per the ICSC's 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."
- 2) "Not classified" covers Gode, Ethiopia where hardship classification was not defined by the International Civil Service Commission (ICSC).
- 3) Brindisi, Italy is classified as H duty station but is counted as a field office.
- 4) "Staff on Special Status" covers staff on leave without pay or on loan/secondment to other agencies.

- 5. Sixty-two percent of international professional staff were located in regional bureaux and field offices; 33 percent were based in Headquarters located in Rome and WFP liaison offices in Berlin, Brussels, Copenhagen, Geneva, London, New York, Paris, Tokyo and Washington (see 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

| | No. of staff | Percentage |
|--|---------------------|-------------------|
| List A: Africa | 369 | 25.8 |
| List B: Asia and the Middle East | 177 | 12.4 |
| List C: Latin America and the Caribbean | 53 | 3.7 |
| Subtotal | 599 | 41.9 |
| List D: North America, Western Europe, Japan, Australia and New Zealand | 786 | 54.9 |
| List E: Eastern Europe | 46 | 3.2 |
| Subtotal | 832 | 58.1 |
| Grand Total | 1 431 | |

**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 |
| | Total | | 1 | 2 | 1 | | | | | | 4 |
| Albania | M | | | 3 | | | | | | | 3 |
| | F | | 1 | 1 | | | | | | | 2 |
| | Total | | 1 | 4 | | | | | | | 5 |
| Algeria | M | | | 1 | 1 | 1 | | | | | 3 |
| | F | | | | | | | | | | 0 |
| | Total | | | 1 | 1 | 1 | | | | | 3 |
| Angola | M | | | 3 | | | | | | | 3 |
| | F | | 1 | 2 | | | | | | | 3 |
| | Total | | 1 | 5 | | | | | | | 6 |
| Argentina | M | | | | | | | 1 | | | 1 |
| | F | | | | 1 | | | | | | 1 |
| | Total | | | | 1 | | | 1 | | | 2 |
| Armenia | M | | | 2 | 1 | | | | | | 3 |
| | F | | | 2 | | | | | | | 2 |
| | Total | | | 4 | 1 | | | | | | 5 |
| Australia | M | | | 3 | 6 | 4 | 2 | | | | 15 |
| | F | | | 2 | 4 | 4 | | | | | 10 |
| | Total | | | 5 | 10 | 8 | 2 | | | | 25 |
| Austria | M | | | 2 | 1 | 1 | 1 | | | | 5 |
| | F | | 1 | | 1 | | | | | | 2 |
| | Total | | 1 | 2 | 2 | 1 | 1 | | | | 7 |
| Bangladesh | M | | | 2 | 3 | | | 1 | | | 6 |
| | F | | | 1 | 1 | | | | | | 2 |
| | Total | | | 3 | 4 | | | 1 | | | 8 |
| Belgium | M | | | 4 | 11 | 4 | 2 | | | | 21 |
| | F | | 1 | 4 | 4 | | 1 | | | | 10 |
| | Total | | 1 | 8 | 15 | 4 | 3 | | | | 31 |
| Benin | M | | 1 | 3 | | 2 | | | | | 6 |
| | F | | | 1 | | 1 | | | | | 2 |
| | Total | | 1 | 4 | | 3 | | | | | 8 |
| Bhutan | M | | | 1 | 1 | | | | | | 2 |
| | F | | | | | | | | | | 0 |
| | 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 | | | 1 | | | 1 | | | | 2 |
| | F | | | 2 | | 1 | | | | | 3 |
| | Total | | | 3 | | 1 | 1 | | | | 5 |
| Brazil | M | | 1 | 2 | | | | | | | 3 |
| | F | | | 2 | | 1 | 1 | | | | 4 |
| | Total | | 1 | 4 | | 1 | 1 | | | | 7 |
| Brunei Darussalam | M | | | | | | | | | | 0 |
| | F | | | | 1 | | | | | | 1 |
| | Total | | | | 1 | | | | | | 1 |
| Burkina Faso | M | | 2 | 3 | 4 | | | | | | 9 |
| | F | | | 1 | 1 | | | | | | 2 |
| | Total | | 2 | 4 | 5 | | | | | | 11 |
| Burundi | M | | 3 | 3 | | | 1 | | | | 7 |
| | F | | 2 | 2 | | | | | | | 4 |
| | Total | | 5 | 5 | | | 1 | | | | 11 |
| Cameroon | M | | 1 | 2 | 2 | 1 | | 1 | | | 7 |
| | F | | 2 | 5 | | | 1 | | | | 8 |
| | Total | | 3 | 7 | 2 | 1 | 1 | 1 | | | 15 |
| Canada | M | | 4 | 7 | 14 | 10 | 8 | 1 | | | 44 |
| | F | | 4 | 10 | 10 | 12 | 3 | 2 | | | 41 |
| | Total | | 8 | 17 | 24 | 22 | 11 | 3 | | | 85 |
| Cape Verde | M | | | 1 | | | | | | | 1 |
| | F | | | | | | | | | | 0 |
| | Total | | | 1 | | | | | | | 1 |
| Chile | M | | | | | | 1 | 1 | | | 2 |
| | F | | 1 | | | | | | | | 1 |
| | Total | | 1 | | | | 1 | 1 | | | 3 |
| China | M | | 2 | 1 | 3 | | | | | | 6 |
| | F | | 2 | 6 | 1 | | | | | | 9 |
| | Total | | 4 | 7 | 4 | | | | | | 15 |
| Colombia | M | | 2 | 1 | | | | | | | 3 |
| | F | | | 1 | 1 | | | | | | 2 |
| | Total | | 2 | 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 |
|------------------------|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Congo, Rep. of | M | | | 1 | 1 | | | | | | 2 |
| | F | | | 1 | 1 | | | | | | 2 |
| | Total | | | 2 | 2 | | | | | | 4 |
| Côte d'Ivoire | M | | 1 | 5 | 2 | | | | | | 8 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | 1 | 6 | 2 | | | | | | 9 |
| Croatia | M | | | | | | | | | | 0 |
| | F | | | | 1 | | 1 | | | | 2 |
| | Total | | | | 1 | | 1 | | | | 2 |
| Cuba | M | | | 3 | | | | | | | 3 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 4 | | | | | | | 4 |
| Cyprus | M | | | | | | | | | | 0 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 1 | | | | | | | 1 |
| Czech Republic | M | | | | | | | | | | 0 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 1 | | | | | | | 1 |
| Dem. Rep. of the Congo | M | | 8 | 6 | 1 | | | | | | 15 |
| | F | | 1 | 1 | | | | | | | 2 |
| | Total | | 9 | 7 | 1 | | | | | | 17 |
| Denmark | M | | 3 | 6 | 5 | 1 | | 1 | | | 16 |
| | F | | | 1 | 1 | 1 | 1 | | | | 4 |
| | Total | | 3 | 7 | 6 | 2 | 1 | 1 | | | 20 |
| Djibouti | M | | | | 2 | | | | | | 2 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 1 | 2 | | | | | | 3 |
| Dominican Republic | M | | | | | | | | | | 0 |
| | F | | | | | 1 | | | | | 1 |
| | Total | | | | | 1 | | | | | 1 |
| DPR Korea | M | | | 1 | | | | | | | 1 |
| | F | | | | | | | | | | 0 |
| | Total | | | 1 | | | | | | | 1 |
| Ecuador | M | | 1 | | | 1 | | | | | 2 |
| | F | | | 2 | | | | 1 | | | 3 |
| | Total | | 1 | 2 | | 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 |
|-------------|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Egypt | M | | | 2 | 1 | 1 | | | | | 4 |
| | F | | | | 1 | | | | | | 1 |
| | Total | | | 2 | 2 | 1 | | | | | 5 |
| Eritrea | M | | 1 | 1 | | | | | | | 2 |
| | F | | 2 | 1 | 2 | | | | | | 5 |
| | Total | | 3 | 2 | 2 | | | | | | 7 |
| Ethiopia | M | | | 12 | 4 | 3 | 1 | | | | 20 |
| | F | | 2 | 1 | 2 | 3 | | | | | 8 |
| | Total | | 2 | 13 | 6 | 6 | 1 | | | | 28 |
| Fiji | M | | | 2 | 1 | | | | | | 3 |
| | F | | | | | | | | | | 0 |
| | Total | | | 2 | 1 | | | | | | 3 |
| Finland | M | | | | 2 | | 1 | | | | 3 |
| | F | | 3 | 1 | 2 | 1 | | | | | 7 |
| | Total | | 3 | 1 | 4 | 1 | 1 | | | | 10 |
| France | M | | 8 | 23 | 12 | 11 | 2 | 2 | | | 58 |
| | F | | 8 | 10 | 6 | 3 | | | | | 27 |
| | Total | | 16 | 33 | 18 | 14 | 2 | 2 | | | 85 |
| Gambia | M | | | 1 | 1 | | | 1 | | | 3 |
| | F | | | 1 | | | 1 | | | | 2 |
| | Total | | | 2 | 1 | | 1 | 1 | | | 5 |
| Georgia | M | | | 1 | 1 | | | | | | 2 |
| | F | | | | | | | | | | 0 |
| | Total | | | 1 | 1 | | | | | | 2 |
| Germany | M | | 2 | 5 | 7 | 4 | 2 | 3 | | | 23 |
| | F | | 5 | 6 | 7 | 4 | 3 | 1 | | | 26 |
| | Total | | 7 | 11 | 14 | 8 | 5 | 4 | | | 49 |
| Ghana | M | | | 2 | 1 | 1 | 3 | | | | 7 |
| | F | | | | | 1 | | | | | 1 |
| | Total | | | 2 | 1 | 2 | 3 | | | | 8 |
| Guatemala | M | | | | 1 | | | | | | 1 |
| | F | | | | | | | | | | 0 |
| | Total | | | | 1 | | | | | | 1 |
| Guinea | M | | 1 | 3 | | | | | | | 4 |
| | F | | 1 | 1 | | | | | | | 2 |
| | Total | | 2 | 4 | | | | | | | 6 |

**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 |
|---------------------------|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Guinea-Bissau | M | | 1 | | | | | | | | 1 |
| | F | | | | | | | | | | 0 |
| | Total | | 1 | | | | | | | | 1 |
| Guyana | M | | | | | | | | | | 0 |
| | F | | 1 | | | | | | | | 1 |
| | Total | | 1 | | | | | | | | 1 |
| Haiti | M | | | | | | | | | | 0 |
| | F | | | | 1 | | | | | | 1 |
| | Total | | | | 1 | | | | | | 1 |
| Honduras | M | | | | 1 | | | | | | 1 |
| | F | | | | | | | | | | 0 |
| | Total | | | | 1 | | | | | | 1 |
| Hungary | M | | | | | 1 | | | | | 1 |
| | F | | | | | | | | | | 0 |
| | Total | | | | | 1 | | | | | 1 |
| India | M | | 1 | 7 | 5 | 3 | 1 | | | | 17 |
| | F | | 1 | 1 | 1 | 2 | | | | | 5 |
| | Total | | 2 | 8 | 6 | 5 | 1 | | | | 22 |
| Indonesia | M | | | 1 | | | | | | | 1 |
| | F | | | 1 | 1 | | | | | | 2 |
| | Total | | | 2 | 1 | | | | | | 3 |
| Iran, Islamic Republic of | M | | | 1 | | 1 | | | | | 2 |
| | F | | | 2 | | | | | | | 2 |
| | Total | | | 3 | | 1 | | | | | 4 |
| Iraq | M | | 1 | 4 | 2 | | | | | | 7 |
| | F | | 1 | 3 | | | 1 | | | | 5 |
| | Total | | 2 | 7 | 2 | | 1 | | | | 12 |
| Ireland | M | | | 3 | 5 | 5 | | 2 | | | 15 |
| | F | | | 2 | 1 | 2 | | | | | 5 |
| | Total | | | 5 | 6 | 7 | | 2 | | | 20 |
| Israel | M | | | | | | | | | | 0 |
| | F | | | | 1 | | | | | | 1 |
| | Total | | | | 1 | | | | | | 1 |
| Italy | M | | 14 | 27 | 16 | 7 | 2 | 3 | | | 69 |
| | F | | 15 | 16 | 9 | 2 | 2 | | | | 44 |
| | Total | | 29 | 43 | 25 | 9 | 4 | 3 | | | 113 |

**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 |
|---------------------------|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Jamaica | M | | | | | | | | | | 0 |
| | F | | | | 2 | | | | | | 2 |
| | Total | | | | 2 | | | | | | 2 |
| Japan | M | | 1 | 10 | 2 | 1 | | 1 | | | 15 |
| | F | | 7 | 10 | 5 | 4 | 1 | 1 | | | 28 |
| | Total | | 8 | 20 | 7 | 5 | 1 | 2 | | | 43 |
| Jordan | M | | 3 | 4 | 2 | 2 | | 1 | | | 12 |
| | F | | 2 | | 1 | | | | | | 3 |
| | Total | | 5 | 4 | 3 | 2 | | 1 | | | 15 |
| Kenya | M | | | 16 | 5 | | 1 | | | | 22 |
| | F | | 4 | 7 | 3 | 2 | | | | | 16 |
| | Total | | 4 | 23 | 8 | 2 | 1 | | | | 38 |
| Kyrgyzstan | M | | | | | | | | | | 0 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 1 | | | | | | | 1 |
| Lebanon | M | | | 2 | | | | | | | 2 |
| | F | | | 1 | | | 1 | | | | 2 |
| | Total | | | 3 | | | 1 | | | | 4 |
| Liberia | M | | | 1 | 1 | | | | | | 2 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 2 | 1 | | | | | | 3 |
| Libyan Arab Jamahiriya | M | | | | | | | | | | 0 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 1 | | | | | | | 1 |
| Lithuania | M | | | | | | | | | | 0 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 1 | | | | | | | 1 |
| Luxembourg | M | | | | | | | | | | 0 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 1 | | | | | | | 1 |
| Madagascar | M | | | | | | | | | | 0 |
| | F | | | 3 | | | | | | | 3 |
| | Total | | | 3 | | | | | | | 3 |
| Malawi | M | | | 1 | 1 | | | | | | 2 |
| | F | | | | 1 | | | | | | 1 |
| | Total | | | 1 | 2 | | | | | | 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 |
|-------------|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Malaysia | M | | 1 | 1 | | 1 | | | | | 3 |
| | F | | 1 | | | | | | | | 1 |
| | Total | | 2 | 1 | | 1 | | | | | 4 |
| Mali | M | | | 4 | 2 | | 3 | | | | 9 |
| | F | | | 2 | | | | | | | 2 |
| | Total | | | 6 | 2 | | 3 | | | | 11 |
| Malta | M | | | | | | | | | | 0 |
| | F | | 1 | | | | | | | | 1 |
| | Total | | 1 | | | | | | | | 1 |
| Mauritania | M | | | | 2 | | | | | | 2 |
| | F | | | | | | | | | | 0 |
| | Total | | | | 2 | | | | | | 2 |
| Mexico | M | | | 1 | | | | | | | 1 |
| | F | | | | | | | | 1 | | 1 |
| | Total | | | 1 | | | | | 1 | | 2 |
| Moldova | M | | | | | | | | | | 0 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 1 | | | | | | | 1 |
| Montenegro | M | | | 1 | | | | | | | 1 |
| | F | | | | | | | | | | 0 |
| | Total | | | 1 | | | | | | | 1 |
| Morocco | M | | | | | | 1 | | | | 1 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 1 | | | 1 | | | | 2 |
| Mozambique | M | | | 4 | 1 | 1 | | 1 | | | 7 |
| | F | | | 1 | | 1 | | | | | 2 |
| | Total | | | 5 | 1 | 2 | | 1 | | | 9 |
| Myanmar | M | | | 1 | | | | | | | 1 |
| | F | | 1 | | | | | | | | 1 |
| | Total | | 1 | 1 | | | | | | | 2 |
| Namibia | M | | | | | | | | | | 0 |
| | F | | | | 1 | | | | | | 1 |
| | Total | | | | 1 | | | | | | 1 |
| Nepal | M | | 1 | 5 | 3 | 1 | 1 | 1 | | | 12 |
| | F | | | 1 | 2 | | | | | | 3 |
| | Total | | 1 | 6 | 5 | 1 | 1 | 1 | | | 15 |

**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 |
|-------------|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Netherlands | M | | | 4 | 2 | 9 | 3 | | | | 18 |
| | F | | | 6 | 4 | 3 | | | | | 13 |
| | Total | | | 10 | 6 | 12 | 3 | | | | 31 |
| New Zealand | M | | | 2 | 1 | | | | | | 3 |
| | F | | | | 1 | | | | | | 1 |
| | Total | | | 2 | 2 | | | | | | 4 |
| Nicaragua | M | | 1 | | 1 | | | | | | 2 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | 1 | 1 | 1 | | | | | | 3 |
| Niger | M | | | 1 | | | 1 | | | | 2 |
| | F | | 1 | | | | | | | | 1 |
| | Total | | 1 | 1 | | | 1 | | | | 3 |
| Nigeria | M | | | | 2 | | | | | | 2 |
| | F | | | 3 | | 1 | | | | | 4 |
| | Total | | | 3 | 2 | 1 | | | | | 6 |
| Norway | M | | | 1 | 1 | 1 | | 1 | | | 4 |
| | F | | 2 | 1 | | | | | | | 3 |
| | Total | | 2 | 2 | 1 | 1 | | 1 | | | 7 |
| Pakistan | M | | 1 | 9 | 3 | 1 | | 1 | | | 15 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | 1 | 10 | 3 | 1 | | 1 | | | 16 |
| Panama | M | | 1 | | | | | | | | 1 |
| | F | | 1 | | | | | | | | 1 |
| | Total | | 2 | | | | | | | | 2 |
| Peru | M | | | 1 | 1 | 3 | | | | | 5 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 2 | 1 | 3 | | | | | 6 |
| Philippines | M | | | 5 | 1 | 2 | | | | | 8 |
| | F | | 1 | 5 | 1 | | | | | | 7 |
| | Total | | 1 | 10 | 2 | 2 | | | | | 15 |
| Poland | M | | | | | 1 | | | | | 1 |
| | F | | | 1 | | | | 1 | | | 2 |
| | Total | | | 1 | | 1 | | 1 | | | 3 |
| Portugal | M | | | | 2 | 2 | | 1 | | | 5 |
| | F | | 1 | | 2 | | | 1 | | | 4 |
| | Total | | 1 | | 4 | 2 | | 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 |
|--------------------|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Republic of Korea | M | | | 2 | | | | | | | 2 |
| | F | | 1 | 3 | 1 | | | | | | 5 |
| | Total | | 1 | 5 | 1 | | | | | | 7 |
| Russian Federation | M | | | 2 | | | | | | | 2 |
| | F | | 1 | 1 | 2 | | | | | | 4 |
| | Total | | 1 | 3 | 2 | | | | | | 6 |
| Rwanda | M | | | 7 | 2 | | | | | | 9 |
| | F | | | | | 1 | | | | | 1 |
| | Total | | | 7 | 2 | 1 | | | | | 10 |
| Samoa | M | | | 1 | | | | | | | 1 |
| | F | | | | | | | | | | 0 |
| | Total | | | 1 | | | | | | | 1 |
| Senegal | M | | 4 | 2 | 1 | | 2 | 1 | | | 10 |
| | F | | 1 | 2 | | 1 | 1 | | | | 5 |
| | Total | | 5 | 4 | 1 | 1 | 3 | 1 | | | 15 |
| Serbia | M | | | 3 | 2 | | | | | | 5 |
| | F | | | | 1 | | | | | | 1 |
| | Total | | | 3 | 3 | | | | | | 6 |
| Sierra Leone | M | | | 3 | 2 | 2 | 1 | | | | 8 |
| | F | | | 1 | | 1 | | | | | 2 |
| | Total | | | 4 | 2 | 3 | 1 | | | | 10 |
| Singapore | M | | | | | | | | | | 0 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 1 | | | | | | | 1 |
| Slovenia | M | | | 1 | 1 | | | | | | 2 |
| | F | | | | | | | | | | 0 |
| | Total | | | 1 | 1 | | | | | | 2 |
| Somalia | M | | 1 | 3 | | 1 | | | | | 5 |
| | F | | | 1 | | 1 | | | | | 2 |
| | Total | | 1 | 4 | | 2 | | | | | 7 |
| South Africa | M | | | 2 | 1 | 1 | | | | | 4 |
| | F | | 1 | 1 | | | | | 1 | | 3 |
| | Total | | 1 | 3 | 1 | 1 | | | 1 | | 7 |
| Spain | M | | 1 | 1 | 2 | 1 | 1 | | | | 6 |
| | F | | 2 | 5 | 1 | 2 | 1 | | | | 11 |
| | Total | | 3 | 6 | 3 | 3 | 2 | | | | 17 |

**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 |
|---|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Sri Lanka | M | | | | | 1 | | | | | 1 |
| | F | | | 2 | | | | | | | 2 |
| | Total | | | 2 | | 1 | | | | | 3 |
| Sudan | M | | 1 | 11 | 7 | 2 | | 1 | 1 | | 23 |
| | F | | | 2 | | 1 | | | | | 3 |
| | Total | | 1 | 13 | 7 | 3 | | 1 | 1 | | 26 |
| Sweden | M | | 1 | 7 | 5 | 2 | 1 | | 1 | | 17 |
| | F | | 3 | 2 | 2 | 2 | | | | | 9 |
| | Total | | 4 | 9 | 7 | 4 | 1 | | 1 | | 26 |
| Switzerland | M | | 3 | 1 | | 1 | 2 | | | | 7 |
| | F | | 4 | | | 2 | 1 | | | | 7 |
| | Total | | 7 | 1 | 2 | 2 | 2 | | | | 14 |
| Syrian Arab Republic | M | | | | | 1 | | | | | 1 |
| | F | | | | | | | | | | 0 |
| | Total | | | | | 1 | | | | | 1 |
| Tajikistan | M | | 1 | | | | | | | | 1 |
| | F | | | 2 | | 1 | | | | | 3 |
| | Total | | 1 | 2 | | 1 | | | | | 4 |
| Thailand | M | | | 1 | | | | | | | 1 |
| | F | | | 3 | 2 | | | | | | 5 |
| | Total | | | 4 | 2 | | | | | | 6 |
| The former Yugoslav Republic of Macedonia | M | | | 1 | 1 | | | | | | 2 |
| | F | | | 1 | | | | | | | 1 |
| | Total | | | 2 | 1 | | | | | | 3 |
| Togo | M | | | 2 | 1 | | 1 | 1 | | | 5 |
| | F | | | | | | | | | | 0 |
| | Total | | | 2 | 1 | | 1 | 1 | | | 5 |
| Trinidad and Tobago | M | | | 1 | | | | | | | 1 |
| | F | | | | | | | | | | 0 |
| | Total | | | 1 | | | | | | | 1 |
| Tunisia | M | | | 2 | 1 | | | 1 | | | 4 |
| | F | | | | 2 | | | | | | 2 |
| | Total | | | 2 | 3 | | | 1 | | | 6 |
| Turkey | M | | | 1 | | 1 | | | | | 2 |
| | F | | | | | | | | | | 0 |
| | 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 |
|-----------------------------|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Uganda | M | | 3 | 9 | 2 | | 1 | | | | 15 |
| | F | | 3 | 6 | 4 | | | | | | 13 |
| | Total | | 6 | 15 | 6 | | 1 | | | | 28 |
| Ukraine | M | | | | | | | | | | 0 |
| | F | | | 2 | | | | | | | 2 |
| | Total | | | 2 | | | | | | | 2 |
| United Kingdom | M | | 2 | 8 | 14 | 13 | 6 | | | | 43 |
| | F | 1 | 2 | 8 | 11 | 5 | 1 | | | | 28 |
| | Total | 1 | 4 | 16 | 25 | 18 | 7 | | | | 71 |
| United Republic of Tanzania | M | | | 2 | | | 1 | | | | 3 |
| | F | | | 1 | 2 | 1 | | | | | 4 |
| | Total | | | 3 | 2 | 1 | 1 | | | | 7 |
| United States of America | M | | 5 | 9 | 12 | 17 | 10 | 2 | | | 55 |
| | F | | 4 | 10 | 17 | 15 | 6 | 5 | | 1 | 58 |
| | Total | | 9 | 19 | 29 | 32 | 16 | 7 | | 1 | 113 |
| Uruguay | M | | | 2 | | | | | | | 2 |
| | F | | 1 | | | | | | | | 1 |
| | Total | | 1 | 2 | | | | | | | 3 |
| Uzbekistan | M | | | | | | | | | | 0 |
| | F | | | 2 | | | | | | | 2 |
| | Total | | | 2 | | | | | | | 2 |
| Viet Nam | M | | 1 | 2 | | | | | | | 3 |
| | F | | | | 1 | | | | | | 1 |
| | Total | | 1 | 2 | 1 | | | | | | 4 |
| Yemen | M | | | 1 | | | | | | | 1 |
| | F | | | | | | | | | | 0 |
| | Total | | | 1 | | | | | | | 1 |
| Zambia | M | | 1 | 3 | 1 | 1 | | | | | 6 |
| | F | | | 1 | 3 | | 1 | | | | 5 |
| | Total | | 1 | 4 | 4 | 1 | 1 | | | | 11 |
| Zimbabwe | M | | | 2 | 1 | | 1 | 1 | | | 5 |
| | F | | 1 | 1 | | | | | | | 2 |
| | Total | | 1 | 3 | 1 | | 1 | 1 | | | 7 |

STAFFING STATISTICS OF JUNIOR PROFESSIONAL OFFICERS

Gender and Geographical Representation by Grade Level

6. The total number of JPOs decreased by 31.1 percentage points, from 61 at 31 December 2008, to 42 at 31 December 2009.
7. In 2009, WFP converted 22 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 |
|----------------|-----------|-----------|-------------|----------------------|------------------------|
| 2009 | 42 | 28 | 66.7 | 0 | 0 |
| P-2 | 42 | 28 | 66.7 | 0 | 0 |
| P-1 | 0 | 0 | 0 | 0 | 0 |
| 2008 | 61 | 36 | 59.0 | 0 | 0 |
| P-2 | 60 | 35 | 58.3 | 0 | 0 |
| P-1 | 1 | 1 | 100.0 | 0 | 0 |