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de Alimentos

**Executive Board  
Annual Session**

**Rome, 8–12 June 2009**

## **ADMINISTRATIVE AND MANAGERIAL MATTERS**

**Agenda item 13**

*For information\**

**E**

Distribution: GENERAL  
**WFP/EB.A/2009/13-C**  
24 April 2009  
ORIGINAL: ENGLISH

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

**At 31 December 2008**

\* 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.

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## 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 2008 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, slightly decreased by 0.8 percentage points, from 1,261 at 31 December 2007 to 1,251 at 31 December 2008.

<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 2008</b>					
<b>Staff members</b>	<b>1 251</b>	<b>499</b>	<b>39.9</b>	<b>513</b>	<b>41.0</b>
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
<b>At 31 December of 2007</b>					
<b>Staff members</b>	<b>1 261</b>	<b>493</b>	<b>39.1</b>	<b>514</b>	<b>40.8</b>
USG	1	1	100.0	0	0.0
ASG	4	2	50.0	2	50.0
D-2	39	9	23.1	16	41.0
D-1	82	21	25.6	20	24.4
P-5	214	78	36.4	55	25.7
P-4	325	129	39.7	117	36.0
P-3	421	165	39.2	219	52.0
P-2	168	83	49.4	85	50.6
P-1	7	5	71.4	0	0.0

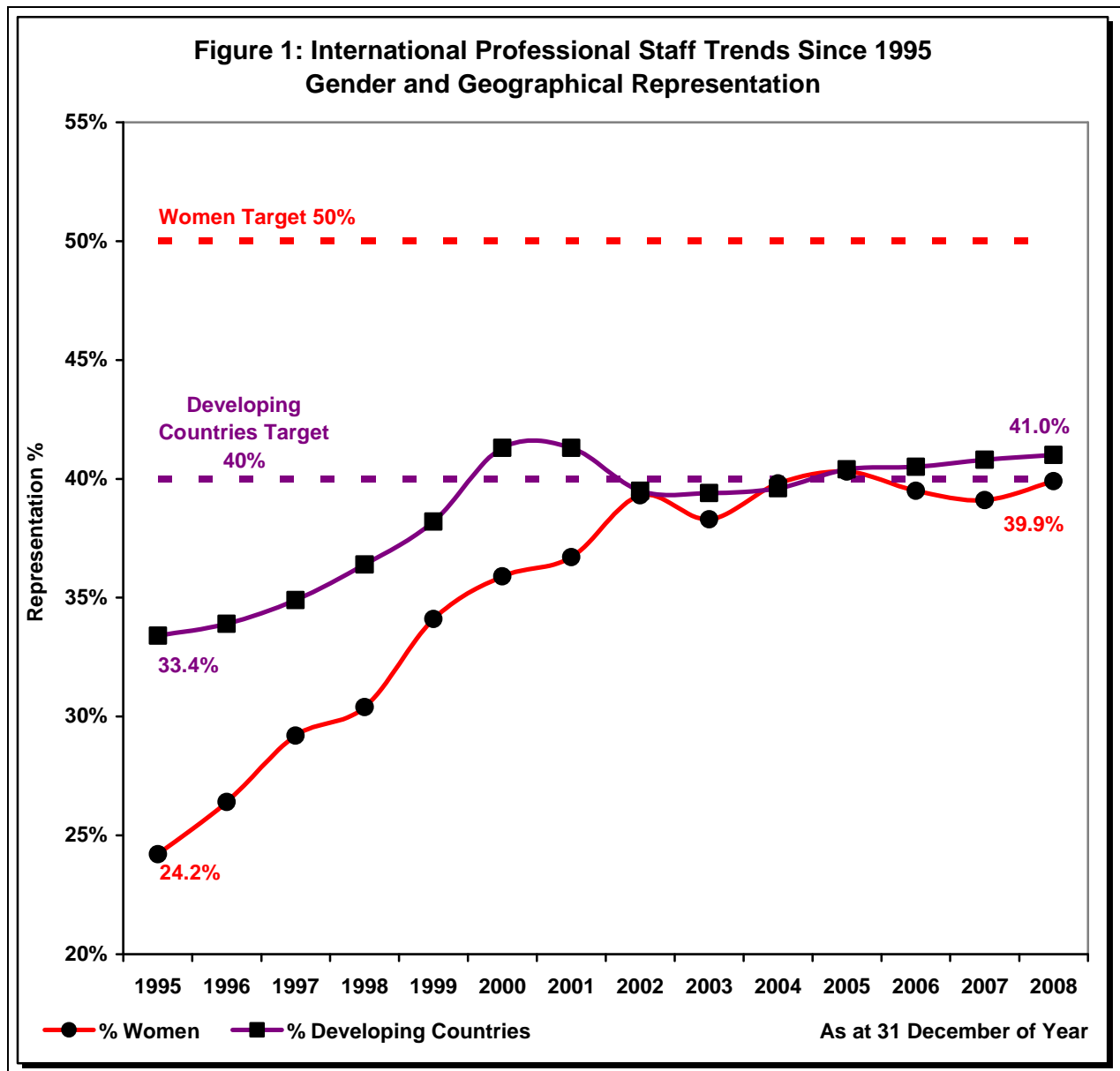
\* Nationals of developing countries

\*\* USG is Under-Secretary-General

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

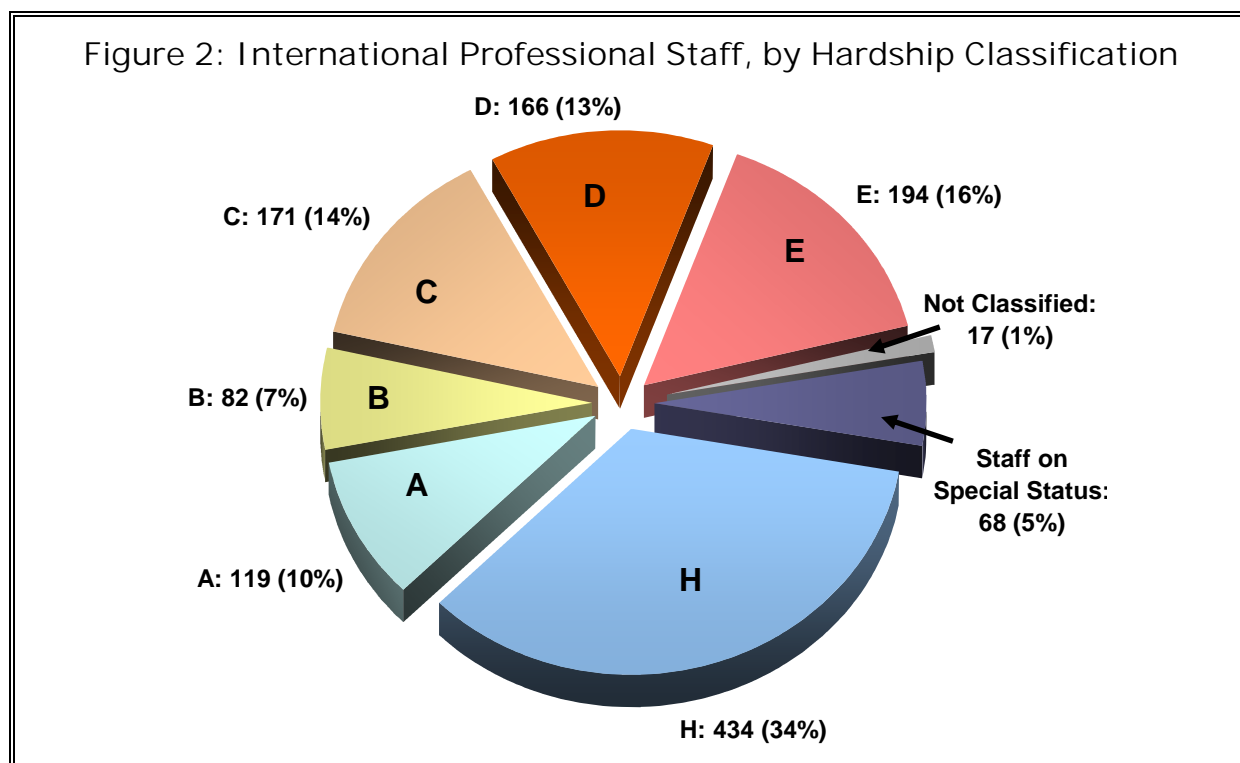


3. Women's representation in the international professional staff and higher categories increased by 0.8 percentage points, from 39.1 percent at 31 December 2007 to 39.9 percent at 31 December 2008. Although efforts are still needed to meet the objective of 50 percent women set by the United Nations Secretary-General, it is worth noting that the percentage of women in the WFP international professional staff category increased substantially in the past 13 years (24.2 percent in 1995 to 39.9 percent in 2008). (See Figure 1.)



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

4. Of 1,251 international professional staff 360 (29 percent) were located in D or E hardship duty stations. (See Figure 2.)

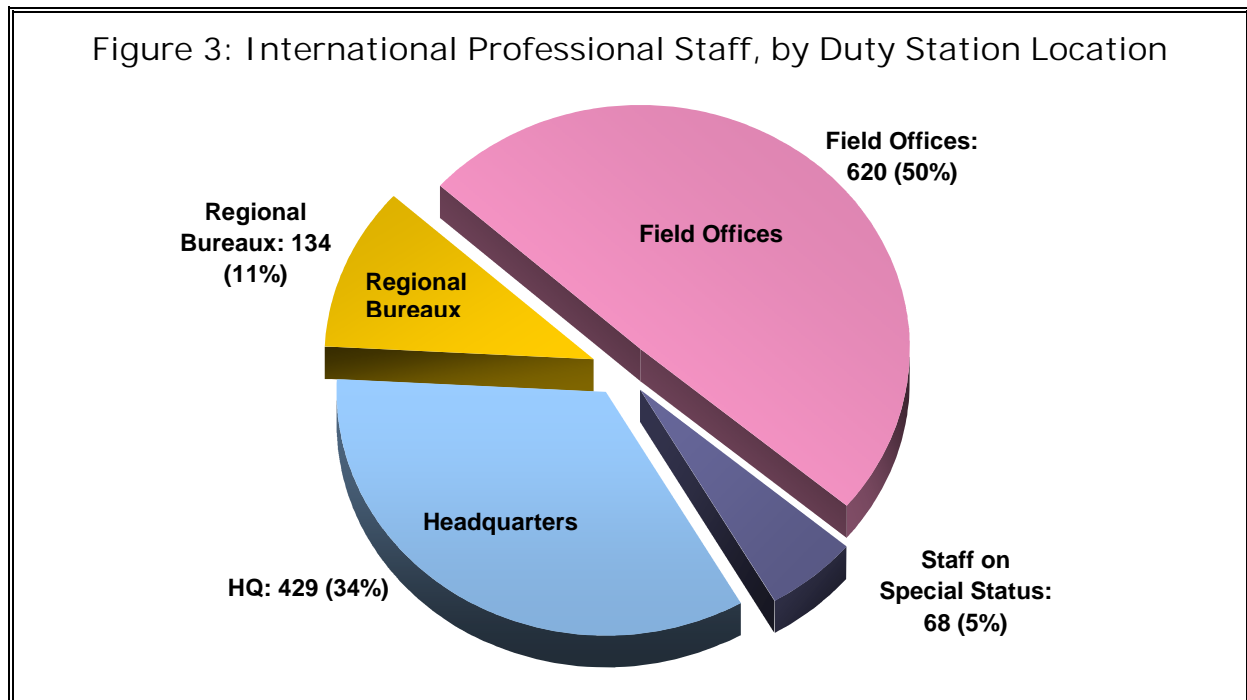


Notes:

"Not Classified" covers Mogadishu, Somalia, where hardship classification was not available.

Brindisi, Italy is classified as H duty station but is counted as a field office.

5. Sixty-one percent of international professional staff were located in regional bureaux and field offices; 34 percent were based in Headquarters, including the regional bureaux liaison officers 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 AS PER LISTING FOR THE  
ELECTION FOR THE WFP EXECUTIVE BOARD**

<b>Breakdown by region</b>	<b>No. of staff</b>	<b>Percentage</b>
<b>List A:</b> Africa	307	24.5
<b>List B:</b> Asia and the Middle East	163	13.0
<b>List C:</b> Latin America and the Caribbean	43	3.4
<b>Subtotal</b>	<b>513</b>	<b>41.0</b>
<b>List D:</b>		
List D1 (North America)	181	14.5
List D2 (Western Europe)	453	36.2
List D3 (Japan)	34	2.7
List D4 (Australia)	25	2.0
List D5 (New Zealand)	3	0.2
<b>Subtotal List D</b>	<b>696</b>	<b>55.6</b>
<b>List E:</b> Eastern Europe	42	3.4
<b>Subtotal</b>	<b>738</b>	<b>59.0</b>
<b>Grand Total</b>	<b>1 251</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	F			1	1						2
	M			1							1
	<b>Total</b>			2	1						3
Albania	F			1							1
	M			2							2
	<b>Total</b>			3							3
Algeria	F										
	M			1	3						4
	<b>Total</b>			1	3						4
Angola	F			2							2
	M			3							3
	<b>Total</b>			5							5
Argentina	F			1							1
	M							1			1
	<b>Total</b>			1				1			2
Armenia	F			2							2
	M		1	1	1						3
	<b>Total</b>		1	3	1						5
Australia	F			2	4	3					9
	M			3	6	4	2		1		16
	<b>Total</b>			5	10	7	2		1		25
Austria	F				1						1
	M		1	1	2	1					5
	<b>Total</b>		1	1	3	1					6
Bangladesh	F		1	1							2
	M			4	2			1			7
	<b>Total</b>		1	5	2			1			9
Belgium	F			4	4		1				9
	M		1	3	8	4	2				18
	<b>Total</b>		1	7	12	4	3				27
Benin	F			1		1					2
	M			1		2					3
	<b>Total</b>			2		3					5
Bhutan	F										
	M			2							2
	<b>Total</b>			2							2
Bolivia	F										
	M				1						1
	<b>Total</b>				1						1
Bosnia and Herzegovina	F			2	1						3
	M			1			1				2
	<b>Total</b>			3	1		1				5
Brazil	F			1		1	1				3
	M		2	1							3
	<b>Total</b>		2	2		1	1				6
Brunei Darussalam	F				1						1
	M										
	<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
Bulgaria	F										
	M			1							1
	<b>Total</b>			1							1
Burkina Faso	F			1	1						2
	M			5	2						7
	<b>Total</b>			6	3						9
Burundi	F		2	2							4
	M		2			1					3
	<b>Total</b>		4	2		1					7
Cameroon	F		3	3		1					7
	M		1	1	2	2		1			7
	<b>Total</b>		4	4	2	3		1			14
Canada	F		3	8	8	12	2	2			35
	M			6	13	10	7	1			37
	<b>Total</b>		3	14	21	22	9	3			72
Cape Verde	F										
	M			1							1
	<b>Total</b>			1							1
Chile	F										
	M						1	1			2
	<b>Total</b>						1	1			2
China	F		1	6	1						8
	M		2	2	1						5
	<b>Total</b>		3	8	2						13
Colombia	F				1						1
	M										
	<b>Total</b>				1						1
Congo	F			1	1						2
	M			1	1						2
	<b>Total</b>			2	2						4
Côte d'Ivoire	F		1								1
	M		1	2	2						5
	<b>Total</b>		2	2	2						6
Croatia	F			1			1				2
	M										
	<b>Total</b>			1			1				2
Cuba	F		1								1
	M			3							3
	<b>Total</b>		1	3							4
Cyprus	F			1							1
	M										
	<b>Total</b>			1							1
Czech Republic	F			1							1
	M										
	<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
Dem. Rep. of the Congo	F										
	M		5	3							8
	<b>Total</b>		5	3							8
Denmark	F					1	1				2
	M		6	2	7	1		1			17
	<b>Total</b>		6	2	7	2	1	1			19
Djibouti	F			1							1
	M				2						2
	<b>Total</b>			1	2						3
Dominican Republic	F					1					1
	M										
	<b>Total</b>					1					1
DPR Korea	F										
	M			1							1
	<b>Total</b>			1							1
Ecuador	F		1	1				1			3
	M					1					1
	<b>Total</b>		1	1		1		1			4
Egypt	F				1						1
	M			1	1	1					3
	<b>Total</b>			1	2	1					4
Eritrea	F			2	3						5
	M		1	1							2
	<b>Total</b>		1	3	3						7
Ethiopia	F		1	1	3	2					7
	M			7	5	3	1				16
	<b>Total</b>		1	8	8	5	1				23
Fiji	F										
	M			2	1						3
	<b>Total</b>			2	1						3
Finland	F		2	2	2	1					7
	M				2	1	1				4
	<b>Total</b>		2	2	4	2	1				11
France	F		6	8	6	3					23
	M		4	19	12	11	3	1			50
	<b>Total</b>		10	27	18	14	3	1			73
Gambia	F			1	1		1				3
	M			1	1			1			3
	<b>Total</b>			2	2		1	1			6
Georgia	F										
	M			1	1						2
	<b>Total</b>			1	1						2
Germany	F	1	2	8	6	5	3	1			26
	M		2	4	6	5	3	2			22
	<b>Total</b>	1	4	12	12	10	6	3			48
Ghana	F				1						1
	M			3		1	3				7
	<b>Total</b>			3	1	1	3				8

**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	F			1							1
	M										
	<b>Total</b>			1							1
Guyana	F		1								1
	M										
	<b>Total</b>		1								1
Haiti	F			1							1
	M										
	<b>Total</b>			1							1
Honduras	F										
	M			1							1
	<b>Total</b>			1							1
Hungary	F										
	M					1					1
	<b>Total</b>					1					1
Iceland	F										
	M			1							1
	<b>Total</b>			1							1
India	F		1		2	1					4
	M		1	7	5	2	1				16
	<b>Total</b>		2	7	7	3	1				20
Indonesia	F			1	1						2
	M			1							1
	<b>Total</b>			2	1						3
Iran, Islamic Republic of	F			1							1
	M		1			1					2
	<b>Total</b>		1	1		1					3
Iraq	F			2		1					3
	M		1	4	2						7
	<b>Total</b>		1	6	2	1					10
Ireland	F		1		3						4
	M			3	5	3	1	1			13
	<b>Total</b>		1	3	8	3	1	1			17
Israel	F				1						1
	M										
	<b>Total</b>				1						1
Italy	F		15	12	8	3	1				39
	M		10	19	18	7	1	3			58
	<b>Total</b>		25	31	26	10	2	3			97
Jamaica	F					2					2
	M										
	<b>Total</b>					2					2
Japan	F		5	9	4	5		1			24
	M		1	6	1	1		1			10
	<b>Total</b>		6	15	5	6		2			34
Jordan	F		1		1						2
	M		2	5	2	1		1			11
	<b>Total</b>		3	5	3	1		1			13

**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
Kazakhstan	F			1							1
	M										
	<b>Total</b>			1							1
Kenya	F		2	5	2	3					12
	M		1	13	5		1				20
	<b>Total</b>		3	18	7	3	1				32
Kyrgyzstan	F			1							1
	M										
	<b>Total</b>			1							1
Lebanon	F		1	1			1				3
	M			2							2
	<b>Total</b>		1	3			1				5
Liberia	F		1								1
	M			1	1						2
	<b>Total</b>		1	1	1						3
Libyan Arab Jamahiriya	F			1							1
	M										
	<b>Total</b>			1							1
Lithuania	F		1								1
	M										
	<b>Total</b>		1								1
Luxembourg	F		1								1
	M										
	<b>Total</b>		1								1
Madagascar	F			3							3
	M										
	<b>Total</b>			3							3
Malawi	F				1						1
	M			1							1
	<b>Total</b>			1	1						2
Malaysia	F										
	M		1	1		1					3
	<b>Total</b>		1	1		1					3
Mali	F			2							2
	M		1	1	2		2				6
	<b>Total</b>		1	3	2		2				8
Malta	F		1								1
	M										
	<b>Total</b>		1								1
Mauritania	F										
	M				2						2
	<b>Total</b>				2						2
Mexico	F							1			1
	M			1							1
	<b>Total</b>			1				1			2
Moldova	F		1								1
	M										
	<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
Montenegro	F										
	M			1							1
	<b>Total</b>			1							1
Morocco	F			1							1
	M						1				1
	<b>Total</b>			1			1				2
Mozambique	F			1		1					2
	M		1	3	1	1		1			7
	<b>Total</b>		1	4	1	2		1			9
Myanmar	F		1								1
	M			1							1
	<b>Total</b>		1	1							2
Namibia	F				1						1
	M										
	<b>Total</b>				1						1
Nepal	F			2	2						4
	M		1	5	2	1	1	1			11
	<b>Total</b>		1	7	4	1	1	1			15
Netherlands	F		1	3	4	3					11
	M			5	2	8	3				18
	<b>Total</b>		1	8	6	11	3				29
New Zealand	F				1						1
	M			1			1				2
	<b>Total</b>			1	1		1				3
Nicaragua	F			1							1
	M		1		1						2
	<b>Total</b>		1	1	1						3
Niger	F		1								1
	M			1			1				2
	<b>Total</b>		1	1			1				3
Nigeria	F		2	1		1					4
	M				2						2
	<b>Total</b>		2	1	2	1					6
Norway	F		1	1							2
	M			1	1	1		1			4
	<b>Total</b>		1	2	1	1		1			6
Pakistan	F			1		1					2
	M		2	6	3	1		1			13
	<b>Total</b>		2	7	3	2		1			15
Panama	F		1								1
	M		1								1
	<b>Total</b>		2								2
Peru	F			1							1
	M			1	2	2					5
	<b>Total</b>			2	2	2					6
Philippines	F			4	1						5
	M			5	1	2					8
	<b>Total</b>			9	2	2					13

**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
Poland	F						1				1
	M					1					1
	<b>Total</b>					1	1				2
Portugal	F				2		1				3
	M				2	1		1			4
	<b>Total</b>				4	1	1	1			7
Republic of Korea	F		2	2	1						5
	M			2							2
	<b>Total</b>		2	4	1						7
Russian Federation	F			1	2						3
	M			2							2
	<b>Total</b>			3	2						5
Rwanda	F					1					1
	M			4	2						6
	<b>Total</b>			4	2	1					7
Samoa	F										
	M			1							1
	<b>Total</b>			1							1
Senegal	F		1	1		2					4
	M		3	1	1	1	2				8
	<b>Total</b>		4	2	1	3	2				12
Serbia	F				1						1
	M		1	2	2						5
	<b>Total</b>		1	2	3						6
Sierra Leone	F			1		1					2
	M			3	3	1	1				8
	<b>Total</b>			4	3	2	1				10
Singapore	F			1							1
	M										
	<b>Total</b>			1							1
Slovenia	F										
	M			1	1						2
	<b>Total</b>			1	1						2
Somalia	F			1	1						2
	M		1	1		1					3
	<b>Total</b>		1	2	1	1					5
South Africa	F		1	1					1		3
	M			2	2						4
	<b>Total</b>		1	3	2				1		7
Spain	F		1	6		3					10
	M		1	1	2	2					6
	<b>Total</b>		2	7	2	5					16
Sri Lanka	F			2							2
	M					1					1
	<b>Total</b>			2		1					3
Sudan	F			2		1					3
	M		1	9	7	2		2			21
	<b>Total</b>		1	11	7	3		2			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
Sweden	F		1	2	2	2					7
	M		2	6	3	2	1				14
	<b>Total</b>		3	8	5	4	1				21
Switzerland	F		1		2	1					4
	M		1	1		1	2	1			6
	<b>Total</b>		2	1	2	2	2	1			10
Syrian Arab Republic	F										
	M					1					1
	<b>Total</b>					1					1
Tajikistan	F			2	1						3
	M										
	<b>Total</b>			2	1						3
Thailand	F		1	1	2						4
	M			1							1
	<b>Total</b>		1	2	2						5
the FYR of Macedonia	F			1							1
	M			2							2
	<b>Total</b>			3							3
Togo	F										
	M			2	1		2				5
	<b>Total</b>			2	1		2				5
Trinidad and Tobago	F										
	M			1							1
	<b>Total</b>			1							1
Tunisia	F				2						2
	M			1	1			1			3
	<b>Total</b>			1	3			1			5
Turkey	F										
	M				1						1
	<b>Total</b>				1						1
Uganda	F		1	5	3						9
	M		5	4	2	1					12
	<b>Total</b>		6	9	5	1					21
Ukraine	F		1								1
	M										
	<b>Total</b>		1								1
United Kingdom	F	1	1	8	10	2	1				23
	M		2	7	12	12	5				38
	<b>Total</b>	1	3	15	22	14	6				61
United Republic of Tanzania	F			1	3						4
	M			2			1				3
	<b>Total</b>			3	3		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
United States of America	F		3	10	16	11	8	4		1	53
	M		3	9	11	19	9	4			55
	<b>Total</b>		6	19	27	30	17	8		1	108
Uruguay	F		1								1
	M			2							2
	<b>Total</b>		1	2							3
Uzbekistan	F		1	1							2
	M										
	<b>Total</b>		1	1							2
Viet Nam	F				1						1
	M			2							2
	<b>Total</b>			2	1						3
Yemen	F										
	M			1							1
	<b>Total</b>			1							1
Zambia	F			1	3		1				5
	M			1	1	1					3
	<b>Total</b>			2	4	1	1				8
Zimbabwe	F		1	1							2
	M			3	1	1	1	1			7
	<b>Total</b>		1	4	1	1	1	1			9

## STAFFING STATISTICS OF JUNIOR PROFESSIONAL OFFICERS

### Gender and Geographical Representation, by Grade Level

6. The total number of JPOs decreased by 18.7 percentage points, from 75 at 31 December 2007, to 61 at 31 December 2008.
7. In 2008, WFP converted 12 JPOs into regular international professional staff when their assignments ended.

<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>2008</b>	<b>61</b>	<b>36</b>	<b>59.0</b>	<b>0</b>	<b>0</b>
P-2	60	35	58.3	0	0
P-1	1	1	100.0	0	0
<b>2007</b>	<b>75</b>	<b>45</b>	<b>60.0</b>	<b>4</b>	<b>5.3</b>
P-2	74	44	59.5	4	5.4
P-1	1	1	100.0	0	0