



World Food Programme  
Programme Alimentaire Mondial  
Programa Mundial de Alimentos  
برنامج الأغذية العالمي

**Executive Board**  
Annual session  
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For information

Executive Board documents are available on WFP's website (<https://executiveboard.wfp.org>).

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## **Statistical report on international professional staff and higher categories**

***At 31 December 2017***

### **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 2017 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 increased by 3 percentage points, from 1,418 at 31 December 2016 to 1,463 at 31 December 2017.

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#### **Focal points:**

Mr J. Aylieff  
Director  
Human Resources  
tel.: 066513-3468

Ms M. Kavelj  
Chief  
Human Resources Technology and Analytics  
tel.: 066513-2187

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<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 2017<sup>1</sup></b>					
<b>Staff members</b>	<b>1 463</b>	<b>614</b>	<b>42.0</b>	<b>634</b>	<b>43.3</b>
USG**	1	0	0	0	0
ASG*** <sup>1</sup>	5	1	20.0	3	60.0
D-2	49	17	34.7	20	40.8
D-1	109	40	36.7	32	29.4
P-5	296	125	42.2	98	33.1
P-4	339	148	43.7	132	38.9
P-3	550	229	41.6	280	50.9
P-2	114	54	47.4	69	60.5
P-1	0	0	0	0	0
<b>At 31 December of 2016<sup>1</sup></b>					
<b>Staff members</b>	<b>1 418</b>	<b>602</b>	<b>42.5</b>	<b>607</b>	<b>42.8</b>
USG**	1	1	100.0	0	0.0
ASG*** <sup>1</sup>	6	1	16.7	3	50.0
D-2	47	13	27.7	20	42.6
D-1	107	44	41.1	32	29.9
P-5	291	123	42.3	90	30.9
P-4	346	154	44.5	141	40.8
P-3	521	218	41.8	265	50.9
P-2	99	48	48.5	56	56.6
P-1	0	0	0.0	0	0.0

\* Nationals of developing countries

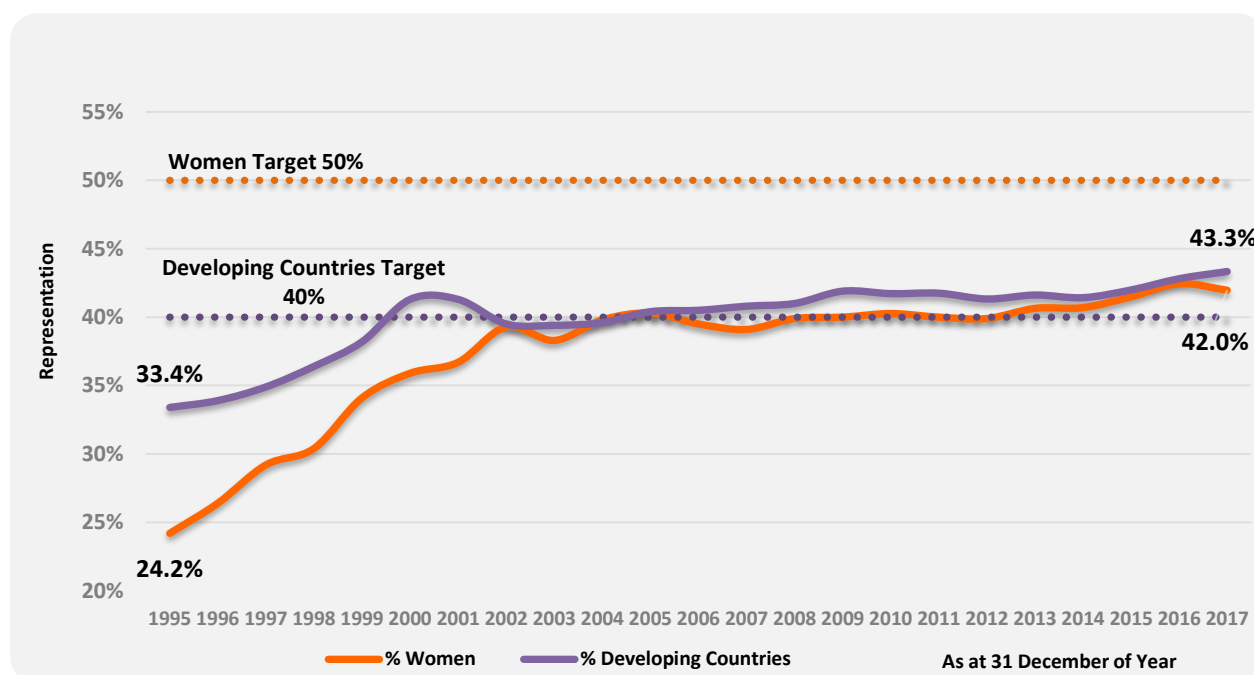
\*\* Under-Secretary-General

\*\*\* Assistant Secretary-General

<sup>1</sup> Figures include the African Risk Capacity international professional staff administered by WFP.

3. Women's representation in the international professional staff and higher categories (excluding JPOs) was 42.0 percent at 31 December 2017 (Figure 1).

**Figure 1: International professional staff by gender and geographical representation (excluding JPOs)**



Breakdown by region	No. of staff	Percentage
<b>1. Developing Countries</b>		
<b>List A:</b> Africa	384	26.2
<b>List B:</b> Asia and the Middle East	189	12.9
<b>List C:</b> Latin America and the Caribbean	61	4.2
<b>Subtotal</b>	<b>634</b>	<b>43.3</b>
<b>2. Economically Developed Countries</b>		
<b>List D:</b> North America, Western Europe, Japan, Australia, New Zealand	771	52.7
<b>List E:</b> Eastern Europe	58	4.0
<b>Subtotal</b>	<b>829</b>	<b>56.7</b>
<b>Grand Total</b>	<b>1 463</b>	

<b>TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY, GENDER AND GRADE LEVEL</b>											
<b>Nationality</b>	<b>Gender</b>	<b>P-1</b>	<b>P-2</b>	<b>P-3</b>	<b>P-4</b>	<b>P-5</b>	<b>D-1</b>	<b>D-2</b>	<b>ASG</b>	<b>USG</b>	<b>Total</b>
Afghanistan	<b>M</b>		1	3		1					<b>5</b>
	<b>F</b>			1		1					<b>2</b>
	<b>Total</b>		1	4		2					<b>7</b>
Albania	<b>M</b>			2							<b>2</b>
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			3							<b>3</b>
Algeria	<b>M</b>			1		2					<b>3</b>
	<b>F</b>			2			1				<b>3</b>
	<b>Total</b>			3		2	1				<b>6</b>
Angola	<b>M</b>			1	1						<b>2</b>
	<b>F</b>		1	1	1						<b>3</b>
	<b>Total</b>		1	2	2						<b>5</b>
Argentina	<b>M</b>			1							<b>1</b>
	<b>F</b>				1						<b>1</b>
	<b>Total</b>			1	1						<b>2</b>
Armenia	<b>M</b>			2							<b>2</b>
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			3							<b>3</b>
Australia	<b>M</b>			2	3	2	4				<b>11</b>
	<b>F</b>		2	2	6	3	2				<b>15</b>
	<b>Total</b>		2	4	9	5	6				<b>26</b>
Austria	<b>M</b>				1	1	3				<b>5</b>
	<b>F</b>			1	1						<b>2</b>
	<b>Total</b>			1	2	1	3				<b>7</b>
Bangladesh	<b>M</b>			2	2	1		1			<b>6</b>
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			3	2	1		1			<b>7</b>
Barbados	<b>M</b>										
	<b>F</b>					1					<b>1</b>
	<b>Total</b>					1					<b>1</b>
Belgium	<b>M</b>			8	4	7	1				<b>20</b>
	<b>F</b>		1	1	5	3	2				<b>12</b>
	<b>Total</b>		1	9	9	10	3				<b>32</b>
Benin	<b>M</b>		1	3			1				<b>5</b>
	<b>F</b>			1		1					<b>2</b>
	<b>Total</b>		1	4		1	1				<b>7</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
Chile	M										
	F		1		1	1					3
	<b>Total</b>		1		1	1					3
China	M		1	2	1	1	1	1			7
	F		1	4	1						6
	<b>Total</b>		2	6	2	1	1	1			13
Colombia	M			2	1						3
	F		2	1	1	1					5
	<b>Total</b>		2	3	2	1					8
Congo	M			1		1					2
	F										
	<b>Total</b>			1		1					2
Côte d'Ivoire	M		1	7	1	1	1				11
	F				1						1
	<b>Total</b>		1	7	2	1	1				12
Croatia	M		1								1
	F				1		1				2
	<b>Total</b>		1		1		1				3
Cuba	M										
	F			1							1
	<b>Total</b>			1							1
Cyprus	M										
	F				1						1
	<b>Total</b>				1						1
Czechia	M										
	F				1						1
	<b>Total</b>				1						1
Democratic Republic of the Congo	M		4	8	1						13
	F			2							2
	<b>Total</b>		4	10	1						15
Denmark	M			5	5	2	1				13
	F			1	3	1		1			6
	<b>Total</b>			6	8	3	1	1			19
Djibouti	M					2					2
	F			1							1
	<b>Total</b>			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
People's Democratic Republic of Korea	M			1							1
	F										
	<b>Total</b>			1							1
Ecuador	M		1								1
	F				1	1					2
	<b>Total</b>		1		1	1					3
Egypt	M		1	5	3	1					10
	F			2	1						3
	<b>Total</b>		1	7	4	1					13
El Salvador	M					1					1
	F			1							1
	<b>Total</b>			1		1					2
Eritrea	M			1	1						2
	F		1	2	2	2					7
	<b>Total</b>		1	3	3	2					9
Eswatini	M										
	F			1							1
	<b>Total</b>			1							1
Ethiopia	M			11	1		1				13
	F		1	2	1	2					6
	<b>Total</b>		1	13	2	2	1				19
Fiji	M			1							1
	F										
	<b>Total</b>			1							1
Finland	M			1		1					2
	F			4	4	1					9
	<b>Total</b>			5	4	2					11
France	M		3	16	11	14	6				50
	F		2	12	11	4	1				30
	<b>Total</b>		5	28	22	18	7				80
Gambia	M			1	1		1				3
	F			1		2					3
	<b>Total</b>			2	1	2	1				6
Georgia	M			2	1	1					4
	F			1							1
	<b>Total</b>			3	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
Germany	M		2	3	5	6	1	1			18
	F		3	11	8	4		1			27
	<b>Total</b>		5	14	13	10	1	2			45
Ghana	M			4		2	1	2			9
	F										
	<b>Total</b>			4		2	1	2			9
Greece	M										
	F		1	1							2
	<b>Total</b>		1	1							2
Guatemala	M				1						1
	F						1				1
	<b>Total</b>				1		1				2
Guinea	M		1	1	2				1		5
	F		1			1					2
	<b>Total</b>		2	1	2	1			1		7
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		2						3
	<b>Total</b>		1		2						3
Honduras	M				3						3
	F										
	<b>Total</b>				3						3
India	M		1	7	4	4	3		1		20
	F			2		1	1	2			6
	<b>Total</b>		1	9	4	5	4	2	1		26
Indonesia	M		1								1
	F			3							3
	<b>Total</b>		1	3							4
Iran, Islamic Republic of	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			3							3
	<b>Total</b>			3							3
Luxembourg	M			1							1
	F										
	<b>Total</b>			1							1
Madagascar	M			1							1
	F										
	<b>Total</b>			1							1
Malawi	M			1							1
	F			1	1						2
	<b>Total</b>			2	1						3
Malaysia	M		1								1
	F		1								1
	<b>Total</b>		2								2
Mali	M			2	1	1		1			5
	F				1	1					2
	<b>Total</b>			2	2	2		1			7
Malta	M					1					1
	F										
	<b>Total</b>					1					1
Mauritania	M			1							1
	F										
	<b>Total</b>			1							1
Mauritius	M			1							1
	F				1						1
	<b>Total</b>			1	1						2
Mexico	M			1	2						3
	F										
	<b>Total</b>			1	2						3
Republic of Moldova	M										
	F			1							1
	<b>Total</b>			1							1
Montenegro	M			1							1
	F										
	<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
Mozambique	M			2	2						4
	F				1	1					2
	<b>Total</b>			2	3	1					6
Myanmar	M										
	F			1							1
	<b>Total</b>			1							1
Namibia	M										
	F				1						1
	<b>Total</b>				1						1
Nepal	M		3	2	3	3		1			12
	F					1					1
	<b>Total</b>		3	2	3	4		1			13
Netherlands	M			1	2	2	4				9
	F		1	1	4	1	2				9
	<b>Total</b>		1	2	6	3	6				18
New Zealand	M			4	1	1					6
	F				1	1					2
	<b>Total</b>			4	2	2					8
Nicaragua	M		1		1	1					3
	F				1						1
	<b>Total</b>		1		2	1					4
Niger	M			2							2
	F		1		1						2
	<b>Total</b>		1	2	1						4
Nigeria	M					1					1
	F			1	1	3					5
	<b>Total</b>			1	1	4					6
Norway	M		1		1						2
	F						1		1		2
	<b>Total</b>		1		1		1		1		4
Pakistan	M		3	10	2	4	1	1			21
	F					1					1
	<b>Total</b>		3	10	2	5	1	1			22
Panama	M			1							1
	F			1							1
	<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
Paraguay	M										
	F				1						1
	<b>Total</b>				1						1
Peru	M				1	1		2			4
	F			1		1					2
	<b>Total</b>			1	1	2		2			6
Philippines	M			3	3	1					7
	F			4	2						6
	<b>Total</b>			7	5	1					13
Poland	M					1					1
	F			1			1				2
	<b>Total</b>			1		1	1				3
Portugal	M			1	1	2			1		5
	F			2		2	1				5
	<b>Total</b>			3	1	4	1		1		10
Republic of Korea	M			1	1						2
	F		2	3	2	1					8
	<b>Total</b>		2	4	3	1					10
Russian Federation	M		1	1	1						3
	F			4	2						6
	<b>Total</b>		1	5	3						9
Rwanda	M			4	1	2					7
	F			1			1				2
	<b>Total</b>			5	1	2	1				9
Samoa	M				1						1
	F										
	<b>Total</b>				1						1
Senegal	M		1	4	2	1	1	1			10
	F			3	1	1					5
	<b>Total</b>		1	7	3	2	1	1			15
Serbia	M				4	1					5
	F			1		1					2
	<b>Total</b>			1	4	2					7
Sierra Leone	M		1	2		3	2				8
	F		1	1			1				3
	<b>Total</b>		2	3		3	3				11

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

<b>Nationality</b>	<b>Gender</b>	<b>P-1</b>	<b>P-2</b>	<b>P-3</b>	<b>P-4</b>	<b>P-5</b>	<b>D-1</b>	<b>D-2</b>	<b>ASG</b>	<b>USG</b>	<b>Total</b>
Singapore	<b>M</b>										
	<b>F</b>					1					1
	<b>Total</b>					1					1
Slovenia	<b>M</b>				1	1					2
	<b>F</b>										
	<b>Total</b>				1	1					2
Somalia	<b>M</b>			2			1				3
	<b>F</b>					1					1
	<b>Total</b>			2		1	1				4
South Africa	<b>M</b>		1	2		2					5
	<b>F</b>			2							2
	<b>Total</b>		1	4		2					7
South Sudan	<b>M</b>		1	4	1						6
	<b>F</b>										
	<b>Total</b>		1	4	1						6
Spain	<b>M</b>			3	5	3					11
	<b>F</b>		2	6	1	2	2				13
	<b>Total</b>		2	9	6	5	2				24
Sri Lanka	<b>M</b>										
	<b>F</b>				1						1
	<b>Total</b>				1						1
Sudan	<b>M</b>		1	5	6	1	2		1		16
	<b>F</b>			2	1	1					4
	<b>Total</b>		1	7	7	2	2		1		20
Sweden	<b>M</b>		1	6	5	4	1				17
	<b>F</b>			2	1	1	1				5
	<b>Total</b>		1	8	6	5	2				22
Switzerland	<b>M</b>			2	1	1	1	1			6
	<b>F</b>			3	1			1			5
	<b>Total</b>			5	2	1	1	2			11
Syrian Arab Republic	<b>M</b>			2							2
	<b>F</b>		3		1						4
	<b>Total</b>		3	2	1						6
Tajikistan	<b>M</b>			2	1						3
	<b>F</b>			3							3
	<b>Total</b>			5	1						6

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

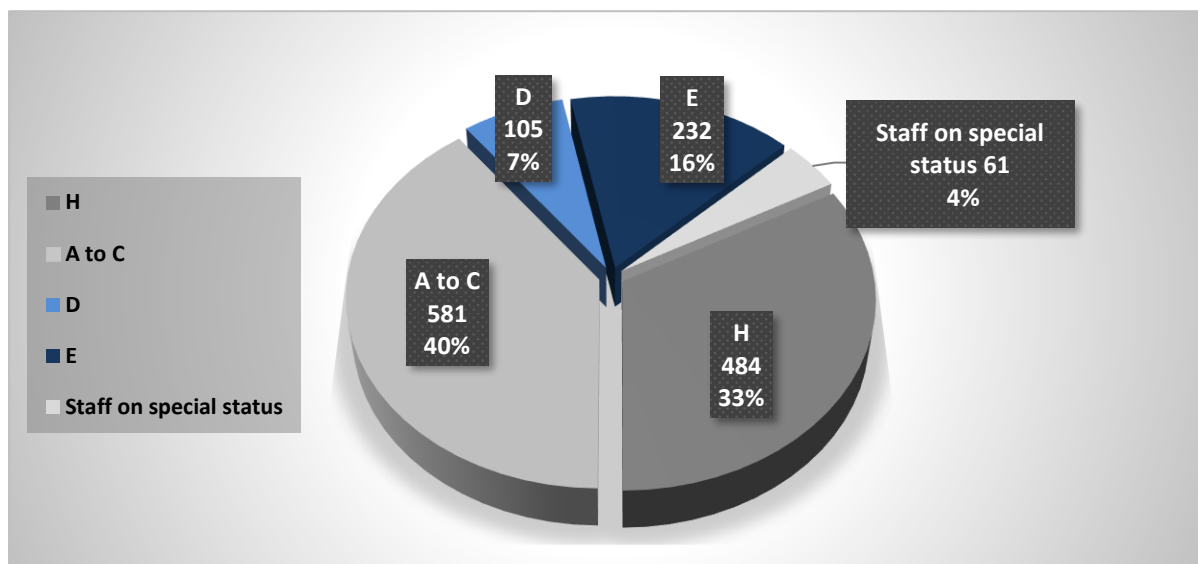
<b>Nationality</b>	<b>Gender</b>	<b>P-1</b>	<b>P-2</b>	<b>P-3</b>	<b>P-4</b>	<b>P-5</b>	<b>D-1</b>	<b>D-2</b>	<b>ASG</b>	<b>USG</b>	<b>Total</b>
Thailand	<b>M</b>			1							<b>1</b>
	<b>F</b>			2	3						<b>5</b>
	<b>Total</b>			3	3						<b>6</b>
the Former Yugoslavia Republic of Macedonia	<b>M</b>			1		1					<b>2</b>
	<b>F</b>					1					<b>1</b>
	<b>Total</b>			1		2					<b>3</b>
Togo	<b>M</b>		1	1	2			1			<b>5</b>
	<b>F</b>										
	<b>Total</b>		1	1	2			1			<b>5</b>
Trinidad and Tobago	<b>M</b>										
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			1							<b>1</b>
Tunisia	<b>M</b>			1	1						<b>2</b>
	<b>F</b>			1	1	1					<b>3</b>
	<b>Total</b>			2	2	1					<b>5</b>
Turkey	<b>M</b>			2		1					<b>3</b>
	<b>F</b>										
	<b>Total</b>			2		1					<b>3</b>
Uganda	<b>M</b>		3	12		2	1				<b>18</b>
	<b>F</b>		3	3	3	3	1				<b>13</b>
	<b>Total</b>		6	15	3	5	2				<b>31</b>
Ukraine	<b>M</b>			4							<b>4</b>
	<b>F</b>			1		2					<b>3</b>
	<b>Total</b>			5		2					<b>7</b>
United Kingdom	<b>M</b>		1	10	5	13	6	4			<b>39</b>
	<b>F</b>		1	10	7	5	2	2			<b>27</b>
	<b>Total</b>		2	20	12	18	8	6			<b>66</b>
United Republic of Tanzania	<b>M</b>			2							<b>2</b>
	<b>F</b>				2	1					<b>3</b>
	<b>Total</b>			2	2	1					<b>5</b>
United States of America	<b>M</b>			11	11	19	7	5		1	<b>54</b>
	<b>F</b>		2	14	11	21	6	3			<b>57</b>
	<b>Total</b>		2	25	22	40	13	8		1	<b>111</b>
Uruguay	<b>M</b>			1		2					<b>3</b>
	<b>F</b>										
	<b>Total</b>			1		2					<b>3</b>

<b>TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY, GENDER AND GRADE LEVEL</b>											
<b>Nationality</b>	<b>Gender</b>	<b>P-1</b>	<b>P-2</b>	<b>P-3</b>	<b>P-4</b>	<b>P-5</b>	<b>D-1</b>	<b>D-2</b>	<b>ASG</b>	<b>USG</b>	<b>Total</b>
Uzbekistan	<b>M</b>										
	<b>F</b>			2							<b>2</b>
	<b>Total</b>			2							<b>2</b>
Viet Nam	<b>M</b>		1	1	1						<b>3</b>
	<b>F</b>				1						<b>1</b>
	<b>Total</b>		1	1	2						<b>4</b>
Yemen	<b>M</b>				1						<b>1</b>
	<b>F</b>										
	<b>Total</b>				1						<b>1</b>
Zambia	<b>M</b>			4	2	1					<b>7</b>
	<b>F</b>				1	1	1	1			<b>4</b>
	<b>Total</b>			4	3	2	1	1			<b>11</b>
Zimbabwe	<b>M</b>		1	5		2		1			<b>9</b>
	<b>F</b>		1	2	1						<b>4</b>
	<b>Total</b>		2	7	1	2		1			<b>13</b>

### Staff distribution by hardship classification and by duty station location

4. Of 1,463 international professional staff, 337 (23 percent) were located in D or E hardship duty stations (Figure 2).

**Figure 2: International professional staff by hardship classification (excluding JPOs)**



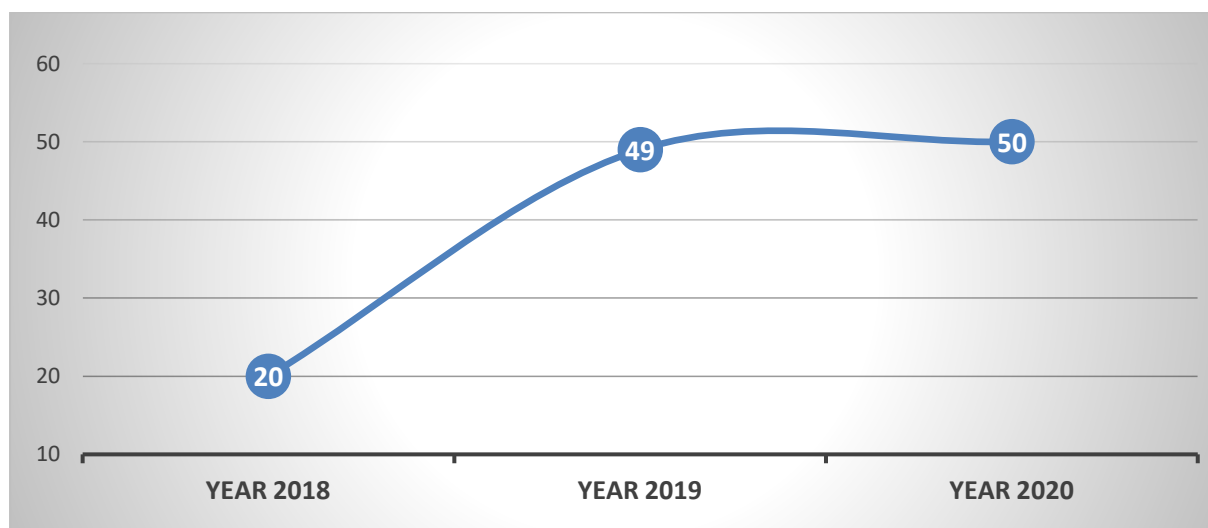
*Notes:*

- Duty station hardship classification as per the International Civil Service Commission 2013 Guide to the Mobility and Hardship scheme and related arrangements: H duty stations are Headquarters or 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.

### Staff retirement forecast

5. In 2017, 25 international professional staff retired. Between 2018 and 2020, 119 (8 percent) of 1,463 staff will be reaching the mandatory retirement age of 62 or 65 (Figure 3).

**Figure 3: International professional staff reaching, mandatory retirement age**

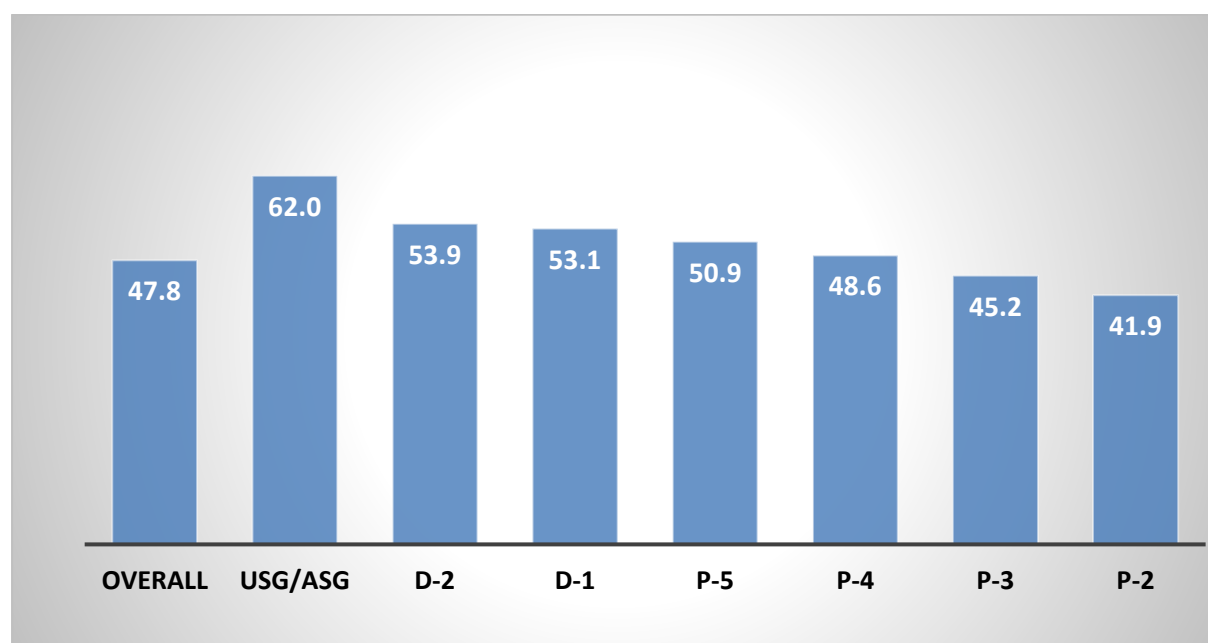




## Staff average age

6. The average age of international professional staff in WFP is 47.8 (Figure 4).

**Figure 4: International professional staff by average age**



## Staffing statistics of junior professional officers

### Gender and geographical representation, by grade level

7. The total number of junior professional officers decreased by 28 percentage points, from 50 at 31 December 2016, to 36 at 31 December 2017.

<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>2017</b>	<b>36</b>	<b>26</b>	<b>72.2</b>	<b>2</b>	<b>5.6</b>
P-2	33	24	72.0	2	6.1
P-1	3	2	66.0	0	-
<b>2016</b>	<b>50</b>	<b>26</b>	<b>52.0</b>	<b>7</b>	<b>14.0</b>
P-2	48	25	52.1	7	14.6
P-1	2	1	50.0	0	-