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Administrative and Managerial Matters

**For information**

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

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## **Statistical Report on WFP International Professional Staff and Higher Categories**

*At 31 December 2015*

### **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 2015 except where otherwise indicated.

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#### **Focal points:**

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## 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 2 percentage points, from 1,376 at 31 December 2014 to 1,398 at 31 December 2015.

<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 2015<sup>1</sup></b>					
<b>Staff members</b>	<b>1 398</b>	<b>580</b>	<b>41.5</b>	<b>587</b>	<b>42.0</b>
USG**	1	1	100.0	0	0.0
ASG*** <sup>1</sup>	6	1	16.7	3	50.0
D-2	44	13	29.5	19	43.2
D-1	103	39	37.9	28	27.2
P-5	282	116	41.1	80	28.4
P-4	327	147	45.0	125	38.2
P-3	521	209	40.1	268	51.4
P-2	114	54	47.4	64	56.1
P-1	0	0	0.0	0	0.0
<b>At 31 December of 2014<sup>1</sup></b>					
<b>Staff members</b>	<b>1 376</b>	<b>560</b>	<b>40.7</b>	<b>570</b>	<b>41.4</b>
USG**	1	1	100.0	0	0.0
ASG*** <sup>1</sup>	5	1	20.0	2	40.0
D-2	37	10	27.0	18	48.6
D-1	111	41	36.9	29	26.1
P-5	273	107	39.2	76	27.8
P-4	348	156	44.8	128	36.8
P-3	493	194	39.4	260	52.7
P-2	106	49	46.2	57	53.8
P-1	2	1	50.0	0	0.0

\* Nationals of developing countries

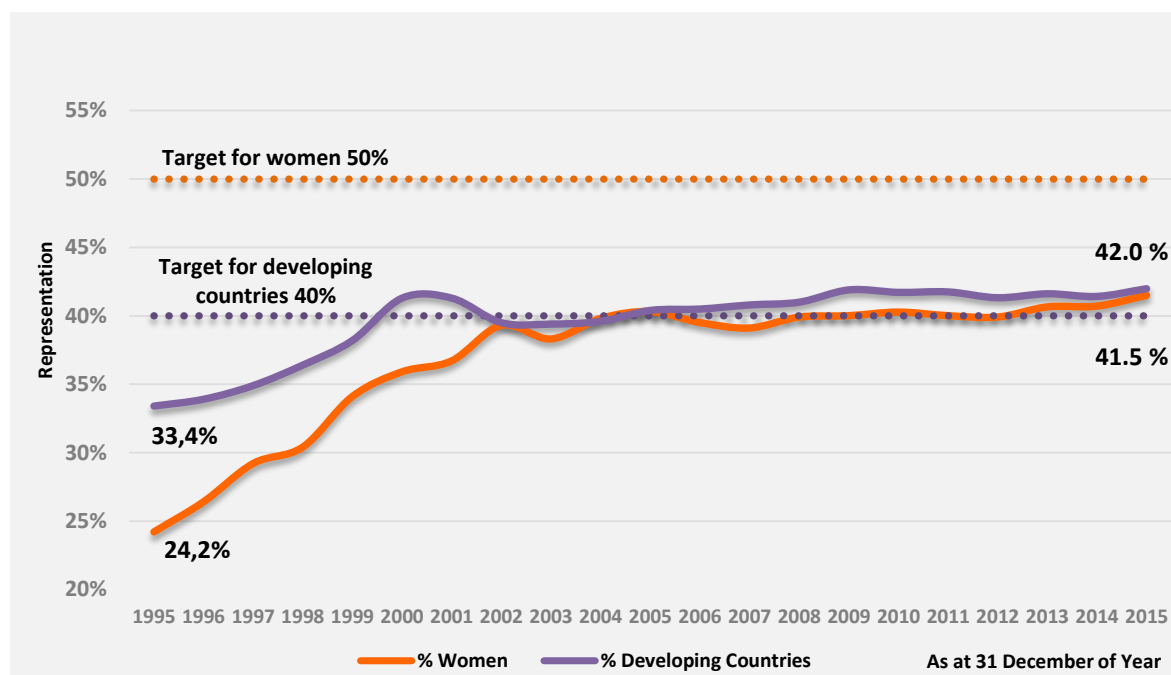
\*\* Under-Secretary-General

\*\*\* 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 41.5 percent at 31 December 2015 (Figure 1).

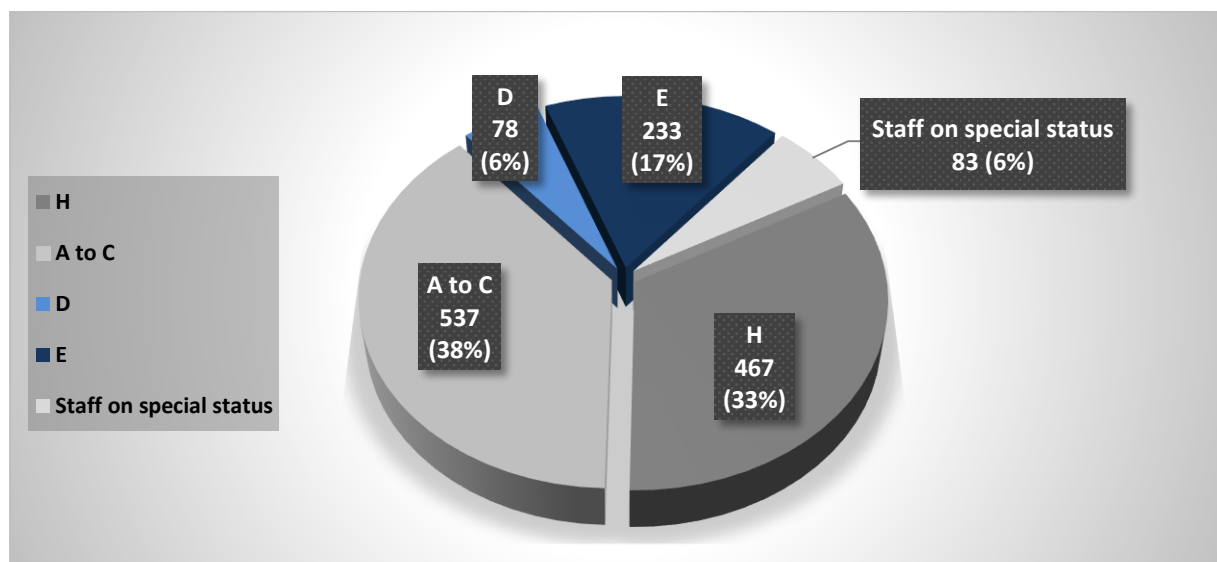
**Figure 1: International professional staff by gender and geographical representation (excluding JPOs)**



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

4. Of 1,398 international professional staff, 311 (22 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.

<b>TABLE 2: GEOGRAPHICAL DISTRIBUTION BY REGION</b>		
<b>Breakdown by region</b>	<b>No. of staff</b>	<b>Percentage</b>
<b>List A:</b> Africa	359	25.7
<b>List B:</b> Asia and the Middle East	172	12.3
<b>List C:</b> Latin America and the Caribbean	56	4.0
<b>Subtotal</b>	<b>587</b>	<b>42.0</b>
<b>List D:</b> North America, Western Europe, Japan, Australia, New Zealand	752	53.8
<b>List E:</b> Eastern Europe	59	4.2
<b>Subtotal</b>	<b>811</b>	<b>58.0</b>
<b>Grand Total</b>	<b>1 398</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	2		1					<b>4</b>
	<b>F</b>			1		1					<b>2</b>
	<b>Total</b>		1	3		2					<b>6</b>
Albania	<b>M</b>			2	1						<b>3</b>
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			3	1						<b>4</b>
Algeria	<b>M</b>			1		2					<b>3</b>
	<b>F</b>			1		1					<b>2</b>
	<b>Total</b>			2		3					<b>5</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	1						<b>2</b>
	<b>Total</b>			2	1						<b>3</b>
Armenia	<b>M</b>			2	1						<b>3</b>
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			3	1						<b>4</b>
Australia	<b>M</b>			1	5	1	3				<b>10</b>
	<b>F</b>		2	1	4	3	2				<b>12</b>
	<b>Total</b>		2	2	9	4	5				<b>22</b>
Austria	<b>M</b>				1	1	2				<b>4</b>
	<b>F</b>			1		1					<b>2</b>
	<b>Total</b>			1	1	2	2				<b>6</b>
Bangladesh	<b>M</b>			2	2	1					<b>5</b>
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			3	2	1					<b>6</b>
Belgium	<b>M</b>			7	5	7	1				<b>20</b>
	<b>F</b>			1	6	3	1				<b>11</b>
	<b>Total</b>			8	11	10	2				<b>31</b>
Benin	<b>M</b>		1	3			1				<b>5</b>
	<b>F</b>			1	1	1					<b>3</b>
	<b>Total</b>		1	4	1	1	1				<b>8</b>
Bhutan	<b>M</b>			1		1					<b>2</b>
	<b>F</b>										
	<b>Total</b>			1		1					<b>2</b>
Bolivia (Plurinational State of)	<b>M</b>				1						<b>1</b>
	<b>F</b>			1		1					<b>2</b>
	<b>Total</b>			1	1	1					<b>3</b>
Bosnia and Herzegovina	<b>M</b>			1			1				<b>2</b>
	<b>F</b>				1	2					<b>3</b>
	<b>Total</b>			1	1	2	1				<b>5</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>
Botswana	<b>M</b>							1			<b>1</b>
	<b>F</b>										
	<b>Total</b>							1			<b>1</b>
Brazil	<b>M</b>			1	1			1			<b>3</b>
	<b>F</b>			1		1					<b>2</b>
	<b>Total</b>			2	1	1		1			<b>5</b>
Bulgaria	<b>M</b>			1							<b>1</b>
	<b>F</b>										
	<b>Total</b>			1							<b>1</b>
Burkina Faso	<b>M</b>		2	3	1	1	1				<b>8</b>
	<b>F</b>			1							<b>1</b>
	<b>Total</b>		2	4	1	1	1				<b>9</b>
Burundi	<b>M</b>		3	5				1			<b>9</b>
	<b>F</b>			4	1						<b>5</b>
	<b>Total</b>		3	9	1			1			<b>14</b>
Cameroon	<b>M</b>		1	4	1		2	1			<b>9</b>
	<b>F</b>		1	3	2	1					<b>7</b>
	<b>Total</b>		2	7	3	1	2	1			<b>16</b>
Canada	<b>M</b>		2	6	5	16	7	1			<b>37</b>
	<b>F</b>		1	12	9	6	7	1			<b>36</b>
	<b>Total</b>		3	18	14	22	14	2			<b>73</b>
Cabo Verde	<b>M</b>				1						<b>1</b>
	<b>F</b>										
	<b>Total</b>				1						<b>1</b>
Chad	<b>M</b>			1							<b>1</b>
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			2							<b>2</b>
Chile	<b>M</b>										
	<b>F</b>		1		1						<b>2</b>
	<b>Total</b>		1		1						<b>2</b>
China	<b>M</b>		1	2	1	1					<b>5</b>
	<b>F</b>			5		1					<b>6</b>
	<b>Total</b>		1	7	1	2					<b>11</b>
Colombia	<b>M</b>			3							<b>3</b>
	<b>F</b>		1	1	1						<b>3</b>
	<b>Total</b>		1	4	1						<b>6</b>
Congo	<b>M</b>			2		1					<b>3</b>
	<b>F</b>										
	<b>Total</b>			2		1					<b>3</b>
Côte d'Ivoire	<b>M</b>		1	7	1	2					<b>11</b>
	<b>F</b>				1						<b>1</b>
	<b>Total</b>		1	7	2	2					<b>12</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>
Croatia	<b>M</b>		1								<b>1</b>
	<b>F</b>				1		1				<b>2</b>
	<b>Total</b>		<b>1</b>		<b>1</b>		<b>1</b>				<b>3</b>
Cuba	<b>M</b>			1	1						<b>2</b>
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			<b>2</b>	<b>1</b>						<b>3</b>
Cyprus	<b>M</b>										
	<b>F</b>				1						<b>1</b>
	<b>Total</b>				<b>1</b>						<b>1</b>
Czech Republic	<b>M</b>										
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			<b>1</b>							<b>1</b>
Dem. Rep. of the Congo	<b>M</b>		4	8							<b>12</b>
	<b>F</b>			2							<b>2</b>
	<b>Total</b>		<b>4</b>	<b>10</b>							<b>14</b>
Denmark	<b>M</b>		1	6	3	2	1				<b>13</b>
	<b>F</b>			1	2	1	1				<b>5</b>
	<b>Total</b>		<b>1</b>	<b>7</b>	<b>5</b>	<b>3</b>	<b>2</b>				<b>18</b>
Djibouti	<b>M</b>				1	1					<b>2</b>
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			<b>1</b>	<b>1</b>	<b>1</b>					<b>3</b>
Ecuador	<b>M</b>		1					1			<b>2</b>
	<b>F</b>				2						<b>2</b>
	<b>Total</b>		<b>1</b>		<b>2</b>			<b>1</b>			<b>4</b>
Egypt	<b>M</b>		1	1	3						<b>5</b>
	<b>F</b>				1						<b>1</b>
	<b>Total</b>		<b>1</b>	<b>1</b>	<b>4</b>						<b>6</b>
El Salvador	<b>M</b>				1						<b>1</b>
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			<b>1</b>	<b>1</b>						<b>2</b>
Eritrea	<b>M</b>			2							<b>2</b>
	<b>F</b>		1	3	1	2					<b>7</b>
	<b>Total</b>		<b>1</b>	<b>5</b>	<b>1</b>	<b>2</b>					<b>9</b>
Ethiopia	<b>M</b>			10	2	2	1				<b>15</b>
	<b>F</b>		1	1	1	3					<b>6</b>
	<b>Total</b>		<b>1</b>	<b>11</b>	<b>3</b>	<b>5</b>	<b>1</b>				<b>21</b>
Fiji	<b>M</b>			2	1						<b>3</b>
	<b>F</b>										
	<b>Total</b>			<b>2</b>	<b>1</b>						<b>3</b>
Finland	<b>M</b>					1					<b>1</b>
	<b>F</b>		1	3	3	1					<b>8</b>
	<b>Total</b>		<b>1</b>	<b>3</b>	<b>3</b>	<b>2</b>					<b>9</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>
France	<b>M</b>		3	20	9	13	4				<b>49</b>
	<b>F</b>		2	10	11	5	1				<b>29</b>
	<b>Total</b>		5	30	20	18	5				<b>78</b>
Gambia (The)	<b>M</b>			2		1		1			<b>4</b>
	<b>F</b>			1		2	1				<b>4</b>
	<b>Total</b>			3		3	1	1			<b>8</b>
Georgia	<b>M</b>			3		1					<b>4</b>
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			4		1					<b>5</b>
Germany	<b>M</b>		1	5	12	4	1	2			<b>25</b>
	<b>F</b>		3	8	8	4		1			<b>24</b>
	<b>Total</b>		4	13	20	8	1	3			<b>49</b>
Ghana	<b>M</b>			2		2		2			<b>6</b>
	<b>F</b>					1					<b>1</b>
	<b>Total</b>			2		3		2			<b>7</b>
Greece	<b>M</b>										
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			1							<b>1</b>
Guatemala	<b>M</b>				1						<b>1</b>
	<b>F</b>										
	<b>Total</b>				1						<b>1</b>
Guinea	<b>M</b>		1	2					1		<b>4</b>
	<b>F</b>		1		1						<b>2</b>
	<b>Total</b>		2	2	1				1		<b>6</b>
Guinea-Bissau	<b>M</b>		1								<b>1</b>
	<b>F</b>										
	<b>Total</b>		1								<b>1</b>
Guyana	<b>M</b>										
	<b>F</b>		1								<b>1</b>
	<b>Total</b>		1								<b>1</b>
Haiti	<b>M</b>					1					<b>1</b>
	<b>F</b>		1	1	1						<b>3</b>
	<b>Total</b>		1	1	1	1					<b>4</b>
Honduras	<b>M</b>				2						<b>2</b>
	<b>F</b>										
	<b>Total</b>				2						<b>2</b>
India	<b>M</b>		1	8	4	4	3		1		<b>21</b>
	<b>F</b>		1	1			1	2			<b>5</b>
	<b>Total</b>		2	9	4	4	4	2	1		<b>26</b>
Indonesia	<b>M</b>		1								<b>1</b>
	<b>F</b>			3	1						<b>4</b>
	<b>Total</b>		1	3	1						<b>5</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>
Luxembourg	<b>M</b>			1							<b>1</b>
	<b>F</b>										
	<b>Total</b>			1							<b>1</b>
Madagascar	<b>M</b>			1							<b>1</b>
	<b>F</b>			2							<b>2</b>
	<b>Total</b>			3							<b>3</b>
Malawi	<b>M</b>			1							<b>1</b>
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			2							<b>2</b>
Malaysia	<b>M</b>		1								<b>1</b>
	<b>F</b>		1								<b>1</b>
	<b>Total</b>		2								<b>2</b>
Mali	<b>M</b>			4	2		2				<b>8</b>
	<b>F</b>			1		1					<b>2</b>
	<b>Total</b>			5	2	1	2				<b>10</b>
Malta	<b>M</b>					1					<b>1</b>
	<b>F</b>										
	<b>Total</b>					1					<b>1</b>
Mauritius	<b>M</b>										
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			1							<b>1</b>
Mexico	<b>M</b>			2	1						<b>3</b>
	<b>F</b>										
	<b>Total</b>			2	1						<b>3</b>
Montenegro	<b>M</b>			1							<b>1</b>
	<b>F</b>										
	<b>Total</b>			1							<b>1</b>
Morocco	<b>M</b>			1							<b>1</b>
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			2							<b>2</b>
Mozambique	<b>M</b>			2	1						<b>3</b>
	<b>F</b>				1	1					<b>2</b>
	<b>Total</b>			2	2	1					<b>5</b>
Myanmar	<b>M</b>			1							<b>1</b>
	<b>F</b>			1							<b>1</b>
	<b>Total</b>			2							<b>2</b>
Namibia	<b>M</b>										
	<b>F</b>				1						<b>1</b>
	<b>Total</b>				1						<b>1</b>
Nepal	<b>M</b>		3	2	5	1		1			<b>12</b>
	<b>F</b>					2					<b>2</b>
	<b>Total</b>		3	2	5	3		1			<b>14</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>
Russian Federation	<b>M</b>		1		1						<b>2</b>
	<b>F</b>		1	4	1						<b>6</b>
	<b>Total</b>		2	4	2						<b>8</b>
Rwanda	<b>M</b>			5	1	2					<b>8</b>
	<b>F</b>						1				<b>1</b>
	<b>Total</b>			5	1	2	1				<b>9</b>
Samoa	<b>M</b>				1						<b>1</b>
	<b>F</b>										
	<b>Total</b>				1						<b>1</b>
Senegal	<b>M</b>		1	3	2	1	2				<b>9</b>
	<b>F</b>			4		1	2				<b>7</b>
	<b>Total</b>		1	7	2	2	4				<b>16</b>
Serbia	<b>M</b>				3	2					<b>5</b>
	<b>F</b>		1	1		1					<b>3</b>
	<b>Total</b>		1	1	3	3					<b>8</b>
Sierra Leone	<b>M</b>		1	2	1	3	2				<b>9</b>
	<b>F</b>		1	1			1				<b>3</b>
	<b>Total</b>		2	3	1	3	3				<b>12</b>
Singapore	<b>M</b>										
	<b>F</b>				1						<b>1</b>
	<b>Total</b>				1						<b>1</b>
Slovenia	<b>M</b>				1	1					<b>2</b>
	<b>F</b>										
	<b>Total</b>				1	1					<b>2</b>
Somalia	<b>M</b>			3		1					<b>4</b>
	<b>F</b>			1		1					<b>2</b>
	<b>Total</b>			4		2					<b>6</b>
South Africa	<b>M</b>			2	1	1					<b>4</b>
	<b>F</b>				1						<b>1</b>
	<b>Total</b>			2	2	1					<b>5</b>
South Sudan	<b>M</b>		1	5	1						<b>7</b>
	<b>F</b>										
	<b>Total</b>		1	5	1						<b>7</b>
Spain	<b>M</b>			3	3	3					<b>9</b>
	<b>F</b>		2	5	1	2		1			<b>11</b>
	<b>Total</b>		2	8	4	5		1			<b>20</b>
Sri Lanka	<b>M</b>										
	<b>F</b>			1	1						<b>2</b>
	<b>Total</b>			1	1						<b>2</b>
Sudan	<b>M</b>		1	5	4	3	1	1	1		<b>16</b>
	<b>F</b>			1	1	1					<b>3</b>
	<b>Total</b>		1	6	5	4	1	1	1		<b>19</b>

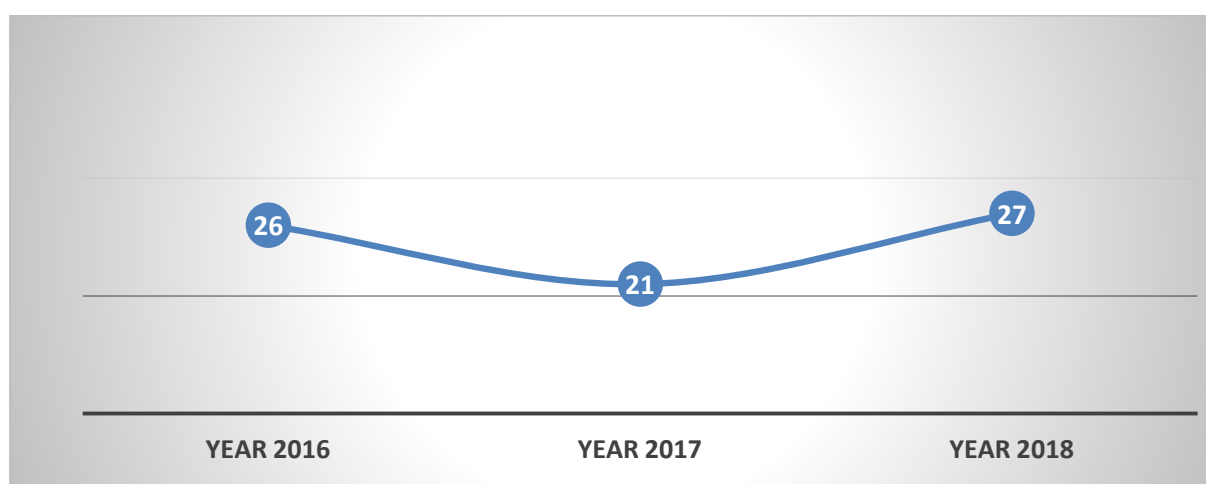
<b>TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY, GENDER AND GRADE LEVEL</b>											
<b>Nationality</b>	<b>Gender</b>	<b>P-1</b>	<b>P-2</b>	<b>P-3</b>	<b>P-4</b>	<b>P-5</b>	<b>D-1</b>	<b>D-2</b>	<b>ASG</b>	<b>USG</b>	<b>Total</b>
Sweden	<b>M</b>		1	4	5	3	2				<b>15</b>
	<b>F</b>		1	1	2	2					<b>6</b>
	<b>Total</b>		2	5	7	5	2				<b>21</b>
Switzerland	<b>M</b>			3		1	1	1			<b>6</b>
	<b>F</b>		1	1	2			1			<b>5</b>
	<b>Total</b>		1	4	2	1	1	2			<b>11</b>
Syrian Arab Republic	<b>M</b>										
	<b>F</b>		1								<b>1</b>
	<b>Total</b>		1								<b>1</b>
Tajikistan	<b>M</b>			1							<b>1</b>
	<b>F</b>			2							<b>2</b>
	<b>Total</b>			3							<b>3</b>
Thailand	<b>M</b>			1							<b>1</b>
	<b>F</b>			2	2						<b>4</b>
	<b>Total</b>			3	2						<b>5</b>
The FYR of Macedonia	<b>M</b>			1		1					<b>2</b>
	<b>F</b>				1						<b>1</b>
	<b>Total</b>			1	1	1					<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>
Tunisia	<b>M</b>			1	1						<b>2</b>
	<b>F</b>				1	1					<b>2</b>
	<b>Total</b>			1	2	1					<b>4</b>
Turkey	<b>M</b>			1		1					<b>2</b>
	<b>F</b>										
	<b>Total</b>			1		1					<b>2</b>
Uganda	<b>M</b>		2	10		2	1				<b>15</b>
	<b>F</b>		3	3	4	1					<b>11</b>
	<b>Total</b>		5	13	4	3	1				<b>26</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>		2	10	5	15	8	3	1		<b>44</b>
	<b>F</b>		2	9	8	7	3	2			<b>31</b>
	<b>Total</b>		4	19	13	22	11	5	1		<b>75</b>
United Republic of Tanzania	<b>M</b>		1	1							<b>2</b>
	<b>F</b>				2	1					<b>3</b>
	<b>Total</b>		1	1	2	1					<b>5</b>
United States of America	<b>M</b>		1	12	10	16	6	3			<b>48</b>
	<b>F</b>		3	10	17	22	6	2		1	<b>61</b>
	<b>Total</b>		4	22	27	38	12	5		1	<b>109</b>

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Uruguay	M			1	1	1					3
	F										
	<b>Total</b>			1	1	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				2	1		1			4
	<b>Total</b>		1	3	4	2		1			11
Zimbabwe	M		1	1		2		1			5
	F			3	1						4
	<b>Total</b>		1	4	1	2		1			9

### Staff Retirement Forecast

5. In 2015, 28 international professional staff retired. Between 2016 and 2018, 74 (5 percent) of 1,398 staff will be reaching the mandatory retirement age of 62 or 65 (Figure 3).

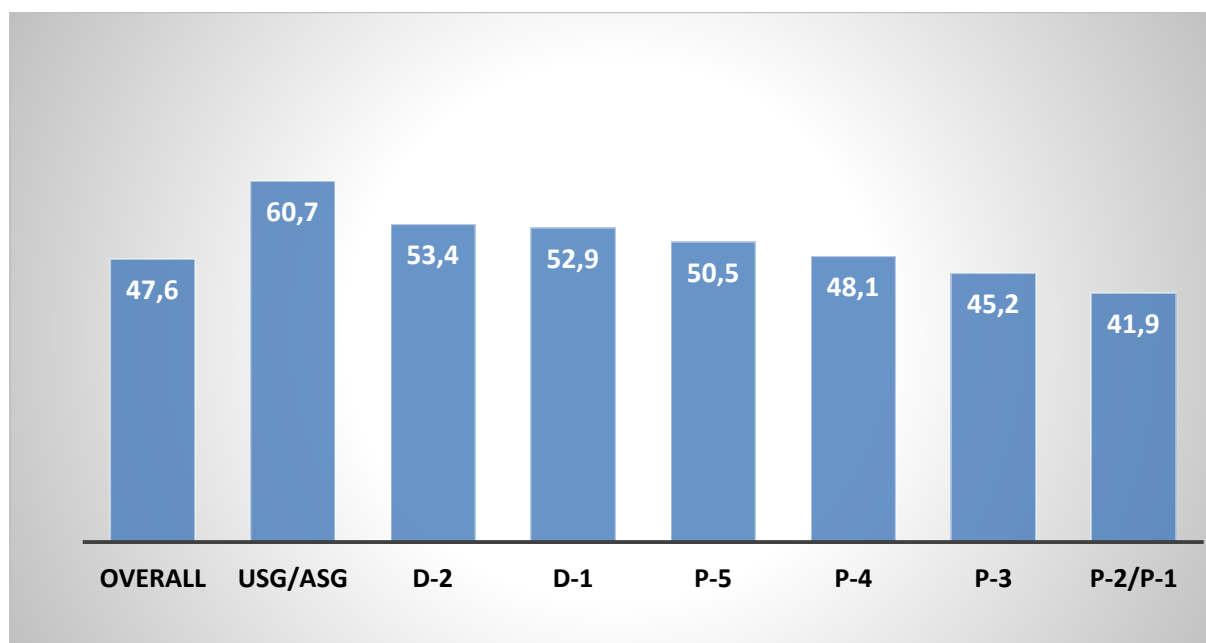
**Figure 3: International professional staff reaching, mandatory retirement age**



### Staff Average Age

6. The average age of international professional staff in WFP is 47.6 (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 6 percentage points, from 52 at 31 December 2014, to 49 at 31 December 2015.

<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>2015</b>	<b>49</b>	<b>26</b>	<b>53.1</b>	<b>7</b>	<b>14.3</b>
P-2	49	26	53.1	7	14.3
P-1	0	0	-	0	-
<b>2014</b>	<b>52</b>	<b>32</b>	<b>61.5</b>	<b>6</b>	<b>11.5</b>
P-2	50	30	60	6	12
P-1	2	2	100	0	-