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Agenda Item 10

WFP/EB.A/2017/10-D

Administrative and Managerial Matters

For information

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

Statistical Report on International Professional Staff and Higher Categories

At 31 December 2016

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 2016 except where otherwise indicated.

Focal points:

Mr A. Marianelli
Acting Director
Human Resources Division
tel.: 066513-2400

Ms M. Kavelj
Chief
Information Systems Support and Reporting Branch
tel.: 066513-2187

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 1 percentage points, from 1,398 at 31 December 2015 to 1,418 at 31 December 2016.

TABLE 1: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY GENDER AND GEOGRAPHICAL REPRESENTATION					
	Total	Women	% Women	Developing countries*	% Developing countries
At 31 December of 2016¹					
Staff members	1 418	602	42.5	607	42.8
USG**	1	1	100.0	0	0.0
ASG*** ¹	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
At 31 December of 2015¹					
Staff members	1 398	580	41.5	587	42.0
USG**	1	1	100.0	0	0.0
ASG*** ¹	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

* Nationals of developing countries

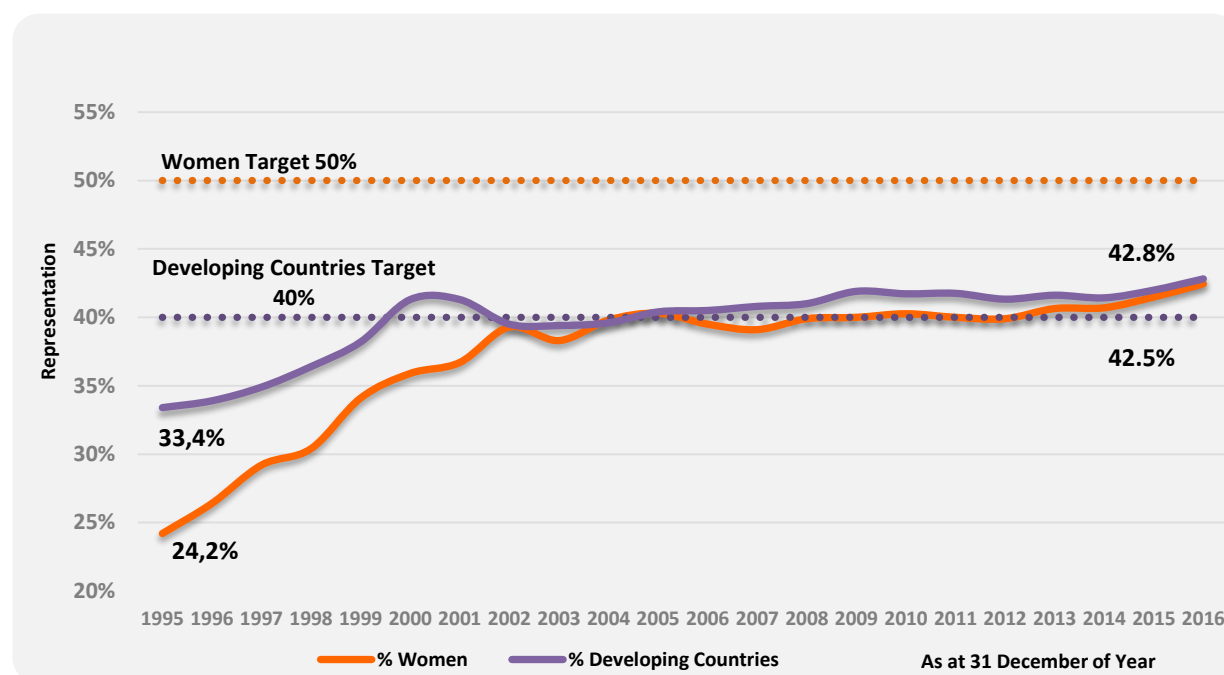
** Under-Secretary-General

*** Assistant Secretary-General

¹ 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 42.5 percent at 31 December 2016 (Figure 1).

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



Breakdown by region	No. of staff	Percentage
1. Developing Countries		
List A: Africa	371	26.2
List B: Asia and the Middle East	180	12.7
List C: Latin America and the Caribbean	56	3.9
Subtotal	607	42.8
2. Developed Countries		
List D: North America, Western Europe, Japan, Australia, New Zealand	753	53.1
List E: Eastern Europe	58	4.1
Subtotal	811	57.2
Grand Total	1 418	

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	3		1					5
	F			1		1					2
	Total		1	4		2					7
Albania	M			2	1						3
	F			1							1
	Total			3	1						4
Algeria	M			1		2					3
	F			1		1					2
	Total			2		3					5
Angola	M			1	1						2
	F		1	1	1						3
	Total		1	2	2						5
Argentina	M			1							1
	F			1	1						2
	Total			2	1						3
Armenia	M			2							2
	F			1							1
	Total			3							3
Australia	M			2	4	2	3				11
	F		2	2	5	3	2				14
	Total		2	4	9	5	5				25
Austria	M				1	1	2				4
	F			1		1					2
	Total			1	1	2	2				6
Bangladesh	M			1	2	1					4
	F			1							1
	Total			2	2	1					5
Belgium	M			7	4	8	1				20
	F		1	1	6	3	1				12
	Total		1	8	10	11	2				32
Benin	M		1	3			1				5
	F			1		1					2
	Total		1	4		1	1				7
Bhutan	M			1		1					2
	F										
	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			2			1				3
	F				1	2					3
	Total			2	1	2	1				6
Botswana	M							1			1
	F										
	Total							1			1
Brazil	M			1	3			1			5
	F			1		1					2
	Total			2	3	1		1			7
Bulgaria	M				1						1
	F										
	Total				1						1
Burkina Faso	M			5	1	1	1				8
	F			1							1
	Total			6	1	1	1				9
Burundi	M		2	6				1			9
	F			3	2						5
	Total		2	9	2			1			14
Cameroon	M		1	5	1		2	1			10
	F			3	2	2					7
	Total		1	8	3	2	2	1			17
Canada	M		2	5	4	15	5	1			32
	F		1	13	7	10	7	1			39
	Total		3	18	11	25	12	2			71
Cabo Verde	M				1						1
	F										
	Total				1						1
Chad	M			1							1
	F			1							1
	Total			2							2
Chile	M										
	F		1		1						2
	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
China	M		1	2	1	1	1	1			7
	F		1	5	1	1					8
	Total		2	7	2	2	1	1			15
Colombia	M			2	1						3
	F		1	1		1					3
	Total		1	3	1	1					6
Congo	M			2		1					3
	F										
	Total			2		1					3
Côte d'Ivoire	M		1	7	1	1	1				11
	F				1						1
	Total		1	7	2	1	1				12
Croatia	M		1								1
	F				1		1				2
	Total		1		1		1				3
Cuba	M										
	F			1							1
	Total			1							1
Cyprus	M										
	F				1						1
	Total				1						1
Czech Republic	M										
	F				1						1
	Total				1						1
Dem. Rep. of the Congo	M		4	7	1						12
	F			2							2
	Total		4	9	1						14
Denmark	M			5	4	2	1				12
	F			1	3	1	1				6
	Total			6	7	3	2				18
Djibouti	M				1	1					2
	F			1							1
	Total			1	1	1					3
Ecuador	M		1								1
	F				1	1					2
	Total		1		1	1					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
Guatemala	M				1						1
	F										
	Total				1						1
Guinea	M		1	1	2				1		5
	F		1		1						2
	Total		2	1	3				1		7
Guinea-Bissau	M		1								1
	F										
	Total		1								1
Guyana	M										
	F		1								1
	Total		1								1
Haiti	M					1					1
	F		1		2						3
	Total		1		2	1					4
Honduras	M				3						3
	F										
	Total				3						3
India	M		1	7	5	3	3		1		20
	F			2		1	1	2			6
	Total		1	9	5	4	4	2	1		26
Indonesia	M		1								1
	F			3							3
	Total		1	3							4
Iran, Islamic Republic of	M			1							1
	F				1						1
	Total			1	1						2
Iraq	M			3	3	1					7
	F			3	1		1				5
	Total			6	4	1	1				12
Ireland	M			2	8	8		2			20
	F			2	1	1		1			5
	Total			4	9	9		3			25
Israel	M										
	F				1						1
	Total				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
Malawi	M			1							1
	F			1							1
	Total			2							2
Malaysia	M		1								1
	F		1								1
	Total		2								2
Mali	M			2	1	1	1	1			6
	F				1	1					2
	Total			2	2	2	1	1			8
Malta	M					1					1
	F										
	Total					1					1
Mauritius	M			1							1
	F			1							1
	Total			2							2
Mexico	M			1	2						3
	F										
	Total			1	2						3
Republic of Moldova	M										
	F			1							1
	Total			1							1
Montenegro	M			1							1
	F										
	Total			1							1
Morocco	M			1							1
	F										
	Total			1							1
Mozambique	M			1	2						3
	F				1	1					2
	Total			1	3	1					5
Myanmar	M			1							1
	F			1							1
	Total			2							2
Namibia	M										
	F				1						1
	Total				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
Nepal	M		3	2	5	1		1			12
	F					2					2
	Total		3	2	5	3		1			14
Netherlands	M			1	2	3	3	1			10
	F			2	4	1	2				9
	Total			3	6	4	5	1			19
New Zealand	M			4	1	1					6
	F				1	1					2
	Total			4	2	2					8
Nicaragua	M				1	1					2
	F				1						1
	Total				2	1					3
Niger	M			2							2
	F		1		1						2
	Total		1	2	1						4
Nigeria	M					1					1
	F			1	1	3					5
	Total			1	1	4					6
Norway	M		1		1	1					3
	F						1		1		2
	Total		1		1	1	1		1		5
Pakistan	M		1	10	4	2	1	1			19
	F					1					1
	Total		1	10	4	3	1	1			20
Panama	M			1							1
	F			1							1
	Total			2							2
Peru	M				1	1		2			4
	F			1	1						2
	Total			1	2	1		2			6
Philippines	M			3	2	1					6
	F			4	2						6
	Total			7	4	1					12
Poland	M					1					1
	F			1			1				2
	Total			1		1	1				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
Portugal	M			1	1	2			1		5
	F			2		2	1				5
	Total			3	1	4	1		1		10
Republic of Korea	M			1	2						3
	F		2	2	2	1					7
	Total		2	3	4	1					10
Russian Federation	M		1		1						2
	F			5	1						6
	Total		1	5	2						8
Rwanda	M			4	2	2					8
	F						1				1
	Total			4	2	2	1				9
Samoa	M				1						1
	F										
	Total				1						1
Senegal	M		1	4	2	1	1	1			10
	F			3	1	1	1				6
	Total		1	7	3	2	2	1			16
Serbia	M				4	1					5
	F			1		1					2
	Total			1	4	2					7
Sierra Leone	M		1	2		3	2				8
	F		1	1			1				3
	Total		2	3		3	3				11
Singapore	M										
	F				1						1
	Total				1						1
Slovenia	M				1	1					2
	F										
	Total				1	1					2
Somalia	M			3			1				4
	F					1					1
	Total			3		1	1				5
South Africa	M			2	1	1					4
	F			2	1						3
	Total			4	2	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
South Sudan	M		1	5	1						7
	F										
	Total		1	5	1						7
Spain	M			3	3	2					8
	F		2	5	1	2	1				11
	Total		2	8	4	4	1				19
Sri Lanka	M										
	F				1						1
	Total				1						1
Sudan	M		1	3	6	1	2		1		14
	F			2	1	1					4
	Total		1	5	7	2	2		1		18
Swaziland	M										
	F			1							1
	Total			1							1
Sweden	M		1	4	5	3	2				15
	F			2	1	1	1				5
	Total		1	6	6	4	3				20
Switzerland	M			2	1	1	1	1			6
	F			3	1			1			5
	Total			5	2	1	1	2			11
Syrian Arab Republic	M										
	F		1		1						2
	Total		1		1						2
Tajikistan	M			1							1
	F			2							2
	Total			3							3
Thailand	M			1							1
	F			2	3						5
	Total			3	3						6
The former Yugoslav Republic of Macedonia	M			1		1					2
	F					1					1
	Total			1		2					3
Togo	M		1	1	2			1			5
	F										
	Total		1	1	2			1			5

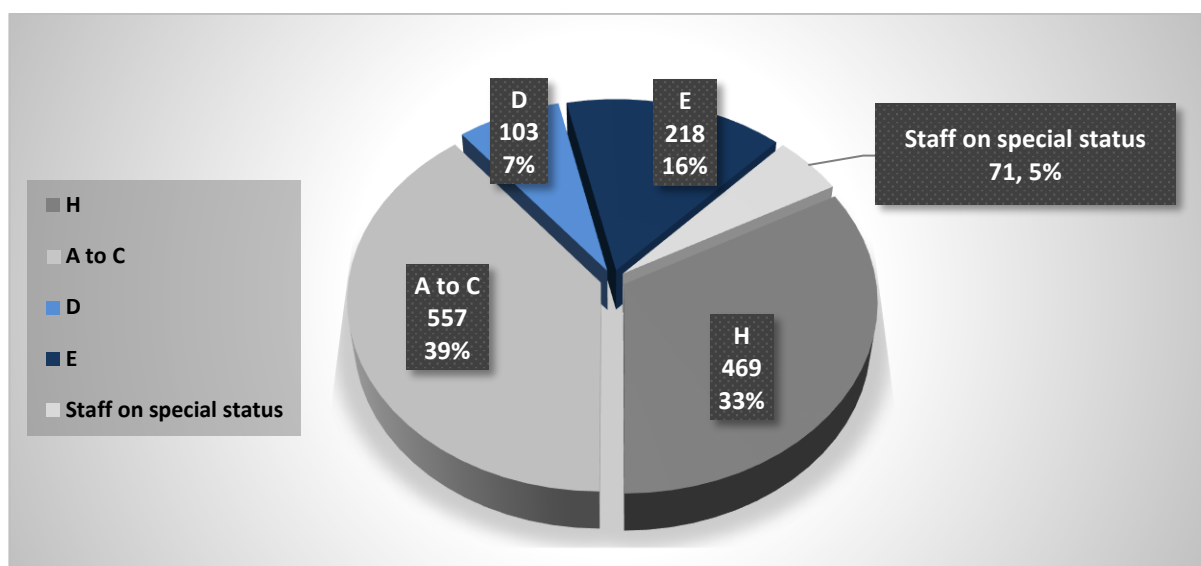
TABLE 3: NUMBER OF INTERNATIONAL PROFESSIONAL STAFF, BY NATIONALITY, GENDER AND GRADE LEVEL											
Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Trinidad and Tobago	M										
	F			1							1
	Total			1							1
Tunisia	M			1	1						2
	F			1	1	1					3
	Total			2	2	1					5
Turkey	M			2		1					3
	F										
	Total			2		1					3
Uganda	M		2	13		2	1				18
	F		3	3	3	3					12
	Total		5	16	3	5	1				30
Ukraine	M			4							4
	F			1		2					3
	Total			5		2					7
United Kingdom	M		2	11	5	12	6	5	1		42
	F		1	11	8	5	3	2			30
	Total		3	22	13	17	9	7	1		72
United Republic of Tanzania	M			2							2
	F				2	1					3
	Total			2	2	1					5
United States of America	M			13	11	19	6	4			53
	F		2	9	17	20	6	2		1	57
	Total		2	22	28	39	12	6		1	110
Uruguay	M			1		2					3
	F										
	Total			1		2					3
Uzbekistan	M										
	F			2							2
	Total			2							2
Viet Nam	M		1	1	1						3
	F				1						1
	Total		1	1	2						4
Yemen	M				1						1
	F										
	Total				1						1

Nationality	Gender	P-1	P-2	P-3	P-4	P-5	D-1	D-2	ASG	USG	Total
Zambia	M			4	2	1					7
	F				1	1	1	1			4
	Total			4	3	2	1	1			11
Zimbabwe	M			4		2		1			7
	F			3	1						4
	Total			7	1	2		1			11

Staff Distribution by Hardship Classification and by Duty Station Location

4. Of 1,418 international professional staff, 321 (23 percent) were located in D or E hardship duty stations (Figure 2).

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



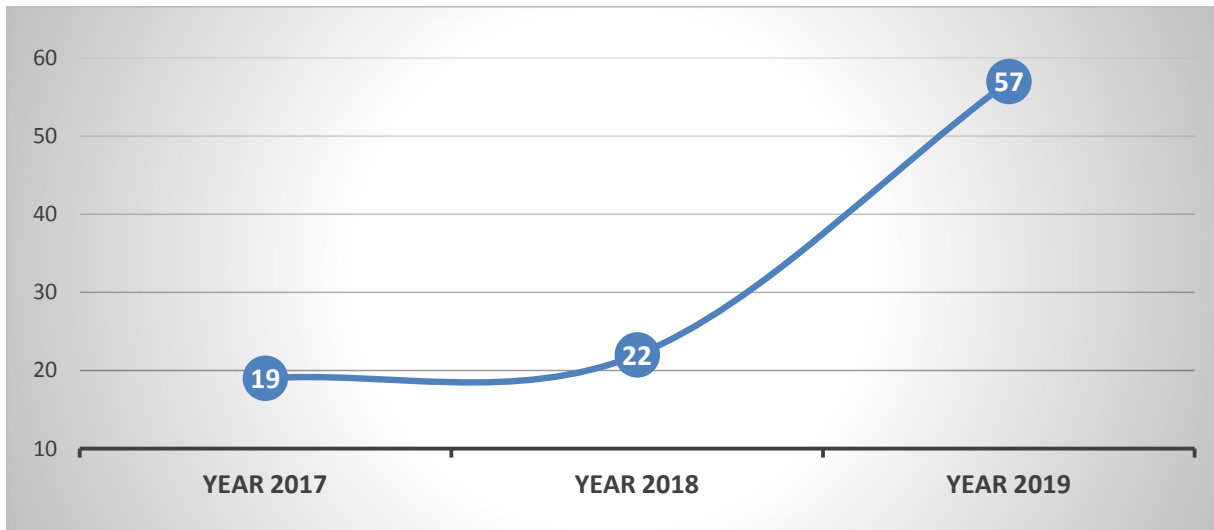
Notes:

- 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 2016, 31 international professional staff retired. Between 2017 and 2019, 98 (7 percent) of 1,418 staff will be reaching the mandatory retirement age of 62 or 65 (Figure 3).

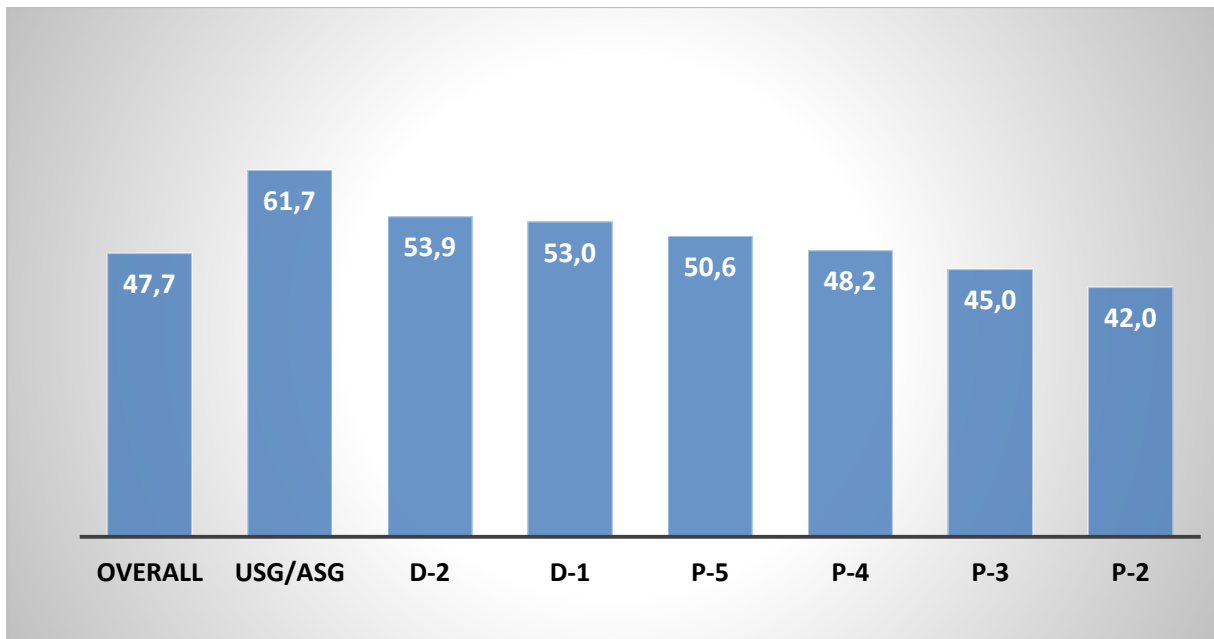
Figure 3: International professional staff reaching, mandatory retirement age



Staff Average Age

6. The average age of international professional staff in WFP is 47.7 (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 increased by 2 percentage points, from 49 at 31 December 2015, to 50 at 31 December 2016.

TABLE 4: NUMBER OF JPOs, BY GENDER AND GEOGRAPHICAL REPRESENTATION					
At 31 December	Total	Women	% women	Developing countries	% developing countries
2016	50	26	52.0	7	14.0
P-2	48	25	52.1	7	14.6
P-1	2	1	50.0	0	-
2015	49	26	53.1	7	14.3
P-2	49	26	53.1	7	14.3
P-1	0	0	-	0	-