

WFP HUMAN RESOURCES

Partnering to Perform; Investing in People



Data provided as at 30.11.2007 except where otherwise indicated

Information Support Branch, ADHI

Our Mission

The role of HR is to ensure that WFP has the appropriate composition of staff, who are well prepared and supported to carry out their assignments, so that the organization succeeds in its mandate of feeding the hungry poor.

HR Responsibilities

- **Management of strategic human resources – the strategic partner role** (workforce planning, including issues of gender and geographic diversity, our surge capacity to deal with sudden emergencies, career development)
- **Management of transformation and change – the change agent role**
- **Management of HR infrastructure – the administrative expert role** (providing services to meet the needs of the organization, relocating some transactional administrative functions to another country, adopting new information processing and management tools).
- **Management of employee contributions – the employee relation's role**

About 11,526 Employees in 99 Countries Worldwide

- 8% are at Headquarters
- 92% are at Regional Bureaux or working directly with beneficiaries via Country Offices

8% in HQ, Liaison, Fundraising & Communication Offices

13% in OMD

ATLANTIC OCEAN

6% in OMC

23% in OMB

5% in OMP

25% in OMS

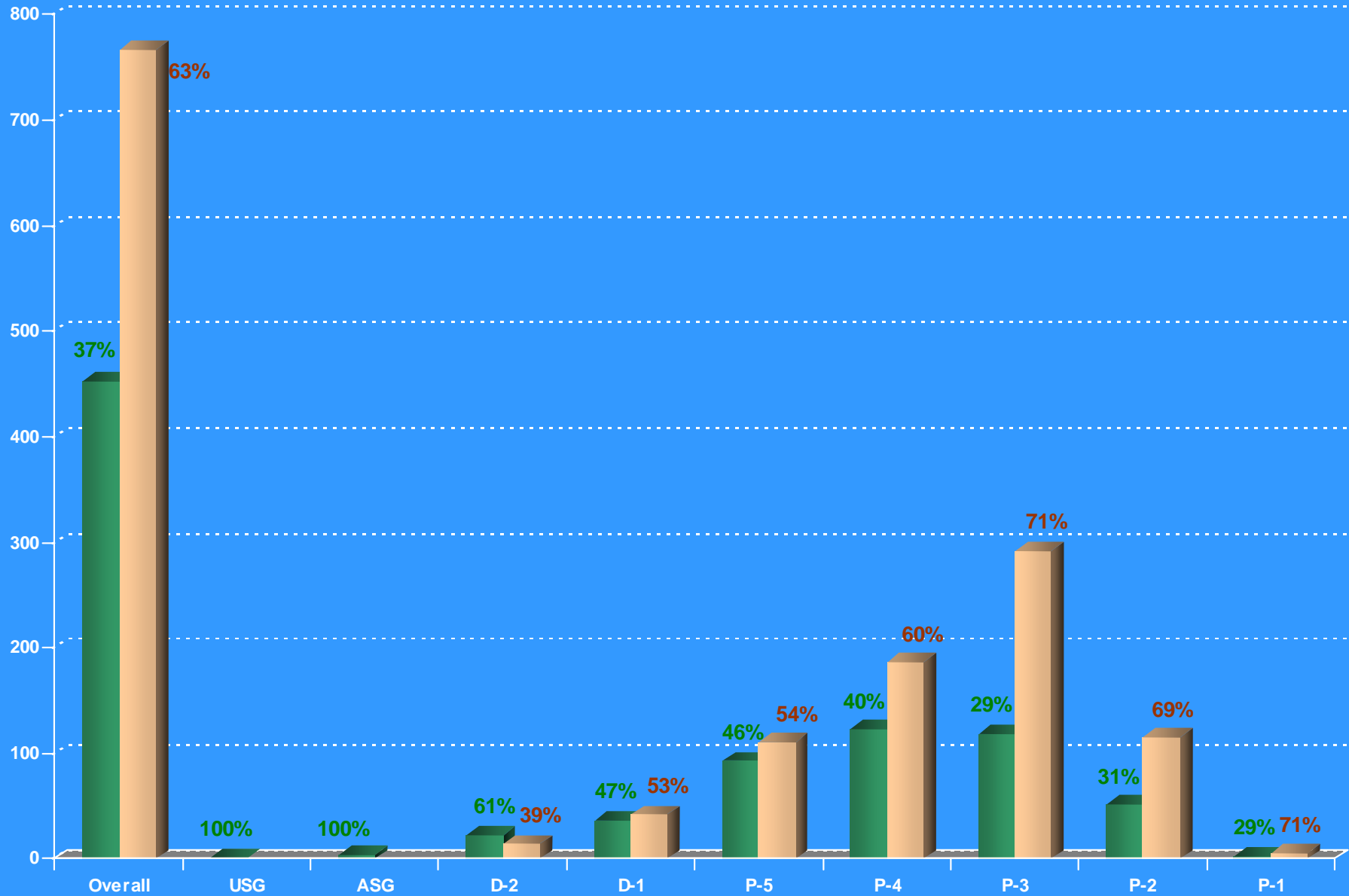
INDIAN OCEAN

28% in OMJ

PACIFIC OCEAN

PACIFIC OCEAN

International Professional Staff: HQ vs. Field



Note(*): Including Liaison, Fundraising & Communication offices

■ HQ*


■ Field

Recruitment Objectives

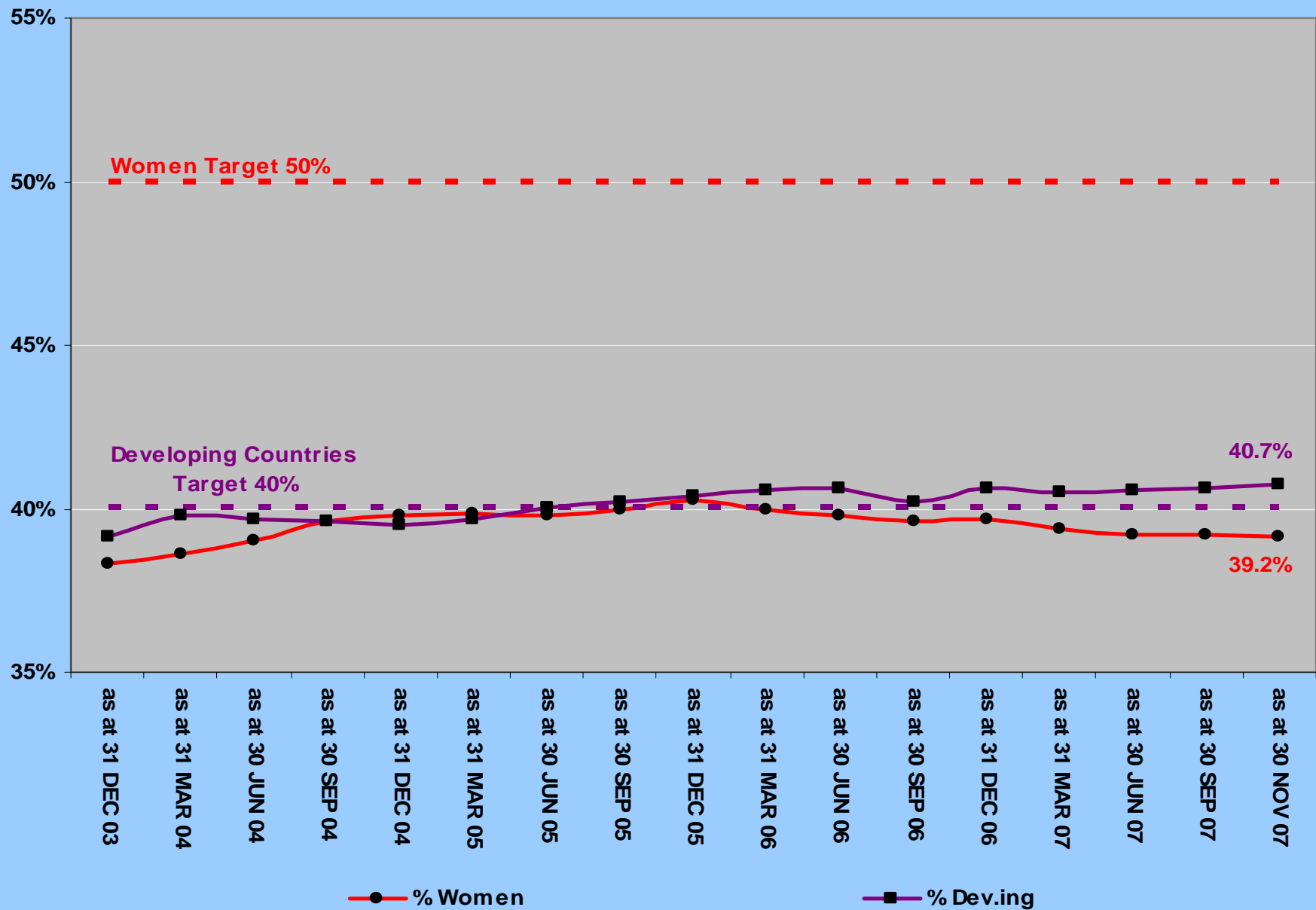
- Secure the highest standards of efficiency, competence, and integrity
- Ensure that we have the right people in the right place at the right time
- Reach / Maintain:
 - ✓ **Gender Balance - Equal representation of men and women** at all levels and functions of the organization

$$\text{♀} = 50\%$$

- ✓ **Geographical Diversity - Nationals of economically developing countries** among International Professional staff

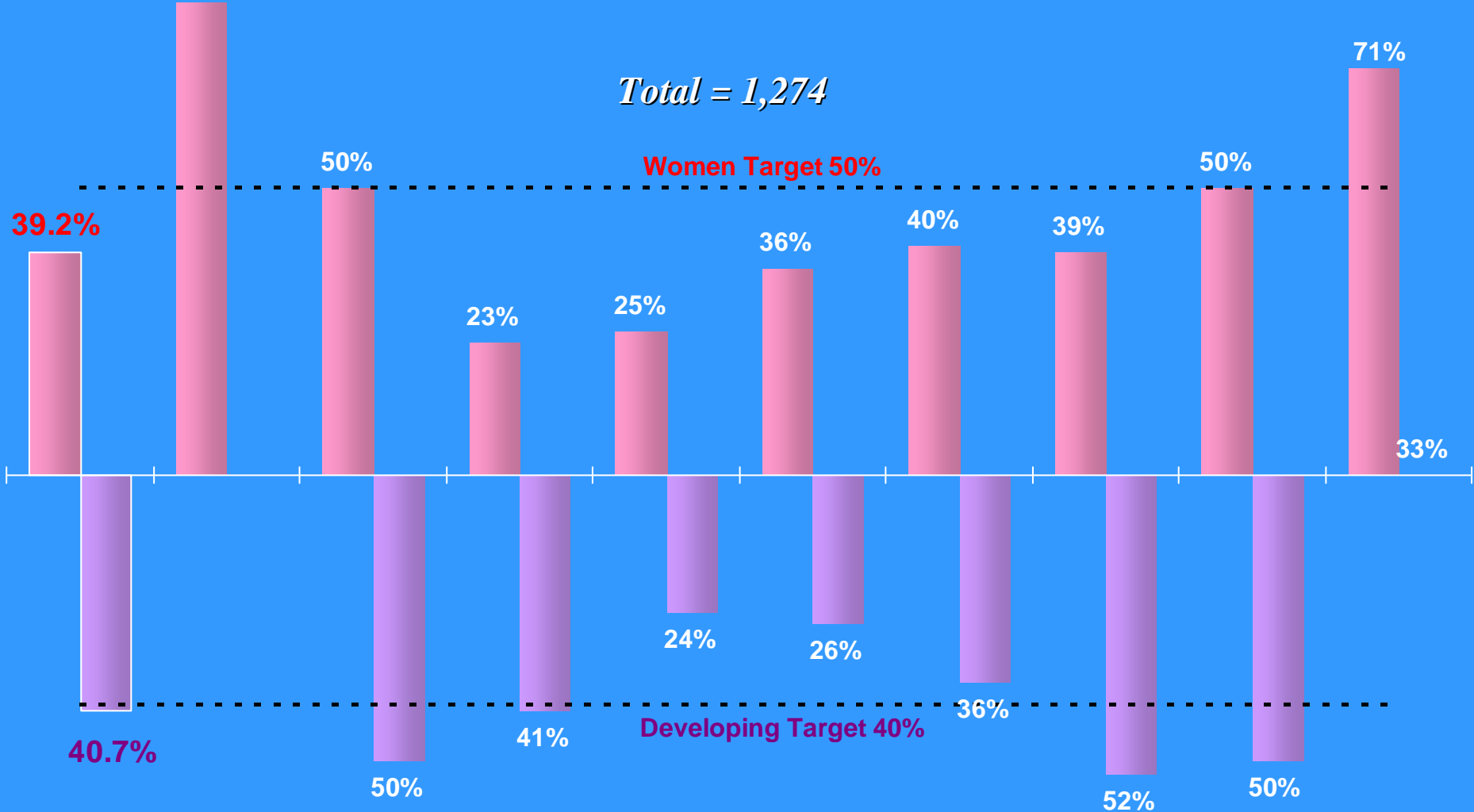

$$= 40\%$$

International Professional Staff Gender / Developing



International Professional Staff: Gender and Geographical Representation

Total = 1,274



Women Target 50%

Developing Target 40%

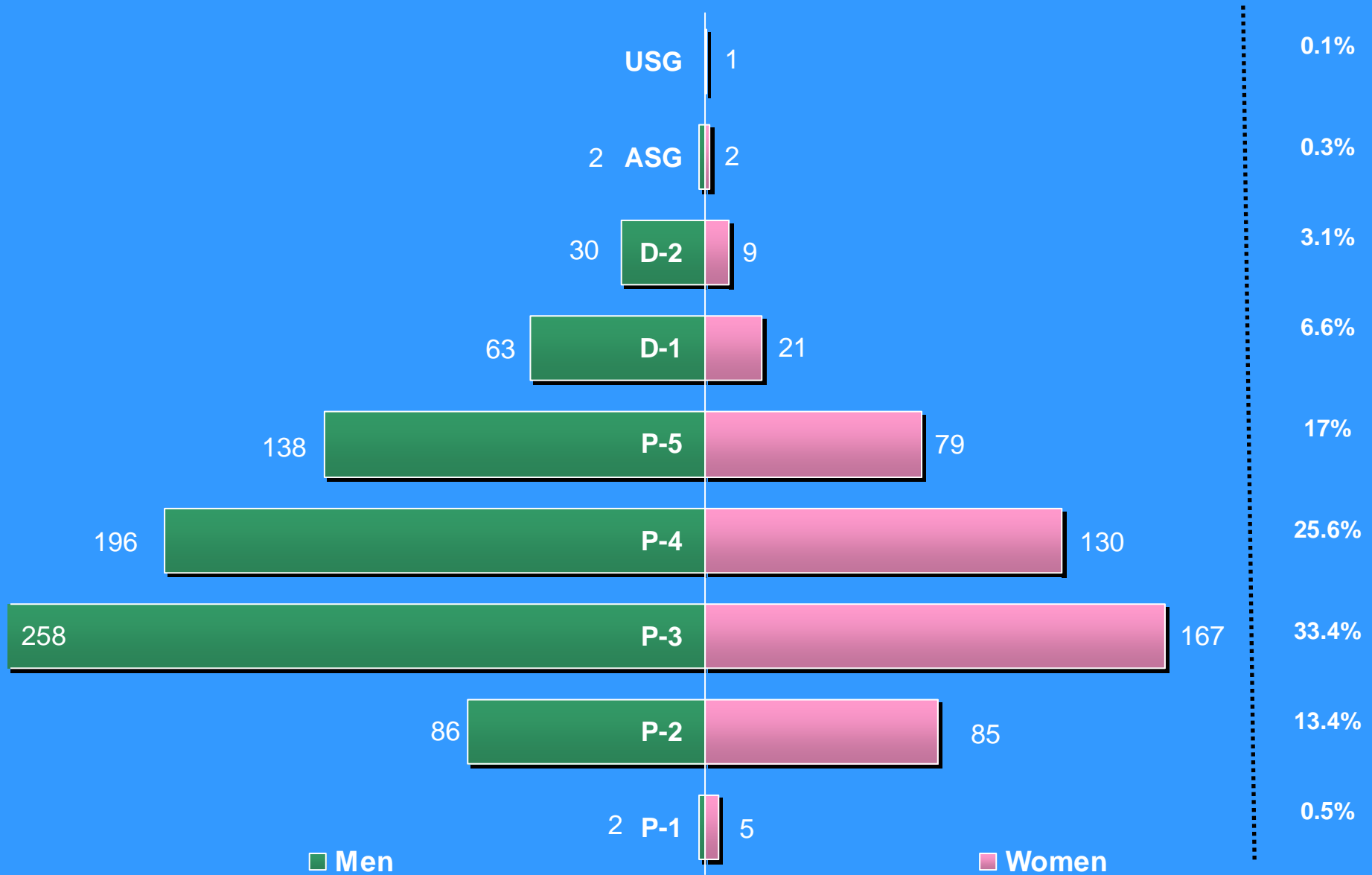
■ % Women

■ % Developing

International Professional Staff: Gender Balance

Total = 1,274

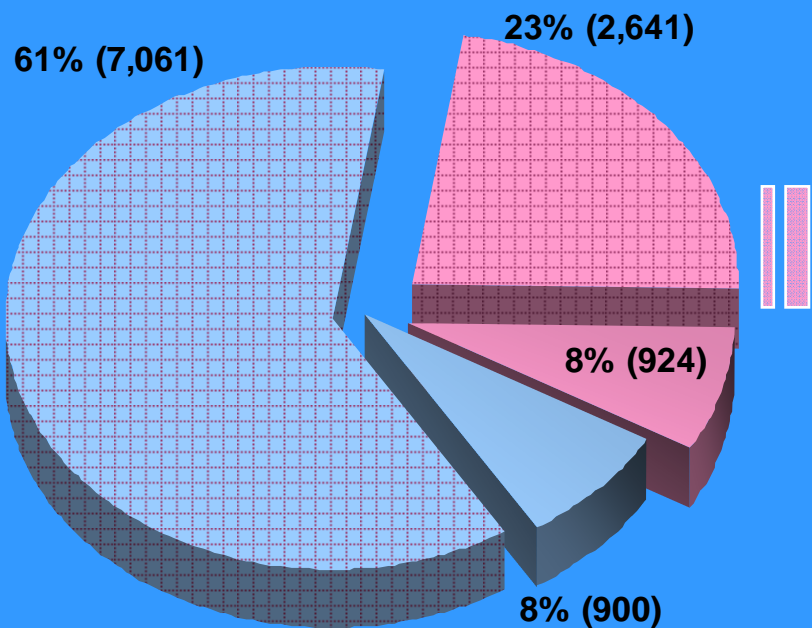
% by Grade



All WFP Employees

Gender and Geographical Representation

Total = 11,526



3,565 Women Representing

- Men from Developed Countries
- Men from Developing Countries
- Women from Developing Countries
- Women from Developed Countries

31% overall

26% of all Senior Staff

41% of all P1 to P5s

61% of all JPOs

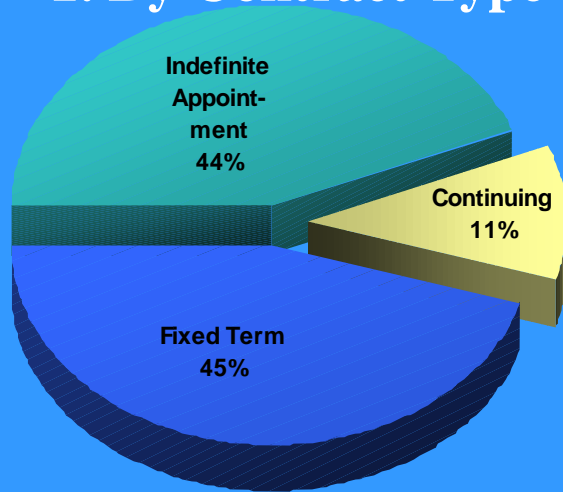
36% of all National Officers

26% of all local staff

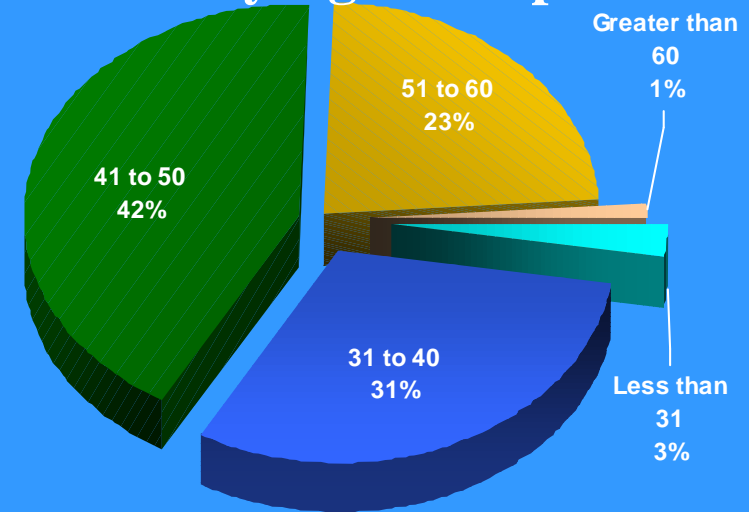
74% of 3,565 are from economically developing countries

International Professional Staff

1. By Contract Type



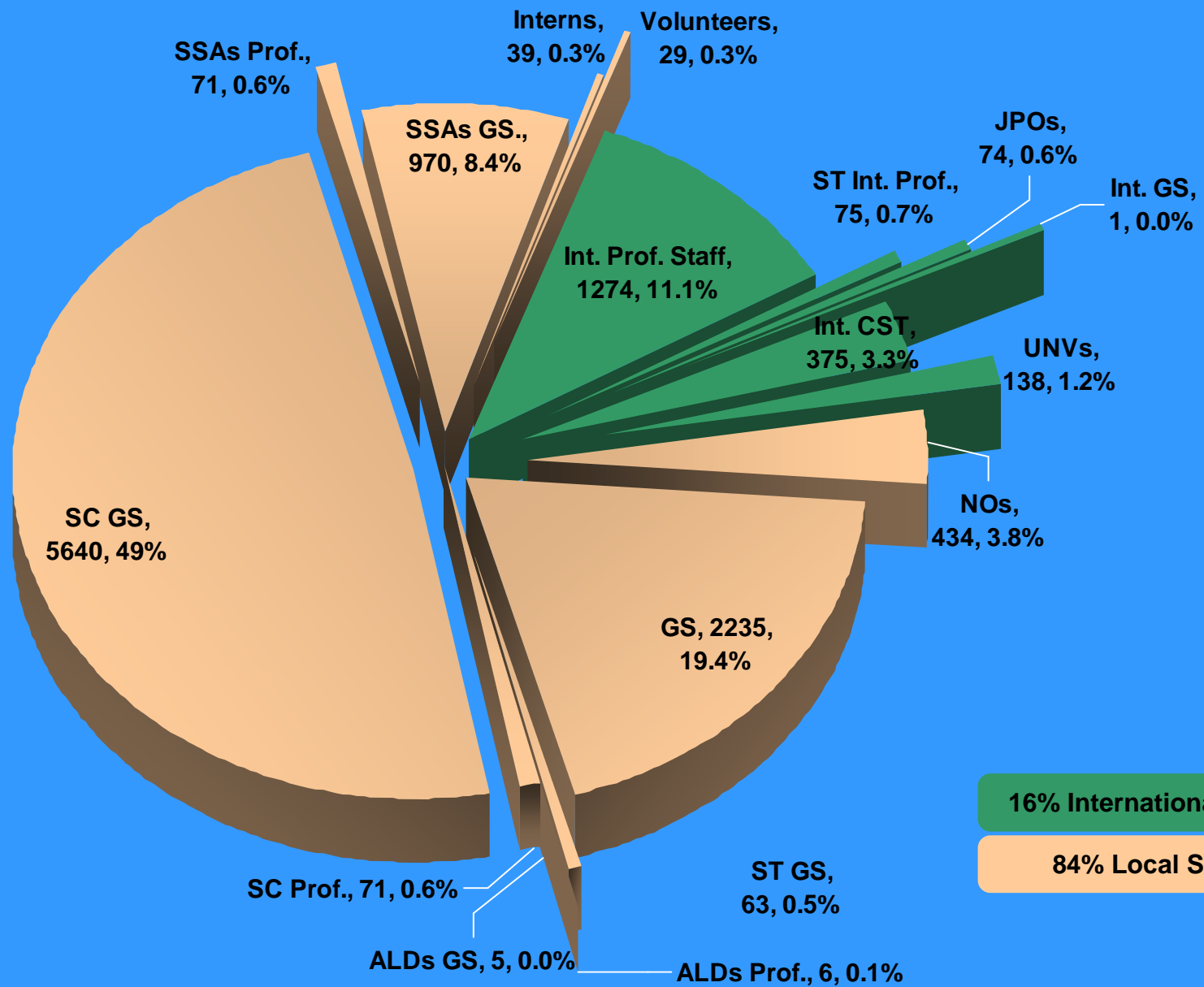
2. By Age Group



Between 1 January to 30 September 2007:

- 46 new recruitments (4% of the total)
- 62 separations (5% of the total)
- 90 staff promoted (7% of the total)

WFP Employees Worldwide by Contract Category



16% International Staff

84% Local Staff

Recruitment and Selection

- **All vacant positions are announced to international staff for internal reassignment**

- **The Reassignment Committee determines if post can/cannot be filled through internal reassignment**

- **If post cannot be filled through internal reassignment, the post is filled through:**
 - External recruitment search utilizing *StaffNet*
 - Vacancy Announcement specific to the vacant post
 - Targeted recruitment drives

StaffNet and Vacancy Announcements

StaffNet is WFP's web-based application system

- ✓ Allows for filtered searches to help managers reach recruitment targets
- ✓ Used by managers for staffing in general, including consultants, short-term requests, and fixed-term posts
- ✓ Applicants apply to Job Profiles by functional areas, to replenish *StaffNet*
- ✓ Applications remain in the database for a period of one year

Vacancy Announcements

- ✓ Public advertisement: 4-6 weeks
- ✓ Average 3-4 months to fill a post

Junior Professional Officers

74 in total

- In 2007 12 countries provided JPOs
- In 2007, largest providers of JPOs to WFP were Japan, Denmark, and Canada.

JPO Retention Rate (Jan – Dec):

- 2003 – 66% overall, 52% women retained
- 2004 – 76% overall, 63% women retained
- 2005 – 58% overall, 90% women retained
- 2006 – 73% overall, 74% women retained
- 2007 – 31% overall, 45% women retained

Interns

Interns 40 (on 30/11/07)

- Must currently be in university
- Work for WFP for 1 semester; receive a small stipend
- Provides exposure and experience in working in an international organisation

Focus Areas in 2008

- Work force planning
- Finding more efficient, and cost effective ways of providing service
- Developing a comprehensive HR Strategy which is aligned with the new strategic directions of the programme

HR Documents for Executive Board Sessions

- **Composition of WFP International Professional Staff and Higher Categories**
 - ✓ June session
- **Report by the Executive Director on Senior Staff Movements**
 - ✓ Every Executive Board session
- **HR input in the Annual Report**
 - ✓ June session
- **Consideration by the Board of WFP's Human Resources Strategy**
 - ✓ Oct Session