

| It's all about
PEOPLE
● HUMAN RESOURCES

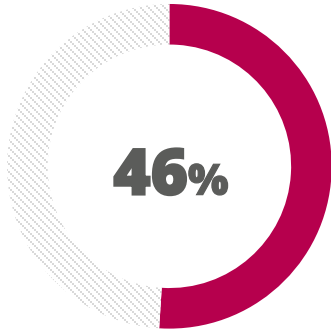
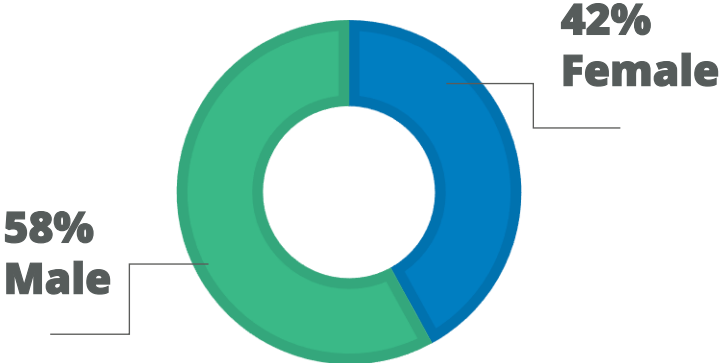


**HUMAN
RESOURCES
AT THE WORLD
FOOD PROGRAMME**

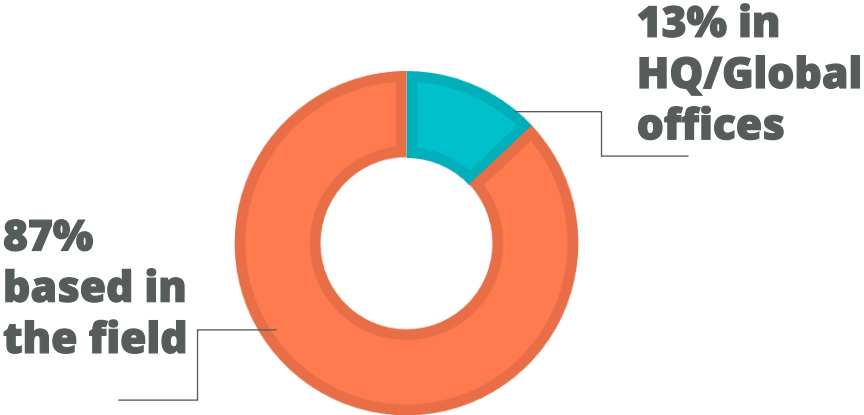
SEPTEMBER/ 2023

WFP GLOBAL PRESENCE

Number of Employees: 23765



Globally in emergencies
 (Corporate Scale-up + Corporate Attention)
-3% decrease since September 2022



Workforce distribution across duty stations:

HQ/ Global Offices	Eastern Africa (RBN)	Middle East and Northern Africa (RBC)	Western Africa (RBD)	Asia and the Pacific (RBB)	Southern Africa (RBJ)	Latin America and the Caribbean (RBP)
13%	26%	14%	15%	14%	10%	8%

**Metrics as at 31 July 2023*

OUR GLOBAL WORKFORCE

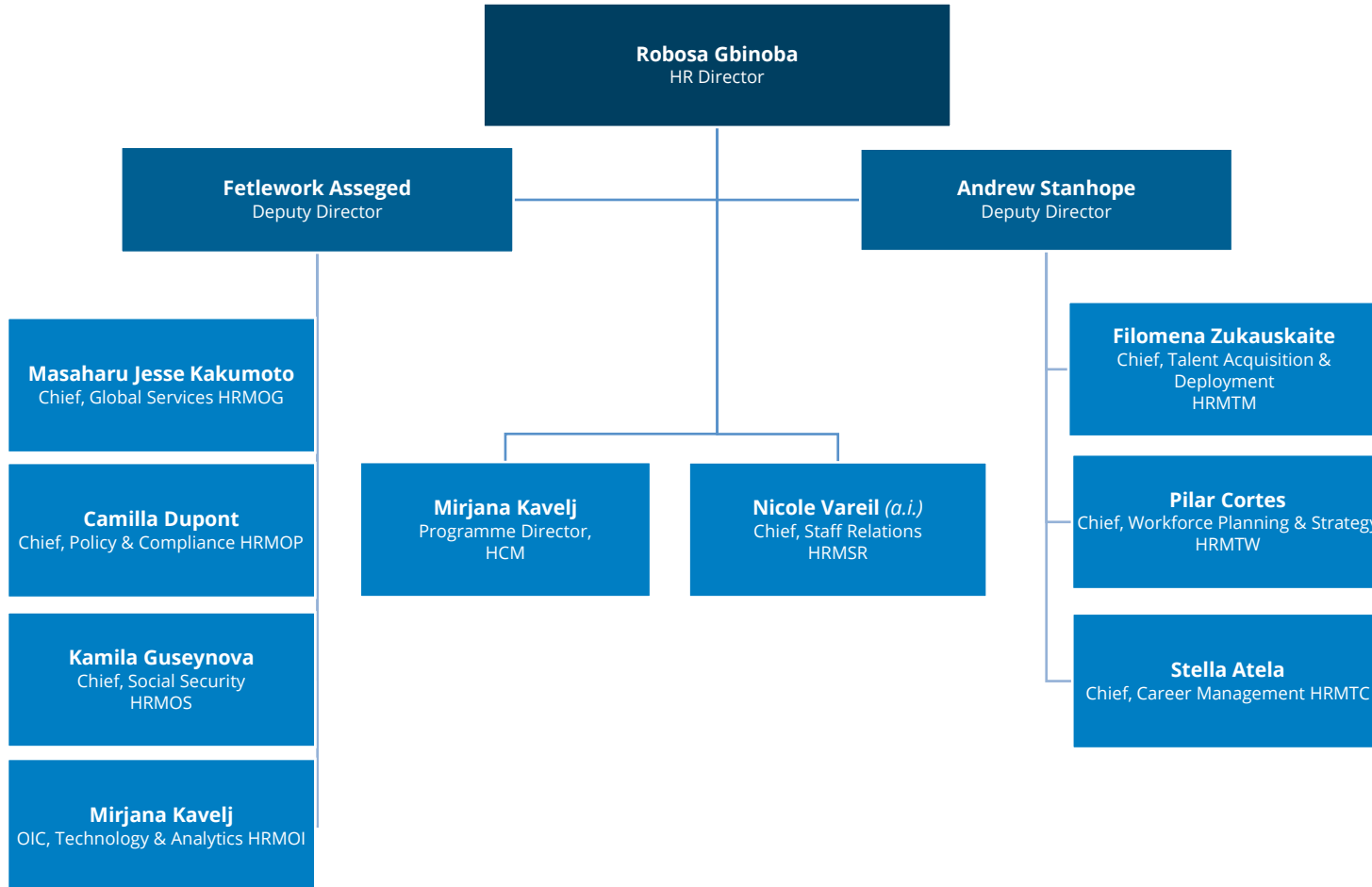
- From **120** countries, representing **167** nationalities
- **75%** locally recruited
- **84%** from developing countries
- **53%** staff and **47%** short-term employees
- Average age: **42** years
- Average years of service with the organization: **7.2** years



Data source: WINGS as at 31 July 2023 / Staff on Special Status (Staff on Leave Without Pay or on Loan or Secondment to other UN agencies) and ARC (African Risk Capacity) employees are excluded

Data based on reporting lines / Short-term excludes contract type group "Other" of UN Volunteers, Fellowship Holders, Interns and WFP Volunteers

HUMAN RESOURCES DIVISION



Two main workstreams:

- **HR Operations**
- **HR Talent Services**

And an individual function:

- **HR Staff Relations**

913 people in HR **globally**
(4% of total employees in WFP):

- **320** people reporting to the **HQ division** *(9% of total HQ employees)*
- **593** people reporting to **the field** *(3% of total field-based employees)*

**Metrics as at 31 July 2023*

VISION OF THE HR STRATEGY

We aspire and commit to being **strategic business partners**

who support building and empowering an agile, diverse, talented and engaged workforce

that works to save lives and change lives,

for a world with zero hunger.

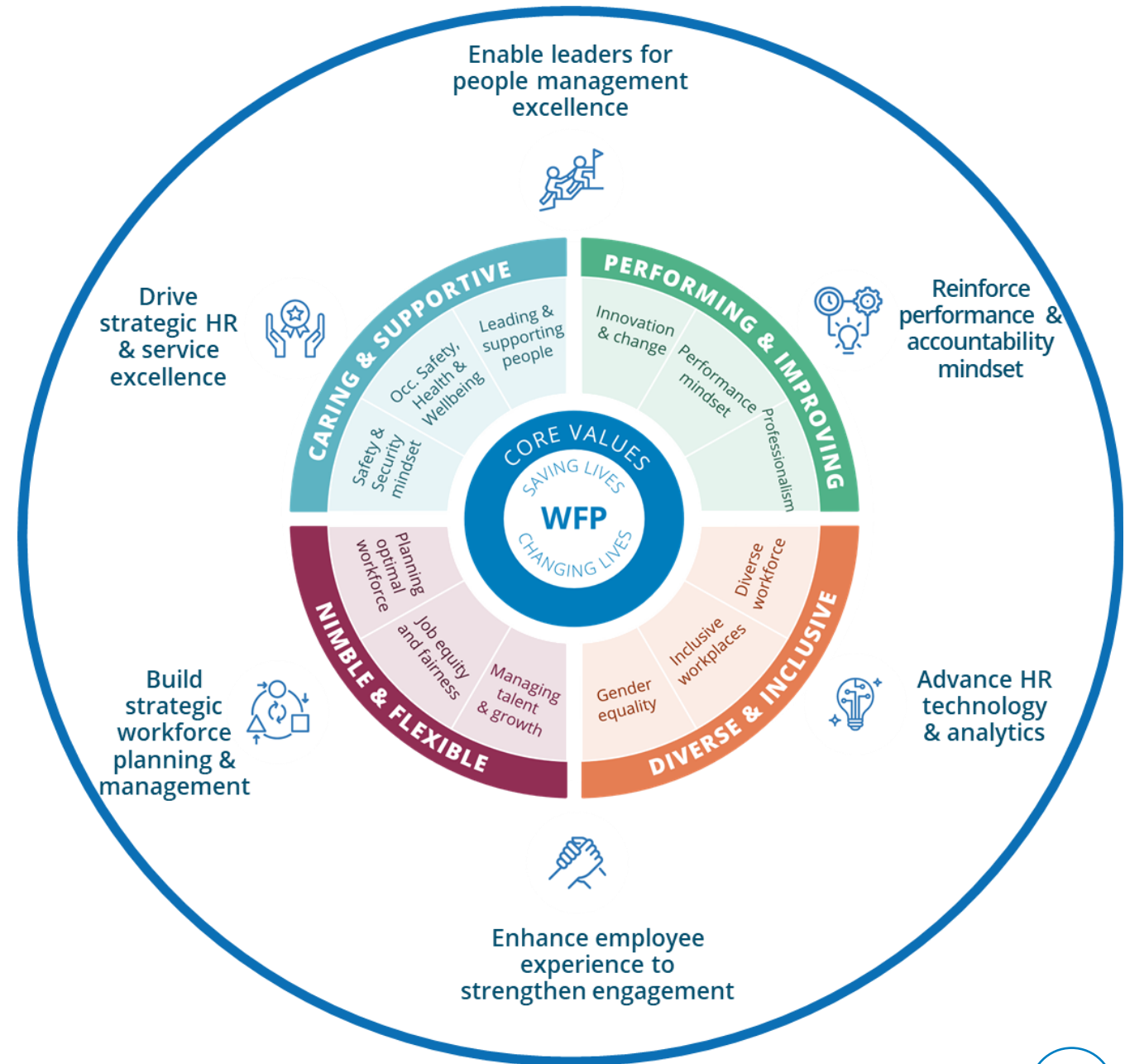


HR STRATEGY AND THE PEOPLE POLICY

Aligned with and a key enabler of the **People Policy**

6 Strategic Goals that represent HR's commitment to:

- Provide relevant solution-focused services
- Attract, onboard, develop, recognize and retain talent



ROLE OF HR IN THE STRATEGY IMPLEMENTATION

HEADQUARTERS

Formulate strategy and workplans to support the People Policy

Deliver corporate HR programmes, systems, policies and frameworks

Report progress and challenges to the Executive Board

REGIONAL BUREAUX

Plan, implement and monitor regional 'people dimension' activities

Align 'people dimension' activities with the HR Strategy

Support Regional Directors to report on progress and address challenges of implementation

COUNTRY OFFICES

Plan, implement and monitor country office 'people dimension' activities

Based on CSP requirements, align 'people dimension' activities with the HR Strategy

Support Country Directors to report on progress and address challenges of implementation

THANK | It's all about
YOU | **PEOPLE**
● **HUMAN RESOURCES**