



World Food Programme

SAVING LIVES
CHANGING LIVES

Introduction to Workplace and Management Department

September 2024

OUR VALUES

INTEGRITY

COLLABORATION

COMMITMENT

HUMANITY

INCLUSION

WHO WE ARE

Workplace and Management Department

DUTY OF CARE
Putting people at the center

Our Vision



Empower and inspire a thriving WFP workforce by fostering a safe, inclusive, respectful, and healthy work environment, guided by WFP values and anchored in our duty of care. Through our enabling and support services, we enhance efficiencies, drive sustainability, and promote innovation.

Our Key Priorities

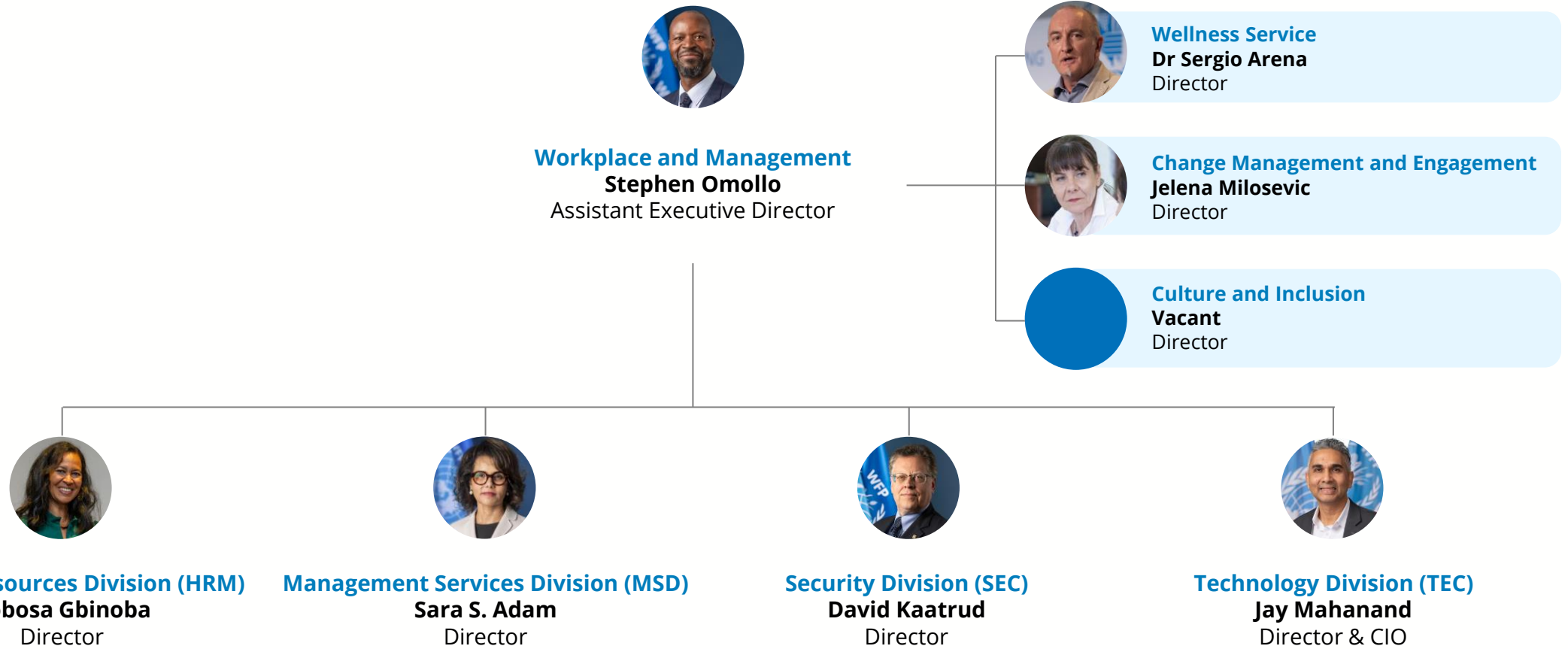
- Championing **Duty of Care**
- Fostering a safe, **inclusive**, respectful, and healthy work environment guided by WFP values
- Building and **empowering** an agile, diverse, talented and engaged workforce that works to save lives and change lives
- Driving **sustainability**, innovation and efficiency
- Enhancing WFP's **global leadership** in the UN and humanitarian system



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WHAT WE DO

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1. Championing Duty of Care



WM Champions Duty of Care through:

- Providing **expertise** in risk assessment, crisis management, operational planning, and cybersecurity to protect people and assets while ensuring a safe and healthy work environment for all employees.
- Issuing **guidance and overseeing compliance** to ensure the effective implementation of safety and security frameworks, especially for those in high-risk environments.
- **Strengthening** HR standards and capabilities to support the workforce and drive accountability in performance and conduct management.



WHAT WE DO

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2. Fostering a safe, inclusive, safe, and healthy work environment



WFP promotes a safe, inclusive, safe and healthy workplace through

- Championing WFP **values** and strengthening **inclusive leadership** across all levels.
- Providing employees with knowledge and tools to promote **diversity, equity, and inclusion**, and encouraging respectful workplace behavior through peer-to-peer engagement
- Empowering leaders to put **people management** at the core of WFP's culture, serving as role models in fostering a positive and supportive work environment.



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3. Building and empowering an agile, diverse, talented and engaged workforce that works to save lives and change lives



WM champions workforce development through:

- Attracting, onboarding, developing, recognising and **retaining talent for WFP's global workforce.**
- Providing relevant, efficient, accessible and **solution-focused HR services** for all employees and leaders across WFP
- Proactively identifying WFP's skill needs through **workforce planning** and bridging the talent gap through different people management processes.



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4. Driving sustainability, innovation and efficiency



WM sustainability, innovation and efficiency by:

- Leveraging a **global network** of employees to implement best practices in the field, regional bureaus, and HQ.
- Driving **initiatives** focused on efficiency, innovation, digitalization, and **sustainability** and reducing the environmental impact of WFP's activities and operations.
- Using **digital technologies** to simplify, integrate and automate workflows; supporting leaders to make informed people management decisions with workforce data and analytics; and enhancing candidate and employee experience.



WHAT WE DO

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5. Enhancing WFP's global leadership in the UN and humanitarian system



WM enhances WFP's global leadership in the UN and humanitarian system by:

- **Streamlining logistics** and fostering inter-agency collaboration through the UN Booking Hub and UN Fleet, which provide humanitarian personnel with efficient access to vital transportation and support services in the field.
- **Steering strategy and policy** through networks (*e.g., HLCM, ICSC and Digital and Technology Network*) to enhance joint efforts and resource-sharing across agencies.
- **Empowering personnel** through specialized training programmes, promoting a culture of road safety and significantly reducing incidents across UN operations.



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THANK YOU!

