



**World Food Programme**

WFP Executive Board  
Induction Session for New Members  
18 January 2012

# Human Resources

# Voices of WFP

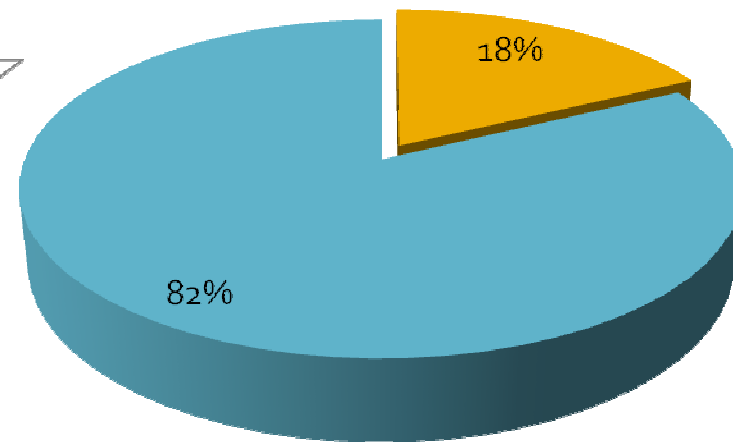
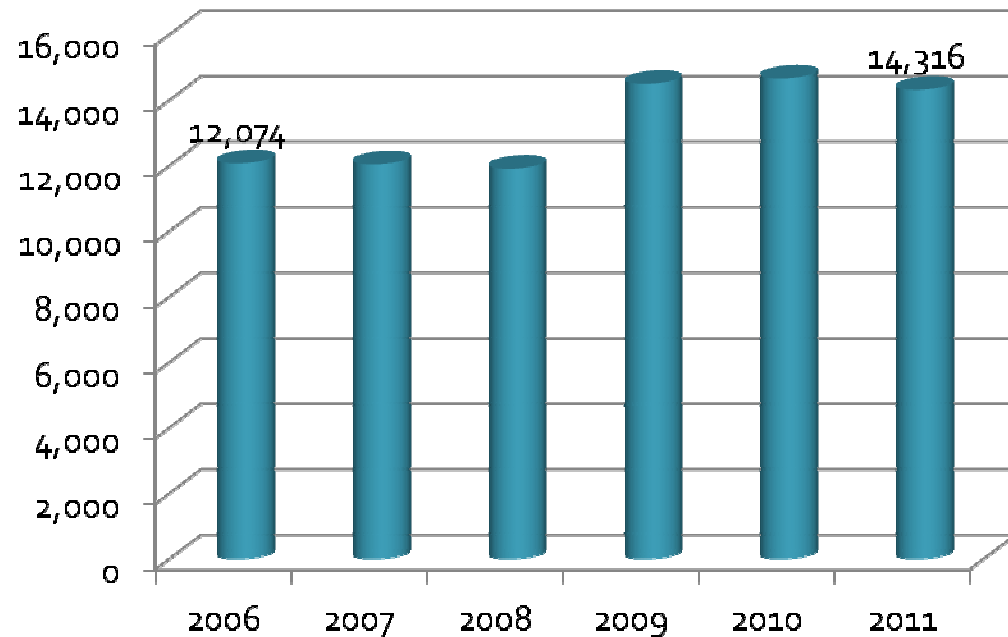
- Who we are
- Where we work
- Key HR processes
- Challenges
- HR initiatives

# Who We Are

# Staff Categories & Contracts

	International		Local	
	Categories	Contract types	Categories	Contract types
Long-term	International professional	Indefinite, Continuing, Fixed-term appointments	National Professional	Permanent, Fixed-term Appointments
	Junior Professional Officer (JPO)	Fixed-Term Appointments	General service	Permanent, Fixed-Term Appointments
	UN Volunteers (UNV)	UNV assignments up to 6 years		
Short-term	Short-term professional	11 month contracts	Service Contract (SC)	6 -12 month contracts
	International consultants	11 month non staff contracts	Special Service Agreements field	1-11 month contracts
	Special Service Agreements HQ	1 - 11 month contracts		

# Staff Figures



Source: 2011 data as at 30 November 2011 provided by HROI

■ Internationally Recruited ■ Locally Recruited

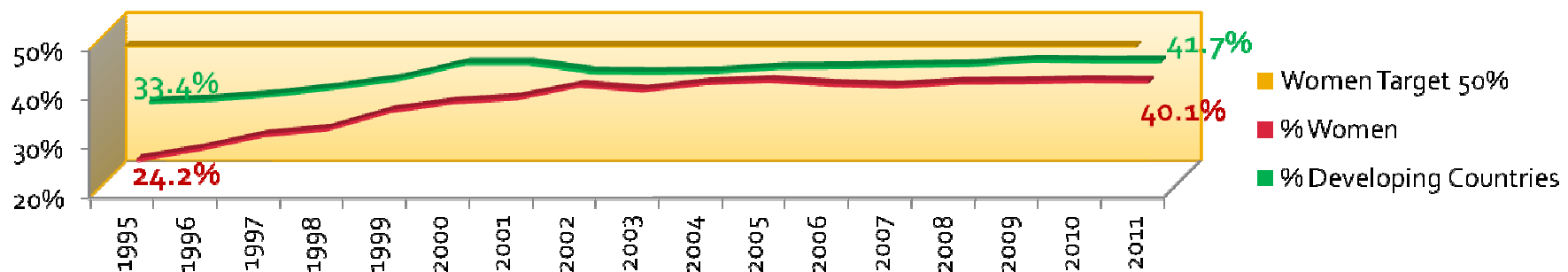
# Gender Balance & Geographic Representation

**Gender Parity Target:** 50% as established by the UN Secretary General

- *Overall:* 40.1% of WFP's international staff are women compared to UN average of 38%\*
- *Senior management level (P5 and above):* 36% female staff

**Geographic Representation Target:** 40% representation of developing country nationals

- *Overall:* 41.7% of WFP's international staff are from developing countries
- *Senior management level (P5 and above):* 28% developing country nationals

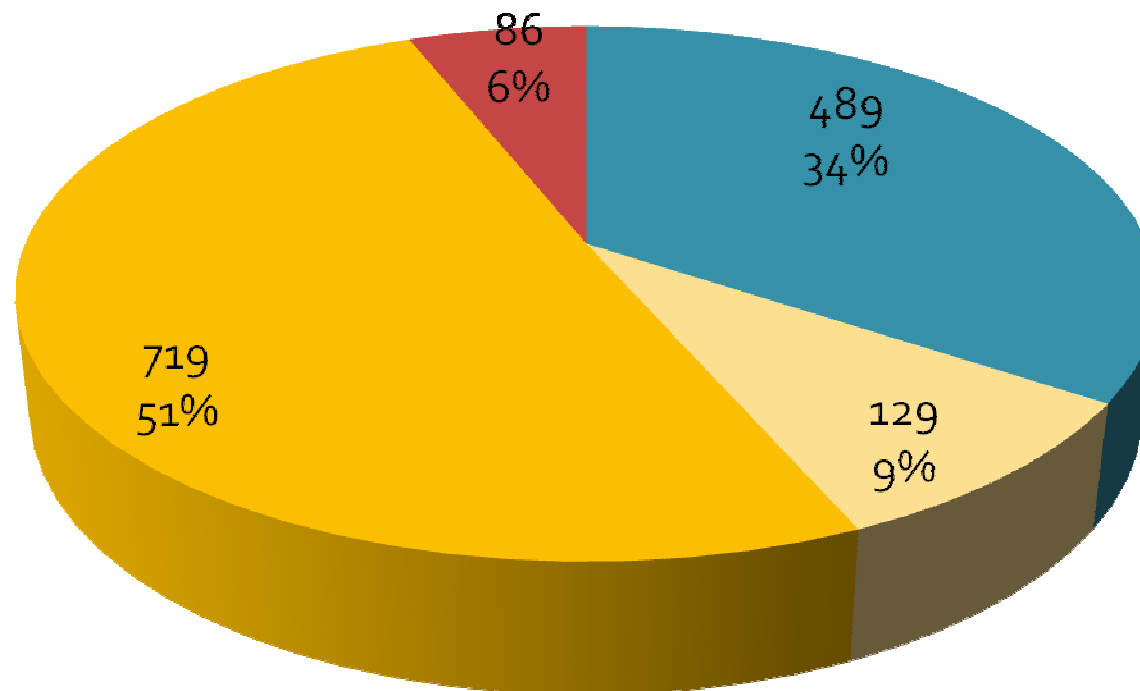


# Where We Work

# HQ and Field Offices

## International professional staff by location

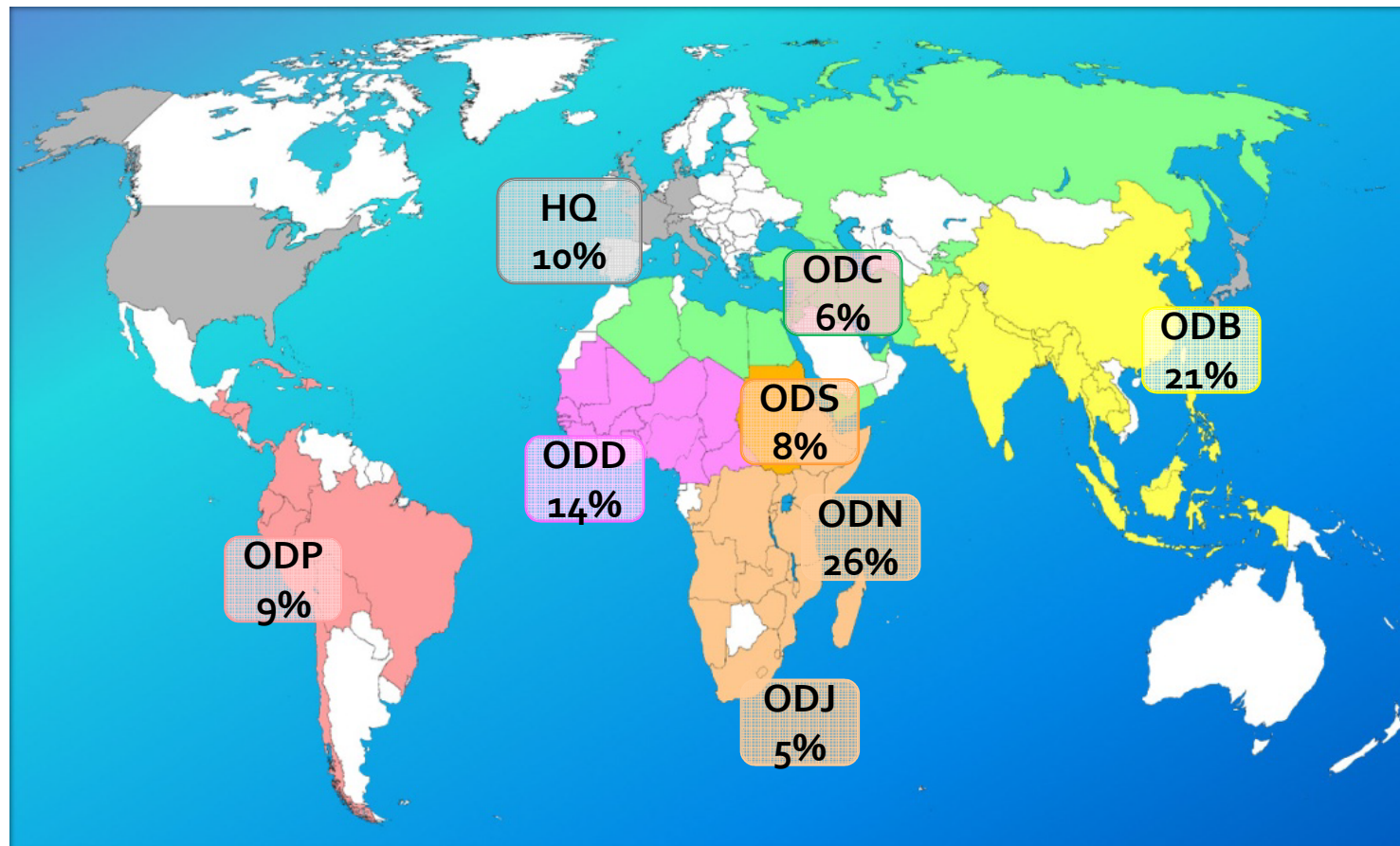
- HQ & Liaison Offices
- Regional Bureau
- Field Offices
- Staff on special status





# Where we work

WFP staff presence in over 100 countries



# Key HR Processes

# Recruitment



*Vacancy issued*

*HR screens minimum qualifications.*

*Language level tested and educational credentials confirmed by HR*

*Panel assesses candidates and prepares short-list*

*Candidate selected from among short-listed candidates*

*At P5 & above:  
ED approves selection*

*HR appoints candidate*

# Reassignment

Position  
Advertised

*All international positions advertised internally*

Staff  
Apply

*Application includes CV, PACE rating, Service Profile and personal consideration*

Staff  
Shortlisted

*Functional Area assesses candidates*

*Short-list may also include staff who did not apply*

Staff  
Proposed

*Hiring manager proposes candidate from among short-listed candidates*

Staff  
Approved  
& Notified

*Reassignment Committee approves staff for reassignment to P-1 to P-5 positions*

*ED approves reassignment of staff to CD and D-1 positions*

*Decision communicated by HR*

# Promotion (P1 – P3)



*Eligibility based on "time in grade"*

*Multiple sources of information collected*

*Staff recommended and put forward*

*Panel assesses performance & potential and ranks staff*

*The number of annual promotion slots depends on the availability of funds, estimated attrition and projected needs of the Programme*

# HR Challenges

# Regulatory Framework

- **Dual Staff Regulations and Rules:**
  - **WFP/FAO Staff Regulations & Rules** for International Professional staff and General Service staff at HQ
  - **UN/UNDP Staff Regulations & Rules** for National Professional Officers and General Service staff in RB/CO
- **WFP policy framework**
  - Special Rules, ED Circulars, policy directives and procedures applicable to one or more categories of staff

# Attracting & Retaining Staff

- Increase in hardship, non-family duty stations
- Fluctuating operations
- Compensation and harmonization of conditions of service across the UN common system



# Managing Staff

## **Funding situation**

- 100% voluntary contributions

## **Mandatory mobility**

- Rotation cycle based on hardship classifications (2-4 year assignments)

## **Work/ life balance**

- Separation from families

# Helpful Links

- WFP Workforce Composition - Executive Board Reports (annual meeting)
- <http://one.wfp.org/~executiveboard>
- HR Strategic Plan (2008-2011)
- <http://one.wfp.org/~executiveboard>