



## **Celebrating WFP's Improved Workplace Culture**

**Side event on the margins of the annual session of the Executive Board, 2021**

**Thursday, 24 June 2021, 13:30-14:05**

**Virtual Event via ZOOM**

The Workplace Culture (WP) Department is inviting the World Food Programme's (WFP) Executive Board members to a side event showcasing progress made in improving WFP's workplace culture. Under the guidance of the Assistant Executive Director (AED) for WP, the event will be coordinated by the WP Department's Comprehensive Action Plan (CAP) Team, in cooperation with the Management Services Division of the Resource Management Department (RM).

### **Context**

Recent assessments – including the 2018 Global Staff Survey; the external review carried out by the advisory company Willis Towers Watson; the progress report of the joint Board/management working group (JWG) on harassment, sexual harassment, abuse of power and discrimination; and the 2019 “tone-at-the-top” audit – identified room for improvement in WFP's workplace culture and ethical climate.

Since then, WFP has made significant efforts to address these issues, including the establishment of a new WP Department, headed by an AED, as well as designing, implementing, and monitoring a CAP.<sup>1</sup> Building on the corporate priority ‘People Management’ and on the fact that this is a ‘People's Department’, the new Department includes the Human Resources Division (HRM), the Staff Wellness Division (WEL), and the CAP team. In addition, the Office of the Ombudsman and Mediation Services, and the Ethics Office, continue reporting directly to the Executive Director, with an administrative dotted line to the AED WP.

In addition to important achievements in the area of workplace culture over the past year, the CAP initiatives and activities focused on reaffirming WFP values, as well as focusing on the importance of leaders as role models. At the same time, the implementation of the CAP has also helped improving disciplinary processes, as well as WFP's policies and systems. These activities include for example the conversion of eligible national staff on service contracts to fixed-term contracts, the roll-out of new health insurance benefits for colleagues worldwide holding short-term and non-staff contracts, and the establishment of a Family Liaison Officer, to name a few. Communication and employee engagement activities have also been significant with some 5,000 employees participating in the Values Consultation exercise and more than 8,000 employees tuning in to our Values Talk LIVE! event, held on 4 February 2021. The role of regional bureaux and country offices has been critical to the implementation of these activities, and more than 5,000 employees have participated in the RESPECT campaign, or in other more tailored initiatives, such as the six Womandla sessions on female empowerment in the Regional Bureau for Southern Africa (RBJ).

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<sup>1</sup> The report on concrete steps towards the implementation of the recommendations of the JWG was presented at the abbreviated first regular session of the Board in April 2020 (WFP/EB.1/2020/9-A/2/Rev.1); the Comprehensive Action Plan was approved by the Executive Board in June 2020 (WFP/EB.A/2020/12-A ); and the first progress report on the implementation of the Plan was presented to the Board in November 2020 (WFP/EB.2/2020/10-A).

This side event showcases the efforts and the first results WFP has achieved in improving its workplace culture. The 2021 Global Staff Survey results clearly demonstrate that the efforts have made a difference: the highest ever participation rate and a significant improvement in a number of indicators reflecting WFP's workplace culture are clear and tangible measures of this. The event marks the first year of establishment of the WP and the first measurement of progress made via the 2021 Global Staff Survey, using a set of 16 selected indicators. The event also draws attention to the need for ensuring a durable and sustainable change in WFPs workplace culture.

## Objectives

The Executive Board members will be invited to a virtual event on WFP's workplace culture, including the inauguration of the Rome Headquarters Values Corner space and launch of the Virtual Tour of the space for all Executive Board members (made available also to all employees).

## Agenda

- 13:30-13:35 Welcome and opening comments**
- Mr David Beasley, Executive Director, WFP (TBC)
- 13:35-13:40 Introduction of the Values – Why our values matter?**
- Ms Gina Casar, Assistant Executive Director, Workplace Culture Department, WFP
- 13:40-13:45 Inauguration of the Values Corner**
- Mr David Beasley, Executive Director, WFP and Ms Gina Casar, Assistant Executive Director, Workplace Culture Department, WFP (TBC)
- 13:45-13:50 Quick tour of the HQ spaces celebrating workplace culture**
- Remembrance Wall, Peace Garden, Nobel space and Values Corner
- 13:50-14:05 Introduction of the Virtual Tour of the Values Corner**
- Ms Gina Casar, Assistant Executive Director, Workplace Culture Department, WFP
- 14:05 Closing remarks (TBC)**